



From the Desk of the President

Greetings, colleagues.

With a little more than six weeks remaining before the fall 2018 term begins, I wanted to provide you with an update on a few of the items we have been working on since the spring semester concluded in mid-May:

Middle States Accreditation

Middle States Commission on Higher Education met in Philadelphia recently and informed us last week that our accreditation was reaffirmed and we were commended for the quality of our self-study process and report. The next evaluation visit is scheduled for 2026-27. Does anyone want to volunteer to be a co-chair in the process? ☺ To all who played an active role in this process, especially **Lynold McGhee**, thank you!

Business Accreditation

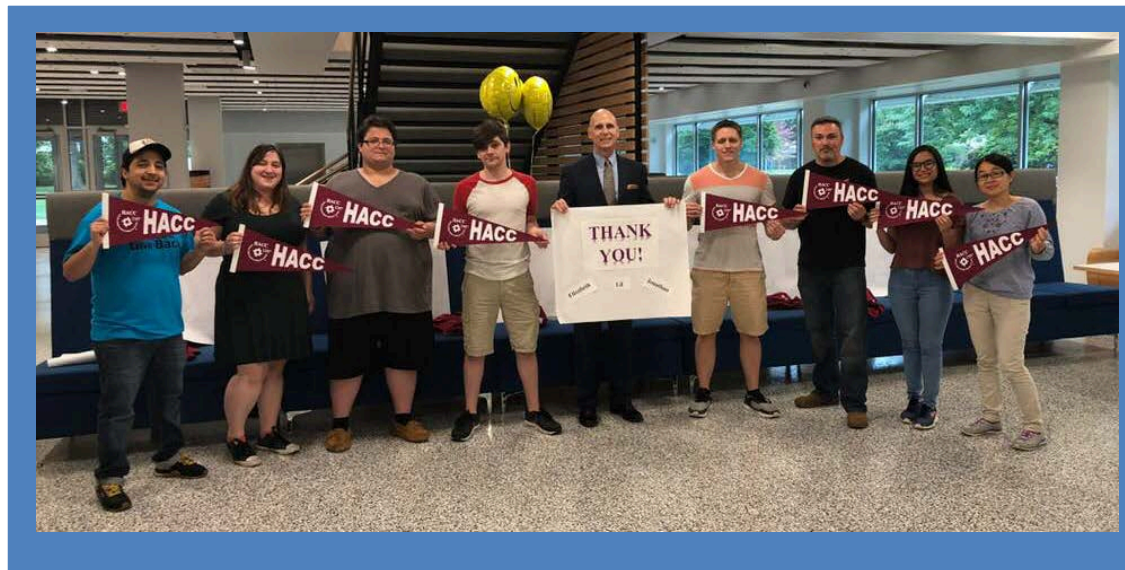
The Accreditation Council for Business Schools and Programs (ACBSP), the only international organization offering business accreditation for all degree levels, also affirmed our accreditation for our business programs. The next evaluation visit is scheduled for 2027-28. Special thanks to **Jason Nielsen** and **Michelle Myers**.

State Policymakers Provide PA Community Colleges an Increase in Funding!

After spending a lot of time at the Capitol and meeting with our legislators, the Pennsylvania community colleges received a 3-percent increase in funding in operating appropriation. Even though there was no increase for capital expenditures, HACC's share of the increase will be approximately \$1 million, which will be applied to our operating budget.

Reports show a positive impact from Pennsylvania community colleges on local economies, including HACC, a leading employer and educator in our region.

- **HACC** employs 1,800 individuals and serves nearly 19,000 degree-seeking students and more than 24,000 workforce development students.
- For every dollar society invests in an education at **HACC**, an average of **\$7.10** in benefits will accrue to Pennsylvania over the course of the students' careers.
- More than 2,000 **HACC** students received their certificate, diploma or associate degree in 2016-17.



Fundraising Initiatives

Over the summer, many of us have been actively engaged in [fundraising activities](#).

Recently, M&T Bank [named](#) three rooms in our counseling and advising center and the Olewine family has named the private dining room in the Bruce E. Cooper Student Center in memory of their father, Benjamin Olewine III.

In June, the following colleagues and I ran over 200 miles from Lancaster to Jim Thorpe, PA in just over 35 hours, [raising](#) approximately \$3,500 in support of HACC students:

- **Aimee Brough**, vice president of human resources
- **Shannon Harvey**, Gettysburg campus vice president
- **Toni Mark**, development officer, Office of College Advancement
- **Ken Shur**, Harrisburg Campus interim dean of student affairs
- **Rob Swatski**, associate professor of biology



Pictured above, from left to right, **Rob Swatski, Aimee Brough, Shannon Harvey, myself, Toni Mark and Ken Shur**

Campus Facility Rental and Lease Updates

Lebanon Campus - The City of Lebanon was unsuccessful in procuring federal and/or state monies necessary to enter into a serious conversation with the College regarding moving some or all of their City Hall operations into our Lebanon campus facility. Therefore, we will now engage others in conversations about leasing space in the campus building.

York Campus – Two local York companies have expressed interest in leasing or purchasing the 2130 building and part of the Cytex building on our York Campus.

Partnership Discussions

I have engaged (individually) the presidents of Central Penn College, Harrisburg University and Lebanon Valley College in varying degrees of conversations about how HACC may enter into mutually-beneficial partnerships by sharing faculty, facilities, etc.

Over the next two months, I am meeting with 21 superintendents from Cumberland, Dauphin and Perry counties to learn how the College is doing, and what we can do better as an educational partner. I am also meeting with the commissioners from the three counties before the start of the 2018-19 academic year. During the year, the Gettysburg, Lebanon, Lancaster and York campus leaders and I meet with many of the 46 other superintendents and county commissioners from the other eight counties where HACC has a footprint.

