President's Report to the
BOARD OF TRUSTEES

SOUTHERN STATE
COMMUNITY COLLEGE

OACC Holds Governing Board Meeting and Announces 2023 Priorities

Trustee and Vice Chairperson, Doug Boedeker and President Roades joined fellow colleagues from across Ohio during the OACC Annual Governing Board meeting on December 8, in Columbus. In addition to special guest, Chancellor Randy Gardner, OACC staff unveiled the Budget and Policy Priorities for the 135th General Assembly. A complete summary of those priorities is included in the Board meeting packet. Emphasis is generally consistent with past years and includes specific topics relative to the following:

- Preparing Ohio's Workforce and Talent Pipeline
- Student Success and Support Initiatives
- Core Funding
- College Credit Plus

In particular, Southern State will be highly engaged in preparing Ohio's workforce and talent pipeline as well as student success and support initiatives. While the strategic planning process is launching in 2023, it would be wise to expect a variety of local goals in support of the OACC's overarching priorities.

New Critical Thinking Course to Launch January 2023

For many years the College has repeatedly heard from employers that they seek candidates that are "able to think" and "solve problems." Recognizing that this request has become as common as the desire to have employees simply "show up," the introduction of Critical Thinking is sure to become a welcome addition to the College's curriculum (see course description below). Designed by Philosophy Instructor, Mr. Sam Ginn, the course rests heavily on identifying, analyzing, evaluating, and constructing arguments.

In addition to being a direct response to employer feedback, the course also satisfied one of the four Institutional Learning Outcomes (ILOs) that were identified by the broader College

community as part of our assessment of student learning priorities. Finally, to support a successful launch of a new course that is so widely important to the success of the College's graduates, students choosing to enroll in January will be supported through a grant made possible through the generosity of the late Sara (Sally) M. Barrare Memorial Trust Scholarship Fund awarded to the College in 2021. The grant was designed to cover tuition, fees, and textbook costs affiliated with the course, however, Mr. Ginn, was progressive in his course design and adopted an Open Education Resource textbook which negates the need for financial support of the textbook.

PHIL 1100 Course Description: This course is designed to improve the critical thinking skills associated with various forms of reasoning. The process of reasoning involves identifying, analyzing, evaluating, and constructing arguments. We will begin by learning to recognize and analyze simple and complex arguments, to distinguish matters of fact from issues of judgment or opinion, and to identify deductive and inductive logical processes. Once we have mastered these skills, we will learn how to evaluate arguments. We will learn formal methods for evaluating deductive and inductive arguments and develop an understanding of formal and informal fallacies of language and thought. Finally, we will learn to use these reasoning skills to analyze, criticize, and advocate ideas, and to construct our own well-supported and well-written arguments. We will emphasize the principles of critical thinking as they apply to several different forms of reasoning and issues involving diversity, equity, and inclusion.

Recognizing Susan Morris for Outstanding Leadership

While it sometimes feels like decades ago and also like "yesterday," spring 2020, represented the onset of the global COVID-19 Pandemic. Southern State, like all colleges across the nation, joined in the struggle to adopt and adapt practices to keep the doors open and continue teaching. The complexities of CDC and State restrictions, guidelines, and recommendations quickly became more than any single administrator or faculty member could add to their scope of responsibilities in an effective manner. Speaking on behalf of the entire senior team, we found great relief in, then-President Boys' and **Mindy Markey-Grabill**'s suggestion to onboard a COVID-19 Coordinator. In late spring, Susan Morris graciously accepted the challenge of this work and, today, nearly three years later, we celebrate survival during a tumultuous time and wish to credit **Susan Morris** for her outstanding contributions to this end.

While COVID-19 was not the typical virus and coordination was not the average emergency response, Susan was able to pull from her professional, spiritual, organizational, and leadership capacities to guide the College in developing an operational plan that kept the doors open and infection rates to a minimum. Her expertise and professionalism were critical as the orders and

recommendations she was often faced with delivering were not always popular yet, she did so with grace and diplomacy. Today, as the College enters a Post-Pandemic Recovery Phase, Susan continues to lead us into the next chapter. While we will miss her day-to-day involvement in supporting the College in this capacity, it is because of her leadership that we are able to pick up where she has left off and continue operations in a safe manner. She has been an excellent teacher and her investment of time, energy, and compassion has prepared Southern State well for the challenges of tomorrow.

