

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



SOUTHERN STATE
COMMUNITY COLLEGE

AUGUST 2022 | DR. NICOLE ROADES, PRESIDENT

The First Thirty Days

Reflecting on the first thirty days, “grateful” is the emerging theme. I am grateful to have been selected for this important role within Southern State Community College. I wish to thank the Southern State team, our partners, the surrounding community, and my family and friends for communicating their support, confidence, and hopefulness in my leadership of our great college. My heart continues to overflow with gratitude for this opportunity.

These early days have been filled with thoughtful consideration about the best strategies for mobilizing teams, those in my immediate circle and beyond, for ongoing excellence. We are fortunate to have outstanding employees who share an earnest desire to serve students and the community and who recognize the urgency of today’s enrollment and retention landscape.

Responding to a “First Day Survey” nearly forty individuals offered feedback regarding the College’s perceived strengths and opportunities for enrollment growth and institutional transformation. Among the strengths, “relationships” between students, faculty, staff, and within our community emerged as a dominant theme. Perhaps it is no coincidence that “students” and “co-workers” were the chief motivators for inspiring our team members to come to work each day. While respondents identified a more widely diversified list of ideas for future priorities, it is clear that those goals and strategies will rest heavily on harnessing the passion our team members share for students, community, and colleagues.

As the next milestone day approaches, our work will be centered on providing a stable and welcoming start to the fall term. Internally, strategic planning efforts will take shape to launch new strategic goals in 2023.

Positioning for the Appalachian Community Grant

On June 28, Ohio Governor, Mike DeWine, signed House Bill 377 into law. Part of this bill included an unprecedented investment in the people and communities of Ohio’s Appalachian

Region--\$500M will be available for transformational projects across the 32 Appalachian counties. Among the major components of the funding include infrastructure (downtown revitalization, community space, culture, etc.), workforce (public/private partnerships designed to strengthen the workforce infrastructure), and healthcare (school or community-based services for physical and behavioral needs of children and substance abuse recovery initiatives).

Early guidance has suggested communities “think big” and prioritize regional collaboration. Southern State has been actively involved in idea formation among constituents and is actively seeking additional opportunities among projects throughout the region. As we await the specific grant guidance, Southern State is turning its attention to the workforce development component yet remaining open to contributions in other investment areas.

President's Activities and Involvement

Since taking office on July 1, I have been involved in the following meetings, calls and events:

- Meeting with GRIT Grant Representatives re: Fiber Optics
- Meeting with OACC Representatives re: Funding Model Analysis
- GRIT Monthly Update Meeting
- OACC Presidents' Bi-Weekly Meetings
- AACC President's Summer Institute (Dana Point, California)
- Meeting with Highland County Community Action Representative
- Meeting with Highland County Economic Development Representative
- Meeting with Franklin University Senior Vice President of Strategic Alliances
- Intel 2022 Academic Day
- Appalachian Community Grant Collaboration (Highland County)
- Meeting of Highland County Caucus / Ohio Valley Regional Development Commission
- Highland County Chamber of Commerce Board of Directors Meeting
- Highland County Workforce Leadership Council Meeting
- Meeting with VS Engineering Representative
- Attorney General's Office Briefing on Campus Free Speech
- Appalachian Community Grant Meeting (Adams County)
- Meeting with Attorney General's Senior Chief (Education Section)

ACADEMIC AFFAIRS

Opening Week of Fall Semester – Presidential Investiture Ceremony

Plans for opening week are underway that include an All-College Meeting on Monday, August 15 beginning at 10:00 am. It will also include a presidential investiture ceremony. Dr. Erika Goodwin is organizing the ceremony and has invited the college community and available board members to participate and join the team for a celebratory luncheon following the meeting.

