

**SHAWNEE STATE UNIVERSITY
BOARD OF TRUSTEES**

**Meeting Minutes
November 22, 2024**

Call to Order

Chair Edwards called the meeting to order at 12:23 p.m. noting the meeting was in compliance with RC § 121.22(F).

Swearing in of new Board Member and Student Board Member

Chair Edwards administered the oath of office to newly appointed Board member, Dr. Roy Aaron Adams and newly appointed student Board member, Ms. Debra Faith Kuhn.

Roll Call

Members present: Mr. Edwards, Dr. Adams, Mr. Daniels, Dr. Haas, Mr. Richey, Mr. Shah, Ms. Blythe, and Ms. Kuhn with Ms. Dennis in attendance remotely.

Members absent: Mr. Furbee and Mrs. Schisler.

Approval of the September 20, 2024 Board Meeting Minutes

Mr. Daniels moved and Mr. Shah seconded a motion to approve the September 20, 2024 Board meeting minutes. The motion was passed by unanimous roll call vote of all Board members present.

Approval of the November 22, 2024 Agenda

Mr. Daniels moved and Mr. Shah seconded a motion to approve the November 22, 2024 Board meeting agenda. The motion was passed by unanimous roll call vote of all Board members present.

Consent Agenda

1. Resolution E13-24, Ratifying the Appointment of Interim Dean of Students
2. Resolution F22-24, Shawnee State University Development Foundation Adoption of Resolution 2024.1
3. Resolution F23-24, Shawnee State University Foundation Adoption of Resolution 2024.3
4. Resolution F25-24, Approval of FY24 Efficiency Report
5. Resolution ASA11-24, Approval of Policy 5.18Rev, Emeritus Faculty
6. Resolution ASA12-24, Approval of Pre-Social Work/Bachelor of Social Work Program

Chair Edwards directed the Board to review the action items on the Consent Agenda and asked if anyone wished to remove any items from the Consent Agenda. There being no objection, items 1-6 remain on the agenda. Mr. Richey moved to accept the action items on the Consent Agenda

and Mr. Daniels seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

Executive Committee Report

Mr. Daniels reported on behalf of the Executive Committee.

1. Dr. Braun discussed the potential impact of the Spartan Stadium complex project on the FY26 budgets, shared updates about the league and athletic conference, and introduced information about scholarship and transportation planning underway for next year.
2. Dr. Braun shared information about the national search for a new Chief Enrollment and Marketing Officer and the engagement of a recruitment and marketing firm for FY25 and FY26 to enhance admissions activity and enrollment, as well as facilitate a transition away from the Online Program Management (OPM) model.
3. Dr. Braun shared updates on the project with Adena Regional Medical Center and other prospective health care collaborations in development.

Finance and Administration Committee Report

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

1. Resolution F24-24, Acceptance of Shawnee State University's FY24 Financial Report

Mr. Daniels moved that the Board adopt Resolution F24-24 and Dr. Haas seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

2. Clark, Schaefer, Hackett & Co. representatives presented the results of the University's FY24 financial audit. An unmodified opinion was issued on the financial statements. The full report is attached to the minutes.
3. Ms. Aimee Welch, Director of Institutional Budgeting, provided a year-to-date budget status report. The full report is attached to the minutes.
4. Mr. Greg Ballengee, Chief Financial Officer, reviewed the status of the University's cash and TIAA investment portfolio as of October 31, 2024. The total market value of the cash reserves and TIAA portfolio at that time was \$19.9M. The full report is attached to the minutes.
5. Ms. Malonda Johnson, Chief Operating Officer, updated the committee on recent personnel activity, including 6 new hires, 6 status changes for current employees, and 9 departures. The full report is attached to the minutes.
6. Ms. Johnson updated the committee on the status of current capital projects, including the new campus gateway, campus wayfinding, roofing and infrastructure projects, the library renovation project, and the Health Science labs renovation project. The full report is attached to the minutes.

7. Ms. Johnson and Mr. Ballengee provided an update to the Strategic Plan goals for their respective areas. The full report is attached to the minutes.
8. Mr. Ballengee reported on activities of the Retirement Plan Committee. The full report is attached to the minutes.
9. Mr. Jon Peters, Director of Public Safety, provided an update on the annual Campus Safety Report. The full report is attached to the minutes.
10. Mr. Joe VanDeusen, Executive Director, Business Operations and Auxiliary Services, reported on the September 27, 2024 campus flooding from Hurricane Helene. The full report is attached to the minutes.

Academic and Student Affairs Committee Report

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

1. Dr. Kimberly Inman reported on recent activities in Academic and Student Affairs, including: the appointment of Mr. Jeff Hamilton as Interim Dean of Students beginning November 1, 2024; students, faculty, and staff in the Gaming degrees and Kricker Innovation Hub accelerator program attended recent industry conferences; the School of Education received approval for two graduate licensures following the Higher Learning Commission Change Visit to campus; three new sites were listed on the National Park Service National Underground Railroad Network to Freedom as a result of work being done through the SSU Center for Public History; Computing, Allied Health Science, Plastics, Rehabilitation Science, and Pre-Med Days are being held; and an update on residential students affected by campus flooding in September, noting that the SSU Foundation distributed an average of \$1,181 per student totaling \$43,700 in emergency support to affected students. The full report is attached to the minutes.
2. Dr. Inman presented an update on Shawnee at 40 activities in progress in Academic and Student Affairs and Admissions. A Selective Admissions Specialist was hired which resulted in increased enrollments for several selective health sciences programs. The SSU Gaming programs are developing a joint advisory board to engage with industry leaders. Computing faculty are working to differentiate programs to prospective students to increase recruiting efforts. Faculty have also developed or are in the process of developing multiple graduate, undergraduate, and certificate programs. SSU has increased its engagement with regional K-12 partners, including expanding of dual-enrollment agreements for the College Credit Plus Program. Finally, SSU has recently undergone F-1 visa recertification and included more eligible SSU programs open to international students. The full report is attached to the minutes.
3. Dr. Jennifer Pauley reported on recent updates to the First Year Experience (FYE) program. She shared that FYE is the most important first-year retention tool. Curriculum for UNIV 1100 will be revised this academic year as part of retention efforts. The full report is attached to the minutes.

4. Dr. Christine Raber reported on the proposed Center for Rural and Community Health, the Regional Public Colleges and Universities (RPCU) Consortium and its initiatives, and the Adena Partnership. The full report is attached to the minutes.
5. Ms. Heather Craft provided updates of grants awarded to date in FY25: Competitive Grants increased by 11 totaling \$4.2 million, and Entitlement Grants increased by 4 totaling \$1.8 million. Applications in “Submitted” status increased by 8. The Department of Grants and Sponsored Programs is currently managing 45 active awards, totaling over \$20 million in grant funds. The full report is attached to the minutes.
6. Dr. Pauley reported on AY 2024-25 Retention and Completion efforts. This includes data on the characteristics (high school GPA, ACT scores, etc.) of students retained in SSU programs. The full report is attached to the minutes.
7. Avery Beaumont, Game Simulation Development Arts major, presented a portion of their winning pitch, Dancetowne!, from the Game Pitch Competition at the recent Shawnee Game Conference. The full report is attached to the minutes.
8. Benjamin Trout, Game Simulation Development Arts senior, presented on their recent experience at GDex, the Midwest Game Developers Expo including their game, Shrouded Ascent. The full report is attached to the minutes.

Reports from Board Liaisons with other Organizations

None

President’s Report

Dr. Braun welcomed newly appointed Board of Trustees member Dr. Aaron Adams and student member Faith Kuhn. He recognized Jeff Hamilton as the new Interim Dean of Students. He reported that a review of our academic portfolio is well underway and in spring, the Board will review that portfolio to determine programs ripe for investment, modification, or discontinuation. A process of strategic action planning in each of the academic colleges has been launched and planning in the administrative divisions will launch in January. An interim report detailing activities that advance the strategic plan will be submitted to the Higher Learning Commission in fall of 2025. A comprehensive overhaul of our enrollment, marketing, recruiting, and admissions apparatus on campus was begun this week. A national search has been launched for a Chief Enrollment & Marketing Officer with a likely appointment in late spring. An interim appointment will be made and engagements are underway to scale up our brand and make Shawnee State a known first destination college not only in the immediate region, but throughout Ohio, Kentucky, and West Virginia. He reported on presidential meetings and activities. The full report is attached to the minutes.

New Business

None

Comments from Constituent Groups and the Public

None

Faculty Senate Report

Ms. Mariah Woodward, University Faculty Senate (UFS) President, reported that UFS has passed an updated constitution and bylaws. New proposed courses are undergoing review.

Executive Session

None

Other Business

None

Adjournment

Mr. Daniels moved and Mr. Shah seconded a motion to adjourn. The motion was passed by unanimous roll call vote and the Board adjourned at 12:54 p.m.

Chairperson, Board of Trustees

Secretary, Board of Trustees

RESOLUTION E13-24

APPOINTMENT TO THE POSITION OF INTERIM DEAN OF STUDENTS

WHEREAS, University Policy 5.16Rev requires approval by the Board of Trustees for appointments to designated executive positions, including the position of Interim Dean of Students; and

WHEREAS, the former Dean of Students has resigned effective November 1, 2024; and

WHEREAS, the President recommends the appointment of Jeff Hamilton, Director of Foundation and Corporate Relations, to the position of Interim Dean of Students; and

WHEREAS, Mr. Hamilton has agreed to assume the position and duties of Dean of Students on an interim basis;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University approves the appointment of Mr. Jeff Hamilton to the position of Interim Dean of Students, retroactive to November 1, 2024.

(November 22, 2024)

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

RESOLUTION F22-24

SHAWNEE STATE UNIVERSITY DEVELOPMENT FOUNDATION ADOPTION OF RESOLUTION 2024.1


WHEREAS, as the sole member of the Shawnee State University Development Foundation, the Board of Trustees of Shawnee State University must ratify Development Foundation policies and members; and

WHEREAS, the Foundation Resolution 2024.1 changes the name of the Shawnee State University Development Foundation to the Shawnee State University Foundation, enhancing brand recognition and acknowledging importance of relationship with Shawnee State University; and

WHEREAS, the Shawnee State University Development Foundation has acted and approved Resolution 2024.1 at their May 17, 2024 quarterly meeting;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University hereby approves the attached Development Foundation Resolution 2024.1.

(November 22, 2024)

Certified as True and Correct
December 2, 2024

Secretary, SSU Board of Trustees

RESOLUTION 2024.1

Authorization to Change Name to Shawnee State University Foundation

WHEREAS, the Shawnee State University Development Foundation Board recognizes the evolving needs and strategic goals of Shawnee State University;

WHEREAS, the Board believes that the name "Shawnee State University Foundation" better aligns with the mission, vision, and identity of Shawnee State University;

WHEREAS, the Board acknowledges the importance of clear and concise communication with stakeholders, donors, and the community;

WHEREAS, the Board seeks to streamline operations and enhance brand recognition;

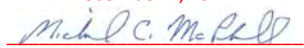
NOW, THEREFORE BE IT RESOLVED, that the Shawnee State University Development Foundation Board hereby resolves to change its name on July 1, 2024, to the "Shawnee State University Foundation",

All references to the "Shawnee State University Development Foundation Board" in official documents, communications, and materials shall be updated to reflect the new name, "Shawnee State University Foundation",

The Executive Director of the Shawnee State University Development Foundation is authorized to take all necessary actions to implement this resolution, including but not limited to updating legal documents, notifying stakeholders, and updating branding materials.

(May 17, 2024)

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

RESOLUTION F23-24

**SHAWNEE STATE UNIVERSITY FOUNDATION
ADOPTION OF RESOLUTION 2024.3**

WHEREAS, as the sole member of the Shawnee State University Foundation, the Board of Trustees of Shawnee State University must ratify Foundation policies and members; and

WHEREAS, the name change to the Shawnee State University Foundation necessitated a review of the Foundation's Code of Regulations and Policies to reflect the name change; and

WHEREAS, the Shawnee State University Foundation has acted and approved Resolution 2024.3 at their October 29, 2024 special meeting;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University hereby approves the attached Foundation Resolution 2024.3.

(November 22, 2024)

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

RESOLUTION 2024.3

Shawnee State University Foundation Policies & Code of Regulations

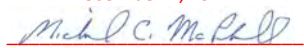
WHEREAS, as the sole member of the Shawnee State University Development Foundation, the Board of Trustees of Shawnee State University ratifies Foundation policies and board members; and

WHEREAS, a name change of the Shawnee State University Development Foundation to the Shawnee State University Foundation has occurred, and a review of the policies and Code of Regulations has been undertaken and updates are required;

THEREFORE, BE IT RESOLVED, the Shawnee State University Foundation hereby recommends to the SSU Board of Trustees, revisions to Shawnee State University Foundation policies and code of regulations as presented.

(October 29, 2024)

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

RESOLUTION F25-24

APPROVAL OF FY24 EFFICIENCY REPORT

WHEREAS, Ohio higher education institutions are required to annually submit an efficiency report to the Ohio Department of Higher Education (ODHE); and

WHEREAS, the report reflects Shawnee State's continued commitment and efforts toward meeting or exceeding efficiency goals; and

WHEREAS, the Board of Trustees of Shawnee State University is legislated to review and approve the FY24 Efficiency Report; and

WHEREAS, Shawnee State University received ODHE approval to withhold submission of the FY24 Efficiency Report due to close proximity of the November 15 due date to the Board of Trustees November 22 meeting date;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University approves the FY24 Efficiency Report.

(November 22, 2024)

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees



FY24 Efficiency Reporting Template

Introduction:

Ohio Revised Code section 3333.95 requires the chancellor of the Ohio Department of Higher Education (DHE) to maintain an “Efficiency Advisory Committee” that includes an “efficiency officer” from each state institution of higher education (IHE). Each IHE must then provide an “**efficiency report**” updated annually to DHE, which is compiled by the chancellor into a statewide report shared at year end with the governor and legislature. The committee itself meets at the call of the chancellor.

There are a number of topics that are required to be addressed per the Ohio Revised Code. Specifically, ORC Section 3333.951(C) requires IHEs to report on their annual study to determine the cost of textbooks for students enrolled in the institution. ORC 3333.951(B) requires Ohio’s co-located colleges and universities to annually review best practices and shared services and report their findings to the Efficiency Advisory Committee. ORC 3345.59(E) requires information on efficiencies gained as a result of the “regional compacts” created in 2018.

The reporting template also requests information regarding college debt and debt collection practices, among other things.

Your Efficiency Report Contact: **Alex Penrod**, Special Assistant to the Chancellor for External Affairs, 614-995-7754 or apenrod@highered.ohio.gov. Please provide your institution’s efficiency report by **Friday, November 15, 2024** via email.

As in previous years, the Efficiency Reporting Template is structured into the following sections:

- **Section I: Efficiency and Effectiveness** – This section captures information on progress made from strategic partnerships and practices that are likely to yield significant savings and/or enhance program offerings.
- **Section II: Academic Practices** – This section covers areas more directly related to instruction, with an emphasis on actions taken to reduce the costs to students of textbooks, including the options of Inclusive Access and Open Educational Resources.
- **Section III: Policy Reforms** – This section captures state IHE responses to suggested policy reforms originating from state initiatives, including transcript withholding and Second Chance Grants as created in Sub. SB 135.
- **Section IV: Future goals** – In the spirit of continuous improvement, the DeWine-Husted administration continues to request feedback on steps the state can take to support your institution's goals.

For purposes of this report, efficiency is defined on a value basis as a balance of quality versus cost:

- Direct cost savings to students (reducing costs)
- Direct cost savings to the institution (reducing costs)
- Cost avoidance for students (reducing costs)
- Cost avoidance to the college/university (reducing costs)
- Enhanced advising, teaching (improving quality)
- IP commercialization (improving quality)
- Graduation/completion rates (improving quality)
- Industry-recognized credentials (improving quality)
- Experiential learning (improving quality)

These are examples only. Please consider your responses to address broader measures of efficiency, quality, cost and value. Please also note that this is only a template. Feel free to respond in any additional way you believe is helpful.



Shawnee State University

Section I: Efficiency and Effectiveness

Benchmarking

Each institution should regularly identify and evaluate its major cost drivers, along with priority areas that offer the best opportunities for efficiencies. Institutions should also track their progress in controlling costs and improving effectiveness.

1. How do expenditures on instruction and academic support benefit your institutional mission and priorities?

Expenditures on instructional and academic support primarily include full-time and part-time faculty salaries, instructional supplies, administrative costs of academic deans, and the Clark Memorial Library staff and electronic and print resources. Shawnee State University has a high percentage undergraduate student body, with a growing number of Masters programs, and one post-professional doctorate program. All of the expenditures in these two areas align with the priority focus Shawnee State University has placed on excellence in teaching, ensuring that all students benefit from highly qualified instruction and have adequate course, lab, and research resources. Shawnee State University also has 27 accredited programs in which approximately one-third of our students are enrolled. These programs have associated accreditation costs and specialized library holdings requirements. Students in all these programs benefit from our expenditures in these areas.

2. Other than HEI, what other data, metrics, or benchmarks does your institution utilize to evaluate operational efficiencies and the appropriate balance of instructional vs. administrative expenses? How is such data utilized by your institution? Please summarize and provide an overview of your performance based on each measure.

Shawnee State University uses the data provided by the IPEDS Data Feedback Reports that compares our university with 40 peer institutions across 28 states. These data are utilized by the institution to get a general summary of how our instructional vs administrative expenses compare to other similar institutions. Based on these metrics, Shawnee State University core expenses per FTE enrollment are 14% lower than the median of institutions similar to us. In our peer group, there are 3 Ohio schools – Central State University, Cleveland State University, and Youngstown State University, with Central State being the closest to Shawnee State University in total enrollment. Compared to these 3 institutions Shawnee State University's core expenses/FTE are

within 8% of the median and 1.7% of the average core expenses/FTE. Looking more closely at the distribution of expenditures in the core expense categories, Shawnee State University's instructional and academic support expenses are proportionally lower (38% Shawnee State University, 42% peers) than the median spent at our peer institutions. Shawnee State University has a higher proportion of core expenses devoted to institutional support (which includes our IT costs), with Shawnee State University distributing 23% in this category compared to 15% of the median costs at peer schools. The main area of expenses where Shawnee State University differs from our peers is in the proportion (21% Shawnee State University, 12.6% peers) devoted to Student Services. This difference is greater when compared to our Ohio peers who spend between 7-9% of core expenses on Student Services. Our expenses in this area include professional academic advising, career services, health clinic, and mental health services. This higher proportion of expenses devoted to Student Services is in alignment with our open-access mission and student population with a high percentage of underserved, first-generation, and socioeconomically disadvantaged students. There has been a deliberate focus on these supports beginning in FY23 and continuing in FY24, and we associate this core expense with our recent improvements in retention across campus.

Facilities Planning

1. How has your institution employed planning and changing use of campus space to reduce costs and increase efficient use of capital resources?

Beginning in summer 2023, Shawnee State University has shifted from a long-term aspirational master planning process to an active short-term (2- year), mid-term (4-6 years), and long-term (7+ years) planning process to recognize immediate needs and savings opportunities that can be realized in current fiscal cycles as well as immediate next cycles. Stated objectives are reduction of square footage in use footprint, energy-efficient renovation of space-in-use, and expansion of cross-departmental collaboration and sharing of classrooms, labs, and other instructional space and resources.

2. How have recent enrollment trends, including changing demographics and the increased utilization of distance learning, impacted facilities planning at your institution?

Prior to COVID 19, the University's facilities planning consultant, Sightlines, provided space analysis data that was informing several initiatives at Shawnee State University, including the realignment of classrooms, labs, and offices for shared use by multiple departments. Overall enrollment at Shawnee State University has remained level from Fall 2021 to Fall 2023 with most students enrolled in undergraduate programs. We have an increasing number of College Credit Plus students, some portion of whom are taking courses in the high school setting rather than coming to campus. Our proportion of students enrolled in fully

online programs also has remained level at approximately 10% of total enrollment. Prior to the COVID-19 pandemic, our percentage of online course sections roughly matched the percentage of online students. That shifted during the pandemic to ~37% of courses running fully online, and is now at 25% of course sections running fully online (AY22-23 and AY23-24). We are actively working to bring the balance of in-person and online courses back into alignment with our student enrollment modalities while still providing flexibility to on-the-ground students. The university will assess utilization annually to feed the active three-tier planning process described above.

3. What benchmarks or data sources does your institution use to assess demand for physical space?

Over 20% of Shawnee State University undergraduate programs are 2-year applied degree programs, and an additional 20% of our four-year degrees are in the sciences and engineering. In many cases, these labs require specialized equipment that demand dedicated physical space. Enrollment in these programs accounts for over 27% of the study body. There are safety standards for lab square footage and student: faculty ratio that are endorsed by the National Science Teachers Association and the American Chemical Society, and based on studies conducted by the National Fire Protection Association. We use the standards of 50-60 net square foot/student for space and a 24:1 student: faculty ratio based on these recommendations. Most of our laboratories have a class capacity of 24 students when space allows, but as the physical space decreases so does course capacity with some labs only able to accommodate 12-16 students in a course section.

Our Facilities, Planning, and Construction department maintains and updates an inventory of physical spaces on campus including deferred maintenance and replacement cost calculations to understand the facility condition index of each building on campus. This informs capital renovation needs on campus. Shawnee State University has also recently engaged in campus master planning to determine physical space needs and identify areas with demands for increased space or renovation. Several of our programs in the Allied Health Sciences and our Natural Sciences laboratories have been prioritized for renovation projects, and this has informed development of strategic partnerships, fundraising efforts, grant applications, and requests for both state and federal support to fund these needed upgrades.

Regional Compacts

ORC Section 3345.59 requires regional compacts of Ohio's public institutions, with an executed agreement in place by June 30, 2018, for institutions to collaborate more fully on shared operations and programs. The section identifies areas to be addressed to improve efficiencies, better utilize resources and enhance services to students and their regions. Per paragraph E of that section:

(E) Each state institution of higher education shall include in its annual efficiency report to the chancellor the efficiencies produced as a result of each compact to which the institution belongs.

Specific to the Regional Compact in which your institution is a member, please describe collaborations that have occurred within the regional compacts and the efficiencies or enhanced services provided in any of the relevant categories below.

Category	Description
Reducing duplication of academic programming	In preparation for state and accreditor reports due in the Fall of 2025, Shawnee State University began gathering data at the end of the 2023-2024 academic year to inform a portfolio review currently underway in AY24-25. This includes examining programs on campus for duplication with nearby Ohio institution of higher education.
Implementing strategies to address workforce education needs of the region	<p>The Shawnee State University Center for Lifelong Learning uses regional Ohio Means Jobs data to align development of short-term certificate pathways with immediate workforce needs and enrolls students based on an evaluation of their current level of education and experience. The Center for Lifelong Learning developed several health care related programs understanding the critical staffing shortages facing regional hospitals, EMS providers, and long-term care facilities, as well as partnerships with the Grit Project and Future Plans.</p> <p>The Shawnee State University Workforce Development Office has continued work with the Ohio Manufacturing Association and the Best Ohio Industry Sector Partnership to bring manufacturers together to address needs and train the next generation of manufacturing employees. This work has provided exposure to career fields such as manufacturing and provided training and internships, targeting under-represented groups including women, individuals in recovery and re-entry. Partners include the Star Community Justice Center, Ohio Department of Jobs and Family Services, and Workforce Board Area 1.</p> <p>Shawnee State University engaged in discussions with area employers in healthcare and advanced manufacturing sectors to better understand workforce needs and ensure curricular alignment with our programs and those demands. This relationship building</p>



	continues and has launched mutually beneficial partnerships that will continue for AY24-25 and beyond.
Sharing resources to align educational pathways and to increase access within the region	Shawnee State University academic and non-academic programs have partnerships with several K-12 school districts, regional educational service centers, community colleges, and career technical schools to provide program-specific CCP, admission, and dual-enrollment pathways to increase college access and completion.
Reducing operational and administrative costs to provide more learning opportunities and collaboration in the region	Shawnee State University continues to participate in the RAPIDS (Regionally Aligned Priorities in Delivering Skills) program working with our regional compact partner institutions to plan applications for this program that align with regional workforce needs.
Enhancing career counseling and experiential learning opportunities for students	The Center for Lifelong Learning offers a Bear Tracks workforce training camp each summer. This year Building Bridges to Careers partnered with the program to offer paid internships to all participants. Many participants are currently employed where they interned.
Collaboration and pathways with information technology centers, adult basic and literacy education programs and school districts	Established partnerships with regional school districts to provide training, resources, and direct literacy instruction to promote the science of reading to build literacy skills from birth up. The Shawnee State University Center for Lifelong Learning partners with K-12 school districts in a 13-county area to deliver adult basic and literacy education. Shawnee State University has expanded our partnerships in the College Credit Plus program to include several new high schools.
Enhancing the sharing of resources between institutions to expand capacity and capability for research and development	Shawnee State University is a charter member of OhioLINK. OhioLINK is the academic library consortium for Ohio which has 121-member libraries. Shawnee State University stakeholders can borrow resources from any member library at no cost. OhioLINK also negotiates contracts on our behalf that help the library reduce costs for group resource purchases.

Identifying and implementing the best use of university regional campuses	N/A
Other initiatives not included above	N/A

Co-located Campuses

ORC Section 3333.951(B) requires Ohio's co-located colleges and universities to annually review best practices and shared services in order to improve academic and other services and reduce costs for students, and to report their findings to the Efficiency Advisory Committee.

(B) Each state institution of higher education that is co-located with another state institution of higher education annually shall review best practices and shared services in order to improve academic and other services and reduce costs for students. Each state institution shall report its findings to the efficiency advisory committee established under section [3333.95](#) of the Revised Code. The committee shall include the information reported under this section in the committee's annual report.

Co-located campus: N/A

Type of Shared Service or Best Practice (IE: Administrative, Academic, etc.)	Please include an explanation of this shared service.	Monetary Impact from Shared Service

Section II: Academic Practices

This section covers areas more directly related to instruction, with an emphasis on savings strategies related to the cost of textbooks, and the expanded use of alternative instructional materials.

Textbook Affordability

Textbook Cost Study and Reducing Textbook Costs for Students

ORC Section 3333.951(D) requires Ohio's public colleges and universities to do the following on an annual basis:

(D) Each state institution of higher education shall conduct a study to determine the current cost of textbooks for students enrolled in the institution, and shall submit the study to the chancellor of higher education annually by a date prescribed by the chancellor.

ORC Section 3333.951(C) requires Ohio's public colleges and universities to report their efforts toward reducing textbook costs for students.

(C) Each state institution of higher education annually shall report to the efficiency advisory committee on its efforts to reduce textbook costs to students.

Your institution's submission of information via the annual Efficiency Report is used to satisfy these statutory requirements. Please attach one spreadsheet with two tabs. The first tab should include the analysis of textbook costs developed by your institution as shown in Table 1 below. The second tab should include the analysis of the number of courses that utilized other sources of information as shown in Table 2 below.

Table 1	
Category	Amount
Average cost for textbooks that are new	\$ 99.90
Average cost for textbooks that are used	\$ 69.87
Average cost for rental textbooks	\$ 50.79
Average cost for eBook	\$ 70.89

Table 2

Category	Number of Courses
Did not require students to purchase course materials; includes OER and/or institutionally provided materials	94
Exclusively used OER materials	93
Used OER materials together with purchased course materials	1
Provided course materials through inclusive access	48

Other Textbook Affordability Practices

What other practices, if any, does your institution utilize to improve college textbook affordability?

The Shawnee State University Clark Memorial Library facilitates access to training/materials for Open Educational Resources through OhioLINK, and other sources. The library also provides Reserve services that allow faculty to provide a copy of the textbook for students to use in the library. The library also facilitates Copyright Clearance Center processes that allow faculty to make digitized content available to all their students for a nominal fee.

Please provide any relevant information in the table below.

Initiative	Explanation of Initiative	Cost Savings to Students

Please provide contact information for the person completing this section of the Efficiency Report, so that we may follow up if we have questions.

Melissa Rucker, Bookstore Manager, mrucker@shawnee.edu, 740-351-3155

Suzanne Johnson-Varney, Director-Clark Memorial Library, svarney@shawnee.edu, 740-351-3197

Greg A. Ballengee, CFO, gballengee@shawnee.edu, 740-351-3574

Section III: Policy Reforms

Special Purpose Fees Policy

Limitations on increases in instructional and general fees have traditionally been set by the General Assembly within biennial operating budgets. Limitations on special purpose fee increases, alternatively, are fairly new beginning with Am. Sub. HB 49 of the 132nd General Assembly. Section 381.160 of Am. Sub. HB49 precluded increases in special purpose fees and establishing new special fees, at universities, except for certain categories of fees specifically exempted in law from the fee limitations. Am. Sub. HB 166 of the 133rd General Assembly continued the special purpose fee restriction but additionally required the Chancellor to review and approve new special purpose fees and increases in existing special purpose fees at universities and community colleges. This same level of special purpose fee restraint has been continued in every biennial budget since, including the current biennial budget Am. Sub. HB 33 (Section 381.260(A)(1)(c)).

1. Please include a table that separately shows general and special fee totals for each of the past five years.

FISCAL	TOTAL GENERAL	TOTAL SPECIAL
YEAR	FEES BILLED	FEES BILLED
FY20	\$ 2,848,651	\$ 5,385,525
FY21	\$ 2,499,030	\$ 4,752,415
FY22	\$ 2,286,256	\$ 4,883,581
FY23	\$ 1,940,193	\$ 5,215,849
FY24	\$ 1,916,639	\$ 5,377,011

2. What criteria are used to determine whether a course or lab fee is appropriate?

Each spring term the Bursar's Office requests that College Deans contact departments for input on any new course or program fees or revisions (increase or decrease) to existing fees. Departments submit their requests to the Dean's office with justification(s) for the change to existing fees or proposed new fees. Board of Trustees Policy 4.90 (Tuition and Other Student Fees, Fines, and Charges), Procedure 4.90.1 (Course Fees-Management and Use) and Procedure 4.90.2 (Program Fees-Management and

Use) outlines the appropriate justification and uses for these fees. Each Dean reviews and determines which requests are forwarded for approval. Course and program fee proposals also receive review by all relevant governance committees. In coordination with the Chief Financial Officer (including review for compliance with applicable legislative restrictions), the Bursar's Office submits these requests to the Ohio Department of Higher Education (ODHE) and to the Shawnee State University Board of Trustees for their review and approvals. New and existing course and program fees are reported to ODHE via the HEI Tuition and Fees Inventory link. Both the Board of Trustees and ODHE must approve the fee change prior to implementation of any fees.

Additional Practices

Some IHE's may implement practices that make college more affordable and efficient, but which have not been the topic of a specific question in this reporting template. This section invites your institution to share any positive practices you have implemented that benefit student affordability and/or institutional efficiency.

Please share any additional best practices your institution is implementing or has implemented.

Shawnee State expanded its undergraduate free-tuition program this year to make college possible for more students in underrepresented Appalachian Ohio. Under the program, Pell-eligible students from Scioto, Lawrence, Adams, Pike, Jackson, Ross, Gallia, Brown, Highland and Vinton counties in Ohio; and Greenup, Boyd and Lewis counties in Kentucky qualify, as long as they enroll full-time, have a high school GPA of at least 3.0 and an ACT score of at least 18. In its third year, the program is making a college education more affordable for hundreds of students in our region who would not pursue higher education otherwise. Shawnee State University plans to implement/continue several scholarship programs to reach students in our region who narrowly miss Pell eligibility and those who have stopped out of their college journey to make it easier for them to finish their degrees. Shawnee State University also continues to explore a "metro rate" for housing and board for students in Scioto County, to make living on campus more affordable, which improves their chances of success.

At the June 21, 2024 Board of Trustees meeting, the University presented Resolution ASA 08-24, an updated Strategic Completion Plan as required by Ohio Revised Code section 3345.81 (<https://www.shawnee.edu/sites/default/files/documents/2024-06-21-ASA-Committee-a.pdf>). The report contained information about our past progress and future goals towards strategic goals, including objectives to benefit student affordability.

Section IV: Future Goals

The DeWine-Husted administration recognizes that each IHE faces unique challenges and opportunities with respect to the institution's highest priority goals over the next several years. With that in mind, please provide any suggestions about possible roles the state could play in supporting your institutional goals.

Please provide your thoughts and suggestions regarding ways the State of Ohio can further support strength, resiliency and reputational excellence in Ohio's post-secondary education system.

Cost, awareness, and the perceived value of higher education is a significant barrier to post-secondary credential attainment and degree completion for first-generation and low-income students in Appalachian Ohio. High school graduates and early- to mid-career adults are consequently far less likely to attend and/or complete college in south-central and south-east Ohio than in other regions of the state.

- A continued commitment to funding resources that reduce or eliminate the cost of college as well as consistent messaging that re-enforces the importance of higher education is crucial.
- Increased messaging regarding the value of personal and regional investment in the pursuit of post-secondary credentials would be of benefit. There is a lifelong return on investment in socioeconomic status, career flexibility, and generational social mobility associated with pursuing and earning a post-secondary credential. Our modern learners of all ages need access to this message from multiple channels.
- Continued facilitation of linkage of higher education with workforce partners in recognition of the long history of higher education evolving and adapting to workforce needs.
- Continued investment in need-based grants and scholarships for low-income and middle-income students is necessary.
- Direct support to institutions committed to college access for underrepresented students will not only improve student enrollment and completion numbers, but it will also allow those institutions to *evolve* to properly meet Ohio's rapidly changing post-secondary-dependent workforce and provide feasible options for students with increasingly non-traditional needs.

Shawnee State University has and will continue to explore new pathways for students to obtain degrees and certificates desperately needed to meet workforce demands in the Appalachian area.

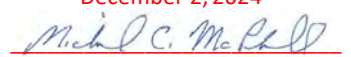


Thank you for completing the FY24 Efficiency Reporting Template. We appreciate the important role Ohio's colleges and universities play in supporting Ohio students, economic growth, world-class research and the overall success for our state.

SHAWNEE STATE UNIVERSITY
TABLE 1- ANALYSIS OF TEXTBOOK COSTS

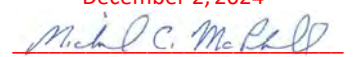
Table 1	
Category	Amount
Average cost for textbooks that are new	\$ 99.90
Average cost for textbooks that are used	\$ 69.87
Average cost for rental textbooks	\$ 50.79
Average cost for eBook	\$ 70.89

NOTE: Costs provided by Melissa Rucker, Shawnee State University Bookstore Manager.

