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Dr. Checkovich: A Tale of Two Cities

“lt was the best of times, it was the worst of times…..” is the opening line from the Charles Dickens novel A Tale of Two Cities. It is a line that has occurred to me on numerous occasions, and it is a line that occurs to me now. Blue Ridge is a college that has performed remarkably well in many areas. Our recent visitation from the Higher Learning Commission was successful. Although the report from the Commission is still in draft form and I cannot share many of the details at this point, I can say that the visit went very well and Blue Ridge is described very positively. The work that we so diligently carried out in the preparation of our Assurance Argument paid off nicely.

There are also very positive things happening in the relationships with our community partners. There are education and training opportunities with numerous high profile companies not the least of which is Procter and Gamble. The opportunity that we have to provide good careers for our area as a result of this partnership is something that will benefit the Eastern Panhandle for years to come. The work that is being done with our contracted training and workforce development area is nothing short of spectacular. It is something that we could only dream about a mere two decades ago and today we have perhaps the strongest workforce effort anywhere in West Virginia.

Our enrollment has been steady this year and that is remarkable given the national trend downward. There are some institutions that are dealing with double digit losses in enrollment, and we have avoided that problem. So, with the positive things happening for Blue Ridge, what is the issue? In a word: money – State allocation to be exact.

Filling our cars at the gas pump recently has almost been pleasant. The price of a gallon of gas has dropped by almost fifty percent. That is good for the consumer, not so good for tax collection. And the drop in oil prices has wreaked havoc on the price of coal, a major source of income for West Virginia. It is estimated that as of this very moment West Virginia is losing almost one million dollars a day in tax revenue much of which is because of the drop in coal severance tax. That is a huge problem for an institution that relies on state allocation. Our allocation has been cut by almost $700,000 in the past several years, and the best guess at this point is that we may see more cuts this fiscal year. That is a lot of money to Blue Ridge. And the fundamental issues influencing the revenue shortfall for the state do not appear to be correcting any time soon.

Therefore, we are planning our budget with less reliance on allocation and more reliance on tuition and fees. It will become more expensive for students to achieve the goal of receiving a good education. It is unfortunate that we are facing this very grim outlook for state funding. We will do our best to soften the blow by increasing tuition and fee revenue responsibly and prudently so that the positive things we have accomplished are not damaged. It will be a challenge.

So there are very good things in store for us and some big challenges.

(cont. on next page)
Dr. Checkovich: A Tale of Two Cities (cont.)

(continues from page 1)

We have faced adversity before, and we will no doubt see it again in the future. With proper planning and conservative measures in our budgeting, we can succeed. The nature of our economy is cyclical and better times will emerge. Our community and business partners are a very positive note and they will help us to weather the storm until better times return. The remarkable efforts of our talented faculty, staff, and students will assure our success.

Best Regards,

Dr. Peter Checkovich
Founding President

From the CFO’s View: New Reality for Financial Strategy

By: Kimberly Lineberg, CFO

We are well into the second quarter of the fiscal year, and typically we are beginning to focus on the next fiscal year’s budget. This year is a bit different, however. While FY17 is on the horizon and planning efforts are soon to be underway, our energies are being poured into what remains of the FY16 budget. As you may already know, the State reduced our current year appropriation by 4%. This is especially concerning because it happened so early in the fiscal year. When cuts are needed, it usually becomes apparent in the second half of the year. The State is facing an estimated revenue shortfall of approximately $250 million, with some estimates going as high as $400 million. This 4% cut, which amounts to approximately $185,000 for Blue Ridge, only covers $100 million of the State’s shortfall. It is only logical to conclude that we will experience additional cuts this year.

To be prepared for the anticipated reductions, we are strategizing not only for how to handle the $185,000, but also an additional $185,000. We are seeking to identify immediate savings, with additional strategies in our hip pocket. Savings through workforce attrition and unutilized hours will be one part of the equation. Do you have any suggestions for cost savings?

The strategies identified in FY16 will be carried forward into FY17, in addition to a comprehensive tuition and fee package. Reevaluating fees and the true cost of delivering education will shape how we determine what students should pay to receive a Blue Ridge CTC education.