In the News

- **SSCC Theatre** is pleased to announce their upcoming 17th, 2022-2023 season, including *Steel Magnolias*, playing November 4-6, 2022. *Moonlight and Magnolias* will appear in the spring playing April 14-16, 2023. *Steel Magnolias* auditions are coming up Friday, August 26 from 6-10pm and Saturday, August 27 from 10:00 am-2:00 pm.
- Three faculty members have been promoted in rank effective August 1. These include: **Ms. Annie Rankin**, promoted to Professor of General Studies – English, **Dr. Kelly Colliver** promoted to Professor of Nursing, and **Mr. Amer Shaw** was promoted to Associate Professor of General Studies – Mathematics.
- **Rainee Angles**, Associate Professor of Theatre/Speech, wrote an essay that will be published late summer/early fall by an online magazine titled *Dreamers Magazine*.
- **Bob Krauss**, Instructor of General Studies (Math), successfully completed the Applying the Quality Matters Rubric workshop to earn his APPQMR Certification.
- **Dr. Rain Nielsen**, Assistant Professor of General Studies (Chemistry) and **Michelle Callender**, Brown County Academic/Career Advisor graduated from the Ohio Leadership Academy for Student Success.
- **Dr. Angel Mootispaw**, Director of Instructional Technology, and LMS Administrator **Cathy Zile's**, presentation submission was selected for the Quality Matters® Connect Conference in Tucson, Arizona. The presentation is titled Course Templates, Quality Assurance, and Shared Governance through Collaborative Leadership.

- InstructureCon 2022 (virtual) was attended by the Instructional Technology staff and several faculty members on July 14. Virtual offerings included Blueprint courses, Student Analytics for Instructors, What's new with Quizzes, and upcoming changes to the Gradebook.
- English faculty **Annie Rankin** & Business faculty **Jeff Tumbleson** were recognized by the Ohio Department of Higher Education for OT 36 Transfer Initiative work at the state level.

Upcoming Fall 2022 Term

Fall 2022 begins on Monday, August 22. Of the 315 classes offered on the Fall 2022 schedule: 48% are face-to-face; 38% are online; 11% in a hybrid format; and 3% are offered in a virtual format.

Adjunct | CCP Professional Development Event

On Wednesday, July 27, the Adjunct Faculty Committee hosted an Adjunct/CCP Professional Development Event at the Central Campus. There were 50 attendees with 11 different high schools represented. A variety of sessions were offered covering a plethora of topics, such as Delivery Modalities, Student Services Initiatives, SharePoint training, How to Identify Students with Difficulties, and CANVAS training. Following dinner and the learning sessions, division coordinators hosted meetings for their respective areas. Special thanks to **Dr. Jessica Wise**, Dean of Instructional Operations, who chairs the committee, along with Office Associate **Darlene Thacker** and Administrative Assistant **Barb Fleming** for their work in organizing the event.

College Credit Plus

College Credit Plus (CCP) provides high school students the opportunity to earn college and high school graduation credit through successful completion of college courses. There are currently 29 high schools that have requested to offer SSCC courses on their campuses for the 2022-23 academic year. There are 22 high schools offering approximately 65 SSCC courses on their campuses for this fall 2022 semester. This includes 81 total CCP instructors.

Focusing on Institutional Assessment and Improving Student Learning

Our regional accreditor, The Higher Learning Commission, emphasizes that “the institution engages in ongoing assessment of student learning as part of its commitment to the educational outcomes of its students.” This includes not only program assessment, but assessment of the general education program, and co-curricular assessment as well. In June, Dean of Technical Studies **Jeff Montgomery** attended the advanced session of the Chair Academy, a program intended for mid-to-senior leaders in higher education focused on building leadership credibility and capacity within a team and throughout an organization. As part of an academy project, Mr. Montgomery will be focusing on fostering and improving our culture of assessment at the college. This will include codifying processes for development, implementation, and evaluation of assessment plans and reports, focusing on documenting examples of “closing the loop” and improvements to student learning based upon assessment efforts, and identifying other opportunities for improvement.

