



From the Desk of the President

As we prepare to celebrate Thanksgiving, may it afford each of us an opportunity to pause, reflect and recommit ourselves to focusing our efforts on changing the lives and destinies of [our students](#).

Therefore, I extend my sincere appreciation for all the dedication, focus, enthusiasm and cooperation each of you has demonstrated over the past year to help our College and, most importantly, our students succeed.

It is through our collective work – done with civility and collegiality – that we are able to model our shared core values of [integrity, collegiality, excellence and truth](#).

Happy Thanksgiving to you and yours!

ACCT Convention

Recently, the Association of Community College Trustees (ACCT) convened its annual convention, “Partnerships: Building Blocks to Student Success,” for nearly 1,800 community college trustees and presidents. Over 130 sessions were facilitated, including one by HACC Trustee Hector Ortiz and myself, “10 Ways to Cultivate Intercultural Change.” I also facilitated two sessions on successful board of trustee and president relationships.

Some of the themes that emerged from the convention include:

- **Funding.** From a video shown to the attendees, we learned that “nationally, community colleges serve 40 percent of all college students and contribute \$800 billion to the U.S. economy, but receive less than half the per-student funding as peer four-year institutions and up to eight times less in appropriations.” Needless to say, AACT and the American Association of Community Colleges (AACC), our two major community college associations, are addressing this important issue at the national level, and I/we are addressing it at the state and local levels.
- **Enrollment.** In light of declining enrollments nationwide, many sessions focused on related topics ranging from attracting and retaining part-time students to guided pathways to metrics to diversity and inclusion efforts.
- **Innovation.** Many industry representatives informed us that their companies are working across industries to educate their workforces without engaging higher educational institutions. These company leaders urged community colleges to focus their efforts on practices such as massive online learning courses (MOOCs), stackable credentials and ongoing learning experiences including badging and skill registries. In addition, they noted because of the current low-unemployment rate, many potential employees need some college but not a degree.
- **Partnerships.** Many sessions encouraged community college leaders to collaborate with business and philanthropic partners to assist with funding challenges.
- **Legislative.** A few sessions speculated on what would happen in the U.S. Congress, depending on which party controls the Senate and the House. However, the major federal legislation that remain a priority for us includes free college. New Jersey’s secretary of education said we need to shift our thinking from free “Promise programs” to

universal access to higher education. As she said, “Nobody talks about free libraries or parks. It’s a public good we should be investing in.”

- **Basic Needs.** Many presenters said there is a growing number of low-income and minority community college students who are dropping out because of a wide range of out-of-school factors, including hunger, homelessness and child care issues. In fact, one college president from Texas told attendees in his session that the top 10 things students identified as barriers to success “had nothing to do with the classroom.” A professor at Temple University said that about half of all community college students face food or housing insecurity, and between 12 and 14 percent have experienced homelessness in the past year.

Mid-term Elections

Pennsylvania House and Senate incumbents serving districts in HACC’s footprint were re-elected earlier this month. In addition, four of our elected officials were named to leadership positions within their respective parties: Republicans Rich Alloway was re-elected Caucus Secretary (District 33, Adams, Cumberland, Franklin and York Counties), Bryan Cutler (District 100, Lancaster County) was elected Majority Whip, and Stan Saylor (District 94, York County) was elected Majority Appropriations Committee chair. Democrat P. Mike Sturla (District 96, Lancaster County) was elected Minority Policy Committee chair.

I personally look forward to working with all of our supportive elected officials and these three leaders in particular.

Next Generation Taskforce

At the first meeting of the Next Generation Taskforce, members had an opportunity to get to know each other, get an overview of College operations and begin discussing goals and objectives. The taskforce received two timelines, one to provide management with short-term recommendations of ways to enhance revenues and reduce expenses by March 2019 and the other to provide additional recommendations by March 2020. The taskforce will meet for the second time on Nov. 27 to review “homework” assignments.

Your constituency representatives have been asked to keep you apprised of their activities. Please contact me if you have any questions.



