

Connection

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Students Praise Pathways Program

There are so many good things about the College’s Technical Career Pathways program that it’s hard to pinpoint which one is best.

At the top of the list is free tuition, compliments of the SC General Assembly, who approved funding to cover tuition and related expenses for high school students taking college courses in Technical Career Pathways.

“Free college is a big deal—you can’t beat it,” said Phillip Murdock, a senior at Belton-Honea Path High School, who is enrolled in the Mechatronics pathways classes at Anderson 1 and 2 Career and Technology Center.

Hunter Fowler, a senior at Palmetto High School, said the best part is getting a head start on college. “After I graduate, I can go to Tri-County for one year, graduate with an associate degree, and get a good job.”

“I can be working as a technician by age 19, and that’s a smart decision,” added Phillip.

“The Technical Career Pathways Program is the way to go—you gain college credit, as well as hands-on training,” said Nick Colombo, a senior from Wren High School, who is enrolled in the Mechatronics pathways classes offered at the Career and Technology Center, as well as evening, online, and summer dual enrollment classes. When Nick graduates next May from Wren at age 17, he will enter Tri-County just one semester shy of an associate degree in Mechatronics. “It has cost me nothing,” he said.

These Technical Career Pathways students also will earn a credential (Technical Operator I Certificate) from Tri-County before they graduate from high school.

Industry leaders tout the program as an answer to finding trained and competent graduates with the skills needed in advanced manufacturing and other STEM-related careers.

Anderson 1 and 2 Career and Technology Center Director Hollie Harrell says what stands out to her is the program creates, not closes, opportunities for everyone—especially those students who never considered college and are now getting a head start at Tri-County by

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Students enrolled in the Mechatronics pathways classes at Anderson 1 and 2 Career and Technology Center pose with instructor **Mark Franks**, standing, far left. Pictured from left are (seated) **Hunter Fowler**, Palmetto High School; **Phillip Murdock**, Belton-Honea Path High School; **Aaron Craine**, Powdersville High School; and **Nicholas Colombo**, Wren High School; and (standing) **James Morris**, Wren High School; **Taylor Butler**, Belton-Honea Path High School; **Kane Thomason**, Palmetto High School; and **Bryce Cotton**, Powdersville High School.

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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

New Initiatives Establish Path Forward



Dr. Ronnie L. Booth
President

The holiday season is drawing closer and, along with it, time away from work for all of us to take a well-deserved rest. Everyone has done an excellent job this fall in providing exceptional learning experiences, from the classroom to Leading Edge workshops to High Impact Practices and more. Each day I meet students and graduates who have great things to say about the Tri-County experience.

Fall Semester has been filled with new initiatives, expanded services, and welcome challenges. For the first time, we completed an enrollment cycle using TC Central, a fully redesigned service model that integrates admissions, student records, and financial aid services. TC Central supports students throughout the entire admissions process, including student data and financial aid functions, eliminating the confusion students often experience when required to interact with multiple offices. The new model also allows us to eliminate duplication of effort and increases the likelihood that students can have their issues addressed in one visit, call, or e-mail to one office. The "home offices" now serve as policy owners and content experts.

"Looking ahead, the President's Advisory Council (PAC) now is engaged in Strategic Planning for 2017-18, as well as beginning to envision our next ten-year plan."

~Ronnie L. Booth, Ph.D.

The issue of student loan default rates has dominated national media over the last few years, and I am proud to report that we have reduced our three-year default rate more than 45 percent over a three-year period (2011–2013 cohorts). This is a tremendous accomplishment made possible by a number of strategies put into place during the past few years, and we expect our next cohort default rate to be even lower.

We expanded our highly-successful Career Pathways model to include a new program—Smart Start Over—designed specifically for under-resourced adults who have a high school credential and want to gain a solid career direction, but need help getting started. This program dovetails with a new initiative to create a Manufacturing Pathway program with Adult Education, which we expect to see replicated statewide.

We broke ground on the long-awaited Student Success Center, completed our Veterinary Technology kennel and renovation project, expanded our CNC Programming and Operations program at the Industrial Technology Center, and perhaps most importantly, completed the SACSCOC ten-year reaccreditation process with a highly-successful on-site visit in October.

