

# Connection

## In this Issue ...



Spotlight on Technical Career Pathways ..... 3



I-BEST Pathways Meet Workforce Needs..... 4



Summer Institute Showcases Technical Careers ..... 9



Washington Trip ..... 11



## Oconee Campus Ribbon Cutting Ceremony Is August 17; Classes Begin August 20

A ribbon cutting ceremony will be held Friday, August 17, to celebrate the opening of the new Oconee Campus. The College will host the ceremony beginning at 11 a.m. Attendees will have the opportunity to tour the building and enjoy refreshments.

Fall Semester classes begin Monday, August 20.

The 37,000-square-foot campus is located at the Oconee Industry and Technology Park at 552 Education Way in Westminster.

Tim Jared will serve as Oconee Campus Coordinator and is the main point of contact. In this managerial role, he will oversee daily operations and support resources for students, as well as faculty and staff. He also will serve as interim Student Success Coach helping students with advising, orientation, and career counseling.

Cyndi Watts joins him as a full-time Generalist, who will be the contact for students and visitors and will help students with the intake process. She also will be a resource for financial aid information, admissions, and registration.

“We are excited to have two experienced College employees who have a passion for working with students joining our community campus team to serve the Oconee Campus,” said Dr. Brian Swords, senior director of community campuses and training centers for the College. “Tim and Cyndy have strong ties to the Oconee area and are excited to get started.”

Credit program offerings include the first two semesters of Industrial Electronics Technology, Mechatronics, Technical Operator 1 and 2 (Certificate),

*(continued on page 13)*



**Tim Jared** is serving as Oconee Campus Coordinator and is the main point of contact. **Cyndi Watts** joins him as a full-time Generalist.

# Connection

is published ten times each year by the Office of the President and the Public Relations Department.

## Mailing Address (All Campuses)

P. O. Box 587, Pendleton, SC 29670

### Pendleton Campus

7900 Highway 76, Pendleton, SC

### Anderson Campus

511 Michelin Blvd., Anderson, SC

### Easley Campus

1774 Powdersville Rd., Easley, SC

### Oconee Campus

(Opening August 2018)

552 Education Way, Westminster, SC

### Main Number

(864) 646-TCTC (8282)

### Toll-free

1-866-269-5677

### TDD/Voice

1-800-735-2905

### Website

[www.tctc.edu](http://www.tctc.edu)



Tri-County Technical College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award the associate degree. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Tri-County Technical College.

Tri-County Technical College does not discriminate in admission or employment on the basis of race, color, religion, sex, qualifying disability, veteran's status, or national origin.

# Connecting

## Our Greatest Asset Is Our People

Tri-County Technical College ranks highest in the S. C. Technical College System for student success, graduation, and transfer rates.

We also are well known for innovative programs and services, most recently the I-BEST Manufacturing Pathway, Michelin Manufacturing Scholars, and Technical Career Pathways programs, all of which have been recognized across the State as exemplary model programs.

What makes us stand head and shoulders above our peers? Quite simply, it's our people. Our success is dependent upon our ability to attract, develop, and retain employees who have the passion, knowledge, skills, and abilities needed to effectively teach and serve our students.

Not only are they our greatest asset, our employees are also our biggest investment. Not equipment, technology, or raw materials—but, people. They are charged with producing a well-educated, highly-skilled workforce and students who are prepared to succeed at four-year colleges and universities. If we don't have the best people, we can't continue to produce the best graduates.

This fall we will begin developing our new Ten-Year Vision and Strategic Plan for 2020-2030. Because top-notch employees are essential to our success, one of our priorities is to develop human resources strategies that ensure we stay on track to succeed. In preparation for that process, we assigned a project team to examine the employee experience—our culture, environment, and conditions that enable our people to thrive in the work setting. After collecting feedback from nearly 300 employees across the College, the team developed a vision statement that reflects our employees' aspirations:

*"We, the employees of Tri-County Technical College, deliver excellent educational services by creating a work environment that promotes and fosters empowerment, mutual support, high standards, collaboration, respect, appreciation, and lasting relationships."*

This statement will provide inspiration for our new ten-year vision and a framework for talent management goals that impact hiring, professional development, recognition, compensation, and other aspects of human resources.

At our Fall Convocation and in subsequent department and division meetings throughout the year, we will talk more about what we are trying to achieve with this focus on the employee experience and what it means for each of us at the individual, department, and institutional levels.

It's no accident that "Passionate People" are the first two words in our Vision Statement—"Passionate People Transforming Lives and Building Strong Communities One Student at a Time." It is our people who differentiate us and have the lead role in helping our students reach their goals.



**Dr. Ronnie L. Booth**  
President

Ronnie L. Booth, Ph.D., President



# Spotlight on Technical Career Pathways

Before they even marched in their high school graduations, five Anderson County 18-year-olds were Tri-County Technical College sophomores with two Technical Operators certificates in hand and taking summer school classes in the Mechatronics program.

This past summer, Jacob Clevenger and Matthew Burdette, both Wren grads, Bryant Newsome, a Palmetto graduate, Jacob Shaw, a Belton-Honea-Path grad and Bernard Harris, a Pendleton grad, continued taking college courses before they even graduated from high school.

Tri-County's summer session classes began days before these students crossed the stage to receive their high school diplomas from area Anderson County high schools.

Several weeks before they had walked across the stage at Littlejohn Coliseum with Tri-County's Class of 2018 and all earned Technical Operators I and II certificates. The following week they entered summer school as sophomores with less than a year to complete their Mechatronics degree.