Myself and chairman, Tom Richey with newly nominated Trustee, Hagir Elsheikh



It was an honor to welcome our Lady Hawks Volleyball team home from Rochester, MN. We finished 11th in the NJCAA DIII. #HACCProud

Journey to Excellence

Our current strategic plan, [Journey to Excellence](#), rolls over, June 2019. The strategic planning committee recently met to begin discussions for the new plan. The committee engaged in the following:

- Maintain the current four goals, with the approved support of the College's Board of Trustees and Cabinet
- Conduct a SWAT survey in the spring semester
- Continue to work with the goal leaders to monitor current and draft future objectives
- Review of the current strategic plan and the relevancy to the general education goals (outcomes).
- The potential impact of the Next Generation Committee and Enterprise Risk Management on the strategic plan



Art Show opening at HACC's Lancaster Campus

For additional information on all 83 objectives, I invite you to view the complete [status report](#).

As we look forward to 2020 and beyond, we have much to be proud of and much to left to accomplish. I am confident we will meet the challenges that lie ahead. Please join me in working together to change lives and a make a difference in the communities we serve.

Annual HACC Security Report

HACC, Central Pennsylvania's Community College, 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. Free paper copies are available upon request at any campus public safety and security office or Welcome Center.

Ted's Scholarship Fund and Endowment

Romeo LaMarco and John Saad, owners of Ted's Bar and Grill have recently committed \$50,000 to establish two scholarship funds, the Ted's Scholarship Fund and the Ted's Scholarship endowment. Through their philanthropic investment, Ted's Bar and Grill will provide generations of HACC students will access to a quality education at HACC.

Romeo and John believe strongly in the mission of HACC and in the value of higher education. For years, they have proudly supported Central Dauphin High School students and student-athletes. Now, their newly established scholarship funds at HACC will blend those two passions by providing needed resources to full-time and part-time HACC students who are graduates of Central Dauphin High School.

Thank you, Romeo, John, and the Ted's Bar and Grill Team for choosing to invest in the first, largest, and best community college in Pennsylvania! #HACCyeah!



Myself with two of the College's culinary students at The Chef's Apprentice on HACC's Harrisburg Campus

Nursing Home Administrator Program Joins Workforce Development Healthcare Offerings!

HACC's Healthcare Education Department, housed within the Workforce Development and Continuing Education Division, was recently approved by the State Board of Examiners of Nursing Home Administrators to offer the Nursing Home Administrator (NHA) program. With Pennsylvania's aging population on the rise, NHAs are in demand and HACC will assist in meeting that need by providing this mandated, 120-hour training program.

The program is one of several criteria an individual must complete to prepare for NHA licensure. The program is being held at Homestead Village, a continuing care retirement community in Lancaster, beginning in February 2019. The NHA program will be held twice each year (spring and fall) on eight consecutive Fridays and Saturdays from 8:00 a.m. until 4:30 p.m. A recommended two-day review course is offered following the 16-module program.

HACC, Central Pennsylvania's Community College, is the only provider of the NHA program in the Central Pennsylvania region. Along with the College's credit-bearing Gerontology offerings, the NHA program illustrates HACC's commitment to preparing well-qualified individuals to care for one of Pennsylvania's most vulnerable populations, those in need of skilled nursing services.

Veterans Day Celebration and Tree Dedication

A Veterans Day Celebration was held at the Gettysburg Campus on Monday, November 12 and a Green Vase Zelkova tree was dedicated in honor of all veterans. Staff, faculty and student veterans who attended the celebration placed flags under the tree, which is located in front of the main entrance. The ceremony also included a flag raising ceremony and remarks by several veterans, including officials from the Gettysburg American Legion Post 202 and Veterans of Foreign Wars Post 15.



HACC Foundation receives \$50,000 from the Delta Dental Community Care Foundation to provide innovative dental education and accessible dental care at HACC

In October 2018, HACC, Central Pennsylvania's Community College, received a generous \$50,000 grant from the Delta Dental Community Care Foundation to provide innovative dental education at HACC and increase access to dental care. The funds will support the Fund for Excellence for Dental Programs.

The grant will be used to update HACC's Dental Clinic with industry-standard equipment so that students are trained in a state-of-the-art setting that will prepare them for employment in the field.

Like all healthcare industries, the dental industry is experiencing increased demand for services and high rates of growth. The dental health field, like other healthcare specialties, is constantly improving.

To ensure that our students continue to receive the best educational experiences possible, our students need access to education that focuses on best practices in the use of technology, equipment and procedures to prepare them to work in private practice. To learn to use these best practices, our students need learning laboratories and clinical facilities that reflect the environments in which they will work when they graduate from HACC.

