



## **From the Desk of the President**

As you read this, the fall 2019 semester has successfully come to an end with Commencement exercises for over 800 graduates which occurred on Dec. 17, 2019. For all of those who made it a successful and memorable event for our students and their guests, THANK YOU. I hope many others who have not yet experienced this inspiring and captivating event will consider assisting with and/or attending a future Commencement ceremony.

As you depart to celebrate the holidays, I hope you will take some time to reflect on the work we accomplished – together – during the fall semester and take pride in your individual and/or collective accomplishments.

I am honored and privileged to represent you, because no matter where I go in our service region, I am provided with numerous examples of how your work is changing lives, destinies and family trees in our communities. For that, you should be #HACCproud. I am grateful to the Board of Trustees for extending my contract and expressing their confidence in me and I look forward to continue serving you until at least June 2023.

Even though our resources do not currently meet the changing needs of the higher education landscape in Central Pennsylvania, you have persevered in service to our students and each other and with fidelity to the College's purpose and values. I ask that you please join me and members of the Cabinet in continuing to face our difficulties in a collaborative and civil manner to ensure we keep our students as our top priorities.

From the bottom of my heart, I sincerely thank you for all you did to ensure the success of our students this semester. I look forward to working with you to keep our students at the forefront of our words and deeds going forward.

Thank you and happy holidays!



## **Outsourcing Update**

### **Bookstore**

We have decided to push back this Request for Proposal (RFP) until the end of 2020. This delay is caused by two factors. First, the College's retirement initiative may result in the need to consider the bookstore's structure and second, there is a market disruption between two of the largest book publishers (Cengage & McGraw-Hill) merging that could take place in spring of 2020 and would alter the way textbook delivery is being sold.



### **Facilities/buildings and grounds**

The RFP for Facilities and Grounds and Maintenance is progressing as outlined in our original timeline. The Facility supervisors provided feedback to the RFP and it was posted to PennBid on Wednesday, Dec. 11, 2019. The potential bidders will have until Feb. 6, 2020 to submit their proposals for consideration. The procurement department will review all submissions and provide the evaluation committee a copy of all responsible proposals to thoroughly review and score. We expect to have a final decision by March or April, 2020.

### **Security**

We will begin gathering information in January 2020 for this RFP. We expect this entire process to take three to four months.

## **Job Postings in the Office of Finance**

HACC's Office of Finance is realigning its organizational structure to support the One-College model, which includes two fundamental enhancements. These changes were shared with employees in the division and during a collegewide Zoom session.

First, all real estate, facilities, custodial, and buildings and grounds responsibilities will be removed from the business officer's responsibilities and added to the responsibilities of a new position of executive director of facilities and real estate. The individual in this new position will report directly to the vice president of finance and will:

- Be responsible for overall management of facilities and custodial operations at all campuses
- Be responsible for establishing and implementing the collegewide master plan
- Establish procedures for maintenance, repair and/or replacement of college facilities, grounds, equipment and the vehicle fleet
- Support our employee safety program in a diverse and inclusive workplace

The second enhancement is combining controller duties and business operation responsibilities to create a new position of assistant vice president of finance. The individual in this position will report directly to the vice president of finance and will:

- Administer and oversee collegewide budgeting, payroll, accounting, financial planning, state reporting, student accounts and cashiering

- Have strategic oversight of collegewide business operations to ensure efficiency and financial sustainability

With these enhancements and the responses from the retirement incentive offer, the number of overall positions in the Office of Finance will decrease.

These two positions will be posted externally and internally.

## **Health Savings Accounts – A Healthy Investment!**

Whether you are new to the High-Deductible Health Plan for the year 2020, or it has been your plan of choice for years, keep reading for some useful information about a powerful tool included with your coverage: the Health Savings Account (HSA). The HSA acts a health care “piggy bank” and allows you to set aside money for current and future health expenses with significant tax advantages, offering security and peace of mind for you and your family.



