

October 13, 2015



Brachot Amitai!  
(Hebrew for Greetings,  
colleagues!)

There is much to celebrate in my 51<sup>st</sup> Ski Gram, including the following news, and much more:

- [President's Award Recipients Celebrated](#)
- [Student Affairs Serves Large Group of Students](#)
- ["Tutoring and Testing" Promotes Student Success](#)
- [Encourage Students to Join Phi Theta Kappa](#)
- [Employee Engagement Task Force News](#)
- [Announcing a Transformational Fundraising Campaign](#)
- [Assessment of 2012 Reorganization](#)
- [Zero Tolerance for Sexual Harassment](#)

### **HACC Welcomes New Full-Time Faculty**

Please join me in welcoming our new full-time faculty members, including several who joined the College during the spring term. Some who have recently served as adjunct instructors or full-time temporary instructors may already be familiar to you. We are glad to have them with us in their new roles!

- **Traci E. Alexander**, Ed.D., assistant professor of communication at the Harrisburg Campus, who comes to HACC from Westchester Community College, Valhalla, New York
- **Jennifer A. Billman**, assistant professor of biology at the Harrisburg Campus, who holds an M.S. and who has most recently been an adjunct instructor at HACC and Messiah College, Grantham (See NEW FACULTY on next page)



“Libraries & Research” authors display the devices that they enjoy using to read their iBook. They are, from left, Corrine Syster, Barbara Stockland, Elise Jackson and Jennifer Hummel.

### **Library Staff Publishes Research Guide iBook**

I am proud to announce the publication of “Libraries & Research: Getting Started,” an iBook by HACC librarians **Jennifer Hummel, Elise Jackson, Barbara Stockland** and **Corrine Syster**. Its publication in August was the culmination of their work to develop a resource that assists first-year college students in becoming comfortable with research. Funding for the project came from Virtual Learning.

This iBook is downloadable – for free and worldwide – for all to use. It is available here:

<https://itunes.apple.com/us/book/id1027445683>

**New Faculty (Continued from page 1)**

- **Jane Bordner**, nursing instructor at the Harrisburg Campus, who holds a B.S.N. degree and was a full-time temporary instructor at HACC
- **Jennifer M. Britten**, assistant professor of human services at the Harrisburg Campus, who holds an M.S.W. and has been an adjunct instructor at HACC
- **Brian M. DeSantis**, assistant professor of mathematics, who holds an M.S. and taught most recently in the Manheim Township School District and as an adjunct at HACC
- **Rachel R. Gifford**, business management instructor in Virtual Learning, who holds an M.S. and comes to HACC from Central Pennsylvania College, Summerdale
- **Tamara A. Girardi, Ph.D.**, assistant professor of English in Virtual Learning, who taught at HACC on a full-time temporary assignment
- **Paul R. Gleed, Ph.D.**, assistant professor of English in Virtual Learning, who comes to HACC from Western Governors University, an online university
- **William A. Hartzell**, biology instructor at the Gettysburg Campus, who holds an M.S. and is a recent HACC adjunct instructor
- **Desire M. Kintzel**, dental hygiene instructor at the Harrisburg Campus, who holds a B.S. degree and comes to HACC from Fortis Institute
- **Kelsey J. Klunk**, nursing instructor at the Lancaster Campus, who holds an M.S.N. and recently has been an adjunct instructor at HACC
- **Sandra Kroft**, assistant professor of physical education in Virtual Learning, who holds an M.S.Ed. and was a full-time temporary instructor at HACC
- **Thomas D. Lepp**, electronics and mechatronics instructor at the Harrisburg Campus, who was most recently a full-time temporary instructor at HACC
- **Mark A. Lieb**, nursing instructor at the Harrisburg Campus, who holds an M.S.N. and has recently taught at HACC as an adjunct instructor
- **Laura Liggett**, nursing instructor at the Lancaster Campus, who holds an M.A. and was most recently an adjunct instructor at HACC
- **Erin A. Lutchkus**, director of nursing clinical education at the Lancaster Campus, who holds an M.S. and most recently was on a full-time temporary assignment at HACC
- **Megan R. MacIntire**, assistant professor of marketing and management in Virtual Learning, who holds an M.B.A. and recently taught as an adjunct instructor at HACC and Messiah College
- **Cynthia L. Mastrine**, assistant professor of nursing at the Harrisburg Campus, who holds an M.S.N. and was an adjunct instructor at HACC
- **Leisa McAlicher**, assistant professor of nursing at the Harrisburg Campus, who holds an M.S.N. and was most recently on a full-time temporary assignment at HACC
- **Joseph Miller**, mathematics instructor at the York Campus, who holds an M.Ed. and was recently a full-time temporary instructor at HACC
- **David Mills**, culinary arts instructor at the Harrisburg Campus, who holds an A.A. and joins HACC's faculty following a full-time temporary assignment
- **Sarah O. Ostrander**, dental hygiene instructor at the Harrisburg Campus, who holds a B.S. and taught as an adjunct faculty member at HACC and Harcum College, Bryn Mawr

(See NEW FACULTY on next page)



On hand at a reception on Friday, Sept. 4, 2015, to congratulate our Faculty Scholars for their distinguished work during the past year were, from left, HACC Foundation Board Chair Ken Shutts and Trustees Teresa Williams and Hector Ortiz. HACC is proud of our faculty's achievements. You can read about several of these educators' accomplishments in the Kudos column of this and future Ski Grams.

