

President's Report to the **BOARD OF TRUSTEES**



SOUTHERN STATE
COMMUNITY COLLEGE

NOVEMBER 2015 | DR. KEVIN BOYS, PRESIDENT

Higher Learning Commission Visit

The team from the Higher Learning Commission completed its reaccreditation visit last week. I am appreciative of all those in the College Community who took part in one of the open forums and/or scheduled focus discussion groups. The team is not permitted to give its recommendations or expected outcomes during its visit, but will draft a report to which we have an opportunity to respond. It will likely be a matter of months before we hear the final results of the visit.

Congratulations to Dr. Ryan McCall

I know the Board joins me in congratulating Dr. Ryan McCall on his recent appointment to the presidency of Marion Technical College in Marion, Ohio. Dr. McCall has capably served Southern State Community College in the role of Vice President of Academic Affairs for nearly nine years. We know that his leadership will take Marion Technical College to a new level. Dr. McCall follows Dr. J. Richard Bryson who retired last June after serving 42 years as president, and Dr. John Erwin who served as interim president during the search. We wish Dr. McCall and Marion Technical College the very best.

Annual Training on Ohio Ethics Law

Annual training will immediately follow the board meeting on Wednesday and should last no more than an hour.

College Credit Plus Request for Proposal

Southern State is taking the lead in submitting a proposal to help our local school districts recruit interested teachers in obtaining credentials for teaching college-level courses. The grant



can fund tuition, textbooks, and even travel for teachers pursuing master’s degrees or courses in the academic discipline. To qualify, school districts must be identified as high-poverty. All but one local district in our service area qualifies. Participating in this collaborative grant application are schools in our service area plus Clermont, Pickaway, Pike, Ross, and Scioto counties.

Upcoming Events

Board members are invited and encouraged to attend any of the following upcoming events:

NOVEMBER

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| 11.12.15 | CMT Empowering Education Concert & Resource Fair
5:30pm Resource Fair 6:30pm CMT Concert Central Campus |
| 11.13.15 | Connect to College Day (Visitation for Prospective Students)
9am-12noon North Campus |
| 11.18.15 | Fayette County Chamber Business After Hours
5-7pm Community Room on Fayette Campus |

DECEMBER

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| 12.12.15 | Respiratory Care Graduation
2 pm Fayette Campus |
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President’s Activities and Involvement

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

- Governor’s Task Force Advisory Panel
- Wilmington AM Rotary Club Meeting
- Wilmington noon Rotary Club Meeting
- Hillsboro Rotary Club Meeting
- Southern State Community College Health Fair
- Adams County Hospital Gala
- Leadership Clinton Program Committee Meeting
- Society for College and University Planning (SCUP) Conference Presentation with BHDP Architects (The Ohio State University)
- SOCHE Executive Committee Meeting
- Clinton County Economic Network Alliance

- Clinton County Economic Development Meeting
- Highland County Chamber of Commerce “Business After Hours” Event
- Columbus Idea Foundry Visit with Energize Clinton County/Clinton County Chamber of Commerce
- Complete College America Convening (Denver, CO)
- ACCT Leadership Congress (San Diego, CA)
- Changing Campus Culture Rollout Event
- Post-Audit Meeting with Millhuff-Stang, CPAs
- SSCC Foundation Annual Board Meeting
- Meetings with visiting team from Higher Learning Commission
- SOCHE Board of Trustees Meeting
- SSCC All-College Meeting
- ODHE Trustee Annual Conference
- Phone Conference with Southern Ohio superintendents on College Credit Plus grant
- Meeting with Brown County superintendents on College Credit Plus grant
- Meeting with Cheryl Hay, Deputy Chancellor of Higher Education on Career Services Plan
- Meeting with Senator Chris Widener
- Ohio School Boards Association (OSBA) Capital Conference
- Voluntary Framework of Accountability (VFA) Oversight Committee Meeting (Washington D.C.)

ACADEMIC AFFAIRS

Academic Outreach

Amy McClellan, Coordinator for Academic Partnerships, was invited to be present at the Laurel Oaks Aviation Advisory Board which met Oct 14. At the meeting, many airline mechanic shops were in attendance such as Kroger Aviation and Southern Air which is at CVG. Southern Air then met with our Aviation students to discuss their employability opportunities.

The Southeast Region Ohio Means Internship and Coop Conference was held Sept. 24 with more than 30 business partners, educators, students, and state representatives in attendance. I provided the welcome for the day; Josh Montgomery presented on the

contributions internships make in the classroom; and Mason Jordan, a Computer Science student at SSCC, and Brandy Yates, a second-year Engineering Student, provided testimonials on their experiences with internships. To close the day, Chancellor John Carey provided closing remarks. The region is made up of those from Buckeye Hills CTC, Ohio University – Chillicothe, Pickaway Ross CTC, Pike CTC, Scioto Tech CTC and Southern State Community College.