They are not the first to take advantage of the Technical Career Pathways program that allows participants to graduate with a college certificate as high school seniors and transition directly into an associate degree program at the College or enter the workforce.

This program was initially funded through a special proviso in the State Legislature and is now fully supported with State funding. Pathways students take classes at no charge. Their summer classes are paid for as well.

Today, well over 100 high schools students are enrolled in the Technical Career Pathways programs in all seven school districts in the College's service area. This program serves students who might have considered college beyond their reach. Now, the vast majority continue on after high school graduation to earn an associate degree in a technical field at Tri-County.

All five of these students learned about the dual enrollment program from their guidance counselors or when they toured their career center and met Mark Franks, a Tri-County instructor who also teaches Mechatronics at the Anderson District 1 and 2 Career Center.

They say Mark's comments, in addition to observing students working with electrical trainers and hand tools in labs, got their attention.

"Mr. Franks sold it to me during my visit," said Matthew Burdette. "He said the college courses would be paid for, and I could earn an associate degree by the time I am 19. One year after high school graduation and I can have a college degree!" he said.



Technical Career Pathways Mechatronics students are seen working in the Bosch lab in Cleveland Hall.

Jacob Clevenger says knew he wanted a career working with his hands but was undecided until he took pathways classes. "They helped me make my decision," he said.

Bryant Newsome also wasn't sure about his career choice, thinking he may want to go the four-year route and study to be an engineer. But when his guidance counselor mentioned Mechatronics and dual enrollment classes, he knew it was "a good deal."

Bernard Harris admits he initially thought it was too good to be true. "My teacher told me I could gain college credit while in high school. I thought it sounded good, but there must be a catch. I discovered it really can happen."

"It's an incredible opportunity," said Mark. "Everything is paid for. Students just have to bring a willingness to learn and treat the class as if it is a job," he said. Punctuality, being prepared, and time management skills are just as important as classroom studies," he said. Everything they learn doesn't come out of a book. We also emphasize the soft skills. They are as important. First impressions count during a job interview. They are getting ready for college and the workforce at the same time," he said.

It's not easy for students to juggle high school, college work, and extracurriculars. "They have to make a commitment. But if they do, students can have one half of their degree paid for beginning in high school all the way through graduation with an associate degree. I don't know of a better deal," said Mark.

Bryant agrees. He says he talks to friends who are going to four-year colleges and although they may have scholarships, they will graduate with debt. "We have the opportunity to graduate debt free or to owe a little out of pocket, and the jobs are out there for us."

All have their sights set on working in manufacturing when they graduate next year.

*(continued on page 14)*



# I-BEST Pathways Are Designed to Meet Workforce Needs

I-BEST is a collaborative effort of area adult education centers, employers, community organizations, and the College. I-BEST pathways aren't quick jobs; they are different because they focus on immediate employment and pathways to careers requiring an associate degree. They blend college credit, non-credit training, and industry-recognized skills certifications. They also build confidence and competence for jobs that pay family-sustaining wages and for continued college study. Tuition is covered by State funding.

**SMART START OVER—COLLEGE 120:** A three-credit hour class that was designed specifically for under-employed and under-resourced adults who have a high school credential or are actively completing one, and want to gain a solid career direction, but need help getting started. During the one-semester class, participants are introduced to technology-based career opportunities in the region; learn 21st-century work skills; develop college-readiness skills; and earn an industry-recognized certification—OSHA 10 General Industry Standards training—which is appropriate for employment in any career field.

**MANUFACTURING PATHWAY:** An eight-credit hour academic certificate that targets under-employed, unemployed, and under-resourced adults in the College's service area. Students earn a Manufacturing Production I Certificate, receive industry-recognized skills certifications, enter the workplace, and/or continue at Tri-County.

**EMPLOYER SPONSORED PATHWAYS:** The Michelin Manufacturing Scholars Program is designed for entry-level

manufacturing professionals and is a pathway leading to manufacturing careers with Michelin. The one-semester program is completely customized to meet the needs Michelin has for qualified entry-level manufacturing professionals at their two plants in the College's service area—US 2 in Sandy Springs and US 8 in Starr.

It includes a 13-credit-hour certificate in Manufacturing Operators I and paid work hours each week at Michelin for hands-on experience. A cohort of 10 students will begin classes in August. It is the first of its kind in the State and serves as a model for the other Michelin plants and technical colleges in South Carolina.

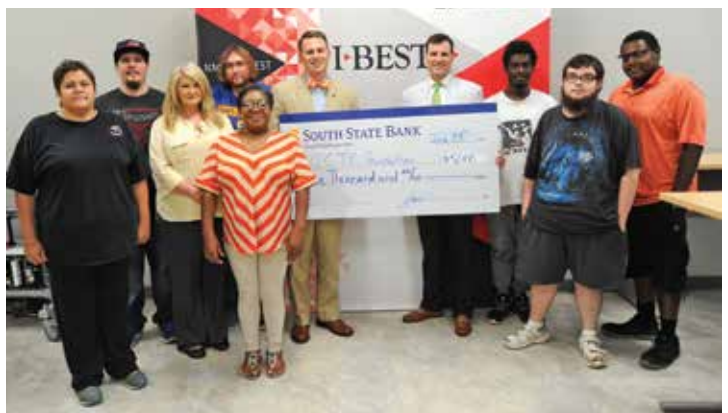
**HIGH SCHOOL DIPLOMA PATHWAY (FORMERLY C2C):** Offers academically-capable youth between the ages of 17 and 20 the opportunity to simultaneously earn their high school diploma and college credit, up to and including a postsecondary credential. Participants must have a goal to pursue a Tri-County credential.