### New Faculty (Continued from page 2)

- **Robert C. Schanke**, assistant professor of computer information systems at the Harrisburg Campus, who holds an M.B.A. and comes to HACC from Trident University International, an online university, where he served as an adjunct faculty member
- **James T. Sizemore, Ph.D.**, Science Department chair, who comes to HACC from Tyler Junior College, Tyler, Texas
- **Donald Stull**, assistant professor of automotive technology at the Harrisburg Campus, who holds an M.Ed. and recently served as a full-time temporary instructor at HACC
- **Sara C. Tucker**, assistant professor of nursing at the Lancaster Campus, who holds an M.S.N. and most recently was an adjunct faculty member at HACC
- **Sherie L. Tynes-Dietz**, assistant professor of dental hygiene at the Harrisburg Campus, who holds a B.S. and had taught at YTI Career Institute, and as an adjunct faculty member at HACC
- **Jennifer Youse**, education instructor at the Lancaster Campus, who holds an M.Ed. and most recently served as a full-time temporary instructor at HACC

### President's Award Recipients Celebrated

The President's Award is presented annually to faculty and staff who have demonstrated exceptional service to the College. During this year's Convocation exercises, 20 nominees and six award recipients were celebrated for their excellence in College service. The following individuals were selected as President's Award recipients for 2015.

**Rich Cardamone**, business manager at HACC's Harrisburg Campus, was nominated by **Dory Uhlman**, with the support of **Eleanor Bosserman** and **Kathy Brickner**, for the successful implementation of numerous initiatives that resulted in significant cost-savings and efficiency for the College. Rich's efforts demonstrated initiative, creativity and innovation with

Collegewide implications. Some of those efforts include spearheading the planning, testing and implementation of CollegeNET, which is currently used to schedule non-academic rooms and fleet vehicle reservations throughout the College; establishing a lease buyback program for computers from Apple and Dell; implementing reverse auctions for campus energy sources for HACC's Harrisburg Campus; and purchasing equipment for the College Facilities staff to use as an alternative to hiring an external contractor. Overall, Rich's endeavors resulted in College cost-savings of approximately \$700,000 a year.

**Matt Gordon**, systems administrator for Central Administration, was nominated by **Leanne Frech** and **Sue Savidge** for his efforts in streamlining the financial aid data download process and for developing the new myHACC portal. Through Matt's efforts, the electronic output download of student financial aid data that previously required 34 individual steps over a period of two hours before loading to a student's record was condensed to less than five minutes. The success of this process has led to the possibility of streamlining other multiple-step financial aid processes.

(See **PRESIDENT'S AWARD** on next page)



Please join me in congratulating all of our outstanding co-workers who were nominated for this year's President's Award. They are, from left: (seated) Elisa Cohen, LaShana Stokes, Wendy Brubaker, Wendy Kaehler, Christine Nowik, and Megan Hoose, and (standing) Jazmin Simpson, Dory Uhlman, Shannon Harvey, Leslie Boon, Theresa Richwine, Scott Simonds, Amanda Hartzel, Paul Cockeram, Errol Wizda, Alfred Siha, Holly King and Rich Cardamone. Not pictured are Matthew Gordon and Barbara Schmid.



## **President's Award (Continued from page 3)**

Matt's efforts with the creation of the new myHACC portal are also worth recognition and accolades. His focus was to develop a portal that would benefit the entire College community, students, faculty and staff. In creating the portal, a job that would usually take a three- to five-person team, Matt developed the portal from the ground up, configured hardware, an operating system, and wrote over 5,000 lines of code. The creation of the new portal also resulted in a cost-savings to the College as it alleviated the ongoing maintenance fees for the old portal, while providing the staff with a tool for developing new and exciting content.

**Megan Hoose**, coordinator, Integrated Marketing Communications, was nominated by **Melanie Wagner** for demonstrating initiative, creativity and innovation in implementing and/or carrying out a project. In July 2014, Megan developed and implemented the 10-day HACC Treasure Hunt for Tuition Giveaway. The hunt spanned the College's 10-county service area and, thanks to Megan's efforts, resulted in 10 scholarships, each for \$1,000, being awarded to future and current students.

**Holly King**, administrative office specialist at HACC's Lancaster Campus, was nominated by **Tammy Witkowski** for demonstrating initiative, creativity and innovation in implementing and carrying out a project. Holly dedicated her time and efforts to achieve the successful implementation of CollegeNET, the electronic room scheduling system that is used

Collegewide to reserve meeting rooms. From the beginning, she served as the functional administrator and worked with administrative assistants across the College to confirm room assignments. Her enthusiasm and optimism never wavered as she led this project to completion. She currently serves as a mentor to faculty and staff by providing training and guidance for the use of CollegeNET.

**Christine Nowik**, dean of student and academic success, was nominated by **Brandy Skaf** for demonstrating initiative, creativity and innovation in implementing and carrying out a project. Thanks to Christine's tireless efforts, the College was able to implement Starfish, a student retention software package that helps to make College services more accessible to students. This program also aids in monitoring the performance of students and enabling greater student success. Christine's leadership through a culture of caring has served as an inspiration to her staff, which directly impacts their ability to empower students in achieving their success.

**Alfred Siha**, assistant professor of English, was nominated by **Amy Withrow**, with support from **Kelley Engle** and **Margie Mattis**, for enhancing the College's reputation through his successful creation and pairing of an iTunes U course and iBook entitled "English Essentials: Writing." Alfred's course, which was selected as one of the Top Ten iTunes U courses for 2014, has resulted in worldwide course subscription and recognition of the College. Additionally, Alfred was selected as a member of the Apple Distinguished Educator Class of 2015, the first HACC faculty member to receive this honor.

We honor all of this year's President's Award nominees and award recipients and thank them for their efforts in moving the College forward.

### **Student Affairs Serves Large Groups of Students**

Did you know that this summer, staff members in Student Affairs service areas managed 141,557 phone calls and walk-ins? They worked hard to help students apply, register, receive financial aid, receive guidance and advising, and much more! Below is a breakdown by campus:

- Gettysburg – 13,631
- Harrisburg (including Midtown) – 55,758
- Lancaster – 35,153
- Lebanon – 9,099
- York – 27,330
- Virtual – 606

Thank you to all Student Affairs employees who did so much work to help students and get them started on the right track for the fall semester.