The Carl D. Perkins Mini-Grant has funded three grants for the fall. Faculty, staff, and students could apply for mini-grants up to \$4,000 to assist with innovative ways to increase student retention and completion in the classroom and beyond.

- The Nursing Department in collaboration with the Biology Department proposed, and was approved, the purchase of a Scantron ParScore machine. This technology will assist the faculty in improving test structure which has a positive impact on student outcomes.
- The ABLE/GED program was funded for new technology in the classrooms at the West Union facility.
- Dr. David Garippa was funded for his proposal for the introduction of three-dimensional printing to students, teachers, and members of the community with applications to the biotechnology in biology classes. This workshop builds upon the first funded workshop in 2012 that Perkins funded.
- The grant is reviewing the budget to determine if a second, smaller round could be offered for the spring semester.

JR Roush and Amy McClellan attended the NACEP conference in Denver, Colo., the last week in October to listen to best practices and research concerning College Credit Plus.

Adult Opportunity Center

Fall Classes – Term Two

Fall Term Two started in mid-October with 89 students completing orientation. The program met 38.5% of the annual enrollment goal in the first quarter.

WIOA

The AOC's primary funding is through an Adult Basic and Literacy (ABLE) Grant. ABLE is one of the four Core Partners in the Workforce Investment and Opportunity

Act. In late October, Karyn Evans spent two days in Columbus for training in the WIOA expectations.

GED

The AOC has met the requirements to be an official GED™ Practice Center for 2016. During the month of October, the GED Testing Services offered the GED Ready! (the practice test) for only \$1 per section, normally \$6 each. Many students took advantage of this opportunity. Some learned they were ready to proceed with the actual GED and others learned what areas still needed improvement.

Professional Development

During the first quarter of the year, AOC staff completed many professional development activities in areas including: math, new staff orientation, Learning to Achieve (special needs), and GED Test Prep in all four areas: math, science, social studies, and reading/language arts.

Workforce Development and Community Services

Truck Driving Academy

The enrollment trend increase continues, with 23 enrolled in October. The FY four-month total for the TDA is 95, which exceeds the 83 enrolled during the same time period one year ago.

The college was notified at the beginning of October that the TDA proposal to OBOR for funds from the Revolving Loan Fund program was approved. The Academy will receive up to \$100,000 to administer in non-credit revolving loan fund format for students approved and enrolled in the TDA. Further details are expected by the end of the month.

Workforce Development and Continuing Education

During the week of Oct. 26, North Campus hosted a weeklong training session in new ERP software for New Sabina Industries.

Full-time SSCC faculty member Julia Basham again conducted non-credit customized Excel training for NCB Bank employees in Hillsboro. This is the fourth consecutive year NCB has been provided these services. Another session is planned for November.

In partnership with the SSCC Nursing Department and Ohio Valley Career and Technical Center, the second series of STNA classes were conducted during the month.

As business and industry continues to slowly recover in the SSCC service area, employers are requesting additional, updated, comprehensive, and cost effective non-credit training options. After investigating several possible training suppliers, the Workforce Development group has entered into an agreement with Tooling U, a well-respected and nationally recognized provider of online training programs geared toward manufacturing and warehousing. John Joy presented an overview of the Tooling U product to R&R Tool, Ahresty, New Sabina, and CMold. The product was also demonstrated for the OhioMeansJobs staff in Highland, Fayette, and Clinton counties. R&R Tool of Blanchester, in partnership with OMJ-Clinton will be provided a range of Tooling U training to several of the employees and SSCC will be the provider of those services. Additional employers are expected to begin using this product as well, as Tooling U will be demonstrated to employer roundtables during November in both Fayette and Highland counties.

STUDENT SERVICES AND ENROLLMENT MANAGEMENT

Student Success Center

Retention

Early Alert Messages

Term	Early Alerts	# of those who submitted alerts
Fall 2015	176	17

AmeriCorps Coaches (2015-16) Coni Coleman and Jordan Werring conducted several 9/11 Memorial activities from Sept. 8-10 at each campus and culminated with a Memorial Service at the Hillsboro campus on Sept. 11. The coaches had students pledge to do a good deed in memory of the victims of the 9/11 attack. Pledge cards were displayed in the Hillsboro Campus lobby on Sept. 11, before a 30-minute remembrance ceremony organized by the coaches. Commissioner Paul Worley and I both spoke, moments of silence were observed, and “America the Beautiful” was performed by Coach Jordan Werring and Student Services staff. Approximately 50 individuals attended.

