



Axamwali, anzake!  
(Chichewa for  
Greetings, colleagues!)

In my 50<sup>th</sup> Ski Gram, you can read about the following, and much more:



Pennsylvania Secretary of Labor Kathy Manderino shows off what well-dressed governor's cabinet secretaries are wearing this summer. Secretary Manderino and I attended the Governor's Committee on Workforce Education at the Governor's Residence on Thursday, July 30, 2015.

- [No Meeting Days \(NMDs\) Are BACK!](#)
- [Committee's Mission: Reduce Barriers](#)
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- [YOUR Update on HACC Student Types](#)
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- [Check Out "OCA Today"](#)
- [Tee-Off for Education Mini Golf Tournament](#)

### HACC Student Knows Education Is Worth the Sacrifice

#### *Scholarship cycle opens to help alleviate barriers to education*

For a mother of four children who is putting herself through college, financial support is a big deal. Thanks to the HACC Foundation, **Thelma Washington** is one of many students at HACC, Central Pennsylvania's Community College, to receive scholarships from the HACC Foundation.

Thelma returned to HACC to pursue a credential in the fields of technology and real estate so she can help those who are struggling to find

affordable housing. She explained in her scholarship essay, "I too have struggled to provide for my household with our budget. But to sacrifice for my education is very important as a 52-year old adult. Receiving one or several scholarships will help me stay focused on my educational goal and yet provide for my household. I am starting over with my education to help myself and others who may be homeless or perhaps sleeping in their cars with their family."

"I know what it's like to lose a job and a home," Thelma said, "But I've come to this conclusion: As long as there is breath in your body, God has given one the opportunity to start over again."

Thelma took the step to start over and became a recipient of the Millard C. Freysinger Scholarship. "The scholarship helped me get my books and the materials that I needed. It really helped me to not struggle as hard as I would have," she said.



Harrisburg Rotary Club President Betty Hungerford joins me in extending a warm welcome to new Harrisburg Campus Vice President Irvin Clark on Monday, July 13, 2015.

The scholarships are provided to help students pay for their tuition, books and fees. The scholarship cycle opened Tuesday, Aug. 4, 2015. With more than 200 scholarships available, HACC students are encouraged to apply by Thursday, Oct. 1, 2015, for funds that will financially assist them during the spring 2016 term. Students must be enrolled at HACC to apply for the scholarships.

Students receive scholarships and awards from the HACC Foundation as a result of charitable contributions from private and corporate donors throughout Central Pennsylvania. These scholarships and awards were established to provide educational opportunities for students who are in need, who are studying particular programs, who excel academically, who are involved in community service or who meet other criteria.

The HACC Foundation awarded 2013-14 scholarships to 845 students, totaling nearly \$1.1 million to be used for tuition and books.

Students can apply online through AcademicWorks, a convenient scholarship management system that allows HACC to efficiently match students with relevant scholarship opportunities, manage awards and recognize scholarship donors. Students only need to apply once per cycle and are automatically matched to one or more scholarship opportunities based on specific criteria. An online video tutorial is available to provide instruction on how to easily navigate the scholarship application process.

Future students can apply to the College online and then begin the application process for scholarships by visiting <http://www.hacc.edu/scholarships>. Current students may visit <https://hacc.academicworks.com> to get started.

### **Student Affairs Welcomes Three to New Roles**

**Anthony “Tony” Beard** will become director for student conduct on Monday, Sept. 21, 2015. This position is responsible for Title IX and student judicial affairs Collegewide, as well as student judicial affairs for the Harrisburg Campus. Tony most recently served as assistant dean of students at Bloomsburg University. He also has experience as a graduate assistant in the Office of Student Conduct at the University of Delaware, Newark, Delaware, and as a middle school and high school English teacher. He holds a Master of Arts degree in counseling in higher education from the University of Delaware and a Bachelor of Science degree in secondary education from Delaware Valley College, Doylestown, Pennsylvania.

As the new coordinator of Midtown Student Success and Advising, **Janelle Heiserman** will be responsible for student

### **York College and HACC Sign Hospitality Articulation Agreement**

HACC’s Hospitality Program has a new articulation agreement with York College of Pennsylvania. York College President Pamela Gunter-Smith and I made it official on Thursday, Aug. 20, 2015, in a brief signing ceremony at the York College campus before an audience of proud colleagues.



