KC will honor longtime employees Dec. 9 at Christmas Luncheon

Kilgore College will honor 62 employees at its annual Christmas Luncheon for having served KC for increments of 5, 10, 15, 20, 25, 30, 35 and 40 years. The luncheon is set for 11:30 a.m. Dec. 9 in the Devall Ballroom. Employees at right have served the college 35 or more years. Not pictured: Jane Johnson who has served KC for 35 years.

Rangerette Christmas show is Dec. 4

The Kilgore College Rangerettes will host their sixth annual Christmas show on Sunday, Dec. 4. The one-day-only Broadway-style show, “Glitz, Glamour and a Touch of Christmas,” will feature the world-famous Rangerettes and guest performances by local dance groups and the KC Dance Department.

Two shows are set for 2 and 5 p.m. in Dodson Auditorium on the Kilgore campus. All seating is reserved.

Tickets are available through Dec. 2 from 9 a.m. to 4 p.m. at the box office on the bottom floor of the Rangerette Gymnasium or by calling the ticket office at 903-983-8179. Remaining tickets will be sold at Dodson Auditorium 45 minutes prior to each show.

For more information or to reserve tickets, call the Rangerette Box Office at 903-983-8179.

KC will play East Mississippi CC in bowl game Sunday, Dec. 4

The No. 13 Rangers will face the No. 3 East Mississippi Community College Lions in the ninth Mississippi Bowl set for 2 p.m. Sunday, Dec. 4, at newly renovated A.L. May Memorial Stadium in Perkinston, Miss. KC was runners-up in the SWJCFC playoffs. The Lions are the Mississippi Association of Community and Junior Colleges champions. Tickets can be purchased through the game’s website. Tickets are $10 for adults and $7 for students.

Listen live to the game, called by Manny Almanza, on KDOK (1240 AM/105.3 FM in Kilgore, 101.9 FM in Longview and 107.9 FM in Henderson) or online by visiting www.kdokradio.com and www.tsrnsports.com.

Departments encouraged to decorate tables for Christmas Luncheon

The KC Hospitality Committee invites all employees to participate in the first-ever Christmas Gala of Tables. The committee asks individual employees, groups of employees or departments to “adopt” tables for the KC Christmas Luncheon Dec. 9. Employees must provide all decorations for the table which could include a centerpiece, placemats, chair coverings (9 chairs to a table), etc.

“The table will be yours to turn into a Christmas Gala!” exclaimed Tony Johnson, HR director. “I know we have a ton of creative employees that will add some real excitement to our luncheon. It will be exciting to see all the beautiful and creative decorations on the tables! Don’t hold back. Let your imagination run wild.”

Participants can start decorating at 1 p.m. on Thursday, Dec. 8. Please let Tony Johnson know by Dec. 5 if you or a group or a department will be “adopting” a table to decorate. There will be at least 25 round tables to decorate. For questions, contact anyone on the KC Hospitality Committee: Nancy Law, Jennifer Quine, Jerri Saenz, Ronda Lee, Paula Jamerson, Melissa Dobbs, Mary Martin, David Whitfield and Tony Johnson.
Guided Pathways transformation

The concept of “Guided Pathways” was introduced in KC’s strategic plan. Over the days, months and years to come you will continue to hear more about this transformation at KC. However, I want to set the stage for communications that will follow by providing some basic foundational information to build your understanding of the Pathways movement. First and foremost, Pathways is not “another initiative” or “strategy”... as I am fully aware that we all have “initiative fatigue” and that “culture eats strategy for breakfast.” Instead, it is an organizing framework depicting how we want KC to look and function. It is not something we’re “doing,” it is something we are becoming....

I believe we are at a point in our history where we have the unique opportunity to examine every element of what we do and how we do it. We have the opportunity to transform ourselves, our culture, into a college equipped for the 21st century and the corresponding needs of a new generation of students. Pathways is definitely a journey of transformation that has “deep dive tentacles.” The work of Pathways will impact our culture at KC and challenge us to rethink and validate our entire way of doing business.

