

Southern State Community College

June 2010 President's Report to the Board of Trustees

Dr. Kevin Boys, President

Health Care Plans

I wanted to provide you with some information related to the renewal of our Anthem Health Insurance rates and an implemented strategy to reduce the effect of this increase. We have been spoiled by relatively low insurance rate increases in recent years. Claims this year were up **30.6%** so we were anticipating a large increase. Anthem's calculated rate change was an increase of **16.22%**, but finalized a rate increase of **13.5%**. As you recall, the current SSEA contract calls for the college to absorb the first **15%** of any increase, so the net cost of this increase to the college would be approximately **\$250,000** barring any changes to the current contract, or changes in the plan.

Anticipating the need to reduce the financial impact, we have implemented an **OPTIONAL** high deductible Anthem plan with an accompanying Health Savings Account for all full-time staff and administration who are not subject to collective bargaining. Our basic premise has been that people can keep the traditional Anthem plan, but they would bear a much more significant portion of the increase themselves. That was the bad news. The good news, however, is that non-teaching employees can elect to enroll in the high deductible plan with a \$2500 deductible for single, \$5000 deductible for family. Their monthly insurance contribution will not go up. With the savings achieved by the college in the premium discount for this plan, the college will fund the \$2500/\$5000 deductible with a Health Savings Account. Additionally, people electing this plan can also put more money into their HSA to pay for other medical services not covered by the Anthem plan (dental, orthodontics, etc.).

For or those employees who elect to stay on the traditional PPO plan, their monthly contribution will be as follows:

<u>Single</u>	<u>Family</u>
\$82.58	\$297.49

For those electing the HSA, the monthly contribution remains:

<u>Single</u>	<u>Family</u>
\$38.66	\$198.72

The deadline for selecting a plan was Thursday; 59 employees selected the new HSA plan, while 21 have remained with the traditional PPO.

We can say with confidence, that the 13.5% increase will be partially offset by increased employee share of the current plan premiums and the implementation of the new plan this year. This will lower the costs in future years simply due to the lowering of the base cost of this high deductible plan. Even with these changes, the college continues to offer its employees an exceptional health care benefit. Implementing a new program such as this requires significant communication. I appreciate the work of

Jim Buck and Mindy Markey in working through some of the practical challenges and communicating with the affected employees.

President's Activities and Involvement

Since my last report, I have been involved in the following:

- Ohio Chamber of Commerce Meeting
- Campus "Spring Flings"
- Hillsboro City Schools Business Advisory Committee
- SSCC Staff Meeting
- Met with the Clinton County Commissioners
- OACC Development Meeting and Spring Conference
- Met with Governor's Regional Office and Governor's Office of Appalachia
- Highland County Chamber of Commerce Board Meeting
- Great Oaks Business Partnership Council
- Council for Resource Development's Presidents' Fundraising Academy

Academic Affairs

Multi-term Registration Work

As part of semester conversion, the college is investigating the option of multi-term registration for students. Allowing students to register for an entire academic year has multiple benefits including:

- Working students can better plan their work schedule by knowing their academic schedule in advance
- Allows for better advising of students
- Academic schedule additions and deletions could be done more efficiently
- Scheduling of full-time and adjunct faculty would be more efficient
- Reduces the number of students needing to register each term
- Allows for better enrollment projections

James Bland, vice president of Student Services and Enrollment Management, and Dr. Ryan McCall, vice president of Academic Affairs, recently visited Central Ohio Technical College and Zane State College to discuss this process. Both of these institutions currently utilize a multi-term registration process and shared valuable insights on benefits and potential issues. The tentative plan is to implement the multi-term registration in the 2011-12 academic year.

Masco Workforce Committee

Masco, a cabinet manufacturer in Waverly, Ohio, has announced it will be closing within the next year. As a result of this closing, approximately 1200-1400 jobs will be lost with almost 100 employees residing in Southern State's direct service area. Dr. McCall has been asked to head the higher education subcommittee of the Masco Workforce Committee to provide training and education opportunities. The committee is meeting on a regular basis, and plans continue to move forward in an attempt to assist the impacted employees.

