

Dear Colleagues,

A few reminders and updates as we draw closer to the last month of classes.

Please get vaccinated.

It's not too late to protect yourself, your loved ones, and our ACM family before the holiday season. There's a lot of misinformation, but you can learn how to [locate credible information about vaccines](#). Find a local [vaccination clinic](#) when you're ready. If you're already vaccinated and you're eligible, please get a vaccine booster.

- **OSHA Guidance:** With the continuing spread of COVID-19 and its variants, the Occupational Safety and Health Administration announced [guidance for employers](#) with 100 or more employees to ensure that workers are fully vaccinated or tested weekly for COVID-19. This measure is being considered in the courts. We're working with the Maryland Association of Community Colleges and others to follow this matter and eventually interpret this guidance and establish guidelines. I'll provide additional clarification as soon as it becomes available.
- **Claim your \$100.** If you're vaccinated, you have until Nov. 12 to complete your [Vaccination Incentive Application](#) online or at the HR office. Your application and vaccination proof enters you for a chance to win one of five \$1,000 awards.

Remember to mask up.

Our mask mandate [requires](#) the wearing face masks or coverings indoors when in the presence of others regardless of one's vaccination status. There are no exceptions as we need to do all that we can to protect one another. If someone in your department is routinely disregarding this requirement, please contact HR.

Help a student in need.

Please encourage students who are registered for spring courses to complete the online [application](#) for HEERF III student emergency funds related to COVID-19 hardships. (Vicki Smith's email from Nov. 3rd provides additional information.)

Encourage completion.

Improving our graduation rates is more than simply inching up a percentage on a report. It's about changing lives for the better, seeing individuals reach their fullest potential,

and helping students keep that promise they made to themselves. **Our students matter here.** Don't be afraid to reach out to a student to ask how they're doing.

They've entrusted their academic journey to us, so their challenges and hurdles are our own. If you see a student who's struggling, connect them with the resources they need (tutoring, student counseling, study labs, emergency grants, The Pantry, etc.) to complete the fall semester and continue with us to degree completion.

Our college's academic and economic impact is far reaching. In the coming months, I'll share more information about the findings of the recent **Emsi Burning Glass** economic assessment of our institution. Today, however, I'll focus on degree completion and highlight the value we provide.

For students, it means that...

- **Their degree matters.** A graduate from ACM will see an increase in earnings of \$8,300 each year as compared to someone with a high school diploma or equivalent working in Maryland. Their degree can help break the cycle of generational poverty. [View an ACM economic value infographic.](#)
- **Their future self will thank them.** Making the financial sacrifice to attend college can be overwhelming for the majority of our students. But, on average, our students realize a 22.9% return on their educational investment. [View an ACM economic impact fact sheet.](#)

You matter, too.

I know that this is a lot of information to take in, especially at this point in the semester. If you have any questions or need support in any way, please connect with your supervisor or contact my office.

Stay safe and be well,

Dr. B.