The grant will also improve access to care for low-income individuals in our community. HACC offers its community-focused dental services in its dental clinic. Services are available to all surrounding community residents, including low-income children and adults who lack access to dental care.

Kim Mecray Bleacher Scholarship

Last month, the Kim Mecray Bleacher Scholarship was established in her memory to benefit students enrolled at HACC's Harrisburg Campus. This new scholarship fund is designed to benefit first generation college students and provide needed financial resources to expand access to education.

Kim was, and always will be, a dearly loved wife, mother, grandma, daughter and sister. During her 20 years as a loyal and devoted HACC employee, her warmth and ability to give sage advice made her a sought-after sounding board for co-workers, students and strangers alike. She was a believer in the value of a community college education to help lift students, of all ages, out of a life of poverty and despair. She wanted to continue to help HACC students in some way even after her passing.



HACC's Lebanon Campus students

Have You Signed up for e2Campus, HACC's free alert system?

Signing up for [e2Campus](#) is the smart thing to do:

- ✓ With e2Campus, you'll be informed quickly when the College has immediate announcements such as weather-related closings, delays, cancellations or emergencies.
- ✓ The College has no control over the timeliness of announcements released by TV or radio. However, we can ensure that students and employees are notified quickly through e2Campus alerts and the [HACC website](#) – the communication methods we do control.
- ✓ It is easy to sign up for e2Campus to get a text message on your mobile device and/or an email. After you sign up, you'll receive an email requesting that you validate the number of your mobile device and/or email address after you have registered. You must take this step in order to receive alerts. If you have Walmart's Family Mobile or Straight Talk plan, Boost Mobile, Cricket or a prepaid phone, choose "other" when prompted to name a carrier.

Commencement Messaging

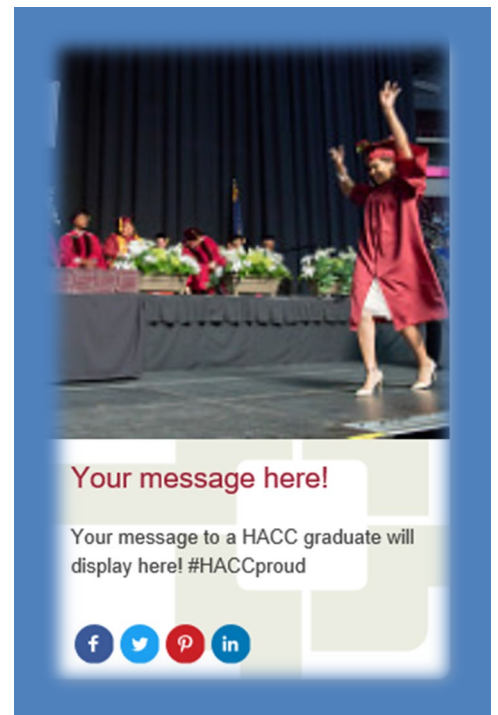
Share the Excitement!

Do you know someone graduating from HACC this December? Would you like to congratulate them publicly for a job well done? Here's your chance!

- [Complete this online form](#)
- Submit a photo of the graduate (optional)
- Submit payment of only \$10 (all funds received go toward the President's Fund for Excellence!)

That's it! Your congratulatory message will appear on www.hacc.edu/CongratsGrads in a few days!

Please note that by submitting a photo and/or message to be displayed on <http://www.hacc.edu/CongratsGrads>, you acknowledge that you have the authorization and explicit permission from the individual(s) in the photo to do so. Graduates have the right to email webmaster@hacc.edu to remove their photo, if applicable. All photos must be appropriate for public display. HACC reserves the right to remove any questionable photos. Refunds will not be given.



2017-18 HACC and HACC Foundation Annual Report is Now Online!

The 2017-18 HACC and HACC Foundation annual report is now available [online](#). This year's report features ways that we make college possible by helping students get started, fostering student engagement and an inclusive and accessible environment and making attendance affordable.

For 2017-18, did you know?

- Our youngest student was 15 years old, and the oldest was 81.
- The full-time student to full-time faculty ratio in fall 2017 was 15:1.
- Donors contributed **\$2,557,407.89** to the HACC Foundation to support students and foster student engagement.

