

December 2, 2016



I am pleased to share the following, and much more, in my 62<sup>nd</sup> Ski Gram:

[Campus Forum Follow-Up](#)  
[Get Ready For HACC's Day Of Giving 2017!](#)  
[Apples For Teachers, And Others](#)  
[A Student's Gratitude](#)  
[Update On Furlough Days](#)

### **Reorganization of the HACC Foundation Board of Directors**

The College and some members of the HACC Foundation Board of Directors, though committed to HACC students' success, have different ideas about the vision of the HACC Foundation and its mission of raising funds to benefit HACC students, employees and programs.

Therefore, some members of the HACC Foundation Board have decided to no longer serve in their volunteer capacity. The HACC Board of Trustees, which oversees the Foundation Board, and I thank them for their years of service.

As we move forward, we are energized by several exciting opportunities:

- [Recruiting](#) new members of the HACC Foundation Board of Directors
- Engaging the HACC community in the "[Invest. Impact. Inspire. Campaign for HACC.](#)"
- Preparing for the second [Day of Giving](#) as we continue to celebrate the success of the 2016 inaugural event

In addition, we will continue:

- Providing [financial support](#) to students to make their HACC education more affordable
- Sharing the [amazing journey](#) traveled by our students and alumni to achieve their professional and personal goals because of their HACC experience  
(See FOUNDATION on next page)



Our students give us many reasons to celebrate. Warren Anderson, D.Ed., and I were delighted to congratulate two of our most recent HACC scholarships recipients, Lisette Caraballo, left, a nursing student, and Lucero Ramirez Martinez, a criminal justice major, at the Estamos Unidos de Pennsylvania gala on Sunday, Nov. 6, 2016.

### **Foundation (from page 1)**

- Expressing our gratitude to the thousands of donors who have contributed to the success of the HACC Foundation over the past 31 years

The HACC Foundation remains one of the most effective community college foundations, with net assets of approximately \$35 million. We remain dedicated to the mission of the HACC Foundation to develop and leverage strategic partnerships for financial support of teaching and learning at HACC.

### **Middle States Self-Study Update**

The Middle States Self-Study process is underway, and we all know how important a successful review is to HACC's reaccreditation. The self-study working groups continue to gather and analyze pertinent information to carry out this important assessment of HACC.

Because of the volume of documents to gather and analyze, and the relatively short time-frame the groups have to complete their work, please fulfill all requests by gathering the requested information, creating PDF copies and emailing the document to the requestor(s) by the deadlines.

Your support and cooperation are crucial to the success of the Middle States Self-Study and HACC's reaccreditation. Thank you.

### **Campus Forum Follow-Up**

Last week, HACC hosted a series of open forums across the College. These forums, facilitated by Warren Anderson, Ed.D., chief inclusion and diversity officer, provided a platform for community members to engage in an honest dialogue about the College atmosphere post-election.

The goal of each forum was to reinforce our commitment to providing an environment where every member of the College will be treated with respect and civility. The forums' main goal was to allow our colleagues and students to be heard in light of their expressed concerns about the way the current social climate has affected them, both in and out of the classroom. While the forums lasted only an hour, it was clear that HACC comprises employees and students who

have a deep passion for the success of every member of the College. What was more evident was the overwhelming desire to engage in the types of conversations that enhance the educational environment for everyone, regardless of race, ethnicity, religion, class, gender, thought, sexual orientation, ability and other personal qualities that make us unique individuals.

As evidenced in our strategic plan Goal 4: Instill Inclusivity, the College is committed to engaging in conversations and initiatives that move us toward true inclusive excellence.

### **Shared Governance Success? Yes!**

The President's Cabinet and Constituency leaders have been actively discussing shared governance for almost a year. We have had many informal conversations, as well as structured meetings, such as a Cabinet/Constituency Leader meeting on Thursday, April 21, 2016, facilitated by Jerry Sue Thornton, Ph.D., and a follow up Cabinet/Constituency Leader meeting on Tuesday, July 19, 2016. Discussions have focused on roles and responsibilities, decision-making, and communications. This open dialogue has been very helpful! (See **SHARED GOVERNANCE** on next page)