Looking ahead, the President's Advisory Council (PAC) now is engaged in Strategic Planning for 2017–18, as well as beginning to envision our next ten-year plan. Over the last few years, we have talked a great deal about the needs of under-resourced students and strategies to help them succeed. In next year's plan, we will focus on actions we need to take to ensure we deliver on our value proposition for this critical population. What successes can we build on? What new strategies are needed? How do we ensure they are not left behind?

I am pleased with where we are now and with the direction we are taking as we move toward the New Year. Best wishes for a restful and enjoyable holiday season.

Ronnie L. Booth, Ph.D., President



Spotlight on Lean Manufacturing

For the last 20 years, Lou Moritz has been a proponent of Lean Principles. It was standard operational procedure in his jobs as Business Analyst at Staples, Procurement and Logistics Manager for Leprino Foods, and as a Software Engineer for Lockheed Martin.

He joined the College in May of 2015 as Manager of Administrative Services with responsibility over the College Café, Campus Store, Print Shop, Postal Services, Shipping & Receiving, Vending, and Campus Events. Eight months later, he was among the first of a group of 20 faculty and staff who volunteered to enroll in a bi-monthly Commitment to Excellence class designed to promote Lean Manufacturing Principles across the College.

Last year Senior Vice President Galen DeHay approached Richard Parker about bringing Lean concepts to the College by leading and implementing a Lean Principles initiative. “He wanted to see us adopt this commitment to excellence, or continuous improvement across the College,” said Richard, who has taught Lean concepts in our Corporate and Community Education Division for 15 years. He assembled a team and wrote a project charter, which was approved by Executive Staff. The College contracted with the South Carolina Manufacturing Extension Partnership (SCMEP) and a class began in the spring. SCMEP expert Susan Whitehead trained faculty and staff members who met twice monthly through the spring semester.

Coined to describe Toyota’s business during the late 1980s, Lean Manufacturing is defined as a systematic method for the elimination of waste within a manufacturing system. “Our commitment to excellence is an initiative to make our processes lean. It’s part of our mission and values each and every day to improve ourselves and our environment,” said Richard.

Lou’s project consisted of reducing the number of textbooks being sent back to the publisher at the end of each semester—a task that incurs a large freight cost. “When we closed out the 2015 year, I discovered we were 70 percent over budget on freight charges,” said Lou. The old process was sending back textbooks that weren’t bought so the College could get a full credit. Often these books would be used the next semester, thus resulting in re-ordering the same books. “The key is communication—that’s what was missing,” said Lou.

“Opening up communication lines with Coordinators of Instructional Activities (CIAs) resulted in saving money and



Richard Parker facilitated two sessions of “Commitment to Excellence: Make Your Processes Lean” during the November 8 Professional Development Day.

tightening up the adoption process in the Bookstore,” he added.

“There were holes in the process—we needed to communicate more. We also needed to use the proper communication techniques. By talking with CIAs face to face, and looking at the book inventory together, we determined whether to return books or to keep them in stock,” he said

“In contrast to the 2015 freight charges, in 2016, we were 15 percent under budget—that’s an 85 percent turnaround,” he said.

“The goal of Lean Manufacturing is the ultimate elimination of waste—zero percent of waste in terms of effort, money, and time,” said Richard. “Waste is defined as anything the customer doesn’t wish to pay for. In higher education, we talk in terms of beneficiaries, not customers. Beneficiaries are students, employers, families, the economy, the State. Types of waste can be time spent waiting; motion waste, such as unnecessarily walking to and from a destination; under performance, or not being efficient with your time; or as in Lou’s case, process waste, which is duplication,” he said.

In the class, participants learned that the improvement process at Tri-County begins with an A3 tool used as a guide in problem solving. A3 is a ledger-sized piece of paper where a problem is outlined showing the current condition, an analysis of the problem, future condition, and ways to solve the problem. “It details where you are now and where you want to go,” said Richard.

Participants also learn to identify the root cause of problems. They gather data, identify the causes of waste, and then create and implement a plan. They also must set timelines and responsibilities, he said.

The A3 can be applied to small projects. Larger projects require value stream mapping, which is

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Scenes from November 8 Professional Development Day



Keri Catalfomo, mathematics department head, was one of four members of the 21st Century Skills Assessment Project Team who presented “21st Century Skills: A New Direction for Learning.” The College’s newly adopted 21st-Century skills go into effect Fall 2017 and replace current general education outcomes.