Raising tuition rates is not something that is taken lightly. For every dollar of support that the State takes away, a dollar of revenue from another source must take its place. Alternate sources of revenue are being sought, and cost containment is continuously being evaluated. The challenge is finding the right balance. When you receive your Faculty and Staff Budget Request form this year, consider how your request can help us improve quality while reducing cost. Small changes can lead to big results!

Faculty Teaching & Learning Program Making Progress

The Faculty Teaching and Learning committee is continuing to progress towards its goal of developing a robust training and development program for new and experienced professional faculty. The current implementation date is scheduled for Fall 2016. The program, which will consist of 6 integrated modules, includes areas such as: classroom management, student engagement, instructional approaches, planning, assessment, and technology integration.

The committee is currently in the process of outlining a schedule that will allow participants to complete the program in as little as two semesters. This program will be open to all faculty employees. For more information, please contact Brandon Ledbetter in the Human Resources office.
Devino Hired to Promote Campus Security & Safety

Jim DeVino
Campus Security & Safety Supervisor

Jim DeVino joined the College in September 2015 as the Campus Security and Safety Supervisor. Jim is tasked with direction and leadership of the College’s security and safety initiatives. Jim recently completed the Annual Security Report and Clery Survey as required by the federal government. He has introduced a number of ideas and goals that will promote the welfare of the entire campus and provide direction for the Security team.

In the next year, Jim will be conducting a needs analysis to develop a comprehensive emergency preparedness (action) plan. He is also leading the efforts to complete a campus threat assessment.

Jim joins the College from the United States government, where for the last six years he conducted security clearance-related background investigations on contract, performing these duties for five different government agencies within the Federal law enforcement and intelligence communities. In March 2009, Jim retired from a 22-year Federal Agent career, during which he received several awards for exceptional investigative case assignments. During this period, Jim was consistently promoted and served as a Special Agent in Charge or Unit Chief where he was responsible for managing regional-sized entities, supervising upward of 50 subordinate investigative personnel, administering million dollar budgets and other critical resources. Jim started his federal law enforcement career with the Department of State’s Diplomatic Security Service where he provided VIP protection for foreign visiting dignitaries, the Secretary of State, and certain key United Nations officials. Jim is a Vietnam-era veteran, having served on active duty in the US Air Force for 14-years. He currently possesses a valid Top Secret Security Clearance.

Academically, Jim holds a Master’s Degree in National Security Studies from California State University San Bernardino and a Bachelor’s Degree in Social Science from Chapman College, Orange, California. Furthermore, Jim is a graduate of the US Department of State’s Basic Special Agent course and the Federal Law Enforcement Officer’s Training Center’s (FLETC) Criminal Investigator program. Ironically, one portion of his State Department training was in Evasive and Counter Terrorist Driving Techniques, a course completed at the Bill Scott Raceway, Summit Point, West Virginia.

A native of New York City, Jim is married to Janet, and he has two grown children, and two grandchildren. Jim and Janet reside in Cross Junction, Virginia, accompanied by their two Shetland-Terrier mixed rescue pups that ensure you know they are around, as they bark a great deal.

In the Event of a Declared Emergency Closure

The change in seasons brings forth an optimal time to opt-in or renew subscription to the College’s emergency alert system, E2Campus. This system will notify you by text message and/or email with important information, such as College closings and delays in operation. While it is an employee’s choice whether or not to participate, Security and HR highly encourage employees to opt in to be promptly notified of emergency announcements. To register, text the word “Safety” to 79516 or go to the College’s Safety & Security webpage.

For those currently registered, you will receive an expiration notification 30 days prior to your expiration date. You are encouraged to act upon these notifications to avoid missing any important College communications. Employees are encouraged to review the College’s “Emergency Closure Work and Pay Guidelines.” The purpose/intent of the document is to assist with communication between supervisors and employees. This resource outlines work requirements and how pay is handled, specific to full-time and part-time regular employees.
Introduction to the New Health Information Management AAS

In Fall 2015, the Health Information Management AAS program kicked off with HIM 101, an introductory course for health information management. The Health Information Management program is a great starting point for the student who wants to be in the health care field, but not in a hands-on clinical position.