### **How does it work?**

To help pay and save for health care expenses, the government allows individuals covered by HSA-qualified health plans to open HSAs. You and your employer are allowed to contribute to your HSA, but you get to control how you use the account and keep any funds left over at the end of the year.

Your HSA offers valuable savings on federal, state and payroll taxes:

- Contributions are tax free
- Account interest and investment gains accumulate tax free
- Dollars spent on qualified medical expenses are tax free

As you build up a balance in your account, you can use your tax-free HSA dollars to pay for your eligible health care costs, such as doctor and hospital visits (“qualified medical expenses”). In addition to medical expenses related to your health plan, you can also use your tax-advantaged HSA dollars to pay for qualified medical expenses, such as for chiropractic care, eyeglasses or other vision expenses, dental expenses, or alternative medical expenses.

Any balance left over at the end of the year stays with you, regardless of job changes or retirement. Balances earn interest and may be invested, offering you the ability to set aside thousands of dollars for your health care expenses now, in the future, or during retirement.

If you are enrolled in Medicare, you can no longer contribute funds to your HSA, but at age 65 and older you are able to use the existing funds for non-medical expenses without tax penalties!

The HSA provided through your HACC health coverage is managed by [Benefit Wallet](#). **If you enrolled in the High-Deductible Health Plan for the first time, you will need to activate your HSA. Keep an eye out for a mailing from Benefit Wallet in December with instructions for opening your account. You cannot use your account or receive contributions until your account has been activated.**

For additional information on HSAs, including contribution limits for 2020, [click here](#) for a helpful FAQ or submit your questions to [AskHR@hacc.edu](mailto:AskHR@hacc.edu).

## **Update on “Learner” and HACC Email Signatures**

After additional consideration, discussions and focus groups with students and employees, we will **not** move forward with adopting “learner” in place of “student.” Thank you to everyone who provided thoughtful feedback, as well as everyone’s patience as we considered this change in terminology and mindset.

This decision does not alter the [College’s purpose statement](#): **Learning for all; learning for life.**

Information regarding HACC email signatures was included in the [previous issue of the Ski Gram](#). Please follow the email signature formatting guidelines below, which have been modified from the previous article based on accessibility considerations:

### **Email signature formatting:**

Font: Arial  
Font Size: 11  
Color: Black

### **Email signature template:**

Employee Name  
Employee Position Title  
Division  
HACC, Central Pennsylvania’s Community College

**Mailing Address:** \_\_\_\_\_

**Email:** \_\_\_\_\_@hacc.edu

**Telephone:** 717-\_\_\_\_-\_\_\_\_

**Internal Extension:** \_\_\_\_\_

**Fax:** 717-\_\_\_\_-\_\_\_\_

**Website:** [www.hacc.edu](http://www.hacc.edu)

**Our Purpose: Learning for all; learning for life.**

If you have not already done so, please update your HACC email signature following the guidelines above. In addition to email signatures, please ensure that electronic materials with the outdated mission and vision statements – including webpages – are revised to reflect the new purpose statement. Printed publications and other materials should not be discarded. Instead, they should be updated when you are ready to re-print.



## **Congratulations to HACC's 2019-2020 All USA Academic Team Nominees!**

The 10 scholars represent the five campuses:

- ☆ Gettysburg Campus: **David Lenig, Amber Henry**
- ☆ Harrisburg Campus: **Victor Svistunov, Bangyang Li, Stephanie Jones**
- ☆ Lancaster Campus: **Jonathan Morales-Gonzales, Jessica Wood**
- ☆ Lebanon Campus: **Kariann Sweeney**
- ☆ York Campus: **Christian Arcarese, Joaquin Nuez Sanchez**

The scholars' commitment to academic excellence and community service is commendable. They are now placed in competition for following awards:

- All-USA Award
- GEICO Pathway to Completion Award
- Guistwhite Award
- Hites Award
- New Century Transfer Award
- New Century Workforce Award
- Oberndorf Award
- PAASHE APAT Award
- TEK Productions Award
- Workforce Development Award

Phi Theta Kappa will notify scholars of their placement on national teams by April 2020.

