



FACULTY ACADEMY FOR TEACHING IN NON-TRADITIONAL FIELDS

Recognition & Presentations
September 17, 2021



The Division of Academics, Student Affairs & Research will be known for **bold, innovative, and sustainable** practices that promote student success.

SCHEDULE

10:00 am	Welcome <i>Dr. Tim Hardee, President (SCTCS) & Dr. Meagan Pollock, Chief Inclusion Engineer (Engineer Inclusion)</i>
10:15 am	Participant Recognition <i>Names read by Dr. Kimberly Walker, Kim Burkett, & Emily Fox</i>
10:35 am	Project Presentations Computer Technology 10:35 am – <i>JoAnn Mack, Florence-Darlington Technical College</i> Early Childcare 10:45 am – <i>Kelli Boniecki, Technical College of the Lowcountry*</i> Engineering 10:55 am – <i>Sherisse Jackson, Orangeburg-Calhoun Technical College</i> Office Administration 11:05 am – <i>Jan Kehm & Kathy Locke, Spartanburg Community College</i> 11:15 am – <i>Marian Nurse & Edith Simuel, Midlands Technical College</i> 11:25 am – <i>Kiwanna Brackett, Jasmine Smith, & Stacie Dobson, York Technical College</i> BREAK 11:35 am – 11:40 am Healthcare & Nursing 11:40 am – <i>Kelly Ware, York Technical College</i> 11:50 am – <i>Kristopher Gillespie, Horry-Georgetown Technical College*</i> 12:00 pm – <i>Laura Boone, Piedmont Technical College</i> 12:10 pm – <i>Laura McClain, Tri-County Technical College</i>
12:20 pm	Closing Remarks <i>Dr. Rosline Sumpter, Vice President for Academics, Student Affairs & Research (SCTCS)</i>

** Denotes a video presentation*

ABOUT THE FACULTY ACADEMY

The Faculty Academy for Teaching in Non-Traditional fields was developed to address the gaps seen in the annual performance reporting for Perkins V funding. Perkins V, also known as *The Strengthening Career and Technical Education for the 21st Century Act*, is a federal grant that supports career and technical education by developing the academic knowledge and technical and employability skills of secondary and postsecondary students who elect to enroll in career and technical education programs of study. As part of this endeavor, Perkins measures successful performance in the use of funding by determining the percentage of students who are enrolled in non-traditional programs. Non-traditional is defined in the Perkins legislation as an occupation or field of work for which individuals from one gender comprise less than 25 percent of those employed.

The South Carolina Technical College System set three goals that the Faculty Academy would help achieve:

- Increase non-traditional enrollment by 1% annually (Perkins V State goal)
- Promote the use of data-driven strategies that increase student success, specifically the recruitment and retention of students in non-traditional programs
- Identify resources needed to support faculty teaching in non-traditional disciplines

By partnering with Engineer Inclusion, participating faculty were guided through the process of evaluating college data to use as the basis of a root cause analysis. The root cause analysis was used to identify causes or underlying factors that may contribute to gaps within non-traditional fields. Faculty developed hypotheses that were tested via surveys and other methods to measure the validity of their claims. Based on those findings, faculty determined next steps to implement strategies to close the gaps that exist in the recruitment and retention of students who pursue a career in non-traditional fields.

FACULTY ACADEMY PARTICIPANTS

FLORENCE-DARLINGTON TECHNICAL COLLEGE



JoAnn Mack
Computer Technology

JoAnn Mack is a Computer Technology Instructor for the Department of Business and Computer Technologies at Florence-Darlington Technical College (FDTC) in Florence, SC. During her time at FDTC, she was awarded the 2020-21 Outstanding Faculty of the Year. Before working at FDTC, JoAnn was a Computer Programmer for the Carolinas Hospital System where she was awarded the 2013 Employee of the Year and was also a Web Applications Manager for a private firm. She earned her Associate Degree in

Computer Technology at Florence-Darlington Technical College, Bachelor of Business Administration in Management Information Systems at Francis Marion University, and a Master of Business Administration with a dual concentration in Computer Information Systems and Management from the University of North Alabama. JoAnn enjoys spending time with family, and her favorite motto is “You cannot change the past, but you can change the future!”

Project Summary: The focus of my project is to address low enrollment of female students in computer technology programs at Florence-Darlington Technical College. Although interest in computer technology exists, there are barriers preventing women from pursuing this field. Upon completion of my action research, I found that the female student population surveyed was less confident than the male student population in their ability to complete the courses required for computer technology programs. The data also showed that a lower percentage of the female student population was knowledgeable of computer technology professions. Continuous strategic marketing, informative seminars, and collaborative recruitment can help bring awareness to computer technology programs and opportunities.

