

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



SOUTHERN STATE
COMMUNITY COLLEGE

SEPTEMBER 2020 | DR. KEVIN BOYS, PRESIDENT

North Campus Release of Request for Proposals

Following the Special Meeting of September 4, on Tuesday, September 8, I hand delivered Requests for Proposals to Clinton County, City of Wilmington, and Clinton County Port Authority officials.

Vice President Pence Conference Call with College Presidents

I participated in a scheduled conference call with Vice President Pence and members of his COVID-19 Task Force on September 4. Although informative, the bulk of the call was directed toward keeping positive cases of residential students on or near their campuses during significant outbreaks.

Conference Call with Ohio Speaker of the House, Robert Cupp

Newly elected Ohio House Speaker Bob Cupp convened a call with the state's 23 community college presidents on August 28. This is the first time in my ten years of service that a House Speaker has taken the initiative to convene a meeting with all of the presidents. He spent most of the call listening to our priorities which included civil immunity protections from coronavirus claims and needed capital appropriations. I thanked the Speaker for his previous work on a proposed K-12 school funding formula and suggested that much potential lies with some "tweaks" to the formula that would strengthen the connection between K-12, community colleges, and the workforce.

COVID19 Coordinator Updates

In your packets are weekly updates to all students and staff that are distributed by email. I believe you will find them most informative. Since the beginning of fall term, and as of the date



of this writing, we have had a total of three cases: one tested positive, one presumptive case (tested, results not known), and one close contact of a positive family member (not tested, self-quarantined). Close contact is defined by local health officials as being within 6 feet, unmasked for 15 minutes or longer.

Use of Facilities

We have placed the following notice on our web site:

“Although Southern State's campuses are used primarily for academic purposes, we receive a number of requests throughout the year to use the facilities for other functions such as community events, athletic competitions, meetings/conferences and other social activities.

Unfortunately, due to the COVID-19 pandemic and our efforts to respond to evolving health orders, we are suspending this availability for the remainder of the 2020-21 academic year.”

Board and Commission Appointments

My term on the Board of Directors for the American Association of Community Colleges was completed earlier this summer, but a year of transitioning off of this board includes an appointment to one of the association's commissions. At my request I have been appointed to the Commission on Small and Rural Colleges. Subsequently, I was appointed to serve on the board of the Rural Community College Alliance, a group with which I have been affiliated over the years. Interestingly, the interim president of the organization, Dr. Penelope Wells, served as a long-time president in Prescott, Arizona but originally was born and raised in Brown County, Ohio!

Operation Thank You

Enclosed in your packet is some communication regarding “Operation Thank You,” an initiative conducted by the Human Resources Department to provide a tangible and visible way to recognize and say thank you to the full-time faculty and staff who have persevered some trying times these past five months, yet continued to serve our students so capably.

President's Activities and Involvement

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

- Hillsboro Rotary Club Meetings
- Video Conference with Clark State Representatives re: DOL Opioid Grant
- Meeting with Wilmington College Representative
- Campus Tours with Potential Buyers at SSCC's Wilmington Campus
- SSCC and Wilmington College Orientation Video Recording
- Communications with Chancellor Gardner and ODOT Regional Director Mike Dombrowsky regarding a review of the Mt. Orab ODOT Project
- SSCC All-College Meeting
- Deep Dives with Trimeka Benjamin & Dr. Merrill Irving: The Impact of Race, Social Justice, and the College President's Role (via Zoom)
- Ascendium Education Group & Community Colleges of Appalachia Introduction Call
- Visit to Wilmington College SSCC Classes, Brown County and Fayette Campuses
- Conference Call with USDA and American Association of Community Colleges
- Conference Call with House Speaker Bob Cupp and OACC Presidents
- Ohio Means Jobs Employer Roundtable (via Zoom)
- Equity and Inclusion Workshop for CAOs and Guests (via Zoom)
- Calls with Community Colleges of Appalachia Representative
- Discussion about TDA Simulator (via Zoom)
- Conference Call with Chair of Board of Directors of the Rural Community College Alliance
- Special Meeting with SSCC Board of Trustees

Upcoming Events

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

ACADEMIC AFFAIRS

A Success by All Accounts

Recent headlines might cause the casual observer to question any institution's decision to reopen campus amidst the ongoing pandemic. Larger universities in the region are actively grappling with how to safely reopen while managing hundreds of students who



are testing positive for COVID-19. While some may argue, and they would be correct, that the absence of student housing makes things easier, it doesn't negate the fact that responsible re-openings of our campus has taken extensive planning, immeasurable cooperation, and precise attention to detail.