Certified as True and Correct
December 2, 2024

Secretary, SSU Board of Trustees

SHAWNEE STATE UNIVERSITY
TABLE 2- NUMBER OF COURSES UTILIZING OER MATERIALS

Table 2	
Category	Number of Courses
Did not require student to purchase course materials; includes OER and/or institutionally provided materials	86
Exclusively used OER materials	85
Used OER materials together with purchased course materials	1
Provided course materials through inclusive access	48

Certified as True and Correct
December 2, 2024

Secretary, SSU Board of Trustees

PLEASE ONLY INCLUDE OER COURSES ON THIS LIST. PLEASE CHECK SHEET2 FOR A DEFINITION OF AN OER COURSE.

TERM (FA23 2022 or SPR24 2023)	COURSE ID	CCP (YES OR NO)	NUMBER OF STUDENTS ENROLLED	AVERAGE RETURN ON INVESTMENT (DO NOT EDIT FORMULA)
SPR24	BIOL1130-03	Yes	19	2204
SPR24	BIOL1130-04	Yes	22	2552
FA23	BIOL1130-51	Yes	23	2668
FA23	BIOL1130-52	Yes	22	2552
SU24	BIOL1131-01	Yes	10	1160
SPR24	BIOL1131-51	Yes	24	2784
SPR24	BIOL1131-52	Yes	16	1856
FA23	BIOL3750	No	18	2088
SPR24	BIOL4771	No	8	928
SPR24	BUIS1300-01	No	7	812
FA23	BUIS1300-90	No	9	1044
SPR24	BUIS1300-91	No	2	232
FA23	BUIS1300-92	No	2	232
SPR24	BUIS1500-01	No	7	812
SPR24	BUIS1500-91	No	1	116
FA23	COMM1105-01	No	15	1740
FA23	COMM2220-01	No	6	696
FA23	ENGL1101	Yes	18	2088
SPR24	ENGL1105	Yes	18	2088
SPR24	ENGL1105	Yes	21	2436
SPR24	ENGL4485	No	3	348
SPR24	ETCO120-51	No	9	1044
FA23	ETEC2301	No	21	2436
FA23	ETEC2601	No	16	1856
SPR24	EXSC3050	No	20	2320
SPR24	GEOL1201-01	Yes	22	2552
FA23	GEOL1201-51	Yes	17	1972
FA23	GEOL1202-01	Yes	22	2552
FA23	GEOL1202-02	Yes	18	2088

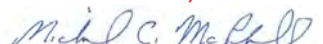
Certified as True and Correct
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Secretary, SSU Board of Trustees

PLEASE ONLY INCLUDE OER COURSES ON THIS LIST. PLEASE CHECK SHEET2 FOR A DEFINITION OF AN OER COURSE.

TERM (FA23 2022 or SPR24 2023)	COURSE ID	CCP (YES OR NO)	NUMBER OF STUDENTS ENROLLED	AVERAGE RETURN ON INVESTMENT (DO NOT EDIT FORMULA)
FA23	GEOL1350	Yes	22	2552
SPR24	GEOL1350-01	Yes	22	2552
SU24	GEOL1401-91_91	Yes	35	4060
SU24	GEOL1401-92_93	Yes	35	4060
FA23	HIST1330	Yes	36	4176
SPR24	HIST1330-51	Yes	35	4060
SPR24	HIST1340	Yes	36	4176
SU24	HIST1340	Yes	12	1392
SPR24	HIST1340-90	Yes	41	4756
FA23	HIST1340-90_91	Yes	37	4292
FA23	HIST1340-94	Yes	30	3480
FA23	HIST1340-95	Yes	11	1276
SPR24	HIST3432-90	Yes	25	2900
FA23	MATH1200-01	Yes	36	4176
SPR24	MATH1200-01	Yes	10	1160
FA23	MATH1200-02	Yes	36	4176
SPR24	MATH1200A01	Yes	15	1740
FA23	MATH1200A02	Yes	56	6496
FA23	MATH1250-01	Yes	19	2204
SPR24	MATH1250-01	Yes	26	3016
FA23	MATH1250-02	Yes	21	2436
SPR24	MATH1250-02	Yes	30	3480
FA23	MATH1250-03	Yes	22	2552
FA23	MATH1250-51	Yes	7	812
FA23	MATH2110-01	Yes	32	3712
SPR24	MATH2110-01	Yes	19	2204
FA23	MATH2110-02	Yes	12	1392
SPR24	MATH2110-02	Yes	12	1392
SU24	MATH2110-92	Yes	24	2784

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

PLEASE ONLY INCLUDE OER COURSES ON THIS LIST. PLEASE CHECK SHEET2 FOR A DEFINITION OF AN OER COURSE.

TERM (FA23 2022 or SPR24 2023)	COURSE ID	CCP (YES OR NO)	NUMBER OF STUDENTS ENROLLED	AVERAGE RETURN ON INVESTMENT (DO NOT EDIT FORMULA)
FA23	MATH2120-01	Yes	9	1044
SPR24	MATH2200-01	Yes	6	696
SPR24	NTSC1100	Yes	30	3480
FA23	POLS110-91	Yes	34	3944
FA23	POLS110-93	Yes	35	4060
SPR24	POLS1110	Yes	35	4060
FA23	POLS1110-	Yes	35	4060
SU24	POLS1110-90	Yes	30	3480
SPR24	POLS1110-91	Yes	35	4060
SU24	POLS1110-91	Yes	25	2900
SPR24	POLS1110-92	Yes	35	4060
FA23	PSYC2120-01	Yes	24	2784
SPR24	PSYC2120-01	Yes	11	1276
SPR24	PSYC3130-90	Yes	25	2900
SU24	PSYC3130-90	Yes	15	1740
SU24	PSYC3130-91	Yes		0
FA23	PSYC3131-01	Yes	20	2320
SPR24	PSYC3141-01	Yes	7	812
FA23	PSYC3141-90	Yes	25	2900
SU24	PSYC3143-90	Yes	11	1276
FA23	PSYC3160-01	Yes	19	2204
SPR24	PSYC3160-01	Yes	6	696
FA23	PSYC3160-02	Yes	21	2436
SPR24	PSYC3160-90	Yes	25	2900
SPR24	PSYC4150	Yes	6	696
SPR24	PTAT1230	No	23	2668
FA23	PTAT2230	No	15	1740
FA23	PTAT2240	No	15	1740
SPR24	PTAT2255	No	15	1740

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

PLEASE ONLY INCLUDE OER COURSES ON THIS LIST. PLEASE CHECK SHEET2 FOR A DEFINITION OF AN OER COURSE.

TERM (FA23 2022 or SPR24 2023)	COURSE ID	CCP (YES OR NO)	NUMBER OF STUDENTS ENROLLED	AVERAGE RETURN ON INVESTMENT (DO NOT EDIT FORMULA)
FA23	SPMG4500-01	No	6	696 120872

RESOLUTION ASA11-24
APPROVAL OF POLICY 5.18REV
EMERITUS FACULTY

WHEREAS, recognition of Emeritus Faculty by the University honors the contributions of outstanding faculty retirees; and

WHEREAS, Policy 5.18Rev, Emeritus Faculty was last reviewed and approved by the Board of Trustees on June 8, 2018; and

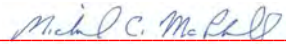
WHEREAS, Shawnee State University has undergone a restructuring of colleges, warranting a need to clarify the nomination and selection process; and

WHEREAS, the Ohio General Assembly's inclusion of commercialization as a criterion for faculty tenure warrants the addition of commercialization as a criterion for emeritus faculty status; and

WHEREAS, a modification of the policy is additionally recommended to give the Board of Trustees discretion to revoke emeritus status if continued status compromises the university's integrity or reputation;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of Shawnee State University approves revisions to Policy 5.18Rev, Emeritus Faculty, effective November 22, 2024.

(November 22, 2024)

Certified as True and Correct
December 2, 2024

Secretary, SSU Board of Trustees

Shawnee State University

POLICY TITLE:	EMERITUS FACULTY
POLICY NO.:	5.18REV
ADMIN CODE:	3362-5-19
PAGE NO.:	1 OF 3
EFFECTIVE DATE:	06/26/2020 11/22/2024
NEXT REVIEW DATE:	11/2029 06/2023
REPOSIBLE OFFICER(S):	PROVOST
APPROVED BY:	BOARD OF TRUSTEES

1.0 PURPOSE

To recognize selected retiring Shawnee State University faculty for outstanding contributions to the teaching, scholarship, [entrepreneurship](#), and service missions of the University.

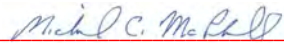
2.0 PROCEDURE

- 2.1 Upon retirement, every full-service faculty member with the rank of Professor shall be considered by the President for designation as Emeritus Professor. If the President has not conferred the title of Emeritus Professor upon an eligible retired Professor within 120 days of the individual's retirement, then eligible individuals may be considered for designation of Emeritus Professor through the process described in section 5.0.
- 2.2 Upon retirement, a full-service Associate Professor may be designated as Emeritus Associate Professor for outstanding contributions as determined through a nomination process described in section 5.0.
- 2.3 The designation of emeritus faculty status shall be conferred by the President and reported to the Board of Trustees.

3.0 CRITERIA FOR EMERITUS STATUS

Retired individuals meeting the following criteria may be recommended and considered for emeritus status:

- 3.1 At least ten years of full-time employment as a faculty member with Shawnee State University and holding the rank upon retirement of Professor or Associate Professor;
- 3.2 Evidence of outstanding contributions to the teaching, scholarship, [entrepreneurship](#), and service missions of the University beyond normal performance expectations.

Certified as True and Correct
December 2, 2024

Secretary, SSU Board of Trustees

4.0 PRIVILEGES AND RESPONSIBILITIES OF EMERITUS STATUS

4.1 Individuals with emeritus status do not receive compensation; however, they are eligible for special assignments by the University for appropriate compensation and/or reimbursement for expenses at the discretion of the President and in accordance with the policies of Shawnee State University. Specifically, the President may grant individuals with emeritus status the following privileges:

4.1.1 Use of University facilities, equipment, and services on an "as available" basis;

4.1.2 Access to University activities on a basis comparable to faculty and administrators;

4.1.3 Recognition of emeritus status in appropriate University publications;

4.1.4 Use of University identification with emeritus status in communications with official groups/organizations; and

4.1.5 Opportunities to be designated as a University representative to specified functions and/or groups/organizations.

4.2 Individuals with emeritus status are responsible to Shawnee State University to:

4.2.1 Support the mission and purposes of Shawnee State University;

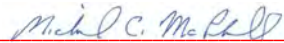
4.2.2 Maintain professional standards which reflect positively on Shawnee State University; and

4.2.3 Be willing to assist in the development of Shawnee State University within the scope of individual capabilities.

5.0 NOMINATION AND SELECTION PROCESS

Retired faculty holding the rank of Associate Professor and retired faculty holding the rank of Professor who have not had emeritus status conferred within 120 days of retirement per section 2.1 may be considered for emeritus status utilizing the following process.

5.1 Any member of the retiree's department at the time of retirement may submit a written recommendation for designation of the retiree as emeritus to the Department Chairperson. The request should clearly describe the outstanding contributions of the retiree to the University's teaching, scholarship, [entrepreneurship](#), and service mission beyond normal performance

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December 2, 2024

Secretary, SSU Board of Trustees

expectations.

5.2 The Department Chairperson shall bring the recommendation before the department for a vote. If a majority of full-service faculty support the recommendation, the Chair shall forward the recommendation to the ~~appropriate~~ Dean of the College where the department is located for consideration. If the Dean supports the recommendation, he/she shall forward the recommendation to the Provost for consideration. If the Provost supports the recommendation, he/she shall forward the recommendation to the President for consideration. At each stage of review, additional information may be sought to clarify the recommendation. Each reviewer who supports the recommendation may add additional comments. Any reviewer who does not support the recommendation shall return the recommendation to the originating recommender with reasons for non-support and the review process will end. After a period of one year from the date of denial, new recommendations may be submitted on behalf of faculty whose recommendations have been previously rejected.

5.3 The designation of emeritus status shall be given by the President who may seek additional information in the process of determining whether to award emeritus faculty status. If the President does not award emeritus status, he/she shall return the recommendation to the originating recommender with reasons for non-support. In all cases, the President's decision shall be final and the review process will end. The President shall report the designation of emeritus status to the Board of Trustees.

6.0 RIGHT TO REVOKE EMERITUS STATUS

The Board of Trustees reserves the right to revoke emeritus status if at any time the university determines that the continued emeritus status compromises the university's integrity or reputation, in its sole discretion.

History

Effective: ~~09/09/11~~ ~~09/09/11~~

Revised: 09/20/2024; 06/26/2020; 06/08/18

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

Shawnee State University

POLICY TITLE:	EMERITUS FACULTY
POLICY NO.:	5.18REV
ADMIN CODE:	3362-5-19
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EFFECTIVE DATE:	11/22/2024
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REPOSIBLE OFFICER(S):	PROVOST
APPROVED BY:	BOARD OF TRUSTEES

1.0 PURPOSE

To recognize selected retiring Shawnee State University faculty for outstanding contributions to the teaching, scholarship, entrepreneurship, and service missions of the University.

2.0 PROCEDURE

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Retired individuals meeting the following criteria may be recommended and considered for emeritus status:

- 3.1 At least ten years of full-time employment as a faculty member with Shawnee State University and holding the rank upon retirement of Professor or Associate Professor;
- 3.2 Evidence of outstanding contributions to the teaching, scholarship, entrepreneurship, and service missions of the University beyond normal performance expectations.

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

4.0 PRIVILEGES AND RESPONSIBILITIES OF EMERITUS STATUS

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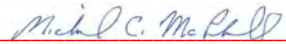
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Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

- 5.2 The Department Chairperson shall bring the recommendation before the department for a vote. If a majority of full-service faculty support the recommendation, the Chair shall forward the recommendation to the Dean of the College where the department is located for consideration. If the Dean supports the recommendation, he/she shall forward the recommendation to the Provost for consideration. If the Provost supports the recommendation, he/she shall forward the recommendation to the President for consideration. At each stage of review, additional information may be sought to clarify the recommendation. Each reviewer who supports the recommendation may add additional comments. Any reviewer who does not support the recommendation shall return the recommendation to the originating recommender with reasons for non-support and the review process will end. After a period of one year from the date of denial, new recommendations may be submitted on behalf of faculty whose recommendations have been previously rejected.
- 5.3 The designation of emeritus status shall be given by the President who may seek additional information in the process of determining whether to award emeritus faculty status. If the President does not award emeritus status, he/she shall return the recommendation to the originating recommender with reasons for non-support. In all cases, the President's decision shall be final and the review process will end. The President shall report the designation of emeritus status to the Board of Trustees.

6.0 RIGHT TO REVOKE EMERITUS STATUS

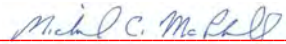
The Board of Trustees reserves the right to revoke emeritus status if at any time the university determines that the continued emeritus status compromises the university's integrity or reputation, in its sole discretion.

History

Effective: 09/09/11

Revised: 11/22/2024; 06/26/2020; 06/08/18

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

RESOLUTION ASA12-24

APPROVAL OF PRE-SOCIAL WORK/BACHELOR OF SOCIAL WORK

WHEREAS, Shawnee State University recognizes the need and opportunity for growth in undergraduate programs at the institution as central to the University's growth; and

WHEREAS, that need and opportunity has been expressly conveyed and recognized in the *Shawnee at 40* Strategic Plan; and

WHEREAS, the regional behavioral health workforce has expressed need and support for a Bachelor of Social Work program; and


WHEREAS, pursuant to the aforementioned objectives, the Program Director and faculty in the the Department of Rehabilitation Sciences have developed a Pre-Social Work/Bachelor of Social Work degree; and

WHEREAS, that degree has so far received all internal approvals and will be submitted to the Ohio Department of Higher Education (ODHE) for approval;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University approves the Pre-Social Work/Bachelor of Social Work degree and requests its submission to ODHE and other external entities for full approval.

(November 22, 2024)

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

4.5 Grants and Sponsored Programs Report

Ms. Heather Craft, Director of Grants and Sponsored Programs, will report on department activities in FY25.

4.6 Student Success Report


Dr. Pauley will report on AY 2024-25 Retention and Completion efforts.

4.7 Student Information

Avery Beaumont, Game Simulation Development Arts major will present their winning pitch, Dancetowne!, from the Game Pitch Competition at the recent Shawnee Game Conference.

Benjamin Trout, Game Simulation Development Arts senior, will present on their recent experience at GDex, the Midwest Game Developers Expo.

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees

RESOLUTION F24-24
ACCEPTANCE OF SHAWNEE STATE UNIVERSITY'S
FY24 FINANCIAL REPORT

WHEREAS, pursuant to O.R.C. 117.11, the financials of Shawnee State University must be audited every year by an independent certified public accountant; and

WHEREAS, the University's designated independent firm of Clark, Schaefer, Hackett & Co. completed an audit of the University's FY24 financials, issued an unmodified report, and reviewed the report results with the Finance and Administration Committee;

THEREFORE, BE IT RESOLVED, the Board of Trustees accepts the Shawnee State University FY24 audit report as presented.

(November 22, 2024)

Certified as True and Correct
December 2, 2024


Secretary, SSU Board of Trustees



FY25 Operating Budget Status

Report Date 10.31.2024

	FY25 Budget	Q1 Actuals	Q2 Actuals	Q3 Actuals	Q4 Actuals	YTD Actuals	% of Budget
Revenue							
Tuition & Student Fees	\$ 28,108,054	\$ 15,322,223	\$ (287,398)	\$ -	\$ -	\$ 15,034,825	53.5%
State Share of Instruction	\$ 13,235,852	\$ 3,308,961	\$ 1,102,987	\$ -	\$ -	\$ 4,411,948	33.3%
Shawnee Supplement	\$ 9,000,000	\$ 2,250,000	\$ -	\$ -	\$ -	\$ 2,250,000	25.0%
Scholarship	\$ (5,446,200)	\$ (2,751,749)	\$ 17,940	\$ -	\$ -	\$ (2,733,809)	50.2%
Other Income	\$ 4,711,324	\$ 910,136	\$ 239,588	\$ -	\$ -	\$ 1,149,724	24.4%
Commissions	\$ 442,500	\$ 73,356	\$ 21,747	\$ -	\$ -	\$ 95,104	21.5%
General Fund Operating Grants	\$ 1,120,535	\$ 43,517	\$ 12,685	\$ -	\$ -	\$ 56,203	5.0%
Miscellaneous Revenue	\$ 2,250,789	\$ 445,027	\$ 116,574	\$ -	\$ -	\$ 561,600	25.0%
Service Fees/Memberships	\$ 277,500	\$ 79,128	\$ 18,386	\$ -	\$ -	\$ 97,514	35.1%
Ticket Sales/Rentals	\$ 620,000	\$ 269,108	\$ 70,195	\$ -	\$ -	\$ 339,303	54.7%
Transfers In	\$ 1,500,000	\$ -	\$ -	\$ -	\$ -	\$ -	
Revenue Total	\$ 51,109,030	\$ 19,039,571	\$ 1,073,117	\$ -	\$ -	\$ 20,112,688	39.4%
Expense							
Compensation	\$ 33,956,011	\$ 5,932,218	\$ 3,747,663	\$ -	\$ -	\$ 9,679,880	28.5%
Salaries	\$ 24,406,126	\$ 4,112,082	\$ 2,842,866	\$ -	\$ -	\$ 6,954,948	28.5%
Benefits	\$ 9,549,885	\$ 1,820,136	\$ 904,797	\$ -	\$ -	\$ 2,724,933	28.5%
Non-Compensation	\$ 13,669,333	\$ 4,018,660	\$ 1,452,905	\$ -	\$ -	\$ 5,471,565	40.0%
Equipment	\$ 216,772	\$ 185,717	\$ 174,386	\$ -	\$ -	\$ 360,103	166.1%
External Professional Services	\$ 715,491	\$ 222,342	\$ 122,771	\$ -	\$ -	\$ 345,113	48.2%
Information/Comm/Shipping	\$ 800,605	\$ 264,630	\$ 30,370	\$ -	\$ -	\$ 295,000	36.8%
Maintenance & Service Contracts	\$ 4,028,131	\$ 1,856,577	\$ 627,583	\$ -	\$ -	\$ 2,484,160	61.7%
Meal Plan Expense	\$ 2,021,009	\$ 251,266	\$ 130,346	\$ -	\$ -	\$ 381,612	18.9%
Miscellaneous Expense	\$ 1,394,783	\$ 455,358	\$ 23,329	\$ -	\$ -	\$ 478,687	34.3%
Supplies	\$ 1,970,594	\$ 232,427	\$ 81,951	\$ -	\$ -	\$ 314,378	16.0%
Travel	\$ 874,220	\$ 186,008	\$ 122,411	\$ -	\$ -	\$ 308,419	35.3%
Utilities	\$ 1,647,728	\$ 364,336	\$ 139,757	\$ -	\$ -	\$ 504,093	30.6%
Transfers Out	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Expense Total	\$ 47,625,344	\$ 9,950,878	\$ 5,200,567	\$ -	\$ -	\$ 15,151,445	31.8%
Net Transfer to Capital Fund	\$ 1,564,825	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Net Operating Budget	\$1,918,861	\$9,088,693	(\$4,127,450)	\$0	\$0	\$4,961,243	259%

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CLARK SCHAEFER HACKETT
BUSINESS ADVISORS

Shawnee State University

Audit Committee
Audit Presentation
June 30, 2024

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December 2, 2024


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Disclaimer

This presentation uses information from the draft financial statements and the preliminary audit results. Our reports are still in the final review process and have not been filed with the Auditor of State of Ohio. As such, this information remains subject to change if our quality control review or the Auditor of State determines that modifications of the report are necessary to comply with required accounting or auditing standards.

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Engagement Team

- Shareholder:
 - Brad Billet
- Senior Manager:
 - Kyle Overly
- Senior:
 - Kaleigh Dobie
- Staff II:
 - Nichole King

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Responsibilities under Professional Standards

Financial Statement Opinion

- Provide reasonable assurance (not absolute) that the financial statements are free of material misstatements.
 - Examine, on a test basis, evidence underlying the financial statement amounts and disclosures.
 - Assess the accounting principles used by and significant estimates made by management.
 - Evaluation of the overall financial statement presentation.

Internal Controls

- Responsibility is to gain an understanding of internal controls, not to audit internal control or express an opinion over the effectiveness of the University's internal controls.

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Responsibilities under Professional Standards

Single Audit

- Audit Compliance with the types of requirements described in the OMB Compliance Supplement in accordance with the provisions under Uniform Guidance that could have a direct and material effect on each of the University's major federal programs for the year ended June 30, 2024.
- Total federal expenditures for FY2024 were **\$21,568,583**.
Major Programs for FY2024 included the following:
 - Student Financial Assistance Cluster - **\$17,107,707** (79.3% of total FY2024 federal expenditures).

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Summary of Reports Issued

- **Unmodified** opinion on financial statements.
- **Government Auditing Standards:**
 - **No** material weaknesses identified in internal control noted.
 - **No** significant deficiencies in internal control noted.
 - **No** material instances of noncompliance noted.
- **Single Audit:**
 - **No** material weaknesses identified in internal control over compliance of federal programs noted.
 - **No** significant deficiencies in internal control of federal programs noted.
 - **No** material instances of noncompliance for federal programs noted.
 - **Unmodified** opinion on major program.

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Other Required Communications

- **Management** is responsible for the selection and use of appropriate accounting policies.
 - The significant accounting policies used by the University are described in Note 1 to the financial statements.
- Significant accounting estimates included the following:
 - Useful lives of capital assets.
 - Allowance for uncollectible student accounts.
 - Net pension and OPEB assets/liabilities, and related deferred inflows and outflows.
- We encountered **no** significant difficulties in dealing with management in performing and completing our audit.

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Changes in Assets and Deferred Outflows

Assets and Deferred Outflows	2024	2023	Change
Cash and Investments	\$19,602,000	\$13,502,000	\$6,100,000
Accounts Receivable, Net	8,043,000	6,847,000	1,196,000
Other Receivables	227,000	220,000	7,000
Capital and Right-to-Use Assets, Net	78,039,000	81,926,000	(3,887,000)
Net OPEB Asset	2,043,000	3,894,000	(1,851,000)
Other Assets	564,000	415,000	149,000
Deferred Outflows of Resources	8,131,000	12,436,000	(4,305,000)
Total Assets and Deferred Outflows	\$116,649,000	\$119,240,000	\$(2,591,000)

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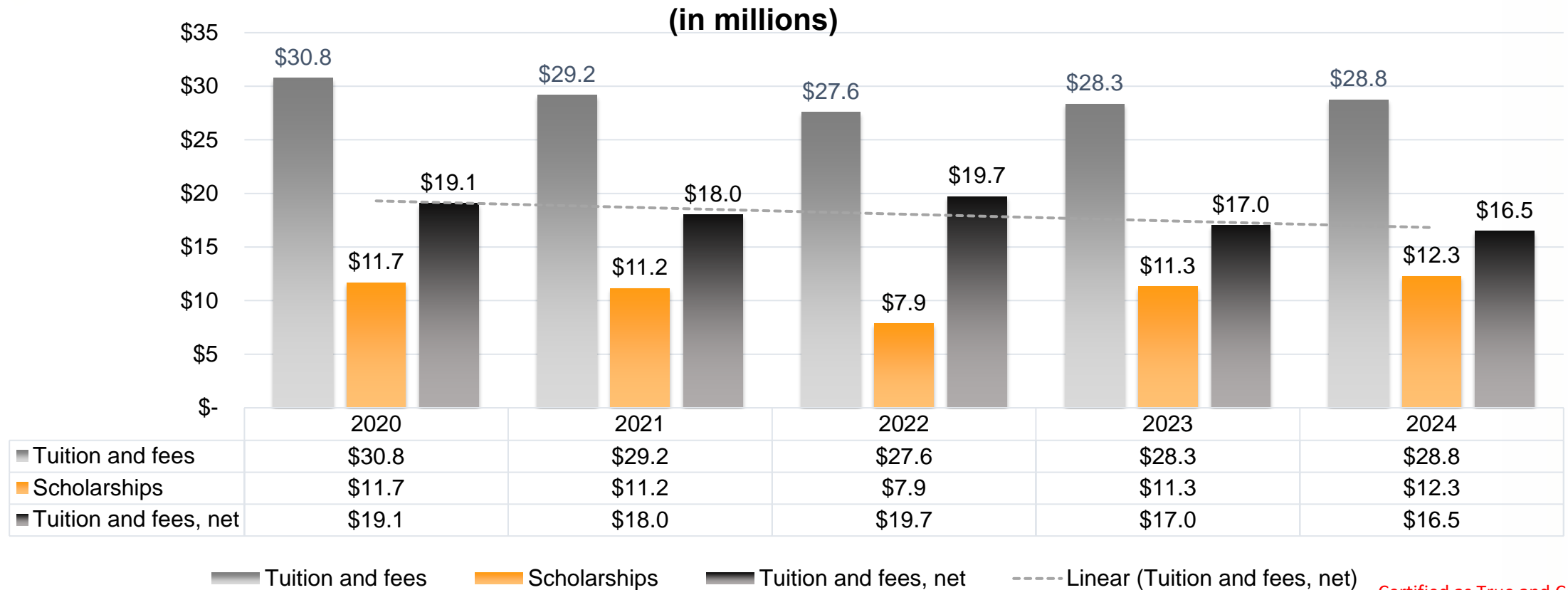
Changes in Liabilities and Deferred Inflows

Liabilities and Deferred Inflows	2024	2023	Change
Accounts Payable and Accrued Liabilities	\$3,651,000	\$3,445,000	\$206,000
Unearned Revenue	2,659,000	1,391,000	1,268,000
Leases and Subscriptions	1,656,000	1,765,000	(109,000)
Long-Term Debt	15,484,000	16,528,000	(1,044,000)
Compensated Absences	1,754,000	1,866,000	(112,000)
Net Pension and OPEB Liabilities	31,779,000	37,806,000	(6,027,000)
Other Liabilities	149,000	147,000	2,000
Deferred Inflows of Resources	5,195,000	6,590,000	(1,395,000)
Total Liabilities and Deferred Inflows	\$62,327,000	\$69,538,000	\$(7,211,000)

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Tuition and Fees – Trend Analysis

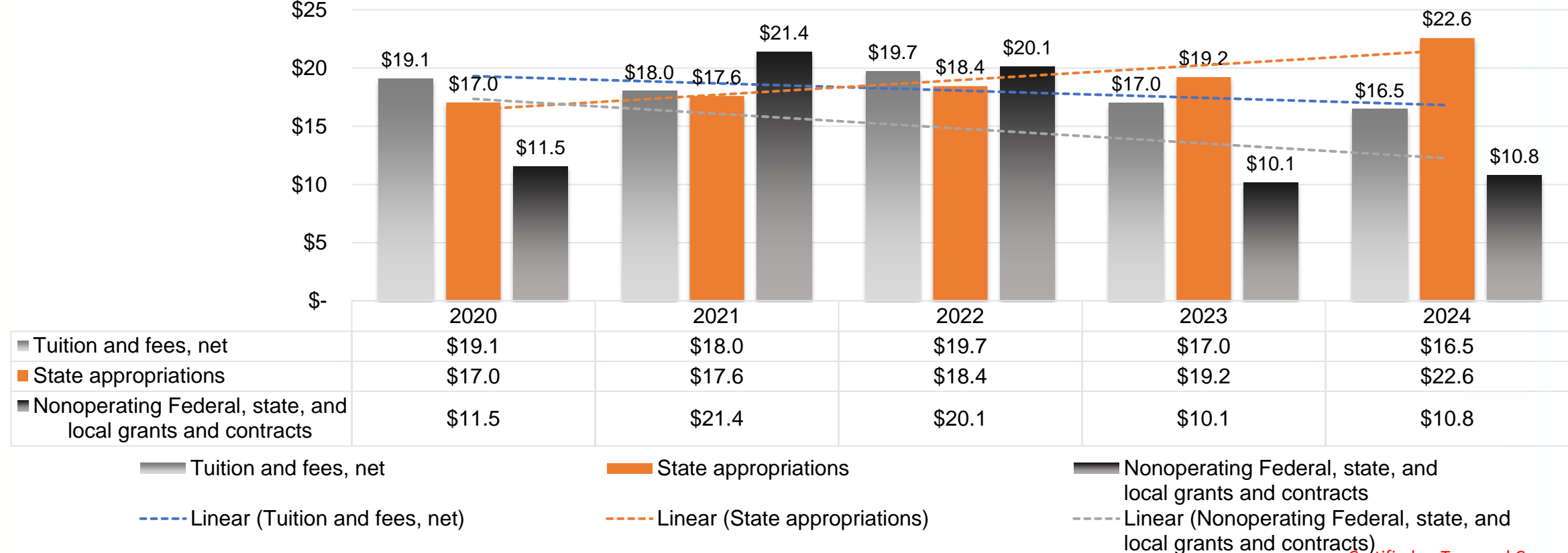


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Michael C. McPherson
Secretary, SSU Board of Trustees

Significant Sources of Revenue – Trend Analysis

(in millions)

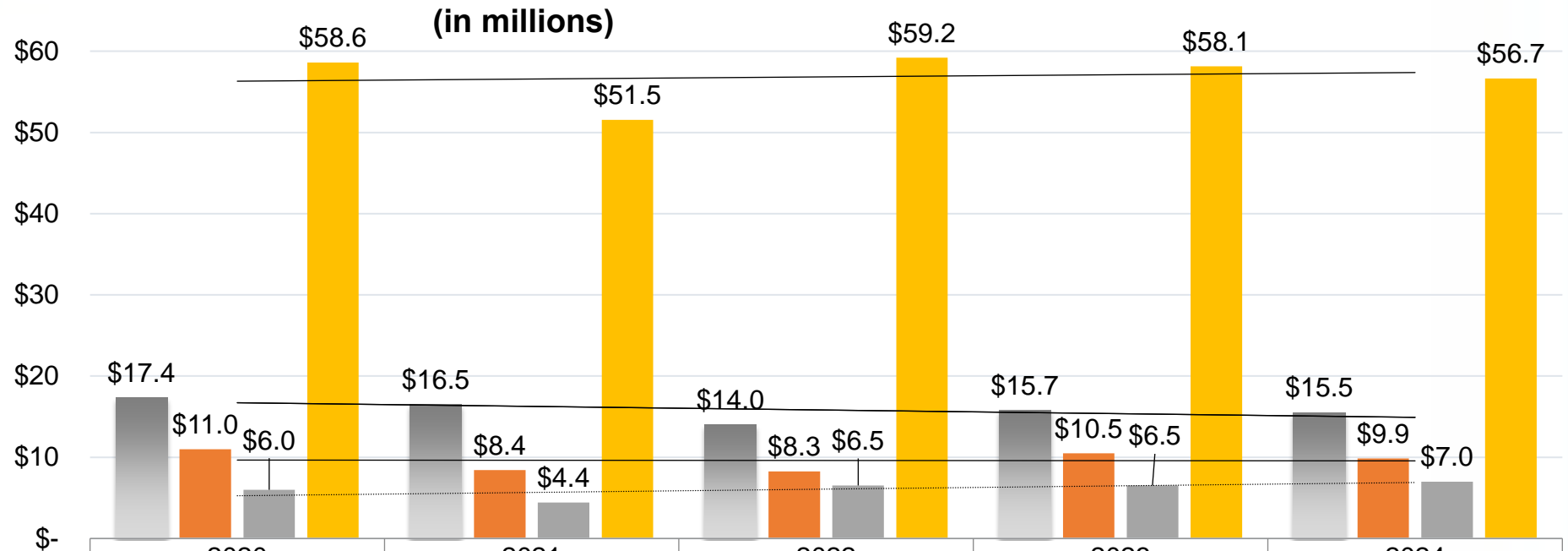


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Michael C. McPhail

Secretary, SSU Board of Trustees

Composition of Expenses – Trend Analysis



■ Instruction and departmental research	\$17.4	\$16.5	\$14.0	\$15.7	\$15.5
■ Institutional support	\$11.0	\$8.4	\$8.3	\$10.5	\$9.9
■ Auxiliary enterprises	\$6.0	\$4.4	\$6.5	\$6.5	\$7.0
■ Total Expenses	\$58.6	\$51.5	\$59.2	\$58.1	\$56.7

