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NorthWest Arkansas Community College

THE WEEKLY INSIDER

January 21-25, 2008



LaVonda Hurlbut

Great grades motivate non-traditional student

LaVonda Hurlbut must have “checked a thousand times” this past December to see if her fall 2007 grades were posted online.

After choir practice one night, she thought what the heck, one more time.

And there they were – her first grades in 42 years – three shining new A’s all lined up in a row.

“I got an A in Biology I, English Composition I and pre algebra,” she exclaimed. “I was so excited. I couldn’t stand it. I got a 4.0 grade point average!

“No one was more shocked than I.”

Or pleased, she said.

Her quest for A’s began

early in the semester. She earned an A on a beginning algebra quiz early last fall.

“That first A was powerful,” she said. “I had no idea. When I left class that day, I must have been in the car in three steps.” She was walking on air.”

The feeling, she said, was addictive, which drove her to work even harder.

“I wanted more,” she said. “I didn’t want Cs anymore.”

Four decades out of high school, LaVonda Hurlbut entered NWACC this past fall.

“Terrified,” she said.

Fortunately, she had “an angle.”

“Lynda Lloyd was a god-send,” she said. “The woman has angel wings.”

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More than 200 invited to apply for Retail Management

More than 200 students at NorthWest Arkansas Community College have been invited to consider applying for one of four certificates offered in NWACC’s new Associate of Applied Science degree in Business Management with a Retail option, the director of the new program said this week.

Students invited are currently enrolled at NWACC in both the Business Administration and Business Management degree programs.

NWACC has 32 new students enrolled in the Retail Management degree program this semester.

The program officially started November 1, 2007, with three students



Business Instructor Kelley Rose is enjoying her first week as the new Retail Management Program Faculty.

declaring Retail as their major.

“The student’s response has been overwhelmingly positive,” said Margie Vance, Retail Management program director. “Students have embraced the

idea of acquiring certificates, which they can immediately put to use without having to wait until they complete their entire degree.”

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Ethics in Action

More than 300 employees complete "Code of Conduct" module

This past October NWACC's Ethics Committee manned a booth, decorated by Ginny Meeks, at the Employee Benefits Fair.

Members informed employees about the College's On-Line Ethics Training Modules.

Last year more than 300 employees completed the first Module, "Code of Conduct," and this year at least 33 people hired after June 30, 2007, have completed the first module.

Employees that completed "Code of Conduct" before June 30 were asked to complete the second module, "Ethical Decision Making."

So far, 155 employees have completed the second module. To encourage timely completion of the on-line training the Ethics Committee offered door prizes to those who completed the training by October 26, 2007.

The prizes were gift certificates to Jose's, Olive Garden, Panera Bread Co., Barnes & Noble and Java City.

This year the Ethics Committee, headed by Steve Pelphrey, is promoting an atmosphere of action. They adopted the slogan, "Ethics in Action" to remind employees that it's up to them not just to know NWACC's Ethics Policy, but to put

About The Weekly Insider

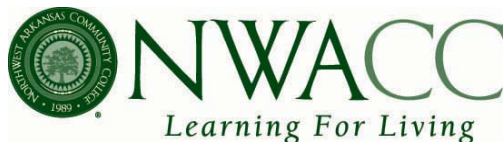
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NWACC is an Equal Opportunity Employer



NWACC's Ethics Committee

Pictured on the back row (L-R) are Steve Pelphrey, Jackie Mitchell, David Wilson and Ed Carson. Front row are Abby Selby and Pam Belcher. Not pictured were Debi Buckley, Janette Byrd, Ginny Meek and Paula Carollo.

it to use.

Pam Belcher came up with the slogan in response to the question, "How can we remind people that in the eyes of the public, an institution is only as ethical as its employees and that it's up to them to set the bar?"

The committee is impressed with the number of employees who have taken the initiative and completed the on-line training. Not to mention that last year only one unethical incident was reported.

In the future the Ethics Committee would like to offer more incentives for employees to complete new on-line training modules.

When all the employees in a department have completed the latest module, the committee would like to reward them and celebrate their success. Several ideas have floated around the table, but as of yet, the final decision on how best to show employees the committee's gratitude for their willingness to learn about workplace Ethics has yet to be determined.

Keep your eyes and ears open for new On-Line Ethics Training Modules, departmental rewards for training completions, and monthly articles in the Weekly Insider with updates from NWACC's Ethics Committee.

Mozart Requiem rehearsals begin January 28

The Civic Symphony Chorus will begin rehearsals for the Mozart Requiem January 28; the performance is slated for Saturday, April 5, 2 p.m.

