



From the Desk of the President

During the month of October, I participated in a variety of local, regional and national conversations related to issues that impact community colleges and, most importantly, HACC. Following are summaries of some of those engagements. If you would like additional information, please contact me at ski@hacc.edu

HACC Board of Trustees Retreat

During the Board's annual retreat, we spent the majority of our three hours together discussing the College's human resources and current and future financial situations. We also spent a lot of time discussing how to make the best use of our current and future resources to ensure the long-term sustainability of HACC. Finally, we discussed how to increase our community outreach and resource generation through workforce development and fundraising efforts.

Association for Community College Trustees (ACCT)

Hector Ortiz, Ph.D., HACC trustee and chair of the Board's Diversity and Inclusion Committee, and I attended the annual ACCT Congress. During this three-day event, we actively participated in several sessions that addressed the needs of unique student populations, institutional resource development, and collaboration and partnerships. (Pertinent information gained from those sessions have been shared with the appropriate College personnel.) We also presented a poster session titled "Supporting Students of Color to Success: A College-wide approach at HACC," to a standing-room-only crowd interested in learning what we are doing to support our students of color.



ACCT Equity Award

At ACCT's gala celebration, HACC was recognized by ACCT with the Northeast Regional Award and the national Charles Kennedy Equity Award for our diversity, equity and inclusion work within the College. Our application was one of dozens submitted by community colleges for consideration. Special thanks to **Warren Anderson**, chief inclusion and diversity officer, and those on our campuses who work to ensure we are a diverse and inclusive community of learners.

Council of President's (COP) Meeting

As chair of the Council of PA Community College Presidents (COP), I facilitated the second meeting of the year focused on learning and discussing performance-based funding models with a national consultant working with PA legislators and the Governor's Office. By the end of the three-hour discussion, we developed a preliminary framework to further review and discuss.

In addition, we discussed issues related to the Higher Education Funding Commission, the Commission's strategic plan, an articulation agreement with Southern New Hampshire University, new and revised capital funding models, Perkins funding, the tentative formation of Erie Community College and statewide funding for Firefighter/EMS training.

Enrollment

As you know, HACC's enrollment is down 23-25% since fall 2010. Eight other community colleges have noted greater declines. Overall, the 14 community college enrollments are down 24% statewide over that same time period. The PA State System of Higher Education institutions are down 20% over the same time period, with five institutions down more than 36% and two other institutions down more than 50%. Ouch!

Phi Theta Kappa (PTK) Advisory Committee Meeting

I am a member of the national PTK Advisory Committee. In a meeting recently, we discussed rising nationwide and state PTK enrollments, related PTK marketing activities, honor programs and ways to better promote the numerous resources available for PTK students. At this time, I would like to celebrate our PTK faculty advisors on each of our campuses and, especially, our College's co-advisors, **James Schadewald** and **Jody Newcomer**, both York Campus faculty.



Legislators

Over the past several weeks, I met with several legislators to discuss PA Higher Education Assistance Agency (PHEAA)-related funding issues. We discussed funding requests for students taking online education and updating programs, such as healthcare, that should be funded through PHEAA's PA Targeted Industry Program.

Workforce Investment Opportunity Act (WIOA)

As the Governor's appointee to the state's WIOA board, I also serve as chair for two committees focused on enhancing industry partnerships and the burgeoning statewide apprenticeship program. Often, HACC is cited as a leader in apprenticeship training since we have begun at least three new statewide apprenticeship programs. Special congratulations to **Vic Rodgers**, associate provost for workforce development, and **Lauren S. Holubec**, director of the Manufacturing, Logistics & Transportation Department, for their work in meeting the education and training needs of our employers.

Emerging Higher Education Products

I engaged in several review sessions with chief executive officers of emerging companies interested in influencing our sector of higher education. As we all try to understand the future of higher education, I believe it is important to be engaged in these types of meetings with vendors who may soon 'disrupt' our efforts in and out of the classroom. I want us to be at the forefront of integrating these products and services, if possible. Some of the companies I engaged with are currently focusing on blockchain technology, biometric signature IDs, design tools, data and digital information sharing and single sign-on platforms.



National Legislative Activities

The U.S. Congress is currently debating a variety of issues of interest to community colleges and our students. However, as I am personally experiencing when engaging with our Congressional delegation, enacting legislation this year may prove difficult in a partisan climate. I am encouraged to say that when interacting with several of our Congressional officials, they are knowledgeable and focused on the Higher Education Act reauthorization, accreditation and regulatory reviews, Title IX regulation and, for a few of them, immigration/DREAM ACT legislation.

Outsourcing Update

Facilities/buildings and grounds

As mentioned in a previous Ski Gram, the process for the groundskeeping and facilities maintenance outsourcing project is underway. A tentative timeline was been designed, and the task force met the first week of October to prepare the Request for Proposal (RFP) draft. During the first two weeks in October, meetings were set up for all facilities and groundskeeping staff to give input on the RFP. The tentative completion date for the project is slated for the end of January, 2020.

First Meeting with Task Force	Week of 10/1/2019
Data Gathering w/Task Force and Review by Facilities and Grounds	10/1/19 – 10/15/2019
RFP Information to Procurement	10/18/19
Out to Bid	Week of 10/21/19
Bring Bidders on Campus	Weeks of 12/2-12/9/19
Bids Due	12/16/19
Review/Evaluate Bids	12/16/19 thru 1/24/2020
Final Decision	1/31/2020

Bookstore

Based on a few competing initiatives that require the use of common resources, we expect to delay the bookstore RFP analysis until sometime in the first quarter of 2020.