President's Activities and Involvement

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

- GRIT Monthly Update Meeting
- Jobs Ohio and Intel Update with OACC Presidents
- Highland/Adams County Business Advisory Meeting
- Tour of SSCC Health Science Center with HDH CEO
- Call with OACC Representative re: Collaborative Proposal - ACG Program
- Strategic Planning Conference Call
- Pickaway Ross | CCP Exploration Meeting
- Highland County Chamber of Commerce: Business After Hours
- Phi Theta Kappa Fall Induction Ceremony
- SOCHE Board of Trustees Meeting
- Deeper Data Dive Series |Topic 3 | Trends and Observations in the Student Body Profile
- Campus Lecture on Appalachian Identity and Higher Education
- Meeting with Clark State Representatives re: Honda Opportunities
- Presidential Leadership Executive Session
- Highland County Workforce Leadership Council
- Collaborative Proposal for Appalachian Community Grant Program
- Highland County Chamber of Commerce Meeting
- SSCC Faculty Senate Meeting
- SSCC Annual High School Counselor Luncheon
- Appalachian Community Grant Meeting
- ADL Construction Industrialization Meeting
- Brown County | GRIT Remote Workspace Unveiling
- OACC Governing Board Meeting
- Meeting with Attorney General's Office and OFCC Representative
- SSCC Holiday Luncheon

- Meeting with BEST Ohio Sector Partnership Executive Director
- Highland County Commissioner Farewell Event
- JH Consulting and Emergency Operations Plan Revision Meeting
- Meeting with BHDP, Quandel, and OFCC Representatives

ACADEMIC AFFAIRS

The Fall semester has successfully concluded. The Academic Affairs staff has been assisting the Financial Aid Director with our recertification of Title IV funds with the Department of Education. Welcome Back week is January 3-6 and includes several meetings and professional development workshops as well as a Welcome Back luncheon for faculty and staff on Wednesday, January 4. Spring semester begins on January 9.

A Holiday luncheon was held on December 13 in the Central Campus Lobby. Pizza, snacks and holiday festivities were enjoyed by staff and faculty.

Auditions for SSCC Theatre's "Moonlight and Magnolias" will be on January 13 and 14. "Moonlight and Magnolias" will be performed April 14 – 16.

Health Sciences

Ten graduates of Southern State Community College's Practical Nursing program were recognized during a December 8 pinning ceremony at the College's Central Campus in Hillsboro. Our thanks to board member, Mrs. **Rachel Cummings** for attending the program. Mrs. Cummings is the Chief Nursing Officer at Adams County Regional Medical Center and a proud alumna of SSCC.

The recently initiated STNA Program on Central Campus is concluding with clinicals on December 22 with 10 graduates. The next program will be offered in February 2023.

We are exploring an opportunity to partner with the University of Cincinnati and Adams County Regional Medical Center for grant funding to increase the nursing workforce. The educational path will include the STNA, SSCC Practical Nursing Program, SSCC Associate Degree Nursing Program, and the UC RN-BSN Program and beyond. The grant focuses on the communities of Brown and Adams Counties.

In The News

Bruce Fugate MSN, RN, CNE is an Associate Professor - Nursing and Simulation Lab Director. He recently completed the academic review and exam process to be recognized as a Certified Nurse Educator. Congratulations to Bruce! Thank you for all your contributions to the Health Science Programs.

Dr. Erika Goodwin, Vice President of Academic Affairs, has been selected by the Higher Learning Commission (HLC) for reappointment as a peer reviewer to serve a four-year term (Sept. 1, 2023-Aug. 31, 2027). This will be her third term serving in the role. In addition to her current role at SSCC, Goodwin also serves as the Accreditation Liaison Officer for the College to the HLC as part of her vice president duties. The Higher Learning Commission (HLC) is an institutional accreditor in the United States. It has historically accredited post-secondary education institutions in the central United States. The headquarters of the organization is in Chicago, IL.

