

**SHAWNEE STATE UNIVERSITY
BOARD OF TRUSTEES**

**Meeting Minutes
September 16, 2022**

Call to Order

Chairperson Furbee called the meeting to order at 1:15 p.m. noting the meeting was in compliance with RC § 121.22(F).

Swearing in of Board Members and Student Board Members

Chair Furbee administered the oath of office to newly appointed Board members, Mr. Dilip Shah and Mr. David Richey, and newly appointed student Board members, Ms. Hannah Ratliff and Mr. Slater Bakenhaster.

Roll Call

Members present: Mr. Furbee, Mr. Daniels, Mr. Edwards, Mr. Evans, Dr. Haas, Mr. Richey, Mr. Shah, Mr. Watson, Ms. Ratliff, and Mr. Bakenhaster

Members absent: None

Approval of the June 24, 2022 Board Meeting Minutes

Mr. Evans moved and Mr. Edwards seconded a motion to approve the June 24, 2022 Board meeting minutes. Without discussion, the Board unanimously approved said minutes.

Approval of the September 16, 2022 Agenda

Mr. Daniels moved and Mr. Watson seconded a motion to approve the September 16, 2022 Board meeting agenda. Without discussion, the Board unanimously approved said agenda.

Appointment of 2022-2023 Committees and Representatives

According to the Bylaws of the Board of Trustees, Chair Furbee appointed committees for the 2022-2023 academic year as follows:

To the Executive Committee: Joe Watson

To the Academic and Student Affairs Committee:

Scott Evans, Chair
Brenda Haas, Vice Chair
Dilip Shah
David Richey
Slater Bakenhaster

To the Finance and Administration Committee:

Eddie Edwards, Chair
Ed Daniels, Vice Chair
Joe Watson
David Furbee
Hannah Ratliff

SSU Development Foundation Representative: Ed Daniels

SSU Investment Committee Representative: David Furbee

A copy of the committee appointments is attached for the record.

Executive Committee Report

Mr. Edwards reported on behalf of the Executive Committee.

1. Resolution E03-22, Conferring the Vernal G. Riffe, Jr., Founder's Medal to Dr. James R. Kadel

President Bauer presented Resolution E03-22 approving conferral of the Vernal G. Riffe, Jr., Founder's Medal to Dr. James R. Kadel. Mr. Edwards moved that the Board approve Resolution E03-22 and Dr. Haas seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

2. Resolution E04-22, Conferring the Vernal G. Riffe, Jr., Founder's Medal to Mr. James D. Kricker

President Bauer presented Resolution E04-22 approving conferral of the Vernal G. Riffe, Jr., Founder's Medal to Mr. James D. Kricker. Mr. Edwards moved that the Board approve Resolution E04-22 and Mr. Evans seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

Finance and Administration Committee Report

Mr. Edwards reported on behalf of the Finance and Administration Committee.

1. Resolution F10-22, Approval of Voluntary Retirement Incentive Program

This resolution approves a voluntary retirement incentive program for fiscal year 2023. Mr. Edwards moved that the Board adopt Resolution F10-22 and Mr. Watson seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

2. Mr. Jim Butz of SPGB Architects discussed the development of a new Campus Master Plan. The planning process is underway, and will continue throughout the academic year. The plan will incorporate input from the campus and community and is intended to guide physical development of the campus over the next decade. The full report is attached to the minutes.

3. Dr. Burke provided an update on the restatement of the University's Alternative Retirement Plan. Plan documents must be updated by the university and approved by the Internal Revenue Service (IRS) every six years, to ensure all mandatory and voluntary amendments are included.
4. Dr. Burke reviewed the year-to-date budget status report and discussed initial tuition and student fee revenue projections based on Autumn 2022 enrollment. Projections indicate that revenue from these sources is approximately 4% below budget. The full report is attached to the minutes.
5. Mr. Greg Ballengee, Controller, reviewed the status of the University's investment portfolio as of August 31. The market value of the portfolio at that time was \$7.85M. Mr. Ballengee reported that the university has a remaining HEERF balance of \$56,665 to be claimed during fiscal year 2023. The university is wrapping up year-end activities for fiscal year 2022 and the financial audit results will be presented to the Board of Trustees in November. The full report is attached to the minutes.
6. Ms. Malonda Johnson, Executive Director of Human Resources/Chief Diversity Officer, reported on recent employment activity, including seven faculty hires, five administrative hires, six departures, and two changes of status for current employees. The full report is attached to the minutes.
7. Mr. Butch Kotcamp, Director of Facilities, Planning and Construction, briefed the committee on the status of current HVAC projects, the Kricker Innovation Hub renovation, and planning efforts. The full report is attached to the minutes.

Academic and Student Affairs Committee Report

Mr. Evans reported on behalf of the Academic and Student Affairs Committee.

1. Dr. Sunil Ahuja, Provost and Vice President for Academic and Student Affairs, reported on recent activities in Academic & Student Affairs, including a framework for SSU's academic portfolio. The full report is attached to the minutes.
2. Mr. Eric Braun, Vice President for Advancement and Enrollment Management, reported on activities in the division which included Homecoming, completion of the Morris University Center Ballroom renovation, transition of athletics into the River States Conference, SSUDF fiscal year 2022 increased giving, Upward Bound Math Science grant award, workforce development partnerships, and Kricker Innovation Hub activities. The full report is attached to the minutes.
3. Mr. Braun presented a recruitment admissions report which shows a total student headcount of 3,304 students for fall 2022 with 81% being from Ohio and 60% from Scioto and surrounding counties in Ohio and Kentucky. There are 652 first-time freshman and 149 transfer students for a total of 801 new undergraduate students. There are 599 College Credit

Plus students with the majority being from Scioto county. The full report is attached to the minutes.

4. Ms. Tiffany Hartman, Director of Student Life, reported on Weekend of Welcome activities which included new initiatives to increase awareness of and engagement with various resources for students. The full report is attached to the minutes.
5. Ms. Tami Sheets, Registrar, reported on fall 15th day enrollment numbers and new undergraduate enrollment is up 16.09% over last year while continuing undergraduate enrollment is down 9.28%. Total overall enrollment is up 2.74% over last year. The full report is attached to the minutes.

Reports from Board Liaisons with other Organizations

None

President's Report

President Bauer reported that the incoming freshmen class is larger than it has been since fall 2019 and graduate numbers are up 12%, but continuing student numbers are lagging and causing our overall number of students to be up just slightly at 2-3%. Tuition revenue has not met projection expectations and we no longer have a cushion of federal Covid funding, so corrective actions will be put in place prior to the end of the calendar year to move current year expenditures more in line with reduced revenues. Founder's Day will be held on October 14 with Founder's Medals awarded to Dr. James R. Kadel and Mr. James D. Kricker for their exceptional service to Shawnee State. The full report is attached to the minutes.

New Business

None

Comments from Constituent Groups and the Public

None

Faculty Senate Report

None

Executive Session

None

Other Business

None

Adjournment

Mr. Edwards moved and Mr. Daniels seconded a motion to adjourn. The motion was passed unanimously and the Board adjourned at 1:39 p.m.

Chairperson, Board of Trustees


Secretary, Board of Trustees



**Board of Trustees Committee Appointments
2022-2023**

Board Officers	David Furbee	Chair
	Eddie Edwards	Vice Chair
Executive Committee	David Furbee	By position
	Eddie Edwards	By position
	Scott Evans	By position
	Joe Watson	Board Chair Appointment
Finance and Administration Committee	Eddie Edwards	Chair
	Ed Daniels	Vice Chair
	David Furbee	
	Joe Watson	
	Hannah Ratliff	Student member
Academic and Student Affairs Committee	Scott Evans	Chair
	Brenda Haas	Vice Chair
	Dilip Shah	
	David Richey	
	Slater Bakenhaster	Student member
Representatives to SSUDF	David Furbee	By position
	Ed Daniels	Board Chair appointment
Representative to Investment Committee	David Furbee	
Board Treasurer	Jonica Burke	
Board Secretary	Eric Braun	

8.29.22

Certified as True and Correct
 October 5, 2022

 Secretary, SSU Board of Trustees

RESOLUTION E03-22

**AWARD OF THE FOUNDER'S MEDAL TO
DR. JAMES R. KADEL**

WHEREAS, Shawnee State University's history includes individuals who have provided extraordinary service or contributions that have led to the development and advancement of the institution; and

WHEREAS, Dr. James Kadel has served Shawnee State Community College and Shawnee State University for more than forty years; and

WHEREAS, Dr. Kadel has made outstanding contributions to the founding of the University having served as co-chair of the institution's Feasibility Study Committee to Determine the Need for a Four-Year College, the Planning Committee for Academic and Cost Analysis, the original Curriculum Development Committee for Baccalaureate Degree Programs, and chaired the Finance Committee for transition to a four-year college; and

WHEREAS, Dr. Kadel served as a representative to present the University's first baccalaureate degree proposals to the Ohio Board of Regents for approval, and as an administrative member on the University's collective bargaining team to negotiate the workloads and compensation of faculty who teach in a four-year college or university; and

WHEREAS, Dr. Kadel has provided exceptional leadership to the University through his administrative appointments as Dean for the College of Allied Health and Nursing, Dean for the College of Professional Studies, Interim Dean for the College of Engineering Technologies, Interim Chair for the Department of Business Administration, and Interim Provost; and

WHEREAS, the Trustees are grateful for the lasting contributions Dr. Kadel has made and continues to make to Shawnee State University; and

WHEREAS, the Vernal G. Riffe, Jr., Founder's Medal is an appropriate award for those individuals who have distinguished themselves through their extraordinary service and contribution to the development of the University;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University confers the Vernal G. Riffe, Jr., Founder's Medal to Dr. James R. Kadel.

(September 16, 2022)

Certified as True and Correct
October 5, 2022


Secretary, SSU Board of Trustees

RESOLUTION E04-22

**AWARD OF THE FOUNDER'S MEDAL TO
MR. JAMES D. KRICKER**

WHEREAS, Shawnee State University's history includes individuals who have provided extraordinary service or contributions that have led to the development and advancement of the institution; and

WHEREAS, Mr. James D. Kricker has made countless significant contributions to Shawnee State University through his leadership and sponsorship of university projects and activities, such as to the Department of Business and the Vern Riffe Center for the Arts; and

WHEREAS, Mr. Kricker served as president of the Shawnee State University Development Foundation Board during the university's Poised for Tomorrow capital campaign, its most successful fundraising campaign to date; and

WHEREAS, Mr. Kricker is a member of the President's Club and President's Inner Circle, representing his status as one of the university's most loyal and generous donors; and

WHEREAS, Mr. Kricker has pledged substantial support to advance university programs and enhance facilities, evidenced by the commemorative naming of both Kricker Hall and the Kricker Innovation Hub in his honor; and

WHEREAS, Mr. Kricker continues to contribute his leadership to Shawnee State as a member of the Past President's Forum and by serving as a community champion of higher education, the university, its faculty, and its students; and

WHEREAS, the Trustees are grateful for the lasting contributions Mr. Kricker has made to Shawnee State University; and

WHEREAS, the Vernal G. Riffe, Jr., Founder's Medal is an appropriate award for those individuals who have distinguished themselves through their extraordinary service and contribution to the development of the University;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University confers the Vernal G. Riffe, Jr., Founder's Medal to Mr. James D. Kricker.

(September 16, 2022)

Certified as True and Correct
October 5, 2022


Secretary, SSU Board of Trustees

RESOLUTION F10-22

**APPROVAL OF
VOLUNTARY RETIREMENT INCENTIVE PLAN**

WHEREAS, retirement incentive programs are a recognized strategy for responding to the changing needs of an organization and achieving operational efficiencies; and

WHEREAS, the University leadership consulted with legal counsel to design a Voluntary Retirement Incentive Plan that provides reasonable incentives that consider the University's staffing and financial needs along with the needs of employees who may be interested in voluntarily retiring; and

WHEREAS, the proposed Plan provides for an election window and retirement dates during fiscal year 2023, and is designed to produce economic savings beginning in fiscal year 2024; and

WHEREAS, the proposed Plan has been accepted by the Shawnee Education Association and the Communications Workers of America, as indicated by the attached Memoranda of Understanding; and

WHEREAS, the President recommends the adoption of the Plan;

THEREFORE, BE IT RESOLVED, the Board of Trustees of Shawnee State University approves the adoption of the attached Voluntary Retirement Incentive Plan.

(September 16, 2022)

Certified as True and Correct
October 5, 2022


Secretary, SSU Board of Trustees

Shawnee State University
2022 Voluntary Retirement Incentive Program
Information Sheet

- The University is offering the below retirement incentive, in accordance with the 2022 Voluntary Retirement Incentive Program plan document, to employees who are eligible for retirement and retire on or before January 1, 2023. This information sheet is intended as a summary and to the extent it conflicts with the plan document, the plan document shall govern.

Faculty

- **Incentive payment:** employees will receive a payment of either:
 - a) the amount of 75% of their FY23 base salary with payment made on or around January 1, 2023; **OR**
 - b) the amount of 50% of their FY23 base salary with payment made on or around January 1, 2023 with the option to teach part-time for two semesters (max of 6 credit hours per semester for non-lab courses; max of 8 credit hours per semester for lab courses). Retirees' compensation for part-time instruction under this arrangement will be \$1500 per credit hour.
- **Medical insurance supplement:** employees who elected either (a) or (b), above and who are approved by the University, will also receive two taxable payments in the amount of \$10,000. The first payment will be made on or around January 1, 2023 and the second on or around January 1, 2024.

Administrative & Support Staff

- **Incentive payment:** employees will receive a payment in the amount of 50% of their FY23 base salary with payment made on or around January 1, 2023.
 - **Medical insurance supplement:** employees will also receive two taxable payments in the amount of \$10,000. The first payment will be made on or around January 1, 2023 and the second on or around January 1, 2024.
- Participation in this opportunity is wholly voluntary and at the election of the employee, subject to approval by the University. Qualified employees are neither encouraged nor required to apply, nor discouraged or prohibited from applying.
 - Those who participate in the program must agree to end employment with the University no later than **December 31, 2022, or no later than December 31, 2023 if they choose option b of the faculty plan**, to qualify for the incentive.

Incentive Eligibility & Application Process

- The incentive is open to employees who:
 - a) Are employed at the University on August 4, 2022; and
 - b) Will be eligible for service retirement (unreduced or reduced) through Ohio Public Employees Retirement System (OPERS) or State Teachers Retirement System (STRS), or are participants in the Alternative Retirement Plan who would have been considered retirement eligible under OPERS or STRS, **as of January 1, 2023.**
- The Human Resources Department is sending this information to all employees, as the university may not have record of prior Ohio public service that might make an employee eligible.
- The University reserves the right to determine whether to accept, modify, or terminate an employee's election when, in the University's sole discretion, such actions are deemed appropriate in order to meet the University's academic, programmatic, or economic needs, or when the electing employee becomes incapable of carrying out his or her responsibilities and duties under this election.
- Applications for inclusion in a Shawnee State University Retirement Incentive will be accepted beginning **August 4, 2022 and will continue through September 19, 2022.**
- Selected employees will be notified whether their application is accepted **no later than September 26, 2022.**
- Applicants who are selected will have five (5) days, **no later than October 3, 2022**, to accept the offer of the retirement incentive on a form provided by the University. If the offer is not accepted by the applicant, the University will offer the incentive to the next eligible person on the list.

General Information

- Retirement incentives are subject to income tax but are not subject to retirement contributions or included in the University life insurance coverage calculation.
- Employees who elect to participate in the retirement incentive program will not qualify for unemployment compensation.
- Employees who are members of OPERS or STRS may wish to consult with a counselor at OPERS or STRS to determine the impact of accepting the retirement incentive and retiring on or before January 1, 2023. Employees who participate in the Shawnee State University Alternative Retirement Plan (ARP) may wish to consult with their ARP provider to determine the impact of accepting the retirement incentive and retiring on January 1, 2023.
- Employees may, at their own expense, wish to consult with legal or other counsel before making application to or accepting any offer to participate in the Shawnee State University Retirement Incentive Program.
- Participation in this program is not a guarantee or promise that the University will not, now or in the future, have to reduce its workforce through position elimination, furlough, or layoff.
- Future employment with the University will be at the sole discretion of the University. No person who applies for or accepts this benefit is guaranteed re-employment with the University following retirement unless stated otherwise in the 2022 Voluntary Retirement Incentive Program plan document.

Certified as True and Correct
October 5, 2022


Secretary, SSU Board of Trustees



Shawnee State University

2022 Voluntary Retirement Incentive Plan (VRIP)

Shawnee State University (the “University”) is offering a plan to its eligible employees under which a qualifying employee in consideration for voluntary relinquishment of employment under the terms provided herein may receive a cash payment(s) or other incentives.

This is the Plan document for the Shawnee State University 2022 Voluntary Retirement Incentive Plan (“VRIP” or “Plan”). ***This Plan is subject to approval by the Shawnee State University Board of Trustees at its meeting on September 16, 2022. If the Plan is not approved by the Shawnee State University Board of Trustees, it will be rescinded (or if not rescinded, retroactively terminated effective August 4, 2022), and all elections and agreements made pursuant to the Plan will be considered void such that they never existed.*** The terms of the Plan consist of this Plan document, including Exhibits A through E and Attachment A attached hereto.

Under the Plan, the University promises to pay the benefits described herein to an Eligible Employee who agrees to retire from service by January 1, 2023, and fulfills his or her contractual obligations through the date of his or her retirement or separation from service (the “Exit Date”). Failure to fulfill contractual obligations through the Employee’s Exit Date will result in forfeiture of the benefits.

This Plan is not a retirement program and is not intended to provide retirement income. This Plan is intended to qualify as a severance pay plan as defined under Code Section 457(e)(11) and as a “window program” under Code Section 409A and Treasury Regulation Section 1.457-11(d)(3). It does not replace or alter any State of Ohio public retirement program or any retirement plan sponsored by the University. Thus, an election to retire from employment with the University and to receive payments under this Plan will not change benefits provided under the State of Ohio public retirement system or the University retirement programs which an electing faculty or staff member may be eligible to receive.

Exhibit A
Shawnee State University
2022 Voluntary Retirement Incentive Plan

I. Definition

In this Plan, the following words and phrases, when capitalized, will have the following meanings unless a different meaning is clearly implied by the context:

- A. “Agreement” means the Acceptance of Offer Agreement (See Exhibit C) and First Release and Waiver of Claims Agreement (See Exhibit D) signed by the Eligible Employee making their retirement irrevocable and accepting the contractual obligations of participation in the Plan.
- B. “Base Rate of Pay” means either (i) for active employees, their annual base rate of pay provided for services to the University as of August 4, 2022; or (ii) for employees on medical leave, other leaves, or sabbatical, their most recent annual base rate of pay when they were active employees. Base rate of pay does not include supplemental contracts or one-time payments. Base rate of pay does not include overloads, stipends, summer pay, adjunct pay, or any other similar payment not included in an employee’s normal base rate of pay.
- C. “Cause” means the following: (i) conviction of a felony or any other crime involving dishonesty; (ii) commitment of an act of fraud; (iii) any conduct of the Eligible Employee that constitutes moral turpitude, or that would tend to bring public disrespect, contempt, or ridicule upon the University; or (iv) a material violation by the Eligible Employee of any law, rule, regulation, constitutional provision, policy, or by-law of the University, or local, state, or federal law, which reflects adversely upon the University.
- D. “Code” means the Internal Revenue Code of 1986, as amended, and the guidance thereunder.
- E. “Election Form” means the Application to Participate in Shawnee State University 2022 Voluntary Retirement Incentive Plan (See Exhibit B). The Eligible Employee submits this to the University to indicate their desire to participate in the Plan.
- F. “Eligible Employee” means a full-time employee of the University (i) who holds an administrative, administrative technical support staff, or public safety personnel position, or who holds a position in a collective bargaining unit; and (ii) who, as of January 1, 2023, either: (a) will be retirement eligible under State Teachers Retirement System (“STRS”) or Ohio Public Employees Retirement System (“OPERS”), as applicable; or (b) for Alternative Retirement Plan (“ARP”) participants, would have been considered retirement eligible under STRS or OPERS, as applicable, if the employee had not elected to participate in ARP. If there is a question as to retirement eligibility, the rules and regulations for determining retirement eligibility under the state retirement system (*i.e.*, STRS and OPERS) in which the employee participates, or should have participated if not for his or her ARP election, shall control.

Notwithstanding any provision to the contrary herein, Eligible Employee does not include: (i) persons who voluntarily separate from service or retire from the University on or before August 4, 2022; (ii) individuals who separate or retire before the University approves their participation and retirement date under this Plan; (iii) part-time, temporary, or intermittent, employees; (iv) special contract employees; (v) an employee who has previously participated in an early retirement program or “window program” offered by the University; (vi) an employee who has received notice of separation of service or termination of employment on or before August 4, 2022, including notification of denial of tenure or a nonrenewal of an employment agreement; and (vii) employees with an executive employment agreement.

In addition, notwithstanding any provision to the contrary herein, Eligible Employee does not include any employee who holds a position in a collective bargaining unit whose bargaining unit has not executed a memorandum of understanding with the University regarding this Plan.

Classification as an “Eligible Employee” will be determined by the University in its sole discretion.

- G. “Exit Date” means the date of an Eligible Employee’s retirement for service from the University, which will be on such retirement date as determined by the University in accordance with the terms of this Plan, provided such date is on or after November 17, 2022, but no later than January 1, 2023.
- H. “Human Resources” means the Office of Human Resources located in the lower level of Massie Hall at B52 Massie Hall, Shawnee State University, 940 Second Street, Portsmouth, OH 45662. Human Resources is open Monday through Friday, 8:00 am – 5:00 pm.
- I. “Participant” means an Eligible Employee who timely submitted an election (See Exhibit B), whose election was timely accepted by the University, and who timely submitted their irrevocable resignation (See Exhibit C) and First Release and Waiver of Claims Agreement (See Exhibit D) and did not revoke those Agreements.
- J. “University” means Shawnee State University.
- K. “VRIP” or “Plan” means the Shawnee State University 2022 Voluntary Retirement Incentive Plan.
- L. “Window Period” means the period in which an Eligible Employee may make an election to participate in this Plan, as defined in Section V of this Plan.

