Dr. Checkovich: Greatness in Tumultuous Times

I filled up my car with gas the other day, and I paid $1.39 per gallon. I don’t remember seeing that price for gas since the early 1980’s. Just a short time ago we were all looking at paying 4 to 5 dollars per gallon. While this reduction in price may seem like a great benefit on one hand, it is a liability for a state like West Virginia: good for the consumer, bad for state tax collection. In a state that is dependent on the natural energy resources, when the price of one energy source drops so far so quickly, the prices of other energy sources follow. The price of coal drops, and tax collections drop as a result. There are issues other than coal prices creating the current budget deficit in West Virginia: good for the consumer, bad for state tax collection.

As a state agency we have been and probably will continue to be asked to do our part to close the budget gap. One result for Blue Ridge is that it will be more expensive for students. We have found efficiencies in our operations as a result of budget cuts experienced over the past few years. However, additional efficiencies are simply not there. The funding issues facing our institution, based on declining state support, are having a real impact on what we can do as an institution. We will do what we can to ensure that Blue Ridge remains a good bargain in higher education, but increased tuition looks inevitable.

On a more positive note, our Assurance Argument which we wrote to prepare for our recent accreditation visit was received extremely well. In letters dated February 12, 2016, the HLC’s Institutional Actions Council (IAC) reaffirmed our accreditation and approved requests to offer the newly designed Certificate(s) of Applied Science in Agribusiness and Chemical Operator Technician.

We are thrilled with the approvals we received from the HLC. The HLC’s reaffirmation of our accreditation is an endorsement of the quality of our mission, governance, financial stability, teaching and learning, relationships with constituents, and federal compliance.

I thank all of you who made contributions to the argument. Our argument is going to be one of three that will be featured at the annual conference Share Fair. In addition to that, we have been asked to present at a workshop along with HLC staff members at the conference. It is an honor to be recognized for the quality of our work.

The legislative session is in progress and the biggest item for Blue Ridge will be the outcome of the budget bill. Our local delegation has been very supportive of our need for additional state funding. Delegates and Senators from both parties have informed me that what we are doing in our region deserves additional support. Our work with Hollywood Casino, Macy’s, Essroc, Ecolab, First Energy and the new P&G project are all examples of the fine opportunities that we are providing for new jobs and advancement for students. It is important work and is certainly deserving of recognition. Blue Ridge is a premier economic driver for our region.

(cont. on next page)
Dr. Checkovich: Greatness in Tumultuous Times (cont.)

As I write this (Feb. 14), I am seeing that we are again under a winter weather watch. This prediction is not shaping up to be the 36 plus inches of snow that we received two weeks ago. That was a huge accumulation of snow. I thank our maintenance staff for completing the Herculean task of clearing our lots and making the campus safe to navigate. They did a great job under most trying circumstances.

I will keep you posted on developments in the legislature that affect our college and our well-being. Now I need to rest up. I may need it to get up in the wee hours of Monday morning to make the decision about when or if to open (Note: the College closed Monday and Tuesday due to inclement weather and hazardous driving conditions)!

Best Regards,
Dr. Peter Checkovich
Founding President

Dr. Checkovich: Greatness in Tumultuous Times (cont. from page 1)

Blue Ridge CTC Team,

I am pleased to announce that we are once again participating in the Great Colleges to Work For program sponsored by The Chronicle of Higher Education and ModernThink, LLC, a research and consulting firm focusing on workplace excellence. Now in its ninth year, this program recognizes colleges and universities that are successful in their efforts to create the best possible work environments.

We are participating in two-year cycles as part of a greater effort – a Comprehensive Workplace Study. The study consists of three phases: Connect, Collaborate and Cultivate. These phases involve employee surveying, conducting employee roundtables, and developing strategic initiatives. This will be our second time participating, and the first year produced great results. For 2014, we launched four strategic priorities that are either in motion or completed to date. Also, the College was recognized as a 2014 Great College to Work For in 2 categories.

(cont. on next page)
College Prepares for *Great Colleges to Work For* Round 2 (cont.)

While we continue to face economic challenges that have tested us over the past few years, we believe our commitment to excellence is crucial to our future success. We are excited about the possibility of being recognized once again. Regardless of whether or not we are recognized, we think the data we receive will continue to be helpful as we continue the process of creating the best workplace possible. Baseline data will once again lead to more in-depth employee relations’ activities such as employee roundtables and the development of strategic initiatives to emphasize our strengths and address our opportunities.