NWACC Music Instructor Miles Fish will conduct; soloists will be selected from the chorus.

The Chorus will rehearse in the Music Recital Hall at NWACC Monday evenings 6:30-8 p.m. The Civic Symphony is in partnership with NWACC.

For more information email mfish@nwacc.edu or phone 479-619-2237.

LaVONDA HURLBUT**Continued from page 1**

Not really, said Lloyd.

"LaVonda is such a great story and testament to a student never being too old to begin a new program or to learn," said Lloyd, director of NWACC's Career Center. "She came into my office last summer for advising. She was a 58-year-old first-time college student interested in a degree in respiratory therapy."

Lloyd said Hurlbut, a Bella Vista resident, questioned her ability to succeed as well as having a heightened awareness of the value the time required to complete an academic program at her stage in life.

"We had a couple of very frank discussions about the reality of her goal, but I strongly encouraged her to pursue it," Lloyd said.

They stayed in contact during the semester.

"Believe me, there were times when I believed she questioned her sanity in making the choice to enter college," Lloyd said. "I assured her that it was just a matter of getting into the habit and learning how to study."

That didn't come natural to the non-traditional student.

Hurlbut went to beauty school after high school and held a beauticians license for 38 years.

She's a mother to two grown children. Her husband owned a small chain of convenience stores when they moved to Bella Vista seven years ago.

Both of them worked in real estate, she until her recent departure for college. She was encouraged to check out

"Lynda helped me with my expectations and helped me set a time to get through respirator therapy. Lynda helped me see the real job opportunities in respiratory therapy." - **LaVonda Hurlbut**

NWACC by an associate of hers in the real estate business – former NWACC dean Dr. Steven Brown.

College, she said, was not an option out of high school. Honor society meetings were not on her social calendar, which she said was packed. Finances for college were prohibitive for a "C" student.

A college education, though, remained something she always wanted.

Growing up, she wanted to be a doctor, said she; she was passionate about it.

"Money and fear kept me away from that," she said. "Now, I'm too old to become a doctor but I still have a passion for health care."

Physical therapy and possibly nursing may be too much of a stretch for her, she said. She is interested in NWACC's respiratory program.

"Lynda helped me with my expectations and helped me set a time to get through respirator therapy," Hurlbut said. "Lynda helped me see the real job opportunities in respiratory therapy."

Before enrolling at NWACC, she met with Health Professions Dean Dr. Monte Gagliardi. She said he opened her eyes to a multitude of opportunities available to NWACC grads.

"I read up on respiratory therapy and met with (program director) Alan Clark," she said. She visited dozens of web sites.

"I decided on respiratory therapy. That's something I can do."

She hopes to enter the program in fall

2009.

Hurlbut is back at NWACC for the spring 2008 term, enrolled in three classes that include Anatomy and Physiology I. She takes two of her classes at NWACC's Bella Vista Center, close to home.

She suffers greatly from math anxiety, she said, and is in hopes NWACC can offer her help overcoming her phobia. In high school, algebra was the only subject she ever failed.

"That's haunted me for 42 years," she said, somewhat solemnly.

"I know she worked very hard this past semester and LaVonda was in my thoughts quite a bit," Lloyd said. "I hoped I hadn't encouraged her to take on too much, but I believed she had to at least try for her own personal growth."

Lloyd's caution may be too late; Hurlbut is hooked on A's.

"Of course, this is only the beginning of her journey," Lloyd said, "but I am already looking forward to the day we see her walk across the stage with diploma in hand."

In the meantime, Hurlbut has become an ambassador to other potential non-traditional students.

"If I can motivate one potential student on a better future though education, encourage them to go forward, it will be a good thing," she said.

Just like the experience of checking her grades.

RETAIL DEGREE**Continued from Page 1**

The Associate of Applied Science degree in Business Management, Retail option was uniquely designed to encourage students interested in working in either the business or retail industries to obtain certificates in Business Ethics, Communication, Quantitative Analysis and Retail Management, thus celebrating success one certificate at a time. Upon completion of all four certificates the student will be awarded the AAS degree in Business Management, Retail Option.

Graduates will be able to see, touch, feel, and immediately benefit from completing each certificate, thus helping them to better market themselves and advance their careers. This degree caters to individuals who may either already be in the Retail sector or would like to transform their Retail job into a lifelong, lucrative career. It is also designed to help undecided students take advantage of the opportunity to obtain a tangible and usable certificate to help them qualify for a better paying job. This program prepares individuals to enter the business world by giving them

the necessary tools to be successful.