Pathways will usher in change and I know that can be unsettling, but it can also be very exciting. I ask that each of you approach the Pathways journey with an open mind. The voices of all constituents will be involved in our Pathways work—students, faculty, staff, governing board members and external partners will all be included in ongoing conversations.

We have many pockets of excellence at KC, developmental studies redesign, Upward Bound/Trio, etc., and none of that work will be pushed to the wayside. Instead we will be aggregating all of the work we have done thus far and placing it under a broad umbrella of student success in order to identify where the gaps exist for our students.

There are four parts of the Guided Pathways transformation geared toward moving students from “point A to point B” as expeditiously and painlessly as possible. Those elements include: Making Paths Clear for Students, Getting Students on the Path, Keeping Students on the Path and Making Sure that our Students are Learning. All of our Pathways work at KC will revolve around those four elements.

In order to begin the Pathways journey the college has adopted various short-term goals. Those goals include beginning the conversation, getting our internal house in order, “Kilgorizing” the concept of meta-majors and mapping. If some of those concepts sound unfamiliar to you, don’t worry. There are plans underway to help everyone become familiar with the vernacular surrounding Pathways. Plus, we are going to make that vernacular our own, so it will probably morph with time.

We are off to a good start as our Pathways conversation is already underway. Dr. Staci Martin has produced an informative PowerPoint presentation that has been shared with area superintendents, our Board of Trustee Student Success Committee and our Retiree Advisory Committee. My article today continues the thread of conversation and that thread will be further expanded upon during spring convocation and well into 2017!

I personally look forward to our continued conversations and working beside each of you on our Pathways journey. I am confident that we will be successful in our jointly conceived transformation.

As this semester and 2016 draws to an end, please let me extend warm wishes for a very Merry Christmas and Happy New Year! Be safe, get some rest and enjoy the company of family and friends.

- Brenda

 KC mourns loss of instructor Kellie Richardson

KC is saddened by the death of KC nursing instructor Kellie Richardson. She passed away Nov. 12. She is survived by her husband, Benny Ray Richardson; son, Nathan Richardson; two daughters, Shanna Daniel and husband Joshua, Kayla Richardson and husband Ryan; two grandkids; father, James Smith and wife Paula, three sisters Dena Mayfield and husband Rick, Mary Ann Tant and husband Chuck, also Sandra Thur and husband Marc; along with many nieces and nephews. Kellie graduated from Spring Hill High School in 1977 and continued her education in nursing at KC where she received her registered nurse (RN) license in 1981. She worked as an RN around East Texas for many years. After receiving her Master’s in Nursing in 2009, she began teaching at KC. Visit www.mchworterfh.com if you wish to leave a memory for the family.

Refer students for American Honors

Many of you teach or interact with academically motivated students who want to earn a bachelor’s degree after attending KC. Please consider referring them to the KC American Honors program by clicking here. The referral only takes a minute. The American Honors program is a great fit for students who are academically motivated (typically maintain a 3.25 GPA) and plan to transfer to a 4-year college. American Honors considers students holistically, so it is recommended for any student who has high potential and would benefit from added support services in order to excel academically. For additional information, visit the American Honors.

The Texas Commission on the Arts recently received the nomination of O. Rufus Lovett, photography instructor, as a candidate for Texas State Artist. A Texas State Artist serves a one-year term and represents the state’s artistic legacy.

Each fall semester, KC students are invited to nominate instructors for the Excellence in Teaching Award. The entire process is student-administered by PTK members. The following four instructors are this year’s recipients: Martha Dean, Jennifer Hudnall, Jesse James and Lynn McCutchen.

Jeannette Miller thanks KC employees for participating in the football grid to help raise money for Relay for Life. Thanks to those who played, she has a $250 donation for Relay for Life. Miller plans to run another grid for the Super Bowl but it will be $10 per ticket and the payout will be $125 for the first three quarters and the score at the end of game. All proceeds will benefit Relay for Life.
News & Reminders:

KC seeking input on campus carry policy

Kilgore College is seeking employees’ input regarding Senate Bill 11, known as the “campus carry bill,” legalizing the carrying of a concealed handgun by concealed carry-licensed holders on public college and university campuses.

