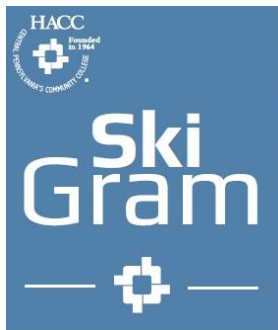


December 23, 2016



Happy fety ho an'ny rehetra!

(Malagasy for happy holidays to all!)

Greetings, colleagues!

Now that Commencement has occurred, grades have been turned in, planning for next semester is under way and plans for the holiday break are being finalized, I want to take this opportunity to wish you all happy holidays!

This has been a very productive semester, ending an even busier calendar year where we have accomplished so much. These accomplishments only begin to scratch the surface of all we have done to create opportunities and transform lives within our 10-county service region. You can read about many examples of the good work that we do together in the following pages of my 63rd edition of the Ski Gram.

I want to *thank each and every one of you* for all the work you do in support of our students and mission! With the work we have accomplished and the work we are gearing up to begin next year, I am confident we will achieve even more in the days and months before us.

Thank you!



If you have ever wondered what student success feels like, just look at the faces of these members of the HACC Class of 2016 preparing to graduate on Tuesday, Dec. 13, 2016. I was proud to share in the celebration!

Our Lancaster Campus is most proud of a unique new mentoring program:

- Led by **Nakia Eckert**, admissions counselor, the YOUR Mentor program, new this semester, provided an opportunity for HACC faculty, staff, and administrators to act as a mentor for individual incoming freshman students to inspire them to connect to the campus and complete their educational goals. YOUR Mentor allowed employees at Lancaster to be a cheerleader and advocate for a first-time college student. Mentors and mentees met throughout the semester, sometimes for coffee or lunch, to discuss the students' HACC experience, forging relationships in (See LANCASTER on next page)

A Timely Update On HACC's Budget

I am pleased to share with you some recent developments in enrollment trends, funding from the state and local school districts, and other factors that will affect our College budget for 2017-18. Please see [my video](#) for details. Enjoy our winter break, and I look forward to welcoming everyone back to YOUR community college in the new year!

Lancaster (from previous page)

the process. I am delighted to report that all of the mentees are continuing next semester. Lancaster Campus employees look forward to continuing and growing the program in the upcoming academic year. Thank you to YOUR Mentors: **Kim Hall**, associate professor, English; **Connie Ludwig**, assistant professor, Foundational Studies; **Heather Pasewicz**, adjunct mathematics faculty; **Tracey Smith**, campus dean, Student Affairs and **Robert “Stock” Weinstock-Collins, Ph.D.**, assistant professor of chemistry/physics. I appreciate all of YOUR great work!

At the Harrisburg Campus:

“The roots of all goodness lie in the soil of appreciation for goodness.”
~Dalai Lama

- In fall 2016 the Harrisburg Campus successfully launched classes off-site in Lewistown, Pennsylvania, at the request of the Mifflin County Commissioners and the Geisinger-Lewistown School of Nursing.
- Staff members at the Rose Lehrman Arts Center produced 90 events for HACC and the local community. More than 22,000 people attended the events, with audiences at 70 percent capacity for the performing artist series. The College also hired **Lisa Campbell** as performing artist series director, after the arts center operated without a director for a year.
- With the leadership of Chef **Tom Long** and support from **Steve Gump**, supervisor of dining services, and **John Williamson**, dining services technician, the Chef’s Apprentice has successfully operated a catering program that has already exceeded \$50,000 in sales since the start of the fall semester. The catering service has built such a strong reputation that it has attracted external organizations as clients, including the Harrisburg Area Chamber of Commerce and the Olewine-Wildwood Nature Center. The Chef’s Apprentice continues to be a valuable educational resource for the Culinary Program and enhances the experience of students who eat at the cafeteria by providing good food at affordable prices.



During renovation of Cooper Student Center, HACC staff members were on hand as construction workers discovered a time capsule inside the building’s original date stone. It will be opened at a future event and the contents will be on display until the time capsule and date stone are installed in the newly renovated student center. From left, **Rich Cardamone**, campus executive director of business services; **Randall Campbell**, campus director of Facilities Management; and **Campus Vice President Irvin Clark, Ed.D.**, with construction crew members from **Premiere Construction** and the Cooper Student Center date stone. Watch for the time capsule contents to be revealed in a future Ski Gram!