Next Generation Conversation (taskforce)

As you know, PA community colleges, including HACC, are in the midst of enrollment declines, costing the College millions of dollars and posing a threat to our ability to pursue our mission and serve our 11-county service region effectively. In light of this and other challenges, I am forming a “Next Generation” taskforce of employees from all three of our constituency groups to explore the unprecedented and complex challenges we face (going forward) as an institution of higher education. This task force will spend the next six months hearing from educational leaders, exploring performance information and examining our organizational structure and practices, some used for more than half a century. The names of the selected taskforce members and responsibilities associated with this taskforce will be shared in the next SKI GRAM.

Speaking Engagements

Over the past several weeks, I have facilitated leadership sessions for aspiring community college leaders participating in the American Association of Community College (AACC) Future Leaders Institute in Washington, D.C. (AACC paid for all expenses). I also facilitated a leadership session at the region’s Rotary Youth Leadership Academy at Messiah College for rising high school seniors.

In Case You Missed It – Spring 2018 Commencement

Spring 2018 Commencement was a historic one for HACC. With over 700 students participating in the graduation ceremony, this year's commencement was the largest on record! We also had two very special moments that made the evening especially memorable. One special moment came when I awarded a posthumous degree to a 2018 graduate, **Beonckia McManus**, whose mother, Dora McManus, passed away just before completing her degree.

Another moment of note came when Sergeant Samantha Nevling surprised her sister, **Olivia Deitz**, via live video feed from Baghdad, Iraq. Sergeant Samantha Nevling had promised Olivia that she would not miss her graduation! The look of surprise and joy on Olivia's face when she looked up to see her sister live on the big screen from Baghdad was priceless! The two even got to catch up privately after the ceremonies along with other family members who were in attendance that evening.

Other highlights worthy of mention include a father and daughter who graduated together, and three high school students from Adams County who completed degrees from HACC before graduating from high school! In the end, the enthusiasm and jubilation of the graduates was outdone only by that of their proud families, friends, and other supporters that filled the Giant Center to near capacity. Thanks to all who made this event a celebratory success!



Beonckia McManus receiving the posthumous degree



Olivia Deitz seeing her sister, Sergeant Samantha Nevling, via live video from Iraq

PAsmart Press Conference

On July 11, Governor Wolf held a press conference on our York campus to highlight his [PAsmart](#) initiative, which received \$30 million in the recently-passed budget. The [PAsmart](#) initiative seeks to support workforce development through STEM and computer science education, apprenticeships, and Industry Partnerships.

The Governor also signed an Executive Order to update the duties and responsibilities of the PA Workforce Investment Board (WIB), which I am a Governor appointee to, and add the secretaries of Aging and Corrections to the PA WIB. The Executive Order also outlines the Governor's strategic vision for workforce development and emphasizes the PA WIB's role in leading the Commonwealth's workforce development policy and inter-agency initiatives in a strategic, coordinated way.



PC Loan Program Surprises Students with “Keep” Letters

HACC’s PC Loan program is an initiative supported by my office, the Library & Information Resources Department and the Office of Information Services & Technologies. The program provides students with financial need the opportunity to apply for a personal computer to be kept at home while they take courses at HACC.

To be eligible for the PC Loan Program, students

- Must be currently enrolled in at least six credits (four credits for students in clinicals)
- Must be degree-seeking (diploma, certificate, or associate degree)
- Must maintain enrollment in at least six credits (four credits for students in clinicals) during the Fall and Spring term until graduation
- Must apply for financial aid and demonstrate financial need as determined by Financial Aid Office
- Must maintain good academic standing with a GPA of 2.0 or greater
- The student cannot have a Financial Aid status of denied, suspended, or failed.

At the end of the spring 2018 semester, 112 students received an email that invited them to keep their PC Loan permanently. In return, we received a few heartwarming thank you notes as follows:

“Thank you! This news has made my day! I don't know what I would have done without the laptop. Eternally grateful.”

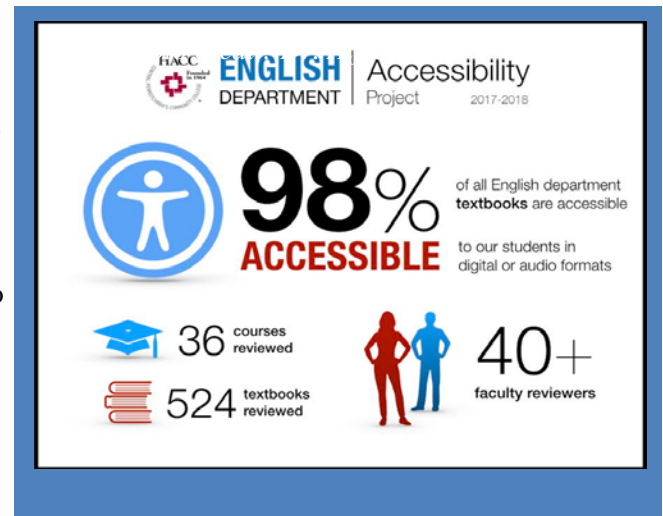
“I cannot thank you enough for the wonderful gift of this laptop! I have actually been stressing about returning it, because I am in the process of applying for jobs, and I do not have access to a personal PC... So THANK YOU!!! You have made my day!!!”

“Thank you so much! You may never even know how much this means to me, so I say thank you from the bottom of my heart.”

Registration for the fall 2018 PC Loan program is open from July 2 to September 3. Click [here](#) for more information.

