President's Report to the BOARD OF TRUSTEES

SOUTHERN STATE COMMUNITY COLLEGE

MAY 2020 | DR. KEVIN BOYS, PRESIDENT

The Class of 2020

This May Board of Trustees meeting normally precedes our annual commencement and celebration of our graduates' accomplishments. I know you join me in congratulating the graduating class of 2020 for their unique courage, persistence, and flexibility for working under adverse circumstances to "cross the finish line." Though certainly no replacement for the commencement festivities, we are mailing each graduate a congratulatory yard sign to proudly display with an invitation to take their photo alongside the sign to post on our social media. I'll be sending these students a brief video of congratulations as well. I would draw your attention to the statistics on this year's graduates in the Student Affairs section of this report. I believe the 67 Southern State graduates who are also graduating from high school this year is a record.

SharedWork Ohio

Enclosed in the packet is a presentation on SharedWork Ohio, a layoff aversion program that is Federally funded. It has been in place for a few years, but seldom used due to the previous robust economy and economic growth. I will be discussing this further during the meeting. I believe it is a good tool for retaining our employees, while significantly reducing our expenditures.

CARES Act

At this writing, we have still not received the nearly $660,000 emergency student assistance portion of the Federal Cares Act. In a call with an Undersecretary of Education at the US Department of Education on Wednesday, it was anticipated that we would be receiving these funds this week. Mr. Bland and his team have worked hard to provide a webpage and hardcopy application for these funds, so we can move forward with disbursement when these funds become available.

President's Board Involvement Transition

My three-year term serving on the American Association of Community College's Board of Directors concludes next month. Our annual meeting coinciding with the 100th year celebration of the association was cancelled and our final board meeting will be held virtually in June. I appreciate your encouragement to get involved at the national level several years ago. It has broadened my perspective, given me an inside look and opportunity to shape Federal education policy, and further strengthened my passion for the work of our nation's community colleges.

At the virtual Board meeting of the Community Colleges of Appalachia in June, I anticipate being elected as the Chair of that organization where I have been serving as Vice-Chair. This organization works closely with and is financially supported by the Appalachian Regional Commission. The Federal Co-chair, Tim Thomas, regularly attends our meetings, and the Commission's State Co-chair is Governor DeWine during the current term.

President's Activities and Involvement

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

- AACC/ACCT Joint Executive Committee Meetings (via Zoom)
- AACC/ACCT Boards Check-in re: COVID-19 (weekly virtual meetings)
- Moody's Update Conference Call
- Conference Call with Emergency Management Agency Representative
- Highland County Chamber of Commerce Lunch & Learn (via Zoom)
- HEALTH Insurance Consortium Review Meeting (via WebEx)
- CCEF Virtual Working Session
- Higher Education Chronicle Webinar
- Hillsboro Rotary Club Meetings (via Zoom)
- EAB SSCC Leadership Team Call
- OACC Presidents Meeting Weekly Conference Calls
- EAB Strategic Planning Conference Call
- Meeting with Wilmington College Representative (via Zoom)
- SSCC Finance Committee Meeting (via Zoom)
- AACC Legislative Conference Call
- OACC Presidents Meeting re: Community College Athletics (via Zoom)
- U.S. Department of Education Presidents Meeting (via WebEx)
- Highland County Chamber of Commerce Meeting (via Zoom)

- ACCT Webinar

Upcoming Events

Campus events have been cancelled through the remainder of the term.

ACADEMIC AFFAIRS

Keep Teaching, Keep Learning and Looking Forward

As reported during the April 2020 meeting, COVID-19 prompted new priorities across the institution. Among other things, faculty were challenged to keep teaching using modalities not originally designed for their course and students were thrust into learning environments that may have never been their first choice. Such circumstances are daunting in their own rite, and this, coupled with the personal, familial, and professional angst experienced by all, makes the completion of spring 2020 academic term nothing short of blessing and miracle. We have an extraordinary team of professionals who should be applauded and students who should be commended for their persistence and grit. It is the kind of combination every institution should long to be, we are grateful to be Southern State COMMUNITY College.

