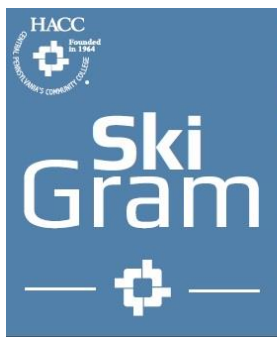


September 28, 2016



Salam, həmkarları!
(Azerbaijani for Greetings,
colleagues!)

In my 60th Ski Gram, you can read about the following, and much more:

[Thank You For A Great Start To Fall 2016](#)
[New HACC Workgroup To Focus On Improving Communications](#)
[Mark Your Calendar Now For No Meeting Days](#)
[A Mini-Panel Discussion With Constituency Group Leaders](#)
[York Campus Career Services Forges Exciting Partnership](#)

Welcome To Fall 2016, Colleagues!

As you know, the first day of fall and spring semester classes is an opportunity for me to visit as many classrooms as possible to engage students and, when applicable, faculty in discussions about their HACC experiences.

On the first day of classes, I visited almost every building and inhabited faculty office at the Harrisburg Campus except the Public Safety Center, half of Whitaker Hall and the PSECU building. From my notes, I visited approximately 40 classrooms, dozens of faculty offices, spent time in the cafeteria and in many internal and external



Celebrating HACC's Faculty Scholars at a reception in their honor is an event I look forward to each fall. You can see more photos from this year's reception, held Friday, Sept. 9, 2016, [here](#). Throughout the year, I will recognize some of our honorees' achievements in the "Kudos" column of the Ski Gram. Thank you all for your contributions, both in and out of the classroom!

spaces on the Harrisburg Campus. Beginning at 8 a.m., I visited morning, afternoon and all evening classes, completing this exercise at 8 p.m.

More than ever, I heard numerous compliments about many of our colleagues on the campus. In fact, I had never received so many "thumb up" gestures from students about their experience in registering and/or returning to the College as I did this fall. I also heard more positive comments about individuals and many other aspects of the College (e.g., advertising, registration, website, etc.).

Please note that after conducting this unscientific study for the past five years, these latest interactions with our students provided me with the most positive affirmations of our personnel and practices than ever before! BRAVO!



We started the semester with a hearty welcome for a large group of international students on Tuesday, Aug. 23, 2016, when colleagues from across the College joined me in hosting our students for a reception at the Ted Lick Administration Building.

Thank You For A Great Week 0

Thank you to all the campus staff who helped support our Collegewide academic affairs events during week 0: Department Day on Tuesday, Aug. 23, 2016, Campus Day on Wednesday, Aug. 24, 2016, and Assessment/Advising Day on Thursday, Aug. 25, 2016.

Thanks to **Holly King** and **Wendy Kaehler**, administrative support staff in Lancaster and Gettysburg, who did the heavy lifting with site logistics for the two days, with help from **Jennifer Lynch** in Academic Affairs.

Thanks to our Week Zero Planning Committee: **Rick Albright, Lise-Pauline Barnett, Tim Barshinger, Jason Beaudin, Will Guntrum, Darryl Hall, Matt Harris, Kari Meck, Dory Uhlman** and **Janice Waltz**.

Thanks to IT staff in Lancaster and Gettysburg under the leadership of **Josh Appleby** and **Scott Decker**, including **Derek Hollinger, Jason Stetler, Mark Strawser** and **Carlos Torres**.

Thanks to **Randy Meggison** of Lancaster Security and **Brian Miller, Bob King** and **Darwin Laughman** of Gettysburg Facilities.

Thanks to Holly King and Subway staff in Lancaster for lunch on Tuesday and to Wendy Kaehler, **Lori McKee, Amanda Hartzell**, and student **Tina Reyes** for helping with lunch on Thursday.

Finally, a big thank you to all the campus deans and their staff for successful campus day events on Wednesday, Aug. 24, 2016.