Security

As mentioned in a previous Ski Gram, we expect to start the security RFP analysis in January 2020.

Congratulations to Dr. Warren Anderson!

Warren Anderson, Ed.D., vice president of inclusion and diversity, accepted the position of vice chancellor for equity, diversity, inclusion and student affairs, at University of Wisconsin – Eau Claire. Dr. Anderson’s last day at HACC will be Dec. 12, 2019.

Over the past three years, Dr. Anderson has worked tirelessly to create a more inclusive environment for the benefit of our students and those of us who serve them. I believe we – individually and collectively - have become more thoughtful in how we approach inequities and more intentional about how we create a more accessible education for everyone in our community. It is through collaboration with many of you that Dr. Anderson has been able to help HACC garner local, regional, and national attention for our efforts to create a more inclusive teaching and learning environment.

I will work with Dr. Anderson to ensure that we do not lose any of the momentum that has been built since his arrival three years ago. We will begin a national search for the next vice president for inclusion and diversity soon. Please join me in thanking him for his efforts and wishing him well in his next position.



2018-2019 Adjunct Excellence in Teaching Award

The Adjunct Faculty Excellence Award recognizes adjunct faculty who demonstrate excellence in teaching through their creativity and flexibility in instructional practices and who are valued members of the college community. Nominees demonstrate an outstanding rapport with students and their colleagues as well as a dedication to the students, campus, and/or department at HACC. We are delighted to recognize the following recipients of the Adjunct Excellence Award for 2018-2019 Academic Year.

Katie Dosch - Communications, Virtual Learning

Colleagues describe Katie as dependable, organized, professional, articulate, engaging, and student focused. Katie consistently reflects a strong desire to improve her teaching abilities as seen in the time and energy she devotes to developing her online courses. She seeks input from her colleagues, particularly in terms of identifying course materials that will enhance her pedagogy and support student success.

Paul Foltz – Theatre, Harrisburg Campus

Paul is an exceptional member of the Harrisburg Campus teaching team who fully embodies the attributes that define professionalism, commitment, enthusiasm, motivation, and inspiration. He is a critical member of the theatre production planning, course development and assessment, professional development, and new initiatives that strengthen HACC's AFA degree. Serving as Resident Costume Designer, Paul encourages our most promising students to engage in intensive academic rigor through Independent Studies and the Theatre Practicum courses.

Jay Kirssin – Music Business, Harrisburg Campus

Jay has been a committed adjunct faculty for HACC's music business program for over 20 years. He has contributed countless hours in establishing solid pedagogy for our audio and recording studio classes and the facilities required. He is dedicated to student learning and has spent significant time and effort in creating spaces that will work for students to have acoustically appropriate learning environments for the concepts they need to learn to be successful in the field.

Terri Marquis – Government Politics, Gettysburg Campus

Terri is a longtime adjunct faculty member in both Government and Politics discipline and Foundational Studies. Although she has always been an enthusiastic and effective instructor, over the past year she helped transform the International Studies program into our new Political Science program. She put in untold hours, with the assistance of other Government and Politics adjunct faculty members, investigating programs at our transfer institutions, examining new textbooks, completely revising courses and their learning outcomes, developing a new course in Public Policy, and shepherding this new Political Science program through the approval process.



Scott Serapiglia – Psychology, York Campus

Scott has been a valued faculty member of the York Campus for 14 years. He is an enthusiastic instructor who goes above and beyond for his students, HACC and the York community. He tutors students with disabilities and assisted in a very successful Disable the Label event. Scott also proudly represents HACC in the community by sitting on an advisory board for a nonprofit agency serving mental health needs in York.

Carter Stephan – Biology, Gettysburg Campus

Carter Stephan exudes compassion for his students and enthusiasm for his curriculum. He has an excellent rapport with his students, and his student evaluation results consistently meet or exceed college averages in all categories. Outside of the classroom, he regularly participates in campus biology meetings, student events, and attends Week Zero events. His peers value him as a knowledgeable, fun, and collaborative colleague.

Joseph Trojcek – Music Business, Harrisburg Campus

Joe has been a committed adjunct faculty for HACC's music business program for many years. He has been active in developing and implementing new software applications for his Music Business (MUSB) classes. He has also been highly supportive of both service learning students as well as our student interns. He has a strong entrepreneurial spirit and volunteers additional hours of time to guide students in their employment goals. Joe is particularly dedicated to students who may be struggling due to disabilities and specific challenges with their goal setting.

Philip (PJ) Verrecchia – Sociology, Gettysburg Campus

PJ has been teaching Sociology classes at the Gettysburg Campus Spring 2004. His classes are regularly rated at the top, as his student evaluations consistently exceed college averages in all categories. This reflects how effective, engaging, and supportive his courses are and how much time and energy he puts in to developing his curriculum. PJ is extremely dedicated to his students and his field of study. He maintains professional development in his field and shares his knowledge not only with his students but also his colleagues.



Is your employee information current?

As the new academic year gets underway, it's a great time to visit your [Employee Dashboard](#) and verify your personal information, specifically the emergency contacts that are listed under "My Profile". In the event you experience a medical emergency or accident at work and are seriously injured, your supervisor or colleagues at HACC need to be able to reach your family or friends and let them know what's going on. Reviewing the information takes only a moment, but ensuring correct information today can avoid future communication issues.

For any questions related to updating emergency contacts or changing your personal info, please contact us at AskHR@hacc.edu.

What is Recruitment vs. Talent Acquisition?

In recent weeks, the recruitment team changed its name to talent acquisition. What does this change mean for you? Sometimes, the terms *recruitment* and *talent acquisition* are used synonymously, however, there are some distinct differences between the two. While recruitment is tactical and reactive in nature, talent acquisition takes on a strategic approach, keeping the College's future business needs and vision close at hand.