**Shared Governance** (from page 2)

A policy on shared governance is being developed by Constituency Group Leaders and President's Cabinet. But there are shared governance successes to celebrate in the meantime:

- The collaboration among the Administrative Professional Employee Organization (APO), Classified Employee Organization (CEO), and the President's Cabinet in developing approaches to changes in the Fair Labor Standards Act (FLSA) was key in meeting the requirements of the law while minimizing its potential negative impact on our employees.
- Members of the Finance team met with Faculty Organization leaders in regard to the payroll event known as a "payroll leap year," which affected 9 ½ month faculty. The collaborative exchange of information and discussion led to a better understanding of the situation, and both the faculty leaders and the Finance team felt comfortable with the solution to the problem. Through time, understanding and open communication, the issue was resolved and began the dialog for establishing a permanent solution to similar issues as they arise.
- Significant credit goes to all three constituency groups in the development of the Employee Work Schedule Policy and Procedures. The advancement of a proposal for alternate work schedules was a grass roots effort led by the constituencies, and the draft policy was accepted by the President's Cabinet as proposed.

What facilitated success in these examples?

- Involvement by potentially impacted employees (the earlier the better)
- Effective communications among all stakeholders
- An avenue to make one's voice heard

Cabinet and the Constituency Group Leaders will continue to work to keep the communication channels open. Joint meetings with Cabinet and the Constituency leaders will be scheduled at least twice a semester, while ad-hoc meetings with relevant Cabinet members and constituency leaders will be called as needed.

As we continue on our Journey to Excellence, we hope that shared governance at HACC will be strengthened and more successes will be achieved and celebrated.

**Thank You For Your Invitations!**

To all employees at the Harrisburg and York campuses who have invited me to join you for holiday festivities on Friday, Dec. 9, 2016, I regret that I cannot celebrate with you that day because I will be attending the nursing pinning ceremony at the Gettysburg Campus. However, please know that I appreciate your invitation and will be there in spirit!

**Thank You, Faculty And Staff!**

On behalf of a grateful parent, it is my pleasure to share this message that I recently received:

While I do not in any way expect you to recall, you were very helpful to my son...and I with regards to his completion of his Associates Degree in Business from HACC. While [he] is not an academic champion, [he] used his HACC foundation and individual persistence in earning a Bachelor's Degree in General Studies from American Public University (APU) that was just conferred in mid-November.

I just wanted to thank you, your Staff, and his Instructors for providing an affordable, doable education that helped to springboard him to further his education, Heck, he is now contemplating a Graduate Degree (I would have never thought that to be possible).

## **“Communications Hub 2.0” In The Works**

The Office of College Advancement (OCA) is excited to announce that a brand-new Communications Hub is currently being developed and will launch in 2017! Team members from the OCA’s Website and Multimedia Resources Department and Integrated Marketing Communications Department are working collaboratively to create an online tool that will benefit all campuses and areas of the College.

At this stage of the project, the team is reviewing the first design concepts for the Communications Hub and making adjustments that will best meet the needs of the colleagues who use this tool. It has been exciting for me to see the initial design concepts and get a glimpse of our modernized Communications Hub.

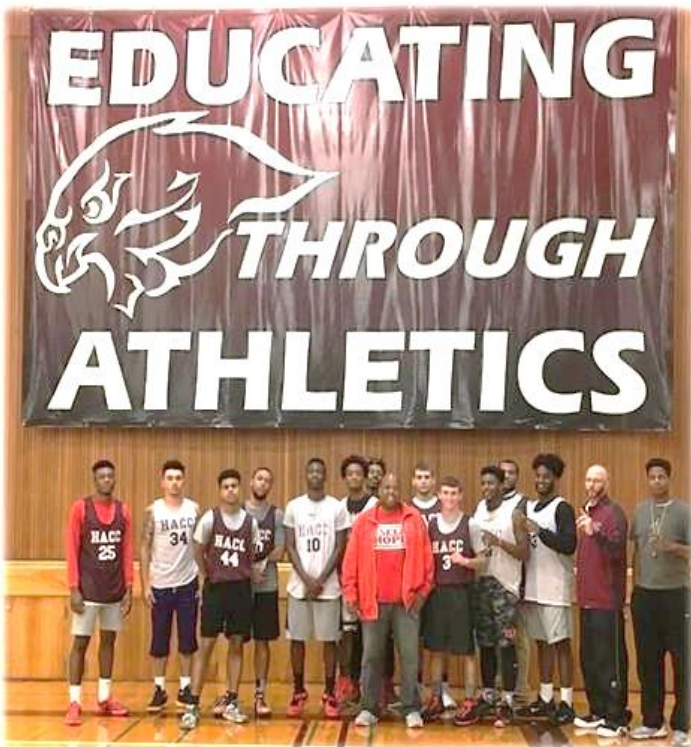
The next part of the project will perhaps be the most fun: User testing! The team values YOUR input and will gather feedback from you during each stage of the Hub’s development. This project is generously funded by the HACC Foundation.

