

March 2, 2017



Bună ziua, colegii!
(Romanian for
Greetings, colleagues!)

In my 65th Ski Gram, I am happy to share the following, and even more news:

- ♥ [HACC. Give Back.](#)
- [Colleagues Study Minority Student Recruitment](#)
- [High School Students Set Their Sights On College](#)
- [How Is Coaching Different?](#)
- [The Second President's Leadership Symposium](#)

Brewing Science Program Launches **Inaugural #HACCbrew**

The first students to complete HACC's new Brewing Science Program launched their signature brew, coined HACChiato, on Sunday, Jan. 14, 2017, at ZeroDay Brewing Company. The 11 students were on-site to both promote and represent the first cohort to complete the program. I had the honor of providing opening remarks about the program and introducing **Vic Rodgers**, associate provost for Workforce Development, who ceremoniously tapped the firkin that contained the HACChiato. The signature brew is a coffee oatmeal stout and received rave reviews from the over 200 attendees to the #HACCbrew launch event. HACC's



Toasting our Brewing Science Program's efforts are, from left, students Andrew Wert and Chaine Casner; ZeroDay Brewing co-owners Brandalynn and Theo Armstrong; student Micah Delp, Vic Rodgers, associate provost; student Scott Zellers, and, to my left, students Chris Gray and Jason Yashin, with Abby Peslis, HACC director of Workforce Development.

Brewing Science Program is a collaboration between local craft brewers, HACC faculty and the Brewers of PA. It is the first of its kind for an East Coast community college. The program is 32 weeks long and also includes (See #HACCBREW on next page)

How You Can Help Students Succeed

Join **Rob Steinmetz, Ed.D.**, vice president of Student Affairs and Enrollment Management, and **Christine Nowik**, dean of student and academic success, as they host Student Success 101 sessions. Learn about student success fundamentals, best practices and new initiatives. Mark your calendars to attend any of these sessions and note that a recorded version will also be made available in the coming months.

- March 3, 1:30-3 p.m. at Harrisburg Campus, Stabler 102
- March 6, 10:30 a.m.-noon at Lancaster Campus, LAEast 202
- March 20, 2:30-4 p.m. at York Campus, Leader 152
- March 23, 2-3 p.m. at Gettysburg Campus, Room 126
- March 28, 1-2 p.m. at Lebanon Campus, Room 314
- March 30, 9:30-11 a.m. via compressed video: Stabler 102, Leader 152, LebCam 314, GetCam 126, LAMain 326, Adobe Connect, VoicePlus: Dial (717) 221-1305 or ext. 211305/enter Conference ID: 211005#

#HACCbrew (from previous page)

a 40-hour internship for the students. Craft breweries involved in both the creation and instruction of the program are:

- Appalachian Brewing Company
- Old Forge Brewing
- ZeroDay Brewing
- Boneshire Brewworks
- Brewery of Hershey
- Troegs
- Millworks

Please join me in thanking Associate Professor of Biology **Jodi Mason** for working with our students on the microbiology portion of the program and to Workforce staff members **Crystal Rayzer**, Harrisburg Campus assistant director of corporate and business services, and **Holly Lukens**, Harrisburg Campus coordinator of corporate and business services, for all their hard work with this program. All is set for the second cohort of brewing students to begin classes in May.



Vic Rodgers, left, associate provost of Workforce Development, and Theo Armstrong, co-owner ZeroDay Brewing, tap the first keg of HACChiato produced by our brewing science students.

Recent Assignments In Enrollment Management

Last month we welcomed **Stephen Ampersand** as HACC's new dean of enrollment management. Stephen comes to HACC with 12 years of progressive higher education enrollment management experience. In



previous positions, he served as an admissions counselor, records and registration manager, financial aid director and as an assistant vice president in enrollment management. He has served first-generation, traditional and non-traditional college students in the two-year private and public sectors as well as in the four-year proprietary, private and public sectors. Stephen holds an Associate in Science and Bachelor of Science in Business Administration from Peirce College in Philadelphia, Pennsylvania, a Master of Science in Management, Organizational Leadership from Wilmington University in Newcastle, Delaware, and has been admitted to the Doctor

of Educational Leadership Program at Delaware State University in Dover, Delaware. Thank you to **Ken Shur**, project manager, for stepping into the role of interim dean for enrollment management and to **Margie Mattis, Ed.D.**, for chairing the search committee.