Faculty Position Postings

The Academic Division is currently posting three full-time faculty positions in business, agriculture, and corrections/law enforcement. Two of these positions are to meet Ohio Board of Regents' guidelines requiring institutions to have at least one full-time faculty member for each program. It is anticipated these positions will be filled prior to the beginning of fall quarter.

Vice Chancellor Visit

Southern State is currently working with the Ohio Board of Regents to schedule a day-long visit with Dr. John Brighton, the new vice chancellor, Academic Affairs and System Integration. Once a date and daily schedule have been determined, this information will be sent to the college community with the encouragement to find time to meet with Dr. Brighton.

Corporate and Community Services

Truck Driving Academy. Enrollment was sluggish in May with 26 students for the month. This was the low for the calendar year. Reports of low enrollment have been heard of other private and public schools in our region. Enrollment is expected to be boosted at Piketon due to the unfortunate announcement regarding the closing of the Masco (former Mills Pride) cabinet manufacturing plant. Surplus will be less than last year although assets have increased this year through equipment purchases. A tuition increase is being considered, possibly effective January 1, 2011.

Workforce Development. Customized training was provided to Highland County Community Action on May 7 at Central Campus. Basic computer skill instruction was provided to their bus drivers and family service workers and was targeted at their respective reporting requirements. Julia Basham, assistant professor of computer science, was the contract instructor for this non-credit offering; excellent evaluations were received.

Budget preparation to prepare for the coming fiscal year is on-going. A draft of the Fayette County One-Stop budget has been sent to the assistant director, and work on the Highland County One-Stop budget is under way with a meeting scheduled for June 4.

Participation in Region 7 Ohio Skills Bank continues. John Joy, dean of Corporate and Community Services, has made some new regional contacts in the logistics and transportation targeted industry sector. Mr. Joy filled in for Dr. McCall at the regional training provider meeting held in Waverly in preparation for the opening of a transition center for the displaced employees from the Masco plant closing. Dr. McCall and Mr. Joy also met on May 26 with representatives from the Laurel Oaks campus of Great Oaks to talk about available space and possible adult education/non-credit training opportunities.

SSCC's partnership with the Highland County Chamber of Commerce in applying for some USDA funds for small business development appears to be bearing fruit. A packet was received in response to the grant application indicating funds would be received. The funds will be used specifically for the training (via the Sirolli model) of an Enterprise Facilitator, who will focus on "grass-roots" level entrepreneurship development in Highland County.

Continuing Education & CCS Notes. Continuing Education offerings for next year are starting to be publicized, and calls have already been received for the coming year! Work is continuing with the registrar's office and the business office to be able to take on-line payments and registration for our non-credit CE courses beginning in the fall.

Mr. Joy participated in a conference call with the college's regional Connect Ohio representative, and Southern State will be hosting a five-county regional meeting on June 17 at Central Campus. Connect Ohio is a group dedicated to improving broadband access in Ohio, and improved broadband is a key issue for the SSCC community. The primary focus now is improving the adoption rates in our service area. Where broadband *is available*, most of the counties in Southern State's service are *below* other counties in the state in the percentage of people who subscribe. This is a key finding and development and gives Southern State something concrete to work on-- improving the usage rates of those in Southern State's area who do have access to broadband. Increased adoption rates will make it more likely the suppliers will expand coverage in Southern State's region.

Enterprise Center

Consulting

There were three business consultations:

- 1 – Rental equipment – Pre-venture
- 1 – Purchase of an existing used furniture business
- 1 – Adult foster care - Existing

Networking

- 5/19 – Russ Brewer attended the Pitch Your Plan Final Competition in Piketon at the OSU South Centers
- 5/25 – Russ Brewer attended the Adams County Connect Ohio Meeting Report from Planning

Planning

Strategic Planning

Designing the Planning Process. Rick Gregory, an innovation consultant, will be visiting the college in late June to begin mapping our approach to the upcoming strategic planning and visioning process. During this visit, we will begin coordinating small groups and a vision-setting team that will begin work in fall 2010 toward creating the college's next strategic plan. More information will be forthcoming following the initial meeting with Mr. Gregory.