STUDENT AFFAIRS AND ENROLLMENT MANAGEMENT

Student Success

Restored Citizens State Initiative

Nationwide, efforts to break the cycle of repeated incarceration and poverty are focused on post-secondary education opportunities. Determined to be the most effective for successful restoration of these citizens, financial and community support is being earmarked to assist current and formerly incarcerated students.

State Senate Bill 337 of 2012 created a Certificate of Qualification for Employment to allow restored citizens with previous criminal convictions to be considered for employment in specific fields. Last academic year, the State initiated the Second Chance grant for adults to return to college. Coming in July 2023, over 700,000 incarcerated students will be Pell eligible for post-secondary courses.

In Ohio, community citizen councils are including local adult training and high education institutions to provide educational opportunities for certifications and degrees to their restored citizens. Southern State is an active participant in the training and development of this initiative.

HUMAN RESOURCES

Security

On December 18, **Gary Heaton**, the College's Security and Emergency Response Coordinator along with J.H. Consulting, facilitated a meeting with College leadership, local law enforcement, and representatives from safety and emergency services to gain their input into the College's Emergency Operations Plan (E.O.P). The need to include additional perspectives in the College's Emergency Operations Plan (EOP) was recognized as a priority at the October planning meeting. In attendance were Highland County Sherriff Donnie Barrera, Paint Creek Joint EMS & Fire Chief David Manning, Captain Mathew Miller, and Highland County Ohio EMA Director David Bushelman. Brown County Ohio Communication Center/911 Emergency, Communications Center Director Barb Davis was also in attendance.

Following best practices, the group engaged in a threat assessment task to assess the current threats/risks previously identified in the existing plan and the inclusion of additional risks that warranted consideration. The group then ranked the identified threats and risks by order of concern. A discussion of response measures followed. As security records contain information directly used for protecting or maintaining the security of a public office against attack, interference, or sabotage they are exempt from public records which is why the specifics identified at the meeting are not included in this report.

Campus Safety Grant Program Award

The state approved $5 million in funding to be divided among 33 colleges and universities for safety improvements. Awards from the state's Campus Safety Grant Program in general will be used for security improvements on Ohio campuses, including alarms, cameras, and locks.

To be eligible for grant funding, colleges were required to have conducted a security and vulnerability assessment to identify potential areas for improvement as part of the grant application. Southern State coordinated with the Ohio School Safety Center professionals to conduct the assessment on its campuses. The Ohio School Safety Center which is a division of the Ohio Department of Public Safety reviewed the campus safety grant applications in consultation with the Ohio Department of Higher Education.

Community colleges seeing the most significant awards in the program's latest round were Terra State ($338,598), Washington State ($226,345), and Southern State ($191,539). The College will utilize the funds to replace exterior doors, add additional security cameras, and make other security enhancements. As security records contain information directly used for protecting or maintaining the security of a public office against attack, interference, or sabotage they are exempt from public records.

Benefits and Compensation

Insurance Committee

The Insurance Committee met in November. Michele Mandelik-Worley, of HORAN, reviewed for the committee: the current reporting for the HEALTH Consortium and Southern State, benefit priorities and strategies, and potential next steps for the College to consider.

The HEALTH consortium plan ran at 137.9% of the total expected costs for September. Year to Date (YTD), the medical; plan is running at NET 105.4% of total expected costs. The plan is over budget by $242,629. Southern State Community College's medical plan ran at 96.8% of the total expected costs for September. YTD medical plan is running at NET 91.5% of total expected costs. The plan is under budget by $32,401.

The Insurance Committee will be meeting in February to review the results of the medical, dental, and vision market bids. At this meeting, the committee will formulate its recommendation(s) for President Roades's consideration in advance of the 2023 HEALTH Consortium Board Meeting renewal meeting scheduled to take place in late March 2023.

Recruiting and Onboarding

Onboarding

Abigail Storrs will join SSCC full-time as a Nursing Faculty Member on January 1. In December of 2019, she received her Master of Science in Nursing from Ohio University. Abby has been a Clinical Instructor for SSCC since 2019 and has also instructed at Galen College of Nursing. In addition, Abby has been employed as a Family Nurse Practitioner at West Main Urgent Care (Hillsboro) since December of 2021.