HACC’s English Department Focuses on Equity and Accessibility

This year, the English Department focused on the accessibility of our department's textbooks, undertaking a comprehensive review of over 500 textbooks to determine if students could access books in alternate formats, independent of disability status. Accessing books in the format that appeals to students' learning preferences and budgets is a matter of equity, and the English Department invested in the process by volunteering to review texts and eliminating texts that were not available in an alternate format (the material in those books is available in other texts). As of now, the department's books are 98% accessible to students in alternate formats. Many thanks to Writing Discipline lead **Dr. Alfred Siha**, who coordinated the effort, and to the English Department for their commitment to student learning and equity.



Inaugural Integrated Reading and Writing Symposium at HACC

Over 30 educators from across the region gathered for HACC's first Integrated Reading and Writing Symposium, generously supported by the HACC Foundation. This event provided college educators with an opportunity to discuss integrated reading and writing pedagogy, network, and visit the beautiful Harrisburg campus. I provided a welcome address, and Nelson Lauver was the keynote speaker. Lauver described his childhood struggles in an educational system that labeled him lazy as the result of undiagnosed dyslexia. Many thanks to the English faculty planning committee: **Kim Allen Gleed, Kate Chescattie, Kathy Felty, Geri Gutwein, Julie Keenan, Sarah Lupincacci, Linda Mininger, Mick Teti-Beaudin, Hetal Thaker, Marie Ulmen, and Jaelyn Wilt.**

Calendar and Email Updates

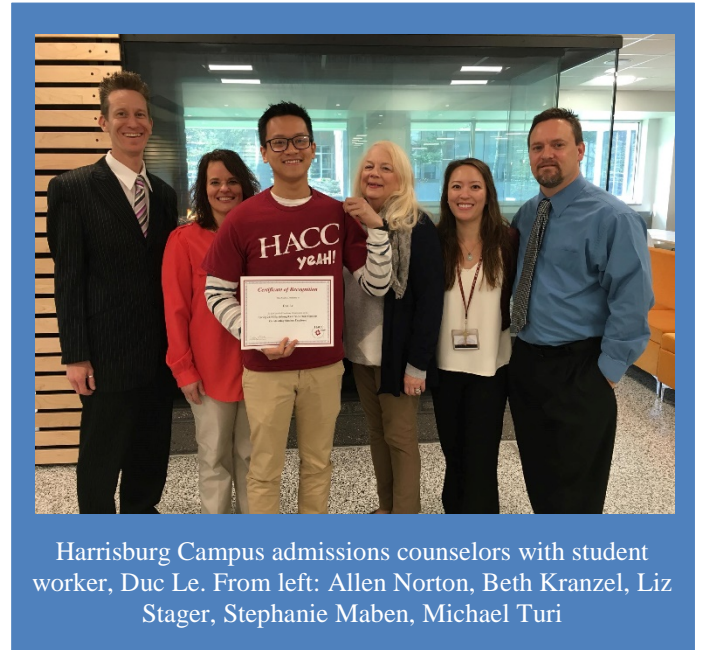
Over the next six months, The Office of Information Systems & Technology (OIST) will be performing an upgrade to our email and calendar system. As part of this upgrade, we will be migrating to a new calendar and email platform named Office 365, from Microsoft. Outlook and Outlook Web Access, the tools you currently use to manage your email and calendars will remain the same. Moving to this cloud-based system will provide increased stability and reliability, increased redundancy, built in antivirus and anti-spam filters, and an overall reduction in operating costs. OIST will work with each department and faculty over the next six months to schedule your migration to Office 365. More information on this project will be provided via email and MyHACC announcements as it moves forward.

Student Employee Earns Recognition!

Duc Le was selected as the Outstanding Student Employee Award recipient for Harrisburg/Central/Virtual Campus for the spring 2018 semester. Duc works as a student worker in the Harrisburg Campus Admissions office. This award is made possible due to fundraising initiatives of the Classified Employee Organization. A \$500 check was awarded to Duc in appreciation for his hard work.

New Scholarship Established for Harrisburg-area Students

HACC alumnus and volunteer, **Joseph Porter**, recently made a gift pledge of \$20,000 to establish the Porter Family Scholarship Fund and provide further financial support to the Harrisburg Promise Fund for Excellence! Mr. Porter has actively volunteered his time and resources to the Harrisburg Promise program since 2016.



Harrisburg Campus admissions counselors with student worker, Duc Le. From left: Allen Norton, Beth Kranzel, Liz Stager, Stephanie Maben, Michael Turi

The Harrisburg Promise creates a pathway to postsecondary education for at-risk youth in grades 7-12 in the Harrisburg and Steelton-Highspire school districts. Throughout the academic year, participating students receive mentoring, academic tutoring, and are hosted at the Harrisburg Campus once per month for curricular programming.

New Scholarship for York Campus Students

The Graham Foundation Scholarship Fund was established in April 2018. The scholarship will be awarded to York Campus students who have been accepted and enrolled in HACC's automotive technology, electrical technology, HVAC, or welding credit programs. Students must have a minimum cumulative GPA of 2.5.

The generous scholarship endowed by the Graham Foundation will assist students who would be qualified for immediate positions in the growing skilled trade sectors in South Central, PA. This gift will allow our students to receive technical training in areas that are locally in-demand and are essential in addressing the workforce shortages in South Central Pennsylvania.

This scholarship fund supports HACC's mission to create opportunities and transform lives to shape the future-TOGETHER.

More Money for HACC Students – HACC Yeah!

Two recent donations were provided to support students at any HACC campus and at the Lebanon Campus specifically.

The first was a donation to establish a scholarship for students provided by **Northwest Savings Bank**. Funds were provided through outreach made by the campus leader to local leadership at Northwest Savings Bank. The scholarship will be open for applications in the fall.