## Meet Jennifer Daley, Student Success Star!

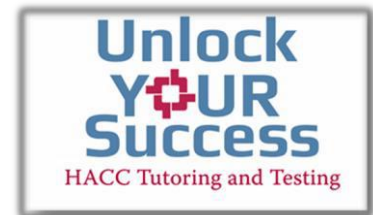
Please join me in applauding **Jennifer Daley**, coordinator in Global Education, as a guiding star to student success. Jennifer is the primary point of contact for our international students at all campuses, assisting them with the stacks of paperwork required for their entry to the country and welcoming them to the social and academic culture of the United States. Recently, Jennifer took on the role of academic advisor for international students, serving as a “one stop shop” for all of their HACC needs. Jennifer provides support, information, and a generous ear in the name of supporting our international students’ success!



We can all be proud of HACC’s reputation for excellence – not only in teaching but also in the excellent service we provide to our students outside the classroom. I look forward to celebrating more employees in the months ahead for their dedication to helping our students reach their goals. To nominate a coworker who inspires you, please e-mail **Christine Nowik**, dean of student and academic success, at [cmnowik@hacc.edu](mailto:cmnowik@hacc.edu).

## Tutoring and Testing Prepare Students for Academic Success

New name, same high quality services! The Office for Academic Success has been renamed to better reflect the work of this critical unit. The new name is Tutoring and Testing. The office still provides tutoring, writing support, placement testing and faculty testing support. This year, Tutoring and Testing will provide academic coaching at all locations as well. For information, please contact your campus Tutoring and Testing director.



## HACC Featured at National Conference

Hobsons, owner of our Starfish early alert platform, recently featured HACC at the opening session of their national conference, HobsonsU. The video features the cooperation between faculty and academic coaching to support student success at our Gettysburg Campus. You can view the video here: <https://vimeo.com/134441278>

Starfish is an essential tool in promoting student success at HACC. In fact, over 80% of the faculty teaching high-risk courses submitted progress surveys in spring 2015. For more information about how Starfish can help students succeed, visit MyHACC>HACC Applications>Student Affairs Resources>Student and Academic Success.

## Encourage Students to Join Phi Theta Kappa

Students eligible for Phi Theta Kappa (PTK) membership have received invitations to join HACC’s chapter of the international honor society for community colleges. Please encourage students to accept membership to PTK! The mission of PTK is to recognize and encourage the academic achievement of students at two-year colleges and to provide opportunities for individual growth and development through participation in honors, leadership, service and fellowship programming. (See PHI THETA KAPPA on next page)



**HACC was among colleges and government agencies from around the country attending the Virdis Learning Employment Pathway Innovation Conference in New York City Monday, Sept. 21-Tuesday, Sept. 22, 2015. Virdis’s technology system assists students and educational institutions in developing a trained and educated workforce. Here I am joined by North Carolina Governor Pat McCrory.**

**PHI THETA KAPPA (Continued from page 5)**

Additionally, mark your calendar for PTK induction on Friday, Oct. 23, 2015, at 7 p.m. at the Scottish Rite Cathedral in Harrisburg.

Students with questions about their invitations should contact one of the following advisors:



- **Connie Ludwig** (Collegewide and York Campus)
- **Catherine Frost** (Gettysburg Campus)
- **Christine Nowik** (interim at Harrisburg Campus)
- **Jenn St. Pierre** (Lancaster Campus)
- **Nick Gensel** (Lebanon Campus)
- **Mary Richards** (York Campus)

It is always a pleasure to visit with our student leaders. Welcoming me and staff members during one of my recent visits to the Lancaster Campus are several SGA officers. In the front row, from left, are Brittany Wagner, president; Hiwot Bekele, senator; and Monica Dixon-Howard, director of student development; and, in the back row, Luke Fisher, treasurer; Daniel Rolston, secretary, Casey Davies, vice president; and Victor Ramos, Lancaster Campus vice president.

**Six Questions and Answers About the Employee Engagement Task Force**

**1. What is the Employee Engagement Task Force (EETF)?**

The EETF is an ad-hoc task force established to address the results of the two most recent employee engagement surveys and to suggest improvements to the climate at the College. Specifically, the EETF has two charges:

1. Identify and assess gaps between the results of the 2014 employee engagement survey\* and employee perceptions of the workplace and develop solutions to close those gaps.
2. Develop or acquire a new employee engagement measurement survey.

\* The 2013 and 2014 employee engagement survey results can be found at myHACC > Employee tab > Human Resources channel > Professional Development > Corporate Executive Board (CEB) Employee Engagement Survey Results

**2. Who serves on the EETF?**

<b>NAME</b>	<b>JOB TITLE</b>	<b>ORGANIZATION/CAMPUS</b>
Jolynn Achaj	Coordinator, Noncredit Healthcare	Office of Academic Affairs, Workforce Development
Rabiya Ahmed	Academic Advisor	Office of Student Affairs and Enrollment Management, York Campus
Cavil Anderson	Director, Faculty and Staff Development Institute	Office of Human Resources
Lise-Pauline Barnett	Chair, English Department	Office of Academic Affairs, Virtual Learning
Judy Beaverson	Administrative Office Specialist	Office of Academic Affairs, Harrisburg Campus

(See EETF on next page)

