

August 14, 2017



Merhaba, meslektaşlarımız!
(Turkish for Greetings,
colleagues!)

In my 68th Ski Gram, you can read about the following, and much more:

[English Channel Swim Helps Students Stay Financially Afloat](#)
[Implementing New Lab Pay Policy For Faculty](#)
[Revealed! “Anonymous” Donors Inspire Generous Giving](#)
[“Live At Rose Lehrman” Announces 2017-18 Guest Artist Series](#)
[HACC Website Gets A New Look](#)

HACC Ranks Seventh In Top Ten Digital Community Colleges Survey

For the fourth year in a row, our Office of Information Systems Technologies (OIST) has ranked in the top 10 in the large colleges category – 10,000 students or more – of a nationwide survey. The Center for Digital Education conducts the survey to analyze “how community colleges use a range of technologies to improve services to students, faculty, staff and community at large.”

Please join me in congratulating our colleagues in OIST on this achievement!

Agreement Opens New Opportunities For Student Transfer To Penn State

HACC and Penn State University announced new opportunities for students with a signing ceremony on Monday, June 26, 2017, in our Board Room at the Harrisburg Campus. The agreement helps HACC students in any major transfer more seamlessly to Penn State’s York and Mont Alto campuses.

Ten program-to-program articulations, also included in the agreement, outline clear paths for our students in those majors to transfer to Penn State.

Adjunct Instructors Earn Accolades

I am proud to announce two more winners of the 2017 Adjunct Excellence in Teaching Award presented by the National Institute of Staff and Organizational Development (NISOD). Both were honored for teaching in science. Congratulations to **Michelle Bucks**, Virtual Learning, and **Shannon Davis**, Gettysburg Campus!



With me at the signing ceremony with Penn State are, seated, from left, Robert Farrell, Ph.D., Penn State York director of academic affairs; David Chown, Ph.D., Penn State York chancellor; and Francis Achampong, Ph.D., Penn State Mont Alto chancellor. In the back row, from left, are HACC colleagues Cindy Doherty, Ph.D., provost and vice president of academic affairs; Michelle Myers, department chair and associate professor of business; Margie Mattis, D.Ed., York Campus dean of academic affairs; Stephen Ampersand, interim vice president of student affairs and enrollment management; Darryl Jones, Ph.D., York Campus vice president; LaShana Stokes, interim dean, student and academic success; William Guntrum, department chair and associate professor of communication, humanities and arts; from Penn State York, LeignAnn Fry, assistant director of transfer admissions; from HACC’s Gettysburg Campus, Erin Rose, academic advisor; from Penn State, Penny Carlson, executive director of academic success and assessment; and HACC colleagues Kathy Doherty, Ph.D., associate provost, and Shannon Harvey, Gettysburg Campus vice president.



Colleague Swims The English Channel, Helps Students Stay Financially Afloat

This July and August, **Louise Hyder-Darlington**, a cataloging specialist at HACC’s Harrisburg Campus, was part of a six-person English Channel relay swim, Channeling Greatness. Swimming the English Channel, the “Everest” of open water swims, requires amazing physical endurance, stamina and strength and incredible mental endurance. It also requires support from the Channel Swimming and Piloting Federation (CS&PF), a safety boat pilot and Louise’s family and friends.

As part of her latest adventure, Louise raised much-needed funds for a group of people near and dear to her heart – HACC students! In fact, Louise and our generous donors exceeded the fundraising goal for HACC’s Emergency Assistance Funds, which are available to assist students facing financial emergencies and unexpected financial burdens.

Please visit <https://p2p.idonate.com/p/fc0e530d-2f53-4e50-b4a0-7ceeacdd00f6> for more information. To contribute to a student emergency assistance fund, please go to www.hacc.edu/givenow.

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/A25y8j/openform.cfm?FID=4025.

In August 2018, Louise will swim the English Channel solo. Please stay tuned for more information about this new adventure! Thank you!

HACC Tech Newsletter Debuts

HACC’s Office of Information and Systems Technologies (OIST) has posted the inaugural edition of its new online publication for our colleagues, HACC Tech News, www.hacctechnews.com.

One of the department’s goals is to be transparent and provide open communications with the College community. What better tool to achieve this than publishing an online newsletter.

In the newsletter you will find current project listings by department, emerging technologies, the HACC Strategic Technology Plan 2015-17, the HACC Strategic Technology Plan Achievements and Outcomes Report, staff contact information and much more.

