

October 26, 2016



Salento folk, culleghi!
(Corsican for Greetings,
colleagues!)

In my 61st Ski Gram, you can read about the following, and much more:

[Get Our New “Hawk Response” Personal Security App](#)
[Hawk Golfers Soar To Conference Championship](#)
[Celebrating 2016 President’s Award Recipients And Nominees](#)
[Have You Checked Out The Hawk Eye Recently?](#)
[Open Enrollment Is Coming In November](#)

Mark YOUR Calendar for Fall 2016 Commencement

Mark your calendar to celebrate this year’s graduates! [HACC’s fall 2016 Commencement ceremony](#) will be held at the **Giant Center** (550 Hersheypark Drive, Hershey, PA 17033) on **Tuesday, Dec. 13, 2016, at 6 p.m.**

We look forward to celebrating our students and hope you will join us to recognize their accomplishments.

Students’ Success Is Our Success

Our focus on student success matters! Our efforts over the past two years have resulted in several achievements related to student success. Congratulations and many thanks to everyone who committed to achieving these outcomes:

- Focusing on student success helped us increase fall-to-fall retention by 2.1 percent for first-time, full-time students. (This metric is the primary data point for federal data collection.) This increase is the biggest increase in recent history at HACC.
- Focusing on building connections helped nearly all campuses increase fall-to-fall retention for all students.
- Focusing on the first year experience means that 61 percent of the students who took Foundational Studies (FS) 102 Introduction to the College Experience were retained, far outpacing all student groups in retention and exceeding the retention rate of their counterparts who did not take the course (42.9 percent retention).
- Focusing on the first year experience also means that 53.4 percent of the students who took FS 100 College Success were retained, outpacing our overall retention rate and the rate of their non-participating peers, who returned at a rate of 39.6 percent.
(See **SUCCESS** on next page)



My idea of a perfect fall day is one that brings students to our campuses! With me at the Harrisburg Campus on Wednesday, Oct. 12, 2016, are, from left, Jomaris Santana, Tori Soberanis, Laquietta Braswell and Dhaka Subedi.

Success (from page 1)

- Focusing on early alert means that faculty raised 23,230 points of feedback in Starfish in the first half of the fall 2016 semester. By way of comparison, at this point in the fall 2015 term, we had raised only 9,185.
- Focusing on student engagement helped us bring Virtual student outcomes in line with their face-to-face counterparts, closing a five percent achievement gap.
- Focusing on high-risk classes increased the pass rate in nearly all of them, earning students hundreds of thousands of dollars' worth of college credit for application to a degree or for transfer.
- Focusing on creating a more engaging orientation experience for new students resulted in high praise from attendees and helped them better understand the critical components of college success.

Our focus on student success can be seen in all corners of the institution, and we should be proud of our efforts and outcomes. We will continue this trajectory in 2016-17 and beyond. "Success is the sum of small efforts - repeated day in and day out." ~Robert Collier

Download Hawk Response For Additional Personal Safety On Campus

I encourage all students and employees to download Hawk Response, a new, free app for smartphones that lets you immediately contact public Safety and Security personnel on any HACC campus.

This [personal safety app](#) provides an additional platform for the HACC community to alert Security about routine safety issues or emergency situations. The app will provide campus public Safety and Security personnel with the user's campus location and thus help minimize response times.

Hawk Response can be easily downloaded on a smartphone. Directions on how to register, install and use the free app can be found on myHACC or at www.hacc.edu/HawkResponse. This Collegewide project is provided at no cost, thanks to the generosity of the HACC Foundation.

For assistance, please email HawkResponse@hacc.edu. Thank you!

Online Tool Provides Credit Transfer Guidance

A new transfer credit search tool is now available on hacc.edu to help guide students transferring to HACC from other institutions. By showing which transfer credits HACC may accept, the tool will assist those of you who advise students on class placement during registration.

Please keep in mind that this tool is a guide to what we may accept. Actual credit will not be awarded until (See TRANSFER on next page)



Students and staff members gather to celebrate the grand opening of the "new" York Bookstore on Wednesday, Oct. 5, 2016.

Transfer (from page 2)

the Records Office has received the official college transcript and evaluation has been completed.

The search function currently includes most colleges and universities within our service area, but this list will grow as we continue to articulate college catalogs.

You can find the tool in two locations online: <http://www.hacc.edu/NewStudents/Apply/Transfer-Students.cfm> and <http://www.hacc.edu/Students/TransferringfromHACC/Transcript-Evaluation.cfm>.