II. Eligibility

An Eligible Employee, as defined in Section I of the Plan, may make an election under this Plan during the Window Period.

III. Date of Retirement

To participate in the Plan, an Eligible Employee must agree to retire from University service on the Exit Date.

Following the Eligible Employee's Exit Date, the Eligible Employee is free to accept full or part-time employment with any other employer; provided, however, the Eligible Employee electing to participate in the Plan does not violate Ohio Revised Code Section 2921.42(A)(3) and waives any right to rehire or reinstatement with the University. Any future employment of the Eligible Employee with the University will be at the sole discretion of the University and may be limited to temporary or part-time status. The Eligible Employee must continue to fulfill all duties and expectation of his or her employment during the time period between when he or she elects to participate in the Plan and the Exit Date.

IV. Plan Benefits

Eligible Employees who make an election to retire from service on the Exit Date shall receive the following benefits under the Plan:

A. Benefits for Faculty Employees

1. **Incentive Payment:** A payment equal to a percentage (%) of the Eligible Employee's Base Rate of Pay, based on the Eligible Employee's election under Option 1 or Option 2 below, will be paid on or around January 1, 2023, provided the Eligible Employee has timely signed and not revoked the First and Second Release and Waiver of Claims Agreements (See Exhibits D and E). The University has the right to deny an Eligible Employee's election under Option 2, in which case the Eligible Employee may be offered a benefit under Option 1. Eligible Employees may not change their Option 1 versus Option 2 election after the close of the Window Period, unless the University agrees to the change.
 - a. **Option 1:** A single payment of 75% of the Eligible Employee's Base Rate of Pay; **OR**
 - b. **Option 2:** A single payment of 50% of the Eligible Employee's Base Rate of Pay. Eligible Employees making an election to receive benefits under this Option 2 will have the opportunity to teach on a part-time basis following their Exit Date, subject to the approval of the University.

If the University does not approve of the Eligible Employee's election of Option 2, the Eligible Employee agrees to receive the benefit under Option 1. If the University approves of the Eligible Employee's Election of Option 2, the Eligible Employee's post-retirement teaching will be subject to the following terms and conditions, which may be subject to change:

- i. The Eligible Employee will be eligible to teach under this arrangement only for the 2023 Spring and Fall semesters
- ii. Teaching under this arrangement does not create any contract entitling the

Eligible Employee to work through the end of the two semesters described above, and the University continues to reserve the right to terminate the Eligible Employee in accordance with applicable law and university policies and procedures. If the Eligible Employee is terminated for Cause under this arrangement, any remaining benefits to be paid under the Plan will be forfeited.

- iii. Teaching will be limited to a maximum of 6 credit hours per semester for non-lab courses and a maximum of 8 credit hours per semester for lab courses.
- iv. In no event will services performed under this arrangement, including teaching and non-teaching services (*e.g.*, advising or administrative work), exceed 50% of the level of services the Eligible Employee performed prior to the Exit Date (as described in IRS guidance regarding post-retirement service).
- v. The Eligible Employee's compensation for part-time teaching as a retiree under this arrangement will be \$1,500 per credit hour.
- vi. The Eligible Employee may be required to enter into a separate agreement prior to teaching under this arrangement. If such an agreement is required, a failure to sign the agreement may result in the Eligible Employee losing the opportunity to teach, and the Eligible Employee may not be eligible to receive the benefit under Option 1.

2. **Medical Insurance Supplement:** Two taxable payments in the amount of \$10,000 to help defray the cost of medical expenses. The first payment will be made on or around January 1, 2023, provided the Eligible Employee has timely signed and not revoked the First and Second Release and Waiver of Claims Agreements (See Exhibits D and E), and the second will be made on or around January 1, 2024.

B. Benefits for Administrative & Support Staff Employees

1. **Incentive Payment:** A single payment of 50% of the Eligible Employee's Base Rate of Pay
2. **Medical Insurance Supplement:** Two taxable payments in the amount of \$10,000 to help defray the cost of medical expenses. The first payment will be made on or around January 1, 2023, provided the Eligible Employee has timely signed and not revoked the First and Second Release and Waiver of Claims Agreements (See Exhibits D and E), and the second will be made on or around January 1, 2024.

Notwithstanding the foregoing, the sum of the total Plan benefits provided under this Section IV shall not exceed the lesser of two (2) times the compensation limitation under Code Section 401(a)(17) or two (2) times the employee's annualized compensation for the 2021 tax year if their Exit Date is in 2022, or for the 2022 tax year if their Exit Date is in 2023.

Participation in and receipt of any and all other retirement plans and benefits offered to an Eligible Employee shall remain unchanged including but not limited to: (i) the right to

purchase continuation of health care coverage as is required under federal law; (ii) payout of sick leave balance, if eligible; and (iii) other minor benefits normally extended to retired employees.

V. Election

An Eligible Employee meeting the eligibility requirements of Section II may indicate their desire to participate in this Plan by making an election to do so. The election to participate in the Plan is subject to the following terms and conditions.

- A. The election is completely voluntary.
- B. The Window Period for election shall be at least 45 calendar days and, unless determined otherwise by the University to provide for proper communication of the Plan, will begin as of August 4, 2022, and close on September 19, 2022. The Election Form (Exhibit B) and must be postmarked by September 19, 2022, or delivered to Human Resources in person, by email to humanresources@shawnee.edu, or by fax to 740-351-3505, and be received by Human Resources by 5:00 pm on September 19, 2022.
- C. An election is deemed made upon receipt by Human Resources of a complete and signed copy of the Election Form, provided such election is timely made in accordance with Subsection B, above.
- D. The University will review elections that were received from Eligible Employees during the Window Period.
- E. The University will make offers to participate in the Plan to Eligible Employees by providing written notice of the University's acceptance of the Eligible Employee's election within seven (7) calendar days of the Window Period close date. This notice will confirm the terms under which the University is making the offer, including the accepted Exit Date for the Eligible Employee, and the accepted option under Section IV.A.1. for faculty employees. If an Eligible Employee does not receive a written notice of the University's offer to participate in the Plan within seven (7) days of the Window Period close date, their election is deemed terminated with no further action required by the University.
- F. Eligible Employees who receive notice of the University's acceptance will have until five (5) calendar days after the date of the notice to accept the University's offer to participate in the Plan (the "Acceptance Period"). Eligible Employees accept the University's offer by signing and submitting the Agreements (See Exhibits C and D to Human Resources in person, by mail, by email to humanresources@shawnee.edu, or by fax to 740-351-3505, and be received by (or if delivered by mail, be postmarked by) the last day of the Acceptance Period.
- G. Once the Eligible Employee accepts the University's offer by timely submitting the Agreements to Human Resources, in accordance with Subsection F above, the Eligible Employee is considered a Participant in the Plan and their retirement and participation in the Plan cannot be withdrawn or modified except as provided in Subsections H and I below or by the mutual agreement of both the Participant and the

University.

- H. The Participant shall have seven (7) days to revoke their decision to retire and participate in the Plan (the “Revocation Period”). The Revocation Period will start from the first day following the day the Eligible Employee signs the First Release and Waiver of Claims Agreement (See Exhibit D) and will end seven (7) calendar days later. An Eligible Employee’s revocation must be made in writing and be delivered to Human Resources in person, by mail, by email to humanresources@shawnee.edu, or by fax to 740-351-3505, and be received by (or if delivered by mail, be postmarked by) the last day of the Eligible Employee’s Revocation Period.
- I. The University reserves the right to determine whether to accept, modify, or terminate an Eligible Employee’s election under this Plan, when, in the University’s sole discretion, such actions are deemed appropriate in order to meet the University’s academic, programmatic, or economic needs, or when the electing employee becomes incapable of carrying out his or her responsibilities and duties under this election. This right ends on the date the Participant accepts the University’s offer, as described in Subsection F above. The University may revoke its offer at any point before the Participant accepts the offer, as described in Subsection F above.
- J. To receive Plan benefits, Participants must (1) timely sign and return the Agreements (See Exhibits C and D), (2) retire on their Exit Date, and (3) sign and return the Second Release and Waiver of Claims Agreement (See Exhibit E) within 45 days of their Exit Date. If Participants exercise their right of revocation contained within those agreements (See Exhibits D and E), the Participant will not receive Plan benefits.

Notwithstanding anything herein to the contrary, the employee’s participation in the Plan and designation of an Exit Date shall not create any contract entitling the employee to work through the specified Exit Date, and the University continues to reserve the right to terminate, furlough, or lay-off an employee in accordance with applicable law, University policies and procedures, and the Collective Bargaining Agreements between Shawnee State University and the Shawnee Education Association (SEA) or the Communications Workers of America (CWA), as applicable. However, if a Participant in the Plan should be laid-off and is in an unpaid status, or is otherwise terminated without Cause, he or she will be entitled to Plan benefits on the same schedule that would have applied had he or she continued to work (or continued on approved leave). If a Participant’s employment is terminated for Cause prior to his or her Exit Date, all Plan benefits will be forfeited and no benefits will be paid under this Plan.

Forms referenced in this Section V may be obtained from Human Resources.

VI. Effect of Plan Election

This Plan is not intended to provide retirement income, nor does it replace or alter the retirement plan or plans sponsored by the University. The election to end employment with the University and to receive payments under this Plan will not change benefits provided under the University retirement program that an electing employee may otherwise be eligible to receive.

VII. Death or Disability

If a Participant dies before receiving all benefits under Section IV of the Plan, those payments will be made as follows:

- A. If the Participant dies before their Exit Date, no benefits will be paid under the Plan.
- B. If the Participant dies after their Exit Date but before receiving all of the benefits they are entitled to under Section IV, then the beneficiary named on the employee's University-provided life insurance benefit shall receive the remaining benefits on the same schedule that would have applied had the employee survived until the full payment is made. Notwithstanding the previous sentence, if the Participant dies before signing the Second Release and Waiver of Claims Agreement (See Exhibit E), no benefits will be paid under the Plan.

Payment pursuant to Section IV will be made to a beneficiary only upon proper proof submitted to and accepted by the University, establishing legal entitlement to be paid. The University has the sole discretion to determine whether a beneficiary has provided sufficient proper proof.

If a Participant becomes disabled (so that in the opinion of a physician acceptable to the University, the employee will be unable to return to full-time work prior to the agreed Exit Date) then the Participant shall receive severance benefits on the same schedule that would have applied had he or she continued to work (or continued on approved leave) until the agreed Exit Date under the Plan. A Participant who becomes disabled will not be able to revoke their retirement or participation in the Plan, except as provided under Sections V.H. and V.I or by the mutual agreement of both the Participant and the University.

VIII. Divorce

To the extent required under any final judgment, decree, or order (including approval of a property settlement agreement), referred to as the "Order," that (i) relates to the provision of child support, alimony payments, or marital property rights; (ii) is made in compliance with Code Section 414(p); and (iii) is made pursuant to a state domestic relations law, any portion of a Participant's benefits may be paid to a spouse, former spouse, child, or other dependent of the Participant (the "Alternate Payee"). A separate account shall be established with respect to the Alternate Payee, in the same manner as the Participant, and any amount so set aside for an Alternate Payee shall be paid out on the same payment schedule as the Participant. The Order must be provided at the same time the Eligible Employee submits the Agreements (See Exhibits C and D) to Human Resources. Any Order received thereafter may be accepted and processed at the University's sole discretion. Any payment made to an Alternate Payee pursuant to this paragraph shall be reduced by required income tax withholding.

The Plan's liability to pay benefits to a Participant shall be reduced to the extent that amounts have been paid or set aside for payment to an Alternate Payee pursuant to an Order. No such transfer shall be effectuated unless the University as the former employer has been provided with such an Order.

The University or its agents and representatives, shall not be obligated to defend against or set aside any Order, or any legal order relating to the garnishment of a Participant's benefits, unless the full expense of such legal action is borne by the Participant. If the Participant's action (or inaction) nonetheless causes the University as former employer to incur such expense, the amount of the expense may be charged against the Participant's benefit amount and thereby reduce the University's obligation to pay benefits to the Participant. In the course of any proceeding relating to divorce, separation, or child support, the University shall be authorized to disclose information relating to the Participant's benefits to the Alternate Payee (including the legal representatives of the Alternate Payee), or to a court.

IX. Assignment

Except as otherwise provided in this Plan, Participants shall not have the right to assign, transfer, pledge, or otherwise convey the right to receive any amount or payments which may become due under this Plan. Any such attempted assignment, transfer, pledge, or other conveyance shall not be recognized by the University.

X. Additional Conditions

As a condition of participation in the Plan, and in consideration of benefits to be received under the Plan, an Eligible Employee shall be required to waive all future employment rights and property rights, all entitlement to future wage and benefit increases, and all rights to participate in any University-sponsored benefit plans (other than the right to payments under this Plan and the right to purchase continuation of health care coverage as is required under applicable federal law). The University and/or Board of Trustees reserve the right to offer or not offer similar plans in the future, without obligation to those electing this Plan.

An Eligible Employee who wishes to elect to participate in and receive benefits under the Plan shall be required to execute and to deliver to Human Resources of the University all of the following documents in accordance with the requirements of Section V:

Exhibit B – “Election Form” or “Application to Participate”

Exhibit C – “Acceptance of Offer”

Exhibit D – “First Release and Waiver of Claims Agreement”

Exhibit E – “Second Release and Waiver of Claims Agreement”

If a Participant's employment is terminated for Cause prior to his or her Exit Date, all Plan benefits will be forfeited and no benefits will be paid under this Plan.

Unless otherwise provided in this Plan, any references to “days” in this plan document, including Exhibits A – E and Attachment A, means calendar days. If any deadline for an action to be taken pursuant to this Plan would fall on a Saturday, Sunday, or legal holiday, the deadline for such action will be extended to the next calendar day that is not a Saturday, Sunday, or legal holiday.

XI. Amendment or Termination of Plan

The University, at its discretion, may amend or terminate this Plan, provided that such amendment or termination shall not change any rights or interests of any employee who has made an election under it prior to such amendment or termination.

Notwithstanding the foregoing, all Eligible Employees and Participants understand and acknowledge that this Plan is valid subject to the approval of the Shawnee State University Board of Trustees at its meeting on September 16, 2022. All Participants understand and agree that if the Plan is not approved by the Shawnee State University Board of Trustees, the Plan will be rescinded (or if not rescinded, retroactively terminated effective August 4, 2022, at 12:01 am), and all elections made by Eligible Employees and all agreements entered into by Participants pursuant to the Plan will be considered rescinded and void ab initio (i.e., void as of the date of their creation such that they never existed).

XII. Code Sections 457 and 409A.

This Plan is intended to qualify as a severance pay plan under Code Section 457(e)(11) and a “window program” under Section 409A so as to not constitute deferred compensation under Code Sections 409A, 457(b), and 457(f). In no event may the University or a Participant accelerate or delay payment or the Exit Date in a manner inconsistent with this intent. The Plan shall be interpreted and administered in a manner consistent with this intent. Amounts payable under this Plan upon retirement, termination, or any similar term shall be payable only when the Participant incurs a “separation from service” as defined under Code Section 409A. Each payment of benefits under this Plan is intended to constitute separate payments for purposes of Code Section 409A.

EXHIBIT B

APPLICATION TO PARTICIPATE IN 2022 SHAWNEE STATE UNIVERSITY VOLUNTARY RETIREMENT INCENTIVE PROGRAM AND EMPLOYEE ELECTION FORM

Applications to participate in the Shawnee State University Voluntary Retirement Incentive Program will be accepted beginning August 4, 2022 through September 19, 2022. The University is offering a retirement incentive payment in accordance with the 2022 Voluntary Retirement Incentive Plan documents to employees who are eligible for retirement and retire on or before January 1, 2023.

Participation in this opportunity is wholly voluntary and at the sole election of the employee. Qualified employees are neither encouraged nor required to make this application nor discouraged or prohibited from making this application. Any questions regarding this application should be directed to the Department of Human Resources.

IMPORTANT

BY SIGNING THE ELECTION FORM YOU HAVE ACKNOWLEDGED THAT YOU HAVE READ, UNDERSTOOD, AND AGREE TO THE FOLLOWING:

1. I have read all the information provided to me regarding the Plan, including the Plan Document, Exhibits A – E, and Attachment A. I understand that submitting this Election Form indicates my desire to participate in the Plan and that the University has the sole discretion to determine whether to accept or modify my election and make an offer to participate in the Plan, or reject my election.
2. I understand that if I retire under this Plan, I do not qualify for unemployment compensation.
3. **I understand that if the University makes an offer to participate in the Plan, I have five (5) days to accept that offer or the University will offer it to the next person on the list. I further understand that if I accept that offer, after my seven (7) day Revocation Period, my resignation and agreement to participate in the Plan are irrevocable.**
4. **I understand that as part of my acceptance of the University's offer, I must sign and return the First Release and Waiver of Claims Agreement with the Acceptance of Offer Agreement.**
5. **I further understand that on or after my Exit Date, I must sign and return the Second Release and Waiver of Claims Agreement. I will have at least 45 days prior to my Exit Date to consider that Agreement. I agree that I will not sign that Agreement prior to my Exit Date.**
6. **I understand that I must sign and not revoke BOTH the First and Second Release and Waiver of Claims Agreements to receive the benefits of this Plan.**
7. Retirement incentives are subject to income tax but are not subject to retirement contributions or included in the life insurance coverage calculation. I acknowledge that I have had the opportunity to consult with my retirement plan provider (OPERS/STRS/ARP) and personal legal counsel to determine the impact of accepting the retirement incentive and retiring on January 1, 2023, or such alternative retirement date as determined by the University in accordance with the terms of the Plan.
8. I understand that I must continue to fulfill all duties and expectations of my employment during the time period between the date I elect to participate in the Plan and my Exit Date.
9. I understand that participation in this Plan is not a guarantee or promise that the University will not, now or in the future, have to reduce its workforce through position elimination or layoff.
10. I understand that following my retirement I will not be eligible to participate in any other early retirement program, and that, except as provided in the Plan, I have no right to re-employment with the University following retirement. Future employment with the University will be at the sole discretion of the University.

Certified as True and Correct
October 5, 2022


Secretary, SSU Board of Trustees

Employee Election Form

I hereby voluntarily apply to participate in the 2022 Shawnee State University Voluntary Retirement Incentive Plan. I hereby affirm and acknowledge that I have read and understand this application and have had sufficient time and opportunity to review and discuss it with persons, including personal legal counsel of my choice, and have obtained all the information I need to make this application. I fully understand the meaning of each statement in this application and make this election freely and voluntarily and am not under any pressure or coercion to do so. There are no other representations, promises, understandings, or agreements, written or oral, in relation to my application to participate in the Shawnee State University 2022 Voluntary Retirement Incentive Plan or my resignation and retirement between the University and me except as expressly set forth herein. I have been provided at least 45 days to review and have reviewed the First Release and Waiver of Claims Agreement (Exhibit D) and intend to sign it subject to the 7-day Revocation Period upon the University's acceptance of my election.

I understand and acknowledge that this Plan is valid subject to the approval of the Shawnee State University Board of Trustees at its meeting on September 16, 2022. I understand and agree that if the Plan is not approved by the Shawnee State University Board of Trustees, the Plan will be rescinded (or if not rescinded, retroactively terminated effective August 4, 2022, at 12:01 am), and this election made pursuant to the Plan will be considered rescinded or void ab initio (i.e., void as of the date of its creation such that it never existed).

- | | | |
|--|---|---|
| <p>1. <u>For Faculty Employees:</u> Are you electing Section V.A.1. Incentive Payment benefits under Option 1 or Option 2?
<i>(circle one)</i></p> <p>2. Instead of the December 31, 2022 retirement date, I request an alternative retirement date of:
<i>(complete with date, if applicable)</i></p> | <p>Option 1:
75% of Base Rate of Pay</p> <hr/> | <p>Option 2:
50% of Base Rate of Pay with Post-Retirement Part-Time Teaching</p> |
|--|---|---|

Employee Name: _____

SSU Employee ID #: _____

Department: _____

Employee Signature: _____

Date: _____

MUST BE POSTMARKED BY SEPTEMBER 19, 2022, OR DELIVERED IN PERSON, BY EMAIL, OR FAX TO HUMAN RESOURCES AND RECEIVED BY 5:00 P.M. ON SEPTEMBER 19, 2022.


Certified as True and Correct
October 5, 2022

Secretary, SSU Board of Trustees

EXHIBIT C

2022 SHAWNEE STATE UNIVERSITY VOLUNTARY RETIREMENT INCENTIVE PROGRAM ACCEPTANCE OF OFFER FORM

I understand that the University has accepted my election and is extending me an offer to participate in the 2022 Shawnee State University Voluntary Retirement Incentive Plan. I understand that I have five (5) days from the date of the University's offer to accept the University's offer (the "Acceptance Period") or it will be revoked. To accept this offer, I must sign and return this "Acceptance of Offer" and the First Release and Waiver of Claims Agreement (See Exhibit D). Submitting this Acceptance of Offer will make my resignation irrevocable after my seven (7) day Revocation Period. In addition to submitting this Acceptance of Offer, I must also sign and return the First Release and Waiver of Claims Agreement.

