

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



SOUTHERN STATE
COMMUNITY COLLEGE

SEPTEMBER 2022 | DR. NICOLE ROADES, PRESIDENT

Fall 2022 Enrollment

On the first day of classes, overall enrollment appeared to be flat with the modest 6.7% increase in CCP which compensated for a small decline in non-CCP students. At the end of the critical two-week drop/add period, overall enrollment had slid slightly to reflect a 1.7% decrease.

Based on our budget projections, we will need to experience a 2.7% increase in the Spring semester to avoid mid-year adjustments. To this end, the College is actively shaping an enrollment strategy to target students who stopped out in 2020 and did not graduate or return to Southern State. The enrollment target includes increasing credit hour enrollment by approximately 420 hours or roughly 28 new students taking 15 credit hours.

New Workforce Leadership Council

I am honored to be invited to join a newly formed workforce council in Highland County. This Council emerged following participation in a year-long Think Tank initiative to develop and implement strategies to better align workforce strategies across agencies, employers, educators, and skill providers. This work was launched as the brainchild of Greenfield City Manager Todd Wilkin. It was supported by consultation and facilitation with Building Bridges to Careers (BB2C), a successful program in Washington County, Ohio.

The vision of the Council is to position Highland County as a healthy and relevant workforce ecosystem. Membership on this Council includes representation of a small group of community leaders including city administration, K-12, economic development, community action, and workforce professionals. Even in its early stages, this model has already paid dividends in reducing duplication of efforts across the county, aligning and implementing workforce projects more swiftly, and improving communication among various community sectors. I am eager to consider how this model can be replicated in other areas of our region.

Deeper Dive Data Series Launches

Aimed at enhancing data transparency and inspiring action among all Southern State team members, a new webinar series launched on September 2. Through this inaugural seven-part series, participants will gain exposure to often compartmentalized data and broaden their understanding of the inputs and outputs that keep the College running.

The first webinar, perhaps the most complex of all topics, provided participants with a high-level view of Ohio's State Share of Instruction and the funding formula which informs the model. Thirty-seven guests joined the webinar. Despite the depth and complexity of the first webinar, I am hopeful participants will join in for the remainder of the series:

- Un-coding IPEDS, VFA, HEI, NSC, and more (October)
- Trends in the Student Body Profile (November)
- The Financial Dashboard (February)
- What is early momentum, and why does it matter? (March)
- Our Value: Southern State's Economic Impact (April)
- Assessment: What is it? How do we measure it? Why should we care? (May)

President's Activities and Involvement

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

- GRIT Monthly Update Meeting
- Strategic Planning Process Meeting
- Higher Ed State of the Sector for Community Colleges: The Fight to be Chosen Webinar
- Demonstration of Franklin University's Pathway Portal
- Meeting with Lawhon & Associates re: IAQ Results
- Community Colleges as a Driving Force Webinar
- Meeting and Photo Opportunities with Donors and Recipients
- GRIT Meeting – Focus on Adults
- Appalachian Children's Coalition Behavioral Health Workforce Hub Collaboration Meeting
- Presidential Investiture, SSCC All-College Meeting and Inauguration Lunch
- Title IX Training
- Meeting with Highland County Emergency Manager
- OACC Presidents' Bi-Weekly Meetings
- Highland County Chamber of Commerce Board of Directors Meeting
- Southern State Academic Division Coordinators Retreat

- Highland County Workforce Leadership Council Meeting
- Southern State Foundation Quarterly Meeting
- Appalachian Community Grant Meeting (Joint: Adams, Brown, and Highland)
- Call with ODHE Chancellor Gardner and Chief of Staff Bennett (Higher Ed Budget)
- Deeper Data Dive Series | Webinar 1 (State Share of Instruction)

ACADEMIC AFFAIRS

Subject

Opening Week of Fall Semester

The Fall semester began on August 22. The week was filled with many welcome back activities on both Central and Brown campuses. In addition, the College now partners with over 30 high schools through College Credit Plus to deliver courses to high school students. The 14-day census numbers for enrollment will be available the week of September 5.

Dean of Instructional Operations, Dr. Jessica Wise, reports that during the Fall 2022 semester, the number of face-to-face classes on Central and Brown Campuses continued to increase. Central Campus currently offers 92 face-to-face courses, and there are 48 at Brown Campus. We hope to continue increasing the number of campus offerings in future terms to provide students with more classroom learning opportunities.