While this legislation took effect on university campuses Aug. 1, 2016, the law does not go into effect for public Texas community colleges until Aug. 1, 2017.

KC has created the webpage www.kilgore.edu/campuscarry to solicit feedback from employees and the public regarding the carrying of concealed handguns by handgun licensees on the Kilgore and Longview campuses.

KC president, Dr. Brenda Kays, has formed a campus carry taskforce made up of KC faculty, staff and students. This taskforce has the responsibility of developing policy recommendations for consideration by the college president and the KC Board of Trustees.

KC students and employees are also having the opportunity to make comments about campus carry through surveys, emails and meetings.

Please visit the website above to take a campus carry survey and/or email comments to campuscarry@kilgore.edu.

Donations sought at Christmas Luncheon

With the KC Ambassadors launching the KC Student Food Pantry in the spring of 2017, the Hospitality Committee at KC is asking all employees to bring non-perishable food to the Christmas Luncheon Dec. 9.

Also, please bring donations to a new establishment in Kilgore, Rahab’s Retreat and Ranch. Rahab’s Retreat and Ranch assists women who have worked in the sex industry, have been victims of sex trafficking, women who have been abused and women transitioning out of jail or prison.

The retreat needs items such as Tylenol, Motrin, feminine products, DVD movies (Christian-based), women’s winter house shoes, Keurig coffee, tea, hot chocolate, deodorant, toothpaste, body soap, shampoo and paper products (toilet paper, Kleenex, etc.).

The KC Hospitality Committee will have designated areas at the Christmas Luncheon to place donations. The committee hopes for a large participation in both of these worthy causes.

ERS needs updated employee information

At this time of year, it is especially important that ERS has all employees’ current mailing address and other contact information. Over the next several months, ERS and its program administrators will be sending important documents to employees. These include new prescription drug ID cards, income tax statements and forms, and ballots for the ERS Board of Trustees election. To view and update your information:

2. Access your online ERS account by clicking Access “My Account” button in the upper right corner.
3. Enter your username and password. If you don’t have an account, you can register quickly and easily.
4. Confirm mailing address under “Addresses and Eligibility Basis” or make any necessary changes.

Santa visiting East Texas Oil Museum Dec. 3

Santa Claus will make a special appearance Saturday, Dec. 3, at the East Texas Oil Museum. He will be available for photographs with children from 9 a.m. to 1 p.m. at the museum. Children through the age of 11 will be admitted for $5. Admission for adults is $8. Entrance fee will include a tour of the museum, Christmas stories read by the East Texas Storytellers and Oil Museum Guild and a copy of an ETOM coloring book.

Shop Amazon Smile to help KC Foundation

As everyone is working on marking items off their Christmas gift lists, please be aware of an initiative the KC Foundation and Rangerettes Forever have embarked on through Amazon Smile.

If you make purchases through Amazon, please consider registering through Amazon Smile selecting the KC Foundation and Amazon will donate 5 percent of eligible purchases to the Amazon Smile Rangerette Scholarship. Amazon Smile works exactly the same as Amazon and you help our students.

DATA: Did you know?

<table>
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<tr>
<th>Enrollment Status - Fall 2016</th>
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<tbody>
<tr>
<td>Part-Time</td>
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<tr>
<td>Full-Time</td>
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Data provided by the KC Office of Research and Institutional Effectiveness