The second donation was made possible thanks to efforts of the **grants department of the OCA team**. The funds will support the Lebanon Campus Emergency Assistance fund. #HACCYeah

HACC Lebanon Campus Hosts Artist Lecture with Sara & Robert Cornelius

HACC students, staff and professors came together to listen to Lebanon-area creative artists Sara and Robert Cornelius share words of wisdom on successfully building a career in the arts—along with how-to tips on utilizing blogs for promotion and demonstrations of special techniques in Photoshop for both illustration and digital photo imaging.

Students felt connected and inspired by Sara and Robert’s perspectives.

Graphic & Interactive Design Foundation student Rachel Bair noted, “They are just like us and they’ve gone through what we are going through.” Art student Amanda Downs added, “Their presentation intrigued me...opened me up to the endless possibilities of the direction art can go.” Students also talked about implementing what they had learned.

HACC student, **Asnawy Mohamad**, noted, “Being an inexperienced artist, it is important to seek out knowledge from those who are experienced. Listening to Sara and Robert Cornelius opened my eyes in art. Sara was a traditional artist at heart but took the chance to try digital art, and Robert was very familiar with branding himself. I’ve taken the opportunity to implement what I learned from them. In my animations, I’ve recently experimented with combining traditional art and digital art. Also with social media, I decided to finally brand myself after years of reluctance. With this I have noticed an increase in traffic in my social media and a huge spark of creativity.”



Sara and Robert Cornelius present to HACC students and employees about how they built their artistic careers



Pictured to the left, **Shannon Harvey** (left), Gettysburg campus vice president and Gettysburg campus student **Alexa Groft** (center), received Callie Awards from the YWCA, which honored local women and their achievements within the community. With us to celebrate is Trustee, **Jeff Shaffer** (right)

Disability Awareness Month Events at HACC's York Campus

HACC's York Campus, led by students and **Lori Shoemaker**, campus director of Disability Services, held a variety of events and activities to foster inclusivity and celebrate students with disabilities. Events included the "Disable the Label" Disability Awareness Fair, "Seeing It Through Our Eyes" student panel presentation, and a "Understanding Autism Spectrum" CITE presentation geared at faculty and staff. In addition, a display titled "What We Wish You Knew" featured student quotes for the entire month. Below are some pictures from the awareness fair and student panel presentation.



Faculty members **Christine Mummert** and **James Yashur** at the "Disable the Label" fair



Dr. Margie Mattis raises awareness of therapy dogs at the "Disable the Label" fair



The "Seeing It Through Our Eyes" student panel presentation featured students **Sarah Johnson** (left) and **Michelle Snyder** (right), and was facilitated by **Lori Shoemaker** (center). The students shared stories of how their vision disability affects them in the classroom and discussed some of the tools and strategies that have helped them succeed at HACC.

Above right: **Sarah Johnson** demonstrates her screen reader during the panel discussion.

STEP Academy Prepares the Next Generation for the Workforce

Did you know that every day, 10,000 Baby Boomers reach retirement age according to the Pew Research Center? A generational shift is upon us as the boomers exit the workforce, leaving the Millennial Generation with large shoes to fill and business and industry with many open positions to fill. HACC's Workforce Development Division is providing an educational solution to this problem.

Serving various school districts within Dauphin, Lancaster and Lebanon counties, HACC's S.T.E.P. (**S**et Goals, **T**ake Action, **E**xpect Great Things and **P**ut in the Work) Academy is preparing high school juniors and seniors with the tools needed to be successful in today's work environment, giving them the essential skills that companies are asking for. Much more than a "soft skills" training course, the S.T.E.P. Academy students and staff follow and embrace the S.T.E.P. motto.

A key component to the success of the S.T.E.P. program has been the support of several local business and community stakeholders who have come on board to offer the students pre-apprenticeship activities, career exploration, financial literacy, company tours, mock job interviews and employment opportunities upon graduation.

Additionally, S.T.E.P. is focused on providing better data/tools to students, parents, school districts and employers using a consistent, reliable and holistic curriculum so that students have a better context to make critical life decisions and are prepared for their journey with a professional portfolio that, along with a resume, cover letter, thank you letter and numerous HACC certifications, includes the Work Keys National Career Readiness Certificate.

We welcome you to visit our classrooms and learn more about how the S.T.E.P. Plus curriculum for high schools is changing lives. For more information about the program and to schedule a visit, please contact program coordinator, **Nattalie Castro** at 717-736-4214 or pncastro@hacc.edu.

Training New Environmental Technicians at HACC

Students in the Environmental Technician Training program, through Workforce Development, recently had the opportunity to test field equipment. The 240-hour training program, held in conjunction with the Employment Skills Center in Carlisle, is a grant-funded program that trains individuals to work in environmental sciences in the community.

Students learn about soils, chemical safety, lead and asbestos, confined spaces, and other soil remediation procedures. Along with classroom instruction, students learn hands-on, as pictured below, understanding how drilling and soil sampling work. The grant concludes in July, with three cohorts of students served and ready for employment.



Students in HACC's Environmental Technician Training Program learn how to operate a core drilling machine to take soil samples. Pictured above are students from the spring 2018 class, along with guest presenter, Aaron Yingling from Hull Associates, and **Nick Landis**, an education specialist at HACC.

Workforce Development and Virtual Learning to Offer Fully Online Healthcare program!

Healthcare Education in Workforce Development has been actively working with Virtual Learning over the past few months to build a fully online pharmacy technician program. This program was selected as the first healthcare program in Workforce Development due to decreased program enrollments over the past two years in the traditional classroom setting. In an attempt to make the program more appealing to the working individual, it was decided to offer this program in an online format beginning in fall 2018.