Lancaster and Lebanon Campus Vice President Victor Ramos, right, joins me in greeting Sam Bressi, president of the Lancaster County Community Foundation, during a recent visit to Lancaster.



Implementing The New Lab Pay Policy for Faculty

As the [Assigning Faculty Pay Hours shared governance policy](#) states, “The College is committed to a fair, consistent, and transparent process for determining faculty workload and pay calculations.” In keeping with this approach, the HACC Faculty Workload Joint Committee recommended that the College adopt a standard practice of assigning one pay hour for each contact hour of instruction for both lecture and laboratory classes. The President’s Cabinet approved the proposal in March.

Lecture pay hours are currently calculated on a one-to-one basis with one pay hour for each contact hour, while laboratory pay hours are typically calculated on a two-thirds-to-one basis for each contact hour (e.g., two pay hours for three contact hours per week of lab).

While the Cabinet approved the concept, preliminary estimates put the additional cost at approximately \$460,000. With declining revenues from sponsoring school districts, the state and declining enrollments, the College could not afford to simply add this cost to the upcoming budget. Therefore, the committee developed the following implementation proposal, which Cabinet has also approved.

1. Implement the full pay for lab over a two-year period.
 - i. Year one (2018-2019) would be paid at 5/6 or 83%.
 - ii. Year two (2019-2020) would be paid at one-for-one.
2. Implement course fees to recoup some of the additional costs for lab courses.



Behind every successful student is a caring faculty member. With this student is Assistant Professor of Engineering Forrest Lysinger.

compensation and benefits; **John Corrigan**, business director for Lancaster and Lebanon campuses; **Tim Dolin**, professor of communication; **Shannon Harvey**, co-chair, vice president of the Gettysburg Campus; **Julia Imboden**, associate professor and program director of diagnostic medical sonography; **Kelly Matthews**, co-chair, professor of chemistry; **Betsy Musser**, assistant professor and department chair of nursing; **Ruth Negley**, professor of biology; **Tim Sandoe**, vice president of finance; and **Robert Wagner**, assistant professor of physical science.

George Brown, past president of our Lancaster Campus Student Government Association (SGA) council, shows off the newest way to display your HACC pride. Check it out at your local bookstore!



Biology Professor Debra Grieneisen, right, with students.

We have been working this summer to update workload calculations in Banner for all lab courses for Fall 2018 to reflect the 5/6 pay. We are also working to calculate lab fees affiliated with the increased pay. The new fees will be presented to the Board of Trustees for approval at their October meeting.

Please join me in thanking the Faculty Workload Joint Committee for its work over the past two years and bringing this project to fruition: **Amy Berrier**, director of classification



Revealed! “Anonymous” Donor Couple Inspires HACC Trustees To Meet Fundraising Challenge

In June 2016, an anonymous couple, longtime HACC donors, initiated a challenge to the HACC Board of Trustees to collectively contribute \$35,000 before Friday, June 30, 2017. The married couple offered to match – dollar for dollar – the amount contributed by the trustees up to \$35,000.

I am pleased to announce the Board members contributed \$35,099.57 during the HACC Board of Trustees Challenge. At the Board of Trustees meeting on Tuesday, Aug. 1, 2017, the identity of the couple was revealed.



Thank you to **Dr. William M. Murray**, a former HACC trustee, and his wife, **Mrs. Jane E. Murray**, who were identified as the benevolent couple. Their very generous matching contribution will support the six student emergency assistance funds for the College’s five campuses and Virtual Learning.

“Live At Rose Lehrman” Announces 2017-18 Guest Artist Series Line-up

“Live at Rose Lehrman” has announced its 2017-18 guest artist series line-up of six diverse and talented artists. Performances include:

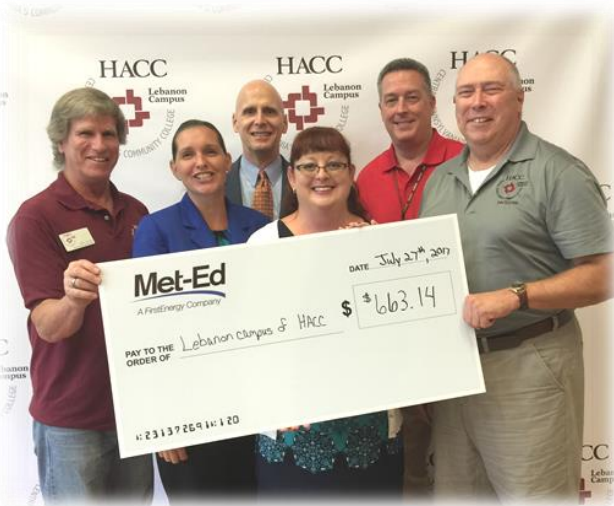


- Three-time Grammy-Award winning Native American recording artist Bill Miller on Wednesday, Sept. 27, 2017
- The shadow-dance company Catapult on Wednesday, Oct. 11, 2017
- Celtic vocal, instrumental and step dancing ensemble Cherish The Ladies on Tuesday, Nov. 28, 2017
- Lehrer Dance on Wednesday, Jan. 31, 2018
- L.A. Theatre Works production of *The Mountaintop* on Thursday, Feb. 15, 2018

- Curtis on Tour – a Celebration of Leonard Bernstein on Thursday, March 15, 2018

All performances are at 7:30 p.m. in the Rose Lehrman Theatre on the HACC Harrisburg Campus. HACC student tickets are \$10, and all HACC faculty and staff receive a 50 percent discount (ticket limits apply). Tickets go on sale Tuesday, Sept. 5, 2017. To receive the ticket discounts, stop by the box office in Rose Lehrman Monday from 11 a.m.-2 p.m. and Tuesday-Friday from 11 a.m.-3 p.m. or call 717-231-7673.

To learn more about these artists, watch [our season preview](#) on YouTube.



Switching from fluorescent to light-emitting diode (LED) lighting at the Lebanon Campus paid off recently with a rebate from electricity provider Met-Ed. The LED bulbs will also continue to help the Campus save money on its electric bill. From left are Dale Hardy, facilities management technician; Laurie Bowersox, Campus executive director; PollyAnne Bonning, Met-Ed representative; John Corrigan, Campus business director; and Dave Edwards, facilities management supervisor.

TWO NEW WEBINARS FROM HACC'S FACULTY AND STAFF DEVELOPMENT INSTITUTE!

HACC's Faculty and Staff Development Institute (FSDI) is pleased to announce two new webinars available for viewing independently or as a discussion group.

1. Faculty Civility and Academic Freedom: Protecting the Workplace while Preserving Academic Culture

This webinar is intended to achieve a common understanding of civility as authentic respect for others that requires time, presence, willingness to engage in genuine discourse, and the intention to seek common ground. Civility matters at HACC because treating one another with respect is a requisite to communicating effectively, building community and creating high-functioning teams. Without civility, we miss opportunities to listen

and understand other points of view. But when considering free speech, academic freedom and the impact of social media, maintaining civil discourse can be a challenge.

Providing this webinar supports FSDI's ongoing efforts to achieve the goals within HACC's strategic plan, which include:

- Implement the recommendations of the [training needs assessment](#) conducted in spring 2015
- Institute [recommendations](#) developed by the Employee Engagement Team
- Increase number of high-quality, relevant [supervisory and leadership training](#) opportunities

FSDI has also supported these goals through the [2016 President's Leadership Symposium on Civility in Higher Education: New Approaches to Foster a Culture of Trust](#). The post-symposium reflection session suggested a continuation of the theme for the next two years to improve the culture of the College.

This webinar explores:

- How the right to free speech affects an institution's ability to address incivility
- How to consider collegiality during performance reviews, tenure, reappointment and promotion processes
- The impact of "controversial" social media use on the ability to teach, advise, and conduct research
- Recommended strategies for responding to an uncivil faculty member
- How to build a culture of civility in your department, college or institution

To access this webinar:

- Go to the webinar directly at <https://ai.adobeconnect.com/a791869002/p2ndyc5ikd9/> or
- Go to FSDI's [Technology and Developmental Training for Faculty and Staff page](#)
(See **WEBINARS** on next page)




Webinars (from previous page)

2. Recognizing, Responding to, and Coping with Student Mental Health Problems in Higher Education

“Sometimes I feel like I am invisible, a silhouette which cannot be touched or touch in return and at times that seems maddening to me...I can catch hints enough to know I do not really belong...You don’t have to be afraid of me or anything crazy like that, and I am not mentally ill. Just alone.” ~ Email from a student

Recognizing, Responding to, and Coping with Student Mental Health Problems in Higher Education

Peggy Mitchell Clarke, Ph.D.
www.DrPegOnline.com
peggy@drpegonline.com
720-212-4028



The goal of this webinar is to make you aware of the signs that indicate a student may have a mental health problem and what you should do. Some students may be more receptive to assistance than others, and factors such as your personal style, the size of the class, or your relationship with the student may impact the type of intervention you choose. The webinar also focuses on how you should respond to a mental health emergency. It is imperative to be informed and realistic about what you can offer when making a decision about how you can help a student.