Southern State Community College and all of its faculty, staff, and students have much from which to take pride. On August 24, amid an ongoing worldwide, health pandemic, the College successfully launched 285 courses in a variety of modalities including face-to-face, traditional hybrid, split hybrid, flex (8 weeks), and synchronous and asynchronous online classes (Table 1). Additionally, nearly 100 more sections are underway or will launch through the partner sites at local high schools. And, as if it weren't enough to simply host the classes, the entire College should take extra pride in an **efficiency or "fill rate"** of over 70%. During a time when class schedules and delivery modalities have twisted everyone in new and foreign directions, the College is realizing the highest efficiency rates in recent history.

Table 1: Distribution of Campus-based Courses

COURSE TYPE	# CLASSES OFFERED	% OF TOTAL CLASSES	TAUGHT BY FT FACULTY	%	TAUGHT BY ASSOCIATE FACULTY	%
Face-to-Face	81	28.5%	49	60%	32	40%
Online	141	49.5%	102	72%	39	28%
Hybrid	63	22%	28	44%	35	56%
-Traditional	35	56%	16	46%	19	54%
-Split	28	44%	12	43%	16	57%
CCP Site	TBD	TBD	TBD	TBD	TBD	TBD

Because the days of simple explanations about course delivery are long gone, this list of definitions may help clarify the diversity of course delivery methods.

Definitions:

- **Asynchronous** online learning has no set meeting times for students. Work can be done on the student's own schedule, although deadlines are set for submitting work and assignments. Examples of asynchronous work: discussion board postings, online tests, drafts of reports, papers, final projects, etc.

- **Synchronous** online learning can include all of the above, but also requires students to attend regularly scheduled ZOOM sessions that more closely approximate a face-to-face class.
- **CCP Site** refers to those courses that are delivered at the high school location, frequently taught by credentialed instructors who regularly teach at that school.
- **Face-to-Face** refers to courses physically meeting in a classroom for the required days/times which align with credit hours, lab hours, contact hours, clinical hours, etc.
- **Traditional Hybrid** = Students meet face-to-face typically half of the time required while conducting the other portion of the class in an online format using the CANVAS.
- **Split Hybrid** = Students meet face-to-face one day and attend via ZOOM the second day, while supplementing with CANVAS.

An Emphasis on Training

In the days and weeks leading up to the fall term, a time when most faculty are putting finishing touches on their course syllabus and prepping for lectures, our faculty were immersed in the added responsibilities of learning new technologies, CANVAS implementation, and online course quality reviews.

Thanks to the College's continued investment in distance learning and the added leverage of federal CARES Act funding, the College was able to accelerate the acquisition of equipment while also increasing the training opportunities to build comfort with the new tools and expectations regarding quality in distance education.

In total, there were 25 full-time faculty (13), associate faculty (11), and staff members (1) who participated in Zoom Hybrid Course/Smart TV training, 34 individuals participated in a special guest presentation entitled, "Distance Learning Student Engagement & Faculty Presence," and nearly 35 individuals were involved in quality reviews of distance learning and various Q/A sessions. This is in addition to the countless hours faculty have spent with the Instructional Technology team in course preparation and troubleshooting.