If you have not yet welcomed **Andrew Marah**, please do so! Andrew became HACC's Financial Aid director in November, joining us from Arapahoe Community College in Colorado, where he held multiple positions in financial aid, including the past two years as assistant director. Before his time at Arapahoe, Andrew was at the Community College of Aurora where he served as, among other positions, financial aid advisor. Andrew holds a Bachelor of Science in Information Technology from Colorado State Global University. Thank you to **Nak Chhoeung**, York Campus director of financial aid, for serving as interim director.

Please join me in thanking **Natalie Toma**, who is serving as interim director of admissions until June 2017, taking the helm from Matt Huber, who left the College in December. Since becoming a HACC staff member in 2008, Natalie has held many roles, including health careers specialist and, most recently, admissions counselor at the Harrisburg Campus. Natalie is a proud alumna of HACC and received her Associate of Arts in Hospitality Management. She also completed a certificate in Massage Therapy. Last month she began pursuing a bachelor's degree in occupational studies at Siena Heights University online. We will conduct a search for a permanent director of admissions later this year.



HACC. Give Back.



What do you ♥ about HACC?

HACC's Day of Giving is back!

Thursday, April 20, 2017, is the day to share your story of the moment you became forever connected to HACC, Central Pennsylvania's Community College.

We are bringing the entire HACC community together for this special event to invest in what HACC represents to the community – access to a supportive academic environment that provides the first step on the journey to personal and professional success. For thousands of students, alumni, faculty, staff, board members, donors, partners and friends, HACC is a source of pride.

How can you demonstrate your support for HACC on the Day of Giving?

I am glad you asked...

- Pledge your support through one of our convenient [ways to give](#).
- Encourage your family, friends and social network to support HACC by tagging #HeartHACC in all of your posts.
- [Participate in planned activities](#) at a HACC campus near you and bring a friend and/or family member!

Join us and show how much you ♥ HACC on April 20!

Thank you!

More Than 80 HACC Employees Discuss Recruiting Minority Populations

Leaders from across the College attended a minority population retreat at the York Campus on Tuesday, Jan. 24, 2017, to discuss recruiting African-American and Hispanic students, the College's largest minority populations.

The Office of College Advancement (OCA) organized the retreat to share research conducted in summer 2016 that included focus groups and online surveys of African-American and Hispanic employees to understand how these populations think, feel or react to college-related communications.

(See **MINORITY POPULATIONS** on next page)

OCA conducted this research because:

1. Employees are on the front lines with these students and know, hear and see a lot.
2. Employees must discuss opportunities and challenges and be on the same page before students are engaged in these conversations.
3. Employees' feedback helps shape the questions for students.

The employees were asked questions related to high school students and non-traditional students ages 25-34 within their population. The results, along with students' feedback, will be used to develop strong marketing plans. However, before we can market to these audiences, the College needs to make sure we are prepared to provide the best education and services to them.

LaShana Stokes, department chair of social sciences, interim department chair of engineering and technology and assistant professor of foundational studies, led the African-American focus group.



LaShana Stokes, department chair of social sciences, interim department chair of engineering and technology and assistant professor of foundational studies

Reasons for Attending College

High school students	Non-traditional students
<ul style="list-style-type: none"> • Improvement of situation (financial and environmental) • External motivation (parents) • Wider cultural view • Friends are attending college • Success 	<ul style="list-style-type: none"> • Improvement of situation (for their children) • Intrinsic motivation to be a better role model for their children and family members • Job advancement • Initial plans did not work out

Factors Impacting the Decision to Attend College

High school students	Non-traditional students
<ul style="list-style-type: none"> • Access to and successfully applying for financial aid • Support system (at home and high school) • Guilt about leaving family • Transportation 	<ul style="list-style-type: none"> • Access to and successfully applying for financial aid • Current work schedules • Childcare • Family obligations • Transportation

LaShana shared challenges, including:

- African-American students may not feel like they fit in at HACC.
- There is a lack of African-American faculty.
- There is cultural insensitivity among staff and faculty.
- There is no comprehensive support system.

Laura Nalls, admissions counselor at HACC's Lancaster Campus, led the Hispanic focus group.
(See **MINORITY POPULATIONS** on next page)

Minority Populations (from previous page)**High school students' and non-traditional students' reasons for attending college:**

- Family
- Improvement of financial situation for themselves and their families
- Better opportunities

At left, Laura Nalls, admissions counselor at HACC's Lancaster Campus

Factors Impacting the Decision to Attend College

High school students	Non-traditional students
<ul style="list-style-type: none"> • Financial needs • Lack of information • Parents 	<ul style="list-style-type: none"> • Family responsibilities • Childcare • Work schedules

Laura shared challenges, including:

- There is a lack of bilingual staff and Hispanic faculty.
- Program offerings do not meet the population's current needs.
- There is confusion when completing our application and the Free Application for Federal Student Aid (FAFSA).
- Transportation is not offered to and from the five campuses and may impact students' ability to complete programs.

