

BC3 staff members share expertise in 2020

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(Butler, PA) Among the assignments in Butler County Community College's human diversity class is an interview students must conduct with someone who is significantly different than they are, presenters Dr. Karen Stubenbort and Ivory Dunlap said during their "Teaching Diversity in a Predominantly White, Rural Institution" virtual session as part of Strategic Horizon Network's colloquium in November.

The associate professors want students to learn about their interview subject's journey through life, Dunlap said, and what types of oppression their interview subject may have encountered, Dunlap said.

"You want to learn," Dunlap said she tells students. "You want to know more so you can better understand and respect people."

Stubenbort and Dunlap were among BC3 administrators and faculty who in 2020 shared their expertise at virtual conferences, authored award-winning papers, earned doctorate degrees or wrote for trade publications.

Dr. Nick Neupauer, BC3 president, was a featured speaker or panelist in virtual conferences or webinars that included those presented by Academic Impressions, the Pennsylvania Commission for Community Colleges, and the Community Colleges of Appalachia.

Neupauer was also one of three BC3 administrators to share expertise at the Strategic Horizon Network's colloquium, joining Stubenbort, an associate professor of humanities and social science, and Dunlap, an academic counselor, retention specialist and associate professor.



Top row, from left: Dr. Nick Neupauer, Ivory Dunlap and Dr. Karen Stubenbort. Middle row, from left, Dr. Case Willoughby, Dr. Belinda Richardson and Dr. Josh Novak. Bottom row, from left, Sharla Anke, Amy Pignatore and Dr. Ryan Kociela.

Award-winning papers, doctorate degrees

Dr. Case Willoughby, Dr. Josh Novak, Sharla Anke, Dr. Belinda Richardson and Amy Pignatore co-authored a 13-page paper that won the National Symposium on Student Retention's top award. Willoughby is vice president for student affairs and enrollment management, Novak is dean of student development, Anke is assistant dean of institutional research and planning, Richardson is vice president for academic affairs and Pignatore is dean of admissions and the college registrar.

Ryan Kociela, interim director of BC3 @ Cranberry, and Jill Martin Rend, director of BC3 @ Brockway, earned doctorate degrees; Mike Dittman, associate professor of humanities and social science, and Joy Walsh, professor of humanities and social science, wrote for trade publications; and Amanda Daugherty, a member of BC3's campus police and security, obtained certification to present the Refuse to be a Victim program and its collegiate edition.

Lisa Campbell, Erin Cioffi, Kiley Cribbs, Annie Lindsay, Stephanie Long, Kelly McKissick, Morgan Rizzardi, Kevin Smith, Kim Smith, Kathy Strobel and Dr. Nichol Zaginaylo were among BC3 staff members to gain insight from attending virtual conferences in 2020.

Campbell is dean of BC3's Workforce Development; Cioffi is assistant director of high school programming; Cribbs is coordinator of EMS and police training programs; Lindsay and Long are



Top row, from left: Dr. Jill Martin Rend, Mike Dittman and Joy Walsh. Middle row, from left, Amanda Daugherty, Lisa Campbell and Erin Cioffi. Bottom row, from left, Kiley Cribbs, Annie Lindsay and Stephanie Long.

instructors in humanities and social science; and McKissick is coordinator of professional education and certificate programs.

Rizzardi is associate director of admissions; Kevin Smith is coordinator of fire and HAZMAT training programs; Kim Smith is assistant director of records and registration; Strobel is coordinator of business training; and Zaginaylo is associate dean of humanities and social science.

BC3 president featured speaker, panelist

Neupauer was one of three featured speakers for Academic Impressions' September webinar titled "How Community Colleges Are Pivoting This

Fall to Meet the Needs of Students," in which he discussed BC3 expanding its student success coaching staff to include advisers who were charged with active outreach to students during BC3's transition to remote learning with regard to COVID-19.

BC3's president also discussed the college's successful virtual academic advising with enrolled and incoming students, a move to a central resource for virtual tutoring, modified placement testing and a fully online welcome day for new students.

Neupauer in October was one of three panelists for the Pennsylvania Commission for Community College's first in a series of webinars, titled "On Course with Community Colleges: Supporting Substance Abuse Recovery with Education and Intervention Services."

BC3's "Hope is Dope" program, which launched in 2018 and promotes natural endorphin-resurrecting ideas to confront opioid addiction, speaks to BC3's role as "the community's college," Neupauer said during the webinar.

"We are all about matching community needs, and ... this is a significant need that as a result of our work, benefits the communities that we serve."

The program has expanded from Butler County to serve communities in Lawrence and Mercer counties.

"There are countless anecdotes from the several hundred students who have gone through this particular program," Neupauer said, adding that the best summary came from a participant who



Top row, from left: Kelly McKissick, Morgan Rizzardi and Kevin Smith. Bottom row, from left, Kim Smith, Kathy Strobel and Dr. Nichol Zaginaylo.

said, “My worst day clean is better than my very best day using. And that is just the tip of the iceberg as to what we at Butler are bringing to the communities.”