Special thanks to those who have tirelessly worked to provide these trainings and reviews so that student have a favorable experience. Specifically, "thank you" to the

following:

Mr. Sam Ginn, Associate Faculty Member, Philosophy/Instructional Design Consultant – Online Course Design Quality Reviews and General Q/A Sessions and Special Presentation: *Best Practices in Distance Education*

Dr. Mary Hriko, Director of Library Services, Kent State University - Special Guest Presentation: *Distance Learning Student Engagement & Faculty Presence*

Mr. Travis Martin, Associate Professor of Accounting - Zoom Hybrid/SMART TV Training and Q/A sessions

Ms. Angel Mootispaw, Director of Instructional Technology – Comprehensive leadership and support of instructional technology and related services.

Dr. Sara Nielsen, Instructor of Chemistry – Special Presentation: *CANVAS Gradebook Basics*

Ms. Tracy Adkins, Contracted Instructional Design Support assisting with quality design reviews and distance learning implementation.

Mr. Brian Rice, Executive Director of Technology and the entire IT Team (Katy Markey, Shirley Cornwell, Jessica Steadman, Justin Hamilton, Roberta Latham, Bob Snellman, and Gary Jones) – Champions for technology acquisition, implementation, and troubleshooting

Ms. Cathy Zile, Academic Technology Support Specialist – Resident CANVAS expert and general consultant for all things CANVAS and instructional technology/never ending, open line for Q/A and troubleshooting.

The Library Team (Meg, Betty, Becca, Tim, and Holly) – Champions for all faculty and for offering assistance wherever it is needed

STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT

Registrar

Summer Graduates

We have 34 students who completed their degree requirements during the Summer Semester. Diplomas will be mailed out to students within the next few weeks.

Degrees/Certificates	Conferred 8/4/2020
AA	20
AS	9
AAB	1
AAS	3
ATS	1

Fall Registration

We have just closed out the second week of registrations. We will be reviewing attendance data and dropping students for non-attendance and non-payment at the beginning of next week. As of today, we still have 12 CCP site locations that have not yet registered their students. This stems from delayed starts at the high schools due to the pandemic. Final enrollment data should be available near the end of the 4th week of the semester.

Financial Aid

Financial Aid Year End Close

The Financial Aid office is in the process of closing out the 2019-20 financial aid award year. Below are totals of federal financial aid and scholarships disbursed for the year ending September 30.

Pell Grants:	\$2,919,659
Federal Student Loans:	\$2,549,155
Foundation Scholarships:	\$45,700

Trustee Scholarships: \$142,925

Additionally beginning in May, \$419,840 in CARES funds has been sent directly to students through the emergency grant provided through the Higher Education Emergency Relief Fund.

Admissions/Recruitment

Wilmington College Orientation

A link to a “Zoom orientation” was shared with 64 students attending classes on the Wilmington College Campus. These students received this information via email and US mail. Included in the email and US mail was a parking permit and a campus map.

Welcome Back

SSCC Face Masks and Welcome Back Brochures were mailed on three separate occasions to a total of 1969 students. To ensure we reach late registrations, another mailing will go out the week of September 14.

College Credit Plus

The newly formed CCP Focus Group is planning to have the first “official” meeting on October 28 at 10:00am via Zoom and in-person in room 403.02. This group will discuss updates, challenges, strategies and more. The plan is to meet twice per year. We have invited internal staff/administration and several area guidance counselors to attend.

CCP Info night requests have begun to come in. We plan to conduct both a virtual session and in person sessions (if the district allows). We also plan to have a recorded presentation that can be shared as needed.

Recruitment

Since the launch of the social media “Request More Info” campaign in March 2020, we have received nearly 600 requests for more information.

OACAC college fairs have been cancelled for the upcoming recruiting season. OACAC has partnered with StriveScan to facilitate 2 virtual sessions. SSCC will participate in both. The first session will take place on October 1 at 7:00pm, and the second on November 12 at 7:00pm. All information pertaining to registration, how to attend, etc. is being shared with area high school counselors. We will also promote on social media.

We are currently working to coordinate school visits for the upcoming recruiting season. We will provide virtual and in person visits based on preferences of each school district.

