

ADVANCE

A man in a light-colored, vertically striped long-sleeved shirt and dark jeans is playing a double bass on a stage. He is leaning forward, focused on his instrument. The background is dark with blue stage lighting and some out-of-focus equipment.

The Magazine for Friends and Alumni of Frederick Community College Summer 2014

ANYTHING BUT RESTFUL

Whether photographing national music festivals or re-envisioning online teaching, faculty put their sabbaticals to good use

A MILESTONE TO REMEMBER

The Institute for Learning in Retirement Celebrates its 15th Birthday

MEET OUR NEXT PRESIDENT

Welcome Elizabeth Burmaster

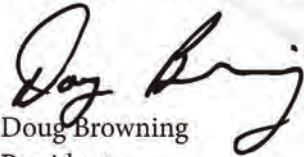
President's Message

Our summer issue of *Advance* comes at a bittersweet time for me. As many of you sit down to read this magazine's articles celebrating our students, faculty, staff, alumni, and donors, I begin my last days as president of Frederick Community College. I've been honored to lead FCC through a time of major transition, but I'm delighted to welcome President Elizabeth Burmaster as our next leader.

I'll remain on the college's senior leadership team through December 2014 to support the final stages of our presidential transition. President Burmaster begins her tenure Aug. 18, and you can learn more about her in this magazine.

In the following pages, you can also learn about faculty sabbaticals that prepare today's faculty and students for tomorrow's world, as well as read about an alumna who's close to reaching her dream of becoming an immigration lawyer.

We also have stories to mark major milestones in the life of our great college and the students we serve. Thanks for your continued support. We hope you enjoy your second issue of *Advance*!



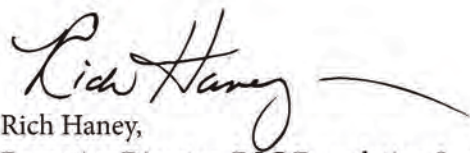
Doug Browning
President

After a 41-year career in higher education, all but two years at Frederick Community College, I will really be retiring at the end of the summer...I promise! I have enjoyed my 15-month return to the college working with the dedicated and talented Foundation staff, the Foundation Board, and my colleagues on the President's Administrative Staff. I offer a particular thanks to Doug Browning for his excellent leadership during a period of transition for the college.

Frederick Community College is extremely well positioned for the future under the leadership of our new president, Elizabeth Burmaster, and the

strong support of our great community. I was reminded of what a special place we live in when the college's presidential search consultants commented to me about how engaged the community was in this process. I'm very excited for the next chapter of FCC!

Sincerely,



Rich Haney,
Executive Director, FCC Foundation Inc.

Frederick Community College
Foundation Inc.
ADVANCE Summer, Issue 2

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On the cover: Professor Lisa Shetter photographed members of Old Crow Medicine Show performing at DelEst 2013; where she served as the official event photographer during her 2012-2013 sabbatical. The Nashville-based band performs at concerts and music festivals nationwide.

Advance is produced collaboratively by the Frederick Community College Foundation and Frederick Community College.

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A Milestone to Remember

The Institute for Learning in Retirement (ILR 55+) Celebrates 15 Years of Enriching Mature Adult Education

Frederick Community College's Institute for Learning in Retirement opened its doors in 1998, after Continuing Education Program Manager Maurine Nelson sensed a growing hunger for mature education enrichment opportunities in Frederick County. Operating under the tagline of "An idea whose time has come," the original Institute for Learning in Retirement offered 26 courses for adults ages 60 and over. Early classes ran the gamut from "Microcomputer Concepts for Seniors," and "Beginning Microsoft Windows 95 for Seniors" to the "Psychology of Aging," and more than 250 students registered for courses available at the FCC main campus and senior centers throughout the county.

Now open to learners age fifty-five and over, ILR has evolved since its modest beginnings to become a vibrant FCC program serving the older learning community of Frederick. No longer does the program refer to its constituents as "seniors," and today the Institute for Learning in Retirement features a myriad of stimulating learning opportunities taught by knowledgeable instructors, some of whom also enroll as ILR students. For participants there are no quizzes or tests to worry about, no credits to accumulate, and no expensive course tuition.

"We value our past, but we've positioned ourselves for the future," says Program Manager Suzan Adams, who has led the Institute for Learning in Retirement since 1999, when she was hired for a ten-hour per week position that eventually grew into a full-time job.

ILR now operates with the philosophy that "Curiosity never retires," and has grown as a result of its leadership, instructors, and students, all of whom bring an infectious enthusiasm, a diversity of life experiences, and a love of learning to the classroom. Today's ILR participants study everything from how to build websites and use emerging iPhone Apps to understanding conflicts in the Middle East and ethical dilemmas in criminal justice.

Under Adams' direction, ILR still operates as part of FCC's Department of Continuing Education, as well as being nationally affiliated with the Elderhostel Institute Network. Supported by two program associates Mary Beth Liller and John Brashears, Adams coordinates between 75 and 80 courses per semester, with typically a third of them new offerings. About 2,300 Frederick County residents are currently members of the ILR program and an average of 2,000 individuals now register for courses annually with many students registering for multiple courses per semester.



