

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



SOUTHERN STATE
COMMUNITY COLLEGE

JUNE 2018 | DR. KEVIN BOYS, PRESIDENT

Personnel Budget Reductions for Fiscal 2019

As you recall, we had set a goal of reducing the personnel budget by approximately \$500,000 in response to our CFI ratio and the recent Moody's downgrade. This is not rewarding work, but I extend appreciation to my team for identifying areas in which we could reduce personnel costs with the least reduction of services to our students. To date, we have reduced the personnel budget a total of **\$438,126**.

1. This has been accomplished with the following actions:
 - a. Elimination of a full-time office associate position at Central Campus and a full-time financial aid technician position at Central Campus. These resulted in two layoffs. In an abundance of caution, we have followed civil service procedures in implementing these layoffs.
 - b. Not filling a full-time records technician position recently vacated by a resignation.
 - c. Not filling a full-time maintenance position recently vacated by a resignation.
 - d. Not replacing the Dean of Workforce Development position vacated by the retirement of John Joy. His campus director responsibilities will be assumed by Jessica Wise who will direct Fayette and North campuses. His workforce responsibilities will be picked up by Amy McClellan.
 - e. The retirement incentive attracted one additional faculty retiree, but the additional incentive cost was negligible since only three faculty members retired. Still, the hiring of three high demand general education faculty members resulted in a savings of \$20,715.
 - f. We eliminated several part-time personnel positions in the areas of information technology, information desk, and human resources and have restructured to cover responsibilities.
 - g. We have reduced supplemental salaries in some athletic and arts programming that have very low student participation.



- h. Finally, we offered the possibility of voluntary furloughs to any interested staff member and to date have had three individuals approved for reduced work hours with corresponding salary reductions.
 - i. I applaud Mindy Markey-Grabill for her role in working with our attorney, David Kessler, on the civil service process and in professionally assisting direct supervisors in their professional notification of the impacted employees.
2. Mr. Buck is finalizing the initial budget for FY19 and it appears that these reductions take our salary and benefit costs from **75.4%** of our total general fund budget to **71.5%**.
3. Work lies ahead in identifying reductions on the faculty side through a program vitality process. Any decisions affecting this group, by collective bargaining agreement, must be made prior to the end of Fall semester to take effect for FY 20.

Progress on Adams County Campus Design

Members of the BHDP team will be present at the Board meeting to provide an overview of the Adams County Campus design.

Appalachian Regional Commission P.O.W.E.R. Initiative Grant Applications

As previously reported, Southern State is participating in a Technical Assistance grant with 26 other community colleges in the ARC footprint. Last week, I led this consortium through an initial SWOT analysis of our colleges' potential role in addressing the opioid crisis and our role in advancing entrepreneurship throughout the region.

Additionally, we are working with Bob Vidos of Workforce Institute, Inc. to develop a grant application for the competitive round due in August to support our efforts in Adams County in particular.

I had the pleasure of meeting new Federal Co-Chair Tim Thomas at the Community Colleges of Appalachia annual meeting in Asheville. He has a passion for our region and will be a good champion for the needs of our region.

Developmental Disabilities Basic Support and Advocacy Grant

Southern State, in cooperation with Clinton and Highland County Boards of Developmental Disabilities, has received an award of \$40,000 to support a new effort to offer a non-credit certificate program for students with disabilities who have previously received services through an IEP. Jan Ferris from Clinton County DD and Kraig Walker from Highland County DD have been instrumental in applying for this grant and advocating for these students. The program will be offered at North Campus and will hope to initially serve 10 students from Clinton and Highland counties.

President's Activities and Involvement

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

- Hillsboro Rotary Club Meetings
- SSCC Nursing Pinning (RN) Ceremony
- SSCC Graduation Ceremony
- Adams County Campus Planning Meetings
- OACC Presidents Meeting
- EASE Phase I Briefing Conference Call
- EAB Navigate – Executive Team Conference Call
- Virtual Walkthrough and Meetings with BHDP Architecture
- Highland County Chamber Board Meeting
- Meeting with Truck Driving Academy Partners
- Leadership Clinton Graduation Ceremony
- College Administrator Training on Student Opioid Prevention at Rio Grande CC
- Adams County POWER Initiative Conference Calls
- Guest on WSRW's *Highland Highlights*
- Graduation Alliance Meeting with New CEO
- Community Colleges of Appalachia Annual Conference (Asheville, NC)
- SOCHE Board of Trustees Meeting
- SSCC Adult Opportunity Center Recognition Ceremony
- Research Interviews with Research for Action
- *Festival of the Bells* Planning Meeting
- *Ohio Presidents Conference* at US Senate Capitol Conference Center