Student Success Center

The “theme” of Student Success this month is “relocation”. Closure of the Wilmington campus and construction at the Hillsboro campus has necessitated the relocation of all of the centers.

Advising Center

The pandemic changed the way we provided services to our students and now virtual connections have become significant means for interaction with our students. The five weeks before the start of the academic year produced over half of the registrations for the fall. The Advisors were meeting students by phone, email, Zoom, Navigate and face to face. It was a very, very busy summer.

As we begin to transition from the start-up to the follow-up with our new students, the Advising Center hub (located at the Hillsboro campus) has quickly packed up and moved down to hallway in order to start the space transition for the Library.

Counseling Services

Counseling Services transitioned to virtual communication with students during the Spring term and has seen good receptivity to this delivery of services. The counselor is able to respond in a more-timely manner to students in need without the additional drive.

Career Services is also transitioning to more virtual delivery of resources. Students will be able to access instructional videos for job readiness and resume development as well as web-based interest inventories and motivational assessments.

Testing Center

When Wilmington campus closed, the primary Testing Center relocated to the Washington Court House campus. Now in its' final stages of transition and set-up, this Testing Center should be back online by the end of September. The Hillsboro center will go off-line at the first of October, as it moves out of the construction area and down the hall. As certified PearsonVue testing centers for industry certifications, both the community and our students benefit greatly from these resources.

Tutoring Center

Tutoring was entirely virtual during the last of spring and all of summer terms. While some face to face options have been added – carefully – Zoom has been a valued resource for academic support. Two tutoring labs needed to be moved (Wilmington/Hillsboro), so face-to-face services are only at Washington Court House and Mt. Orab campuses during construction.

Student Clubs & Activities

Phi Theta Kappa

Leadership

2020-2021 Officer applications remain available for open positions through the canvas course with active recruitment efforts. Annual officer elections were held in May.

Jennifer Music has resigned her position as President due to not being an enrolled student for Fall 2020. Brock Morris, Executive Vice President has accepted serving as the President for the chapter.

Events

Honors in Action Regional Conference was held virtually on July 18 and attended by the chapter advisor and the chapter president. This activity contributes to the chapter goal of reaching a 5-star status.

The spring semester induction and orientation have been postponed until a date can be determined in Fall Semester.

College Projects

PTK is leading the health ambassador project for the college. This will serve as the chapter's college project for submission as a Hallmark Award and will also contribute towards the 4-star requirements.

The chapter will be coordinating a leadership initiative in the form of a lunch and learn.

Membership

23 new members were added to the chapter's membership roster during the summer semester. Invitations were released to 299 students who achieved eligibility after completion of Summer Semester 2020.

Scholarship

The Golden Opportunity Scholarship is awarded to 300 PTK eligible students who demonstrate financial need. The chapter has submitted the maximum allowed (3 students per chapter) for this scholarship that provides a \$60 waiver for the national portion of the total \$99 membership fee.

We are excited and pleased to announce that two of our students, Brock Morris and Christian Weseloh, have been named 2020 Coca-Cola Leaders of Promise Scholars and will each receive a \$1,000 scholarship.

- Here is the press release published on August 24:
<https://highlandcountypress.com/Content/In-The-News/Education/Article/2-Southern-State-students-named-2020-Coca-Cola-Leaders-of-Promise-Scholars/2/75/59544>
- The Coca-Cola Leaders of Promise Scholarship Program helps new Phi Theta Kappa members defray educational expenses while enrolled in associate degree programs.

Scholars are encouraged to assume leadership roles by participating in Society programs and are selected based on scholastic achievement, community service and leadership potential. Nearly 700 applications were received.

A total of \$207,000 is awarded through the Leaders of Promise Scholarship Program. The Coca-Cola Scholars Foundation provides \$200,000 in funding for the scholarships, with \$25,000 set aside for members who are veterans or active members of the United States military. The remaining amount is supported by donations to the Phi Theta Kappa Foundation and provides seven Global Leaders of Promise Scholarships, earmarked for international students.