How will having a talent acquisition model will benefit you?

1. **Your candidate pool will be better aligned with your needs.** The focus of the talent acquisition coordinator will be on understanding your department's current and future needs, as well as the skills required to be successful within your area – and then attract candidates to match.
2. **There will be a pipeline of qualified candidates interested in working at HACC.** With your assistance, the talent

acquisition coordinator will help attract a more qualified and diverse candidate pool. They will stay connected with good candidates who are potentials for future need.

3. **Your new employee will feel connected and welcomed to the HACC family.** Your assigned talent acquisition coordinator will also focus on staying in touch with your newly hired employee to ensure a smooth transition into HACC's culture.

We look forward to the future and fostering relationships with departments at HACC! For questions related to recruitment and talent acquisition, please contact hr@hacc.edu.

Announcing Employee Departures

The Office of Human Resources has begun posting the following information about employees who are separated from employment:

- Name
- Job title
- Organization
- Date of separation

The information will be posted each Monday via myHACC's personal announcements and will be posted for two weeks.

Updates from around the College

York Adams Student Athlete Leadership Conference

On Saturday, Aug. 24, 2019 the Gettysburg Campus and HACC Athletics Office hosted the 5th Annual York & Adams County Student Athlete Youth Leadership Conference. Over 125 high school student athletes from York and Adams County high schools attended. All the students who attended received HACC admissions information and an athletics brochure. The keynote speaker for the event was certified mental game coach Ann Zaprazny. Ann was a former Division I basketball player at the University of Delaware and is currently the CEO of Great Sports Minds. Thank you to **Sara Maines**, **Lisa Cleveland** and **Judy Alder** for assisting with the event.

Representative Ecker Visits HACC's Gettysburg Campus

State Representative Torren Ecker recently visited the Gettysburg Campus to tour the Nursing and Mechatronics labs. Following his visit, he wrote in his monthly newsletter "Great visit at HACC's Gettysburg Campus where I met with its president, Dr. John "Ski" Sygielski. The school is a leader when it comes to preparing our community for family-sustaining jobs, especially in nursing and mechatronics." Thank you to **Rob Ferguson** and **Shannon Harvey** for giving Representative Ecker a tour of the Campus and the Mechatronics labs.

Remembering 9/11

On Sept. 11, the Harrisburg Campus Diversity Committee remembered the families of the victims of 9/11 by hosting a card writing station and place for reflection at the carillon. Students, faculty and staff participated by writing words of encouragement, remembrance and support. The letters were sent to the September 11th Families' Association.





United Way Day of Caring

On Sept. 6, volunteers from the Harrisburg Campus participated in United Way's 2019 Day of Caring. Twenty-two HACC faculty and staff partnered with the Claremont Nursing and Rehab Center in Carlisle to work on various projects around the center, from weeding and painting, to hosting a fun back to school themed event for the residents! It was a great day of our HACC team working together in the community! #HACCproud #HACCares

HACC Dental Clinic

The HACC Dental Clinic was recently renovated for the Fall 2019 semester. The HACC Dental Clinic supports three dental programs; including dental hygiene, dental assisting, and Expanded Function Dental Assisting (EFDA). The Dental Clinic is open to the public and provides dental hygiene and restorative services to the community.

Rear delivery workstations, central stations, and new patient chairs were part of this exciting renovation. The project took place in order to better imitate a modern dental office so students are able to seamlessly transition to the workplace. The HACC Foundation generously funded the Dental Clinic Renovation Project.



Lancaster County Academy

The Lancaster County Academy (LCA) moved onto the Lancaster Campus earlier this summer, taking over several rooms in the East Building. The LCA is an alternative public school, focused on helping students earn their high school diplomas. Most of these students fall between the ages of 16 and 20, and nearly all of them dropped out of school because of some disruption to their education (pregnancy, health issues, behavioral issues, substance abuse issues, etc). The common thread, however, is that all these students have come to realize the importance of earning their high school diploma and return with the goal of finishing what they started. To that end, HACC is excited about this new partnership not only because it brings additional revenue in a time when the college is struggling with enrollments but also because it aligns with our mission to leverage education to help others transform their lives.

Mom's House Visits Lancaster Campus

Sara Johns, executive director of Mom's House, visited with Lancaster Campus student affairs staff. Mom's House is a local non-profit focused on providing free childcare and support services to single parents. Through education, their mission is to help people find meaningful and gainful employment, thus breaking the cycle of poverty. HACC's Lancaster Campus is excited to partner with Mom's House for all they can do to support our learners, we also envision a place for Mom's House as a partner in our future campus resource centers, where they will be able to help us remove barriers for our learners.

School District of Lancaster Bridge Program Visits Lancaster Campus

About 30 students from the School District of Lancaster, who are part of the English Bridge Program, visited the Lancaster Campus in September. The Bridge Program is meant to help high school students jumpstart their college education and reach college-level coursework sooner. As part of the program, the students, who are specially selected based on their placement test scores from their junior year in high school, take a high school course that mirrors HACC's ENGL 057 during the fall of their senior year. Then, during the spring of their senior year, they move into ENGL 101, either on the Lancaster Campus or virtually. This Bridge Program is a joint-effort between HACC's English department and the school district and, thus far, has allowed for greater access to students from one of HACC's largest urban school partners. Special thanks are extended to HACC English faculty members **Mick Teti-Beaudin** and **Hetal Thaker** and admissions counselor **Chala Thomas** for their continued support of this program.