Thanks to the Office of Information Systems and Technologies (OIST):

- The purchase of some 700 computers that would have otherwise been leased will save the College approximately \$200,000 over the next four years. (See OIST on next page)

More than 2,000 people visited the Harrisburg Campus when the College hosted Pokemon Go events on Tuesday, July 26, 2016, and Wednesday, Aug. 10, 2016. Besides searching for monsters in our 20 Pokestops and three “gyms,” visitors learned that HACC has much more to offer. Many of our guests who talked with HACC staff members requested information about classes and programs. With me are, from left, **Liz Stager**, admissions counselor; **Peter Law**, dean of student affairs; **Liz Kranzel**, admissions specialist; and **Natalie Toma**, admissions counselor.

OIST (from previous page)

- Students using HACC’s libraries no longer have to pay for printing now that OIST has purchased Papercut software, which replaced the former Vendprint system. Papercut uses a “pull print” process so that students release only the jobs they want to print.
- OIST deployed Windows 10 and Office 2016 on all new computers replaced in 2016. Both offer improved user interface and many enhancements over Windows 7 and Office 2013.
- The department held process mapping events to help Workforce Development and the Finance Department identify improvements for current business processes, including Workforce student registration and program costing and Finance purchasing processes. Upcoming process mappings for Finance include payroll and budget.



Generous students at the Lebanon Campus donated nearly 800 items in the Campus’ third annual Hats, Mittens and Gloves Drive for Lebanon-area school children. Students from psychology instructor Martha Thompson’s class who gathered here with the gifts were among the organizers.

At the Lebanon Campus:

- Students may now enroll in five new Workforce Development Certification offerings that opened this year. In the spring, the Campus will open a credit program in English as a Second Language (ESL). Students who successfully complete one of the Workforce programs at the Lebanon Campus or through the Lebanon Veterans Administration office will receive a “graduation bonus” equal to 25 percent of the program tuition, generously provided by the Francis J. Dixon Foundation.
- Significant growth occurred in 2016 that will take effect in 2017 in our offerings in high schools, including dual enrollment options and other opportunities for students to earn college credit while attending high school.
- I am also proud to say that our Lebanon Campus continues to play a key role in the community through supportive outreach as we host community events and employees donate their personal time as volunteers to many worthy causes.

In Virtual Learning:

- Online students achieved statistical academic success equivalence, defined by earning an A-C grade, to equivalent face-to-face classes during spring 2016.
- Virtual Learning will serve over 500 online students during HACC’s first winter term offerings starting this month.
(See **VIRTUAL** on next page)



I always enjoy spending time with our students. Here I am joined by, from left, Oneisha Peres, Elizabeth Legters and Karitza Hernandez for “Pizza With the President” on Thursday, Nov. 10, 2016, at the Lebanon Campus.

Virtual (from previous page)

- HACC will become an official member of the state authorization reciprocity agreement (SARA) starting Sunday, Jan. 1, 2017. This will allow HACC-Virtual Learning to serve online students from any state.



Amy Withrow, executive director of Virtual Learning, congratulates Kenneth Burkholder, Virtual Learning's first Phi Theta Kappa essay contest award recipient. Ken is a HACC accounting major who is halfway through his program of study. Please join me in thanking, Karen Woodring, associate professor of English, for her efforts to bring greater Phi Theta Kappa opportunities to our online students.

In Workforce Development:

- HACC’s Workforce Development Division worked with area business TE Connectivity to develop a United States Department of Labor Joint Non-Union Apprenticeship program in machining and tool and die making. This apprenticeship, the first of its kind

in the Commonwealth in community colleges, will benefit many companies looking to fill the pipeline of skilled workers with students from HACC’s Manufacturing Department.

- The Massage Therapy Program celebrated its tenth anniversary this year. Since the program began, 237 students have enrolled, and 99 percent of those completing the program passed the licensure exam, far exceeding the national pass rate of 67.8 percent recorded by the Federation of State Massage

Therapy Boards (FSMTB). A celebratory event will be held for the program in the new year!

Did You Know?

HACC’s Nurse Aide program provides students with the ability to see first-hand what a job in healthcare is all about. In the past five academic years 6,316 students enrolled in the HACC Nurse Aide program.

This profession is a springboard to many healthcare careers and, in fact, a survey of the 264 students in HACC’s Fall 2016 Nursing Programs revealed that 55 of the students are CNAs and 17 of those students obtained their CNA education from HACC!

- Corporate partnerships with local businesses for CDL training were developed over the past year. The SYGMA Network sent 38 employees since November to train for their Class A CDL licenses, and CAT Transit has sent three employees to HACC for Class B passenger vehicle training and testing since October, with three more coming in January. Donation of a CAT mass transit Class B bus will soon follow. We continued our corporate training with Pennsy Supply with six students for Class B training, testing and certification as cement mixer operators. In addition to training for local businesses, our CDL program trained a total of 179 Class A or Class B students in public classes this year with hopes that number will be surpassed in 2017.