Pennsylvania currently requires registration or licensing of pharmacy technicians. However, to increase the employability of the student, or those desiring to work as a pharmacy technician, it is encouraged that they complete a training program and successfully pass the certification exam. Those with a certification from the Pharmacy Technician Certification Board (PTCB) typically start at a higher wage than someone without the certification.

The goal of Healthcare Education and Virtual Learning is to offer the pharmacy technician program as a fully self-paced program by fall 2019.

Thank You for Supporting HACC's 2018 Day of Giving!



Our annual Day of Giving on April 18 was a success!

To those who gave, thank you for supporting YOUR favorite community college and our students! Hopefully, you also participated in some of the fun activities at our campuses.

Fundraising totals are available online and still being calculated: www.hacc.edu/HeartHACC. We are excited to announce that:

- We exceeded the amounts raised in 2016 and 2017.
- One hundred (100) percent of the [president's Cabinet](#) contributed in support of the Day of Giving.

To view Day of Giving photos and videos and to get additional updates, please visit the aforementioned website.

With YOUR generosity, HACC is able to help its students by:

- Supporting innovative projects
- Improving services and accessibility
- Providing money for those facing unexpected financial burdens

Your investment in HACC students is an investment in our communities.

We thank you and our generous Day of Giving collegewide sponsors, [WHTM abc27](#) and [Capital BlueCross](#), for your support!

Together, we CAN make a difference! Thank you for showing that you #HeartHACC and our students!

Congratulations to Day of Giving Employee Incentive Winners!

This year, HACC offered the first-ever employee incentive that included paid time off for contributing on the Day of Giving.

Employees who made a one-lump-sum donation of \$100 or more on April 18 received a certificate for two “HACC Hours of Giving” that can be redeemed for two hours of leave during the 2018 calendar year. Also, they were entered into a collegewide drawing for 10 lucky colleagues to receive an extra 7.5-hour personal day to be used during the 2018 calendar year.

The names of 10 colleagues were randomly drawn. CONGRATULATIONS to the following winners!

- Kathleen M. Brickner
- Margaret Brandt
- Lisa A. Campbell
- Cynthia L. Donell
- Anthony C. Ijomah
- Thomas J. Long
- Kristina A. Niemi-Blain
- Khoa V. Pham
- Peggy A. Szekeres
- Shannon D. Zeller

Your investment in our students is an investment in our communities. Thank you!

www.hacc.edu Website Changes are Coming!

HACC regularly conducts ongoing user testing to achieve a more functional and usable website, particularly for future and current students. These areas of the website were the focus of the most recent series of testing.

User testing conducted in August 2017 indicated that the “Get Started” label on the website might not be intuitive for our top two target audiences. To assist in evaluating these areas of the website more thoroughly, two additional types of user testing were conducted in fall 2017.

Both quantitative and qualitative data were obtained. The key findings of research indicated that website visitors recognize “Admissions” and the information that area contains more easily than “Get Started.”

Because of this finding, the “Get Started” link in the main horizontal menu of the website will be revised to be “Admissions.” This change will be implemented on July 16.

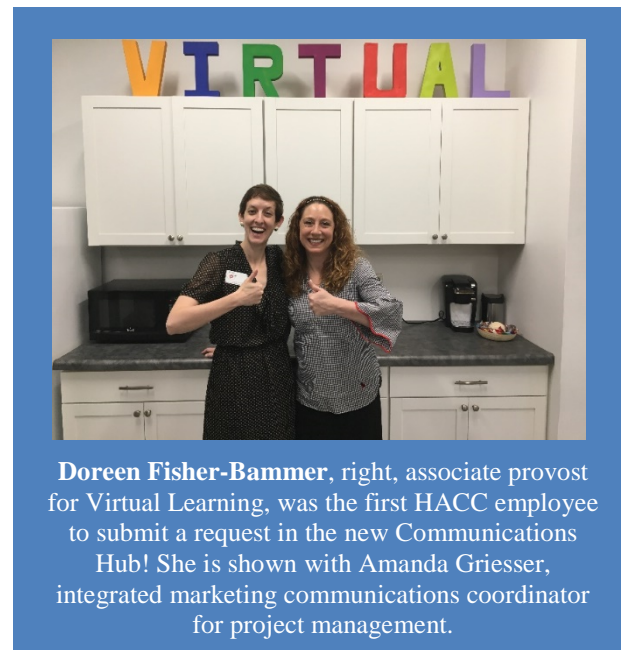
HACC’s New Communications Hub is Live!

After many months of research, user testing, programming and planning, the new Communications Hub is live! Please submit your requests for marketing materials at commhub.hacc.edu.

The new Communications Hub Planning Guide is also in myHACC. This document is designed to help you think about the most important aspects of your project and develop content before you submit a Communications Hub request. We encourage you to keep the guide handy when you are ready to promote an exciting HACC initiative or program. The recorded training webinar is available online for your viewing pleasure.

Please use the OCA comments form to provide feedback on the new Hub. We truly value your input!

We are grateful to all of the volunteers who tested the Communications Hub and helped create a phenomenal final product. We are also grateful to the HACC Foundation for generously funding this project.



Doreen Fisher-Bammer, right, associate provost for Virtual Learning, was the first HACC employee to submit a request in the new Communications Hub! She is shown with Amanda Griesser, integrated marketing communications coordinator for project management.

HACC's Speaker's Bureau: Join HACC's Experts Program to Share Your Expertise with the Media and Community Organizations

Since the Office of College Advancement (OCA) launched the HACC Experts initiative in spring 2016, more than 20 College employees have completed the [online form](#) and are listed in the [online directory](#).