Following the presentation, discussions were held and ideas shared on how to address barriers.

After additional research is conducted with current African-American and Hispanic students and parents, the President's Cabinet will determine the next steps.

**Results Of YOUR Vote On
The New HACC Website Designs**

Wow! More than 868 of you voted on our new website designs! The votes have been tallied, and the winner is design #1!

Here is a breakdown of the final count:

[Design #1](#) - 551 votes

[Design #2](#) - 130 votes

[Design #3](#) - 187 votes

Now we will get to work on implementing the website design that you have chosen. Stay tuned for updates and plans for the rollout. Thank you for your participation!



Timothy DeFoor, Dauphin County controller and a HACC alumnus, shows off what well-dressed alumni will be wearing this spring. With last week's warm temperatures, I have been on the lookout for them in my travels around the communities we serve.



Have You Checked Out The Hawk Eye Lately?

When was the last time you took a moment to thank colleagues for their assistance or wish them well on a professional endeavor? The Hawk Eye, HACC's recognition portal, gives you the real-time opportunity to do that in an accessible, user-friendly manner. The portal allows employees to recognize colleagues for exceeding expectations in service to the College and in support of HACC's core values of integrity, collegiality, excellence, and trust. Through The Hawk Eye, employees can:

- Send messages of thanks and congratulations to other employees via the ***Send eCard*** option.
- See real-time recognition given and received on the ***Hemingway High 5*** wall.
- Nominate colleagues for awards given by the College.
- Submit a request to promote recognition events occurring at the College.
- View current recognition **News and Events** involving HACC faculty and staff.
- Learn about recognition tips and best practices.

To login to The Hawk Eye portal, please select The Hawk Eye link in the Human Resources information channel of myHACC. A guide is available on myHACC that includes step-by-step directions to help you navigate *Hawk Eye* portal.

If you have any questions or concerns regarding The Hawk Eye, please contact **Courtney Young**, coordinator, performance management and employee recognition, by email at clyoung@hacc.edu or by phone at 717-736-4135.

High School Students Set Their Sights On College

More than 100 high school students and their parents were in attendance at Bethel African Methodist Episcopal Church in Harrisburg for the second annual College Prep Workshop on Saturday, Jan. 28, 2017.

This exciting, educational event was facilitated by HACC colleagues and the Pennsylvania Higher Education Assistance Agency (PHEAA).

During the workshop, participants learned important steps on how to prepare for college while still in high school, set (See **WORKSHOP** on next page)



HACC staff members and community leaders proving college-planning guidance to students at the College Prep Workshop are, from left, Stephen Ampersand, dean of enrollment services; Warren Anderson, Ed.D., chief inclusion and diversity officer/Title IX coordinator; Genita Mangum, D.M., registrar; Myra Blackwell of Bethel A.M.E. Church; Vic Rodgers, associate provost for Workforce Development; LaShana Stokes, department chair and assistant professor of Social Sciences; and Tiffanie DeVan of PHEAA.

Workshop (from previous page)

goals, create a college prep team and finance their education. The HACC facilitators also held a panel discussion, which included panelists sharing their personal stories about their educational journeys and answering questions about HACC's academic and workforce development programs.

I was delighted to participate and to encourage students and parents as they navigate the educational decision-making process. It was exciting to share our message that HACC is here to help each of them by "creating opportunities and transforming lives to shape the future – together." Organizers of the event were so pleased with the attendance numbers and positive feedback that plans are already underway for developing next year's College Prep Workshop!



HACC's Board of Trustees welcomed former state Representative Maureen Gingrich (R-Lebanon) to the Board's meeting on Tuesday, Feb. 7, 2017, and thanked her for her career-long, strong support of HACC and our students. Many HACC students have worked in Rep. Gingrich's office and now, in retirement, she continues to promote HACC whenever opportunities arrive. With Rep. Gingrich and me are, from left, Laurie Bowersox, executive director of the Lebanon Campus, and Board of Trustees Chair Tom Richey.

How Is Coaching Different?

As we continue to support our students' learning in 2017, you might be hearing more about coaching in the context of higher education. A Hungarian word used to describe something that literally transported humans from one destination to another, a coach (and the process of coaching) helps students identify opportunities for development based on individual strengths and capabilities.