HACC's Lancaster Campus Hosts 9/11 Memorial Ceremony

Special thanks are extended to **General Dennis Benchhoff**, a retired Army general and a HACC adjunct faculty member, who helped to organize a special 9/11 memorial ceremony at HACC's Lancaster Campus. Members of the Red Rose Honor Guard, under General Benchhoff's leadership, performed a special tribute to the many lives lost on 9/11.



Lebanon Campus Day 2019

The Fall 2019 Lebanon Campus Day was held on Wednesday, Aug. 21, and focused on providing holistic student support through the theme, "Championing Student Success in and out of the Classroom." The afternoon session from 1 - 4 p.m. was highlighted by a presentation from Kaity Nordhoff of SARCC Lebanon on the "Cultural Humility Framework." This framework reminds us to be open to those with whom we interact and is increasingly important in our quickly diversifying campus body. If we are to support our learners, we must be open to the various backgrounds and cultural characteristics they bring to the classroom.

This presentation was then followed by three presentations from members of our campus community. First, Sociology Professor, **John Flavin**, and Instructional Designer, **Melissa Dietrich**, demonstrated simple tools on how to utilize Brightspace (D2L) to promote learner success. Next, Biology Professor, **Dr. Heidi Devlin**, highlighted how to use instructional pauses during lectures to promote learner retention of information and to implement knowledge checks. Lastly, Interim Director of Student Development and Multicultural Programs, **Laura Nalls**, shared the value of co-curricular engagement for our learners and how faculty can partner with the office of Student Development to engage students in content-based and service learning out of the classroom.

Both the afternoon and evening sessions of Campus Day were opportunities for Lebanon Student Government Association (SGA) President, Genesis Santiago, to highlight the vision of Lebanon's 2019-20 SGA. This includes not only campus events but also identifying and advocating for the needs of Lebanon-based learners. Please consider contributing to the MyHACC Hawk of the Week initiative that the campus SGA will lead to recognize our exceptional learners!



HACC Students Receive Scholarships from Rotary Club of York

Each year the Rotary Club of York awards scholarships to non-traditional students. For the past two years, students from the York Campus have received these scholarships. This year, the scholarships went to Christian Rutkowski and Brandi Janicki.

Greshina Johnson, financial aid specialist at the York Campus, plays a vital role in making students aware of these scholarship opportunities. She works closely with applicants throughout the process to make sure their applications are complete and submitted before the deadline.

In particular, Greshina takes it upon herself to meet with interested students individually on a regular, sometimes weekly, basis in order to walk them through the process. She assists them with transcript requests, copies, photos and reference letters as well as copies of the students' entire FAFSA reports and other documentation.

Greshina meets with each student to ensure his or her application is complete before submission. Lastly, she follows up with the students after the application is submitted and makes congratulatory calls to award recipients. Greshina Johnson makes a difference in the lives of our students.



HACC Geospatial Technology Program Goes Global

As part of a National Science Foundation supplemental grant, **Nicole Ernst**, associate professor of geospatial technology and associate director for the National Geospatial Technology Center of Excellence (GeoTech Center), recently traveled to the European Union to meet with and interview geospatial technology educators located at higher education institutions in the Netherlands, Slovenia,

Austria, and Belgium to discuss the GeoTech Center metaDACUM and core competencies in geospatial education that could be applied to building a global geospatial workforce. As a result of the visits with European geospatial programs and European geospatial professional organizations, the 190 competencies identified by the GeoTech Center metaDACUM will be ranked and vetted by European faculty to examine commonalities in geospatial competencies between the European Union and the United States.

In addition to visiting schools and faculty, Ernst presented a paper on the Geospatial Technology Educator Certification Program that she leads for the GeoTech Center at the Hidden Geographies conference that was held in Ljubljana, Slovenia. Ernst also assisted her GeoTech Center colleague Ann Johnson in her workshop on Core Competencies in Geospatial Technology education. As a result of the visits and presentations, Ernst and Johnson have been invited to present the findings of the educator certification program and core competency project at the EUROGEO conference in Madrid Spain in April 2020.

New Virtual Learning Workforce Development Courses for YOU!

With the dedicated efforts of the Virtual Learning (VL) Instructional Designer, **Josh Eckenrode** and a group of workforce development (WFD) subject matter experts in a variety of areas, the VL/WFD partnership created twenty-two 100% online self-paced courses and five instructor-led courses. You can enroll in any of our professional development self-paced online courses for your HACC employee professional development or recommend our courses to a friend! Examples of newly added courses are Introduction to Project Management, Conversational Spanish, Working in a Diverse World, the entire Microsoft Office 2016/365 Suite, Forklift Training Prep, AutoCad Fundamentals, Job Readiness for the Healthcare Professional, EMT Refresher, and the Pharmacy Tech Program.

Learners have two options to register for the VL/WFD courses. They can register and pay through the online course catalog by going to <https://onlinewfd.hacc.edu/>. When the learner registers and pays through the online course catalog they are immediately enrolled in their course in D2L Brightspace. Learners may also register and pay for VL/WFD by visiting a campus welcome center. The WFD divisions are also offering online courses and/or programs directly to industry partners as well.

HACC employees should contact askhr@hacc.edu if they wish to enroll in one of the VL/WFD courses.



HR Certification Institute Approves HACC's Corporate and Business Services Department as a Certified Provider

HACC's Corporate and Business Services Department within the Workforce Development and Continuing Education Division, is consistently striving to meet the needs of business partners and individuals in the community that are raising the bar for personal and professional development. The Corporate and Business Services department recently received approval from the HR Certification Institute (HRCI) to be a certified provider for the organization! This provider status was granted because the department was able to show quality of services and content that met HRCI's rigorous standards of excellence.