IMPORTANT

BY SIGNING THE ACCEPTANCE OF OFFER FORM YOU HAVE ACKNOWLEDGED THAT YOU HAVE READ, UNDERSTOOD, AND AGREE TO THE FOLLOWING:

1. I have read all the information provided to me regarding the Plan, including the Plan Document, Exhibits A – E, and Attachment A. I understand that my submitting this Acceptance of Offer Form will make my resignation on my Exit Date irrevocable after my seven (7) day Revocation Period.
2. **I have had at least forty-five (45) days to consider the First Release and Waiver of Claims Agreement before I signed it.**
3. **I understand that I have seven (7) days following my signing of this Form and the First Release and Waiver of Claims Agreement to revoke my decision to retire and participate in the Plan. After my seven-day Revocation Period, I cannot change or revoke my agreement to retire and participate in the Plan.**
4. **I further understand that on or after my Exit Date, I must sign and return the Second Release and Waiver of Claims Agreement. I will have at least 45 days prior to my Exit Date to consider that Agreement. I agree that I will not sign the Agreement prior to my Exit Date.**
5. **I understand that I must sign and not revoke BOTH the First and Second Release and Waiver of Claims Agreements to receive the benefits of this Plan. If I fail to sign an agreement or if I revoke an agreement, I will not receive the benefits of this Plan, but I must still retire on my Exit Date.**
6. I understand that I do not qualify for unemployment compensation.
7. Retirement incentives are subject to income tax but are not subject to retirement contributions or included in the life insurance coverage calculation. I acknowledge that I have had the opportunity to consult with my retirement plan provider (OPERS/STRS/ARP) and personal legal counsel to determine the impact of accepting the retirement incentive and retiring on January 1, 2023, or such alternative retirement date as determined by the University in accordance with the terms of the Plan.
8. I understand that I must continue to fulfill all duties and expectations of my employment during the time period between the date I accept the University's offer to participate in the Plan and my Exit Date.
9. I understand that participation in this Plan is not a guarantee or promise that the University will not now or in the future reduce its workforce through position elimination or layoff.
10. I understand that following my retirement I will not be eligible to participate in any early retirement program, and that, except as provided in the Plan, I have no right to re-employment with the University. Future employment with the University will be at the sole discretion of the University.

Acceptance of Offer Form

I hereby submit my resignation as an employee of Shawnee State University for the purpose of participating in the Shawnee State University 2022 Voluntary Retirement Incentive Plan. I understand and acknowledge that my decision to participate is purely voluntary and that I must retire on my Exit Date, which is the Effective Date of Retirement stated below.

I understand and acknowledge that this Plan is valid subject to the approval of the Shawnee State University Board of Trustees at its meeting on September 16, 2022. I understand and agree that if the Plan is not approved by the Shawnee State University Board of Trustees, the Plan will be rescinded (or if not rescinded, retroactively terminated effective August 4, 2022, at 12:01 am), and this Acceptance of Offer Form entered into pursuant to the Plan will be considered rescinded or void ab initio (i.e., void as of the date of its creation such that it never existed).

I understand that my resignation, after my seven-day Revocation Period, is irrevocable.

Employee Name: _____

SSU Employee ID #: _____

Separation Date (last date worked): _____

Effective Date of Retirement: _____

Faculty Employee Option: _____

Signature of Employee

Date

Personal (non-University) Contact Information

Personal Email: _____

Personal Phone
Number:

On behalf of the University, I accept your retirement as specified above.

President/Designee

Date

Received in Human Resources on _____ by HR Representative _____
(Signature)

MUST BE POSTMARKED BY END OF YOUR ACCEPTANCE PERIOD, OR DELIVERED IN PERSON, BY EMAIL, OR BY FAX TO HUMAN RESOURCES AND RECEIVED BY 5:00 P.M. ON THE LAST DATE OF YOUR ACCEPTANCE PERIOD

EXHIBIT D

SHAWNEE STATE UNIVERSITY 2022 VOLUNTARY RETIREMENT INCENTIVE PLAN

FIRST RELEASE AND WAIVER OF CLAIMS AGREEMENT

This First Release and Waiver of Claims Agreement (the “Agreement”) is executed by and between _____ on his/her own behalf and on behalf of his/her heirs, executors, administrators and assignees (collectively, the “Employee”) and Shawnee State University (the “University”).

WHEREAS, the Employee is an Eligible Employee who may become entitled to receive certain retirement incentive benefits in accordance with the terms of the Shawnee State University 2022 Voluntary Retirement Incentive Plan (hereinafter “VRIP” or “Plan”);

WHEREAS, the Employee has indicated that he or she is desirous of becoming a Participant in the Plan;

WHEREAS, as a condition of the Employee becoming a Participant in the Plan, the Employee is required to enter into this First Release and Waiver of Claims Agreement within the time periods specified herein; and

WHEREAS, the Plan is being offered to meet operational and budgetary needs of the University. The VRIP is offered to Shawnee State University employees meeting the VRIP eligibility criteria as identified in the Plan document; and it is not a fringe benefit.

WHEREAS, the Plan is valid subject to the approval of the Shawnee State University Board of Trustees at its meeting on September 16, 2022, and if the Plan is not approved by the Shawnee State University Board of Trustees, the Plan will be rescinded (or if not rescinded, retroactively terminated effective August 4, 2022, at 12:01 am), and this Agreement entered into pursuant to the Plan will be considered rescinded or void ab initio (*i.e.*, void as of the date of its creation such that it never existed); and

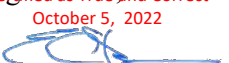
NOW, THEREFORE, IT IS AGREED by and between the Employee and the University as follows:

(1) The Employee by signing this First Release and Waiver of Claims Agreement hereby affirms his or her decision to become a Participant in the Plan by (i) agreeing to retire from employment as an Employee of the University effective January 1, 2023, or on an earlier alternate Exit Date determined by the University based on operational and educational needs but no earlier than November 17, 2022, and (ii) certifying that her or she is eligible to retire as of January 1, 2023, under the applicable state retirement program: State Teachers Retirement System (“STRS”), Ohio Public Employees Retirement System (“OPERS”), or the University’s Alternative Retirement Plan (“ARP”), as applicable.

(2) To the fullest extent permitted by law and only to the extent permitted by law, the Employee, in consideration of the University’s promises under the Plan, waives, releases and forever discharges the University, the University’s Board of Trustees, individual Board members, both past and present, the University’s past and present administrators, employees, agents, and representatives from any and all claims, actions or suits arising from, relating to, concerning or touching upon his/her employment with the University or the ending of his/her employment with the University, so long as such claims are able to be waived under governing law, including but not limited to:

(A) Any claim, action or suit alleging that he/she was illegally or improperly forced to resign his/her employment with the University;

(B) Any grievance, claim, action or suit alleging that the University breached any provision of its policies, procedures, employment agreements or collective bargaining agreement;

Corrected and Correct
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Secretary, SSU Board of Trustees

(C) To the extent such claims may be waived under the law, any claim, action or suit alleging that the University illegally discriminated against him/her in violation of any state or federal law or constitutional provisions, including any claim under Title VII of the Civil Rights Act of 1964, 42 USC § 2000e, et seq., 42 USC § 1983, and Ohio Revised Code Chapter 4112;

(D) Any claim, action or suit alleging that the University discriminated against him/her on the basis of his/her age in violation of the Age Discrimination in Employment Act of 1967, as amended, 29 USC § 621, et seq., including any claim under the Older Workers Benefit Protection Act and Ohio Revised Code Chapter 4112;

(E) Any claim, action or suit alleging that the University violated the employee's rights;

(F) To the extent such claims may be waived under the law, any claim, action or suit seeking monetary relief or any personal right of recovery of any kind in a lawsuit brought on his/her behalf by any local, state or federal administrative agency that would have jurisdiction alleging that he/she was improperly separated, treated or discriminated against as an Employee of the University;

(G) Any claim, action or suit over which any state or federal court would have jurisdiction, including, but not limited to, any claim of mental and/or physical injury; damage to or loss of personal reputation, defamation, intentional infliction of emotional distress or violation of constitutional rights;

(H) Any claim, action or suit for salary, fringe benefits and/or other costs, expenses or attorney fees; and

(I) Any taxes to any government entity that are owed on behalf of the Employee. The Employee acknowledges and accepts any tax and Medicare consequences and liability resulting from the Plan as his/her personal liability.

Exclusively as the Agreement pertains to the Employee's release of claims under the Age Discrimination in Employment Act ("ADEA"), the Employee, pursuant to and in compliance with the Older Workers Benefit Protection Act: (i) is advised to consult with personal legal counsel prior to executing this Agreement; (ii) is afforded a period of forty-five (45) calendar days to consider the Agreement; (iii) may revoke the Agreement during the seven (7) calendar days following its execution; and (iv) is provided Attachment A, which is a Waiver Disclosure Form containing statistical information about employees who are and are not eligible for the VRIP. **The Employee's knowing and voluntary execution of the Agreement is an express acknowledgment and agreement that the Employee had the opportunity to review the Agreement with personal legal counsel if he/she so desired; that Employee was afforded forty-five (45) days to consider the Agreement before executing it (even if the Employee voluntarily chose to sign the Agreement prior to the expiration of the 45-day period); that Employee agrees the Agreement is written in a manner that enables him/her fully to understand its contents and meaning; and that Employee is being given seven (7) days to revoke the Agreement.**

(3) Notwithstanding the foregoing, the Employee does not hereby release any claims that may not be waived under the law, including but not limited to the right to participate in an administrative agency proceeding, and does not waive any claims that may arise with respect to the operation and administration of this Plan after the date of his or her retirement or termination of employment. After the Employee's retirement or termination of employment under the Plan, the Employee shall be permitted to take any action that is permitted under applicable law to enforce the terms of the Plan and Employee's rights thereunder.

(4) **THIS AGREEMENT MAY BE REVOKED BY THE EMPLOYEE BY SO NOTIFYING HUMAN RESOURCES OF THE UNIVERSITY, IN WRITING, WITHIN SEVEN (7) DAYS FROM THE DATE THE EMPLOYEE SIGNS THIS AGREEMENT.** If this Agreement is

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not so revoked, it shall become effective, enforceable, and irrevocable. There is no obligation of the University to make any payments prior to expiration of the revocation period.

(5) The Employee acknowledges and agrees that the University and its representatives, agents and employees have not made, and that Employee has not relied on, any representation(s) or promise(s) from the University, its employees, representatives and agents in making his/her decision to enter into this Agreement, except for the representations and promises that are contained in this Agreement. The Employee and the University further understand and agree that this Agreement constitutes the entire understanding and agreement between them pertaining to its subject matter; supersedes any other agreement, written or otherwise, pertaining to its subject matter; and, constitutes their full obligation to one another.

The Employee acknowledges that he/she has not relied upon any representation or statement by any representative, employee or agent of the University with respect to any tax and Medicare consequence(s) of the Plan. The Employee acknowledges and accepts any tax consequence(s) and liability resulting from the Plan as his/her personal liability and will not attempt to or otherwise hold the University or any representative, agent or employee of the University responsible for any tax consequence(s) or liability resulting therefrom.

(6) This Agreement shall be binding upon the University and the Employee, as well as the Employee's heirs and executors.


(7) The Employee acknowledges that no representations have been made to the Employee regarding the availability, unavailability, level or character of retirement or severance benefits which may or may not be made available in the future to the employees of the University. The Employee affirms that the terms of the Plan represent good and valuable consideration for the Employee's retirement, regardless of any severance or retirement incentive benefits which may become available in the future to employees of the University. The Employee understands that increased, different or reduced benefits and/or additional programs of the same or similar character may be made available in the future and the Employee expressly disclaims any reliance on any representations to the contrary.

(8) The Employee waives any right to apply for reemployment or be considered for rehire or reinstatement with the University. Any future employment of the Employee with the University will be at the sole discretion of the University and only at the initiation of the University.

(9) As a condition of becoming a Participant in the Plan, and in consideration of benefits to be received under the Plan, the Employee waives all future employment rights, property rights, all entitlement to future wage and benefit increases, all rights to participate in any University-sponsored benefit plans (other than the right to payments under this Plan and the right to purchase continuation of health care coverage as is required under applicable federal law). In addition, Eligible Employees and their qualified dependents will continue to be eligible for Educational Benefits as set forth in University Policy No. 4.54 and any University procedures related thereto, and/or any applicable collective bargaining agreement provision. The University and/or Board of Trustees reserve the right to offer or not offer similar plans in the future without obligation to those electing this Plan.

(10) The Employee, his/her beneficiary and any other person having or claiming any right to payments under the Plan or to any interest under the Plan shall rely solely on the unsecured promise of the University, and nothing in the Plan shall be construed to give the Employee, beneficiary or any other person any right, title, interest or claim in or to any specific asset, fund, reserve, account or property of any kind whatsoever owned by the University or in which it may have any right, title or interest now or in the future, but the Employee, beneficiary or any other person shall have the right to enforce his/her right to the Plan benefits against the University in the same manner as any unsecured creditor. Specifically, the Employee, beneficiary and any other person shall have no rights in any annuity or other investment account or the proceeds of any annuity or investment account purchased or entered into by the University for the purpose of providing the University with the funds to meet its obligations under the Plan.

Further, the Employee, beneficiary and any other person shall have no right to commute, sell

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October 5, 2022

Secretary, SSU Board of Trustees

assign, transfer or otherwise convey the right to receive any payments hereunder, which payments and right thereto are expressly declared to be non-assignable, non-transferable, and not subject to transfer by operation of law in the event of bankruptcy or insolvency, attachment, garnishment and execution, except as required by applicable law.

(11) It is further specifically understood by the Employee and the University that this voluntary severance from employment with the University will disqualify the Employee from receipt of unemployment benefits pursuant to the provisions of Ohio law as it constitutes a voluntary termination of employment without cause attributable to the employer.

(12) This Agreement shall be subject to, and governed by, the laws of the State of Ohio, without regard to any choice of law or conflict of laws provisions, and irrespective of the fact that Employee may now be, or may become, a resident of a different state.

(13) The sole and exclusive jurisdiction and venue for any litigation arising out of this Agreement or the Plan shall be the Ohio Court of Claims in Franklin County in the State of Ohio, and the Employee and University irrevocably consent to the personal jurisdiction of such court.

(14) If any parts of this Agreement are found to be void, the remaining provisions of the Agreement shall nevertheless be binding with the same effect as though the void parts were deleted.

(15) **The Employee understands, acknowledges, and accepts that this Plan is valid subject to the approval of the Shawnee State University Board of Trustees at its meeting on September 16, 2022, and that if the Plan is not approved by the Shawnee State University Board of Trustees, the Plan will be rescinded (or if not rescinded, retroactively terminated effective August 4, 2022, at 12:01 am), and this Agreement entered into pursuant to the Plan will be considered rescinded or void ab initio (i.e., void as of the date of its creation such that it never existed).**

(16) Signatures:

Shawnee State University

By: _____

Its: _____

Date: _____

Employee

Name: _____

Signature: _____

Date: _____

EXHIBIT E

**SHAWNEE STATE UNIVERSITY
2022 VOLUNTARY RETIREMENT INCENTIVE PLAN**

SECOND RELEASE AND WAIVER OF CLAIMS AGREEMENT

This Second Release and Waiver of Claims Agreement (the “Agreement”) is executed by and between _____ on his/her own behalf and on behalf of his/her heirs, executors, administrators and assignees (collectively, the “Employee”) and Shawnee State University (the “University”).

WHEREAS, the Employee has met the requirements to be a Participant of the Shawnee State University 2022 Voluntary Retirement Incentive Plan (hereinafter “VRIP” or “Plan”);

WHEREAS, the Employee has indicated that he/she is desirous of receiving certain retirement incentive benefits in accordance with the terms of the Plan;

WHEREAS, as a condition of the Employee receiving those retirement incentive benefits, the Employee is required to enter into this Second Release and Waiver of Claims Agreement within the time periods specified herein, but no earlier than their Exit Date; and

WHEREAS, the Plan is being offered to meet operational and budgetary needs of the University. The VRIP is offered to Shawnee State University employees meeting the VRIP eligibility criteria as identified in the Plan document and is not a fringe benefit.

NOW, THEREFORE, IT IS AGREED by and between the Employee and the University as follows:

(1) The Employee by signing this Second Release and Waiver of Claims Agreement hereby affirms his or her decision to become a Participant in the Plan by agreeing to retire from employment as an Employee of the University effective January 1, 2023, or on an earlier alternate Exit Date determined by the University based on operational and educational needs but no earlier than November 17, 2022, and (ii) certifying that her or she is eligible to retire as of January 1, 2023, under the applicable state retirement program: State Teachers Retirement System (“STRS”), Ohio Public Employees Retirement System (“OPERS”), or the University’s Alternative Retirement Plan (“ARP”), as applicable.

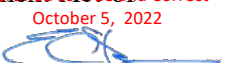
(2) To the fullest extent permitted by law and only to the extent permitted by law, the Employee, in consideration of the University’s promises under the Plan, waives, releases and forever discharges the University, the University’s Board of Trustees, individual Board members, both past and present, the University’s past and present administrators, employees, agents, and representatives from any and all claims, actions or suits arising from, relating to, concerning or touching upon his/her employment with the University or the ending of his/her employment with the University, so long as such claims are able to be waived under governing law, including but not limited to:

(A) Any claim, action or suit alleging that he/she was illegally or improperly forced to resign his/her employment with the University;

(B) Any grievance, claim, action or suit alleging that the University breached any provision of its policies, procedures, employment agreements or collective bargaining agreement;

(C) To the extent such claims may be waived under the law, any claim, action or suit alleging that the University illegally discriminated against him/her in violation of any state or federal law or constitutional provisions, including any claim under Title VII of the Civil Rights Act of 1964, 42 USC § 2000e, et seq., 42 USC § 1983, and Ohio Revised Code Chapter 4112;

(D) Any claim, action or suit alleging that the University discriminated against him/her on the basis of his/her age in violation of the Age Discrimination in Employment Act of

Amended and Corrected
October 5, 2022

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1967, as amended, 29 USC § 621, et seq., including any claim under the Older Workers Benefit Protection Act and Ohio Revised Code Chapter 4112;

(E) Any claim, action or suit alleging that the University violated the employee's rights;

(F) To the extent such claims may be waived under the law, any claim, action or suit seeking monetary relief or any personal right of recovery of any kind in a lawsuit brought on his/her behalf by any local, state or federal administrative agency that would have jurisdiction alleging that he/she was improperly separated, treated or discriminated against as an Employee of the University;

(G) Any claim, action or suit over which any state or federal court would have jurisdiction, including, but not limited to, any claim of mental and/or physical injury; damage to or loss of personal reputation, defamation, intentional infliction of emotional distress or violation of constitutional rights;

(H) Any claim, action or suit for salary, fringe benefits and/or other costs, expenses or attorney fees; and

(I) Any taxes to any government entity that are owed on behalf of the Employee. The Employee acknowledges and accepts any tax and Medicare consequences and liability resulting from the Plan as his/her personal liability.

Exclusively as the Agreement pertains to the Employee's release of claims under the Age Discrimination in Employment Act ("ADEA"), the Employee, pursuant to and in compliance with the Older Workers Benefit Protection Act: (i) is advised to consult with personal legal counsel prior to executing this Agreement; (ii) is afforded a period of forty-five (45) calendar days to consider the Agreement; (iii) may revoke the Agreement during the seven (7) calendar days following its execution; and (iv) is provided Attachment A, which is a Waiver Disclosure Form containing statistical information about employees who are and are not eligible for the VRIP. **The Employee's knowing and voluntary execution of the Agreement is an express acknowledgment and agreement that the Employee had the opportunity to review the Agreement with personal legal counsel if he/she so desired; that Employee was afforded forty-five (45) days to consider the Agreement before executing it (even if the Employee voluntarily chose to sign the Agreement prior to the expiration of the 45-day period); that Employee agrees the Agreement is written in a manner that enables him/her fully to understand its contents and meaning; and that Employee is being given seven (7) days to revoke the Agreement.**

(3) Notwithstanding the foregoing, the Employee does not hereby release any claims that may not be waived under the law, including but not limited to the right to participate in an administrative agency proceeding, and does not waive any claims that may arise with respect to the operation and administration of this Plan after the date of his or her retirement or termination of employment. After the Employee's retirement or termination of employment under the Plan, the Employee shall be permitted to take any action that is permitted under applicable law to enforce the terms of the Plan and Employee's rights thereunder.

(4) **THIS AGREEMENT MAY BE REVOKED BY THE EMPLOYEE BY SO NOTIFYING HUMAN RESOURCES OF THE UNIVERSITY, IN WRITING, WITHIN SEVEN (7) DAYS FROM THE DATE THE EMPLOYEE SIGNS THIS AGREEMENT.** If this Agreement is not so revoked, it shall become effective, enforceable and irrevocable. There is no obligation of the University to make any payments prior to expiration of the revocation period.

(5) The Employee acknowledges and agrees that the University and its representatives, agents and employees have not made, and that Employee has not relied on, any representation(s) or promise(s) from the University, its employees, representatives and agents in making his/her decision to enter into this Agreement, except for the representations and promises that are contained in this Agreement. The Employee and the University further understand and agree that this Agreement constitutes the entire

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understanding and agreement between them pertaining to its subject matter; supersedes any other agreement, written or otherwise, pertaining to its subject manner; and, constitutes their full obligation to one another.

The Employee acknowledges that he/she has not relied upon any representation or statement by any representative, employee or agent of the University with respect to any tax and Medicare consequence(s) of the Plan. The Employee acknowledges and accepts any tax consequence(s) and liability resulting from the Plan as his/her personal liability and will not attempt to or otherwise hold the University or any representative, agent or employee of the University responsible for any tax consequence(s) or liability resulting therefrom.

(6) This Agreement shall be binding upon the University and the Employee, as well as the Employee's heirs and executors.

(7) The Employee acknowledges that no representations have been made to the Employee regarding the availability, unavailability, level or character of retirement or severance benefits which may or may not be made available in the future to the employees of the University. The Employee affirms that the terms of the Plan represent good and valuable consideration for the Employee's retirement, regardless of any severance or retirement incentive benefits which may become available in the future to employees of the University. The Employee understands that increased, different or reduced benefits and/or additional programs of the same or similar character may be made available in the future and the Employee expressly disclaims any reliance on any representations to the contrary.