< **Joining me and President Gunter-Smith are, from left, John Hughes, chair of York’s Hospitality, Recreation and Sports Management Department; HACC colleagues Marjorie Mattis, York Campus interim vice president; Cynthia Doherty, provost and vice president of academic affairs; and Getachew Kassahun, professor of hotel, restaurant and institutional management; from York College, Katie Schwienteck, associate registrar, and Rebecca Link, registrar; Michelle Myers, HACC Business Studies Department chair; and T. J. Arant, York’s dean of academic affairs.**

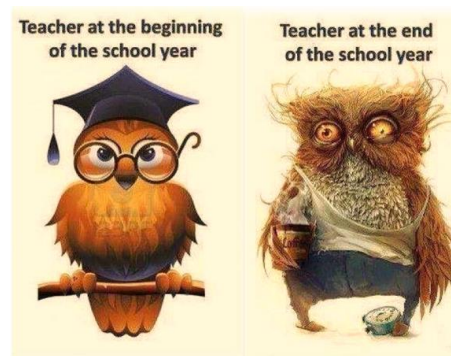
services at the Midtown II site, including primary responsibility for advising students there. Janelle recently worked as coordinator of co-curricular programs at Penn State University, Harrisburg, and as a part-time proctor for HACC's Office of Academic Success in Harrisburg. Janelle is a former assistant director of admissions at Susquehanna University and admissions and financial aid enrollment specialist at Lycoming College, Williamsport, Pennsylvania. She has a Master of Science degree in organizational development and leadership from Shippensburg University and a Bachelor of Arts degree in history from Lycoming College. Janelle is completing her Doctor of Education degree in adult education at Penn State University.

**Grace Moyer** will serve as interim coordinator of the new Collegewide Communications Center for a six-month period to bring the Center online. The Center will focus on outbound communications to students, serve as the College telephone operator, make "live chat" available on [hacc.edu](http://hacc.edu) and assist campuses with calls and processes. Grace began working for HACC in 2010 as a student worker in the Counseling and Advising Office at the York Campus. She was then hired as a part-time administrative technician there and has most recently been the lead technician for the Communications Center at the Harrisburg Campus. Following this interim assignment, the position will be posted.

### **No Meeting Days (NMDs) Are BACK!**

NMDs for academic year 2015-16 are:

- Wednesday, Sept. 23, 2015
- Thursday, Oct. 22, 2015
- Friday, Nov. 13, 2015
- Friday, Dec. 4, 2015
- Wednesday, Jan. 27, 2016
- Thursday, Feb. 25, 2016
- Friday, Mar. 25, 2016
- Friday, Apr. 22, 2016



**HACC's popular No Meeting Days can only help.**

For more information on NMDs, please go to [myHACC > Human Resources Information > No Meeting Days \(NMDs\)](#)

### **Two Join Lancaster Leadership Team**

The Lancaster Campus welcomes two new members to its leadership team. **Matthew Goodman**, associate academic dean, comes from Amarillo College, a multi-campus community college based in Amarillo, Texas, where he was an assistant professor of English. In addition to teaching a full load of composition, literature and developmental English courses, Matthew worked on multiple collegewide committees and served as coordinator of developmental English and associate director of course redesign. He was also active in student activities and was co-advisor to the college's Phi Theta Kappa chapter. At HACC, Matthew will work with faculty and staff in the areas of communications, humanities, arts, English, math, computer science, science, social sciences, biology and chemistry lab support and tutoring and testing services.

**John V. Corrigan**, the new campus director for business affairs, is a HACC alumnus who returns "home" after 21 years serving in a variety of industry posts. Most recently, John was director of guest services at Penn State Hershey Medical Center, where he was responsible for eight operational areas, an annual budget of more than

\$20 million and oversight of 520 staff. As HACC's Lancaster business director, John will be responsible for the Facilities and Maintenance Department, campus budget development and oversight, liaison to our external vendors including Subway, Canteen, uGro and others, and campus Bookstore operations.

### **Accessibility Committee's Mission: Reduce Barriers to Education**

HACC serves a vibrant and diverse population, and we are responsible for creating an environment where all students can participate and learn to their fullest potential. To this end, HACC created an Accessibility Committee in 2013 – a Collegewide, cross-unit committee charged with identifying areas for improvement and developing plans for solutions.