You can also find it in myHACC under Student and Academic Success Resources at <https://myhaccext.hacc.edu/?q=node/194> or on the Student page under Advising.

Hawk Golfers Soar To Conference Championship

The HACC fall sports teams have paved the way of success for the winter sports. The golf team won the Eastern Pennsylvania Collegiate Conference Championship Tournament and finished its fall season in first place. Golfer **Kent Umberger** led the way with the lowest total for the season.

The volleyball team advanced to the NJCAA Region 19 Championship Tournament for the fifth straight year, taking on Bergen County Community College in Paramus, New Jersey, in the first round of play. **Dazjanique Williams** was selected First Team All-Region and All-Conference. Teammate **Monica Smith** was selected Second Team All-Conference and Third Team All-Region.

Soccer is also rounding out the fall with the team's third trip to the Region 19 Championship Tournament. Second year coach **John Recordon** was named Co-Coach of the Year. Student-athlete **Luis Velasco** was selected to the First Team All-Conference and Third Team All-Region. **Clemence Mwaseba** was selected to the First Team All-Conference.



Victorious Hawk golfers, from left, Rick Simonic, assistant coach; Justin Fantom; Stephen Berger; Tim Birney, coach; Geoff Warke and Kent Umberger.

2016 Clery Act Annual Security Report Availability Notice

HACC is required by the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (20 USC § 1092(f)) to publish an annual security report by Oct. 1 of each calendar year. This report contains three years of campus crime statistics for incidents that occurred on a HACC campus, in unobstructed public areas immediately adjacent to or running through a campus and at certain non-campus facilities owned or controlled by the College.

Also included in the report are policy and procedure disclosures for emergency response, the reporting of crime, investigative and disciplinary procedures for rape, sexual assault/misconduct and drug and alcohol control, among others.

This report is now available on HACC's website at http://www.hacc.edu/AboutHACC/PublicSafetyandSecurity/upload/HACC_ASR.pdf. Free paper copies are available upon request at any campus public Safety and Security office or Welcome Center.

HACC Celebrates 2016 President's Award Recipients And Nominees

Each year the College presents the President's Award to celebrate employees who have provided exceptional service. Recipients of the President's Award are selected by the President's Cabinet from nominations submitted through self-nomination or by colleagues. The submitted nominations outline the employees' demonstration of one or more of the following criteria:

- Demonstrated initiative, creativity, and innovation in implementing and/or carrying out a project;
- Efforts that enhanced the College's reputation;
- Efforts that resulted in increased efficiency or effectiveness with Collegewide implication;
- Efforts that resulted in cost savings to the College.



President's Award recipients joining me and Trustee Hector Ortiz, right, are, from left, chefs David Mills, Autumn Patti and Chad Brumbaugh.

Nominees for this year's President Award were:



President's Award recipients Errol Wizda and Allyson Valentine celebrate with me and Trustee Ortiz at the awards breakfast on Friday, Sept. 23, 2016.

Chad Brumbaugh, educational specialist, Culinary Programs, Harrisburg Campus

Esther Carman, administrative office specialist, Harrisburg Campus

Pauline Chow, adjunct instructor, Mathematics, Virtual Learning

Kara DiFilippo, coordinator, corporate relations, Harrisburg Campus/Central Administration

Cathie Duguid, administrative office specialist, York Campus

Geri Gutwein, professor, English and Reading, Harrisburg Campus

Mary Harris, associate professor, Mathematics, Lancaster Campus

Julie Keenan, associate professor, English, Harrisburg Campus

David Mills, instructor, Culinary Arts, Harrisburg Campus

Autumn Patti, instructor, Culinary Arts, Harrisburg Campus

Debra Rebman, student success coach, Harrisburg Campus and Virtual Learning

David Satterlee, campus dean, Student Affairs, York Campus

Allyson Valentine, instructor, Information Science, York Campus

Steliana Vassileva, business analyst, Harrisburg Campus/Central Administration

Melanie Wagner, photographer/videographer, Harrisburg Campus/Central Administration

Errol Wizda, campus director, student life and multicultural programs, York Campus

It was a pleasure for me to notify the recipients of their selection and then to formally recognize them at the Convocation exercises held at each campus. Award recipients and nominees were also celebrated at a (See **PRESIDENT'S AWARD** on next page)

President's Award (from page 4)

breakfast where I presented them with certificates of recognition and gratitude. Joining us for the breakfast were members of our Board of Trustees, members of the President's Cabinet, supervisors of the nominees and award recipients, and colleagues who submitted the award nominations.

