

WELCOME, AND THANK YOU FOR BEING HERE THIS AFTERNOON. THIS IS THE NINTH YEAR IN WHICH I'VE STOOD BEFORE YOU TO DELIVER A BRIEF "STATE OF THE UNIVERSITY" ADDRESS, AND THANKS TO YOUR CONSIDERABLE EFFORTS AND COMMITMENT, AND THOSE OF OUR STUDENTS AND THEIR PARENTS, OUR BOARD MEMBERS, ALUMNI AND FRIENDS, THE STORY KEEPS GETTING BETTER AND BETTER. SO I'LL GET RIGHT TO IT, AND GIVE YOU AN OVERVIEW – IN NO PARTICULAR ORDER – OF THE MANY HIGHLIGHTS OF THIS PAST YEAR; THINGS THAT DESCRIBE, IN MY VIEW, A UNIVERSITY THAT IS VIBRANT, VITAL, AND ON THE MOVE:

- AS YOU WELL KNOW, THIS FALL WE ENROLLED THE LARGEST FIRST-YEAR CLASS IN DECADES, THE LARGEST GROUP OF TRANSFERS, AND WE

HAVE ONE OF THE LARGEST INTERNATIONAL STUDENT POPULATION ON CAMPUS IN THE UNIVERSITY'S HISTORY (AND, IN MENTIONING THIS, I WANT TO EMPHASIZE HOW PROUD I AM OF – AND GRATEFUL TO – ALL THOSE FOLKS WHO WORKED SO HARD OVER THE PAST 4 MONTHS TO ENSURE THAT WE KEPT OUR PROMISE TO THESE STUDENTS AND THERE PARENTS);

- A FACULTY/STAFF TASK FORCE CREATED AN IMPORTANT SOPHOMORE YEAR EXPERIENCE, “THE ENGAGED CITIZEN” – A DIRECT CONSEQUENCE OF BOTH OUR MISSION EXPLICATION PROJECT OF SEVERAL YEARS AGO AND THE INSTITUTIONAL SELF-STUDY UNDERTAKEN FOR REACCREDITATION. IT IS A POWERFUL EXAMPLE OF OUR EMERGENCE AS A MISSION-DRIVEN INSTITUTION;

- WE FINISHED THE LAST FISCAL YEAR WITH A BUDGET SURPLUS FOR THE THIRD YEAR IN A ROW; ALL OF THOSE SURPLUS FUNDS WERE UTILIZED FOR RENOVATION OF CAMPUS FACILITIES;
- WE RENOVATED ANOTHER 10 CLASSROOMS, FOR A TOTAL OF 30 IN THE PAST 3 SUMMERS;
- AS OF THIS PAST SUMMER, ALL RESIDENCE HALLS HAVE WIRELESS ACCESS TO THE CAMPUS NETWORK, AND TECHNOLOGY UPGRADES WERE COMPLETED IN ANOTHER 7 CLASSROOMS (FOR A TOTAL OF 27 IN THE PAST 3 YEARS);
- WITH THE HIRING OF PETER YU – AND GENEROUS ENDOWMENT SUPPORT FROM A DRAKE LAW ALUM AND HIS WIFE, AND FROM PIONEER HI-BRED – WE HAVE ESTABLISHED AN INTELLECTUAL PROPERTY CENTER AND PROGRAM IN THE LAW SCHOOL;

- DRAKE WEST VILLAGE, AN EXCITING COLLABORATIVE PROJECT WITH HUBBELL REALTY THAT WILL HOUSE CLOSE TO 500 UPPER-CLASS AND GRADUATE STUDENTS, AS WELL AS RETAIL SPACES, WAS BEGUN, AND IS ON SCHEDULE FOR OPENING IN AUGUST OF NEXT YEAR;
- FOR THE CURRENT FISCAL YEAR, WE HAVE ADDED ANOTHER \$1.85 MILLION TO THE FACULTY/STAFF COMPENSATION BUDGET, AND CONTINUE TO MAKE SIGNIFICANT PROGRESS TOWARD OUR GOAL OF ENSURING THAT DRAKE SALARIES ARE EQUITABLE AND COMPETITIVE. WE'VE STILL GOT A WAY TO GO, BUT WE'RE MOVING IN THE RIGHT DIRECTION. THE RECENT ESTABLISHMENT OF A FACULTY/STAFF COMPENSATION COMMITTEE WILL HELP GUIDE

AND FOCUS OUR EFFORTS IN THE COMING YEARS;

