

May 11, 2016



Makadii uye maita henyu,
vatinoshanda navo!
(Shona for Greetings and
thank you, colleagues!)

As we prepare to celebrate our students' achievements at tomorrow's Commencement ceremony, I am proud to devote my 56th Ski Gram to celebrating some of the many successes across our College this year, including:

In Academic Affairs

- A new program review process is in place, and 30 programs are under review to ensure they are aligned with career and transfer needs. Reports are due Thursday, June 30, 2016.
- We approved new requirements for Associate in Arts, Associate in Science and Associate in Applied Science degrees. General education outcomes have been formally approved in a new Shared Governance Policy (SGP). Implementation will begin this fall and be completed by fall 2018.



- The College has presented our Self-Study Design to our liaison at the Middle States Commission on Higher Education, our accrediting organization. Our Steering Committee has met in preparation for the research and writing that begin next year.
- Our new developmental math curriculum has been approved; new placement tests and exit exams are designed. The curriculum rolls out this fall, and we will transition from the old curriculum effective at the end of spring term 2017.

In Workforce Development and Continuing Education

- Emergency Medical Services at the Public Safety Center implemented and expanded blended Emergency Medical Technician (EMT) programs. Enrollments have been full, sections expanded, and we have waiting lists for summer classes.
- Saturday, May 7, 2016, was graduation day for the Public Safety Center's largest fire academy, with 29 cadets in the class.
- The Public Safety Center Law Enforcement Department has integrated and expanded civilian handgun programs.
- Language Institute programming has experienced a 40 percent increase in its projected revenue for the 2015-16 fiscal year. The program has provided 1,002 tuition-based students with over 4,000 hours of instruction. This is an increase of 192 students enrolled compared to fiscal year 14-15, when tuition-based enrollment was 745.
(See **WORKFORCE** on next page)

Workforce (from page 1)

- Healthcare Education's largest Massage Therapy class to date, 19 students, graduated on Wednesday, May 11, 2016.
- HACC's first Certificate of Brewing Science Program launches Wednesday, May 25, 2016. Troegs as well as Zero Day Brewing, Boneshire Brewing, Old Forge Brewing, Appalachian Brewing Company (ABC) and the Brewery of Hershey are all providing instruction for the program. HACC science faculty are also joining with the brew master of ABC to conduct the Science of Brewing class, which starts in August.



- Workforce Development has initiated the WorkKeys program in Lebanon and has signed a contract with Amazon.

In Virtual Learning

- Four new programs will debut in the fall: Building Construction Management, Health and Wellness Promotion, Computer Information Systems, and Humanities, Languages and the Arts.
- The department assisted in creating and implementing an online New Student Orientation option.
- Faculty, staff and online student leaders drafted and finalized a Virtual Learning Two-Year Master Plan, which the President's Cabinet approved last fall.
- The Virtual Learning Emergency Assistance Fund made its first distribution this spring. The fund, which assists students who face sudden financial needs that would prevent them from continuing with their education, was created by Virtual Learning faculty, staff, and student contributions in spring 2015.
- We celebrated HACC's eight years of iTunes U history with the closing event for the mobile learning project in fall 2015.
- Online student success comparisons to face-to-face student success (defined as earning an A-C grade) increased by 1.04 percent in fall 2015.

In Student Affairs and Enrollment Management

- Through our marketing, enrollment services and other efforts, the College experienced significant growth in admissions applications and new students. We achieved 27.5 percent growth in applications and 3.6 percent growth in new students in fall 2015. In the spring we experienced 20.3 percent growth in applications and 19.2 percent growth in new students.
- Over the past eight months, staff created the 2016-19 Strategic Enrollment Management Plan, using research into best practices, a review of the College's data, and extensive feedback from a team (See **STUDENT AFFAIRS** on next page)

Team members, from left, Christine Cappuzzo, Liz Stager, LaShana Stokes, and Danielle Martin collaborate in the [Marshmallow Challenge](#) to inspire creativity, innovation, collaboration and experimentation during the Student Affairs and Enrollment Management retreat Thursday, March 10, 2016/



Student Affairs (from page 2)

of individuals representing all campuses and constituency groups.