New Adjunct Instructors for the Spring term include **Eric Hill (ENGL), Paula Campagna (ENGL), Cole Dawson (HIST), Lynn Hanson (HIST), Trish Beach (HSSR), Claire McMahon (HSSR), Kraig Walker (HSSR), Michele Jacon-Dufy (PSYC), Danielle Coulson (PSYC),** and **Kristen Campbell (PSYC).**

The Basic Peace Officer Academy is welcoming both **Jamison Underwood** and **Jim Clement** as Instructors for Spring 2023.

In Student Services, **Nicole Shawhan** will be joining us as a Learning Skills Coach. **Todd Guden** will now be working for Dr. Josh Montgomery as a Workstudy student.

Recruiting

Student Services continues to seek Learning Skills Coaches (formerly known as Tutors) specializing in Math and Writing.

The Nursing Program is searching for Clinical Instructors for Clermont Mercy Hospital and Ohio Valley Manor locations.

The Truck Driving Academy is recruiting both full-time and part-time instructors.

University of Dayton Center of Leadership

The Office of Human Resources has partnered with the University of Dayton's Center for Leadership to provide employees with increased opportunities for top-notch professional development. Recently, nine members of the College's leadership team attended a one-day program titled "Coaching and Evaluating Performance."

This program is designed to enhance a leader's management skills and prepare him or her for the changing demands of today's workforce. A manager's ability to provide regular coaching is critical to ensuring that individuals, and the team, reach their peak performance. The program introduces concepts and skills that can be used to provide coaching to either develop the skills of staff members or to correct performance issues.

INFORMATION TECHNOLOGY AND INFRASTRUCTURE

Fall Cybersecurity Training

One hundred fifty-nine employees completed Fall Semester 2022 cyber security training addressing how to avoid email phishing scams by cyber criminals. In addition, Spring training will cover general cybersecurity awareness.

Brown County Building Automation Upgrade

A new building automation and HVAC control system upgrade for the Brown County campus is nearing completion. The previous system operated through older and unsupported hardware and software that needed updating to address functional and cybersecurity concerns.

WORKFORCE DEVELOPMENT

Grants

Adult Opportunity Center

The enrollment in the Adult Opportunity Center (AOC) Aspire program is 111 students, which is an 8.8% increase over October 2022 enrollment.

On November 29, the ASPIRE program began its' classes at the new Jefferson Street Workforce Center. The center was a part of the Workforce READi/GRIT grant and is a great learning environment for students in this one-stop shop. Currently, 7 students are enrolled at the site. The ASPIRE program is the first entity to hold a scheduled event at the center.

The AOC is partnering with the Clinton County Juvenile Probation Department to provide classes at the newly renovated Resource Center at 94 N. South Street in Wilmington. Mat Hagee, Director of the Resource Center, and **Susan Armstrong**, Director of the AOC, have been working together to make basic educational services available specifically to the clients of the Center. The AOC is very appreciative of the materials Mat has purchased, including laptops, for AOC class use. The Clinton County

Magistrate is planning to begin court-ordering youth, ages 16 and older, to attend classes, with a proposed class start date in early January 2023.

Commercial Drivers License Funding, Round Two Application

On November 29, an RFP was released by the Ohio Department of Higher Education to promote and encourage Ohio's commercial driver's job growth. The awards are dispersed in the form of grants and loans to be used to assist in funding their CDL training programs. Southern State was awarded $83,000 from the first round of funding. The applications are due January 10, 2023.

Short-Term Training

Truck Driving Academy

Enrollment Information

Month	2020-2021 AY	2021-2022 AY	2022-2023 AY
October	12	12	23
November	16	14	18
December	16	13	18

The TDA is a proud sponsor of the Brown County Chamber Visitors Center at 720 North High Street in Mt. Orab. The five-year agreement will feature the Southern State Community College's TDA logo upon entering the Visitors Center. A reception and dedication were held on Tuesday, December 6. **Elizabeth Burkard**, Director of Communications, **JT Smith**, TDA Director, and **Lisa Hord**, Strategic Project Support Specialist, attended the event.