Presidential Investiture

The investiture of Dr. Nicole Roades as the sixth president of Southern State Community College took place at the All Campus Meeting on Monday, August 15. VP for Academic Affairs Dr. Erika Goodwin gave opening remarks, followed by remarks from Professor Annie Rankin, faculty senate President. Board Chair, Kyle Rudduck, conferred the presidential medallion to Dr. Roades along with some remarks, followed by Dr. Roades' address. Other board of trustee members, foundation board members, and three former SSCC presidents were also in attendance, along with several of her family members. It was a wonderful kick-off to the academic year and well-deserved honor for Dr. Roades. We thank the board members who attended and participated.

HLC Assessment Academy

The College is in the final stages of completing its commitment to the Higher Learning Commission's Assessment Academy. This was a four-year commitment that Dr. Roades launched in 2018. The emphasis of this work has been on updating and implementing a

process for assessing Institutional Learning Outcomes (ILOs). In October, the Academy team will travel to the final meeting, the *Results Forum*, in Rosemont, IL. This team, now led by Dr. Jeff Montgomery, will present its work over the past four years and develop plans to extend and strengthen assessment across the institution.

In The News

SSCC Theatre will present **Steel Magnolias** on November 4-6, 2022. **Moonlight and Magnolias** will appear in the spring playing April 14-16, 2023. We invite the board members and their families to come and enjoy our theater performances.

Alice Waits-Richmond, Humanities Adjunct Faculty member (English), completed the Applying the Quality Matters Rubric workshop to earn her APPQMR certification.

Karen Patterson, English/Communications Adjunct Faculty member, has recently had two books she co-wrote and edited published. One is a compilation of 111 published essays entitled *My View of the World* by Thomas D. Breeden. The other book is a memoir/autobiography entitled *Now Here's the Deal!* by C. Patrick McAllister. Both books were recently released and are available on Amazon and Barnes & Noble.

STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT

Disabilities Services

Caseload

Thirty-two students are registered with the Office of Disability Services. All students have received a list of their approved accommodations via mail and email. Students are encouraged to disclose and have a conversation with faculty regarding their individual needs.

Five students are registered for SSDS mentoring program. Students meet weekly with the Coordinator to monitor progress and develop study and time management skills.

Fall Semester Office Hours

Tuesday, 12:00 p.m. – 2:00 p.m.	Central Campus	Student Services, 114
Thursday, 12:00 p.m. – 2:00 p.m.	Brown Campus	Faculty Offices, 1 st floor

Virtual Office hours can be arranged via appointment.
Please email mclevenger@sscc.edu.

Financial Aid

Financial Aid Outreach

The first high school FAFSA workshop is on September 22 at Georgetown High School. To date, there are 13 workshops scheduled – a 50 percent increase over 2021.

Student Loan Debt Relief

In response to President Biden’s announcement on plans for large-scale student loan debt relief, the College’s website was updated, and information was emailed to students to notify them of the announcement with instructions on registering with the US Department of Education for more information and application materials.

Student Success

Advising Center

Advisors assisted many students with last-minute registration for the Fall term. While the rush was heavy, the positive flow of students adding courses instead of dropping was a great encouragement. More students asked for hybrid and face-to-face sections than in previous terms. As staffing shifts occur in Student Services/Success areas, advisors fill the service gap for a full college experience for the students.

Learning Services

Learning Services has undergone several upgrades over the past 18 months (including a name change) in keeping with best practices for student support. Recapping some transition components, Learning Services provides virtual and face-to-face academic coaching, asynchronous after-hours document /question review, learning style understanding, academic skill development, time management, and developmental course support. The Learning Lounge is set up for individual/group coaching, computer skill support, reading zone, public speaking/presentation practice, and group study.

Testing Center

The Testing Center relocated from Fayette campus operation to our Brown County campus. The first day of operation hosted 23 students for placement testing and 6 for

PearsonVue Industry certification testing. Interviews for staffing are currently underway.

Records/Registrar

Degrees Conferred

The summer semester ended on Tuesday, August 2. A total of 35 degrees, three certificates, and 21 less-than-1-year (LT1) certifications were completed.

Degrees/Certificates	Conferred 8/2/2022	Less-Than-1 Year (LT1) Certifications	
AA	16	Police Academy	5
AS	7	Real Estate	16
AAB	3		
AAS	9		
ATS	0		
Certificate	3		

Ensuring the Best Schools for Veterans Act of 2022

On Friday, August 26, the President signed the “Ensuring the Best Schools for Veterans Act of 2022”. This law clarified the VA 85/15 rule that required all institutions to calculate, document, and report on the percentage of VA-funded students in each program. Under this new law, Southern State has qualified for a biennial exemption and is no longer required to calculate and document the VA student percentages enrolled each term for compliance with the 85/15 rule. The 85/15 rule still exists; however, unless the College’s VA population grows to over 35% of overall enrollment, Southern State will qualify for full exemption from the reporting requirement. SSCC’s 2021-2022 overall percentage of VA-funded students was 1%.