**EETF (Continued from page 6)**

Jennifer Billman	Assistant Professor, Biology	Office of Academic Affairs, Harrisburg Campus
Patty Bowen	Coordinator, Professional Development	Office of Human Resources
Aimee Brough	Chief Human Resources Officer	Office of Human Resources
Paola Castro Nathan	Coordinator, WorkKeys	Office of Academic Affairs, Workforce Development
Chris Clements	Coordinator, Compensation	Office of Human Resources
Angela Cole	Coordinator, Adult Basic Education (ABE) Grant	Office of Academic Affairs, Workforce Development
Emily Fox	Admissions Counselor	Office of Student Affairs and Enrollment Management, Virtual Learning
LuAnn Gallup	Administrative Office Specialist	Office of Academic Affairs, Workforce Development
Deanne Gerber	Technician, Accounts Payable	Office of Finance
Carole Kerper	Campus Director, Disability Services	Office of Student Affairs and Enrollment Management, Harrisburg Campus
Michelle Myers	Department Chair, Business Studies	Office of Academic Affairs
Ivan Quinones	Director, Safety and Security	Office of Student Affairs and Enrollment Management
Sue Savidge	Coordinator, IT Training and Projects	Office of Information Services and Technology
Patrick Schild	Campus Director, Technical Support	Office of Information Services and Technology, York Campus
David Shaffer	Manager, Network/Data Center Operations	Office of Information Services and Technology
Constance Smith	Administrative Office Technician	Office of Finance, York Campus
LaShana Stokes	Instructor, Foundational Studies	Office of Academic Affairs, Harrisburg Campus
Stock Weinstock-Collins	Assistant Professor, Chemistry/Physics	Office of Academic Affairs, Lancaster Campus
Courtney Young	Coordinator, Performance Management	Office of Human Resources

**3. What has the EETF done to address charge #1 (see question #1 above)?**

As of Friday, Aug. 28, 2015, the EETF identified 33 “Recommended Next Steps” categorized into six themes:

1. Developing leaders
2. Developing employees
3. Breaking down barriers

(See EETF on next page)



## **EETF (Continued from page 7)**

4. Valuing employees
5. Providing work-life balance
6. Other

The final list of recommended next steps will be presented to the President's Cabinet on Tuesday, Oct. 20, 2015.

### **4. What has the EETF done to address charge #2 (see question #2 above)?**

The EETF decided that the College should no longer use the Corporate Executive Board's (CEB) employee engagement survey or any questionnaire for measuring employee engagement.

Reasons cited for this decision included:

- Lack of participation/representation
- Fear of being identified as a respondent
- Poor survey construction
- Lack of meaningful data

Instead of using a survey tool, the EETF is recommending connecting with a doctoral student to conduct a full evaluation of employee engagement at the College.

### **5. Is it too late to join the EETF?**

It is not too late! Your feedback and participation are welcome!

If you would like to join the EETF, please contact **Aimee Brough**, chief human resources officer, at [abbrough@hacc.edu](mailto:abbrough@hacc.edu), or any member of the EETF.

### **6. Where can I submit ideas to improve the climate at HACC?**

A **HACC Employee Engagement Feedback form**, which can be submitted anonymously, is available at <http://goo.gl/forms/jzDdFYfe5T>. Your ideas are welcome!

## **“The Chef’s Apprentice” Opens, Thanks to Great Teamwork**

Throughout the summer, staff from across the Harrisburg Campus assisted with the many aspects that were involved with renovating a space for our new dining experience, The Chef's Apprentice. Teamwork and coordination were required to relocate an academic program, renovate the cafeteria and start a new business.

The Facilities staff, Culinary Arts Program professors, Central Finance staff, Office of Information Systems and Technologies (OIST) staff, and a host of other colleagues all worked extremely hard to ensure the kitchen opened on time. The Facilities Maintenance Department played an (See **GREAT TEAMWORK** on next page)



**The Chef's Apprentice earned two “thumbs-up” from its first customer, Chris Fuller, at right, on opening day, Monday, Aug. 24, 2015.**



**GREAT TEAMWORK (Continued from page 8)**

integral role in the renovation of the space. Work included building all-new infrastructure, handling much of the electrical work in the kitchen, moving and installing the equipment, and many other tasks. The culinary professors helped move items from Blue Ridge Country Club and supported the new food service by identifying vendors for supplies, writing policies and procedures, and developing the various food stations that are currently offered at The Chef's Apprentice. Without all of their talent and hard work The Chef's Apprentice would never have opened on time. Thank you, all!

**HACC and HACC Foundation Announce Transformational Fundraising Campaign**

HACC and the HACC Foundation announced plans for a four-year, \$12 million fundraising campaign during the College's Convocation events in August.

The comprehensive fundraising campaign will focus on four priorities:

- Cooper Student Center Renovations - \$8 million
- Emergency Assistance Funds - \$500,000
- President's Fund for Excellence - \$1.5 million
- Scholarships - \$2 million



HACC students recently shared how the funds raised will positively impact the College and students' lives:

- **Gettysburg Campus:** [Brandon Parr](#)
- **Harrisburg Campus:** [Prity Das](#)
- **Lancaster Campus:** [Tucker Allyn Leighty-Phillips](#)
- **Lebanon Campus:** [Shawn Tighe](#)
- **York Campus:** [Brandy Stabley](#)
- **Virtual Learning:** [Brianna Neil](#)

All five HACC campuses will be involved with the fundraising campaign and will collaborate to raise \$12 million.

The campus goals follow:

<i>Project</i>	<i>Gettysburg</i>	<i>Harrisburg</i>	<i>Lancaster</i>	<i>Lebanon</i>	<i>York</i>
<b>Cooper Student Center Renovations</b>	0	\$8,000,000	0	0	0
<b>Emergency Assistance</b>	\$50,000	\$225,000	\$100,000	\$50,000	\$75,000
<b>President's Fund for Excellence</b>	\$200,000	\$550,000	\$300,000	\$200,000	\$250,000
<b>Scholarships</b>	\$250,000	\$600,000	\$600,000	\$250,000	\$300,000
<b>TOTAL</b>	<b>\$500,000</b>	<b>\$9,375,000</b>	<b>\$1,000,000</b>	<b>\$500,000</b>	<b>\$625,000</b>

(See TRANSFORMATIONAL FUNDRAISING CAMPAIGN on next page)

## **TRANSFORMATIONAL FUNDRAISING CAMPAIGN (Continued from page 9)**

In addition, all five campuses will have community and business leaders spearheading the fundraising campaign as campus campaign chairs.