As the term nears the end and Governor DeWine's "Stay Home" order is suggesting a slow, careful reopening of the economy, there have been some selective exceptions made to the full campus closures. In collaboration with faculty representing lab courses or high contact programs, select faculty will be coordinating monitored access to campus until the end of the term in an effort to complete projects, do skill check-offs, and the like. Additionally, the Truck Driving Academy and the Law Enforcement Academy, under strict guidelines from oversight bodies, will resume operations. Leaders in these areas have done an exceptional job in their scenario planning and preparing for activities to resume safely.

Although everyone will breathe a well-deserved sigh of relief when spring term is officially over, everyone recognizes the importance of continued enrollment and that summer term is fast approaching. Like the last half of spring term, the summer will look similar in terms of virtual learning modalities. Thankfully, the summer schedule had already been optimized for physical campus efficiency, so the lift in preparing for virtual

learning isn't quite as painful as it was in March when faculty and students had a few days to prepare.

Looking ahead toward fall, there continues to be as many uncertainties as there are definitive decisions. Generally speaking, the College is considering the path others around the State are trekking and using our own knowledge and experience in planning for the worst and hoping for the best. That said, faculty are being encouraged to consider continuing virtually, skilling up in CANVAS, and generally developing contingency plans for their courses and programs. There is hope that we will run a high enrollment term using a combination of blended and virtual learning strategies to meet our targeted learning outcomes for each course and program. The academic planning team is hopeful that more definitive directions for fall will be possible by mid-May.

STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT

Financial Aid ☑

Financial Aid Application Processing 20-21/Scholarships

The scholarship award process is underway for both the Superstart scholarship for this summer and for Trustee and Foundation scholarships for the upcoming fall semester. The summer students are notified upon application of the scholarship details and information on registering for summer classes. Scholarship offers for the fall semester will be sent to the selected recipients in the coming weeks.

FAFSA application processing for the upcoming fall semester is ongoing and award notices are going out to both current and prospective students. Those students who have not applied for admission to the College receive additional information on the admission process.

Admissions/Recruiting ☑

Admissions/College Credit Plus

A phone call campaign to CCP graduating seniors and CCP students that took classes at their HS was launched on Mon., Apr. 27 to 17 of the Student Services staff. The goal with this campaign is to make contact, let them know that we are here to help, and discover what their plans may be for the upcoming school year. This will wrap up by Fri., May 8.

The Admissions team has been going into the Central Campus every other week to mail out admissions acceptance letters. The information on the letter is crucial so students move forward in the enrollment process. Emails are also being sent but the Admissions team has found not all students check email; consequently, they notify us that they have not received any information on next steps. Several hundred letters have been mailed out, as well as emails to those same students.

Recruitment

Since the launch of the social media "Request More Info" campaign, we have received 100 requests for more information.

Mail campaigns continue to be rolled out. More recently, a mailer was sent to former students who have completed at least 20 local credit hours, but who had a minimum of 50 total credit hours (including transfer) dating back 5 academic years. This was sent to 991 former students who were enrolled at one point during that time span. Another mailer was sent to graduating seniors in our service region who took the ACT and met certain criteria. This was sent to 941 prospective students.

A virtual campus visit experience is being developed in-house, with the focus on Central Campus in the first phase.

Registrar ☑

Graduates

Below is data pertaining to the 2019-2020 graduating class. (These are preliminary

numbers and degrees awarded are dependent upon successful completion of required courses.)

# of Graduates	336
# of Degrees	314
# of Certificates	28
# of Counties represented	15
# who started classes while in HS	142
# also graduating HS in 2020	67
# who will be continuing in HS	7

Student Success Center ☑

Advising Center

Academic/Career Advisors continue to advise virtually through email, phone and Zoom. Outreach to current students has been strong the last few weeks to follow up with COVID 19 transition and to keep them on path for completion.

Advising is picking up with the new student pathway planning and scheduling for summer and fall. Several advisors have experience working with/for online institutions and have been helpful in the development of virtual service delivery.

Career and Counseling Services

Faculty members refer students who are struggling or disconnected from class to Career and Counseling Services. Many cases of technology insufficiencies have added to the cause. Follow up includes phone, email and Zoom support sessions and in extreme cases, referral to outside medical / mental health services.

Zoom works well for virtual Career Services with resume writing assistance. A shared screen in real time provides immediate response. Zoom is also resourceful for students with only smart phone access.