The plan focuses on five areas: marketing and recruitment, enrollment services, student success, completion, and data collection and analysis. We will review the plan and engage in discussions at all campuses in fall 2016.

- At a process mapping event on Monday, Feb. 8, 2016, over 50 participants focused on ways to improve the experience for Dual Enrollment and College in the High School students, veterans and students on active military duty, underrepresented students, home-schooled students and high school seniors, and Virtual Learning students.
- Appreciating how students' feelings, attitudes and beliefs affect their success was the theme at a retreat for more than 150 Student Affairs staff members on Thursday, March 10, 2016. "Overall, this event is the best one we have had," one participant wrote, "Nicely done to everyone involved and thank you for offering us a chance each year to come together as a college-wide group to share and experience the day."
- HACC counselors have made strides this academic year to promote mental health awareness and increase self-help-seeking behaviors among our students. New HACC Counseling Services Web pages provide students with articles, videos, questions-and-answers and self-screening tools that are available anytime. The pages can also help the larger HACC family so please take some time to care for your own wellness by reviewing the new pages on our [Counseling Services website](#).



Jenny Walker and Allen Tischer show off the baskets they won in a drawing during the Student Affairs retreat.

In the Office of Human Resources

- Thanks to the "Healthy Minds. Healthy Hearts. Healthfully YOURS" Tobacco-Free Campuses initiative, we have provided a healthier, safer and more productive work and learning environment for the entire College community and visitors to our campuses since Saturday, Aug. 15, 2015. For more information, go to myHACC > Human Resources Information > [Healthy Minds. Healthy Hearts. Healthfully YOURS. HACC's Tobacco-Free Campuses Initiative](#).
- At the inaugural President's Leadership Symposium, "Civility in Higher Education: New Approaches to Foster a Culture of Trust," on Friday, April 29, 2016, many members from throughout the College community explored the general effects of incivility in the workplace and discussed practical ways to move toward collaborative approaches to promote civility Collegewide.
- In collaboration with the College Compensation Advisory Committee on plan design and provider selection, the College successfully transitioned to Capital Blue Cross to provide health insurance. The move is projected to save the College more than \$500,000 in benefits costs for 2016. For more information, go to myHACC > Human Resources Information > [Benefits](#).
- In response to employee feedback and the recommendations of the Employee Engagement Team, we launched "The Hawk Eye," HACC's online employee recognition site. "The Hawk Eye" is designed to (See HUMAN RESOURCES on next page)

Human Resources (from page 3)

recognize employees who demonstrate HACC's core values, exceed expectations, and support the College's mission of shaping the future and transforming lives. For more information, go to myHACC > Human Resources Information > [The Hawk Eye](#).

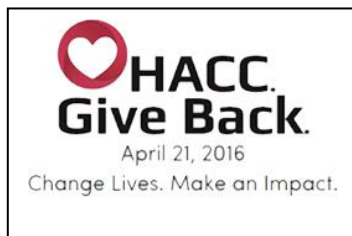
- The Employee Engagement Team made 32 recommendations crossing five major themes:
 - Developing leaders
 - Developing employees
 - Breaking down barriers
 - Valuing employees
 - Providing work-life balance

For more information, go to myHACC > Human Resources Information > [Employee Engagement Team Site](#).

- Our completion of a Training Needs Assessment supports HACC's commitment to the professional development of all employees to ensure excellence in teaching and the success of our students. Through surveys and interviews, the Training Needs Assessment identified nine recommendations for improving professional development and training at the College. For more information, go to myHACC > Human Resources Information > [Professional Development](#).

In the HACC Foundation and Office of College Advancement

- The Invest. Impact. Inspire. Campaign for HACC has raised \$813,802 toward its \$14-million goal as of Friday, April 22, 2016! The campaign kicked off in August 2015 and in its first year is focusing on raising funds from HACC's employees, alumni, board members and students. Of the amount raised to date, \$664,597 has been collected in gifts and pledge payments, and \$149,205 remains in unpaid pledges. For updates, please visit the [HACC Foundation](#) website.



- On Thursday, April 21, 2016, HACC made history with its first-ever Day of Giving, raising approximately \$63,768. Final totals are still being calculated. This total surpasses the original goal of \$51,000, which was symbolic and represented the 51 years that the College has been in existence.