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December 2, 2024

Michael C. McPhail

Secretary, SSU Board of Trustees

Summary of Results excluding Pension/ OPEB Adjustments

	GAAP Financial Statements	Pension and OPEB Adjustments	2024 Amounts without Pension or OPEB	2023 Amounts without Pension or OPEB	Change
Assets	\$ 108,518,256	(2,042,530)	\$ 106,475,726	\$ 102,909,986	\$ 3,565,740
Deferred Outflows	8,131,149	(8,131,149)	-	-	-
Liabilities	57,132,968	(31,779,402)	25,353,566	25,141,644	211,922
Deferred Inflows	<u>5,194,861</u>	<u>(4,475,942)</u>	<u>718,919</u>	<u>835,518</u>	<u>(116,599)</u>
Net Position:					
Invested in Capital	60,347,294		60,347,294	62,967,975	(2,620,681)
Restricted	2,459,277	(2,042,530)	416,747	243,986	172,761
Unrestricted	<u>(8,484,995)</u>	<u>28,124,195</u>	<u>19,639,200</u>	<u>13,720,863</u>	<u>5,918,337</u>
Total	<u>\$ 54,321,576</u>		<u>\$ 80,403,241</u>	<u>\$ 76,932,824</u>	<u>\$ 3,470,417</u>
Operating Revenues	\$ 26,260,826		\$ 26,260,826	\$ 25,360,244	\$ 900,582
Operating Expenses	<u>56,662,578</u>	<u>1,148,846</u>	<u>57,811,424</u>	<u>59,113,208</u>	<u>(1,301,784)</u>
Net Income	(30,401,752)		(31,550,598)	(33,752,964)	2,202,366
Nonoperating	34,963,373		34,963,373	30,443,400	4,519,973
Other - Capital	<u>57,642</u>		<u>57,642</u>	<u>1,352,528</u>	<u>(1,294,886)</u>
Change in Net Position	<u>\$ 4,619,263</u>		<u>\$ 3,470,417</u>	<u>\$ (1,957,036)</u>	<u>\$ 5,427,453</u>

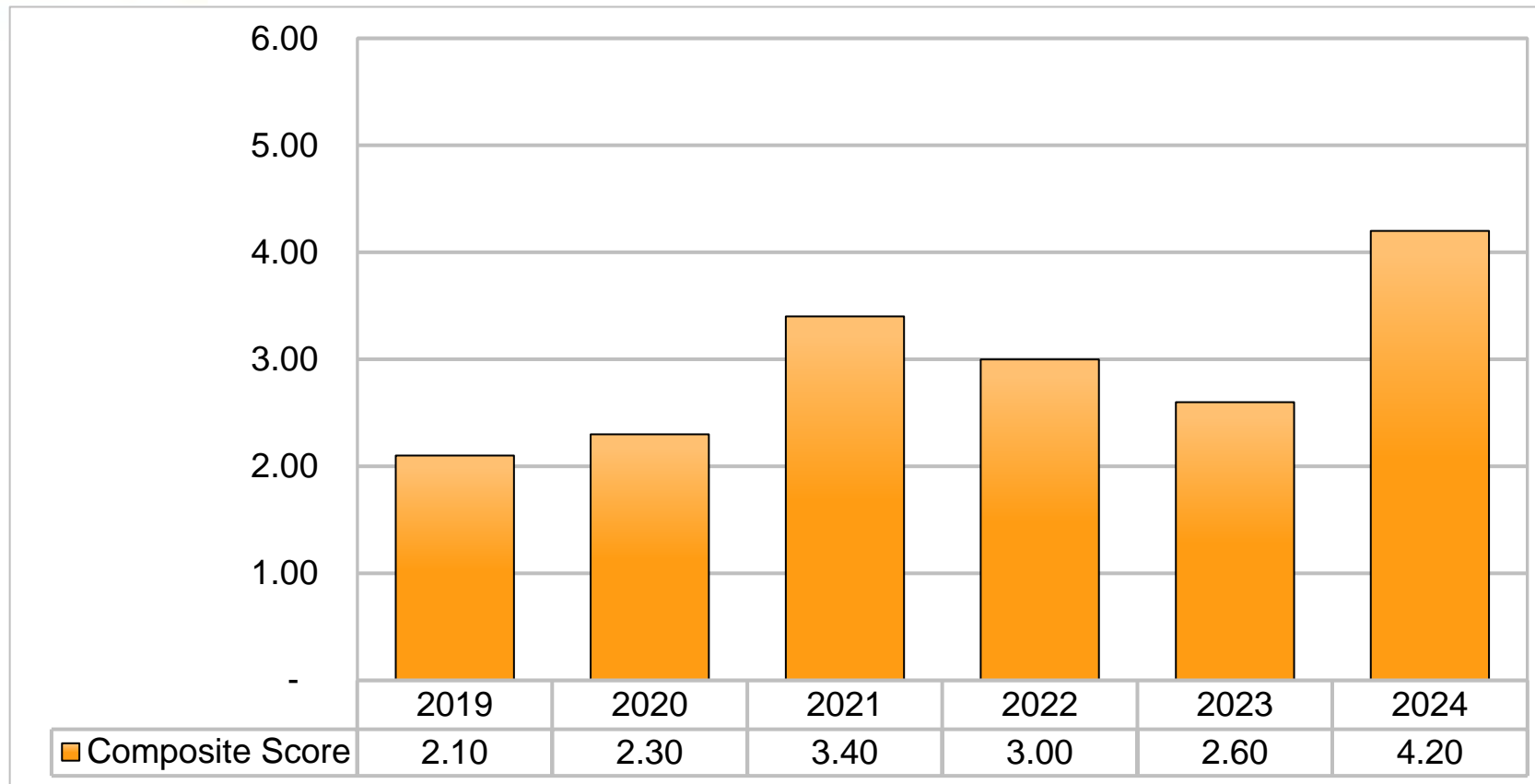
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Composite Score (Senate Bill 6 Ratio)

(without Pension and OPEB amounts)



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Secretary, SSU Board of Trustees

QUESTIONS?

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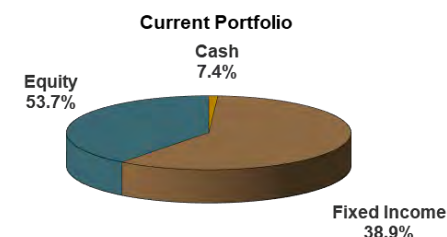

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Shawnee State University

Asset Allocation – As of October 31, 2024



Asset Class	Market Value	% of Assets	Target %
Cash Equivalents			
TIAA Trust Cash Deposit Account	\$860,004	7.4%	
Total Cash Equivalents	\$860,004	7.4%	2.0%
Fixed Income			
Fixed Income Separately Managed Account	\$3,458,748	29.7%	
PGIM High Yield Fund	255,851	2.2%	
Vanguard Intermediate-Term Bond Index	\$411,609	3.5%	
VanEck J. P. Morgan EM Local Currency Bond ETF	\$145,987	1.3%	
DFA Inflation Protected SEC Fund	\$125,442	1.1%	
PIMCO 1-5 Year U.S. TIPS Index Exchange Traded Fund	\$128,429	1.1%	
Total Fixed Income	\$4,526,066	38.9%	48.0%
Domestic Equity			
TIAA-CREF Large Cap Growth Index Fund	\$2,761,519	23.7%	
TIAA-CREF Large Cap Value Index Fund	\$1,900,773	16.3%	
iShares Russell Mid-Cap Growth ETF	\$260,334	2.2%	
iShares Russell Mid Cap Value ETF	\$251,696	2.2%	
iShares Russell 2000 Growth ETF	160,692	1.4%	
iShares Russell 2000 Value ETF	155,649	1.3%	
Total Domestic Equity	\$5,490,663	47.2%	45.0%
International Equity			
iShares Core MSCI EAFE ETF	\$214,774	1.8%	
iShares MSCI International Quality Factor ETF	\$316,194	2.7%	
iShares MSCI EAFE Small-Cap ETF	\$0		
iShares Core MSCI Emerging Markets ETF	\$221,479	1.9%	
Total International Equity	\$752,447	6.5%	5.0%
Total Equity	\$6,243,110	53.7%	50.0%
Total Portfolio Market Value	\$11,629,180	100.0%	100.0%



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December 2, 2024

Michael C. McCall
Secretary, SSU Board of Trustees¹

Asset Class/Security	Market Value as of October 31, 2024	Market Value as of June 30, 2024	Market Value as of June 30, 2023
OPERATING CASH:			
U.S. Bank	\$ 7,078,323	\$ 7,648,535	\$ 5,381,923
Total Operating Cash Balance	\$ 7,078,323	\$ 7,648,535	\$ 5,381,923
LIQUID POOL INVESTMENT PORTFOLIO:			
STAROhio	\$ 1,238,472	\$ 1,216,621	\$ 203,642
Total Liquid Investment Pool Balance	\$ 1,238,472	\$ 1,216,621	\$ 203,642
TIAA DIVERSIFIED INVESTMENT POOL SUMMARY:			
Cash Equivalents:	\$ 1,035,135	\$ 1,809,159	\$ 427,436
% of Total TIAA Portfolio	8.9%	16.2%	5.2%
Fixed Income Holdings:			
Fixed Income Managed Acct (US and Agency Securities)	\$ 2,250,409	\$ 2,161,706	\$ 3,157,590
DFA Inflation Protected Securities Portfolio	\$ 125,442	\$ 123,610	\$ 124,641
iShares MBS ETF	\$ 1,004,343	\$ 993,201	\$ -
PGIM High Yield Fund	\$ 254,330	\$ 247,998	\$ -
PIMCO 1-5 Year U.S. TIPS Index ETF	\$ 128,429	\$ 126,518	\$ 123,235
TIAA-CREF Short-Term Bond Fund	\$ -	\$ -	\$ 436,366
VanEck J.P.Morgan EM Local Currency Bond ETF	\$ 145,987	\$ 143,750	\$ -
Vanguard Intermediate Term Bond Fund	\$ 410,268	\$ 404,670	\$ -
Vanguard Short Term Bond Index Fund	\$ -	\$ -	\$ 344,546
Total Fixed Income	\$ 4,319,209	\$ 4,201,452	\$ 4,186,378
% of Total TIAA Portfolio	37.2%	37.5%	50.8%
Domestic Equity Holdings:			
iShares Russell 2000 Growth ETF	\$ 160,692	\$ 136,253	\$ -
iShares Russell 2000 Value ETF	\$ 155,649	\$ 129,912	\$ -
iShares Russell Mid-Cap Growth ETF	\$ 260,334	\$ 228,756	\$ -
iShares Russell Mid Cap Value ETF	\$ 251,696	\$ 221,075	\$ 154,106
TIAA-CREF Large Cap Growth Index Fund	\$ 2,761,519	\$ 2,057,838	\$ 1,307,298
TIAA-CREF Large Cap Value Index Fund	\$ 1,900,773	\$ 1,689,018	\$ 1,245,680
TIAA-CREF Small Cap Blend Index Fund	\$ -	\$ -	\$ 135,165
Vanguard Mid-Cap Growth Index	\$ -	\$ -	\$ 155,725
Vanguard REIT Index Fund	\$ -	\$ -	\$ 53,565
Cohen & Steers Real Estate Fund	\$ -	\$ -	\$ 38,543
Total Domestic Equity	\$ 5,490,664	\$ 4,462,852	\$ 3,090,082
% of Total TIAA Portfolio	47.3%	39.9%	37.5%
International Equity Holdings:			
iShares Core MSCI EAFE ETF	\$ 214,734	\$ 211,455	\$ 196,492
iShares Core MSCI Emerging ETF	\$ 221,479	\$ 180,878	\$ 133,280
iShares MSCI EAFE Small-Cap ETF	\$ -	\$ 24,348	\$ -
iShares MSCI International Quality Factor ETF	\$ 316,194	\$ 299,006	\$ 199,467
Total International Equity	\$ 752,406	\$ 715,687	\$ 529,239
% of Total TIAA Portfolio	6.5%	6.4%	6.4%
Total Equity	\$ 6,243,069	\$ 5,178,538	\$ 3,619,321
% of Total TIAA Portfolio	53.8%	46.3%	44.0%
TOTAL TIAA DIVERSIFIED POOL PORTFOLIO MARKET VALUE	\$ 11,597,414	\$ 11,189,149	\$ 8,233,135
	100.0%	100.0%	100.0%
TOTAL CASH AND INVESTMENTS BALANCE	\$ 19,914,209	\$ 20,054,305	\$ 13,818,701

**TOTAL TIAA
PORTFOLIO**

Value as of June 30, 2024	\$ 11,189,149
Value as of October 31, 2024	\$ 11,597,414
Diff \$	\$ 408,265
Diff %	3.58%

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PERSONNEL ACTIVITY REPORT FY25

November 22, 2024

New Hires

➤ Administrative Staff

- John Redoutey – Director, EMS, Center for Lifelong Learning, August 26, 2024
- Rebecca Baldrige – Dean’s Assistant, College of Health and Human Services, September 23, 2024
- Julie Buckler – Success Coach, Student Success Center, September 30, 2024
- Sargina Engle – BH Workforce Accelerator Navigator, College of Health and Human Services, October 31, 2024

➤ Support Staff

- Carlos Royster – Custodian, Facilities, October 30, 2024
- Kelly Rase – Custodian, Facilities, November 4, 2024

Change of Status

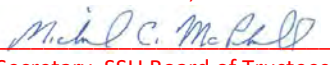
➤ Administrative Staff

- Polly Brown – Executive Assistant, Office of the Provost, September 16, 2024
- Lindsay Monihen – Clinical & Field Coordinator, School of Education, October 1, 2024
- Jenny Lawson – Assistant Director, Selective Admissions, College of Health and Human Services, October 12, 2024
- Jeff Hamilton – Interim Dean of Students, Academic and Student Affairs, November 1, 2024
- Gail Chinn – LISD Lead Officer, School of Education, November 18, 2024

➤ Support Staff

- Emma Shoemaker – Specialist, Financial Aid, October 28, 2024

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Page 1 of 2

PERSONNEL ACTIVITY REPORT FY25

November 22, 2024

Departures

➤ **Administrative Staff**

- Spencer Stevens – Director, Human Resources, October 2, 2024
- Kerrie James-Hunter – Coordinator, Academic Advising and Support, October 10, 2024
- Elizabeth Kline – Dean of Students, Academic and Student Affairs, November 1, 2024
- Alannah Bihl – Counselor, Counseling and Health Services, November 10, 2024
- Jessica Priode - Counselor, Counseling and Health Services, November 10, 2024
- Linda Koenig – Director, Counseling and Health Services, November 10, 2024
- Angela Duduit – Director, Workforce Development, November 10, 2024
- Camryn Zornes – Coordinator, Mental Health and Wellness, November 15, 2024
- Tracy Rice – Coordinator, Educational Opportunity Center, November 29, 2024

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CAPITAL PROJECTS STATUS REPORT

November 22, 2024

Gateway and Third Street Re-Opening - \$3M - Capital

- 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. Design activity and associated estimating continue.
- Controlling Board request was approved at the November 4, 2024 meeting; contract sent to Attorney General's office for approval. Anticipate construction mobilization by the end of November, 2024.

Campus Wayfinding Project - \$750,000 – Capital

- Wayfinding scope has been revised to include an interior signage phase. Exterior and interior signage packages to be bid together in single phase.
- In process of completing final design and construction documents; project to be advertised for bid upon completion in December, 2024. Anticipate construction to begin Spring, 2025.

Roof and Infrastructure Project - \$1.25M – Capital

- Project will include complete/partial roof replacements and building envelope integrity updates of Kricker Hall and the Rhodes Athletic Center.
- Added possible alternates for Massie Hall roof and flashing items. Final drawings currently under review by Department of Industrial Compliance for final plan approval. Project to be advertised for bid upon completion.

Clark Memorial Library Renovation Project - \$4.5 million - Capital

- Design contract approved by Controlling Board; contract signed by Attorney General's office.
- Kick off meeting scheduled for December 11, 2024.

Health Science Labs Renovations Project - \$3M – Capital

- Design contract to be submitted for Controlling Board approval at the December 2 hearing.

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Strategic Plan – Shawnee at 40 – Annual Progress Report (Operations)

July 1, 2023 – June 30, 2024

Goal #2. We strive to grow our enrollment and build a diverse and sustainable student body.

- To aid in athletics recruitment efforts, initial surveying and design activities for an on-campus softball field are underway. Construction will commence in Fall 2024 once the property transfer (Spartan Stadium) is finalized.

Goal #4. We enhance the quality of life of our community and region through positive partnerships.

- In partnership with the City of Portsmouth, the basic design of an improved intersection between 3rd and Gay Street is complete - construction is contingent upon funding being released by the City of Portsmouth. Plans to re-open 3rd Street are underway - design prepared for bid.
- Plans for near and on-campus signage and wayfinding are progressing. The scope has been revised to include an interior signage phase. The final design and construction documents will be delivered in Fall 2024.

Goal #5. We provide student-centered and customer-focused processes in our administrative operations.

- In the Spring 2024 we engaged with a consultant, Peak Performance, to evaluate our software usage and needs campus-wide. Extensive interviews with departments and constituent groups highlighted a need to explore replacing multiple software systems or reconfiguring existing systems, depending on what the market provided. The RFP process was drafted and scheduled to launch in June 2024. RFP requirements were designed based on stakeholder feedback and the process is expected to conclude in Fall 2024.
- Human Resources coordinates with key leaders to ensure compliance courses are delivered and tracked in the NEOED learning management system. Required training is offered to all employees upon hire and refreshers are offered annually - typically at the beginning of the academic year.
- As part of the leadership change, we shifted from a long-term 10-year Facilities Master Plan to a 6-year outlook - where we identify actions that can be taken immediately, short-term and mid-term. This approach aligns with the state's capital funding cycle and positions us to use the funds more effectively. The updated plan was presented to the Board of Trustees in Fall 2023. Designs for Clark Memorial Library, Allied Health Science Labs, and Esports Arena were set as priorities for FY25. Designs for Natural Science Labs, the Shawnee Manufacturing Center, and a Sports Complex will start to develop in Spring 2025.
- The draft Technology Master Plan is under review and will be refined in collaboration with stakeholder groups based on the system evaluation mentioned above and other needs or priorities identified.
- Microsoft Teams, an alternative to our voice-over-internet protocol (VoIP) telephone system, was implemented across campus Spring 2024.

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- During Summer 2023 we reduced the number of lab computers (by 64 machines) leaving power connectivity in place so students can bring their own laptop for use. For faculty and staff, it has been determined to allow choice of desktop vs laptop depending on the individual office needs; an across-the-board decision for employees will not meet the needs of every department.
- During Spring 2024 remote/hybrid work arrangements were assessed by the President's Cabinet. Adjustments to work arrangements were implemented to ensure campus life, student-facing, and front-office operations were not negatively impacted by flexible work arrangements.

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Strategic Plan – Shawnee at 40 – Annual Progress Report (Finance & Administration) July 1, 2023 – June 30, 2024

Goal #5. We provide student-centered and customer-focused processes in our administrative operations.

- Implemented Budget training sessions during FY24 and ongoing. Procurement training aids are available online and one-on-one sessions are provided as requested. Cash Management training is provided during onboarding training for new employees.
- The Fiscal Year 2024 new budget development calendar, submission materials and presentation model were developed and implemented during 2024 and in the development of the 2025 budget.
- An automated process was developed using Planning and Budget Cloud Services (“PBCS”) software for budgeting for vacant positions for FY24 and FY25’s budgets. Budget reports are delivered in real-time via PowerBI to budget managers and executives. Budget managers receive email alerts if the spending in their units have exceeded a pace determined at certain intervals during the fiscal year. PBCS was used to develop the FY24, FY25 and future budgets, which dramatically improved modeling and forecasting capabilities. Budget reports are delivered in real-time via PowerBI to budget managers and executives.
- Meetings were held during AY24 with student club leaders and procedures were updated and new controls were put into place. We developed a PowerBI report for each club, a student club email account and DocuSign account. Other items have been updated as well such as online power forms, event ticketing process, mandatory trainings and unit funding requests. We have designed instructional handbooks for the club members and advisors to help new leaders manage student club accounts.
- ACH payment module on the U.S. Bank system was developed, tested, and is being implemented during Fall 2024. Positive Pay application was put in place during FY24 to reduce exposure to fraudulent banking activity. The University is reviewing services to adopt (ex. Cashless processing, automation of processes) prior to issuing RFP. RFP will be issued during FY25.
- Frequency of journal entries to reflect current financial activity (ex: prepaids, centralized telephone charges and facilities charge backs for housing) has increased. Senate Bill 6 ratios are calculated for second, third, and final quarters of the fiscal year. The development of PowerBI for reporting has eliminated the need for a hard quarter system closing of the ERP system (labor intensive process).

Goal #6. We use evidence, data, and best practices when making decisions.

- PowerBI functionality utilized to create a Budget Manager Dashboard that allows unit managers to view budget and expense actuals in real-time. The dashboard also includes prior year reporting on Non-Compensation and Discretionary Compensation budget vs. actuals, access to Budget Transfer & Journal Entry Request Forms and a comprehensive Course & Program Fee report.
- University uses KPI’s associated with our bond credit rating review, quarterly Senate Bill 6 scores (based on our Viability, Primary Reserve and Net Income ratios) and annual HLC accreditation

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Composite Score to assist management during budget development and performance measures. These ratios/scores are communicated to the Board of Trustees throughout the year as well.

- Housing and Meal Plan Dashboards created to monitor counts for savings opportunities and aid in forecasting/budgeting.

Goal #7. We are a diverse community that is equitable and inclusive.

- The University reviews potential food options with food service provider to consider alternatives (including various culturally based options) during each semester.

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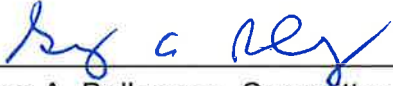
Shawnee State University
ARP, 403(b) and 457(b) Retirement Plans
Activity Report
of
Fiduciary Committee
to
Board of Directors
November 22, 2024

The Fiduciary Committee (Committee) was appointed by the Board of Trustees of Shawnee State University to be the fiduciary committee for the ARP, 403(b) and 457(b) Retirement Plans Company 401(k) Plan (Plan). This report is provided periodically to inform the Board, at a high level, of the activities of the Committee.

The Committee actively carried out its responsibilities during the 12-month period from January 1, 2024 to December 31, 2024 (Reporting Period), taking the following actions, among others:

1. The Committee met two times during the Reporting Period.
2. Plan assets as of 6/30/24 were \$38,308,587, an increase of approximately \$4.4 million (13.0%) from 9/30/23.
3. The Committee reviewed semi-annual reports from its independent investment advisor, and investment co-fiduciary (CAPTRUST), on the investments offered in the Plan. This reporting included a review of the following elements, among others: (a) any matters affecting the Plan's investment firms, (b) any matters affecting the investment managers and their staff, (c) any variance from the investment manager's stated investment style, (d) performance of the investments relative to peers and an appropriate benchmark, (e) risk and (f) costs.
4. At each semi-annual meeting the Committee's independent investment advisor provided an overview of the domestic and international capital markets.

5. The Committee received a detailed report on the underlying investments that make up the Plan's target date retirement fund offering.
6. Based on a review of market standards and best practices, the Committee revised the maximum number of loans allowed and allowable loan sources for employees.
7. The Committee periodically reviewed plan participant demographic information from the plan recordkeeper.
8. Working with its independent investment advisor, the Committee reviewed the Custodial change for Equitable portfolio funds.
9. From time to time the Committee received education on investment-related items.
10. The Committee received semi-annual updates on legal and regulatory developments that affect the Plan.
11. Minutes were kept of each meeting.



Greg A. Ballengee, Committee Chair

11/18/24

Date signed

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2024 Annual Campus Security & Fire Safety Report

15B Published in compliance with the Campus Security Act, 20 USC § 1092 (f)

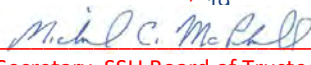
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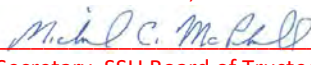
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Shawnee State University

Letter from the Director of Public Safety

Creating and maintaining a safe university community is a responsibility the entire campus community takes seriously. The Shawnee State University Department of Public Safety (SSU DPS) is a key resource in meeting that commitment, providing SSU with professional Law enforcement education programs and safety/security services to support the University's mission.

The Department of Public Safety embraces the philosophy of community-based policing. In using the community-based policing approach, the police / security officers have a collaborative partnership with the campus community. The partnership that is forged serves to develop solutions to problems and reduce crime.

This report is intended to provide you with essential information regarding Shawnee State University's programs, services, policies, and statistics about the occurrence of crime on campus, policies regarding sexual assault, domestic violence, dating violence and stalking. The disciplinary procedures on campus, they are explained and services available to any student are outlined. Our mission is to provide the highest quality services while maintaining a safe environment in which to learn, live, and grow. We see ourselves as educators who provide law enforcement services in support of the mission of Shawnee State University. If you have any questions or suggestions concerning this publication, please contact the Department of Public Safety at (740) 351-4377 or, CampusSecurity@shawnee.edu, or stop by our office located at Administration Building Room 023.

Sincerely,

Jon Peters

Director of Public Safety
Shawnee State University

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Shawnee State University's Mission, Vision, & Values

“We prepare today’s students to succeed in tomorrow’s world.”

A mission statement succinctly describes why we exist – our purpose. We prepare today’s students to succeed in tomorrow’s world.

“We will be a best-value university offering a wide range of high-quality signature programs.”

A vision statement stakes a claim on our aspirations and states the kind of university we plan to become. Our vision is to be, recognized as a “best-value” university, combining academic excellence and student success with affordability, and establishing signature programs that give us a competitive edge.

Enduring values provide a foundation for everything we do. Shawnee State University’s enduring values include; 1) Student-Focused Service, 2) Community Engagement, 3) Authentic Dialogue, 4) Thoughtful Risk Taking, 5) Culture of Continuous Improvement. They guide how we behave in our interactions with our students, families, alumni, friends of the University, and each other. They tell our clients what is important to us, and what they can expect from us.

The Campus

Shawnee State University (SSU), located in Scioto County, serves the higher education needs of the south central part of Ohio. The campus, situated on a 65-acre site on the banks of the Ohio River in downtown Portsmouth, a city of approximately 20,000. SSU is located in the southern part of Ohio, across the Ohio River, by Kentucky. Columbus, the capital city of Ohio, lies 90 miles to the north, while 115 miles west is Cincinnati. With approximately 3,000 students, SSU has more than 70 associate, bachelor, and master degree programs offered through the College of Arts and Sciences and the College of Professional Studies. SSU, one of fourteen state universities in the University System of Ohio, is a regional campus serving a primarily commuter population, with approximately 500+ housing students.

Shawnee State University (SSU) is committed to the safety and security of its students and employees and demonstrates this commitment through the development of policies and programs to reduce crime and protect students and staff. It is the intent of SSU to continue to enhance current safety and security

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education and prevention programs throughout the year. The purpose of the programs is to ensure that the campus community receives information on SSU's safety and crime policies and procedures and on alcohol and drug abuse prevention.

A campus with a safe environment, it can only be achieved with the cooperation of the entire campus community. SSU publishes this report to help you keep the campus a safe and secure educational environment.

Shawnee State University

Department of Public Safety

“Our goal is to provide a secure and safe learning environment for the university community.”

Mission, Vision, and Values

Mission Statement

We serve the campus in partnership with our community, to protect life and property, prevent crime, and resolve problems that may arise.

Vision

We will provide the highest quality of services to the campus community by constantly evaluating and improving our efforts to enhance public safety with the goal of improving the quality of life on campus.

Values

These values guide in all decisions and actions made by this department's employees:

- Strive to learn and grow
- Be honest, ethical and professional
- Strive for excellence
- Lead by example
- Treat all persons with respect and compassion
- Do the right thing

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SSU DPS Authority & Services Provided

The Shawnee State University Department of Public Safety (SSU DPS) is comprised of 5 full-time OPOTA certified police officers, 1 full-time security sergeant, 4 full-time security officers and 3 part-time security officers. DPS officers provide 24-hour police and security services on campus and respond to request for services. SSU DPS reports and/or investigates criminal and non-criminal activity occurring on campus, and off-campus when requested by the Portsmouth Police Department.

Safety and security services DPS provides to the campus community include general patrol; safety escorts; facility/residence access and security; vehicle jumps starts and unlocks; bicycle registration; crime prevention programming; and emergency preparedness and training. DPS enforces state law, the ordinances of the City of Portsmouth, and the rules and regulations promulgated by the Board of Trustees of Shawnee State University.

Community Policing

The Shawnee State University Department of Public Safety (SSU DPS) utilizes a community policing philosophy with the goals of (1) establishing positive contacts with the campus community, (2) identifying real and/or perceived problems that exist in the campus community, and (3) developing programs that aid in the resolution of identified problems. SSU DPS uses various modes of transportation to patrol the campus, including bicycles, cars, and walking officers.

Working Relationship and MOU with Portsmouth Police

Shawnee State University maintains a close working relationship with the Portsmouth Police Department (PPD) and surrounding local law enforcement agencies. The Portsmouth Police Department is located one block west of the campus. SSU DPS officers work closely with the PPD investigative staff, when incidents arise, sharing crime related reports and information, as deemed necessary. A mutual aid agreement between Shawnee State University and the City of Portsmouth was enacted that enables SSU police officers to provide mutual aid assistance to Portsmouth Police upon request or during emergency situations, and grants SSU DPS jurisdictional authority on roadways passing through and adjacent to campus property.

A mutual aid agreement between Shawnee State University and the Village of New Boston was enacted that enables SSU police officers to provide mutual aid assistance to the New Boston Police Department (NBPD) upon request or during Emergency Situations. New Boston is located approximately 2.8 miles east of Campus.

DPS also works closely with other federal, state, and university departments to enhance the level of law enforcement service available to the university community and to provide those who may be the victim of a crime or other Emergency Situations information regarding university options available to them. The Village of New Boston provides L.E.A.D.S. & other dispatch functions for DPS.

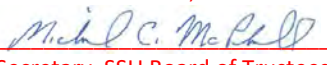
Ohio Revised Code 3345.04

3345.04B: Subject to division (C) of this section, the board of trustees of a state university, the board of trustees of the northeast Ohio medical university, the board of trustees of a state community college, and the board of trustees of a technical college or community college district operating a technical or a community college may designate one or more employees of the institution, as a state university law enforcement officer, in accordance with section 109.77 of the Revised Code, and, as state university law enforcement officers, those employees shall take an oath of office, wear the badge of office, serve as peace officers for the college or university, and give bond to the state for the proper and faithful discharge of their duties.

Department of Public Safety is Hybrid

In February of 2012 Shawnee State University transitioned from a Security Department to a hybrid department bringing on Police Officers. This was done pursuant to ORC3345.04. (see right insert). There are sworn Police Officers along with Security Officers patrolling on campus.

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University Security

The SSU DPS officers are responsible for maintaining the security of the physical facilities, patrolling campus (on foot, by bike and by patrol car), providing escort services, distributing and controlling campus parking permits, taking reports of any criminal activity, investigating any reported criminal incident, and enforcing local ordinances, state laws and University rules and regulations regarding the unauthorized use of alcohol, use of controlled substances, and weapons violations. The SSU DPS also provides assistance to PPD in all matters in which their involvement is required. The first contact for on-campus medical and fire emergencies and traffic accidents is 9-1-1. The SSU DPS is responsible for developing all University reports pertaining to such incidents.

Campus Security is primarily the responsibility of the Shawnee State University Department of Public Safety (SSU DPS), which is located at the southeast end of campus adjacent to the floodwall. The goal of the SSU DPS is to provide a safe and secure environment for the SSU community, with a 24-hour police and security presence on campus. Police officers of Shawnee State University, they are designated by statute as the law enforcement officers for the university. They are empowered to use investigative authority on reasonable suspicion of crime, to search and arrest as authorized by law, and to use reasonable and necessary force to enforce law and protect property on University land and as provided by mutual aid compacts established with other jurisdictions. Their oath of office is a personal commitment to the rule of law and constitutional limitations of police authority. The University Police perform the same duties and have the same authority as all police departments in Ohio. They evaluate reported crimes and conduct investigations to determine the responsible party. University Police enforce laws regulating underage drinking, the use of controlled substances, weapons, and all other incidents requiring police assistance. They have police jurisdiction on all University property.

The security officers of Shawnee State University are screened and trained in personnel and property protection; however, they are not police officers and do not have law enforcement arresting authority. They do work in conjunction with their police counterparts to provide for the safest campus environment in which to work, live, and receive an education.

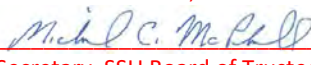
Facilities Access

The Shawnee State University Department of Public Safety (SSU DPS) maintains security of all buildings on campus.

Student Housing

Shawnee State has two apartment complexes on campus and two privately owned

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contiguous complexes north of campus, which can jointly accommodate more than 1,000 residents. Only residents and authorized University personnel have keys to the apartments. Staffing includes a VP-Student Affairs, Director of Housing and Residence Life, Residence Life Coordinators (who live on campus), and resident advisors (RA's), specially trained in personal safety and campus security. Routine safety inspections are conducted by the RA's to maintain a safe environment. The SSU DPS conducts regular foot, bike, and vehicle patrols of the residence 24 hours a day. Professional staff members conduct programs throughout the year aimed at heightening residential student awareness of safety on campus.

Safe Apartment

The purpose of having a "safe apartment" on-campus is to have an open apartment for residential students to have a place to reside in the event of an incident occurring that would necessitate an emergency move to a safe location.

Student Organizations

Shawnee State University does not have any officially recognized Student Organizations that have off campus housing facilities. Any criminal activity involving SSU students will normally be reported by the PPD to SSU DPS.

Campus Buildings

During regular academic semesters, campus buildings are open from 7:00 a.m. to approximately 10:00 p.m. on weekdays. Except for the Library and University Center, most campus buildings are closed on weekends. Students, staff and faculty must present a SSU identification card for admittance to any building that is not open. Staff must provide permission to SSU DPS via email or letter for a student to enter a closed building.

Shawnee State University Department of Public Safety provides 24-hour patrols of the physical facilities. Officers respond to reports of safety hazards upon receipt and document each incident. Officers perform monthly safety inspections and forward those discrepancies and maintenance issues to the Facilities Department. The University maintains exterior lighting, , emergency phones inside academic buildings, crime reducing landscape practices, and closed-circuit electronic surveillance of most public areas of campus. The University maintains an indoor PA and strobe mass notification system, in addition to an outdoor mass notification siren system. Outdoor sirens are located on the east and west side of the campus and are used primarily for notification of severe weather. The system can be used manually to issue timely warnings concerning other emergency events on campus.