**ADULT EDUCATION PARTNERSHIP:** Individuals taking classes at adult education locations, who have passed two out of the four GED tests, can enroll in the I-BEST Program.

**NEW THIS FALL:** A Health Care pathway called Personal Care Aide. In one semester, an individual can earn eight hours of college credit and an industry-recognized skill certification like AHA First Aid, AHA Health Care Professional BLS, CDC Handwashing, HIPPA, and Alzheimer's Association Basic Dementia Care.



The Bank of America Charitable Foundation provided a \$7,500 grant for the College's I-BEST programs. The Bank of America grant allows the College to purchase books and simulation activities for manufacturing, as well as produce videos and marketing materials to promote the program to potential I-BEST participants. Here, **Stacy Brandon**, senior vice president for global commercial banking, Bank of America, fourth from left, presents the check to **Grayson Kelly**, executive director of the College's Foundation, fifth from left. Pictured with them are, from left, **Cindy Mobley**, I-BEST coordinator; **Tiffany Carpenter**, I-BEST support specialist; **Cathy Strasser**, I-BEST program resource associate; **Melissa Albergotti**, senior vice president, Upstate SC market manager, Bank of America; and **Courtney White**, director of development at Tri-County.



South State Bank made a \$5,000 donation to create a scholarship opportunity for individuals enrolled in the College's Integrated Basic Education and Skills Training (I-BEST) pathways.

The scholarship will be awarded to an I-BEST pathway graduate who continues his or her education by pursuing an academic credential at Tri-County. Recipients must have a 2.5 GPA, demonstrate financial need, and return to Tri-County within two semesters of graduating through I-BEST. The first scholarship will be awarded spring semester 2019.

Pictured here, **Jason Craddock**, vice president for commercial lending, South State Bank, center right, presents the check to **Grayson Kelly**, executive director of the College's Foundation, center left. They are pictured with students in one of the I-BEST pathways, the Manufacturing Pathway.

## I-BEST and Pathways Students Meet Rep. Brian White

Students in our Technical Career Pathways (high school students who earn college certificates as seniors) and I-BEST Manufacturing (under-resourced adults earn college credit, national certifications) met with Rep. Brian White to thank him for his support of these programs.

I-BEST pathways offer real, tangible benefits for adults who need better employment options—and for employers who need good workers. Technical Career Pathways allow students to graduate with a college certificate in a technical area before graduating from high school and transition directly into an associate degree program at the College.

*I-Best student **Dylan Bonner**, right, gives a demonstration to **Rep. Brian White**, middle. Fellow student **Quinnton Taylor** is at left.*



## 875 Accepted into Bridge to Clemson This Fall

875 freshman have been accepted to the Bridge to Clemson program. This is the largest Bridge class to date.

In June and July, nine orientation sessions were held for students who will join us this fall. These students will attend Tri-County for one year, earning 30 transfer credits during their two semesters and must transfer to Clemson with a 2.5 GPA. The Bridge transfer rate for 2017–2018 was 80.8%, the program's highest ever.

This year students will be living on the Clemson campus in the Lightsey Bridge and Calhoun Courts communities and will be

under the Office of University Housing.

Started in 2006, Bridge to Clemson, a first of its kind in South Carolina, is an invitation-only program that blends the traditional academic experience at Tri-County with the social and cultural experiences of being a Clemson University student. It is specifically designed for recent high school graduates who narrowly missed admission to Clemson because of limited space and high demand.

This year the information fair was held in our Student Success Center, following information sessions in the old Café (now

named the Anderson Hall Events Center). Bridge students and their parents visited a variety of tables to learn about Clemson and Tri-County's services and resources including CU Health Services (Redfern and Healthy Campus), TCTC Student Support and Engagement and EDGE leaders, financial aid, honors program, and Clemson campus recreation, student activities, tutoring services, and parking.

"We received so many compliments about our new Student Success Center. We received great feedback from parents who commented how well run and organized these sessions were. They were able to get all of their questions answered," said Jenni Creamer, dean of College Transitions.

*Pictured left is the Bridge to Clemson Information Fair.*





# Our College Family



Cara Hamilton

## excellence through service

Vice President for Business Affairs **Cara Hamilton** recently graduated from Leadership South Carolina, the State's oldest and most respected leadership development program. Graduates successfully completed 120+ hours of instruction in issues facing South Carolina.

To date, more than 2,000 leaders have graduated from Leadership SC, the only statewide program that explores a vast array of challenges facing our State with solutions for improvement.

**Laura McClain**, program director for Medical Assisting, is one of seven Medical Assisting professionals chosen to review the upcoming third edition of *The Electronic Health Record for the Physician's Office for SimChart* by Elsevier. The 185-page book will be published next year.



Laura McClain



The Michelin Manufacturing Scholars Program received the Outstanding Instructional Program award from the Community Colleges of Appalachia (CCA) at its annual conference June 10–12. The Michelin Manufacturing Scholars Program is a first-of-its-kind and first-in-the-State program designed to build and grow the workforce of the future. Recently, Michelin was honored by the Anderson Area Chamber of Commerce with its Pillar Award.

Pictured above are from left, **Julianne DiCicco-Wiles**, I-BEST coordinator; **Galen DeHay**, senior vice president; and representatives of CCA.