On the heels of ILR's 15th anniversary, instructors and students praise Adams' role in the ongoing growth and formation of the program. Bill O'Neal, a technology instructor for most of ILR's existence, believes "FCC/ILR is very fortunate to have a program under the direction of Sue Adams. She has a unique ability to anticipate the kinds of classes that the ILR members want." Student George Waxter agrees, adding, "Adams is phenomenal and has been an exceptional program manager who continually looks for ways to enhance and improve the course offerings." Maida Wright, a retired FCC speech instructor and current ILR student, additionally credits FCC with making "a terrific choice in Sue Adams, whose enthusiasm, organizational skills and charm have combined to create a wonderful addition to the educational opportunities available in Frederick."

Courses for Curiosity that Never Retires

Adams modestly suggests her primary goal is to meet the needs of ILR's population, and filling those needs sometimes requires a chicken-egg approach. Sensing a particular area of interest among students, she'll find an instructor to develop a course; inversely, sometimes an instructor has an idea for a course that Adams believes will add to the diverse offerings in the ILR catalog.



For example, concurrent with America's awareness of political developments in the Middle East, cultural and historic topics taught by Linda Pappas Funsch have expanded. Filling a void in the catalog, science courses for the non-scientist are now available. When Larry Romane's medical lectures for credit were not well attended by a younger FCC audience, a middle-aged student suggested Romane try an older crowd; these presentations now constitute ILR's Medically Curious series. Romane has quickly discovered that "every student comes because they're interested in the topic and eager to learn," adding, "For an instructor, that's heaven."

While early technology courses focused on basic word processing, today's courses help students navigate Facebook and feel smarter about their smart phones. The only course still taught from the 1998 catalog is "Tales for the Grandchildren." (Perhaps ILR learners like to temper their interest in new subjects with a bit of nostalgia.) From a student's perspective, Iris Norris said she feels "blessed to have access to such a bevy of really good instructors with such varying subjects."

Each semester typically features special ILR opportunities beyond the classroom. "Learning on Location" excursions enable instructors to fill travel time on the bus with background lectures on destinations such as art museums in Washington, D.C., area battlefields, and Lancaster, Pa., Amish country. Moreover, ILR has increased opportunities for globally focused education, both on campus and abroad. For example, ILR co-sponsored a presentation by the Ambassador of the Kingdom of Bahrain; similarly, another seminar welcomed the Ambassador of Tunisia, who spoke on the Arab awakening.

In recent years students have traveled abroad to locales such as China, the British Isles, and Italy. In anticipation of these trips, ILR offers classroom courses to enhance these travel experiences. Student Wilma Rubock "was thrilled this past September to travel to southern Spain and Morocco" and "will never forget sleeping under the stars in the Sahara." George Waxter echoes Rubock's sentiments and agrees that for him and his wife, the Spain-Morocco trip "definitely enhanced our knowledge about a part of the world with which we were unfamiliar."

ILR students are as diverse in their backgrounds and interests as the instructors. Some choose offerings that expand



on their current knowledge base, although Dorinne Armstrong, like others, occasionally goes out of her "comfort zone." Additionally, Rubock "elected to take courses not related to my 'past life,'" and rather chose courses that opened her eyes "to what is going on in the world." Similarly, Norris says her ILR experience has made her "more tolerant." And Waxter believes ILR "was something I could occupy my time with and kept my mind engaged since I was retired." For Armstrong, ILR helped her meet new people and fill a social void left by retirement, she says



After the celebration, what's next?

With designated first-floor ILR classrooms on campus, ample parking in the new deck, and additional classroom space off-campus at FCC's Monroe Center, ILR will continue to grow and complement the campus with what Adams calls "age diversity." To reinforce the importance of lifelong learning, ILR will continue each term to award a scholarship to an adult learner whose career status necessitates taking credit or non credit courses at FCC. And soon enrolling in the ILR program should get even easier. In addition to current enrollment options, students can soon use Lumens, a new online, user-friendly registration platform.

Regardless of how students enroll, Adams believes ILR will continue to provide an intellectual setting for those in the so-called third age of learning, when individuals realize a "broader view from the perspectives of life experiences." No longer under the pressure of taking courses to secure re-certification or a job promotion, Frederick County residents of a mature age can embrace what Adams terms the "sheer joy" of learning.



WELCOME ELIZABETH BURMASTER

FCC'S NEXT PRESIDENT



The Frederick Community College Board of Trustees has named Elizabeth “Libby” Burmaster the 10th president of Frederick Community College after an extensive nationwide search. The longtime educator and former Frederick resident has been president of Nicolet College in Wisconsin since 2009. She will assume the presidency of FCC on Aug. 18, 2014.

“We are extremely proud and excited to offer the presidency to Elizabeth Burmaster,” said board Chair Debra Borden. “She rose to the top of the field after a comprehensive search and screening of more than 60 applicants. We did our homework and listened to our constituents and are confident she is the right person for the job.”