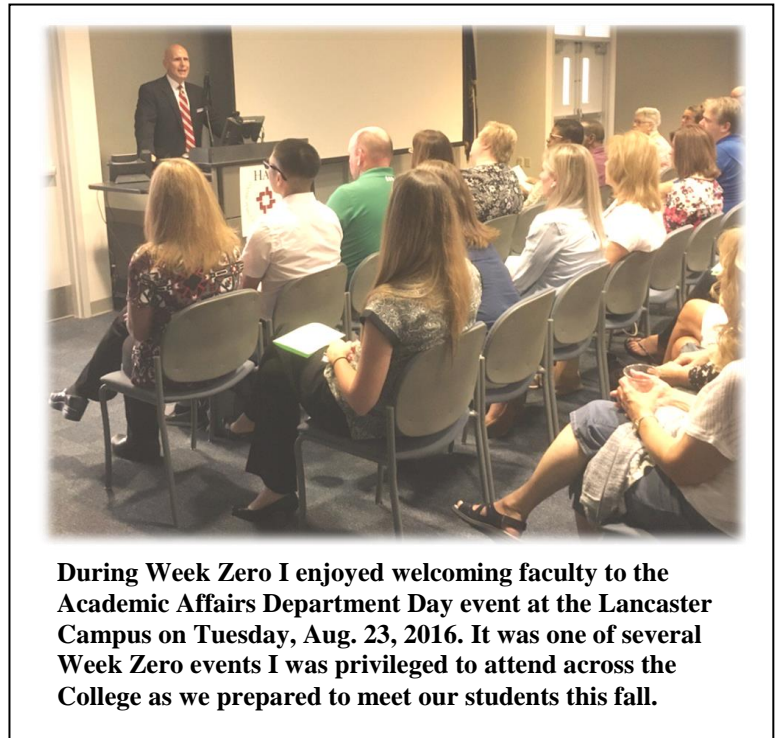
New HACC Workgroup To Focus On Improving Communications

A new College workgroup has been established to focus on communications – the **Effective Communication Training Workgroup**.

As part of an [Employee Engagement Team](#) recommendation and as part of the [HACC Strategic Plan](#), this special workgroup will:

- Lead the development, implementation and communication of Collegewide effective communication training
- Develop, implement and communicate Collegewide best practices to improve internal communications by two percent over established baseline

The target completion date is December 2019. This special workgroup includes Employee Engagement Team members and Communications faculty – a wealth of talent, expertise and experience.
(See COMMUNICATIONS on next page)



Communications (from page 2)

Following is the list of workgroup members:

Name	Title
Cavil Anderson , Workgroup Chair	Director of Faculty and Staff Development
Jennifer Billman	Assistant Professor of Biology
Philip Hoeflich , Workgroup Vice Chair	Professor of Communication
Ivan Quinones	Director of Safety and Security
Sue Savidge	Coordinator of IT Training and Projects
Cheryl Wilson	Professor of Communication

The workgroup is seeking additional members, including classified colleagues and students from all five campuses. If you are interested in serving, please contact **Cavil Anderson** at csanders@hacc.edu. Thank you!

Healthy Minds. Healthy Hearts. Healthfully Yours. Tobacco-free Campuses Initiative

Welcome to those both new and returning to the HACC campuses! Thank you for supporting the Healthy Minds. Healthy Hearts. Healthfully Yours. Tobacco-free Campuses Initiative.

To promote healthy learning environments, this initiative prohibits the use of all forms of tobacco and vaping products on College property, including parking lots and green spaces.

For more information, please go to myHACC > Human Resources Information > The Healthy Minds. Healthy Hearts. Healthfully Yours. Tobacco-free Campuses Initiative (<http://www.hacc.edu/AboutHACC/Tobacco-free-Initiative.cfm>) or contact **Thomas Houtz**, CSP, director of employee health and safety, at tmhoutz@hacc.edu or 717-780-1107.

Phi Theta Kappa (PTK)

No matter if you are supporting our students in or out of the classroom, I hope you will strongly encourage many of your students to think about joining PTK if invited. As you know, PTK is the international honor society of two-year colleges.