Marci Leake

## in transition

### Marci Leake Is Assistant Vice President for Human Resources

As our new Assistant Vice President for Human Resources **Marci Leake** got out of her car and was headed into her first day of work, folks were stopping her to say hello and to welcome her to Tri-County.

"Immediately, I felt kindness. It was a nice welcome. It made me feel great," said Marci, who joined us June 4 to begin working with Sharon Colcolough, who retired at the end of June after 23 years of outstanding service to the College. Marci officially assumed her new responsibilities July 1, 2018.

She has extensive experience in all aspects of human resources and talent management, including recruiting, retention, employee relations and employment law, counseling, training, performance management, career development, salary administration, policy development, succession planning, and strategic planning.

She comes to us from Aimco, a Fortune 500 company that owns and operates apartment communities in 23 states and provides housing to more than 250,000 residents. Since 2005 and while employed with Aimco, Marci served in several capacities including Senior Director of Human Resources and Employee Relations and Vice President of Human Resources. Marci was based out of the company's Greenville office and provided multi-state human resources support throughout Aimco's East Operations Division. In 2017, she was nominated by her peers and received Aimco's Inspirational Leadership Award. In 2018, Marci was recognized for dedicated service to the company.

Prior to working at Aimco, Marci led human resource teams at Charter Communications and Fuji Photo Film.

"At Aimco, the core values are integrity, respect, collaboration, customer focus, and performance," said Marci.

"It was an expectation of every interaction with every team member, regardless of his or her role at the company. I felt that at Tri-County, as well," she said.

When she was on campus for a long day of back-to-back interviews and meetings with administration, faculty and staff, she was exhausted but also invigorated. 'I felt this is the place where I

need and want to be. I learned that day that passion is important to every single person on the Tri-County team. People want to do a good job and feel proud of the product or service they provide or produce," she said. "I share that passion and am committed to making a difference in the lives of others. What better way than to impact students and employees here at Tri-County Technical College?"

Marci holds a bachelor's degree in Business Administration/ Human Resources Management from Winthrop University, a master's degree in Human Resources Development from Webster University, is certified as a Senior Professional in Human Resources (SPHR) from the Human Resources Certification Institute, and is a Senior Certified Professional for the Society for Human Resource Management (SHRM-SCP).

She is a member of Greenville SHRM chapter, the Society of Human Resources Management, and Delta Sigma Theta Sorority, Inc. She is a member of Mount Carmel AME Church in Gray Court, where she serves as a church steward and leader of the Young People's Division.

She and her husband, Marvin, live in Mauldin with their children, Marshaye, 21, and Mariah, 16, and their nephew, Jason, 14.

**Bailey Naylor** is the Fiscal Technician in the Financial Aid Office. She is a 2012 graduate of our Associate in Arts program and transferred to Clemson University, where she graduated with honors with a Bachelor of Arts in Modern Languages in 2014. For the last two years, she has worked at TD Bank, where she was a Banking Specialist for a year and most recently worked in the Commercial Loan Payoff Department. She is a member of Northside Baptist Church. She and her husband, Brendon, live in Easley.



*Bailey Naylor*



*Tessa Cothran*

**Tessa Cothran** is the new Customer Support Specialist for the Corporate and Continuing Education Division. She had a 22-year career at Wal-Mart in Anderson, where she served as Department Manager for 16 years and began as a Cashier/Sales Associate (six years).

She took University Transfer classes here before transferring to Anderson University where she earned

a bachelor's degree in Human Resources Behavioral Science in 2017. She earned a spot on the Dean's List in 2016 and 2017. Tessa serves as the Drama Team Leader at Belmont Church of God of Prophecy and for several years was a Youth Leader at the church. She lives in Anderson.

Congratulations to **Tasheka Johnson**, who is the new Director of Advising and Academic Support Network. Since 2008 Tasheka has served the College in a variety of capacities, including Student Support Services Counselor in TRiO, Enrollment Counselor, Student Success Coach, and most recently as the Learning Support Coordinator for Comprehensive Studies.



*Tasheka Johnson*

In this position, Tasheka will lead in designing and developing a comprehensive academic support network that includes developmental and intrusive advising protocols, college readiness assessments, early alert interventions, and educational planning resources. Until Ruby Hicks renovations are complete, Tasheka's office will remain in Oconee 316.



**Frank Rackley**, an Industrial Electronics Technology (IET) graduate whom **Doug Allen** taught in 1990 during his first semester as an IET instructor at the College, sent Doug this note recently. Frank is a Schneider Electric employee and adjunct IET instructor.

"I want to take a moment and let you know that I recognize what you have done for me starting all the way back in 1990 as I took your Instrumentation class. Thank you for being one of those who made a positive impact in my life as I started out along the path that I have chosen. You certainly did a wonderful job then as you do now.

I have let moments like this pass me by without acknowledging the gifts that have been given to me in the past and that is why I'm writing this now. So with that said, again, thank you for all you have done all those years ago and for what you still do."

**James Morris** a 2017 Mechatronics major, wrote instructor **Mark Franks** to give him an update on his career:

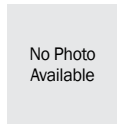
"I wanted to tell you I got hired on for a full-time position at Michelin. I thought you would be proud to know your guys were going places. Thank you so much for teaching me what I know and making the majority of my education enjoyable to the point of looking forward to learning with you. I heard Tri County was getting short on instructors so maybe I could fill a spot when I retire from field work just like you and give to students the valuable experience you gave to me."