## **Update On 2017 Furlough Days**

Recently I have had a few inquiries about the two furlough days we built into the 2016/17 budget. At this point they remain in our plans to be included over spring break. The College experiences a host of financial variables that could influence any final decisions on utilizing the two furlough days. Let me name the most influential of these variables:

- Actual level of state funding we will receive
- Enrollment experience
- Time to fill open positions
- Mother Nature

The Board of Trustees and College management will exercise prudent judgement considering the needs of our employees, students and the overall financial health of our College. We hope to have a clearer picture of the information needed to make this decision around the February time frame.



After a Peak Performance Mental Training workshop with motivational speaker, athletic coach, author and entrepreneur Mark Todd (in the red jacket) our men’s basketball team is ready for a winning season. Hawks Head Coach Jonathan Branam is second from right. Come out to a game and cheer our Hawks on to victory!

## **Get Ready For HACC’s DAY OF GIVING 2017: April 20**

On Thursday, April 21, 2016, we held our first-ever Day of Giving. It was a HUGE success. Guess what? We are doing it again! Are you EXCITED? We are!

Please mark your calendars for Thursday, April 20, 2017, and stay tuned for more information to be shared with you over the next few months.



## International Students Celebrate Fashion From Around The World

The International Awareness Club (IAC) showcased the talents and beautiful national dress of many of HACC's international students by hosting a fashion show at the Harrisburg Campus on Wednesday, Nov. 9, 2016. In addition to the 20 models wearing apparel from around the world, the event included African drumming, a stunning vocal performance by a HACC nursing student from Nigeria, and a flamenco demonstration by HACC's Flamenco Club. After the show, the audience and participants sampled foods from local ethnic restaurants and the Chef's Apprentice, as well as home-made dishes prepared by IAC members. This semester HACC is home to 211 international students Collegewide from 63 countries. The mission of the club is to raise international awareness across our College community by performing community service and hosting events that bring together local residents and international students.



Clockwise from top left: Models display a collection fit for international fashionistas; Cylia Abdi of Algeria; Tobi Apanishile of Nigeria; Brazilians Jorge Teles, left, and Fellipe Santos Carneiro, right, wearing clothing from Saudi Arabia.

## Harrisburg Bookstore Welcomes New Staff Members

Please join me in welcoming the following individuals who recently accepted positions at the Harrisburg Bookstore:

- **Leslie Raver**, retail assistant
- **Steve Morris**, Tech Store specialist
- **Chris Smolinski**, service repair specialist

## NEW! HACC and LVC Preferred Partnership Tuition Discount Program

To assist with the continuing education and professional development of our employees, the Office of Human Resources is excited to announce that the College has entered into a partnership with Lebanon Valley College (LVC) to offer a **10 percent discount on tuition** and a **waiver of the application fee** to **current employees who enroll in LVC's Graduate and Professional Studies programs**.

Programs include:

- Graduate and Professional Studies Post-Bachelor's Certificate Courses
  - Professional Development Pathways Credit Courses
- (See LVC TUITION on next page)

### LVC Tuition Discount (from page 5)

- Master of Business Administration Courses

For specific information on programs and courses offered by LVC, please go to [www.lvc.edu/gps](http://www.lvc.edu/gps).

To apply for [educational assistance](#) through HACC, complete the [Application for Educational Assistance](#), which can be found in the documents section of myHACC, and submit it to the Office of Human Resources. Prior to completion of the educational assistance application, you must be eligible, have applied and been accepted to LVC, and registered for classes.