The request for this webinar came from multiple functional units:

- In early 2016, Associate Provost **Kathleen Doherty** registered 57 faculty members for this webinar. The response was very positive.
- In 2016, the Center for Innovation and Teaching Excellence (CITE) invited Dr. Peggy Clark, the webinar presenter, to be a guest speaker at “week 0” because of the need for guidance in this area.
- Recently, Workforce Development requested the same webinar to learn more about the management of students with mental challenges.

The need for this professional development opportunity is also supported by remarks made by individuals during the [2015 Training Needs Assessment](#), such as “I am not feeling safe in the classroom and cannot deal with the situation. How do I manage this ever-changing classroom situation?” This webinar helps the College meet faculty’s request to be trained on behavioral intervention, as well as fulfill Recommendation 4 of the Training Needs assessment, which states, “in consultation with faculty create platforms to improve teaching and learning practices in the classroom and virtual learning.”

This webinar explores:

- The signs that a student may have a mental health problem
- What you should do if you suspect that mental illness is contributing to poor academic performance or a student conduct problem
- How you should respond in a mental health emergency

To access the webinar:

- Go directly to the webinar at <https://drive.google.com/file/d/0B03ul1R3RSNsRFZIdEwwMnM4YW8/view> or
- Go to FSDI’s [Technology and Developmental Training for Faculty and Staff page](#)

For more information:

- Contact **Cavil Anderson**, director, Faculty and Staff Development Institute, at csanders@hacc.edu, or **Patty Bowen**, coordinator, professional development, at pabowen@hacc.edu.

Summer Camp Trains Next Generation Of First Responders

The Senator John J. Shumaker Public Safety Center (PSC) hosted its first “Junior First Responder Camp” Monday, June 19-Thursday, June 22, 2017. Fifteen teenagers ages 12-15 participated in a four-day experience highlighting the professions within public safety.



Instructors Nicole Dugan, left background, and Zach Freireich teach campers CPR.

Each day the campers participated in team-building exercises. On Monday, they earned American Heart Association certification in cardiopulmonary resuscitation (CPR) and first aid while learning about the Emergency Medical Services (EMS). On Tuesday, the campers engaged the law enforcement training unit, participated in crime scene investigations, a K-9 demonstration, physical training, and learned self-defense tactics. On Wednesday, the campers learned all about fighting fires, including how to use a fire extinguisher and how to deploy and roll a fire hose.

event, on Thursday, included a tour of the National Fire Museum in Harrisburg, a panel discussion with public safety professionals, and an afternoon team relay which tested the campers’ knowledge of CPR, first aid, fire extinguishing and self-defense tactics they learned through the week.

Campers, their parents, and even Hemingway Hawk – who made an appearance each day – said the week was a success.

Hemingway Hawk learns the self-defense tactics that every athletic mascot should know in this one-on-one session with Lieutenant Cindy Shirk.



The staff and instructors at PSC are looking forward to next summer, when they plan to expand the program to offer two sessions of the Junior First Responders Camp.

New Scholarship Will Aid Veterans And Family Members



From left, Dean Myers, HACC director of military and veterans affairs; Brandon Shaffer, HACC veteran student; Jeff Shaffer, HACC trustee; Paul Wypijewski, Gettysburg American Legion Post 202 vice commander; Post 202 members Pete Lindquist, Vince Umstott and Lewis Jones, adjutant commander; Shannon Harvey, Campus vice president; and HACC veteran students Mark Bowman and Elizabeth Starner.

A \$3,000 gift from the Gettysburg American Legion Post 202 has established the Albert J. Lentz Gettysburg American Legion Veterans Memorial Scholarship to provide assistance to HACC Gettysburg Campus veteran students or students who are family members of honorably discharged veterans.