Coaching relies heavily on a sustained, integrated, personalized, and proactive approach to engaging with students in advising, student services and the classroom. So it fits well with our College's new "relationship-building" approach that is replacing our former "transactional" approach to interacting with students.

Outside of the classroom, coaching is a means to ensure students are not only provided with the tools they need to be successful; it also ensures that engagement with those tools becomes part of a student's life at HACC.

Active outreach and progress checks are a regular part of the coaching dynamic.

In the classroom, the tenets of coaching certainly contribute to student success: When feedback to students is personalized and proactive, for example, students are more likely to take action in support of their success. Our improvement in course outcomes after Starfish implementation is evidence in support of this idea.

Other methods of proactive outreach include the following:

- Approaching students to gauge their understanding of course concepts instead of waiting for them to approach with a question (particularly important for students who are new to the college classroom)
- Building a requirement for an office-hour visit into a course
- Learning more about students' goals so that course content can be explicitly linked to those longer-term goals

Look for more conversation on our campuses and in our publications about how we can leverage relationships to support student success.



Please mark your calendars for the second President's Leadership Symposium: Developing and Sustaining Shared Leadership in Higher Education

Date: Wednesday, May 3, 2017
Time: 9:00 a.m. – 4:00 p.m.
Location: Rose Lehrman Arts Building

Why should you attend this collegewide symposium?

To:

- learn more about shared leadership and what it requires
- invest in yourself to increase your leadership abilities
- encourage, motivate, and inspire you
- connect and network with other employees

Outcomes

At the conclusion of the second President's Leadership Symposium, participants will be able to:

1. understand the concept and context of shared leadership in higher education
2. discuss the factors that promote or inhibit shared leadership
3. plan for cultivating shared leadership practices in their own departments

Schedule

Time	Event
9:00-9:15 a.m.	Opening remarks
9:15-10:15 a.m.	Shared leadership in higher education: Creating an environment of extreme involvement
10:15-10:30 a.m.	Break
10:30-11:30 a.m.	Panel discussion: Complex and challenging issues in the higher education environment that promote or inhibit shared leadership
11:30 a.m.-12:30 p.m.	Lunch
12:30-1:45 p.m.	Breakaway session 1 - Create the context for shared leadership
1:45-2:00 p.m.	Break
2:00-3:15 p.m.	Breakaway session 2 - Best practices, engagement, and sustainability of shared leadership
3:15-3:30 p.m.	Break
3:30-4:00 p.m.	Group reflection session: Takeaways from the day

Breakaway Sessions

Breakaway Session 1

Create the context for shared leadership

Topic	Objectives
1. Leading from a non-positional leadership position	Participants will learn what skills and strengths are needed to lead regardless of their position in an organization

(See SYMPOSIUM on next page)

Symposium (from previous page)	
2. Shared leadership experiences at AAWCC conference	Participants will learn to collaborate and cultivate strategic partnerships
3. Shared leadership in an ever-changing diverse environment	Participants will learn how to create a culture of shared leadership with colleagues from different backgrounds, experiences and perspectives
4. Building exceptional teams	Participants will learn what practices are effective in building exceptional teams
Breakaway Session 2	
Best practices, engagement, and sustainability of shared leadership	
Topic	Objectives
1. Using technology to enhance collaborative communication	Participants will learn how technology, like google docs, google hangouts, SharePoint, can be used to collaborate and promote shared leadership
2. Student panel discussion: Leadership from any seat in the classroom	Participants will learn about shared leadership in the classroom from the student's perspective
3. Finding your voice: Ways to communicate upward without fear of retribution	Participants will learn how to respectfully and effectively express concerns and ideas and how leaders should receive feedback to sustain a culture of shared leadership
4. Shared leadership in action: HACC examples	Participants will learn how shared leadership engaged faculty in institutional change: the degree requirements and in the Strategic Planning Committee
President's Leadership Symposium Workgroup	Lise-Pauline Barnett (Faculty) Elizabeth Dunn (APO) Marian Knopp (CEO) Heather Prigel (CEO) Dory Uhlman (APO)

For more information, please contact **Cavil Anderson**, director of faculty and staff development, at csanders@hacc.edu or **Patty Bowen**, coordinator of professional development, at pabowen@hacc.edu. For registration go to the Professional Development site at <http://www.hacc.edu/FacultyandStaffDevelopment/Events/HREventsListing.cfm>.

