Another academic year is coming to a close. I want to thank each of you for your part in making this institution successful for another year. This year has again been one of many accomplishments, and although our budgets will be tightened in 2007-2008, it will not stop us from moving forward. For those of you who will be gone during the summer months, and for those of you looking forward to a few weeks of vacation and relaxation, please have a safe and enjoyable time off. This will be the last issue of the newsletter until September 2007, when all employees return for the fall semester.

I know the massacre at Virginia Tech on April 16th saddened and horrified all of us. When an incident such as this occurs, we remind ourselves of how vulnerable we can be. Following the 911 incidents, the College developed an Emergency Plan for incidents that may occur on our campuses, but as time goes by we tend to place those documents on shelves until a disaster occurs again, such as that which occurred at Virginia Tech. Governor Manchin has requested that each public college in the state provide him with a copy of its “Crisis Management Plan.” We have provided this to him through Chancellor Skidmore’s office. It seems appropriate that we again revisit and update our plan, and then provide adequate information and training to our employees during the upcoming semester. I will follow-up with additional information on All College Day scheduled for August 13, 2007.

On another note…for those of you who did not have an opportunity to read the Community College Journal, there was an interesting article written by George Boggs, President of the American Association of Community

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Colleges titled, “Will Community Colleges Save the Day?” President Boggs is basically supporting an advertisement that was recently printed in Inside Higher Education stating that the time for community colleges has arrived. Boggs states that community colleges are often overlooked as entities that can help America gain back its competitive edge, and that people do have a new vision for community colleges in America. It’s a vision in which community colleges are increasingly seen as the solution to current and emerging challenges such as improving security, improving alignment of high school graduating standards and expectations for success, keeping higher education affordable and meeting shortages of healthcare workers, teachers and skilled workers to name a few. Boggs says he believes community colleges may be the only answer. For all of us working in community colleges every day, we know he’s right.

I am pleased to announce that our new academic reorganization is moving forward. Dr. Cindy McCoy has accepted the position of Dean for University Transfer programs, and Ms. Pamela Alderman has accepted the position of Dean for Career and Technical programs.

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I know all of you wish them well as they begin their new roles at Southern. They will be working through the next several months in the selection of Department Chairs and administrative associate positions as well as preparation for the fall semester.

Congratulations to both of you!

Please note the following schedule selections:

Schedule I (includes a ½ hour lunch)

Monday-Wednesday
7:00 a.m. to 5:00 p.m.; 7:30 a.m. to 5:30 p.m.; or 8:00 a.m. to 6:00 p.m.

Thursday
7:00 a.m. to 4:30 p.m.; 7:30 a.m. to 5:00 p.m.; or 8:00 a.m. to 5:30 p.m.

Schedule II (includes a one-hour lunch)

Monday-Wednesday
7:00 a.m. to 5:30 p.m.; 7:30 a.m. to 6:00 p.m.; or 8:00 a.m. to 6:30 p.m.

Thursday
7:00 a.m. to 5:00 p.m.; 7:30 a.m. to 5:30 p.m.; 8:00 a.m. to 6:00 p.m.

With increasing gasoline prices anticipated for the summer months, I believe summer hours will enable our employees to save some money and enjoy longer weekends. We will be announcing the schedule to the media and posting hours on our website this week. I am requesting that Campus Directors post summer hours in distinct locations throughout the campuses immediately.

When you leave your offices on Thursday evenings, I ask that you make sure lights, computers, copy machines, etc. are turned off. Thermostats are to be left on a constant temperature.

Two holidays will take place during the mandatory work week schedule. These holidays are Memorial Day, scheduled for Monday, May 28, 2007 and the Fourth of July scheduled for Wednesday, July 4, 2007. Since we have mandated a change in the work week for this time period, employees will not need to charge any annual leave for these holidays.

On a final note, please do not schedule any additional activities, events or classes during Friday, Saturday or Sunday during this time period.

If you have further questions regarding summer hours or work schedules, please contact Merle Dempsey or me directly.