In addition to establishing the scholarship fund, members of the Gettysburg American Legion plan to meet with HACC veteran students to talk about what today’s veterans are looking for from service clubs and organizations, which will assist the post in providing additional support and services to local veterans.

Albert J. Lentz was one of the first men from Adams County, Pennsylvania, to enlist for duty in World War I. He was killed April 20, 1918, at age 26, the first Adams Countian to die in the war, and is buried in Soldiers’ National Cemetery at Gettysburg.

HACC Helps Keystone Technical Institute Students Complete Dental Program

When the Keystone Technical Institute (KTI) announced on Monday, May 8, 2017, that it was closing its doors, the move caught KTI's students by surprise. Six students in the Expanded Function Dental Assistant (EFDA) program were close enough to the end of their program that KTI President David Snyder worked out a solution to allow them to complete their program at HACC.

The result was a course of study at our Harrisburg Campus that enabled the KTI students and their professor to use the Select Medical Building's dental lab and classrooms for teaching and lab work. HACC Dental Assisting faculty members **Dawn Clifford**, **Theresa Gibney** and **Nikki McCormick** were on-hand to provide assistance. The students completed their classroom work on Thursday, July 13, 2017, and went on to continue toward completing their program by working in dental practices.

One KTI student was so appreciative that she said she would recommend HACC to her friends as "really a good place for students." KTI administrators and faculty expressed their deep satisfaction with HACC's assistance, and President Snyder specifically thanked Dawn Clifford for her help.

In gratitude, KTI graciously donated consumable supplies valued at more than \$2,000 that will help our new Expanded Function Dental Assistant (EFDA) program.

You Are Invited To A Celebration At Our New Cooper Student Center

On Wednesday, Aug. 30, 2017, our Harrisburg Campus community will come together for a grand re-opening of the Bruce E. Cooper Student Center. Please join us from 11 a.m. to 1 p.m. for free food, music and raffles.

Festivities will include a ribbon cutting ceremony at 12:30 p.m. and the opening of the 1967 time capsule.

My special thanks go to staff members in the Office of the



HACC Offers New Dental Program Beginning This Fall

HACC is establishing an Expanded Function Dental Assistant (EFDA) program this year. Under the leadership of Program Director **Dawn Clifford** and newly hired faculty member **Tiffany Kessler**, HACC will train dental assistants and dental hygienists in the art of restorative dentistry.

In dental practices, these professionals can relieve dentists from routine fillings and tooth restoration work. Our first class starts this fall.



Vice President, the Office of Student Development and Multicultural Programs, and to the Student Programming Board, the Student Government Association (SGA) and PSECU for their support of the event.

Harrisburg Campus SGA President Benjamin Byler shows off the new sign in our renovated Bruce E. Cooper Student Center.

Utility Cart Training! Need it? Get it!

Students and employees should not be operating a utility cart unless they have been trained. Now, we have made it easier for you to get that training!

On Wednesday, June 28, 2017, four HACC employees were certified by Jason Gouldner, risk management specialist with Murray Securas, so that they can train students and employees on utility cart operation at their campuses. The College now has five certified trainers:

Campus	Name	Contact Information
Gettysburg	Ron Cline	717-339-3511 x113511 rjcline@hacc.edu
Gettysburg	Brian Miller	717-339-3502 x113502 bemiller@hacc.edu
Harrisburg	Randall Campbell	717-780-2520 x212520 rlcampbe@hacc.edu
Lebanon	Dave Edwards	717-270-6366 x416366 dledward@hacc.edu
York	Ron Cline	717-339-3511 x113511 rjcline@hacc.edu
York	Tom Frye	717-801-3204 x513204 tafrye@hacc.edu



Jason Gouldner, left, risk management specialist, and Randall Campbell, campus director, facilities management, Harrisburg Campus, teach the classroom portion of utility cart operation.



Tom Frye, left, supervisor, facilities management, York Campus, observes Kelli Moyer, executive assistant, Office of Human Resources, during the hands-on portion of utility cart operation.

Utility cart training includes a classroom portion to review operation and safety issues, as well as a hands-on portion to ensure that the trainee can operate the cart safely. The final step is completion of the “Utility Cart Safety and Standard Operating Procedures” form and certification by the trainer. If you need training, please contact one of the certified trainers above.

HACC’s Safety Committee reminds you to **be aware, be safe, and be concerned about the safety of others!** Questions? askHR@hacc.edu.

