SHAWNEE STATE UNIVERSITY
BOARD OF TRUSTEES

Meeting Minutes
February 14, 2025

Call to Order

Chair Edwards called the meeting to order at 1:21 p.m. noting the meeting was in compliance with RC § 121.22(F).

Roll Call

Members present: Mr. Edwards, Dr. Adams, Mr. Daniels, Mr. Furbee, Dr. Haas, Mrs. Schisler, Mr. Shah, and Ms. Dennis

Members absent: Mr. Richey, Ms. Blythe, and Ms. Kuhn

Approval of the November 22, 2024 Board Meeting Minutes

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

Approval of the February 14, 2025 Agenda

Mr. Furbee moved and Mr. Shah seconded a motion to approve the February 14, 2025 Board meeting agenda. The motion was passed by unanimous roll call vote of all Board members present.

Consent Agenda

1. Resolution E01-25, Appointment to the Position of Dean of the College of Health and Human Services
2. Resolution F01-25, Shawnee State University Foundation Member Appointments
3. Resolution F02-25, Update of Policy 1.05Rev., Investment Policy
4. Resolution ASA01-25, Approval of Policy 3.00Rev., Admission and Degree Requirements
5. Resolution ASA02-25, Approval of Policy 2.22, Student Work Experiences, Internships, and Cooperative Education Programs
6. Resolution ASA03-25, Authorizing Shawnee State University-Airable Research Lab Entrepreneurial Project

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 and are adopted.

Executive Committee Report

Mr. Daniels reported on behalf of the Executive Committee.

1. President Braun informed the Committee that Mr. Jamie Barker was appointed Chief External Relations Officer, effective January 1, 2025.

2. The Committee heard from President Braun about plans to establish a Board of Visitors for exceptional and extraordinary friends and supporters of Shawnee State University who are ineligible or unable to serve on the Board of Trustees. Board of Visitors members will be appointed by the President to serve at the pleasure of the President and will meet with the Board of Trustees periodically to provide counsel and advice on matters determined by the President to be in the best interest of advancing the university.

3. President Braun presented the 2025 President's Annual Report, which included a summary of major university initiatives underway and planned by the Office of the President for calendar year 2025.

Finance and Administration Committee Report

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

1. Resolution F03-25, Approval of FY25 Amended Operating Budgets (General Fund and Auxiliary Fund)

   Mr. Daniels moved that the Board adopt Resolution F03-25 and Mr. Furbee seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

2. Ms. Aimee Welch, Director of Institutional Budgeting, provided a year-to-date budget status report. The full report is attached to the minutes.

3. Mr. Greg Ballengee, Chief Financial Officer, reviewed the status of the University's cash and TIAA investment portfolio as of January 31, 2025. The total market value of the cash reserves and TIAA portfolio at that time was $22.1M. The full report is attached to the minutes.

4. Ms. Malonda Johnson, Chief Operating Officer, updated the committee on recent personnel activity, including 4 new hires, 7 status changes for current employees, and 8 departures. The full report is attached to the minutes.

5. Mr. John Temponeras, Director of Facilities, Planning and Construction, 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.

6. Dr. Braun reported on Spring 2025 15th day enrollment numbers and updates to the enrollment management plan for Fall 2025. The full report is attached to the minutes.

7. Dr. Christine Raber, Interim Dean of College of Health and Human Services, reported on health care and hospital affiliation agreements, both existing and under-development. 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, Interim Provost and Vice President for Academic Affairs, reported on recent activities in the division: The university recently hosted the Ohio Dental Association state-wide kick-off for the "Give Kids a Smile" campaign; upcoming events include the Startup Weekend Portsmouth, Celebration of Scholarship, and the SUMS Math Competition; the Health Care Partnership Task Force, the School of Nursing, and Radiologic Technology program are working together to plan and implement programs at the Adena Campus; the University received nearly $1.5 million in grants that will support campus safety, student clubs, STEM scholarships, K-12 teachers, industry partners, and students seeking shorter term credentials; the Clark Memorial Library and Health Sciences lab renovation projects are both in the design phase with architects on campus for both projects this month; and the Center for International Programs and Study Abroad has renewed partnerships for study abroad and is developing a recruiting plan for international students. The full report is attached to the minutes.

2. Dr. Inman reported on the status of strategic action planning across the three colleges: This fall the Deans have led their respective colleges in developing mission and vision statements; conducting an analysis of strengths, weaknesses, opportunities, and threats in their academic areas; and developing goals for the colleges. Programs will begin creating specific actions and agreeing upon metrics that will link to measuring performance on university level Key Performance Indicators of improved enrollment, student success, and career outcomes.

3. Mr. Hamilton reported on activities in Student Affairs including active student clubs, Bear Wear Wednesday, and the new Dine with the Dean program.

4. Dr. Pauley presented the 2024 remediation overview results which showed 617 Shawnee State students required developmental coursework. Of these, 388 (62.8%) were from PALSJR (Pike, Adams, Lawrence, Scioto, Jackson, Ross) counties. The percentage of students requiring developmental coursework has increased by 40.65% in FY23 and 43.45% in FY24. The full report is attached to the minutes.

Reports from Board Liaisons with other Organizations

None

President's Report

Dr. Braun reported on the following: Strategic action planning that establishes program-level enrollment goals that feed into the university's overall plan for academic excellence and growth; Governor DeWine's release of the budget proposal for fiscal years 2026-2027 pledging support for high-growth, high-wage pathways and programs that create social mobility for graduates; for the first time, public university funding for the state share of instruction will include a graduate employment outcomes component; development of a new Office of Personal and Professional Development to build capacity to meet evolving state and federal reporting requirements; and an enterprise growth initiative to update core enrollment strategies that adapt to new market

conditions and expand the university's profile and mission to a 15-county primary service area. 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 many things in the pipeline. She expressed appreciation for the administration and looks forward to all that Shawnee State is doing.

Executive Session

None

Other Business

None

Adjournment

Mr. Daniels moved and Mr. Furbee seconded a motion to adjourn. The motion was passed by unanimous roll call vote and the Board adjourned at 1:46 p.m.

_____
Chairperson, Board of Trustees

_____
Secretary, Board of Trustees

RESOLUTION E01-25

**APPOINTMENT TO THE POSITION OF DEAN OF THE
COLLEGE OF HEALTH AND HUMAN SERVICES**

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

WHEREAS, Dr. Christine Raber served with distinction as the Interim Dean of the College of Health and Human Services beginning on July 1, 2024 upon creation of the college; and

WHEREAS, Dr. Christine Raber served as Interim Dean of the College of Professional Studies from July 1, 2023 to June 1, 2024; and
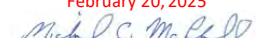
WHEREAS, the Search Committee recommended that Dr. Raber be appointed to permanently fill the position of Dean of the College of Health and Human Services; and

WHEREAS, the President and Provost concurred with the Search Committee's recommendation;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University approves the appointment of Dr. Christine Raber to the position of Dean of the College of Health and Human Services, effective April 1, 2025, and further authorizes the President to execute an executive employment agreement with Dr. Raber consistent with applicable university polices.

(February 14, 2025)

RESOLUTION F01-25

SHAWNEE STATE UNIVERSITY
FOUNDATION MEMBER APPOINTMENT

WHEREAS, as the sole member of the Shawnee State University Foundation, the Board of Trustees of Shawnee State University ratifies Foundation policies and members; and
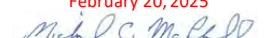
WHEREAS, at its December 6, 2024 meeting, the Foundation recommended by Resolution 2024.4 (copy attached) the term appointment of certain board members;

THEREFORE, BE IT RESOLVED that the Shawnee State University Board of Trustees ratifies the appointment of the following members to the Shawnee State University Foundation Board as described below:

Member:	Term Ending:
Jennifer Aikman	December 31, 2027
Ken Applegate	December 31, 2027
Tom Covert	December 31, 2027
Debra Esham	December 31, 2027
Troy Gregory	December 31, 2027
Dave Todt	December 31, 2027
John Whitaker	December 31, 2027

(February 14, 2025)

RESOLUTION 2024.4
SHAWNEE STATE UNIVERSITY FOUNDATION
MEMBER APPOINTMENTS

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

WHEREAS, the SSU Foundation hereby recommends to the SSU Board of Trustees the term of certain board members;

THEREFORE, BE IT RESOLVED, that the SSU Foundation hereby recommends the appointment of the following individuals to the SSU Foundation board for the following terms:

Member	Term Beginning	Term Ending
Ken Applegate	January 1, 2025	December 31, 2027
Sam Bowman	January 1, 2025	December 31, 2027
Tom Covert	January 1, 2025	December 31, 2027
Debra Esham	January 1, 2025	December 31, 2027
Troy Gregory	January 1, 2025	December 31, 2027
Dave Todt	January 1, 2025	December 31, 2027
John Whitaker	January 1, 2025	December 31, 2027
Jennifer Aikman	January 1, 2025	December 31, 2027