I was part of a different kind of HACC work group on Friday, Sept. 16, 2016, when “The HACC’ers,” a team of our colleagues from the Gettysburg Campus, competed in the Hanover Area Chamber of Commerce Corporate Challenge held at CrossFit Hanover at Adams-York Sports Performance. Here, while Shannon Harvey, campus vice president, passes a 36-pound medicine ball over the bar to her partner, Alex Purcell, library technician, I am preparing to pass a 69-pound medicine ball to student Seth Harrington. Not shown: Abderrahim Kherchtou, library specialist, and Nathan Tasker, user support technician, passing the 100-pound medicine ball. The Corporate Challenge is a full day of fun, team-building fitness challenge activities and friendly competition. Proceeds from the event benefit the Chamber’s workforce development programs, including HACC’s Introduction to Manufacturing (ITM) program. The 2015 event raised approximately \$4,000 toward this cause.





In their third annual contest, the HACC Hawks soccer team defeated the alumni soccer team 4-2 in a hard-fought game on Sunday, Aug. 21, 2016. Alumni Council President Zenoria McMorris-Owens, standing in front of me, was on hand to cheer our alumni on, and then to join in celebrating with our victorious student athletes. Go Hawks!

maintaining employment will be on campus to work directly with students. In addition to this training, the representatives have also been provided with information that enables them to connect students to housing resources and many other assistance programs created to meet the needs of veterans and current military personnel.

If you or someone you know would like more information, please contact **Britta Schwab**, York Campus coordinator of Career Services, for more information at bsschwab@hacc.edu.

Reminder: No Meeting Days For Academic Year 2016-17

- Wednesday, Sept. 28, 2016
- Thursday, Oct. 27, 2016
- Friday, Nov. 18, 2016
- Friday, Dec. 9, 2016
- Thursday, Jan. 26, 2017
- Tuesday, Feb. 21, 2017
- Friday, March 24, 2017
- Friday, April 28, 2017

For more information, check out the [No Meeting Days page](#) in myHACC.

Ever wonder how the Harrisburg Campus stays so green and inviting through even the hottest summer weather? It is thanks to the efforts of Facilities Maintenance staff members, including Ray Wiersma, shown here keeping our plants happy and healthy. Did you know the Harrisburg Campus is home to an arboretum? You can read more about our beautiful grounds and gardens [here](#), and then go out and enjoy them this fall.

York Campus Career Services Forges Exciting Partnership With Career Link

Starting this month, 2016 HACC's York Campus Career Services office is partnering with Career Link of South Central Pennsylvania to provide additional career related services to veterans and current military personnel.

Each month, a representative from Career Link of South Central Pennsylvania who has had significant training in assisting veterans and current military personnel with finding and

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=3616



Zika Update

HACC continues to monitor the impacts of the Zika virus. As of Friday, Sept. 9, 2016, all cases in Pennsylvania are the result of either travel-related exposure or sexual contact with someone who was exposed elsewhere. Although none of Pennsylvania's Zika cases are the result of a local mosquito, HACC continues to monitor our property for mosquito development. The College will continue to make well-informed decisions about College-related travel and encourage travelers to follow healthful, protective recommendations. For more information about Zika, please see <http://www.hacc.edu/zika>.

Communications Hub Fall Open Houses

The Office of College Advancement (OCA) is bringing YOU a new-and-improved Communications Hub! Our colleagues in OCA value your feedback and want to make the experience of submitting communications requests as transparent as possible.

Colleagues at all five campuses are invited to meet with a member of the OCA's Integrated Marketing Communications team to share their thoughts and questions about the Communications Hub.