The funds raised from the Day of Giving support the four priorities established in the HACC Foundation's comprehensive fundraising campaign, [Invest. Impact. Inspire. Campaign for HACC](#).

For additional Day of Giving updates, please:

- Visit hacc.edu/HeartHACC
- View [Day of Giving photos](#)
- Watch [my video](#)

Thank you!



(See HACC FOUNDATION AND OCA on next page)

HACC Foundation and OCA (from page 4)

- Faculty and staff are making an impact! The spring 2016 cycle of the HACC Foundation [Faculty and Staff Awards](#) honored the following colleagues. You can read more about their achievements below. Please join me in congratulating them on their outstanding work and dedication to the College.

First Name	Last Name	Award
Linnie	Carter	Bruce E. Cooper, Esq. Leadership Award
Valerie	Gray	Betty Martin Staff Development Award
Shannon	Harvey	Bruce E. Cooper, Esq. Leadership Award
Robert (Rob)	King	Dr. Jay Ebersole Faculty Initiative Award
Robert (Bob)	Messner	Bruce E. Cooper, Esq. Leadership Award
Linda	Mininger	Betty Martin Staff Development Award

- **Linnie Carter**, vice president of college advancement, HACC, Central Pennsylvania's Community College, and executive director, HACC Foundation, led her team in raising more than \$300,000 (net) for HACC students and programs through the College's 50th anniversary activities; launching HACC's Treasure Hunt for tuition giveaways; facilitating the establishment of six full-ride merit scholarships to future HACC students; creating tools necessary for the College to receive \$2,222,379 in grant funds from local, state, federal and private sources during fiscal year 2014-15; displaying creative leadership over the past four years necessary to transform the College's Foundation while unifying several other departments (including Marketing and Public Relations) within a new College division.
- **Valerie Gray**, professor of technical and business writing, presented research at the National Association of African-American Studies and Affiliates (National Association of Hispanic and Latino Studies, National Association of Native-American Studies and National Association of Asian Studies). Her research will discern how social, historical, political and cultural movements influenced and still influence perspectives; produce documents that reflect global and social interests; validate cultural experiences and increase intrinsic connections; and create cultural interpretations to express the global reach and significance of Yucatec Mayas culture.
- **Shannon Harvey**, vice president of the Gettysburg Campus, coordinated a Manufacturer's Roundtable at the Gettysburg Campus to engage community members, educators and manufacturers to validate local manufacturing employment needs; initiated a successful grant application to the HACC Foundation Gettysburg Campus Workforce Advancement Fund for \$75,000 to support the renovation and construction of the Mechatronics lab and classroom space on the Gettysburg Campus; launched the Mechatronics Certificate Program to train mechatronics technicians; and wrote several newspaper columns for the Gettysburg Times and the Hanover Evening Sun to promote the program.
- **Rob King**, assistant professor of mathematics, has taken initiative in areas such as using free Web-based graphing utilities (demos.com); creating video lectures as podcasts for students in face-to-face, blended and online courses; co-presenting at various state and national math conferences; piloting and adopting "flipping the classroom" strategy; and using a standard deck of playing cards as tools to teach probability and motivate students. (See HACC FOUNDATION AND OCA on next page)

HACC Foundation and OCA (from page 5)

- **Bob Messner**, vice president of information technology and chief information officer, co-authored and received a \$209,000 grant in September 2015 from the National Science Foundation to expand broadband connectivity at the College's two Midtown locations, increasing connectivity from 100mb to 1,000mb. He also researched, purchased, implemented and trained College employees in new and, at times, cutting-edge technologies for use inside and outside the classroom. Bob led his staff in launching the Banner XE enhanced online student course registration system in a record three months.

Is there someone you would like to nominate for a HACC Foundation Award during the summer 2016 cycle? Please refer to the [timeline](#) to see when announcements will occur. You can also email HACCScholarships@hacc.edu with questions. Thank you.

- **Linda Mininger**, associate professor of reading, plans to attend the Kellogg Institute to continue her education, learning more about assessment and new ways to effectively use technology in the developmental classroom. Linda, a winner of the Pennsylvania Association of Developmental Educators (PADE) Award and the National Association of Developmental Educators (NADE) Award, plans to adopt best practices for developmental education within our current Strategic Plan; and implement innovations that she learns at the Kellogg Institute to help move the College forward.