A 13-member search committee, working in conjunction with consultants from R.H.Perry & Associates in Washington, D.C., interviewed a dozen semifinalists before the trustees invited three finalists to the campus. Burmaster was joined by James Mabry, vice president of academic affairs at Mesa Community College in Arizona, and Chris Reber, executive dean of Venango College of Clarion University. The candidates met with the board, campus groups and community leaders over two days. Borden and Vice Chair Dave Buter then traveled to Rhinelander, Wis., for further reference checks and meetings with Nicolet College faculty, staff and trustees.

Her move to FCC is a homecoming of sorts for Burmaster who grew up in Frederick and took classes at FCC as a student at Gov. Thomas Johnson High School.

“It is my honor to serve as the president of Frederick Community College. I look forward to working alongside students, faculty, staff, and members of a local community whose teachers helped form my own aspirations to pursue a career in educational leadership,” said Burmaster. “Together, we can ensure that FCC remains at the forefront of community colleges by having a future characterized by innovations in teaching and learning, academic excellence, and success for all students.”

While at Nicolet College, Burmaster led the college’s strategic plan efforts and helped reorganize academic and support programs to ensure student success. She secured state and federal grants to spur workforce and economic development, and implemented a dual enrollment program that allowed high school students to simultaneously earn college credits, among other achievements.

From 2001 to 2009, Burmaster served as the elected State Superintendent of Public Instruction, overseeing a budget of about \$9 billion and 1,000 employees over two terms in office. She has long been an advocate of student success in public education. As an elementary school principal, Burmaster opened a magnet school to enhance racial diversity and academic achievement through arts education. Additionally, she worked for nearly a decade as principal of a 2,000-student urban high school and led curriculum, behavioral, and teaching reforms to close the achievement gap. The school was also known for its National Merit Scholars.

Burmater has been active in educational organizations at local, state, and national levels. She served for eight years on the University of Wisconsin board of regents and the Wisconsin Technical College System Board. She also served for eight years on the Governor’s Workforce Investment Board and the Wisconsin Higher Education Aids Board. Furthermore, she has served as president-elect, president, and past president of the national Council of Chief State School Officers.

She holds honorary doctorates from Edgewood College in Madison, Wis., and Beloit College in Beloit, Wis. Burmaster earned her Master of Science in Educational Administration from the University of Wisconsin-Madison as well as 45 post-master’s credits from the same institution. Her doctoral program was interrupted when she ran and held public office. She also holds a Bachelor of Music with Honors in Music Education from the University of Wisconsin-Madison.

Leaving Their Mark



The Legacy Gifts of Today Make Future Opportunities Possible for FCC Students, Frederick County Residents

Shirley Cruickshank Wolfe loved a challenge. She started her own travel agency in Frederick and ran it for 36 years. Then she turned to Frederick Community College's Institute for Learning in Retirement (ILR 55+) to challenge her mind.

In death, Wolfe sought to secure similarly high quality learning experiences in Frederick County through a legacy gift of \$614,119 to the Frederick Community College Foundation. Her gift will benefit future special community events sponsored by the Institute for Learning in Retirement; it also will also provide direct support to student scholarships and faculty development.

"She valued lifelong learning, and both ILR and Frederick Community College gave her a quality learning experience that was challenging and intellectually stimulating," said Suzan Adams, program manager for the Institute for Learning in Retirement. "Her gift allows the college to pay her legacy forward."

As Wolfe's story demonstrates, a legacy that makes a difference doesn't just happen. People create positive legacies intentionally – by the work they do, by the way they treat others, by their day-to-day priorities, and by planning ahead. As every student knows, preparing for the future requires making wise choices today. Students taking classes at FCC are working on their legacies, but many of them could use help.

One of the best ways to create a personal or family legacy and to help others work toward their legacies is to make plans for a legacy gift to the FCC Foundation. Established through specific instructions in a will or estate plan, a legacy gift can benefit the donor in the present, while also benefitting countless others in the future. More specifically, gifts benefit students by creating scholarships, they benefit faculty by providing opportunities for continued study to develop subject matter expertise and teaching techniques, and they benefit all who study at Frederick Community College by providing necessary equipment and campus upgrades.

“Most legacy gifts are created by people who want to give back to their community, who want to continue to serve their community long after they are gone,” said Frederick-based attorney Diane Kotkin. “Legacy gifts are what I call ‘heart and soul’ gifts. People know in their hearts and souls who they want to help and why.”

Kotkin works with the Frederick law office of Seymour B. Stearn/Offit Kurman and serves on the FCC Foundation board.

She said legacy gifts are always appreciated by the beneficiaries, no matter how large or small, because they make a true difference in people’s lives.

Planning Ahead

Dale Summers, chief operations manager at Woodsboro Bank, current FCC Foundation board member and board president from 2005-09, agreed and said he believes legacy gifts to FCC ultimately help the entire community served by the college.

“Helping people help themselves through education is always the most lasting solution to people’s financial challenges. FCC provides steps toward self-sufficiency through education for a relatively inexpensive cost; even so, almost all students could use a little help with their expenses,” Summers said.

“Any time we help people afford an education, we’re making a significant and positive impact on their lives,” he added.

“There are lots of fine organizations in Frederick County, but I think a gift to the college, whether an annual gift, a one-time gift, or a legacy gift, seems to have a greater impact, because education absolutely changes lives.”