A critical part of the assessment process is an employee survey distributed to a random sample of our College’s full-time faculty and adjunct faculty, administrators, exempt professionals, and non-exempt staff. Designed specifically for colleges and universities, this confidential and anonymous survey affords us the opportunity to gather important information from our faculty and staff about what is working well, and to learn about areas that are opportunities for growth.

On March 14th, ModernThink will send the survey to a random sample of our faculty/staff. Based on the size of our College, more of our team will be asked to participate than not. If you are included in the sample, you will receive an email invitation encouraging you to take part in this survey. The survey will close on April 8th.

The success of the survey depends on your participation. I encourage you to be honest and forthright in your answers. To ensure the confidentiality of your responses, your survey will be processed entirely by ModernThink. We will not receive any information that would enable us to identify the survey results of any one individual.

Should you have any questions, please feel free to contact our College’s survey coordinator, Justin Ruble, VP of HR, or visit www.ChronicleGreatColleges.com. Thank you for your participation and support in this important endeavor by our College.

Best Regards,

Dr. Peter Checkovich
Founding President

BRCTC Students Awarded NASA Summer Internships

The academic commitment of students, Eric Arsenault and Cassandra Long, is being rewarded in the form of a NASA Summer Internship. On Monday, February 15, 2016, both students received notification of their internship placement at the NASA Glenn Research Center in Cleveland, Ohio.

According to instructors, Eric and Cassandra are especially deserving of this opportunity. As an Information Technology and Cybersecurity student, Cassandra was placed in the Computer Division to complete her internship. Given her stellar performance as Blue Ridge CTC student, instructors are confident in Cassandra’s successful completion of the NASA internship opportunity. Information Technology Instructor, Anthony Hanners, states that “Cassandra Long is a model student. She began her college career while in high school, taking advantage of the Blue Ridge EDGE credit program. Outside of the classroom, Cassandra has been active in most extracurricular activities offered by the department and has influenced other students to participate. She serves as a mentor for the College’s Student Services department and informally tutors other students in her class. In addition, Cassie was nominated and named the Blue Ridge Outstanding Student of the Semester for fall 2015.”

Eric is a second semester Mechatronics student who came to Blue Ridge from Salem County Vocational Technical School in New Jersey. Eric was placed in the Instrumentation and Controls Division to complete his internship. Eric is an outstanding student whose performance in and out of the classroom exceeds the expectations of instructors. Mechatronics Instructor, David Teets explains that, “Eric has been an exceptional student for me. He goes above and beyond in my classes and in his club and team efforts.”

(Continued on next page)
BRCTC Students Awarded NASA Summer Internships (cont.)

(cont. from page 3)

In addition to his coursework, Eric is participating in an internship at Quad Graphics and is involved with the Space Payload team, the Fluke Student Team, and the Space Club. Eric is “grateful to have this opportunity to participate in the NASA summer internship at Glenn.” He would like to thank his father and all of his instructors for helping him to strive to be better, and he hopes to keep working hard and putting out the effort to see how far he can go. We at Blue Ridge are certain that Eric and Cassandra will go quite far in their respective fields.

The internships that are being offered to Cassandra and Eric are sponsored by the WV Space Grant Consortium under the umbrella of the National Space Grant College and Fellowship Program through the NASA Glenn Higher Education program. According to Candy Cordwell, Program Manager, NASA WV Space Grant Consortium, “These internships integrate participants with career professionals emphasizing mentor-directed, degree-related, real-time world task completion. “ Blue Ridge CTC congratulates these students on their tremendous success and wishes them luck in completing their internships and any future endeavors.

Diversity & Inclusion Committee Finalizing Situational Analysis

The College’s Diversity & Inclusion Committee is performing a situational analysis as the first step in producing a Diversity & Inclusion Strategic Plan. The below information reflects the demographics of the College’s service area compared to the College’s employee and student populations. This information is being analyzed as part of the assessment of the current environment. Additionally, the D&I committee will share a summary of the Fall 2015 Diversity & Inclusion satisfaction survey in the near future.