HORRY-GEORGETOWN TECHNICAL COLLEGE



Kristopher Gillespie
Nursing

Kristopher Gillespie began his career in healthcare in 2000 when he earned an Emergency Medical Technician certification. In this role, he worked to support law enforcement, gaming officers, volunteer firefighters, emergency medical services, and in the emergency room. In 2008 Kris earned his RN degree from Metropolitan Community College – Penn Valley which launched his career as a nurse. He worked in several areas, including the Oncology, ICU, and Psychiatric units which led to, a leadership position

as the Director of Inpatient Medical Services at Truman Medical Centers and the Director of Medical Telemetry at Davis Regional Medical Center. During that time, Kris earned a dual Masters in Nursing and in Business Administration, focusing in Nursing Administration from the University of Mary in 2010. Kris works as an Associate Professor at Horry-Georgetown Technical College and has been an instructor there for a year. He has a wife and two daughters, one who is starting the Nursing program at HGTC.

Project Summary: The initial goal of participating in the Faculty Academy was to understand the discrepancies in enrollment for men in the nursing program. After reviewing overall enrollment information at Horry-Georgetown Technical College, a gap in men's enrollment campus-wide was identified. In terms of issues related to nursing enrollment, it was found that gender was least important to students when selecting a major. Next steps will ensure not only taking a broader approach to increasing men's enrollment campus-wide, but also looking to recruit and support student veterans with medical backgrounds in healthcare programs.

MIDLANDS TECHNICAL COLLEGE



Marian Nurse
Administrative Office Technology

Marian Nurse is an instructor in the Administrative Office Technology program in the Business Department at Midlands Technical College. She earned her Bachelor of Science in Business Education from South Carolina State University, a Master of Education from the University of South Carolina, a Master of Science in Educational Computing from Baruch College of the City University of New York, and a Graduate Certificate in Higher Education Leadership from the University of South Carolina. She has worked as an educator for over 45 years in a variety of roles including high school teacher, two-year college instructor, department chair and department director. Marian has been a full-time faculty member at Midlands Technical College for 20 years.

Edith Simuel
Administrative Office Technology

Edith Simuel is an instructor at Midlands Technical College and has been an instructor there for five years. She also served on the 4DX team that focused on improving program attrition through mentoring and coaching efforts. Before her role at MTC, she was a high school and elementary school teacher. Edith earned a Bachelor of Science in Computer Science from Limestone College and a Master of Arts in Information Management from Webster University. Edith boasts a 20 year career as an educator.

Project Summary: The Faculty Academy team at Midlands Technical College worked closely with Spartanburg Community College's Office Administrative team to focus on the following topic: *Increasing Male Enrollment in Administrative Office Technology Programs*. By conducting an in-depth analysis on reasons male students do not choose office administration as a career path, the MTC team found that there was a lack of diversity in the classroom, lack of role models for male students, and an overall lack of awareness of the program. The MTC team identified ways to encourage more participation. Specifically, they will reevaluate the marketing and communication that goes to students to increase overall interest in the Administrative Office Technology program.

ORANGEBURG-CALHOUN TECHNICAL COLLEGE



Sherisse Jackson
Engineering

Dr. Jackson worked as an electrical engineer for an architectural and engineering firm prior to her tenure in higher education. She is also a licensed professional engineer (PE) in South Carolina and North Carolina. She began her career in teaching as an instructor and program coordinator for the mechatronics and industrial maintenance technology programs. In her role as program coordinator, Dr. Jackson also developed and facilitated training for high school mechatronics teachers as well as participated in the development of the mechatronics curriculum at the secondary level. Currently, Dr. Jackson instructs entry-level electrical engineering technology courses in the instrumentation program.

Project Summary: The enrollment data of the Electrical Engineering Technology program from the last five years show the underrepresentation of African Americans in the curriculum. Using qualitative data collected from my current students, I implemented a communications intervention in an effort to impact enrollment of African Americans in the curriculum. Action research is a continuous process that brings about new research topics. Thus, my next project is focusing on the lived experiences of women in the curriculum and how these experiences led them to the curriculum.