# College Says Goodbye to Retirees

A large group of valued employees recently retired or will be retiring from Tri-County Technical College this summer. Faculty/staff, retirees, friends, and family gathered to celebrate their years of service and offer a fond farewell as they begin this new phase of their lives. Several are returning to work at Tri-County in full- and part-time positions.



**Meg Allan**  
Business Technology  
Department Head  
2008–August 2018



**Elizabeth Y. Gambrell**  
Testing Facilitator,  
Assessment Center  
1997–June 2018



**Lisa Anderson**  
Human Resource Coordinator  
1987–June 2018



**Dr. Mohammad Ghobadi**  
Mathematics Instructor, Arts and  
Sciences Division  
1985–June 2018



**Marilyn Angoli**  
Student Data Analyst  
2008–August 2018



**Denise Hall**  
Director of Printing and Mail  
Services  
1983–December 2017



**Larry Barnes**  
Information Technology  
Systems Administrator  
1990–June 2018



**Carol Henry**  
Practical Nursing instructor  
2007–February 2017



**Linda Brown**  
Business Office Cashier  
1987–June 2018



**Lane Hudson**  
English/Speech instructor, Arts  
and Sciences Division  
2004–June 2018



**Roger Burgess**  
Program Coordinator,  
Engineering Graphics Technology  
2000 – 2012;  
2015–August 2018



**Debbie Norris**  
Accounts Payable Technician,  
Business Office  
2002–June 2018



**Beth Cheek**  
Administrative Assistant,  
Campus Store  
1998–June 2018



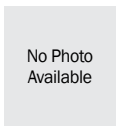
**Phyllis Shealy**  
Administrative Specialist, College  
Transitions Division  
1998–June 2018



**Sharon Colcolough**  
Assistant Vice President for  
Human Resources  
1986–June 2018



**Marissa Shook**  
Spanish instructor, Arts and  
Sciences Division  
2009–May 2018



**Carol Findley**  
Duplication Technician  
1987–June 2018



**Lynn Smith**  
Career Counselor, Career  
Services Department  
2011–2018



**Carolyn Gambrell**  
Accountant, Business Office  
1980–June 2018



**Melinda Zeigler**  
Administrative Assistant  
Business and Public Services  
Division

January 1991–July 2018  
Earlier this year we spotlighted  
the following retirees:

**B.J. Ellis**  
Campus Safety Officer  
1989–January 2018

**Donna Gustin**  
TRiO  
2007–October 2017

**Lt. Tracy Lee**  
Campus Safety  
2015–January 2018

**Gloria Littleton**  
Human Resource Specialist  
2010–July 2017

**Barry Phillips**  
Supply Specialist  
1990–April 2018

**Claudia Poore**  
Circulation Desk Manager,  
Library  
1984–January 2018

**Robin Pepper**  
Mathematics instructor,  
Arts and Sciences Division  
1988–April 2018

**Art Scheck**  
English instructor, Arts and  
Sciences Division  
2002 – May 2018

**Lynn Shook**  
Payroll Accounting Technician  
2007–September 2017

**Cindy Trimmer-Lee**  
Student Support Services  
Program Coordinator, TRiO  
1989–November 2017

**Caroline Williams**  
Information Center Specialist  
for Admissions  
1990–August 2017

**Frances Wilson**  
2000–March 2018  
Administrative Specialist, CCE



# Summer Institute Showcases Technical Careers

The College partnered with the SC Technical College System to offer the 2nd Annual High School Counselor Summer Institute July 17–20. The Institute’s purpose is to bring 21st-century programs and careers to life through hands-on activities and tours; provide an overview of Tri-County’s mission and programs; and to provide relevant information regarding programs, careers, and salaries pertaining to each College division.



TOP, RIGHT: Participants pose for a group photo after touring the Veterinary Technology facilities. Pictured here are (front row left to right) **Kay Moxley**, Walhalla High School; **Cyndy Mobley**, TCTC; **Johnice Moore**, Anderson District 5; **Lucila Beaton**, Anderson District 5; **Luci Vaughn**, Anderson Adult Education; **Suzan Potter**, Daniel High School and Edwards Middle School; **Kasey Williams**, Liberty High School; **Karon Nation**, Seneca High School; **Jill McClain**, Westside High School; **Kena Steeple**, Anderson 5 Charter School; (back row, left right) **Tiffany Carpenter**, TCTC; **Billie Fry**, Wren High School; **Kelli Lancaster**, Anderson Career & Technology Center; **Jimmi Brown**, Belton Honea-Path High School; **Susan Hosea**, Palmetto High School; **Karen Powell**, West-Oak High School; **Michelle Williams**, Seneca High School; and **Hannah Smith**, Pickens High School.

FAR RIGHT: **Roger Burgess**, Engineering Design Technology program director, answers questions about the software SolidWorks from **Kelli Lancaster**, career work/based learning coordinator for Anderson District 1 and 2 Career Center.



## Arthrex Executive Addresses Summer Institute Attendees



Mike Boose

Mike Boose, director of human resources and organizational development for Arthrex, a global orthopedic medical device company headquartered in Naples, Florida, talked to the group about the new 200,000-square-foot facility currently under construction in Sandy Springs.

Arthrex Inc., will manufacture its innovative orthopedic devices and implants at the new facility to be located at 5500 Highway 76.

The company is a pioneer in the field of arthroscopy and has developed more than 11,000 innovative products and surgical procedures to advance minimally invasive orthopedics worldwide. Boose said the company’s corporate mission is aimed at helping surgeons treat patients better.

Arthrex plans to work with Tri-County to develop a strong pipeline of qualified manufacturing personnel.