(December 6, 2024)

RESOLUTION F02-25

UPDATE OF POLICY 1.05REV, INVESTMENT POLICY

WHEREAS, Policy 1.05Rev., Investment Policy, was last updated by the Board of Trustees on December 1, 2023; and
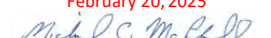
WHEREAS, at its December 5, 2024 meeting, the University's Investment Committee and Investment Consultant (TIAA) evaluated the status of the University's diversified investment pool, current and future cash needs and additions to investment balances, the necessity to restructure the investment allocation, and the limitations of the established asset allocation targets and ranges; and

WHEREAS, the policy has been updated and revised to respond to planned additional investment funding in FY2025 and beyond to ensure the continued effective management of the University's diversified investment pool with the Investment Committee's concurrence;

THEREFORE, BE IT RESOLVED that the Shawnee State University Board of Trustees approves the proposed revisions to Policy 1.05Rev., Investment Policy.
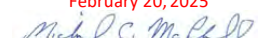
(February 14, 2025)

Shawnee State University

1.0 PURPOSE

1.1 The Shawnee State University Board of Trustees has title to University investments and these funds are held in trust. The investments are to be made consistent with this investment policy as set forth below.

1.2 All fiduciaries implementing this investment policy are required to discharge their duties with the care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in like capacity and familiar with such matters would use in the conduct of an enterprise of like character and with like aims.

2.0 MEMBERSHIP AND DUTIES

2.1 The membership of the Investment Committee shall be as follows.

2.1.1 The University's Chief Financial Officer or his/her delegate shall serve as a permanent member of the Committee.

2.1.2 The University Controller or his/her delegate shall serve as a permanent member of the Committee.

2.1.3 The Chair of the Board of Trustees shall appoint a chair of the Investment Committee from among the members of the Board's Finance and Administration Committee. The chair of the Investment Committee shall serve in that role for a term of one fiscal year, which is renewable at the discretion of the Chair of the Board.

2.1.4 In addition to the members discussed in sections 2.1.1 through 2.1.3, there shall be three (3) additional members. Each such additional member shall be appointed in staggered three-year terms, which are renewable as set forth in section 2.1.5. Existing members at the time of this amendment shall serve out the remainder of their terms, and are eligible for renewal.

2.1.5 The chair of the Investment Committee shall make recommendations on replacing a member at the end of a term, renewing a member's term, and appointing a member to fill a vacancy during a term. All such renewal recommendations and nominees recommended by the Investment Committee chair are subject to approval by the Board of Trustees.

2.2   The Investment Committee shall meet at least quarterly. **If the chair is unavailable, the Chief Financial Officer will conduct the meeting as acting chair.**

2.3   The Investment Committee shall review and recommend revision to this investment policy and advise the Shawnee State University Board of Trustees through its Finance and Administration Committee on its investments.

2.4   The Investment Committee is authorized to retain an investment advisor that meets the credential criteria as outlined in law.

2.5   Upon appointment, each Investment Committee member will sign an agreement indicating that they will avoid conflicts of interest in performing their duties as committee members.

3.0   INVESTMENT OBJECTIVE

3.1   The primary objectives of the University's investment activities are:

    3.1.1   Safety: Assets of the University shall be handled in a manner that diversifies investments so as to mitigate the magnitude of potential capital loss inherent in investment risk.

    3.1.2   Return on Investment: To have, over time, return net-of-fees that at least equals common indexes in capital markets in which the University's assets are invested.

4.0   INVESTMENT ALLOCATION

4.1   A minimum of 25% of the prior fiscal year's average investment portfolio will be invested in securities of the United States Government or of its agencies or instrumentalities, the treasurer of state's pooled investment program, obligations of this state or any political subdivision of this state, certificates of deposit of any national bank located in this state, written repurchase agreements with any eligible Ohio financial institution that is a member of the Federal Reserve System or Federal Home Loan Bank, money market funds, or bankers acceptances maturing in two hundred seventy days or less which are eligible for purchase by the Federal Reserve system, as a reserve. The actual percentage may be higher than this figure dependent upon anticipated cash flow needs with some buffer for unanticipated needs as determined by Section 4.4 of this Policy.

4.2   Investments shall be made in a Liquid Pool and a Diversified Investment Pool.

    4.2.1   The administration of the Liquid Investment pool is to remain with the Shawnee State University Finance Office as an agent of the Investment Committee. Returns will be reported quarterly to the Investment Committee and the Board of Trustees.

    4.2.2   The diversified investment pool will be invested in publicly traded securities with the following ranges of asset allocation within that pool:

		Target Allocation	Range
Total Equity		60~~50~~%	50~~40~~% to 70~~60~~%
Large Cap	40~~35~~%		
Mid and Small Cap	10%		
International	10~~5~~%		
Total Fixed Income		38~~48~~%	30~~39~~% to 50~~60~~%
Cash		2%	1% to 30%
Alternative Assets		0%	0% to 5%

4.2.3   The Chief Financial Officer or delegate has authority to allocate funds between these pools.

4.2.4   Asset Target Allocations will be reviewed with the Investment Committee not less than on an annual basis for critical changes that will recognize the University's long-term financial needs and be responsive to investment market conditions.

4.3   The University may transfer a portion of the Diversified Investment Pool to the Liquid Investment Pool as follows:

4.3.1   The University may transfer up to 2.5% times the Diversified Investment Pool's previous twelve quarter moving average of market value from the Diversified Investment Pool to the Liquid Investment Pool.

4.3.2   This calculation will be applied to the twelve quarters ending on December 31 of the current fiscal year so the level of additional funding will be available during the subsequent year's budgeting process.

4.3.3   The amount eligible to be transferred may be moved as a lump sum or periodically during the fiscal year but the total of the transfer(s) may not exceed the original calculated amount (other than for exceptions noted in other sections of the Investment Policy).

4.3.4   The Chief Financial Officer will recommend the amount (and the related investment accounts from which the funds will be withdrawn) of eligible funds to be transferred from the Diversified Investment Pool to the Liquid Investment Pool based on the University's anticipated cash needs and consultation with the University's Investment Consultant. The transfer will require the approval of the University President and will subsequently be reported to the Investment Committee and the Board of Trustees at their respective meetings following the transfer.

4.4 The Chief Financial Officer may request a transfer to or from the Diversified Investment Pool to either the Liquid Investment Pool or the University's Main Operating checking account outside of the formula restrictions noted in Section 4.3

based on unanticipated cash needs of the University. Based upon the amount of the request, the recommendation will require approval as follows:

4.4.1	Requested Transfer Amount:	Requires Approval From:
$1 to $1,000,000	Chief Financial Officer
$1,000,001 to $2,500,000	University President
$2,500,001 to $5,000,000	Chair, Shawnee State University Board of Trustees

4.4.2 The transfer will also be reported to the Investment Committee and the Board of Trustees at their respective meetings following any transfer.

5.0 INVESTMENT SECURITIES DIVERSIFICATION AND QUALITY

5.1 No more than 5% of the Diversified Investment Pool portfolio shall be invested in any single issue except U. S. government securities.

5.2 Investment in fixed income securities shall be limited to government and agency issues and other issues in the top four quality ratings of recognized credit services. Prohibited investments include bonds rated below investment grade and investment funds in which derivatives comprise a substantial part.

6.0 ALTERNATIVE INVESTMENTS

Inclusion of alternative investments is at the discretion of the Investment Committee. Alternative investment categories may include gold and other commodities.

7.0 MARKET BENCHMARKS

7.1 Given short-term market fluctuations, it is intended that investment manager(s) will achieve the performance objectives over a 5-year moving period, net of investment fees, set forth in section 7.2. It is understood that performance evaluation will occur in shorter intervals, the results of which may cause the Investment Committee to make an investment manager change.

7.2 Policy benchmarks will be established by the Investment Committee as needed but no less than on an annual basis and subsequently communicated to the Board of Trustees, upon adoption.

7.3 In evaluating the Investment Manager's performance, relative to the established benchmarks, any University requested revisions of the asset allocations will be taken into consideration.

8.0   EVALUATION OF INVESTMENT MANAGERS

8.1   Investment managers will be reviewed quarterly based upon the following criteria:

8.1.1   Ability to exceed the performance objectives stated in this policy.

8.1.2   Adherence to the philosophy and style that were articulated to the Investment Committee at or subsequent to the time an investment manager was retained.

8.1.3   Ability to exceed the investment performance (net of fees) of other investment managers who adhere to the same or similar style.