- WE'VE RENOVATED 3 MORE RESIDENCE HALLS, AND – AS OF THE END OF NEXT SUMMER WITH THE RENOVATION OF THE 2 REMAINING QUAD BUILDINGS – EVERY RESIDENCE ROOM ON CAMPUS WILL BE AIR-CONDITIONED AND RENOVATED WITHIN THE PAST 5 YEARS;
- THE DRAKE LAW SCHOOL STUDENT BAR ASSOCIATION WAS RANKED THE NUMBER ONE STUDENT BAR ASSOCIATION IN THE COUNTRY BY THE ABA;
- WE CONTINUE TO BE RANKED #4 BY *U.S. NEWS & WORLD REPORT* AMONG THE 130 MIDWEST MASTER'S UNIVERSITIES, TIED FOR THE SECOND SPOT IN REPUTATION FOR ACADEMIC QUALITY;

- WE MOVED FROM 7<sup>TH</sup> TO 5<sup>TH</sup> ON *U.S. NEWS & WORLD REPORT'S* "GREAT SCHOOLS, GREAT VALUES" LIST;
- *KIPLINGER'S MAGAZINE* RANKED DRAKE AS ONE OF THE TOP 50 PRIVATE UNIVERSITIES IN THE UNITED STATES FOR THE COMBINATION OF QUALITY AND VALUE;
- THE MEN'S BASKETBALL TEAM HAD THEIR FIRST WINNING SEASON IN 20 YEARS, AND WERE THE CHAMPIONS OF IOWA; THE WOMEN'S TEAM – FACING INJURIES AND ILLNESS OF BIBLICAL PROPORTIONS – WON THE CONFERENCE TOURNAMENT; THE MEN'S TENNIS TEAM HAD ITS HIGHEST NATIONAL RANKING IN HISTORY AND WON THE CONFERENCE; WOMEN'S SOCCER WON THE CONFERENCE – AGAIN!; SOFTBALL WAS RANKED 2<sup>ND</sup> IN THE NATION IN DIVISION I FOR ACADEMICS WITH A TEAM GPA OF 3.46;

MEN'S TRACK AND FIELD HAD THE HIGHEST TEAM GRADE POINT AVERAGE FOR ALL NCAA DIVISION I SCHOOLS WITH A GPA OF 3.47; DRAKE UNIVERSITY REIGNED AS THE MVC ACADEMIC CHAMPIONS WITH AN ALL-STUDENT-ATHLETE GRADE POINT AVERAGE OF 3.14, AND 52 STUDENT-ATHLETES WERE NAMED TO CONFERENCE ACADEMIC TEAMS.

- WE'VE UNDERTAKEN A MAJOR RENOVATION OF COLE HALL, THE GATEWAY TO THE DRAKE EXPERIENCE FOR PROSPECTIVE STUDENTS AND THEIR PARENTS, WHICH WILL BE COMPLETED BEFORE THANKSGIVING;
- WE'VE SEEN STRONG PROGRESS IN THE RECONFIGURED OFFICE OF ALUMNI & DEVELOPMENT: THE LARGEST DRAKE FUND TOTAL --\$2.9 MILLION – IN YEARS, AND SOME MAJOR GENEROUS GIFTS TO THE UNIVERSITY:

THE KRAGIE-NEWELL MEDIA LAB IN MEREDITH;  
THE WELLS FARGO CAREER CENTER IN ALIBER;  
NEW ENDOWED CHAIRS IN PHARMACY AND IN  
LAW; AND A \$3 MILLION ADDITION TO THE  
OPPERMAN SCHOLARS ENDOWMENT, THANKS  
TO DWIGHT OPPERMAN;

- A DRAKE ALUMNUS WON THE MASTER'S GOLF TOURNAMENT AND WAS A MEMBER OF THE RYDER CUP TEAM;
- IN HOSTING THE NATIONALLY-TELEVISED REPUBLICAN AND DEMOCRATIC PRESIDENTIAL DEBATES IN AUGUST, WE EXPANDED TO A NATIONAL LEVEL OUR ROLE AS THE PLACE IN WHICH THE COMMUNITY COMES TOGETHER TO ENGAGE THE CRITICAL ISSUES OF THE DAY;
- THE BRAND-NEW UNDERGRADUATE HEALTH SCIENCES MAJOR, DESIGNED LAST YEAR AND

LAUNCHED THIS FALL, ENROLLED 40 FIRST-YEAR STUDENTS;

- WE'VE BEGUN THREE NEW 2+2 PROGRAMS – IN ACCOUNTING, ACTUARIAL SCIENCE AND IN FINANCE – WITH SOUTHWEST UNIVERSITY OF POLITICS & LAW IN CHINA;
- ANOTHER GRADUATING SENIOR AND TWO FACULTY MEMBERS RECEIVED FULBRIGHT FELLOWSHIPS – WE CONTINUE TO BE AMONG THE TOP AMONG MASTER'S INSTITUTIONS NATIONALLY IN FULBRIGHT PARTICIPATION;
- AND LAST – BUT NOT LEAST – DRAKE IS A CHARTER SIGNATORY TO THE PRESIDENTS' CLIMATE COMMITMENT – A PUBLIC AFFIRMATION OF OUR DETERMINATION TO MINIMIZE THE UNIVERSITY'S ENVIRONMENTAL FOOTPRINT TO THE GREATEST EXTENT POSSIBLE.