This year's award recipients were selected from two group nominations:

Chef Chad Brumbaugh, Chef David Mills III and Chef Autumn Patti, culinary instructors at HACC's Harrisburg Campus, were nominated for demonstrating extraordinary initiative and innovation relocating the Culinary Program from Blue Ridge Country Club to the Bruce E. Cooper Student Center. Autumn, Chad and David worked tirelessly over a short timeframe of 11 days to ensure that the relocation, installation and cleaning of dozens of pieces of equipment, utensils, and smallwares were complete before the start of the semester. In addition to the Culinary Program relocation and carrying a full teaching load, they reorganized the Restaurant Operations classes and assisted **Chef Thomas Long**, director of campus dining, with guiding student workers and dining operations to ensure a smooth and successful transition.

Allyson Valentine, instructor, Information Science, and **Errol Wizda**, campus director, student life and multicultural programs, both of HACC's York Campus, were nominated by **David Satterlee**, York Campus dean of student affairs, for demonstrating creativity and innovation for establishing the HACC Con Student Research Conference and Competition at the York Campus. Allyson and Errol developed the idea for HACC Con and collaborated with faculty members to encourage student participation, creating a partnership between Academic and Student Affairs. Now in its third year, with over 300 students participating, HACC Con provides students with a unique platform to engage in scholarly research and create a project or presentation related to any pop culture topic.

In a noticeable shift in the educational atmosphere since the beginning of HACC Con, students and faculty are taking turns inspiring one another. Besides increasing their knowledge and presentation skills, students are also gaining such valuable life skills as setting goals, managing time and increasing social skills. Errol and Allyson's dedication to HACC Con has left a lasting impact on the students and faculty members who participate in this annual event.

Starfish Survey Charts Our Progress On Route To Student Success

Thank you to everyone who submitted progress surveys via Starfish! This term marks the first time we have distributed progress surveys to all classes in support of student success. Thanks to the faculty's commitment to early alert and active outreach, 92.8 percent of the 2,460 surveys that were opened were submitted! The specific feedback included the following:

- Keep Up the Good Work: 14,352
- Performance Nudge: 2,216
- Currently Failing: 1,378
- Showing Improvement: 1,041
- In Danger of Failing: 638
- Tutoring Referral: 540
- Attendance Concern: 878
- Apply to Become a Peer Tutor: 26

Members of campus-based student success teams, tutoring and testing centers, and call center professionals have been making outreach calls to connect students with the services they need to be successful.

(See **STARFISH** on next page)

Starfish (from page 5)

The next progress survey will be deployed on Sunday, Nov. 6, 2016. Details are located on myHACC: Student and Academic Resources, Starfish. Questions about Starfish can be directed to **Christine Nowik**, dean of student and academic success.

Office of Human Resources Welcomes New Team Members!

The Office of Human Resources (OHR) is delighted to introduce you to its newest team members:

Kaitlyn (Kate) Fackler, employee relations coordinator. After graduating from Central York High School, Kate attended the University of Pittsburgh and graduated from York College with a Bachelor of Science in criminal justice. Kate began her career in human resources working in corporate environments, including Graham Packaging Company, LLP, and The Hershey Company. She currently belongs to the York College Criminal Justice Alumni Association. Kate can be reached at kfackle@hacc.edu or 717-736-4125.

Kelli Daubert, executive assistant. Before joining OHR, Kelli served as the point of contact for accounts payable/receivable at Twin Valley Farms in Schuylkill Haven, Pennsylvania, and was the store manager of a boutique in Jim Thorpe, Pennsylvania. She earned community college experience by serving as the store manager of the bookstore at Leigh Carbon Community College (LCCC).



HACC has special reason to celebrate with the Harrisburg Bureau of Fire, where I attended the 2016 Awards Ceremony on Tuesday, Oct. 11, 2016. Fire Chief Brian Enterline, second from left, is a graduate of our Fire Academy. With us are, from left, Pastor Ricardo Volcy of Heart of Harrisburg Church; United States Representative Scott Perry, (R-4th District); Harrisburg City Councilman Cornelius Johnson; Harrisburg Mayor Eric Papenfuse and Tim Solobay, state fire commissioner.