HACC coursework and classes that are approved through this new HRCI provider status allow individuals that complete class to earn continuing education credits (CEUs) that can be applied for certification renewal, professional development, and other added

benefits. A variety of courses/class topics are already approved with HRCI and will be available for our business partners (contract training) and for public enrollment in the spring of 2020.

Workforce Development's Medical Assisting Program Expands to York

Medical assistants (MAs) are in high demand by every health care delivery system in the HACC service region, and HACC's Workforce Development and Continuing Education Division (WFD) is committed to helping our community partners meet that demand.

WFD's 496-hour MA program expanded to the HACC York Campus in early June. WellSpan Health and OSS Health sponsored all 12 learners by covering their tuition and books for the nine-month evening program. Clinical hours will be held at WellSpan and OSS Health medical practices and graduates of the program will enter the workforce as Certified Clinical Medical Assistants (CCMAs), a nationally recognized, industry certification.

In addition to the York MA program, 11 learners started a full-time MA program at the Midtown 1 building of the Midtown Trade and Technology Center on Sept. 4. All 11 in the class received \$4,000 scholarships from the UPMC Pinnacle Workforce Development Medical Assisting Scholarship Award. They will complete their clinical hours at a UPMC Pinnacle Health Medical Group practice site, and look forward to being offered employment as a UPMC Pinnacle MA.

Through the generosity of all of our healthcare system and community partners, the WFD MA program is on its way to graduating over 75 MAs since the program's inception in 2017. The WFD MA program is also offered at Summit Physician Services in Chambersburg (now a WellSpan affiliate) and Tec Centro (the training organization within the Spanish American Civic Association (SACA) in Lancaster. The program will be expanding to the Lancaster Campus in spring 2020.

High School Public Safety Training Programs Expand

The Senator John J. Shumaker Public Safety Center training programs provided within the high school setting continue to expand. Since the last week of August, seven new high school training programs began providing fire and/or emergency medical services training for four area high schools. Camp Hill School District students are enrolled in entry-level fire training programs and will become certified as emergency medical responders. Multiple students from various Perry County high schools are attending courses at Susquenita High School to obtain certification as emergency medical technicians (EMT). A similar program is being held at Fairfield Area High School, where students throughout Adams County can attend a program at Fairfield to become an EMT. York City School District partnered with HACC to provide four tracks for their juniors and seniors. In each of these tracks, HACC is providing certification instruction. These tracks include a healthcare track, a fire-training track, a law enforcement track and a track for students to become EMTs.

All of these high school programs provide the students with credentials which will either articulate to college credit or facilitate employment next summer. Many of these students are also utilizing these programs as a stepping-stone to other careers such as nursing, physician assistant or criminal justice.



Emergency Medical Technician (EMT) Apprenticeship Program

Over the past three years, the Workforce Development Division's Public Safety Center enrolled over 1,500 students in our Emergency Medical Technician programs offered throughout the region. Despite these large numbers of students, Emergency Medical Service (EMS) agencies in our area continue to struggle with open EMT positions within their organization. Some of these agencies have as many as 20 EMT openings, representing nearly 15% of their EMT workforce.

Working with Geisinger Emergency Medical Services, this region's first EMT apprenticeship was approved on Oct. 10 by the Pennsylvania Training and Apprenticeship Council. The EMT apprenticeship program will allow employers to identify prospective employees and send them through the training at HACC, rather than hoping to fill vacancies by those who are already certified. Upon completion of the EMT apprenticeship program, the employee will have all of the necessary certifications to function as an EMT throughout the country. Additionally, these certifications provide a pathway towards Paramedic certification and articulations to the Health Sciences degree at HACC.

Hispanic Heritage Month Programming

Sept. 15 – Oct. 15 was Hispanic Heritage Month, and several events and initiatives took place around the College to celebrate and educate members of the College community. Some of the programming included: performances by musical groups, a Brazilian Capoeira martial arts demonstration with Brazilian food, a Hispanic Heritage Month-themed ThinkFast trivia game, a display in the McCormick Library, Salsa on the Square in Gettysburg, and more. To those who worked to pull together these offerings, ¡gracias por su trabajo!

HACC at Bucknell University

HACC partners with Bucknell University for the [Bucknell Community College Scholars program](#). HACC students apply and are selected to attend Bucknell University for a six week summer program. Students then return to HACC to complete their associate degree. If they choose to apply and are accepted to Bucknell as a transfer student, scholars can receive full tuition to complete their final two years at Bucknell. We are #haccproud of our HACC Bucknell scholars from summer 2019!



Share the Great News: New HACC Foundation Scholarships Available!

HACC Foundation scholarships help keep learners enrolled and on their path to reach their higher education goals. Yet too many learners are not aware of the scholarship options available to them.

Soyoung Baek, a HACC Foundation scholarship recipient, stated, “The financial assistance you provided will be very helpful to pay my educational expenses, allowing me to concentrate my time for studying”

In addition to hundreds of available scholarships, new scholarships have been added, including:

- [DACA DREAMers Scholarship Fund](#)
- [Dr. Michael B. Klunk Scholarship Endowment](#)
- [HACC Welcomes You Scholarship Fund](#)
- [Harrisburg Campus SGA Scholarship Endowment](#)
- [Mary-Lynne Weber Memorial Scholarship](#)
- [Scott and Barb Shreve Scholarship](#)
- [Ted's Scholarship Endowment](#)



To view all recently-added scholarships, please:

- Visit <https://hacc.academicworks.com/>
- Click on “Show Filters”
- Under “Scopes,” select “Recently Added Scholarship for 2019-20 Academic Year”

- Click "Filter Opportunities" at the bottom of the webpage

Did You Know?