WE HAVE THREE EXCITING AND VITALLY IMPORTANT TASKS AHEAD OF US THIS YEAR – IN ADDITION TO OUR ONGOING INTENSIVE EFFORTS TO ENSURE THAT WE ARE PROVIDING OUR STUDENTS WITH AN EXCEPTIONAL LEARNING ENVIRONMENT, THAT WE ARE SUPPORTING OUR FACULTY AND STAFF IN THEIR EFFORTS, AND THAT WE ARE FULFILLING OUR RESPONSIBILITIES TO OUR COMMUNITY ON THE LOCAL, NATIONAL AND GLOBAL LEVELS.

AS I'M SURE YOU KNOW, IN THE MIDDLE OF THIS ACADEMIC YEAR OUR SEVERAL YEARS OF INTENSIVE WORK ON AN INSTITUTIONAL SELF-STUDY FOR REACCREDITATION WILL COME TO A CLOSE, AND THE SITE VISIT BY THE HIGHER LEARNING COMMISSION WILL TAKE PLACE IN EARLY FEBRUARY. THE SELF-STUDY DOCUMENT –

THE CONSEQUENCE OF HUNDREDS OF HOURS OF WORK BY DOZENS OF PEOPLE, AND HERCULEAN EFFORT BY SUE WRIGHT – WILL BE COMPLETED IN THE NEXT TWO MONTHS.

OUR STRATEGIC PLANNING PROCESS, GROUNDED IN THE ENVIRONMENTAL SCANS AND WHITE PAPERS CREATED LAST YEAR, AND IN THE RESULTS OF LAST JUNE'S SUMMER FUTURES CONFERENCE, IS WELL UNDERWAY WITH WEEKLY MEETINGS OF THE PLANNING COUNCIL AND THE FORMATION OF WORKING COMMITTEES FOCUSED ON PARTICULAR STRATEGIC ISSUES. WE ARE IN THE PROCESS OF CREATING A PLANNING COUNCIL WEB PAGE ON THE UNIVERSITY'S PORTAL THAT WILL ENABLE THE CAMPUS COMMUNITY TO MONITOR THE PROGRESS OF THE STRATEGIC PLANNING PROCESS.

FINALLY, WE ARE IN THE INITIAL STAGES OF CRAFTING A MAJOR COMPREHENSIVE FUNDRAISING CAMPAIGN, THE PURPOSE OF WHICH WILL BE TO FUND OUR VISION OF WHAT DRAKE UNIVERSITY CAN AND SHOULD BE IN FIVE YEARS. YOU WILL BE HEARING MORE ABOUT THIS AS THE DETAILS OF THE EFFORT DEVELOP IN COMING WEEKS AND MONTHS, BUT I WANT TO EMPHASIZE SEVERAL THINGS AT THIS POINT:

- THE CAMPAIGN WILL BE DRIVEN BY OUR STRATEGIC GOALS, FOCUSED ON NEEDS THAT DERIVE FROM OUR MISSION AND VISION, AND ON MOVING DRAKE UNIVERSITY FORWARD TO FULFILL OUR ASPIRATIONS FOR THE UNIVERSITY'S FUTURE
- IT WILL BE BROAD-BASED, ENGAGING THE IDEAS AND THE EFFORTS NOT ONLY OF THE

PRESIDENT AND THE DEVELOPMENT STAFF,  
BUT OF DEANS, FACULTY AND STAFF, BOARD  
MEMBERS AND VOLUNTEERS. IT WILL BE A  
*COMMUNITY* EFFORT. IT *HAS* TO BE.

- IT WILL BE TRANSPARENT – IT WILL BE CLEAR  
TO THE CAMPUS COMMUNITY, ALUMNI AND  
FRIENDS WHERE THE MONEY IS COMING FROM,  
HOW IT IS ACCOUNTED FOR, AND FOR WHAT  
PURPOSE IT WILL BE APPLIED.