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Reporting Crime/Emergencies

Students, employees and visitors on campus are encouraged to, immediately report suspected criminal activity or other incidents to the SSU Department of Public Safety (SSU DPS) by calling (740) 351-3232 from any campus phone. With such information, the University can take steps to help ensure the future safety of the campus by keeping an accurate record of the number of incidents involving students, employees and visitors and alert the campus community to potential danger if necessary.

The campus community is advised to contact the SSU DPS from an off campus phone or by cell phone, at (740) 351-3232. For non-emergencies the number to call from a campus phone is ext. 3423, or if off campus phone or by cell phone, the non-emergency number is (740) 351-3243. The e-mail address for DPS is: campussecurity@shawnee.edu.

Everbridge

Shawnee State University has a safety app that is available to all students, staff and employees. Just download the Everbridge App on your phone and follow the directions to log on

Title IX Violation Reporting

Students, employees and visitors on campus are encouraged to immediately report suspected Title IX violations to the Title IX coordinator. For a complete list of Title IX officers and online complaint form please visit <https://www.shawnee.edu/campus-life/title-ix/report-incident>

Confidential Reporting

Under the Ohio "Sunshine Law", alleged criminal activity and other incidents officially reported to the SSU DPS, and other campus security authorities, becomes public record. If a student does witness a crime and it becomes part of a counseling discussion the student is informed of the process to follow in order to report the crime to SSU DPS.

Campus "Professional Counselors", when acting as such, are not considered to be campus security authorities and are not required to report crimes for inclusion into the annual disclosure of crime statistics. However, Counseling & Health Services is contacted and asked for the data related to any reportable offenses, to include in the annual crime statistics for the University. Only the number of reportable offenses is requested, no confidential information is requested or given

Anonymous Reporting

Individuals may anonymously report criminal and non-criminal incidents to the SSU DPS via the Silent Witness link (see "Silent Witness" insert at right) on the SSU DPS web site at <https://www.shawnee.edu/campus-life/safety-campus-police/report->



The "Clery Act" is named in memory of 19-year-old Lehigh University freshman Jeanne Ann Clery who was raped and murdered while asleep in her residence hall room by another Lehigh University student on April 5, 1986.

Jeanne's parents, Connie and Howard, discovered that students hadn't been told about 38 violent crimes on their daughter's campus in the three years before her murder. They joined with other campus crime victims and persuaded Congress to enact this law, which was originally known as the "Crime Awareness and Campus Security Act of 1990."

Silent Witness

Silent Witness is available to provide persons with an opportunity to anonymously report information to SSU DPS that they would not be as willing to provide otherwise.

crimesilent-witness. It is important to understand that the United States Supreme Court has ruled that anonymous tips require independent verification by law enforcement before acted up on. Therefore, any anonymous information received about criminal activity is independently verified by law enforcement before action is taken.

Local Law Enforcement, Counseling Services, and Support Agencies

Emergency / Crime Reporting Contacts

Emergency

Fire, Police, MedicalDial 911

Local Police

Portsmouth Police Department (740) 353-4101
Ohio State Highway Patrol (740) 354-2888
Scioto County Sheriff Department (740) 354-7566
Federal Bureau of Investigation (FBI)..... (740) 354-5645

Shawnee State University

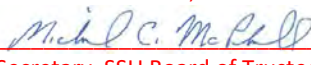
Department of Public Safety (Emergency) (740) 351-3232
Department of Public Safety (Non-Emergency)..... (740) 351-3243
Vice President for Student Affairs..... (740) 351-3280
Dean of Students (740) 351-3262
Housing and Residence Life (740) 351-3222
Residence Life Coordinator..... (740) 351-3123
Compass Bear Care Clinic (740) 351-7102
Residence Advisors – My RA Hotline (740) 351-6972
Title IX Coordinator (740) 351-3010

Crime Statistics

Shawnee State University continues to experience a good record of low crime rates. The University is proud of this record and will continue to strive to keep the campus an oasis for its students and employees through university public safety services, the development of policies and procedures to meet the changing security needs of the University, and the continuation and enhancement of its educational/prevention programs.

Shawnee State University Department of Public Safety (SSU DPS) prepares the annual Campus Security & Fire Safety Report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act, 20 USC § 1092(f), which is the landmark federal law, originally known as the Campus Security Act, that

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requires colleges and universities across the United States to disclose information about crime on and around their campuses.

This report is prepared in cooperation with the local law enforcement agency (Portsmouth Police Department), Dean of Students, Director of Housing & Residence Life, and the Office of Counseling and Health Services. Annual information requests are made via e-mail and personal contact with the local PPD, campus security authorities (C.S.A.s) and the Office of Counseling and Health Services.

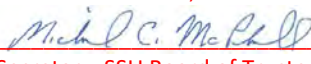
This annual disclosure of crime statistics is also available electronically on the SSU DPS web site at: <https://www.shawnee.edu/campus-life/safety-campus-police>. Each year, an e-mail is sent to all staff, faculty and enrolled students to notify the campus community of the availability of the current Campus Security & Fire Safety Report via the web site address. New and prospective employees receive information from the Human Resources Department providing notice of the annual report and web address. Prospective students can access the annual report through direct on-line quick link available under the Admission & Financial Aid tab as well as the Visit SSU Campus, New Student Orientation, Transfer Students, Acceptance Requirements, and Admission web pages. Paper copies of the annual report may be obtained at the SSU Department of Public Safety, which is located at the southeast end of campus adjacent to the floodwall.

The following statistics are compiled from the SSU DPS's Uniform Crime Reporting program for the past three calendar years. The statistics represent **alleged** criminal offenses **reported** to campus security authorities and/or local police agencies. **Therefore, the data collected does not necessarily reflect prosecutions or convictions for crime.** Because some statistics are provided by non-police authorities, the data are not directly comparable to data from the FBI's Uniform Crime Reporting System, which only collects statistics from police authorities. Definitions of each criminal offense can be found in the attached glossary.

Clery Act Crime Statistics – Criminal Offenses

Type of offense	Year	On campus (not including residence hall)	Residence halls	Non-campus	Public property	Campus Total
Murder and Non-Negligent Manslaughter	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Manslaughter by Negligence	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Rape	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Fondling	2021	1	0	0	0	1
	2022	1	0	0	0	1
	2023	0	0	0	0	0
Incest	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Statutory Rape	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0

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Robbery	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Aggravated assault	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Burglary	2021	1	0	2	0	1
	2022	2	0	2	0	2
	2023	1	0	2	0	1
Motor Vehicle Theft	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Arson	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Hate crimes						
NOTE: There were no hate crimes reported for 2019, 2020 and 2021.						

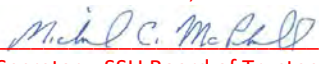
Save Act Crime Statistics – Criminal Offenses

Type of offense	Year	On campus (not including residence halls)	Residence halls	Non-campus	Public property	Campus Total
Domestic Violence	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Dating Violence	2021	0	1	0	0	1
	2022	0	0	0	0	0
	2023	0	3	0	0	3
Stalking	2021	0	0	0	0	1
	2022	1	2	0	0	3
	2023	2	4	0	0	6

Arrest and Judicial Referrals

Type of offense	Year	On campus (not including residence halls)	Residence halls	Non-campus	Public property	Campus Total
Arrests						
Liquor law violations	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	1	1	0	0	2
Drug law violations	2021	1	1	0	0	0
	2022	1	0	1	1	3
	2023	0	0	0	0	
Weapons law violations	2021	1	1	0	0	2
	2022	0	0	0	0	0
	2023	0	0	0	0	0
Judicial Referrals						
Liquor violations	2021	3	17	0	0	20
	2022	0	11	1	1	13
	2023	0	16	0	0	16
Drug violations	2021	0	1	1	0	1
	2022	0	0	1	0	1
	2023	0	2	0	0	2
Weapons violations	2021	0	0	0	0	0
	2022	0	0	0	0	0
	2023	0	0	0	0	0

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Unfounded Crimes

If a reported crime is investigated by law enforcement authorities and found to be false or baseless, the crime is “unfounded” and will not be included in the crime statistics. Only sworn or commissioned law enforcement personnel may “unfound” a crime. (This does not include a district attorney who is sworn or commissioned.) Note that the recovery of stolen property, the low value of stolen property, the refusal of the victim to cooperate with the prosecution or the failure to make an arrest does not “unfound” a legitimate offense. The findings of a coroner, court, jury or prosecutor do not “unfound” offenses or attempts that law enforcement investigations establish to be legitimate.

Unfounded Clery Act Crime Statistics For 2023

Shawnee State University did not have any unfounded Clery Act Crime for 2021.

Department Of Education Clery Definitions

Campus

1. Any building or property owned or controlled by an institution within the same reasonably contiguous geographic area and used by the institution in direct support of or in a manner related to the institution's educational purposes, including residence halls; and
2. Any building or property that is within or reasonably contiguous to the area identified in paragraph (1) that is owned by the institution but controlled by another person, is frequently used by students and supports institutional purposes (such as the privately owned residence halls).

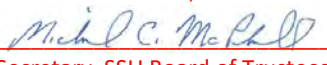
Non-Campus

1. Any building or property owned or controlled by a student organization that is officially recognized by the institution (Shawnee State University has none at this time); or
2. Any building or property owned or controlled by an institution that is used in direct support of, or in relation to, the institution's educational purposes, is frequently used by students, and is not within the same reasonably contiguous geographic area of the institution.

Public Property

All public property, including thoroughfares, streets, sidewalks and parking facilities, that is within the campus, or immediately adjacent to and accessible from the campus. Public property, for purposes of data collection and this report, does not include businesses or private residences adjacent to the campus.

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Timely Warnings

A Campus Crime Alert is designed to inform the University community in a timely fashion of crimes committed on campus and to heighten safety awareness as well as to request information that will assist the SSU Department of Public Safety (SSU DPS) and the local law enforcement in arresting and convicting the perpetrator when crimes have been committed against persons or property.

When a crime that constitutes an ongoing or continuing a threat to the health and safety of the members of the University community is reported to the SSU DPS, local law enforcement or a campus security authority, a timely warning will be issued in the form of a Campus Alert. The Director of DPS, or his designee, will determine if the incident represents an ongoing or continuing threat.

The SSU DPS, Director, Risk Management & Safety or Director of Communications may issue a timely warning. Every attempt will be made to issue the alert as soon as the pertinent information is available concerning the incident. The Campus Alert will be distributed to the University community through some or all of the following: the SSU Alert System (electronic text to voice/phone, e-mail, text), indoor PA mass notification system and/or the outdoor mass notification system (pre-recorded message or manual voice override).

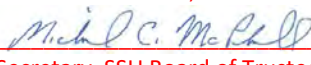
Crime Prevention

During the academic year, various University offices including Counseling and Health Services, Student Activities, Residence Life, Department of Public Safety, Office of Diversity and Inclusion, Student Programming Board, Human Resources, and the Division of Academic Affairs-offer a variety of educational programs to the University community. Programs address issues of crime prevention, personal safety, sexual assault, drug and alcohol abuse, and related topics and are presented in various formats, including seminars, films, lectures, and brochures.

Programs include:

- **Campus Security and Personal Responsibility:** a freshman orientation to campus and security services includes information on personal safety to residential students.
- **Speak Up — Speak Out:** focuses on bystander mentality, addressing the impact of intervention on situations of sexual aggression. It stresses sexual aggression can no longer be ignored, empowering students to stand up, take a stand, and help keep others safe. This event was presented to all new students at the annual Weekend of Welcome.
- **Safety Awareness:** a series of workshops for students and employees on campus security guidelines, personal safety, dating violence, date rape, sexual assault and self-protection.

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- **Sexual Assault/Date Rape:** a program for students and employees which addresses a realistic view of rape, date/acquaintance rape, stranger rape, responses to a potential assault, reporting and prosecuting, and victim support and recovery.
- **Passport for Safety and Information:** brochures, books and videos available to students and employees through Counseling and Health Services. Includes a broad range of information on crime prevention, personal safety, sexual assault/date rape, and drug and alcohol abuse prevention.
- **Self-Protection for Women:** a workshop to increase women's awareness, assertiveness, verbal confrontation skills, safety strategies and physical techniques.
- **Handling the Distraught/Acting-Out Individual:** a program to provide staff and student employees with effective assessment and coping skills in dealing with potentially hostile/aggressive situations.
- **Weekend of Welcome (WOW):** a program to introduce new residential students to various aspects of living on campus, with specific emphasis on personal safety and community security.
- **Anti-Hazing:** a training conducted as required at Weekend of Welcome for all students through Bear Beginnings.

Drug-Free Campus Policy

The Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989 require that the University adopt and implement a program to prevent the illicit use of drugs and the abuse of alcohol by students and employees. The University must certify that it is in compliance with this law in order to receive Federal funds. University Policy #5.06 – Drug Free Campus & Workplace applies to the entire University community of faculty, staff, and students and is distributed in accordance with section 1.2 of the policy. Policy #3.19 Alcohol on Campus applies to student related events and residence. Both University policies are accessible on the SSU web site at: <https://www.shawnee.edu/sites/default/files/2019-01/policy-506r.pdf>.

Shawnee State University is committed to maintaining a workplace and educational environment free of illegal drugs. Recognizing that illegal drug use poses health and safety hazards to employees, students, and to the community at large, the university prohibits the possession or use of illegal drugs on all university property and at other locations where the public, students, or employees of the university are conducting university business or participating in any sponsored activities.

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Legal Sanctions

Applicable legal sanctions under local, state, or federal law for the unlawful possession or distribution of illicit drugs and alcohol are set forth in the referenced laws.

Local

- Codification Ordinance of Portsmouth
 - Chapter 513 – Drugs
 - Chapter 529 – Alcohol

State

- Ohio Revised Code Chapters
 - 2925 – Drug Offenses
 - 3719 – Controlled Substances
 - 4301 – Liquor Control Laws

Federal

- Controlled Substances Act
- Controlled Substances Import and Export Act [Title 21 USC §§ 801 et.seq.]
- Federal Food, Drug and Cosmetic Act
- Federal Alcohol Administration Act

These sanctions can include probation, fines, driver's license suspension, or incarceration. Future revisions, amendments, or additions to these or other applicable codes are incorporated in this policy by this reference.

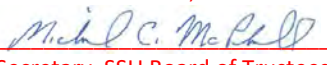
Health Risks

The following describes the health risks of some of those substances that may cause physical or psychological damage when abused.

Alcohol

Alcohol consumption causes a number of marked changes in behavior. Even low doses impair judgment and coordination and increase the incidence of aggressive behavior. Very high doses can cause respiratory depression and death. Alcohol intoxication is equivalent to a drug overdose. If combined with other depressants of the central nervous system, the effects of alcohol are multiplied. Repeated use of alcohol can lead to change in tolerance and dependence. Cessation of alcohol intake can produce withdrawal symptoms including tremors, hallucinations, convulsions, and death. Long-term consumption of large quantities of alcohol can lead to permanent damage to vital organs such as the brain and liver. Women who drink even small amounts of alcohol during pregnancy may give birth to infants with fetal alcohol syndrome. Children of alcoholic parents have a 40% greater risk of developing alcoholism than children of parents who are not alcoholic.

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Cannabis (Hashish, Marijuana)

The mood altering effects of marijuana are the result of the chemical delta-9 tetrahydrocannabinol (THC). THC is fat soluble and remains in the body up to three weeks after smoking one marijuana cigarette. Consequently, even the occasional user can be detected through urinalysis. Research indicates that regular use may have long-term effects on the user's brain, heart, and reproductive organs. The numerous carcinogenic chemicals found in marijuana smoke make it particularly harmful to the lungs. Loss of memory, lack of motivation, and diminished attention span are some of the effects of regular marijuana use. Long-term use may result in psychological dependence and change in tolerance.

Depressants (Barbiturates (Amytal, Seconal, Phenobarbital) / Benzodiazepines (Ativan, Valium, Xanax) / Sleep Medications (Ambien, Sonata, Lunestra)

The use of depressants can result in change in tolerance and physical as well as psychological dependency. The use may produce Sedation/drowsiness, reduced anxiety, lowered inhibitions, slurred speech, poor coordination, confusion, dizziness, impaired coordination and memory / Slowed pulse, lowered blood pressure, slowed breathing, tolerance, withdrawal, addiction; increased risk of respiratory distress and death when combined with alcohol. Withdrawal symptoms include anxiety, vomiting, acute psychotic episodes, seizures, and death.

Stimulants (Amphetamines (Adderall) Methylphenidate (Concerta, Ritalin)

High doses of stimulant drugs result in intense personality disturbances including visual and auditory hallucinations, delusions, increased heart rate, blood pressure, nervousness, paranoia, insomnia, seizures, heart attack and stroke. Tolerance develops rapidly. Cross tolerance does develop among stimulant drugs, (e.g. methamphetamine and cocaine). The use of cocaine can cause death by cardiac arrest or respiratory failure. Stimulants are addictive, and while withdrawal from stimulants is less dangerous than depressants, depression can make the person vulnerable to suicide.

Narcotics (Cocaine, Codeine, Heroin, Morphine, OxyContin, Percodan, Lortab)

Tolerance, especially to the euphoric effects of narcotics, and physical dependence develop rapidly. Withdrawal symptoms are extremely uncomfortable; however, they are seldom life threatening.

The use of narcotics can produce drowsiness, sedation, weakness, dizziness, nausea, impaired co- ordination, confusion, dry mouth, itching, sweating, clammy skin, constipation / Slowed or arrested breathing, lowered pulse and blood pressure, tolerance, addiction, unconsciousness, coma, death; risk of death increased when combined with alcohol or other depressants.

Hallucinogens (PCP, LSD, Mescaline, Psilocybin)

Large doses of Phencyclidine (PCP) may result in convulsive seizure, coma, and death. Lower doses produce shallow, rapid breathing, blurred vision, confusion;

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loss of coordination, and slurred speech. Mood disorders occur and the user may become violent, irrational, and potentially harmful to self and others. Lysergic acid (LSD), mescaline, and psilocybin cause sensations and feelings to change rapidly. The user may experience panic, confusion, anxiety, paranoia, depersonalization, and loss of control. While relatively rare, frightening flashbacks, the spontaneous reappearance of drug experience after use has ceased, may occur.

Bath Salts

Reports of severe intoxication and dangerous health effects associated with use of bath salts have made these drugs a serious and growing public health and safety issue. The synthetic cathinone in bath salts can produce paranoia, agitation, and hallucinatory delirium; some even display psychotic and violent behavior, and deaths have been reported in several instances.

Anabolic-Androgenic Steroids

Steroid users can experience serious cardiovascular, liver, central nervous system, gastro-intestinal, and reproductive disorders. In males, use can result in testicular atrophy, sterility, impotence, prostate cancer, and arrested growth. Irreversible masculinization and sterility can result when women use steroids. Psychological impairments include mood swings, depression, and very aggressive behavior.

GHB and MDMA

Gamma-Hydroxybutyrate (GHB) and MDMA ('ecstasy') have risen sharply among college students in the past decade. GHB has been abused for its depressant effects, particularly the euphoric, sedative effect. As with Rohypnol ('date rape drug'), GHB has been associated with sexual assaults. Abuse can result in seizures and coma. Combined with other drugs such as alcohol, it can cause nausea and difficulty breathing. Withdrawal effects include insomnia, anxiety, tremors and sweating. MDMA has the same physical effects as stimulants. However, the mental effects vary widely including feeling of emotional closeness to others, feeling that all is right with the world, seeing oneself in a whole new light and experiencing subtle visual distortions and sensory enhancement. Users face the risk of psychological difficulties including confusion, depression, sleep problems, severe anxiety and paranoia. Muscle tension, nausea, blurred vision and sweating are some of the physical symptoms. Increase in heart rate and blood pressure as well as possible liver and brain damage can occur.

Substance Abuse Counseling & Education

Resource information (web-based information, booklets, brochures, etc.) regarding health and safety concerns and information regarding the availability of and/or referral to community-based, approved substance abuse counseling, mental health counseling, and rehabilitation services are available through the Office of Counseling and Health Services of Shawnee State University.

Education concerning substance abuse, especially of alcohol and drugs, will be provided periodically on campus.

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Examples of the types of programs offered throughout the academic year include:

- **Freshman Orientation**
Freshman are informed of the University's Drug-Free Campus Policy.
- **E-Chug/E-Toke**
Online programs that assess alcohol and marijuana abuse and compare the student to national norms.
- **Online Mental Health Screening**
Five web-based screening tools available to the campus community at all times. These are useful for those who think they may be symptoms that necessitate further intervention or have questions in regard to a friend.
- **Drugs/Substance Abuse**
An academic class offered which addresses the use, dependency and effect of drugs alcohol and tobacco on behavior.
- **Alcohol on Campus**
A workshop for students on the impact of alcohol use and abuse on academic performance and its relation to crimes on campus.
- **National Alcohol Awareness Screening Day**
A program to heighten students and employee awareness of the effects of alcohol, how it may be currently affecting an individual's life and to provide information on services available on and off campus.
- **Informational Library**
Brochures, books and videos available to students and employees, which address issues such as drugs and alcohol, nicotine addiction, alcohol and violence, and alcoholism through the Office of Counseling and Health Services.
- **Choices**
Face-to-face alcohol education/prevention for "at-risk" populations and those who have violated the student code of conduct related to substance use.
- **BYOBF (Be Your Own Best Friend)**
Group focused on self-esteem and self-compassion.
- **Living Social**
Group focused on increasing social confidence and success.
- **Campus Life**
Group focused on resources both on and off campus.
- **Beating Depression**
A psychoeducational group focused on symptoms of depression, challenging myths, function of anti-depressants in treatment and how depression affects the neurotransmitters of the brain.
- **Anxiety 101**
Group focused on symptoms of anxiety, understanding the cause and effects, and learning coping skills to relieve anxiety symptoms.

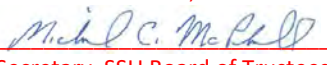
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- **Stress-Less**
Group focused on stress prevention and taking a proactive approach toward stress management.
- **GRIT**
Group focused on helping students find their voice and become more assertive to enhance their person and professional lives.
- **Learn URself**
A group providing a facilitated look inward so that participants can discover their individual paths to happiness.
- **Relaxation Station**
Group focused on learning and practicing relaxation techniques.
- **Wellness Wednesday**
Group focused on seven dimensions of wellness including emotional, career, intellectual, spiritual, physical, financial, and environmental wellness.
- **Lifeline**
Group for women only focused on learning what behaviors are “red flags” for relationships, assertiveness, boundaries and the role values play in choosing a partner.
- **Beating Stress**
Group which targets stress management by focusing on self-exploration of stress triggers, stress vulnerability, and coping skills.
- **Stinkin’ Thinkin’**
Group focused on troubleshooting unhelpful thought patterns and opening up new opportunities for success.
- **Success not Excess**
Support group for students struggling with issues related to alcohol and other drugs. This group follows a 12 step structure.
- **Suicide Prevention Gatekeeper Training**
Multiple workshops focused on training responsible adults to identify distressed students and connect those students with appropriate resources. Special focus on students who are passively or actively suicidal and effective intervention with those students. This workshop has several individualized for specific groups such as faculty, staff, Resident Advisors, coaches and community members.
- **Kognito**
Web-based interactive training for intervening with students who have academic, behavioral or emotional issues.
- **Safety Campaign**
Poster campaign focused on responsible alcohol use and recognition of alcohol poisoning.

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Sanctions For Violation Of Standards Of Conduct

Shawnee State University has used and will continue to use progressive discipline in administering sanctions for violations of this policy; however, the University reserves the right to determine when the serious nature of a violation or arrest without adjudication requires that the University take immediate action up to and including dismissal.

Student Affairs and/or the appropriate law enforcement authorities will be notified if any illegal substances are found on the University campus.

Possible sanctions for employees

- Written reprimands
- Transfer to other duties
- Suspension
- Demotion
- Termination
- Referral to appropriate authorities for prosecution for violations of the standards of conduct described in this policy.

Possible sanctions for students

- Fines
- Community service
- E-Chug/E-Toke programs
- Disciplinary probation
- Suspension
- Dismissal
- Write paper
- Parental notification
- Referral to appropriate authorities for prosecution for violations of the standards of conduct described in this policy.

In addition to University sanctions for illegal actions on University premises, students violating Federal, State, and/or local civil or criminal laws may be subject to University discipline procedures for the same conduct, when the conduct occurs off campus and is either a direct and immediate threat to the safety or well-being of persons and/or property in the University community, or when the student's behavior adversely affects the University's pursuit of its educational objectives. University policy #3.17: <https://www.shawnee.edu/sites/default/files/2019-01/policy-317Rev.pdf>.

In an effort to form a partnership with parents in supporting development and responsible behavior and to discourage inappropriate behavior on campus

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concerning alcohol and drug abuse problems, Shawnee State University has developed a policy and guidelines which allows the option of informing parents/guardians of alcohol and drug offenses committed by their students who are under the age of 21. Refer to University policy #3.04.

Both students and employees may be referred to appropriate drug or alcohol abuse treatment facilities for treatment as a condition of continued employment and/or student standing.

Conviction Of Illegal Drug Violations for Employees

It is a condition of employment with Shawnee State University that an employee, who is convicted of a criminal drug statute violation occurring in the workplace, notifies appropriate administrative personnel no later than five days after such conviction.

The University will notify the appropriate federal funding agency within ten days receiving notice of an employee's conviction with respect to a drug-law violation occurring in the workplace.

Within 30 days of such notice, the University will either take appropriate personnel action or require the successful completion of a certified drug abuse assistance or rehabilitation program by the convicted employee.

VAWA & SaVE Act Crimes

Shawnee State University does not discriminate on the basis of sex in its educational programs and sexual harassment and sexual violence are types of sex discrimination. Other acts can also be forms of sex-based discrimination and are also prohibited whether sexually based or not and include dating violence, domestic violence, and stalking. As a result, Shawnee State University issues this statement of policy to inform the community of our comprehensive plan addressing sexual misconduct, educational programs, and procedures that address sexual assault, domestic violence, dating violence, and stalking, whether the incident occurs on or off campus and when it is reported to a University official.¹ In this context, Shawnee

¹ A "University official" is defined as either a "Campus Security Authority" under the auspices of the Clery Act or a "Responsible Employee" under Title IX and further identified by your institution's sexual misconduct policy. Because three separate federal laws (Title IX, Title VII, and the Clery Act) as well as numerous states law have different reporting requirements, DSA recommends requiring all employees to report crimes reported to them to campus police or public safety within 24 hours (all can be assessed for Timely Warnings and those that meet the definition of a reportable crime, as defined by the Clery Act, will be included in the crime statistics in the Annual Security Report.) For sexual harassment and sexual violence, "responsible employees" as defined by the UNIVERSITY under the auspices of Title IX will have to disclose identifying information about the victim to the Title IX Coordinator. There are exemptions to reporting for campus professional and pastoral counselors and medical doctors and nurses acting in those capacities from disclosing crime statistics or identifying information about the victim of sexual assault, unless the victim is a minor. Seek guidance from your general counsel about how your institution identifies responsible employees (Title IX) and Campus Security Authorities (Clery Act).

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State University prohibits the offenses of domestic violence, dating violence, sexual assault and stalking and reaffirms its commitment to maintain a campus environment emphasizing the dignity and worth of all members of the university community.

For a complete copy of Shawnee State University's policy governing sexual misconduct, visit [Procedure: 5.01:2 Reporting & Investigating Sexual Assault, Sexual Misconduct & Other Forms of Discrimination \(PDF\)](#)

The University has established a Behavioral Intervention Team (BIT) and a Clery Review Team. The BIT team consists of the Chair, Dean of Students, Vice President of Student Affairs, Director of Counseling and Health Services, Director of Public Safety, and University Counsel. The Clery Review Team consists of the Director of Public Safety, Dean of Students, Director of Counseling and Health Services, and Director, Risk Management & Safety. The role of BIT is to assess potential risk of harm, consult with others affected by the behavior, develop a strategic and coordinated response as needed, and make recommendations to the person seeking consultation. Issues appropriate for the BIT include, but are not limited to, assessment of potential violence, disruptive behavior with or without evidence of mental illness, and setting appropriate behavioral boundaries. The Clery Review Team meets quarterly and is responsible for developing, reviewing, and revising protocols, policies and procedures to ensure that the university is in compliance with all Clery requirements.

A. Definitions

There are numerous terms used by Shawnee State University in our policy and procedures.

Consent

Consent must be informed, knowing and voluntary. Consent must be clear and unambiguous for each participant throughout any sexual encounter. Consent to some sexual acts does not imply consent to others, nor does past consent to a given act imply ongoing or future consent. Consent can be revoked at any time. For all of these reasons, sexual partners must evaluate consent in an ongoing fashion and should communicate clearly with each other throughout any sexual encounter.

Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated, whether due to alcohol, drugs, or some other condition. Consent cannot be obtained by threat, coercion, or force. Agreement given under such conditions does not constitute consent. In order to give effective consent, one must be of legal age.

The Student Code of Conduct outlines circumstances in which consent cannot be given. Consent cannot be given under the following circumstances:

- a. If either participant is unable to provide positive cooperation either due to unconsciousness or incapacitation

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- b. If a participant has a mental disability that renders them unable to appreciate the fact, nature, or extent of the sexual situation in which they find themselves, and that is known or reasonably knowable to a non-disabled sexual partner.
- c. If either party used physical force, threats, intimidation, or coercion to gain consent.

Past consent of sexual activities does not imply ongoing future consent. Consent to some form of sexual activity does not necessarily imply consent to other forms of sexual activity.

If at any time during a sexual interaction any confusion or ambiguity should arise on the issue of consent, it is incumbent upon each individual involved in the activity to stop and clarify the other's willingness to continue.

Ohio Consent Defined

Ohio law has defined consent to mean words or overt acts indicating a freely given agreement to the sexual conduct at issue by a competent person. Consent is a defense to a sexual assault charge when lack of consent is an element of the offense. However, consent is not a defense to a charge of statutory rape. Consent must be:

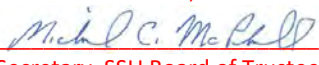
- a. Freely given (without compulsion or duress);
- b. By a person legally capable of consenting; and
- c. Not based on fraud.

Sexual Assault

Under the VAWA sexual assault means an offense that meets the definition of rape, sodomy, sexual assault with an object, fondling, incest, or statutory rape as used under the uniform crime reporting system of the Federal Bureau of Investigation. In Ohio sexual assault is outlined in sections 2907.02 – 2907.06 of the Ohio Revised Code (ORC). They include Rape, Sexual Battery, Unlawful Sexual Conduct with Minor, Gross Sexual Imposition, and Sexual Imposition.

According to Ohio law, a sexual assault occurs when any of the following crimes are committed. Throughout the following listed crimes, use is made of the terms “sexual conduct” and “sexual contact.” Sexual conduct means vaginal intercourse between a male and female; anal intercourse, fellatio and cunnilingus between persons regardless of sex; and, without privilege to do so, the insertion, however slight, of any part of the body or any instrument, apparatus or other object into the vaginal or anal opening of another. Penetration, however slight, is sufficient to complete vaginal or anal intercourse. Sexual contact means any touching of an erogenous zone of another, including without limitation the thigh, genitals, buttock, pubic region, or, if the person is a female, a breast, for the purpose of sexually arousing or gratifying either person.

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Rape

Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victim or perpetrator.

This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol). Physical resistance is not required on the part of the victim to demonstrate lack of consent.

Beginning CY2014 the UCR definition of Rape now includes the NIBRS Rape, Sodomy and Sexual Assault with an Object Definitions. The terms "Forcible" and "Non-Forcible" was removed from the definitions. For the sexual assault offenses of Incest, Statutory Rape, and Fondling the National Incident-Based Reporting System Definitions are used.

a. **Sodomy**

Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

b. **Sexual Assault With An Object**

The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Sexual Battery

No person shall engage in sexual conduct with another, not the spouse of the offender, when any of the following apply:

- a. The offender knowingly coerces the other person to submit by any means that would prevent resistance by a person of ordinary resolution.
- b. The offender knows that the other person's ability to appraise the nature of or control the other person's own conduct is substantially impaired.
- c. The offender knows that the other person submits because the other person is unaware that the act is being committed.
- d. The offender knows that the other person submits because the other person mistakenly identifies the offender as the other person's spouse.
- e. The offender is the other person's natural or adoptive parent, stepparent, guardian, custodian or person in loco parentis of the other person.
- f. The other person is in custody of law or a patient in a hospital or other

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institution, and the offender has supervisory or disciplinary authority over the other person.

- g. The offender is a teacher, administrator, coach or other person in authority employed by or serving in a school for which the state board of education prescribes minimum standards, the other person is enrolled in or attends that school, and the offender is not enrolled in and does not attend that school.
- h. The other person is a minor, the offender is a teacher, administrator, coach or other person in authority employed by or serving in an institution of higher education, and the other person is enrolled in or attends that institution.
- i. The other person is a minor, and the offender is the other person's athletic or other type of coach, is the other person's instructor, and is the leader of a scouting troop of which the other person is a member or is a person with temporary or occasional disciplinary control over the other person.
- j. The offender is a mental health professional, the other person is a mental health client or patient of the offender, and the offender induces the other person to submit by falsely representing to the other person that the sexual conduct is necessary for mental health treatment purposes.
- k. The other person is confined in a detention facility, and the offender is an employee of that detention facility.
- l. The other person is a minor, the offender is a cleric and the other person is a member of, or attends, the church or congregation served by the cleric.
- m. The other person is a minor, the offender is a peace officer and the offender is more than two years older than the other person.

Unlawful Sexual Conduct with a Minor

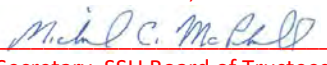
No person who is eighteen years of age or older shall engage in sexual conduct with another, who is not the spouse of the offender, when the offender knows the other person is thirteen years of age or older but less than sixteen years of age, or the offender is reckless in that regard.