(8) The Employee waives any right to apply for reemployment or be considered for rehire or reinstatement with the University. Any future employment of the Eligible Employee with the University will be at the sole discretion of the University and only at the initiation of the University.

(9) As a condition of becoming a Participant in the Plan, and in consideration of benefits to be received under the Plan, the Employee waives all future employment rights, property rights, all entitlement to future wage and benefit increases, all rights to participate in any University-sponsored benefit plans (other than the right to payments under this Plan and the right to purchase continuation of health care coverage as is required under applicable federal law). In addition, Eligible Employees and their qualified dependents will continue to be eligible for Educational Benefits as set forth in University Policy No. 4.54 and any University procedures related thereto, and/or any applicable collective bargaining agreement provision. The University and/or Board of Trustees reserve the right to offer or not offer similar plans in the future without obligation to those electing this Plan.

(10) The Employee, his/her beneficiary and any other person having or claiming any right to payments under the Plan or to any interest under the Plan shall rely solely on the unsecured promise of the University, and nothing in the Plan shall be construed to give the Employee, beneficiary or any other person any right, title, interest or claim in or to any specific asset, fund, reserve, account or property of any kind whatsoever owned by the University or in which it may have any right, title or interest now or in the future, but the Employee, beneficiary or any other person shall have the right to enforce his/her right to the Plan benefits against the University in the same manner as any unsecured creditor. Specifically, the Employee, beneficiary and any other person shall have no rights in any annuity or other investment account or the proceeds of any annuity or investment account purchased or entered into by the University for the purpose of providing the University with the funds to meet its obligations under the Plan.

Further, the Employee, beneficiary and any other person shall have no right to commute, sell, assign, transfer or otherwise convey the right to receive any payments hereunder, which payments and right thereto are expressly declared to be non-assignable, non-transferable, and not subject to transfer by operation of law in the event of bankruptcy or insolvency, attachment, garnishment and execution, except as required by applicable law.

(11) It is further specifically understood by the Employee and the University that this voluntary severance from employment with the University will disqualify the Employee from receipt of unemployment benefits pursuant to the provisions of Ohio law as it constitutes a voluntary termination of

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employment without cause attributable to the employer.

(12) This Agreement shall be subject to, and governed by, the laws of the State of Ohio, without regard to any choice of law or conflict of laws provisions, and irrespective of the fact that Employee may now be, or may become, a resident of a different state.

(13) The sole and exclusive jurisdiction and venue for any litigation arising out of this Agreement or the Plan shall be the Ohio Court of Claims in Franklin County in the State of Ohio, and the Employee and University irrevocably consent to the personal jurisdiction of such court.

(14) If any parts of this Agreement are found to be void, the remaining provisions of the Agreement shall nevertheless be binding with the same effect as though the void parts were deleted.

(15) Signatures:

Shawnee State University

By: _____

Its: _____

Date: _____

Employee

Name: _____

Signature: _____

Date: _____

Attachment A

WAIVER DISCLOSURE FORM

The following information about the Shawnee University 2022 Voluntary Retirement Incentive Plan (the “Plan”) is provided pursuant to the Older Workers Benefit Protection Act of 1990, which is an amendment to the Age Discrimination in Employment Act (the “ADEA”). This information is intended to assist you in making a fully informed decision whether to participate in the Program.

The University recognizes that this data contains personal information related to age and position titles about you and your colleagues. The University is required by federal law to provide you with this information. The University requests that you are sensitive to the privacy of this information about your colleagues at the University.

The decisional unity and eligibility factors for this Plan include full-time employees of the University (i) who hold an administrative, administrative technical support staff, or public safety personnel position, or who hold a position in a collective bargaining unit; and (ii) who, as of January 1, 2023, either: (a) will be retirement eligible under State Teachers Retirement System (“STRS”) or Ohio Public Employees Retirement System (“OPERS”), as applicable; or (b) for Alternative Retirement Plan (“ARP”) participants, would have been considered retirement eligible under STRS or OPERS, as applicable, if the employee had not elected to participate in ARP. If there is a question as to retirement eligibility, the rules and regulations for determining retirement eligibility under the state retirement system (i.e., STRS and OPERS) in which the employee participates, or should have participated if not for his or her ARP election, shall control.

The Plan is not available to: (i) persons who voluntarily separate from service or retire from the University on or before August 4, 2022; (ii) individuals who separate or retire before the University approves their participation and retirement date under this Plan; (iii) part-time, temporary, or intermittent, employees; (iv) special contract employees; (v) an employee who has previously participated in an early retirement program or “window program” offered by the University; (vi) an employee who has received notice of separation of service or termination of employment on or before August 4, 2022, including notification of denial of tenure or a nonrenewal of an employment agreement; and (vii) employees with an executive employment agreement.

The below information lists number of employees who are potentially eligible for and not eligible for the Shawnee University 2022 Voluntary Retirement Incentive Plan, by age and job categories, based on University records. The University does not have record of Ohio public service prior to University employment that might make an employee retirement eligible and is limited to the information it has in its own records regarding employee retirement eligibility.

Please note that the below information is current as of August 4, 2022, and is subject to change.

Age	Faculty (Eligible)	Faculty (Not Eligible)	Administrator (Eligible)	Administrator (Not Eligible)	Support Staff (Eligible)	Support Staff (Not Eligible)
23	0	0	0	4	0	3
25	0	0	0	2	0	1
26	0	0	0	2	0	3
27	0	0	0	3	0	1
28	0	0	0	4	0	3
29	0	0	0	4	0	1
30	0	0	0	1	0	1
31	0	0	0	1	0	1
32	0	0	0	1	0	0
33	0	0	0	5	0	0
34	0	3	0	3	0	2
35	0	3	0	3	0	4
36	0	0	0	1	0	0
37	0	1	0	2	0	0
38	0	8	0	5	0	1
39	0	0	0	4	0	1
40	0	2	0	6	0	1
41	0	1	0	3	0	0
42	0	2	0	2	0	1
43	0	2	0	1	0	2
44	0	2	0	5	0	0
45	0	4	0	3	0	2
46	0	3	0	5	0	2
47	0	2	0	3	0	0
48	0	7	0	1	0	3
49	0	4	0	1	0	0
50	0	8	0	2	0	0
51	0	4	0	1	0	5
52	0	5	0	4	0	3
53	0	1	0	2	0	1
54	0	6	0	4	0	1
55	0	2	0	1	1	2
56	0	2	1	1	1	1
57	0	2	0	2	1	0
58	1	8	1	4	0	3
59	0	6	0	3	0	1
60	7	0	4	0	3	1
61	0	0	1	0	3	0
62	3	0	3	0	2	1
63	5	0	1	0	0	0

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64	4	0	4	0	1	0
65	2	0	2	0	2	0
66	4	1	1	0	1	0
67	2	0	1	0	0	0
68	0	0	2	0	1	0
69	1	0	0	0	1	0
71	1	0	0	0	0	0
72	0	0	0	0	1	0
Total	30	89	21	99	18	52

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SSU/SEA Collective Bargaining Agreement 2021-2024**Re: Voluntary Retirement Incentive**

WHEREAS, ARTICLE 16, Section 1 states bargaining unit members have retirement benefits under the State of Ohio retirement plans – State Teachers Retirement System (STRS) or Alternative Retirement Plan (ARP) – and contains no provision for a voluntary retirement incentive; and

WHEREAS, both parties agree to offer a voluntary incentive to those bargaining unit members who qualify for retirement under the STRS and to those members who participate in the ARP who would be eligible for retirement had they been participants in the STRS plan;

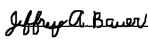
THEREFORE, BE IT RESOLVED that the parties agree to establish a non-recurring, non-precedent-setting voluntary retirement incentive to take effect August 1, 2022 as follows:

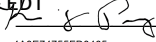
1. The University will offer a voluntary retirement incentive to those bargaining unit members who are eligible to retire under STRS and to those participants in the ARP who would be eligible for retirement had they been participants in STRS.
2. Participation in this opportunity is wholly voluntary and at the election of the employee, and is subject to approval by the University.
3. Bargaining unit members who are selected (hereafter referenced as “voluntary retirees”) will receive payment of *either*
 - a.) 75% of their FY 23 base salary with payment made on or around January 1, 2023, *or*
 - b.) 50% of their FY23 base salary with payment made on or around January 1, 2023 with the option to teach part-time during the Spring 2023 and Fall 2023 semesters (maximum of 6 credit hours per semester for non-lab courses; maximum of 8 credit hours per semester for lab courses). Voluntary retirees’ compensation for part-time instruction under this arrangement will be \$1500 per credit hour.
4. For each voluntary retiree who is approved for one of the options listed above, the University will provide an additional medical insurance supplement of \$20,000, which will be disbursed in the following way: the first \$10,000 payment will be issued on or around January 1, 2023, and the second \$10,000 payment will be issued on or around January 1, 2024.
5. The University will follow the Collective Bargaining Agreement’s language regarding payout of sick time and vacation. Members who are selected for the plan and elect option 3(b), above, shall not accrue vacation or sick leave benefits in 2023.
6. Bargaining unit members must declare retirement following the guidelines of the Shawnee State University Voluntary Retirement Incentive plan.

- 7. The voluntary retirement incentive is not available to bargaining unit members who have already retired, or to those who have submitted paperwork to retire as of the date of this MOU.
- 8. The University reserves the right to determine whether to accept, modify, or terminate a member’s election under this plan, when, in the University’s sole discretion, such actions are deemed appropriate in order to meet the University’s academic, programmatic, or economic needs.
- 9. The parties agree that the University and the Union make no representations about the tax consequences of any payments discussed in this MOU. Members with questions about such issues are advised to consult with a tax professional.

SHAWNEE STATE UNIVERSITY:

SHAWNEE EDUCATION ASSOCIATION:

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DocuSigned by:

 4A8E74755FD8465... Date: 8/3/2022 | 8:44 PM EDT

Dr. Jeffrey Bauer

Mr. Keenan Perry

President, Shawnee State University

President, Shawnee Education Association



MEMORANDUM OF UNDERSTANDING

SSU/CWA Collective Bargaining Agreement 2020-2023

Re: Voluntary Retirement Incentive

WHEREAS: ARTICLE 22, RETIREMENT, states the bargaining unit members have retirement benefits under the State of Ohio retirement plans—Ohio Public Employees Retirement System (OPERS) or Alternative Retirement Plan (ARP)—and contains no provision for a voluntary retirement incentive; and

WHEREAS: both parties agree to offer a voluntary incentive to those bargaining unit members who qualify for retirement under the OPERS plan and to those members who participate in the ARP who would be eligible for retirement had they been participants in the OPERS plan;

THEREFORE, BE IT RESOLVED that the parties agree to establish a non-recurring, non-precedent-setting voluntary retirement incentive to take effect on August 1, 2022 *as follows*:

1. The University will offer a voluntary retirement incentive to those bargaining unit members who are eligible to retire under OPERS and to those participants in the ARP who would be eligible for retirement had they been participants in OPERS.
2. Participation in this opportunity is wholly voluntary and at the election of the employee, and is subject to approval by the University.
3. Bargaining unit members who elect to participate in this incentive and whose participation is approved by the University are hereinafter referred to as “voluntary retirees.”
4. The incentive will include a payment in the amount of 50% of the voluntary retiree’s FY23 base salary, with payment being made on or around January 1, 2023.
5. For each voluntary retiree, as defined above, the University will provide an additional medical insurance supplement in two payment amounts of \$10,000 each, totaling \$20,000. The first payment will be made on or around January 1, 2023 and the second payment will be made on or around January 1, 2024.
6. Bargaining unit members must declare retirement following the guidelines of Shawnee State University’s Voluntary Retirement Incentive Plan.
7. The voluntary retirement incentive is not available to the bargaining unit members who have already retired, or submitted paperwork to retire, as of the date of this MOU.

8. The University reserves the right to determine whether to accept, modify, or terminate a member's election under this Plan, when, in the University's sole discretion, such actions are deemed appropriate in order to meet the University's academic, programmatic, or economic needs.

9. The parties agree that the University and the Union make no representations about the tax consequences of any payments discussed in this MOU. Members with questions about such issues are advised to consult with a tax professional.


Signature _____ Date 7/27/22

For the University:
Jeffrey Bauer, Ph.D.
President, Shawnee State University


Signature _____ Date 7/26/22

For the Union:
Jacqueline Allen, Vice President District 4
Communications Workers of America

Trustee Report – September 2022 Board Meeting

Campus Master Plan Status

Shawnee State University

The University has commenced planning to update its physical campus master plan. Our primary goals are to establish a clear vision for our built environment and optimize resources, while setting realistic expectations and identifying attainable solutions.

Our approach is engaging a broad range of campus and community stakeholders to think creatively, develop consensus, and align various strategic plans. The latter include Shawnee State at 40, curriculum realignment, recruitment and retention, student housing, deferred physical maintenance, and capital planning. Shawnee State's ability to stabilize its enrollment and boost the revenue it brings into the community depends on continued economic development. To that end, our approach emphasizes engaging community leaders to align our campus planning with public planning and strategic partnerships, with the over-reaching goal of mutual success. A foundational principle of our planning is that Shawnee State must be the cornerstone of a multi-generational cultural shift towards robust partnerships between educational institutions, governmental entities, and private sector businesses.

The master plan is being guided by a core planning committee comprised of Jeff Bauer, Eric Braun, Sunil Ahuja, Jennifer Pauley, Jonica Burke, Butch Kotcamp and John Temponeras. The plan is being developed in two basic phases. Phase 1 is establishing the basis-of-design so University requirements are thoroughly articulated and vetted. Phase 2 then translates these requirements into the physical master plan. We expect Phase 1 will be completed this January so the Board can review and concur with recommendations in February. Physical Planning will then commence so recommendations can be presented to the Board in June. The report will then be finalized over the summer. Phase 1 consists of the following concurrent tasks:

- | | |
|-----------------------------------|--|
| A. Leadership Interviews | D. Space Planning & Optimization |
| B. Stakeholder Collaborations | E. Capital Modeling |
| C. Facility Condition Assessments | F. Basis-of-Design Development & Vetting |

We intend to keep the planning transparent with the university and public communities, in order to build trust, consensus and advocacy. We're initiating an outreach program through the University's Marketing and Communications Office. The program includes presentations, press releases, a project website and social media. Our goal is to build momentum for master plan implementation over a number of years.

SSU hired the same consultant who developed its current master plan – SPGB Architects. That plan reversed the trends of developing the campus away from downtown, and from orienting the campus community inward. SPGB's team includes specialty consultants with relevant expertise, including Beam Designs, who redesigned the Founders Plaza, and Prater Engineering Associates, who have engineered the vast majority of SSU's mechanical and electrical systems. SPGB has also engaged David Staley, Ph.D., an Associate Professor at OSU, and published author on university design for innovation and universities as talent magnets for community redevelopment.

END OF REPORT



David Staley, Ph.D.

Beam Designs

Prater Engineering Associates

Burgess & Niple, Ltd.

BCL / IT

CAMPUS MASTER PLAN

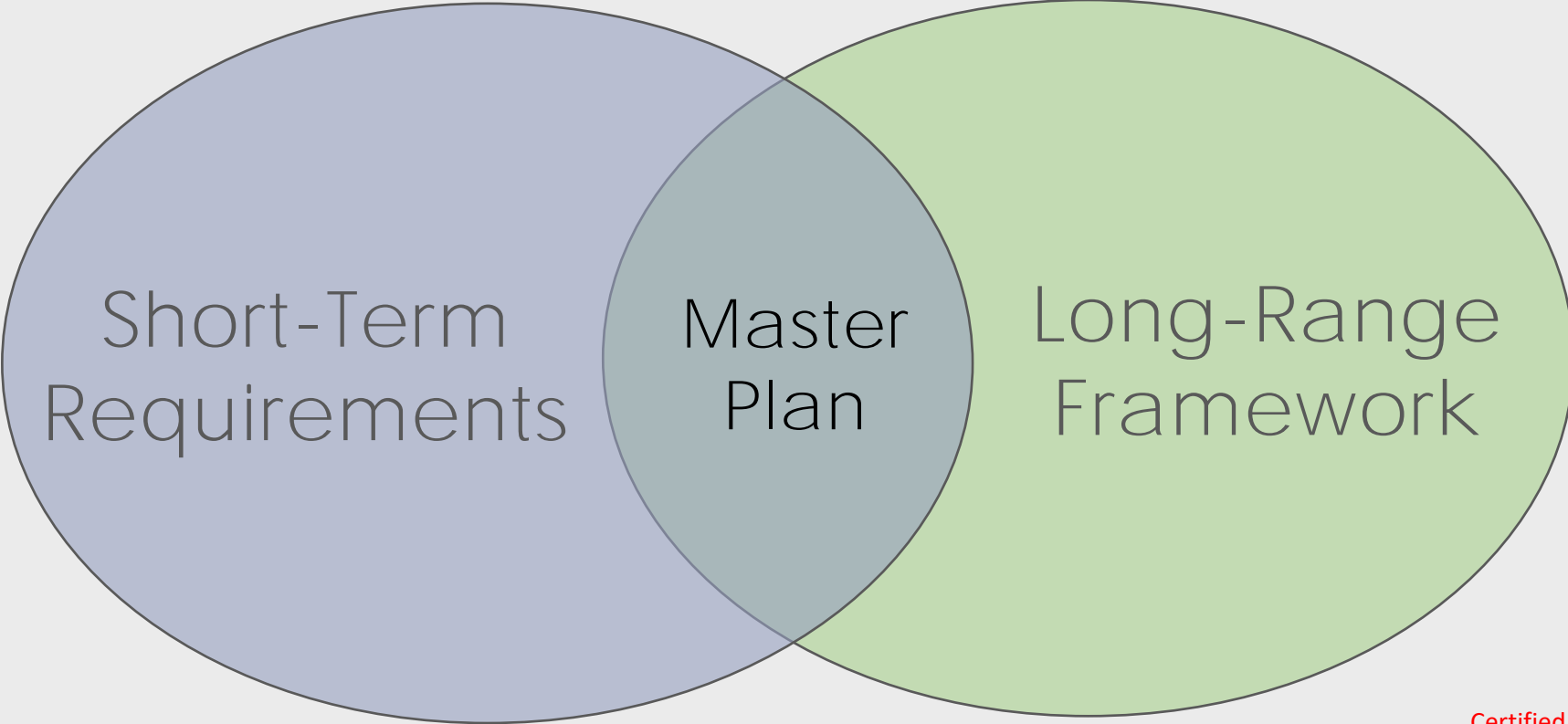
Shawnee State University

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Planning Perspectives



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Master Plan 2008 Forward

Flexible Framework for Development



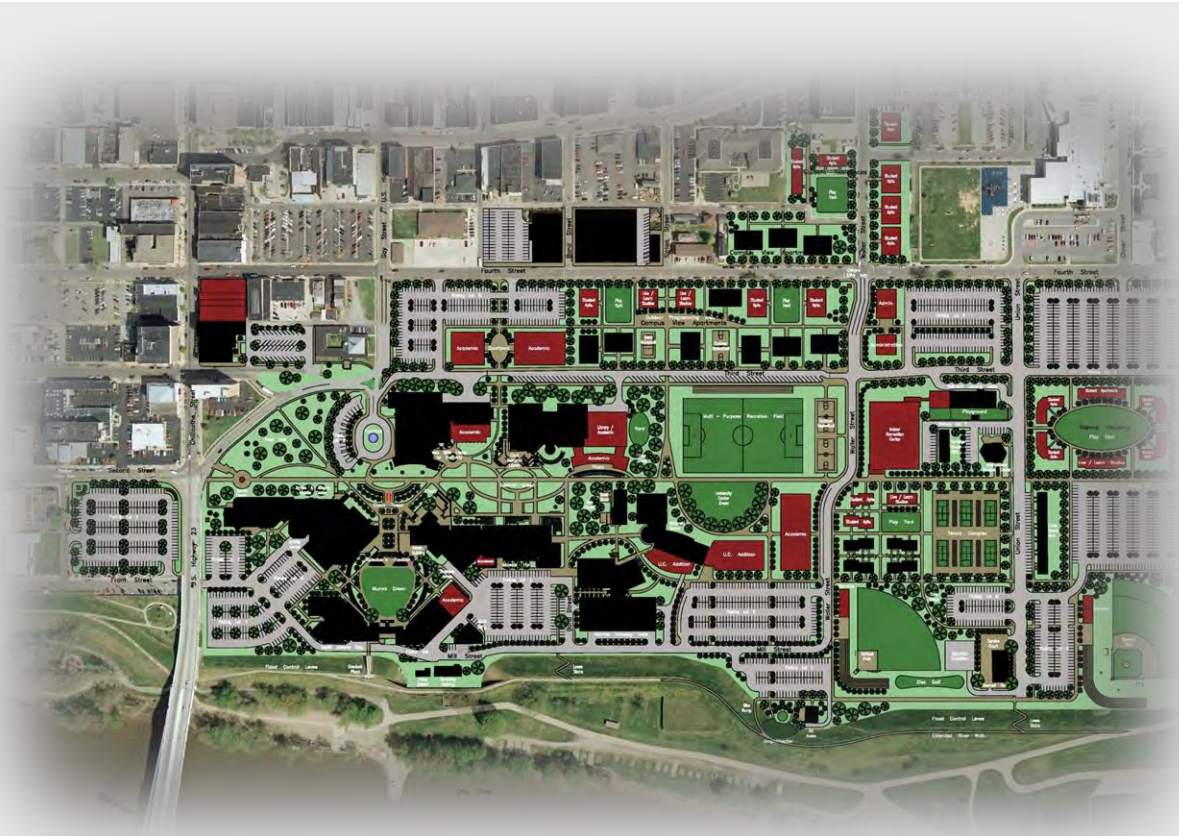
- Campus Edges
- Neighborhoods & Walks
- Building Sites
- Student Housing
- Open Green Spaces
- Roads & Parking
- Downtown Connection