Vance said that both current and prospective students can benefit from receiving either one of the four certificates to help improve their resumes, thus making them more competitive in the job market.

The Associates of Applied Science degree in Business Management, Retail Option is open to everyone irrespective of whatever academic goal they are pursuing.

Vance can be reached at 1-479-986-4070 or 1-800-995-6922 or mvance@nwacc.edu

Record turnout audition for NWACC production of King Lear

A record number of individuals auditioned for the NorthWest Arkansas Community College Drama Department's spring production of King Lear.

A total of 26 students, faculty, staff and members of the community arrived at White Auditorium to audition Jan. 14 for the production.

Prior to this production, the highest turnout for auditions was 14 for an NWACC theatre event.

The cast will include some familiar faces of faculty and staff, Curtis Harrell, Alex Joseph and Gerry Weatherford.

Returning drama students cast in the show include Randall Ecke, Todd Kerley, Ellie Metts, Rachel Wunderle, Scott Minarik, Vanessa Minarik, Christy Seals, Sarah Lancaster, Autumn Harrell, and Jessica Vradenburg.

Newcomers to the NWACC stage include Tim Ellis, Caitlin Shelby, Jeffrey Wilson, Davy McNitt, Steve Limson, Monica Carter, Dawn Harris, Matthew Landis and Kyliia Rector.

The production of King Lear is being directed by NWACC Communication and Drama Department faculty Marc Turner.

He directed this past fall the one act plays from NWACC's annual playwriting contest and volunteered numerous hours

as music director for "A Child's Christmas in Wales."

Many theatre scholars consider King Lear to be one of the most difficult of Shakespeare's plays to perform.

Turner has less than eight weeks before the show goes on.

For the first time in the past 15 years, NWACC will have a core of students and community members focusing on scene, lighting, property, costume, and publicity design. The designer's portfolios will be displayed in the theatre lobby on performance dates.

Those dates are March 7, 8, 14 and 15 at 7 p.m. and Sunday matinees March 9 and 16 at 2 p.m.

All performances will be in White Auditorium.

Tickets are \$6 for NWACC students, faculty, staff, senior citizens, and \$8 for the general public.

Three years ago, the NWACC Drama Department started a tradition of asking theatre patrons to bring a non-perishable food item to be donated to area food banks. In return, patrons will receive \$1 off the ticket price.

To reinforce the PK-12 initiative at NWACC, the cast and crew will be presenting a special daytime performance for area high schools on 9 a.m. Thursday, March 13.

Contact Turner at 619-4126 or email mturner1@nwacc.edu.



Celebrating 97% Pass Rate

L-R, Martha Cortes, Adult Education Secretary; Lynn Stanberry, GED Examiner; and Linda Harris, GED Instructor, review the GED Testing data just released by the Department of Workforce Education. The NWACC Adult Education Program tested 503 adults with 487 passing, for a 97% pass rate, record numbers for this program. Only the Department of Corrections and Pulaski County had higher numbers. The Adult Education Center Program provides GED classes and GED testing free to adults age 18 and over. The open-enrollment policy allows students to begin at any time. The Center is located at 2800 N. 2nd Street in Rogers. Call 986-6911 for more information.

NWACC Marketing Analyst Program bursting at seams

The Marketing Analyst program at NorthWest Arkansas Community College is continuing to experience unprecedented growth, said Marshall McCall, executive director of NWACC Retail Programs.

"New student enrollment for the upcoming semester has more than doubled when compared to the same semester one year ago," he said.

Total enrollment is up 62 percent during the same period and is at an all-time high with 213 students enrolled this spring, he said.

"Extra sections have been added in each of the classes to accommodate the growing population of students," McCall said.

The program is designed to prepare

individuals for careers as retail analysts.

McCall and James Thulin are Program administrators. They attribute the growth to the success rate experienced by graduates moving into the Wal-Mart vendor community.

"The enrollments also speak to the quality of real-life instruction provided by the instructors, all of whom are members of the retail community here in northwest Arkansas," McCall said.

Marketing Analyst program enrollments:

Summer 2006	149
Fall 2006	156
Spring 2007	132
Summer 2007	148
Fall 2007	180
Spring 2008	213

NWACC works with the local retail industry to provide a customized program focused on training potential retail analysts.

Many Fortune 500 companies moving to Northwest Arkansas hire analysts who can combine advanced computer skills with an understanding of retail business.

Local industry experts put emphasis on practical business case studies. In order to complete the criteria for certification, a score of Satisfactory is required in the following courses:

For more information, contact McCall or Thulin at 479-936-5175. The program is part of the Corporate Learning Division of NWACC.