FOR THE PAST EIGHT YEARS, IN MY FALL  
CONVOCATION REMARKS, I HAVE FOCUSED ON  
TWO CATEGORIES OF ISSUES, AS I HAVE DONE  
THUS FAR THIS AFTERNOON: A BRIEF INVENTORY  
OF OUR ACHIEVEMENTS IN THE PAST YEAR, AND  
AN OVERVIEW OF THE CHALLENGES AND TASKS  
AHEAD. BUT TODAY I DEPART FROM THAT  
TRADITION, THANKS TO A CONVERSATION I HAD A

FEW WEEKS AGO WITH PROVOST TROYER. I WAS TELLING HIM THAT – TO MY GREAT SURPRISE – I HAD HAD ROUGHLY ONE HUNDRED REQUESTS FOR COPIES OF MY COMMENCEMENT REMARKS TO THE UNDERGRADUATES LAST MAY, AND THAT ALUMNI WHOM I MEET AROUND THE COUNTRY CONTINUE TO TELL ME THAT THEY’VE CIRCULATED A COPY OF THE SPEECH TO LARGE NUMBERS OF FRIENDS. I’M UNDER NO ILLUSION THAT THIS RESPONSE INDICATES THAT I DELIVERED A LATTER-DAY VERSION OF THE GETTYSBURG ADDRESS – BUT IT’S CLEAR FROM PEOPLE’S COMMENTS THAT WHAT *REALLY* STRUCK A CHORD WITH THEM WERE MY COMMENTS ABOUT THE PRECIPITOUS DECLINE OF CIVIL DISCOURSE IN AMERICAN SOCIETY. PROVOST TROYER ASKED ME, “DO DRAKE’S FACULTY AND STAFF – OTHER THAN THOSE WHO ATTENDED COMMENCEMENT – *KNOW* THAT’S WHAT YOU

TOLD THE GRADUATES? AND HE SUGGESTED THAT THIS AFTERNOON I MAKE SURE THAT YOU DO. WHAT I SAID WAS THE FOLLOWING:

I HESITATE TO SAY WHAT . . . I BELIEVE *DEEPLY* THAT YOU SHOULD KNOW AND CARE ABOUT, BECAUSE THESE DAYS I DOUBT THAT I COULD DO THAT WITHOUT OFFENDING SOMEONE. NOT BECAUSE OF *WHAT* I THINK, OR *WHAT* I BELIEVE, BUT BECAUSE THE DEGRADATION OF PUBLIC DISCOURSE, THE DISAPPEARANCE OF CIVILITY AND RESPECTFUL DISAGREEMENT, IN THE LAST DECADE OR SO HAVE LED ME TO BELIEVE THAT NO MATTER *WHAT* YOU SAY ON ANY ISSUE OF ANY IMPORTANCE AT ALL, *SOMEONE* WILL MANAGE TO BE OFFENDED BY IT, AND THE LAST THING I WANT TO DO IS OFFEND ANYBODY ON THIS WONDERFUL DAY.

WE HAVE BECOME SO POLARIZED AS A SOCIETY, SO INTOLERANT OF PEOPLE WHO THINK DIFFERENTLY THAN WE DO, THAT SOMETIMES IT SEEMS IMPOSSIBLE TO SAY ANYTHING MEANINGFUL WITHOUT INADVERTENTLY STARTING A FIGHT (AT LEAST A WAR OF WORDS, OR A SERIES OF OUTRAGED EMAILS). SOME OF US HAVE BECOME SO INTOLERANT OF OTHERS' BELIEFS – OR SO ARROGANT ABOUT THE PRIMACY OF OUR OWN – THAT WE CONDEMN PEOPLE TO HELL – OR TO DEATH – FOR BEING AS PASSIONATE ABOUT THEIR BELIEFS AS WE ARE ABOUT OUR OWN, DIFFERENT BELIEFS; SO INTOLERANT OF THE BEHAVIOR OF OTHERS THAT IS DIFFERENT FROM OUR OWN NORMS; *SO READY TO SLAP LABELS ON ONE ANOTHER.*

IN WHAT ONE OF MY COLLEAGUES HAS CALLED THE “RESURGENCE OF IRRATIONALITY,” WE SEEM TO ENTRENCHED IN A PERIOD OF PHENOMENOLOGICAL RELATIVISM, IN WHICH ALL TOO MANY PEOPLE – INCLUDING PROMINENT PUBLIC FIGURES – SEEM TO BE UNDER THE DELUSION THAT *BELIEF* AND *ASSERTION* HAVE THE SAME RHETORICAL WEIGHT AS *KNOWLEDGE* AND VERIFIABLE *FACT* – TO PUT IT SIMPLY, THAT IT’S OK FOR THEM TO ARGUE AGAINST SOMETHING THAT WE *KNOW* BY SIMPLY ASSERTING SOMETHING DIFFERENT, EVEN IF THEY ONLY *BELIEVE* IT AND DON’T HAVE THE EVIDENCE TO *KNOW* IT.