HIM professionals are usually employed in hospitals; however, career opportunities are growing in physicians’ practices, care groups, home health care settings, hospices, and long-term care facilities. Jobs are also growing in locations outside of the traditional health care field, such as insurance companies, accounting firms, consulting companies, law firms, prisons, and much more.

Students can earn their associate degree in Health Information Management at Blue Ridge CTC and be prepared to join a fast-growing occupation. Employment of medical records and health information technicians is expected to increase by 22 percent from 2012 to 2022, faster than the average for all occupations. The Health Information Management degree program follows a curriculum based on current associate degree entry-level competencies outlined by the American Health Information Management Association (AHIMA). Additionally, Blue Ridge has updated its curriculum to reflect the government-mandated switch from International Classification of Diseases version 9 (ICD-9) classification system to ICD-10. Students will also have access to up-to-date coding and chart management lab software and the opportunity for professional practice experiences including an externship.

Meet Tanda Emanuel, HIM Externship Coordinator

Tanda Emanuel joined the college in September 2015 as the HIM Externship Coordinator. She is a graduate of the University of Charleston with a BS in Organizational Leadership. Prior to joining the College, Tanda worked in the healthcare setting as a manager/government contractor at Walter Reed National Military Medical Center, Malcolm Grow Hospital, and Portsmouth Naval Hospital for more than 25 years.

Having spent most of her career in the Washington, DC area, Tanda is excited about the opportunity to work in the same county she lives. As a Jeeperson High graduate, she has deep roots in the area, and she hopes to help many people to develop successful careers in the Health Information Profession. She is currently pursuing her ELMBA at Mount Saint Mary’s University in Frederick, Maryland.
Weiss Featured on Food Network’s “Cake Wars: Christmas”

Blue Ridge CTC is proud to announce that **Chef Steve Weiss**, BRCTC’s Culinary Arts Program Coordinator, is in the spotlight once again. Chef Steve has been featured on the Food Network a multitude of times and is returning once more as a contender in the series “Cake Wars: Christmas.”

**How is this show different from other Food Network challenges in which you have participated?**

Well, this is a 3 person team-based challenge that consists of a cake artist, a sugar artist and a master carver. I’ve done single and duo team challenges in the past; it’s much more to handle.

**Was the audition process for the show competitive?**

It is at times; I don’t have to apply for an audition. This opportunity was one of those times where I was called directly by the executive producers to see if I had interest in doing this project. Not every show fits into my schedule, and I have passed on some projects in the past. If you are thinking of becoming a competitor, you’ll need high energy, enthusiasm, confidence and being a bit cocky will help you to be casted.

**Having viewed previous appearances, you seem to remain quite calm while competing. Has this always been the case or is something you had to develop?**

Staying calm comes naturally to me now, but in the past it was a struggle. You get to know the crew quite well during a shoot, and they become friends. So in a sense, it calms you to be arounds friends that want you to do well. You just don’t want to think that your show will be seen by 6 to 12 million people or nationally and internationally. That’s what will freak you out.

**How many shows have you done at this point?**

I was thinking about this about 2 weeks ago before the show premiered. I’ve done shows for Food Network for 15 years now. It started as specials in the early 2000’s. Then came the Challenge shows, and now a couple of premier series. “King of Cones” shot in 2014 and now my new show “Cake Wars Christmas,” shot in 2015. Altogether, I’ve done 9 shows and counting.

**Does participation in the Food Network challenges influence your classroom instruction in anyway? If yes, how so?**

Not really. Most food network shows are extreme. They are too extreme for lab time, and the goal in the classroom is to build confidence and technique. One of the first chocolate sculptures that students do in my class is a replica of the Eiffel tower out of chocolate. The tower stands about 3 feet high; basic fundamental methods are used to create this. It’s great to share with students what it’s like to compete on the highest level. My hope is to inspire some to try.