We are very proud of our HACC colleagues and would like for more of you to share your expertise with others. HACC defines "expertise" as a topic for which you have advanced skill and experience, most likely related to your position at HACC.

This initiative showcases the talents of the College's employees by providing you an opportunity to share your knowledge and expertise as resources for the media and community organizations. You are invited to volunteer to participate, and are encouraged to include all areas of your expertise by choosing from more than 80 fields listed.

Employees can contribute by:

- Participating in media interviews related to their areas of expertise
- Speaking to community organizations about their areas of expertise

Examples given to employees:

- WGAL8 is interested in interviewing someone about childhood obesity. If this is your area of expertise, the TV station may contact you directly for an interview. You will not need to work with the Office of College Advancement to coordinate the details. However, the media will copy newsroom@hacc.edu in its correspondence with you.
- A Rotary Club is interested in having you speak about international trade. If this is your area of expertise, the organization may contact you directly to coordinate the speaking engagement. You will not need to work with the Office of College Advancement to coordinate the details.

Upon receipt of your information via the online form, OCA will add you to the online directory. Once the directory is made public, interested media outlets and community organizations will be able to search the information online and contact an employee directly if they are interested.

Please note: Your participation is voluntary. You are encouraged to consider each request on a case-by-case basis.

If you have any questions or need additional information, please email us at newsroom@hacc.edu. Thank you!

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
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 (also listed on the Right-to-Know Law webpage [here](#))
2. Do not respond to the writer

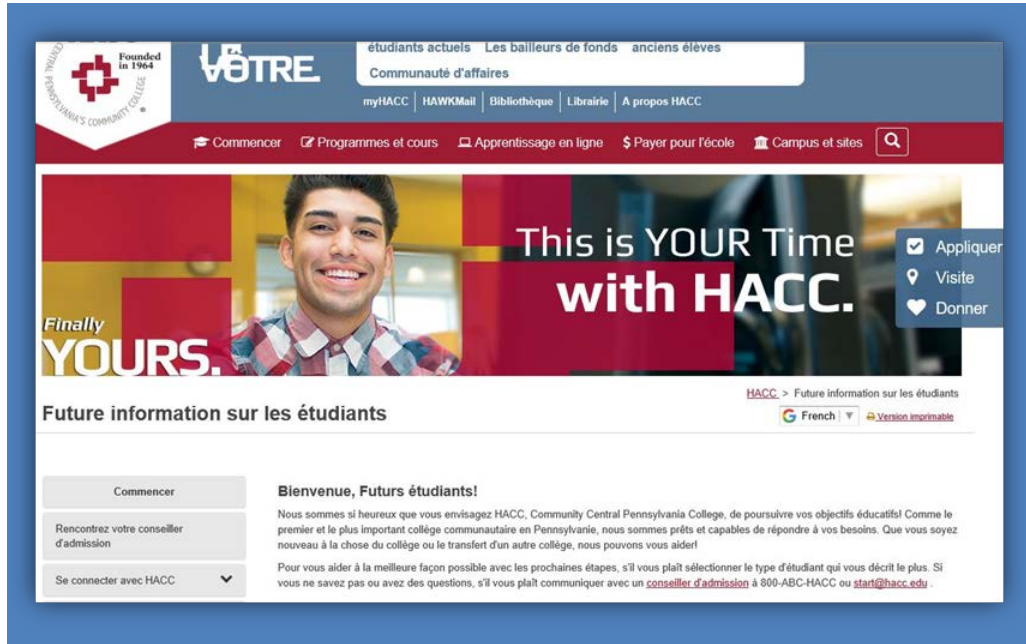
Upon receipt of these telephone and email inquiries, the Office of College Advancement team will handle them and confer with the necessary individuals.

Google Translate is now on www.hacc.edu!

HACC's website – www.hacc.edu – is now multilingual!

Google's Translate button can instantly translate text on our website into more than 60 languages to anyone visiting our website from anywhere in the world!

It's easy to use! Per the screen shot below, please simply select the language you want to use from the Google drop-down field located next to the printer-friendly version text. Thanks to Jim Groff, manager, Lancaster campus bookstore, for having us explore this feature.



Fresh Faces Bring New Perspectives to the HACC Foundation Board

During the HACC Foundation Board retreat in May, the Board of Directors elected new officers to serve HACC and the HACC Foundation. Effective July 1, 2018, the following Board members took office:

- ★ **Timothy DeFoor** – chairman, a retired special agent with the Pennsylvania Office of Attorney General. Currently, Mr. DeFoor serves as the Dauphin County Controller.
- ★ **Gregory King** – vice chairman, works at D&H Distributing where he manages the company's Hewlett Packard business.



From left to right – **Gregory King**, Vice Chair, HACC Foundation; **Linnie S. Carter**, Vice President, College Advancement, HACC; Executive Director, HACC Foundation; myself; Secretary, HACC Foundation; **Timothy DeFoor**, Chair, HACC Foundation

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 is found under the “Office of College Advancement & HACC Foundation” portal on the home page of myHACC or you can click [here](#).

Need a HACC Logo?



Requesting a HACC logo just got a lot easier! If you are in need of a HACC logo, please complete the new [Logo Request Form](#).

All you have to do is answer a few basic questions:

- What logo are you requesting (collegewide, HACC Foundation, etc.)?
- What is the name of your project, event or initiative?
- How will the logo be used?
- What type of file do you need?
- What color format are you requesting?

For more information about usage of HACC’s various logos, please see our [Visual Identity Standards](#).

Wellness Committee Unveils New Logo Thanks to Student!