ACADEMIC AFFAIRS

Learning Management System Conversion Complete

Summer 2018 marked the launch of a new learning management system to replace Blackboard. MyElearn, powered by Canvas, was up and running without a glitch for incoming students in May. This major conversion has been more than a year in development and was only possible through the hard work, collaboration, and persistence of faculty, the Instructional Technology Department led by Angel Mootispaw and supported by Cathy Zile, the Distance Education Committee, and the entire Information Technology Department. Many hours of training, course conversion work, and technical troubleshooting made the launch a huge success. Early feedback gleaned from student surveys suggest students have a high level of confidence in the platform and their ability to be successful using MyElearn. This achievement is a direct reflection of the unwavering commitment to the College's vision and capacity to take bold steps toward building and sustaining progressive and efficient learning environments.

Campus Completion Plan Updated

Under Section 3345.81 of the Ohio Revised Code, each public institution of higher education is required to develop its own completion plan designed to increase the number of degrees and certificates awarded to students. The first such plan was created in 2014, updated as required in 2016, and has been revised again for the 2018-20 timeframe. The updated plan includes goals related to connection to the institution, successful first-year entry, student progress and completion, and workforce development. The goals parallel many of those included in the strategic plan and the key performance indicators identified in the Institutional Effectiveness Plan. The updated plan is submitted in this report for approval consideration.

Industry Certification Annual Report (May 2017-April 2018)

Reported by Office Information Technology Faculty member and certification coordinator, Julia Basham, 57.5% of the 160 tests administered were successfully certified. These tests include the Microsoft Office Specialists (MOS) suite of tests, Adobe, and Quickbooks.

Summary of Certifications			
Test	# of Tests	Certified	% Certified
Microsoft Office Specialist (Includes Excel 2013, Outlook 2013, Word 2016, Excel 2016, PowerPoint 2016, Access 2016, and Outlook 2016)	116	73	62.9%
Adobe Certification (Includes Premier Pro, Illustrator, Animate, Photoshop, Dreamweaver)	25	14	56.0%
Quickbooks Certification (Includes QB 2015)	19	5	26.3%
Total	160	92	57.5%

Students prepare for these specialty certification exams through the intense training and instruction offered by the Southern State faculty who represent these content areas.

These are all highly marketable credentials that offer students in these technical areas the competitive advantage in the workplace. Congratulations to the successful students and to the faculty who work to prepare them.

Biotechnology: Fayette Campus Hosts 4th Annual Senior Capstone Competition

The Southwest Ohio Bioscience Education Consortium (SWOBEC) held its 4th annual Senior Capstone Competition on Friday, April 27, at Fayette Campus. Students participating in the competition came from Eastland-Fairfield Career Tech Center, Grant Career Center, and Loveland High School. The projects were categorized as Agriculture, Biotech/Bioengineering, Environmental, and Medical-Pharmaceutical. While the senior participants’ projects were being judged, junior students attended breakout sessions highlighting (1) SSCC Programs-Dean Jeff Montgomery (interactive displays by: Chyane Collins and Nikki Dato, Respiratory Care; Jim Barnett, Engineering; Beth Manns, Nursing; Tom Smith, Agriculture; Lisa Peterson, Recruiting/Admissions); (2) vendor presentations and senior projects; (3) SSCC Biotech Program-Dr. Garippa; (4) Grow Next Gen. Along with Dr. Wise and the Fayette Campus office staff, volunteers assisted from Student Services and the Student Success Center. Dr. David Garippa serves on the SWOBEC committee and is the lead faculty for SSCC’s biotech program. The full biotechnology program is offered on North Campus.

Art Show: An Evening at the Gallery

On Wednesday, April 18, SSCC’s Fayette Campus staff held the annual Art Show in the Community Center. This year, the Art Show was held in conjunction with the Fayette

County Chamber of Commerce Business After Hours event. The artwork was curated by more than 200 local students from the Carnegie Library, Miami Trace Local Schools, Washington CH City Schools, Hillsboro City Schools, and Southern State Community College. Submissions were judged in the following categories: drawing, painting, multimedia, and pottery/miscellaneous. Live piano music was provided by Jeannie Rosendahl; Shoelaces catered the refreshments for the evening; and Chrisman's H²O donated bottled water. Approximately 450 people attended the event.