Gross Sexual Imposition

No person shall have sexual contact with another (who not the spouse of the offender), cause another (who is not the spouse of the offender) to have sexual contact with the offender, or cause two or more other persons to have sexual contact when any of the following applies:

- a. The offender purposely compels the other person, or one of the other persons, to submit by force or threat of force.
- b. For the purpose of preventing resistance, the offender substantially impairs the judgment or control of the other person or of one of the other persons by administering any drug, intoxicant, or controlled substance to the other person surreptitiously or by force, threat of force or deception.
- c. The offender knows that the judgment or control of the other person or of

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one of the other persons is substantially impaired as a result of the influence of any drug or intoxicant administered to the other person with the other person's consent for the purpose of any kind of medical or dental examination, treatment or surgery.

- d. The other person, or one of the other persons, is less than thirteen years of age, whether or not the offender knows the age of that person.
- e. The ability of the other person to resist or consent or the ability of one of the other persons to resist or consent is substantially impaired because of a mental or physical condition or because of advanced age, and the offender knows or has reasonable cause to believe that the ability to resist or consent of the other person or of one of the other persons is substantially impaired because of a mental or physical condition or because of advanced age.

In addition, no person shall knowingly touch the genitalia of another, when the touching is not through clothing, the other person is less than twelve years of age, whether or not the offender knows the age of that person, and the touching is done with an intent to abuse, humiliate, harass, degrade or arouse or gratify the sexual desire of any person.

Domestic Violence

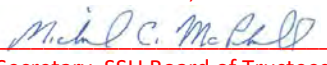
Under the VAWA domestic violence means: a) Includes felony or misdemeanor crimes of violence committed by a current or former spouse of the victim, by a person with whom the victim shares a child in common, by a person cohabitating with or has cohabitated with the victim as a spouse, or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction.

Under Ohio Revised Code 2919.25 Domestic Violence is defined as 1) Knowingly cause or attempt to cause physical harm to a family or household member; 2) recklessly cause serious physical harm to a family or household member; 3) by threat of force, shall knowingly cause a family or household member to believe that the offender will cause imminent physical harm to the family or household member.

"Family or household member" means any of the following:

- a. Any of the following who is residing or has resided with the offender:
 - 1. A spouse, a person living as a spouse, or a former spouse of the offender;
 - 2. A parent, a foster parent, or a child of the offender, or another person related by consanguinity or affinity to the offender;
 - 3. A parent or a child of a spouse, person living as a spouse, or former spouse of the offender, or another person related by consanguinity or affinity to a spouse, person living as a spouse, or former spouse of the offender.
- b. The natural parent of any child of whom the offender is the other natural parent or is the putative other natural parent.

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“Person living as a spouse” means a person who is living or has lived with the offender in a common law marital relationship, who otherwise is cohabiting with the offender, or who otherwise has cohabited with the offender within five years prior to the date of the alleged commission of the act in question.

Dating Violence

Dating violence means violence committed by a person—

- a. Who is or has been in a social relationship of a romantic or intimate nature with the victim; and
- b. Where the existence of such a relationship shall be determined by the victim with consideration of the following factors:
 1. The length of the relationship.
 2. The type of relationship.
 3. The frequency of interaction between the persons involved in the relationship.
- c. For the purpose of this definition dating violence includes sexual or physical abuse. Dating violence does not include acts covered under the definition of domestic violence.

Dating violence is not defined directly under Ohio Law. However, according to the Ohio Office of Criminal Justice Services, dating abuse (or Relationship Abuse) is a pattern of controlling behavior that someone uses against a girlfriend or boyfriend. Abuse can cause injury and even death, but it doesn't have to be physical. It can include verbal and emotional abuse - constant insults, isolation from family and friends, name calling, controlling what someone wears - and it can also include sexual abuse. Additionally, as discussed in more detail above, dating violence can be a form of domestic violence under Ohio law if the persons involved with the relationship are (or have been) cohabiting.

Also, under federal law, dating violence is abuse occurring between persons currently or formerly involved in a dating relationship. A dating relationship is a social relationship of a romantic or intimate nature. The existence of the relationship often depends on an assessment of the following factors:

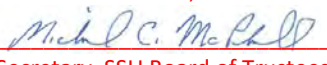
- a. The length of the relationship.
- b. The type of relationship.
- c. The frequency of interaction between the persons involved in the relationship.

Stalking

Under the VAWA stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—a) fear for his or her safety or the safety of others; or b) suffer substantial emotional distress.

- a. For the purpose of this definition—
 1. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any

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- action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property.
2. Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.
 3. Reasonable person means a reasonable person in the victim's circumstance

Under Ohio Revised Code 2903.211 Menacing by Stalking is defined as:

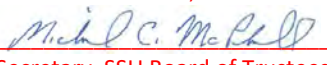
- a. Knowingly engaging in a pattern of conduct that causes another person to believe that the offender will cause physical harm to the other person or cause mental distress to the other person;
- b. Through the use of any electronic method of remotely transferring information, including, but not limited to, any computer, computer network, computer program, or computer system, shall post a message with purpose to urge or incite another to commit a violation of division (a) of this section;
- c. No person, with a sexual motivation, shall violate division (a) or (b) of this section.

B. Education and Prevention Programs

The University engages in comprehensive educational programming to prevent domestic violence, dating violence, sexual assault and stalking. Educational programming consists of primary prevention and awareness programs for all incoming students and new employees and ongoing awareness and prevention campaigns for students and faculty that:

- a. Identifies domestic violence, dating violence, sexual assault and stalking as prohibited conduct;
- b. Defines what behavior constitutes domestic violence, dating violence, sexual assault, and stalking;
- c. Defines what behavior and actions constitute consent to sexual activity in the State of Ohio;
- d. Provides safe and positive options for bystander intervention that may be carried out by an individual to prevent harm or intervene when there is a risk of domestic violence, dating violence, sexual assault, or stalking against a person other than the bystander;
- e. Provides information on risk reduction so that students and employees may recognize warning signs of abusive behavior and how to avoid potential attacks;
- f. Provides an overview of information contained in the Annual Security Report in compliance with the Clery Act.

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The University has developed an annual educational campaign consisting of presentations that include distribution of educational materials to new students; participating in and presenting information and materials during new employee orientation; participating in the Fall Faculty orientation program; presenting programs throughout the year on at least a quarterly basis, including sessions such as: skits, clothes line projects, a residence hall speaker series, an annual poster series and web-based training programs regarding the Role of Faculty in Assisting Students Who Disclose Abuse or an Assault.

The University conducts a “Safety Week” each year which is a weeklong event sponsored by the Department of Public Safety, the division of Student Affairs, Residence Life, Counseling and Health Services and the Title IX Team. Each day features a different topic including alcohol and sex education, community and campus resources, Active Shooter training, and Public Safety Meet and Greet Day.

The University offered the following **primary prevention and awareness programs for all incoming and current students** in 2017:

- Sex, Drugs and Losing Control
- Healthy Relationships
- Sexual Assault Prevention
- Women's Self-Defense
- Avoiding Dating Violence
- Campus Safety
- RA Training: Handling the Distraught, Aggressive Student
- What Women and Men Should Know About Date Rape
- Toxic Relationships Group

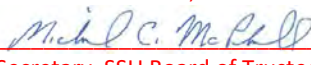
The University offered the following **primary prevention and awareness programs for all new employees** in 2017:

- Preventing Discrimination and Sexual Violence: Title IX and the SaVE Act for Faculty and Staff; Unlawful Harassment Prevention

The University offered the following **ongoing awareness and prevention programs for students** in 2017:

- Sex, Drugs and Losing Control
- Healthy Relationships
- Sexual Assault Prevention
- Women's Self-Defense
- Avoiding Dating Violence
- Campus Safety
- RA Training: Handling the Distraught, Aggressive Student
- What Women and Men Should Know About Date Rape
- Toxic Relationships Group

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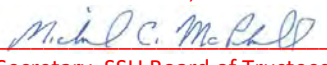
C. Procedures for Reporting a Complaint

The University has procedures in place that serve to be sensitive to those who report sexual assault, domestic violence, dating violence, and stalking, including informing individuals about their right to file criminal charges as well as the availability of medical, counseling and support services, and additional remedies to prevent contact between a complainant and an accused party, such as housing, academic, transportation and working accommodations, if reasonably available. Students should contact the Title IX coordinator in the Student Business Center at (740) 351-3363, and employees should contact the Deputy Title IX coordinator in the Human Resources Department at (740) 351-3484. A pamphlet containing information on victim's rights can be obtained at the Department of Public Safety; and for a complete copy of Shawnee State University's policy governing sexual misconduct and the procedure for reporting complaints, visit <https://www.shawnee.edu/sites/default/files/2019-01/procedure-501-2.pdf>.

After an incident of sexual assault and domestic violence, the victim should consider seeking medical attention as soon as possible at Southern Ohio Medical Center (SOMC) located at 1805 27th St, Portsmouth, OH 45662, SOMC's operator's number is (740) 356-5000. In Ohio, evidence may be collected even if you chose not to make a report to law enforcement.² In Ohio (O.R.C. 2921.22), anyone with knowledge that a felony has been or is being committed has to report the offense to police, sexual assault (rape) is a felony. It is important that a victim of sexual assault not bathe, douche, smoke, change clothing or clean the bed/linen/area where they were assaulted if the offense occurred within the past 96 hours so that evidence as may be necessary to the proof of criminal activity may be preserved. In circumstances of sexual assault, if victims do not opt for forensic evidence collection, health care providers can still treat injuries and take steps to address concerns of pregnancy and/or sexually transmitted disease. Victims of sexual assault, domestic violence, stalking, and dating violence are encouraged to also preserve evidence by saving text messages, instant messages, social networking pages, other communications, and keeping pictures, logs or other copies of documents, if they have any, that would be useful to University hearing boards/investigators or police. Although the university strongly encourages all members of its community to report violations of this policy to law enforcement, it is the victim's choice whether or not to make such a report and victims have the right to decline involvement with the police. The University's Dean of Students or the Office of Counseling and Health Services will assist any victim with notifying the S.S.U. Department of Public Safety or local police if they so desire. The Shawnee State University's Department of Public Safety may be reached directly by calling (740) 351-3232, in person at 940 2nd Street Portsmouth, Ohio (located on the southeast end of campus adjacent to the floodwall). Additional information about the Department of Public Safety may be

² Under the Violence Against Women and Department of Justice Reauthorization Act of 2005, starting in 2009, states must certify that they do not "require a victim of sexual assault to participate in the criminal justice system or cooperate with law enforcement in order to be provided with a forensic medical exam, reimbursement for charges incurred on account of such an exam, or both."

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found on line at: <https://www.shawnee.edu/campus-life/safety-campus-police>.
Reports may also be filed with the Portsmouth Police Department located at 728
2nd Street, Portsmouth, Ohio, phone # (740) 353-4101 (dispatch).

If you have been the victim of domestic violence, dating violence, sexual assault, or
stalking, you should report the incident promptly to the:

Title IX Coordinator

Desiree Isaac

Massie Hall, Room B49
(740) 351-3877
disaac@shawnee.edu

Deputy Title IX Coordinators

Virginia Young

Student Success Center,
Massie Hall
(740) 351-3712
vyoung@shawnee.edu

Aimee Welch

Director of Institutional
Budgeting
(740) 351-3367
awelch@shawnee.edu

Brian Caudill

Coordinator of Veteran &
Military
Student Services
(740) 351-4441
bcaudill@shawnee.edu

Bobbie Madden

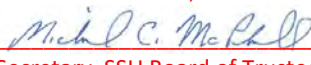
Graduate Center Administrator,
Office of Provost
(740) 351-3177
bmadden@shawnee.edu

You may contact the Department of Public Safety (if the victim so desires.) The University will provide resources to persons who have been victims of sexual assault, domestic violence, dating violence, or stalking, and will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic or dating violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

As time passes, evidence may dissipate or become lost or unavailable, thereby making investigation, possible prosecution, disciplinary proceedings, or obtaining protection orders related to the incident more difficult. If a victim chooses not to make a complaint regarding an incident, he or she nevertheless should consider speaking with Shawnee State University's Department of Public Safety or other law enforcement to preserve evidence in the event that the victim changes her/his mind at a later date.

You may contact the Department of Public Safety (if the victim so desires.) The University will provide resources to persons who have been victims of sexual assault, domestic violence, dating violence, or stalking, and will apply appropriate disciplinary procedures to those who violate this policy. The procedures set forth below are intended to afford a prompt response to charges of sexual assault, domestic or dating violence, and stalking, to maintain confidentiality and fairness consistent with applicable legal requirements, and to impose appropriate sanctions on violators of this policy.

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If a report of domestic violence, dating violence, sexual assault or stalking is reported to the University, the below are the procedures that the University will follow as well as a statement of the standard of evidence that will be used during any judicial hearing on campus arising from such a report:

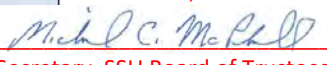
Incident Being Reported:	Procedure Institution Will Follow:	Evidentiary Standard
Sexual Assault	<ol style="list-style-type: none"> 1. Depending on when reported (immediate vs delayed report), institution will provide complainant with access to medical care 2. Institution will assess immediate safety needs of complainant 3. Institution will assist complainant with contacting the Department of Public Safety or local police if complainant requests AND complainant provided with contact information 	Sexual assault cases are referred to the Title IX Coordinator and are adjudicated by the institution's Conduct Officer, the Chief Conduct Officer using the <i>preponderance of the evidence</i> standard.
	<ol style="list-style-type: none"> 4. Institution will provide complainant with referrals to on and off campus mental health providers 5. Institution will assess need to implement interim or long-term protective measures, such as housing changes, change in class schedule, "No Contact" directive between both parties 6. Institution will provide a "No trespass" directive to accused party if deemed appropriate 7. Institution will provide written instructions on how to apply for Protection Order 8. Institution will provide a copy of the Sexual Misconduct Policy to complainant and inform the complainant regarding timeframes for inquiry, investigation and resolution 	

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	<p>9. Institution will inform the complainant of the outcome of the investigation, whether or not the accused will be administratively charged and what the outcome of the hearing is</p> <p>10. Institution will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex-based discrimination or for assisting in the investigation</p>	
Stalking	<p>1. Institution will assess immediate safety needs of complainant</p> <p>2. Institution will assist complainant with contacting local police if complainant requests AND complainant provided with contact information for local police department</p> <p>3. Institution will provide written instructions on how to apply for Protection Order</p> <p>4. Institution will provide written information to complainant on how to preserve evidence</p> <p>5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate</p> <p>6. Institution will provide a "No trespass" directive to accused party if deemed appropriate</p>	<p>Stalking cases are referred to the Chief Conduct Officer and adjudicated using the <i>preponderance of the evidence</i> standard. If the stalking is sexually based, it may fall under the institution's Sexual Misconduct Policy and if so, would be referred to the Title IX Coordinator and adjudicated under the institution's Dean of Students Office or Title IX using the <i>preponderance of the evidence</i> standard.</p>
Dating Violence	<p>1. Institution will assess immediate safety needs of complainant</p> <p>2. Institution will assist complainant with contacting the Department of Public Safety or local police if complainant requests AND complainant provided with contact information</p> <p>3. Institution will provide written instructions on how to apply for Protection Order</p>	<p>Dating Violence cases are referred to the Chief Conduct Officer and adjudicated using the <i>preponderance of the evidence</i> standard. If the dating violence incident is sexually based, it may fall under the institution's Sexual Misconduct Policy and if so, would be referred to the Title IX Coordinator and adjudicated under the institution's Dean of</p>

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	<p>4. Institution will provide written information to complainant on how to preserve evidence</p> <p>5. Institution will assess need to implement interim or long-term protective measures to protect the complainant, if appropriate</p> <p>6. Institution will provide a “No trespass” directive to accused party if deemed appropriate</p>	Students Office or Title IX using the <i>preponderance of the evidence</i> standard.
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D. Assistance for Victims: Rights & Options

Regardless of whether a victim elects to pursue a criminal complaint, the university will assist victims of sexual assault, domestic violence, dating violence, and stalking and will provide each victim with a written explanation of their rights. In Ohio, a victim of domestic violence, dating violence, sexual assault or stalking has the following rights: please visit <http://www.ohioattorneygeneral.gov/Individuals-and-Families/Victims> for a complete list of victims' rights. Further, Shawnee State University complies with Ohio law in recognizing civil or criminal protection orders by arresting persons suspected of violating protection orders when officers have probable cause to believe an offense has occurred as set forth in ORC 2935.03(B) (3) and 2935.032. Any person who obtains a protection order from Ohio or any reciprocal state (list reciprocal states) should provide a copy to the Shawnee State University Department of Public Safety and the Office of the Title IX Coordinator. A complainant may then meet with Department of Public Safety (Campus Police) to develop a Safety Action Plan, which is a plan for campus police and the victim to reduce risk of harm while on campus or coming and going from campus. This plan may include, but is not limited to: escorts, special parking arrangements, changing classroom location or other accommodations as necessary. Assistance with obtaining protection orders may be available through The Southern Ohio Task Force on Domestic Violence by calling 740-456-8217 (office) or 740-354-1010 (Hotline). A complainant can contact the Dean of Students by calling 740-351-3262 for assistance in obtaining a No Contact Order.

To the extent of the victim's cooperation and consent, university offices, including Office of Student Affairs, Counseling and Health Services, Dean of Students, Department of Public Safety, and Housing and Residence Life will work cooperatively to ensure that the complainant's health, physical safety, work and academic status are protected, pending the outcome of a formal university investigation of the complaint. For example, if reasonably available, a complainant may be offered changes to academic, living, or working situations in addition to counseling, health services and assistance in notifying appropriate local law enforcement by contacting the Dean of Students. Additionally, personal identifiable information about the victim will be treated as confidential and only shared with persons with a specific need

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to know who are investigating/adjudicating the complaint or delivering resources or support services to the complainant. The University does not publish the name of crime victims nor house identifiable information regarding victims in the campus police departments Daily Crime Log or online. Victims may request that directory information on file be removed from public sources by request, by contacting the Registrar's Office at (740) 351-3471, or stopping by the office located on the second floor of the University Center.

Resources for victims of Domestic Violence, Dating Violence, Sexual Assault & Stalking

On-Campus

Counseling and Health Services

Hatcher Hall, 1001 4th Street
(740) 351-3608

Department of Public Safety

Located in the old Art Annex Building, Smokestack building by soccer field
(740) 351-3232

Office of Student Affairs

University Center, 2nd floor, Room 223
(740) 351-3280

Office of the Title IX Coordinator, Desiree Isaac

Human Resources, Administrative Building
(740) 351-3010

Office of Multicultural Student Affairs

University Center, 2nd floor, Room 222
(740) 351-4778

Dean of Students

University Center, 2nd floor, Suite 222
(740) 351-3616

In the Portsmouth Area

Portsmouth Police Department

728 2nd Street, Portsmouth, Ohio
(740) 353-4101

Southern Ohio Medical Center (SOMC)

1805 27th Street, Portsmouth, Ohio
(740) 356-5000

Southern Ohio Shelter / Southern Ohio Task Force On Domestic Violence

2315 Grant Street, Portsmouth, Ohio
(740) 456-8217

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Southern Ohio Sexual Assault

2315 Grant St, Portsmouth, Ohio
(740) 355-3528

Kings Daughters Medical Center (KDMC)

2001 Scioto Trail, Portsmouth, Ohio
(740) 353-1978

Shawnee Mental Health Center, Inc.

901 Washington Street, Portsmouth, Ohio 45662
(740) 354-7702

City Health Department

605 Washington Street, Portsmouth, Ohio
(740) 353-5153

Scioto County Prosecutor's Office

602 7th Street, Portsmouth, Ohio
(740) 355-8215

Portsmouth Municipal Court

728 2nd Street, Portsmouth, Ohio
(740) 354-3283

Portsmouth Solicitor's Office

728 2nd Street, Portsmouth, Ohio
(740) 353-5229

Online State and National Resources

Other resources available to persons who report being the victim of sexual assault, domestic violence, dating violence, or stalking, include:

Ohio Alliance to End Sexual Violence

<http://www.oaesv.org>

Ohio Domestic Violence Network

<http://www.odvn.org>

Male Survivor/Overcoming Sexual

<http://www.malesurvivor.org/partners-in-healing.html>

Victimization of Boys & Men**Rape, Abuse and Incest National Network**

<http://www.rainn.org>

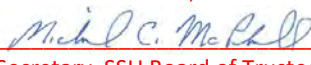
Department of Justice

<http://www.ovw.usdoj.gov/sexassault.html>

Department of Education, Office of Civil Rights

<http://www2.ed.gov/about/offices/list/ocr/index.html>

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E. Adjudication of Violations

Whether or not criminal charges are filed, the university³ or a person may file a complaint under the Student Code of Conduct, policy 3.17, alleging that a student violated the University's policy on Sexual Misconduct or Endangering the Health and Safety of Others and/or Self. The university or a person may file a complaint under Policy 5.01:4 that an employee violated the University's policy on Discrimination and Harassment. Reports of all domestic violence, dating violence, sexual assault and stalking made to the Department of Public Safety will automatically be referred to the Title IX Coordinator for investigation regardless of if the complainant chooses to pursue criminal charges.

The university disciplinary process will include a prompt, fair, and impartial investigation and resolution process. Investigators are trained annually on the issues related to domestic violence, dating violence, sexual assault, and stalking and taught how to conduct an investigation and hearing process that protects the safety of the victim and promotes accountability. The Student Code of Conduct (3.17) and the policy on Discrimination and Harassment (5.01) provides that:

1. The accuser and the accused student each have the opportunity to attend a hearing before a properly trained conduct officer;
2. The accuser and the accused student each have the opportunity to be advised by a personal advisor of their choice, at their expense, at any stage of the process and to be accompanied by that advisor at any meeting or hearing. An advisor may only consult and advise his or her advisee, but not speak for the advisee at any meeting or hearing;
3. A student conduct decision is based on the preponderance of evidence standard, i.e. "more likely than not to have occurred" standard. In other words, the conduct process asks: "is it more likely than not that the accused student violated the university's Student Conduct Code?";
4. The accuser and the accused will be notified simultaneously in writing of the outcome of any disciplinary proceeding, as well as any changes to those result or disciplinary actions prior to the time that such results become final; and
5. The accuser and the accused each have the right to appeal the outcome of the hearing by sending a written appeal to the Conduct Officer stating grounds for the appeal. The appeal must be received within 5 business days from the date when the notice of findings is issued. The accuser and the accused and will be notified simultaneously in writing of the final outcome after the appeal is resolved.

³ Title IX states that if an institution knows or reasonably should know of sexual harassment, to include sexual violence, the institution has a duty to investigate. Consequently, whether a complainant chooses to cooperate or not should not be the deciding factor for whether or not disciplinary charges are brought against an accused party. If an investigation determines that it is more likely than not that the institution's sexual misconduct policy was violated, then the "University" may assume the role of the complainant.

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A person alleging sexual assault, domestic violence, dating violence, or stalking may also utilize the complaint and investigatory procedures set forth in the university's policy against Discrimination and Harassment (5.01) <https://www.shawnee.edu/sites/default/files/2019-01/procedure-501-2.pdf>. In order to remedy any hostile environment.⁴ All conduct proceedings against students, however, will be resolved through the Student Code of Conduct (3.17). The procedure for reporting complaints of sexual harassment / sexual misconduct / and retaliation can be found at <https://www.shawnee.edu/sites/default/files/2019-01/procedure-501-2.pdf>.

When a complainant does not consent to the disclosure of his or her name or other identifiable information to the alleged perpetrator, the university's ability to respond to the complaint may be limited.

Confidentiality

The university will protect the identity of persons who report having been victims of sexual assault, domestic violence, dating violence, or stalking to the fullest extent of the law.

Sanctions and Protective Measures

In all cases, investigations that result in a finding of more likely than not that a violation of the Student Code of Conduct occurred will lead to the initiation of disciplinary procedures against the accused individual. University sanctions including: Official Warning, Restitution, Educational and Remedial Sanctions, Disciplinary Probation, Deferred Suspension, Suspension, and Dismissal may be imposed upon those determined to have violated this policy. Employees who violate this policy will be subject to discipline, up to and including termination of employment.

The University may implement protective measures following the report of domestic violence, dating violence, sexual assault and/or stalking which may include some or all of the following actions: a complainant may be offered changes to academic, living, or working situations in addition to counseling, health services and assistance in notifying appropriate local law enforcement. Sexual assault, domestic violence, dating violence, and stalking are criminal acts which also may subject the perpetrator to criminal and civil penalties under federal and state law.

The Title IX Coordinator and/or Dean of Students will determine whether interim interventions and protective measure should be implemented, and, if so, take steps to implement those protective measures as soon as possible. Examples of interim protective measures include, but are not limited to: an order of no contact, residence hall relocation, adjustment of course schedules, a leave of absence, or reassignment to a different supervisor or position. These remedies may be applied to one, both,

⁴ "Hostile Environment" is the term used by Title VII in employment law as it relates to action taken against a person in retaliation of a complaint of sexual harassment or for cooperating with a sexual harassment investigation. Under Title IX, the term used is "retaliation." Institutions may choose to provide both terms for clarification although it is not required.

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or multiple parties involved.⁵ Violations of the Title IX Coordinator's directives and/or protective measures will constitute related violations that may lead to additional disciplinary action. Protective measures imposed may be temporary pending the results of an investigation or may become permanent as determined by Shawnee State University.

Sex Offender Registration

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, requires institutions of higher education to issue a statement advising the campus community where law enforcement agency information provided by a State concerning registered sex offenders may be obtained. It also requires sex offenders already required to register in a State to provide notice, as required under State law, of each institution of higher education in that State at which the person is employed, carries on a vocation, volunteer services or is a student.

In Ohio, convicted sex offenders must register with the county sheriff's office. In Ohio, a state web site provides public access to information concerning convicted sex offenders anywhere in Ohio by entering a name, county, zip code or school district. This database is linked to all 88 Ohio County Sheriff's offices and all 32 correctional facility records Offices of the Ohio Department of Rehabilitation and Corrections. The web site is located on the Ohio Attorney General's web page and it provides one location for all Ohio law enforcement officials to freely share information on registered sex offenders.

The Ohio web site is http://www.communitynotification.com/cap_main.php?office=55149 or it can be accessed through the SSU Department of Public Safety web page at <https://www.shawnee.edu/campus-life/safety-campus-police/sexual-offender-information>. Additional links located on the SSU DPS web page are available for the states of Kentucky and West Virginia.

Information on registered sex offenders can also be obtained by contacting the Scioto County Sheriff's Office at 1025 16th Street Portsmouth, Ohio 45662 or by calling (740) 355-8261, or by visiting their website at <https://www.sciotocountysheriff.org/sex-offenders>.

Personal Responsibility

The cooperation and involvement of students and employees is absolutely necessary to ensure the safety and security of the campus. Therefore, it is

⁵ Applicable law requires that, when taking such steps to separate the complainant and the accused, the University must minimize the burden on the complainant and thus should not, as a matter of course, remove the complainant from his or her job, classes or housing while allowing the accused to remain.

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incumbent on all members of the Shawnee State University community to contribute to its well-being and help with crime prevention.

Students and employees must assume responsibility for their own safety and security by taking simple, common sense precautions, such as staying in well-lighted areas and walking with companions at night. Valuables should never be left unattended and should be marked with a personal identification number in case of theft. It is a good idea to make a list of your valuables and document that by taking pictures of them along with the serial number. Automobiles should be locked at all times. Vigilance of our surroundings and awareness of events in our environment are critical in avoiding or stopping potential criminal activities. Persons who don't belong in a particular area or who are engaged in suspicious activity should be reported immediately.

To be fully effective, crime prevention requires the active, cooperative efforts of the entire University community. By working together, a safer and secure environment in which to live and learn can be achieved at Shawnee State University.

Missing Student Notification

In the event that a student living on campus is reported missing, the Shawnee State University Department of Public Safety follows specific steps described below to investigate that person's location. The Missing Student Notification Procedure is in accordance with federal law, 34 CFR 668.46 (b). Shawnee State University strongly recommends all campus resident students to register confidential contact information in the event that a student is determined missing.

Contact Person Registration

Students who are campus residents should register a contact person at the Housing Office located in Room 222 in the University Center. Housing will be responsible for providing copies of contact person registration forms to the Department of Public Safety and will be kept in a confidential student file. This information will be accessible only to authorized campus and law enforcement officials.

Missing Student Notification Procedure

1. If anyone from the University Community (student, employee or other individual) has reason to believe that a student has been missing for at least 24 hours, that person should immediately notify the SSU Department of Public Safety at 351-3232 or 351-3243 or in person at the Department of Public Safety located at southeast end of campus adjacent to the floodwall or contact 911. SSU Department of Public Safety will immediately contact the Residence Life On-Call Administrator.
2. Upon receiving notice that a campus resident student has been missing for at least 24 hours, the Office of Residence Life will immediately notify the

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missing student's contact person(s), and, if the student is not emancipated and under 18 years of age, the missing student's custodial parent or guardian. For International students, the Office of Residence Life will also contact the Director of the Center for International Programs and Activities for their assistance in the investigation.

3. The SSU Department of Public Safety will be the lead agency in the investigation.
4. All possible efforts will be made to locate the student to determine his or her state of health and wellbeing through the collaboration of Department of Public Safety, Office of Residence Life, Housing, Student Affairs, Registrar's Office and local law enforcement. Concurrently, University officials will endeavor to determine the student's whereabouts through contact with friends, associates, and/or employer of the student. Whether or not the student has been attending classes, labs, and scheduled organizational or academic meetings, or appearing for scheduled work shifts, will be established. If the missing student is located, verification of the student's state of health and intention of returning to campus shall be made to the Office of Residence Life. When and where appropriate, a referral will be made to the University Health Clinic or Counseling and Health Services.

Emergency Response & Evacuation Procedures

Shawnee State University (SSU) recognizes the need to prepare itself for numerous emergencies that may happen at any time. SSU has created an Emergency Response Plan (ERP), which is a guide to provide the faculty, staff and students with an emergency and crisis management system when responding to major disasters or disturbances to the campus. All personnel designated to carry out specific responsibilities are trained to know and understand the SSU policies and procedures. The University will operate an Incident Command System (ICS) in the event of an emergency.

The Emergency Response Plan is designed to effectively coordinate the use of University and community resources to protect life and property both during and immediately following a major crisis or disturbance on or near the campus. It shall be placed into operation whenever an emergency affecting the University cannot be controlled using daily operating procedures.

SSU has prepared a Campus Emergency Procedure flip chart guide for all faculty and staff. The resource guide is posted in all classrooms and offices and provides response steps for each emergency situation. Information on critical incidents and how to respond to these different events, can be found at <https://www.shawnee.edu/campus-life/safety-campus-police/case-emergency-ice-program>.

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SSU participates in emergency tests or evacuation drills at least once a year to assess and evaluate emergency procedures and capabilities. The evacuation drills, table top exercises, and emergency preparedness training are done in partnership with the Scioto County Office of Emergency Management, Portsmouth Police Department, Ohio State Highway Patrol, Scioto County Sheriff's Department, Portsmouth Fire Department and local health agencies. The SSU Emergency Response Team will document the test, including the date, time, and whether it was announced or unannounced. The documentation of the annual testing is located in the office of the Emergency Response Coordinator.

Emergency Notifications & Alerts

The SSU Emergency Alert System Procedure outlines the proper steps to be taken when an emergency situation warrants the activation of one or more SSU alert and notification systems. SSU will, without delay and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing the notification will compromise efforts to assist a victim or contain, respond to, or otherwise mitigate the emergency.

Upon notification of an incident, on-duty DPS personnel will respond and confirm if an emergency situation exists. SSU Department of Public Safety will initiate the appropriate emergency contacts and notify his/her immediate supervisor. The criteria to be considered if activation of the SSU notification system is warranted and which systems to be utilized, will include hazard type, life safety & property protection, urgency of notification, audience and capabilities & limitations.

Typically, the Emergency Response Coordinator (ERC), in conjunction with the Director of Communications will initiate the SSU Alert message to activate the Emergency Response Team (ERT). The SSU Alert System will then be used to communicate to the President, the cabinet, and other crucial groups on campus.

The Director of Communications, Director of Public Safety, Director of Risk Management, and Department of Public Safety are authorized to activate the SSU Alert (Emergency Notification). The process of issuing an emergency notification begins by confirming there is a significant emergency or dangerous situation. Public Safety personnel verify information about a potential significant emergency or dangerous situation. This occurs by collecting and assimilating information from a variety of possible sources, including but not limited to firsthand accounts from the public or uniformed officers in the field, and through the use of surveillance technologies such as alarm systems and cameras. Upon determination of the notification's content, systems utilized to transmit emergency notifications are selected and activated to deliver the desired content relating to the emergency to the university community. These systems are described below.

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The University's Emergency Alert Systems include an Outdoor Mass Warning System utilizing sirens and voice messaging; Building Public Address System for voice communications and strobes; the SSU Alert System for broadcasting via e-mail, text and cell phone messages; and SSU website posted message alerts. Decision criteria has been established in determining if activation of the SSU notification system is warranted, which alert system will be utilized, the timing of an alert message and the segment of the community to receive the alert message(s). The persons and/or organizations responsible for carrying out this process are: Department of Public Safety Personnel, the Emergency Response Coordinator (ERC), Director of Communications, The Director of Risk Management, and the University President.

The ERC or designee will serve as the Incident Commander for all emergency response. As necessary, the ERC will serve as liaison to local, county, state and/or federal emergency response entities. All communications beyond the campus community will be coordinated through the Office of Communications and the University President.

Upon determination by the Incident Commander in coordination with the ERT, the follow-up communications will occur utilizing the same medium(s) as the initial alert message.

Glossary

Appendix A to Subpart D of Part 668-Crime Definitions in Accordance with the Federal Bureau of Investigation's Uniform Crime Reporting Program.

The following definitions are to be used for reporting the crimes listed in Sec. 668.47, in accordance with the Federal Bureau of Investigation's Uniform Crime Reporting Program. The definitions for murder, robbery, aggravated assault, burglary, motor vehicle theft, weapon law violations, drug abuse violations and liquor law violations are excerpted from the Uniform Crime Reporting Handbook. The definitions of forcible and non-forcible sex offenses are excerpted from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting Handbook.

Crime Definitions from the Uniform Crime Reporting Handbook:

Murder and Non-Negligent Manslaughter

The willful (non-negligent) killing of one human being by another.

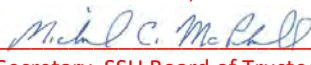
Manslaughter by Negligence

The killing of another person through gross negligence.

Robbery

The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

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Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary

The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. A self-propelled vehicle that runs on land surface and not on rails; for example, sport utility vehicles, automobiles, trucks, buses, motorcycles, motor scooters, all-terrain vehicles, and snowmobiles are classified as motor vehicles. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned, including joyriding.)