The coaches also attended a two-day orientation Oct. 17-18 in Columbus sponsored by the Ohio Association of Community Colleges and Serve Ohio. Coni Coleman has been selected by the OACC and Serve Ohio to be a lead coach. As a lead coach, Coni will mentor five other coaches from other community colleges and will be placed in leadership positions for other statewide coach activities, events, and initiatives. Coni will research and submit helpful information to other coaches via events and the AmeriCorps Coaches’ Facebook page. She will also assist with organizing one of the retreats planned for all Ohio AmeriCorps Coaches. Her selection was based on her collegiate leadership activities such as her involvement in S.G.A.

Connect To College

The first Connect to College Days kicked off Oct. 9 at Central Campus, followed by Oct. 23 on Fayette Campus, Oct. 30 on Brown County Campus, and Nov. 13 on North Campus.

These events seek to educate prospective students and others in the community about the college life experience, academic programs, and career options.

During Connect to College, a number of faculty members make presentations about their programs, transfer recruiters from a number of four-year institutions are in attendance, and a job fair ran concurrently with the Hillsboro event only.

Although anyone interested in starting college can attend, a number of local high schools brought groups of students to these events.

Tutoring Center

Tutoring for Fall 2015 (from 8/24 to 9/15)

13 tutors on staff
199 tutor request forms
39 lab sessions
31 one-on-one sessions
70 Total Tutoring Sessions

Advising Center

Veteran Services

Advisor Bob Hixson, Veteran Liaison, attended the Ohio Values Veterans Train the Trainer workshop at Ohio State University on Sept. 23. The workshop prepares veteran liaisons to train how to present on Veteran issues in Ohio institutions and the impact of HB 488. Bob also attended the following:

- **Sept. 30:** The Wilmington American Legion Veteran Job and Information Fair
- **Oct. 5:** Ohio Values Veterans Train the Trainer Southeast Region Working Group at Ohio University
- **Oct. 21:** Ohio Values Veterans Train the Trainer workshop at Ohio State University Part 2
- **Nov. 9:** The Highland County Veteran Service Office “Highland County Veteran Friendly” open house

Advising contacts numbered 2,047 from July 1 through Sept. 22.

Career and Counseling

Class Presentations

Since the start of the Fall Semester, C&C Services has presented to six College Success classes at all campuses reaching approximately 66 students. Presentations varied according to each group’s needs.

Topics included: services provided, an introduction to career choice, career satisfaction, building resilience, maintaining focus and motivation through use of Reality Therapy/Choice Theory techniques, and suicide prevention awareness.

A segment from the Twilight Zone (1960) “A Stop at Willoughby” was used for the discussion of elements of career choice. Students viewed a man who was miserable in his career, identified and discussed the aspects of career choice that kept him stuck and accounted for his career dissatisfaction.

Five other class visits covered the services provided, career satisfaction, college success tips, advantages to having a college degree, resumes, and interview techniques. Approximately 114 students were reached at Fayette and Brown County campuses.

Suicide Awareness Month

September was Suicide Awareness Month during which the department made efforts to increase awareness of symptoms of suicidal signs, crisis line numbers, and how to reach out to a person in need. Promotional materials have included informational cards and the digital sign. Feedback has been very positive.

House Bill 28

C&C Services has begun work on compliance with the new House Bill 28 requiring colleges and universities to have programs in place for suicide prevention. Such items include information on crisis information and crisis lines, counseling services locally and at the college, prevention outreach plans and activities, and postvention plans. Much of this is in place but is being modified for compliance with the new bill. A Perkins Grant is being filed for the purchase of educational materials and a speaker for next spring. The event next spring will be used in conjunction with the community as well as the campuses.

Career Fair and College Connect

Invitations were sent out to area businesses for the first college career fair meant to not only have position openings but information about employers: products, services, and the types of careers they offer. These were featured along with our academic departments. This was done in conjunction with the Connect to College on Central Campus to help current SSCC students and high school students in career exploration.

Drug Awareness Rally | Jeffersonville, Ohio

The Coordinator of Career and Counseling Services was asked to provide a presentation at the drug awareness rally referenced above on Sunday, Sept. 27. The presentation consisted of a general description of addiction along with some of its causes, the reasons family members get pulled into the dynamics of addiction, and management and survival tips.

Financial Aid

Fall Semester Financial Aid

Fall financial aid disbursements were processed the week of Sept. 21 in excess of \$3.2 million.