### **The Gettysburg Campus campaign chairs are:**

- **Gary Laabs**, a 2008 graduate of HACC's nursing program and recipient of HACC's Distinguished Alumnus Award, strongly believes in giving back. Gary, who recently joined the HACC Foundation Board of Directors, served as a member of the Gettysburg Campus Major Gifts Committee Leadership team in 2008-09 and has served on the Gettysburg Campus Advisory Committee since 2005. He has given of his time to advance, promote and raise funds for HACC in our community. In addition to volunteering with HACC, he participates annually in medical mission trips in support of Medical Ministry International (MMI). He chairs the Hanover Area Council of Churches' Healthcare Committee, whose projects include free medical clinics for the needy, flu shots, weekly blood pressure checks and diabetes education and screenings. In 2014, Central Penn Parents honored his work with its first Healthcare Heroes Volunteer Award.
- **Jeff Shaffer**, a member of the HACC Board of Trustees, is a 1984 graduate of HACC and recipient of our Distinguished Alumnus Award. He is a real estate broker with RE/MAX of Gettysburg, where he had formerly been vice president and co-owner prior to selling the company in 2015. Jeff served as a member of the Gettysburg Campus Major Gifts Committee Leadership team in 2008-09. He has also served on the Gettysburg Campus Advisory Committee since its inception. In addition to serving HACC, Jeff has volunteered his time to support Habitat for Humanity, the American Heart Association, Upper Adams Lions Club and the Adams County Economic Development Corporation.



**I was pleased to join my fellow college leaders York College President Pamela Gunter-Smith and Penn State York Chancellor David Chown to throw out the first pitch when the York Revolution hosted a College Night crowd for its game against the Bridgeport, Connecticut, Bluefish at Santander Stadium on Monday, Sept. 7, 2015. The Revolution won, 8-7.**

### **The campaign chairs for the Harrisburg Campus are:**

- Emeritus Professor of English **Trum Simmons** began teaching at HACC in 1971, and during his 40-plus years he taught courses in English composition, literature, communications and the humanities. He also created the courses Women Writers, Banned Books and Introduction to Lesbian, Gay Bisexual and Transgender (LGBT) Studies. He advised the student newspaper, The Fourth Estate, for 40 years and the student-led LGBT Allies organization for 15. He was director of the Honors Program for 1993-96 and president of the Faculty Organization for 1982-83 and 1997-99. For 10 years, he was a regular columnist for Harrisburg Magazine, until 2005, and he now writes for Central Voice. In 2004, he received the National Institute for Staff and Organizational Development (NISOD) award for teaching excellence and, in 2005, he was inducted into the College Media Association (CMA) Hall of Fame for his longtime service to the organization. Trum retired as senior professor of English in 2012 and continues to teach the LGBT studies course on multiple campuses. He also serves on the board of directors of the LGBT Community Center of Central Pennsylvania.
- **Destini Hodges** has distinguished herself through her dedication and community involvement to the City of Harrisburg and Central Pennsylvania region. After graduating in 2008 from the SciTech (See TRANSFORMATIONAL FUNDRAISING CAMPAIGN on next page)

## **TRANSFORMATIONAL FUNDRAISING CAMPAIGN (Continued from page 10)**

campus of Harrisburg High School, Hodges studied for two years at Clarion University before transferring to HACC because of financial hardship. From HACC, Hodges transferred to Penn State, where she earned a bachelor's degree in political science. She is currently working toward a master's degree in community and regional planning at Temple University while working full-time at HACC. Hodges, an avid community activist, serves as vice president of Harrisburg Hope, a grassroots community group dedicated to civil discourse and dialogue. She also serves as diversity coordinator for the Presbyterian Women of Carlisle, coordinator for Capital Youth Connections and a Christian education team member for Capital Presbyterian Church. In addition to her volunteer work with several community organizations, Hodges, at the age of 21, was elected as the youngest member of the Harrisburg School District Board in December 2011.

The campaign chairs for the remaining campuses will be confirmed soon.

For more information, please visit [www.haccfoundation.org](http://www.haccfoundation.org), watch the [campaign video](#) or write to the HACC Foundation at [foundation@hacc.edu](mailto:foundation@hacc.edu).



**HACC and PSECU celebrated our 15 years of partnership on Wednesday, Sept. 23, 2015, with a reception at the Harrisburg Campus. We were delighted to host guests including, left to right, Greg Smith, PSECU president; HACC Trustee Pete Wambach; Joseph Sassano, PSECU board chair; HACC trustees Charles Peguese and Toni Sharp; and PSECU directors Frank Breiner and Brian Wilbur.**

goal is to grow our training opportunities for on-campus and online faculty. Instructional designers will focus their time on supporting faculty by delivering workshops on technology and best practices, and by assisting faculty individually and in small groups in the development of innovative resources and projects. They will refer basic technology support questions to the Office of Information Systems and Technology (OIST) Support Center staff. In addition, rather than having an isolated campus approach, all instructional designers will now be part of the team, contributing to the design, development and implementation of a range of training opportunities for faculty and staff. The Center for Design and Instruction and the academic technologies team will be led by **Jason Beaudin**, who officially assumed his director of academic technologies position on Monday, Aug. 17, 2015.

## **Assessment of 2012 College Reorganization**

In 2012, the College reorganized the structural relationships among its functional offices and campuses. Reporting relationships between functional office and campus staff were subsequently realigned in early 2014. To ensure that the expected benefits of the 2012 reorganization and 2014 realignment have been realized and to identify areas of further improvement, the Office of Human Resources (OHR) is conducting an organizational review of the College. The review focuses on the relationships between functional offices and campuses, and interviews are currently taking place with various stakeholders across the College. More information will be provided after the final report is submitted this month. For questions or to provide feedback regarding the reorganization, please contact [askHR@hacc.edu](mailto:askHR@hacc.edu).

## **Introducing the Center for Design and Instruction**

The current Teaching Technology Services (TTS) staff will join with the instructional designers in Virtual Learning to create a Collegewide Center for Design and Instruction. The

## **Check Out OCA Today**

The Office of College Advancement is proud to share “OCA Today,” its unit newsletter, with you.