At the Lebanon Chamber of Commerce Foundation Scholarship Dinner on Thursday, Oct. 13, 2016, I joined fellow presidents and guest panelists, from left, Anthony Blair, Ph.D., D.Min., of the Evangelical Seminary in Myerstown, Pennsylvania; and Lewis Thayne, Ph.D., of Lebanon Valley College in Annville, Pennsylvania. With us is Greg Buckler, chamber president and chief executive officer.

Kelli holds an Associate of Arts and Humanities from LCCC. Kelli can be reached at kmdauber@hacc.edu or 717-736-4125.

Matthew Gray, onboarding and recruitment technician. A HACC alumnus with an associate degree in liberal arts, Matt recently graduated from Towson University with a Bachelor of Science in business administration. Prior to joining OHR, he served as a human resources intern at PSECU, a government marketing/sales intern at Tessco Technologies Inc., and a call center representative at PHEAA. Matt can be reached at msgray@hacc.edu or 717-780-2405.

Please join me in welcoming our new colleagues in OHR!

Have You Checked Out The Hawk Eye Recently?

The Hawk Eye is HACC's online recognition portal that allows employees to recognize one another via eCards and the *Hemingway High 5* recognition wall.

The Hawk Eye also features a news and events section that displays event information and photos. In order to see any news and events that are listed, please confirm that your filter view is set to Display All Members. To change the view, click on the gear button located next to Request Event, select Display All Members from the dropdown menu and click Filter.

The screenshot shows the Hawk Eye website interface. The top navigation bar includes 'All', 'Events', 'News', 'Anniversary', and 'New Hire'. A 'View:' dropdown menu is set to 'Display All Members'. A 'Filter' button is circled in red, along with a 'Request Event' button and an 'Advanced Filters' link. The main content area shows a news item titled '2016 President's Award Breakfast Ceremony (9/28/2016)' with a photo of a group of people and text describing the event.

If you have any news or events that you would like posted or have any questions or concerns, please contact **Courtney Young**, coordinator, performance management and employee recognition, by phone at 717-736-4135 or by email at clyoung@hacc.edu.

Tutoring And Testing Team Sets Its Sights On “Three Big Things”

The Collegewide Tutoring and Testing team engaged in its first retreat on Friday, Sept. 23, 2016, to focus on accomplishing “Three Big Things”:

1. Articulating our core functions
2. Investing in staff training and development
3. Promoting and encouraging staff well-being

The experience provided the team with an opportunity to connect with members from other campuses, collaborate on case studies and problem-solving, learn more about the College's inclusion and diversity efforts, and hear about health and wellness opportunities for College employees.

(See **TUTORING AND TESTING** on next page)



Tutoring And Testing (from page 7)

Many thanks to the participants who traveled to Harrisburg for the event and to the Tutoring and Testing leaders who advocated for the retreat: **Leslie Boon**, Gettysburg; **Elisa Cohen**, Harrisburg; **Lori Corradino**, Lancaster; **Annette Damato-Beamesderfer**, Lebanon; **Cathy Rosenkrans**, York, and **Jazmin Simpson**, Virtual.

Additional thanks to the Academic Affairs deans and the Provost’s Office for supporting this endeavor.

Learn HACC’s Best Practices In Communications

As part of the [Journey to Excellence](#), the Office of College Advancement (OCA) team members are delighted to offer a series of workshops for HACC colleagues. In support of goal three, subgoal 3 and objective 4, they are offering:

- *Efficiency Tips Workshop*: How To Do More With Less - and Save Time, Energy and Money at the Same Time
- *Efficiency Tips Lab*: How To Do More With Less - and Save Time, Energy and Money at the Same Time (*Required Prerequisite*: Efficiency Tips Workshop)
- *Special Events Workshop*: 10 Ways to Ensure Your Special Events are the “Talk of the Town”!

Detailed information about the workshops is online:

<http://www.hacc.edu/FacultyandStaffDevelopment/Events/Office-of-College-Advancement-Events.cfm>

Please register online by **Sunday, Oct. 30, 2016**. Thank you!

Open Enrollment Is Nov. 2 through Nov. 16!

Open Enrollment for healthcare insurance is **Wednesday, Nov. 2** through **Wednesday, Nov. 16, 2016**, and there are important changes for the 2017 plan year that you need to know:



Besides enjoying the wonderful food at the Chef’s Apprentice in Cooper Student Center, I always enjoy greeting our student chefs. With me are Christine Kerns, left, and Sabrina Morris.

- The number of salary tiers for contribution rates is being updated from three to four.
- Contribution rates themselves will be updated based on the new tiers and premium increases.
- Spouses/domestic partners who both work at HACC will be assigned to the tier based on the highest-earning employee’s salary.
- There will be spousal surcharge for spouses/domestic partners who have healthcare insurance available from their (non-HACC) employer.