**To learn about better serving students with impaired hearing, Accessibility Committee members visited Gallaudet University in Washington, D.C., the world's only university with programs and services specifically designed to accommodate deaf and hard of hearing students. With Gallaudet Coordinator of Administrative Services Darlene Prickett, in the white shirt, are HACC colleagues, front row, from left, Roger Garber, Laura Wukovitz, Elise Jackson and Peggy Violette; middle row, Joe Mendrzycki, Brandon Sheppard and Theresa Richwine, and back row, Josh Rumpff.**

The committee's mission is to reduce barriers to success by improving accessibility for our students, our colleagues and our community members. This year, HACC is undertaking a number of exciting endeavors aimed at continuing to improve accessibility across all of its campuses and across all areas. Major areas of focus for academic year 2015-16 include raising awareness about moving toward an accessibility-based model for our institution, identifying champions for this worthwhile effort and working with all units of the College to ensure that purchasing accessible products and services is a priority.

If you have questions about the Accessibility Committee or would like to assist in the work of improving the quality of life for all members of the HACC family, please contact **Jason Beaudin** at [jbeaudin@hacc.edu](mailto:jbeaudin@hacc.edu).

### **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](http://www.hacc.edu)
2. Ask the caller to type "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. Say that the request will be handled after the caller has followed the detailed instructions to submit it
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](mailto: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.

**BigBelly is Hungry for Recyclables and Trash**



**Trash receptacles join the Internet of Things.**

The Harrisburg Campus recently completed the deployment of 34 BigBelly Systems Trash and Recycling centers. These units add to sustainability efforts through increased awareness and participation in recycling.

The units consist of a recycling can and a trash can. The trash can has a built-in solar compactor, which increases the capacity of trash that it can accept. The campus’ previous trash cans had a capacity of 35 gallons; the new BigBelly trash cans will compact up to 150 gallons. Each can is Wi-Fi connected, allowing for real-time statistics. This enables staff to easily check when a can needs to be emptied and where the can is located. The combination of larger capacity cans and monitoring capabilities saves time and labor by eliminating the need for staff to check each trash can every day.



**I was pleased to bring greetings to University of Iowa Hawkeyes mascot Herky the Hawk from cousin Hemingway Hawk, HACC’s mascot. Herky and I met while I was bicycling across Iowa in the Register’s Annual Great Bicycle Ride Across Iowa (RAGBRAI), hosted by The Des Moines Register newspaper, from Sunday, July 19, to Saturday, July 25, 2015.**

**YOUR Update on HACC Student Types**

Across the College, various terms are used to categorize our students. For example, some individuals use the term “prospective student,” and others use “future student.” In spring 2015, the campus leaders, associate provost of academic affairs, members of the Office of Student Affairs and Enrollment Management and members of the Office of College Advancement discussed how the College defines the type of student externally and recognized that some definitions vary.

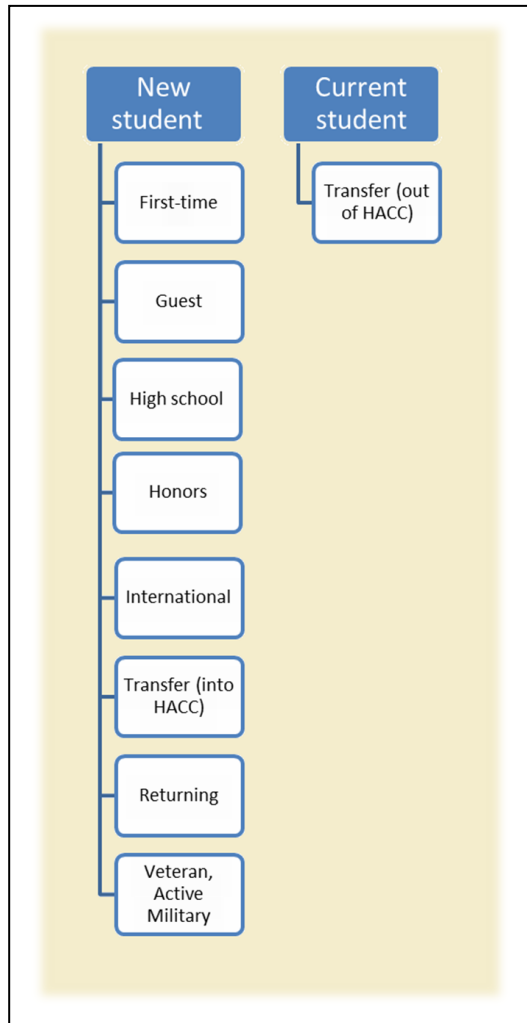
The chart below lists the student types that will be used on the website and in other promotional materials to the external community. It is encouraged that the terms be used consistently by the College to avoid confusion with the internal and external communities.