Credentialing Update Project

To ensure continued compliance with accreditation credentialing requirements, forms have been developed to better track transcript reviews for adjunct faculty and CCP high school teachers. This initiative, led by **Dr. Jessica Wise**, Dean of Instructional Operations and Office Associate **Ann Ernst**, aligns with SSCC’s Procedure on Hiring Qualified Faculty, as well as the hiring guidelines from the Ohio Department of Higher Education and the Higher Learning Commission. The HR department will also use the newly developed forms for full time faculty to ensure consistent documentation.

Instructional Technology Update

Simple Syllabus, has been successfully integrated and ready for Fall 2022. Simple Syllabus is a centralized, template-driven platform that enables instructors to quickly personalize interactive syllabi directly in the Canvas LMS, saving time and frustration. The application’s unique approach pulls the Master Syllabus into the correct course(s) and guides faculty through the necessary elements of the syllabi that need to be updated for the course section.

The Ohio Transfer 36

The Ohio Transfer Module (OTM) is a grouping of general education coursework that have been approved by a state-wide faculty panel for meeting thirty-six credits of foundational liberal arts courses required for most undergraduate college degrees. Students can complete specified General Education courses anywhere in the public system and transfer them on to another State of Ohio institution.

The Ohio Department of Higher Education's (ODHE) Ohio Transfer and Articulation Network (OTAN) has embarked on a statewide revision of the current OTM courses from alignment with course guidelines to course learning outcomes to better reflect what a student should know as a learner. The change up of current 3,200 approved courses to the Ohio Transfer 36 new guideline standards are scheduled to be rereviewed over the next three years.

This major undertaking of realignment has placed faculty members from across the state on one or multiple panels tasked with reviewing both new and previously approved courses. Many of Southern State's faculty have served on various ODHE review panels and initiatives over the years. Most recently, ODHE recognized **Annie Rankin**, Arts and Humanities, and **Jeff Tumbleson**, Social and Behavior Sciences/Business Technology for their contributions to this work.

STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT

Financial Aid

Financial Aid Staff Updates

- **Training** | Financial Aid Team continues to participate in individual and group training opportunities offered by the National Association of Student Financial Aid Administrators (NASFAA). Individual training focuses on regulatory knowledge in specific federal aid areas as required for the staff position. Additional training is scheduled with the University of Dayton's Leadership Institute. These training opportunities will develop individual skills as it pertains to career training, leadership and strategic planning for the Financial Aid Office.

- **Service** | The Financial Aid Office has expanded services to better serve students in the southern part of the service area. Beginning this summer, a staff person is available at the Brown County Campus each Monday.

Financial Aid Processing

Summer semester is ready to close and that will end the majority of processing for the 2021-2022 academic year.

Fall semester starts the 2022-2023 academic and financial aid year. The Financial Aid Office works with the Business Office to review unpaid student lists and personally reach out to students to help them manage the financial aid process to pay tuition, fees and books.

Student Success

Advising Center

Advisors have enhanced the diversity of service modalities to better accommodate the “Back-to-School” advising rush. Advising staff is working with the web master to create a *MyPath* portal this year for easier access to program planning maps, degree audits, transfer resources, career planning and job preparation.

Counseling Services

The transition of the College counselor to full time teaching faculty has resulted in restructuring of service delivery. The community and web-based resources have always been abundant and better serve our students through the communities where they reside. The College, through grant resources, has provided after-hours access to urgent need counseling. Negotiations to maintain that service at a nominal fee are underway, so that we can continue to serve our students.

Learning Services

Tutoring is not the only service provided by the tutoring staff. The need for a name change was a result of all of the additional services and student support from this area. Learning Services supports students with the Writing Center, the Math Tutorial Lab, academic skill development, time management, reading comprehension, learning style

awareness and self-management tools to enhance the academic experience.

Recent staff changes have initiated a restructuring of the center. While review is underway of the best process for service delivery, we congratulate **Jackie Potts**, Coordinator of Learning Services, as she moves to a full-time Math faculty position at Marion Tech.

Testing Center

Relocation of the PearsonVue Testing Center from the former Fayette Campus to the Brown County Campus is nearly complete. Accuplacer assessment testing is underway and other testing will resume after PearsonVue's licensing process is complete. Proctor staffing search is currently underway.