<table>
<thead>
<tr>
<th>Service Area</th>
<th>Blue Ridge CTC Employees</th>
<th>Blue Ridge CTC Students</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Full-time</td>
<td>Part-time</td>
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<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Service Area</th>
<th>Blue Ridge CTC Employees</th>
<th>Blue Ridge CTC Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian or Pacific Islander</td>
<td>1.2%</td>
<td>0.8%</td>
<td>2.3%</td>
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<tr>
<td>Hispanic</td>
<td>5.9%</td>
<td>1.5%</td>
<td>0.0%</td>
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<tr>
<td>Native American</td>
<td>0.3%</td>
<td>0.8%</td>
<td>0.0%</td>
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<td>Black/African American</td>
<td>6.5%</td>
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<td>White/Non-Hispanic</td>
<td>83.6%</td>
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<td>Two or More/Unknown</td>
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<tr>
<th>Gender</th>
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<tr>
<td>Female</td>
<td>50.7%</td>
<td>67.7%</td>
<td>61.2%</td>
</tr>
<tr>
<td>Male</td>
<td>49.3%</td>
<td>32.3%</td>
<td>38.8%</td>
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<table>
<thead>
<tr>
<th>Age</th>
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<tbody>
<tr>
<td>BRCTC employee average age: 46 years for full-time employees and 48 years for part-time employees</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>BRCTC students: 49.8% are age 24 and under; 52.2% are age 25 and over</td>
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</tbody>
</table>
Nursing Welcomes Two New Faculty Members

Michelle Towne joined Blue Ridge in January as a Nursing Lecturer. She is a graduate of the University of Phoenix where she earned her Bachelor of Science in Nursing and Masters of Science in Nursing. She is currently enrolled at Capella University where she is completing her PhD in Nursing Education. Michelle has been a nurse for 20 years and has been involved in nursing education for 6. She has also been an instructional designer for another higher education institution. She has lived in Charles Town for 13 years.

Alicia Perez joined the College in January as the Medical Surgical I Nursing Lecturer and clinical instructor. She received a BSN from Shepherd University, a MSN in Leadership and Management, and is currently enrolled in a DNP program through Walden University. She has 6 years of experience working at the Veterans Affairs Medical Center in Martinsburg, WV on the Medical Surgical/Telemetry unit with an additional 2 years as a mental health nurse. She is dedicated to her profession and has become ANCC certified in Medical Surgical nursing. She has had a desire to become an educator early on and has been teaching in the clinical setting for the past 3 years. She has lived in Berkeley County for the majority of her life, and she is looking forward to the opportunity to serve her community. She is beyond excited to share her passion for education and nursing with BRCTC students.

CAHS Starts Allied Health Club

The Allied Health Department is excited to announce the start of an Allied Health Club. The club will be open to any Blue Ridge student regardless of the program enrolled. All that is required is an interest in health. The club’s purpose will be to expand opportunities for students. This will be accomplished by inviting guest speakers to club meetings, attending (as a group) local health care/medical presentations (often sponsored by WVU/Berkeley Medical Center), meeting afterward for discussion and fellowship, networking and more. Dr. John Jacko, Allied Health faculty, will serve as faculty advisor. Dr. Jacko’s office is HQ 3207, and he can be contacted at jjacko@blueridgectc.edu.

SNA Blood Drive

The Student Nursing Association is sponsoring a Blood Drive at Headquarters (main campus) on March 14th from 1:30pm to 7:30pm. The Red Cross bus will park in front of the HQ building, sign in will occur in the atrium. The Red Cross will accept walk-ins when feasible. Those interested in donating are encouraged to register online to ensure there is a time for busy schedules.
## 2016 Events Schedule—March through May