Estate planning is especially important if a person wishes to create a legacy, adds Kotkin.

“Putting one’s wishes in writing helps define the vision,” she said. “Estate plans are valuable because they create a plan for a seamless transition of assets among family members.”

An estate plan creates a road map for people traveling through new territory. It also answers questions in advance, so families have peace of mind in knowing their loved one’s preferences.

“Creating a will or a trust gives guidance. Planning ahead allows a person to control how his or her funds or gifts are distributed and used,” Kotkin added. “My role is to help figure out the best vehicle, the best way to achieve what the donor wants to accomplish in creating a legacy. Besides the financial benefits that can be created through estate planning, I think donors of legacy gifts feel a sense of gratification in knowing they will be helping others.”

Summers acknowledged that estate planning can be difficult to begin because it requires people to acknowledge their mortality. But for him, planning ahead makes good common sense and offers a way to extend the impact of a life beyond death.

“An estate plan doesn’t have to be complicated or expensive,” he said. “It’s important to make your own decisions and your own plans. It’s better to designate what you want done with your hard-earned money than leave it to others to make decisions for you, or leave others having to guess what you might have wanted.”

Other ways to help

- Give stock and realize larger tax savings. Gifts of appreciated stock could be more beneficial to the donor than giving cash. Both Charitable Remainder Unitrusts and Charitable Remainder Annuity Trusts pay out monthly income to donors for life and the remaining trust goes to the charity upon the donor’s death.
- Donate your house, continue to live there, and get a tax break all at the same time.
- Designate the FCC Foundation as the beneficiary of all or a portion of the balance of your retirement plan or IRA after your death.
- Transfer ownership of a paid-up life insurance policy to the FCC Foundation.
- Transfer ownership of real estate or donate personal property (check with the FCC Foundation first to be sure the college can use these kinds of gifts)

Don’t know where to begin?

- Experiment with Plan-a-Gift™, our online interactive gift planning tool that’s based on your goals: <http://www.legacy.vg/frederick/articles/45.html>.
- Contact us to ask questions: foundation@frederick.edu, 301.846.2438

No Hurdle Too



High

Lauren Luviano Truslow entered FCC as a new mother. Six years later she's preparing to graduate from law school.

At 14, Lauren Luviano Truslow witnessed an immigration raid at a Southern Maryland crab house and knew one thing: She wanted to be an immigration lawyer when she grew up. But life derailed those ambitions, albeit briefly, when Truslow became pregnant at 17. Her future plans faded in the midst of new responsibilities.

"I was smart. I'd done well in school. I thought I was going places, and then this happened," she said. "I became the cliché – I was 17, pregnant, and working at the Burger King drive-through."

Truslow's mother sent her to Frederick, Md., to live with an aunt.

The teenager enrolled at Frederick Community College in Spring 2008 and began paralegal courses. Once active in her high school's mock trial team, Truslow joined the college's Student Government Association at the encouragement of FCC faculty and administrators. By day, she rode a public bus to campus, attended her classes, and socialized with other SGA officers.

By night, Truslow cared for her son, Maurice, and waited tables at an Outback Steakhouse on Route 40. When she felt overwhelmed by her responsibilities, Truslow imagined what her life would be like after she graduated.

"I was going to be an attorney. I was already there in my head," she said. "Yes, I had this child. Yes, I was doing things in an unconventional way. But I hadn't lost sight of that goal."

"Still, there were times when I felt like I'd get an associate degree and trudge on," she added. "I was very disillusioned."

Fortunately, she did much more than "trudge on." After earning her associate degree in 2009, Truslow moved on to the University of Maryland University College, where she completed a bachelor's degree in criminal justice. This past December, she transferred from the University of South Carolina Law School to Regents University Law School after a family move to Virginia Beach, Va. She'll graduate next year with a specialization in immigration law.

Today Truslow is a happily married mother of two. Despite her relatively young age – 24 – and her family responsibilities,



the young woman has built an impressive resume. Truslow works part time for a Virginia law firm that specializes in immigration law, and she juggles the full-time demands of parenthood with those of law school. She credits FCC with laying a solid foundation needed to support the never ending demands of family and career.

"In law school and even while doing my bachelor's degree, I was repeatedly reminded of everything I did at FCC and the quality of professors I had," Truslow said. "The college is a comfort and inspiration to this day."

She recalls her two greatest sources of inspiration as Jeanni Winston-Muir, director of the Center of Student Engagement, and Professor Tracy Parker, the college's paralegal studies program manager. Parker says Truslow's determination and motivation touched her, and made her a more effective professor.

"There are times in your life when you meet someone who you know will create change," Parker added. "Lauren is among this group. She is truly an inspiration to me. In fact, I am a better teacher having instructed her. I wanted to do my part in helping her realize her dream."

Through the support of caring faculty and staff, Truslow recovered her lost high school "mojo" and became a student leader, eventually rising to the ranks of SGA vice president for public relations.

As she prepares to graduate from law school, Truslow sees herself as living proof that even seemingly far-fetched dreams can come true, and she hopes her personal story inspires other young people facing challenges.