HACC Dental Program Provides Free Care For Children

At our annual Free Dental Sealant Event on Tuesday, Feb. 21, 2017, dental hygiene and dental assisting students, faculty and volunteers placed 131 dental sealants on 22 patients who attended. This event reaches out to children who are uninsured or underinsured or living below the poverty level. We successfully reached our target population while allowing our dental programs' students an exceptional learning experience in sealant placement and volunteerism. This event is sponsored by the Pennsylvania Dental Hygienists' Association with generous support from DentsplySirona, Temple Dental Hygiene Alumni and Premier.

Key Phases Of The HACC Website Revamping Project

The Website and Multimedia Resources Department of the Office of College Advancement kicked off a website revamping project in August 2016. Given the complexity and size of hacc.edu, the implementation will be in two separate phases. Each phase will include extensive user testing.

Phase I has focused on testing top website tasks and goals, creating a new graphical look and feel and fine-tuning content. Testing methods have included [task-based user testing](#), paper surveys, [online surveys](#), [online “click” testing](#) and [online navigational “tree” testing](#).

Testing from Phase I indicated that many of our website visitors did not identify with being either a future student or a current student. Additional in-depth testing for these areas is necessary, so Phase II will focus on the [information architecture](#) of this content. Testing methods for Phase II will include [card sorting](#), [task-based user testing](#) and [online navigational “tree” testing](#).

The matrix below provides a timeline for testing as well as the benefits that you and other website users can expect when the phases are completed.

Description of Phase	Activities to Occur	Benefits to Website Users	Start Date of Phase	End Date of Phase
<i>Phase I: The focus is on task-based user testing, fine-tuning content and a new graphical look and feel</i>	Conduct user testing	The results were integrated into the new graphical look and feel of the website.	August 2016	June 30, 2017
	Create a new academic program search	HACC's academic programs will be easier to find and visually	August 2016	June 30, 2017
	Fine-tune website content	Content is being revised based on results of testing, making it easier to quickly scan and find information.	August 2016	Ongoing

Description of Phase	Activities to Occur	Benefits to Website Users	Start Date of Phase	End Date of Phase
<i>Phase II: The focus will be the information architecture for all content residing under new students and current students</i>	Conduct user testing	Information will reside in categories that make sense to new and current students.	July 2017	December 2017

(See WEBSITE on next page)

WEBSITE (from previous page)

Description of Phase	Activities to Occur	Benefits to Website Users	Start Date of Phase	End Date of Phase
	Create initial layout concepts with several iterations of user testing	This will help ensure that the new information architecture makes sense to everyone.	January 2018	July 2018
	Implement the revised information architecture	A new navigational structure will help visitors find the information they need.	August 2018	March 2019



Angela Campbell, Ph.D., chair of Counseling, congratulates Rose Kang, who participated in the “Let’s Talk About Race Relations” forum and its follow-up survey. Rose was the lucky winner of the drawing for a \$250.00 gift certificate to the HACC Bookstore, sponsored by our Harrisburg Student Government Association (SGA) Council.

The next offering in the Counseling Department’s series of “Let’s Talk About It” forums will feature strategies to help students and employees alike overcome the negative effects of stress. “Stress: Real Stories of Overcoming Life’s Challenges,” is set for Wednesday, March 22, 2017, from 2:15 p.m. to 4:15 p.m. in the Rose Lehrman Arts Center Theatre. Please let your students know about this event and join our colleagues, too, for a productive and uplifting visit to “the Stress Free Zone!”

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/>

Hawks Compete In Conference Playoffs



It was an honor for me to recognize our sophomore Hawks basketball team members before the last home game on Saturday, Feb. 4, 2017. To my left, in order, are Stephen Berger, Ramel Stephens and Nebiy Essayas. Joining us, at left, are Assistant Coach Todd Johnson and, second from right, Head Coach Jonathan Branam, with Assistant Coach Antoine Brown. The Hawks finished their season 9-9 in conference play and lost a close game, 71-64, to the Vikings of Ocean County College, Toms River, New Jersey, last Saturday in tournament play.



“Personal Passages” Lecture With Steve Perrault, International Contemporary Realism Artist

Please join international artist Steve Perrault for an invigorating lecture and slide presentation on his artwork at HACC’s Lebanon Campus, room 105, on Tuesday, April 18, 2017, 6:30 to 7:30 p.m.