<table>
<thead>
<tr>
<th>Activity</th>
<th>Date</th>
<th>Sponsor</th>
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<tbody>
<tr>
<td>Berkeley Back Pack Spring</td>
<td>March 1-19, 2016</td>
<td>HQ/TC</td>
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<tr>
<td>Midterm Exam Jam</td>
<td>March 7-11, 2016</td>
<td>Humanities</td>
</tr>
<tr>
<td>Transfer Expo</td>
<td>March 8, 2016</td>
<td>University Transfer</td>
</tr>
<tr>
<td>Family Night Spring</td>
<td>March 11, 2016</td>
<td>Humanities</td>
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<tr>
<td>Academic Advisement Awareness</td>
<td>March 14-April 1, 2016</td>
<td>EM/Faculty</td>
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<tr>
<td>Blood Drive</td>
<td>March 14, 2016</td>
<td>Nursing</td>
</tr>
<tr>
<td>Pi Day</td>
<td>March 14, 2016</td>
<td>Culinary/Tutoring</td>
</tr>
<tr>
<td>Popping Into Good Study Habits</td>
<td>March 15, 2016</td>
<td>Division of Information Technology</td>
</tr>
<tr>
<td>Open House/Easter Egg Hunt</td>
<td>March 19, 2016</td>
<td>All Personnel</td>
</tr>
<tr>
<td>Sexual Assault Awareness</td>
<td>April 1-30, 2016</td>
<td>Shelter</td>
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<tr>
<td>Open Advisement Spring</td>
<td>April 4-8, 2016</td>
<td>Humanities</td>
</tr>
<tr>
<td>Spirit Week</td>
<td>April 11-15, 2016</td>
<td>All</td>
</tr>
<tr>
<td>BBQ Cook Off</td>
<td>April 12, 2016</td>
<td>Culinary</td>
</tr>
<tr>
<td>Nacho Bar</td>
<td>April 13, 2016</td>
<td>Career Services</td>
</tr>
<tr>
<td>Flag Football Spring</td>
<td>April 14 &amp; 15, 2016</td>
<td>Allied Health</td>
</tr>
<tr>
<td>Focus Group (Title IX)</td>
<td>April 18 &amp; 20, 2016</td>
<td>Division of Behavioral and Social Science</td>
</tr>
<tr>
<td>Campus Clean Up</td>
<td>April 20, 2016</td>
<td>E-Learning Department</td>
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<tr>
<td>Career Fair</td>
<td>April 28, 2016</td>
<td>Career Services</td>
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<tr>
<td>Pre-Final Exam Jam</td>
<td>May 2-6, 2016</td>
<td>Math</td>
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<tr>
<td>Ice Cream Socials/Root Beer Floats</td>
<td>May 3-4, 2016</td>
<td>Foundation/Alumni</td>
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<tr>
<td>Bluegrass and BBQ</td>
<td>May 6, 2016</td>
<td>Foundation/Alumni</td>
</tr>
<tr>
<td>NYC Bus Trip</td>
<td>May 13-15, 2016</td>
<td>Foundation/Alumni</td>
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<tr>
<td>Blood Drive</td>
<td>May 13, 2016</td>
<td>Nursing</td>
</tr>
<tr>
<td>Commencement</td>
<td>May 26, 2016</td>
<td>All</td>
</tr>
</tbody>
</table>

Coming in May 2016: Service Milestone Wall of Fame at HQ
Career Services Announces Spring Mock Interviews and Career Fair

Blue Ridge CTC is partnering with the Eastern Panhandle Society for Human Resource Management (EPSHRM) for the 8th Tri-Annual Mock Interview Event this Spring. 13 HR professionals from 9 companies will meet with BRCTC students and Job Corps students to practice interviewing skills and receive feedback on their resume, cover letter, appearance, and communication skills. This event will be held at the Tech Center on March 16 & 17 from 10am – 12pm.

Please contact Chris Cobian, Coordinator of Career Services, if you are interested in including students or a class in this event at Ccobian@blueridge.ctc.edu or x2125.

In January, Chris Cobian presented to Faculty Council the Office of Career Services new career assessment tool called the World of Work Inventory (WOWi). Career Services greatly appreciates the referrals from faculty who are sending students to the office.

Please email ccobian@blueridge.ctc.edu if you would like additional information about:
- How to implement the WOWi in a course/degree
- Additional professional development opportunities about the WOWi (i.e., how to interpret/advice)

If faculty would like to refer a student for a Career Assessment, please email Chris Cobian their name, phone number, and email. Career Services will schedule a test and discuss the results with the student.
um carbonate, which takes thousands of years to develop. For calcium to get into the caves and create formations, it has to go through both the carbonation process and de-carbonation process. The carbonation process occurs as rainwater picks up trace amounts of carbon dioxide from the air. Then, water continues to pick up even more carbon dioxide as it passes through decaying and/or dead plant matter on its way through the ground. Once the water picks up the carbon dioxide, it becomes carbonic acid. Carbonic acid, or carbonated water, is an agent by which calcium carbonate can be dissolved. Once this calcium carbonate is dissolved and turns from a solid to a liquid, it becomes calcium bicarbonate, which brings us to the end of the carbonation process. At this point, the decarbonation process must occur for the beautiful rock formations to take shape.

Annitsa Spanos, adjunct faculty member, and her CAHS 104 Physical Science class toured Crystal Grottoes Caverns in Boonsboro, Maryland in Fall 2015. Crystal Grottoes wowed not only many of our BRCTC students, but many of our students’ family members. This natural cavern is known to have more formations per square foot than any cave known to man. It is also the most naturally kept cave in the world.