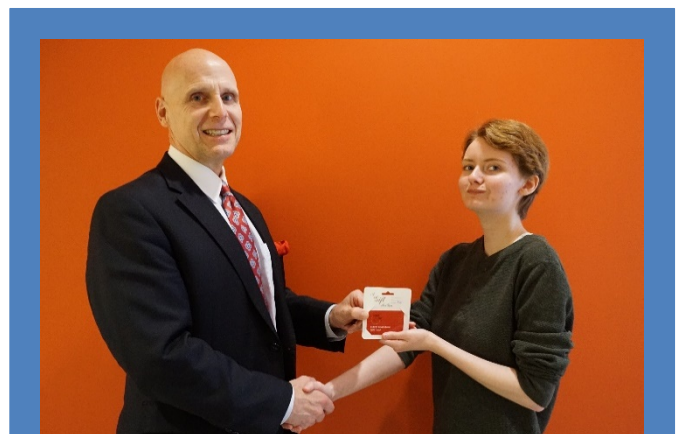
The Wellness Committee unveils its new logo with appreciation to the winner of the Wellness Logo Contest, Mary-Alice Shields.

In March 2018, students were invited to design a logo that exemplified wellness at HACC. Among the many impressive submissions, Mary-Alice’s design was chosen as the winner. For her design, she received a \$100 gift card to the HACC Bookstore. A humanities major at HACC, Mary-Alice was inspired by past logos from different Olympic Games for their motion, boldness, and strong silhouettes. “I wanted the word ‘Wellness’ to feel welcoming so I went with cursive.”

The logo is part of the Wellness Committee’s efforts for employees and students to be more mindful of wellness, well-being, and health. “I hope that the logo will be recognizable and cheery!” expressed Mary-Alice. “I wanted my little dude to look confident and striding. It will hopefully put a brand on a bigger idea.”

In the past year, the Wellness Committee has provided ergonomic furniture to employees, launched the “Taking Steps for a Healthier HACC” FitBit challenge, supported campus wellness days, offered health-related lunch-and-learns, and helped the Harrisburg Campus become a community-supported agriculture (CSA) pick up site. The new wellness logo will be used on t-shirts, medals, and other materials used to promote wellness and well-being at the College.

For more information, check out HACC’s [wellness page](#) on myHACC. Live healthy and be well at HACC!



I awarded a \$100 HACC Bookstore gift card to Wellness Logo Contest winner, **Mary-Alice Shields**.
Photo courtesy of **Cody Burt**.

HACC FACTFINDING: An Explosion of Administrators?

A recent article in [Forbes.com](https://www.forbes.com) claimed, “The number of administrators at universities has exploded, growing much faster than the faculty. At a typical university, there are more administrators than faculty.”

We wondered whether this claim was true for HACC.

To begin our review, we collected data from Equal Employment Opportunity (EEO) reports which capture headcount on a quarterly basis. We looked at data between 2006 and 2018. We considered only full-time positions.

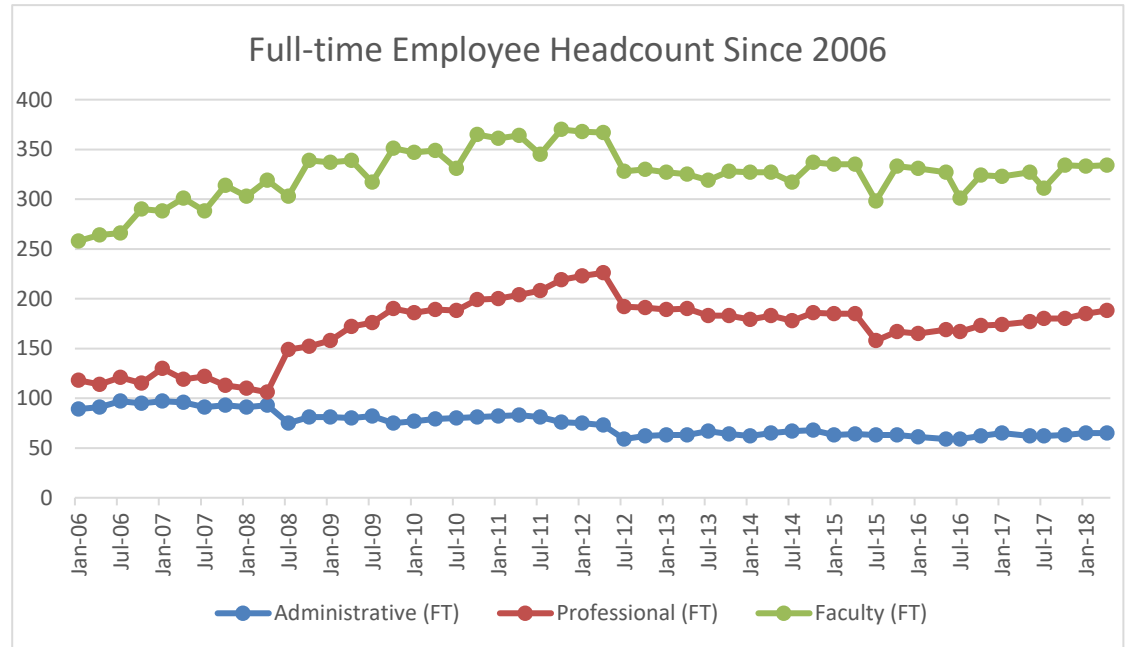
What did we find?

Since January 2006, the number of administrative employees¹ has been on a downward trend. The average number of administrative employees between January 2006 and April 2018 was 74. The highest number of administrative employees during that time period was 97 (July 2006 and January 2007). The lowest was 59 (July 2012, May 2016, and July 2016).

Within the past ten years, that downward trend continued.