Steve holds graduate degrees in theology, clinical psychology and art education. He also studied at Parson’s School of Design in New York City. His education and work history creates a mysterious

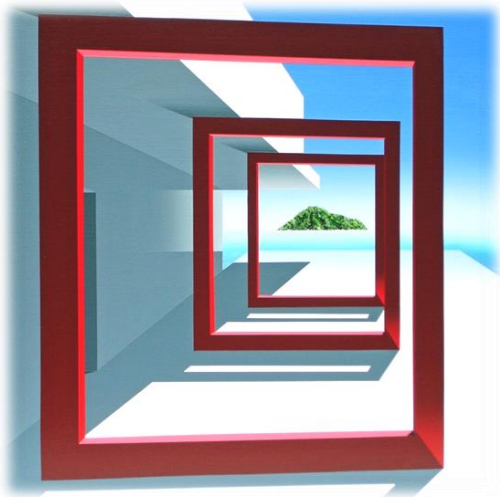
connection and deep appreciation of the incongruent aspects of life. Born and raised in Minneapolis, Steve entered Catholic seminary at age 17. For 13 years, he lived in the context of seminary and monastic life. He worked in multiple ministerial settings, including three years as chaplain of a county jail in New York State. This was followed by 10 years in clinical work as a psychotherapist in Chicago. These experiences provided Steve with the opportunity to experience exterior (environmental/architectural) and interior (psychological/emotional) light and darkness, containment and expansion. He has been a full-time painter since 1998.

Steve’s work resides in collections around the world, including the Smithsonian and the Environmental Protection Agency National Headquarters, and those of private collectors such as Academy Award-winning film director William Friedkin (“The French Connection” and “The Exorcist”) and Sherry Lansing, Paramount Pictures chairman emeritus. He has been featured in more than 50 national and international publications, including The New York Times Magazine, ARTnews and American Art Collector. Steve has been a finalist in The Artist’s Magazine’s annual “Best Art” competition for an unprecedented nine straight years and was a subject on

“We can, and do, read articles on problematic social, economic, political, and religious issues, but art – not words or numbers – can touch us and move us to become aware of something we perhaps have not paid attention to before. Transformation requires thoughtful consideration. Art asks us to stop and see. Art asks us to be attentive. Art is an alert.”

~Steve Perrault

NBC’s Dateline television program.



Steve is represented by galleries in Houston, London, Los Angeles, New York and Zurich. His paintings are instantly recognizable, each with its architectural space opening to the natural landscape and its iconic red bench or red architectural element. Every picture stands alone and draws the viewer in with its beauty and powerful serenity. But the real power of his artistry is evident in the whole body of his work. From canvas to canvas, the color and direction of the light change, the interior architectural shapes are altered; the landscape is challenging or benign. Every image carries its own meaning and mood, and it is clear that Steve’s meditative journey is rich, authentic and alive.

To learn more about Steve’s work, please visit

www.sjperrault.com. His lecture is free and the public is invited. HACC’s Lebanon Campus is located at 735 Cumberland St.



Celebrating students' achievements is one of the best things about being HACC's president. At left, Lebanon Campus Rising Stars show off their certificates on Tuesday, Jan. 31, 2017, at a ceremony in their honor. A Rising Star has successfully completed one reading course and earned a cumulative GPA of 3.0 or higher. A Shooting Star has earned exemplary grades in two or more consecutive reading courses and a GPA of 3.0 or higher. HACC colleagues joining in the festivities are, in the front row, holding the blue star, Kathy Felty, adjunct instructor, Developmental Reading/Foundational Studies, and, in the back row, with the pink star, Margaret Sweeney, adjunct professor of reading.

New Degree Requirements And Academic Programs

At recent campus forums, I mentioned that faculty have been diligently working to align our 130-plus academic programs with the requirements for diplomas, certificates, and degrees. They are doing so for two purposes:

- (1) To make sure all diploma programs can be completed in a semester, certificate programs in a year, and associate degree programs in two years and
- (2) To make sure each program aligns with students' transfer or career goals.

To accomplish these goals, career program faculty have worked closely with their advisory committees and recommended the elimination of 23 programs. Some of these are:

- Enology and Viticulture. This program will move to our Workforce unit since students were not completing the degree, and employers require only limited training.
- Phlebotomy. This program will move to our Workforce unit to better compete with hospital programs, which are, at times, only a few weeks long.
- Business Studies will incorporate the Accounting, Marketing, and Management programs, providing a common core of courses and opportunities for students to specialize, including a capstone or internship experience.
- Health care programs are aligning more closely with their specific accreditation agencies' requirements. For example, we will eliminate the Surgical Technology Certificate Program because (See **ACADEMIC PROGRAMS** on next page)