In light of the current COVID 19 conditions, professional development training in telehealth ethics and delivery was completed by the counselor.

Testing Center

The Testing Center is promoting remote placement testing for students entering summer and fall terms. The Testing Center scheduled 40 remote tests within its first week of offering and continues to increase in demand while the campuses remain closed.

Students taking CSCI courses with options for industry credentials will have remote access to Certiport testing at the end of term.

Tutoring Center

The Tutoring Center has provided online tutoring for two years, so the transition was already in place. Students receive services in real time through Zoom sessions or asynchronously within Canvas.

Active promotion of resources through Navigate and Early Alerts has brought the services to the forefront for our students.

Student Clubs and Activities

Phi Theta Kappa

2020-2021 Officer applications are available through the Canvas course for open officer elections to be held in May. Thank you to Gary Heaton and Margaret Storrs for volunteering to serve on the interview panel. Any additional volunteers from the Board, administration, faculty or staff, who would like to serve on the interview panel, please contact the advisor, Susan Morris smorris12@sscc.edu.

Ms. Morris attended the Ohio Regional Conference on Mar. 7 at Marion Technical College and the Virtual International Catalyst Convention on Apr. 16. These activities

will contribute to the chapter goal of reaching a 5-star status.

The PTK Chapter activities are currently suspended. This has been a difficult time for the chapter, as well as other chapters, to complete end of year projects due to the stay at home order.

PTK volunteered in the SOMACC project under the leadership of Josh Montgomery and Nate Luke to make masks for healthcare workers.

The new officer team will pick up the College project to prepare students to become diversity ambassadors for the College with the lifting of the current Covid19 restrictions. The plan is for the project to expand to meet the requirements of the Honors in Action Project for 2021. Vice President of Communications, Elizabeth Booth, was among the 786 PTK Scholarship Applicant semifinalists selected to move forward to the final round of judging. Results are yet to come.

PTK awareness activities were conducted and invitations were sent to 461 students who achieved eligibility after completion of fall 2019 semester. Twenty-one new members have been added since Jan. 1 for a total of 41 new members that received their eligibility in fall 2019. The spring semester induction and orientation have been postponed until a date can be determined. Invitations for those that will become eligible in spring 2020 semester will be sent in summer term once final grades are posted.

Navigating Unemployment Insurance During COVID-19: Tips and Pathways for Employers

Ohio | Department of Job and Family Services

Overview

- SharedWork Ohio: Ohio's premier layoff aversion tool
- Federal Coronavirus Aid, Relief, and Economic Security (CARES) Act Programs
- Impact of CARES Act funding on Reimbursing Employers

SharedWork Ohio

PROGRAM HIGHLIGHTS

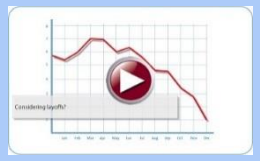
Ohio Department of Job and Family Services

SharedWork Ohio Program

What is SharedWork Ohio?

SharedWork Ohio is a voluntary layoff aversion program, which allows workers to remain employed and employers to retain trained staff during times of reduced business activity.

Under a SharedWork Ohio plan, the participating employer reduces affected employees' hours in a uniform manner. The participating employees work the reduced hours each week, and the Ohio Department of Job and Family Services (ODJFS) provides eligible individuals a portion of their regular unemployment benefits.

Video 

SharedWork Ohio Benefits to Employers

- Maintains staff for future business growth
- Reduces future hiring and retraining costs
- Maintains worker productivity
- Retains experienced employees
- Keeps worker morale high

The Scope of Each SharedWork Ohio Plan

- A plan must apply to one “affected unit”
- Employers may have more than one SharedWork Ohio plan
- Employees are all reduced by the same percentage of the normal weekly hours of work, between 10 and 50 percent
- Plans must include a minimum of two (2) employees
- Benefits are available under the plan for up to 52 weeks (1 year)
- Plans may be modified or terminated by the employer

Participating Employee Information

- Employees do not search for work while under a SharedWork Ohio plan
- Instead, employees need to be available for their normal weekly hours of work
- Outside employment could affect SharedWork employees' eligibility for benefits
- Employer paid, approved leave (holiday, sick, vacation pay) counts toward the SharedWork Ohio hours in a week

Automated Employer Plan Application

Ohio Department of Job and Family Services

Plan Explanation

*1. # layoffs averted

*2. Do you certify that the reduction of hours were in lieu of layoffs? Yes No

*3. How do you plan to provide advanced notice, if feasible, to the employees of the SharedWork Ohio program?