Outreach and Training

The staff presented to several College Success (PSYC 1108) classes this month. This gives new students more detailed information on the Federal Financial Aid Policies and eligibility criteria. Students also were given the opportunity to register for \$ALT, the financial literacy tool available to all students.

Staff conducted a financial aid workshop at Ohio Means Jobs in Highland County on Monday evening, Sept. 21. In a collaborative effort to inform residents of the availability of federal financial aid, this workshop will be held every few weeks.

Staff attended a training conducted by the Ohio Association of Student Financial Aid Administrators on Sept. 23 at the University of Cincinnati.

Student Activities

Student Government Association

Fall recruitment for Student Government is ongoing. Recruiting new members, meeting regularly, and developing new student-focused projects is high on the priority list right now.

On Sept. 25 and 26, there was a student engagement activity at the Wilson Homestead Heritage Days.

Athletics

The gym floor has been sealed and is now ready to be used for the upcoming basketball season.

Men's and women's soccer teams both concluded their season at the end of October.

Athletic Events

Board members are invited and encouraged to attend any of the following upcoming athletic events at Central Campus:

NOVEMBER

11.14.15 **Women's Basketball Team vs. Kentucky Christian JV @ 1pm**

SSCC BASKETBALL CLASSIC

11.20.15 **Women's Basketball Team vs. Clark State/PSUGA SMOTW @ 2:30pm**

11.20.15 **Men's Basketball Team vs. Penn State Greater Allegheny @ 8pm**

11.21.15 **Women's Basketball Team vs. Clark State/PSUGA SMOTW @ 11am**

11.21.15 **Men's Basketball Team vs. Elizabethtown CC @ 5pm**

11.24.15 **Women's Basketball Team vs. University of Akron-Wayne @ 5pm**

11.24.15 **Men's Basketball Team vs. University of Akron-Wayne @ 7pm**

DECEMBER

12.01.15 **Women's Basketball Team vs. Cedarville JV @ TBD**

12.12.15 **Women's Basketball Team vs. Ohio University-Lancaster @ 1pm**

12.12.15 **Men's Basketball Team vs. Jefferson CTC, Louisville, KY @ 3pm**

HUMAN RESOURCES

Internal Revenue Services (IRS) Items

Alternative Retirement Plan:

The Internal Revenue Service (IRS) rules require that all adopting employers of the Ohio Public Higher Education Institution's Alternative Retirement Plan to "restate" their Alternative Retirement Plan every six years. A plan is "restated" by requiring all terms of the plan to incorporate prior plan amendments, design changes and new legal requirements.

The Ohio State University is the volume submitter sponsor of the Ohio Public Higher Education Institutions' Alternative Retirement Plan. Meaning, The Ohio State University develops a model plan for all Ohio Public Higher Education Institutions to adopt. Adopting this model assures that the Southern State Community College Alternative Retirement Plan (ARP) will incorporate prior plan amendments, design changes, and new legal requirement as outlined by the IRS. Our updated Alternative Retirement Plan (ARP) document has been approved by the delegate at Ohio State University. These changes will be effective November 9, 2015.

Highlights of substantive changes and updates include:

- Rollovers to the Plan. While retirement plans are not required to accept rollover contributions, nearly all do. The plan now allows for direct rollovers.
- Limitations on Allocations to each Participant. The plan now defines "compensation" for the purposes of determining whether the Code Section 415 limitations on benefits have been exceeded.
- Uniform Service Employment and Reemployment Rights Act of 1994. The Heroes Earnings Assistance and Tax Relief Act of 2008 (HEART) Act portion of the amendment requires that differential wage payments must be treated as wages for federal tax withholding purposes.
- Employer Account Vesting Schedule. The participant's employer account is now vested 100% at all times versus a 5 year cliff schedule. This is the most common vesting schedule utilized.

This information is being offered for informative purposes only. There is no action required by the Board of Trustees.

Form 10-95 C

Affordable Care Act: Under the employer shared responsibility provisions, employers having 50 or more fulltime-equivalent employees must offer affordable, minimum value health coverage to their full-time employees or a shared responsibility payment, which may apply if one or more of its full-time employees receives a premium tax credit to assist the employee in obtaining insurance on a health insurance exchange. Starting in early 2016 (reporting on 2015), employers are required to provide a Form 1095-C to each full-time employee and other employees covered under a self-insured health plan, and to file Form 1094-C with the IRS, transmitting to the IRS copies of the Forms 1095-C. It is critical for employers to understand the requirements, as these reports will be used by the IRS to enforce the employer mandate.

The Human Resource and IT Departments are working together to implement the ongoing reporting process in order to be ready for 2016 reporting. The information required to complete the forms for 2016 relates to monthly snapshots of employee status and healthcare coverage offered in 2015.