8.1.4   Continuity of personnel and practices at the firm.

History
Effective: 10/11/02
Revised: 02/14/2025; 12/01/23; 04/30/21; 04/12/19; 10/14/16; 05/02/14; 06/14/12; 11/18/11; 04/13/07; 04/22/05

RESOLUTION ASA01-25

APPROVAL OF POLICY 3.00REV
ADMISSION & DEGREE REQUIREMENTS

WHEREAS, Policy 3.00Rev., Admission & Degree Requirements was last reviewed and approved by the Board of Trustees on November 18, 2022; and

WHEREAS, a review of the policy identified no stated policy on admission of students with criminal backgrounds; and

WHEREAS, the University must balance the mission of access to higher education with the need to determine if admission of an applicant poses an undue or unreasonable risk to safety, security, or welfare of the University or University community; and
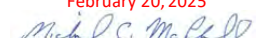
WHEREAS, a modification of the policy is recommended; and

WHEREAS, Policy 3.00Rev., Admission & Degree Requirements, has been recommended by the President for Board of Trustees approval;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of Shawnee State University approves revisions to Policy 3.00Rev., Admission and Degree Requirements.

(February 14, 2025)

Shawnee State University

POLICY TITLE:	ADMISSION & DEGREE REQUIREMENTS
POLICY NO. :	3.00REV
ADMIN CODE:	3362-03-01
PAGE NO.:	1 OF 5~~3~~
EFFECTIVE DATE:	02~~11/221411/18/2022~~/20~~24~~25
NEXT REVIEW DATE:	~~11/2025~~02/2030
RESPONSIBLE OFFICER:	PROVOST
APPROVED BY:	BOARD OF TRUSTEES

1.0   PURPOSE

Shawnee State University, created pursuant to O.R.C. Chapter 3362, serves as the regional state university for Southern Ohio. SSU is an open access university for all students who have successfully completed a high school education. This policy serves to identify SSU's requirements for admission to the University's degree and non-degree programs -- including undergraduate, graduate, online, and non-credit -- and the credit requirements for those programs, where applicable.

2.0   ADMISSION REQUIREMENTS FOR BACCALUAREATE AND ASSOCIATE DEGREE PROGRAMS

2.1   Admission to University baccalaureate or associate degree programs is determined by an applicant's (1) earned high school diploma, as defined by the State of Ohio, (2) level of "college preparedness" as defined by the State of Ohio's UNIFORM STATEWIDE STANDARDS for REMEDIATION-FREE STATUS (see link to state standards web page below), and (3) ability to meet the requirements of a specific selective-admission program.

2.1.1   Non-College Prepared Students. Applicants not meeting the college preparedness standard will only be admitted into a non-selective admission associate degree program and be required to participate in University programs and courses for underprepared college students.

2.1.2   International Applicants. Admission requirements for international applicants also include meeting a university-established minimum test score on the Test of English as a Foreign Language (TOEFL) or equivalent for applicants whose native language is not English, and proof of sufficient financial resources.

2.1.3   Transfer Students. Applicants applying for admission to associate or baccalaureate programs who have earned credit post high school from other regionally accredited colleges or universities are considered transfer students and are admitted under the same standards described in sections 2.2 and 2.3 of this policy and may be subject to additional requirements.

2.2   Associate Degrees. The University offers both selective and non-selective admission associate degree programs. All associate degree programs will require a minimum of 60 hours of undergraduate credit and completion of University requirements and a curriculum specified for the particular program prescribed in the Shawnee State University Catalog at the time of the applicant's matriculation.

2.3   Baccalaureate Degrees. The University offers both selective and non-selective admission baccalaureate degree programs. All bachelor's degree programs shall require a minimum of 120 hours of undergraduate credit and completion of University requirements and a curriculum specified for the particular program prescribed in the Shawnee State University Catalog at the time of the applicant's matriculation.

3.0   ADMISSION REQUIREMENTS FOR GRADUATE DEGREE PROGRAMS

3.1   Master's degree programs shall require a minimum of 30 hours of credit at graduate level and completion of University requirements and a curriculum specified for the particular program prescribed in the Shawnee State University Catalog at the time of the applicant's matriculation.

   3.1.1   Applicants are only admitted to selective admission Master's degree programs.

   3.1.2   Applicants to an SSU ~~mm~~aster's degree program must present evidence of an earned bachelor's degree from a regionally accredited institution and meet the requirements for the program for which they are applying.

   3.1.3   International applicants are subject to additional requirements established by the University's Graduate School.

3.2   Doctoral degrees generally require the successful completion of at least 90 semester credit hours (or 135 quarter credit hours) of work beyond the bachelor's degree or at least 60 semester credit hours (or 90 quarter credit hours) beyond the master's degree. Deviations from these credit hour guidelines require proper justification and state approval.~~]~~

   3.2.1   Applicants are only admitted to selective admission Doctoral degree programs.

   3.2.2   Applicants to an SSU doctoral degree program must present evidence of an earned master's degree from a regionally accredited institution and meet the requirements for the program for which they are applying.

   3.2.3   International applicants are subject to additional requirements established by the University's Graduate School.

4.0   NON-DEGREE SEEKING APPLICANTS

Individuals who enroll at the University who are not seeking a degree for reasons or circumstances such as personal enrichment, guest status, dual credit enrollments, College Credit Plus, or other early college programs will be admitted as non-degree students. Credits earned as a non-degree seeking student may be applied upon admission to a degree program.

5.0   APPLICANT CRIMINAL HISTORY AND BACKGROUND INFORMATION

5.1 All applicants to the University shall be required to provide information regarding their criminal history and background information as part of the admissions process. Failure to disclose criminal history as required, or providing false or misleading information, may result in disciplinary action, up to and including dismissal.

5.2 In recognition that depriving all past offenders of access to higher education may not always align with the University mission, past criminal or disciplinary action will not automatically bar admission to the University. Providing education to these applicants will be balanced against the University's need to determine if admission of the applicant poses an undue or unreasonable risk to safety, security, or welfare of the University or the University community.

5.3 In all cases where an applicant to the University has a criminal conviction, pending criminal charges, or has been dismissed or denied admission from an institution of higher education, additional information, including a criminal background check, will be requested. The information will be reviewed by the Shawnee State Director of Public Safety and the Dean of Students. The Dean of Students will determine if the applicant will be admitted, denied admission, or required to interview with the Dean of Students prior to an admissions decision.

5.4 The following, unless reversed on appeal, will may disqualify an applicant from admission to the University:

5.4.1 A plea of guilty or nolo contendre to, a finding of guilty by a jury, or court, or conviction of any of the following felonies or misdemeanors:

5.4.1.1 a sex offense, as defined in Chapter 2907 of the Ohio Revised Code;

5.4.1.2 an offense of violence, as defined in O.R.C. section 2901.01 (A) (9)(a);

5.4.1.43 an offense substantially comparable to those described in 5.43.1.1 and 5.34.1.23 above, under the laws of the United States or a state other than Ohio;——

5.4.2 An applicant is ~~may~~ also ~~be~~ disqualified from admission to the University if they have:

5.4.2.1 been found responsible for an offense as a juvenile that would be a felony if committed by an adult;

5.4.2.2 been found responsible for or admitted responsibility to sexual assault, sexual harassment, dating violence, domestic violence, or stalking at another school or institution of higher education; or

5.4.2.3 been removed from another institution for disciplinary reasons prior to their application for admission at Shawnee State University.

5.4.3 Applicants disqualified under Section 5.4.1 or 5.4.2 or any subsection of either, ~~may~~ may file an Appeal for ~~Disqualified~~ Applicant Admission that will be reviewed by the Shawnee State Director of Public Safety and the Dean of Students. The Dean of Students will determine in ~~its~~ their sole discretion if the applicant will be admitted or denied admission, according to the Disqualified Applicant Admission Procedure.

5.5 Following review of applicant's criminal history and any required interview under Section 5.3 or 5.4.3 hereinabove, the admission decision and any conditions of admission will be delivered to the applicant in writing. The Dean of Student's' decision is final.

5.6 Applicants with criminal history who are admitted to the University may not be eligible for licensures associated with certain programs of study, and admission to the University does not grant admission to selective admissions programs at the undergraduate or graduate level. Once admitted to the University, applicants with a criminal history are subject to Policy 3.20, University Housing, which may prohibit them from living in or visiting University-owned or managed residential facilities.

5.7 Admissions procedures may be developed and adopted to allow exceptions to Section 5.0 for applicants seeking admission to Shawnee State University Second Chance Programs, including Prison Education Programs and/or Rehabilitation and Recovery Programs delivered exclusively online or off-campus at Shawnee State University Second Chance Program sites.