## **Announcement for the New School Deans**

We are pleased to announce the new deans of the schools in the Office of Academic Affairs. They will begin their new collegewide positions Jan. 6, 2020.

### **School of Business, Technology and Industry: Jennifer Baar**

Jennie Baar has been with the College for over nine years. With her bachelor's degree in physics and master's degree in materials science, she began at HACC in the role of the math and science division dean. Afterward, she moved into her current position of Harrisburg Campus dean of academic affairs, working with the faculty and programs on the Harrisburg Campus. She anticipates completing her doctorate in management in community college policy and administration in August 2020.



### **School of Health Sciences: Dory Uhlman**

Dory Uhlman has served HACC over the past 20 years in a number of roles, including associate dean of academic affairs at the Lebanon Campus, dean of retention services, interim vice president of the Harrisburg Campus and

dean of academic affairs for the Gettysburg Campus. Dory's bachelor's and master's degrees are in English. Throughout her time at HACC, she has taught as an adjunct English faculty member.

### **School of Liberal Arts: Leslie Boon**

Leslie Boon has been at HACC for 19 years in various roles. For many years, she was the director of tutoring and testing at the Gettysburg Campus. More recently, she has served as an associate dean of academic affairs at the Harrisburg Campus. A community college graduate, she went on to complete a bachelor's in English education and master's in American studies. She has taught foundational studies and English at HACC. She is currently leading the strategic initiative on guided pathways for HACC.

### **School of Science and Mathematics: Michael Corradino**

Mike Corradino has been with the College for over 15 years as an academic administrator at the Lancaster Campus. With bachelor's and master's degrees in international relations, Mike served as the social sciences division dean in a previous organizational structure. Since then, he has had opportunities to work with faculty on the Lancaster Campus as the dean of academic affairs. He has been instrumental in launching the In-Class Tutoring project, and he occasionally teaches HACC courses in government and politics.

Please join me in congratulating and supporting these colleagues!

## **Senior Leadership in Student Affairs**

We are pleased to announce the appointment of four new Assistant Vice Presidents (AVP) in Student Affairs and Enrollment Management. These AVPs will assume the new roles, effective Jan. 6, 2019 to assist in leading the transition of Student Affairs and Enrollment Management to a One-College structure.

### **Radecka Appiah-Padi, assistant vice president for Learning Enhancement**

Radecka has enjoyed a 20-year career in higher education with multiple administrative positions in academic affairs, workforce development, continuing education, learning support, and grants coordination. After nine years at Lansing Community College in Michigan, Radecka moved to Pennsylvania where she worked at Penn State, Williamsport and then Delaware Community College before coming to HACC in 2018. Radecka earned the doctor of philosophy from Pennsylvania State College in State College, PA.

### **Tim Barshinger, assistant vice president for Student Progression**

Tim has served various administrative positions since he began work at the College in 2013. His positions at HACC ranged from student affairs deans, to director of advising and career services, to interim positions in academic success and campus administration. Prior to HACC, Tim worked in career development positions at regional career colleges. With more than 23 years' experience in secondary and higher education, Tim began his work in education as a high school teacher and coach.

### **Gina-Lyn Crance, assistant vice president for Student Engagement**

For the past 18 months Gina has served as HACC's Harrisburg Campus dean for student affairs and enrollment management. Prior to that, she worked 10 years at Albright College in Pennsylvania as vice president for student affairs and dean of students, and six years as Hofstra University's dean of students. Gina-Lyn earned the doctor of education at Hofstra University in New York.

### **Tracey Smith, assistant vice president for Strategic Recruitment & Services**

A graduate of HACC, Tracey began work at the college as student in 2003. During her tenure at the College she held multiple enrollment services positions at the Gettysburg campus. Most recently, Tracey served the College as

dean of student affairs and enrollment services at the Gettysburg and York campuses. Tracey completed the master of education degree in educational leadership.

We will be re-opening a search for the executive director for Assessment and Strategy.