Please go to the Office of College Advancement & HACC Foundation section of myHACC to read the most recent issue of the publication or click on the following link:

[https://apps.hacc.edu/hacc\\_forms/E56hy9/openform.cfm?FID=2948](https://apps.hacc.edu/hacc_forms/E56hy9/openform.cfm?FID=2948)

## **The Hawk Eye is Coming Soon!**

I am pleased to announce that The Hawk Eye, HACC’s new online recognition portal, will go live this month! This program, which replaces the Core Awards, is designed to recognize faculty and staff for exceeding expectations in service to the College and supporting HACC’s core values of integrity, collegiality, excellence and trust.



Trustee Pete Wambach and I briefly joined keyboard player Carole Knisely, HACC music business instructor, to provide some added entertainment for the PSECU reception on Wednesday, Sept. 23, 2015, at the Harrisburg Campus. Just so we will be ready for future requests, does anyone know the words to the HACC Hawks’ fight song?

The Hawk Eye will include the following features:

- Employee profile. Each employee will have a distinct profile to connect to the Hawk Eye, complete with a profile picture. (“Say Cheese!”)
- E-cards. Colleagues and supervisor are able to easily send messages of thanks and congratulations to anyone Collegewide.
- Recognition Wall. Real-time recognition can be viewed via this section of the portal.
- News & Events. Employees can view a list of recognition events and learn about recognition tips and best practices
- Award nominations. The portal provides capability to submit nominations for the College’s awards.

More information about the portal will be distributed by email as program implementation begins. If you have any questions or concerns regarding The Hawk

Eye, please contact **Courtney Young**, coordinator,

management and employee recognition, by email at [clyoung@hacc.edu](mailto:clyoung@hacc.edu) or by phone at 717-736-4135.

## **Sexual Harassment: Zero Tolerance**

HACC has a strong commitment to keeping its workplaces and classrooms free from sexual harassment. The responsibility for doing so rests with each member of the College community. As part of this commitment, all employees are required to take a brief, online training to learn to identify and prevent sexual harassment.

HACC’s Policy on Sexual Harassment (College Policy 871, “Harassment”)

All employees, students and guests of Harrisburg Area Community College have the right to work, learn and carry out their responsibilities in a campus environment free from all forms of harassment in accordance with federal and state laws. The College does not tolerate harassment. Harassment is considered misconduct that undermines the integrity of the employment and teaching-learning relationship. The College community must work together to eradicate all forms of harassment wherever College activities take place.

(See **ZERO TOLERANCE** on next page)



**ZERO TOLERANCE (Continued from page 12)****Who should take the training?**

This training is mandatory for all HACC employees, including part-time staff and faculty. Employees are required to complete the online training and quiz confirming their understanding of the training objectives.

**Training Objectives**

- Define sexual harassment
- Identify the types of sexual harassment
- Identify behaviors that may be interpreted as sexual harassment in the workplace
- Understand how to report incidents of sexual harassment
- Review how to respond appropriately to complaints of sexual harassment
- Review HACC's policy and procedure that prohibit sexual harassment and retaliation

**Did You Know?**

The "Latest News!" section of the Benefits page on MyHACC includes information about benefits-related workshops, meetings with TIAA CREF representatives, and important announcements. Remember to check back frequently for the most current information!

**Training Dates**

The online training should be completed by 5:00 p.m., Friday, Dec. 11, 2015.

**How to Access the Training**

1. Go to D2L BrightSpace in myHACC and click on the "Select a Course" link in the top margin on the left side of the window.
2. Scroll down and click on the course "HRIE Sexual Harassment" and complete the course and quiz.

Please do not hesitate to contact or **Cavil Anderson**, director of the Faculty and Staff Development Institute, at [csanders@hacc.edu](mailto:csanders@hacc.edu) or **Patty Bowen**, coordinator of professional development, at [pbowen@hacc.edu](mailto:pbowen@hacc.edu) if you have questions regarding the training.

**Implementation Update: Navigate**

As many of you know, HACC is implementing Navigate, a technology platform that will transform the student experience. Navigate is a product of the Educational Advisory Board (EAB), and it is tentatively slated for full launch during fall 2016.

Students will use Navigate from the time they are admitted to the College through their graduation, streamlining and improving the following parts of the student experience:

- Onboarding and orientation
- Advising
- Course sequencing and registration
- Academic progress
- Career development

An initial pilot of the platform took place at the Harrisburg and Gettysburg campuses in August, and the feedback from students was overwhelmingly positive. Additional pilots are set for the spring 2016 term, with tentative dates in April for Lancaster and mid-May for Harrisburg and Gettysburg.

Thank you to the many faculty and staff who have been involved in this process so far, as we continue to build the many features of Navigate. Please direct questions to **Tim Barshinger**, director of advising and career services, at [tbarshi@hacc.edu](mailto:tbarshi@hacc.edu).

## **Bookstore News!**

Beginning Monday, Oct. 19, 2015, HACC employees, excluding student workers, will receive a 15% discount on clothing, office and school supplies, gift items and greeting cards. Textbooks, trade books, electronics, computer supplies, food, beverages and health and beauty items are not included.

### **Did You Know?**

In August alone, HACC's bookstores processed 21,149 in-store transactions and 3,243 Web order transactions.

Full-time employees who have been employed at HACC for a minimum of one year are eligible for the bookstore payroll deduction program. Employees can make purchases of laptops, tablets and other electronics at the bookstore between \$100 and \$1,000. Charges will be taken out as a payroll deduction based on the designated tiers.

## **Assessment of Curriculum Week August 2015**

I want to thank all Curriculum Week participants who responded to our follow-up survey. The response rate was quite strong, and overall, the feedback for Assessment and Curriculum Day was generally positive. I appreciate the many recommendations and comments that were submitted, including several requests that we offer more professional development opportunities among the activities.