On November 28, the Ohio Department of Public Safety conducted its annual audit of the Truck Driving Academy. The audit found no violations and all sections of the audit were passed. Congratulations to **JT Smith** and **Angie Devilbliss**, TDA Office Manager, for their work in making sure all aspects of the program are compliant.

Upskilling and Certifications

General upskilling and Course Enrollment (November): 23 Students

The first STNA program after the pandemic began on November 16, with 11 students enrolling in the program. Students will take classes over the next month in Hillsboro, along with clinical experiences.

Proctor and Gamble Visitation

On November 1, Proctor and Gamble met with a group of 22 Engineering and Computer Science students to promote employment and internships/co-ops with the company. The company sent four representatives and provided valuable information about the company and the process for employment. The P & G representatives also came with some great giveaways from their product lines.

Brown County Campus

On November 2, the Brown County Campus hosted community leaders in Adams, Brown, Clermont, and Highland Counties for an organizational meeting on the Appalachian Community Grant.

Communications and Marketing

Presence Report

Southern State Community College			
Marketing Area	**September**	**October**	**November**
Press Release	10	7	4
Advertising / Print	12+	10+	17+
Email Campaigns	1	1	1
Emails Deployed	30,303	30,303	30,303
Number opened	5,981	4,628	6,126
Percentage Opened	*19.74%*	*15.27%*	*20.22%*
Clicks within content	792	830	624
Percentage of open and clicked	*2.61%*	*2.74%*	*2.06%*
Social Media/Geofencing	1	1	1
Impressions/ads Deployed	86,251	96,965	92,248
Clicks	148	127	122
CTR (click through rate)	*0.17%*	*0.13%*	*0.13%*
Top 3 locations of activity	Wilmington, WCH, Greenfield	Wilmington, WCH, Greenfield	Wilmington, WCH, Georgetown

Truck Driving Academy			
Marketing Area	**September**	**October**	**November**
Email Campaigns	1	1	1
Emails Deployed	25,000	25,000	25,000
Number opened	4,890	4,143	5,258
Percentage Opened	*19.56%*	*16.57%*	*21.03%*
Clicks within content	609	680	637
Percentage of open and clicked	*2.44%*	*2.72%*	*2.55%*
Audience Management	1	1	1
Impressions/ads Deployed	108,036	108,860	105,049
Clicks	111	127	105
CTR (click through rate)	*0.10%*	*0.12%*	*0.10%*

Recent Southern State Appearances – Communications Activities and Involvement

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

- **Press Release**s
  - SSCC Board of Trustees to meet TODAY (*Highland Co. Press)*
  - Virtual Reality brings new ways of learning to Southern State (*Times-Gazette, Highland County Press, WNJ, News-Democrat, Brown Co. Chamber Newsletter, Highland Co. Chamber Newsletter*)
  - SSCC Board of Trustees to meet November 17 (*Highland Co. Press)*
  - Southern State students inducted into PTK honor society (*Highland Co. Press, WCH Record Herald, Times-Gazette)*

- **Advertising/Print/Direct Mail**:
  - Veterans Day Publication ads (*Highland Co. Press, Times-Gazette, etc.)*
  - HS Winter Sports ads (*multiple media outlets in Highland Co, Clinton Co., Fayette Co., Adams Co. and Brown Co.)*
  - HS Winter Sports Programs (*Georgetown, Fayetteville, Eastern, Western Brown, Fairfield Local*)
  - HS Yearbook ads/school newspaper ads (*Miami Trace HS, RULH, Wilmington HS, Eastern-Brown HS, Manchester HS)*
  - Postcard mailer (920 stop-out students) highlighting that time in NOW for spring semester registration
  - Monthly Nov. e-blast promoting Spring Semester Registration (30K+ emails deployed)
  - Monthly Nov. e-blast promoting TDA program and upcoming start dates (25K+ emails deployed)

- **Social Media:**
  - Facebook had many top-performing posts
  - The three top-performing posts were our Halloween post, the STNA registration post, and the alumni project post
  - Reached 23.3K people on Facebook (+64%)
  - Engagement reached 2.5K (+31%) on Facebook
  - 654 impressions on Instagram (+399%)