- HACC Foundation scholarships are FREE money to support learners in reaching their educational goals.
- HACC offers scholarships for both credit and noncredit program learners. We offer over 200 individualized opportunities for current and future learners.
- Students should apply for scholarships each cycle. Students who did not receive a scholarship during one cycle could receive funding during another cycle. The HACC Foundation frequently lists additional scholarships to benefit students.
- For more information – including a video tutorial on how to apply for scholarships – please visit hacc.edu/scholarships. Thank you.

Helpfully YOURS.

HACC Streamlines Publications

As we transition to a One-College model and strive to be more effective and efficient, we recognize that many of our publications include identical information and serve similar audiences.

This redundancy sometimes results in ineffective communication and miscommunication.

We are excited to announce the following enhancements for HACC publications:



Publications	Enhancements
1. Ski Grams	<ul style="list-style-type: none"> • Move this publication to a new and beautifully designed Google website • Organize the articles by division and/or strategic plan commitment rather than by campus • Distribute it monthly to: <ul style="list-style-type: none"> ○ HACC employees ○ HACC Board of Trustees ○ HACC Foundation Board • Debut new format and process in January 2020 • Establish and adhere to a production schedule • Use a Cognito form to accept articles and images (the current form does not allow colleagues to upload images with their articles. Instead, colleagues must email images separately) • Archive the current newsletters
2. Student-Related Publications	<ul style="list-style-type: none"> • Create a new and beautifully designed collegewide online newsletter (Google website) • Include campus-related sections (despite a One-College initiative, these sections will still be necessary) • Distribute it regularly to all HACC students • Debut new format and process in spring 2020 • Remove the current newsletters from the website in January 2021 • Archive the current newsletters
3. Donor-Related Publications	<ul style="list-style-type: none"> • Move this to a new and beautifully designed Google website • Have one publication with the following sections: <ul style="list-style-type: none"> ○ Alumni ○ Donors ○ Retirees

Publications	Enhancements
	<ul style="list-style-type: none"> • Distribute it quarterly • Debut new format and process in spring 2020 • Remove the current newsletters from the website in January 2021 • Archive the newsletters

The following publications will no longer be published:

- Campus Newsletters
- Division Newsletters

We will continue to use social media and the [HACC Events Calendar](#) and [HACC Happenings and Announcements](#) webpages to communicate as well.

If you have recommendations to help us further improve our publications, please submit [your feedback](#). Thank you.

Do You Manage a HACC Social Media Account? If So, This Article is for You!

What happens if you see a potential scam posted to a social media account that you manage or sent via a private message, and you are unsure if it is valid or a scam?



Examples of scams could be:

- Job postings that were not created by the College
- Specialty coupon offers
- Account cancellation notifications
- [And more](#)

The IMC team will work with you to ensure the post or message is handled appropriately.

For details about this process, please see the OCA channel of myHACC for [HACC's Facebook Best Practices document](#).

HACC Has a New Purpose Statement!

Our Purpose: Learning for all; learning for life.

This purpose statement replaces the former mission and vision statement and reflects HACC's renewed commitment to helping all learners succeed.

If you have not already done so, please update your HACC email signature following the guidelines below. This helps to ensure we align our internal and external communications with our marketing and branding efforts. Copying and pasting is strongly encouraged to ensure consistency across the College.

Email signature formatting:

Font: Times New Roman
 Font Size: 12
 Color: Black

Email signature template:

Employee Name
 Employee Position Title
 Division
 HACC, Central Pennsylvania's Community College

Mailing Address: _____

Email: _____@[hacc.edu](mailto:_____@hacc.edu)

Telephone: 717-____-____

Internal Extension: _____

Fax: 717-____-____

Website: www.hacc.edu

Our Purpose: Learning for all; learning for life.

In addition to email signatures, please ensure that electronic materials with the outdated mission and vision statements – including webpages – are revised to reflect the new purpose statement. Printed publications and other materials should not be discarded. Instead, they should be updated when you are ready to re-print.

Please visit hacc.edu/HACCstrategy for more information about our purpose statement and 2019-22 strategic plan.

#HACCgivingTuesday is Just One Month Away – Dec. 3, 2019!

Join the global movement and make an IMPACT with your gift!

Why Should YOU Support #HACCgivingTuesday?

Because YOU are investing in the future of HACC learners like [Anbria!](#)

This #HACCgivingTuesday, invest in HACC, impact global change and inspire others to give to #HACCgivingTuesday!

HACC is proud to participate in #GivingTuesday, a global day of giving. #HACCgivingTuesday is one of the best ways for YOU to kick off the holiday season by investing in your community.

The money raised on #HACCgivingTuesday will support the [Invest. Impact. Inspire. Campaign for HACC](#), which benefits HACC learners and our community.

Please mark your calendar and visit hacc.edu/GivingTuesday for more information and to give a gift of any amount on Dec. 3.



Available for Loan from the Office of College Advancement

The Office of College Advancement (OCA) has three red tablecloths and three banners with the HACC logo that can be borrowed for HACC-related events.

To borrow any of these items, please:

1. Log onto myHACC
 - Click the “[Tablecloth and Banner Request Form](#)” in the Office of College Advancement channel.
 - Complete the form and submit.
2. Allow five business days to process the request

OCA will notify you to:

1. Confirm whether the request is approved.
2. Confirm if the items are available for the date(s) requested.
3. Schedule an appointment for you to pick up the items from OCA in suite 200 of the Ted Lick Administration Building on the Harrisburg Campus.