Cindy L. McCoy, Ed.D.
Dean for University Transfer Division

Pamela L. Alderman, RN, MSN
Dean for Career and Technical Division
Board of Governors Adopt Institutional Core Values

At its April 24, 2007 meeting, the Southern West Virginia Community and Technical College Board of Governors adopted “Institutional Core Values” as follows:

We will accomplish our mission by:

- Achieving excellence in education and service.
- Exhibiting integrity in all that we do.
- Collaborating and communicating actively with others.
- Being committed, in word and deed.
- Imparting passion and compassion to our every task.
- Leading by encouragement and support of lifelong learning.
- Embracing change through bold actions.
- Being creative and innovative at all levels.
- Initiating opportunities for the community.
- Celebrating success.

The Board believes that the institution needed to adopt a set of core values to define its fundamental beliefs and principles. These core values should and will be used in many of our publications and documents as we move forward.

Southern Approved for Tuition Increase

At the April 20, 2007 meeting of the West Virginia Council for Community and Technical College Education, the Council approved a tuition increase for Southern of $72.00 per year for FY 2008. Tuition and fee increases were based on the national average tuition rate for community and technical colleges which is $2,272 as listed by the American Association of Community Colleges Fast Facts 2007.

In an effort to reduce the differential of tuition charged by freestanding community and technical colleges and administratively-linked community and technical colleges, the Council approved tuition increases for those community and technical colleges with current tuition rates below the national average. Southern’s tuition rate will now be $1,776 per year which is still far below the national average.

Center for Allied Health and Technology Update

The contractors have indicated that the new Allied Health and Technology facility will be completed by the end of May. Merle Dempsey and I are in the process of developing a moving schedule that will occur in phases during the summer months and into the fall. We plan to present the moving schedule to the administration during the annual Administrative Retreat scheduled for June 1 at the Earl Ray Tomblin Convention Center.

If all goes as anticipated, we will begin moving persons and offices on June 4th. This will be a very time-consuming and tedious task for everyone, so we are asking that you please bear with us as we are going through this process. I do not intend to move any faculty offices during the summer months if the faculty member is not present.

We also plan to get as many classrooms in the new facility ready for the fall as possible. When you know your anticipated move date, we are asking that you box up your belongings and files so they can be ready at the time of your move. If you need boxes to prepare for your move, please contact Randy Skeens at the Logan Campus.
Small Size, Big Impact: Community Colleges A Valuable Bargain

Charleston Gazette
April 04, 2007
Gene A. Budig

There was a time when my earning a baccalaureate degree at the University of Nebraska seemed unlikely. My dad was an auto mechanic. He was a good person but had limited means and little understanding of the value of a college education.

Luckily, Allen Strunk, then publisher of the McCook Daily Gazette, taught me the skills of a newspaper reporter and persuaded me to take a few courses at the local junior college. It was there, at McCook Junior College, and now McCook Community College, that my appreciation for learning and its role in society flourished.

Teachers at McCook Junior College took the time and made the effort to encourage me, to convince me that I could make it at the state university in Lincoln. They made me feel I could take on a four-year degree, and I will be eternally grateful to them, as countless other former students of community colleges are today for the encouragement they received.

In time, the University of Nebraska awarded me not one, but three degrees in the 1960s, and they have served me well in my personal and professional life. Still, I would not have gone on in school without my experience at McCook.

Community colleges in America have had a profound effect on the young and the not so young. There are nearly 1,200 community college campuses spread across the United States and they enroll nearly half of all undergraduate students. If we restrict the count to public institutions, community colleges enroll a stunning 56 percent of all undergraduates.

Two-year colleges are the most geographically convenient higher education institutions in the nation and without their proximity, numerous dreams of a better life would be dashed.

Community colleges are also a striking bargain, offering the least expensive programs in the country. In 2006, the average annual tuition and fees at a community college were $2,272, compared with $5,491 for a public four-year institution and $22,218 per year for a private four-year school.

Because of their accessibility, community colleges serve students from diverse ethnic and racial backgrounds. For example, more than 50 percent of all Hispanic and American Indian undergraduates begin their college careers at community colleges, and numerous outstanding African-Americans have found their wings at two-year institutions.

The two-year colleges do an excellent job of preparing students for transfer to four-year colleges and universities to earn the baccalaureate degree. Significantly, students who transfer from a community college to a four-year institution are as likely to earn a bachelor's degree as those who begin their studies at a four-year institution of higher learning.

Community colleges train imposing numbers of men and women who serve the public good, in essential fields like law enforcement, firefighting, health sciences, and parks and conservation. No one can overstate the importance of this contribution.