Important Links:
University Catalog: https://www.shawnee.edu/registrar/academic-catalog

State of Ohio's Uniform Statewide Standards for Remediation-free Status:
*https://highered.ohio.gov/static/files/uploads/college-readiness/2021%20Uniform%20Remediation%20Free%20Standards.pdf

History
Effective: 04/02/1990
Revised: 02/14/2025 ~~11/22/2024; 11/18/2022;~~ 03/13/2020; 02/10/2017; 04/21/1995; 03/16/1992

Shawnee State University

1.0 PURPOSE

Shawnee State University, created pursuant to O.R.C. Chapter 3362, serves as the regional state university for Southern Ohio. SSU is an open access university for all students who have successfully completed a high school education. This policy serves to identify SSU's requirements for admission to the University's degree and non-degree programs -- including undergraduate, graduate, online, and non-credit -- and the credit requirements for those programs, where applicable.

2.0 ADMISSION REQUIREMENTS FOR BACCALUAREATE AND ASSOCIATE DEGREE PROGRAMS

2.1 Admission to University baccalaureate or associate degree programs is determined by an applicant's (1) earned high school diploma, as defined by the State of Ohio, (2) level of "college preparedness" as defined by the State of Ohio's UNIFORM STATEWIDE STANDARDS for REMEDIATION-FREE STATUS (see link to state standards web page below), and (3) ability to meet the requirements of a specific selective-admission program.

    2.1.1 Non-College Prepared Students. Applicants not meeting the college preparedness standard will only be admitted into a non-selective admission associate degree program and be required to participate in University programs and courses for underprepared college students.

    2.1.2 International Applicants. Admission requirements for international applicants also include meeting a university-established minimum test score on the Test of English as a Foreign Language (TOEFL) or equivalent for applicants whose native language is not English, and proof of sufficient financial resources.

    2.1.3 Transfer Students. Applicants applying for admission to associate or baccalaureate programs who have earned credit post high school from other regionally accredited colleges or universities are considered transfer students and are admitted under the same standards described in sections 2.2 and 2.3 of this policy and may be subject to additional requirements.

2.2   Associate Degrees. The University offers both selective and non-selective admission associate degree programs. All associate degree programs will require a minimum of 60 hours of undergraduate credit and completion of University requirements and a curriculum specified for the particular program prescribed in the Shawnee State University Catalog at the time of the applicant's matriculation.

2.3   Baccalaureate Degrees. The University offers both selective and non-selective admission baccalaureate degree programs. All bachelor's degree programs shall require a minimum of 120 hours of undergraduate credit and completion of University requirements and a curriculum specified for the particular program prescribed in the Shawnee State University Catalog at the time of the applicant's matriculation.

3.0   ADMISSION REQUIREMENTS FOR GRADUATE DEGREE PROGRAMS

3.1   Master's degree programs shall require a minimum of 30 hours of credit at graduate level and completion of University requirements and a curriculum specified for the particular program prescribed in the Shawnee State University Catalog at the time of the applicant's matriculation.

   3.1.1   Applicants are only admitted to selective admission Master's degree programs.

   3.1.2   Applicants to an SSU master's degree program must present evidence of an earned bachelor's degree from a regionally accredited institution and meet the requirements for the program for which they are applying.

   3.1.3   International applicants are subject to additional requirements established by the University's Graduate School.

3.2   Doctoral degrees generally require the successful completion of at least 90 semester credit hours (or 135 quarter credit hours) of work beyond the bachelor's degree or at least 60 semester credit hours (or 90 quarter credit hours) beyond the master's degree. Deviations from these credit hour guidelines require proper justification and state approval.

   3.2.1   Applicants are only admitted to selective admission Doctoral degree programs.

   3.2.2   Applicants to an SSU doctoral degree program must present evidence of an earned master's degree from a regionally accredited institution and meet the requirements for the program for which they are applying.

   3.2.3   International applicants are subject to additional requirements established by the University's Graduate School.

4.0   NON-DEGREE SEEKING APPLICANTS

Individuals who enroll at the University who are not seeking a degree for reasons or circumstances such as personal enrichment, guest status, dual credit enrollments, College Credit Plus, or other early college programs will be admitted as non-degree students. Credits earned as a non-degree seeking student may be applied upon admission to a degree program.

5.0   APPLICANT CRIMINAL HISTORY AND BACKGROUND INFORMATION

   5.1   All applicants to the University shall be required to provide information regarding their criminal history and background information as part of the admissions process. Failure to disclose criminal history as required, or providing false or misleading information, may result in disciplinary action, up to and including dismissal.

   5.2   In recognition that depriving all past offenders of access to higher education may not always align with the University mission, past criminal or disciplinary action will not automatically bar admission to the University. Providing education to these applicants will be balanced against the University's need to determine if admission of the applicant poses an undue or unreasonable risk to safety, security, or welfare of the University or the University community.

   5.3   In all cases where an applicant to the University has a criminal conviction, pending criminal charges, or has been dismissed or denied admission from an institution of higher education, additional information, including a criminal background check, will be requested. The information will be reviewed by the Shawnee State Director of Public Safety and the Dean of Students. The Dean of Students will determine if the applicant will be admitted, denied admission, or required to interview with the Dean of Students prior to an admissions decision.

   5.4   The following, unless reversed on appeal, will disqualify an applicant from admission to the University:

        5.4.1   A plea of guilty or nolo contendre to, a finding of guilty by a jury or court, or conviction of any of the following felonies or misdemeanors:

             5.4.1.1   a sex offense, as defined in Chapter 2907 of the Ohio Revised Code;

             5.4.1.2   an offense of violence, as defined in O.R.C. section 2901.01 (A) (9)(a);

5.4.1.3   an offense substantially comparable to those described in 5.4.1.1 and 5.4.1.2 above, under the laws of the United States or a state other than Ohio;

5.4.2   An applicant is also disqualified from admission to the University if they have:

5.4.2.1   been found responsible for an offense as a juvenile that would be a felony if committed by an adult;

5.4.2.2   been found responsible for or admitted responsibility to sexual assault, sexual harassment, dating violence, domestic violence, or stalking at another school or institution of higher education; or

5.4.2.3   been removed from another institution for disciplinary reasons prior to their application for admission at Shawnee State University.

5.4.3   Applicants disqualified under Section 5.4.1 or 5.4.2 or any subsection of either, may file an Appeal for Disqualified Applicant Admission that will be reviewed by the Shawnee State Director of Public Safety and the Dean of Students. The Dean of Students will determine in their sole discretion if the applicant will be admitted or denied admission, according to the Disqualified Applicant Admission Procedure.

5.5   Following review of applicant's criminal history and any required interview under Section 5.3 or 5.4.3 hereinabove, the admission decision and any conditions of admission will be delivered to the applicant in writing. The Dean of Students' decision is final.

5.6   Applicants with criminal history who are admitted to the University may not be eligible for licensures associated with certain programs of study, and admission to the University does not grant admission to selective admissions programs at the undergraduate or graduate level. Once admitted to the University, applicants with a criminal history are subject to Policy 3.20, University Housing, which may prohibit them from living in or visiting University-owned or managed residential facilities.

5.7   Admissions procedures may be developed and adopted to allow exceptions to Section 5.0 for applicants seeking admission to Shawnee State University Second Chance Programs, including Prison Education Programs and/or Rehabilitation and Recovery Programs delivered exclusively online or off-campus at Shawnee State University Second Chance Program sites.

Important Links:
University Catalog: https://www.shawnee.edu/registrar/academic-catalog

State of Ohio's Uniform Statewide Standards for Remediation-free Status:
*https://highered.ohio.gov/static/files/uploads/college-readiness/2021%20Uniform%20Remediation%20Free%20Standards.pdf

History
Effective: 04/02/1990
Revised: 02/14/2025; 03/13/2020; 02/10/2017; 04/21/1995; 03/16/1992

RESOLUTION ASA02-25

APPROVAL OF POLICY 2.22
STUDENT WORK EXPERIENCES, INTERNSHIPS, AND COOPERATIVE
EDUCATION PROGRAMS

WHEREAS, high quality, major-related work experiences allow students to develop transferable skills, expand their professional network, and evaluate career options; and

WHEREAS, Shawnee State University is committed to providing programming that responds to the needs of a dynamic and evolving workforce; and

WHEREAS, Policy 2.22 defines the types of student work experiences, internships, and cooperative education programs and establishes consistent parameters for implementation of this programming;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of Shawnee State University enacts Policy 2.22, Student Work Experiences, Internships, and Cooperative Education Programs.