Please stop by on one of the following days:

- Thursday, Sept. 29, 2016, from noon to 3 p.m. - Harrisburg Campus, Hall Tech 126
- Thursday, Oct. 6, 2016, from noon to 3 p.m. - Gettysburg Campus, 140G Faculty Bay
- Thursday, Oct. 13, 2016, from noon to 3 p.m. - Lancaster Campus, East Room 204
- Thursday, Nov. 3, 2016, from noon to 3 p.m. - Lebanon Campus 106H
- Thursday, Nov. 17, 2016, from noon to 3 p.m. - York Campus, location to be announced

Please come with helpful suggestions, questions and positive feedback regarding your experiences with the Communications Hub! Thank you.

Ordering Business Cards Just Got Easier

OCA is excited to announce that ordering business cards is now easier than ever! The Communications Hub will continue to be your first stop in the process.

To order business cards, please follow these simple steps:

1. Log in to the Communications Hub.
2. Click "Enter a new request."
3. Accept the terms of the Production Procedures.
4. Select "Obtain letterhead, envelopes, name badges or business cards."
5. Click on "Business cards."
6. Click on the hyperlink to the new online form.
7. Follow the prompts within the form to submit your order.

This streamlined process will save time and effort and will ensure that you continue to receive business cards in a timely fashion.

If you have any questions about the new process, please contact imcprojects@hacc.edu. Thank you!

Available For Loan From The Office Of College Advancement

OCA has three red tablecloths and three banners with the HACC logo that can be borrowed for HACC-related events.

In order to borrow any of these items, please:

1. Submit your request to oca@hacc.edu
2. Include:
 - The reason for borrowing the items, such as recruitment, science fair, speaking engagement, etc.
 - The date(s) you are requesting to borrow the items
3. Allow five business days to process the request

OCA will notify you to:

1. Confirm whether the request is approved
2. Confirm the items are available for the period requested
3. Make arrangements for you to pick up the items from OCA in suite 200 of the Ted Lick Administration Building.

If you have any questions, please email oca@hacc.edu.

Publicize Your Events!

HACC students and employees are more than books and the classroom. When planning events, remember to submit a HACC Communications Hub form for coverage. The form is found under the “Office of College Advancement & HACC Foundation” portal on the home page of myHACC or click on the link: <http://apps.hacc.edu/ocaApps/CommunicationsHub/>

Responding To Requests From The Media

The Office of College Advancement’s integrated marketing communications (IMC) team handles all inquiries from media representatives about HACC or the HACC Foundation. Media outlets include (but are not limited to) newspapers, TV stations, radio stations, blogs, media representatives from local, county and state agencies and HACC student newspapers.

If you receive a media inquiry related to the College and/or the HACC Foundation:

1. Take the requestor’s contact information and say that a member of the Office of College Advancement team will follow up with them.
2. Email newsroom@hacc.edu with the information and copy lscarter@hacc.edu.

Linnie Carter and I are the primary spokespeople for the College. The Integrated Marketing Communications coordinators are also authorized to serve as secondary spokespersons. No one else is authorized to communicate with the media about HACC or HACC Foundation business without written authorization from one of these seven individuals.

This process ensures that the flow of information from the College is coordinated and controlled, and it protects the College both in good times and in times of crisis. When a crisis occurs, the media will look for anyone to serve as a source of information. It is important at all times, but especially in a crisis, that you refer the media to the Office of College Advancement if you are contacted directly.

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 "Right to Know" in the search function to find the Web page about the Right to Know process (Note: Below 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. Say that the request will be handled after the caller has followed 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



Our students have many talents, and I look forward to hearing more from the members of our Music Club, whom I greeted on a recent walk around the Harrisburg Campus.

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

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

York Campus To Aid York County Re-entry Coalition Planning

The Campus Career Services office of HACC's York Campus has joined some 70 other agencies to assist in re-entry planning for citizens returning to the York community after their incarceration in York County or state prison. The York County Re-entry Coalition will develop a strategic plan to include services for education and employment, among others, to meet the needs of this population.



Lancaster Campus Vice President Victor Ramos and I welcome Robin Felty, D.Ed., as the new superintendent of Manheim Township School District on Monday, Aug. 22, 2016.