Grants

Carl D. Perkins

The Carl D. Perkins Grant conducted its annual stakeholders meeting in May. The meeting reviewed performance targets, project completion information, and objectives for the next fiscal year. The budget for FY19 increased by \$4,834.67. The mini-grants will continue to be an option for providing innovative approaches in classroom including, but not limited to, equipment purchases.

ODHE Innovations Grant Initiative Leads to Regional and National Conference Presentation

Dr. JR Roush and Amy McClellan presented with Dr. Shane Shope of Henry and Associates at the National Partnership for Educational Access (NPEA) conference in New Orleans in April. Colleges and universities were represented from coast-to-coast at the conference with close to 60 participants choosing this session. The topic presented was a capstone for the Career Readiness program that has been presented at local high schools. The local program is a result of an ODHE Innovations Grant.

Workforce Development, Truck Driving Academy, and Continuing Education

TDA Hosts Industry Summit

An industry summit lunch meeting for CDL training partners in industry, government, and education was held May 24 at North Campus. Attendance was outstanding, with seven transportation companies represented, along with Ohio Means Jobs, Ohio Department of Higher Education, and Ohio Department of Public Safety. Among the critical issues discussed were controlling costs of CDL training, ongoing need for CDL drivers among all transportation sectors, and the decision by the State of Ohio to stop providing CDL exam stations and turn the CDL exams over to private third party operators.

TDA Continues to Leverage ODHE Revolving Loan Fund

In early June, the TDA awarded the last of their third round of Revolving Loan Funds. \$450,000 dollars in Revolving Loan Funds have been awarded over three grants and almost 2.5 years to Ohio citizens who otherwise could not have afforded CDL training. ODHE audited records for the RLF on June 13. Southern State's TDA was then encouraged to apply again for RLF funds.

Workforce Development Customized Training

Based on partner requests and industry demand, the Nursing department and Workforce Development again partnered to offer STNA classes at the Hillsboro Campus.

Management and organizational development training was offered in May and June to MB Financial Bank of Wilmington. The training was well received, and funded through the Ohio Means Jobs office of Clinton County.

Excel training was provided to Community Action of Fayette County at Fayette Campus. The two days of training resulted in very good to excellent ratings for the instructor and the course content

People in the News

Angel Mootispaw: Elected Secretary

Angel Mootispaw has been elected as the Secretary to the Executive Board, for a second

term, for the Academic Library Association of Ohio (ALAO). In her role she has served on numerous committees, helped with organizing conferences, and is a voice for OER and textbook affordability for community colleges and academic libraries.

Annie Rankin: Earned Masters

Congratulations to Annie Rankin for completion of her second earned master's degree. In spring 2018, she completed a Master of Arts in Film Studies from National University.

Reta Hamilton: Doctorate of Nursing Practice

Congratulations to Reta Hamilton on the successful completion of her Doctorate in Nursing Practice.

Dr. Roush Presents at National Conference

JR Roush presented at the 2018 Community Colleges of Appalachia (CCA) Conference, "Successful Retention Strategies: One Size Does Not Fit All," in Asheville, N.C., on Tuesday, June 12. His presentation was: "What Does Transforming Appalachia Mean to Me?...Not a One Size Fits All Model."

Ron Fithen: Swears in Nine Cadets

The SSCC Police Academy graduation was held on Wednesday, May 9, in the Community Center on Fayette Campus. A full-capacity crowd witnessed the graduation of the nine cadets from the program. Applications are currently being accepted for the upcoming academy which will begin in August 2018.

STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT

Student Success Center 

Retention Efforts

Staff members of the Student Success Team have been tracking and connecting with students identified by various retention factors. Some of the groups followed have included:

- students affected by cancelled courses during the summer,
- students registered Fall 2017, Spring 2018, and/or this Summer term but not registered for Fall 2018,
- students placed in developmental courses and not completed college-level math/English after a calendar year from time of start,
- students' success and persistence who have experienced different levels of academic actions during the year,
- students' success in courses/placement exams where tutoring assistance was used.

As the advising staff continue their training and skill enhancement on career exploration/pathway advising, they are already seeing student confidence levels increase with each completed career plan. Follow-up each term will continue to match ability with desire to fine tune each student's journey.