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Master Plan 2008 Forward

Changed the Direction of Campus Development



Programming for 5,300-Students

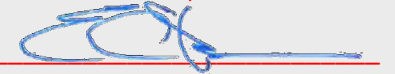
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Win the Community with Engagement

- Trust
- Understanding
- Consensus
- Excitement
- Participation
- Investments

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Stakeholders

- University – Administration, Faculty, Staff & Students
- Public Schools
- Government – Municipal & County
- Quasi-Public – Planning Commissions
- Downtown Development
- Community Action Committees & Volunteers

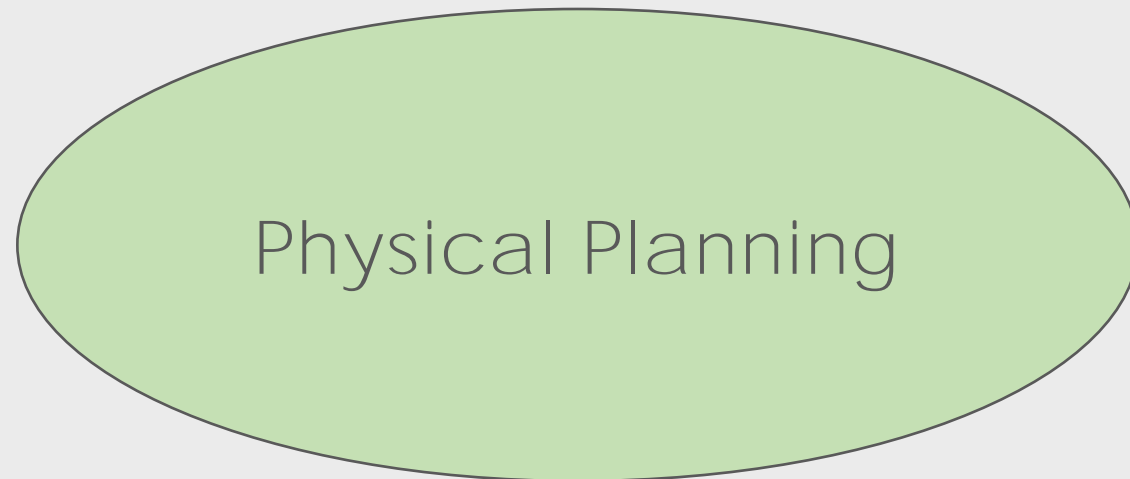
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2 Basic Phases

- Stakeholder Engagement & Strategic Thinking: executive interviews, creative thinking, open presentations
- Campus Assessments: strategic planning, campus inventory, facility conditions, space utilization, development opportunities, & capital
- Basis-of-Design

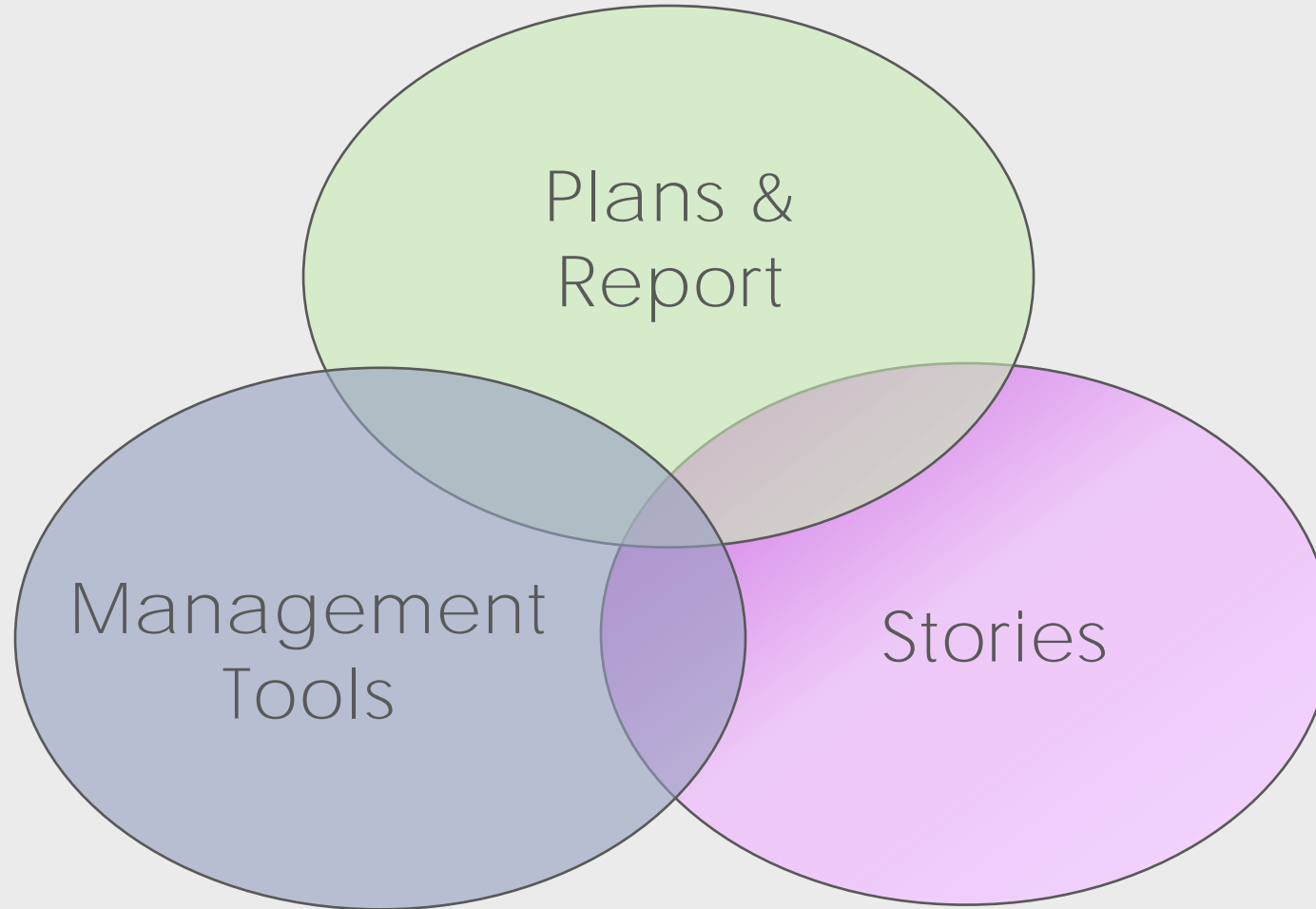


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Deliverables

Space Utilization
Maintenance
Life-Cycle
Renewal
Capital Requests
Grants
Capital Planning



Recruitment
Achievements
Public Service
Economic
Development

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Mission | University of Southern Ohio

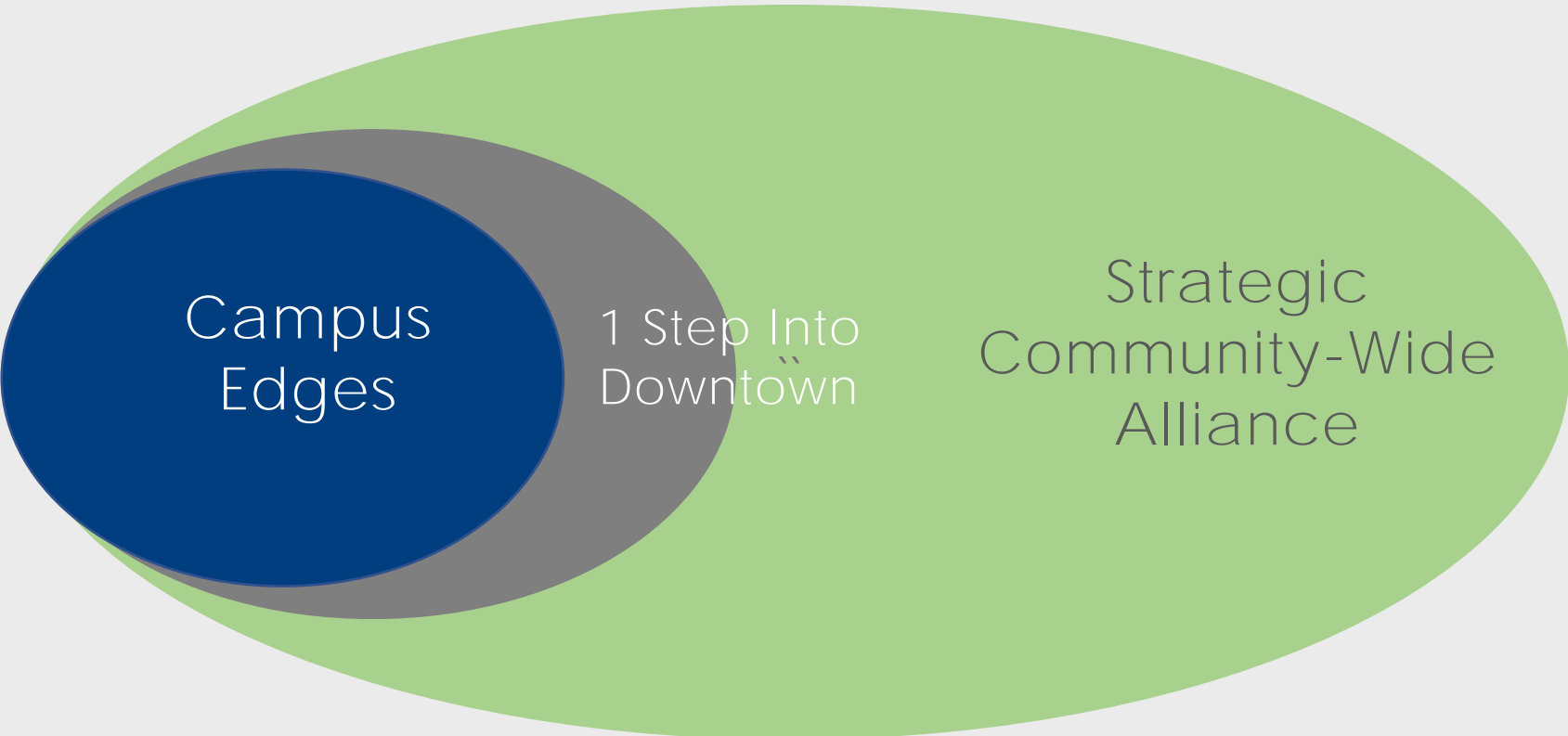
- Beacon
- History & Innovation
- Culture – Family, Work Ethic & Outdoors
- Affordability
- Academic Achievement
- Community Learning Lab
- Job Opportunities
- Economic Development

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Campus | Downtown | Economic Development



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Inter-Dependent Success

- Vibrant Downtown
- Economic Development:
 - District Planning – Innovation & Resources
 - Leadership & Partnerships
 - Community Learning
 - SSU as a Resource Portal & Talent Magnet
 - Crossroads | Strong East-West Connections

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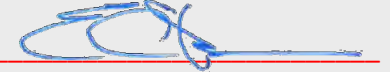


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Financial Priorities

- Strategic Plan – Shawnee State at 40
- Enrollment
- Right-Sizing & Utilization
- Building Life-Cycles
- Capital Planning
- Visioning & Competitive Advantages

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David Staley, Ph.D.

Beam Designs

Prater Engineering Associates

Burgess & Niple, Ltd.

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CAMPUS MASTER PLAN

Shawnee State University

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FY23 Consolidated Operating Budget Status

Report Date 09.09.2022

	Consolidated Budget	Q1 Actuals	Q2 Actuals	Q3 Actuals	Q4 Actuals	YTD Actuals	% of Budget
Revenue							
State Funding	\$19,221,054	\$3,654,279	\$0	\$0	\$0	\$3,654,279	19.0%
Tuition & Student Fees	\$29,809,710	\$14,473,292	\$0	\$0	\$0	\$14,473,292	48.6%
Scholarship	(\$6,170,569)	(\$2,144,624)	\$0	\$0	\$0	(\$2,144,624)	34.8%
Transfers In	\$0	\$0	\$0	\$0	\$0	\$0	
Other Income							
Commissions	\$490,950	\$7,476	\$0	\$0	\$0	\$7,476	1.5%
Grants	\$129,000	\$145,481	\$0	\$0	\$0	\$145,481	112.8%
Miscellaneous Revenue	\$604,000	\$162,751	\$0	\$0	\$0	\$162,751	26.9%
Service Fees/Memberships	\$285,000	\$57,354	\$0	\$0	\$0	\$57,354	20.1%
Ticket Sales/Rentals	\$549,900	\$155,344	\$0	\$0	\$0	\$155,344	28.2%
Other Income Total	\$2,058,850	\$528,406	\$0	\$0	\$0	\$528,406	25.7%
Revenue Total	\$44,919,045	\$16,511,353	\$0	\$0	\$0	\$16,511,353	36.8%
Expense							
Compensation							
Benefits	\$9,295,309	\$1,239,981	\$0	\$0	\$0	\$1,239,981	13.3%
Salaries	\$23,257,453	\$2,182,664	\$0	\$0	\$0	\$2,182,664	9.4%
Compensation Total	\$32,552,762	\$3,422,645	\$0	\$0	\$0	\$3,422,645	10.5%
Non-Compensation							
Equipment	\$189,743	\$119,566	\$0	\$0	\$0	\$119,566	63.0%
External Professional Services	\$975,550	\$101,055	\$0	\$0	\$0	\$101,055	10.4%
Information/Comm/Shipping	\$870,872	\$275,228	\$0	\$0	\$0	\$275,228	31.6%
Maintenance & Service Contracts	\$3,006,929	\$1,395,442	\$0	\$0	\$0	\$1,395,442	46.4%
Meal Plan Expense	\$1,641,448	\$66,134	\$0	\$0	\$0	\$66,134	4.0%
Miscellaneous Expense	\$1,556,040	\$567,479	\$0	\$0	\$0	\$567,479	36.5%
Supplies	\$1,555,912	\$149,251	\$0	\$0	\$0	\$149,251	9.6%
Travel	\$557,274	\$106,486	\$0	\$0	\$0	\$106,486	19.1%
Utilities	\$1,435,500	\$218,879	\$0	\$0	\$0	\$218,879	15.2%
Non-Compensation Total	\$11,789,269	\$2,999,520	\$0	\$0	\$0	\$2,999,520	25.4%
Expense Total	\$44,342,031	\$6,422,164	\$0	\$0	\$0	\$6,422,164	14.5%
Net Transfer to Capital Fund	\$1,563,925	\$0	\$0	\$0	\$0	\$0	0.0%
Operating Budget Surplus (Deficit)	(\$986,910)	\$10,089,189	\$0	\$0	\$0	\$10,089,189	

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FY23 Tuition and Student Fees Revenue - Autumn Semester Status & Annual Projection

Report Date 09.12.2022

	Autumn 2022 Budget	Autumn 2022 Actuals	% from Autumn Budget	Annual Budget	Projected Annual Revenue	Projected % from Annual Budget	Projected \$ from Annual Budget
Continuing / Non-Guarantee Tuition	\$959,277	\$1,342,585	40.0%	\$2,135,704	\$2,989,089	40.0%	\$853,385
Guarantee Tuition - FY19 Cohort A & FY20 Cohort B	\$2,422,624	\$2,065,978	-14.7%	\$5,144,733	\$4,387,352	-14.7%	(\$757,381)
Guarantee Tuition - FY21 Cohort C	\$1,786,848	\$1,539,323	-13.9%	\$3,769,699	\$3,247,497	-13.9%	(\$522,202)
Guarantee Tuition - FY22 Cohort D	\$2,130,134	\$2,202,056	3.4%	\$4,110,360	\$4,249,143	3.4%	\$138,783
Guarantee Tuition - FY23 Cohort E	\$4,049,411	\$3,520,884	-13.1%	\$7,788,371	\$6,771,837	-13.1%	(\$1,016,534)
Program Fees	\$98,900	\$87,572	-11.5%	\$200,000	\$177,091	-11.5%	(\$22,909)
Student Programming Fee	\$9,517	\$9,543	0.3%	\$19,246	\$19,298	0.3%	\$53
Instructional Fees Graduate	\$573,682	\$387,649	-32.4%	\$1,160,125	\$783,922	-32.4%	(\$376,203)
General Fees Graduate	\$16,555	\$11,186	-32.4%	\$33,478	\$22,621	-32.4%	(\$10,857)
Technology Fee Graduate	\$5,725	\$3,858	-32.6%	\$11,577	\$7,802	-32.6%	(\$3,775)
UC Bond Fees Graduate	\$12,818	\$9,363	-27.0%	\$25,921	\$18,933	-27.0%	(\$6,988)
Non Resident Fees Graduate	\$69,161	\$29,668	-57.1%	\$139,860	\$59,996	-57.1%	(\$79,864)
Program Fees Graduate	\$7,418	\$5,461	-26.4%	\$15,000	\$11,044	-26.4%	(\$3,956)
CCP Off Campus HS Instruction	\$62,436	\$68,539	9.8%	\$129,000	\$129,220	0.2%	\$220
CCP On Campus CLG Instruction	\$261,360	\$310,892	19.0%	\$540,000	\$635,595	17.7%	\$95,595
Course Fees Undergraduate	\$395,600	\$459,526	16.2%	\$800,000	\$929,275	16.2%	\$129,275
Course Fees Graduate	\$73,186	\$55,085	-24.7%	\$148,000	\$111,396	-24.7%	(\$36,604)
Housing Rental Fees Student	\$204,927	\$303,967	48.3%	\$414,413	\$614,696	48.3%	\$200,283
Housing Meals Student	\$970,761	\$1,124,726	15.9%	\$1,963,117	\$2,274,471	15.9%	\$311,354
Housing Communication Fee	\$80,521	\$82,951	3.0%	\$162,833	\$167,746	3.0%	\$4,913
Athletic Fee	\$46,978	\$47,550	1.2%	\$95,000	\$96,158	1.2%	\$1,158
Tuition & Student Fees Revenue Total	\$14,237,838	\$13,668,363	-4.0%	\$28,806,437	\$27,704,182	-3.8%	(\$1,102,255)

•49.5% Average Revenue Autumn Semester, 42.9% Average Revenue Spring Semester, 7.7% Average Revenue Summer Semester

•Factors excluded for timing:

Wiley Online

Spring based fees (eg. Graduation fees)

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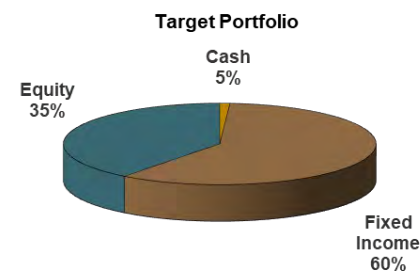
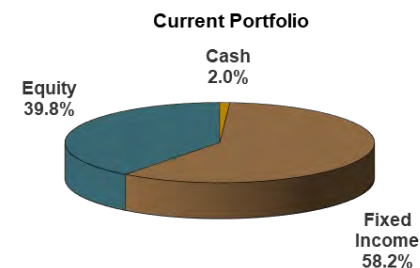


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Shawnee State University Asset Allocation – As of August 31, 2022



Asset Class	Market Value	% of Assets	Target %
Cash Equivalents			
TIAA Cash Deposit Account	\$157,688	2.0%	
Total Cash Equivalents	\$157,688	2.0%	5.0%
Fixed Income			
Fixed Income Separately Managed Account	\$3,274,372	41.7%	
Vanguard Short Term Bond Index Fund	\$346,897	4.4%	
TIAA-CREF Short-Term Bond Fund	\$542,456	6.9%	
DFA Inflation Protected SEC Fund	\$205,660	2.6%	
PIMCO 1-5 Year U.S. TIPS Index Fund	\$200,063	2.5%	
Total Fixed Income	\$4,569,448	58.2%	60.0%
Domestic Equity			
TIAA-CREF Large Cap Growth Index Fund	\$1,037,655	13.2%	
TIAA-CREF Large Cap Value Index Fund	\$1,083,094	13.8%	
Vanguard Mid Cap Growth Index Fund	\$143,029	1.8%	
iShares Russell Mid Cap Value ETF	\$149,995	1.9%	
TIAA-CREF Small Cap Blend Index Fund	\$150,591	1.9%	
Cohen & Steers Real Estate Fund	\$40,938	0.5%	
Vanguard REIT Index Fund	\$58,979	0.8%	
Total Domestic Equity	\$2,664,281	33.9%	29.0%
International Equity			
iShares Core MSCI EAFE ETF	\$266,152	3.4%	
iShares Core MSCI Emerging Markets ETF	\$131,036	1.7%	
iShares MSCI EAFE Small Cap ETF	\$61,628	0.8%	
Total International Equity	\$458,816	5.8%	6.0%
Total Equity	\$3,123,097	39.8%	35.0%
Total Portfolio Market Value	\$7,850,233	100.0%	100.0%