THIS SUMMER, IT SEEMED TO ME THAT IF THAT'S WHAT I WAS TELLING STUDENTS WHO WERE ABOUT TO LEAVE US, IT'S EVEN MORE IMPORTANT FOR ME TO SAY IT TO STUDENTS AS THEY ARRIVE AT DRAKE, AND SO – A FEW WEEKS AGO IN THE CLOSING CEREMONIES FOR WELCOME WEEKEND, I TOLD OUR FIRST YEAR STUDENTS THE FOLLOWING:

LEARN HOW TO ARGUE YOUR VIEWS, AND LEARN HOW TO INTELLIGENTLY RESPOND TO THE VIEWS OF OTHERS. PUBLIC DEBATE IN AMERICA NO LONGER GIVES YOU AN EXAMPLE OF WHAT I'M TALKING ABOUT. PUBLIC DEBATE, IN THE FORM OF MEAN-SPIRITED TALKING HEADS FROM CNN TO FOX, CONSISTS OF "I'M RIGHT AND YOU'RE AN IDIOT." "NO, I'M RIGHT AND YOU'RE AN IDIOT." THAT'S NOT USEFUL INTELLECTUAL DISCOURSE THAT

MOVES OUR THINKING, OUR SOCIETY AND OUR CULTURE FORWARD – IT'S OUR NATIONAL IQ GOING STRAIGHT INTO THE TOILET. THE ISSUES THAT WE FACE TODAY ARE TOO COMPLICATED TO HAVE ONLY ONE RIGHT ANSWER, AND TO CONSIDER SOMEONE WHO DISAGREES WITH YOU, WHO THINKS OTHERWISE, TO BE STUPID AND THE ENEMY, IS BOTH FOOLISH AND DANGEROUS.

CHALLENGE YOUR ASSUMPTIONS, AND INTERACT WITH PEOPLE WHO CHALLENGE THEM FOR YOU – THERE ARE FEW THINGS AS DANGEROUS AND FRIGHTENING (TO ME, ANYWAY) AS BELIEFS AND ASSUMPTIONS THAT AREN'T PERIODICALLY QUESTIONED TO SEE IF THEY'RE STILL RIGHT, STILL APPROPRIATE, STILL USEFUL, STILL ENOUGH...BE OPEN TO

NEW IDEAS, NEW THOUGHTS, NEW PERSPECTIVES, NEW PEOPLE. A TRULY REFLECTIVE, THOUGHTFUL PERSON *WELCOMES* INTELLIGENT AND RESPECTFUL CHALLENGES TO HIS/HER BELIEFS – IN RESPONDING TO THE CHALLENGE, YOU’LL EITHER STRENGTHEN YOUR BELIEF, OR DISCOVER THAT PERHAPS THAT THAT THERE’S SOMETHING BETTER. EITHER WAY, YOU GROW AND MATURE AS A PERSON – YOUR UNIVERSE EXPANDS, AND YOU’LL DO A BETTER JOB OF OCCUPYING YOUR PLACE IN IT. *LEARN* HOW TO CHANGE YOUR MIND IF THE EVIDENCE WARRANTS IT. *LEARN* HOW TO ADMIT YOU’RE WRONG. *LEARN* HOW TO CONVINCe SOMEONE ELSE THEY’RE WRONG (IF THEY ARE!) WITHOUT DEMEANING THEM.

THIS AFTERNOON I AM RELATING TO YOU – OUR FACULTY AND STAFF – WHAT I TOLD LAST SPRING’S GRADUATES AND THIS FALL’S ENTERING STUDENTS BECAUSE THIS IS AN ISSUE AT THE HEART OF WHAT AND WHO WE ARE AS A UNIVERSITY. WE HAVE A WONDERFUL *STATEMENT OF PRINCIPLES*, CRAFTED AND ADOPTED BY THE FACULTY IN THE EARLY 1990S, THAT STATES, IN PART (AND I AM ONLY GOING TO QUOTE A FEW KEY PHRASES HERE – I URGE YOU ALL TO READ THIS IMPORTANT DOCUMENT):

DRAKE’S STUDENTS, FACULTY, AND STAFF SHARE THE RESPONSIBILITY OF RESPECT FOR EACH OTHER AND FOR NEW AND OPPOSING IDEAS. . . DRAKE UNIVERSITY UPHOLDS FREEDOM OF THOUGHT AND FREEDOM OF

EXPRESSION AS CENTRAL TO ITS  
EDUCATIONAL MISSION. . . . WE REALIZE THAT  
FREEDOM OF THOUGHT AND FREEDOM OF  
EXPRESSION PRODUCE CONFLICT AND  
CHALLENGE. WE ENCOURAGE CIVIL DEBATE  
AND DISCUSSION OF DIVERGENT PERSPECTIVES  
AND OPINIONS IN A MANNER THAT AFFIRMS  
OUR COMMUNITY. WE SEEK TO CREATE A  
COMMUNITY IN WHICH SHARED PURPOSE  
TRANSCENDS DIFFERENCE AND RESPECT FOR  
HUMAN DIGNITY TRANSCENDS CONFLICT.