*4. Was it feasible to provide advanced notice to the employees of the SharedWork Ohio program? Yes No

If it was not feasible, please explain why it was not feasible?

*5. Do you certify that you will not include seasonal, temporary, or intermittent employees on the SharedWork Ohio participant list? Yes No

*6. Are you allowing participants, as appropriate, to pursue training to enhance job skills approved by the director, including employer-sponsored training or worker training funded under the Workforce Investment Act of 1998, as amended? Yes No

*7. Do you certify that this plan will not affect the fringe benefits (health insurance, medical insurance, or retirement benefit) provided to employees immediately prior to the SharedWork Ohio application? Yes No

If the plan does affect the fringe benefits, please explain how it affects those fringe benefits?

*8. Do you attest to participating in the SharedWork Ohio program is consistent with your obligations under state and federal law? Yes No

*9. Do you certify to promptly notify the agency of any changes to your business including the sale or transfers of the business either whole or in part? Including notifying the successor of such a transfer or sale? Yes No

*10. Do you certify that you are and will remain current on all reports, contributions, reimbursements, interest, and penalty due prior to application and throughout the duration SharedWork Ohio plan? Yes No

*11. Do you assure that employees normal hours will not be reduced by more than the reduction percentage, except than in the event of a temporary closure for equipment maintenance, or when the employee takes approved time off during the week with pay and the combined work hours and paid leave hours equal the number of hours the employee would have worked under the plan? Yes No

Adding Participating Employees

Ohio Department of Job and Family Services

SWO Nbr	Category	Work Unit Description	Plan Start Date	Plan End Date	Status	Versions Exist
00000000-1	Initial	Unit 1			Incomplete	N

Upload Potential Participants

Help Text

As a condition for a SWO plan to be approved, potential participants must be identified and provided by the employer at the time of application. You can upload a formatted document (.csv, .txt, or .xls(x)) if a large number of participants are to be provided, or you can add each participant manually. If choosing to upload a document, please CLICK HERE for further information to ensure the correct template and format is used. Documents that do not meet the required format will be rejected.

To upload a document, click the Browse button below, select your file then click the Upload button. You must wait for the upload to complete before moving forward with your application. Once the upload is complete, you will be provided the number of participants added. Click the Close button to continue. If you choose to add each participant manually, click the Add Participants Manually button below

Browse...

Upload

Add Participants Manually | Close

Manually Add Potential Participants

First Name | Last Name
Participant SSN | Normal Hours

First Name | Last Name
Participant SSN | Normal Hours

Participant's Social Security Number format: #########	Participant's First Name max 25 characters	Participant's Last Name max 25 characters	Normal Hours of Work between 1 and 40
111111111	Participating	Employee	40.00

Automated Weekly Claim Filing

Ohio Department of Job and Family Services

SWO Nbr	Category	Work Unit Description	Plan Start Date	Plan End Date	Status	Versions Exist
000000000-2	Modified	Unit 1	03/29/2015	03/26/2016	Approved	Y

Week Ending Date: 07/04/2015 Help Text

Result(s): 2 Found

SSN Last Name Sort

IMPORTANT: 'Total Compensated Hours' should include any hours of leave that were paid by the employer. This would include sick leave, vacation leave, personal leave, or any other leave in which the employee is compensated. Leave without pay should **not** be included.