### **Survey Details**

A total of 195 full-time faculty, 106 part-time faculty, and five staff members responded to the survey. Because not all respondents attended every part of the week (e.g., Faculty Senate meetings were held in the afternoon on Assessment Day), response rates for individual items are much lower than the 306 survey responses.

In terms of survey responses, each academic department was proportionately represented.

### **Assessment Day**

One-hundred-ninety-six respondents reported that they attended the Assessment Day sessions. Those respondents were split regarding whether or not they found the discussion in the breakout sessions useful, with only 41% reporting that they did find it useful.

We asked a number of questions about the breakout sessions. Most respondents felt that the time allotted to the breakout sessions was sufficient (85%), and most also feel that they know enough about assessment to contribute during breakout sessions (77%). Nearly half of the respondents (48%) felt that small groups of 11-20 participants are the optimal size for breakout sessions, with another 24% supporting groups between 21 and 35 members.

### **Summary of Comments on Assessment Day:**

Respondents were also asked to offer suggestions for future Assessment Days. Some general themes from their 109 responses include:

- Smaller breakout sessions for discussing the general education assessment results would be more useful.
- A half day for General Education assessment would be sufficient.
- There should have been more department-specific content and time to work on assessment in disciplines. We should give more time for a mixture of assessment activities that are more targeted and not just focus on general education assessment.
- We should make sure all materials for discussion are available ahead of time.
- We need to do a better job of presenting the results of the specific general education assessments to engage faculty in interpreting results.  
(See CURRICULUM WEEK on next page)

## **CURRICULUM WEEK (Continued from page 14)**

### Curriculum Day

Respondents were also asked to provide feedback on Curriculum Day, which consisted of department and discipline meetings in the morning, and advising-oriented sessions in the afternoon. In general, the feedback here was quite positive.

Most of the 216 who reported that they attended Curriculum Day felt the time allotted for department and discipline meetings was sufficient (85% positive response). A smaller number of respondents, 118, attended the afternoon advising-oriented sessions. As mentioned above, some faculty had other meetings (e.g., Faculty Senate) scheduled at the same time.



**HACC faculty and staff congratulated artist Milt Friedly, to my immediate left, at a reception for the opening of his exhibit at our Lancaster Campus. With us, from left, are Jennifer St. Pierre, associate professor of sociology, and Ilene Rosenberg, adjunct humanities instructor.**

Response rates were smaller for the afternoon sessions, but responses were still positive overall:

- Seventy percent of respondents felt that the afternoon session increased their understanding about why HACC is moving to a relational framework for academic advising.
- Seventy-two percent found the career services session helpful in understanding the resources that are available for faculty.
- Nearly two-thirds (62%) of respondents found that the financial aid session increased their understanding of the financial aid implications of academic advising conversations.
- The only session with fewer positive responses than negative was the session focused on the CAPP report. Less than half of the respondents (47%) felt that the session increased their understanding of CAPP processes and procedures. Comments indicated that most of those who attended this session did not need this information. Since counselors and the registrar's office receive a number of questions about how to run CAPPs, we need to figure out how to get this information into the hands of the faculty who still need additional training.

Respondents were also asked to provide suggestions for future Curriculum days. Comments included several prominent themes:

- Comments regarding time for department and discipline meetings were overwhelmingly positive. Faculty member greatly appreciate having this time dedicated to working on curriculum.
- In line with the above theme, a number of respondents suggested there should be more department-to-department interactions.
- Holding Faculty Senate at the same time as other sessions was problematic for those involved who may have wanted to attend the sessions on advising and career services.
- There were recommendations to consider alternative sessions to the advising information for adjunct faculty who do advising.

### Next Steps

So far, Curriculum Week has been scheduled by an ad-hoc committee of department chairs, the assessment chair, and campus academic deans. Moving forward, we are considering recommending a standing committee that also includes non-chair faculty members and the CITE coordinator to plan and assess these events each semester.

## Building an Even Better York Campus



PSECU President Greg Smith greeted Margie Mattis, HACC York Campus interim vice president, during our celebration on Wednesday, Sept. 23, 2015. We are eager to have PSECU extend its services to our York Campus in January, when the new Student Commons is slated to open. York will be the third HACC campus to partner with PSECU, which currently has locations at our Harrisburg and Lancaster campuses.

## Kudos

- To faculty scholar **Laura K. Davis**, assistant professor of communication, for serving as a program reviewer for the upcoming 106<sup>th</sup> Eastern Communications Association Convention “Deliberation” to be held next year in Philadelphia.
- To team captain **Ed Baltzell** and his Gettysburg Campus colleagues **Wendy Kaehler** and **Vanessa Larson**, who organized over 60 of their fellow campus staff, faculty and family members to participate in the 2015 Adams County Heart and Stroke Walk. Some 400 people took part in the two-mile walk over Culp’s Hill on the Gettysburg Battlefield on Sunday, Sept. 13, 2015. The Gettysburg Campus team raised over \$2,000 in support of the American Heart Association.
- To faculty scholar **Joy G. Tien**, Ed.D., professor of counseling, for presenting a session titled “The Undiscovered Math Genius: Metacognition for Student Success and Career Decisions” at the 2014 STEMtech International Conference in Denver, Colorado.
- To faculty scholar **Jay L. Wenger**, Ph.D., who completed a three-and-a-half-week Fulbright Specialist assignment at De La Salle University in Manila, Philippines, in July 2014. His other distinguished academic work includes critiquing manuscripts on nine occasions as part of the peer-review process for publishing research in scientific journals. Jay has also earned kudos for serving on the Editorial Advisory Board for the Kenyan Journal of Education and Social Sciences and the Review Board for the Asian Journal of Humanities and Social Sciences.

Our York Campus is a flurry of activity as construction projects are taking place at each of the three buildings.

A section of the Governor George Leader Building will become the new home of a Student Commons and Food Service area. Stay tuned for a grand opening celebration in January as PSECU and Subway join HACC in partnership to provide students and faculty with additional services and convenience.