WHILE CHERISHING AND DEFENDING  
FREEDOM OF SPEECH TO THE FULL EXTENT  
PROTECTED BY THE FIRST AMENDMENT OF THE  
UNITED STATES CONSTITUTION, DRAKE  
UNIVERSITY DECLARES ITS ABHORRENCE OF  
STATEMENTS THAT DEMEAN, DENIGRATE,

HUMILIATE, OR EXPRESS HATRED TOWARD MEMBERS OF THE UNIVERSITY COMMUNITY. WORDS DO INDEED HAVE CONSEQUENCES. WORDS MAY BE HURTFUL. SPEECH SHOULD BE A THOUGHTFUL PROCESS.

I AM ALSO REPEATING MY WORDS TO OUR STUDENTS TO YOU TODAY BECAUSE THIS ISSUE IS AT THE HEART OF OUR *MISSION STATEMENT* AND *MISSION EXPLICATION*, AND BECAUSE THESE PRINCIPLES AND BEHAVIORS ARE UNDER ASSAULT FROM A MULTITUDE OF DIRECTIONS. I ASK THAT YOU – AS FACULTY AND STAFF – REMAIN VIGILANT AGAINST THIS ASSAULT, AND THAT YOU CONTINUE TO DO ALL THAT YOU CAN TO MODEL AND SUSTAIN OUR COMMITMENT TO CIVIL DISCOURSE AND TO PRODUCTIVE ENGAGEMENT WITH THOSE WHO MIGHT THINK OTHERWISE.

I WOULD LIKE ALSO TO REMIND YOU OF OUR COLLECTIVE ASPIRATION AS A COMMUNITY AS STATED IN THE OPENING OF *DRAKE UNIVERSITY – VISION 2012*: TO BE – AND TO BE RECOGNIZED AS – ONE OF THE VERY BEST UNIVERSITIES IN THE COUNTRY. WHILE WE ARE DEVELOPING A STRATEGIC PLAN AND A FUNDRAISING CAMPAIGN TO MAKE THAT VISION COME TRUE, IT IS VITALLY IMPORTANT TO RECOGNIZE THAT WE CANNOT BE ONE OF THE BEST UNIVERSITIES IN THE COUNTRY IF EACH AND EVERY ONE OF US, AS FACULTY AND STAFF, ARE NOT STRIVING EVERY DAY TO BE ONE OF THE BEST IN THE COUNTRY AT WHAT *WE DO*. EACH OF US NEEDS TO BE ABLE TO COME HOME FROM WORK EVERY DAY – OR AT LEAST *ALMOST* EVERY DAY – AND KNOW WHAT IT WAS THAT WE’VE DONE TO MOVE DRAKE UNIVERSITY

FORWARD, DRIVEN BY OUR MISSION AND PULLED BY OUR VISION OF THE FUTURE, AND THAT WE'VE DONE IT TO THE STANDARDS OF EXCELLENCE THAT WE'VE SET FOR OURSELVES.

IN CLOSING THIS PORTION OF THE PROGRAM, LET ME SAY – AS I HAVE HAD THE PRIVILEGE OF DOING FOR THE PAST EIGHT YEARS – HOW GRATEFUL MADELEINE AND I ARE TO BE MEMBERS OF THE DRAKE FAMILY, HOW IMPRESSED WE ARE BY YOUR DEDICATION TO OUR STUDENTS AND COMMUNITY, AND HOW APPRECIATIVE WE BOTH ARE OF YOUR GENEROUS FRIENDSHIP AND SUPPORT.

VIDEO

WHAT DOES IT MEAN TO BECOME MISSION-DRIVEN? HOW DOES DRAKE COMMUNITY LIVE ITS MISSION EVERY DAY? I WOULD LIKE TO PRESENT

MEMBERS OF THE DRAKE COMMUNITY  
ANSWERING SOME OF THOSE VERY QUESTIONS.

AFTER THE VIDEO

THIS VIDEO WILL BE INCLUDED IN NEW HIRE ORIENTATIONS GOING FORWARD AND COPIES ARE AVAILABLE FOR USE AT MEETINGS, AT GROUP FUNCTIONS OF ANY KIND WITH ALUMNI, AND TO STUDENTS BY REQUESTING IT FROM MARKETING AND COMMUNICATIONS. PLEASE USE THIS TOOL TO INTRODUCE OR REMIND PEOPLE OF THE JOB WE ARE ALREADY DOING AND HOW WE CAN GROW OUR MISSION MESSAGE BEYOND THOSE OF US THAT ARE ALREADY MISSION-DRIVEN.