- Thanks to our generous sponsors, the HACC Foundation was able to raise approximately \$100,000 for student scholarships at the 19th annual **Frank J. Dixon Tournament for Scholarships at HACC**, held on Monday, Sept. 28, 2015, at the Hershey Country Club's East Course. Eighty-two sponsors and 25 golf teams participated in the event. Not only did the teams get to enjoy a great day of golf, but they were also encouraged to bid on items at our annual silent auction and participate in the post-tournament reception and program.



My fellow tournament participants last fall included, from left, Richard "Rick" Scott, member of the HACC Foundation Board of Directors; Frank J. Dixon, emeritus member of the HACC Foundation Board; HACC Trustee Robert J. Phillips; Edward Lynch, and Linnie Carter, Ph.D., vice president of college advancement, HACC, Central Pennsylvania's Community College, and executive director, HACC Foundation.

Special thanks to the [sponsors](#) whose support was instrumental in making the 2015 tournament a success. For additional information from the 2015 golf tournament, please:

- Visit hacc.edu/Golf
- View our [online program book](#)
- View [photos from the event](#)
- Watch [videos of HACC supporters](#) explaining why this event is a worthy cause that forever changes the lives of our students

Thank you!

- The OCA team designed several key Web pages to enhance communications with our target audiences:
 - The ["2015-19 Journey to Excellence"](#) Web pages to promote our 2015-19 strategic plan
 - Hacc.edu/CooperUnderConstruction to communicate the changes at the Bruce E. Cooper Student Center while renovations occur
 - The updated [Career Services](#) section of our website to make it easier for current students to (See HACC FOUNDATION AND OCA on next page)

HACC Foundation and OCA (from page 6)

locate information that will support their professional development, aid in their career and major exploration and help them with job searches

- The following grants have been secured since Wednesday, July 1, 2015:

Funder	Funds Designated for	Amount	Comments
Carl D. Perkins Career and Technical Education	Improvement of outcomes for students enrolled in 21 programs of study included in the Career and Technical Education programs at HACC	\$1,051,803	
Donald B. and Dorothy L. Stabler Foundation	Scholarships	\$265,000	
Thomas L. Cline Foundation	Support for the Mechantronics Lab at Gettysburg Campus	\$60,000	
Partnership for Better Health	Scholarships	\$20,000	
Johnson & Johnson Healthcare Products	Dental Hygiene Student Clinical Standard of Care Award	\$250	
PA KEYS	Professional Development	\$391,098	Extension of Contract (no new proposal submitted)
PA Council for the Arts Program Stream	Rose Lehrman Art Gallery	\$3,847	
PA Council for the Arts - Arts Organizations and Arts Programs	Live at Rose Lehrman Performing Artist Series	\$2,217	
Foundation for Enhancing Communities Whitaker Fund for Math and Science	Outfitting one computer lab on the Harrisburg Campus to enhance the Developmental Mathematics Redesign program	\$16,000	
Keystone Education Yields Success (K.E.Y.S.)	Provides student advising for welfare and TANF recipients who are pursuing an education at HACC	\$391,098	Extension of rider agreement (no new proposal submitted)
Adult Education and Family Literacy (Federal and State)	Assist adults to become literate and obtain a GED and transition to postsecondary education	\$171,764	Extension of rider agreement with consortium (no new proposal submitted)
PA Council on the Arts	Arts Organizations and Arts Programs track and entry track – Artist fees	\$6,732	
Total		\$2,379,809	

In The Office Of Finance

We have had many opportunities to appreciate the Office of Finance's work in supporting highly visible renovation projects across the College, including construction of the new Mechantronics classroom and lab at Gettysburg, the opening of the Chef's Apprentice at Harrisburg, the Main Building corridor and vestibule and the Campus fitness trail at Lancaster, and the Leader Student Commons, Cytec Building Writing Center and Collegewide Communications Center at York. But much of the department's other work is behind-the-scenes and no less impressive. Among those successes are:

- Accounts Payable's diligent work to implement a continuous improvement processing plan for timely payment of College invoices, taking advantage of vendor savings for net payment terms
- Collaboration between the Collegewide Finance team, campus leaders and functional-area leaders to present a sustainable, balanced budget for fiscal year 2016-17. The Board of Trustees approved the budget at its meeting last week.
- Collegewide sustainability efforts in utility cost reductions, LED lighting installations and the Big Belly trash project at the Harrisburg Campus



Mikaele Joseph, winner of an iPad mini at the grand reopening of the Harrisburg Campus' Overholt Bookstore, is one of the many students enjoying a redesigned, more-spacious campus bookstore.