Student Clubs and Activities

Patriot Campus Ministry

The club will have a weekly student-led Bible study on Mondays at 12:30 p.m. in the Health Sciences Conference Room. A prayer bead bracelet activity was offered during opening week.

Phi Theta Kappa

Leadership

Selection of additional 2022-2023 officer: **Todd Guden** – VP of Leadership. A resignation was accepted from Elizabeth Neal. **Racquel Browder** transferred from Leadership to VP of Communications. The officer team has a remaining opening for the VP of Scholarship. Resignations were accepted from Russ Clark and Margaret Storrs as assistant advisors.

Events

- Gamers Unite and Movie Nights are offered on select Fridays to increase student and employee engagement. Volunteers and concession donations are being accepted.
- The Honors in Action Conference will be held on October 21-22.
- The Fall Induction ceremony will be on November 17 at 7:00 p.m., with keynote speaker, Dr. **Erika Goodwin**, VP of Academic Affairs.

HUMAN RESOURCES

Security

Training

- On August 16, **Gary Heaton**, the College's Security and Emergency Response Coordinator, and the SSCC executive team met with Paint Creek Joint EMS/Fire Chief Dave Manning, Highland County Emergency Manager Dave Bushelman, and Hillsboro Police Chief Eric Daniels as a follow-up to the unfounded bomb threat.
- Heaton presented security training for Bright Local Schools. He also offered refresher training at the August SSCC All-College meeting. He reviewed the importance of the Behavioral Intervention Team (BIT) at the College.

The BIT team exists to provide a route of communication, assessment, and intervention for behaviors exhibited by members of the college community, which, if left unaddressed, could impact the teaching-learning environment. This cross-functional team utilizes a threat-assessment tool provided by the National Behavioral Intervention Team Association (NaBITA) to help determine appropriate courses of action when confronted with reports of such behaviors.

Benefits and Compensation

Annual Health and Wellness Fair

The annual Health and Wellness Fair is scheduled for Friday, October 7, in the Patriot Center. This event is open to full-time employees and spouses on the College's medical plan.

Recruiting and Onboarding

Onboarding

Dr. Tatiana Luna-Pineda joins the College as a full-time Chemistry Instructor. Previously, she taught at The Pontifical Catholic University of Puerto Rico, where she taught remotely in the areas of Chemistry, Biochemistry, and Organic Chemistry.

Charlie Gorman, who retired in 2019, is returning to teach full-time in Human and Social Services.

On September 1, **Jason Sharrett** joined the Southern State team in a full-time capacity as the Distance Learning Support Specialist. In this role, he will support and train new and existing faculty for course design, development, and delivery of online courses through the College's learning management software, Canvas. Jason has also served as a Social Science Adjunct since 2016, teaching History courses.

On August 29, **Loren O'Cull** came to the College after 24 years at Hitachi Astemo Manufacturing in Blanchester (formerly American Showa), where he served as Facility Assistant Manager. He brings a wealth of facilities experience and knowledge that will be instrumental in preventative maintenance and projects such as restroom and HVAC renovations and upgrading other core mechanical systems.

On August 22, **Lisa Hord** rejoined the SSCC team as a part-time Strategic Project Support Specialist. Previously, Lisa worked as the Director of Admissions and is also a Southern State alumnus. She will work under the direction of Amy McClellan, Executive Director of Workforce Development. In this capacity, she will focus on developing and cultivating relationships with students, education partners, and workforce partners. Among her early endeavors, she will support a pilot project the College launched in Ripley, OH.

For the Fall semester to date, five new clinical instructors were added to the team, including **Abigail Storrs, Bethany Baker, Lynsee Fields, Rachael Massie, and Emily Webb**.

The College said farewell to longtime Peace Officer Academy Commander **Ron Fithen** following his promotion to Chief of Police for Wilmington City and welcomed **James Daniels**, a longtime Academy Instructor, to the Commander position. Three new Basic Peace Officer Academy Instructors joined the College: **Ken Reed**, **Josh Miller**, and **Mark Brewer**.

New Adjunct Instructors for the term include **Valorie Murray (CSCI)**, **Albert Long (returning)**, and **C. James Park (SOC)**.

The Adult Opportunity Center (AOC) welcomed **Shari Walker** into the role of Assessment Team Member.