AWARDS

## **SPECIAL EMPLOYEE RECOGNITION AWARD TO ERICCA POLLACK**

THIS YEAR WE HAVE ADDED AN ADDITIONAL AWARD, CREATED BY THE CABINET, TO RECOGNIZE EXCEPTIONAL EMPLOYEE PLANNING AND SERVICE IN LIGHT OF THE UNUSUAL CHALLENGES CREATED BY THE ENROLLMENT GROWTH THIS FALL. THIS AWARD: “THE CABINET SPECIAL RECOGNITION AWARD” IS BEING GIVEN TO ERICCA POLLACK, DIRECTOR OF RESIDENCE LIFE, WHO DEMONSTRATED EXEMPLARY EMPLOYEE EXCELLENCE DURING THIS PAST ACADEMIC YEAR AND SUMMER.

HER NOMINATOR NOTED THAT DURING THE SPRING OF 2006, ERICCA WAS ASKED TO PARTICIPATE IN THE SELECTION OF A DEVELOPER

FOR THE MIXED-USE PROJECT THAT WOULD EVENTUALLY BECOME THE DRAKE WEST VILLAGE. ERICCA ENDURED HOURS OF SITE REVIEW/DISCUSSIONS IN THE FRIGID SPRING AIR WITH DEVELOPER CANDIDATES. LATER, SHE PARTICIPATED IN THE INTERVIEW AND SELECTION PROCESS AND HAS CONTINUED HER INVOLVEMENT DESPITE THE FACT THAT THE PROJECT IS NOW UNDER CONSTRUCTION.

SHE RECENTLY DEVOTED ADDITIONAL HOURS TO REVIEWING PROPOSALS FROM POTENTIAL HOUSING MANAGERS FOR THE PROJECT; RESEARCHED COMPARABLE RENTAL PRICES; HELPED WITH COLOR AND INTERIOR FINISH SELECTIONS; AND HAS WILLINGLY ASSISTED THE DEVELOPER AND THE HOUSING MANAGER IN SETTING UP VARIOUS APPOINTMENTS ON CAMPUS.

ERICCA'S KEEN ATTENTION TO DETAIL AND HER SINCERE INTEREST IN GETTING THE BEST POSSIBLE OUTCOME FOR DRAKE STUDENTS MADE HER AN OUTSTANDING CANDIDATE.

IN ADDITION TO THE DRAKE WEST VILLAGE PROJECT, ERICCA ALSO SERVED ON THE QUAD RENOVATION PLANNING COMMITTEE, HELPING TO SELECT THE ARCHITECT AND WORKING WITH HIS TEAM TO CREATE RENOVATED HOUSING FACILITIES THAT WILL PROVIDE A WONDERFUL "NEW" HOME FOR DRAKE STUDENTS.

DURING THIS PAST SUMMER, ERICCA ALSO SERVED ON THE PARKING COMMITTEE, ON THE EMERGENCY RESPONSE COMMITTEE, AND PARTICIPATED IN THE REVIEW OF LAUNDRY VENDOR PROPOSALS.

WHEN THE ADMINISTRATION DISCOVERED THAT THIS YEAR'S FIRST YEAR CLASS WOULD BE UNUSUALLY LARGE, ERICCA IMMEDIATELY TURNED ON HER CREATIVE POWERS TO FIND NEW WAYS TO KEEP THE DRAKE PROMISE FOR THOSE STUDENTS. SHE ASSISTED WITH PLANS TO RENOVATE MOREHOUSE AND TO CONVERT THE LOWER LEVEL TO ACCOMMODATE ADDITIONAL STUDENT BEDS. SHE EMPLOYED INNOVATIVE STRATEGIES AND PERSUASIVE TACTICS TO MOVE STUDENTS AROUND IN THE HALLS IN ORDER TO HOUSE 911 FIRST YEAR STUDENTS IN DRAKE RESIDENCE HALLS AND STILL MAINTAIN THE INTEGRITY OF THE FYS EXPERIENCE. THIS WAS ONLY SLIGHTLY SHORT OF A GENUINE MIRACLE!

WHILE WORKING ON THE RENOVATION PROJECTS, ERICCA SPENT CONSIDERABLE TIME COLLABORATING WITH STAFF AND STUDENTS TO DEVELOP, IMPLEMENT, AND EVALUATE DRAKE'S SUMMER ORIENTATION AND WELCOME WEEKEND PROGRAMS. ERICCA TRULY REPRESENTS DRAKE'S COMMITMENT TO AN EXCEPTIONAL LIVING/LEARNING ENVIRONMENT AND COLLABORATION BETWEEN FACULTY, STAFF, AND STUDENTS.

PLEASE JOIN ME IN HONORING AND CONGRATULATING, ERICCA POLLACK!