The TC Central Team presented sessions to help employees learn more about how the One Stop and Student Data Center Project charter provided the framework to deliver support for students from application to graduation. Here, **Michelle Jacobson**, **Tracey Williams**, **Tiffany Blackwell**, and **Scott Harvey** and talk to the crowd about how employees can benefit from and support this initiative.

Senior Vice President **Galen DeHay**, standing, and **Diana Walter**, director of Technical Skills for Success, seated, led a session titled “Challenges and Opportunities of Serving Under-Resourced Students.” They discussed what real access to our College’s services means, gave participants an understanding of how the under-resourced population impacts Tri-County, and provided a framework for initiatives that are underway, coming next, and planning for the future.



Easley Campus Officer **Michael Nix** led one of the “Active Shooter in the Workplace” sessions. This office-based training session covered civilian expectations and preparations for such an event. Discussion included knowing an evacuation plan, having a route of escape, helping others, and when to call 911.

Beth Byars Awarded AAWCC Grant

Beth Byars, right, is the recipient of the 2016 SC American Association for Women in Community Colleges (AAWCC) Professional Development Grant. Presenting the check is **Dr. Jackie Blakley**, SC president for AAWCC and dean of our Business and Public Services Division. Recipients of the grant must be employed full-time at a two-year technical or community college or with the S.C. Technical College System office.

Beth, administrative assistant in our Foundation Office, is among the first to enroll in a bachelor’s degree program through Columbia College with classes to be held next fall on Tri-County’s Pendleton Campus. Last year College Presidents from Tri-County and Columbia College signed a unique agreement that will enable individuals who have associate degrees from Tri-County to complete their bachelor’s in Health Communication or Leadership and Professional Communication through Columbia College in the evenings on Tri-County’s campus at a discounted tuition rate.



TSS Staff Presents at Adult Education Fall Training Institute

Technical Skills for Success (TSS) staff members Diana Walter, Robin Long, and Sharon Brown and Pickens County Adult Education Director Mary Gaston were presenters at the SC Adult Education Fall Training Institute held October 21 in Columbia. The focus of the conference was “Getting Started with a Collaborative Manufacturing Pathway.”

Diana opened the session with an overview of TSS and went on to talk about stereotypes associated with working

in manufacturing and what employers want (and don't want) in employees. She and Mary Gaston gave details on the AOP Manufacturing Career Pathway, as well as the components and challenges of the pathway.

Robin, TSS curriculum developer, led a Manufacturing “Experience” Group Exercise she developed using the old Operation game to help educators understand manufacturing careers and benefits. This simulation activity requires teamwork

as it simulates various aspects of the manufacturing process like quality control, production reporting, teamwork, and problem solving.

Below is an e-mail Robin received from one of the participants, Karen T. Kerr, director of Adult Education for Chester County School District.

“Good afternoon Robin: I attended your session at the Adult Education Training Institute on Friday. I loved the manufacturing and production game you developed using the Operation game. Would you be willing to share the score sheet and the cards that you made for job descriptions and events? I would love to try this with our students here in Chester.”



Robin Long, TSS curriculum developer, standing left, led a Manufacturing “Experience” Group Exercise she developed using the old Operation game to help educators understand manufacturing careers and benefits.

Cherokee Elder Discusses History, Culture, and Language

Cherokee Elder Myrtle Driver discussed Cherokee history, culture, language, and traditions November 9 at an event sponsored by the College's Arts and Sciences Enrichment Series Committee.

Driver, who was born and raised on the Qualla Boundary in western North Carolina, has spent much of her life working on the preservation of language and culture of the tribe. She is a member of the Deer Clan and the Tribal Council recognized her as the Beloved Woman of the Eastern Band of Cherokee Indians. This is the highest honor a Cherokee woman can receive.

Driver is the Tribal Cultural Traditionalist in the Office of Cultural Resources of the Eastern Band of the Cherokee Indians. She speaks the Cherokee language fluently, writes in the Sequoyah syllabary, and teaches the language in the Cherokee Language Immersion Program.