## **Updates from around the College**

### **Veteran's Day Breakfast**

On Monday, Nov. 11, 2019, the Lancaster SGA sponsored a special breakfast for veterans. Student veterans were invited to walk in, open-house style, to get breakfast items, baked goods, coffee, and juice before or in between morning classes. Lancaster SGA president, **Irene Mbilinyi** stated, "This event is a small way to show appreciation for our veterans. Imagine being in their shoes and sacrificing all they have. We appreciate that sacrifice and all they've done for our country."

### **Fall Transfer Day**

The Lancaster Campus Fall Transfer Day was held in mid-November. There were 32 colleges and universities on campus to speak with prospective transfer students. These college representatives answered questions about the transfer admissions process, articulation agreements, transfer of credits, scholarships/financial aid, housing, and more. Approximately 100 students attended this event. Special thanks to **Jennifer Alleman**, who coordinated this event, and the following staff members helped with the event: **Lorie Sonnen, Annmarie Driscoll, Elena Crain, Trisha Bright, Irma Alicia Villareal, and Carol Davis.**



### **Shannon Harvey's Perspective on Higher Education in France Through Fulbright**

I was privileged to have been selected as one of 12 U.S. participants of the Fulbright International Education Administrators (IEA) Seminar to France in October of 2019. This three-week program was part cultural exchange and part opportunity to learn about the French higher education and research system. Our visits were concentrated in Bordeaux and Paris.

As one result of this intensive program, I discovered three often misunderstood things about studying in France.

1. France is more than a place to study culture, such as art history, literature, and music. It's true; France is a wonderful place to study culture, art history, literature, and music. However, it is also a great place to study business, engineering and healthcare. We met with representatives of The Conference of Deans of French Schools at la Sorbonne, who explained the close relationship between programs at the university and local industry. It was clear that the French government has long made efforts to ensure that public universities were graduating students based on the needs of industry.

2. It's not too hard to study in France if you don't know the language. In fact, there are a growing number of programs that can be done entirely in English. [Campus France](#) provides information on 700 undergraduate and graduate programs, from [summer courses to full degree programs](#), all taught in English. You do not have to be fluent in French to study in France.
3. It's not too expensive to study in France. There are many degree programs, as well as summer-only programs, that are pretty reasonable by U.S. standards. Many degree programs are in the range of 200 to 300 euros per year for tuition. Some [summer-only programs](#) available are less expensive than U.S. study abroad programs. In many cases, French government subsidies for university students are also provided to international students. International students are also eligible for coverage under the French healthcare system.

During this Fulbright Seminar in France, the many opportunities to meet with higher education leaders to discuss the similarities, differences, and opportunities (such as the ones outlined above) of our work in higher education made it a fascinating three weeks.

There are comparable [Fulbright IEA programs](#) to India, Taiwan, Russia (for community colleges), Japan, South Korea, and Germany.



*Shannon Harvey, Gettysburg Campus vice president, pictured with the 2019 France International Education Administrators program delegation.*

**Broadway World 2019 Regional Theatre Nominees!**

Congratulations to the following HACC Theatre Faculty who are Broadway World 2019 Regional Theater nominees:

- ☆ Paul Foltz, Costume Design, Spring Awakening
- ☆ Lori Friedlander, Lighting Design, Spring Awakening
- ☆ Jay Kirssin, Sound Design, James and the Giant Peach
- ☆ Dave Olmsted, Scenic Design, Spring Awakening
- ☆ Brenda Eppley, Director, James and the Giant Peach
- ☆ Chris Purcell, Musical Direction, Spring Awakening



### **Brightspace Updated Navigation Bar**

Starting in spring 2020, online instructors will have the option to select an updated default navigation bar (navbar) within the learning management system, Brightspace by Desire2Learn. Thanks to **Jason Beaudin**, director of Academic Technologies, for getting approval from the Faculty Organization and implementation of the new default navbar. The uniqueness of each online class will still exist; however, the updated navbar will allow for consistency and easy access to commonly used, critical tools. It is expected that many online classes at HACC will use this updated navbar, however faculty members will still have the option to create and use other navbars, as needed, to support student success. These are just some of the contributions of our virtual learning faculty and staff to ensure the success of virtual learners at HACC!