Rising and Shooting Stars at the York Campus celebrate on Tuesday, Feb. 7, 2017. Fourteen students attended, along with friends and family members. We were joined by several HACC colleagues to congratulate the students, including, in the front row, at right, Rabyia Ahmed, academic advisor; to Rabyia's right, Cathy Rosenkrans, campus director of tutoring and testing; next, Ebony Ratleff, interim campus director of enrollment services; and at far left, Elizabeth Dunn, associate dean of academic affairs. In the second row, at right is Theresa Witkowski, administrative office specialist. And see if you can spot, far in the back row but no less enthusiastic supporters of our students, HACC colleagues Carolyn Thayer, assistant professor of English; Christine Nowik, dean of student and academic success; and Dan Houloose, coordinator of tutoring and testing.

Academic Programs (from previous page)

a degree will be required to sit for the licensing exam.

Other changes include enhancements to programs. For example:

- Trades programs such as Heating, Ventilation and Air Conditioning (HVAC) and Welding are incorporating industry certification exams into our diploma and certificate programs.
- The Automotive Program is completely revising its certificate program to develop a career pathway for students who may not want to do auto repair to become service technicians.
- All health care programs reviewed their selective admissions requirements to make it possible for us to recruit high-performing high school students and for all students who are college-ready to complete these programs in two years.
- We are working to align our transfer programs better with the requirements of our most common transfer institutions, including Millersville, Penn State and Shippensburg universities.
- Our science degrees are moving from the Associate of Arts (A.A.) designation to an Associate of Science (A.S.) degree, and we will change our “Humanities, Languages and the Arts” degree to a “Liberal Arts” degree.

New programs will become effective in fall 2018. In the meantime, we are updating general education core courses, approving new courses and inactivating courses that will no longer be part of various programs. To accomplish all of this, our faculty colleagues have been working closely with the Provost’s Office, their department chairs and the curriculum managers on associated details.

Following the Board of Trustees’ approval of these changes in June 2017, the Registrar’s Office will work on Banner implementation and the Financial Aid Office will submit programs to the United States Department of Education for financial aid eligibility this summer.

If you have any program-related question, please contact **Erika Steenland**, manager of curriculum/catalog editor, at 736-4282 or ersteenl@hacc.edu, your department chair, or the Provost’s Office.

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=3848.

Kudos

- To **Roger Garber**, systems administrator, hosted software, and **Sue Savidge**, coordinator, information technology projects and training, for achieving Extron AV Associate certification.
- To Development and Alumni Relations Department staff members **David Council**, **Hope Harrison**, **Christina Kelley**, **Fred Scharf** and **Lisa Wolfe** for completing the end-of-the-year appeal, working with donors to establish new scholarships and awarding scholarships to our students!
(See KUDOS on next page)

Kudos (from previous page)

- To **Russell Bricker**, director of information technology, Central Administration, for taking on the additional role of interim director, enterprise applications, until the position is filled.
- To our colleagues whose welcoming presence prompted the following praises from a local middle school teacher after his 75 seventh-grade students visited our Gettysburg Campus:

“Of all the institutions we visited, HACC had the most engaging and productive morning planned for our students. The schedule provided for an effective balance: there were student leaders, admissions officials, and actual program experiences. As a result, students gained a range of perspectives. A side benefit was that students remained engaged. The hands-on experiences in actual classrooms with instructors was excellent. I was in the mechatronics session. The instructor had clearly invested time in setting up a series of demonstrations and interactives for our students. Being able to actually use the boards and measure the voltage of lemons was just right for seventh graders. He also spoke to them in concrete terms --- talking about the difference between minimum wage and the salary possibilities of students who complete the program. The college-in-the-high-school student who presented during the mechatronics session was able to help the students during the activities, and he provided a strong opportunity for the instructor to introduce the idea of college credit through high school. The relevance of this opportunity was important in bringing the future “closer” to our students. It was clear that the campus dedicated considerable personnel to our visit. There were numerous leaders in each session and additional staff to ensure that each group reached the right destinations. As a result, little time was wasted and everything ran smoothly. Thank you for a great experience for our students.”

Tony Angelini
New Oxford Middle School
New Oxford, Pennsylvania

Thank you, **Wendy Brubaker**, adjunct instructor; **Cynthia Garcia**, academic advisor; **Jennifer Gonzalez**, medical assisting instructor; **Rich Hebel**, mechatronics instructor; **Jessica Knouse**, campus director of student services and multicultural programs; admissions counselors **Josiah Long** and **Sara Maines**; and **Erin Rose**, academic advisor, for hosting the New Oxford students!