**Do you have any future shows lined up or other exciting projects in the works?**

I will always be a competitor, teacher, artist and chef. These are exciting projects to me, but if I receive a call or see a show I’d like to be a part of in the future, you can bet that I will have my hands in it. You’ll just have to stay tuned!
2015/2016 Events Schedule—December to February

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<th>Activity</th>
<th>Date</th>
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<td>Ice Cream Socials/Root Beer Floats</td>
<td>December 1 &amp; 2, 2015</td>
<td>Allied Health</td>
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<td>Merry and Bright</td>
<td>December 4, 2015</td>
<td>Foundation</td>
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<td>Vendor Fair</td>
<td>December 18, 2015</td>
<td>Workforce</td>
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<td>Semester Kick off</td>
<td>January 19-21, 2016</td>
<td>E-Learning Department</td>
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<td>Meet and Greet Spring</td>
<td>January 20 &amp; 21, 2016</td>
<td>E-Learning Department</td>
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<td>Club and Org Fair</td>
<td>February 1 &amp; 2, 2016</td>
<td>EM/Faculty</td>
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<td>Family Feud</td>
<td>February 15, 2016</td>
<td>EM/Faculty</td>
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<td>Focus Group (Relaxation)</td>
<td>February 17, 2016</td>
<td>Nursing</td>
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<td>College Goal Sunday</td>
<td>February 21, 2016</td>
<td>CFWV</td>
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<td>Engineering Week</td>
<td>February 21-27, 2016</td>
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College Participates in 41st Apple Butter Festival

On October 10th and 11th, Blue Ridge CTC staff and faculty participated in the 41st Apple Butter Festival and parade. Rodney Wilfong, Tracy Truax, and Amanda Perry rode in the Blue Ridge CTC Mercury Mountaineer during the parade. Ken Myers, husband of Anne Myers, was also in the Parade, as the Blue Ridge CTC Bruin Bear. Anne Myers, Susan Bly, Tanda and Paul Emmanuel, Tracy Truax and the Bruin Bear distributed information and talked to prospective students in the Blue Ridge CTC information booth. Special thank you to Cliff Woodward for setting up and tearing down the booth. More than 30,000 people attended the festival with 2,000 people participating in the parade.

The Bruin Bear mascot greeted the smallest of Apple Butter Festival participants. Tanda Emanuel, HIM Externship Coordinator, assisted the Bruin Bear at Blue Ridge CTC’s information table.
Career Services Event Calendar for Spring 2015

Faculty Training: Helping students find the best career path
The Office of Career Services received funding through the Bridging the Gap and Eastern WV Foundation grants to purchase a career assessment tool to help student identify jobs that are a good fit. The World of Work Inventory measures a students’ interests, aptitudes, and temperaments and relates them to potential vocational goals.

During this training, faculty will be able to:
• Explain the importance for students to identify vocational goals.
• Identify the 3 factors that affect job fit.
• List the steps to refer students for a career assessment.

*When: January 15th, 10:30 am  
*Where: Room 1101 (during Faculty Council)

Mock Interview Event
Each semester, the Office of Career Services hosts a Mock interview event. Students meet with regional employers to practice interviewing skills and receive feedback on their resume, cover letter, and professional attire.

*When: March 16th & 17th, 10a – 12p both days  
*Where: T-04

Spring Recruiting & Networking Event
Utilizing funds from the Bridging the Gap grant, the Office of Career Services is partnering with Enrollment Management as well as Mechatronics, Electrical Distribution, and IT sector program coordinators to host a recruiting and networking event. Current students and members of our community may learn more about career advancement opportunities in these fields.

*When: March 31st, 3p – 5p  
*Where: Tech Center

Spring Career Fair
Approximately 40 employers meet with hundreds of our students and members of our community to learn about regional employment opportunities.

*When: April 28th, 3p – 6p  
*Where: HQ

Spring Workshops
The Office of Career services offers workshops on Career Exploration, Personal Branding, Interviewing, and Resume Development. Many of our faculty require students to attend as part of their program. Contact the Office of Career Services to learn about the spring schedule and how to best include your students.

For more information, contact Chris Cobian, Coordinator of Career Services, at ccobian@blueridgectc.edu or x2125.

wvOASIS Indefinitely Postpones ERP Wave 2 Implementation

On November 2nd, the Enterprise Resource Planning (ERP) Board directed the wvOASIS Project Management Office (PMO) to delay the deployment of Wave 2 Phase D (human Resources, Payroll, and Time and Leave Management-KRONOS), including the conversion from semimonthly to biweekly pay 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.