She also sees her own educational achievement as tied to the success of those she works to help immigrate to the United States. Some foreign nationals to whom she provides legal services are struggling single mothers – as Truslow once was – and she relates firsthand to their desires to create better opportunities for their children.

"This work makes me feel fulfilled – I'm able to give them happiness and help them fulfill their lives, she said. "This is self-actualization. This is God calling me."

One for the Bookworms



Phat Hunyh Made FCC History When He Graduated This Past May

When he walked across the Field House stage to receive his associate degree in accounting May 22, 2014, Phat Hunyh became the first-ever Frederick Community College student to earn a credit-bearing degree after entering the college through the Adult Basic Education program.

"I am very excited," said Hunyh, smiling. "I had many opportunities to challenge and improve myself as a student here. I studied hard and learned that I can do more than I thought!"

For Hunyh, the journey toward his FCC matriculation was characterized by determination to succeed. He arrived in Frederick in 2010, after emigrating to the United States from Vietnam's Ho Chi Minh City to join his grandmother and other relatives who had already established roots here. While he could speak English with relative ease, he struggled with listening to and comprehending what other English speakers said during everyday conversations. An aunt recommended FCC to help Hunyh develop his conversational English skills.

"The communication skills were a challenge," Hunyh admits. "But after I lived in the United States for one year, I became much better at listening to people and understanding what they were saying."

By the time Hunyh enrolled as a credit student in Spring 2012, he had already completed an advanced Adult Basic Education English as a Second Language course and could converse fluently in English. Having overcome major communication barriers, he was free to focus full time on his studies and graduate in three semesters.

Hunyh excelled in accounting classes and will transfer to the University of Maryland University College to pursue a bachelor's degree in accounting. He dreams of working in the accounting field after earning a four-year degree. While he faced challenges at FCC, Hunyh sees his own story as evidence of the positive effect a "can-do"

attitude can have on accomplishing one's goals. Overcoming challenges also showed him what he could accomplish, thereby increasing his confidence.

"When I lived in my country, I didn't worry about any challenges," Hunyh said. "But at FCC, I struggled at the beginning. I wanted to learn how to study and improve my communication skills, so I could make more opportunity in my life."

Inspiration and motivation came from Business Program Manager Marty Crabbs, who taught the accounting classes Hunyh came to love. When Hunyh felt his confidence dwindling in the face of difficult accounting problems, Crabbs reassured him that he could complete challenging tasks, and do them well.

"He is my idol and my motivation," Hunyh said of Crabbs. "When I thought I couldn't solve a difficult problem, he would say, 'You can do it!'"

Crabbs said he was impressed by Hunyh's consistent focus on his studies as well as empathy for others. The professor sees a bright future in accounting for his student.

"He reaches out to those who are having trouble and quietly helps them in a non-threatening manner – a sign of his compassion for others."

"He works extremely hard and does not give up."



Marty Crabbs



Anything But Restful

Whether photographing national music festivals or re-envisioning online teaching, faculty put their sabbaticals to good use.

Lisa Sheirer

When she sees the Monocacy and Potomac Rivers, Lisa Sheirer can't help but feel as if she is looking onto the face of a person she deeply loves. For 14 years, she's strived to impart her love of images and the natural world to students she teaches at FCC.

"You have to convey a passion about the subject," says Sheirer, an associate professor and program manager for computer graphics and photography. "When you do, everything else just falls into place."

It was, indeed, her love of computer graphics and photography that fueled Sheirer's desire to seek her first sabbatical during the 2012-2013 Academic Year. While she was well versed in natural landscapes, Sheirer wanted to understand virtual ones. Her goals were threefold.

She sought to understand how area-design firms coped with ever changing social media landscapes, so that she could impart those lessons to her students. She additionally toured campuses where her students transferred — even becoming a student herself and sitting in on lectures — and produced a body of art and design that garnered national attention.

Sabbatical, derived from the Hebrew word Shabbat, means "resting." After six years of service to the college, faculty and administrators are eligible to apply for semester or year-long sabbaticals that excuse them from normal duties, so that they may deepen their knowledge of a particular subject. Many faculty use sabbatical leave to complete dissertations for doctoral degrees, but others, such as Sheirer, use sabbatical leave to pursue interests that correlate directly to the subjects they teach. Whatever the case, sabbaticals benefit both classroom teaching and student learning, while increasing professional development opportunities for faculty and administrators.

During her sabbatical, Sheirer found herself veering away from her comfort zone of nature photography and amassing a following on Flickr for photos of concert musicians. It's no surprise, then, that she returned to FCC in Fall 2013 with an entirely new approach to teaching photography and publication design.

"I feel like I can talk to my students a lot more in depth about photography and illustration because I've had more time to work in and reflect on both," Sheirer explains. "Also, I am emphasizing to students that the story they're telling has to work across many platforms.

"Before, that concept was much more theoretical," she adds. "The whole sabbatical allowed me to more accurately explore this idea of storytelling that is essential to social media."

While working with Wood Street Inc., in downtown Frederick, Sheirer began to see more clearly the interconnection between design and storytelling as she developed a working relationship with Jon Bailey, the company's owner. Through that relationship, she discovered the essential role that storytelling plays in social media development, and the increased role of writing and editing for designers.