The Weld Lab in the William F. Goodling Center Building will be substantially completed in December and will be ready to open for the spring 2016 semester.

Also nearing completion is the York Writing Center and Collegewide Communication Center in the Cytec Building. This project is possible mainly due to a grant from the HACC Foundation. Students are invited to stop by for helpful advice and friendly, competent assistance.



Gary Laird, president of the Hanover Area Chamber of Commerce, presents a 25-year member recognition award to Gettysburg Campus Vice President Shannon Harvey during the Chamber’s annual membership meeting on Wednesday, Sept. 16, 2015, at Cross Keys Village, The Brethren Home Community.



**Marathon and YOU**

I will be running in the Harrisburg Marathon on Sunday, Nov. 8, 2015. I am using my participation in the marathon to raise money for the HACC President’s Fund for Excellence. This is the fund that provides financial support for innovative projects at HACC.

Are you interested in supporting my first-ever marathon and making a charitable contribution toward the President’s Fund for Excellence at HACC? If so, please send a check to HACC Foundation and in the memo line add SKI’s Marathon by Friday, Oct. 30, 2015.

To honor you and your contribution, I will write your name on a cloth strip and pin it on the shirt I will wear for the marathon. If you wish to support the College but remain anonymous, that’s fine too! I thank you, and our students do too!

**#HACC wears Red**

HACC is well known for supporting and serving veterans of the United States armed services and, thanks to our Virtual Learning, members of our military on active duty around the world, too. Now there is another way we can support the men and women of the US military: Wear red on Fridays to Remember Everyone Deployed, and share your photos on social media. I look forward to seeing your participation in #HACCwearsRed!



**HACC IS Going Back to Our Roots**

No one knows HACC better than you. You have experienced first-hand the impact that the College and its students make on our community. That is why we are reaching out to you to help us increase student enrollment through the “Back to Our Roots” Student Recruitment Campaign.

The purpose of this campaign is to increase student recruitment activities through daily interactions, both professional and personal, in your social, religious, cultural and educational circles.

Are you ready to make a difference in our College and community by joining the HACC student recruitment effort? To get started, please review [www.hacc.edu/backtoourroots](http://www.hacc.edu/backtoourroots) and complete and submit the online form.

Thank you!

**The good news about HACC!**

Sharing your good news is now easier than ever before! When you have positive information to share about happenings, initiatives and programs at HACC, please simply submit a request on the *College’s communications hub*, which replaces the previous online request form for assistance from the Integrated Marketing Communications (IMC) Department. Please access the hub and its tutorial video through the Office of College Advancement and HACC Foundation myHACC channel. Please note the link to the former IMC online request form has been deactivated.



Ramos and I got to share the good news about HACC recently with the Lancaster School District’s new superintendent, Damaris Rau, Ed.D. We look forward to working with her as we continue to serve students in Lancaster and surrounding communities.

**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 directly from the following link on hacc.edu:

<http://www.hacc.edu/AboutHACC/Administration/Ski-Gram-Request-Form.cfm>

**From the online form to submit questions about the organizational transformation**

**Question:** Hello,  
It has come to light that HACC is now offering Pole Fitness as a non-credit class here in New Oxford.

I, for one, as many others, am appalled by this. We have strived to put out a good name for HACC. This is a place that we want our students and community to be proud of – and this is what we've come to? This does not support our mission at all. Would it be appropriate to market this type of thing to our College in the High School (CHS) or dual enrollment students? Will we be advertising this on billboards within the community? Is this supposed to be an acceptable alternative career choice for advisors and recruiters to promote to students since this is listed under Workforce Development?

This is embarrassing, to say the least. Our standards should and must be a lot higher than Pole Fitness.

Many community members ask about photography, computer classes, English as a Second Language (ESL), crafting classes – asking why these classes are not offered here in our area – Should we say, well at this moment there is only a need for Pole Dancing.

Please visit this Facebook page which clearly shows HACC's involvement and support:  
<https://www.facebook.com/GirlSchoolPoleFitness>.  
Would you support this?

HACC's vision statement  
HACC will be the first choice for a quality and accessible higher education opportunity.

HACC's mission statement  
Creating opportunities and transforming lives to shape the future – together.

(See QUESTIONS on next page)

**Response:** The Department of Continuing Education, housed inside the Division of Workforce Development, is constantly working to create and run classes that are responsive to requests from our service region. Those classes run the gamut of training, from professional development for individuals or corporate training, to personal enrichment, as is the case with the recent pole dancing offering. In the case of personal enrichment classes, we are approached by the community, through the various campuses, with community members' specific areas of interest. While fitness classes in the form of pole dancing might not be for everyone, we can and do offer a wide variety of personal enrichment, such as our upcoming class on "Literacy, Democracy and the Bible" starting soon in the same region. We thank you for your feedback as we continue to strive to offer personal enrichment workshops that speak to each of our varied communities.

**QUESTIONS (Continued from page 18)**

Pole Fitness – not higher education.

At this point there are eight sections of this Pole Fitness (no one has registered) but only three sections for Heart Saver, cardiopulmonary resuscitation (CPR) and automated external defibrillator (AED) training. Which do you think we need more of in our/your community?

We are unclear who would have approved this but it would be a great idea to remove HACC's involvement.

Are we for fitness – YES! A Fitness boot camp of some sort would be great. Having the Workforce Development Personal Training program come to other campuses to promote good health for our employees would be another wonderful idea – we shouldn't be wasting our time or funds on nonsense like Pole Fitness!

**Books I am currently reading or have read**

- America's Bank: The Epic Struggle to Create the Federal Reserve by Roger Lowenstein
- Beloved by Toni Morrison
- Great Race: The Global Quest for the Car of the Future by Levi Tillemann
- Rise of the Robots: Technology and the Threat of a Jobless Future by Martin Ford

**Quote**

*All things change, and we change with them.*

~ Matthias Borbonius

**For More Information**

If you have any questions about any of the information contained within this Ski Gram please contact me. Thank you!