The Sandy Springs plant will start up with two buildings—with the first anticipated to be completed in early January 2019 for administrative personnel and the manufacturing

facility is expected to be ready in May 2019. Within five to six years, Boose said the company anticipates employing 1,000 individuals at the plant.

Boose said the company offers competitive pay with unique benefits. Individuals who are hired at Arthrex will enjoy an on-site health care facility, and they will pay no medical insurance premiums. For those who use the medical facility, there is no co-pay. The company will provide lunch every day for its manufacturing staff and will employ a chef on site. After an employee has five years of service, he or she is entitled to a ‘trip of a lifetime,’ a week’s vacation, paid for by the company, with the employee receiving \$2,000 and dependents receiving \$500 each.

He said a Senior Quality Manager has been hired and they soon will fill the Human Resources Manager position. The leadership team will re-locate from Naples, he added. Job postings will appear on Arthrex’s website in January or February and applications will be accepted online. “We are looking for dependable employees who are good teammates, are professional, on time, and are good citizens,” he said.

“Why South Carolina? we have been asked—because you guys have been open and welcoming. We are thrilled to work with an educational system who understands manufacturing.”

# Catching Up with Alumni

## Angela Mattress Guess

Health Information Analyst for Student Health Services (Redfern),  
Clemson University



Angela Mattress Guess (Class of 1988 and 1990) is a proud two-time graduate of Tri-County Technical College.

From the day she enrolled in the Secretarial Science (now Administrative Office Technology) program to

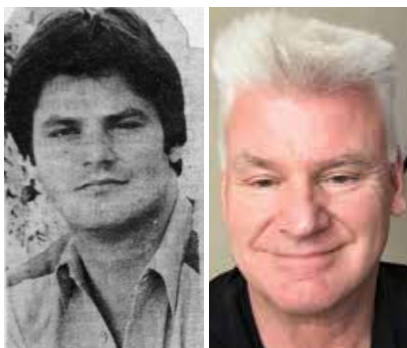
pursue her first degree, she had a goal—to continue to further her education.

Today she is entering her 28th year of working at Clemson University, where she is a Health Information Analyst for Student Health Services (Redfern) and is on Tri-County's campus several times during the summer for the Bridge to Clemson orientations to let future students know about Redfern's services. She began working at the university in 1990 when a former Tri-County instructor recommended her for a job as a Receptionist for Clemson's Housing Department. She was hired and stayed in that department as Receptionist and later Payroll Clerk for 17 years until she moved to Redfern as Health Information Officer working with students' immunization documents and scheduling appointments.

"Every time I am on Tri-County's campus, I see positive changes and always familiar faces," said Angela, who won the title of Miss Tech 1989. Prior to enrolling at Tri-County, after graduating from Pendleton High School, she enlisted in the Army Reserves. In 2004, six months and three days after she married her husband, Henry, who is assistant video director for Clemson's football team and a former football player and graduate, she was deployed for an 11-month tour in Iraq and Kuwait.

She retired as a CW2 June 1, 2007, after 22 years of service.

She and Henry have been married for 15 years and have two children, Tianna, 11, and Jaden, 8.



## Frank Ballew

Real Estate Broker,  
BAI Properties, LLC  
Atlanta, GA

Frank Ballew, former Student Government Association president, talks about his memories of attending

Tri-County in the 1980's. A Wade Hampton High graduate (1973), Frank enrolled at Tri-County Technical College on the GI Bill after serving in the Air Force as a Vietnam Veteran. "I was looking for an economical way to continue my education, and I was interested in Communications and Journalism," said Frank who majored in Radio and Television Broadcasting (now Media Arts Production).

"When I got to Tri-County, I really got immersed in the student culture. Being a little older than most of the students, I found that I could offer students guidance helping them to develop better study habits, the importance of making good grades, and making something out of themselves. This was very satisfying to me. So I got involved in Student Government. I was the first Vice-President of SGA, and the following year ran for President," he said.

Frank transferred to the University of South Carolina (USC), where he earned a B.S. in Communications/Journalism.

After graduating USC in 1981, Frank worked in the telecommunications industry until 1993, then was CEO/President of two companies. The first was an International Telecommunications Consulting Firm (Corporate-Tele-Data) until 2000 and then a Service Management Software Firm (BAI Systems & Engineering) until 2016. He currently is a Real Estate Investor (semi-retired) with a Real Estate Brokers License in Atlanta, Georgia.

## Rhonda Deaton-Gibby

Senior Vice President and Chief Human Resource Officer for Halyard Health in the Atlanta area.



Alumna Rhonda Deaton-Gibby was in town and stopped by the Pendleton Campus before heading out with Courtney White, director of Development, for a tour of the Oconee Campus, set to open this fall.

As a student at Tri-County more than two

decades ago, Rhonda fondly recalls the investment made in her by instructors who recognized and encouraged her to pursue her passion for learning.

"I remember former Office Systems Technology (now Administrative Office Technology) instructor Judy Read talking to me about scenarios and contingency plans—how to get from point A to point B with multiple options. That advice has served me well in my career," said Rhonda,

She says Tri-County instructors inspired her as a recent high school graduate who was unsure of what

*(continued on page 12)*



# Students Get Up-Close View of Washington, DC

Eighteen students and three faculty chaperones (Dana Griffith, Dr. Amoena Norcross, and Mary Geren) departed Tri-County by chartered bus in May for four days of an up-close view of our Nation's Capital.