In The Office Of Information Systems And Technologies (OIST)

- Staff members implemented the Ellucian Banner XE registration application, which provides our students with a user-friendly interface and expanded search and scheduling capabilities.
- The department also implemented a new backup solution that stores a copy of the College's critical data offsite in the event of a disaster at our Blocker 116 data center.
- Installation of a new Lancaster Campus-based Internet connection resulted in 60-80 percent less traffic between Lancaster and Harrisburg while providing expanded connectivity from the Lancaster Campus to the Internet.
- The department received a \$209,000 grant from the National Science Foundation to expand network connectivity at the Midtown locations and better serve science, technology, engineering and mathematics (STEM) students.
- The College ranked fifth nationwide among technology-savvy community colleges in the Center for Digital Education's annual survey.
- We launched the online New Student Orientation, providing students all of the necessary information to register for classes, financial aid, student ID's, email and parking, and to prepare for academic success.

At The Gettysburg Campus

- The Campus celebrated its 25th anniversary in the fall. In 1990, 28 HACC courses were offered for the first time in Gettysburg through a partnership with Gettysburg Area School District. Today, our class offerings at the Campus total 284 sections and 41 College in the High School sections.
(See GETTYSBURG on next page)

Gettysburg (from page 8)

- The Mechatronics Certificate Program opened in a new lab and classroom space that was supported in part by the HACC Foundation Gettysburg Campus Workforce Advancement Fund. Fourteen students enrolled in the three-semester program.



The Shippensburg University School Study Council recognized HACC's Introduction to Manufacturing (GTEC106) program as a "creative and innovative collaboration" at the 30th Annual Exemplary Program Presentations and Awards Luncheon on Thursday, April 14, 2016. HACC's program was one of 15 selected from across South Central Pennsylvania. From left are Dory Uhlman, campus dean of academic affairs; Shannon Harvey, campus vice president; Gary Laird, Hanover Chamber president; Lisa Dennis, South Western High School counselor; Barb Rupp, South Western School District superintendent; and Ryan Melhorn, South Western High School assistant principal.

student development co-curricular programming. A key objective of the reorganization and the strategic plan is to increase co-curricular offerings to ensure that experiences outside of the classroom are aligned with the curriculum. The Gettysburg Campus Student Programming Board, Gettysburg Campus Faculty and Student Affairs staff have worked together to significantly increase co-curricular programming at the Campus, serving as the model for the other campuses. During the spring 2016 semester, over 40 co-curricular programs were held.

- Generous donors funded the creation of three new Gettysburg Campus Scholarships: The Cline Family Foundation Scholarship Award to provide financial assistance to students enrolled in the Mechatronics Certificate Program, the ACNB Bank Scholarship Award to provide financial assistance to a Gettysburg Campus student with financial need and the Kenneth and Donna Shur Business Management Scholarship Fund to provide financial assistance to Gettysburg Campus students enrolled in a Business Management Program.
- Exciting new partnerships with Gettysburg Area High School and New Oxford High School have helped to make dual enrollment one of the Campus' top five program areas and contributed to a large increase in enrollment of traditional-age students. The goal is to develop academic pathways using high school classes and College offerings to afford a high school student the opportunity to complete 30 college credits or possibly earn an associate degree before or upon graduation from high school. Of the Campus' 1,908 students, 1,263 are under the age of 24!
- This was the first year for the reorganization of the Student Life Office, providing new opportunities for

At The Harrisburg Campus

- Inspired by the celebrated "Last Lecture" of the late Professor Randy Pausch of Carnegie Mellon University, the Harrisburg Campus inaugurated its own Last Lecture Series on Thursday, April 21, 2016, with featured speakers **Yvonne Milspaw, Ph.D.**, emerita senior professor of English and humanities, and **Trum Simmons**, emeritus senior professor of English. Each (See HARRISBURG on next page)

First HACC faculty members to give their "Last Lecture," Yvonne Milspaw, Ph.D, and Trum Simmons celebrate with Irvin Clark, D.Ed., Harrisburg Campus vice president.