In the meantime, the HR office and Payroll team have ongoing activities to ensure the College is ready when an announcement is made to proceed:
• HR continues to manually enter time and leave into KRONOS.
• HR will continue to maintain employee data in the HRM staging environment.

• The State and the College will continue to use time from KRONOS to process parallel pay periods until the payroll produces the accurate expected results.

As further details surrounding future activities are developed, Human Resources will communicate them through usual channels. Please direct any comments or questions to hr@blueridgectc.edu or kronos@blueridgectc.edu.
Career Services Delivers on New Initiatives

Bringing students and employers together
Along with our new initiatives such as our student job board, and our resume book program featuring BTG student participants, we have begun to bolster participation and enthusiasm for our existing programming such as our networking events. In October, the Blue Ridge CTC Tech Center hosted 9 IT professionals and recruiters for roundtable discussion groups where approximately 40 information technology, cyber security, and networking students attended. The positive feedback has prompted Career Services to move forward to do more of these networking events in the future. The next networking event for BTG participants is scheduled for March 31st from 3pm – 5pm at the Tech Center.

Staying on top of the trends in business and industry
Blue Ridge CTC, in partnership with EPSHRM and the Workforce Investment Board (WIB), hosted the first HR Skills Advisory Committee meeting with a balanced and representative group of HR professionals from across several business and industry sectors to discuss skill gaps and make projections for the future local labor force. The goals of the group include partaking in an analysis of the most promising and practical solutions for HR professionals to overcome the shortcomings in the local market and provide insight and information to Blue Ridge CTC program coordinators, Berkeley County Chamber Workforce Development Committee and the Shenandoah Valley Education Consortia regarding skill gaps and opportunities for program edification. The committee’s next meeting is scheduled for January 27th from 8:15am – 9:30am at the Tech Center.

Career assessment tool is underway
Career Services has been working to infuse students’ first semester with quality career development programming. Thanks to the support and collaboration of enrollment management staff, the World of Work Inventory (WOWI) is offered for enrolled students during their scheduling meeting with admissions staff. The inventory triangulates a student’s interests, aptitudes, and work styles to inform the choice of their major and eventual career aspirations. With close to 300 completed assessments this Fall through in-class workshops conducted by Career Services staff, the next objective is to build aggregate profiles of successful students for the College’s academic programs. Therefore, students can compare their individual profiles to the profile of the “typical successful student” in a particular program. This tool will help students quickly make a great deal of self-analysis that would take hours of researching majors and occupation choices as well as a significant degree of self-awareness. Career Services hopes that this will have a ripple effect across multiple student success measures: retention, graduation rates, and placement.
Student Course Evaluation Overview and Updates

Student evaluations of instruction are a primary assessment activity at Blue Ridge CTC. The surveys are made available electronically, within Blackboard course sites, at the end of each term. Students are empowered to provide honest feedback about a course, its materials, and its instructor due to the anonymity of responses. The evaluation survey is a valuable tool used to measure the effectiveness of a course or an instructor, combined with other processes to ensure academic accountability.

According to Brett Gallagher, Associate Dean of E-Learning and Assessment, “Students use Likert scale ratings to evaluate a variety of elements, including the clarity of the syllabus, the usefulness of the textbook and other materials, the rigor of the course, the relevance of the assignments, the quality of lab equipment and online course sites, and the knowledge, skill, and preparedness of the instructor. There is also an open response section at the end of the survey where students can comment freely about their experience or provide suggestions to the instructor.”

Faculty gain access to survey results after final grades have been submitted to the Registrar. Due to the electronic distribution of the surveys, results are compiled and delivered instantly in an easy-to-read format. Instructors use survey results to monitor student perceptions and preferences of their teaching methods. The surveys also help to identify areas in which faculty can pursue professional development or seek suggestions from a colleague. Additionally, faculty can use student feedback as part of their annual performance appraisals.

