

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



**SOUTHERN STATE**  
COMMUNITY COLLEGE

MAY 2019 | DR. KEVIN BOYS, PRESIDENT

## **Insurance Committee Recommendation** ✓

Enclosed is a memo from the College's Insurance Committee outlining its recommendation to change from Anthem to Medical Mutual of Ohio. As you will recall from our March meeting, the College was seeing early projections of devastating health insurance increases. Our utilization of Enrollment Management Services and our involvement in a potential consortium currently utilizing Medical Mutual of Ohio, likely created a much more competitive environment resulting in only a 5% increase in health insurance premiums. Because of the consistent bridge funding enacted years ago, the net increase to the college for health insurance will be 3.8%, or \$65,000. It is my recommendation that we accept these rates, so that we can move forward with open enrollment. I am appreciative of the diligent work of Mindy Markey-Grabill, the Insurance Committee members and our consultants at Horan. The College will be continuing to work with Horan and our higher education partner institutions to put in place the necessary structure and governance for the health insurance consortium.

## **Individual Meetings with Members of the Ohio General Assembly**

I had the opportunity to visit our four members of the Ohio House of Representatives and two Senators last month. Enclosed is the handout that I left with each of them summarizing our current fiscal condition and our requests of the legislature for the tuition flexibility that was vetoed by the previous Governor, and the support for continued funding of the RAPIDS grant program (see an example of this impact on our computer science program later in this report). I also used the opportunity to discuss the request that you authorized last month to move \$2.2M of our Capital Appropriations from the Adams County project to our Health Science renovation project. This request goes to the Controlling Board later this month.

## **All-Ohio Academic Team Award**

Each year the College has the opportunity to nominate students for one of the All-Ohio

Academic Scholarships sponsored by Honda and organized through the OACC and Phi Theta Kappa. This year's Southern State Third Team winner is Audrey Keith of Hamersville. What is particularly remarkable about Audrey is the fact that she is 13 years old and that by the end of the summer term, will graduate with her Associate degree from Southern State. She has already been accepted by Wright State University to continue her studies in Bio-Medical Engineering and ultimately hopes to pursue a Ph.D. in nuclear physics or engineering. Chancellor Randy Gardner made it a point to talk with Audrey at the awards luncheon on April 25. As a state senator serving on the Higher Education Committee, he often heard resistance to allowing seventh and eighth graders to participate in College Credit Plus. We were happy to provide him with some affirming feedback that, indeed, it can be successful for a truly exceptional group of students.

### **Update on the SSCC Foundation**

The Southern State Community College Foundation Board Executive Committee met on April 1 and discussed how the Foundation might utilize Foundation funds to share in the cost of part-time staff dedicated to fund-raising for the Foundation as well as some consultant services from a national expert in community college fund-raising. We expect a recommendation to be made to the entire Foundation board in the coming weeks.

### **Consolidated Course Offerings and Campus Schedules for Summer**

The newly adopted strategic plan outlines a financial health strategy to reduce operations to 3-4 days per week at the Brown County, Fayette, and North campuses. We are beginning with the summer term in which course offerings have been consolidated to Central Campus. The schedule is in your packet.

### **President's Activities and Involvement**

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

- Planning and Facilitation of Leadership Clinton/Highland Education Day
- EAB Leadership Team Conference Calls
- OACC Presidents Meetings

- Ohio College Attainment Event at the Statehouse
- Filming with ADG for SSCC Online Orientation
- Highland County Chamber of Commerce Board Meeting
- Meeting with SSCC Foundation Executive Committee
- Hillsboro Rotary Club Meetings
- HLC Financial Indicators Interim Report Meeting
- Conference Calls re: Franklin University Council of Presidents
- Conference Call with OACC Legislative Affairs Representatives
- NACCE/Mayland Community College Conference Call re: ARC Grant
- OETEA (Ohio Engineering Faculty) Meeting Welcome
- Higher Learning Commission (HLC) Annual Conference (Chicago, IL)
- One-on-one Meetings with State Legislators
- AACC Annual Meeting, Board of Directors Meeting, Commissions and Committee Meetings (Orlando, FL) Registration costs funded by AACC
- Call with Brown County ESC Representative
- SSCC Board of Trustees Finance Committee Meeting
- Speaker at Wilmington Kiwanis Club
- Highland County Chamber of Commerce After Hours Event
- AACC “Unfinished Business Roundtable” Meeting (Washington, DC) travel funded by AACC
- All-Ohio Academic Team Luncheon
- 31<sup>st</sup> Edition of The Times-Gazette’s Homemaker’s Show
- SOCHE Executive Board of Trustees Meeting
- College Credit Plus Meeting