"He suggested that I tell students to partner with writers and editors to produce meaningful stories," she said. "This partnership allows for clear and concise messages because the brand audience needs to be able to quickly extract the meaning of a story in a single glance."

Sheirer learned that lesson firsthand by photographing musicians. The setting of the live concert forced her to focus on fleeting images that conveyed the emotion underlying an artist's performance. Her Flickr stream includes riveting photos of The Traveling McCourys and musician Bob Shank, and DelFest, a national gathering of bluegrass musicians in Cumberland, Md., which hired Sheirer to be its 2013 photographer.

When she reflects on the journey of her sabbatical, Sheirer not only feels gratitude for her expanded professional portfolio, but also confidence that her students can better compete as design industry professionals as a result of their FCC education.

"My philosophy is to try and give them as much of a real world experience as I can conjure up in a classroom," Sheirer says, smiling. "So that they can be much more prepared when they go out into the world."

See more of Sheirer's work at www.flickr.com/photos/lsheirer/sets/



Anything But Restful — *continued*

Julie Shattuck

For the past 15 years, Julie Shattuck has worked to understand how online learning systems can create better learning outcomes for community college students and how faculty can best support these environments.

As an instructional designer and associate professor, Shattuck splits her time between classroom teaching and instructional design, and she provides leadership on campus and throughout the state in instructional innovation, which includes designing, developing and assessing high-quality courses across the curriculum.



When she left her full-time duties at FCC for a Fall 2012 sabbatical, Shattuck planned to conduct her doctoral research and complete her dissertation that focused on the past five years of leadership and research coordination she has provided for Maryland Online's COAT project. The statewide program offers professional development and training certification for adjunct faculty transitioning to teaching online in Maryland through the Certificate for Online Adjunct Teaching (COAT) course.

Shattuck's research focuses on improving the Maryland Online's COATs program and empowering FCC adjunct and full-time faculty to teach effectively in online arenas.

"What I learned most was how we can support our faculty to teach online," Shattuck says. "What came out very loud and clear from my research was how much participants in our COAT course learned from peer collaboration."

Shattuck successfully defended her dissertation in May 2013, earning her doctorate in education from Canada's Athabasca University. She credits her sabbatical with allowing her to complete her doctorate in a reasonable timeframe. In her entire cohort, she was the only candidate to complete her doctoral requirements in four years and graduate on time.

"If I hadn't had the sabbatical, I would still be working on my research," she says. "I would not have finished."

Like Sheirer, Shattuck found her sabbatical to be anything but restful. She worked around the clock – and on evenings and weekends – to complete both the research and writing of her dissertation. She additionally partnered with her thesis supervisor, Dr. Terry Anderson, to publish her original research in peer-reviewed journals. And the 24th International Conference on Teaching & Learning accepted Shattuck's proposal to disseminate her findings to an audience of education professionals.

Her work is already making a major impact at FCC. During the Spring 2014 semester, the Center for Distributed Learning implemented the findings of Shattuck's doctoral research by implementing Maryland Online's COAT course internally at FCC with 20 faculty participating in the course.

Additionally, Shattuck supports more opportunities to collaborate among students and faculty, as she sees strong community as a crucial element of online learning.

"One of the lessons that has really stuck with me through this project is the collaborative nature of learning," Shattuck says. "What you do as an educator is set people up in practice fields, and community is key. This has changed the way I approach teaching."

Alumni Hall of Fame



Hall of Fame Inductees

The college's Athletics Department honored eight past athletes, coaches and fans by inducting them on Friday, February 7, into an inaugural Hall of Fame that honors the contributions of outstanding former participants in the college's athletics program. Inductees include:

Dave Clark –Athletic Director and Professor of Physical Education – 1972-1989

Carl Emerick –Athletic Director, 1967-1972; first men's soccer and track coach (posthumously)

Tom Jandovitz –Athletic Director, 1989-2013; currently Professor of Health & Physical Education

Scott Newlin –Basketball Player, 1981-1983

Al Pansa –Men's Basketball Coach, 1972-1984; Assistant Women's and Men's Basketball Coach, 1985-2012

Lindsay Seal –Softball Player, 2004-2006

Sandy Warner –Athletics Assistant, 1980-2007 (posthumously)

Bobbie Jo Flagle Wills –Basketball Player, 1989-1991

"The Hall of Fame will be a tremendous asset to all former and current athletes and coaches," said Rodney Bennett, director of athletics. "As an athlete or coach, there is no greater honor than to receive induction into a Hall of Fame for their individual or team accomplishments."



Lynn Ramage
Accepting for Sandy Warner

Al Pansa



Lindsay Seal



Scott Newlin

PAYING IT FORWARD

While some companies trim employee benefits as a way to reduce costs, two local Frederick organizations are investing in their employees—and Frederick County's future—by providing robust tuition reimbursement programs.

In its annual survey of employee benefits, the Society for Human Resources Management (SHRM) noted a decrease in the percentage of employers who provided undergraduate tuition reimbursement assistance, from 66% in 2008 down to 58% in 2012.