“The Coca-Cola Scholars Foundation has a long history of providing financial assistance to outstanding students at community colleges,” said Jane Hale Hopkins, President of the Coca-Cola Scholars Foundation. “We are proud to partner with Phi Theta Kappa to make it possible for more deserving students to achieve their educational goals and support tomorrow’s leaders of the global community.”

The funds provided by the Coca-Cola Scholars Foundation not only aid college completion, but also give students the opportunity to engage in Society programs and develop leadership skills to become future leaders in their communities.

“Research shows that Phi Theta Kappa members are four times more likely to complete a college degree than their peers,” said Dr. Monica Marlowe, Executive Director of the Phi Theta Kappa Foundation. “The Leaders of Promise Scholarships recognize students for what they have achieved already and assure that financial need isn’t an obstacle to achieving their academic goals.”

Phi Theta Kappa is the premier honor society recognizing the academic achievement of students at associate degree-granting colleges and helping them to grow as scholars and leaders. The Society is made up of more than 3.5 million members and nearly 1,300 chapters in 11 nations, with approximately 240,000 active members in the nation’s colleges.

Healthy CONNECT



SOUTHERN STATE
COMMUNITY COLLEGE

WEEKLY UPDATE | AUGUST 31, 2020 | SUSAN MORRIS, COVID-19 COORDINATOR

Stay Healthy, Stay CONNECTed

This year will be unlike any other at Southern State Community College. The global pandemic will challenge us as individuals and test our community.

It's clear the COVID-19 virus will be with us for the foreseeable future. We will likely continue to see positive cases at SSCC campuses and in our local communities. We must act to both preserve and promote the health of our community. We each play a role in keeping ourselves and each other safe from the spread of COVID-19.

The college's ability to keep our campuses open and operating in person depends on all of us. If we act only in our own self-interest, SSCC may have to close the campuses and resume fully remote operations. We must commit to the wellbeing of others. This commitment must remain intact on-campus and off-campus. We must rise up to meet this challenge to "Stay Healthy and Stay CONNECTed."

I understand that the information received on a daily basis is overwhelming. The plan of SSCC leadership is to keep you up-to-date with meaningful information. We have chosen to publish a weekly message, regarding COVID-19 and its impact on our campuses, through your ssc.edu email address. We will also use the alert system for critical events, so please make sure you are signed up for those notifications here: <https://www.sccc.edu/students/alerts.shtml>

WEEK 1 UPDATE

All campuses opened with face-to-face, online and hybrid class options. I'm able to report that:

- Decreases in the numbers of reported cases for the week in all of the counties in which we have students attending classes
 - One new confirmed case among students attending face-to-face courses.

- Any student considered a close contact for a confirmed COVID-19 positive student will be contacted by the health department through the contact tracing process.
- Through observations, there is a high compliance level of participation in preventative measures. Continue the great work so we continue to lower our risk that lead to positive outcomes.
- SSCC is Connecting you to a healthy future by Overcoming fear and Nurturing good lifestyle choices Needed to Eliminate COVID-19 Transmission through our Health Ambassador campaign. We continue to recruit volunteers to assist in the program.



Contact Susan Morris at covid19@sscc.edu or (937) 509-7828 to sign up.

Frequently Asked Questions

Many questions have arisen as a result of resuming face-to-face interactions by opening our campuses. As a result, I have included valid sources, with links to which you can obtain reliable information regarding several topics.

Where can I get the Facts about Coronavirus?

Latest developments in the state of Ohio:

<https://coronavirus.ohio.gov/wps/portal/gov/covid-19/home>

How to take steps to care for yourself and help protect others in your home and community: https://www.cdc.gov/coronavirus/2019-ncov/index.html?s_cid=bb-coronavirus-2019-ncov-NCIRD

What are the causes, symptoms, diagnosis, treatment and pathology of COVID-19 (Coronavirus Disease 19)?

<https://www.youtube.com/watch?v=i0ZabxXmH4Y>

Where can I find Covid-19 Symptom Updates?