The formations in the caverns are made of calcium carbonate, which takes thousands of years to develop. For calcium to get into the caves and create formations, it has to go through both the carbonation process and de-carbonation process. The carbonation process occurs as rainwater picks up trace amounts of carbon dioxide from the air. Then, water continues to pick up even more carbon dioxide as it passes through decaying and/or dead plant matter on its way through the ground. Once the water picks up the carbon dioxide, it becomes carbonic acid. Carbonic acid, or carbonated water, is an agent by which calcium carbonate can be dissolved. Once this calcium carbonate is dissolved and turns from a solid to a liquid, it becomes calcium bicarbonate, which brings us to the end of the carbonation process. At this point, the decarbonation process must occur for the beautiful rock formations to take shape.
Security Announces Active Shooter Drill for May 2016

In late 2014, staff and faculty participated in an Active Shooter training session instructed by a member of the West Virginia State Police. An upcoming Active Shooter drill will build on that foundation and provide Security with an accurate gauge as to how fast and safely BRCTC employees can implement the run, hide and fight principle, which is the basic tenet behind most Active Shooter defense postures. As a means to acquire an appropriate response to this Active Shooter drill, Jim Devino, Safety and Security Supervisor, is currently in the process of reaching out and developing what we hope will be lasting partnerships with the primary first responder organizations that are mandated to respond to an ongoing Active Shooter incident should one occur at BRCTC’s Main Campus. These agencies are key to neutralize the threat, medically treat and transport the wounded, and conduct an after action inquiry. Finally, Security will engage the services of a US Department of State contractor to evaluate the College’s performance and make recommendations for improvement. The Active Shooter drill is scheduled for mid-May. A comprehensive communication plan for scheduling and instructions will be disseminated as the College draws closer to the drill. NOTE: This is just a drill and the College has not received any threat of this nature. However, College administration and the Security team recognize the need to create awareness and implement best practices.

Tech Center Fire Drill Recap

The Security Department and Safety Committee of BRCTC conducted the first ever coordinated fire drill with its landlord, Shockey Companies. The Security Department thanks all employees that exited the facility in a safe and orderly manner. The drill was highly successful recording a building evacuation time of three minutes and forty-six seconds, and the “All Clear” issued at four minutes and thirty-three seconds. Fire drills are conducted semi-annually at each BRCTC location.

Security Department Team Approach

Security remains committed to providing the College with the utmost in quality security and safety-related services. The unit’s primary commitment is to ensure that students, faculty and staff remain threat free while on BRCTC property, and that services that are viewed as traditionally non-security related tasks remain operational despite personnel and other resource shortfalls. Over the past few months, the Security team has stepped up and offered its services in areas such as spreading de-icing materials along walkways and the traffic circle in front of the Main Campus in an effort to reduce the risk of individuals slipping and falling. To cover for a leave of absence at the Tech Center, Security became responsible for signing, receiving and at times delivering packages at the Tech Center. Security is also playing a role in helping to reduce the College’s energy expenses, as the Security Guards ensure that all classroom, laboratory and office lights are turned off when these areas are unoccupied. Security will continue to seek other areas whereby it can expand its role and service to the College.

Defensive Pepper Spray

In Spring 2016, BRCTC Security personnel will undergo pepper spray training. Approved or supported by the WV HEPC legal team, the Berkeley County Sheriff and Berkeley County Prosecuting Attorney’s Office, BRCTC was supported in its endeavor to issue its officers pepper spray to be used as a defensive weapon. The training program will be provided by the Commander of the Berkeley County Sheriff’s Department’s Criminal Investigation Division, who also serves as an adjunct instructor within the BRCTC Criminal Justice program. Not a condition of employment, all BRCTC Security Officers will be encouraged to carry this highly effective defensive tool.

(cont. on next page)
Security Announces Active Shooter Drill for May 2016 (cont.)

Instrumental in the operational planning for the aforementioned Tech Center Fire Drill in December 2015, Josh, under the tutelage of Jim Devino, is in the process of completing a comprehensive threat assessment applicable to the Main Campus and the Tech Center. This vulnerability study primarily addresses the threat to our institution from external forces, such as the criminal element, members of terrorist organizations and the phenomenon known as the “Lone Wolf” attacker. This effort is currently in the editing phase; however, it leads directly into the aforementioned operational goal of conducting an Active Shooter drill.