The appropriate colleagues are working together to update the College website and marketing materials to include these new terms. Please update your communications to reflect the approved terms. Thank you.

Former Term	New Term	Definition
Continuing student	Continuing student*	The student is attending HACC.  <i>*This term is used mostly in enrollment reports and internal dialogue.</i>

Former Term	New Term	Definition
Current student	Current student	The student is attending HACC.
First-time student	First-time student	The student has never attended college, and is registered for his or her first semester of classes.
Guest student	Guest student	The student is currently enrolled at another college and is taking courses at HACC. Guest students take HACC courses to fulfill their home institution's degree requirements.
High school student	High school student	A student who wants to earn college credits at HACC while still in high school.
Honors student	Honors student	A student who receives approval to join the Honors Program and completes 15 credit hours in Honors classes, including HONS 101H: Honors Foundation Seminar, and maintains at least a 3.25 overall GPA.
International student	International student	A student who wishes to attend the College on an F-1 visa.
New Student/ Prospective Student	Future Student	A future student is not in HACC's system yet. HACC may be talking to the student to encourage him or her to come to HACC.
New Student	New Student	<p>The student completed an application (admitted) but has not registered for classes. The student may or may have not completed placement testing.</p> <p>A new student can fall within one of the following categories:</p> <ul style="list-style-type: none"> <li>• First-time</li> <li>• Guest</li> <li>• High school</li> <li>• Honors</li> <li>• International</li> <li>• Transfer (into HACC)</li> <li>• Returning</li> <li>• Veteran/Active Military</li> </ul>
Transfer student	Transfer student into HACC	The student has attended another college or university and is now coming to HACC.
Transfer student	Transfer student from HACC	The student is transferring <i>from</i> HACC to another college or university.
Returning student	Returning student	The student is coming back to HACC after not having taken a credit course in more than five years.
Veteran	Veterans and Active Military	<p><b>Veteran:</b> A person who has served in the United States Armed Forces, including a reserve component and National Guard, and was discharged or released from such service under conditions other than dishonorable.</p> <p><b>Active Military Student:</b> Current member of the National Guard, Reserves or Active Duty.</p>

The following flow chart shows the type of student that a person can be while at HACC.



### Responding to Requests from the Media

The Office of College Advancement's integrated marketing communications (IMC) team handles all inquiries from media representatives about HACC or the HACC Foundation. Media outlets include (but are not limited to) newspapers, TV stations, radio stations, blogs and HACC student newspapers.

If you receive a media inquiry related to the College and/or the HACC Foundation:

1. Take the reporter's contact information and say that a member of the Office of College Advancement team will follow up.
2. Email [newsroom@hacc.edu](mailto:newsroom@hacc.edu) with the information and copy [lscarter@hacc.edu](mailto:lscarter@hacc.edu)

**Linnie Carter** and I are the primary spokespeople for the College. The integrated marketing communications coordinators are also authorized to serve as secondary spokespersons. No one else is authorized to communicate with the media about HACC and HACC Foundation business without written authorization from one of these seven individuals.

This process ensures that the flow of information from the College is coordinated and controlled, and it protects the

College both in good times and in times of crisis. When a crisis occurs, the media will look for anyone to serve as a source of information. It is important at all times, but especially in a crisis, that you refer the media to the Office of College Advancement if you are contacted directly.

### Meet Chef Tom

Join me in welcoming **Tom Long** to the HACC Harrisburg Campus! Tom is the new director of dining services and will be leading the new food service operation in Cooper this fall. He is working with students in the Culinary Arts Program to integrate aspects of the program into the food service. Students will be provided with unique opportunities to showcase their skills while gaining valuable experience.