NWACC modifies smoking, tobacco policy

(Note: This message was emailed to students Thursday, Jan. 24, 2008)

The Extended Cabinet at its Friday, Jan. 18, meeting modified the College's Smoking and Tobacco Use policy.

The changes go in effect on Feb. 1, 2008.

The revised policy – printed below in its entirety – emphasizes that tobacco use is only allowed in designated tobacco use areas.

Designated tobacco use areas have been identified for each campus and are listed in the box at the right.

Smoking on or near the Bogle Plaza area between Burns Hall and the Student Center and in the Parking Garage is prohibited.

Persons wishing to smoke on campus should not light up or use tobacco unless they are in a marked designated tobacco use area.

Designated tobacco use areas will be marked by February 1, 2008. Additional signs may be added later.

Designated tobacco use areas will also have the necessary cigarette butt/trash containers by Feb. 1, 2008.

The NWACC Department of Public Safety will be enforcing the policy.

Of primary concern to NWACC is further reducing the exposure of anyone on campus to second hand smoke.

Also important to NWACC is creating an acceptable example to high school students and other guests visiting campus.

A free smoking cessation program is available through the UAMS College of Public Health Tobacco Cessation Services at

<http://www.uams.edu/coph/tobacco/atcn-home.asp>. Or, persons can call the Arkansas SOS Quitline at 1-866-669-7848. Services are available either over the phone, in person and in Spanish.

For faculty and staff who are members of the NWACC Blue Cross/Blue Shield Health Plan, smoking cessation services are also available. Please contact the NWACC Human Resources department for additional information.

Designated Tobacco Use Areas for NWACC Campuses

1. NWACC Bentonville Campus-

- East of the Donald White Auditorium entrance to Burns Hall.
- North of the Whitaker Computer Center entrance to Burns Hall.
- Northeast of the north entrance to the Student Center.
- Northwest of the northwest entrance to Burns Hall.
- North of mezzanine entrance to the Physical Plant and Office Supply facility.
- Northeast of the east entrance to the Shewmaker Center.

2. Adult Education Center Campus, 2800 N. Second Street, Rogers*

- Northwest of the northwest corner of the exterior walls of room 121.
- South of the exterior wall of room 131.

3. Washington County Center Campus, 693B White Road, Springdale*

- South of the south entrance to the WCC

4. College At The Crossing Campus, 1801 Forrest Hills Blvd., Bella Vista*

- South of the main entrance to the Highlands Crossing Center

5. Regional Technology Center, 2350 Old Farmington Road, Fayetteville*

No tobacco use campus

6. West Washington County RTC Campus, 201 South Giles, Gentry*

No tobacco use campus

NOTE: Smoking on or near the Bogle Plaza area between Burns Hall and the Student Center and in the Parking Garage is prohibited.

* denotes leased facilities

Smoking/Tobacco Use Policy, 1-2-5 (January 2008)

Policy:

NorthWest Arkansas Community College is dedicated to providing a healthy, comfortable, and productive environment for students, faculty, and staff. In that endeavor the college voluntarily complies with the State of Arkansas Governor's Directive 15 dated May 18, 2004 to limit smoking and the use of tobacco products on its campuses. Therefore, the following Smoking/Tobacco Use Policy is adopted and supersedes any and all other previous policies:

1. NWACC is considered a tobacco-free workplace and the use of any tobacco products is permitted only outdoors. A person shall not smoke or use tobacco products in any college owned or leased buildings or parts of such buildings.

2. Outside smoking and use of tobacco products is permitted on college campuses only in designated "Tobacco Use Areas" outside these buildings. Designated Tobacco Use Areas for each NWACC campus will be clearly identified with a sign(s) and in compliance with Arkansas state law. The list below describes the designated Tobacco Use Area(s) for each campus.

3. Buses, vans, and all other college vehicles are considered non-smoking and no-tobacco-use areas.

4. Littering the campus with remains of tobacco products or any other disposable products is prohibited. In addition, smokers are required to dispose of the remains of tobacco products in receptacles supplied for that purpose at the designated tobacco use areas.

5. The authority for enforcement of this policy resides with the college Public Safety Office. Violators will be fined after two warnings and may be subject to disciplinary action for repeated violations.

Adopted: September 2000
Revised: November 2004, December 2007, January 2008
Legal References: Act 462 of 1987
Office of Personnel Management Manual (OPM),
Section 155.0.0
Governor's Policy Directive - 15, May 18, 2004

To comment or provide feedback on this revised policy, email the Executive Director of Public Relations, Mr. Jim Hall, at jhall@nwacc.edu, or to provide anonymous comment, visit the College's Suggestion Box at <http://www.nwacc.edu/suggestion-box.php>.