- To **Matt Gordon**, systems administrator, Banner/Forefront Identity Management, for stepping in to resolve problems when Outlook Web Access and Single Sign On did not work. Matt was able to redirect the system until a fix could be implemented.
- To Integrated Marketing Communications staff members who designed three possible website designs for the College, planned the minority student populations retreat and executed marketing plans: **Hannah Book, Jenn Boyd, Sarah Eldeeb, Amanda Griesser, Megan Hoose, Christy Miller and Pam Saylor**.
(See KUDOS on next page)



Along with my fellow community college presidents Tom Leary of Luzerne County Community College, to my left, and Stephanie Schanblatt of Bucks County Community College, I appreciated an invitation from state Representative Stan Saylor (R-York) to talk with him on Wednesday, Feb. 1, 2017, about community college issues and funding needs. Rep. Saylor is chair of the House Appropriations Committee. We are grateful for his interest in our mission to serve our students.

Kudos (from previous page)

- To **Maggie Nerozzi** of the Office of College Advancement staff, for planning effective HACC Foundation Board-related meetings and helping to recruit new HACC Foundation Board members!
- To **Scott Decker**, Gettysburg Campus information technology (IT) director, and **Joshua Appleby**, Lancaster Campus IT director, who were instrumental in moving classroom technology forward at their campuses.
- To **Patrick Schild**, York Campus IT director, and **Bob Dudley**, Harrisburg Campus manager, senior specialist, instructional equipment, for stepping in on very short notice to provide vendor assistance during the Center for Innovation and Teaching Excellence (CITE) Symposium.
- To our colleagues in the Office of Finance for all of their extra efforts in developing a proposed 2017-18 budget and also for the work they do year-round, on a daily basis, behind-the-scenes. Their efforts help to ensure our College supports the work of our colleagues and, more importantly, the students who choose to attend HACC to gain the tools necessary to change their lives and destinies. Please join me in thanking **Lori Amspacker**, manager of Student Accounts; **Kristen Blust**, technician, Payroll and Accounts Payable; **William Byrnes**, director of procurement and contracts; **Rich Cardamone**, Harrisburg Campus executive director of business affairs; **Brandi Clendenin**, specialist, fiscal support; **Kristy Davis**, administrative office specialist; **Cynthia Duncan**, technician, Accounts Payable; **Utashni Gomes**, specialist, Student Accounts; **Roshelle Gordon**, fiscal analyst; **Nicole Hill**, SciQuest staff member; **Stephanie Hockley**, coordinator, budget and financial planning; **Shaquena Hope**, specialist, fiscal support; **Andree Lauffer** and **Namiko LaVine**, technicians, Accounts Payable; **Michael McEnany**, specialist, Purchasing; **Melissa Messner**, specialist, Payroll; **Dawn Mull**, director of financial accounting and reporting; **Dawn Myers**, technician, Payroll; **Sanjiv Nayyar**, Controller; **Glendaliz Nunez**, senior financial analyst; **Kelly Pannebaker**, manager, Payroll; **Kimberly Parks**, technician, Accounts Payable; **Janet Quigley**, executive assistant; **Rodolfo “Rudy” Ramirez**, business analyst; **Maureen Reber**, Payroll staff member; **Timothy Sandoe**, vice president of Finance; **Gina Simon**, cash analyst; **Jami Pannebaker Sousley**, specialist, Purchasing; **Tep Suttvireeson**, specialist, Student Accounts; **Natalie Troutman**, manager, Accounts Payable; and **Marcia Washinger**, manager General Ledger.

Books I Am Currently Reading Or Have Read

- Dealing with Darwin: How Great Companies Innovate at Every Phase of Their Evolution, Geoffrey A. Moore
- Grit: The Power of Passion and Perseverance, Angela Duckworth
- Shoe Dog, Phil Knight
- Various podcasts, TEDX talks



I was pleased to introduce York Campus Vice President Darryl Jones, Ph.D., right, to state Representative Seth Grove (R-York) during a visit to his local office on Friday, Feb. 3, 2017. We are grateful for Rep. Grove's interest in providing outstanding educational opportunities for residents of his district.

Quote

It is time for parents to teach young people early on that in diversity there is beauty and there is strength.
~Maya Angelou

YOUR Questions About HACC's Organizational Transformation

You can find the answers to your most recent questions about our College's transformation on myHACC:
Employee tab > Greetings from the President > Answers to YOUR Questions.

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!