“When I started counting my blessings, my whole life turned around.”
~Willie Nelson

At The Senator John J. Shumaker Public Safety Center:

- This fall semester HACC’s 56th Fire Academy class graduated its 500th class member. Fire Departments from across the state including Altoona, Chambersburg, Hanover, Harrisburg, Lancaster, Manchester Township, Scranton, Washington Borough, Williamsport, Wilkes-Barre and York City trust HACC with (See **PUBLIC SAFETY CENTER** on next page)

Public Safety Center (from previous page)

the training of their newly hired firefighters. HACC has offered fire academy classes to serve the needs of our fire departments since 1988.



of Police, Springettsbury Township Police Department, Northern York County Regional Police Department and Upper Allen Township Police Department.

- Thirty-five cadets from 10 area police departments graduated from HACC's 110th Police Academy on Tuesday, Nov. 22, 2016, at the Susquehanna Township High School auditorium. Departments represented included the Harrisburg Bureau of Police, Susquehanna Township Police Department, Manor Township Police Department, Lower Allen Township Police Department, York City Police Department, York Area Regional Police Department, Lancaster City Bureau

- On Thursday, Dec. 8, 2016, 14 members of HACC's 17th part-time Police Academy graduated. One is employed with the Dauphin County Sheriff's Office, one with Hampden Township Police Department, and two have conditional offers at Carlisle Borough Police Department. Most cadets were employed full-time throughout their attendance in the academy. We wish them all the best in their future careers!

In the Office of Student Affairs:

- The Counseling Department, partnering with the Student Development and Multicultural Affairs Office, hosted a forum called "Let's Talk About Race" at the Harrisburg Campus. Five distinguished HACC faculty and staff members representing different ethnic backgrounds shared experiences from their own lives. Students had the opportunity to ask questions of the panelists. The topic and forum were well received by the nearly 200 HACC students, faculty and staff who attended. Thanks to all of the panelists who participated. Their transparency helped to begin a conversation that was inclusive of all.
- To help students overcome stress and depression during finals week, Counseling staff collaborated with departments across the College to offer activities and strategies that promote good mental health. Events ranged from a workshop at the Lebanon Campus and a series of activities at Gettysburg throughout the semester to visits with therapy dogs at the York and Lancaster campuses and, at the Harrisburg Campus, aromatherapy bags and a "create and eat" activity led by an outstanding culinary student. Many students took advantage of activities to help relieve stress and to learn tactics to counter anxiety.



With Angela Campbell, Ph.D., professor and Counseling Department chair, at left, are panelists for the "Let's Talk About Race" forum, Laura Davis, assistant professor of communications; Richard Kearns, adjunct instructor and tutor; Duc Ton, financial aid specialist; Warren Anderson, Ed.D., chief institutional diversity officer; Geraldine Gutwein, Ph.D., professor of English and reading, and Michael Williams, associate professor of counseling, who served as facilitator.

The Office of Human Resources (OHR) joins me in sharing this gratitude:

Thank You For Upholding HACC’s Policy On Confidentiality

As we initiate the wave of faculty hiring for fiscal year 2017-18 (along with other searches), many of you will be generously dedicating your time to serve on search committees or participate in other facets of the hiring process, such as serving as campus guides, participating in open sessions or attending teaching demonstrations. I want to thank all who have already served for upholding our College’s high standards for confidentiality throughout the recruitment process. Your commitment to confidentiality is one of the strengths of our hiring process because it not only helps the College to hire only the best candidates but also prevents delays in hiring, protects the integrity of our searches and limits the College’s exposure to risk.

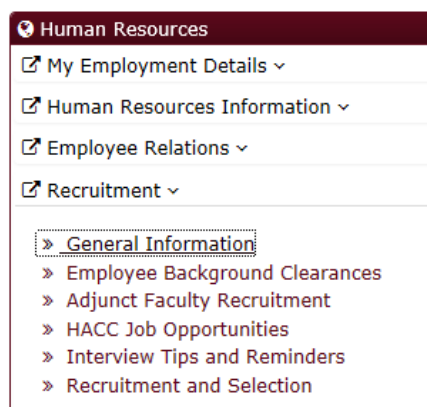
The following guidelines will provide preparation for everyone who will be assisting with our upcoming searches:

What can you do protect the confidentiality of a search?