### **Clothesline Project Domestic/Sexual Violence Awareness – Student Club 2F2F**

HACC's York Campus domestic/sexual violence awareness student club 2F2F (2<sup>nd</sup> Fight 2 Flight) displayed student submissions for the Clothesline Project in front of the Cytec Building. The Clothesline Project invites people to design and submit t-shirts that bring awareness to domestic and sexual assault. In many cases, the t-shirts are representative of actual victims. Each t-shirt color has significance.



- White is for women who died as a result of violent acts
- Yellow or beige is for women who have been battered or assaulted
- Red, pink, and orange represent survivors of rape and sexual assault
- Blue or green is for survivors of incest and sexual abuse
- Purple or lavender represents women attacked due to their sexual orientation
- Brown or Gray is for survivors of emotional, verbal or spiritual abuse
- Black is for women assaulted for political reasons or those disabled as a result of an attack or assaulted because of a disability

### **Virtual Learning Online Course Tours and Navigation**

Virtual Learning faculty members recently developed online course tour videos to share with prospective and current students. These videos, which can be viewed at [www.hacc.edu/onlinecoursetours](http://www.hacc.edu/onlinecoursetours), show examples of how online classes at HACC are created by our faculty with a focus on the unique needs of learner engagement online. Some current and prospective students can feel apprehensive about taking an online course. By providing them with a peak into online courses, we are able to reduce their anxiety and create an understanding of design, support, and expectations. There are additional ways for prospective and current students to learn about online courses and the available support. For instance, an online sample class, self-assessment, and Jump Start YOUR Success resources can all be viewed at [www.hacc.edu/virtual](http://www.hacc.edu/virtual). Special thank you to the following Virtual Learning faculty: **Matthew Feeser**, associate professor, Communications, **Valerie Gray**, professor, English, **Sarah Jacobson**, assistant professor, Sociology, **JuliaGrace Jester**, associate professor, Psychology, **Suzanne O'Hop**, professor, English, and **Robert Wagner**, associate professor, Physical Science for their contributions to the Online Course Tours which highlight the unique expertise and quality found within online classes at HACC!

## **Reminder Resource Fair**

A new initiative, the Reminder Resource fair, served as a reminder of services for students after the midterm break and to students just beginning seven week terms. Resources such as tutoring, safety and security, advising, financial aid and registration were featured. The event was held in October in the Bruce E. Cooper Student Center and all students involved had a great time interacting with student clubs and various offices on HACC's Harrisburg Campus.



*Many students enjoyed interacting with the offices and clubs represented at the Reminder Resource Fair*

## **HACC Markets Healthcare Pathway to Future Students**

While conducting research with colleagues and students at the Gettysburg Campus, the Office of College Advancement recognized that there was an untapped market – individuals with low-paying jobs who are interested in a better career path. HACC offers such an opportunity through our healthcare pathway of the [medical assisting certificate](#) to the [healthcare management](#) or [health science](#) associate degrees.

In July and August 2019, HACC marketed this [pathway](#) to the following audiences through digital advertising, Pandora, email and direct mail:

- Females in our 11-county region, ages 20-40
- Females and males in Adams, Dauphin, Franklin, Lebanon and York counties making \$30,000 a year or less

- Individuals who have expressed interest in these programs

The campaign resulted in:

- More than 4.8 million impressions (views) of and 18,737 engagements (clicks, likes or comments) with our digital advertising
- An 11.5% increase in the number of applicants with an interest in Medical Assisting, Health Science and Healthcare Management programs during the campaign period (July 1-Aug. 16, 2019) compared to the number of applicants in 2018

In addition, when people visit related program pages on our website, we are delivering them digital ads to encourage them to think about this pathway. Early results show that the click-through rates (number of impressions divided by number of clicks) on these ads are higher than the national average.