## Upcoming Events

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

### MAY

- |       |   |
|-------|---|
| May 5 | <b>Southern State Singers Spring Concert</b><br>3:00 p.m.   St. Mary’s Episcopal Church     |
| May 9 | <b>Nursing Pinning Ceremony</b><br>7:00 p.m.   Edward K. Daniels Auditorium, Central Campus |

May 10            **SSCC Graduation Ceremony**  
7:00 p.m. | Patriot Center, Central Campus

May 13-21       **SSCC Study Abroad: Ireland**  
See Peggy Chalker for Additional Details

## **JUNE**

June 21           **SSCC Campus Crusaders – Relay for Life Walk**  
6:00 p.m. | Highland County Fairgrounds

# **ACADEMIC AFFAIRS**

## **Fayette Campus Host Annual Art Show**

Fayette Campus hosted its annual Art Show on Wednesday, April 17, 2019, in the Community Center. Local artists submitted pieces from SSCC, Miami Trace Local Schools, Washington City Schools, Carnegie Library, and other local areas.

Once again the Fayette Campus crew brought a *taste of a big city art gallery* to Fayette County. More than 400 guests attended the event. In addition to the beautiful display of local artwork, Jeannie Rosendahl played a variety of musical genres on the Campus' baby grand piano, and Shoelace's Catering provided hors d'oeuvres.

The artwork was divided into three groups: Preschool & Elementary; Middle School; and High School, College, & Beyond. Each group was judged in the following categories: Drawing, Painting, Multimedia, and Miscellaneous. First, Second, and Third place awards were presented, as well as Best of Show and Reserve Best of Show.



### **Fayette Campus Hosts Biotechnology Annual Competition**

On Friday, April 26, 2019, Fayette Campus hosted the BioOhio: Biotechnology Annual Senior Capstone Competition. Students participating in the competition came from Grant Career Center, Loveland High School, and Gahanna High School. Fayette Christian School and Woodward High School also attended to view the projects. 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 information—presented by Jeff Montgomery, (2) vendor presentations and senior projects, (3) biotechnology session, (4) GenOhio session. Volunteers from Fayette Campus, Advising, and Student Services assisted in the event. Tables were set up to highlight AGRI (Tom Smith), CJUS (Robin Roche), NURS, and Recruiting (Jim Barnett). Dr. David Garippa serves on the BioOhio Committee and is the lead faculty for SSCC's biotech program.

### **Interim Campus Director for Mt. Orab**

For nearly a year, several members of the College community have collaborated to provide leadership in the absence of a permanent appointment for the Campus Director position. This arrangement was only possible through the solid team currently in place in Brown County. For the sake of continued continuity, the College has opted to assign Amy McClellan as the Interim Director of the Brown County Campus. Amy currently also serves as the Director of Workforce Development.

### **Grants | RAPIDS Funding Enhances Computer Science Program**

As a recipient of Ohio's RAPIDS funding, Josh Montgomery, representing the Computer Science department, received \$125,000 in equipment. A majority of the equipment includes newly released items on the cutting edge of technology.

## Workforce Development, Truck Driving Academy, and Continuing Education

- Tooling U – Mars Pet Care employees continue the usage of their units. We continue to work with Wal-Mart to renew their contract.
- The first SSCC STNA program began on Apr. 23 in Hillsboro. A total of 10 students enrolled and calls continue to be received for the next class.
- The Water Workshops in Hillsboro have been completed with 105 individuals enrolled for the two-day training. Currently, for the northern training site, there are 108 individuals enrolled for the three-day workshop.
- The Truck Driving Academy was provided an article in the Cincy Magazine March/April edition. The story can be seen at [http://cincymagazine.com/Main/Articles/Driving\\_Success\\_6027.aspx](http://cincymagazine.com/Main/Articles/Driving_Success_6027.aspx)

Among the three locations, 13 students enrolled in the program in April.

	2018-2019	2017-2018	2016-2017
April	13	22	19
March	24	16	16
February	17	17	18

Pepsi training in Columbus trained eight employees over two sessions. Pepsi continues to be steady in its requests of our program being their “go to” CDL training provider.

## STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT

### Student Success Center

#### EAB Navigate

The pilot launch of EAB's Navigate began the first of April and has been well received by both the students in the group, as well as the advising staff. The advising staff has appreciated the convenience of performing multiple task functions in one location. Students are excited over the easy, online accessibility to their advisor. They are also discovering the tools to help them track their progress in many of the programs. Even though there has been the occasional rough patch in the launch, the students are able to see the opportunities that will be fully available to them.

Summer term will be the next launch to all registered students before the full production of usage by all students.

## **Tutoring Center**

### ***Supplemental Instruction Training***

Supplemental Instruction is a nontraditional form of tutoring that focuses not just on *what to learn*, but mostly on *how to learn*. Aligned with historically difficult courses, the non-remedial, academic support approach develops critical thinking skills for specific disciplines in a group study format.

SSCC Tutor Mentor, Jackie Potts, participated in the lengthy training of this tutoring approach in March at the University of Missouri-Kansas City.

Pilots of this approach to learning will begin in the Fall term. Jackie Potts and writing tutor, Stephanie McKinney, will be presenting this June at the 2019 Ohio Chapter of the College Learning Center Association (OCLCA) on effective and inexpensive approaches to providing online tutoring support.

## **Career/Counseling Services**

Career/Counseling Services conducted four information sessions on the topic of suicide awareness and prevention with Psychology classes at the Hillsboro, Mount Orab, and Washington Court House Campuses. Participant evaluations were positive relative to usefulness of content and presentation style.

A presentation was also given to a Psychology Class on Sexual Assault Awareness and Prevention. Connecting to Psychology, the class heard information related to trauma and its relationship to sexual assault incentive scholarships.

## **Admissions/Recruitment**

### **Miscellaneous**

The Online New Student Orientation will be launched for the Summer semester. Strategies for communication about the orientation to the students are being explored.

The Admissions Director will no longer be acting as co-interim director at Brown Co. campus, and has seen and advised 83 CCP during the month of April (new & returning).

The College Recruiter has been participating in the Clermont Co. Work Readiness Program, as well as the Clinton County Chamber luncheon and meeting.

Student groups visiting during May include:

- Cincinnati Job Corps at the Brown County Campus on May 3
- Pike Co. CTC Health Science students will be at Central Campus on May 3

## **Financial Aid**

### **Scholarships**

The review process for Trustee and College Foundation scholarships for the upcoming academic year is underway. The online scholarship portal for applications closed at the end of March, with 145 current and prospective students applying through the scholarship portal. Students selected for scholarships will be notified in early May of their awards.

The Super Start Scholarship for graduating high school seniors to attend Summer semester is open through May 1. To date, 91 eligible applicants have applied and been sent acceptance letters including information on scheduling classes for the Summer



semester.

College Credit Plus scholarship applications for 2019 graduates who attended the College while in high school are being processed. This scholarship for the upcoming Fall semester continues to see increased interest. This school year, 24 students attended and received the CCP scholarship. To date, 30 scholarship applications have been processed for the upcoming school year with a deadline date of Aug. 1. The scholarship is a last dollar tuition only award for full-time students.

### **Summer Enrollment Initiative**

Over the past two years, the College has participated in the research project EASE - Encouraging Additional Summer Enrollment. The data from the project proved successful with summer enrollment increasing for students selected. Based on this success the summer initiative will continue within the College with messaging campaigns and additional last dollar scholarships for first year Pell grant recipients to attend Summer. Information campaigns to selected students including emails and letters began in early April and will continue through the summer.

## **Registrar/Records**

### **2019 Commencement Ceremony**

The Records Office is preparing for the 2019 Commencement Ceremony. The unofficial count of degrees/certificates to be awarded for 2018-19 is 325. This compares to 375 we had last year.

### **College Credit Plus**

College Credit Plus CCP Admission Applications are continuing to come in at a rapid rate. As of Apr. 30, the Records office has received and processed 616 new CCP Admission Applications for the 2019-2020 CCP school year. Of those 616 applicants, 269 have already completed their testing for admission and been accepted to participate in

the program. We will continue to accept applications through Aug. 2 and schedule students for testing throughout the summer months.

## **Athletics**

### **Men's Soccer**

Coach Swart continues to recruit players for the upcoming season and open fields will to begin in June.

### **Men's Basketball**

Coach Gaines has nine players committed for next season so far, and will begin open gyms in June.