In this report, you will read and view stories from current students and recent graduates like Cecilia:

“My greatest personal achievement is graduating debt-free with a 4.0 GPA.” Cecilia Dean, HACC student

The annual report also includes updates on the [Invest. Impact. Inspire. Campaign for HACC](#) and special initiatives and events that were made possible through HACC Foundation funds.

Please read more in our [interactive annual report](#).

Thank you for your continued support!

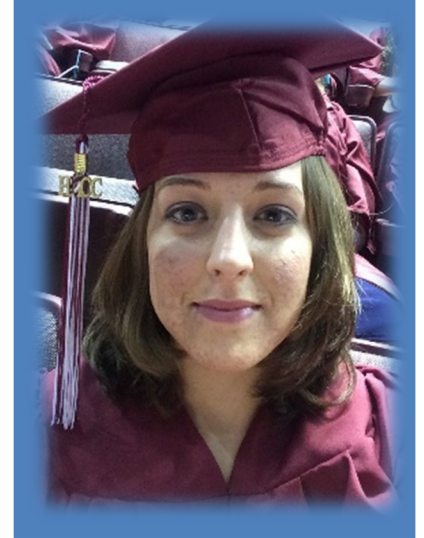
Are You a High-Performer?

HACC, Central Pennsylvania's Community College, is seeking a high-performer to join the Office of College Advancement's Grants and Corporate Relations team as a development officer for organizations.

If you would like to be a part of a dynamic team, please consider applying by clicking [here](#).

Kudos

- ★ **Russ Bricker**, director of information technology, and **Dave Shaffer**, network engineer, for their work to increase the Gettysburg campus network connection from 100mb to 1000mb.
- ★ The **Enterprise Applications Team** for their leadership and support with the transition to Banner 9.
- ★ The **Network and Infrastructure Team** for their leadership and support with the transition to the Office365 cloud email system.
- ★ **Jason Beaudin**, director of academic technology and **Gavin Harvey**, system administrator for their efforts to ensure courses using virtualization services continued when the service provider was acquired by another company.
- ★ **Toni Lynn Mark**, development officer, Office of College Advancement (OCA), for her guidance and assistance with establishing a fund for excellence to support classroom technology.
- ★ The **Computing and Media Support Leadership Team** for their leadership in moving critical files onto college servers through folder redirection.
- ★ **Kevin Nutt**, data security administrator for his leadership with our cyber security awareness campaign.
- ★ **Aginah Chambers**, project manager and **Evelin Schwartz**, systems administrator for their project management skills and leadership in the development of the Office of Information Systems and Technologies (OIST) business continuity plan.
- ★ **Beth Evitts**, executive director of libraries, **Chris Fuller**, director of computing and media support, and **Jim Walker**, systems administrator for their work with creating a uniform computer environment on all library computers collegewide.