Wellspan Health Partners With HACC To Provide Physician Office Assistant Scholarships

Wellspan Health has created a new scholarship fund with HACC to benefit physician office assistant (POA) students. Wellspan Health System is the largest non-governmental employer in Central Pennsylvania, with over 15,000 employees in 155 locations serving 1.1 million people. The primary role of a POA is to work in the front office of a primary care physician practice, a specialty care physician practice or a medical access center.

The POA keeps the medical office running smoothly by fulfilling administrative duties such as greeting patients, scheduling appointments, and verifying and entering healthcare insurance information into the (See **WELLSPAN** on next page)

Wellspan (from previous page)

patient management system. This in-demand health care program was developed in partnership with WellSpan Health System to address a local labor market demand. The WellSpan Careers job listing webpage averages 10 to 20 openings per month for physician office assistants. This new fund will award 10 scholarships in the amount of \$1,500 each during the 2017-18 academic year to students who demonstrate financial need.

HACC Website Gets A New Look

HACC has never looked so good online! The Office of College Advancement team announced the debut of our newly revamped hacc.edu website on Wednesday, June 28, 2017.

This new website is the culmination of two years of planning and user testing. Some new features include:

- Creating an even more responsive design that allows the website to automatically resize to fit whatever device is being used
- Utilizing video on the home page to showcase all of our campuses
- Adding links to the top of each webpage for quick and easy access to myHACC, HAWKMail, the Library and Bookstore
- Adding pop-out links to Apply, Visit and Give to every webpage for quick and easy access to these pages
- Creating graphic icons for popular content in a flexible nine-block area on our new home page that links to our academic program search, the academic calendar, class schedules and more!
- Revising the main navigation and footer links so every area on our website is one click away



We have received many positive comments, which are located on myHACC, on the Office of College

Advancement channel. Please continue to use the [OCA comments form](#) to provide feedback on our new website. Thank you!



Progress on our “Journey To Excellence” College Strategic Plan, 2015-19 continues as the Strategic Planning Committee and the President’s Cabinet meet for a retreat on Monday, Aug. 7, 2017. Our session was facilitated by Robert Bailey of Outcome Consulting Services, to my left. With us are Ken Shur, interim Harrisburg Campus vice president and chair of the Strategic Planning Committee, and committee member Matthew Harris, chair of assessment and assistant professor of humanities.

Excellence in Management (Soft Skills for HACC Supervisors)

About the program

Excellence in Management was designed by HACC's Faculty and Staff Development Institute to provide supervisors with the required skills and knowledge to lead a unit effectively. Participants will learn to 1) manage their teams to do their best and 2) become a more effective supervisor. Special focus will be placed on creating an environment of accountability, ethics and value-based decision-making.

The program will be delivered through five five-hour sessions over five consecutive weeks, once a semester, with a cohort of 12 to 16 participants.

At the end of this program, participants should be able to:

- Recognize and learn the behavioral style of the employees they manage.
- Execute the skills and knowledge required to be successful in managing effective relationships.
- Build positive employee relations.
- Improve their ability to communicate clearly.
- Increase the capacity to deliver and manage services that provide value and help the College achieve its objectives.
- Lay a solid management foundation through strategic management

Track One: How to manage your team to do their best.		
Module	Objectives	Date and time
1. Pre Assessment Review	<ul style="list-style-type: none"> ○ Set clear mutually agreed upon expectations for the program and certification ○ Assess participants' knowledge and skills ○ Set clear expectation to lay a solid foundation for the course 	9/26/2017 10:00 a.m. to 11:00 a.m.
2. Your DiSC Management style	<ul style="list-style-type: none"> ○ Take the online DiSC to discover your management style prior to the start of this program. 	9/26/2017 11:00 a.m. to 12:00 p.m. 1:00 p.m. to 3:00 p.m.
3. Emotional Intelligence	<ul style="list-style-type: none"> ○ Manage, motivate, learn and know your employees' emotional competence. 	10/03/2017 10:00 a.m. to 12:00 p.m.
4. Communication	<ul style="list-style-type: none"> ○ Examine the components of effective verbal, non-verbal, and written communication. 	10/03/2017 1:00 p.m. to 3:00 p.m.