Regarding recent modifications of student evaluations, Gallagher explained, “Prior to the spring 2014 semester, evaluation surveys were accessed by students within their BRIDGE accounts. The same instrument was used, but the process was somewhat cumbersome. The real motivations for change, though, were a technical issue that arose from updates to our system as well as the accessibility and readability of results for faculty. For these reasons, the College explored other methods of distributing the survey, and ultimately chose Blackboard as a delivery system, because it presented no additional cost and automated much of what was done manually before. To make the process even more efficient, Blackboard and BANNER were integrated during Summer 2015, synchronizing class rosters within Blackboard. Where instructors had previously loaded their rosters manually, now everything happens with just a few clicks by a system administrator. The college has made significant advancements with the student evaluation process in the past year that we hope students and faculty are pleased with.”

Following the transition to Blackboard as the survey delivery format, the college saw an eight percent increase in student participation. From January 2014 to December 2015, that rate was maintained. Approximately 29 percent of surveys that were distributed were completed. “Unfortunately, that participation rate dropped to 24 percent in the Spring 2015 semester, so we would like to see that rate increase to its former level or beyond for Fall 2015,” Gallagher noted.

Students are notified of surveys through campus e-mail, by postings on campus electronic billboards, and via Blackboard notification. Faculty also play an important role in promoting the course evaluation process to students. A handout which includes a video tutorial is distributed to faculty for class discussion, to post to online course sites, or to send to students through e-mail.

For more information regarding student evaluations of instruction, contact Gallagher at extension 2328.
EM Welcomes New Veterans’ Education Coordinator

Britney Norris is the new Veterans’ Education Coordinator at Blue Ridge Community and Technical College. She is looking forward to meeting and working with all members of the College in order to maintain BRCTC’s exceptional service to veterans, service members, and their dependents. In addition to BRCTC’s many initiatives for serving veterans, Britney aspires to increase the veteran presence on campus and in the local community.

There are also several position-specific goals that have been put in place that require the creation of a student veterans’ organization that will help to increase that positive presence and achieve Britney’s personal standard of service campus wide. She will be implementing processes and procedures to improve communication between our student veterans and herself to ensure receipt of educational benefits and student success. Britney will work closely with admissions, financial counselors, and the career counselors to assist students every step of the way.

As a member of the United States Army Reserve, Britney said “lives with army values.” As a soldier, civilian, and the veterans’ education coordinator, she will “exemplify respect, integrity, duty, and selfless service.”

During her eight years in the Army Reserve, she served one tour in Kuwait at the United States Military Hospital-Kuwait and attended Frostburg State University where she earned a B.S. in English Literature. During her four years at Frostburg State University, she was an active member of the Student Veterans’ Organization. The combination of Britney’s experiences will allow her to connect with and serve the diverse College population.

Fall Festival Celebrates the College’s Community

Enrollment Management wishes to thank all employees who supported the Fall Festival, Saturday October 24th, 2015. The College welcomed several hundred community members, students, and their families for an afternoon of food, fun and trick-or-treating.

Pumpkins created by Fall Festival participants prepare to go on display.

Richard Snyder, Chair of Allied Health, put the fright into the Fall Festival night.
IT Explains Java and Introduces Blackboard Analytics

What Is Java?
With all of the talk recently about Kronos, you've probably heard the word Java thrown around quite a bit, but you may not be totally sure what it is. Allow IT to explain! To put it simply, Java is a programming language and computing platform that allows applications (such as Kronos) and websites with embedded videos to work properly. It was intended to allow common programs in one environment to be used on multiple "platforms" or environments, such as Apple, Windows, Intel or cell phone giants Samsung and LG. Additionally, Java can be found in everything from a cell phone to a Blu-Ray player in order to allow it to work properly. If you receive these prompts or see these notices, just know that it means things are working the way they were intended.

Intranet Feasibility Study
After some research and investigation into the possibility of an intranet site here at Blue Ridge CTC, IT is proud to report that they've completed a test analysis of an internal Blue Ridge CTC web page. From this analysis and employee input, IT can determine the likelihood of an actual launch of the website in a SharePoint environment. What this "intranet" will be is a centralized repository for Blue Ridge related things, like a calendar, and some basic general documents. IT welcomes your input, so if you would like to have any input on possible site contents, feel free to email an employee in the IT Department.