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TIAA INVESTMENT MARKET VALUE CHANGE FOR FY23

Asset Class/Security	Ticker	Market Value as of August 24, 2022	Market Value as of June 30, 2022
<u>CASH EQUIVALENTS:</u>		\$ 402,824	\$ 255,492
% of Total Portfolio		5.0%	3.3%
<u>FIXED INCOME:</u>			
Fixed Income Managed Acct (US and Agency Securities)	Various	\$ 3,031,480	\$ 3,169,578
DFA Inflation Protected Securities Portfolio	DIPSX	\$ 208,430	\$ 201,332
PIMCO 1-5 Year U.S. TIPS Index ETF	STPZ	\$ 201,953	\$ 201,683
TIAA-CREF Short-Term Bond Fund	TISIX	\$ 542,603	\$ 540,222
Vanguard Short Term Bond Index Fund	VBIRX	\$ 347,841	\$ 347,717
Total Fixed Income		\$ 4,332,307	\$ 4,460,532
% of Total Portfolio		54.3%	57.9%
<u>DOMESTIC EQUITY:</u>			
Cohen & Steers Real Estate Fund	CREFX	\$ 42,392	\$ 40,210
iShares Russell Mid Cap Value ETF	IWS	\$ 155,256	\$ 142,503
TIAA-CREF Large Cap Growth Index Fund	TILIX	\$ 1,089,526	\$ 971,764
TIAA-CREF Large Cap Value Index Fund	TILVX	\$ 1,120,257	\$ 1,047,399
TIAA-CREF Small Cap Blend Index Fund	TISBX	\$ 156,683	\$ 139,116
Vanguard Mid-Cap Growth Index	VMGMX	\$ 148,607	\$ 132,366
Vanguard REIT Index Fund	VGSLX	\$ 60,935	\$ 57,762
Total Domestic Equity		\$ 2,773,656	\$ 2,531,120
% of Total Portfolio		34.8%	32.8%
<u>INTERNATIONAL EQUITY:</u>			
Harding Loevner Institutional Emerging Markets Fund	HLMEX		
iShares Core MSCI EAFE ETF	IEFA	\$ 274,097	\$ 268,709
iShares Core MSCI Emerging ETF	IEMG	\$ 132,198	\$ 132,658
iShares MSI EAFE Small-Cap ETF	SCZ	\$ 62,955	\$ 61,414
Total International Equity		\$ 469,250	\$ 462,781
% of Total Portfolio		5.9%	6.0%
Total Equity		\$ 3,242,906	\$ 2,993,901
% of Total Portfolio		40.6%	38.8%
TOTAL PORTFOLIO MARKET VALUE		\$ 7,978,037	\$ 7,709,925
		100.0%	100.0%

	TOTAL PORTFOLIO	CASH	FIXED INCOME	DOMESTIC EQUITY	INTERNATIONAL EQUITY
Value as of June 30, 2022	\$ 7,709,925	\$ 255,492	\$ 4,460,532	\$ 2,531,120	\$ 462,781
Value as of August 24, 2022	\$ 7,978,037	\$ 402,824	\$ 4,332,307	\$ 2,773,656	\$ 469,250
Diff \$	\$ 268,112	\$ 147,332	\$ (128,225)	\$ 242,536	\$ 6,469
Diff %	3.48%	57.67%	-2.87%	9.58%	1.40%

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Award Description (G/L Unit #)	Total Awards	Total Expenditures as of June 30, 2022	Remaining Balance for FY23
TOTAL HEERF FINANCIAL AID AWARDS	\$ 8,365,469.00	\$8,353,246.00	\$ 12,223.00
INSTITUTIONAL AWARDS			
HEERF I Institutional (#35041)	\$ 1,786,454.00	\$ 1,786,454.00	\$ -
HEERF II Institutional (#35041)	\$ 3,676,771.00	\$ 3,676,771.00	\$ -
HEERF III Institutional (#35041)	\$ 4,778,815.00	\$ 4,742,706.99	\$ 36,108.01
TOTAL HEERF INSTITUTIONAL AWARD	\$ 10,242,040.00	\$ 10,205,931.99	\$ 36,108.01
HEERF SIP AWARDS			
HEERF I SIP (#35043)	\$ 176,226.00	\$ 176,226.00	\$ -
HEERF II SIP (#35043)	\$ 230,959.00	\$ 230,959.00	\$ -
HEERF III SIP (#35043)	\$ 420,557.00	\$ 400,000.00	\$ 20,557.00
TOTAL HEERF SIP AWARDS	\$ 827,742.00	\$ 807,185.00	\$ 20,557.00
CRF AWARDS (FEDERAL PASS-THRU)			
CRF First allocation (#30100)	\$ 1,810,959.00	\$ 1,810,959.00	\$ -
CRF Second (Oct 2020) allocation (#30105)	\$ 905,480.00	\$ 905,480.00	\$ -
TOTAL CRF AWARDS (FEDERAL PASS-THRU)	\$ 2,716,439.00	\$ 2,716,439.00	\$ -
CRF MENTAL HEALTH AWARDS			
CRF Mental Health allocation (#30106)	\$ 49,028.00	\$ 49,028.00	\$ -
CRF-GEER Mental Health Support #30108)	\$ 83,348.00	\$ 83,348.00	\$ -
TOTAL CRF MENTAL HEALTH AWARDS	\$ 132,376.00	\$ 132,376.00	\$ -
TOTAL INSTITUTIONAL AWARDS	\$ 13,918,597.00	\$ 13,861,931.99	\$ 56,665.01
GRAND TOTALS INSTITUTIONAL AND STUDENT	\$ 22,284,066.00	\$ 22,215,177.99	\$ 68,888.01

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PERSONNEL ACTIVITY REPORT FY22

July - Present

September 16, 2022

New Hires

- Administrative
 - Jessica McCallister – Assistant Director, Development Foundation – July 18, 2022
 - Lisa Chaffin – Paralegal/Contract Services Manager – July 19, 2022
 - Heather Howard – Interim Director, Children’s Learning Center – August 1, 2022
 - Robin Coleman – Literacy Specialist – August 1, 2022
 - Erika Lyons – Classroom Teacher, Children’s Learning Center – August 19, 2022

Change of Status

- Administrative
 - Lindsay Monihen – Director, Literacy Leaps Program – July 11, 2022
 - Jessica Priode – Interim Director, Counseling & Health Services – July 17, 2022
- Faculty
 - Barbara Wilson Battles – Full-Time Instructor, English/Humanities – July 1, 2022
 - Jeong Tae OK – Assistant Professor, Engineering Technologies – August 22, 2022
 - Christine Zempter – Assistant Professor, English/Humanities – August 22, 2022
 - Summer Logan – Assistant Professor, Fine, Digital & Performing Arts – August 22, 2022
 - Michael Reynolds – Assistant Professor, Fine, Digital & Performing Arts – August 22, 2022
 - Emily Payne – Full-Time Instructor, Natural Sciences – August 22, 2022
 - Seongcheol Paeng – Assistant Professor, School of Business, Finance – August 22, 2022

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PERSONNEL ACTIVITY REPORT FY22

July - Present

September 16, 2022

Page 2

Departures

➤ Administrative

- Joshua Lawson – Program Coordinator, Recovery Workforce Development – June 30, 2022
- Ashley Hood – Director, Children’s Learning Center – July 15, 2022
- Heather Payne – Classroom Teacher, Children’s Learning Center – August 5, 2022
- Laikyn Johnson – Admissions Associate – August 12, 2022
- Erika Lyons – Classroom Teacher, Children’s Learning Center – August 26, 2022
- Amy Queen – Program Coordinator, Visual Impairment – September 2, 2022

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October 5, 2022


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CAPITAL PROJECTS STATUS REPORT

August 31, 2022

Library/CFA HVAC Renovation - \$2.2M - Capital

- A single new generator will be installed and is sized to provide emergency power for both the CFA and Library.
- CFA controls and installation of new VAV boxes complete. Five of nine air handling units have new controls and are running on the new Trane software platform.
- One of two new air handling units installed in the Library. Lighting upgrade in the lecture hall is complete. Project 85% complete.

Kricker Innovation Hub - \$3.4M (est.) - EDA Grant/Capital/Private

- Project approximately 90% complete.
- Interior storefronts, HVAC, and electrical devices/equipment currently being installed.
- Exterior curtain wall (lower floor windows) installation continues; miscellaneous roofing near completion.
- Finishes, flooring, ceilings, doors, and exterior painting to be complete by mid-September.

Gateway and Third Street Development - \$3M (est.)

- A new campus gateway will be developed as well as a plan to reopen Third Street between Gay and Waller Streets. This will include traffic calming strategies, incorporate bicycle traffic, landscape features, and pedestrian crossings.
- Phase I construction documents complete. Project schedule and estimate in review.

Campus Master Plan Update - \$150,000 - Capital

- This project will update and revise previous master planning efforts. The 2017 campus assessment will be used to prioritize projects for infrastructure updates. The plan will include all initiatives in the Shawnee at 40 Strategic Plan.
- Information gathering started; stakeholder interviews underway.

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Secretary, SSU Board of Trustees

**Academic and Student Affairs Report
Board of Trustees Meeting
September 16, 2022**

I am pleased to present the following Academic and Student Affairs Report to the Academic and Student Affairs Committee of the Board of Trustees and to the Board.

Provost Report

- I presented a Data and Academic Portfolio session to the faculty at Faculty Professional Day to outline our academic portfolio moving forward. It includes enrollment trends and an outline of Shawnee's Four Pillars and Signature Programs.
- The highlights of recent activities in Academic and Student Affairs are noted below.

College of Arts and Sciences

- The College is mourning the loss of Jon Bedick, Professor of Biology, who passed away unexpectedly on August 21st. "Jon engaged our students in dialogue to help them understand their role in conservation, stressed the importance of continued learning and engagement with others, and instilled an appreciation of the wonder and beauty of our world," said SSU Interim Dean of the College of Arts & Sciences, Dr. Kimberly Inman. "He did so with a boundless energy that could not be ignored. Our faculty and students are stunned at this loss and continue to mourn Jon's untimely passing." Jon's obituary may be found here: <https://www.legacy.com/us/obituaries/portsmouth-dailytimes/name/jon-bedick-obituary?id=36302024>.
- The College is pleased to welcome new faculty members Dr. Christy Zempter, Assistant Professor in Communication; Ms. Summer Logan, Assistant Professor in Musical Theater; Mr. Michael Reynolds, Visiting Assistant Professor in Game Design; and Ms. Emily Payne, Full Time Instructor in Biology.
- Shawnee State will be the host site for the Scioto County Science Fair and we are coordinating with Sharee Price from the South Central Ohio ESC and Kara Bobo-Stump on event planning.
- The College of Arts and Sciences Recruiting Committee has developed a series of 13 ready-to-go talks from faculty in English & Humanities, Social Sciences, Math, and Natural Sciences that may be requested by area middle and high school teachers in the region. Faculty will present interactive and engaging lessons and also speak a bit about SSU programs in their areas of expertise. We are working with Amanda Hedrick in the Center for Lifelong Learning on spreading the word to high schools.
- English and Humanities:
 - Professor of English Dr. Debra Knutson presented as part of a group of faculty from several Ohio institutions at the 2022 Conference on College Composition and Communication. The group presented on "From Talking to Acting: Ohio's Commitment to Diversity, Equity, and Linguistic Justice." Debra spoke specifically on "Statewide Learning Outcomes Redesign: Enacting Antiracist Teaching and Learning."

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- Professor of Philosophy Dr. Nick Meriwether has begun writing a series on natural law to be published in the *The Worldview Bulletin* newsletter. The series is based upon his Ethics course materials, and Nick has plans to develop the series into a textbook on natural law for the college classroom.
(<https://apologetics315.com/2019/05/the-worldview-bulletin-newsletter/>)
- Dr. Tim Nelson, Full Time Instructor in English and Humanities, presented his scholarly work entitled “Creating Cornwall With(in) Britain” at the International Medieval Congress in Leeds in July. He will be presenting “Building Britain and Becoming British” at the 46th Meeting of the Mid-America Medieval Association in Fayetteville, AR, in October.
- Mathematics:
 - Associate Professor of Mathematics Dr. David DeSario gave the talk “Pascal’s Gambling Problem” at MathFest, the annual meeting of the Mathematical Association of America (MAA). Professor of Mathematics Dr. Phil Blau participated in the MAA Congress that took place the day before MathFest began as the representative of the Ohio Section.
 - Senior Actuarial Sciences major Franklin (Scott) Ferrell participated in a Discrete and Continuous Analysis in Appalachia REU (research experience for undergraduates), an 8-week NSF funded program at Fairmont State University.
 - Dr. Jinlu Li, Professor Emeritus, gave the talk “Set-valued vector optimizations in ordered Fell topological hyperspaces of partially ordered topological vector spaces” at Workshop on Advances in Continuous Optimization, an international conference held in Portugal. Jinlu also has a single author and two co-authored research papers accepted for publication in refereed journals.
- Natural Sciences:
 - Dr. Erik Larson, Associate Professor of Geology, has published two papers with SSU student co-authors and additional collaborators from the University of Arkansas-Fort Smith. The two Shawnee students on each paper are Dakota Simpson and David Fitzpatrick, who recently graduated from the Geology program. The paper titles and publications are listed below:
 - Liles, P., Pearson, L., Barnett, S., Simpson, D.G., Fitzpatrick, D.B., Larson, E.B. & Testa, M.P., 2022, GigaPan® photogrammetry for outcrop description, 3D modeling, and 3D printing. *The Compass: Earth Science Journal of Sigma Gamma Epsilon*, v. 92, no. 1, 3.
 - Liles, P., Pearson, L., Barnett, S., Simpson, D.G., Fitzpatrick, D.B., Larson, E.B. & Testa, M.P., 2022, From outcrops to 3D models and printing: *The Professional Geologist*, v. 59, no. 2, p. 19-24.
 - Professor of Biology Dr. Sarah Ivers expanded upon her recent scientific exploration from fall observing Polar Bear populations. This summer, Sarah journeyed to the Hudson Bay in early July to observe the migrating Beluga whale populations. This included kayaking with the whales and learning about first nation life in the region (natural remedies from local wildflowers, etc.). Additionally, Sarah participated in an 8-day photography course in Iceland over the summer to learn more about landscape photography.

- Dr. Logan Minter, Associate Professor of Biology, worked with Portsmouth City Schools over the summer to help them achieve Tree Campus USA K-12 designation from the National Arbor Day Foundation. He is also currently working with SOMC to earn a similar designation. Dr. Minter also received a Jenco leadership award from the Foundation for Appalachian Ohio.
- BS Biology, Biomedical Sciences Senior Sydnie Jenkins was accepted to Alabama College of Osteopathic Medicine and has multiple interviews at other medical schools this fall in WV, OH, and PA.
- BS Biology, Biomedical Sciences Senior Laura Luthy has been accepted into the Marietta College Physician's Assistant Program.
- Hanna Tackett (BS Biology Biomedical Sciences, senior), Sydnie Jenkins (BS Biology Biomedical Sciences, senior, and Gavin Rose (BS Chemistry General Track, senior) each participated in different summer undergraduate research experiences in three states.
- Hanna Tackett participated in the Summer Research Experience Program in Cancer Sciences at the Roswell Park Comprehensive Cancer Center in Buffalo, NY. Hanna tested two chemical compounds in treatment of both lung and colon cancers in a project titled, "Mitochondrial Unfolded Protein Response in Cancer Cells." Hanna received a stipend from the National Cancer Institute of the NIH as well as a grant from SSU Works via the SSU Development Foundations to help with living expenses.
- Sydnie Jenkins participated in Cincinnati Children's Hospital Summer Undergraduate Research Fellowship Program hosted at the hospital in conjunction with the University of Cincinnati. Sydnie learned molecular biology and cell culture techniques on her project "Role of Negative Regulators in Acetylcholine Receptor Clustering for Neuromuscular Junction Maintenance." This work focuses on identifying potential treatments for diseases of impaired muscle contraction. Sydnie received a stipend from the University of Cincinnati.
- Center for Public History:
 - The center is wrapping up the President's Internal Research Grant, which was meant to advance the Historic Portsmouth Newspaper Project and the Vern Riffe Papers Project. This has enabled the Center to purchase dehumidifiers and air purifiers for the Center's archive, consult with newspaper digitization experts from the Ohio History Center in Columbus, and purchase acid-free archival folders and boxes for re-housing the Riffe Papers.
 - The documentary film, *Peerless Portsmouth*, which features the Center's Historic Newspaper Project, has been awarded the Outstanding Achievement Award from the Ohio Local History Alliance. The Center's collaboration with the Peerless project was also funded by the President's Internal Research Grant and demonstrates the potential uses of the Center's newspaper collection. Professor of History and Director of the Center for Public History Andrew Feight will join the documentary's co-director for the award ceremony in Columbus, later this October.
 - Thanks to the President's Internal Research Grant and a generous donation from former BOT Member, Dr. George White, we anticipate opening the Center's

archive to student research, scholars, and the public later this fall, once the newspapers have all been shelved and their inventory completed.

- The Center received a \$20,000 grant from the Ohio Humanities to support the development of the Scioto Historical mobile app and website project. These funds have gone towards the creation of six new historical tours of Portsmouth and the surrounding region. Based upon undergraduate research and beta-tested by students in Dr. Feight's courses, the new tours explore the history of the Portsmouth Earthworks Complex, the Underground Railroad, the Shawnee State Forest, the Civil Rights Movement, the Boneyfiddle District, and Professional Football in Portsmouth. The launch of the new tours begins on 9/10 with the Earthworks tour in partnership with the Southern Ohio Museum, the Arc of Appalachia, and the Friends of Shawnee State Park. The launch will wrap up with the Pro Football Tour on 12/4, the 90th Anniversary of the Iron Man Game, when the Portsmouth Spartans defeated the Green Bay Packers in what many remember as the greatest game in Portsmouth football history.
- The Center has been once again selected as one of ten host-sites for the Ohio History Service Corps (an AmeriCorps program), which provides the center with a full-time volunteer, providing "capacity building" for the Center's projects and assisting with our community outreach efforts in southern Ohio.

College of Professional Studies

School of Education:

- Response to the CAEP accreditation self-study review is due October 1. The School will be hosting their fall stakeholders' meeting before the due date and will gather additional feedback from them on the report.
- The School has converted the computer lab located in the Education Building to a laptop classroom. Students will be asked to bring their own devices, but some will be made available to students if they don't have their own.
- All three sections of the Introduction to the teaching profession are full for Fall semester. Seventy-five new Education majors have enrolled in undergraduate programs.
- Dr. Shipley has met with Portsmouth City Schools and other regional districts to update relationships for field experiences, student teaching placements, and the professional clinical year model. The faculty and students will be targeting their research to focus on the district needs and will be identifying teacher shortage areas to develop joint recruitment programs.
- The Literacy Leaps program has been launched with New Boston Local Schools. This grant of over \$500,000 is being led by Lindsay Monihen and will be focusing on the literacy needs of third and fourth grade students who are below grade level reading, in large part due to COVID, but not exclusively. Primary/Special Education and Early Childhood Education student field and clinical experiences will be housed at New Boston so the University students can earn clinical time while they help tutor and support the primary grade students.

- The Teacher Shortage Grant of over \$220,000 has been launched with six graduate students being funded to take courses over the summer with an additional five students starting in the fall.
- Dr. Charles Kemp has co-edited a soon-to-be-published book, entitled *Collaborative Models and Frameworks for Inclusive Educator Preparation Programs*. Dr. Kemp, Dr. Sandra Beam, Dr. Kim Cassidy co-authored a chapter in the book, while Dr. Cassidy authored an additional chapter individually.
- Dr. Kemp and two recent Early Childhood Special Education graduates have been invited to present at the Tri-State Diversity and Inclusion Conference at Marshall University in September.

Department of Rehabilitation Sciences:

- After three years of adapting to limited ability to participate in community-based fieldwork experiences, the MOT students will be providing wellness and disability prevention programs at area schools, nursing homes, and SOMC hospice center.
- The MOT students will also continue a very successful virtual education partnership with Area Agency on Aging District 7, with the "Fall-Free Fridays" program. MOT students prepare and present a live-stream education program addressing fall prevention for older adults in the community. Programs are recorded and posted online with additional resources. Information about the spring 2022 initiative can be found below. Second year MOT students will begin offering the program again in September with MOT faculty Sandra Allen being mentored by Dr. Christine Raber.
- MOT faculty Ann Marie Allen has community projects this fall at Rosemount Pavilion, 14th Street Community Center, and Golden Bears.
- MOT students will develop "Intentional Relationships" with community volunteers from Golden Bears and an additional opportunity to have students check blood pressure with faculty Ann Marie Allen. Ms. Allen and students will also work with the 14th Street Community.
- MOT Students Walking and Balance Program for elderly living in the community: They will complete an 8-week walking and balance program to increase student knowledge of analyzing movement and its benefits for clients. Participants will receive information on the importance of exercise and good balance techniques for safety and use.
- MOT students in their pediatric course this semester will be evaluating and preparing educational supports for struggling readers at West Elementary School and Portsmouth STEM Academy with Dr. Barb Warnock.
- Dr. Christine Raber has been appointed as a reviewer for the American Occupational Therapy Foundation's Scholarship Selection Committee. The appointment is for 2 years, and awards over 50 scholarships to students studying occupational therapy.
- MOT program had 100% pass rate on the national board exam this year.
- OTD program has admitted 13 students since its launch and have graduated six. Four students will graduate this fall. The faculty have revised the curriculum so students may apply and enter the program any semester now. Capstone projects are all clinical-based studies.
- Students in the OTA program are completing Level I fieldwork with Ms. Erica Parsley at Horizon House and Ms. Mendy Sissel at Portsmouth Rehabilitation & Wellness.

- Full accreditation received from CAPTE this past July. The accreditation has an effective date of April 2022.

Department of Allied Health Sciences:

- The Dental Hygiene program is developing its request for their accrediting body to increase their annual cohort size.
- As a result of a successful grant application, the University will receive two Anatomage Tables this week with one being installed in the Health Science Building and one in the Library. The tables, which provide 3-D interactive images of the human body, will be available to all students pursuing health-related degree programs at SSU. The tables may be programmed by faculty for specific lessons and include multiple images that are produced using images of actual human bodies.
- Tony Ward is meeting with KDMC Workforce Development representatives to discuss adding the Respiratory Therapy and Radiologic Technology students back into our clinical affiliation agreements in order to increase clinical sites.