The annual trip to Washington, DC, is a chance for students—many of them for the first time—to see the city and to participate in walking tours of the national monuments (FDR, Martin Luther King Jr., WWII, Korea, Lincoln, Jefferson, and Vietnam Memorials, said Dana, speech instructor who serves as faculty co-advisor for Tri-County Association of Political Scientists (TAPS).

New this year was a two-hour tour of the FBI Experience, a self-guided tour at the FBI Headquarters. It features interactive multimedia exhibits, content, and artifacts—including a number of items from notable cases on display for the very first time—that help

illustrate the importance of the Bureau's work to protect the Nation.

Dana said a retired FBI agent took group on a tour of the building and explained how the Bureau operates in the field, at Headquarters, and within communities across the country.

Other days included a tour of the U.S. Capitol, the National Archives, the Belmont-Paul Women's Equality National Monument, the National Gallery, and the changing of the guard at Arlington National Cemetery.

"We had an eclectic group of students this year, people who possibly never would have met, engaged in good conversations, and become friends," said Dana.

The trip is open to all students. Space is limited with a maximum of 30 students accepted. The trip is funded by fundraising efforts of TAPS, along with the Student Support and Engagement Division.



*Student toured the new FBI Experience.*



*Students and faculty chaperones pose in front of the Capitol.*



*The United States Holocaust Memorial Museum was one of the many tours during the trip.*



*The inside of the Capitol*

## New Loss Prevention/Security Track Gives Students Edge

This fall Criminal Justice students will begin taking courses in the new Loss Prevention and Security (LPS) emphasis track. When taking the new CRJ 265 course, students will be eligible to take the nationally-recognized LPQ exam for certification. This certification, in conjunction with the internship experience, provides our students a significant edge making them incredibly competitive and employable in the loss prevention industry.

Many thanks to Lee Tessnear, LPQ, corporate loss prevention Manager for Goodwill Industries of Upstate/Midlands SC, an alumnus of our program, and member of the CRJ advisory board, who worked hard to secure a paid internship in the Loss Prevention department.. The pay will be \$10 per hour and will last 8-12 weeks each semester. Interviews will be held mid-August with hiring in early September.



## Executive Staff Summary

- **TRANSFORMATIVE EMPLOYEE EXPERIENCE (TEE):** The project team analyzed data collected during employee interviews and developed a working definition of the Transformative Employee Experience. The next step is to develop a framework and rollout plan to integrate the TEE into the College culture and new Ten-Year Vision and Strategic Plan.
- **COMMUNITY LEADERSHIP PROGRAMS:** Three employees were selected to represent the College in community leadership programs that begin in August: Tammy Fiske (Leadership Anderson), Tim Jared (Leadership Oconee), and Dr. Chris McFarlin (Leadership Pickens).
- **FOUNDATION FUNDRAISING:** The Foundation raised \$1,036,500 during FY 18 to support scholarships, equipment, facilities, and other priority needs. Total assets exceed \$26 million.
- **CAPITAL PROJECTS UPDATE:** We have received the Certificate of Occupancy for the Oconee Campus; furnishings are being installed, a special Oconee Campus enrollment event is being planned for August 6. Ruby Hicks renovations are on schedule.
- **OTHER:** Policies and procedures, Fall Semester enrollment projections, revised purpose of the 21st -Century Skills Committee.

## Catching Up With Alumni

*(continued from page 10)*

her long-term goals were. “Acquiring an education was my goal. At Tri-County I found a well-informed faculty and staff who gave me the tools and direction to achieve my goal,” she said.

After earning an associate degree and while working at Clemson University, she came back to her alma mater with a renewed focus: human resources management. She attended University Transfer classes on her lunch hour while continuing to work full time.

After earning a B.S. degree in Human Resources at Southern Wesleyan University, she later she pursued a master’s degree in Human Resource Development and Business Administration at Clemson.

While living in Oconee County, she worked in human resources at Orian Rugs and later Kendall (Covidien).

In 2013 Rhonda received Tri-County Technical College’s Distinguished Alumni Award, which highlights her dedication to her alma mater.

## Creating Interactive Art using Arduino Controllers

Twenty-four rising fifth–eighth graders attended the “Creating Interactive Art Using Arduino Controllers” camp held June 25–28. Attendees used math, electronics, programming, and problem-solving skills to create pieces of interactive art. Using Arduino controllers as brains, each camper created a sculpture that uses sensors, lights, and motors to detect and respond to lights, sounds, and movements in the environment.

Campers worked on their projects during the week, with Tri-County instructors serving as their teachers, and on the last day, they showcased their projects to family members.

Many thanks to Robert Bosch LLC and LASER TEC, who funded the camp, and to the Engineering and Industrial Technology Division for hosting it.



*Riya Zutshi, left, and McKenzie Schaupp work on projects.*



*Naim Musalini, son of Grants Director Laneika Musalini, works on a robot.*

# Oconee Ribbon Cutting

(continued from page 1)

CNC Programming and Operations (Degree), Manufacturing Management and Leadership (Degree), Business Administration (first year–core curriculum) and University Studies (Certificate). Corporate and Community Education offerings include South Carolina Manufacturing Certification, CNC Machine Operator Training, Mechatronics and other career certificates such as ISO 9001, Lean Manufacturing, and OSHA.

In addition, high school students can enroll in Technical Career Pathways classes, as well as dual enrollment (University Transfer) courses.