Yet that's not the case at the Plamondon Companies, who, according to Katrina Wyand-Yurish, director of human resources, invests between \$50,000-\$60,000 annually in employee tuition reimbursement at FCC and other area institutions.

In the 2013-2014 academic year alone, 27 Plamondon Companies employees took advantage of the company's generous tuition reimbursement program to take more than 300 credits at FCC.

"We see tuition reimbursement as part of our commitment to the community we serve," Wyand-Yurish said, noting that a commitment to education has long been one of the values that sets the Plamondon Companies, owners of the Roy Rogers Franchise and owners/operators of seven hotels in Frederick and Washington Counties, apart from its competitors.

As long as a Plamondon Companies hourly associate works an average of 15 hours a week, he or she is eligible for reimbursement up to \$95 a credit hour and 12 credit hours a semester. The Plamondon Companies implemented a tiered reimbursement system that reimburses \$95 for an "A," \$75 per credit for a "B" and \$40 per credit for a "C." Managers

Two major Frederick employers help employees fulfill their educational dreams by reimbursing Frederick Community College tuition.

with the company receive 100% tuition reimbursement for "A" and "B" grades and 50% for "Cs."

A thriving tuition reimbursement program can also be found at Frederick Memorial Hospital, where 50 employees are currently enrolled in classes at FCC. In total,

FMH has budgeted \$132,000 for tuition reimbursement for the 2013-2014 academic year.

"For us, a more educated workforce means better care for our patients. We are committed to both our employees and increasing the outcomes of those served by FMH," Rodney Matheson, FMH's director of human resources and training and organization development, said.

Full-time FMH employees can receive reimbursement up to \$3,000 per year, and part-time employees are eligible for \$1,500 per year. Employees must stay with the hospital system for a full year after completing course work.

"We want every employee to be at the top of his or her field," Matheson said, noting that FMH employees pursue additional coursework in not just nursing but also IT, business, HR and other programs.

As the hospital pursues "Magnet Status," a process that will require the organization to meet stringent quantitative and qualitative standards that define the highest quality of nursing practice and patient care, FMH has a goal of having 80% of nurses with BSN degrees within the next five years.

"Tuition reimbursement is just part of our learning culture. We want to promote from within and retain and invest in the employees we have," Matheson said.

Earning While You Learn

2010 Catoctin High School graduate Katie Wright always knew she wanted to go to college, but she wasn't sure how she would afford the tuition and fees. A fellow Catoctin student and Roy Rogers employee told Wright about the opportunity to work for The Plamondon Companies and have the company actually pay for her education. For Wright, the decision to join the Roy Rogers team in 2009 was a "no brainer."

"When I transfer from FCC, I won't have any debt," Wright said, noting that by the end of each semester her tuition, fees and book expenses are completely covered through a combination of the Plamondon Companies tuition reimbursement program and money she earns



Katie Wright

Kristen Meurer

while working at the Thurmont Roy Rogers location.

"The tiered reimbursement level makes me work harder for my grades," Wright adds. She is just one semester away from finishing at FCC and transferring to the University Systems of Maryland at Hagerstown campus to attend Frostburg State University where she will major in psychology.

"It is such a relief to know that I will finish my education debt-free. I have some friends that went away to school and will have that huge debt, and I will be able to start working without worrying about having a big bill at the end," Wright said.

Changing Paths

Kristin Meurer already had a bachelor's degree in psychology from Salisbury University when she came to the Plamondon Companies. The 2001 Gov. Thomas Johnson High School and 2005 SU grad started working at the corporate office front desk in 2006. After being recognized as a quick learner and committed employee, she was offered a position in the accounts payable office in 2008.

Despite the fact that she had never taken an accounting class before, Meurer said "Michael Henningson (Plamondon Companies' director of hotel operations) encouraged the team to look at me."

With the support of the Plamondon Companies, Meurer came to FCC in the fall of 2008 to begin working toward her A.A.S. in accounting, which she received in December 2013.

"If I didn't have the tuition reimbursement program, there is no way I would have gone back to school," Meurer said.

In 2011 Meurer moved into the role of hotel analyst, where her responsibilities include preparing financial statements and budgets to help hotel managers better analyze costs and expenses.

Meurer credits FCC business department chair Marty Crabbs and faculty member Mike Martin for keeping her on track with her degree progression and making everything "just click" in the classroom.

"I feel so at ease now with my career path. If I hadn't been given the opportunity to move in this direction, I have no idea what I would have done in my career," Meurer said. "The Plamondon Companies' tuition reimbursement program motivates you to stay with the company. If you do your part, there are opportunities to move forward."



PAYING IT FORWARD *continued*

Moving Up

For FMH employee Kimberly DeShazor, the hospital's tuition reimbursement program provides an avenue for career advancement. DeShazor is a certified medical surgical registered nurse and serves as a charge nurse in the hospital's "3G" unit.

When she completed her RN degree at Prince George's Community College nearly 25 years ago, DeShazor knew she would want to eventually return to school and advance in her career, but the demands of child-rearing and working full time put those plans on hold.

"My focus has been on my family and I love direct patient care, but I always knew I was interested in advancing into management," DeShazor said.