<https://coronavirus.ohio.gov/wps/portal/gov/covid-19/families-and-individuals/how-you-can-prevent-and-prepare/covid-19-symptoms-infographic>

What are the trends in our area?

The Public Health Advisory Alert System is a color-coded system designed to supplement existing statewide orders through a data-driven framework to assess the degree of the virus' spread and to engage and empower individuals, businesses, communities, local governments, and others in their response and actions.

<https://coronavirus.ohio.gov/wps/portal/gov/covid-19/public-health-advisory-system/>

How can I engage in prevention?

By engaging in campus activities and attending classes you may be exposed to COVID-19 and other infections. Despite the efforts of Southern State Community College to reduce the risks of COVID-19, you can still contract COVID-19 and/or other infections that can cause serious illness and even death. As you make efforts to stay informed of SSCC COVID-19 related communications, you will find that the college may modify guidelines and expectations as new information becomes available.

<https://www.sccc.edu/coronavirus-covid-19-information.shtml>

Links for information about Preventative Measures:

- <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>
- <https://www.cdc.gov/handwashing/when-how-handwashing.html>

If you are affected by the virus, we ask that:

- students maintain contact with your professors and advisors to develop accommodations to be successful in your academic endeavors at SSCC; and
- employees maintain contact through your supervisor and the human resources department.

Until next week ...

Stay Healthy, Stay CONNECTed,

Susan Morris BSN MOL

Covid-19 Coordinator

513.509.7828 covid19@sccc.edu



Stay Healthy, Stay CONNECTed

Thank you for playing a role in keeping yourself and each other safe from the spread of COVID-19. The college's ability to keep our campuses open and operating in person depends on all of us so we are grateful for your commitment to the wellbeing of others. As you continue to stay healthy and stay connected, we will rise up to face these challenging times together.

Here is the weekly update, regarding COVID-19 and its impact on our campuses. Please remember we will also use the alert system for critical events, so please make sure you are signed up for those notifications here: <https://www.sccc.edu/students/alerts.shtml>

WEEK 2 UPDATE

All campuses remain open with face-to-face, online and hybrid class options.

COVID Activity

The numbers of reported cases remain low for the week in all of the counties in which we have students attending classes. Highland County is in single digits for active cases for the first time since case reporting began in July. For rates by county, go to

<https://coronavirus.ohio.gov/wps/portal/gov/covid-19/public-health-advisory-system/>

- One new presumptive (awaiting test results) case reported among students attending face-to-face courses.
- One new exposure/close contact case reported among students who has self-quarantined at home.
 - Any student considered a close contact for a confirmed COVID-19 positive case will be contacted by the health department through the contact tracing process.
- You will notice additional signage on all campuses to serve as reminders of the "3 W's" Wait, Wear, & Wash. Continue the great work so we continue to lower our risk that will keep us on track for positive outcomes.

- SSCC is connecting you to a healthy future by overcoming fear and nurturing good lifestyle choices needed to eliminate COVID-19 transmission through our Health Ambassador campaign. We continue to recruit volunteers to assist in the program.

Featured Health Ambassador



- Meet Brock. Brock serves as the President of SSCC's Alpha Omicron Eta Chapter of Phi Theta Kappa and is leading the Health Ambassador Project. He is a Business Administration Major working towards completion of the Associates Degree of Applied Business as a transfer module. Brock has been admitted to the Farmer School of Business at Miami University and will attend Fall 2021. Brock was recently named a Coca-Cola Leader of Promise, receiving a scholarship through PTK. Thank you Brock for serving as a PTK officer and Health Ambassador!



Contact Susan Morris at covid19@sscc.edu or (937) 509-7828 to volunteer as a Health Ambassador.

FAQs

Many questions have arisen as a result of resuming face-to-face interactions by opening our campuses. As a result, I have included valid sources, with links to which you can obtain reliable information regarding several topics.

For the upcoming holiday weekend, how do I know where it is safe to travel and what's are the safety precautions when celebrating with others outside of my household?