Spotlighting Security Officer Ron Hannah:
For those staff and faculty who primarily perform their BRCTC assignments during late afternoons and evenings at the Main Campus, Security Officer Ron Hannah is no stranger. Ron epitomizes the essence of the “quiet professional,” providing the BRCTC Main Campus with superior security, as well as friendly and helpful customer service. Always smiling and willing to go the extra mile, Ron is a focused, committed and dedicated member of the BRCTC security staff. Ron joined the Security team in 2010 when the college was operating downtown at the Dunn Building. Ron recalls the many times he was asked and proudly escorted BRCTC faculty members to their vehicles, thus ensuring their safety. Ron is a steady, by-the-book officer whose experience in the security field is extensive, including serving as a member of one of the nation’s largest armored car transport services.

wvOASIS ERP Wave 2 Implementation Remains Delayed
The ERP Wave 2 Phase D (Human Resources, Payroll, and Time and Leave Management-KRONOS), including the conversion from semi-monthly to biweekly pay, remains delayed indefinitely. Wave 2 consists of all WV public higher education institutions.

The previous go-live date was to be November 14th. No new date has been announced. The legislature is reviewing the conversion to bi-weekly that is currently required by WV Code.
In the meantime, the HR office and Payroll team remain active to ensure the College is ready when an announcement is made to proceed.

As HR continues to test KRONOS in parallel fashion, employees may receive KRONOS emails. These emails may be disregarded as they require no action until further notice.
Optical fiber is used by many telecommunications companies to transmit telephone signals, Internet communication, and cable television signals. Researchers have reached internet speeds much faster than standard copper wire on fiber and is largely replacing copper wire as time goes on.

Other improvements the IT department has started to implement include the newest operating system Microsoft Windows 10 and the updated Microsoft Office 2016. The goal of IT Services is to have all classrooms using both of these new versions by the Fall semester. For employees, all new computers are being deployed with Windows 10/Office 2016, and IT Services is starting to upgrade current employee computers to these new versions as well.

By staying up to date with technology, BRCTC can continue to grow and provide students with training on the latest programs such as Word or Excel.

Another improvement comes in the form of eTranscripts. Currently, transcripts requests arrive at the Registrar’s Office and are processed and printed manually. With the implementation of eTranscripts, Blue Ridge students will be able to request their transcripts online at any time from the College’s website. Thus, eTranscripts will provide students with round-the-clock access for transcript requests while simplifying the work required by the institution. It is currently setup in Banner production and IT is in the testing phases of implementation in conjunction with the Registrar.

IT’s role in IPEDS and state reporting

What is IPEDS and how is it important to me? Let IT Services explain. IPEDS is the Integrated Postsecondary Education Data System. It is a system of interrelated surveys conducted annually by the U.S. Department’s National Center for Education Statistics (NCES). IPEDS gathers information from every college, university, and technical institution that participates in the federal student financial aid programs. The information is made available to students and parents through the College Navigator college search website and to researchers and others through the IPEDS Data Center. The IT Services’ department completes several IPEDS reports along with several other departments.

Five times a year IT runs reports and submits data files to the WV Higher Education Policy Commission Central Office. IT Services is responsible for maintaining the custom banner programs used to generate the files submitted. If a change is made to data collection requirements, IT would have to edit the programs to account for the changed data element. The quantity of data files submitted per reporting period ranges from a high of 6 to the low of 4. When the files are submitted electronically to HEPC the files are edit checked for reasonableness.
IT Services Updates (cont.)

( cont. from page 11 )

Any data found to be inconsistent with past submissions will generate an error report. The errors on this report must be resolved before acceptance by the HEPC. The data files submitted to HEPC form the foundation for our IPEDS reporting.

Dashboard Reporting
Blackboard Analytics has a subset of capabilities offered by the College called Dashboard Reporting. A dashboard is simply a set of reports, with parameters predefined by a user, that run and display when they login to the reporting tool.

Blackboard Analytics provides the College with a broad new set of reports that can be leveraged in a variety of ways to improve the information available for decision making.

IT Programming is Enhancing Personnel Effectiveness and Efficiency

The primary benefit to having a programmer, Lucas Truax, on staff is reporting. Since the addition of a programmer, IT Services has been able to produce a number of reports, including reports for the Registrar, Finance, Workforce, and Enrollment Management/Student Services functions. The reports have included Class Rosters, Collections and Account status, Grades, Graduation, Veterans, and Student Performance. Through Argos and now Blackboard Analytics, the IT Services department has been able to facilitate other departments gaining access to the critical data they need, improving job efficiency. IT Services has also been involved in the technical implementations and integrations with the College’s student information system (Banner) required for multiple major software systems.
PEIA Proposes Plan Changes for 2017 Benefit Year


As of the time of this publication, the legislature had partially funded the PEIA deficit of $120 million through House Bill 4016, also known as the Budget Bill. The budget will direct $43 million of general state revenue funds and an additional $24 million in new special revenue funds to increase the state’s share of the contribution. This will total $67 million in new funds for the state’s share of premiums.