(February 14, 2025)

Shawnee State University

POLICY TITLE:	STUDENT WORK EXPERIENCES, INTERNSHIPS, AND COOPERATIVE EDUCATION PROGRAMS
POLICY NO.:	2.22
ADMIN CODE:	3362-2-22
PAGE NO.:	1 OF 4
EFFECTIVE DATE:	02/14/2025
NEXT REVIEW DATE:	02/2030
RESPONSIBLE OFFICER:	PROVOST
APPROVED BY:	BOARD OF TRUSTEES

1.0 PURPOSE

Shawnee State University is committed to providing programming that responds to the needs of a dynamic and evolving workforce. This includes integration of quality, major-related work experiences into the education of students through degree requirements and cocurricular programming. These offerings shall allow the student to develop transferable skills, expand their professional network, and evaluate potential career options. This policy serves to further the University's commitment to these outcomes by defining types of student work experiences, internships, and cooperative education programs, and establishing consistent parameters for implementation of such programming.

2.0 DEFINITIONS

2.1 Work Experience. Work experience involves learning practical skills and gaining insights in a work setting in order to understand specific roles, companies, or career paths. This may include short duration shadowing typically done without any payment.

2.2 Internship. An internship is a partnership between students, the University, and an employer(s) that formally integrates academic study with work or community service experience. Internships:

2.2.1 Are of a specified and definite duration;

2.2.2 Evaluate each participating student's performance from both the University and employer perspectives;

2.2.3 May provide the student with academic credit upon successful completion and/or may provide students with compensation in the form of wages, salaries, stipends, or scholarships; and

2.2.4 May be full-time or part-time during the internship period.

2.3   Cooperative Education (Co-op). A Co-op is a partnership between students, the University, and an employer(s) that formally integrates academic study with work experience in cooperating employer organizations and:

   2.3.1   Alternates or combines periods of academic study and work experience in appropriate fields as an integral part of student education;

   2.3.2   Provides students with compensation from the cooperative employer in the form of wages or salaries for work performed;

   2.3.3   Evaluates student performance in the co-op position from both the University and cooperative employer perspective;

   2.3.4   Provides academic credit upon successful completion of their cooperative education; and

   2.3.5   Is part of an overall degree or certificate program for which a percentage of the total program is acceptable to the Chancellor of the Ohio Department of Higher Education and involves cooperative education.

3.0   Participation in work experiences, internships, and / or co-ops should not automatically extend a student's overall time to degree completion. This may require completion of experiences or courses during the summer semester.

4.0   Where accredited programs of study have requirements for clinical and field experiences dictated by their accrediting bodies, any conflicts created by this policy with the requirements from the accreditor are settled in favor of the accrediting body.

5.0   Faculty and staff shall not prevent students from participating in a work experience, internship, or co-op that meets established learning outcomes on the basis that the student is both financially compensated and earning academic credit for the opportunity.

6.0   In all instances where a degree program requires a mandatory work experience, internship, or co-op, students will be given assistance from the department or school in identifying employers who will enter into a partnership with the student and the University that is designed to meet required learning outcomes.

7.0   Co-op and internship experiences must be educational, allowing opportunity to apply classroom knowledge in a real-world setting. It must not only advance the operations of the employer or replace the work that a regular employee would routinely perform.

   7.1   Each opportunity shall include a position description, with clear responsibilities and qualifications.

7.2   Each opportunity will have clearly defined learning objectives in alignment with academic program goals and institutional requirements.

7.3   Each opportunity will include direct supervision by a professional(s) with relevant expertise, education, and/or professional experience who provides feedback, guidance, and resources for successful completion of the work experience, internship, or co-op.

7.4   Unless prohibited by a programmatic accrediting body, students will not be disallowed from participating in a work experience, internship, or co-op based upon their currently holding a regular position of employment with the cooperating employer.

    7.4.1   The participating student shall gain new skills and experience outside of their normal employment job description or duties while engaged in the work experience, internship, or co-op.

8.0   Employers entering into work experience, internship, or co-op arrangements are expected to:

8.1   Adhere to ethical and legal recruiting, interviewing, selection, and offer practices and regulations of the U.S. Equal Employment Opportunity Commission;

8.2   Be legitimate organizations that can provide verifiable information such as business name, type of business (sole proprietorship, corporation, LLC, partnership, or other), physical address, contact name, email address, phone number, and website;

8.3   Share any materials received from Shawnee State students (letters, resumes, transcripts, etc.) with only those persons involved in the selection or hiring process. This may extend to clinical supervisors or coordinators at the location; and

8.4   Enter into clinical affiliation agreements/contracts where required by programmatic accrediting bodies, degree programs, or the University.

9.0   The University reserves the right to decline work experience, internship, or co-op arrangements or offers that do not match the mission or goals of the academic program or institutional requirements. Examples include:

9.1   Work in private homes such as childcare, tutoring, nannying, moving, etc.;

9.2   Positions that pay students in cash, in informal arrangements, or commission-only positions (students who are compensated via accepted forms must receive a W-2 or Form 1099);

9.3   Fast food, catering, bartending or other food service;

9.4   Adult industry, escort services, or similar organizations;

9.5   "Network," "matrix," or "pyramid" marketing organizations; and

9.6   Organizations involved in the production or promotion of cannabis.

Important Links:
Ohio Department of Higher Education Internship and Co-op information

History
Effective: 02/14/2025

RESOLUTION ASA03-25

AUTHORIZING SHAWNEE STATE UNIVERSITY – AIRABLE RESEARCH LAB ENTREPRENEURIAL PROJECT

WHEREAS, Ohio Revised Code Section 3345.36(B) provides that it is public policy of the state for institutions of higher education to facilitate and assist with establishing and developing entrepreneurial projects to create or preserve jobs and employment opportunities, and improve the economic welfare of the people of the state; and

WHEREAS, Shawnee State University (SSU) has a nationally recognized and ABET-accredited Plastics Engineering Technology program with state-of-the-art processing and testing equipment; and

WHEREAS, SSU is seeking to enter into a research, development, and commercialization partnership that will foster business and job growth, increase grant opportunities, and create the opportunity for external partnerships within the southern Ohio area; and

WHEREAS, SSU is seeking to create internship, co-operative work-based learning, and graduate employment experiences for its students in materials science, polymer, and chemistry product development; and

WHEREAS, Airable Research Lab is an Ohio not-for-profit corporation engaged in the development, production, testing, and licensing of soy-based and other biobased sustainable industrial and consumer products; and

WHEREAS, Airable Research Lab wishes to expand its research and development offerings and capabilities in the areas of polymer processing, hydrogenation, fermentation, and analytical equipment; and

WHEREAS, it is in the University's interest to lease 1,500 square feet of laboratory space in the Advanced Technology Center to Airable, at a monthly rental rate of $3,000, with such rent to be credited for thirty-six (36) months in recognition of Airable's anticipated substantial monetary investment in the lab space; and

WHEREAS, the parties wish to collaborate on entrepreneurial projects with the aim of expanding research and teaching opportunities, developing new products, and creating jobs and employment opportunities together; and
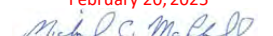
WHEREAS, the Parties envision that educational uses will be a primary purpose of their entrepreneurial project;

THEREFORE, BE IT RESOLVED, that the Board of Trustees of Shawnee State University authorizes Shawnee State University to enter into one or more agreements with Airable Research Lab to establish an entrepreneurial project on the University campus; and

IT IS FURTHER RESOLVED, that the President or his designee is authorized to execute any and all necessary lease agreements with Airable Research Lab under the terms set forth above.

(February 14, 2025)

RESOLUTION F03-25

APPROVAL OF FY25 AMENDED OPERATING BUDGETS
(GENERAL FUND AND AUXILIARY FUND)

WHEREAS, at the September 20, 2024 meeting of the Board of Trustees, Resolution F16-24 (copy attached) was approved to establish the FY25 operating budgets (general fund and auxiliary funds); and

WHEREAS, the university annual budget process includes a mid-year review of the approved operating budget and recommend adjustments, if needed; and

WHEREAS, significant transactions related to casualty insurance and strategic initiatives have occurred since the original FY25 operating budget was approved; and
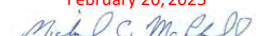
WHEREAS, the Finance and Administration office has determined the need for budget adjustments to the originally approved FY25 operating budget to more accurately reflect the anticipated revenues and expenses of the university; and

WHEREAS, the Chief Financial Officer and President recommend the adoption of the proposed amended FY25 operating budget;

THEREFORE, BE IT RESOLVED, the Board of Trustees approves the amended FY25 operating budgets (general and auxiliary funds) retroactive to July 1, 2024.