Communications

A New WWW.SSCC.EDU Coming Soon! Katy Markey, SSCC webmaster, has been working toward a web site redesign since she began working at Southern State less than a year ago. In addition to making improvements and maintaining the existing site, she has been working behind the scenes with various constituents in designing a more dynamic and user-friendly web presence for the college. In addition to using the data from last summer's web preferences survey, Ms. Markey has coordinated site

architecture exercises inclusive of faculty, staff, and students to make decisions that are contributing to the web redevelopment project. Site development will continue throughout the summer with the unveiling of a new Southern State web site scheduled for fall 2010.

Human Resources

Employee Training Programs

The Human Resources department is currently working with a company called New Media Learning to implement the following training programs: Preventing Sexual Harassment, Preventing Employment Discrimination, and Welcoming Diversity.

Preventing Sexual Harassment is an online training course that teaches employees and managers how to recognize, prevent, and take action against sexual harassment in the workplace. This training program is used by more than 600 businesses, government, and university employers with more than 1.3 million employees, the course takes a practical, no-nonsense approach to such important questions as:

- What are the different types of sexual harassment?
- What do I do if I see sexual harassment in the workplace?
- Am I responsible for explicit pictures or emails?
- Can anybody be a victim of harassment?

Preventing Employment Discrimination is an online training course that teaches employees and their supervisors how to identify, avoid, and report discrimination in the workplace. The course takes a practical, no-nonsense approach to such important questions as:

- How do I handle a discrimination complaint?
- How far do I have to go to accommodate an employee's religion or disability?
- What antidiscrimination laws are unique to my state?

Welcoming Diversity is an online training course that teaches employees, students, student workers, and guests (visitors to our web site not employed by SSCC) how to do the following:

- Identify personal biases and analyze ways to prevent them from triggering inappropriate behaviors.
- Treat everyone in the work and education environment equitably and respectfully.
- Effectively respond to instances of perceived bias or interpersonal conflict using positive communication methods.
- Model behavior that may reduce detrimental workplace tensions and conflict.
- Take actions which contribute to creating an environment where everyone may reach his or her full potential.
- Actively participate in creating an environment that attracts and retains quality faculty and staff and a diverse student base.
- Describe the benefits to SSCC of having a diverse campus environment which encourages inclusion, equality and respect.

These training programs can now be accessed through the HR webpage at the following link:
http://www.sccc.edu/Faculty_Staff/HR/training.htm.

Student Affairs/Enrollment Management

Enrollment Update

During the first day of summer registration, 701 students registered online. That's more than half of last year's final summer enrollment. As of May 28, summer quarter enrollment was 1527 which is a 24-percent increase over last year at this time. Fayette Campus summer quarter enrollment is up by more than 100 percent for the same point in time last year.

At the end of the first week of registration, fall quarter enrollment was 1305 which is approximately 40 percent of last year's final fall quarter enrollment.

Attached are enrollment report spreadsheets for summer and fall quarters.

Advising/Retention

Interviews for the vacant athletic director/academic advisor position have concluded. Mr. Adam Holbrook has accepted the position and is due to start June 21. This position will be jointly supervised between James Bland and Dennis Bothel.

Attendance at warning/probation workshops is up by 20 percent. Expectations are that attendance will continue to rise as more students realize the service is available. Discussions to make the workshop mandatory have begun.

Tutoring

Two full-time tutoring positions have been approved and will be posted very soon. E-Tutoring sessions have topped the 100 mark. This initiative has proved to be very beneficial to students and has increased our capability to meet students' tutoring needs.

Career Services

The re-design of the Career Services web site is completed. A virtual job board has been created and will house all job postings. Students and members of the community will be able to access this information 24 hours a day.

During summer quarter we will begin to assemble and make available a Job Search Group whose primary focus will be to teach job search skills, enhance networking efforts, and provide support for those who are looking for jobs. Also during summer quarter, we will begin conducting Career Check-Up Workshops. These workshops are intended for those who are already working. The purpose is to help people become proactive in career development should a career change become necessary. The workshops will be coordinated with Corporate and Community Services.