Since January 2008, the average number of administrative employees is

71. The highest number was 93 (April 2008); the lowest was 59 (July 2012, May 2016, and July 2016).



Some employees see little distinction between administrative and professional² staff, so we added professional employees to the mix. Since January 2006, the number of professional employees has been on an upward trend. The average number of professional employees between January 2006 and April 2018 was 170. The highest number of professional employees during that time period was 226 (April 2012). The lowest was 106 (April 2008). In the last ten years, the average number of professional employees is 180. The average number of faculty³ since January 2006 is 325. Within the last ten years, the average is 333. The number of faculty peaked in October 2011 at 370. The lowest was 258 in January 2006.

What does this mean?

Our review found that the claim that the number of administrators has exploded is NOT TRUE for HACC. At no point have the number of administrators, even when combined with professional staff, exceeded the number of employees within the faculty workforce.

In fact, in spite of the increase in professional staff, the number of Administrative and Professional Employees (APO), as a percentage of total full-time workforce has remained fairly steady. Percentages range from 23 percent (April 2008) to 28 (multiple times), with an average of 27 percent.

¹ **Administrative employee:** an employee whose designation is a functional area vice president, campus vice president, executive director, campus dean, campus associate dean, or director who has responsibilities for managing an organization’s budget, program and services, and human resources.

² **Professional employee:** An exempt or non-exempt employee whose work requires the consistent exercise of discretion and judgement and a level of advanced education. Examples at HACC include academic advisor, campus director, coordinator (various titles), fiscal analyst, and systems administrator.

³ **Faculty:** employees whose primary responsibility is for the following areas of academic concern: 1)teaching/instruction (including initiation, development and revision of courses, curricula, and programs, 2) counseling of students in existing programs, 3) support for information literacy at the college and development and maintenance of library resources.

HACC FACTFINDING: An Explosion of Administrators? (cont'd)

Employees as a Percentage of Total Full-time Employees At Any Time Since January 2006

Employee Category	Minimum	Maximum	Average
Administrative	7%	11%	8%
Professional	12%	22%	19%
Classified	34%	41%	37%
Faculty	33%	38%	36%

All HACC employees are important to promoting the success of our students and meeting the demands of the higher education environment, both now and into the future. A big thanks to all of you for your contributions!

AAA Central Penn Did It Again!

Commencement is a tremendous milestone for our students and their family members and friends.

[AAA Central Penn](#) did it again! They were our first-ever Commencement ceremony sponsor in fall 2017. They also sponsored our spring 2018 Commencement ceremony! We cannot think of a better way for an organization to show their commitment to education and our future leaders than by supporting this type of event.



Thank YOU, AAA Central Penn, for supporting YOUR community college!

Kudos

- ★ All employees who assisted with the Middle States Accreditation visit in March, including: **Warren Anderson, R.C. Aumiller, Michael Corradino, Cindy Doherty, Tim Dolin, Mary Jo Keitner, Jennifer Lynch, Lynold McGee, Bob Messner, Pete Miller, Richard Moss, Jason Nielson, Christine Nowik, Alfred Siha.**
- ★ **Curtis Aumiller**, professor, Respiratory Therapist Program director, has earned his credential from the National Board for Respiratory Care (NBRC) as an Adult Critical Care Specialist.
- ★ **Nicole Ernst**, associate professor of GIS, awarded the Technology Council of Central Pennsylvania's Women in Technology Network's Impact Award – Education! The Impact Award – Education, recognizes a woman in technology whose contributions have had an impact in the Education sector. Nicole was presented with the award at the Women in Technology Awards Gala recently.
- ★ **Shannon Harvey**, Gettysburg Campus vice president, for recognition at the YWCA Gettysburg Callie Awards ceremony
- ★ **Joy Hughes**, assistant professor, director of Clinical Education Respiratory Therapist Program, has earned her credential from the NBRC as a Neonatal/Pediatric Specialist and a credential as an Adult Critical Care Specialist (RRT-ACCS) from the NBRC.
- ★ **Christina Kelley**, development officer, for her collaboration with local school districts. Kirsten Keys from Harrisburg School District gave this shout-out: "Ms. Christina Kelley has been very supportive in helping to make information available. She is a strong supporter of collaboration and is doing a wonderful job."
- ★ **Lori Shoemaker**, York campus director, Disability Services, for fostering inclusivity with a series of "Disable the Label" events and activities.
Vic Rodgers, associate provost, Workforce Development, for promoting S.T.E.P. and HACC's workforce development programs
- ★ The **2018 spring graduates** from the **respiratory therapist program** had a 100 percent pass rate on their national boards!

Quote

“Nothing is as important as passion. No matter what you want to do with your life, be passionate. The world doesn’t need any more gray. On the other hand, we can’t get enough color. Mediocrity is nobody’s goal and perfection shouldn’t be either. We’ll never be perfect. But remember these three P’s: Passion + Persistence = Possibility.” – Jon Bon Jovi

“Change is a threat if done TO people, but an opportunity if done BY them.” – Kanter

Books That I Am Currently Reading or Have Read:

Astonish Yourself: 101 Experiments in the Philosophy of Everyday Life, Roger-Pol Droit

Barracoon: The Story of the Last 'Black Cargo', Zora Neale Hurston

Catalog of Unabashed Gratitude, Ross Gay

Eunice: The Kennedy Who Changed the World, Eileen McNamara

How Emotions Are Made: The Secret Life of the Brain, Lisa Feldman Barrett

Sharp: The Women Who Made an Art of Having an Opinion, Michelle Dean

Sometimes Brilliant: The Impossible Adventure of a Spiritual Seeker and Visionary Physician Who Helped Conquer the Worst Disease in History, Larry Brilliant

The Future, Nick Montfort

The Grand Design, Stephen Hawking

The Stones of Venice, John Ruskin

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](#).

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. Thank you!