## **HACC Signs Agreement with Trusted Provider of Mental Health Counseling Services**

HACC announced earlier this month that we have entered into a one-year agreement with Mazzitti & Sullivan EAP Services to provide comprehensive clinical mental health counseling services to HACC students.

Please read [this statement](#) in our online newsroom for more information.



## **Protocol for Use of Student Photography**

The use of student photography in HACC marketing, advertising and news releases enhances the College's mission of diversity and inclusion. To ensure photos of students comply with the College's mission, the Office of College Advancement (OCA) requires the use of student photography meets the following standards:

- Photos of our students must be authentic, fit the message and have students' express permission to use those photos
- HACC colleagues are not permitted to use a photograph of a student in a project that presents a false perception of that student
- For example, if a project involves communicating to people with disabilities, it must include a person with a disability. People relate to people. It is false advertising to use photos of individuals who are not receiving student access services for the project in this example
- A false portrayal of a student could cause mental, emotional and economic harm if the student is stigmatized by the representation. Also, false portrayal of a student is unethical and opens up the College to legal ramifications

For a successful project, please:

- Recruit students who use your services and ask them to agree to be photographed for that purpose
- Require each student in the photos to fill out the Permission for Photography, Quotes and Videography form found under "Photography and Videography" in the Office of College Advancement portal on myHACC
- Ensure the form is legible
- Require each student to add this statement in the "Event Description of Project" section: "I agree that my photograph can be used for the \_\_\_\_\_ campaign."
- Require each student to add this statement: "I use the services of the \_\_\_\_\_."
- Provide the original copy of the signed form(s) to OCA

Note that no materials will be produced without the required signed photo release form(s) provided to OCA in advance.

For additional information, please see HACC's visual identity standards found under "Publication Tools" in the Office of College Advancement channel on myHACC.

If you have questions, please email [imcprojects@hacc.edu](mailto:imcprojects@hacc.edu).

## **Kudos**

*Kudos are submitted to the Office of the President, regularly. If you would like to recognize someone, or an entire team of colleagues, send the kudo to [presidentski@hacc.edu](mailto:presidentski@hacc.edu) by the 20<sup>th</sup> of the month.*

- ★ Kudos to Lancaster Campus faculty member **Connie Ogle** for being selected as HACC's honoree for the 2020 Dale P. Parnell Faculty Distinction Recognition, awarded by the American Association of Community Colleges
- ★ Kudos to **Lancaster Campus faculty** and **student affairs staff** who collaborated on efforts to support students in both the Advising Drive and the recent Open House
- ★ Kudos to Lancaster Campus CEO staff **Holly King, Jenny Heberlein, and Tami Burkholder** for their recent support to cover for an employee on leave from the College
- ★ Kudos to **Vicki Van Hise** for her work supporting students. Vicki is the consummate professional and advocate for her students
- ★ Kudos to **Jennie Baar** and the Harrisburg Campus deans, **Rick Albright, Megan Brightbill, and Leslie Boon** for the good work you do in support of the Lebanon Campus academic affairs department