If you have any questions or need additional information, please email oca@hacc.edu. Thank you!

Apply for FREE Money To Support Mission-Critical Projects

Four times per year, colleagues have the opportunity to complete the HACC Foundation non-scholarship funding request process. For more information about the process, please visit the OCA channel on myHACC and review the [online instructions](#) in the HACC Foundation Funding Requests section.



Each month, we will highlight a HACC Foundation non-scholarship fund available for use toward an approved project or initiative.

For more information about this fund and other funds, please review the HACC Foundation non-scholarship funds [matrix](#).

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.



Kudos

Kudos are submitted to the Office of the President, regularly. If you would like to recognize someone, or an entire team of colleagues, send the kudo to presidentski@hacc.edu by the 20th of the month.

- ★ Kudos to **Todd Stine**, Associate Professor of Mathematics, and **Matthew Prugel**, Department Chair of Mathematics and Computer Science, for hosting the inaugural meeting of the Harrisburg Area Math Circle at HACC's Harrisburg Campus
- ★ Kudos to the **Lebanon Campus facilities** team for all of their dedication and hard work getting the building ready for the fall semester.
- ★ Kudos to **Laura Nalls** and **Annette Damato-Beamsderfer** for organizing the first ever Circulo Familiar. Gratitude to **Dismary Munoz-Castillo**, **Maria Salinas**, **Melinda Fraker de Fonte** and **Laurie Bowersox** for their support and time commitment to helping make the event successful.
- ★ Kudos to **Wendy Brubaker** and **Kathleen Heidecker** for planning, promoting and hosting a series of information sessions to assist students in applying for HACC Foundation Scholarships.
- ★ Kudos **Bill Hartzell** and **Cynthia Garcia** for accepting the casting call to be in one of HACC's new marketing commercials #HACCFamous
- ★ Kudos to **Sarah Maines** and **Andrea Lazarus** for planning six 2019-2020 HACC Experience days for area high school students to learn more about HACC's programs in Mechatronics, Medical Assisting, Psychology, English, Biology, Sociology, Criminal Justice and Early Childhood Education
- ★ Kudos to **Judy Redding** for working with Gettysburg Area High School athletic department to coordinate the Annual Student Athlete Leadership Conference that brought over 100 high school athletes to the Gettysburg Campus
- ★ Kudos to **Lolita Lupian** who provided excellent customer service in the Welcome Center causing retired executive and current HACC student, Dr. Dennis McGough, to send an email indicating "New learners surely get the sense, as I have, that they are welcome and appreciated at HACC."
- ★ Kudos to **Kathy Brickner**, **Catherine Crutcher**, **Kyle DiBrito**, **Brian Miller** and **Betsy Wood** for working together throughout the summer to transform a space adjacent to the Bookstore into the new HACC Snacks Cafe
- ★ Kudos to the following staff and faculty, **David Bailey**, **Diane Bittle**, **Kegan Brauning**, **Valerie Bugosh**, **Holly Cieri**, **Holly Cookerly**, **Donneva Crowell**, **Dale Elkiss**, **Charlie Fennell**, **Mary Ann Filler**, **Catherine Frost**, **Amanda Hartzel**, **Bill Hartzell**, **Shannon Harvey**, **Tonya Heckman-Hann**, **Patarin Hoffman**, **Gerry Lohuis**, **Tom Long**, **Jill Lott**, **Sara Maines**, **Carol Miller**, **Arletta Molnar**, **Ruth Negley**, **Linda O'Connor**, **Kathy Pasewark**, **Kathleen Pratt**, **Judy Redding**, **Cristal Renzo**, **Jillian Roof**, **Jason Rosenberry**, **Tracey Smith**, **Dory Uhlman** and **Stephanie Wells**, at the Gettysburg Campus who participated in greeting 1600 students during the first week of classes
- ★ Kudos to **Ron Worby**, for sharing his insights and ideas regarding space usage for a future workforce development training location on the Lancaster Campus
- ★ Kudos to **Mary Noone**, **Abderrahim Kherchttou**, and **Matt Wright** for opening the Lancaster Campus welcome center early on the first few days of classes
- ★ Kudos to the **Lancaster Campus Centers for Innovative Teaching Excellence (CITE) team** for organizing a very informative opioid presentation and panel discussion during Week 0
- ★ Kudos to **Teresa Graham** for her learner obsession which was demonstrated by her work to set up customer service welcome desks at all three York Campus buildings. Teresa implemented these stations at the start of the fall term with student workers at each location to meet and greet our learners and visitors with a smiling face and helpful demeanor
- ★ Kudos to the **Office of College Advancement** for a stellar 2018-19 year! To learn more, please read https://apps.hacc.edu/hacc_forms/E56hy9/openform.cfm?FID=4556
- ★ Kudos to **Briana Bolin** for being a rock star in her coordinator of talent acquisition role and has demonstrated top-notch customer service in the Workforce Development and Continuing Education Division
- ★ Kudos to **Aaron LeFevre**, **James Groff**, and **Kim Wolf**, for their assistance and support of Healthcare Education courses and programs
- ★ Kudos to **Angela Sanden** and **Tonya Collins** for facilitating three junior first responder camps this summer
- ★ Kudos to **James Weber** for successfully obtaining licensure of the Public Safety Center's newest ambulance as a Quick Response Service which will allow staff to assess and respond to incidents on the public safety training grounds and reduce expenses where historically ambulance companies were contracted to provide these services