Larceny

The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another.

Simple Assault

Includes all assaults which do not involve the use of a firearm, knife, cutting instrument, or other dangerous weapon and in which the victim did not sustain serious or aggravated injuries.

Arson

Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Intimidation

To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Vandalism

To willfully or maliciously destroy, injure, disfigure, or deface any public or private property, real or personal, without the consent of the owner or person having custody or control by cutting, tearing, breaking, marking, painting, drawing, covering with filth, or any other such means as may be specified by local law.

Liquor Law Violations

The violations of laws or ordinances prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places;

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bootlegging; operating a still; furnishing liquor to a minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; and all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Drug Abuse Violations

Violations of State and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine.)

Weapon Law Violations

The violations of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; and all attempts to commit any of the aforementioned.

Sex Offenses Definitions from the F.B.I. Uniform Crime Reporting (UCR) Program

A. Rape

Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim. This definition includes any gender of victim or perpetrator.

This definition also includes instances in which the victim is incapable of giving consent because of temporary or permanent mental or physical incapacity (including due to the influence of drugs or alcohol). Physical resistance is not required on the part of the victim to demonstrate lack of consent.

Beginning CY2014 the UCR definition of Rape now includes the NIBRS Rape, Sodomy and Sexual Assault with an Object Definitions. The terms "Forcible" and "Non-Forcible" was removed from the definitions. For the sexual assault offenses of Incest, Statutory Rape, and Fondling the National Incident-Based Reporting System Definitions are used.

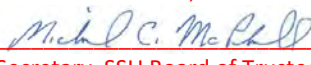
a. Sodomy

Oral or anal sexual intercourse with another person, forcibly and/or against that person's will; or not forcibly against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

b. Sexual Assault With An Object

The use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, forcibly and/or against that person's will; or not forcibly or against the person's will where the

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victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental or physical incapacity.

Sex Offenses Definitions from the National Incident-Based Reporting System Edition of the Uniform Crime Reporting (UCR) Program

a. **Incest**

Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

b. **Statutory Rape**

Non-forcible sexual intercourse with a person who is under the statutory age of consent.

c. **Fondling**

The touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will; or, not forcibly or against the person's will where the victim is incapable of giving consent because of his/her youth or because of his/her temporary or permanent mental incapacity.

Hate Crimes

Includes any of the offenses noted on the previous page, plus the crimes of larceny-theft, simple assault, intimidation, vandalism and any other crime involving bodily injury to any person in which the victim was intentionally selected because of the victim's actual or perceived race, gender, religion, ethnicity or disability. The categories of bias are:

a. **Race**

A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.) genetically transmitted by descent and heredity which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

b. **Gender**

A preformed negative opinion or attitude toward a group of persons because those persons are male or female. Gender bias is also a Clery Act-specific term, not found in the FBI's Hate Crime Data Collection Guidelines.

c. **Gender Identity**

A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.

d. **Religion**

A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

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e. **Sexual orientation**

A preformed negative opinion or attitude toward a group of persons based on their sexual attraction toward, and responsiveness to, members of their own sex or members of the opposite sex (e.g., gays, lesbians, heterosexuals).

f. **Ethnicity/national origin**

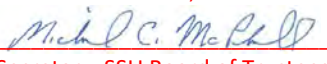
A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion) and/or ideology that stresses common ancestry. (e.g., Arabs, Hispanics).

g. **Disability**

A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital or acquired by heredity, accident, injury, advanced age or illness.

[59 FR 22320, Apr. 29, 1994, as amended at 64 FR 59073, Nov. 1, 1999. Re-designated at 65 FR 65650, Nov. 1, 2000.]

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Finance & Administration Committee

November 22, 2024



Shawnee State

UNIVERSITY

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Michael C. McPhail

Secretary, SSU Board of Trustees

Resolution F22-24

Shawnee State University Development Foundation Adoption of Resolution 2024.1

- Shawnee State University Development Foundation took steps to rename organization to Shawnee State University Foundation in May 2024.
- Steps were taken to enhance brand recognition and acknowledge importance of close relationship with SSU.
- Foundation Resolution 2024.1 passed unanimously on May 17, 2024.



Resolution F23-24

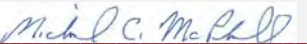
Shawnee State University Development Foundation Adoption of Resolution 2024.3

- The State of Ohio granted a name change from the Shawnee State University Development Foundation to the Shawnee State University Foundation in August 2024.
- A review and edit of Foundation Code of Regulations and Policies was conducted to reflect name change.
- Foundation Resolution 2024.3 passed unanimously on October 29, 2024.



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Resolution F24-24

Acceptance of Shawnee State University's FY24 Financial Report

- **Unmodified** opinion on financial statements.
- **Government Auditing Standards:**
 - **No** material weaknesses identified in internal control noted.
 - **No** significant deficiencies in internal control noted.
 - **No** material instances of noncompliance noted.
- **Single Audit:**
 - **No** material weaknesses identified in internal control over compliance of federal programs noted.
 - **No** significant deficiencies in internal control of federal programs noted.
 - **No** material instances of noncompliance for federal programs noted.
 - **Unmodified** opinion on major program.



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Resolution F25-24

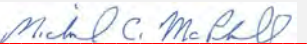
Approval of the FY24 Efficiency Report

- **Ohio Revised Code Section 3333.95 requires Universities to report annually on topics related to efficiency and effectiveness such as:**
 - Strategies to address workforce education needs of region.
 - Costs of textbooks for students and Open Education Resources provided to students.
 - Review best practices and shared services implemented in FY24.
 - Reporting of historic special purpose fee totals.
 - Suggestions regarding ways State of Ohio can further support strength, resiliency and reputational excellence.



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FY25 Operating Budget Status


Report Date 10.31.2024

	FY25 Budget	Q1 Actuals	Q2 Actuals	YTD Actuals	% of Budget
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Revenue

Tuition & Student Fees	\$	28,108,054	\$	15,322,223	\$	(287,398)	\$	15,034,825	53.5%
State Share of Instruction	\$	13,235,852	\$	3,308,961	\$	1,102,987	\$	4,411,948	33.3%
Shawnee Supplement	\$	9,000,000	\$	2,250,000	\$	-	\$	2,250,000	25.0%
Scholarship	\$	(5,446,200)	\$	(2,751,749)	\$	17,940	\$	(2,733,809)	50.2%
Other Income	\$	4,711,324	\$	910,136	\$	239,588	\$	1,149,724	24.4%
Commissions	\$	442,500	\$	73,356	\$	21,747	\$	95,104	21.5%
General Fund Operating Grants	\$	1,120,535	\$	43,517	\$	12,685	\$	56,203	5.0%
Miscellaneous Revenue	\$	2,250,789	\$	445,027	\$	116,574	\$	561,600	25.0%
Service Fees/Memberships	\$	277,500	\$	79,128	\$	18,386	\$	97,514	35.1%
Ticket Sales/Rentals	\$	620,000	\$	269,108	\$	70,195	\$	339,303	54.7%
Transfers In	\$	1,500,000	\$	-	\$	-	\$	-	
Revenue Total	\$	51,109,030	\$	19,039,571	\$	1,073,117	\$	20,112,688	39.4%

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	FY25 Budget	Q1 Actuals	Q2 Actuals	YTD Actuals	% of Budget
Expense					
Compensation	\$ 33,956,011	\$ 5,932,218	\$ 3,747,663	\$ 9,679,880	28.5%
Salaries	\$ 24,406,126	\$ 4,112,082	\$ 2,842,866	\$ 6,954,948	28.5%
Benefits	\$ 9,549,885	\$ 1,820,136	\$ 904,797	\$ 2,724,933	28.5%
Non-Compensation	\$ 13,669,333	\$ 4,018,660	\$ 1,452,905	\$ 5,471,565	40.0%
Equipment	\$ 216,772	\$ 185,717	\$ 174,386	\$ 360,103	166.1%
External Professional Services	\$ 715,491	\$ 222,342	\$ 122,771	\$ 345,113	48.2%
Information/Comm/Shipping	\$ 800,605	\$ 264,630	\$ 30,370	\$ 295,000	36.8%
Maintenance & Service Contracts	\$ 4,028,131	\$ 1,856,577	\$ 627,583	\$ 2,484,160	61.7%
Meal Plan Expense	\$ 2,021,009	\$ 251,266	\$ 130,346	\$ 381,612	18.9%
Miscellaneous Expense	\$ 1,394,783	\$ 455,358	\$ 23,329	\$ 478,687	34.3%
Supplies	\$ 1,970,594	\$ 232,427	\$ 81,951	\$ 314,378	16.0%
Travel	\$ 874,220	\$ 186,008	\$ 122,411	\$ 308,419	35.3%
Utilities	\$ 1,647,728	\$ 364,336	\$ 139,757	\$ 504,093	30.6%
Transfers Out	\$ -	\$ -	\$ -	\$ -	
Expense Total	\$ 47,625,344	\$ 9,950,878	\$ 5,200,567	\$ 15,151,445	31.8%
Net Transfer to Capital Fund	\$ 1,564,825	\$ -	\$ -	\$ -	0.0%
Net Operating Budget	\$1,918,861	\$9,088,693	(\$4,127,450)	\$4,961,243	259%

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Asset Allocation as of 10/31/24

Total Cash Equivalents	\$1,035,135
Total Fixed Income	\$4,319,209
Total Equity	\$6,243,069

Total Portfolio Market Value	\$11,597,414
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Asset Allocation as of 10/31/24

- Scheduled to add \$1M to TIAA Portfolio in late Fall 2024 term and during the Spring 2025 term.
- Prior FY24 and planned FY25 additions to TIAA Cash being invested over time into Equity Securities.
- Additional short term cash will continue to be transferred to STAROhio as available.
- Security Gain year-to-date is \$408,265 (3.6% return) as of October 31, 2024.



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Cash and Investment History

Market Value

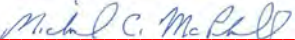
Total Cash and Investments

06/30/2022		\$ 9,630,163
06/30/2023		\$13,818,701
12/31/2023		\$12,909,252
06/30/2024		\$20,054,305
10/31/2024		\$19,914,209

- Anticipate additional transfer from Cash to Investments of \$1M in December 2024 and Spring 2025 term.
- Funds required to address Hurricane Helene damage has had an impact on timing of investment allocations but planned amount.
- Investment Committee will be reviewing Investment allocation ranges stated in Investment Policy 1.05 for possible revision.



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Personnel Activity

- **Six (6) New Hires**

Four (4) Administrative Staff
Two (2) Support Staff

- **Six (6) Change of Status**

- **Nine (9) Departures**

Five (5) Resignations
Four (4) Position Eliminations



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Capital Projects

**Gateway and Third
Street Development**
\$3.0M

Campus Wayfinding
\$750,000

Roof and Infrastructure
\$1.25M

**Clark Memorial
Library Renovation**
\$4.5M

Health Science Labs Renovation
\$3.0M



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Retirement Plan Committee

1/1/2024 – 12/31/2024

- Committee met twice during Period (5/7/2024 and 10/22/2024)
- As of 6/30/24, Plan Assets = **\$38,308,587**, an **increase of approximately \$4.4 million (13%)** from 9/30/23.
- Committee works with an independent investment advisor, CAPTRUST.
- CAPTRUST services will also be available to faculty and staff to provide investment and retirement advice (not permitted to sell any products).
- Committee reviewed and approved:
 - Increased number of employee loans allowed against retirement funds
 - Custodial Change for Equitable portfolio funds



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2024 Campus Safety Report

- DPS prepares this report in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act.
- This act requires colleges and universities across the United States to disclose information about crime on or around their campuses.



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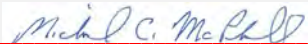

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2024 Campus Safety Report

SSU's Published Crimes

3-Year Comparison	2023	2022	2021
Sex Crimes	0	1	1
Robbery	0	0	0
Burglary	3	2	1
Stalking	6	3	1



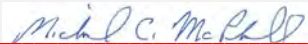
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2024 Campus Safety Report

Judicial Referrals

3-Year Comparison	2023	2022	2021
Liquor Violations	16	13	20
Drug Violations	2	1	1
Weapons	0	0	0



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2024 Campus Safety Report

Safest Portsmouth Area Neighborhoods (by Neighborhoodscout.com)

- 1 – City Center/Shawnee State University
- 2 – Sciotodale
- 3 – Rosemount
- 4 – Portsmouth North
- 5 – Mound Park
- 6 – Portsmouth East
- 7 – Portsmouth Northeast



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Hurricane Helene Damage & Claim



<https://www.wsaz.com/video/2024/09/28/scioto-county-hit-by-flooding/>



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Michael C. McPhail
Secretary, SSU Board of Trustees

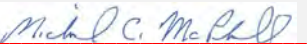
Hurricane Helene Damage & Claim

- 11 buildings affected by surface water and backup flooding
 - BWC, Hatcher Hall, Education Building, Library, Athletic center, VRCFA, & Townhouse apartments
- Approximately 80 students relocated to Campus View from Townhouse apartments within 24 hours
- ServPro cleanup and assessment team was mobilized within 12 hours of the initial word of the flooding on 9-27-24
- Demolition, Cleanup, and Sanitizing continued for approximately 14 days
- Restoration activities began on 10-15-24 and are ongoing



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WELCOME TO SSU

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DEPARTMENT OF PUBLIC SAFETY

740.351.3232 Emergency
740.351.3243 Non-emergency

-  OFFICE OF ADMISSION
-  HOME OF THE BEARS
-  HANDICAPPED PARKING
-  BEAR CARE CLINIC
-  BEARS' DEN DINING HALL
-  SECURITY BLUE PHONES
-  RECYCLING BINS
-  STUDENT HOUSING

-  RESERVED PARKING
-  GENERAL PARKING
-  BWC - NO PARKING
-  VISITOR PARKING
-  AFTER 2 HOURS
TEMPORARY PARKING
PERMIT REQUIRED

PARKING ENFORCEMENT HOURS:
7:00 AM - 7:00 PM

PARKING LOT DESIGNATIONS:
A-1, A-2, A-4, A-6, A-7,
B-2, B-3, B-4, B-5, B-6

PARKING PERMIT REGISTRATION:
www.shawnee.edu/parking

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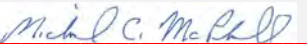
Hurricane Helene Damage & Claim

Loss Description	Estimate
ServPro Cleanup (all buildings)	\$ 1,105,997.44
Administration Roof	\$ 41,015.06
Rhodes Roof	\$ 6,540.00
Roof Leaks	\$ 7,923.94
ServPro Restoration (16 Townhouses)	\$ 636,620.32
ServPro Restoration (Remaining Buildings)	\$ 458,405.11
ServPro 1005 Contents removal/storage	\$ 45,150.40
VRCFA Canopy	\$ 3,995.00
Golf Cart	\$ 12,311.14
Golf Cart	\$ 18,478.19
Smokestack Sign	\$ 3,550.00
Student Relocation	\$ 200,000.00
Furniture Replacement	\$ 104,776.00
Tamper Switches	\$ 2,707.00
Tree Replacement (15 trees @ \$300)	\$ 4,500.00
Bluestone Communications	\$ 480.00
Lost Revenue (\$882 per day)	\$ 60,000.00
	\$ 2,712,449.60



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Hurricane Helene Damage & Claim

IUC-RMIC Claim Structure

- Approximately \$2.7M
 - Shawnee State University pays \$100K deductible
 - IUC-RMIC pool covers the next \$900K
 - Travelers Insurance anything over \$1M



**Academic and Student Affairs Report
Board of Trustees Meeting
November 22, 2024**

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.

Interim Provost Report

Chairman Shah,

I would like to update the committee on some personnel and organizational changes within Academic and Student Affairs. Dr. Elizabeth Kline made the difficult decision to step down in order to focus on personal matters. I appreciate her dedication to SSU students, and wish her well. I would like to welcome Mr. Jeff Hamilton to the division as the Interim Dean of Students. Jeff is no stranger to leadership at Shawnee State, and I am pleased that he agreed to take on this role leading Student Affairs at SSU. Jeff is taking time to meet with the Student Affairs team and work through the transition in leadership in a supportive manner.

The Department of Grants & Sponsored Programs has been reassigned under the umbrella of the Academic and Student Affairs division. We welcome Director Heather Craft and Coordinator Avery Reuter to ASA. This change aligns with the increased grant activity across the academic colleges including the Kricker Innovation Hub. Please refer to the Grants section in the report for a complete listing of the activities in this increasingly busy department.

As you review the detailed activities from each area of Academic and Student Affairs, please note there is a new section in the College reports that highlights stand out students. These comments were solicited from the faculty and reflect the pride faculty take in seeing our students develop and succeed. We feature two students from the Department of Fine, Digital, and Performing Arts later in the meeting. If there are any questions about the detailed activities and plans outlined below, please reach out to my office.

College of Arts and Sciences


Fine, Digital, and Performing Arts

- Faculty, students and staff from the **Kricker Innovation Hub**, the **Digital Simulation and Gaming Engineering Technology**, **Game Simulation Development Arts**, and the **SSU Esports** programs completed the Shawnee Game Conference recently in early November. Prior to that they exhibited student projects at the Game Developers Expo in Columbus, and will present at the upcoming MDEV Midwest Game Developers conference in Wisconsin.
- **Professor Chuck Davis**, Graphic Design, is currently working on Bass Pro's Redhead Brand revamping their shoelace and shoe care product lines. Davis is also serving on the city of **Portsmouth Design and Review Board** overseeing preservation of the Boneyfiddle area.

Mathematical Sciences

- **Dr. Phil Blau** gave a talk, “**Integers and their Divisibility Tricks**” to the Math Club on 10/18. Blau also attend the **Ohio Section of the Mathematical Association of America** fall meeting at Wilmington College on November 2.

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- Under the direction of **Dr. Preston Nichols**, about 10 student members of the Math Club constructed a geometric figure made up of 120 regular dodecahedrons (12-sided sided). It's about 2 ½ wide and 3 feet tall. Check it out in the Math Center!
- Math alumnus **Sydney Crawford** (BS 22, MS 24) gave a talk to the Math Club on 11/2 entitled "**Mathematics in Action: A Career Path in Insurance Analysis**" related to her job at Nationwide Insurance.

School of Education

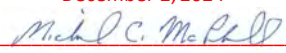
- Dr. Sturgeon and Dr. Koehler completed a successful **HLC Change Visit** with reviewers from HLC on campus. This visit focused on the **Teacher of the Deaf and Hard of Hearing and Teacher of the Visually Impaired programs**. Both programs receive approval from HLC.
- Dr. Beam and Dr. Shipley participated in the **Science of Reading visit with Governor Dewine** and members of his cabinet at SSU on September 24th.
- Dr. Shipley attended the **Coalition Of Rural and Appalachian Schools** meeting on September 27th at SSU.
- Dr. Shipley and Dr. Monihen attended the **Ohio Confederation of Teacher Education Organizations** on October 10-11th. The theme of the conference was Thriving in an Era of Change. Much information was gained about the new state teaching license transitioning to PreK-8 and the new interim teaching license. Dr. Shipley also attended the OACTE meeting as a member of the board of trustees.
- Dr. Dunham and the **Middle Childhood Mathematics methods students attended the Ohio Council of Teachers of Mathematics conference in Columbus** on October 10th and 11th. Students participated in two days of breakout sessions learning from mathematics teachers from across the state, focusing on what strategies are the most effective to keep students engaged and learning mathematics. Students were able to participate and network with other pre-service teachers, in-service teachers, and school administrators throughout the conference to build their professional connections.
- Dr. Shipley, Dr. Madden, Dr. Dunham and **Middle Childhood, Visual Arts, and Adolescent Young Adult senior students attended the Ohio Middle Level Association conference in Columbus on November 7th and 8th**. Students participated in two days of breakout sessions where experienced educational professionals shared impactful instructional and classroom management strategies. Motivational keynote addresses identified the critical elements of student engagement and the importance of being authentic in the classroom.

Social Sciences

- The film **Artifact War**, a documentary starring Professor Amr Al-Azm, premiered at the **Austin film festival** in October. The film played to a full house and reviews so far have been very positive. The Center for Public History is planning a screening at SSU this spring.

Center for Public History

- The Center sponsored a recent showing of the independent film **Join or Die** and hosted a panel discussion in partnership with **Leadership Ohio**.
- The **Appalachian Freedom Heritage Tourism Initiative** has reached a significant milestone in its mission to document the region's Underground Railroad history, with the **first three of**

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twenty-seven verified sites now officially listed on the National Park Service's (NPS) National Underground Railroad Network to Freedom. Supported by an Appalachian Regional Commission (ARC) POWER Grant awarded to the Lawrence Economic Development Corp. (LEDC) and the Center for Public History at Shawnee State University, this nine-county, tri-state project spans Ohio, Kentucky, and West Virginia, and is currently developing a tour to highlight these newly recognized sites. The initiative aims to preserve historically significant locations and promote economic development through cultural tourism in the Appalachian region.

College of Business and Engineering Technology

C.H. Lute School of Business

- The Lute School is partnering with the **Kricker Innovation Hub** to offer the Hub's "**Ice House Entrepreneurship Program**" for academic credit to any SSU student during both fall and spring semesters.
- **Dr. Seongcheol Paeng**, Assistant Professor of Finance, has had papers accepted for presentation at conferences:
 - Christian Business Faculty Association, October 31-November 2, Grand Rapids, MI
 - American Economic Association, January 3-5, 2025 San Francisco, CA
 - Southwestern Finance Association, February 12-14, 2025, San Antonio, TX
- **Dr. Jason Lovins**, Associate Professor of Marketing and **Ryan Schiesser**, **Lute School alumnus and CEO of Appalachia Media and Marketing**, collaborated on a presentation on "Search Engine Optimization" for the Kricker Hub's "Lunch and Learn" series on October 28.
- **STUDENT HIGHLIGHTS FROM THE FACULTY**
 - With Dr. Jason Lovins' arrangement, Dr. Terry Hapney's Marketing Research & Analytics class is completing the second ever international agency project in SSU's Marketing program in the Lute School of Business. The class is working with a client in Ireland. **Eleven Marketing students** are building a market research proposal for **Wild Atlantic Music Tours**, an Irish travel agency specializing in American tourism coupled with traditional Irish performing artists. The final presentation of the research instruments, methodology and related materials to the client will be in a virtual conference November 26. The students include **Jaqueline Aubry, Mason Blizzard, Caitlyn Booth, Charlotte Campbell, Victoria Casoria, Madisyn Connelley, Lanie Johnston, Scott Priddy, Savannah Pugh, Phillip Robinson and Rockney White**. We are very proud of this milestone, which also marks the completion of more than 50 agency projects (four being conducted this fall) for the Marketing program since 2019.
 - **Marketing Senior Tory Donini** was accepted and represented Shawnee State at **Propel Ohio**, a collegiate leadership summit hosted by Sen. Sherrod Brown Oct. 4 in Dayton. Tory engaged with other students and civic leaders discussing key issues related to the future of communities throughout Ohio. Tory graduates in December.

Engineering Technologies

- The department hosted its first **Computing Day**, featuring faculty-led presentations and demonstrations from Computer Science, Computer Engineering, Game Programming, and Business Information Systems. The initial hope was to get 30 students, but we ended up attracting **over 100 attendees**. The feedback from attendees was very positive. The event is a

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new recruiting event targeted at high school students and the department plans to grow the event in future years.

- Gaming students presented game demos at the annual **Shawnee Gaming Conference** on November 1st and 2nd, and participated at **GDEX a Midwest Game Developer's** expo in Columbus on October 24-27th.
- Engineering technology, primarily plastics engineering via the **Manufacturing on the Move, and Computer Engineering / robotics**, was featured at the **Science Alliance** in Piketon October 8 – 10. The event drew attendees from all local high schools.
- Engineering technology participated in the College visit day on October 24. The event drew in several hundred attendees.
- Space is being cleared in the fluid power room to accommodate the incoming shipment of industrial-grade **Fanuc robots**.
- A **\$2 Million award from ARC Power** grant was awarded and planning is underway to build out advanced manufacturing at Shawnee with new spaces and equipment to attract students and industry engagement. Funding also includes funds to support STEM outreach to primary and secondary educational partners.
- A **BESTOhio Industry Sector partnership meeting** was hosted at the KIH on November 5th, 2024, with nearly 60 industry, economic development, and community organization professionals in attendance to network and discuss the needs of industry in the region.
- **STUDENT HIGHLIGHTS FROM THE FACULTY**
 - **Haylee Magee (Gaming):** “an RA, has pretty much single-handedly carried our gaming house program, organizing game nights, the “House Feast”, a Halloween party, and helped out with the recent game jam.”
 - **Jacob Lewis (Gaming):** “A very eloquent public speaker – he’s given a couple great class presentations. Really has started to shine as we get into game engines. I used his game as a showcase for our program at a Greenup high school career day as well as the College Fair last week.”
 - **Lauren Anderson (Computer Engineering):** “The best student in our graduating CET class. Single mom, has worked REALLY hard to complete the degree.”
 - **Kyle Perry (Plastics + Electromechanical):** “Helped out a lot at the Science Alliance. Works for SOMC while completing his degree.”
 - **Avery Johnson, Zoe Moore, Audrianna Salyers, and Brendan Leibengood (the CET American Sign Language students):** “Sophomores in the newly revised CET program. Eloquent speakers who gave a presentation at the last BoT meeting.”
 - **Parker Lauders:** “...does a lot of work in AI, a prolific developer and entrepreneur. A real leader in the CET and Electro-mechanical program.”
 - **Bryan Meadows:** “a true leader in the Information Security program. He looks out for all the students in that major, and does a tremendous amount of work helping with the numerous outreach programs IS puts on.”
 - **Cam Robbins and Angel Hammonds:** “Two of the leaders in the Plastics programs. They help at pretty much every event we put on.”

Center for Lifelong Learning

- **EMS Program:** The paramedic program, launched in October, currently has 15 students enrolled, progressing through an intensive curriculum designed to meet state and industry standards.
- **Fabulous Fall Friday:** This October event was a resounding success, drawing over 160 educators and providing a valuable professional development experience.
- **Fitness Classes at the Kricker Innovation Hub:** Held every Tuesday and Wednesday at 5:30 PM, these public classes promote wellness in our community and are available for \$5 per session.
- **Monthly Professional Learning Series:** The November 8 session on Myers-Briggs had a strong turnout with 146 registrants, underscoring community interest in personal and professional growth.
- **Grants Submitted:** Applications were submitted for the AmeriCorps STEM Workforce Pathways and GRIT summer workforce training program (Bear Tracks) grants to expand our service offerings and community support.
- **New Summer Programs:** We are excited to announce the addition of two new summer programs tailored for junior high and high school students, specifically targeting gifted students and those in the top 10% academically.
- **Southern Ohio Educator's Conference:** Planning is underway for this signature event, which will feature specialized tracks including *The Science of Reading Symposium*, *The Career Pathways Summit*, and *The STEAM Excellence Forum*.

Kricker Innovation Hub

- **Entrepreneurial Journey Speaker Series:**
 - **Next Event:** *"How to Build Your Web Presence and Digital Engagement"* on Monday, December 9, 5:30-7 PM, featuring Jason Lovins, Marketing Professor at SSU, and Ryan Scheisser, CEO of Appalachian Marketing and Media. This session will delve into creating a thriving tech hub, accessible resources for startups, and insights on Portsmouth's tech future. Register here: <https://bit.ly/GrowWebPresence>.
- **Shawnee Gaming Accelerator Program Pitch Day:**
 - Pitch Day on November 6 capped off our EDA-funded 10-week program, with 10 teams presenting their tech company or indie game concepts. This program offers a unique blend of education, mentorship, and community support aimed at empowering game developers.
- **Shawnee Game Conference:**
 - SGC was held on November 1 and 2 with over 800 attendees. This event is a premier platform for advancing academic and industry conversations in game design and development. Keynote speakers Ben Kvalo, Benjamin Carcich, and Renee Gittins inspired attendees that ranged from high school students to veteran game developers.
- **GDEX**
 - The Kricker Innovation Hub and ShawneeXP participants gained a lot of recognition through the exhibit, game demos, the ShawneeXP Accelerator, and the gaming programs at GDEX a Midwest Game Developer's expo in Columbus on October 24-27th. ShawneeXP Accelerator Director, Garrett Davis, participated in an industry prestigious

panel at GDEX which also drew interest and engagement in Shawnee and the Accelerator program.

- **Engagement Opportunities and Ongoing Programs**

- **Coffee at the Kriker:** Launched as a weekly networking event **every Monday at 8 AM**, this gathering is designed to bring together local businesses, community members, and students for meaningful interactions.
- **Code & Coffee Event:** Code & Coffee was held on October 26 featured Dr. Eli Sprague, Director of Data Analytics and Research at the Counseling Center. Free coffee and refreshments made this a welcoming environment for tech community networking. **The event will resume on January 25.**
- **Ice House Entrepreneurship Program:** The fall cohort in Scioto County recently completed this intensive course, which emphasizes entrepreneurial mindset and real-world application.
- **Non-Profit Academy:** The next workshop, led by SSU Professor Lincoln D. Pettaway, will be held on **November 9 at 1 PM**, with **additional sessions resuming in January.**
- **Entrepreneur Fellows Program:** Four SSU students are currently enrolled in this two-credit hour course blending theory and practice in entrepreneurship. The program will continue into the spring semester.
- **Lunch & Learn Series:** The next session, led by Maria Daniels on podcasting, will be held on **November 25 at noon**. The series will **resume on January 21** with a workshop on "Creating a Business Plan."

We encourage board members and community stakeholders to participate in these events and programs to support the Hub's mission of fostering entrepreneurship, innovation, and creativity in our region. Please visit our [website](#) for more updates and registration information.

College of Health and Human Services

The extended leadership team participated in off-site retreat Nov. 7-8, 2024 to develop CHHS mission and vision, as well as strategic action plan to address recruitment, retention and completion goals for programs across the college. Leadership team has been discussing the Strategic Partnership Task Force to support the Adena Partnership as well as using the TEAS, a standardized test that assesses readiness for health professions education programs, as part of selective admission criteria for CHHS programs.

The attached handout **Regional Public Colleges and Universities (RPCU) Central Appalachia Health Consortium** describes this initiative, which is one outcome of the ARC ARISE Planning grant. **CHHS Advisory Board** met October 28, 2024 and reviewed enrollment and retention data, as well as discussing strategic partnerships, including Adena Partnership.

In collaboration with Admissions, two targeted recruitment events are scheduled for health professions programs: Allied Health Science Day on November 15, and Rehabilitation Science Day on November 22. Each event is features interactive case-based experiences for students to explore health and human service careers offered by both departments.

STUDENT HIGHLIGHTS FROM THE FACULTY

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Two second-year Medical Laboratory Technology and one Post-Professional OTD students are highlighted for their outstanding achievements in and out of the classroom.

Ms. Julia Clark is a dual major in Medical Laboratory Technology and Biomedical Science, with a minor in Microbiology. In addition to being the president of the Med Lab Crew, the program's student organization, she is active in Circle K, and serves as Treasurer of Tri Beta. She currently is working with Dr. Ryan Powell and Dr. Nathan Mull on undergraduate research project that examines white blood cell counts of rodents with and without parasite infections in southern Ohio. Ms. Clark also represented SSU at the Propel Ohio Leadership conference this fall.

Mr. Anthony Abrego is a Choose Ohio First scholar, and presented at 2023 Choose Ohio First Poster symposium. His passion for science, particularly in the areas of molecular biology, biological prospecting, and horticulture, contribute to his career path as a medical laboratory technician. He maintains a 4.0 GPA and has been on the President's list every semester at SSU, while working full time.

Post-Professional Occupational Therapy Doctoral student, **Kelly Neal, MOT, OTR/L** presented her capstone project, "Development of a Site Mentor Capstone Manual for an Entry-level Occupational Therapy Doctoral Program", at the Ohio Occupational Therapy Association's annual conference on October 12, 2024. She is scheduled to graduate this December.

School of Nursing

- School faculty are reviewing **SWOT analysis of nursing programs**, and identifying actions that support student retention and success. These actions intersect with pre-licensure preparation initiatives underway this semester.
- Nursing faculty collaborated with the Physical Therapist Assistant program for an **interprofessional simulation lab activity** with a standardized patient at **SOMC Sim Lab** on October 28 and 30, 2024.
- The School is **developing timelines and action plan for Adena Partnership**. The MSN program continues recruitment efforts, and will be promoted, along with RN-BSN, as currently available degree options for Adena employees.

Department of Allied Health Sciences

- Dental hygiene students will be presenting research posters at the **Ohio Dental Hygiene Association's Annual Session** in Newark Ohio on November 16, 2024.
- Medical Laboratory Technology program continues work on the **accreditation self-study** due in late 2025.
- **Master of Public Health proposal** development continues, and listening sessions with area public health departments have been conducted.
- **Medical Laboratory Technology program** is in the initial stages of working on the accreditation self-study, which will be submitted in 2025. **Delta Dental grant of \$100,000** was awarded to the Dental Hygiene program for the purchase of new chairs for the clinic.
- The **Health Science laboratory renovation project** is targeted to being in December with the design team.

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Department of Rehabilitation Sciences

- The **Bachelor of Social Work (BSW) program** and all new courses are approved by the Educational Policies and Curriculum Committee, the Distance Learning Committee, the General Education Advisory Committee, and University Faculty Senate. External approvals **by ODHE and HLC are the next step for BSW.**
- Physical Therapist Assistant students collaborated with Nursing students in simulation activity at SOMC Sim Lab. Intra-professional learning occurred with **SSU PTA and Marshall University DPT students** on November 13, 2024. On November 25, PTA students will **visit Vern Riffe School** and participate in an **adaptive physical education** activity with students at the school.
- A grant award of **\$43,000 from Scioto County Commissioners** for the **SSU Digital Literacy Golden Bears program** was implemented through collaborative efforts of MOT, OTA, and College of Business and Engineering students. The project provided a new **Apple iPad for each of the 115 Golden Bear participants** along with training on how to use the device, particularly to promote increased social connection with family and friends. Topics also included internet safety and how to avoid scams while online.