Deposits will be made into Health Savings Accounts (HSAs) two times per year (January 1 and July 1) instead of one lump sum at the start of the calendar year. (See **OPEN ENROLLMENT** on next page)

Open Enrollment (from page 8)

Additional information about these changes can be found in a [frequently asked questions \(FAQs\)](#) document located [here](#).

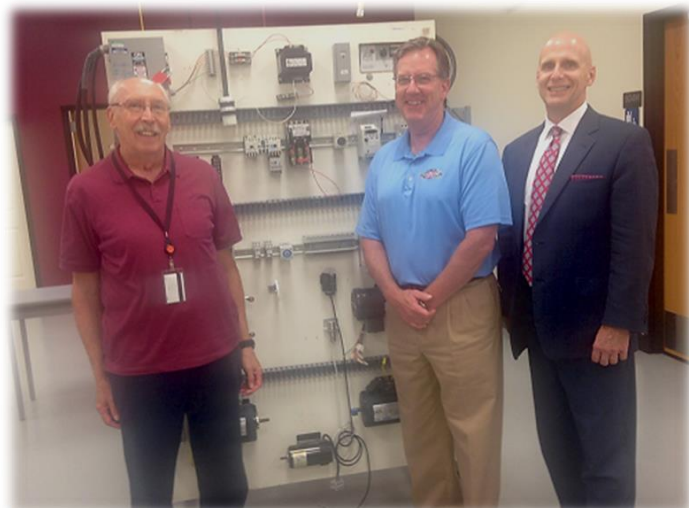
If you have questions, please attend a **Capital Blue Cross and AFLAC Annual Benefits Open Enrollment Session** or schedule a **Capital Blue Cross - 1:1 Appointment**. Details about these sessions can be found [here](#). Questions can also be submitted to askHR@hacc.edu.

What does YOUR Human Resources Office Do? A Lot!

The Office of Human Resources (OHR) is dedicated to supporting the College's mission and goals, improving processes, and providing high quality, cost-effective services to meet the needs and support the success of the administration, faculty, staff and students by continually formulating effective human resource strategies, policies, procedures, programs and services through collaboration with the President and Cabinet.

What are the outcomes of this mission? Please see OHR's "[Accomplishments for Fiscal year \(FY\) 2015-16](#)" for details.

Your OHR team works hard to serve you and the College! If you have questions, please contact **Aimee Brough**, chief human resources officer, at abbrough@hacc.edu or 717-736-4122. Questions can also be submitted to askHR@hacc.edu.



Mechatronics instructor Rich Hebel, left, and I welcome HACC alumnus Scott Briggs on his recent tour of the Gettysburg Campus Mechatronics Lab. Scott is vice president of human resources and communications at Knouse Foods in Gardners, Pennsylvania, an established growers' co-operative that includes fruit growers from the Appalachian Mountains to the Midwest and has a 50-year history as one of the largest apple processors in the country. Knouse's corporate office and three processing plants are located in Adams County and employ 1,025 people. Scott's tour was an excellent example of the way we forge relationships, through our programs, alumni and friends, with the communities that we serve, including business and industry.

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=3654.

Kudos

- To **Rich Cardamone**, Harrisburg Campus executive director of business affairs, for all of his project management abilities in keeping our Cooper Student Center remodel on track and under budget.
- To **Susan Cooper-Nguyen**, associate professor of mathematics, for qualifying as a Starfish honor roll faculty member. These faculty members have submitted 130 or more points of feedback in the first half of the fall semester, demonstrating their commitment to early alert and supporting our active outreach activities. Please recognize them at any opportunity, as they are truly the core of our student (See KUDOS on next page)

Kudos (from page 9)

success efforts! All-star faculty, let us know how we can support you in promoting student success, and again, thank you for your investment!

- To Faculty Scholar **Jeb Baxter**, professor of physical science/geology, who has engaged as a digital faculty consultant for publisher McGraw-Hill, advising faculty at other institutions how to use McGraw-Hill's products pedagogically. Jeb also assembles courses in the publisher's Connect product.
- To the Lancaster Campus Wellness Committee for a successful 4th annual 5K Wellness Run. More than 60 people registered for this year's run, and I was delighted to take part, finishing with a time of 25:14. Funds raised go to support the Lancaster Campus 5K Run Scholarship for students. Thank you, committee members **Jim Bath**, adjunct science instructor; **Holly Campadonico**, administrative office specialist; **Melissa Dieterich**, coordinator, instructional design; **Nakia Eckert**, chair, admissions counselor; **Cindy Lucarelli**, executive assistant; **Lori McNair**, associate professor of reading and **Emily Smith**, assistant director of enrollment services and financial aid.