For additional information on HACC's educational assistance program or our partnership with LVC, please contact **Cavil Anderson**, director, Faculty and Staff Development Institute, at [csanders@hacc.edu](mailto:csanders@hacc.edu) or 717-736-4137. For more information about all the benefits of being a HACC employee, check out your Total Rewards Statement at myHACC > Human Resources Information > Total Rewards Statement)!

### Art Exhibit Inspires English Class To Greater Literary Appreciation

The recent display at the Gettysburg Campus of two 3-D collages by a bestselling romance novelist inspired a creative project for students in an English class to use artwork to explore themes in a popular novel.

The collages by author Jennifer Cruise were displayed on loan from the library at McDaniel College, Westminster, Maryland, where they had previously been shown. **Cristal Renzo**, associate professor of English, assigned her ENGL 051 English Essentials class to read the Sherman Alexie novel "The Absolutely True Diary of a Part-Time Indian," and then asked the students to create their own 3-D collages to interpret themes from the book.

Each student identified a central theme – among them, our relationship with language, being an outsider, racial identity, breaking stereotypes, the role of community, and poverty – and created a collage to represent it. Students drew upon details from the book and their own experiences as well. The collages were exhibited at a reception in the HUB, where students had the opportunity to talk about their work with visitors and classmates, explaining the decisions they made and describing the lessons they learned in creating the collages.

One student remarked that the project helped her engage more fully with the text than if she had been simply asked to write a paper. She said the assignment required her to make connections she normally would not have thought of.

### Professor Earns Industry Honors



**Kazim Dharsi right, accepts the President's Award from Daniel R. Godfrey Jr., president of the American Institute of Architects (AIA) of Central Pennsylvania.**

**Kazim Dharsi**, senior professor of architecture and architectural technology, was honored with the 2016 President's Award at the American Institute of Architects (AIA) of Central PA Design, Awards, Conference and Expo on Thursday, Oct. 20, 2016. The event was held at the Cork Factory Hotel & Urban Place Campus in Lancaster. Congratulations, Kazim, on this well-deserved award! It is a clear indication of your commitment and dedication to HACC students and the architectural industry.

## A Student's Gratitude

Never doubt that the work we do at HACC does, indeed, change lives. I am pleased and proud to share with you the following letter I received recently from a student. Thank you to all who make it possible for our students to not only succeed but, even more, to use their education to help others.

Dear Dr. Ski,

It is with an inexpressible gratitude that I send this email. I'm sure my name rings the bell, although we haven't touched base for about two years. As an international student who began my educational journey at HACC to continue it to Millersville university, I want to let you know that I am so thankful for every single blessing HACC and yourself have been to me. I am graduate of Millersville university now with a BS in Chemistry, but looking back, I am always reminded that it all started at HACC.

My educational journey was such a wild ride, but you never ceased to support and encourage me to dream bigger and hope for a better future, nevertheless. Thank you. To HACC foundation's donors, especially the Hall Family that awarded me a scholarship in my tough times; to all faculty who had me in their classes, and other staff members that I either worked with or ran into at different events, I am grateful.

I specifically wanted to thank professor **Geremea Fioravanti**, who is Cced onto this email, for going far and beyond to bring back hope for the future to the desperate me in the summer of 2013. Geremea did not have me in any of his classes but I was a member of the Environmental Club for which he is an active member. Somehow I told him about my then situation and how my sponsor had dropped my scholarship after just my first year at HACC. He did not sit down, but he worked hard to put me in contact with some of the people he knew, as he simultaneously tried to look into colleges that could have accepted me after HACC.

His effort and courage blew my mind, and to me, he is really a hero. Truly an educator not just a teacher, and I wanted to let you know that I appreciate him. I have met so many selfless instructors like him, and I couldn't be more thankful to the people who hire your faculty.

I would also like to recognize more instructors such as Drs. **Kelly Mathews**, and **Stock Weinst-Collins**, professor **Jacques Kwitch** and **Kimberley Hall**, and staff such as **Jennifer Daley**, **Patricia Dowell Bright**, **Melissa Farr** and **Lori Corradino** among others. Do let them know that it is people like them that make it easy for people like us to believe that there's still goodness in this world.