Neupauer in October was a featured speaker at the Community Colleges of Appalachia’s fall conference with a presentation titled “Collaboration and Partnerships: Advantages of Serving as the Community’s College” and was among panelists at Strategic Horizon Network, where he discussed his presidential call to action that led to BC3 forming a Diversity, Equity and Inclusion Council.

“Crafting a Culture for Student Success”

Another assignment in BC3’s human diversity class, Stubenbort said, is a cultural autobiography.

Students must consider how their membership in racial, ethnic, socio-economic, sexual identity and other groups has influenced them, and how the values and beliefs they have acquired may influence them in the future.

“We are challenging who they are and what they have learned over time,” Stubenbort said. “And we are challenging the ideologies that they tend to hold onto.”

The award-winning paper co-authored by Willoughby, Novak, Anke, Richardson and Pignatore includes a trophy. The Nov. 13 National Symposium on Student Retention’s theme was “Crafting a Culture for Student Success.”

The award is presented to the paper that addresses retention initiatives that coordinate and institutionalize collaborative efforts of key players in the institution’s retention initiatives; is grounded in theory and literature; shows evidence of continuous improvement; includes evaluation processes; and has broad adaptability for use in higher education institutions.

Research, strategy and multi-level leadership across an institution are necessary to make meaningful advances in student success, according to BC3’s abstract.

The adage “culture eats strategy for breakfast” underscores that brilliant plans fail without changing hearts, minds and processes. BC3 engaged faculty and staff in a process that increased graduation rates by 15 percentage points, according to BC3’s paper.

Interim director, director earn doctorates

Kociela earned a doctorate degree in administrative and policy studies from the University of Pittsburgh after completing and publishing his doctoral dissertation, titled “Exploring Disability Services in a Community College.”

Kociela's dissertation focused on educational leadership relative to effectively serving the needs of students with disabilities in community colleges.

"With the establishments of the Individuals with Disabilities Education Act, the Americans with Disabilities Act, and the Americans with Disabilities Amendment Act, legislation is formidably in place to support students with disabling conditions in colleges and universities," Kociela said. "An increasing number of students with disabilities are therefore attending post-secondary institutions.

"The research study examines the perceptions of community college students relative to the impacts of their disabilities on their needs and continued enrollment in postsecondary study.

Results and analysis of the 106 student surveys and 33 interviews are intended to inform broader post-secondary disability services practices, as well as provide research and analysis for potential improvement measures at Butler County Community College."

Rend earned a doctorate degree in leadership/educational leadership from American College of Education, Indianapolis, and in April defended her dissertation, titled "Community College Administrators' Views on Leadership Practices: A Qualitative Phenomenological Study."

"Questionnaires and interviews were used to gather perspectives on leadership from current community college administrators. The study identified skills, qualities and practices needed for current and future community college leaders," Rend said.

"Leadership is one of the most crucial needs for the continued success of community colleges. Communication topped the list as the No. 1 skill needed by community college leaders," according to Rend. "Vision, integrity, collaboration and passion/motivation were the remaining four top skills viewed as needs for community college leaders."

Faculty members published

Dittman presented his paper "Educating The Total Nerd: Accessing the Diversity of Pop-Culture Fan Communities" at the 2020 Northeastern Modern Language Association in Boston in March.

Dittman published book reviews in "The Journal of Popular Culture" and the "International Journal of Comic Arts." He also had creative work featured in Hypnos magazine and the Little Poppy Review. He authored a Creative Writing textbook in the college's Open Education Resource initiative and gave a remote poetry and fiction reading for the Northern Appalachian Writers Conference.

Dittman was also an invited guest at McGraw Hill's "Supporting Social Justice in The Composition Classroom Symposium." He was later asked to write a guest blog for the McGraw Hill website on "Work-Life Balance during the Pandemic" and to create a video welcoming the attendees and explaining a classroom-level view of the pandemic for the publisher's annual meeting.

Walsh was published and attended virtual presentations in the field of world literature. Walsh wrote for the Winter 2020 and Summer 2020 editions of World Literature Today magazine, published by Oklahoma University Press.

Her review of “A Beekeeper of Aleppo” critiques the book by Christi Lefteri, daughter of Cypriot refugees, and Walsh’s review of “A Long Petal of the Sea” evaluates the current offering by Isabel Allende, Chilean author and cousin of the first socialist president of Chile, Salvador Allende.

Both books are fiction in the current trend of transcultural literature, which explores the migrant, refugee and hybrid experience that defines social and political cultures of today.

Walsh in November participated in an online discussion with Malala Yousafzai, who in 2014 became the youngest Nobel Peace Prize winner and advocate for education for girls worldwide.

Officer earns certification

Daugherty obtained certification to present the Refuse to be a Victim program during the fall semester. The program discusses the psychology of criminal predators, mental preparedness, Internet security, personal protection devices and more to foster a safe campus environment as well as to encourage personal safety on and off campus.

Refuse to be a Victim is a nationally recognized program designed by the NRA that enhances individuals’ personal safety by increasing awareness, encouraging preparation and discussing various options for the creation and implementation of personal safety strategies.

Daugherty said she is looking forward to presenting programs in upcoming semesters.