- ★ Kudos to **Jeff Gerstein** for a wonderfully attended Reminder Resource Fair that encouraged students to register and provided resources to students for tutoring, financial aid, KEYS, safety and security and other areas
- ★ Kudos to **Christine Cappuzzo**, for coordinating Advisor Push. Advisors used Navigate to reach out to students early to encourage advising and registration and in partnership with the Welcome Center students were entered into a raffle for prizes for early registration
- ★ **Military and Veterans Affairs Office** was awarded the Pennsylvania National Guard Enlisted Association Friendly School Designation- Congratulations to our team for their service to students
- ★ Kudos to **Vito Damone** and the **Safety and Security team at Harrisburg** for keeping our campus community safe. Recently, the [annual security report](#) was posted and highlights the good work they do. Thank you!
- ★ Kudos to **Jay Lohman** and **Alexis Baker** and the facilities team and **Vito Damone** and the safety and security team for supporting **Gretchen McDonel** with the Girls on The Run planning. This event runs very smoothly with a great team behind it
- ★ Kudos to **Kim Ketelsleger** on coordinating the Fall Student Symposium at Midtown 2 in November. Over 40 students, faculty, staff and advisors were in attendance
- ★ Kudos to **Angela Campbell** for presenting “The Shift” to our faculty and staff during Reflection and Gratitude Week
- ★ Kudos to the **HACC Engineering Club** for sponsoring the Fall Student Symposium held at Midtown 2. Thank you to **Janelle Heiserman**, **Forrest Lysinger** and **Kelly Lee**, it would not have come together without all of your input
- ★ Kudos to **Chef Autumn Patti** on the execution of her 40th Culinary Gala!
- ★ Kudos to **Jeff Gerstein** for coordinating valuable lunch and learns this semester
- ★ Kudos to **Rob Malick**, associate professor of history, presented on “Best Practices for Presenting the Holocaust”, based on his participation in a summer workshop at the Smithsonian Holocaust Museum
- ★ Kudos to **Anthony Ijomah**, senior professor of geography, presented on “The Nature of Geography”, a discussion of ways to combat geography illiteracy in our classrooms
- ★ Kudos to **Khoa Pham**, web developer, who has been hard at work optimizing [www.hacc.edu](http://www.hacc.edu) to be as accessible as possible for all of our website’s visitors. A recent report from our monitoring software shows that since July 2019, the number of accessibility errors has dropped by 99.84%!
- ★ Kudos to **Farrah Trimble** for implementing a new process for reviewing applications for HACC Foundation scholarships. The new process meant that volunteers had fewer applications to review
- ★ Kudos to **Megan Hoose** for managing the production of HACC’s three new commercials!
- ★ Kudos to **Pam Saylor**, **Kelly Swanson** and **Amanda Wilkins** for handling several priority communications plans that support the sustainability of the College
- ★ Kudos to **Sara Maines** and **Andrea Lazarus** for planning and hosting a breakfast for school counselors to highlight HACC programs, services and students. Fourteen school counselors from eight school districts were in attendance
- ★ Kudos to **Bill Hartzell**, assistant professor of biology and environmental science, for facilitating a DNA mock-session at the 2019 Gettysburg Campus School Counselors Breakfast program
- ★ Kudos to **Tracey Smith**, dean of student affairs, for highlighting student support resources like the Gettysburg Campus Emergency Assistance Fund during the 2019 Gettysburg Campus School Counselors Breakfast program
- ★ Kudos to the **Gettysburg Campus Spooktacular Team**. Twenty-nine students attended and completed a FAFSA during the event

- ★ Kudos to **Caren LaRue**, director of nursing programs, and **Rob Fergesen**, instructor of mechatronics, for providing a tour of their labs and an overview of their programs to Gettysburg College president Dr. Bob Iulianno
- ★ Kudos to **Steve Helfrick**, financial aid specialist, for assisting Gettysburg High School students with the completion of their FAFSA paperwork during the school's Financial Aid Information night
- ★ Kudos to **Wendy Brubaker**, director of student development and multicultural programming, for planning the November Gettysburg Campus Veteran's Day Breakfast in honor of all veterans
- ★ Kudos to the following innovative Virtual Learning faculty: **Lise-Pauline Barnett**, associate professor, English, **Rob Schanke**, associate professor, Computer Information Systems, **Crystal Scheib**, adjunct, Anthropology, **Vicki Villone**, adjunct, English, **Rebecca Voss**, adjunct, English, and **Karen Woodring**, professor, English, for participating in a national Community College Research Study on piloting Artificial Intelligence (AI) technology in their courses this semester to increase learner engagement in online discussions!
- ★ Kudos to **Brandy Skaf**, virtual dean of student affairs, for also supporting the Lebanon Campus and their student affairs needs
- ★ Kudos to academic deans **Mike Corradino** and **Jennie Baar** for their outreach to faculty, encouraging them to reach out to their advisees to promote registration for the spring semester
- ★ Kudos to **Rod Bates** and **Tom Frye** for working with **HACC's York Campus Student Government Association** to kick off the much anticipated renovation of the Governor George M. Leader Building deck project
- ★ Kudos to professor of Counseling/Foundational Studies, **Heather Burns** for her student-centered model in Career Development and Decision-Making class, creating a 15-minute mock job interview for her students with campus faculty and staff as the interviewers
- ★ Kudos to **Barb Schmid**, administrative office technician, in celebration of her National Institute for Staff and Organizational Development (NISOD) award, selfless service to our students, faculty, staff and community in York
- ★ Kudos to fiscal support specialists **Constance Smith** and **Lorie McKee** for stepping up to take on additional tasks for York Campus and Virtual Learning, respectively
- ★ Kudos to Lebanon Campus executive director **Laurie Bowersox** for being nominated for inclusion in the 2020 Lebanon County Commission For Women Hall of Fame. Laurie was selected for her outstanding leadership both at work and in the community, and will be inducted into the Hall of Fame at a luncheon in March 2020