Now that I am graduated, I have decided to go back to my country, come this January. My experience at both HACC and Millersville, as well as the one from people like you whom I met along the way have not only equipped me with the chemistry skills but also inspired me to live a selfless life that focuses on the needs of others. I have been blessed with many generous people who contributed towards my education, and my only way to give back is to extend their helping hand to the needy. I will go back to Rwanda to start a wine and jam/jelly making business. I expect to create jobs and impact the lives of those who will work with us, especially women farmers who will be planting the main ingredients that we will be using which include rhubarb, prunes, strawberry, guava and many more other fruits.

If possible, I would love to get to see you and say Hello before I take off, but if not, that is okay as well. I am very aware of your busy schedule. I will make it a goal to keep you posted of developments, because, like I said, ***It All Started At HACC***. Happy Thanksgiving!

Sincerely a proud Hawker,

Izzy





I always enjoy opportunities to congratulate our students on their achievements. On Tuesday, Nov. 1, 2016, I joined Campus Vice President Darryl Jones, Ph.D., left, and Campus Dean of Academic Affairs Margie Mattis, Ed.D., to recognize “Rising Stars” who have not only passed an introductory English course but also earned a grade point average of 3.0 or higher.

### **Important Message: Bi-Weekly Payroll Direct Deposits**

The Payroll Office makes every effort to ensure all employees are paid accurately and timely. All employees’ pay is available at their banking institution on Friday of the scheduled pay date. As a courtesy, some banking institutions may provide their customers access to these funds on Thursday, but please note the College is not obligated to have these funds available prior to Friday of the scheduled pay date.

The Payroll Office and Office of Finance appreciate your assistance to ensure that all employees are paid accurately and on time. We continue to ask that you be efficient in getting your web and paper time sheets submitted/approved and to the Payroll Office in a timely manner to ensure sufficient time for processing. A few tips that may be helpful in expediting the approval process:

- Ask that your employees submit timesheets before the deadline to ensure sufficient time to review and approve.
- Carefully review all hours submitted to ensure accuracy prior to approval submission.

The Payroll Office and Office of Finance appreciate your assistance to ensure that all employees are paid accurately and on time.

### **Kudos**

- To the **Workforce Development team** for not only promoting workforce development but also HACC and all community colleges for their contribution to our state’s workforce.
- To **Dawn Mull**, director, financial accounting and reporting, **Marcia Washinger**, manager, general ledger, **Gina Simon**, (See KUDOS on next page)

### **Apples For Teachers, And Others**

The Harrisburg Bookstore is beginning an exciting venture shortly as it becomes an Apple authorized reseller. In addition to carrying Apple merchandise, the Bookstore’s new HawkTech store will also provide repair services on all Apple products.

Mark your calendar to attend the grand opening on Tuesday, Dec. 6, 2016, and keep watching for more information about this exciting new Bookstore enterprise to be announced soon.



Our Lebanon Campus celebrated Hispanic culture with music and dance, food and fundraising for scholarships at a gala on Thursday, Oct. 6, 2016. With me and Laurie Bowersox, executive director of the Lebanon Campus, is Guadalupe Barba from Juntos de Lebanon, our event co-sponsor along with the City of Lebanon.



**Kudos** (from page 8)

- central cash analyst and **Sanjiv Nayyar**, controller, for assisting the Office of College Advancement and the HACC Foundation in getting the annual audit documents ready for review by our external auditors.
- To **Vic Rodgers**, associate provost for HACC's Workforce Development and Continuing Education division, for writing an article that has been published in the Pennsylvania Chamber of Business and Industry's Catalyst Fall 2016 edition. The article, titled "Pennsylvania's Community Colleges Key Partner in Closing the Workforce Skills Gap," can be read at [http://digital.graphcompubs.com/publication/?i=348011#{"issue\\_id":348011,"page":10}](http://digital.graphcompubs.com/publication/?i=348011#{).