Active employees and retirees will experience an average premium increase of 12%, which will raise an additional $14 million from active employees and $10 million from retirees to cover the employee and retiree share of the increase funding need. There may be no change to current deductibles or out-of-pocket expenses. A new prescription drug benefit negotiated with CVS Caremark will also save $23 million compared to the current contract with Express Scripts. A few program changes will generate an additional $6 million.

Once HR has more defined meaning and direction, information will be sent out for Open Enrollment for the period of July 1, 2016 – June 30, 2017.

Additional Information

The Face-2-Face diabetes program will become a two-year program similar to weight management. After two successful years, members will graduate.

For Healthy Tomorrows, the policyholder must have a primary care provider and submit a biometric form completed by their physician. These forms must be submitted before May 15, 2016 to avoid an additional $500 deductible for plan year 2017. The form can be found at [http://www.peia.wv.gov/Forms-Downloads/Documents/ppb_plans/members/Healthy-Tomorrows-Reporting-Form.pdf](http://www.peia.wv.gov/Forms-Downloads/Documents/ppb_plans/members/Healthy-Tomorrows-Reporting-Form.pdf). In the 2017 Plan year, the policyholder must begin working with their physician to get their numbers in the expected range for the 2018 plan year. PEIA is considering a premium differential for 2019 instead of an increased deductible.

Benefit Vendors Plan Visit to Assist Employees

A representative for the PEIA Pathways to Wellness Program will be at the BRCTC Headquarters Building on Friday, April 22 at 11am in room 1101 to speak about the program.

PEIA assists members in making lifestyle changes via a wellness program called "Pathways to Wellness" through a contract with Marshall University’s College of Health Professions. Services include:

- On site fitness classes including Zumba, yoga, boot camp, Tai Chi, dynabands, walking programs
- Lifestyle coaching
- Nutrition and stress management classes
- A fitness discount program Work it Out, an exercise physiology assessment and exercise prescription
- A monthly newsletter
- Seasonal farmers markets

A representative from The Health Plan will be at BRCTC on Tuesday, April 25th from 130-230pm in room 2110 of the Headquarters Building. The Health Plan is an option for medical coverage along with the PEIA options. The rep. will present The Health Plan 2017 coverage changes and answer questions. The Health Plan has not been in the Eastern Panhandle for long, so this is an opportunity to learn about the alternative to PEIA plans as we approach Open Enrollment. If you are not available Tuesday afternoon, the rep. will be at the Martinsburg Holiday Inn on April 12th for the health fair from 3-7pm. The following is the link to The Health Plan: [https://www.healthplan.org/](https://www.healthplan.org/).
E-Learning Rebrands with a Focus on Research and Reference Support

The E-Learning department has recently undergone rebranding in order to fully capture all services offered in terms of student support. The Blackboard Help Desk is now referred to as the E-Learning Help Desk, which provides assistance beyond Blackboard, including online databases, academic research, referencing, and citations. Blue Ridge CTC was previously partnered with the Martinsburg Public Library, and now, E-Learning staff will provide all research and reference support internally, within the School of Professional Studies and University Transfer.

The primary focus of this transition is to help students utilize EBSCOhost to find scholarly articles in support of research and writing as well as to support academic integrity and provide an understanding of plagiarism. The “Research and Reference” page on the Blue Ridge CTC website has been revamped and is much more user-friendly for student and faculty use. When discussing the benefits of providing these services internally, Brett Gallagher, Associate Dean of E-Learning and Assessment, noted, “When working with students, we will not only be able to provide the resources, but we can also say, ‘Here is how to use them.’”

Regarding plans for the future, Gallagher explained, “We definitely want to provide additional resources for faculty to distribute in courses and want to partner with tutoring services to help students with citations and support the evaluation of resources to ensure they are scholarly. It’s going to be a lot of work to get this new project to where I want it to be, but I am excited to start this for students and faculty. Before, it was really decentralized, and I think that pulling everything into this department will have a positive impact on student success and academic integrity.”

For more information, contact Gallagher at bgallagh@blueridge.ctc.edu or at extension 2328.