(February 14, 2025)

RESOLUTION F16-24

APPROVAL OF FY25 OPERATING BUDGETS
(GENERAL FUND AND AUXILIARY FUND)

WHEREAS, at the June 21, 2024 meeting of the Board of Trustees, Resolution F14-24 (copy attached) was approved to provide for continued spending for university operational needs pending the approval of the general fund and auxiliary fund budgets to be submitted at the September meeting; and

WHEREAS, the proposed FY25 operating budgets (general fund and auxiliary fund) have been generated that incorporate projected revenue resulting from academic year 2024-25 tuition and fees, state funding, and other sources of revenue, including residential housing and other auxiliary revenues; and

WHEREAS, the FY25 operating budgets (general fund and auxiliary fund) include measures to mitigate negative financial impacts and control spending throughout the year, while supporting instructional priorities and student services needs during the fiscal year; and
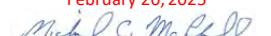
WHEREAS, the proposed budget establishes a net operating surplus that enables the university to allocate funding to reserves and strengthen the university's long-term financial health; and

WHEREAS, the President recommends the adoption of the budget;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University approves the proposed FY25 operating budgets (general fund and auxiliary fund) effective July 1, 2024.

(September 20, 2024)

FY25 Operating Budget

	FY25 Budget - Revised		FY25 Budget	% Variance
Revenue				
Tuition & Student Fees	$ 27,926,427	$	28,108,054	-0.6%
State Share of Instruction	$ 13,235,852	$	13,235,852	0.0%
Shawnee Supplement	$ 9,000,000	$	9,000,000	0.0%
Scholarship	$ (5,130,533)	$	(5,446,200)	-5.8%
Other Income				
Commissions	$ 442,500	$	442,500	0.0%
General Fund Operating Grants	$ 1,120,535	$	1,120,535	0.0%
Miscellaneous Revenue	$ 3,050,789	$	2,250,789	35.5%
Service Fees/Memberships	$ 277,500	$	277,500	0.0%
Ticket Sales/Rentals	$ 620,000	$	620,000	0.0%
Property & Flood Claim	$ 2,140,000	$	-	
Transfer In	$ 2,500,000	$	1,500,000	66.7%
Revenue Total	**$ 55,183,070**	**$**	**51,109,030**	**8.0%**
Expense				
Compensation				
Salaries	$ 24,674,802	$	24,406,126	1.1%
Benefits	$ 9,638,739	$	9,549,885	0.9%
Non-Compensation				
Equipment	$ 216,772	$	216,772	0.0%
External Professional Services	$ 715,491	$	715,491	0.0%
Information/Comm/Shipping	$ 800,605	$	800,605	0.0%
Maintenance & Service Contracts	$ 5,028,131	$	4,028,131	24.8%
Meal Plan Expense	$ 2,021,009	$	2,021,009	0.0%
Miscellaneous Expense	$ 1,394,783	$	1,394,783	0.0%
Supplies	$ 1,970,594	$	1,970,594	0.0%
Travel	$ 874,220	$	874,220	0.0%
Utilities	$ 1,647,728	$	1,647,728	0.0%
Property & Flood Expense	$ 2,300,000	$	-	
Expense Total	**$ 51,282,874**	**$**	**47,625,344**	**7.7%**
Net Transfer to Capital Fund	$ 1,564,825	$	1,564,825	0.0%
Net Operating Budget	**$ 2,335,371**	**$**	**1,918,861**	**21.7%**

Shawnee State
UNIVERSITY

FY25 Operating Budget Status

	FY25 Budget	Q1 Actuals	Q2 Actuals	Q3 Actuals	Q4 Actuals	YTD Actuals	% of Budget
Revenue							
Tuition & Student Fees	$ 27,926,427	$ 15,331,367	$ (327,952)	$ 12,124,350	$ -	$ 27,127,765	97.1%
State Share of Instruction	$ 13,235,852	$ 3,308,961	$ 3,308,961	$ 1,102,988	$ -	$ 7,720,910	58.3%
Shawnee Supplement	$ 9,000,000	$ 2,250,000	$ 2,250,000	$ -	$ -	$ 4,500,000	50.0%
Scholarship	$ (5,130,533)	$ (2,751,749)	$ 62,249	$ (2,391,033)	$ -	$ (5,080,533)	99.0%
Other Income	$ 7,651,324	$ 956,294	$ 596,799	$ 1,361,055	$ -	$ 2,914,149	38.1%
Commissions	$ 442,500	$ 73,356	$ 65,673	$ 204,939	$ -	$ 343,969	77.7%
General Fund Operating Grants	$ 1,120,535	$ 43,517	$ 51,538	$ 10,648	$ -	$ 105,703	9.4%
Miscellaneous Revenue	$ 3,050,789	$ 491,185	$ 246,695	$ 118,463	$ -	$ 856,343	28.1%
Service Fees/Memberships	$ 277,500	$ 79,128	$ 47,596	$ 24,925	$ -	$ 151,649	54.6%
Ticket Sales/Rentals	$ 620,000	$ 269,108	$ 185,297	$ 77,668	$ -	$ 532,072	85.8%
* Property & Flood Claim	$ 2,140,000	$ -	$ -	$ 924,412	$ -	$ 924,412	43.2%
Transfers In	$ 2,500,000	$ -	$ 3,919	$ -	$ -	$ 3,919	0.2%
Revenue Total	$ 55,183,070	$ 19,094,873	$ 5,893,977	$ 12,197,360	$ -	$ 37,186,210	67.4%
Expense							
Compensation	$ 34,313,541	$ 5,922,107	$ 8,582,530	$ 3,565,475	$ -	$ 18,070,113	52.7%
Salaries	$ 24,674,802	$ 4,102,798	$ 6,457,511	$ 2,644,509	$ -	$ 13,204,818	53.5%
Benefits	$ 9,638,739	$ 1,819,308	$ 2,125,020	$ 920,966	$ -	$ 4,865,294	50.5%
Non-Compensation	$ 16,969,333	$ 4,035,350	$ 3,768,652	$ 3,122,709	$ -	$ 10,926,711	64.4%
Equipment	$ 216,772	$ 187,010	$ 106,148	$ 28,719	$ -	$ 321,876	148.5%
External Professional Services	$ 715,491	$ 223,494	$ 406,836	$ 372,341	$ -	$ 1,002,671	140.1%
Information/Comm/Shipping	$ 800,605	$ 264,928	$ 128,291	$ 169,856	$ -	$ 563,075	70.3%
Maintenance & Service Contracts	$ 5,028,131	$ 1,875,265	$ 1,155,419	$ 271,619	$ -	$ 3,302,303	65.7%
Meal Plan Expense	$ 2,021,009	$ 251,266	$ 633,486	$ 414,543	$ -	$ 1,299,295	64.3%
Miscellaneous Expense	$ 1,394,783	$ 459,873	$ 108,973	$ 81,025	$ -	$ 649,871	46.6%
Supplies	$ 1,970,594	$ 217,906	$ 213,851	$ 138,313	$ -	$ 570,070	28.9%
Travel	$ 874,220	$ 191,273	$ 279,915	$ 90,865	$ -	$ 562,054	64.3%
Utilities	$ 1,647,728	$ 364,336	$ 372,280	$ 153,118	$ -	$ 889,734	54.0%
* Property & Flood Expense	$ 2,300,000	$ -	$ 363,452	$ 1,402,309	$ -	$ 1,765,761	76.8%
Transfers Out	$ -	$ -	$ -	$ -	$ -	$ -	
Expense Total	$ 51,282,874	$ 9,957,457	$ 12,351,183	$ 6,688,184	$ -	$ 28,996,824	56.5%
Net Transfer to Capital Fund	$ 1,564,825	$ -	$ -	$ -	$ -	$ -	0.0%
Net Operating Budget	$2,335,371	$9,137,417	($6,457,206)	$5,509,176	$0	$8,189,386	351%

* *Claim reimbursements and actual expenses related to Hurricane Helene event*

Shawnee State University
Asset Allocation – As of January 31, 2025

TIAA

Asset Class	Market Value	% of Assets	Target %
Cash Equivalents			
TIAA Trust Cash Deposit Account	$1,249,494	9.6%	
Total Cash Equivalents	*$1,249,494*	*9.6%*	*2.0%*
Fixed Income			
Fixed Income Separately Managed Account	$2,460,761	18.9%	
PGIM High Yield Fund	$255,783	2.0%	
iShares MBS ETF	$997,311	7.7%	
Vanguard Intermediate-Term Bond Index	$705,072	5.4%	
VanEck J. P. Morgan EM Local Currency Bond ETF	$142,420	1.1%	
DFA Inflation Protected SEC Fund	$124,984	1.0%	
PIMCO 1-5 Year U.S. TIPS Index Exchange Traded Fund	$129,434	1.0%	
Total Fixed Income	*$4,815,765*	*37.0%*	*48.0%*
Domestic Equity			
TIAA-CREF Large Cap Growth Index Fund	$3,095,559	23.8%	
TIAA-CREF Large Cap Value Index Fund	$2,064,336	15.8%	
iShares Russell Mid-Cap Growth ETF	$323,746	2.5%	
iShares Russell Mid Cap Value ETF	$286,252	2.2%	
iShares Russell 2000 Growth ETF	$195,961	1.5%	
iShares Russell 2000 Value ETF	$184,050	1.4%	
Total Domestic Equity	*$6,149,904*	*47.2%*	*45.0%*
International Equity			
iShares Core MSCI EAFE ETF	$214,191	1.6%	
iShares MSCI International Quality Factor ETF	$359,990	2.8%	
iShares Core MSCI Emerging Markets ETF	$242,800	1.9%	
Total International Equity	*$816,981*	*6.3%*	*5.0%*
Total Equity	*$6,966,885*	*53.5%*	*50.0%*
Total Portfolio Market Value	**$13,032,144**	**100.0%**	**100.0%**