Office of Student Affairs

Student Life

- Recent events in Student Life, Student Programming Board, and Student Clubs have included:
 - Breast Cancer Awareness event
 - Bear Cade
 - Disco into the 80s – Homecoming Dance
 - Fall Festival
 - Halloween Carnival
 - Bear Scavenger Hunt
 - Monster Mash
 - Karaoke Night

Residence Life

- The weather from Hurricane Helene passing through our region led to flooding in areas of campus including our Townhouse dorms. 39 students were displaced from their basement apartments, and over that weekend 80 students were relocated to allow for remediation and repair efforts to take place in the buildings.
- Residence Coordinator Taylor Mershon and the team of Resident Assistants are to be commended for their rapid response in placing students in different housing locations and providing additional supports throughout the transition.
- Thank you to Student Affairs Specialist, Bailey Reader, Interim Assistant Director of Student Life, Josie Tackett, and Interim Director of Student Life, Marlita Cadogan, for their dedicated work throughout the evening and weekend hours to support SSU Residence Hall Students.
- The entire Student Affairs have supported students as they have adjusted to new housing arrangements, and I applaud their work.

Military and Veteran's Services

- The **Veteran's Day Recognition** event was held on November 7. Director of the Huntington Vet Center, Aaron Rayburn, shared his experience as a US Marine & Army Veteran and as a

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counselor to veterans. The Portsmouth West High School choir performed a selection of patriotic songs, while the American Legion presented the colors at the event.

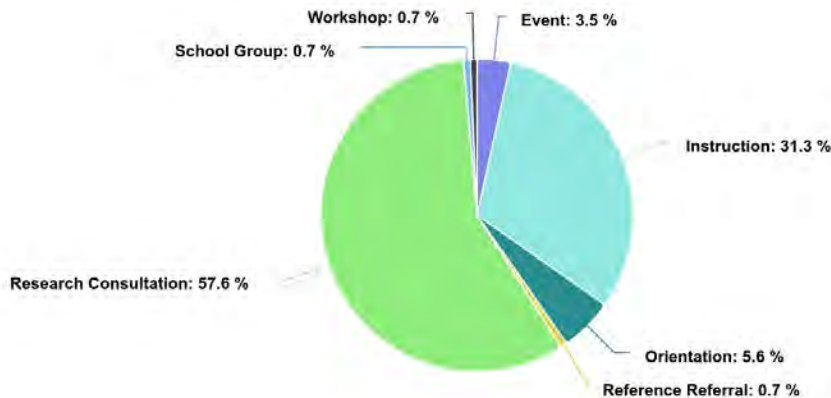
Clark Memorial Library

Library Usage and Events

Even though staff have been focused on migration – we’ve still been busy at the library. Overall, we’re seeing an increase in traffic and use of research services. We’re planning pre-finals event, **A Night Against Procrastination, November 21st from 5:00 pm until 9:00 pm**. Extra tutors from the Writing Center, librarians on hand for research help and schedule planning assistance from the Student Success Center will be available in the library. Yeti Therapy Dog will be here to support our students as they gear up to finish the semester.



Librarians are here to help!



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December 2, 2024

Michael C. McLeod
Secretary, SSU Board of Trustees

Software Migration Update

The library has received access to our new library service platform, and data testing is underway. Thanks to OTIS funding, the new staff computers crucial to our success with the new platform, have been installed and are up and running. Our migration has been scheduled for June 16, 2025. The CML is in Wave 3 of the six week go-live schedule set by OhioLINK. There will be some disruptions to service during the go-live, but they overlap the end of Spring semester and beginning of summer term. It is our hope the disruptions will be minimal. More details and full schedule are forthcoming.

Center for International Programs and Study Abroad

- SSU Center for International Programs is under Recertification review by the Department of Homeland Security. Our completed application has been submitted and accepted by DHS. We are still awaiting adjudication.
- SSU underwent the Department of Homeland Security site visit on October 23rd. It was conducted by Jarod Kluchko of the Columbus, Ohio field unit. We received excellent feedback for our record keeping and we were given approval for an annual site visit instead of bi-annual moving forward.
- SSU Redesignation is underway and is due by **January 26, 2025**.
- **International Festival November 18th from 9a.m.-2p.m.**

Grants and Sponsored Programs

Grant Office News

Grant Management and Compliance Updates

The Grant Office has **recently implemented or reimplemented many required compliance procedures** such as the P-Card Permission to Spend Form, which is designed to obtain pre-approval of grant expenditures before they are posted to a P-Card, allowing any potential compliance issues to be addressed up front rather than after the expenditure has been processed. A Time and Effort Form has also been implemented in order to provide verification that the percentage of employee salary charged to a grant, whether as a direct expenditure or as matching funds, is proportionate with the level of effort allocated to the grant within each reporting period. The Grant Office is also creating a central database of all salaries and supplemental contracts charged to a grant, both as direct expenditures and in-kind match.

A **Grant Management and Compliance Teams Page** has been created as a content repository pending the rollout of a SharePoint site or SSU webpage, as appropriate, in the future. The Grant Team continues meeting with Principal Investigators (PIs) monthly for budget and expenditure review. The Grant Office has also begun to assist PIs with revenue and expenditure forecasting in order to more proactively monitor grant budgets. Mini-training sessions are also being conducted as part of the regular monthly meetings on topics such as requisitions, time and effort reporting requirements, etc.

Procedure Revisions

Revisions to Procedure 5.13:1 (Grants Application Approval and Management) are in the process of being reviewed and will be submitted to the President for approval upon completion of the review. The primary purpose of the revisions is to establish formal procedures for post-award administration of grant funding and clarify the roles of the Grant Office, PIs, and other responsible parties in the process.

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December 2, 2024


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Recently Awarded Grants

- ARC POWER FY 24 - This **\$2,000,000** award through the Appalachian Regional Commission will fund **Advanced Manufacturing Center lab** renovations and equipment needs, as well as a K-12 outreach program utilizing our Manufacturing on the Move trailer and other resources for hands-on learning opportunities to develop a pipeline of students for our programs.
- Healthy Aging Grant - This **\$43,000** grant was a subaward from the Scioto County Commissioners to fulfill the Digital Literacy requirement of their Healthy Aging Grant award through the Ohio Department of Aging. The program is **funding a Digital Literacy Program for Golden Bears members** offering the opportunity for over 100 members to receive a free iPad and case upon completion of an iPad Training Class. Classes are being taught by current SSU faculty and students and incorporated as part of existing Service Learning and Faculty Engagement programs.
- SSUDF - Bob's Discount Furniture Charitable Foundation -This is a **\$1,000** award for **the Dress for Success Program** initiated by the Office of Career Services. The program provides professional clothing for internships and employment opportunities for students in need. SSUDF handled the application process and is providing matching funds for this opportunity, but the grant itself and all expenditures are being managed by the Department of Grants and Sponsored Programs in order to utilize existing procurement and reporting processes already in place.
- ODHE Great Minds Fellowship -This grant funds the **Behavioral Health Workforce Accelerator** program and was originally awarded **\$434,000** in early 2024. An additional award of **\$200,000** was recently received and will be used to expand the program in areas such as additional scholarships for students in the Behavioral Health Paraprofessional Certificate program and additional student recruitment.
- Infant Toddler Infrastructure Grant -This is an award of **\$124,406** for the purpose of increasing access to infant and toddler child care in areas with high infant mortality rates. The funds will be used for the necessary **personnel, equipment, and supplies to open a new infant/toddler classroom at the Children's Learning Center.**
- ODHE Campus Safety Grant -This is an award of **\$333,500** in funding to complete implementation of the electronic swipe access project as well as security camera license fees.

Recently Submitted Grant Applications

- ARC Area Development Grant - A Pre-Application was previously submitted to OVRDC for **\$500,000** in funding to be used toward CHHS lab renovations. Based on scoring of Pre-Application packages, **SSU was invited to submit a Full Application**, which was completed in September. Award notification is expected by December 2024.
- AmeriCorps Workforce Development -This program would utilize AmeriCorps Members as Career Navigators to **create a pipeline for STEM careers** by exposing students in grades 8-12 to STEM pathways. The model would be similar to Project BEAR. We are requesting **\$175,000** with this grant, which is the maximum of \$25,000 for 7 Member Service Years (MSYs). Award notifications are expected in April 2025.
- Industry Sector Partnership (ISP) Grant -This grant through the **Governor's Office of Workforce Transformation** would fund activities related to **BESTOhio**, our region's ISP. Through activities such as Leadership Breakfasts, Discovering Manufacturing/Trade Days, and Supervisor Development Training, the program would boost manufacturing and trade employment in the region. We are applying for the maximum of **\$100,000** for a "Spark" grant designed to jump-start and grow ISPs. Award announcements are expected within 60 days.

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- **ARC READY to Grow** -This grant through the Appalachian Regional Commission will fund individual, organizational, and/or community capacity building. A **Letter of Intent** was submitted on November 1 for a proposed **Shawnee State University Leadership Development Center**. The Center would first build an infrastructure and implement a leadership capacity building program internally at SSU. The program would then be scaled for public-facing rollout through the Kricker Innovation Hub and Center for Lifelong Learning. If invited to submit a full application, we would seek a **\$500,000** Implementation Grant which would be due in February 2025. Award notifications would take place in the Fall of 2025.

Previously Submitted Grant Applications – not yet Awarded

- **Congressionally Directed Spending – FY25** -We submitted a request for **\$670,000** in Congressionally Directed Spending from Senator Sherrod Brown's office. The request would cover equipment needs for modernization and capacity expansion for our Allied Health programs. We previously received notification that our project made it to the next stage in the process, which is **further consideration by the Senate Appropriations Committee**. This is a good sign but not a guarantee of funding.
- **OneOhio Recovery Foundation** -We submitted applications for two OneOhio Regions totaling **\$1.75 million** (\$1 million in Region 9 and \$750k in Region 14). The focus of the application was continued funding of our **Behavioral Health Workforce Accelerator** initiatives as well as startup funding for a **Health Professional Prep program**. **Funding for K-12 recruitment and Bear Tracks modules were also included in the application**. Timing of award announcements is still uncertain as this is the first application cycle for this funding source. Some regions have made awards; however, some applications in Regions 9 and 14 are still under review.
- **Golden Bears Program** -This is funded by a CDBG grant through the Scioto County Commissioners. We submitted an application to reapply for **\$50,000** in funding for the period of September 2024 – August 2026. Notification of approval of our subaward is expected when the grant agreement between the County Commissioners and the Department of Development is finalized.
- **TRIO Student Support Services Grant** -This program offers services for disadvantaged students to improve retention and graduation rates. We submitted an application for **\$270,387** annually for a five-year period for this program. Awards will be made in **Summer 2025** with a start date of 9/1/25.
- **Choose Ohio First** -This program funds scholarships for students in STEM programs each year. For this year's application, programs from all three colleges were represented with certificate and degree programs in areas including Advanced Manufacturing, Health, and Math/Science. The total funding request for this application was approximately **\$1.2 million**. Funds would be awarded for a five-year period beginning with **AY 2025-2026**.
- **IMAP (Individual Microcredential Assistance Program)** -This program offers reimbursement of up to \$3,000 for each microcredential earned by qualifying students up to a maximum of \$500,000 per application period. The Center for Lifelong Learning has previously received funding under this program. The award period for this application would be 1/1/2025 – 6/30/2026. We submitted an application cover microcredentials for 166 individuals totaling **\$498,000**. Awardees will be notified by **January 1, 2025**.
- **Norfolk Southern Safety First Grant Program** -This was an application in the amount of **\$14,896** for tasers for the Department of Public Safety. The application was submitted on 9/3 and is currently under review. The tasers were a One-Time Investment need identified during the FY 25 budgeting process.

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Grant Applications Being Researched or In Progress

- OSU CDME (Center for Design and Manufacturing Excellence) – OSU is working on a grant proposal that would include a partnership with other 4-year institutions in the state that would provide **funding for students to build prototypes to be used in partner industries** as well as any necessary equipment to carry out the project. This project is still in the early development phase, but looks to be a very beneficial opportunity for SSU and our students. Representatives from the OSU CDME were on campus on November 4 to tour lab spaces and further discuss the grant opportunity.
- NSF EPIIC (Enabling Partnerships to Increase Innovation Capacity) -This is a multi-stage grant process that is focused on **building innovative partnerships between industry and academic programs**. The process began with submission of a Preliminary Proposal in June. SSU has now moved on to Phase 2 of the process which involves virtual and in-person workshops in which participants are placed in a cohort and encouraged to collaborate and share expertise and project ideas. Some Phase 2 participants will be invited to submit a Full Proposal in Phase 3 of the application process. Full Proposals would be submitted in January 2025 and may request up to \$400,000 over a 36-month period.
- GRIT Summer 2025 -This program through the Ohio Workforce Development Board #1 has previously supported programming for the Bear Tracks residential summer camp. Proposals for the upcoming year are due on November 15.
- RAPIDS 7 -This is a regional grant that would fund equipment needs for Advanced Manufacturing programs. All IHEs in the region are required to collaborate and agree on an allocation of the funding assigned to the region. CTCs may participate as subaward recipients of IHEs. This year, a total of \$975,000 is allocated to the Southeast Region. The full proposal must be developed collaboratively with other IHEs in the region and is due on November 22.
- NSF Advancing Informal STEM -This opportunity through NSF would allow for **expansion of the scope of the Shawnee Game Conference in 2025 and 2026**. Additional opportunities are also available for projects such as partnership development and planning, integrating research and practice, and research supporting public engagement in STEM.
- HRSA Behavioral Health Workforce Education and Training Program for Professionals -The purpose of this program is to **increase the supply of behavioral health professionals and improve the distribution of a well-trained behavioral health workforce**. The program has a specific focus on increasing access to behavioral health services for children, adolescents, and young adults. The project is still in the initial planning phase. This would be a 4-year award for up to \$600,000 per year, with the application due on **January 21, 2025**.

Respectfully submitted,

Kimberly Inman, Ph.D.

Interim Provost and Vice President of Academic and Student Affairs

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Strategic Plan – Shawnee at 40 – Annual Progress Report

Goal #1. We serve the region by offering programs that students need to thrive in a dynamic world.

- Request submitted to increase cohort size in Dental Hygiene AAS.
- Hired Selective Admissions Specialist leading to increase in enrollments in Medical Laboratory Technology, Respiratory Therapy, and Occupational Therapy Assistant programs.
- The Game Simulation Development Arts program is reviewing curriculum for needed updates.
- The faculty in the computing programs in CBET have launched an initiative to better define the different programs to help prospective students understand which program fits their interests.
- Both Gaming programs are developing a joint advisory board of industry experts to keep programs aligned with workforce.
- Changed CIP Code for the Game Simulation Development Arts program to applicable STEM code allowing inclusion in Choose Ohio First Program.
- MBA program enrolled 21 in Fall 2023 and 24 in Fall 2024. The first graduates completed the program in Summer 2024.
- Created new certificates in Data Analysis, MRI, Web programming, CAD Manufacturing, Electronics and Electromechanical Technology, Fundamentals of Electric Circuits, Mechanical Foundations, Plastics Manufacturing, Programmable Logic Controllers, and Deafblindness Education.
- Professional certificates in Concept Art and Illustration are under development.
- Exploring creation of graduate pathway in Applied Statistics.
- All approvals (ODHE/CCGS and HLC) for MSN obtained June 7, 2024; recruitment and enrollment initiated. School of Nursing director hired spring 2024, with start date of July 15, 2024.
- Developed SharePoint site to share program assessment progress with the campus community.
- ABET accreditation (Plastics) finalized
- IACBE accreditation in the Lute School of Business earned for undergraduate programs.
- Applied for Advanced Manufacturing Center funding through ARC Power Grant; awarded Fall 2024
- AY 23-24: Bachelor of Science in Computer Science program was approved at all levels for Fall 2024 start date. Students enrolled for Fall 2024 even with late approval from state.
- Bachelor of Social Work (BSW) program development initiated and founding program director hired. BSW and counseling program development supported by ARC INSPIRE grant award for the project “Confronting the Behavioral Health Workforce Crisis in the Southern Ohio and Northern Kentucky Region.”
- Conducting faculty search for clinical psychology with long-term goal of developing graduate program in counseling.
- Behavioral Health Workforce Accelerator developed to support behavioral health paraprofessional certificate and other opportunities; supported with ODHE/OMHAS funding.
- Revised and obtained all approvals for MOT Hybrid delivery mode. First cohort enrolled Fall 2024.
- Executed articulation agreement for assured admission to MOT for Ohio University students in two degree programs (BS in Child/Family Studies; BS in Exercise Physiology).

- Enrollment and GEP Grade Data dashboards have been created. Plans to create program metric dashboards.
- Gathered and reported program metric and cost/revenue reports. ARMC and campus are participating in academic portfolio review. This will inform reports due to HLC and ODHE in fall 2025.
- Finalized articulations for Criminal Justice program between SSU and Ashland Community and Technical College and Scioto Career Technical Center.

Goal #2. We strive to grow our enrollment and build a diverse and sustainable student body.

- College Credit Plus (CCP) institutional partners expanded. CCP student enrollment increased.
- Increased engagement with regional K-12 schools to support their dual enrolment offerings.
- Choose Ohio First program expanded and new application submitted to include more programs.
- CPS/CHHS hired Selective Admission Specialist, full time, to support recruitment, enrollment and post-decision outreach with all students interested in selective admission programs.
- Submitted F-1 Visa recertification and included a broader range of SSU program descriptions to expand the programs available to international students.
- Collaborations with the Gaming Accelerator program at the Kricker Innovation Hub increasing national and international exposure of SSU gaming programs.
- One Time Investment fund and Course Fee Pool program have been implemented allowing for resource allocation based on one-time or larger needs at department program level.
- Conducted campus listening sessions to understand attitudes, positives, and negatives of current OPM partnership. Began exploring options in anticipation of OPM contract end date.
- In the Student Business Center, staff are beginning work on the financial literacy program for students and families.

Goal #3. We prioritize student success in our decision-making.

- Progress ongoing to address 3 areas of concern identified in HLC Midcycle Review during Spring 2023.
- Established retention and completion goals for our incoming cohorts of undergraduate students. Provost Task Force on Retention and Completion has developed surveys and activities to understand and address barriers to student retention and completion.
- With retention task force, re-enrollment process was mapped to identify issues and barriers to student re-enrollment. Drastic improvement reported from the Office of Admissions.
- To identify career outcomes and employment for alumni, SSU has engaged with National Clearinghouse to assist gathering data related to reporting on financial value transparency.
- Have made data request to ODJFS to get employment data for all available historical and current cohorts of SSU graduates.
- Have launched Bear-to-Bear mentoring program including peer mentoring for First Generation Students.
- Provost Task Force on Retention and Completion enters year 3 with addressing concerns and barriers to student success. Have developed regular retention programming, developed surveys, and network to respond quickly to provide supports during semester.

- Continued expansion of Bear Necessities Pantry based on student requests and usage of the pantry.

Goal #4. We enhance the quality of life of our community and region through positive partnerships.

- Continued community entrepreneurship programming and ShawneeXP Accelerator Established and director hired in Spring 2024 to build out program with first cohort of participants in Fall 2024.
- Applied for program to improve transfer relationships between Southern State Community College, Maysville CTC, and SSU.
- Entered into partnership with Adena Health System to address workforce shortages in nursing, radiologic technicians, and other programs.

Goal #5. We provide student-centered and customer-focused processes in our administrative operations.

Goal #6. We use evidence, data, and best practices when making decisions.

- Beginning conversations to centralize institutional data to facilitate efficient reporting and access across campus. Awaiting final decision on ERP before implementing.
- Have regular usage of enrollment and GEP grade dashboards. Planning on including program metric and program review data in dashboards for faculty to have easy access.
- Minutes are regularly submitted from governance committees. Need to improve visibility and access to minutes.

Goal #7. We are a diverse community that is equitable and inclusive.

- Faculty director of Teaching and Learning Center hired and programming, consultation, and training schedule developed for each academic year.



Regional Public Colleges and Universities (RPCU) Central Appalachia Health Consortium

Appalachian Regional Commission (ARC)

- The mission of the ARC is to support economic development in Appalachia by investing in programs and community resources in the region.

Appalachian Regional Initiative for Stronger Economies (ARISE)

- Provide the opportunity to both grow and strengthen business and industry in the Appalachian Region. Requires a multi-state partnership or agreement.

Stage 1: Planning Grant

Successful (funded) proposal to create a multi-state consortium of Regional Public Colleges and Universities (RPCUs) across Central Appalachia to address health professions shortages and strengthen regional economic development and prosperity.

- Partner Institutions:
 - Appalachian State University – Boone, NC
 - Eastern Kentucky University – Richmond, KY
 - East Tennessee State University – Johnson City, TN
 - Marshall University – Huntington, WV
 - Ohio University – Athens, OH
 - Radford University – Radford, VA
 - Shawnee State University – Portsmouth, OH
 - Western Carolina University – Cullowhee, NC



RPCU Consortium Goals:

Creating shared opportunities for undergraduate and graduate students across institutions to address health professions needs in Central Appalachia and grow the regional economy.

- Medicine (MD, Nursing), Health Professionals (PT, OT, SLP, RT), Pharmacy, and pre-professional training programs.
 - Formalizing partnerships and creating the official RPCU Central Appalachia Health Consortium
 - Completing a Healthcare Workforce Training and Needs Gap Analysis to assess how RPCU training opportunities align with regional need
 - Complete a Review of Research designed to understand the impact of RPCUs on health professions training in Central Appalachia
 - Create and launch an RPCU Central Appalachia Health Consortium Landing Page
 - Identify both in-kind and philanthropic support to advance goals and sustainability of shared opportunities.

Stage 2: Implementation Plan

- Develop and submit an Implementation Grant Proposal, with funding of up to 10 million dollars over 5 years.
- Advance and implement plans for agreements and program plans

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Office of Grants & Sponsored Programs

Activity Report: July 2024 - Present

Competitive Grant Awards:

Funding Opportunity	Award	Purpose
Delta Dental Foundation	\$ 100,000	Dental Hygiene Program Chair Replacement
ARC ARISE	\$ 20,000	Central Appalachia Health Consortium
DEW 21st Century Community Learning Centers	\$ 850,000	Clay LSD After-School Program
ARC INSPIRE FY 24	\$ 497,570	Center for Rural Health
Scioto Foundation	\$ 35,000	Portsmouth Housing Condition Survey
ARC POWER FY 24	\$ 1,999,092	Advanced Manufacturing Center
Ohio Dept. of Aging Healthy Aging Grant	\$ 43,000	Golden Bears Digital Literacy Program
Bob's Discount Furniture Charitable Foundation	\$ 1,000	"Dress for Success" Program for Students
ODHE Great Minds Fellowship	\$ 200,000	Behavioral Health Workforce Accelerator Program
Infant Toddler Infrastructure Grant	\$ 124,406	Children's Learning Center - Capacity Expansion
ODHE Campus Safety Grant	\$ 333,500	Electronic Door Access Project
	\$ 4,203,568	

Entitlement (Non-Competitive) Grant Awards:

Funding Opportunity	Award	Purpose
Deaf and Hard of Hearing Consortium Teacher Prep	\$ 721,189	School of Education
TVI Teacher Prep	\$ 980,300	School of Education
Early Childhood Education	\$ 85,000	Children's Learning Center
Early Childhood Education Full Day Pilot	\$ 42,500	Children's Learning Center
	\$ 1,828,989	

Submitted Applications:

Funding Opportunity	Request	Purpose
ARC Area Development Grant	\$ 500,000	CHHS Lab Renovations
AmeriCorps Workforce Development	\$ 175,000	K-12 STEM Program modeled after Project BEAR
Industry Sector Partnership Grant	\$ 100,000	BESTOhio Capacity Building
OneOhio Recovery Foundation	\$ 1,750,000	Health Professional Workforce Expansion
Scioto County CDBG Funding	\$ 50,000	Golden Bears Program Support
IMAP (Individual Microcredential Assistance Program)	\$ 498,000	Center for Lifelong Learning Credentialing Programs
TRIO Student Support Services	\$ 270,387	Student Retention and Graduation Support
Choose Ohio First	\$ 1,200,000	Scholarships for Students in STEM Programs
	\$ 4,543,387	

Applications in Process:

Funding Opportunity	Request	Purpose
ARC Ready to Grow	\$ 500,000	Leadership Development Program
NSF EPIIC (Enabling Partnerships to Increase Innovation Capacity)	\$ 400,000	Partnership Building: Industry and Academic programs
RAPIDS 7	\$ 90,000	Advanced Manufacturing equipment
	\$ 990,000	

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Academic & Student Affairs Committee

November 22, 2024



Shawnee State
UNIVERSITY

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Michael C. McLeod

Secretary, SSU Board of Trustees

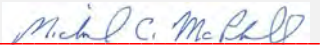
Resolution ASA11-24

Revision of Policy 5.18Rev, Emeritus Faculty

- Updates the contributions recognized to include entrepreneurship.
- Updates the nomination and selection process so that recommendations are directed to Dean of the college where nominating department is located.
- Adds Section 6.0 stating the right of the SSU Board of Trustees to revoke Emeritus Faculty status.



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Resolution ASA12-24

Approval of Pre-Social Work/Bachelor of Social Work Program

Category	Credit Hours
First Year Experience (FYE)	1 hour
General Education Program (GEP)	40 hours
Pre-Social Work	22 hours
BSW Social Work	40 hours
Social Work Electives	12 hours
Personal Electives	2 hours
Social Work Senior Capstone	3 hours
Total	120 hours

18 new SOWK courses developed/approved.

Behavioral Health Paraprofessional Program (Certificate program is a pre-requisite for BSW admission)

Selective-Admission

All SOWK courses are hybrid, except field placement courses.

400 hours of field work as required by the CSWE



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Resolution ASA12-24

Approval of Pre-Social Work/ Bachelor of Social Work Program

CSWE Accreditation Timelines

Fall 2025 Retroactive Candidacy

Action	Date
Submit CSWE Eligibility Application and Fee *Need HLC and ODHE approvals first	February 1st, 2025 (preferably January 1 st as it takes 30-60 days to process)
Staff approval of Candidacy Eligibility Application Pre-Candidacy Status	Within 30 days after submission
Benchmark 1 documents submitted to CSWE staff	March 1 st , 2025
Staff approval of Benchmark 1 documents	September 1 st , 2025

Fall 2026 Retroactive Candidacy

Action	Date
Submit CSWE Eligibility Application and Fee *Need HLC and ODHE approvals first	April 1st, 2025 (no later than May 1 st , as it takes 30-60 days)
Staff approval of Candidacy Eligibility Application Pre-Candidacy Status	Within 30 days after submission
Benchmark 1 documents submitted to CSWE staff	June 1 st , 2025
Staff approval of Benchmark 1 documents	December 1 st , 2025



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Resolution ASA12-24

Approval of Pre-Social Work/ Bachelor of Social Work Program

CSWE Fall 2025 Retroactive Candidacy

Timeline	Activity
Fall 2025	Identify Pre-Social Work Majors
Fall 2026	Admit First Cohort to BSW
Fall 2028	First BSW Graduating Class

CSWE Fall 2026 Retroactive Candidacy

Timeline	Activity
Fall 2025 or Fall 2026	Identify Pre-Social Work Majors
Fall 2027	Admit First Cohort to BSW
Fall 2029	First BSW Graduating Class



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Academic and Student Affairs Executive Report

Interim Dean of Students

- Mr. Jeff Hamilton appointed November 1st
 - Guiding team in Student Affairs through transition
 - Completing position searches that have been planned; modifying as needed



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Strategic Planning Update

- Across the areas of Academic and Student affairs, progress updates are provided for projects in Goals 1 – 4, 6, & 7.
- Detailed information is found in the pre-distributed packet.



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First Year Experience

- FYE is our most important first-year retention tool.
- It was implemented in 2018.
- Curriculum for UNIV 1100 will be revised this academic year as part of retention efforts.



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FYE Revision Timeline

- Fall 2024 First-Session: Teaching FYE (sub-set of Task Force and other key stakeholders)
- Fall 2024 Second-Session: Reflection from instructors and the Task Force
- December 2024: Feedback from President's Cabinet
- Spring 2025: Curriculum redesign
- Summer 2025: Share redesign with FYE instructors
- Fall 2025: Implement revised curriculum



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FYE Instructor Reflections:

UNIV 1100 should work to build each student's:

- emotional connection to campus.
- belief in self.
- awareness of campus resources and processes.
- awareness of college standards.



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Campus Engagement Exercise:

- Added to the FYE curriculum for Fall 24
- Requirement: completing 3 engagement activities
- Options include attending a club meeting, meeting with an advisor, working with a tutor

“The campus engagement assignment I found to be extremely useful. I was pushed to reach out to a chemistry tutor because of it and it reassured me immensely. I knew tutors were an option, but I likely would have never reached out if it wasn’t an assignment.”



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Curriculum Items to Add:

- Technology module (accessing network and Blackboard)
- Reflective essay at the beginning of the term
- Advising information (and help understanding course schedules)
- Information about imposter syndrome and self-advocacy
- Major and minor exploration
- Opportunities for Q&A throughout term



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College of Health and Human Services; Center for Rural Community Health

Center for Rural Community Health

- CHHS Advisory Board, CHHS Leadership listening sessions
 - Unique needs of rural communities and barriers to health
 - Social determinants of health
 - Translating health evidence into rural contexts and communities
 - Grant support via data
 - CHHS students: rural health cognate
- ARC INSPIRE 2 grant: Research Director, pilot Pathway to Degree program, Creation of Clearinghouse that maps SUD and Recovery resources



College of Health and Human Services; Center for Rural Community Health

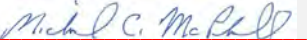
Adena Partnership

- Communication plan
- Advisory Committee and SSU Task Force
- Target timelines for programming
- Nursing and Radiologic Technology
- Project management position



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Grants and Sponsored Programs

Activity Update: July to October 2024

- Competitive Grant Awards: 11 totaling \$4.2 million
- Entitlement Grant Awards: 4 totaling \$1.8 million
- Applications in “Submitted” Status: 8
- Many more opportunities in progress or on the radar



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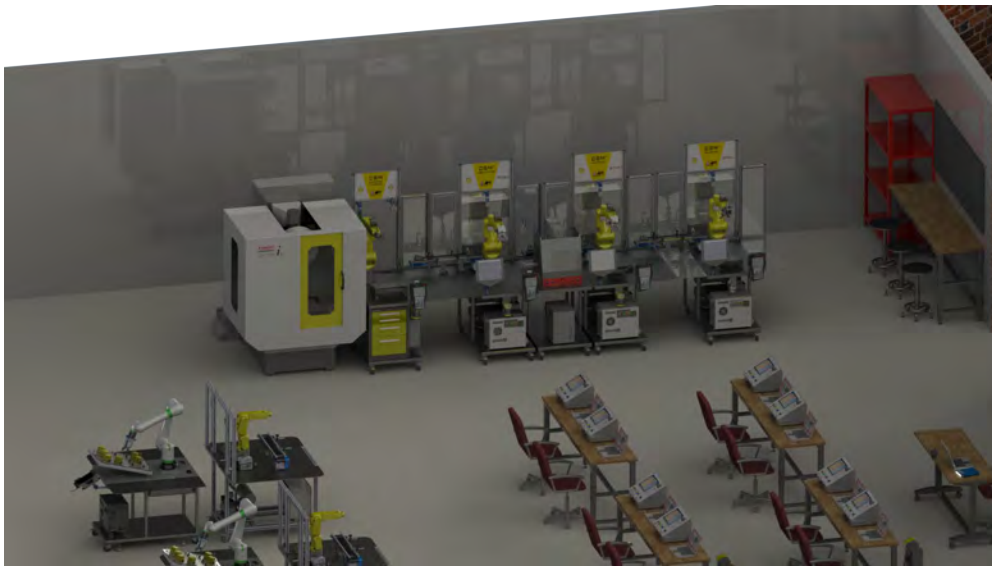

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Grants and Sponsored Programs Report

College of Business & Engineering Technology

ARC POWER Grant Award: \$1,999,092

**\$1.3 million for Advanced
Manufacturing Center Renovations**



**\$699,092 for Robotics Equipment
& K-12 Outreach Programs**



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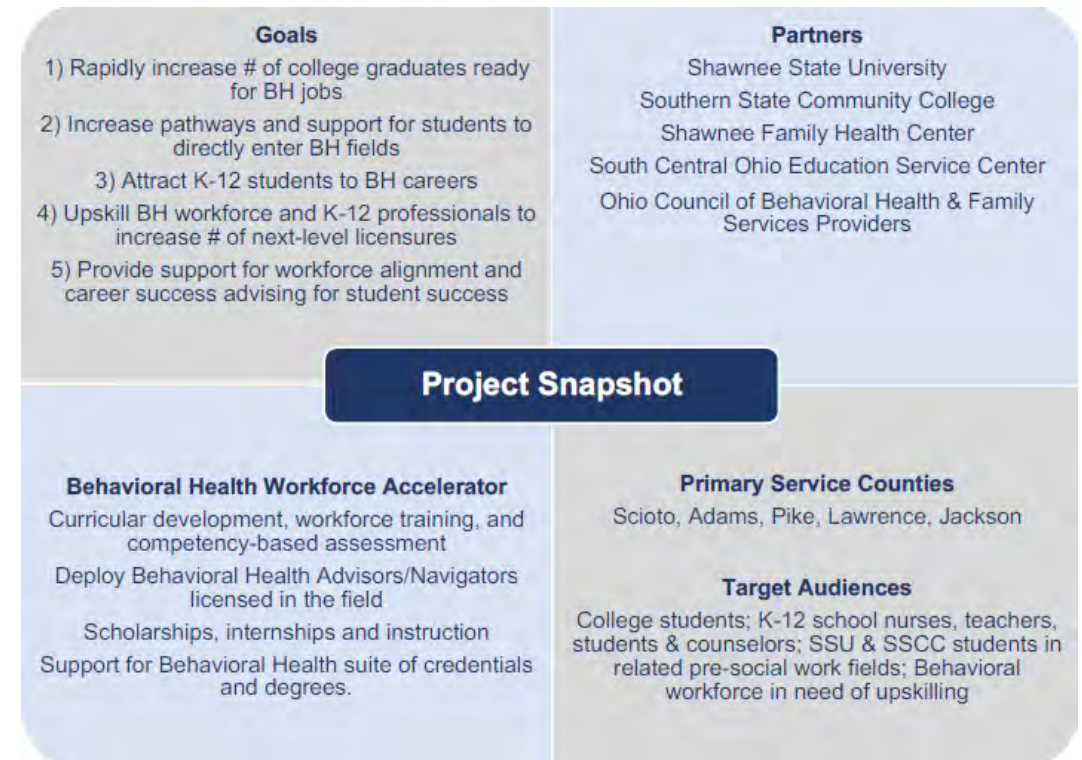
Grants and Sponsored Programs Report

College of Health & Human Services

ODHE Great Minds Fellowship: \$200,000 for BHWA Program

Behavioral Health Workforce Accelerator Program

- Originally awarded \$434,500 in January 2024
- Additional award of \$200,000 may be expended on any of the “Three Pillars” of the program:
 - Scholarships
 - Recruitment
 - Curriculum
- Opportunities to work with SSUDF to establish a scholarship program for future students



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Grants and Sponsored Programs Report

College of Health & Human Services

Healthy Aging Grant: \$43,000 for Digital Literacy Programs for Older Adults



Digital Literacy
Are you age 60 or over?
Resident of Scioto County?
Want to learn how to use an iPad?
Healthy Aging Grant iPad Class
★ To receive a free iPad (to keep), interested participants must register and attend ONE FULL CLASS where they will learn how to set it up and use it! ★

13 classes will be offered, each with 10 seats.
Registration forms are available in the Golden Bear Lounge
OR at www.givetossu.com/ipad-class

Registration is first-come basis. If you have an Apple ID, please bring that to class. An ID will be issued for those that do not have one. A class waiting list will be maintained if your first-choice class date is full!