When she was given the opportunity to advance into the charge nurse role, DeShazor agreed to commit to returning to school to ultimately achieve her BSN within five years.

"Thankfully, the FMH tuition reimbursement program made the return possible," DeShazor said. As the mother of three, including a daughter who also attends FCC, it would have been difficult for DeShazor to return to school without the assistance provided by FMH.

"It is exciting to be a student again. I can put the classes I am taking at FCC under my belt and move forward to a BSN program," she said. In preparation for her next step, DeShazor spent the last year and a half at FCC taking the pre-requisite courses needed for entry into a BSN program, including nutrition, chemistry, developmental math courses and statistics.

"FCC has been a wonderful choice because it offers flexibility and affordability. I can easily get from the hospital to the college, and the college's nursing program has tight ties to the hospital," DeShazor said.



grant-funded partnership between Frederick Community College and Frederick County Public Schools is bringing together faculty from both organizations who share a common interest in reading and writing courses that serve one of Frederick County's most vulnerable student populations – those identified as “not college ready” on high school exit tests.

The partnership, funded by a Frederick Community College Foundation, Inc. BB&T Innovation Grant, unites FCC and FCPS English faculty who are working as a committee to identify literacy needs of students deemed “not college ready.” They are also identifying ways to increase higher educational opportunities for students who are least likely to be successful in reading/writing at the high school and college level.

“Our job is to brainstorm ways we can broaden college success for all,” said Natalie Rebetsky, committee co-chair and English Department chairperson at Linganore High School.

The FCC/FCPS committee includes Joe Healey, committee co-chair and associate professor of English/program manager for developmental reading and writing at FCC; Rebetsky; Anne Hofmann Regules, assistant professor of English Composition at FCC; Shemica Johnson, assistant professor of reading at FCC; and Darlene Kerr, special education teacher at Oakdale Elementary School. Members are studying course content of a current twelfth grade course titled “Studies in Composition,” which is designed to mirror content of AP Studies and English 101 but with greater instructional scaffolding and slower pacing of content delivery.

Eleventh grade students who are not ready for the AP level take “Studies in Composition,” a twelfth grade course intended to help them transition more effectively to college-level reading and writing courses.

The partnership relates directly to Section 8 of the College Readiness and Completion Act of 2013, which requires Maryland's public colleges and universities to develop pathways to a degree. First-time, degree seeking students must “include credit-bearing mathematics and English courses in the first 24 credit hours,” according to the new legislation.

“Our focus is discipline specific, and we are ahead of the curve,” said Healey. “We are collaborating now in order to make informed decisions, while also identifying and sharing best practices for student success in writing and reading before the state mandate takes effect in 2016.”

The ultimate goal of the FCC/FCPS committee's work is to reduce the number of students who enter FCC in need of developmental reading and writing courses, which could both decrease students' costs and their progress toward degrees.

“Ultimately, students successful in transition courses will come out of high school ready to enroll in college-level courses,” Healey said.

FCC and FCPS Faculty Collaborate to Promote College Readiness



Joe Healey

Natalie Rebetsky

From visits by world famous musicians to celebrations of student talent, we've had a wonderful Spring Semester. Here's a look at a few of our favorite moments.



Rosanne Cash visited our JBK Theater this past April to discuss her memoir "Composed" and the 2014 Frederick Reads theme, "The Music of Language." A special musical dialogue performed in Ms. Cash's honor by student, staff and faculty musicians followed in the FCC Studio Theater.



FCC's 56th Commencement was held on Thursday, May 22. About 350 of the 1,058 graduates filled the Field House, celebrating their achievements with family, friends and college faculty and staff.



The Frederick Community College Foundation recently presented the Plamondon Companies with the 2014 Community Eagle Award at the college's annual Donor Scholar Reception. The Community Eagle Award recognizes unique and innovative support for FCC students and programs. Pictured (l-r) President Doug Browning, Peter Plamondon, Gail Plamondon, Dr. Rich Haney and Rusty Strine.

The FCC Foundation's 5th Annual Clutch the Future Purse Auction raised nearly \$60,000 to support student scholarships and the Woman to Woman Mentoring Program. Shown bidding are Joyce Draper and Mary Knowles.



The FCC Foundation and Business departments partnered with M&T Bank to host the college's first business plan contest. Interested students submitted and presented plans that were evaluated by a panel of local business and entrepreneurship experts. The writers of the top three plans received scholarships provided by M&T Bank. Pictured (l-r) are Mark Blacksten, M&T Bank; Dennise Gypins, 1st place winner; and Mike Boyd, business adjunct faculty member.



Our Student Juried Show featured more than 100 pieces of student artwork produced in FCC classes and was judged by Frederick artist Jamie Grubby. Congratulations to Aesook Alsmeyer for winning "Judges Choice" for her self portrait.



A group of students and former FCC librarian Ed Campbell gather outside of the college's former Learning Resource Center in this undated photo.

Do you recognize the students in the photo? If so, e-mail us at alumni@frederick.edu.



Special thanks to those community members and alumni who helped identify the former students featured in the last issue of Advance. Three of the five card players above are Debbie Armstrong (far left), Chris Graham (center) and Mell Sweazey (second from right).