Records/Registrar

Veteran School Certifying Official

The Registrar serves as the School Certifying Official (SCO) for the College. The SCO certifies all enrollments for students so they may utilize their veteran education benefits. During the 2021-2022 academic year, 33 veterans/service members utilized VA Education Benefits. The SCO recently participated in annual training in Washington DC the week of July 10.

Fall Semester Enrollment

Fall Semester is scheduled to begin on August 22. As of this week, total credit hours enrolled is even compared to last year's numbers at this same time period. We anticipate the total CCP enrollments to begin to increase in the coming weeks when our partnering high schools return from summer break.

Student Clubs and Activities

Patriot Campus Ministry

The club will have a weekly student-led Bible study re-starting in Fall semester with lunch provided.

Phi Theta Kappa

Leadership | Selection of additional 2022-2023 officers: Racquel Browder – VP Leadership | Jamison Reed – VP Service | Vanessa Rice – VP Fellowship

Membership | Of the 394 new eligible PTK candidates, 26 new members, 2 honorary members, and 1 transfer member have been added for membership. An additional 572 students have been invited to join the chapter based on their Spring term eligibility.

Events

- Honors in Action Conference: October 21-22
- Fall Induction: November 17

Projects & Research | The Chapter is working with the Communications Team to conduct student focus groups and surveys to identify priorities in relieving student inconveniences that create obstacles in our student achieving success. Elizabeth Neal will lead the project.

The Honors in Action Project | The Art and Science of Play is the 2022-2024 Honors Study Guide Topic

- PTK President Alex Bradshaw has completed the research for the project.
- The Chapter submitted a grant application for \$1,000 to be used for the application of the research.
- The “action” focus for the project is to have game/movie nights on Friday nights at the campus.

Service | Future dates for trash clean up include August 12, September 9, and October 7 from 9:00 am-12:00 pm noon. All students and employees are invited, supplies for the activity will be available, bring sunscreen and water bottle.

Scholarship | The PTK Member Trustee Scholarship application is open. Ten - \$500 awards are available to cover tuition, fees and books. One application has been received for 2022-2023

HUMAN RESOURCES

Recognition

During the August All-College Meeting, the College will recognize the following employees for reaching a service milestone during the 2022-2023 academic year. Please join us in thanking these employees for their continued service and contributions to student success.

30 Years

Debra Pettyjohn, Accounting Manager

20 Years

Amanda Thompson, Registrar

Jessica Steadman, Data & Research Manager

Terry Flum, Professor, Biology

Bruce Fugate, Associate Professor, Nursing

Kathy Pierson, Assistant Treasurer

15 Years

James Bland, Vice President of Student Affairs and Enrollment Management

Peggy Chalker, Dean of Articulation and Transfer/Director of Student Success

Justin Hamilton, Technology Support Supervisor

Deema Tackett, Assistant Professor, Nursing

10 Years

Travis Martin, Associate Professor, Accounting

Jim Barnett, Associate Professor, Engineering

Kelly Schradin, Associate Professor, Biology

5 Years

Meg Storrs, Administrative Assistant Nursing

Security

Incident Debrief

In the week following the July 12 unfounded bomb threat, leaders from across the institution met for an incident debrief and analysis. The purpose of the meeting was to

identify the strengths to be maintained and built upon and potential areas of improvement. Takeaway items included reviewing our processes with the college community, extending cross-training efforts for the communications tools needed in an emergency, and re-enforcing our relationships with local emergency responders.

Training

Recently, **Gary Heaton**, the College's Security and Emergency Response Coordinator, attended the National Homeland Security Conference hosted in Cleveland, Ohio, and is scheduled to attend the 2022 Ohio School Safety Summit in Columbus. Presentations and training opportunities will include experts in physical security, mental health, school climate, critical incident response, cyber safety, threat assessment, and more. The free summit will provide an opportunity for school safety, public safety, mental health professionals, and others to share best practices, training, and resources with schools and community leaders across the state. Heaton is working with several of the College's K-12 partners to provide them with safety training.