To aid in planning and program development, the coalition has reviewed data of existing programs that are beneficial to returning citizens. According to data from the Department of Corrections on employment programs, 65 percent of persons attending HACC's Job Skills Training Program at the York County Prison were not incarcerated again within three years of completing the program. HACC's program has the second highest success rate out of all programs reviewed.

This data is promising and shows the importance of partnerships to aid returning citizens as they reenter the community.



Mark Your Calendars For A Mini-Panel Discussion With Constituency Group Leaders!

Theme: APO, CEO and Faculty Relationships and Responsive Decision Making

This panel discussion was part of the Friday, April 29, 2016, President's Leadership Symposium on Civility in Higher Education, and the assessment feedback from the attendees suggested that we offer this opportunity again.

The initiative is also supported by Goal 4, Instill Inclusivity, of the 2015-2019 Strategic Plan.

Please join us on:

Date: Tuesday, Oct. 18, 2016

Time: 2 p.m. to 4 p.m.

Location: Rose Lehrman Arts Center Auditorium

(This event will also be available through videoconference. Campus videoconference locations will be announced in the near future)

Panelists: **David Bailey**, President, Faculty Organization

Constance Smith, President, Classified Employee Organization

Dory Uhlman, President, Administrative and Professional Employee Organization

Moderator: **Rick Albright**, Associate Academic Dean, Harrisburg Campus

Target audience: All HACC employees

Anticipated Outcomes of the Discussion

- Recognize and understand the areas of responsibility for administrative/ professionals, classified staff, and faculty participating in shared governance
- Discuss practical ways to move toward collaborative approaches to promote civility Collegewide

Panel Questions

1. What do you feel are one or two misperception(s) of your constituency group and why?
2. What challenges are your constituency group experiencing?
3. What is your perception of how your constituency is viewed by the other constituencies and within your own group?
4. When you scan your constituency members internally and externally with the other constituency groups does it appear to be more or less civil? Explain your response.
5. What practical approaches would you like to see implemented that will increase collaboration among constituency groups and promote civility?
6. Why should we embrace civility?

To register please go to: <http://www.hacc.edu/FacultyandStaffDevelopment/Events/HREventsListing.cfm>.

This event will be recorded.

Gettysburg Hospital Foundation Grant Funds Physician Office Assistant Scholarship

The Gettysburg Campus has received a \$9,000 grant to provide assistance to Adams County residents living in poverty who enroll in the Physician Office Assistant (POA) program at the Gettysburg Campus.

The Foundation's funding of the new Gettysburg Hospital Foundation Physician Office Assistant Scholarship is just one of multiple grants totaling nearly \$92,000 that the Gettysburg Hospital Foundation is providing to local organizations to help address the needs of Adams County residents.



Celebrating the new Gettysburg Hospital Foundation Physician Office Assistant (POA) Scholarship for HACC students are, from left, Stacie Massett, RN; Amy Nyswaner, RN; and Jennifer Williams, CNA, Gettysburg Hospital Maternity; Danielle Altemoose, Wellspan Rehabilitation; Shannon Harvey, Gettysburg Campus vice president; Judy Alder, Gettysburg Hospital Foundation; Sherry Farkas and Daniel Bringman, Gettysburg Hospital Foundation Board; Mary Stevenson, Gettysburg C.A.R.E.S.; Subarna Sijapati, Healthy Options; Kathy Gaskin, Healthy Adams County; Alison Arrowood, RN, SAFE Team-Gettysburg Hospital Emergency Department; Laura James, RN, and Anjela Garcia, RN, Gettysburg Hospital Congestive Heart Failure Clinic.

High School Athletes Visit HACC

More than 170 student athletes from York and Adams County high schools attended the second annual Student Athlete Youth Leadership Conference on Saturday, Aug. 27, 2016, at the Gettysburg Campus. HACC Athletic Director **Lisa Cleveland** and men's basketball student athlete **Nebiy Esayas** participated in a college athletics panel discussion with other Division 1, 2 and 3 athletes and coaches, where they answered questions from high school students about academics, sports, and life after high school, including what the student athletes could do right now to help prepare for success. To help them prepare for success in both academics and athletics, we provided each high school visitor with a HACC admissions packet and athletics brochure.