Blackboard Analytics
As part of the Bridging the Gap grant, Blue Ridge CTC has obtained a data warehousing product known as Blackboard Analytics. The use of "big" data analytics in retail, service, and other industries has been widespread for some time. Higher education has recently begun to see the necessity for the trend analysis and data-driven decision making that analytics reporting provides. As of 2013, nearly 70% of the educational institutions surveyed by EDUCAUSE viewed data analytics as a major priority, and 84% viewed analytics as something that will grow in importance over the next 5 years. With the purchase and pending implementation of Blackboard Analytics, Blue Ridge CTC will be well positioned to analyze and project student, learning, and institutional trends and make decisions armed with facts.

How does Blackboard Analytics apply to me?
If you use Banner to view or report on student data, Blackboard Analytics has the potential to make your life easier. A brief, simplified view of a data warehouse is this: data warehouses organize data for the purpose of reporting and analyzing data. This means that end users have the ability to view and execute reports on data relevant to their department. Out of the box, Blackboard Analytics provides a long list of reports. Things like Grade Distribution by Program, Admissions Funnel, Program Participation Demographics, Course Fill Rates, Degree Completion Rate by Program, and Retention by Major are just a few of the 150+ reports that will be available to users upon project completion.

Due to the restructuring of the data, users can not only view the data but also refine and dissect the data by a variety of filters. An example of this: a user logs in to Blackboard Analytics and runs an out-of-the-box analytics report that shows students who are eligible to register in Fall 2015 but have not yet done so. Once the report returns data, a user can subsequently filter to show only those students who are female, ages 25-29, from Martinsburg High School, who are majoring in Business. Providing users with the ability to quickly access a reporting dataset, quickly sift through results and/or apply different filters, and make au courant decisions is what Analytics is all about.
BRCTC Awarded as a National Center of Academic Excellence in Cyber Defense During Cyber Security Awareness Month

The Division of Information Technology and Career Services co-hosted a Technology Networking Luncheon, where BRCTC students had the opportunity to meet with local technology employers and discuss a typical “day in the life” of an IT professional. Eight employers and 40 students participated in this luncheon. According to Morrison, “feedback received was overwhelmingly positive. The next networking event will need to be in two different rooms due to the size of the audience. We feel participation in this event will continue to increase with both students and employers.”

Morrison would like Connection readers to be aware that, “cyber-threat is one of the most serious economic and national security challenges we face as a nation. As a user, it is our duty to be aware of potential threats by being cognizant of our surroundings online. We can start in our workplace by not sharing password information, by not visiting sites that do not seem legitimate, and by not providing any personal information such as account numbers or social security numbers.”

Most notably during October, Blue Ridge CTC was awarded as a National Center of Academic Excellence in Cyber Defense Two-Year Education, one of only 26 two-year institutions in the nation to achieve this new designation.
Fall Transfer Expo Success & Articulation Updates

The Fall Transfer Expo, organized by Jackie Griggs, Academic Program Specialist, was held on Tuesday, October 6th and Wednesday, October 7th on Headquarters campus. Eleven universities and colleges were in attendance, an increase from seven participants during the Spring 2015 Transfer Expo. Admissions representatives attended from West Virginia University, Shepherd University, American Sentinel University, American Public University, American National University, Stevenson University, Potomac State College of WVU, Shenandoah University, Excelsior College, California University of PA, and University of Charleston.

A participant representing Potomac State College of WVU stated, “Students asked great questions about the College, and those who stopped seemed genuinely interested in the institution. The interactions gave me a chance to see what our institution might be lacking in terms of meeting the needs of transfer and online students, so that I can bring that back to our administration.”

Kristy Lindgren, BRCTC student enrolled in the Medical Assisting and Liberal Arts degree programs expressed, “It’s helpful to meet with the admissions person, and they tell you exactly what courses you need to take to transfer.” Lindgren plans to transfer to Shepherd University upon graduation.