(See EXCELLENCE on next page)

Excellence (from previous page)

5. Conflict Management (Dealing with strong emotions and difficult people)	○ Identify specific constructive and destructive behavioral responses to conflict and apply strategies to resolve conflict.	10/10/2017 10:00 a.m. to 12:00 p.m.
--	---	---

Track Two: Becoming a more effective supervisor.

Module	Objectives	Date and time
6. Setting Expectations	○ Practice delivering feedback using the INPUT+ or PRIDE method and consider employee strengths when giving feedback	10/10/2017 1:00 p.m. to 3:00 p.m.
7. Coaching and Mentoring	○ Define coaching and mentoring and discover ways to embody both.	10/17/2017 10:00 a.m. to 12:00 p.m.
8. The “Fish” Philosophy	○ Describe and apply the four elements of the “fish” philosophy for great customer service	10/17/2017 1:00 p.m. to 3:00 p.m.
9. Work/Life Balance	○ Recognize lifestyle elements that cause stress and identify coping techniques to support a productive work/life balance.	10/24/17 10:00 a.m. to 12:00 p.m.
10. Strategic Management	○ Examine the nature of strategy formulation, implementation, and evaluation.	10/24/17 1:00 p.m. to 3:00 p.m.

The location will be **Stabler 102**. For more information please contact **Cavil Anderson**, director, Faculty and Staff Development Institute, at csanders@hacc.edu or **Patty Bowen**, professional development coordinator, at pabowen@hacc.edu.

Please go to the professional development site to register:

<http://www.hacc.edu/FacultyandStaffDevelopment/Events/HREventsListing.cfm>

In Memory Of Jay Franklin Ebersole

It is with sorrow that I report the death of the **Rev. Dr. Jay Franklin Ebersole** on Wednesday, May 31, 2017, in Thomasville, North Carolina, where he lived in recent years. A Lancaster County native, he had retired from HACC in 1993 as vice president/executive director of the Harrisburg Area Community College Foundation. Rev. Dr. Ebersole was 88. His full obituary appears [here](#).

Kudos

- **There were no reported accidents for the month of June!** Kudos to each of you for thinking about safety seriously, being aware of your surroundings and taking measures to protect your health! Congratulations to our supervisors who take care of their teams and look after their health and well-being while on the job! On behalf of HACC's Safety Committee, THANK YOU for making HACC a great – and safe – place to work!
- To the entire OIST [Computing and Media Services \(CMS\) team](#), whose members have been busy upgrading the PC's in our classrooms. Please thank them for their efforts in completing this project before the start of classes. Collegewide, they upgraded 400 desktops in June and it is expected they will have replaced an additional 1,000 desktops and over 300 laptops by September. In addition to Collegewide Director **Chris Fuller**, CMS members are:
 - Gettysburg staff members **Scott Decker**, campus director, technical support, and user support technicians **Douglas Docimo**, **Kyle Smith** and **Nathan Tasker**
 - Harrisburg staff members **Robert Dudley**, senior instructional equipment specialist; instructional equipment technicians **Christopher Gable** and **Benjamin McNeil**; user support technicians **Howard "Tom" Haney**, **Nayanda Lugaro**; **Cody Neff**, **Kristina Niemi-Blain**, **Christopher Partridge** and **James Simmons**; **Josianne Hess**, IT Support Center specialist; instructional equipment specialists **Peter Miller** and **Brandon Sheppard**; **Nicholas Nerhood**, campus director; and systems administrators **Trevor Stynes** and **Belinda Ward**
 - Lancaster staff members **Joshua Appleby**, campus director at Lancaster and Lebanon; **Derek Hollinger**, user support technician; and **Jason Stetler**, senior instructional equipment specialist
 - Lebanon user support technicians **Shawn Dumez** and **Neftali Perez**
 - York staff members **Patrick Schild**, campus director, and user support technicians **Joel Petit** and **Branden Powell**
- To **Juanita Mort**, executive assistant to the vice president, information services and technologies/CIO. Juanita has been elected vice chair of the International Association of Administrative Professionals (IAAP) board of directors. IAAP is a 501 (c) (6) registered not-for-profit professional association for administrative professionals. IAAP strives to ensure individuals working in office and administrative professions have the opportunity to connect, learn, lead and excel. You can learn more at www.iaap-hq.org
- To 14 Gettysburg Campus staff members who collaborated to provide a four-week-long early college experience for 75 middle and high school students from the Lincoln Intermediate Unit (LIU) 12/21st Century (See KUDOS on next page)

I am pleased to echo the Classified Employees Organization's gratitude to **Ray Wiersma** for his hard work to keep the Harrisburg Campus grounds and plantings looking good during our recent spate of 90-degree days.