### **Women's Basketball**

Coach Wells has six players right now and is still looking to add more. Women's Basketball open gyms will also start in June.

## **Athletics**

The Athletics' Code of Conduct has been updated and discussed with VP James Bland. The new version has been placed on the Athletic website. All schedules are close to being complete.

## **Student Clubs & Activities**

### **Patriot Campus Ministry**

Campus Ministries is currently undergoing re-design in partnership with InterVarsity. An event is being planned for the beginning of Fall Semester 2019. Interest has been expressed in the Nurses Christian Fellowship at SSCC and will be supported through

InterVarsity.

## **Phi Theta Kappa**

### *New Member Activities*

PTK Awareness activities were completed in April to promote new membership growth. This generated increased feedback about the discovery of PTK benefits.

Invitations for 407 eligible students from Fall Semester were sent in March. To date, 13 members have accepted. The goal is 15% acceptance rate to achieve the REACH award.

The PTK Induction was attended by 9 new members and their families. The orientation was attended by 5 members. There is new interest in PTK Alumni involvement.

### *Officer News*

New officers were installed at the induction ceremony. Jalyssa Carson – President ; Angela Foreman – Executive VP; April Barber – VP Service; Audrey Keith – VP Scholarship; Taylor Young – VP Communications

Two officer positions will be open in Summer, 2019, due to the graduations of Angela Foreman and Taylor Young. Election interviews are yet to be scheduled. Chapter officers and advisor are in the process of completing 5 star chapter training by summer, 2019.

### *Awards and Achievements*

Audrey Keith was recognized at a Statehouse event for her achievement as an All Ohio Academic 3<sup>rd</sup> Team member.

Newly inducted member, Lauren Hitt, was awarded a \$14,000 transfer scholarship from Wilmington College, where she will be attending Fall semester as an education major.

### *Projects*

PTK is utilizing the new Canvas platform as a means to begin online meetings, post announcements and work on collaborative projects. Students have begun to accept course participation. This project will be led by Susan Morris, Chapter Advisor and VP

of Communications.

Three service projects have been identified and will be coordinated by April Barber, VP of Service.

*Chapter Involvement*

Three officers attended the regional Hallmark Convention at Eastern Gateway University on Mar. 3-9.

DATE: April 26, 2019

TO: Dr. Kevin Boys

FROM: Insurance Committee

Gayle Mackay	Kathy Pierson	Linda Myers
Bruce Fugate	Angie Moots	Nicole Roades
Tom Payton-Chair	Sheila Fawley	Brian Rice
Lucy Gibson	Angie Devilbliss	Amy McClellan

SUBJECT: Recommendation

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The following recommendation set forth in this memo is made by Insurance Committee:

Medical Mutual of Ohio (MMO) has presented the College with a 5.0% increase over current (\$82,090) rates, matching current plan design, contingent upon all lines of coverage (medical, vision, dental and life). In addition, they have added \$5,000 for wellness initiatives.

Anthem, current carrier, has presented to Southern State Community for current plan designs, a final medical renewal of 6.8.3% increase over current rate, dental 3% increase over current, and life 0% over current. Vision rates remain the same. Elimination of wellness funding.

Jefferson Health Plan {consortium}: 16.5% increase over current (\$271,126) regardless of carrier utilized.

Human and Aetna were unable to match plan design.

In Rev. Proc. 2018-30, the IRS released the inflation adjusted amounts for 2019 relevant to HSAs and high deductible health plans (HDHPs). As such, the deductibles, effective 7/1/2019 will remain the same:

Single: \$2,700

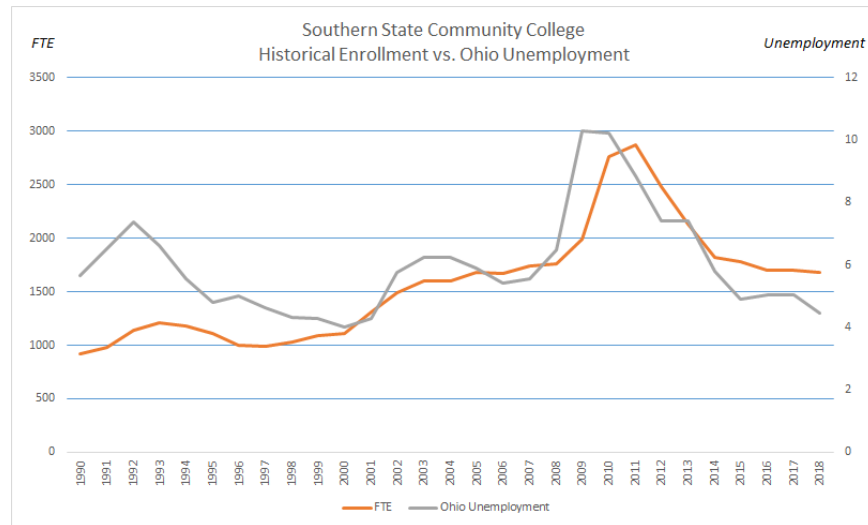
Family: \$5,200

The Committee recommends that the College transitions to Medical Mutual of Ohio (MMO) for Medical, Dental, Vision, and Life/AD&D coverage.

17.026 INSURANCE COMMITTEE: The College's health insurance carrier must provide annual renewal rates at least sixty (60) days prior to the renewal date. An annual meeting of the insurance committee will be scheduled by February 1 to review the information. The meeting will be called by the Chair of the Insurance Committee. Either party to this agreement may initiate interim bargaining to explore alternate coverage, carriers, and agents.

An insurance committee shall be established consisting of equal representation from faculty, staff and administration. This committee shall continue for the duration of the contract. The committee, through the Chair, shall present its consensus recommendation to the Board of Trustees in advance of the College renewing the health insurance contracts.

You know Southern State Community College as your two-year community college serving Adams, Brown, Clinton, Fayette, and Highland Counties. We take pride in our implementation of the College Credit Plus program which now comprises over half of our student population. Two thirds of our traditional age students are first generation college students and 75% are Pell Grant eligible. Our tuition is the **4<sup>th</sup> lowest** in the state among non-levy schools. The College itself has historically prioritized tuition constraint and has saved our students an estimated \$6 million by remaining below state average tuition rates over the last fifteen years. As Ohio's economy has expanded after the recession, enrollment, especially among working-age adults, has declined. This tuition restraint coupled with declining enrollment is placing the college at serious financial risk.



#### Our responses to these challenges:

- Personnel cost reductions over the three-year period between FY 2018 and FY 2020 will exceed \$1 million.
- We have eliminated 10 certificate and degree programs, and suspended 9 others while they undergo redesign.
- Numerous efforts such as renegotiated energy contracts, lighting retrofits, and employee health insurance concessions have contributed greatly, but the cumulative efforts have failed to keep pace with revenue reductions.
- The College's new strategic plan prioritizes strategies to increase on-line course and program offerings, continued efforts to remain the preferred provider of College Credit Plus, and to increase short-term certificates for in-demand jobs.
- The next level of cuts will have a serious impact of services. These could include campus closures, reduced student services, reevaluation of security resources, postponing critical technology upgrades.

#### Our request:

- We ask that the General Assembly restore our Trustees' ability to consider a tuition increase up to \$10 per credit hour for the first year of the biennium. Governor Kasich's veto of your supportive action during the last General Assembly had a cumulative negative budget impact of \$620,000 over the biennium. We are extremely appreciative of your past support and ask that you support an amendment to restore this critical tuition flexibility to our Board of Trustees.
- As introduced, we support the budget provision maintaining the Trustee's ability to raise tuition up to 2% in year two of the biennium.
- We appreciate the inclusion of the RAPIDS grant in the budget as introduced and urge your continued support of this important program that contributes to providing much needed equipment for workforce programming.

## Campus Hours – Summer 2019

Through the strategic plan, Campus Efficiency and Utilization has been identified as a priority. As such, beginning the week of May 13<sup>th</sup> thru August 12<sup>th</sup>, the following adjustments will be made to the following campuses.

### North Campus:

- Campus will be fully operational Monday thru Wednesday operating from 8:00am – 6:00pm.
- The YMCA daycare will remain on their regular 5-day schedule (HVAC operates on a zone).
- Arrangements will be made for a few limited exceptions: AVIT classes, testing center, and Truck Driving Academy.

### Fayette Campus:

- Campus will be fully operational Monday thru Thursday operating from 8:00am – 6:00pm.
- Arrangement will be made for a few limited exceptions: AOC and Youth Build.

### Brown County Campus:

- Campus will be fully operational Monday thru Thursday operating from 8:00am – 6:00pm.

Any questions, or need for limited exceptions, should be discussed with the associated Campus Directors.