CLASS SCHEDULE COMING SOON!
REGISTRATION ENDS
SEPT.30

QUESTIONS? CALL
740-351-3284

SCAN ME!

This opportunity is made possible through the State of Ohio Healthy Aging Grant and the Scioto County Commissioners with partners: the Shawnee State University Development Foundation and the Area Agency on Aging District 7 (AAA7)

Golden Bears Digital Literacy Program

Collaborating Partners:

- Scioto County Commissioners
- SSUDF and the Golden Bears Program
- SSU OT Program Students & Faculty



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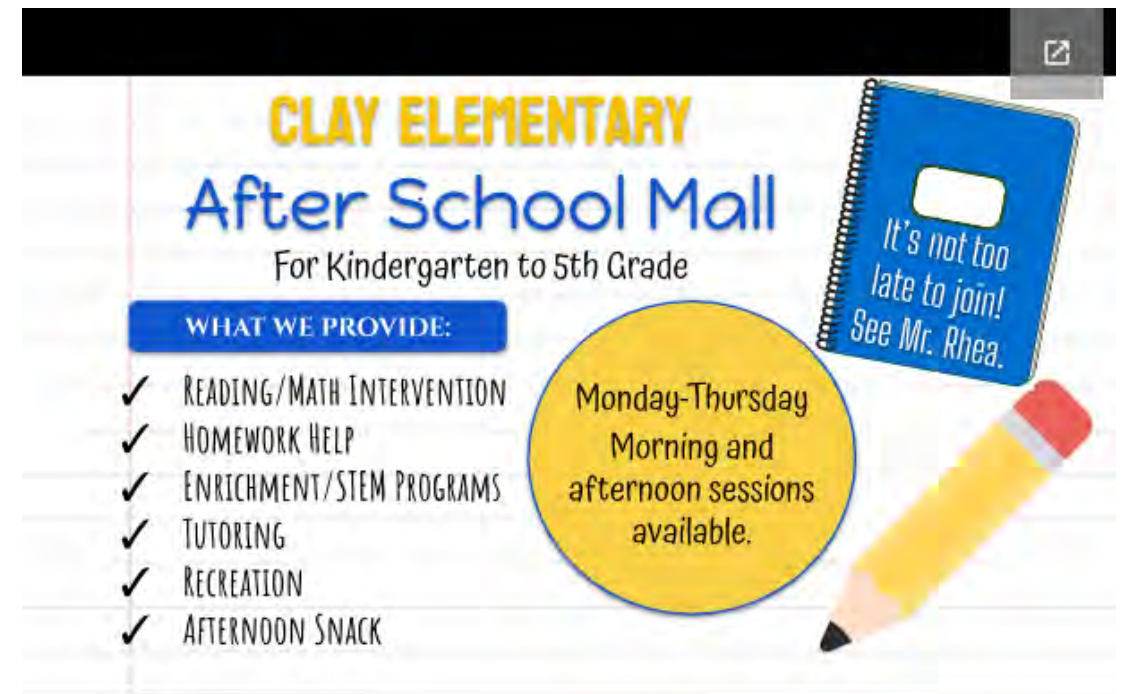
Grants and Sponsored Programs Report

College of Arts & Sciences

21st Century Community Learning Centers: \$850,000 for Clay LSD

“Pawsitive Panthers” Out-of-School Time Program

- Application through SSUDF
- Only 21 of 161 applications funded statewide
- \$850,000 over a 5-Year Period
- Intervention in Math and Reading for elementary students before and after school



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Grants and Sponsored Programs Report

SSU Department of Public Safety

ODHE Campus Safety Grant: \$333,500 for Immediate Security Needs



Door Access Security

- Complete campus-wide implementation of Door Access Security program
- All exterior doors and vital interior doors
- Enable instantaneous lockdown in the event of an emergency



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Grants and Sponsored Programs Report

Select Applications in Progress



NSF EPIIC Grant

- \$400,000 annually for up to 3 years
- Phase I: Preliminary Proposal; Phase II: EPIIC Workshops
- Phase III: Full Proposal with Partner Institutions (Colorado State University-Pueblo, SUNY College at New Paltz, Regents of the University of Michigan-Flint)

ARC Area Development Grant

- Funding Request: \$500,000
- CHHS Lab Renovations
- Award announcements expected in December 2024

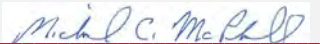


ARC READY Grants to Grow

- Funding request: \$500,000
- Leadership Development Program to be created and implemented for SSU staff
- Subsequent community rollout through KIH and CLL



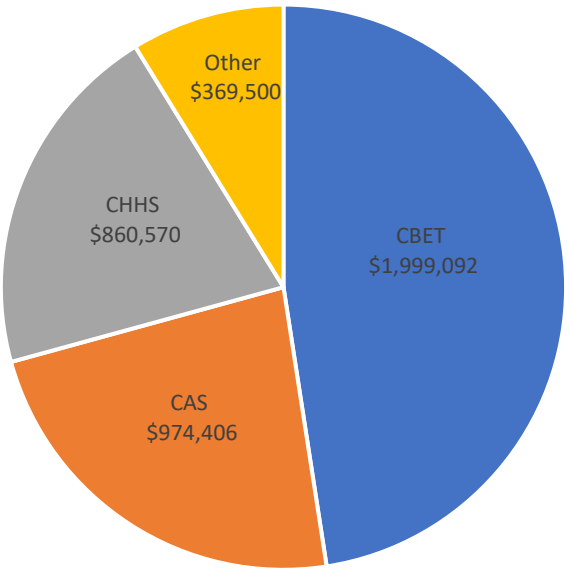
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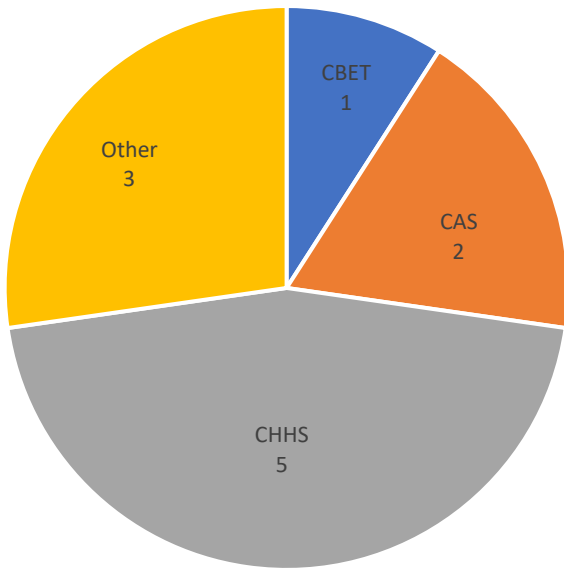
Grants and Sponsored Programs Report

Competitive Grant Awards July – October 2024

Competitive Funding Awarded: \$4,203,568



Number of Competitive Awards: 11



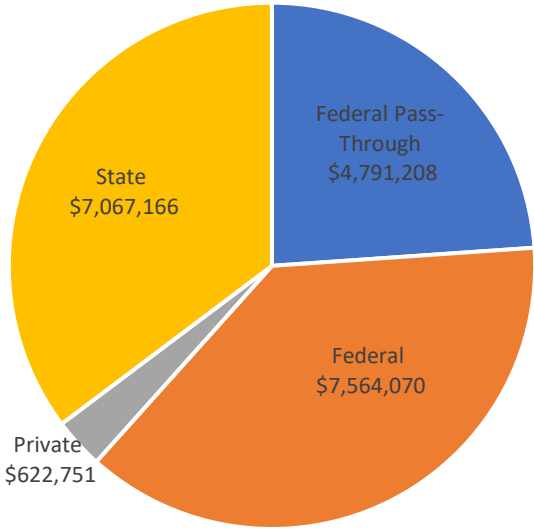
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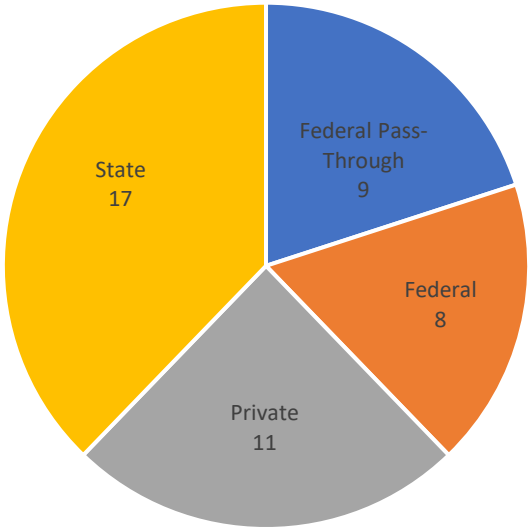
Grants and Sponsored Programs Report

Current Grant Portfolio: Active Awards

Currently Active Awards: \$20,045,195



Number of Active Awards: 45



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Grants and Sponsored Programs Report

Questions?



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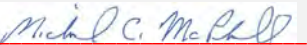

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Retained Students' HS GPA:

Fall 2022 Retained Students:	Fall 2023 Retained Students:
17 students: no HS GPA	37 students: no HS GPA
5 students: HS GPA less than 2.5	4 students: HS GPA less than 2.5
7 students: HS GPA 2.5 to 2.99	5 students: HS GPA 2.5 to 2.99
160 students: HS GPA of 3.0 of higher	158 students: HS GPA of 3.0 of higher



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Retained Students' ACT Composite:

Fall 2022 Retained Students:	Fall 2023 Retained Students:
34 students: no ACT composite	24 students: no ACT composite
12 students: ACT composite less than 18	13 students: ACT composite less than 18
129 students: ACT composite 18 or higher	168 students: ACT composite 18 or higher



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Non-Retained Students' HS GPA:

Fall 2022 Non-Retained Students:	Fall 2023 Non-Retained Students:
11 students: no HS GPA	14 students: no HS GPA
5 students: HS GPA less than 2.5	4 students: HS GPA less than 2.5
7 students: HS GPA 2.5 to 2.99	11 students: HS GPA 2.5 to 2.99
53 students: HS GPA of 3.0 or higher	49 students: HS GPA of 3.0 or higher



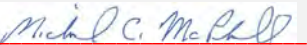
Non-Retained Students' ACT Composite:

Fall 2022 Non-Retained Students:	Fall 2023 Non-Retained Students:
26 students: no ACT composite	15 students: no ACT composite
6 students: ACT composite less than 18	7 students: ACT composite less than 18
44 students: ACT composite 18 or higher	57 students: ACT composite 18 or higher



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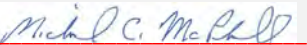

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Key Take-Aways:

- High school GPA is not a reliable predictor of student success.
- ACT composite scores are not a reliable predictor of student success.
- Approximately 16-18% of non-retained students are from Scioto County.



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Game Simulation Development Arts – Student Spotlight

- Students Avery Beaumont and Benjamin Trout will present their recent game pitches and experiences from recent industry conferences.



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Dancetowne!

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Controls

Movement

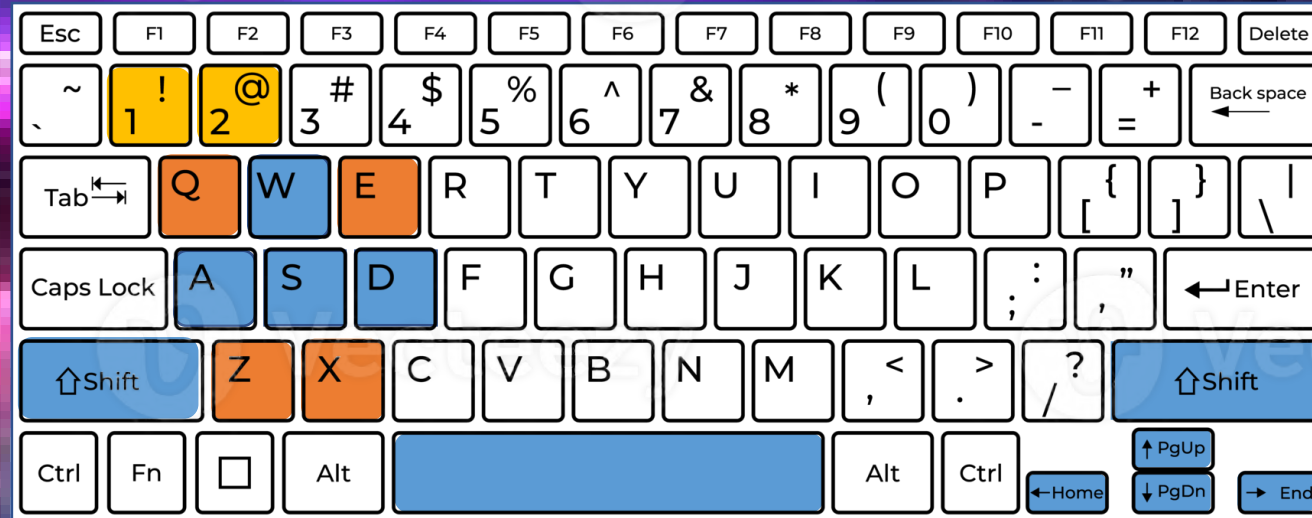
- Move (WASD, Arrow Keys)
- Jump (Spacebar)
- Crouch (Shift)

Action

- Interact (E)
- Inventory (Q)
- Relationships/Contacts (X)
- Stats (Z)

Mouse

- Select/Interact (Left Click)
- Map (Right Click)
 - World Map (1)
 - Indoor Map (2)



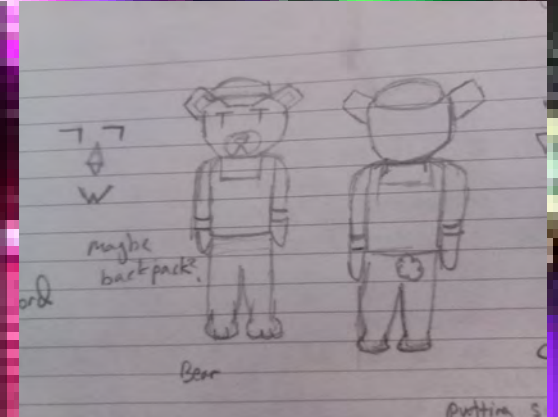
Game World

- Bright, cheery environment
- Characters, for the most part, friendly
- Open world town
- Small, enterable houses and shops.
- Top down 2D
- 16 Bit



Character

- Russ is an unemployed bear who lives with his mom in Dentowne.
- His main goal in life is to become a **True Dance Master**, but his mom doesn't believe he has the talent and tells him to get a job. He decides to **prove her wrong**.
- In order to **achieve his goal**, Russ must **learn from/defeat all dance bosses** in each dance genre in order to **prove himself** worthy of mastery.



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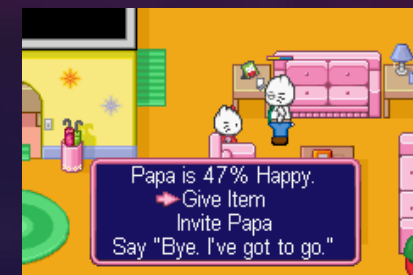
Inventory

- Press **Q** to access **Inventory**.
- Once **Inventory** is accessed, Player can manage **items**, whether that be by **using**, **arranging**, or **discarding** them.



Relationship Menu

- Press **X** to open the **Relationship Menu** to see a list of all characters player has met, with their name, **friendship meter**, **relationship status**, basic information, and sometimes their phone number if given.
- The **phone numbers** can be used to call given characters on Russ's **phone**.
- The **friendship meter** can be increased/decreased based on how Russ treats the character.

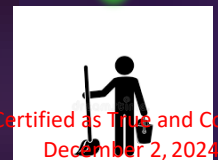
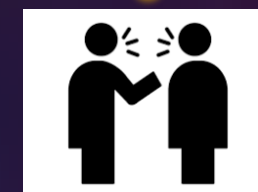
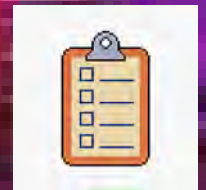
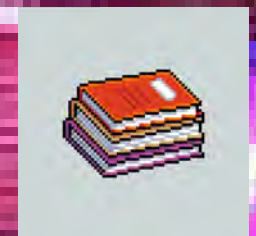
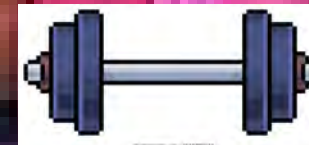
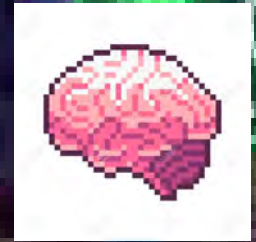


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Skill Points

- Press **Z** to pull up the **Skills Menu**.
- There are four different **skill point** types: **Strength**, **Intelligence**, **Charisma**, and **Discipline**.
- **Strength points** can be earned through going to the gym and exercising. **Intelligence points** are earned by studying, reading, and going to the library. Socializing, looking in the mirror, and wearing cool clothes raises your **Charisma**, and finally, training, working, and doing quests boosts your **Discipline**.
- The more **skill points** you earn in each category, the higher your **skill level** is and the better you become at certain tasks.
- **Skill points** increase Russ's ability to learn **dance moves** and complete **side quests** around the city.

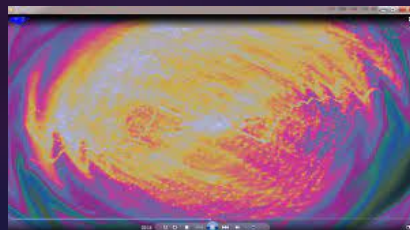
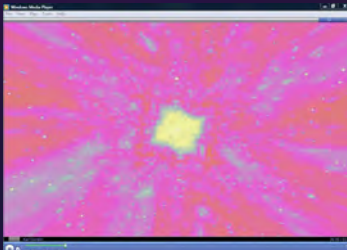
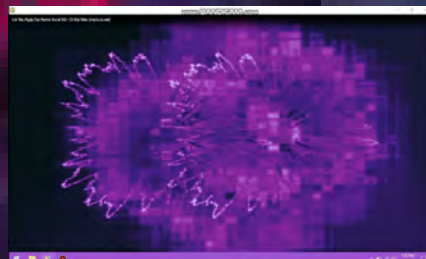


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Dance Mechanics

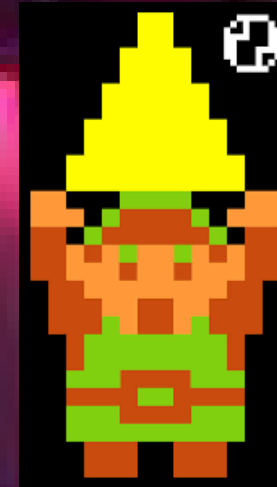
- In dance lessons, Russ must **copy the moves** of the instructor by **clicking** all buttons on the screen and **pressing** the right arrows and letters on the **keyboard**.
- If Russ completes dance lessons successfully, he earns **discipline points**, **dance moves**, and sometimes **friendship points**.



Ultimate Dance Battles

you did it!

- For each respective dance genre, after Russ has completed enough dance sessions, defeat a boss—a highly skilled individual in any dance genre—in an Ultimate Dance Battle.
- An Ultimate Dance Battle has a similar mechanic to dance lessons, except copying the moves correctly causes damage to the enemy, and failing causes the opposite. A successful Ultimate Dance Battle will yield Russ a new dance skill icon based on the genre he defeated.
- Once Russ learns every dance genre and defeats every boss in an Ultimate Dance Battle, the dance skill icons he has collected over time form together to make a True Dance Master Star.
- In the end, he starts his own dance school and helps other students find their own potential as True Dance Masters. Finally, Russ has proved his mom wrong.



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Shrouded Ascent

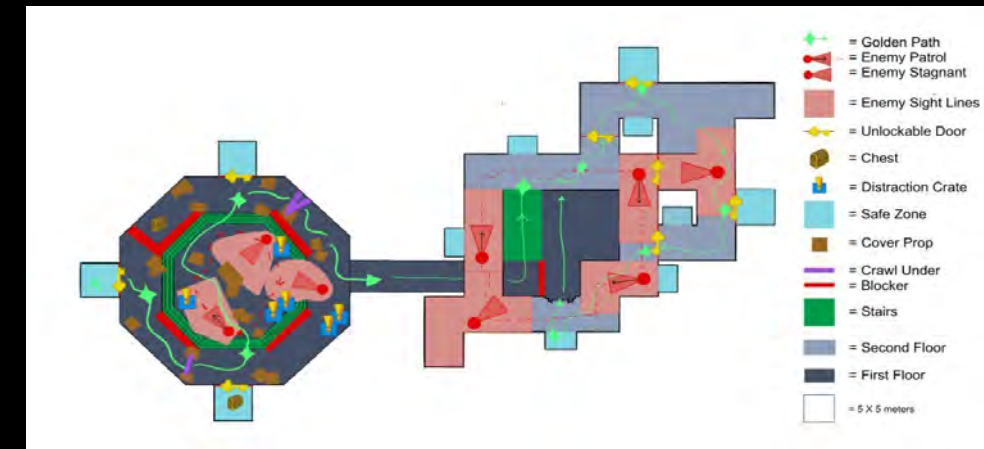
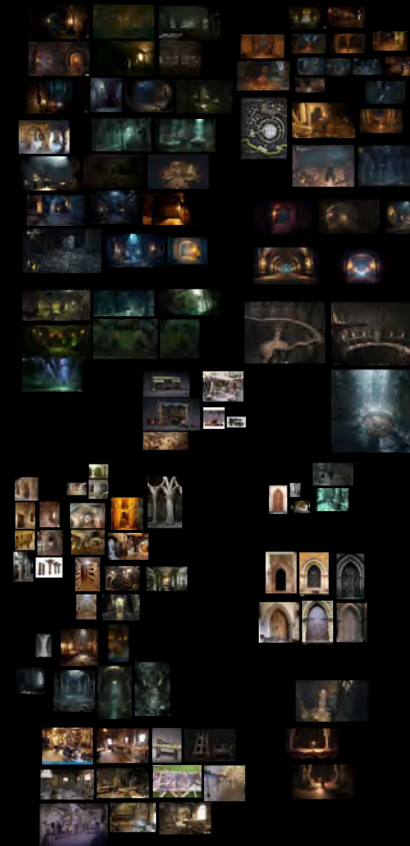
Senior Capstone 2024-2025 presented by Benjamin Trout

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Design Stages

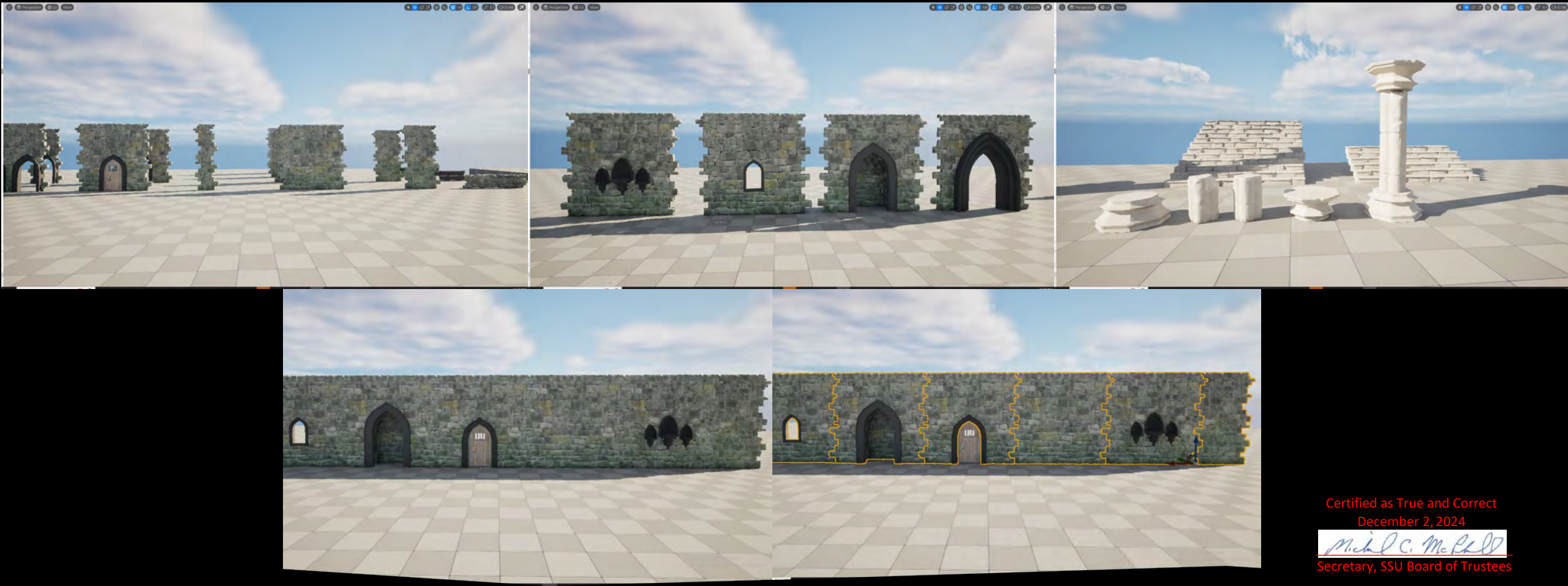
- Our game requires an extensive amount of research and documentation to determine main pillars and how we are going to make it
- After establishing main pillars for our game, we need to find references
- Lastly, comes the development stages with 2D top down level design, 3D blocking out stages, and then actually creating the environments

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Modular Design

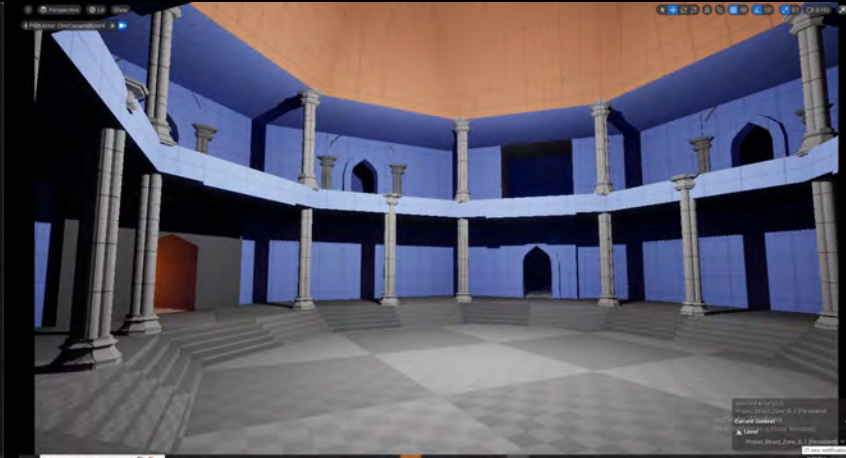
- We want to go more in depth on fewer assets so the question becomes not how much can I make, but how much can I reuse without the player noticing? The next step after defining the level design is splitting assets into modular “puzzle” pieces and kit bashing our level together through the Grid system



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First Level of the Game



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THE TEAM



- Benjamin Trout – Environment
- Braiden Cheatham - Environment
- Chris Ringrose – Character Artist
- Gabriel Martinson - Animation
- Kayla Clinger – Character Artist
- Madisyn Heiss – Lighting Artist
- Nathaniel Dawson – Animation
- Nick Wolcott – Prop Artist
- Trinity Bartholomew – UI Artist
- David McCool - AI Team
- Dustin Simpkins - AI Team
- Erin Stacey – UI Systems
- Hannah Knisley – Production
- Janna Madden – Design Team
- Jason Micheals – Interactions
- Maya Westerviller – Distraction Tools
- Zach Smith - Instanced Puzzles
- Zachary Hine – Environment Puzzles

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President's Report to the Board of Trustees
Board of Trustees Regular Meeting
November 22, 2024

Good afternoon. It is my pleasure to share with you this President's Report:

First, welcome to our new Board of Trustees members: Dr. Aaron Adams and Faith Kuhn. Dr. Adams has been a pillar of the community for decades and an active advocate and supporter of Shawnee State University for years. He brings great experience from the medical profession, from public health, and knows how to build organizations and coalitions for the common good. Faith Kuhn joins as our newest student trustee. Faith is an accomplished athlete, an impressive student, and someone who will add valuable insight to the Board from a unique perspective. It has been a pleasure working toward the appointment of both of you and will be a privilege to work together.

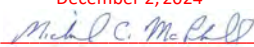
As we welcome another new member to our leadership team today, Jeff Hamilton as Interim Dean of Students, I want to acknowledge the work of Dr. Elizabeth Kline. Dr. Kline resigned her position as Dean of Students after a brief tenure in the position, and during that time led our efforts to respond to the flash flooding at the end of September. Dr. Kline evacuated and relocated students, reassigned housing, and oversaw the student-side of a campus effort to campus restore operations within 48 hours of the initial weather event. Public Safety Director Jon Peters, Director of Facilities John Temponeras, and Director of Risk Management & Contract Services Joe VanDeusen are also deserving of recognition from the board for their efforts to act as first responders during the event, to lead disaster recovery efforts, and to see through a multi-million dollar restoration and reconstruction project that will be substantially complete in under 90 days.

Review of our Academic Portfolio is well underway and in spring, the Board will review that portfolio to determine programs ripe for investment, modification, or discontinuation. I thank the Academic Leadership Team – the Provost, the Associate Provost, and the College Deans – as well as members of the Academic Resource Management Committee, for their work in gathering data, analyzing programs and resources in the context of market demand and student needs, and in working with programs chairs and directors. I likewise thank the chairs, directors, and program faculty for their work and understanding of the need to evolve together as an institution in a productive manner that best serves our current students, future prospective students, and the region that we represent.

Today we presented annual progress updates on our Strategic Plan as we simultaneously have launched a process of Strategic Action Planning in each of the academic colleges. Action planning in the administrative Divisions will launch in January. In fall of 2025 we will submit an Interim Report to the Higher Learning Commission detailing our activities that advance the strategic plan while improving the balance of resources and faculty throughout the institution. Last week, I had an informal call with HLC Accreditation Relations where our efforts to improve the university's financial position were acknowledged and a positive outlook was shared.

This week began a comprehensive overhaul of our enrollment, marketing, recruiting, and admissions apparatus on campus. As we have discussed, the SSU brand is strong among those who know us. Not enough people know us. Cost-cutting and austerity during and since the

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pandemic caused us to lose enrollment ground during a time when the higher education has become fiercely competitive and increasingly complex.

Following months of research and vetting, we have launched the national search for a Chief Enrollment & Marketing Officer that will likely lead to an appointment to the position in late spring. In the meantime, I will appoint an Interim Chief on Monday and several engagements are already underway to overhaul our digital footprint and website, design a refreshed and aggressive marketing strategy that includes advertising, outreach, K-12 engagement, employment of student and alumni ambassadors, a review of admissions and marketing staff, including professional development and training – in short, the plan to scale up our brand and awareness is underway to make Shawnee State University a known first destination college not only for students in the immediate region, but throughout Ohio, Kentucky, and West Virginia.

Thanks to all the people on campus who are making this happen and who understand the importance of this project. Thank you to the faculty and administrators who have stepped up and offered to help beyond their day jobs to rebuild the recruitment pipeline. And thank you to the SSU Foundation for providing funds for the seven-figure investment that allows us to triple our budget for recruitment staff and advertising and move forward at full speed without compromising our balanced university budget.

[Insert Slides re: Activities, Organization, and FY25 Initiatives and Projects.]

Thank you for your continued service to Shawnee State University.

Respectfully submitted,



Dr. Eric Andrew Braun
President



President's Report

Activities
Organization
Initiatives & Projects

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President's Report: **Activities**

Hosted **Coalition of Rural Appalachian Schools** Fall Meeting

Hosted **USDA Rural Development Appalachian Ohio** Federal Funding Workshop

Hosted **Buckeye Association of School Administrators** Superintendents Meeting

Dedicated **Bob Deal Arboretum** & **Kadel Dental Hygiene Clinic**



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President's Report: **Activities**



Visited **Centrus** leadership at Piketon

Met with Chillicothe **Department of Veterans Affairs**

Hosted **STAR Community Justice Center** leadership

Visited **Marion Technical College**

Met with **OhioSE** Leadership

Hosted **Ohio Auditor of State** staff visit

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President's Report: **Activities**



Hosted 2024 Homecoming & Alumni Awards
2024 Veterans Recognition Ceremony
2024 Shawnee Game Conference

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President's Report: **Activities**



Hosted **Governor Mike DeWine, Chancellor Mike Duffey**
& Regional K-12 Partners to discuss Science of Reading Initiatives

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President's Report: **Activities**

Attended P3 Innovation & Public-Private Partnerships Annual Conference (Denver, CO)

Attended **Academy of Innovative Higher Education Leadership** (Washington, DC)

Attended in **AASCU** Annual Meeting (San Juan, Puerto Rico)



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President's Report: **Organization**



Launched Chief Enrollment & Marketing Officer search

Engaged Enrollment Marketing & Branding firm to lead student recruitment and OPM transition

Appointed Interim Dean of Students

Hosted Academic Leadership Team Fall Retreat

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President's Report: **Initiatives & Projects**

Launched **Adena Regional Medical Center** Chillicothe site partnership

Secured total funding for **Shawnee Advanced Manufacturing Center**

Granted final approval for **Spartan Stadium Complex** Transfer from Land Bank to SSU



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President's Report

November 22, 2024



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