The Federal Work-Study Program allows students to work part-time on campus and gain work experience simultaneously. Students can earn extra money by working 8 to 15 hours a week in various areas across the College; new work-study students for Fall include **Hannah Ater (LRC)**, **Gabriel Campagna (Student Services)**, **Kenisha Parker (Admissions)**, and **Brandi Fletcher (Financial Aid)**.

Recruiting

A faculty search is underway for Early Childhood/Paraprofessional Education Faculty. Staff searches continue for Test Proctors.

INFORMATION TECHNOLOGY AND INFRASTRUCTURE

Facilities Infrastructure

A New Era

Facilities have evolved into a complex living ecosystem of separate, but linked building systems incorporating facets of technology and automation. The symbiotic associations between these systems must be understood to properly provide ongoing adjustments for operational efficiencies and energy savings compared to legacy systems that were primarily configured and left to operate for the entirety of their lifecycle.

With the College's eye toward upgrading vintage mechanical systems and adopting a broader view of the interplay between those systems and new and emerging

technologies, the College has spent considerable time reconceptualizing the personnel model to support this new direction. The maintenance supervisor position description was reimagined to be more holistic, forward-thinking, responsive, service-minded, and capable of managing the complexities of the field. The pursuit of an individual capable of this tall order required patience. After months of a vacancy in this role, the College is pleased to announce the newest team member, Loren O’Cull. A summary of his experience is included in the Human Resource portion of this report.

Workforce Development

Grants

Round VI RAPIDS Submitted

Members of the Southeast Region of RAPIDS met on August 1st at the Brown County Campus to allocate funding for the RAPIDS application (made possible by the Ohio Department of Higher Education). The final application was submitted on August 22. Institutions in the region include Ohio University, Rio Grande, Hocking, Shawnee State, Southern State, Collins CTC, Buckeye Hills CTC, Pickaway Ross CTC, Scioto County CTC, and Tri-county CTC.

The RAPIDS program has provided SSCC equipment in Health Care, Engineering, Computer Science, Truck Driving, and with RAPIDS VI, the Police Academy. The various project amounts directed at Southern State per iteration:

RAPIDS I	RAPIDS II	RAPIDS III	RAPIDS IV	RAPIDS V	RAPIDS VI
\$56,000	\$125,500	\$127,189.44	\$258,868.59	\$88,834	\$92,820

Highland County Workforce READi Grant

A 1,500-square-foot Workforce Development Center was completed in late August. The Center, while not part of the original application, was made possible through the various project modifications necessitated by COVID disruptions. The Center includes two classrooms, separated by a retractable wall that can be collapsed to offer a larger space for larger lectures or training. It also has three study rooms that can be used for entrepreneurs or community members for training needs. Long-term operational oversight is possible through collaboration with the Highland County Office of Economic Development.

Preparing for the Appalachian Community Grant

Pre-application strategizing is occurring across the region in anticipation of the release of the \$500 million Appalachian Community Grant guidelines. In Highland County, Southern State has been invited to host a sub-working group for the Workforce Development component of the grant opportunity. Amy McClellan is leading this group with representation across various sectors within the region. Early directions include Health Care, Computer Technology, and Manufacturing.

Short-Term Certificate Grant/Foster Grant

Southern State Community College was a recipient of the Short-Term Certificate III Funding Grant in the amount of \$106,000. The grant is used to support need-based financial assistance to students in less than one-year programs and receive a certificate or industry-recognized credential as awarded in an in-demand job. Previously, Southern State was awarded \$97,000 in the first round and \$105,000 in the second round; additionally, \$20,000 has been received through an additional award for Foster students to support the same program initiatives. Programs that are eligible for funding include some areas of Medical Assisting, Computer Science, Real Estate, Police Academy, Real Estate and Truck Driving Academy.

Truck Driving Academy

Enrollment Information

Month	2020-2021 AY	2021-2022 AY	2022-2023 AY
July	16	15	16
August	7	12	25
September	20	15	

The TDA has awarded \$10,000 (or five \$2,000 awards) in Short-Term II funding to students in August. In addition, three students have sought funding assistance through the Commercial Truck Driver Student Aid program. This program allows a student to be funded based on a 50% loan and 50% grant through the state. Southern State Community College was awarded \$83,000 in funding to assist students through the program.

Continuing Education

- The final session in the Summer Law Enforcement Continuing Education classes were held at the Brown County Campus. Attendees represented three local law enforcement departments from in and around the county.
- Virtual Skills and Certification Training

	General Upskilling Course Enrollment	Certification Enrollment
Clients Served (August)	7	5

ASPIRE Program (ABLE/GED)

ASPIRE Enrollment Comparison: August 2021 | 53 Students
August 2022 | 65 Students (22.6% Growth)