Tom is an alumnus of the HACC Culinary Arts Program and brings more than 30 years of professional cooking and kitchen management experience to the College. Along with his vast experience in the culinary area, he is also a professional ice carver.



Tom has received many awards over the years, including the American Culinary Federation (ACF) Chef Professionalism Award in 2012 and 2014, and induction into the American Academy of Chefs in 2006. Most recently, he won the 2015 Dr. L.J. Minor Chef Professionalism Award in the northeast, presented to the chef who exemplifies the highest standard of professionalism through certification, continuing education and training, culinary competitions and community involvement. It honors culinarians who help elevate the status of chefs and cooks in the United States.

Tom is dedicated to enriching the experience of students, faculty and staff by providing the highest quality food and assisting in the preparation of great meals. Be sure to stop by and say hello!

### **Supervisor's Corner: Recognition the Right Way**

Greetings, supervisors! As we embark upon a new academic year, please take some time out to consider benefits of recognizing your team. Positive expressions of thanks and appreciation should occur on a regular basis. Below are a few tips for facilitating effective employee recognition:

1. **Do not wait.** The positive impact of the recognition will decrease as time passes. When you see something great, be sure to acknowledge it right away.
2. **Keep it simple.** Saying "thank you" goes a long way.
3. **Personalize it.** Is there someone in your office who considers chocolate to be its own food group? Deliver a Milky Way bar to the staff member's desk with the message, "Your work is out of this world!"
4. **Reinforce it.** Positive behaviors that are consistently recognized will be repeated again and again.
5. **Be genuine.** If employees feel like you are just doing it to cross the task off your list, it will not mean anything to them and will lessen the impact of the real recognition moments.



6. **Be specific.** Tell staff members exactly what they are being recognized for and why. It is important to know how actions make a difference in the overall operation.

Studies have shown that employees are more engaged and present their best efforts at work when they feel appreciated and understand the

<Our Convocation program at the York Campus on Wednesday, Aug. 19, 2015, was a great occasion for celebrating our faculty as well as our students. Marjorie Mattis, campus interim vice president, joined me to recognize Alfred Siha, assistant professor of English, who has been named an Apple Distinguished Educator (ADE). ADEs are education pioneers who use a variety of Apple products to transform teaching and learning. Student Brandy Stibley shared a powerful message on the value of receiving a scholarship from the HACC Foundation. You can view it [here](#).



Cooper Student Center at the Harrisburg Campus has new kitchen facilities for an exciting new food service initiative. The kitchen boasts a much-needed, expanded teaching space, along with all necessary equipment for the Culinary Arts Program as well as the Baking and Pastry Arts Program. The front food service, renamed The Chef's Apprentice, will collaborate with the campus dining service and the culinary program. Throughout the year, The Chef's Apprentice will feature items prepared by the culinary students, along with a wide variety of cuisine freshly prepared by Chef Tom and his staff.



purpose of their work (Source: Education Advisory Board [EAB], 2015).  
Read more here:

EAB, 2015. [The self-interested case for saying “thank you” at work more often.](#) (2015, Aug. 17). Retrieved Aug. 17, 2015.

Haden, J. (2012, March 28). [The 9 Elements of Highly Effective Employee Praise.](#) Retrieved Aug. 13, 2015.

### Check Out OCA Today

The Office of College Advancement is proud to share “OCA Today,” our unit newsletter, with you.

Please go to the Office of College Advancement & HACC Foundation section of myHACC to read the most recent issue of the publication or click on the following link:

[https://apps.hacc.edu/hacc\\_forms/E56hy9/openform.cfm?FID=2922](https://apps.hacc.edu/hacc_forms/E56hy9/openform.cfm?FID=2922).

### Kudos

- To **Dan Mahan**, director, Facilities Management at the Lancaster Campus, and his team for completing the roadway resurfacing project and the extension of the campus walking path this summer. Additional enhancements to the path are forthcoming and include landscaping improvement and fitness stations.
- To **Vanessa Larson**, executive assistant at the Gettysburg Campus, for creating a pictorial timeline display to hang in the main hallway in celebration of the campus’ 25<sup>th</sup> anniversary.
- To **all faculty and staff** who participated in the Adult Education Pathways Department’s Tee-Off for Education Mini Golf Tournament on Saturday, Aug. 15, 2015, on City Island in Harrisburg. Thirty golfers and friends raised \$1,500 to benefit students by providing for General Educational Development (GED) testing, English as a Second Language (ESL) programs and scholarships. Organizers hope to make it an annual event.