Benefits and Compensation

Dependent Audit

Southern State has partnered with BMI Audit Services (BMI) to conduct a dependent audit of the medical plan beginning August 1. A dependent eligibility audit allows employers to validate that dependents covered under their health and welfare plans are eligible. Further, working spouses eligible for health coverage through their employer must enroll in their employer-sponsored health plan before enrolling in the College's health plan. This verification is conducted by requesting that employees provide additional information or documentation for their enrolled dependents. Dependent audits are a necessary part of the College's commitment to keep employee premiums down and reduce healthcare costs.

Recruiting and Onboarding

Onboarding

Amie Gardner, who has served as an Adjunct Instructor since 2004, joins the College full-time as a Faculty member teaching Biology courses. The need for a full-time Biology instructor occurred when Dr. Garippa retired in December 2021. She previously worked full-time at Western Brown High School.

Police Academy Commander **Ron Fithen** had to resign his post after becoming the Chief of Police for Wilmington. Long time adjunct, **J. Doug Daniels** was hired as the new Commander effective August 1.

Transitioning

Tom Payton, who served as the Career/Counseling Services Coordinator, will transition to focus full-time on teaching Psychology courses. In his previous role, Tom provided counseling for career coaching, mental health crisis intervention, and one-time interventions. He will continue to serve on the Behavioral Intervention Team (BIT).

Beginning August 1, **Sam Ginn** will be transitioning into a full-time Faculty role teaching Philosophy. Previously, he worked full-time as a Distance Learning Support Specialist. In his previous position, he provided support and training for new and existing faculty for course design, development, and delivery of online courses through the College's learning management software, Canvas.

Recruiting

Faculty searches are underway for chemistry and education, as well as a new distance learning specialist.

INFORMATION TECHNOLOGY AND INFRASTRUCTURE

BroadbandOhio Community Accelerator Team

Southern State is participating in a regional initiative to promote and expand broadband access in communities across six counties. The BroadbandOhio Community Accelerator is a collaborative effort by BroadbandOhio, Ohio State University Extension, Heartland Forward, and Benton Institute for Broadband & Society to assist local governments throughout Ohio receive expert instruction and support to prepare to leverage new dollars that will be made available by the State, as well as through the historic passage of the federal infrastructure program.

The initiative organized an inaugural cohort of four Ohio teams (Defiance County, Shelby County, Tuscarawas County, and the Ohio Valley Regional Development Commission (OVRDC) Region). Each team participates in a fifteen-week program to learn about mapping, business models, broadband networking, and other topics related to broadband expansion.

Brian Rice, Vice President of Technology and Infrastructure, represents Southern State as a member of team OVRDC consisting of a unique blend of professionals from six counties. The team is led by OVRDC and is a helpful addition to regional broadband expansion efforts the commission has been working toward for many years.

Video Security System

With the assistance of a Campus Safety Grant from the Ohio Department of Higher Education, Southern State recently upgraded its video security system to a centrally managed enterprise-level platform with robust features such as AI-based analytics, real-time security alerts, remote access, and motion plotting, and facial and license plate recognition. In addition, the system deploys 52 indoor and outdoor cameras throughout Central Campus and 23 at Brown County Campus.

Student Cyber Training

To help facilitate the need among students for basic cybersecurity awareness, Southern State will begin assigning cyber training each semester and sending out occasional reminders about safe email practices. Training will focus primarily on dealing with fake / spam email, as well as avoiding dangerous links and attachments.

PaperCut

To allow students to print from their personal devices (laptops, tablets, phones), Southern State has implemented PaperCut Hive print management at 4 locations across the two campuses. Students can now send documents to the PaperCut print que from anywhere, then release the job via the mobile app once they are on campus. This will allow Southern State to monitor the amount of paper and toner being used, and to have better insight as to who our top users are. In the past 30 days, 384 pages have been printed through PaperCut.