Our College Family



Paul Craig

in transition

Paul Craig is the Surgical Technology Program Director. He and his family come to the Upstate from Kentucky, where he was Surgical Technology Program Director at St. Catharine College. Paul also served in that capacity at Western Nebraska Community College, Anthem College, and Brown Mackie College. Prior to that, he was Surgical Technology

Clinical Coordinator for National College.

Paul served in the U.S. Air Force from 1980-1984.

He holds a master's degree in Health Promotion and Leadership from St. Catharine College and a bachelor's degree in Surgical Technology/Healthcare Management from Siena Heights University. He earned an associate degree in Surgical Technology from Sanford Brown College where he received the Outstanding Surgical Technology Graduate Award.

He is a member of the Alpha Sigma Lambda honor fraternity. He and his wife, Missy, have two children, Andrew, 17, and Emily, 16.

Anthony (Tony) Imms is an instructor in our English Department.

He earned a bachelor's degree in English and Journalism from Auburn University. He also holds an M.A. in Communications from Southwestern Baptist Theological Seminary and an M.A. in Education from the University of Alabama. From 2008–2010, he taught ninth grade English for the School District of Pickens County. He and his wife, Bethany, live in Easley.



Tony Imms

Daniel Thorpe is an instructor in the Science Department.

He earned bachelor's and master's degrees in Science, as well as an Engineering and Science Education Research certification from Clemson University. He resides in Clemson.



Daniel Thorpe

Dr. Gopal Sapkota is a Physics instructor. He served as a Post-Doctoral Fellow at UNC-Charlotte during 2015–16 before joining Tri-County. He earned his B.S. at Tribhuvan University in Kathmandu, Nepal, a master's in Physics at the University of Cincinnati, and a Ph.D. in Physics at the University of North Texas in Denton, TX. He and his wife, Kalpana Sharma, live in Clemson with their two children, Taniska, 11, and Tejasee, 5.



Dr. Gopal Sapkota

Mia Tensley is an Instructor in our Comprehensive Studies Department. She has worked as an Adjunct Reading Instructor since August 2012.

A 2001 Tri-County alumna, Mia earned an Associate in Arts and transferred to Clemson University where she earned a bachelor's degree in Special Education (Multi-Categorical). While at Clemson University, she received the John Richardson Award for Excellence in Education.



Mia Tensley

She also earned an M.Ed. in Literacy and Curriculum from Grand Canyon University and an R2S Literacy Certification from the South Carolina Department of Education. She was among the presenters at the 2014 Annual Conference for South Carolina Association for Developmental Education.

Her previous employment includes Direct Care Counselor for New Foundations Children and Family Services, a Special Education teacher at Anderson School District 5 and Pickens County School District, and Lead Instructor for Rehabilitative Behavioral Health Services for Oconee County School District.

Mia is a member of Alive Wesleyan Church.

She and her husband, Demetrick, have three children, Caleb, 14; Hannah, 11; and Chloe, 5. They live in Central.

Lindsey Burns (photo unavailable) is a Lab Specialist for the Science Department at the Anderson and Easley Campuses. She has a bachelor's degree in Geology from Clemson University

and worked as a Research Associate at Viance from 2011–2014 and was a Senior Lab Technician at ArborGen from 2007–2011. Lindsey and her husband, Duncan, have a two-year-old daughter, Kara, and live in Pickens.

Tim Slade is the new HVAC Plumbing Specialist in our Physical Plant. He holds an associate degree in HVAC from Scott Community College. His work experience includes working as a Refrigeration Technician for River Cities Heating, as a Plumber for Modern Plumbing, and in maintenance for Dillards. He and his wife, Terri, live in Anderson.



Tim Slade



Frances Richmond

Frances Richmond is a Student Success Coach in TC Central. She earned a B.A. in English and an MBA at Coastal Carolina University. For the past five years, she served as Manager of Academic Advising at her alma mater and prior to that was an Academic Advisor for several years. She was named Outstanding Staff Member of the Year while working at Coastal Carolina.

She is a member of NACADA and in 2015 was a presenter at the NACADA Conference. Frances lives in Easley.

Emma Robinson is the Coordinator of Student Resources in our Student Development unit. From 2013 until September of this year, she was Program Manager for the SC ACCELERATE Program. She previously worked for the National Association of Women in Construction Education Foundation, where she was the Administrator from 2007–12. She also worked as a Case Manager III at SHARE from 2004–06 and was named Case Manager of the Year in 2005. She was an Administrative Specialist for the Registrar at Clemson University from 2000–04.