E-Learning Supports Students During Semester Kickoff

During “Semester Kickoff Week”, January 19th-22nd, the E-Learning team offered a variety of resources and activities for students. According to Brett Gallagher, Associate Dean of E-Learning and Assessment, “The primary objective of the Semester Kickoff activities was to increase student awareness of the services provided by the E-Learning Help Desk.” The E-Learning team assisted students in the following ways:

- An information table and help desk were made available for students with questions about online learning.
- Resources were provided to help students with account login and online course navigation.
- Students entered for a chance to win a Nook e-reader and Barnes & Noble gift card. This giveaway was an opportunity to encourage students to opt for e-text rentals as the most affordable textbook format, when available.

Dychelle Finley, Physical Therapy Assisting major, was the recipient of the Nook e-reader and Barnes & Noble gift card giveaway. Amanda Carrell, E-Learning Support Specialist, stated, “Students flocked to the desk to gather information about Blackboard and account login. Most students were eager to begin classes but nervous about what the semester would bring. It felt great to have a hand in helping each student feel supported and comfortable with campus technology, offering encouragement as their journeys began.”

Dychelle Finley, winner of the student giveaway, with Amanda Carrell and Brett Gallagher
Spring Transfer Expo
March 8th & 9th
Headquarters (Main Campus)

Tuesday, March 8, 2016  1 pm to 6 pm
Wednesday, March 9, 2016  9 am to 1 pm

Share with Students ~ Encourage Students to Bring Their Transcripts to Discuss Transfer Opportunities Available to Them After Graduation!

Participating 4-Year Universities/Colleges
West Virginia University  1st Floor
Shepherd University  1st Floor
American Sentinel University  1st Floor
Shenandoah University  1st Floor

American Public University  2nd Floor
Excelsior College  2nd Floor
Stevenson University  2nd Floor
Potomac State College of WVU  2nd Floor
West Virginia State University  2nd Floor

Additional universities/colleges to attend as well!

For more information regarding the Spring 2016 Transfer Expo, please contact Jackie Griggs, Academic Program Specialist, at jgriggs@blueridge.edu or at extension 2351.
Reflecting on Merry & Bright 2015

The Foundation’s annual fundraiser, Merry & Bright, has seen great success over the past four years. This year’s event was well attended with over 160 tickets sold and 32 local businesses and individuals sponsoring the event. The fundraiser benefits the general scholarship fund and raised $20,260. During the event the College transforms to a festive environment, while the Culinary Academy prepares delicious foods and desserts. Chef Steve Weiss provided live demonstrations of his famous sugar sculptures, and student scholarship recipients, Madison Smallwood and Latyce Jones, spoke during the event about the opportunities Blue Ridge has provided and how receiving scholarships assisted in achieving their academic goals.


Foundation to Host 2nd Annual Blue Ridge Bluegrass and BBQ Event

The Foundation will host the 2nd Annual Blue Ridge Bluegrass and BBQ fundraiser at the Purple Iris on Friday, May 6, 2016 from 6:30 PM to 9:00 PM. The musical lineup features Ernie Bradley & the BRCTC Bluegrass Students and Laura Busey. The menu includes BBQ chicken and all the fixin’s provided by Purple Iris. Desserts will be provided by the College’s Academy of Hospitality & Culinary Arts. Tickets are $40. For more information, contact Sherri Janelle at ext. 2410 or sjanelle@blueridgectc.edu.
Welcome Bruin New Hires

**Allied Health**
* Alicia Perez—Nursing Lecturer  
* Michelle Towne—Nursing Lecturer

**Finance**
* Megan Echols—Accounting Assistant  
* Sherry Ann Washington—Accounting Manager

**IT Services**
* Aaron Breeden—IT Assistant

**Workforce**
* Kista Clark—Housekeeper  
* Mary Beth Schuweiler—Chemical Ops Lab Assistant

**HR Launches BlackBoard T&D Community**

The HR team recently released its first required training through the newly-launched *BRCTC Training and Development Community* on BlackBoard. The first training modules released were "The Respectful Workplace" (employee training) and "Building and Maintaining a Respectful Workplace" (supervisor training). The deadline to complete the training is March 22nd.

The HR team will continue to develop and post new trainings to this community. HR is currently developing the following training: supervision, teaching, and veteran students.

If you would like to learn more about the Training and Development Community, please contact Brandon Ledbetter, Talent Acquisition & Development Manager.

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Holiday Schedule for March 2016 to May 2016

* Friday, April 1, 2016 – Spring Break  
* Monday, May 30, 2016 – Memorial Day

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Blue Ridge Community and Technical College is dedicated to providing a diverse student population with collaborative programs and support services to improve the quality of life and promote economic development in its service area. The quality academic programs are learner centered and focused on career entry, university transfer, developmental education, and workforce development.