PIEDMONT TECHNICAL COLLEGE



Laura Boone
Healthcare

Laura Boone is a South Carolina native who started her career in healthcare at Piedmont Technical College where she is now an instructor. She has 14 years of experience in ultrasound and is registered in Diagnostic Cardiac, Vascular, Abdominal, Obstetrical, Gynecological, and Breast Ultrasound. Laura was also the inaugural President and Chairman of the Board of Directors for the SC Society of Echocardiography and continues to serve as a board member. She has published chapters on clinical echocardiography, has been a guest lecturer at conferences, and was part of a team that was recognized by the Piedmont Technical College Area Commission as Innovated Team of the Year for their work on the Soft Skills Team.

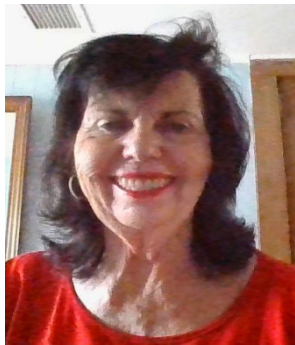
Project Summary: A gap within the recruitment of male students in the Cardiovascular Technology (CVT) program at Piedmont Technical College was identified through the evaluation of college data and was supported in the root-cause analysis. Her proposed intervention is to place the CVT program with other programs that have the same Holland code in open house events. This will place CVT with traditionally male-dominated fields.

SPARTANBURG COMMUNITY COLLEGE



Jan Kehm
Administrative Office Technology

Jan Kehm is Program Director of the Administrative Office Technology (AOT) programs at the Spartanburg Community College School of Business in Spartanburg, South Carolina. In this role, she brings expertise in management practices, critical thinking, leadership, communication strategies, organizational change and development, and proficiency in technology tools to drive change and improve decision-making. Before her academic career, Jan served in business and government contractor industries as a computer support analyst, technical writer, database administrator, and administrative staff. She is currently in the dissertation phase of a DBA from California Southern University (Social Media ROI in Small Business). She earned a Master of Arts from Webster University in Computer Resource Management, and a Bachelor of Arts from The University of South Carolina in Journalism, Advertising/Public Relations.



Kathy Locke
Administrative Office Technology

Kathy Locke has over 50 years of teaching experience which she brings to the classroom at Spartanburg Community College. She earned her Bachelor of Science in Business Education from California State University Long Beach and her Master of Science in Business Administration from California State Polytechnic University. Kathy is an active member in several business education associations at the regional and national level, has earned several awards, and has coauthored *Data Entry Concepts and Applications*.

Project Summary: As the role of administrative professionals continues to expand and evolve, opportunities exist for diverse backgrounds and personalities to explore these opportunities and build successful careers in what was once a traditionally woman dominated field. Our project explored restrictions and paradigm shifts that our current Administrative Office Technology program should address to encourage and support male students to seek training and opportunities in this exciting and growing career field. Specifically, the marketing used to recruit a diverse student population is going to be reevaluated.

TECHNICAL COLLEGE OF THE LOWCOUNTRY



Kelli Boniecki
Early Childcare

Kelli Boniecki is originally from Beaufort, South Carolina and currently calls Ridgeland, SC home with her husband and two dogs. She is the Early Care and Education Program Director and Instructor at the Technical College of the Lowcountry. She began her higher education career at TCL in 2014 as an adjunct faculty member in the education program moving into a full-time position in 2014.

Project Summary: The project, Creating a Gender-Balanced Early Care and Education Workplace, was designed to determine attitudes men had towards working in the child care/early care and education field. For men moving into childcare field, it has been difficult to accept for internal and external reasons. From inadequate pay to parents fearing men caring for young children, the stereotype set in by society has triggered a low dedication to recruiting men into the childcare industry.

TRI-COUNTY TECHNICAL COLLEGE



Laura McClain
Health Education

Laura McClain has been the Medical Assisting Program Director, Practicum Coordinator, and Instructor at Tri-County Technical College since 2013. She has degrees in both Medical Assistant Technology and Nursing and practiced for 25 years before moving into academia. Her specialty areas are Obstetrics and Gynecology, Family Practice, Long-Term Care and Hospice management. She loves teaching and takes great pride in molding the next generation of medical assistants with a strong work ethic, to give compassionate and holistic care, and professionalism. She is married 31 years to her seventh-grade sweetheart, Bryan, has two grown children, Hailey and Jacob, and three grandsons who are her pride and joy: Cohen (3 years), Briggs (5 months) and Connor (3 months). Laura has enjoyed this academy and thanks all those who have made it possible.

Project Summary: The initial assumption of not capturing male students in the program via health profession stereotypes, marketing and admissions/recruiting deficits were not necessarily identified as expected. Next steps are to continue with new innovative opportunities (put into practice during the last year showing success) to attract and educate students about the medical assisting program at TCTC.