Emma earned an associate degree in Business (Office Systems Technology) in 2001 from Tri-County and a bachelor's degree in Business from Limestone College. She has a master's in Public Administration from Walden University. She is a member of the Toastmaster's Club and served as Secretary from 2012–13. Since 2013



Emma Robinson

she has served as a mentor for the Ripple of One organization and is a member of the Safe Harbor Advisory Board. She is a member of Snow Hill Baptist Church. She and her husband, Bobby, live in Seneca.

Eddie Aman joined the College as our Director of Public Safety.

Eddie, who has worked in law enforcement for 20 years, began his career after serving four years in the Marines. He attended Tri-County's Criminal Justice program on the GI Bill while working at Pinkerton Security. He finished the associate degree in one year, attending classes four semesters in a row.



Eddie Aman

After he graduated from the S.C. Criminal Justice Academy, he went to work for the Calhoun Falls Police Department. Less than a year later, he was transferred to the Anderson Police Department, where he has worked as a Patrolman, Canine Handler, Narcotics Investigator, and Recruiter. In July 2008, he was promoted to Lieutenant over the Anderson City Patrol Division's Alpha Shift. He was serving as the Captain of Special Operations prior to joining Tri-County last month.

He earned bachelor's and master's degrees in Criminal Justice from Anderson University. He was named Tri-County's CRJ Alumni of the Year and received the Adjunct Instructor of the Year Award from Anderson University in 2016.

He also received the FBI Law Enforcement Executive Development Association Trilogy Award and completed the Law Enforcement Executive Program at North Carolina State University in April 2016.

Eddie is Scoutmaster for Boy Scouts of America Troop 84. He and his wife, Dana, have three children, Lindsey, 19, Ashley, 16, and Jackson, 14. They live in Anderson.

Officer **Dustin Thomas** joined our Campus Safety Team. He is a graduate of our Criminal Justice program and earned a bachelor's in Criminal Justice from Columbia College. He was named to the Dean's List at both Tri-County and Columbia College.

He worked as an Officer for the Easley Police Department for the past four years.



Dustin Thomas

excellence through service

Congratulations to **Phil Smith**, instructor in the Computer and Information Systems department, who co-developed a software application entitled 'Wildflowers of the Southeast US' as a community service to promote information sharing and education. The application allows users to identify plants by their characteristics and scientific nomenclature. The other developers were Dr. Jordan Purvis, a local botanist, Dr. Patrick McMillon of Clemson University, and Ryan Farra, a software engineer. Dr. Purvis is currently marketing the software to schools, libraries, and other interested parties.



Phil Smith

Congratulations to Accounting Program Director **Brenda Mattison**, who earned the Certified Management Accountant (CMA) credential earlier this year. The CMA credential is similar to the CPA (Certified Public Accountant) with the primary difference being the focus of the accountant's work. CPAs generally work in tax and audit, serving the public. CMAs generally work for a single company, as part of the management team, analyzing and providing the accounting data needed to make business decisions.

To earn the CMA, individuals must have a bachelor's degree, have two years of professional experience in management accounting or financial management, pass the CMA exam, and abide by Institute of Management Accountants's Statement of Ethical Professional Practice.

The exam is administered in two parts, for a total of eight hours. Brenda passed both parts on her first attempt.



Brenda Mattison

Executive Staff Summary

• PROGRAM PRIORITIZATION PROJECT TEAM REPORT:

A project team was assigned to pilot processes and develop management functions to implement a program prioritization strategy. The team's recommendations, adopted by Executive Staff, are to adapt the Academic Program Review process to incorporate market analysis and action planning for each program; incorporate market analysis, program viability, and program feasibility duties into dean, department head, and program director job descriptions; and periodically review program strategy processes and make changes for continuous improvement.

• STUDENT REACTION TO INSTRUCTION PROJECT

REPORT: As a result of the "Redesign of the Student Reaction to Instruction" strategic plan initiative, the College converted from a paper-and-pencil student evaluation form to an online system called SmartEvals. The online system provides access to College-wide student evaluation data, allowing the College to look for trends that could support the identification of areas of both strength and

opportunities for improvement at the instructor level based on comparisons to institutional-level data. The project team now has implemented a system that enables College-wide mining of the evaluation results to promote sharing of local best practices and developed recommendations for improving the faculty use of the results.