School of Nursing:

- Nursing has established new or renewed contracts with Concord Nursing Home, KDMC Ohio, and Christ Care Pediatrics.
- Through successful grant applications, the department will receive new computers for classrooms and labs, 4 new skills mannequins, a new IV arm, and a new laptop for skills lab (med admin, etc.).
- The department worked with the Grants office to include a request through the RAPIDS equipment grant project to receive funding for a new adult mannequin for Sim Lab, a new child mannequin for Sim Lab, new Birthing torso for Sim Lab or Skills Lab, a new camera/speaker system for Peds in Sim Lab, and speaker in TV room in Sim Lab.
- ACEN (accreditor) Site Visit will be held February 7-9. The self-study documents are due December 23, 2022.
- A faculty search will be conducted this year in preparation for MSN Program. The program has a planned start date of Fall 2023.

Department of Engineering Technologies:

- The Digital Simulation and Gaming Engineering Technologies program held a “sorting ceremony” event to assign new students to their gaming “houses.” Modeled after the Hogwarts School in the Harry Potter series, each student in the program is assigned a “house.” The gaming houses are designed as a way to develop community, engagement, networking and peer mentorship amongst students. An estimated 175 students attended the event.
- The Plastics Engineering Technology Program was awarded an additional \$92,500 as an amendment to the Regional Job Training Program Funding through OVRDC. These funds are to be spent on equipment such as an Impact Tester, Moisture Analyzing equipment, 3D Printers, and Robotic Vision system.
- The Electromechanical Engineering Technology program welcomed new faculty Dr. Jeong Tae Ok as visiting faculty this fall. Dr. Ok will be instrumental in the development

of the electromechanical programs to include a bachelor's degree with a plan for a master's degree.

- The Information Security program and its faculty were transferred to the Department of Engineering Technologies effective July 1st.

C.H. Lute School of Business:

- The Academic Resource Management Committee proposal for the new MBA program has been completed and is in the final review stage before being sent to the committee for review and approval at the next meeting. New program & course proposals are being prepared and will be submitted to the Graduate Council for review by the end of September. The Ohio Department of Higher Education's (ODHE) Chancellor's Council on Graduate Studies (CCGS) proposal submission is planned by early January.
- Faculty position searches for Management and Accounting/Management are in process. The Management intended start date is January 2023 to replace a retired faculty from that area, and the Accounting/Management position is intended to start August 2023.
- New Finance faculty, Dr. Paeng, has had a publication of his research and he has been accepted to present at a national conference.

Clark Memorial Library

- The HVAC replacement project is nearing completion. We had a very dedicated group of students who braved the heat and worked in the library this summer. We are very appreciative of the cool air flowing in the building.
- The CML, once again, hosted a Weekend of Welcome party on Saturday, August 20th. We welcomed back DJ Drew Carter, and had SSU Alumni Charlie Haskins lead a group of students in painting a picture of the Massie Lion. We had a total of 433 students come through and check out the library. Funding for the party was provided by Selby Fund.
- During the first full week of classes the library saw 3,931 visitors. This total reflects an increase of 557 visits from the same time last year. Our 24-hour study space, The Bear Cave had 357 visitors this week. We are making good gains on returning to pre-pandemic usage level.
- Over the summer, the Library's webpage was updated and refreshed to a sleek and clean look. See www.library.shawnee.edu. The library made great progress scanning and uploading student newspapers to the Digital Commons from our archives. We were able to get copies of the Chronicle, dating from 1992 to 2002; and The Star, from 1985, uploaded. Browse the papers here: <https://digitalcommons.shawnee.edu/newspapers/>. New content is being added weekly.

Respectfully submitted,

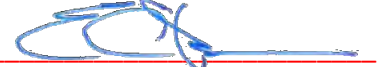
Sunil Ahuja, Ph.D.

Provost and Vice President for Academic and Student Affairs

Academic Programs Data Analysis

- Enrollment trends ---> institutional and programmatic
 - Align programs with enrollment patterns
- Retention and completion trends ---> institutional and programmatic
 - Provost's Task Force on Retention and Completion
- FTE trends ---> institutional and programmatic
 - Significant FTE imbalances by programs

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October 5, 2022



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Academic Portfolio

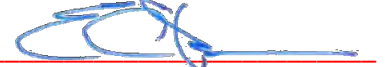
- Shawnee's Four Pillars (four-legged stool) for academic programs:

- Business
- Engineering Technology
- Healthcare
- Liberal Arts

- Shawnee's Signature Programs

- Game design, biomedical sciences, Masters in Mathematics, Masters in Occupational Therapy (hybrid redesign), Primary (PreK-5), Primary/Special Education

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Shawnee State University

Signature Programs

Business

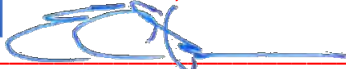
Engineering
Technology

Health
Care

Liberal Arts

General Education Program

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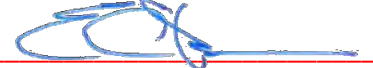


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Future Resource Directions

- Intentional, goal-driven ---> can't be all things to all people
- Streamline academic portfolio ---> attention to growth areas, focus on credentials
- Meet regional needs

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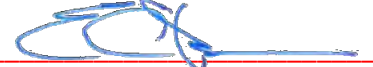


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Resources: Three Paths

- Do nothing: keep status quo \leftrightarrow 2-3% (+/-)
- Keep funding as is: unsustainable, unless enrollment \uparrow 20%
- Motivate growth: reallocation \rightsquigarrow zero-sum game

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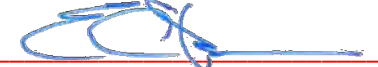


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Academic Portfolio

Data at November Meeting!

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**Division of Advancement & Enrollment Management Report
to the Meeting of the Board of Trustees
September 16, 2022**

Alumni and Community Events

The **Shawnee State Alumni Association** is planning Homecoming, Alumni and Family Weekend on September 23 and 24, 2022. Events during the weekend include the 2022 Hall of Fame Induction Ceremony, Volleyball game vs. University of Indiana - Kokomo, parade, tailgate, Women's and Men's Soccer game vs. Thomas More University, Alumni Awards Banquet for the 2020, 2021, and 2022 winners, and an Alumni Social. Other alumni events planned for this semester include a mixer during the Shawnee Game Conference and luncheons during Pre-Med Day. The Fall Bear Run is scheduled for Wednesday, October 19.

The Office of Alumni and Community Events has scheduled and assisted with over 500 in person events from June to September including meetings, campus visits, programming events, and community events.

The renovations in the **Morris University Center Ballroom** are nearly complete including a new AV system, new carpet, and a facelift to the walls.

The **Golden Bear Program** hosted Golden Bear Orientation on August 17 and 90 members attended to learn more about the program and events scheduled during the academic year. Events such as stretching classes, water aerobics classes, bingo and monthly birthday celebrations occur weekly.

Athletics

This will be our final season competing in the Mid-South Conference. We will transition into the **River States Conference** starting with the 2023-24 Academic Year. Members are Alice Lloyd College, Brescia University, Indiana University East, Indiana University Kokomo, Indiana University Southeast, Midway University, Oakland City University, Ohio Christian University, Point Park University, University of Rio Grande, Saint Mary-Of-The Woods College, and WVU Tech.

Successful **summer camps** were held in Soccer, Volleyball, Women's & Men's Basketball, and Esports.

Fall seasons are underway with Men's and Women's Soccer, Men's and Women's Cross Country, ESports, and Volleyball. Other teams competing are Tennis, Golf, and JV Softball.

Development Foundation

Four **major philanthropic gifts and pledges** were received totaling \$376,650.

AEP-Ohio awarded \$50,000 over two years for the continued programming and infrastructure in the Kricker Innovation Hub.

Southern Ohio Medical Center provided \$10,000 for the upcoming Vern Riffe Center for the Arts Performing Arts Series.

King's Daughters Medical Center agreed to \$20,000 to support scholarships for students in Scioto, Lawrence, Boyd, Carter, and Greenup counties. Eligible students must be studying Nursing, Radiology, or Med Lab Tech.

The **Scioto Foundation** granted \$10,000 to support grant writing.

**Division of Advancement & Enrollment Management Report
to the Meeting of the Board of Trustees
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The **Matthew Holt Scholarship for Writers** was established through a donation from Dr. Jerry Holt and Lucrecia Guerrero Holt. The annual scholarship will support aspiring fiction, non-fiction, or technical writers that demonstrate financial need.

Casino Night with a bourbon tasting hosted by President Bauer is scheduled for November 19th, on campus at Shawnee State. This is the first year for the event which will benefit The Shawnee Fund.

The **Bear Club Challenge** opened August 22nd and will run through September 29th. The Bear Club supports Shawnee State Athletics and \$19,200 has been raised thus far through philanthropic gifts and sponsorships, 27% of the way to goal of \$70,000.

SSUDF reported **increased year over year giving in FY22**. Philanthropic gifts and grants were up 83% at \$1,197,414. Total giving up 77% at \$1,256,236.

Grants and Sponsored Programs

The Office of Grants and Sponsored Programs is managing \$15,083,835 of total **grant awards**. Eight **new grants awards** have been received for the current fiscal year totaling \$2,513,752. We were also just awarded a new Upward Bound Math Science award that will allow us to support local students for the next five years.

Working on several grants which would benefit our Plastics Engineering Technology program by providing equipment and programmatic activities.

Center for Lifelong Learning & Campus Partnerships

21st CCLC program grants were renewed for four local schools and one new grant applicant is awaiting the selection results for FY23. All programs are being evaluated and reports will be submitted to the Ohio Department of Education during the first week of September 2022. Fiscal year 2023 budgets are being prepared for each school without any carry over for the year and communication has been completed with each site coordinator to review the FY23 budgets. Materials are being ordered and delivered for the out of school programs which will operate from October 17, 2022 through April 14, 2023.

Verizon Innovative Learning summer STEM camps served 130 middle school students in grades 6-8. Students completed the Flex Factor Sprint Course that encouraged students to identify a problem, create a solution, and pitch a business plan to launch their proposal. Students explored careers in manufacturing, visited Yost Engineering, and were recognized by Senator Brown with a certificate for their participation. During the closing ceremonies on June 24 and August 5, students demonstrated skills learned in artificial intelligence, robotics, augmented and virtual reality, coding and digital product innovations. The Verizon team is planning a fall VIL Open House event in partnership with SSU's Ohio Tech Day.

Project BEAR wrapped up the 2021-2022 program year. 29 members served over 500 students during the program year in 23 classrooms in Scioto and Pike counties. Members also served in various capacities in the 7-county region through partnerships with Easter Seals and the Candyland Children's Museum. In Scioto, Pike, and Ross counties service members led summer Kindergarten Readiness Camps.

The **Educational Opportunity Center (EOC)** program received the 2022-23 Program Year Grant Award Notification and is funded at the same level, about \$450,000 per year. Achieving Program Goals for 2021-22 is proving to be a challenge. The goal of 1650 participants is difficult in light of demographic changes, reduction in referral resources, and programing changes throughout the region. EOC staff remain committed to achieving the goals.

**Division of Advancement & Enrollment Management Report
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Upward Bound Math Science completed a successful summer program and served 42 students. The average ACT score raised 1 point with some students realizing a 5-point increase. UBMS staff started research to launch programs that will provide potential scholarships for our students: UBMS eSports Team, Environthon, Robotics team, AAN Neuroscience Research, Trig-Star, and Conrad Challenge.

The **Dr. Miller and Genevieve Toombs Children's Learning Center** hired Heather Howard as the CLC Director. Open House was held on Friday, August 19 to welcome children, staff, and families. The fall semester began on August 22 with 77 children enrolled.

Final reports are being submitted to OhioCorps to close out the **College FIRST** grant. SSU is returning \$106,580.51 due to the small group of participants and OhioCorps not allowing recruiting after June 30, 2021. College First had 5 graduates: 3 enrolled into college with 2 of the 3 attending SSU; 1 enlisted in the Navy; 1 undecided.

Vern Riffe Center for the Arts

For the first time since the 2019/2020 season, the VRCFA has reinstated **series subscriptions** and our patrons are delighted to secure their favorite seats. We have a wonderful, wide-ranging series of events including: Teresa Walters, Concert Pianist in September; HarpOhio and Legally Blonde, The Musical in October; A Christmas Carol in December; Schubert's Die Schone Mullerin in January; I Have a Dream in February; Genti, The Gentlemen Trio in April; and Madagascar, The Musical in May.

The VRCFA has been chosen as a **World Fest hosting arts organization** for the upcoming three years. Sponsored by our regional arts partner, Arts Midwest, World Fest is a program that 'thinks global' and allows us to 'hear it local.' This experience will be a week-long residency, where the artists will provide school and community workshops consisting of music-making, teaching, interaction, question/answer sessions, and a public performance. This year's featured artists are Pamyua which is a musical group from Alaska that showcases Inuit culture through music and dance performance and Okaidja Afroso, a native of Ghana, who weaves together cross-cultural influences to create hypnotic sonic landscapes. His unique artistic vision has led him to combine his native rhythms with unforeseen pairings of musical styles.

Workforce Development

The **Federal Work Study Experiment** program was used to pay wages to more than 40 work-study eligible students during the spring and summer while they performed field experiences relevant to their majors. Most of these have been student teachers or MOT students performing Level II field work. On June 23, we received an additional initial allocation for the 2022-23 award year of \$59,039. This award year will be the final one of this experiment.

SSUDF presented an **SSU Works Grant** in the amount of \$2,400 to Hannah Tackett, a junior Biomedical Sciences major who participated in a ten-week undergraduate research field experience at Roswell Park Comprehensive Cancer Center in Buffalo, NY. In the near future, we will award \$1,000 to Kathryn Matson, a senior Middle Childhood Science/Social Studies Education major who is commuting from Meigs County and performing fieldwork in Jackson.

The **BESTOhio** industry sector partnership, sponsored by SSU, was recently endorsed by The Ohio Manufacturers' Association (OMA). On August 3, OMA received a \$23,492,808 award from the Economic Development Administration's American Rescue Plan Act Good Jobs Challenge program. BESTOhio's portion of this is \$930,000 to support implementation of Entry Level Earn & Learn programs and development of the sector partnership which covers Scioto, Pike, Ross, Jackson, Adams, and Highland counties.

**Division of Advancement & Enrollment Management Report
to the Meeting of the Board of Trustees
September 16, 2022**

SSU is partnering with BESTOhio to offer a **WISE Pathways** course to introduce local residents to careers in manufacturing. The 10-week class runs two nights/week and begins students on the path to becoming credentialed as a Certified Production Technician 4.0. Meals, childcare, and transportation are available, and tuition is free. We are already receiving interest from local manufacturers in hiring those who complete the course.

Since June, Workforce Development has visited with OSCO Industries, Vinyl Kraft Windows & Doors, General Mills, Sole Choice, Fluor-BWXT, Graf Transport, Benestar Brands, and EG Industries. We continue to work on action items related to our Hospital Partnership Plan with SOMC, King's Daughters, Adena, and Holzer. Our in-person Business & Manufacturing Career Fair is scheduled for October 18.

We are currently working with Admissions and Financial Aid to award more than \$130K in **Choose Ohio First** (COF) scholarships to incoming or transfer students in Occupational Therapy, Computer Engineering Technology, CADD, Information Security, Nursing, Allied Health, and Biomedical Sciences (new addition). Our annual COF reporting was submitted by the deadline in August. Two of our COF gaming scholars worked for the Verizon program over the summer.

As a Regional Programming Center (RPC) for the **Ohio Cyber Range**, SSU received \$30,000 from ODHE to facilitate collaboration across the OCRI-RPC Ecosystem that stands at 16 designated RPCs and includes a total of 22 institutions. This budget and program plan will carry through June 30, 2024, and will be used to support cybersecurity education, recruitment, and K-12 career outreach.

Kricker Innovation Hub & Entrepreneurship

The Kricker Innovation Hub concluded our second annual **Ignite Portsmouth Entrepreneurship Bootcamp** on June 30th with 7 aspiring entrepreneurs completing the program. This 8-week program worked with entrepreneurs to develop their business plans, connect with mentors, and pitch in front of a panel of judges. This program led to one new business start and two existing businesses improved following completion of the program. The Hub also organized an Ignite Portsmouth networking event and happy hour on August 17th for the 2022 cohort and the 2021 cohort. Thanks to support from the Tri-State Angel Investment Group, \$5,000 in prize dollars were given out by the SSU Development Foundation. The LIGHTS-INC grant from the Appalachian Regional Commission concluded June 30th.

Two new AmeriCorps VISTAs are starting their year of service at the Innovation Hub thanks to a partnership with the Center on Rural Innovation. This initiative will seek to expand access to and completion of digital skilling programs in conjunction with the SSU Center for Lifelong Learning.

On August 20th, the Hub and AmeriCorps VISTAs participated in the **SSU Weekend of Welcome**, and 43 students completed an activity brainstorming an idea for a new business. This semester, the Hub will continue to advance a Shawnee Entrepreneurship Club.

This summer, the Hub applied to the Economic Development Administration's **Build to Scale** program to develop and launch a technology entrepreneurship accelerator program. This 3-year grant would also support continuation of existing entrepreneurship programs such as the Ignite Portsmouth Bootcamp. The EDA will decide in September on grant awards.

*Respectfully Submitted,
Eric Andrew Braun, JD
VP for Advancement & Enrollment Management*

Fall 2023 Recruitment & Admissions Report



New Undergraduate Students	+16%
First-Time Freshmen	+17%
Transfers	+8%
New Graduate Students	+155%
College Credit Plus Students	+31%
Total Student Headcount	3304 +2.74%

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ENROLLMENT DATA

Fall 2022



3,304 STUDENTS

652 First-Time Freshmen

603 College Credit Plus

282 Online Program Students

149 Transfer Students

206 Graduate Students

116 International Students

324 Student Athletes

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OUR REGION

60 PERCENT

*From Scioto and surrounding
counties in Ohio and Kentucky*

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A blue ink signature is written over a red horizontal line. Below the line, the text "Secretary, SSU Board of Trustees" is printed in a red serif font.



OUT-OF-STATE
495 STUDENTS

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TOP 10 PROGRAMS

349 General Studies

119 Digital Simulation & Game Engineering

108 Health Science

101 Game & Simulation Development Arts

90 Nursing (Associate)

84 Management

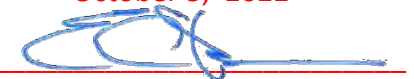
80 Psychology

75 Mathematical Sciences (Master's)

72 Exercise Science

68 Biomedical Sciences

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NEW UNDERGRADUATE STUDENTS

Fall 2022



801 STUDENTS

652 First-Time Freshmen

149 Transfer Students

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FIRST-TIME FRESHMEN & TRANSFERS

Fall 2022



PALSJR
416 STUDENTS

78	Pike	230	Scioto
42	Adams	14	Jackson
31	Lawrence	36	Ross

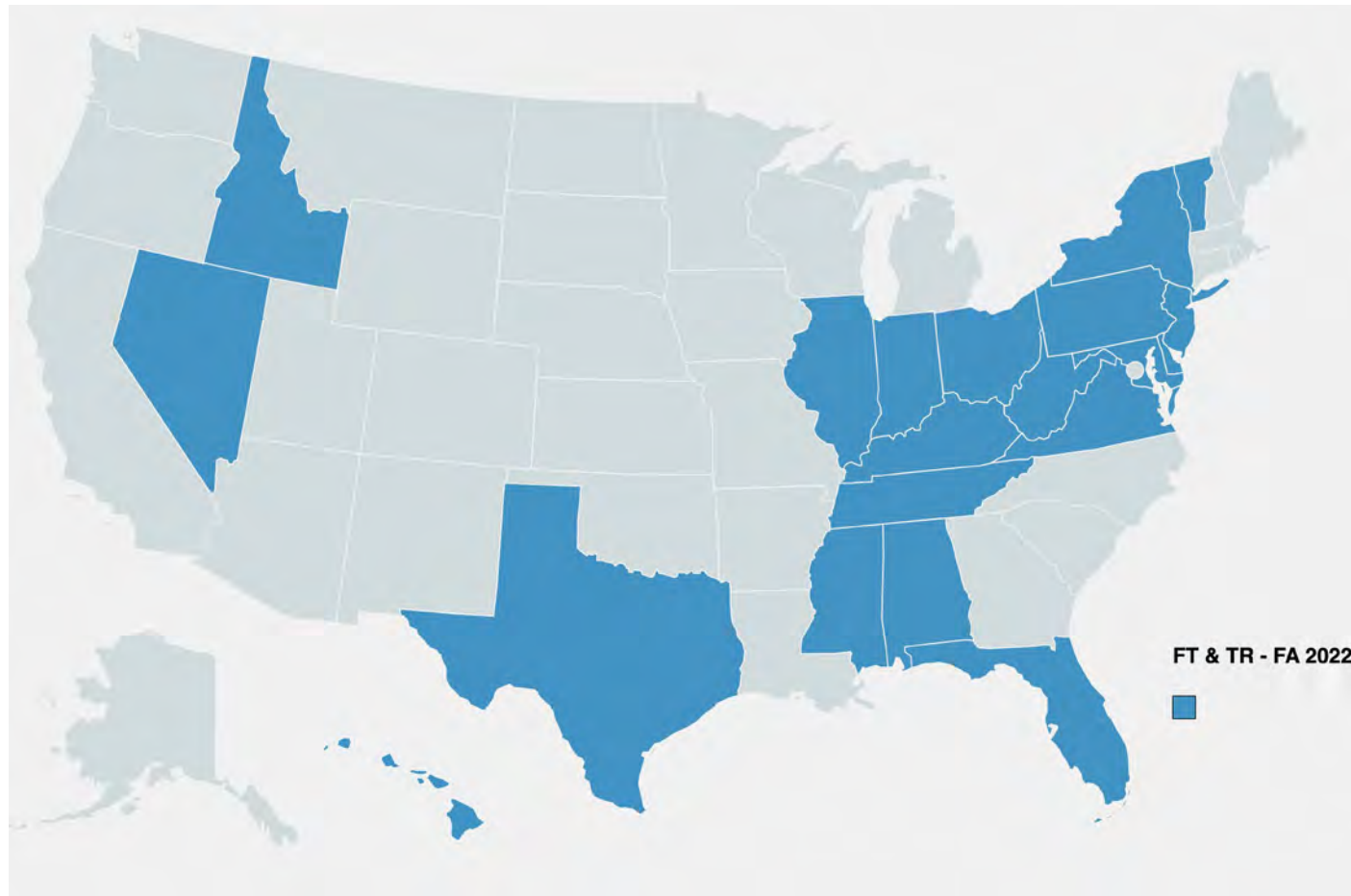
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FIRST-TIME FRESHMEN & TRANSFERS

Fall 2022



OUT-OF-STATE

122 STUDENTS

*Alabama
Delaware
Florida
Hawaii
Idaho
Illinois
Indiana
Kentucky
Maryland
Mississippi*

*New Jersey
Nevada
New York
Pennsylvania
Tennessee
Texas
Virginia
Vermont
West Virginia*

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TOP 10 PROGRAMS

38 Natural Science

36 Digital Simulation & Game Engineering

28 Game & Simulation Development Arts

23 Management

22 Biology - Biomedical Sciences

21 Exercise Science

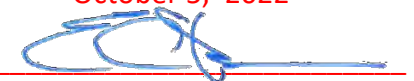
21 Psychology

20 Health Science

18 Dental Hygiene

18 Early Childhood Education PreK-3

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CCP - OHIO COUNTIES 599 STUDENTS

14 Adams	5 Jackson
27 Brown	12 Lawrence
2 Clermont	93 Licking
4 Fairfield	47 Pike
2 Gallia	4 Ross
1 Highland	388 Scioto

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Weekend of Welcome

New Initiatives

- Donuts & Coffee with the Deans and Chairs
- Academic Open House
- Bear Basics Crawl
 - Bear Necessities Pantry
 - Health Clinic
 - ITS Help Desk
 - Math Lab
 - Peer Drop-In Center
 - Writing Center
 - Career Services
 - Student Rec Center
- How Learning Happens
 - Logging onto a Campus Computer
 - Using the SSU App
 - Setting Up SSU Email on the Phone



25 Events



706 Unique Attendees



3044 Total Attendance



85% Loyalty



Creating a Sense of Belonging

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A blue ink signature of the Secretary of the SSU Board of Trustees.