Current Portfolio

Cash 9.6%
Equity 53.5%
Fixed Income 37.0%

Target Portfolio

Cash 2%
Equity 50%
Fixed Income 48%

Certified as True and Correct
February 20, 2025

Secretary, SSU Board of Trustees

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Asset Class/Security	Market Value as of January 31, 2025	Market Value as of June 30, 2024	Market Value as of June 30, 2023
OPERATING CASH:			
U.S. Bank	$ 7,852,246	$ 7,648,535	$ 5,381,923
Total Operating Cash Balance	$ 7,852,246	$ 7,648,535	$ 5,381,923
LIQUID POOL INVESTMENT PORTFOLIO:			
STAROhio	$ 1,253,180	$ 1,216,621	$ 203,642
Total Liquid Investment Pool Balance	$ 1,253,180	$ 1,216,621	$ 203,642
TIAA DIVERSIFIED INVESTMENT POOL SUMMARY:			
Cash Equivalents:	$ 1,460,013	$ 1,809,159	$ 427,436
% of Total TIAA Portfolio	11.2%	16.2%	5.2%
Fixed Income Holdings:			
Fixed Income Managed Acct (US and Agency Securities)	$ 2,226,414	$ 2,161,706	$ 3,157,590
DFA Inflation Protected Securities Portfolio	$ 124,984	$ 123,610	$ 124,641
iShares MBS ETF	$ 997,311	$ 993,201	$ -
PGIM High Yield Fund	$ 254,330	$ 247,998	$ -
PIMCO 1-5 Year U.S. TIPS Index ETF	$ 129,434	$ 126,518	$ 123,235
TIAA-CREF Short-Term Bond Fund	$ -	$ -	$ 436,366
VanEck J.P.Morgan EM Local Currency Bond ETF	$ 142,420	$ 143,750	-
Vanguard Intermediate Term Bond Fund	$ 702,768	$ 404,670	$ -
Vanguard Short Term Bond Index Fund	$ -	$ -	$ 344,546
Total Fixed Income	$ 4,577,661	$ 4,201,452	$ 4,186,378
% of Total TIAA Portfolio	35.2%	37.5%	50.8%
Domestic Equity Holdings:			
iShares Russell 2000 Growth ETF	$ 195,961	$ 136,253	$ -
iShares Russell 2000 Value ETF	$ 184,050	$ 129,912	$ -
iShares Russell Mid-Cap Growth ETF	$ 323,747	$ 228,756	$ -
iShares Russell Mid Cap Value ETF	$ 286,252	$ 221,075	$ 154,106
TIAA-CREF Large Cap Growth Index Fund	$ 3,095,559	$ 2,057,838	$ 1,307,298
TIAA-CREF Large Cap Value Index Fund	$ 2,064,336	$ 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	$ 6,149,904	$ 4,462,852	$ 3,090,082
% of Total TIAA Portfolio	47.3%	39.9%	37.5%
International Equity Holdings:			
iShares Core MSCI EAFE ETF	$ 214,191	$ 211,455	$ 196,492
iShares Core MSCI Emerging ETF	$ 242,800	$ 180,878	$ 133,280
iShares MSCI EAFE Small-Cap ETF	$ -	$ 24,348	$ -
iShares MSCI International Quality Factor ETF	$ 359,990	$ 299,006	$ 199,467
Total International Equity	$ 816,981	$ 715,687	$ 529,239
% of Total TIAA Portfolio	6.3%	6.4%	6.4%
Total Equity	$ 6,966,885	$ 5,178,538	$ 3,619,321
% of Total TIAA Portfolio	53.6%	46.3%	44.0%
TOTAL TIAA DIVERSIFIED POOL PORTFOLIO MARKET VALUE	$ 13,004,559	$ 11,189,149	$ 8,233,135
	100.0%	100.0%	100.0%
TOTAL CASH AND INVESTMENTS BALANCE	$ 22,109,985	$ 20,054,305	$ 13,818,701

	TOTAL TIAA PORTFOLIO
Value as of June 30, 2024	$ 11,189,149
Value as of January 31, 2025	$ 13,004,559
Diff $	$ 1,815,410
Diff %	15.01%
Without $1M Cash Addition to Portfolio during FY25	6.74%

PERSONNEL ACTIVITY REPORT FY25

February 14, 2025

New Hires

➤ **Administrative Staff**

o Taylor Mershon – Assistant Director, Housing and Residence Life, Dean of Students, January 1, 2025

o LeAnna Montgomery – Dean's Assistant, College of Arts and Sciences, January 6, 2025

o Emily Payne – Lab Technician, Natural Sciences, January 6, 2025

➤ **Support Staff**

o Travis Andre – Specialist, Information Technology, January 10, 2025

Change of Status

➤ **Administrative Staff**

o Corey Culbertson – Assistant Director, HR and Payroll, November 11, 2024

o Faith James – Coordinator, Payroll and Benefits, HR and Payroll, November 11, 2024

o Beverly Flowers – Administrator, HR and Benefits, HR and Payroll, November 11, 2024

o Jacob Bice – Program Assistant, Educational Opportunity Center, December 2, 2024

o Annette Jenkins – Coordinator, Academic Advising and Support, CHHS, January 27, 2025

➤ **Executive Staff**

o James Barker – Chief of External Relations, Office of the President, January 1, 2025

➤ **Support Staff**

o Dustin Allbright – Utility Generalist, Planning, Construction and Facilities, January 21, 2025

PERSONNEL ACTIVITY REPORT FY25

February 14, 2025

Departures

- **Administrative Staff**
  - Desiree Isaac – Title IX Coordinator & Assistant General Counsel, December 2, 2024
  - Catherine Toller – Classroom Teacher, Children's Learning Center, December 20, 2024
  - Kelli Smith – LISD Lead Officer, School of Education, December 31, 2024

- **Faculty**
  - Lisa Whitten – Assistant Professor, Rehabilitation Sciences-OTA, December 31, 2024

- **Public Safety**
  - Jared Cable – Officer, Security, Public Safety, January 31, 2025
  - Britton Morris – Officer, Police, Public Safety, February 2, 2025

- **Support Staff**
  - Douglas Parsley – Specialist, Information Technology, December 31, 2024
  - Kelly Rase – Custodian, Planning, Construction, and Facilities, January 24, 2025

New Hires

➢ **Administrative Staff**
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CAPITAL PROJECTS STATUS REPORT

February 14, 2025

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, incorporating bicycle traffic, landscape features, and pedestrian crossings. Design activity and associated estimating continue.

➢ Construction has begun. The existing asphalt has been removed. Traffic island excavation continues. Extruded concrete curbing installation continues. Construction completion is scheduled for Spring 2025.

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. 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.

➢ Construction documents approved by the Department of Compliance. Awaiting final review by the facilities department (SSU), after which the project will go out for construction bid.
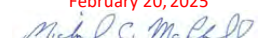
Clark Memorial Library Renovation Project - $4.5 million - Capital

➢ Design contract approved by Controlling Board; contract signed by Attorney General's office.

➢ Stakeholder and constituent group meetings have begun.

Health Science Labs Renovations Project - $3M – Capital

➢ Design contract approved by Controlling Board January 13, 2025.

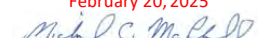➢ Design kick-off meeting is scheduled for February 6, 2025.

CAPITAL PROJECTS STATUS REPORT

February 14, 2025

Spartan Stadium Athletic Complex

➢ Awaiting official transfer of property.

➢ Preliminary planning discussions regarding requirements & infrastructure have begun internally.

➢ Design continues for the softball field in the western area of the property.

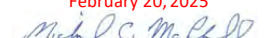➢ Master plan for the entire athletic complex has begun.