- **DATA CENTER RELOCATION:** The College's Information Technology (IT) Data Center, currently housed in Hicks Hall, supports more than 100 applications and is the main source of College data. A recent feasibility study supports the case to relocate the Center to the Shipping and Receiving building after renovating mechanical and electrical systems needed to support the Data Center requirements. Relocating the IT Data Center also opens up space for the planned relocation of TC Central to Hicks Hall and decreases College risk by relocating to a low traffic area of campus.
- **OTHER:** Strategic Planning FY 18; Noel-Levitz Employee Survey local questions; policies and procedures.

Getting To Know You

Sue Andrus

Associate Librarian



Sue Andrus

1. What is the best part of your job?

Watching and helping students evolve over the course of their time here. At the beginning of their first semester, most are confused and overwhelmed. At the end of their first semester, many are suffering the effects of adjusting to the differences between high school and college, and they have probably underestimated how long it will take them to complete assignments. But by the end of their second semester students generally have become more capable and know what they need to do to be successful here.

2. **Who is the most influential person in your life?** Well, in the past several years I suppose it's been Skip Downing, the author of *On Course*. This was the textbook used for our Freshman Seminar class, and I designed two COL 105 classes around it. After teaching *On Course*, I realized I had undergone significant changes as a person based on what I'd learned from it.

3. **Where is the first place you go to get the day's news?** I turn on the television at about 5:20 a.m. every weekday. I watch WYFF's morning news while getting ready for work. And because basically I have become my grandmother, I read the obituaries from my hometown every day.

4. **Do you consider yourself an introvert or an extrovert?** I'm an introvert, but I portray an extrovert all day long at work. It's exhausting.

5. **What makes you laugh?** Hideous tchotchkes, like on regreetsy.com or the weirder stuff on the knick knock shelf at Goodwill. A lamp made out of a pickle jar? A collection of a dozen porcelain clowns? What were people thinking?

Tiffany Blackwell

Director of Admissions, Recruitment, and Orientation



Tiffany Blackwell

1. **What is the best part of your job?** Every day we have the opportunity to serve students. For a vast majority of students, the impact their education will have on their lives is immeasurable. Knowing we have a small part in their educational journey by helping them enroll and familiarize themselves with TCTC is a responsibility I do not take lightly. It is certainly the best part of my job!

2. **Who has been the most influential person in your life?** My son—I know it sounds crazy that a six-year-old can be the most influential. However, he was born 7.5 weeks early. He spent the beginning of his life fighting for every breath, every swallow, and every ounce of weight. Through his experience, I have learned what a strong will, perseverance, and a good attitude can do towards your quality of life. He is truly one of the most compassionate people I know. Always looking for the best in everyone.

3. **Where is the first place you go to get the day's news?** Every morning I wake up and turn on Channel 4 news before I even get out of bed. I watch and listen while I get ready. I do not like starting the day without knowing what is going on around me.

4. **Do you consider yourself an introvert or an extrovert?** Definitely an extrovert! Ask anyone who knows me! However, it is quite exhausting at times. I do need my downtime. Usually, that is my car ride home or in a book.

5. **What makes you laugh?** Lots! You have to laugh! Life is serious enough. You have to find a way to lighten it up. Jenni (Creamer) says you can hear my laugh throughout Miller Hall. (I may need to turn my volume down a bit!)

Rick Cothran

Dean, Corporate and Community Education Division



Rick Cothran

1. **What is the best part of your job?** The best part of my job is helping our students. Our Corporate & Community Education (CCE) students encounter so many barriers to employment and our QuickJobs certificate programs provide them with the opportunity to get the skills they need to obtain successful employment. Once they earn their certificate and become employed, it is exciting and fulfilling when they come back to let us know that they are now making more money than they have ever made in their entire lives. It fills my heart with joy knowing that someone feels that you helped contribute to their success. Helping people discover that new person within who has the confidence and the ability to support themselves is one of the greatest gifts of my job.