Secretary, SSU Board of Trustees

WOW

WEEKEND OF WELCOME



WEEKEND OF WELCOME IS PART TWO OF ORIENTATION

*WOW SCHEDULE SUBJECT TO CHANGE

LET'S GET "WOW-ED"

FRIDAY, AUGUST 19

WOW IS SPONSORED BY THE SSU DEVELOPMENT FOUNDATION & STUDENT LIFE

EVENT LOCATION

MUC Morris University Center • CML Clark Memorial Library • HH Hatcher Hall
 ATC Advanced Technology Center • JARAC James A. Rhodes Athletic Center
 VRCFA Vern Riffe Center for the Arts • MAS Massie Hall • KRI Kricker Hall
 EDU Education Building • HEA Health Sciences • SRH Student Resource Hub

3:30 pm - 3:50 pm

"WOW" New Student Check-In ◊ VRCFA

Attendance is required. Every new student will receive their WOW T-Shirt. Students only.
 *Parking passes will be available for commuters.

4:00 pm - 5:15 pm

Bear Beginnings ◊ VRCFA

New Student Official Welcome from Faculty and Staff along with the Class Picture
 Attendance is required of all new students.

5:20 pm - 6:00 pm

Academic Truths 101 ◊ Various Locations

Undecided ◊ MAS, 020

For students unsure about your major or looking for a major.
 *For students not accepted into a Health Science Program

Mathematical Sciences ◊ MAS, 204

Mathematics, Actuarial Science

English/Humanities ◊ MUC, 215

English Generalist, Culture & Media, Communications

Natural Sciences ◊ MAS, 203

Biology, Pre-med, Chemistry, Geology

Gaming (Arts) ◊ CML, Flohr Lecture Hall

Gaming & Simulation Development Arts

Engineering ◊ ATC, 104

Computer Aided Drafting & Design, Computer Engineering Technology, Electromechanical Engineering Technology, Plastics Engineering Technology

Allied Health Science ◊ MUC, Ballroom

Dental Hygiene, Radiologic Technologies, Respiratory Therapy, Emergency Medical Technician, Medical Laboratory Technician, Bachelor of Science in Health Science (BSHS), Exercise Science

5:00 pm - 7:30 pm

Bear Beginnings Dinner ◊ MUC, Bears Den Cafeteria

Bring your Student ID. WOW meals are provided to new housing and commuter students.

5:00 pm - 7:30 pm

VIP Shopping Night ◊ MUC, Barnes & Noble Bookstore

Look for special deals and discounts for one night only.

5:45 pm

Classroom Tour ◊ VRCFA, Lobby

A Welcome Ambassador will help you find your classrooms.

6:20 pm - 7:00 pm

Academic Truths 102 ◊ Various Locations

Fine Arts ◊ MUC, Ballroom

Digital 3D, Interactive Media, Musical Theatre, Studio Arts, Graphic Design

Business ◊ ATC, 104

Accounting, Management, Marketing, Health Care Administration, Information Systems, Sport Management, Information Security

Social Sciences ◊ MAS, 109

History, Political Science, Psychology, Psychology Pre-Art Therapy, Sociology, Social Science

Rehabilitation Sciences ◊ KRI, 250

Occupational Therapy Assistant, Physical Therapist Assistant, BSOT 3+2/MOT

Education ◊ EDU, 126

Visual Arts Education, Early Childhood Education, Early Childhood/Special Education; Intervention Specialist, Middle School Education, Adolescent/Young Adult Education (Science, Social Studies, Language Arts, Mathematics)

Nursing ◊ MAS, 020

Associate Degree in Nursing (ADN), Bachelor of Science in Nursing (BSN), LPN to ADN

Gaming (Technology) ◊ CML, Flohr Lecture Hall

Digital Simulation & Gaming Engineering Technology

6:45 pm

Classroom Tour ◊ VRCFA, Lobby

A Welcome Ambassador will help you find your classrooms.

7:30 pm

New & Transfer Housing Students Meeting – Building Bonds ◊ VRCFA Theater

The Do's and Don'ts and What to Expect! Attendance is required.

New & Transfer Commuter Students Meeting – Commuter Connect ◊ CML

The Do's and Don'ts and What to Expect! Attendance is required.

New & Returning CCP Students Meeting – Creating Connections ◊ MAS, 020

8:15 pm

The Walk ◊ Alumni Green

What's your next step? Find out how SSU can help you achieve your goals.

9:00 pm

SSU Bingo ◊ Alumni Green

Join us for SSU's most popular game where the prizes are big and the fun has just begun.
 Sponsored by the Student Programming Board and Student Government Association

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 October 5, 2022

Secretary, SSU Board of Trustees



SATURDAY, AUGUST 20

EVENT LOCATION

MUC Morris University Center • **CML** Clark Memorial Library • **HH** Hatcher Hall
ATC Advanced Technology Center • **JARAC** James A. Rhodes Athletic Center
VRCFA Vern Riffe Center for the Arts • **MAS** Massie Hall • **KRI** Kricker Hall
EDU Education Building • **HEA** Health Sciences • **SRH** Student Resource Hub

*Business of Being a Bear

9:30 am - 10:30 am **Donuts & Coffee with the Deans and Chairs** ◊ MUC, Bears Den Cafeteria
 Meet your Academic Deans and Department Chairs and learn about their role in your college experience. Participate for a chance to win an Amazon gift card. Also have your picture taken with Shawn E. Bear.

10:45 am **Classroom Tour** ◊ VRCFA, Lobby
 A Welcome Ambassador will help you find your classroom.

11:00 am - 1:00 pm **"WOW" New Student Check-In** ◊ MUC, Information Desk
 For students who did not check in the day before.

11:00 am - 2:00 pm **Brunch** ◊ MUC, Bears Den Cafeteria
 Bring your Student ID. WOW meals are provided to new housing and commuter students.

12:00 pm - 3:00 pm **Student Business Center Open** ◊ MUC, 2ND Floor

1:00 pm **Your Success Starts Now** ◊ VRCFA, Theater
 What you do today leads to your success tomorrow. Receive your SSU Mission Statement t-shirt.

2:00 pm - 3:00 pm **How Learning Happens**
 Select from the sessions below:
Logging Onto a Campus Computer ◊ MAS, SSC
Using the SSU App ◊ CML, Flohr Lecture Hall
Setting Up Your Email on Your Phone ◊ MAS, 020

**Participate for a chance to win a gift card*

Bear Basics Crawl
 Visit these support services:
Bear Necessities Pantry ◊ MUC 221
Health Clinic ◊ Hatcher Hall
ITS Help Desk ◊ CML
Math Lab ◊ Admin 150
Peer Drop-In Center ◊ SRH
Writing Center ◊ CML
Career Services ◊ MAS 124
Student Rec Center ◊ JARAC

3:00 pm **Speak Up, Speak Out** ◊ VRCFA, Theater
 This program is a required part of WOW for all incoming students at SSU and is one of the most impactful events of WOW. Receive your SSU Stand Out t-shirt.

4:00 pm - 5:00 pm **How Learning Happens**
 Select from the sessions below:
Logging Onto a Campus Computer ◊ MAS, SSC
Using the SSU App ◊ CML, Flohr Lecture Hall
Setting Up Your Email on Your Phone ◊ MAS, 020

**Participate for a chance to win a gift card*

Bear Basics Crawl
 Visit these support services:
Bear Necessities Pantry ◊ MUC 221
Health Clinic ◊ Hatcher Hall
ITS Help Desk ◊ CML
Math Lab ◊ Admin 150
Peer Drop-In Center ◊ SRH
Writing Center ◊ CML
Career Services ◊ MAS 124
Student Rec Center ◊ JARAC

4:30 pm - 7:00 pm **Dinner** ◊ MUC, Bears Den Cafeteria
 Bring your Student ID. WOW meals are provided to new housing and commuter students.

5:00 pm **Classroom Tour** ◊ VRCFA, Lobby
 A Welcome Ambassador will help you find your classrooms.

6:00 pm - 8:00 pm **WOW Carnival** ◊ ATC, SRH, and CML Lawns (Rain Location: MUC)
 Student Organization, Academic Program, Campus and Community Resources Showcase

6:00 pm - 8:00 pm **Party at the Library** ◊ CML
 Games, DJ, food, and fun! Hosted by the Clark Memorial Library, Information Technology Services and the Writing Center.

8:00 pm - 10:00 pm **Bears Bonfire Bash** ◊ Beside the SSU Tennis Courts (Weather Permitting)
 Welcome to a night of music and bonfire fun! Sponsored by Aladdin Dining Services.

SUNDAY, AUGUST 21

11:00 am - 7:00 pm
 Clark Memorial Library Open

11:00 am - 2:00 pm **Brunch** ◊ MUC, Bears Den Cafeteria

12:00 pm - 4:00 pm **Bus to Walmart** ◊ MUC, Pick-Up/Drop-Off Location
SSU Pickup Times: 12:00 pm ◊ 12:20 pm ◊ 12:40 pm ◊ 1:00 pm ◊ 1:20 pm ◊ 1:40 pm
 2:00 pm ◊ 2:20 pm ◊ 2:40 pm ◊ 3:00 pm ◊ 3:20 pm ◊ 3:40 pm ◊ 4:00 pm
Walmart Pickup Times: 12:40 pm ◊ 1:00 pm ◊ 1:20 pm ◊ 1:40 pm ◊ 2:00 pm ◊ 2:20 pm
 2:40 pm ◊ 3:00 pm ◊ 3:20 pm ◊ 3:40 pm ◊ 4:00 pm ◊ 4:20 pm ◊ 4:40 pm

1:30 pm **First-Gen Connect** ◊ CML, Flohr Lecture Hall
 Learn how SSU can support you.

2:00 pm - 4:00 pm **Blackboard Training** ◊ MAS, Student Success Center
 Learn how to use Blackboard before your first class.

2:00 pm **Returning Student Organization Training** ◊ SRH
 The President and Treasurer of returning organizations are required to attend this training in order to seek approval.

3:15 pm **Starting a Student Organization** ◊ SRH
 Students interested in starting a student organization should attend this meeting to learn about the process.

3:30 pm - 5:00 pm **Academic Open House** ◊ See the SSU App for Participating Locations
 Visit faculty offices before the semester begins. All students will receive coupons for Chilacac.

4:00 pm **Meet the Greeks** ◊ CML Lawn
 Get to know our Fraternity & Sorority Life community on campus.
 Learn about the history and values of each organization.

4:30 pm **Military Services - Making Connections** ◊ CML, Flohr Lecture Hall
 Connect with other students and learn about the resources available to you.

4:30 pm - 7:00 pm **Dinner** ◊ MUC, Bear's Den Cafeteria

7:00 pm **MANDATORY All Housing Building Meeting** ◊ Campus Housing
 Your Resident Assistant will post signs or notify you of the meeting location.

Information Technology Service
 For assistance with any of your Information Technology Services, scan this QR code or visit shawnee.edu/its-help to submit an IT Service Form and a member of our team will contact you.

Student Housing Wi-Fi Assistance
 For 24 hours a day, 7 days a week
 Spectrum Community Wi-Fi Technical Support call 1-855-895-5302.



➔ Scan the QR code to access the IT Service Desk Form to request assistance with your password or SSU technology.

Fall 15th Day Comparison

	Fall 2020 15th Day	Fall 2021 15th Day	Fall 2022 15th Day	
New Undergraduate Enrollment				
First-time Freshmen	646	552	652	
Transfer	138	138	149	
Total New	784	690	801	
Difference from prior year		-94	111	16.09%
Continuing Undergraduate Enrollment				
Freshmen	206	134	298	
Sophomore	531	492	352	
Junior	481	434	448	
Senior	804	740	535	
Total Continuing	2022	1800	1633	
Difference from prior year		-222	-167	-9.28%
Total Degree Seeking Undergraduate	2806	2490	2434	
Difference from prior year		-316	-56	-2.25%
New Graduate Enrollment				
Graduate - New	35	22	56	
Total New	35	22	56	
Difference from prior year		-13	34	154.55%
Continuing Graduate Enrollment				
Graduate - 1	85	98	99	
Graduate - 2	57	30	17	
Graduate - 3	4	24	21	
Doctorial	0	10	13	
Total Continuing	146	162	150	
Difference from prior year		16	-12	-7.41%
Total Graduate	181	184	206	
Difference from prior year		3	22	11.96%
Total Degree-Seeking Enrollment	2987	2674	2640	
Difference from prior year		-313	-34	-1.27%
Non-Degree Enrollment				
NT - Visiting	0	1	0	
NO - Non-degree	34	12	21	
NH - Highschool not CCP	1	0	0	
NP - College Credit Plus	218	461	603	
ND - Returner CCP and non-CCP	182	0	0	
NC - Non-degree Certificate	4	54	29	
NS - Senior Citizen	4	14	11	
Total Non-Degree	443	542	664	
Difference from prior year		99	122	22.51%
Grand Total	3430	3216	3304	
Difference from prior year		-214	88	2.74%

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Fall 2022 15th Day Main and eCampus Comparison Report

	Main	%	eCampus	%	Fall 2022 15th Day
New Undergraduate Enrollment					
First-time Freshmen	633	97.09%	19	2.91%	652
Transfer	129	86.58%	20	13.42%	149
Total New	762	95.13%	39	4.87%	801
Difference from prior year					762
Continuing Undergraduate Enrollment					
Freshmen	273	91.61%	25	8.39%	298
Sophomore	338	96.02%	14	3.98%	352
Junior	418	93.30%	30	6.70%	448
Senior	489	91.40%	46	8.60%	535
Total Continuing	1518	92.96%	115	7.04%	1633
Difference from prior year					1518
Total Degree Seeking Undergraduate	2280		154		2434
Difference from prior year					2280
New Graduate Enrollment					
Graduate - New	22	39.3%	34	60.71%	56
Total New	22	39.3%	34	60.71%	56
Difference from prior year					22
Continuing Graduate Enrollment					
Graduate - 1	26	26.26%	73	73.74%	99
Graduate - 2	9	52.94%	8	47.06%	17
Graduate - 3	21	100.00%	0	0.00%	21
Doctorial	0	0.00%	13	100.00%	13
Total Continuing	56	37.33%	94	62.67%	150
Difference from prior year					56
Total Graduate	78	37.86%	128	62.14%	206
Difference from prior year					78
Non-Degree Enrollment					
NT - Visiting	0		0		0
NO - Non-degree	21		0		21
NH - Highschool not CCP	0		0		0
NP - College Credit Plus	603		0		603
ND - Returner CCP and non-CCP	0		0		0
NC - Non-Degree Certificate	29		0		29
NS - Senior Citizen	11		0		11
Total Non-Degree	664		0		664
Difference from prior year					664
Grand Total	3022	91.46%	282	8.54%	3304
Difference from prior year					

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 Secretary, SSU Board of Trustees

President's Report

Board of Trustees Meeting

September 16, 2022

Thank you, Chairman Furbee.

We have reason to celebrate as we now have our fall 2022 Enrollment Report. Our incoming Freshman Class is larger than it has been since Fall 2019 and first-year students (Freshmen and Transfers) number is up by over 16%. Campus life and activity has picked up clearly and visibly and I think, barring any additional crises, we have turned the corner and are heading toward a rapid return to pre-pandemic enrollment levels. Our graduate numbers are up 12% driven by a large increase in new graduate students. I send my thanks to our Admission Staff and all of the offices (Financial Aid, Student Success Center, Registrar, Bursar) who worked their rear ends off to get us back on a positive path. Our continuing student numbers are lagging and causing our overall number of students to be up just a little (2 – 3%).

For every piece of good news there tends to be some bad. We are disappointed to report our tuition revenue projections have not met our expectations. Following the last two years, there were many questions concerning enrollment and revenues as we enter post-pandemic times ... and we no longer have a cushion of federal Covid funding. This is true for all of higher education. Our plan was to avoid deep, disruptive, operational cuts as we make our way back to a balanced budget. Our freshman class is a clear signal that we will achieve those pre-pandemic enrollments and revenues but it will be delayed as expected ... but the delay is going to be at little longer than we projected. As a result, we will be putting in place some corrective actions prior to the end of the calendar year to move our current year expenditures more in line with our reduced revenues. I will be able to report those actions in greater detail for the next Board meeting. Needless to say, we don't want to do anything that will disrupt our current momentum, especially the momentum achieved through our free tuition program for regional, Pell eligible students.

As you learned today, we have embarked on a master planning process that will provide us with a goal for the physical development of the campus ... aligned with our strategic plan. Mr. Jim Butz of SPGB will be working with us throughout the next nine months and will finish a new master plan and narrative that will be delivered to the Board at its June 2023 meeting. Our current Master Plan dates back well over a decade with an update in 2014. Many conditions have changed since then. I don't want to get too far ahead of the planning process but I can share some general concepts that will be part of the new Master Plan. As you know from the presentation of our Gateway Project, we intend to reopen Third Street and create a "real" entry into campus. This entry was first projected to be at Third and Gay but we have good reason to reconsider that entry point and stretch it to Third and Chillicothe where we are reopening the Kricker Innovation Hub and where we will be clearing a one-acre site for the purpose of redevelopment in downtown Portsmouth. My expectation is that the campus will not be expanding in size but rather moving in a different direction and targeting a downtown connection that will promote more activity and opportunity for the University and the Community. To this end, we will be looking to some of our Board members for advice and assistance in identifying and procuring funding sources that can push the campus-downtown concept ahead.

I want to take this opportunity to welcome our four new Board members: student trustees Slater Bakenhaster and Hannah Ratliff.

Also, Mr. Dilip Shah joins the Board today filling the vacancy left by Scott Williams and Mr. David Richey fills the vacancy left by Francesca Hartop. I am looking forward to the contributions all four of our new Board members will make in the upcoming year.

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Lastly, we are bringing back Founders Day on October 14 after a three-year hiatus. On that day, we will award two Founder's Medals to two deserving individuals for their extraordinary service and contribution to the University. This year, with the Board's approval, we recognize Dr. James R. Kadel and Mr. James D. Kricker.

Dr. Kadel has served Shawnee State Community College and Shawnee State University for more than forty years; and has made outstanding contributions to the founding of the University having served as co-chair of the institution's Feasibility Study Committee to Determine the Need for a Four-Year College, the Planning Committee for Academic and Cost Analysis, the original Curriculum Development Committee for Baccalaureate Degree Programs, and chaired the Finance Committee for transition to a four-year college; and served as a representative to present the University's first baccalaureate degree proposals to the Ohio Board of Regents for approval.

Dr. Kadel has served as an administrative member on the University's collective bargaining team to negotiate the workloads and compensation of faculty who teach in a four-year college or university; and has provided exceptional leadership to the University through his administrative appointments as Dean for College of Allied Health and Nursing, Dean for College of Professional Studies, Interim Dean for College of Engineering Technologies, Interim Chair for Department of Business Administration, and Interim Provost.

Mr. James D. Kricker has contributed to Shawnee State University through his leadership and sponsorship of university projects and activities, such as to the department of business and the Vern Riffe Center for the Arts; served as president of the Shawnee State University Development Foundation Board during the University's Poised for Tomorrow capital campaign, its most successful fundraising campaign to date; served as a member of the President's Club and President's Inner Circle, solidifying his status as one of the university's most loyal and generous donors. Mr. Kricker has pledged substantial support to advance University programs and enhance facilities, evidenced by the commemorative naming of both Kricker Hall and the Kricker Innovation Hub in his honor. He continues to contribute his leadership to Shawnee State as a member of the Past President's Forum and by serving as a community champion of higher education, the university, its faculty, and its students.

We look forward to recognizing Dr. Kadel and Mr. Kricker on October 14.

And Chairman Furbee, that concludes my report.

Jeffrey A. Bauer

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