Admissions

The admissions office has been focused on designing an information sheet for this year's mandatory PSEO orientation (for accepted students). This orientation is for students who plan to attend one of our campuses; it is not for students who are only taking onsite PSEO classes at their high schools. Approximately 700 PSEO applications have been received for the fall quarter. Processing is on-going.

Communications have been sent to all the high school counselors in our services stressing the importance of meeting PSEO application deadlines. The communication clearly stated that the deadlines will be strictly adhered to. This represents a change from past practice.

Athletics

SSCC hosted the Ohio Collegiate Athletic Conference softball tournament May 14-16. SSCC had several hard-fought games, particularly with Clark State and UC Clermont. Ultimately, our ladies finished the tournament in third place. Congratulations go out to Clark State for winning the tournament.

Disability Services

We are currently working with a company called Sorenson Communications to install Video Relay Service (VRS) telephones in the libraries at each campus. The service and equipment are free. VRS is a service that will allow deaf and hearing-impaired callers to make video relay calls through a qualified interpreter. This will be the first time SSCC has provided this type of service to its students and the community.

Financial Aid

As of the first week of May, more than \$4 million in spring disbursements went out within the five-week deadline. The Financial Aid office has received more than 3400 FAFSA's for 2010-11. This represents a 26-percent increase over the same time last year. All trustee and foundation scholarships have been awarded for the 2010-11 academic year. Processing for financial aid is on-going. This process is taking longer than normal due to the drastic increase in applications and enrollment. Recertification of the Title IV aid will be December 2010 and must be approved by March 2011.

One Voice

The annual One Voice Legislative Summit was held May 12 in Columbus. The event was open to community college students across Ohio. Our students were able to sit in on a legislative session and be recognized during the session. Our students were able to speak at length with Representative Daniels, Representative Bupp, Senator Niehaus, and Senator Carey. Students reported that they enjoyed themselves very much and appreciated the opportunity to learn about and interact with our state legislators.

Attachment: Summer and Fall Enrollment Report

QUARTERLY ENROLLMENT REPORTS

Summer Quarter 2010-2011																
DATE	CR HRS CENTRAL		CR HRS NORTH		CR HRS SOUTH		CR HRS WCH		CR HRS DISTNC		TOTAL HOURS		TOTAL F.T.E.		TOTAL HEADCOUNT	
	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11
04/29	736		107		209		168		609		1829		40.73		211	
04/30	1077		180		259		228		818		2562		56.93		290	
05/04	1198		249		329		254		948		2978		66.18		339	
05/05	2645		512		678		583		1559		5977		132.82		632	
05/17		2726		513		594		825		2021		6679		148.42		701
05/28		6178		1750		1428		2308		3284		14948		332.18		1527
06/04	4984		1581		1583		1143		2204		11495		255.44		1230	
% Increase/Decrease		23%		10%		-9%		101%		49%		30%		30%		24%
Last Wk Numbers		n/a		n/a		n/a		n/a		n/a		n/a		n/a		n/a
Final Summer 09	4927		1692		1754		1276		2113		11762		261.38		1288	

Note: The comparison numbers for last year are almost a full week ahead of this year's numbers (June 4th vs May 28th).
Please keep that in mind as you review the report. We'll get back on track shortly.
Note 2: 701 students registered for classes during the first day of online registration.

Autumn Quarter 2010-2011																
DATE	CR HRS CENTRAL		CR HRS NORTH		CR HRS SOUTH		CR HRS WCH		CR HRS DIST		CR HRS TOTAL		FTE TOTAL		HDCT TOTAL	
	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11	09-10	10-11
05/24		3333		746		1366		852		1450		7747		516.47		712
05/28		6406		1682		2561		1950		2354		14953		996.87		1305
% Increase		n/a		n/a		n/a		n/a		n/a		n/a		n/a		n/a
Last Week Numbers		n/a		n/a		n/a		n/a		n/a		n/a		n/a		n/a
Final Fall 09	15735		5629		7969		5597		3217		38147		2543.13		3370	

Note: Enrollment reports for Fall 09 did not start until mid June. As such, comparison numbers will not be available until 2 weeks from now.