2. **Who has been the most influential person in your life?** The most influential person in my life is Jesus Christ and His Word. He is the greatest leader who has ever inspired me. Walking with Him along life's journey empowers me, helping me to succeed in fulfilling His mission in my life. I am thankful that God brought my friend and former boss, Cordes G. Seabrook, into my life. He mentored me at an early age and helped me build a strong business foundation for my career. He gave me my first big break. When I was only 27 years old, he asked me to manage his company's marketing department. He trusted me to increase his sales and to help restore the profitability for this company.

3. **Where is the first place you go to get the day's news?** I normally turn to the Fox News channel to catch the weather. I limit the amount of time I spend watching and/or reading the news, since it tends to be depressing and full of negativity. It's easier to be energetic if you surround yourself with positive thoughts.

4. **Do you consider yourself an introvert or an extrovert?** Most people think that I am an extrovert. However, deep inside, I am actually an introvert. If you want to talk business, I'm an extrovert, and we can carry on a conversation. However, if you just want to chat, I seldom feel comfortable in just talking or starting-up a conversation (making people think I am unfriendly).

5. **What makes you laugh?** The greatest laughs I've had have been with my family, including my wife, daughters, sons-in-law, and especially my grandchildren. However, I prefer to make others laugh. If I see stress building at work, and my staff seems to be worried about something, I usually cut up with them and make them laugh. Life is too short. I would rather see people laugh than to be sad.

A Sweet Celebration



The Foundation staff thanked faculty and staff for their generosity to the Give an Edge employee campaign by inviting everyone to stop by for a sweet treat November 15. Here, **Tammy Fiske**, manager of annual giving, serves **Shallin Williams**, management instructor in the Business and Public Services Division.

Spotlight

(continued from page 3)

taking a process and following the steps to the desired outcomes. Larger projects involving multiple divisions or costly projects will require authorization from Executive Staff.

Richard urges faculty and staff to participate in bringing lean Manufacturing Principles to their areas. “Galen and Dr. Booth want to empower you to eliminate waste in your area. I encourage you to contact me or Cathy Strasser if you are interested in working through a project with help from the coaches we trained.”

After sending your request to Cathy Strasser, she sends it to the Service Excellence Team. That group determines which projects are accepted. Those individuals will be contacted by a coach who comes in and walks the group through the project.

“This is your chance to eliminate wasted time and effort. Target things that get under your skin, and let us help you make improvements,” said Richard.

Technical Career Pathways

(continued from page 1)

earning college credits while in high school.

There’s a waiting list for all pathways classes—Welding, Mechatronics, and Automotive Technology—and it’s because of instructors like instructor Mark Franks, said Harrell. Mark, one of our Mechatronics instructors, teaches juniors and seniors from Belton-Honea Path, Palmetto, Powdersville, and Wren high schools in the Mechatronics curriculum at the Career and Technology Center.

“Mr. Franks is by far one of the best teachers I have ever had,” said Bryce Cotton, a senior at Powdersville High School. “He is concerned about each of us and treats us like adults,—adult college students. Everything in his classes prepares you for now and for the future.”

“He does such a wonderful job that we want him back every year. He interacts well with the kids, and he knows how to motivate them and to relate to them as individuals. He gives them a sense of purpose and he has a true commitment to transforming these young adults,” said Harrell.

“We must keep a pipeline of young folks ready for jobs in industry, and the only way to do that is through the Technical Career Pathways program,” said Mark.

In just two years Tri-County’s Technical Career Pathways program has grown from seven students in one district to 114 students from all seven school districts.

Each program is unique to each district and includes pathways for Automotive Technology, Mechatronics, Industrial Electronics, HVAC, and Welding.

Students who once were considering a four-year degree are now looking to enroll at Tri-County next fall. “They are realizing that mechatronics is booming in the Upstate and companies are looking for individuals with electrical and mechanical skills—what they learned in these dual enrollment classes,” said Mark.

“Students want to be here and want to succeed,” said Harrell. “Mr. Franks has a unique way of creating a community of learners. They have mutual respect for each other and for him. He creates a safe environment where they have a voice. He sets an expectation and challenges them. He forms relationships and is respected and allows them personal responsibility for their learning. He gives second chances when they make mistakes. He really has made a difference at Anderson 1 and 2 Career and Technology Center.”