Conferences draw Workforce staff

Campbell, dean of Workforce Development, attended a two-day regional workforce development virtual assembly titled “#Prepared4PA.” The assembly brought together business and education leaders to discuss skill sets and competencies for entry into today’s workplace, Campbell said.

The western Pennsylvania assembly provided opportunities to participate in discussions about advanced manufacturing, healthcare, agribusiness, finance and business services, information technology and energy.

“Information gained during this assembly provided valuable demographic information on our region’s workforce, as well as current and upcoming industry and occupation demands,” Campbell said.

The information was shared with BC3's academic affairs leadership team and with Workforce Development team members "to allow everyone a better understanding of our region's employment trends and necessary education, training and credentials for the workforce," Campbell said.

Cribbs attended the National Association of EMS Educators Symposium's virtual conference, which was specifically designed for EMS educators to offer continuing education and teaching strategies for the ever-changing world of emergency healthcare.

The annual symposium is one of the premier events for EMS educators in the United States, Cribbs said, and showcased updated research, using evidence-based practice, and corresponding teaching scenarios to implement in upcoming certification programs for EMS providers.

As a result of the conference, Cribbs said she and her team learned ways to keep students active in remote environments and updated simulation requirements from the National Registry.

Kevin Smith attended the three-day International Association of Fire Chiefs Hazardous Materials Conference held virtually. Hazardous materials and fire instructors, and firefighters worldwide, attended multiple two- to eight-hour sessions on diverse strategies and tactics for responding to hazardous materials incidents.

Information from the conference will be applied to the instruction of BC3's hazardous materials operation classes, Kevin Smith said.

Strobel attended a weeklong LERN Conference held virtually in November. Sessions addressed topics such as strategic planning, contract training and operations to marketing.

"With so much of our year effected by the pandemic, there was a lot of talk about how colleges reacted to COVID, programming changes that were made, what worked, what didn't work, and how we move forward through the 'new normal,'" Strobel said.

The conference also contained valuable sessions unrelated to the pandemic, Strobel said, which included specific tips to improve and expand programming, best marketing practices and employee empowerment, how to find and keep instructors.

Of particular interest to Strobel, she said, was finding new trends, which showcased Google alerts, the Strada Education Network and the National Association for Workforce as resources for the business training department.

3 attend Teacher Educators' Assembly

Zaginaylo, Lindsay and Long attended the Pennsylvania Association of Colleges and Teacher Educators' virtual Teacher Educators' Assembly in October.

In addition to being instructors in humanities and social science, Lindsay directs the college's Praxis teacher certification test preparation program, and Long is coordinator of BC3's early childhood education (Pre K-4) program.

The conference is held biannually and "provides professional development and updates primarily for institutions of higher education that provide teacher preparation programs," Zaginaylo said.

The theme of the October conference was "Sharpening the Lens of Teacher Preparation," Zaginaylo said.

"We attended professional development sessions focused on the unique challenges of virtual learning experiences for teacher education candidates during the age of COVID-19," Zaginaylo said.

Lunch and learns, Phi Theta Kappa events

Rizzardi attended virtual events that included Pennsylvania Association for College Admissions Counselors annual conference in June; lunch and learn sessions in September, October, November and December; and a StriveScan College Knowledge Panel with the Community College of Allegheny County, Penn Highlands Community College and Westmoreland County Community College in October.

Rizzardi also attended five Phi Theta Kappa Middle States Region virtual events titled #MSRLeads in June; three Phi Theta Kappa Middle States Region Honors Institutes in July; and the Middle States Association of Collegiate Registrars and Officers of Admissions annual conference and meeting from Nov. 30 to Dec. 2.

"Though 2020 has been an abnormal year in so many ways, one of the highlights has been the ability to attend and participate in multiple professional development opportunities without financial and travel confines," Rizzardi said, adding that "how to navigate a new, virtual terrain together" was among the resolute themes that embodied the majority of the sessions that she attended.

Tips, techniques for College Within High School program

Kim Smith attended an Ellucian Live Conference whose keynote speaker addressed: What's Next Starts Now, she said.

She also learned about Ellucian products that are now available and intended for four-year colleges, employment advertising tips to attract diverse employment applicants, and advertising tips to attract diverse students.

Cioffi, assistant director of high school programming, attended the National Alliance of Concurrent Enrollment Partnerships – Connect 2020: The NACEP Digital Forum.

Topics in the virtual conference included “Crisis of Youth Disconnection” with author Ann Kim; “The Pursuit of Rigor”, “Research on Student Outcomes for Concurrent Enrollment: A Colorado Example” and “Community Colleges and Dual Enrollment: Guidance for Teaching & Learning.”

Additional themes were “A New Era of Learning: Futures Thinking for Education Programs” with Katherine Prince, Knowledgeworks; “Collaboration is Critical in an Online Educational World”, “Credits with a Purpose: Designing Systems to Avoid Excess Credit”, “NACEP Advocacy Commission: Advocacy in the Time of COVID” and “Power of Partnership: Working Together to Achieve Accreditation & More.”

Cioffi said she learned tips and techniques to help BC3’s College Within the High School program with NACEP accreditation.