Program offerings were specifically selected based on jobs that are available in Oconee County, said Mandy Elmore, dean of the College's Engineering and Industrial Technology Division. "Our curriculum offerings are industry driven. We engaged with members of our advisory committee as well as our community partners in economic development and manufacturing in the area. It was a large collaborative team effort."

At the campus's groundbreaking last summer, Dr. Booth said, "This is a big day in the life of the College. It's all about one goal—to serve the needs of Oconee County. This facility will help us take

care of our industry partners and to recruit more companies like Baxter Industries (Hi-Tech Mold & Engineering) and its subsidiary Baxter Industries," he said.

The Oconee Industry and Technology Park will co-locate the Oconee Campus, a new Career Center servicing the Oconee County School District, and industry. The result will be a unique center for technical education, work-based learning, and economic development. The project is a partnership between the College, the School District of Oconee County, and Oconee County.

"A big piece of this is sharing the property and co-locating with the school district—sharing facilities to make the best use of your tax dollars. We envision students walking out of the classes down the sidewalk to an apprenticeship and finding a permanent working home. Oconee has a lot to be proud of," said Dr. Booth.

"In a couple of years, the Career Center is planned for the site. We can't find an example of these three entities in the same location anywhere," said Brian. "This is a new model which has opened the doors for discussions on partnerships, operational pieces, and pathways," he said.

## Oconee Industry Partners Tour New Campus



Tri-County partnered with Oconee Economic Alliance May 31 to host a luncheon and preview tour of the new Oconee Campus that opens this fall. Around 80 Oconee County administrators and industry partners got a sneak peek at the new 37,000 square foot Oconee Campus located in the Oconee Industry and Technology Park on S.C. Highway 11.

AT LEFT, TOP: Senior Vice President **Galen DeHay** addresses the crowd of Oconee County community leaders and industry partners in the room.



AT LEFT, BOTTOM: After the luncheon, **Ken Fletcher**, far right, took a group on a tour of the new building. Here, they are seen in one of the science labs.

# Banner 9 to Go Live October 1

**Banner and related systems will be down during a week-long migration Sept. 24–Oct. 1. All employees will be trained during September.**

Registration, grades, class schedules, payroll, timesheets, and purchasing. What do all these functions (and many more) have in common?

“They all run on the College’s central student information system—Banner—an Ellucian software product used by higher education,” said Dr. Chris Marino, director of Institutional Research and Evaluation and a member of the Banner 9 Steering Committee, along with Jason Hart, IT operations director, and Scott Harvey, registrar.

“Banner contains all College information on students, courses, faculty, and staff. All of it. In simple terms, we use Banner to run the College,” said Chris. Components of the Banner system include student, financial aid, finance, and human resources.

This fall Tri-County will undergo a major software upgrade from Banner 8 to Banner 9. The software migration will take place Monday, Sept. 24, at 8 a.m. through Monday, October 1, at 8 a.m. All components of Banner, as well as many related systems, will be down during this period.

Mandatory Banner 9 training for all employees will take place during September prior to the migration. A complete schedule of classes will be available in the near future. All employees will participate in one or more of five training modules depending on their job functions.

“Significant improvements to the functionality and navigation of Banner are major elements of this implementation, so training is a critical component for a successful transition to the new platform,” said Scott Harvey. “For example, processes like registration, grading, and advising will be different, and the functionality of programs like Degree Works will be improved.”

“It’s vital that everyone sign up for training. Some modules are one hour, others are one and one-half hours, with a maximum of five modules for those who do most of their work in Banner,” said Scott. The training schedule will be published in August, and all sessions will be held during the month of September. Once the week-long migration is completed, individuals will be provided

with access to Banner 9 if they have completed the required training.

According to Jason Hart, the new software release delivers a number of important enhancements, including a modern user interface, enhanced navigation and process management tools, and new functionality across the student, human resources, and finance functions. “Banner 9 also will give greater flexibility to students and employees because it will run on any browser, as well as on mobile devices,” he said.

“This is a major software migration, not a routine upgrade. Essentially, we are migrating from an old platform that will be de-supported at the end of this calendar year to the next generation platform that will help us better serve our students. Once we get through the migration and training, I believe the college will be better positioned for both academic and business process enhancement opportunities,” said Jason.

Information and resources will be provided to assist employees during the transition. In the near future, a webpage will be published that includes key dates, the training schedule, links, and other important information. A link will be e-mailed to all employees, and it will be available on the public website at [www.tctc.edu](http://www.tctc.edu).

“The Banner 9 implementation project is one of the College’s major strategic initiatives for 2018,” said Chris. “Many employees in IT, Registrar’s Office/Student Data Center, Human Resources, TC Central, Business Office, and others have been hard at work for more than a year on back-end preparations. I can’t say enough good things about the collaboration and teamwork we have experienced during this process.”

## Banner 9 Project Team

*Steering Committee:* Jason Hart, Scott Harvey, Dr. Chris Marino

*Technical Design and Implementation Team:* Larry Barnes, David Bucy, Nathan Geary, Adam Ghiloni, Ann Hall, Jason Hart, Scott Harvey, Marci Leake, Dr. Chris Marino, Bill Screws, Tracy Wactor

## Spotlight on Technical Career Pathways

*(continued from page 3)*

Jacob Shaw applied to the Michelin Scholars program and has taken the mechanical and math tests and passed them. He will find out later this summer if he is accepted.

Bryant is working as an Apprentice at Walgreens Distribution Center. He attended the College’s Career Fair in

March and applied for several jobs. Walgreens offered him a job and he now works third shift on weekends.

“I wouldn’t be here without the pathways program,” said Bryant.