Joining me, Hemingway Hawk, and Lancaster Campus Vice President Victor Ramos, right, are the winners in the 5K Wellness Run. From left are Erin Gordley, Jessica Morris, student Joel DeJesus, Andy Anderson and Jim Bath.

- To Faculty Scholar **Elmer Criswell**, senior professor of criminal justice, on several achievements during the past year, including his work as director and lead instructor at the Northeast Counter Drug Training Center Polygraph Institute, where he trained 54 law enforcement officers, and his evaluation of more than 150 cases while providing polygraph quality control for the American Association of Police Polygraphists.



Displaying the results of their creative expression exercise are executive assistants, front row, from left, Elaine Holland, Jennifer Lynch, Stephanie Maben, Vanessa Larson; second row, Nancy Wennberg, Jill Mitzel, Cindy Lucarelli, Juanita Mort, Janet Quigley; third row, Janice Miller-Zerbe, Kelli Daubert, Peggy Lenton and Jamie Eckrode.

- To **Will Guntrum**, assistant professor and department chair, Communication, Humanities and Arts, and **JuliaGrace Jester**, associate professor of psychology, for facilitating a professional development retreat for executive assistants from the offices of the President's Cabinet members.
- To Faculty Scholar **Angela Campbell, Ph.D.**, department chair, Counseling, who presented at the American Counseling Association Northeast Regional Conference at the West Point Military Academy. Her topic: Survey Results of CC Faculty Dealing with Distressed Students and Counseling Implications.
- To Faculty Scholars **Mary Brown**, mathematics (See KUDOS on next page)

Kudos (from page 10)

- professor, and **LeAnne Conaway**, mathematics instructor, for presenting “The History and Mathematics of Popular Casino Games” at the American Mathematical Association of Two Year Colleges (AMATYC) conference, where they demonstrated activities that would be useful to teachers of probability and statistics, contemporary mathematics or math for elementary teachers.
- To the top Starfish users for the first half of fall 2016! The following faculty have each raised over 150 points of feedback: **Douglas Brown**, associate professor of computer networking technology; **John Flavin**, sociology instructor; **Brian Gurian**, history professor; **Kenneth Hinkle II**, adjunct instructor in accounting; **Mary Jo Keiter**, assistant professor of English; and **Deborah Stover**, instructor in communications. Thank you for your dedication! It makes a difference.
- Despite their very busy schedules, **Cheryl Baker** and **Andrew Bathgate**, Foundational Studies 107 instructors, have graciously stepped forward to help out a colleague. Unexpectedly, a Foundational Studies colleague was not able to teach his two classes for an extended period. Cheryl and Andrew both quickly agreed to cover the classes, even ensuring that students received their mid-term grades.



Kudos to the staff members who helped bring the York Bookstore remodeling project to completion, including, in the front row, from left, Shelley Rudy, bookstore assistant; Marjorie Mattis, Ed.D., York Campus interim vice president; Kathy Brickner, business director for Gettysburg and York campuses; back row, bookstore specialists Lisa Krug and Dawna Kulbacki; Kimberly Wolf, bookstore manager; Josianne Myrtille, student worker; Kyle DiBrito, director of College bookstores; and Timothy Sandoe, vice president of finance.



Our state legislators are always interested in hearing how HACC serves their communities. Representative Bryan Cutler (R-100th District), left, and state Senator Ryan Aument (R-36th District) visited the Council of Presidents meeting hosted by the Pennsylvania Commission for Community Colleges on Thursday, Oct. 20, 2016.

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:

- [In the Plex: How Google Thinks, Works, and Shapes Our Lives](#), Steven Levy
- [Invisible Cities](#), Italo Calvino
- [Setting the Table](#), Danny Meyer
- [Smarter Faster Better: The Secrets of Being Productive in Life and Business](#), Charles Duhigg

Quote

Diversity is anything that's different – it goes beyond race and ethnicity to different ways of thinking, doing and behaving. We take an approach that enables people to understand, respect and appreciate differences. When they do this, they are able to work with other people on their terms – and other people are able to work with them.

~Enrique Garcia Bejar

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!