- Familiarize yourself with the [Recruitment Confidentiality Agreement](#) before engaging in the search process.
- Discuss concerns that you may have about the search process with the search committee chair, hiring manager or assigned HR recruiter.
- Direct candidates (internal or external) to the director of HR recruitment or the assigned HR recruiter if they contact you with questions about the search.
- Direct colleagues to the director of HR recruitment or the assigned HR recruiter if they have questions about the search in which you are participating

What are some of the ways we may inadvertently breach confidentiality?

- Sharing candidate names and application materials with anyone outside the search process. (This includes talking to friends and acquaintances outside of HACC about someone applying or interviewing.)
- Disclosing the information discussed during a search committee or hiring group meeting with a co-worker, supervisor or other individual outside the search process.
- Disclosing search-related information (such as matrices, notes, details about discussion, etc.) with candidates during or after the search process has concluded.



May we all continue doing our part to maintain the highest level of integrity and ethical behavior for all our searches!
For more information on the recruitment process, please go to myHACC > Human Resources > Recruitment.

In the Office of College Advancement;

- HACC has once again been designated as an Educational Improvement Organization (EIO) under the Pennsylvania Department of Community and Economic Development’s Educational Improvement Tax Credit (EITC) program. As an EIO, the HACC Foundation may accept donations from qualified businesses to support HACC’s College in the High School and Dual Enrollment programs. For more information, please visit <http://www.hacc.edu/HACCFoundation/WaystoGive/index.cfm> and select “Educational Improvement Tax Credit (EITC) Donation.”
(See OCA on next page)



OCA (from previous page)

- Thanks to generous sponsors, HACC and the [HACC Foundation](#) were able to raise more than \$140,000 for student scholarships at the 20th Frank J. Dixon Tournament for Scholarships at HACC in September 2016. For more information, please visit www.hacc.edu/golftournament.
- The OCA team led the development and implementation of the communications plan – including a brochure, website and news conference – for the [Harrisburg Promise](#), an initiative to give middle schoolers a boost toward college completion. The initiative is the result of a partnership created by HACC, the City of Harrisburg and the Harrisburg Housing Authority. Approximately 30 students and their parents learned about the goals and academic expectations of Harrisburg Promise at a news conference in September. They also toured HACC’s Harrisburg Campus and enjoyed a picnic in the Rose Garden of the Rose Lehrman Art Center.



At right, Linnie Carter, Ph.D., vice president of College Advancement and executive director of the HACC Foundation, joins me to greet the Tournament for Scholarships team from Enders Insurance Associates, from left, Steve Cover, Brian Price, Jim Enders and Glenda Auker.



More Good News In OCA Today

The OCA team is proud to share “OCA Today,” its unit newsletter, with you.

Please go to the Office of College Advancement & HACC Foundation section of myHACC to read the most recent issue of the publication or click on the following link: https://apps.hacc.edu/hacc_forms/E56hy9/openform.cfm?FID=3764.

What Do You ♥ About HACC?

HACC’s Day of Giving is back and stronger than ever! Thursday, April 20, 2017, is the day to share your story of the moment you became forever connected to HACC, Central Pennsylvania’s Community College.

We’re bringing the entire HACC community together for this special event to invest in what HACC represents to the community – access to a supportive academic environment that provides the first step on the journey to personal and professional success. For thousands of students, alumni, faculty, staff, board members, donors, partners and friends, HACC is their home and a source of pride.

The Day of Giving is an opportunity for our five campuses – and our extended community, far and wide – to come together to celebrate HACC through lively planned activities.

How can you demonstrate your support for HACC on the Day of Giving? I am glad you asked...

- Go to the Day of Giving Website
- Pledge your support and challenge your family, friends and social network to support HACC by tagging #HeartHACC in all of your posts
- Participate in activities at a HACC campus near you!

Join us and show how much you ♥ HACC on April 20!

In the Office of Finance:

- The Harrisburg Campus Bookstore welcomed the HawkTech Store, an Apple Authorized Campus Store, with a grand opening celebration on Tuesday, Dec. 6, 2016. HACC is the second community college in the United States to become an Apple Authorized Campus Store and will offer Apple products at academic prices reserved just for educational institutions. The grand opening featured presentations from Apple representatives and HACC faculty, staff and students throughout the day. The event was live-streamed to the other campus stores. The Grand Prize winner of an iPad Air 2 was student **Miles Wagler**. Congratulations Miles! On Tuesday, Jan. 3, 2017, the HawkTech Store will become an Apple Certified Repair Center, open to the entire HACC community and the public.
- The HACC York Bookstore was transformed over the summer, increasing its retail space by over 500 square feet. Renovations included a larger trade/reference book section as well as a customer service desk to assist students with the purchase of textbooks. Customers now enjoy greater ease of shopping thanks to a larger area that includes a great selection of HACC clothing, school supplies, electronics, snack food and beverages, coloring books for adults and other fun items. The bookstore glass windows offer



What better place for a mannequin challenge than at the Harrisburg Campus Bookstore during the HawkTech Store grand opening!

a perfect area to display new arrivals and other bookstore merchandise. The store remained open to serve customers through the entire renovation and celebrated its grand reopening on Wednesday, Oct. 5, 2016. To quote one student, we are now “quite fancy and actually look like a real college bookstore.”