A growing number of national leaders believe community colleges are essential to America's future global competitiveness. "We cannot overemphasize their importance to their communities and to their nation in the years ahead," Gaston Caperton, president of the College Board, said.

Caperton is so taken with the might and potential of two-year colleges that he has formed a National Commission on Community Colleges, a group of

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exceptional community college leaders who will present recommendations on ways to further advance and take advantage of innovative community colleges. "It will take a concerted effort from all of our colleges and universities if the United States is to remain an international force for social and economic good," he added. Caperton is, I believe, correct.

Dr. Budig, past president of Major League Baseball’s American League, is the former president/chancellor of Illinois State University, West Virginia University and the University of Kansas.

New Appalachian Center at Southern

Appalachian Heritage Days took place on the Logan Campus on April 3, 2007. The College was filled with music, displays, art and culture sponsored by Dr. Dean Lucas’s special topics course on The Kennedy's. During the events of the day, the College announced the official establishment of its “Appalachian Center.”

The Center will provide academic courses, continuing education classes, seminars, conferences, and other programs related to the improvement of the quality of life for persons living in the district the College serves with emphasis on their heritage and culture.

Commencement and Pinning Ceremonies

Just a reminder that the Allied Health Pinning Ceremony will take place on Friday, May 11, 2007 beginning at 6:00 p.m., and Commencement on May 12, 2007 beginning at 10:00 a.m.

If you are attending either one of the ceremonies I would suggest giving yourself enough time to arrive and park.

We expect that both events will be well attended, and with construction taking place at the Convention Center, it will take extra time.

At its April 24, 2007 meeting, the Southern West Virginia Community and Technical College Board of Governors adopted a Faculty Salary Structure designed to attract, retain and reward individuals who can make Southern be successful.

The Faculty Salary Schedule was developed by a Faculty Compensation subcommittee of the Board who based the structure on a competitive market analysis. A faculty member’s progression through the salary ranges will be based on available funding, promotions, and other criteria that may be developed in the future. The plan will also provide for pay levels above the market for long-service faculty members.

The Board approved initial funding of the schedule and additional funding for faculty members with 15 or more years of service to the institution. Now that the implementation funding has taken place, the step structure will guide the Board in future progression of the schedule, and we will review market data a minimum of every three years to make adjustments to the plan. The ultimate goal for the plan will be to achieve market competitive salary levels for all faculty members.
Employees Honored for Service to Southern

Forty-four employees were honored for their service to Southern West Virginia Community and Technical College at the annual Employee Recognition Reception on May 4.

Retirees

Mohammad Afzalirad
23 years

Jeanne Chafin
16 years

Freeman Davis
9 years

Gary Doss
32 years

Estel Murry
15 years

Tom Nuckols
15 years

Carol Trent
22 years

Linda Vernatter
30 years

Thirty Years

Mike Baldwin

Cindy McCoy

Martha Paige

Joanne Tomblin

Ted Williams

Twenty-five Years

Twenty Years

Fifteen Years

Ten Years

Merle Dempsey

Debbie Dingess

Randy Skeens

Rhonda Collins

Glenna Layne

Henrietta McClellan

Regina Bias

Patty Brooks

Nancy Fala

Chris Gray

Mac Thompson

Charles Wood

George ‘Tex’ Wood

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Congratulations to the following employees elected as representatives for 2007-2008 during the April faculty and classified staff elections:

**Faculty Senate:**
- Martha Maynard, Faculty Senate Chair
- George Morrison, Southern West Virginia Community and Technical College Board of Governors Faculty Representative
- Matthew Payne, Advisory Council of Faculty Representative

**Classified Staff Council:**
- Debbie Dingess, Classified Staff Council Chair
- Mike Baldwin, Southern West Virginia Community and Technical College Board of Governors Classified Staff Representative
- Chris Gray, Advisory Council of Classified Employees Representative

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**Service Awards**

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**Five Years**

Hope Adams  William Alderman II  Kelli Cline  Melissa Creakman  Cheryl Elliott  Dara Fann

Mary Hamilton  Kimberly Hensley  Howard Hodge III  Shelba Long  Cyndee Lowes  Arlena Mann

Elizabeth Manuel  Retha Marcum  Matthew Payne  Tim Reed  Ruby Runyon  Dianna Toler