WORKFORCE DEVELOPMENT

STEM Summer Camp for Kids and Educators

The College offered opportunities for students going into grades 6–12 to attend an R2D2 camp on July 25 and 26 where the students coded domes of mini-R2D2s to operate lights and sounds. STEM educators were also invited to campus to participate and observe the training to adopt it at their K-12 institutions. In total, 21 students and 13 educators attended between the two days.



Customized Training

Three sessions of Excel Training were provided to Seal-Tite of Hillsboro on July 13-15. Fifteen employees participated.

CPR and First Aid classes were conducted in Hillsboro on July 18 and 19. The first day provided sessions to Allied Health students who needed the training for employment or as a requirement. There were 23 students who attended the training. On the second day, a session was offered to faculty and all-staff; four members attended.

On July 26 and 27, trainings in Basic Excel were offered to faculty and all staff and ten employees participated.

Truck Driving Academy

Enrollment

Month	2019-2020 AY	2020-2021 AY	2021-2022 AY	2022-2023 AY
May	17	15	18	
June	15	12	22	
July	21	16	15	16

Yearly Performance Data

2019 – 2020 AY	159 (two months of 0 enrollment due to COVID)
2020 – 2021 AY	180
2021 – 2022 AY	196

- The TDA was awarded over \$83,000 through an Ohio Department of Higher Education grant that funds individuals seeking funding for CDL training. The program is comprised of both grants and loans. If the student is employed as a truck driver by a company that has a valid Ohio mailing address (or self-employed with an Ohio mailing address) and is an Ohio resident for a year, the loan is forgiven.
- TDA Instructor, **Chad Shelton**, passed his certification endorsement for School and Passenger Bus training.
- **JT Smith**, TDA Director, has achieved his Master Trainer endorsement. As a Master Trainer, Mr. Smith will be the second in the state to hold the title that will enable him to train all new instructors and training managers in the state along with ODPS staff. He will also be consulted for any new rules being proposed under the OAC for truck driving training.

COMMUNICATIONS

Recent Southern State Appearances, Activities, and Involvement

Since the last report, Southern State has appeared in the following outlets:

Press Releases

- Dr. Nicole Roades takes the helm as sixth president of SSCC (*Times Gazette, Highland County Press*)
- SSCC Professor develops Star Wars Coding Class (*Times Gazette, Highland County Press*)

- SSCC announces honors lists for spring semester (*Highland County Press*)
- SSCC Engineering Grad at P&G (*Times Gazette, Highland County Press*)
- College in High School – Local Grad halfway through associate degree at SSCC (*Times Gazette, Highland County Press, Record Herald*)
- SSCC Basic Peace Officers complete training (*Times Gazette and Record Herald*)
- SSCC professors Rankin, Tumbleson recognized for work with transfer initiative (*Wilmington News Journal, Highland County Press*)

Advertising

- R2D2 Summer Camp tile ad (*Highland County Press*)
- Education Program Pathway banner ad (*Highland County Press*)
- Clinton Co. Fair Days Weekly Advertising Sponsor (*Wilmington News Journal*)
- Fayette Co. Fair Days Weekly Advertising Sponsor (*Record Herald*)
- Adams Co. Fair Days Weekly Advertising Sponsor (*WRAC Radio, Jr. Fair Board*)
- Monthly email blasts (25,000 recipients)
- Direct mail postcards to homes
- Banner printed ads on front page of the Highland County Press promoting Fall Semester

Social Media

SSCC's Facebook posts reached more than 28.8k people with 4,088k engagements (this includes comments, likes, shares, link clicks). The top three most popular posts were: Dr. Roades' welcome post, which reached 10k people and enjoyed 1.7k engagements; a video about SSCC engineering grad Matt Corcoran who works at P&G, which reached 7.7k people and enjoyed 1.1k engagements; and a promo for the engineering lab open house, which reached 8k people and enjoyed 202 engagements. Our total page likes stand at 5,422, an increase of 31 in July. Twitter posts enjoyed 6,262 impressions (views) and 401 interactions. Instagram posts reached 355 accounts.