Admissions

Summary of Marketing & Recruiting Initiatives for CCP Students

March – Email campaign sent with behavior targeted ads appearing to parents of CCP age students living in the home (sent to our five-county area and surrounding counties based on Lisa Hord's and Dr. Roush's recommendations)

April through June* – phone call campaign, postcards and program specific letters mailed to all students in the following categories (CCP students included in these data lists):

- New applicants, re-admits, current students not yet registered (**559 students**)
- Prospective students (**179 students**)

May – Mailed letters and CCP Scholarship Applications to all 2018 graduating HS seniors enrolled in CCP that have not yet graduated from SSCC encouraging them to completion (**1,017 students**)

**Continuing through June, we are mailing letters containing credit hour completion estimates to all CCP students not yet finished with their degree at Southern State along with a companion letter to the parents of each student explaining what SSCC sent to the student (highlighting cost savings).*

January 2019 - Mail letters containing credit hour completion estimates to all CCP students (that are currently HS seniors getting ready to graduate in May 2019) along with a companion letter to the parents of each student explaining what SSCC sent to the student (highlighting cost savings).

Student Clubs & Activities

Medical Assisting Student Organization (MASO)

After a short break, MASO was back up and running in the Spring term with new advisor Stephanie Roush, Office Associate for the Medical Assisting & Allied Health Department.

Officers were elected in February. President – Lauren Lechuga-Ramirez, Vice-President – Jessica Hippen, Secretary – Arlene Shumaker, Treasurer – Denise Cox and Student Relations Representative – Mary Nelson.

Medical Assistant t-shirts were designed, ordered and sold, raising \$168. A bake sale was held in April, raising \$159.66.

Patriot Campus Ministries (PCM)

Weekly Bible study will resume for Fall semester in the student lounge each Thursday from 12-1pm. Dr. B's Café will also resume for Fall semester.

PCM is participating in the orientation for new students. PCM is participated in the summer orientation day for new students and will be taking part in the Fall orientations and the Fall transfer fair.

Phi Theta Kappa

Membership expanded to 40 new members from the fall eligibility campaign. The induction ceremony was held May 10 and was well attended by 10 new members and their families. As college president, I was humbled to be honored as the chapter's Honorary Member and pleased that they were able to surprise me on the special occasion where I could be inducted alongside my daughter, Caitlin. The special guest speaker was Julie Cohara, Regional Coordinator.

Invitations for eligible students from Spring semester 2017 will be sent once records are cleared. The next scheduled induction will be early Fall semester at the SSCC Central Campus lobby.

New officer application packets have been received. Interviews will be conducted for two officer positions: Vice President of Service and Vice President of Communication.

PTK will utilize the new Canvas platform as a means to begin online meetings and post announcements and work on collaborative projects.

Susan Morris, the new Student Advisor, is conducting a SWOT analysis of the program as part of success planning for the future of the honor society.

The Division Membership Specialist has resigned and PTK will select her replacement.

The chapter will be working with Ohio's Regional Coordinator to assist with planning for recruitment and active chapter status with work towards 5-Star Chapter confirmation. Interested members will be attending Honors in Action to be held Aug. 10-11 at Hocking College in Nelsonville.

Susan Morris (Student Advisor) is working with Peggy Chalker to research the possibility of a student internship with a partner college to build our chapter and to increase transfer scholarship opportunities.

Susan Morris (Student Advisor) is working with Lisa Hord to research the possibility of expanding scholarship awareness to our CCP community to attract students to SSCC to

complete a program of study following high school graduation.

Respiratory Care Club

The SSCC Respiratory Care Club is hosting an American Red Cross blood drive 10 a.m. to 4 p.m. Monday, July 30, in the Community Center on Fayette Campus. Call 800-RED CROSS or contact advisor Chyane Collins (ccollins@sscc.edu or x5620) to schedule an appointment.

Athletics

Men's Soccer

Men's Soccer is holding open fields with returning players and new players for next season. Their schedule is complete.

Women's Basketball

The Women's Basketball team has been holding open gyms on Sunday evenings.

Men's Basketball

The Men's Basketball team has been holding open gyms on Saturday mornings.

Athletic Department

The new soccer scoreboard is up and functional. It will be a nice addition for the players and visiting teams.

We are looking for a new Men's Basketball Assistant; Coach DeShawn Woods will not be returning.

Athletic Director Matt Wells attended the USCAA Conference in Richmond, Va., on June 3-5.