Open Enrollment Is Coming Soon!

Annual Benefits Open Enrollment will be held Wednesday, Nov. 2, 2016, through Wednesday, Nov. 16, 2016! Open sessions and one-on-one appointments with Capital Blue Cross and other insurance representatives will be held. View the schedule [here](#) and mark your calendar!

Kudos

- To the Finance team for getting the annual audit documents ready on time and enabling a smooth two-week visit by our external auditors in August. Special thanks to our key managers **Lori Amspacker**, **Dawn Mull**, **Kelly Pannebaker**, **Natalie Troutman** and **Marcia Washinger**.
(See KUDOS on next page)

Kudos (from page 9)

- To **Tony Beard**, director of student conduct, for providing an excellent Title IX presentation at New Student Orientation in July.
- To Faculty Scholar **Cynthia Davis, Ed.D.**, professor and education program director, who defended her dissertation, “A Comparison of Preservice Teachers Responses to Bullying Scenarios” and completed her doctoral degree.
- To Faculty Scholars **Wendy Bratina**, interim department chair, science, and **Melinda Eash**, adjunct instructor in biology and human services, for the online publication of the article they collaborated on over the summer for the Council for Standards in Human Services Education (CSHSE). You can read their article, “Extending Second Chances to Students with Criminal Backgrounds,” [here](#). According to CSHSE, a notice will be sent to all member institutions about the publication, and everyone who attends the CSHSE workshop on accreditation at the NOHS conference in October will receive a hard copy, as will new members of the Council who join during the year.
- To Faculty Scholar **LaShana Stokes**, department chair for Social Sciences, who presented in Philadelphia in March at the Pennsylvania Black Conference on Higher Education. Her presentation on HACC’s Men of Color Initiative was titled “Increasing Success for Men of Color in the College Classroom.”
- To **Jennifer Jackson**, specialist in Student Life, for her enthusiasm, inspiration and tough motherly love in inspiring our students on the Harrisburg Campus.
- Kudos to Gettysburg Campus nursing faculty **Caren LaRue**, **Tammy Bakalarski**, and **Ronda Morrison**, who planned and implemented a “Nursing Skills Blitz” for third and fourth semester clinical nursing students at the Gettysburg Campus on Monday, Aug. 29, 2016. The event, with the theme “Passport to Excellence,” featured students traveling to different stations to review critical skills needed for success in the clinical setting. Senior level students acted as mentors and coaches to the junior level students, fostering learning, communication skills and confidence for all the students.
- To Faculty Scholar **James Boswell**, senior professor of English, who reviewed two English textbooks and served as a judge for local public school students’ creative writing and poetry entries in the 2016 Scholastic Writing Contest.
- To **Ivan Quinones**, director of Security, for his professionalism in engaging local law enforcement officials in our campus Safety exercises over the summer.
- To Faculty Scholar **Raymond Schadewald**, assistant professor of psychology, who published several articles in Popular Mechanics Magazine using his research knowledge for product testing and child development knowledge for developing children's toys and projects to build with their parents.

YOUR Questions Answered

To answer your questions in the most timely manner, I am moving the Ski Gram’s popular “Question and Response” column to myHACC, where answers can be posted as questions are asked, instead of being published just once a month in the Ski Gram. Please continue to submit your questions about our organizational transformation using the form available [here](#), then check back for the response. Thank you!

Books I am currently reading or have read:

- Callings: The Purpose and Passion of Work, Dave Isay
- The Conversational Firm: Rethinking Bureaucracy in the Age of Social Media, Catherine J. Turco
- Smarter, Faster, Better: The Secrets of Being Productive in Life and Business, Charles Duhigg
- Together is Better: A Little Book of Inspiration, Simon Sinek

Quote

Fight against something and we focus on the thing we hate. Fight for something and we focus on the thing we love.

~Simon Sinek

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!