“This is a family, a team,” said Mark. “What one does affects all of us, just like in industry. When you grasp that, it changes your attitude about learning and it contributes to your maturity and your success. Their teamwork will translate to their success in future jobs they have in manufacturing.”

Student Veterans Association Hosts Open House



The Student Veterans Association (SVA) hosted an open house November 10 in Patriot's Place (Anderson Hall 109) in observance of Veteran's Day.



Stacey Frank, veteran and Social Sciences faculty member, talks with **Julio Salazar**, president of the Student Veterans Club and a Veterinary Technology major.

Newcomers Complete LC 101 Program

New full-time faculty and staff participated in Learning College 101 (LC 101) during fall semester. LC 101 is designed to provide new employees an opportunity to integrate into the TCTC culture throughout their first semester. Topics include success teams; the impact of TCTC on the community; Starfish, Blackboard, and other student information management tools; the Transformative Student Experience philosophy; FERPA; employee benefits; FPMS/EPMS competencies; and more.

Pictured with **Dr. Booth** (center) are: (top row, from left) **Dr. Sharon Homer-Drummond** (Biology), **Carlos Howard** (Easley Campus), **Tony Imms** (English), **Daniel Harbin** (CNC Programming & Operations), **Jimmy Walker** (Comprehensive Studies), **Justin Baggott** (Tutoring Services), **Dr. Gopal Sapkota** (Physics); (second row) **Jenell Peoples** (TC Central), **Melissa Blank** (English), **Katie Reeves** (Corporate and Community Education), **Glenda Waters** (Career Services), **Mia Tensley** (Comprehensive Studies), **Heather Irwin** (Biology), **Tanner Poore** (Integrated Data Center), **Sharon Brown** (Technical Skills for Success), **Rosemary Howlin** (Financial Aid), and **Cynthia Kwietniewski** (Physical Plant); (bottom row, from left) **Jennifer Porter** (Medical Laboratory Technology), **Lori Morrisette** (Student Development), **Briana Johnson**



(Business and Public Services), **Hailey McClain** (Corporate and Community Education), **Tracy Wactor** (Business Office), **Teresa Gimenez** (Library), and **Bailey Duncan** (Business Office).

Not pictured are **Paul Craig** (Surgical Technology), **Daniel Thorpe** (Science), **Mark Dougherty** (Student Development); **Adam Ghiloni** (Financial Aid), **Leslie Salley** (Curriculum and Instruction), and **Brittany Talbert** (College Transitions).

Tri-County Chorus, Jazz Band Present Fall Concert

The Tri-County Technical College Chorus presented its annual fall concert November 18 in the Marshall Parker Auditorium on the Pendleton Campus. It included a performance by the Jazz Band.

Under the direction of conductor and music instructor Julia West, the concert featured a mixture of holiday and jazz pieces.

TOP: The jazz band, led by accompanist **Cory Dodgens**, left, consists of two drummers, one bassist, one clarinetist, one violinist, and one trombonist. They performed jazz standards and Dixieland ragtime tunes, such as “Maple Leaf Rag” by Scott Joplin. They also performed a jazz rendition of the hymn, “Just a Closer Walk with Thee.”



BOTTOM LEFT: The ten-member Chorus, led by **Julia West**, right, which includes returning members as well as new voices, kicked off the concert with “Carol of the Bells,” followed by “Feeling Good” from the Broadway musical “The Roar of the Greasepaint—The Smell of the Crowd,” an arrangement of Irving Berlin’s “White Christmas” and the holiday-themed “Jingle Bell Rock.” They also performed “I Dream A World” based on the poem by Langston Hughes.



BOTTOM RIGHT: Local musician **Dave Maher** joined the Jazz Band during several selections.



Former U.S. Congressman Bob Inglis Addresses Students

Former U.S. Congressman **Bob Inglis** (R- SC), who was featured in Robert Kenner’s documentary, “Merchants of Doubt,” spoke to students October 24.

“Merchants of Doubt,” released in 2014, examines the work of climate change skeptics and their campaign to sway public opinion. To get a better understanding of the controversy surrounding global warming, Tri-County’s Science Department presented a three-session series on science denialism and climate change skepticism, using the book and documentary “Merchants of Doubt” to center the discussions on.