Efforts continue for additional transfer opportunities and agreements. The following new articulation agreements are currently in progress:

- MOU with American National University for potential online degree pathways in IT/Business to Business Administration Management/Nursing/CNET to IT/Accounting to Business Administration/Medical Assisting to Medical Health Services Management
- Shepherd University – AA, Liberal Arts to BA, History General AA, Liberal Arts to RBA
- Potomac State College of WVU – AAS, Business to BAS, Business Management AS, Business Administration to BAS, Business Management
- West Virginia State University – AAS, Criminal Justice to WVSU Criminal Justice baccalaureate program AAS, Business to BS, Business Administration with Management emphasis AS, Business Administration to BS, Business Administration with Management emphasis
- West Virginia University – Articulations in Mechatronics and CNET/IT with WVU’s Engineering and Computer Science degree programs

A Spring 2016 Transfer Expo is tentatively scheduled for March 8th and 9th during the first week of academic advisement, with times to be determined. All updates are made available to faculty and students through the “Transfer Articulation” webpage after the finalization of recent articulation agreements. For more information, contact Griggs at extension 2351.
The Foundation is preparing for the 4th Annual *Merry & Bright* holiday social. The event is a Friday night two-hour social held at the College to raise funds for the General Scholarship Fund. The first floor of the Main Campus transforms to a decorative holiday atmosphere with lit Christmas trees, garlands, and festive live music. Heavy hors d’oeuvres and delicious desserts will be prepared by the Academy of Hospitality and Culinary Arts during the event.

The Foundation has invited some of the scholarship recipients to share their stories during the evening festivities. This event is a great example of the partnerships the Foundation has made with many local businesses. Last year, the event was sponsored by 29 local businesses with many of them choosing to continue to support the College and Foundation through sponsoring this event year after year.

The Foundation has raised over $46,600.00 total from the past three *Merry & Bright* events. This fund has allowed the Foundation to establish the Presidential Scholarship and the Excellence Scholarships. The Presidential Scholarship is awarded to one outstanding graduating senior from the tri-county area high schools in the amount of $1,500.00. The Excellence Scholarship is offered to one graduating senior from each of the tri-county high schools in the amount of $750.00. Both of these scholarships were created to provide academically excellent students incentive and opportunity to attend Blue Ridge CTC with financial support.

Tickets are now available in the Foundation Office, Suite 2400. Please contact Sherri Janelle x2410 or Jamie Harrison x2423 for more information. All faculty and staff members are invited to attend at a special Faculty and Staff price of $40.00.

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**Coming in January 2016...Student Employment Training for Supervisors**

On January 13th, 2016 at 9am, there will be a 1.5 hour training session for Blue Ridge CTC faculty and staff that are interested in hiring a student employee. This course will cover:

- Federal work study (FWS) vs. regular student employment
- Student employment policies and procedures
- Creating student employment position descriptions using Neogov (BRCTC’s applicant tracking system)
- Timekeeping for supervisors
- Student eligibility and conditions of employment
- And more…

Completion of this class is required to hire and supervise a student employee. If you are interested in attending the training or would like more information regarding the student employment program at Blue Ridge CTC, please contact Tami Aabel at ext. 2233 or email taabel@blueridgectc.edu.
Holiday Schedule for December 2015 to February 2016

* Thursday, December 24, 2015 – Winter Break
* Friday, December 25, 2015 – Christmas
* Monday, December 28, 2015 – Winter Break
* Tuesday, December 29, 2015 – Winter Break
* Wednesday, December 30, 2015 – Winter Break
* Thursday, December 31, 2015 – Winter Break
* Friday, January 1, 2016 – New Year’s Day
* Monday, January 18, 2016 – Martin Luther King Day

Welcome Bruin New Hires

**Allied Health**
*Tanda Emanuel*—HIM Externship Coordinator  
*Christin Weiss*—Nursing Student Retention Specialist

**Enrollment Management**  
*Brimey Norris*: Veterans’ Education Coordinator

**HR/Security**
*Jim Devino*: Campus Security & Safety Supervisor  
*Jim Unger*: Security Guard

**Workforce**  
*Joi Lansdowne*: Housekeeper

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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.