Travel

For students, remember, your educational plan is important and in light of the pandemic, make informed travel plans as it can negatively affect your ability to attend face-to-face courses. Accommodations will be made to help you stay on track, as long as you keep your professor and academic advisor informed.

For employees, please make sure your supervisor is aware of travel plans as it could affect your return date to work.

Important special note if you plan to travel:

If you travel out of the state into another state that falls under a travel advisory, at any time during your stay there, you will have to follow the quarantine restrictions covered by the travel mandate. Find the most up-to-date travel advisory here:

<https://coronavirus.ohio.gov/wps/portal/gov/covid-19/families-and-individuals/covid-19-travel-advisory/covid-19-travel-advisory>

Celebration Gatherings Precautions

In advance of the upcoming Labor Day holiday, Governor DeWine reminded citizens to take safety precautions when celebrating with others outside of their households.

"Today Ohio reported its highest number of new cases since the end of July, which is a stark reminder that this virus has not gone away and it continues to spread in our communities," said Governor DeWine. "As you consider gathering with family and friends this weekend, please remember that COVID-19 still represents a significant risk to the lives and livelihoods of citizens in Ohio."

Governor DeWine encourages citizens to continue regular hand-washing, social distancing, and disinfecting. The mask mandate in Ohio remains in effect for all 88 counties.

<https://coronavirus.ohio.gov/wps/portal/gov/covid-19/resources/news-releases-news-you-can-use/covid-19-update-09-01-2020>

Not only be aware of these precautions for holiday celebrations, but for those involved in the Highland County Fair activities. Be safe, we wish you great success at the fair!

If you are affected by the virus, we ask that:

- students maintain contact with your professors and advisors to develop accommodations to be successful in your academic endeavors at SSCC; and
- employees follow illness policies and maintain contact through your supervisor and the human resources department.

Until next week ...

Stay Healthy, Stay CONNECTed,

Susan Morris BSN MOL

Covid-19 Coordinator - 513.509.7828 - covid19@sscc.edu

From: Kevin Boys

Sent: Thursday, September 3, 2020 1:29 PM

To: Full-Time-Staff <Full-Time-Staff@sscc.edu>; Faculty <Faculty@sscc.edu>

Subject: Operation. Thank You

All:

By now "Operation Thank You" has been accomplished and you should have been surprised by a sign in your yard this week. I was, too! I received the message below from the commander of "Operation Thank You" and there is not much to add except my personal appreciation to **Mindy Markey-Grabill, Amy McClellan, Crystal Howland, and Kate Honeycutt** for this very tangible way of acknowledging the contributions and sacrifices that you and your families make to serve our students and our communities, especially during these trying days.

Stay well,

Kevin



From: Mindy Markey

Sent: Thursday, September 3, 2020 9:40 AM

To: Kevin Boys <kboys@sscc.edu>

Subject: Operation. Thank You

Kevin,

Although we didn't have a name for the yard sign project, I think we could refer to it as "Operation, Thank You." Thanks to the help of **Amy McClellan, Crystal Howland, and Kate Honeycutt**, we finished putting the last yard sign down yesterday.

When we were brainstorming how we could let employees know that we appreciate all that they are doing in these extraordinary times, we wanted to make sure that their families would also understand. I think we can all agree that when we go through tough times, our families are brought along with us. In HR, we know we are here to serve and help our employees, but in our day-to-day routines, we do not often get the opportunity to convey that we appreciate each employee's contributions. Hopefully, by taking the time to drive to each of their homes, we have shown them and their families that we appreciate it when they "go-that extra-mile" for the benefit of our students and communities.

Fun facts, our travels took us not only to our surrounding counties but to Highland Heights, Kentucky, Portsmouth, Mt. Sterling, Circleville, and Dayton, OH-our employees travel from far and wide to work at the College. No cats, dogs, or other animals were hurt or injured during this project.

Finally, if, by chance, you hear that we somehow missed someone or put the sign in the neighbor's yard, or it blew away-we have a few extras.

Thank You

Mindy Markey-Grabill, MBA, SPHR, SHRM-SCP
Executive Director Human Resources