- **Professional Development**
  - Coaching & Evaluating Performance @ UD Center for Leadership
  - SOCHE PR & Marketing Committee Meeting
  - Webinar – Hashtag, You're it: The Secret Sauce for Social Media Success

- **Media Shout outs**
  - Dancing robots and R2-D2 domes are coming to Purdue – featuring SSCC's Josh Montgomery (*Fusion Studio for Entertainment and Engineering*)
  - Governor DeWine announces safety and security support for colleges and universities; SSCC receives $191K grant (*Highland County Press and Security Magazine, WRGT Dayton*)
  - Local schools gather for a senior mental wellness day at SSCC (Highland Co. Press)

OHIO COMMUNTIY COLLEGES' BUDGET & POLICY PRIORITIES
135TH GENERAL ASSEMBLY

PREPARING OHIO'S WORKFORCE & TALENT PIPELINE

1. Ohio Work Ready Grants
- Create the Ohio Work Ready Grant Program to provide financial aid vouchers to assist and incentivize community college students to pursue targeted career pathways in regional in-demand or critical fields.

2. State Funding for Responsive Workforce Training Pathways
- Provide state funding for responsive workforce and skills training programs at community colleges through a new line item. Currently, the State provides zero support to colleges for workforce training.

- Re-establish the Jobs Challenge to help offset the costs for colleges to deliver business-driven job training programs, including customized workforce training programs.

3. Re-engaging Learners
- Continue funding the Second Chance grant program, while seeking to amend the current program to address barriers and expand allowable uses of these fund to incentivize Ohioans with some college, no degree to earn a credential.

- Support a targeted adult reconnect program (if proposed during the 135th GA).

4. College Credit Plus Statewide Innovative Waiver
- Create statewide innovative waivers for technical, IT, or other STEM-related pathways, and career exploration courses, to the number minority, female and other traditionally underrepresented workers in the semiconductor or advanced manufacturing careers.

5. Targeted Use of Federal Stimulus Funding
- Fund the Accelerate Ohio Capital Program to provide funding to allow community colleges, in collaboration with local business and industry, to upgrade or modernize facilities to train workers in targeted in-demand jobs.

- Support the "Super RAPIDS" proposal to provide additional funding for purchase of machinery and equipment that incentives regional collaboration with education and higher education institutions.

STUDENT SUCCESS & SUPPORT INITIATIVES

1. Access Challenge 2.0

- Re-establish the Access Challenge to provide colleges with additional funding to enhance student success initiatives, wrap-around services, career counseling and holistic advising for traditionally underrepresented, economically disadvantaged, minority, and first-generation students.

2. Emergency Aid Grant Program

- Establish a state grant program to supplement college emergency aid programs that provide emergency funds to help students to with an unexpected, one-time expense.

3. Open Educational Resources

- Provide additional funding to maintain current open educational resource (OERS) materials, while also incentivizing the creation and adoption of other OER or free textbooks and course materials and require ODHE to collect data on courses that utilize OER.

CORE FUNDING

1. State Share of Instruction

- Support an increase of the overall SSI line item to reflect the increases in student success rates in the community college sector.

- Provide increases to SSI targeted for community college sector to provide greater parity in funding to help community colleges meet the new additional demands of employers.

- Support legislative language that would separate the SSI Line Items that would create two SSI Line Items: SSI – Community Colleges and SSI – Universities.

2. Tuition

- Support a tuition increase of up to $5 per credit hour each academic year, or a maximum $10 per credit increase over the biennium.

COLLEGE CREDIT PLUS

1. Statewide Innovative Waiver

- Support adoption of statewide pathways or innovative waivers for semiconductor and advanced manufacturing careers . (Item #4 under "Workforce")

2. CCP Performance Audit Recommendations

- Support key recommendations included in Auditor Faber's "CCP Performance Audit Report" to help close the equity gaps in CCP participation, increase the number of qualified HS teachers, and improve the oversight of the program.

3. College Ready Corequisite Pilot Programs in HS

- Create pilot programs for colleges to design corequisite programs with partnering high schools to close learning gaps and help get more HS students college ready.