< **Golfer Crystal Rayzer, interim director of Adult Education Pathways, takes time out between putts to welcome me to the mini golf tournament.**

> **From the “what-baldness-teaches-us” files: Crystal’s husband, Steven Rayzer, center, Vic Rodgers, associate provost for workforce development, and I were on hand to remind golfers of the value of sunscreen!**



- To **Alyssa Feather**, York Campus art adjunct instructor, who volunteered her time to help organize and set up the York Art Studio after renovations this summer. Alyssa is a huge asset to the York Campus and the Art Associate Degree Program. Adjuncts like her quietly keep things progressing without asking for anything in return.
- To **Melissa Albright**, coordinator of financial aid and enrollment, and **Jennifer Reb**, academic advisor, for their dedication to the Welcome Center and Advising to support students at our Lebanon Campus.

- To **Lisa Cleveland**, HACC athletic director, and **Tom Fry**, HACC women's volleyball coach and facilities supervisor at the York Campus, for participating in the York and



**Joe Ehrmann, former National Football League (NFL) defensive lineman, shared leadership lessons with a large crowd of student athletes, coaches and athletic directors during a special program at the Gettysburg Campus.**

Adams County Student-Athlete Leadership Conference held Saturday, Aug. 15, 2015, at the Gettysburg Campus. Lisa and Tom had the opportunity to promote HACC's athletic program to 125 high school athletes, coaches and athletic directors. The event featured Joe Ehrmann, former defensive lineman for the Baltimore Colts and the Detroit Lions and founder of Coach for America.



^It is always a joy to celebrate with our graduates. I was privileged to join Provost and Vice President of Academic Affairs Cynthia Doherty, to my immediate right, in the International Room of Cooper Student Center on Wednesday, Aug. 5, 2015, to congratulate the most recent graduates of our General Motors Automotive Service Education Program (GMASEP). Our students learn the latest advances in automotive technologies and graduate with an Associate Degree in Applied Science.

- To **Brian Miller**, facilities supervisor, and **Bob King**, facilities technician, at the Gettysburg Campus, for their prominent placement of the "Register Now" signs encouraging students to complete the registration process.
- To **Diane Bittle**, Computer Information Systems (CIS) professor, for chairing the Gettysburg Campus Center for Innovation and Teaching Excellence (CITE) for the 2015-16 academic year.
- To **Allison Kraft**, assistant professor of mathematics, and **Janka Ovcharovichova**, professor of civil technology, for noteworthy achievements during the past year. Allison took the lead in coordinating all committees and subcommittees involved in redesigning the developmental mathematics course sequence, an initiative that will have Collegewide benefits and will facilitate an accelerated path to completion. Janka's proposal for a presentation on the construction of a rain garden by the students in HACC's Civil Technology Program was accepted by the International Conference on Creating Green Spaces, to be held at the University of Arizona next April. Allison and Janka will be among the more than 50 faculty members whom I will celebrate on Friday, Sept. 4, 2015, at the annual HACC Faculty Scholars Reception. I will share more of our faculty members' accomplishments in my September Ski Gram.

- To Gettysburg Campus faculty members and staff for the engaging and informative presentations they delivered in support of the campus' fall faculty event. Thank you to **Howard Alexander**, campus director of counseling; **Leslie Boon**, campus director of academic success; **Lisa Hill**, associate professor of communication; **Cristal Renzo**, associate professor of English; **Josh Rumpf**, instructional technology analyst; **Scott Simonds**, campus dean of Student Affairs; **Dory Uhlman**, campus dean of Academic Affairs; and **Tara Whitehead**, adjunct instructor in art.
- To **Lois Schaffer**, professor of health and public service, for serving on the national committee that wrote the 2015 standards for invasive cardiovascular technology personnel. The resulting article and requirements were published in the May edition of Cath Lab Digest and were endorsed by the Society for Cardiovascular Angiographers and Interventionists. Thank you, Lois, for being a voice for higher education and improving the future of cardiovascular education.