Kiwanna Brackett
Administrative Office Technology

Kiwanna Brackett is currently the Department Chair of the Administrative Office Technology (AOT) department at York Technical College. Prior to her advancement to Department Chair, she served in various roles at the college to include AOT Program Coordinator, Full-Time Instructor, Supplemental Instruction Coordinator, and Corporate and Continuing Education Program Manager. In addition, she has over 18 years of experience in training and development, human resources, and program development. She has been an instructor, training and development director, program coordinator, facilitator, and business developer.



Stacie Dobson
Administrative Office Technology

Stacie Dobson is a native of Durham, North Carolina. She holds an Undergraduate degree in Management Information Systems and Master of Science degree in Computer Information Technology from Winston-Salem State University and a Master of Education from North Carolina State University. Stacie has over 16 years of experience in education in both K-12 as well as higher education. She has served as a teacher, academic facilitator, testing coordinator, and Career and Technical Education department lead. Her educational philosophy has been shaped by her many years of teaching.



Jasmine Smith
Administrative Office Technology

Jasmine Smith was born and raised in St. Louis, Missouri and now resides in Charlotte, North Carolina. She has over 18 years in education, beginning her career in K-12 and now teaches at York Technical College. It is her vision to embrace, cultivate, and enrich the lives of all students. Educating tomorrow's future has always been a PASSION, and she loves every moment!

Project Summary: York Technical College's AOT department will focus on how current students perceive the AOT department and current administrative majors. Our final focus is to research the ratio of male students enrolled or have completed the AOT program, and to determine what influenced their major selection process. One major influence on major selection that was determined in this study is the perceived earning potential for AOT graduates. The following areas of improvement have been identified – program information revisions on college website and marketing material, continued evaluation of the program name, and clearly defining the career path for AOT graduates.



Kelly Ware

Medical Lab Technology

Kelly Ware grew up in Edgemoor, SC and went to Clemson for her undergrad in Microbiology and Medical Technology (now called Medical Laboratory Science). She continued to MUSC in Charleston for her Master's in clinical lab. Kelly has worked in the field in all areas of the lab for hospitals and reference labs for 17 years before transitioning to teaching 5 years ago. As the Education Coordinator in the Medical Laboratory Technician department, Kelly teaches Microbiology, Clinical Chemistry, Urinalysis and body fluids, Immunology/Serology, and Parasitology as well as Basic Laboratory Techniques in the Medical Assistant curriculum. Her interests are college football, true crime, singing, and listening to podcasts. Kelly also enjoys serving in her church and local community center. She is a part time real estate agent with her husband's family business, Ware Land and Timber in Rock Hill.

Project Summary: The basis of the project is exploring why the Medical Laboratory Technician program at York Technical College has had historically low male student enrollment and strategies to increase enrollment rates. Working hypotheses included gender stereotypes, poor marketing strategies, and/or deficiencies in the admissions and new student advising processes. Though none of these hypotheses turned out to be entirely true, several strategies to improve enrollment rates among male students became clearly actionable.

ABOUT THE FACILITATOR, DR. MEAGAN POLLOCK



Dr. Meagan Pollock envisions a world where personal and social circumstances are not obstacles to achieving potential and where kindness, inclusivity, and conservation prevail. A past recipient of the National Science Foundation Graduate Research Fellowship, Meagan holds a PhD in engineering education from Purdue University, an MS in electrical engineering from Texas Tech University, and a BS in computer science from Texas Woman's University. As an engineer turned educator for diversity, equity, and inclusion, Meagan focuses on engineering equity in education and the workforce through her company, Engineer Inclusion. An international speaker, teacher, engineer, and equity leader, her mission is to provide services, tools, and resources that inspire awareness and initiate action.

About Engineer Inclusion

Engineer Inclusion founder Dr. Meagan Pollock began her career playing with light projection on tiny, microscopic mirrors as an engineer for Texas Instruments. In 2008, Meagan shifted her focus from widgets to workshops and began teaching, speaking, and writing about diversity, equity, and inclusion. She now utilizes metaphorical projectors and mirrors to shine a light on micro and macro social systems that, when adjusted, improve student, employee, and organizational success.

Drawing on multiple skillsets, Engineer Inclusion helps people intentionally and systematically engineer equity and inclusion into their organizations: driving positive outcomes and effectively supporting employees and the community. Leveraging engineering thinking, process-improvement, and research-based inclusion strategies, Engineer Inclusion is uniquely equipped to help you reach your diversity, equity and inclusion goals. Let's work together!



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