- To **Natalie Troutman**, manager, Accounts Payable, **Rudy Ramirez**, OIST finance systems analyst, **Dane McCardle**, systems analyst, **Dawn Mull**, **Marcia Washinger**, and **Bill Byrnes**, director, procurement and contracts, for implementing the PNC Active Pay process to help streamline accounts payable payments.
- To Faculty Scholar **David Liu**, professor of sociology, for presenting a paper titled "Inconvenient Lies: Interpretation, Subjectivity and Truth in a Case of Bullying" at a Philosophy of Education conference in Toronto, Canada, in May. The conference theme was "Truth and Its Discontents."
- To Lancaster Campus colleagues **Matthew Goodman**, academic dean, **Keith Stamm**, director of counseling, and the Student Affairs staff for introducing more students to HACC through a new Student Referral Agreement with Thaddeus Stevens College of Technology. To date, this partnership has provided 20 new students taking 175 credit hours for fall 2016.
- To **Ron Cline**, director of Facilities, **Brian Miller**, Facilities superintendent, and **Bob King**, Facilities specialist, for their team's commitment to campus sustainability! Over the last five years, the Gettysburg Campus has committed to changing over the lighting to light emitting diode (LED) both inside the main building and in the



Did you know that HACC enrolls more veterans and their dependents than any other community college in our state? We invited the community to learn more about our services for veterans with a reception at the Gettysburg Campus on Monday, Nov. 14, 2016. Joining me and campus vice presidents Shannon Harvey, Gettysburg (at center) and Victor Ramos, Lancaster (at right) are, from left, Stan Clark, director, Adams County Office of Veterans Affairs; John Winkelman, commander, Gettysburg VFW Post 15; Dean Myers, HACC director of military and veterans' affairs; Kathy Hewitt, VFW Post 15; Dennis Benchoff, HACC Foundation Board of Directors; Joe Yeck, commander, Gettysburg American Legion Post 202; Christine Waltz, For the Love of a Veteran, Inc.; Gary Laabs, HACC Foundation Board; Harvey Lewis Jones, American Legion Post 202; Richard Pelc, commander, Biglerville American Legion Post 262; Mary Stephenson, Gettysburg Soup Kitchen and Vanessa Larson, executive assistant at Gettysburg.

August	Main Building	Parking Lot Lighting
2011	132,240 KWH	6,036 KWH
2016	87,120 KWH	1,118 KWH

exterior parking lot lights. The table at left highlights the kilowatt hour savings from the start of the process to current month.

- To Faculty Scholar **Kimberly Grotewold**, instructor in information sciences, for her presentation titled "Moving Students Beyond the Search for 'the Perfect Source' to a More Integrated Use of Information." Kimberly's presentation, part of the annual "Lancaster Learns" conference held at our Lancaster Campus on Friday, Feb. 26, 2016, addressed aspects of the Association of College and Research Libraries' new Information Literacy Framework and was based on information literacy instruction sessions she held with students in ENGL 102 English Composition II classes.

## **HACC-O-Ween Gettysburg Style**



Happiness filled the air. Laughter lingered in the halls. Offices put out sweet treats for wandering students to eat. Eerie new sounds came from the haunted HUB as Humanities Professor **Rich Whitehead** presented a vampire seminar, followed by a Campus-wide Halloween Party and Costume Contest. Kudos to **Dory Uhlman**, campus academic dean, and **Jessica Knouse**, campus director of student development and multicultural programs, for organizing the fun activities.

How many Gettysburg colleagues do you recognize? From left: Sarah Wellborn, Scott Decker, Rich Hebel, Dory Uhlman, Tara Whitehead, Donneva Crowell, Josh Rumpff, Cristal Renzo, Sara Maines, Amber Hunt and Jessica Knouse.

## **Books I am currently reading or have read**

- Hug Your Haters: How to Embrace Complaints and Keep Your Customers, Jay Baer
- The Inevitable: Understanding the 12 Technological Forces That Will Shape Our Future, Kevin Kelly
- Hidden Figures: The American Dream and the Untold Story of the Black Women Mathematicians Who Helped Win the Space Race, Margot Lee Shetterly
- Simply Brilliant: How Great Organizations Do Ordinary Things in Extraordinary Ways, William Taylor
- The Smartest Places on Earth: Why Rustbelts Are the Emerging Hotspots of Global Innovation, Antonine Van Agtmael and Fred Bakker

## **Quote**

*Diversity may be the hardest thing for a society to live with, and perhaps the most dangerous thing for a society to be without."*

~William Sloane Coffin Jr.

## **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 questions about any of the information contained within this Ski Gram please contact me. Thank you!