Birthdays 🎂

<table>
<thead>
<tr>
<th>DECEMBER</th>
<th>JANUARY</th>
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<tr>
<td>12-2 Tammie Pascoe</td>
<td>1-02 Richard Augustine</td>
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<tr>
<td>12-2 Dawn Wilson</td>
<td>1-03 Lynn McCutchen</td>
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<td>12-03 Nina Verheyden</td>
<td>1-03 William Stowe</td>
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<td>12-04 Sandra Teel</td>
<td>1-04 Ashley Finley</td>
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<td>12-07 Laura Bogenschutz</td>
<td>1-06 Michael Fennell</td>
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<td>12-07 Eric Leija</td>
<td>1-06 Michael Kusheba</td>
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<td>12-08 Wade Cates</td>
<td>1-11 Paul Buchanan</td>
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<td>12-08 Corrie Thibodeaux</td>
<td>1-11 Ann Gerrity</td>
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<td>12-09 Jan Washburn</td>
<td>1-12 Brittney Stoker</td>
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<td>12-09 Monica Brock</td>
<td>1-13 Kristan Propes</td>
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<td>12-12 Jennifer Deupree</td>
<td>1-16 Brad Bunt</td>
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<td>12-13 John Raulston</td>
<td>1-18 Sheri Burlingame</td>
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<td>12-14 Rachel Stallard</td>
<td>1-18 Shelly Wayne</td>
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<td>12-16 Jude Dubois</td>
<td>1-19 Rhonda Forsythe</td>
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<td>12-16 Lillian Jones</td>
<td>1-21 Gail Cerlano</td>
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<td>12-17 Carla Gleaton</td>
<td>1-21 Heidi Everett</td>
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<td>12-18 Rene Wiley</td>
<td>1-21 Sandra Ruddell</td>
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<td>12-19 Jonnie Stice</td>
<td>1-22 Emily Hammett</td>
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<td>12-20 Christopher Gore</td>
<td>1-23 Dawn Bahr</td>
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<td>12-22 Amanda Jackson</td>
<td>1-27 Vickie Gramling</td>
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<td>12-22 John Whitehead</td>
<td>1-27 James Taylor</td>
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<td>12-23 Karen Johnson</td>
<td>1-28 Charmyn Turney</td>
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<td>12-24 Jane Hanlon</td>
<td>1-28 Donald Willeford</td>
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<td>12-28 Michael Smith</td>
<td>1-31 Wendy Brown</td>
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<td>12-29 James Bixler</td>
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<td>12-30 Kevin Powers</td>
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<td>12-31 Rebekah Metcalf</td>
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**December Calendar**

1. Band Concert, Lee Mall/M. Miller Plaza, 1 p.m.
2. Guitar Ensemble Concert, Fine Arts Center, 7:30 p.m.
3. SAT Testing, Old Main Building, 8 a.m.
   - Santa at the Museum, East Texas Oil Museum, 9 a.m. to 1 p.m.
   - Basketball (W) at Coastal Bend College, Beeville, TX, 2 p.m.
   - Basketball (M) vs. Jacksonville, Masters Gymnasium, 4 p.m.
4. Rangerette Christmas Show, Dodson Auditorium, 2 & 5 p.m.
   - Mississippi Bowl, Rangers vs. E. Mississippi, Perkinston, Miss., 7 p.m.
5. Retiree Christmas Lunch, Devall Ballroom, 11 a.m.
6. LVN Pinning Ceremony, Devall Ballroom, 1 p.m.
   - Basketball (W) vs. Southwest CC, Masters Gymnasium, 5:30 p.m.
   - Basketball (M) at Lee College, Baytown, TX, 7 p.m.
7. ADN Pinning Ceremony, Dodson Auditorium, 9 a.m.
   - Christmas Luncheon, Devall Ballroom, 11:30 a.m.
   - Campuses close at 2:45 p.m.
   - Graduation, Dodson Auditorium, 6 p.m.
8. Basketball (W) at Jacksonville, Jacksonville, TX, 2 p.m.
9. Basketball (M) vs. CYM Prep, Masters Gymnasium, 2 p.m.
10. Jan. 1, Campuses Closed
11. Board of Trustees Meeting, Administration Building, 6:30 p.m.

**College will honor longtime employees Dec. 9**
KC will celebrate 845 years of service from 62 employees

- **40 YEARS**
  - O. Rufus Lovett - instructor, photography

- **35 YEARS**
  - Richard Dugger - Instructor, Accounting and Business
  - Jane Johnson - Instructor, English
  - Karen Johnson - instructor, reading/integrated reading & writing
  - Carla Szafran - instructor, government & history
  - Nina Verheyden - instructor, mathematics

- **30 YEARS**
  - Joyce Sperlich - instructor, cosmetology

- **25 YEARS**
  - Jeanine Tagg - communications dept. chair, instructor of speech
  - Cindy Thurman - instructor, E.T. Police Academy
  - Kevin Kelley - instructor, music
  - Ingo Stoehr - instructor, English