Did You Know?

The Office of Finance will be posting a monthly, summarized financial report for the College community on the myHACC portal beginning in January or February 2017. Thank you to the three constituency group leaders, **David Bailey**, representing faculty, **Dory Uhlman**, representing administrative/professional employees, and **Constance Smith**, representing classified employees, and **Jason Nielsen**, professor of Accounting/Management, for their assistance in this effort. More information to come.

At the Gettysburg Campus:

- Thanks to the collaboration of **Dory Uhlman**, campus dean of academic

affairs, **Joel Bacon**, program director and associate professor of medical assisting, and **Lois Schaffer**, department chair and professor of health and public service, the Campus launched the Medical Assisting Certificate cohort day program with 15 students enrolled. Dory, Joel and Lois worked quickly to revise the admissions standards, hire a faculty member, **Jennifer Gonzalez**, align Perkins money with supply needs, and recruit students in less than five months.

- The Campus’ successful “I’m Your Person” initiative added a New Student Orientation (See **GETTYSBURG** on next page)



New student orientation leaders, from left, Chad Koontz, Ashlyn Riccione and Nathan Tasker.

Gettysburg (from previous page)

Program led by student orientation leaders with follow up from a volunteer staff or faculty member. Thank you to the Student Affairs staff for their leadership in developing the model and the team of student orientation leaders for facilitating it!

- Gettysburg Campus staff, faculty and community members contributed over \$50,000 in gifts and pledges in HACC's first Day of Giving event to support scholarships, emergency assistance funds and the President's Fund for Excellence. On behalf of our students, I am grateful to all Gettysburg Campus staff and faculty who contributed or pledged.

“Appreciation can change a day, even change a life. Your willingness to put it into words is all that is necessary.”

~Margaret Cousins

Our York Campus is especially proud of several new student-centered spaces:

- The new year started at the York Campus with a brand new space and location for students seeking assistance with their writing skills. Formerly in the Goodling Center, the Writing Center opened in a 3,000-square-foot space in the Cytec Building that features both group and individual study areas and lots of available computers. The soothing wall colors are complemented by motivational sayings throughout the new space.



The York Campus Writing Center offers encouraging words to help students improve their writing skills. Adjunct English instructor Julie Castner-Shepard was on hand to greet the first student visitors at the Writing Center's opening.

- In the spring, the York Campus celebrated the beginning of classes in the new Welding Lab in the Goodling Center. The first classes to be offered were WELD 101 and WELD 102, which focus on print reading and oxy fuel welding. Additional classes were included in the fall semester. The York County Economics Alliance recognized the new lab by hosting a Ribbon Cutting Ceremony in July.
- The York Campus unveiled its new student commons in March, featuring Subway and PSECU in the George M. Leader Building. Representatives from PSECU, Subway and the College community joined students in a celebration of the new space, which offers the convenience of food service, banking and a spot for relaxation in one location.

- The Campus staff and faculty can be equally proud of their ongoing efforts to serve the local community. A recent letter of gratitude from Red Lion Area School District Superintendent Scott Deisley, Ed.D., after HACC staff and faculty presented at an in-service attended by Red Lion senior high school teachers, offers just one example of their positive efforts. Dr. Deisley said, in part:

“Please allow me to share my very sincere enthusiasm for the start of our new partnership between the Red Lion Area School District and the York Campus of Harrisburg Area Community College! ... I was so impressed to see how many of the HACC professors made time to be available to speak to the Red Lion guests. Do be sure to extend my appreciation as well to **Mr. Satterlee, Mr. Prigel, Dr. Barnett, Ms. Rosenkrans, Mr. Houloose, Ms. Wukovitz, Ms. Valentine, Mr. Swatski, and Dr. Siha.** I also heard that you were able to have a few students speak on the benefit of the programs offered at HACC, especially the digitized classes. ... I have no doubt that this day was the start of something special ... I look forward to what comes next on this journey we have started together!”

Do you have news for the next Ski Gram?

If you would like me to share your news in an upcoming issue of the Ski Gram, you may submit it anytime directly from the following link on hacc.edu:

<http://www.hacc.edu/AboutHACC/Administration/Ski-Gram-Request-Form.cfm>

For More Information

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