- ★ Kudos to **Elise Jackson** for her leadership of the McCormick Library and her team-centered approach to library operations during the update to the second floor of the facility, which will soon house the Tutoring Center
- ★ Kudos to **Jeff Gerstein** and all members of the Student Activities Fair Committee: **Daniel Houloose, Carole Kerper, Michele Kieff, Jennifer Jackson, Jean Tucker, Jeanette Wingert, Beth Kranzel, Janelle Heiserman, Alexis Baker, Denise Zagursky, Susan Bingeman, Maureen Osborne** and **Patty Lentz**. This event was a nice way to welcome back new and continuing learners, helping them to make connections and get involved
- ★ Kudos to **Melinda Fraker de Fonte** and **Lisa Cleveland** for their leadership of the Harrisburg Promise Program and for coordinating a successful kickoff picnic at the J. Evans Physical Education Building
- ★ Kudos to **Lisa Arnold, Rod Bates, Krista Beljan, Gina Bowers, Wendy Bratina, Rich Cardamone, Jamie Eckrode, Doreen Fisher-Bammer, Kristin Graeser, Heather Gutschmidt, Tom Hale, Adrienne Jones, Briana Legerlotz, Juanita Mort, Charlese Shirk, Ciara Shirk, Jaime Sholly, Doreen Snyder, Ildiko Stegman** and **Elgin Thomas** for your community leadership and volunteerism during the United Way of the Capital Region's annual Day of Caring at Claremont Nursing and Rehab Center in Carlisle, PA
- ★ Kudos to **Christy Helms** and **Heather Prangel** for their efforts in supporting the Communication, Humanities & the Arts and English departments at HACC's Harrisburg Campus over the last several months while there was a vacant Administrative Office Specialist position
- ★ Kudos to **Bob Hairston, Michelle Bucks,** and **Emad Tantawy** for their work in the summer and into fall to move all of the microbiology equipment and supplies at HACC's Harrisburg Campus from Blocker to Hall Tech to support the increased demand for this course
- ★ Kudos to **Justin Bichler** for assisting with the move of the Anatomy and Physiology materials from Hall Tech to Blocker to accommodate the changes
- ★ Kudos to **Angie Bentz** for her work in supporting the Harrisburg Campus by updating over 100 Course Reference Numbers (CRNs) in Banner for the Spring 2020 schedule
- ★ Kudos to **Kim Ketelsleger** who recognized and received the *Game Changer Award* as part of the 2019 Women in STEM Awards Luncheon presented by the Whitaker Center for Science and the Arts
- ★ Kudos to welding faculty, **John Ganoe** and **Paul Maurer**, for collaborating with Dauphin County Technical School (DCTS) to help launch the DCTS welding program at HACC's Midtown 1 building
- ★ Kudos to **Cindy Earnhart, Jean Tucker, Janelle Heiserman** and **Deb Redman** for organizing and executing the Midtown Student Activities Fair and Job Expo
- ★ Kudos to **Vito Damone** for a quick response to a colleague who became debilitated. Vito responded quickly, respectfully and caringly to manage a crisis and take care of a worker
- ★ Kudos to **Chris Fox** for taking on added responsibilities to support the Public Safety and Security Department by spearheading the Central Dispatch project and helping the other campuses with their key shop operations
- ★ Kudos to **Dave Edwards**, for his professionalism and leadership in supporting both the Lancaster and Lebanon campuses facilities departments
- ★ Kudos to **Emily Fox**, for coordinating our first ever Virtual Learning Student Advisory Council (VLSAC) leadership networking event to connect current and past VLSAC leaders together! Also thanks to her leadership, the VLSAC has instituted new initiatives this year for our virtual learners with Peer Networks, HACC Hawk of the Week, and Virtual Learner Resource Awareness Campaign.



Holiday Celebrations

I appreciate your patience and grace as we continue to plan the College's reorganization. I realize how difficult, challenging, stressful and emotionally draining this process is. I promise that brighter days are ahead.

As we approach the holiday season, several colleagues have asked about holiday party plans. It is important that we celebrate the holidays. We work too hard not to celebrate, and despite our current challenges, we still have much to celebrate.

However, to preserve our financial resources, no HACC monies will be used to fund HACC holiday parties this year. Several colleagues have recommended other alternatives, including potluck meals and restaurant meals.

I appreciate your understanding, fiscal responsibility and flexibility.

Quote

F-E-A-R has two meanings:

Forget Everything and Run

Or

Face Everything and Rise

The Choice is Yours

Books That I Am Currently Reading or Have Read:

- ✓ Belichick: The Making of the Greatest Coach of all Time, Ian O'Connor
- ✓ Figuring, Maria Popova
- ✓ Generation Z Goes to College, Corey Seemiller and Meghan Grace
- ✓ My Side of the Mountain, Jean Craighead George
- ✓ Biased, Jennifer L. Eberhardt
- ✓ Trillion Dollar Coach: The Leadership Playbook of Silicon Valley's Bill Campbell, Eric Schmidt and Jonathan Rosenberg

How to Handle Freedom of Information Inquiries

When you receive telephone inquiries related to Right to Know or Freedom of Information Act requests, please do the following:

1. Direct the caller to our website: www.hacc.edu
2. Ask the caller to type in "Right to Know" in the search function to find the Web page about the Right to Know process (Note: This is the direct link to the Web page: <http://www.hacc.edu/AboutHACC/Administration/RighttoKnow/index.cfm>)
3. Ask the caller to follow the detailed instructions on the website
4. Tell the caller that his or her request will be handled when he or she follows the detailed instructions
5. Do not engage in any conversation beyond this, because it might be used against the College later – especially if you share erroneous information with the caller

When you receive email inquiries related to Right to Know or Freedom of Information Act requests, please do the following:

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

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

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!