- **20 YEARS**
  - Molly Reavis - program director, office professional
  - Jimmy Rieves - director of student development & athletic director
  - Gail Jackson - professional support assistant
  - Rhonda Forsythe - manager, KC Fire Academy
  - John Whitehead - instructor, legal assisting
  - Debbie Williams - instructor, biology

- **15 YEARS**
  - Mike Smith - instructor, emergency medical technology
  - Eric Good - assistant manager, KC-Longview Bookstore
  - Jude DuBois - director of Upward Bound
  - Edward Williams - director of residential life
  - Dawn Wilson - testing center manager, KC-Longview
  - J.J. Eckert - head football coach
  - Kasey Nisbett - learning specialist, student success
  - Dayna Davidson - director, Associate Degree Nursing program

- **10 YEARS**
  - Willie Gooden - assistant football coach
  - Lori Truman - instructor, English
  - Nelda Ferguson - manager, KC Fire Academy
  - Tashauna Morris - coordinator, library computer lab
  - Jerri Saenz - human resources assistant and benefits coordinator
  - Chris Craddock - coordinator, public and sports information
  - Paul Buchanan - instructor, geology
  - Dewey Greer - instructor, process technology
  - Chris Carroll - systems administrator, IT
  - Rhonda Ainsworth-Ellington - distance learning & computer tech
  - Laura Mulanax - health science advisor, math & health sciences
  - Laura Bogenschutz - academic advisor
  - Ebony Allison-Dennis - director, instructional student support
  - Monika Kajstura - instructor, GED/ESL, adult education & literacy
  - Jackie Kelley - assistant director, financial aid department

- **5 YEARS**
  - Elease Biondo - instructor, automotive technology
  - Chris Jones - network/systems administrator, IT
  - Brandon Belken - instructor, automotive technology
  - Sandra Ruddell - coordinator of student accounts, business office
  - Terri Peerenboom - simulation lab coordinator, ADN
  - Trudie Jackson - professional support assistant, WDCE
  - Kathy Knighton - support specialist, purchasing & accounts payable
  - Leslie Messina - head softball coach
  - Rick Moser - instructor & asst. department chair, gov't. & history
  - Summorrow Robertson - support specialist, testing center
  - Kat Jackson - instructor, culinary arts
  - Karen Scibona - professional support assistant, liberal & fine arts
  - Monica Brock - clinical coordinator & instructor, EMS
  - Josh Bernethy - instructor, welding
  - Jackie Hobbs - instructor, Associate Degree Nursing
  - Jesse James - instructor, biology
  - Bobby Key - instructor, process technology
  - Coy Lothrop - instructor, advertising & graphic design
  - Jeff Stanglin - instructor, government
  - Tony Addie - library assistant
  - Mike Augustine - instructor & range master, E.T. Police Academy
  - Ruthie Benson - professional support assistant, WDCE

**HealthSelect will have new administrator**

HealthSelect Prescription Drug Program will have a new administrator beginning Jan. 1, 2017. This program, currently administered by Caremark, will be administered by OptumRx, an affiliate of UnitedHealthcare. Visit OptumRx at www.HealthSelectRx.com. Contact Caremark through December 31, 2016 for your prescription benefits and claims information. Here are a few important things you should know about the transition to OptumRx:

- In late December, UnitedHealthcare will send a new combined medical and prescription benefits ID card with OptumRx information to participants.
- Participants can start using the new card on Jan. 1, 2017.
- Participants who currently use the prescription mail service should have at least a two-month supply of any medication they take regularly to ensure they are covered during the transition.
- Optum’s mail service pharmacy will be available beginning Jan. 1, 2017. Participants with any active, refillable mail service prescriptions with Caremark will be transferred to Optum in January.
- Participants should watch the mail for notifications from OptumRx about prescription drug coverage and benefits as well as any action they may need to take.

**Program website and contact information:**
You can visit www.HealthSelectRx.com for program information or any questions regarding the transition. Participants can also contact customer care representatives toll-free at (866) 336-9371, TTY 711.