



Joanne Jaeger Tomblin, President

## Congratulations to the 2007 Graduates

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 16<sup>th</sup> 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

*(Continued on page 2)*

## Mandatory Summer Work Week

In reviewing our budget situation for the upcoming year, I have decided to place the entire institution on a **mandatory** four-day work week beginning Monday, May 14, 2007 and ending on, July 27, 2007. It is my belief that the institution will be able to save greatly on utility costs during the summer months. This has never been done in previous years, so we will use this summer as a pilot project to determine if in fact we can save on costs. To date there have been several activities and classes already scheduled for Fridays and Saturdays during this time period. Many of them can be changed, but several cannot. For those that are scheduled and cannot be changed, we will have the facility in which the class or activity is taking place

opened for that activity or class only. All other areas of the campuses will remain closed. Persons involved in these particular situations will be permitted to work on Fridays and Saturdays as assigned, and will have their schedules adjusted accordingly by their supervisors. These activities will only involve a small number of employees. Some examples of these activities are: ACT testing, summer registration, classes for Lindsey Wilson College, Parent Education Workshop.

All employees will work Monday through Thursday, with all campuses and sites closed on Friday. Employees will be required to work 9.5 hours on Monday, Tuesday, and Wednesday, and 9 hours on Thursday. Employees will select from one

of the following schedules as listed below, and once a schedule is selected, an employee may not arbitrarily change his/her hours. Unit heads are to submit employee schedules to Merle Dempsey, Executive Vice President by Friday, May 11, 2007.

*(Continued on page 2)*

### Inside this issue:

Division Deans Selected	2
Institutional Core Values Adopted	3
Tuition Increase Approved	3
Center for Allied Health and Technology	3
Small Size, Big Impact	4
Workforce Development Receives Grant	4
Board Adopts Faculty Salary Schedule	5
Appalachian Center at Southern Announced	5
Commencement and Pinning Ceremonies	5
Employees Honored for Service	6
Classified Staff and Faculty Representatives	7

## President's Message

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.

## Mandatory Summer Schedule

*(Continued from page 1)*

**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.

## Welcome Division Deans



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

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.

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!



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 cur-

rent 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 4<sup>th</sup>. 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 Ne-

braska 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 un-

dergraduates 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

*(Continued on page 5)*

## Workforce Development Unit Receives Grant

The Chancellor's office recently notified the Economic Workforce and Community Development Unit that they will receive a West Virginia Advance Grant for \$38,000. The grant will provide funding for training in small engine repair and ATV/Motorcycle repair in cooperation with Wyoming County

Schools. The program already has a waiting list of 37 people.



## Small Size, Big Impact

(Continued from page 4)

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.*

## Board Adopts Faculty Salary Schedule

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.

## 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.



*Pictured l-r: President Tomblin, Dr. Lucas, and Ms. Pauline Sturgill*

## 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.



# Employee Excellence

## 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.

*Continued on page 7*

### Retirees



Mohammad Afzalirad  
23 years

Jeanne Chafin  
16 years

Freeman Davis  
9 years

Gary Doss  
32 years

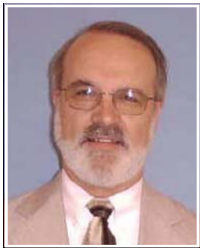
Estel Murry  
15 years

Tom Nuckols  
15 years

Carol Trent  
22 years

Linda Vernatter  
30 years

### Thirty Years



Mike Baldwin

### Twenty-five Years



Cindy McCoy



Martha Paige



Joanne Tomblin



Ted Williams

### Twenty Years



Merle Dempsey



Debbie Dingess

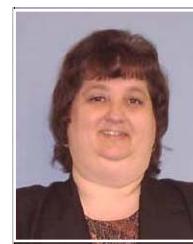


Randy Skeens

### Fifteen Years



Rhonda Collins



Glenna Layne



Henrietta McClellan

### Ten Years



Regina Bias



Patty Brooks



Nancy Fala



Chris Gray




Mac Thompson



Charles Wood



George 'Tex' Wood



**Southern**  
SOUTHERN WEST VIRGINIA  
COMMUNITY AND TECHNICAL COLLEGE

**JOANNE JAEGER TOMBLIN, PRESIDENT**  
Southern West Virginia Community and Technical College  
P. O. Box 2900, Mount Gay, WV 25637  
Phone: 304-792-7040 • FAX: 304-792-7046  
E-mail: Joannet@southern.wvnet.edu

*Questions about the **President's Newsletter** should be directed to Emma Baisden, Assistant to the President, at 304-792-7160, extension 117, or by e-mail: Emmab@southern.wvnet.edu*

## Classified Staff and Faculty Representatives

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

## Service Awards

Continued from page 6

### Five Years



Hope Adams



William Alderman II



Kelli Cline



Melissa Creakman



Cheryl Elliott



Dara Fann



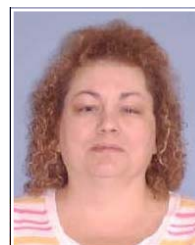
Mary Hamilton



Kimberly Hensley



Howard Hodge III



Shelba Long



Cyndee Lowes



Arlena Mann



Elizabeth Manuel



Retha Marcum



Matthew Payne



Tim Reed



Ruby Runyon



Dianna Toler