Harrisburg (from page 9)

semester two distinguished current or retired HACC faculty members will be selected to compose a “final talk” on any topic of their choosing. This is a very powerful opportunity for students and the Campus community to learn and experience the passion and enthusiasm our faculty incorporate in their teaching.

- Faculty, staff, and students from the Harrisburg Campus gathered on Wednesday, Feb. 17, 2016, to celebrate the long-anticipated renovation project for the Cooper Student Center. College officials discussed the importance of the renovation and thanked the Campus community for all they are doing to ensure the success of the renovation.



Hemingway Hawk does his part for the Cooper renovation project, striking the first blows in the demolition phase.

At The Lancaster Campus

- The Lancaster Campus hosted its third annual Humanities Symposium, “Ecology: Connecting with Nature,” in March. Over 700 HACC students, faculty and staff attended or presented at the three-day event. Presenters represented eight academic disciplines.
- A total of 411 students from 13 different Lancaster County high schools attended “HACC Experience Days” at the Lancaster Campus. Held on four Fridays in March and April, the events were the result of a successful collaboration between Academic Affairs and Student Affairs and featured a full day of activities, including HACC Chats, which afforded opportunities for high school students to interact with HACC faculty from a variety of disciplines.
- Community members and “green” organizations joined HACC students, faculty and staff to discuss local and national sustainability efforts at the Campus’ seventh annual Earth Day Celebration on Monday, April 25, 2016. The event was sponsored by the Campus Environmental Club.
- Faculty, staff, students, and community members celebrated the artistic talents of **Ruth Bernard**, adjunct instructor in art, at an opening reception on Thursday, May 5, 2016, for Ruth’s most recent exhibit, “Drawings,” in Art Space.

At The Lebanon Campus

- The Lebanon Campus hosted its first-ever Lebanon Valley Chamber Business After hours event on Wednesday, March 23, 2016. Campus technology and networking experiences for our students through our Career Services Department were highlights of the event.
- The Lebanon Campus is especially proud of its new smart room technology and the future addition of a one-button studio for digital recording.
(See **LEBANON** on next page)

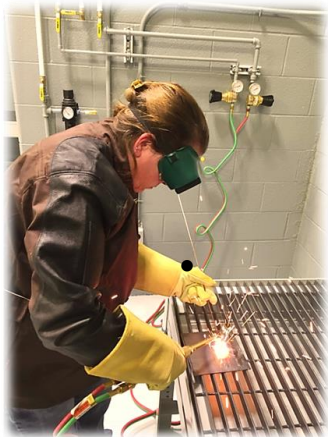


Lebanon (from page 10)

- Students may now choose from 17 programs that can be completed at the Lebanon Campus, thanks to the Campus and Virtual Learning partnership. Five are workforce programs new to the Lebanon area, with scholarship support.

At The York Campus:

- The 2015-2016 academic year marks the York Campus' 10th anniversary serving the York community. Since 2005, more than 30,000 students have attended the York Campus.



Welding student and HACC colleague Beth McLucas.

- The partnership between HACC and PSECU expanded to the York Campus in February with the opening of the new Student Commons area complete with a PSECU e-center and a Subway restaurant.
- January 2016 marked the opening of the long-awaited welding lab. York now has the ability to offer programming through credit, Workforce and high school partnerships.
- December 2015 was highlighted by the opening of the new Cytec Writing Center. Through the support of the HACC Foundation, a brand new space was opened that is supportive, comfortable and creative.
- The York Campus continues to be a supportive and caring work environment. This culture was best exemplified this spring when a fellow employee suffered a sudden and critical

medical issue. The York team rallied around to provide his family with support, hope and encouragement. The Campus also held several fundraising events to benefit his family.



Encouraging words for student writers in the York Campus Writing Center.

Quote

“Success means doing the best we can with what we have. Success is the doing, not the getting; in the trying, not the triumph. Success is a personal standard, reaching for the highest that is in us, becoming all that we can be.”

~Zig Ziglar

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>

For More Information

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