Participant	SSN	Normal Hours	Reduced Hours	Total Compensated Hours	Compensated Required Hours?	Reason - if selected No for Compensated Required Hours	Status
A Participating Employee	#########	40.00	36.00	36	Yes	Select One	
B Participating Employee	#########	40.00	36.00	20	No	Select One	

Select One
Did Not Work All Available Hours
Hours/Work Available Reduced/Increased
Laid Off
Leave of Absence
Other

Return Save Save & Certify Upload/Exceptions Main Menu

02/07/2015	<==Week Ending Date (mm/dd/yyyy)				
Participant's Social Security Number [format: #########]	**Participant's First Name**	**Participant's Last Name**	**Total Compensated Hours (including all approved leave)** [format: ##.##]	**Did the participant work the required hours on the plan? (Y/N)**	**Reason #** **0 = If "Work Required Hours" is Y** **1 = Hours/Work Available Reduced/Increased** **2 = Laid Off** **3 = Leave of Absence** **4 = Refuse to Work Available Hours** **5 = Other**
111111111	Unemployment	Claimant	20.00	Y	0

Participating Employee Weekly Claim Questions

Ohio Department of Job and Family Services

Claimant Answer

*1. Is the above information reported by your SharedWork Ohio employer correct? ○ Yes ○ No

if NO, please explain.

*2. Did you work for an employer OTHER THAN your SharedWork Ohio employer (full time or part-time) or were you self-employed during the week claimed? If you worked, you should answer YES even if you will be paid in another week. ○ Yes ○ No

if YES, hours worked: _____ and GROSS earnings for the week (Sunday thru Saturday): $ _____

*3. During the week claimed, did you apply for (or was there a change in the amount of) pension, or any other type of retirement payment? ○ Yes ○ No

*4. During the week claimed, did you quit? ○ Yes ○ No

*5. During the week claimed, were you discharged (fired)? ○ Yes ○ No

Claimant Certification: I certify that the above statements are true and accurate, and that I was able to work and available for work with my SharedWork Ohio employer. I have not claimed unemployment benefits under this or any other State or Federal system for this period. I am aware of the penalties that the Law prescribes for false statements.

○ Claimant agreed the answers were correct.

○ Claimant elected to withdraw the week.

Certify Cancel

Federal CARES Act Impact on SharedWork Ohio

- Section 2108: Temporary Financing of Short-Time Compensation Payments in States with Programs in Law
  - 100% federal reimbursement to states
  - Up to 26 weeks of benefits for participating employees (same as regular program parameters)
  - Employer plans must not include employees who are employed on a temporary, seasonal, or intermittent basis
  - Applicable period: March 29 – December 26, 2020
  - Federal Pandemic Unemployment Compensation ("$600/week add-on") applies to SharedWork Ohio

Summary of CARES Act Programs

- Pandemic Unemployment Assistance
  - Up to 39 weeks of benefits
  - Available to the following "covered individuals:"
    - Individuals who do not qualify for regular unemployment benefits or extended benefits under state or federal law;
    - Individuals who have exhausted all rights to federal or state regular or extended benefits;
    - Self-employed individuals;
    - Individuals seeking part-time employment;
    - Individuals lacking sufficient work history;
    - 1099 filers.

Pandemic Unemployment Assistance, Continued

- Period of availability: 2-2-20 through 12-26-2020
- All “covered individuals” must meet one COVID-19 related circumstance to qualify for PUA benefits
- Contract for standalone PUA system to expedite benefits during this pandemic

Federal Pandemic Unemployment Compensation

- $600/week “add-on” to unemployment programs
- March 29, 2020, through July 25, 2020
- Applies to regular state unemployment, SharedWork Ohio, Trade, federal extended benefits (Pandemic Emergency Unemployment Compensation), Federal-State extended benefits (EB), and others
- Benefits will be paid retroactive to the date of eligibility

Pandemic Emergency Unemployment Compensation

- Provides up to an additional 13 weeks of benefits
- Applies to exhaustees of regular unemployment compensation
- March 29, 2020, through December 26, 2020

Impact of the CARES Act Provisions on Reimbursing Employers

Ohio Department of Job and Family Services

- Pandemic Unemployment Assistance: fully federally funded (no impact)
- Federal Pandemic Unemployment Compensation ($600/week add-on): fully federally funded
- Pandemic Emergency Unemployment Compensation: fully federally funded
- Federal-State Extended Benefit (EB) program: fully federally funded

Impact of the CARES Act Provisions on Reimbursing Employers, Continued

Ohio Department of Job and Family Services

- Regular unemployment benefit charges: billed 50% of all benefit charges through December 31, 2020
- Charges not limited to those due to COVID-19
- Process: employer will receive monthly Benefit Charge Statement reflecting 100% of actual charges, but the monthly bill will reflect the reduction to 50% of charges.

Contact Information

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