**MADELYN M. LEVITT AWARD FOR  
DISTINGUISHED COMMUNITY SERVICE**

MADELYN LEVITT'S GENEROSITY AND INSIGHT OVER A DECADE AGO IN CREATING THE MADELYN M. LEVITT DISTINGUISHED COMMUNITY SERVICE AWARD MADE POSSIBLE THE RECOGNITION OF THOSE WHO MAKE OUTSTANDING CONTRIBUTIONS THROUGH DEDICATED SERVICE, LEADERSHIP AND VOLUNTEERISM. CRITERIA FOR THE AWARD INCLUDE A DEMONSTRATED PERSONAL COMMITMENT TO VOLUNTEERISM AND COMMUNITY SERVICE, AN OUTSTANDING RECORD OF LEADERSHIP OR SUBSTANTIAL INVOLVEMENT IN COMMUNITY PROJECTS, SERVICES AND ACTIVITIES CONTRIBUTING TO THE QUALITY OF LIFE IN OUR REGION, STATE AND/OR THE NATION, PROFESSIONAL AND PERSONAL VALUES AND BEHAVIOR THAT TYPIFY THE IDEALS OF GIVING BACK TO OTHERS AND MAKING A DIFFERENCE IN THE LIVES OF OTHERS.

THIS YEAR'S RECIPIENT OF THE MADELYN M.  
LEVITT DISTINGUISHED COMMUNITY SERVICE  
AWARD IS *DR. DEE WRIGHT*, DIRECTOR OF THE  
**DRAKE UNIVERSITY COUNSELING CENTER.**

DR. WRIGHT'S NOMINATOR NOTED THAT HIS  
WORK IN THE COMMUNITY, MUCH LIKE HIS WORK  
AT DRAKE, REFLECTS A DEEP COMMITMENT TO  
SERVICE AND ISSUES OF PERSONAL WELL-BEING,  
PARTICULARLY AMONG YOUNG PEOPLE. THIS IS  
EVIDENT IN THE WORK DR. WRIGHT DOES FOR THE  
IOWA HOMELESS YOUTH CENTERS, AN  
ORGANIZATION DEDICATED TO HELPING OLDER

RUNAWAY AND HOMELESS YOUTH ATTAIN SELF-SUFFICIENCY AND SUCCESS. DR. WRIGHT HAS SERVED ON THE IHYC COMMUNITY ADVISORY BOARD FOR THE LAST THREE YEARS, CONTRIBUTING TO THE ORGANIZATION'S MISSION TO ELIMINATE HOMELESSNESS AMONG CHILDREN, YOUTH, AND YOUNG MOTHERS IN POLK COUNTY. DR. WRIGHT HAS PLAYED A KEY ROLE IN THE IHYC ANNUAL FUNDRAISER TAGGED "*REGGIE'S SLEEP OUT*" AIMED AT RAISING AWARENESS AND MONEY TO ADDRESS THE CRITICAL PROBLEM OF YOUTH HOMELESSNESS IN CENTRAL IOWA. DR. WRIGHT WAS INSTRUMENTAL IN BRINGING THAT EVENT TO THE DRAKE CAMPUS IN 2006. DRAKE STUDENTS,

FACULTY AND STAFF ENTHUSIASTICALLY  
FOLLOWED DR. WRIGHT'S EXAMPLE AND  
PARTICIPATED IN THAT EVENT, INTERTWINING  
THE DRAKE CAMPUS WITH THIS SIGNIFICANT  
COMMUNITY SERVICE INITIATIVE.

DR. WRIGHT ALSO SERVES AS A VOLUNTEER FOR  
THE IOWA DISABILITY DETERMINATION SERVICES  
AND THE IOWA DIVISION OF WORKERS'  
COMPENSATION. HE BRINGS TO THOSE  
ORGANIZATIONS HIS UNDERSTANDING OF  
MENTAL HEALTH ISSUES, PROVIDING A NEEDED  
PERSPECTIVE TO ADMINISTRATIVE PROCESSES  
RELIANT ON THE WORK OF HEALTH CARE

PROFESSIONALS. HE IS COMMITTED TO HIS  
PROFESSION, SERVING AS A CLINICAL SUPERVISOR  
FOR PSYCHOLOGY DOCTORAL CANDIDATES FROM  
SIMPSON COLLEGE AND SERVING AS A TRUE  
MENTOR WHEN WORKING WITH COUNSELORS AT  
DRAKE AND IN THE COMMUNITY.

DR. WRIGHT'S NOMINATOR CHARACTERIZED HIM  
AS A "SERVANT LEADER" EMPOWERING OTHERS  
WITH PASSION AND INTEGRITY, WHILE LEADING  
THROUGH EXAMPLE.

PLEASE JOIN ME IN CONGRATULATING DR. DEE  
WRIGHT

I'D NOW LIKE TO TURN THE PODIUM OVER TO OUR  
DIRECTOR OF HUMAN RESOURCES, VENESSA  
MACRO, WHO WILL ANNOUNCE THE RECIPIENTS  
OF THE MADELYN M. LEVITT AWARD FOR  
EMPLOYEE EXCELLENCE.