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NWACC Intramurals fields 2 teams

NWACC has two student teams playing in the 2008 Fayetteville Athletic Club Basketball League.

Good Luck to both the NWACC and Golden Eagles intramural teams. Play began Jan. 24.

Team Captains are Wes Slayton and Alec Borkowski.

Members of the teams are:

NWACC – Bo Cowen, Josh Frye, Keyon Marks, Lui Bermudez, Carl Baker, Bret Foster, Chris Starnes and Spencer King.

Golden Eagles – Dale Vaughn, Fredell Wesley, Tyler Wilder, Tyler Fern, Kane Simpson, Bo Whitted, Ritchey Schacht, Alec Borkowski, Matt Murray, John Gregory and Ronnie Vargas.



New to NWACC

New to NWACC on Jan. 16 were (L-R) Valor Pickett, Faculty and Teresa Whitmire, Corporate Learning-Fayetteville.

NWACC drive to clothe students for success

NWACC faculty will begin this spring accepting clothes from faculty and staff to donate to students who need appropriate clothing for interviews in the business world

"We will begin accepting clothes March 10," said NWACC English Instructor Dr. Audley Hall.

Contact Hall at 619-4277 or Lynda Lloyd at 619-4248.

Community members interested in helping students in this effort can bring cleaned, pressed and hanging clothes to the NWACC Career Center in the new Student Center.

"This is a joint academic/student services activity," Hall said.

Career Week is Mar. 31 through April 4 and involves workshops in resume building, cover letter writing, interviewing, and dressing appropriately for professional jobs.

"We intend to sell the clothing to students at a very nominal price," Hall said. "Any money we collect will be donated to

the NWACC general scholarship fund.

Any clothing that cannot be used will be donated to Helping Hands in Bentonville.

Wellness Corner

Don't pass the salt

Too much salt or eating many foods with high salt (sodium) content can be unhealthy.

For some people, a heavily salted meal can cause noticeable fluid retention because their body is trying to "catch up" to maintain the right balance of salt in body tissues.

But symptoms such as swelling in the hands and feet and high blood pressure are just a few of the possible side effects of too much salt.

Most Americans consume more salt than they need.

The current recommendation is to consume less than 2400 milligrams of sodium a day.

That equals 6 grams or about 1 teaspoon of table salt.

This 6 grams should include ALL salt and sodium consumed, including that used in cooking and at the table.

If you suspect you're getting too much salt, consider making some of these changes:

- buy fresh, plain frozen, or canned "with no salt added" vegetables.
- use fresh poultry, fish and lean meats rather than canned or processed ones.
- use herbs, spices and salt-free seasoning blends in cooking and at the table.
- cook rice, pasta and hot cereals without adding salt during cooking.
- choose convenience foods that are lower in sodium.
- rinse canned foods, such as tuna, to remove some of the sodium content.

Source: National Heart, Lung and Blood Institute.

These health tips are brought to you by Wellness Works for health education purposes only. You should always consult your treating physician(s) for any medical advice or services you may need.

Employee Birthdays

January

21 Dianne Phillips
21 Maria Interiano
22 Brooke Holt
23 Juanita Franklin
24 Martha Cortes
25 Nancy Smith
26 Barbara Rademacher
26 Michelle Cordell
30 Tami Scrivner
31 Sandy Tedder
31 Marshall McCall

NWACC employees are given a choice to have their birthdays announced in the newsletter. For more information, contact Jim Hall at jhall@nwacc.edu

Employee Free Classified Ads

FOR SALE: 50-inch Samsung HD Projection TV, \$475. 1080i/480p, about 4 years old. Call 619-4373.

VACATION: Whether it is Branson or Paris, Maui or Aspen; \$425 for seven nights lodging. Contact Linda Drew at ext. 2255

FOR SALE: Bella Vista - 2DR, 2Bath, 2 Car Garage

Townhouse with beautiful view. Call Daveine Burgess 649-4340.

FOR SALE: American Bulldog puppies, ABA or NKC registered. Excellent bloodlines. Shots/wormed \$350 West Fork 479-761-0014 or 841-3919.

FOR SALE: 1997 Isuzu Rodeo, 4-door, 4-wheel

drive/manual transmission. \$2900 OBO. Contact Genny 619-4307.

FOR SALE: 2001 White Chevy Tahoe, 112K miles. \$9,000 OBO. Call Raul @ 479-544-6377

Classified ads are free to College employees. Email your ad copy to jhall@nwacc.edu