KUDOS continued

- ★ Professor **Karen Imhof** and her **COMM 101 Honors students** who are engaging in “Making a Difference” service-learning projects; for one such project, students **Abi Nguyen** and **Gavin Maurer** have partnered with Lancaster’s SGA to collect winter coats for the Lancaster Refugee Center and Community School.
- ★ **Wendy Brubaker**, director of student development and multicultural affairs; **Justin Knill** and **Kenny Mumma**, veterans affairs student workers; **Tom Kennedy**, management faculty and **Tom Long**, security officer for their planning of the agenda and participation in the Veterans Day Celebration.
- ★ Over 180 prospective HACC students and their parents attended the Gettysburg Campus first ever Dual-Enrollment parent night on Wednesday, November 14th. Special thanks to admissions counselors **Andrea Lazarus**, **Sara Maines** and **Isi Ayewok** for planning this very successful event.
- ★ **Errol Wizda**, York campus director of student development and multicultural programming, for presenting a session entitled Exploration of Self Identity as part of the Gettysburg Campus Fall Diversity Committee series of offerings.
- ★ **Megan Hoose** and **Kelly Swanson** for spending a half day with Gettysburg Campus academic affairs and student affairs staff to begin to develop marketing and recruitment strategies that align with the Campus’s 2018-21 Master Plan.
- ★ Gettysburg Campus Phi Theta Kappa (PTK) advisors **Donneva Crowell** and **Kathleen Heidecker** for working with PTK students to promote participation in the Adams County Community Foundation Giving Spree. Due to their efforts, Gettysburg Campus PTK and SGA will each receive \$250 from the “Spree Coins” collected to support their HACC Foundation Scholarship Funds.
- ★ **Hannah Book**, **Morgan Horton**, **Toni Mark**, **Khoa Pham**, **Kelly Swanson** and **Melanie Wagner** for developing our interactive HACC and HACC Foundation [2017-18 Annual Report!](#)
- ★ **Linnie Carter** recently served as a guest speaker for the Learning to LEAD by Example and Determination Program. The program is offered by the Pennsylvania Office of Administration. A book, *The 21 Indispensable Qualities of a Leader*, is the framework for the leadership program. Linnie discussed one of the qualities – vision – and gave real-life examples of people with vision and guided the program participants through an activity of developing their vision statements.
- ★ **Jenn Boyd**, **Megan Hoose** and **Kelly Swanson** for launching the College’s [Instagram account!](#)
- ★ **Linnie Carter**, **Jenn Boyd**, **Megan Hoose**, **Pam Saylor**, **Kelly Swanson** and **Amanda Wilkins** for investing two days with Ruffalo Noel Levitz, listening to new ideas and committing to implementing them!
- ★ **Linnie Carter**, **Megan Hoose** and **Kelly Swanson** for presenting to the HACC Board of Trustees and HACC Foundation Board about the College’s marketing efforts. The successes of HACC’s marketing are quite impactful!
- ★ **Linnie Carter**, **Megan Hoose** and **Amanda Wilkins** for leading an informative and engaging efficiency training with team members from HACC’s York Campus.
- ★ **Amanda Clemm** and **Kristin Graeser** for facilitating a successful Annual Joint Meeting of Foundation Board and Board of Trustees.
- ★ **Beth McLucas** and **Amanda Clemm** for facilitating a successful fundraising-related professional development training.
- ★ **Linnie Carter** presented at the PASSHE Women’s Consortium 2018 Conference. Her presentation was titled “Women, Gender and Social Media: Emerging African-American Female Thought Leaders.”
- ★ **Christina Kelley** for presenting during the November HACC Foundation Board meeting.
- ★ **Melanie Wagner** and **Toni Mark** for their work on creating the Funds for Excellence videos!
- ★ **Pam Saylor** for successfully coordinating media coverage of the Harrisburg Campus community service project to assemble snack packs for students at Cape Fear Community College in Wilmington, North Carolina.
- ★ **Dawn Mull**, director of Financial Accounting & Reporting, and **Marcia Washinger**, manager of General Ledger, for playing a key role in a successful fiscal year 2018 audit. The audit was delivered on time and without adverse findings despite Finance being short-staffed and facing other technical hurdles.
- ★ **Mike Wagner**, director of Office of College Advancement Financial & Support Services, for delivering a clean fiscal year 2018 HACC Foundation audit. This was Mike’s first year leading this process, and the audit was probably the best in recent history.
- ★ **Nicole Ernst**, Virtual Learning Geospatial technology faculty, for coordinating and hosting GIS Day on Wednesday, Nov. 14, 2018 at HACC Midtown.



GIS Day 2018

Quote

Change is inevitable, and the disruption it causes often brings both inconvenience and opportunity ~ Robert Scoble

Books That I Am Currently Reading or Have Read:

- ✓ “Coaching for Performance” by John Whitmore
- ✓ “Factfulness: 10 Reasons We’re Wrong about the World – and Why things are Better than You Think” by Hans Rosling
- ✓ “It’s Okay To Be Different” by Todd Parr
- ✓ “The Culture Code: The Secrets of Highly Successful Groups” by Daniel Coyle
- ✓ “Tyrant: Shakespeare on Politics” by Stephen Greenblatt
- ✓ “Washington's Crossing” by David Hackett Fischer

Do You Have Questions About The Organizational Transformation?

I **welcome** feedback from the College community on ideas that would enhance our efficiency and effectiveness. If you have feedback, please submit it directly by clicking [here](#).

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 by clicking [here](#).

Publicize Your Events!

HACC students and employees are more than books and the classroom. When planning events, remember to submit a [HACC Communications Hub](#) request for coverage. The form can be found under the “Office of College Advancement & HACC Foundation” portal on the home page of myHACC or you can access it by clicking [here](#).

For More Information:

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