*The HACC Yeah running team captured first place in their age group at the recent Harrisburg Marathon.*

*The team competed in the relay division. Team members include Shannon Harvey, Aimee Brough and Ken Shur*

## **Quote**

“Change is the law of life and those who look only to the past or present are certain to miss the future.” -JFK

## **Books That I Am Currently Reading or Have Read:**

- ✓ Digital Minimalism, Cal Newport
- ✓ Memoirs of Hadrian, Maguerite Yourcenar
- ✓ Range, David Epstein
- ✓ The Second Mountain: The Quest for a Moral Life, David Brooks
- ✓ The Shortest Day, Susan Cooper

## **How to Handle Freedom of Information Inquiries**

When you receive telephone inquiries related to Right to Know or Freedom of Information Act requests, please do the following:

1. Direct the caller to our website: [www.hacc.edu](http://www.hacc.edu)
2. Ask the caller to type in “Right to Know” in the search function to find the Web page about the Right to Know process (Note: This is the direct link to the Web page:  
<http://www.hacc.edu/AboutHACC/Administration/RighttoKnow/index.cfm>)
3. Ask the caller to follow the detailed instructions on the website
4. Tell the caller that his or her request will be handled when he or she follows the detailed instructions
5. Do not engage in any conversation beyond this, because it might be used against the College later – especially if you share erroneous information with the caller

When you receive email inquiries related to Right to Know or Freedom of Information Act requests, please do the following:

1. Forward the email to [righttoknow@hacc.edu](mailto:righttoknow@hacc.edu) (this email address is also listed on <http://www.hacc.edu/AboutHACC/Administration/RighttoKnow/index.cfm>)
2. Do not respond to the writer

Upon receipt of these telephone and email inquiries, the Office of College Advancement team will handle them and confer with the necessary individuals.

## **Do You Have Questions About The Organizational Transformation?**

I **welcome** feedback from the College community on ideas that would enhance our efficiency and effectiveness. If you have feedback, please submit it directly by clicking [here](#).

## **Do You Have News For The Next Ski Gram?**

If you would like me to share your news in an upcoming issue of the Ski Gram, you may submit it anytime by clicking [here](#).

## **Publicize YOUR Events!**

HACC students and employees are more than books and the classroom. When planning events, remember to submit a [HACC Communications Hub](#) request for coverage. The form can be found under the “Office of College Advancement & HACC Foundation” portal on the home page of myHACC or you can access it by clicking [here](#).

## **For More Information:**

If you have any questions about any of the information contained within this SKI Gram please contact me at [PresidentSki@hacc.edu](mailto:PresidentSki@hacc.edu). Thank you!



HONORING ALL WHO SERVED

# VETERANS DAY

— UNITED STATES OF AMERICA —



*Students, faculty and staff worked fast and hard to put together the care packages for the Harrisburg Veterans programs at the YWCA.*