The Early Bird gets the worm...or in this case beats the heat!



Ray Wiersma, Harrisburg Facilities, you are one hard working individual! Ray already has a gator load at 6:15 in the morning. Yikes! The **Classified Employee Organization** would like to thank you for all of your hard work and dedication!

Kudos (from previous page)

Community Learning Center. The students toured the Campus and its Green Space, and learned about the Campus' geothermal system. They also engaged in research using the Campus' library resources and participated in three Student Affairs-led workshops, "High School vs. College Expectations," "Career Monopoly," and "Why HACC/What is HACC?" The 21st Century Community Learning Center's program provides comprehensive, meaningful, academically-based summer camp activities and extended learning opportunities for middle and high school



children. Thank you to **Judy Alder**, administrative office specialist; **Tim Barshinger**, dean of student affairs; **Shannon Harvey**, Campus vice president; **Amanda Hartzel**, specialist, testing and tutoring; **Cynthia Garcia**, academic advisor; **Wendy Kaehler**, administrative office technician; **Vanessa Larson**, executive assistant; **Andrea Lazarus**, admissions counselor; **Sara Maines**, interim director of admissions; **Brian Miller**, facilities maintenance supervisor; **Erin Rose**, academic advisor; **Tracey Smith**, dean of student affairs; **Dory Uhlman**, dean of academic affairs; and **Laura Wukovitz**, library director.

Students from the LIU 12/21st Century Community Learning Center use K'NEX with a computer interface to design and build a moving object such as a Ferris wheel, forklift or crane.

- To **Dwayne Smith**, security officer at the Gettysburg Campus, who recently competed in the Ironman Triathlon at Lake Placid, New York. Dwayne's performance, placing 86th out of 2,199 competitors and sixth among the 285 in his age group, was his personal best and qualifies him for the Ironman competition in Hawaii.
- I look forward to greeting HACC's 2017 Faculty Scholars at a reception on Friday, Sept. 15, 2017, where the College will honor them for their achievements beyond the classroom. Our faculty members contribute to their disciplines in various ways throughout the year, underscoring HACC's reputation for excellence in teaching and learning. Here are just a few of their accomplishments. Please look for additional Faculty Scholars in future Ski Grams.



Dwayne Smith

- **Jeb Baxter**, professor of geology, for serving as a peer reviewer on a grant proposal for the National Science Foundation (NSF). While the NSF requires that details remain confidential, the proposal supported the NSF's Education and Human Resources program and its mission to "achieve excellence in U.S. science, technology, engineering and mathematics (STEM) education...in order to support the development of a diverse and well-prepared workforce of scientists, technicians, engineers, mathematicians and educators and a well-informed citizenry that have access to the ideas and tools of science and engineering."
- **Sarah Jacobson, Ph.D.**, assistant professor of sociology, who was a panelist at the Eastern Sociological Society conference in Philadelphia. Her session, "Cease Fire and Working Towards a Livable Peace," examined how, in the context of race-based conflict between young men of color and police, community college sociology faculty can de-escalate arguments, provide context and help students envision and work toward a safe and "liveable peace."
(See KUDOS on next page)

Kudos (from previous page)

- **David Liu**, professor of sociology, who presented a paper titled “Intentional and Not Functional: Educating Towards the Humane” at the annual Philosophy of Education conference in Toronto, Canada. He also moderated a panel at the conference.



Kudos to Ron Harris, right, Carroll Valley mayor and Gettysburg Campus Computer Information Systems (CIS) instructor, as he receives the Mayor of the Year award from Keith Moss of the Pennsylvania State Mayors Association (PSMA). The PSMA chose Ron from the 504 members of the association eligible for nomination.

Quote

“Change is hard at first, messy in the middle and gorgeous at the end.”

~Robin Sharma

Books I Am Currently Reading Or Have Read:

- The Road to Character, David Brooks
- The Fourth Industrial Revolution, Klaus Schwab
- Citizen: An American Lyric, Claudia Rankine
- Like Me: Confessions of a Heartland Country Singer, Chely Wright

YOUR Questions About The 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!