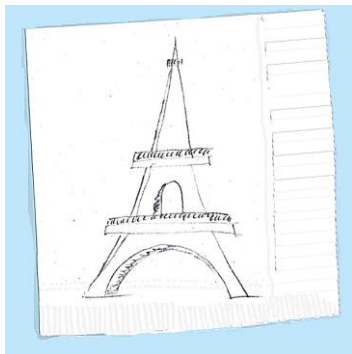
### Do you have news for the next Ski Gram?

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>

### Lessons From the Eiffel Tower

Author Seth Godin shares these insights on the Eiffel Tower:



- It was designed at home, on the kitchen table, by someone whose name was not put on it
- It had never been done before and was not guaranteed to get built or to work
- It was criticized by hundreds of leading intellectuals and cultural experts
- It was not supposed to last very long
- It was designed to be an icon; it is not an accident
- People flock to it because it is famous
- You can sketch a recognizable version of it on a napkin

### HACC is Going Back to Our Roots

No one knows HACC better than you. You have experienced first-hand the impact that the College and its students make on our community. That is why we are reaching out to you to help us increase student enrollment through the "Back to Our Roots" Student Recruitment Campaign.

The purpose of this campaign is to increase student recruitment activities through daily interactions, both professional and personal, in your social, religious, cultural and educational circles.

Are you ready to make a difference in our College and community by joining the HACC student recruitment effort? To get started, please review [www.hacc.edu/backtoourroots](http://www.hacc.edu/backtoourroots) and complete and submit the online form.

Thank you!

**The good news about HACC!**

Sharing your good news is now easier than ever before! When you have positive information to share about happenings, initiatives and programs at HACC, please simply submit a request on the *College’s communications hub*, which replaces the previous online request form for assistance from the Integrated Marketing Communications (IMC) Department.

Please access the hub and its tutorial video through the Office of College Advancement and HACC Foundation myHACC channel. Please note the link to the former IMC online request form has been deactivated.

**Thank You for Enjoying Our Tobacco-Free Campuses**

Are you a smoker who would like to quit? Smoking cessation products are now available in the Bookstore.



**Popular smoking cessation aids**

**From the online form to submit questions about the organizational transformation**

<p><b>Question:</b> In the new model for Virtual Learning, does the new dean of academic affairs for [Virtual Learning] VL/Lebanon report to the executive director of virtual learning as it appears on the org chart (instead of directly to the provost as do the other AA deans?).</p> <p>Currently, <b>Joanne McPherson</b> serves as the faculty secretary for VL faculty. Will <b>Elaine [Holland]</b> assume those duties? How will it be ensured that VL faculty have sufficient support?</p>	<p><b>Response:</b> The new dean does report to the executive director, who reports to the provost. The executive director continues to report to the provost because Virtual Learning is primarily an academic unit. Given the size and complexity of Virtual Learning/Lebanon partnership, the reporting relationship between the executive director, who focuses on the strategic direction of virtual learning, and the dean, who focuses on academic affairs, makes the most sense.</p> <p>We are working with Joanne McPherson, Elaine Holland, and <b>Angie Bentz</b> on a transition plan. Currently, Elaine and Joanne support Virtual Learning; going forward, Elaine and Angie will support Virtual Learning.</p>
<p>Given that other positions are shared between Lebanon/Lancaster (VP, Business Director, etc.), mightn’t it get “messy” for Lebanon since the combination of entities sharing leadership for the campus isn’t consistent?</p>	<p>Currently, Academic Affairs and Student Affairs leadership covers Lebanon and Virtual, and the plan is to continue that structure with the Lebanon/Virtual Learning model.</p>

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

- The Varieties of Religious Experience: A Study in Human Nature, William James
- Maverick!: The Success Story Behind the World's Most Unusual Workplace, Ricardo Semler
- Seventeen Syllables and Other Stories, Hisaye Yamamoto
- Girls At War and Other Stories, China Achebe

**Quote**

*You become your conversations. You'll think like your associations. And your life will look a lot like the lives of the people you spend most of your time with.*  
~Robin Sharma, Author

**For More Information**

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



**State officials and university mascots are not the only friends sporting HACC T-shirts this summer. During my ride across Iowa, I also presented one to William N. Ruud, president of University of Northern Iowa and former president of Shippensburg University.**