Spring 15th Day Enrollment Comparison Report

	Spring 2023 15th Day	Spring 2024 15th Day	Spring 2025 15th Day
New Undergraduate Enrollment			
First-time in Any College	41	40	46
Transfer	64	40	49
Total New	**105**	**80**	**95**
Difference from prior year	**105**	**-25**	**15**
Continuing Undergraduate Enrollment			
Freshmen	618	443	360
Sophomore	390	475	484
Junior	428	418	482
Senior	572	663	632
Total Continuing	**2008**	**1999**	**1958**
Difference from prior year		**-9**	**-41**
Total Undergraduate	2113	2079	2053
Difference from prior year		**-34**	**-26**
New Graduate Enrollment			
Graduate - New	65	30	16
Total New	**65**	**30**	**16**
Difference from prior year		**-35**	**-14**
Continuing Graduate Enrollment			
Graduate - 1	83	136	149
Graduate - 2	12	30	22
Graduate - 3	0	0	0
Doctorate	9	4	6
Total Continuing	**104**	**170**	**177**
Difference from prior year		**66**	**7**
Total Graduate	**169**	**200**	**193**
Difference from prior year		**31**	**-7**
Non-Degree Enrollment			
NC - Certificate	35	18	20
ND - Returner	0	0	0
NH - Highschool	0	0	0
NO - Non-Degree	11	9	8
NP - College Credit Plus	669	564	709
NS - Senior Citizen	9	5	6
NT - Visiting	0	0	0
Total Non-Degree	**724**	**596**	**743**
Difference from prior year		**-128**	**147**
Grand Total	**3006**	**2875**	**2989**
Difference from prior year		**-131**	**114**

Spring 2025 Weekly Registration Main and eCampus Comparison Report

	Main Campus	eCampus	Spring 2025
15th Day			1/27/2025
New Undergraduate Enrollment			
First-time Freshmen	37	9	46
Transfer	43	6	49
Total New	**80**	**15**	**95**
Continuing Undergraduate Enrollment			
Freshmen	332	28	360
Sophomore	449	35	484
Junior	454	28	482
Senior	550	82	632
Total Continuing	**1785**	**173**	**1958**
Total Degree Seeking Undergraduate	**1865**	**188**	**2053**
New Graduate Enrollment			
Graduate - New	5	11	16
Total New	**5**	**11**	**16**
Continuing Graduate Enrollment			
Graduate - 1	79	70	149
Graduate - 2	17	5	22
Graduate - 3	0	0	0
Doctorial	0	6	6
Total Continuing	**96**	**81**	**177**
Total Graduate	**101**	**92**	**193**
Non-Degree Enrollment			
NC - Non-Degree Certificate	17	3	20
ND - Returner	0	0	0
NH - Highschool not CCP	0	0	0
NO - Non-degree	8	0	8
NP - College Credit Plus	709	0	709
NS - Senior Citizen	6	0	6
NT - Visiting	0	0	0
Total Non-Degree	**740**	**3**	**743**
Grand Total	**2706** **91%**	**283** **9%**	**2989**

Academic and Student Affairs
Report Board of Trustees Meeting
February 14, 2025

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,

The division of Academic and Student Affairs, as part of the ongoing University strategic action plan and in concert with academic portfolio review, is developing short-range strategic action plan goals and projects for each College and Office. The College of Arts and Sciences, College of Business and Engineering Technology, and College of Health and Human Services have all examined their mission and vision, identified strengths, weaknesses, opportunities, and threats, and begun to set clear and measurable goals for the next few years. The College Deans have presented the current plans to their faculty to gain input on refining these plans and setting program level goals in enrolment, retention, and completion.

This work will continue with refinement and integration into the university plan throughout Spring 2025. The Office of Academic Affairs, Clark Memorial Library, Grants and Sponsored Programs, Institutional Research, Reporting, and Analytics, and Center for International Programs and Study Abroad offices have attended these presentations and will now begin their own strategic action planning that is informed by the College plans.

Please also see the detailed activities for each College and Office presented below.
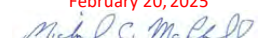
College of Arts and Sciences

Fine, Digital, and Performing Arts
A new show in the Appleton Gallery featuring paintings by landscape artist Rod Bouc runs through March 21.

Mathematical Sciences
Shawnee State will once again host a math competition on Friday, May 9 from 9-1. The mission of the **2025 Shawnee SUMS Math** competition is to encourage, stimulate, and enable regional high school students to exercise their mathematics skills, provide students with an enjoyable experience doing mathematics, and introduce students, secondary-school teachers and administrators to the excellent programs and faculty at Shawnee State. The SUMS coordinator, Ralph Shelton, is beginning to visit high schools. The registration link is currently active and has been shared with the mailing list compiled last year. Chief Enrollment Marketing Officer (CEMO), Jodi Blinco, has agreed to move forward with the same publicized scholarship amount (around $5,000) as last year. There will also be other prizes, including a hand carved, walnut chess set. The SUMS coordinator will work with the CEMO to move forward with getting promotional materials created in partnership with SSU Communications, including updating the brochure and website. Last year was the first year the contest was held, and the SUMS coordinator is working with the faculty in the Department of Mathematics to use lessons learned last year to improve the way this year's competition will run.

Dr. Jinlu Li**,** Professor Emeritus of Mathematical Sciences, presented "Locally Stochastic Fixed- Point Problems: An Application of Arutyunov Mordukhovich Zhukovskiy Theorem," on campus. He will be presenting these results at The International Workshop on Applied Analysis and Optimization 2025 in Taiwan this month.

Dr. Robert Mendris, Professor of Mathematical Sciences, gave an overview of some of the scholarship he engaged in during his sabbatical, entitled Effective-Number Theory.

Natural Sciences
Dr. Erik Larson, Associate Professor of Geology, published a peer-reviewed research article entitled "Testing the Accuracy of Polycam$^©$ 3D Scanning Software on LiDAR and Optical Photogrammetry Devices in Field Research" in *The Professional Geologist.* Dr. Larson will also present three abstracts at the 2025 Joint Northeastern and North-Central Section Meeting of The Geological Society of America in March 2025.

SSU has again been recognized as an **Arbor Day Foundation Tree Campus for 2024.** Thanks to the Campus Tree Committee and the Department of Facilities, Construction, and Planning.

School of Education
The Ohio Department of Higher Education auditors The Meadows Center for Preventing Educational Risk (MCPER) were on SSU's campus February 10-12. MCPER observed four reading courses to **evaluate the Science of Reading** content provided to students enrolled in SSU's Educator Preparation Programs. Faculty and leaders within the School of Education were also interviewed.

Social Sciences
An education and social sciences career fair organized by SSU Career Services will be held on February 21 in the Morris University Center.

Dr. Amr Al-Azm's film *Artifact War* will be screened on SSU's campus on April 1. On April 4, it will be screened at the Wilson Center in Washington, D.C. Al-Azm's comments on the recent fall of Assad's regime in Syria were featured in the *Columbus Dispatch*, the *Washington Post*, and on *National Public Radio.*

Center for Public History
The Center for Public History continues to receive media coverage for their work on the Underground Railroad Heritage Grant from the Appalachian Regional Commission. An Appalachian freedom heritage tourism initiative has also been recently announced.

College of Business and Engineering Technology

JobsOhio visited the Kricker Innovation Hub and the Advanced Technology Center Labs on January 30 to learn more about our labs, programs and plans for the future.

C.H. Lute School of Business
Dr. Seongcheol Paeng, Assistant Professor, Finance presented a paper at the American Economic Association conference in San Francisco, CA in early January.

Dr. Paeng and Dr. J.T. Ok (Engineering Technologies) received a President's Internal Research Grant and will present a paper at the Southwest Finance Association conference in San Antonio, TX in February.

Dr. Claudia Hanrahan, Assistant Professor, Finance established a **Business Ethics repository** in SSU's Digital Commons, with cooperation and support from Suzanne Johnson Varney, Director of the Clark Memorial Library and Dr. Marc Scott of the Department of English and Humanities. Six of Dr. Hanrahan's fall Business Ethics students have published papers in the repository. Submissions can be accessed here:

> Two students have submitted papers for publication in journals. Terra Hobes submitted "Environmental Issues: Profitability vs. Sustainability in the Workplace" to the *Journal of Undergraduate Research and Scholarly Excellence.* Makynna Montgomery submitted "Environmental Issues: Profitability vs. Sustainability in the Workplace" to the *Midwest Journal of Undergraduate Research.* Both papers are currently undergoing peer review.

Engineering Technologies

Engineering Technology received **6 industrial FANUC robots**. Once construction is complete on the Advanced Manufacturing Center, they will be a central part of one of the new laboratories.

The Gaming programs just wrapped up the **Global Game Jam** in January. Over 50 students worked the entire weekend on one of over 12 games fitting into this year's theme of "Bubbles". Global Game Jam is a global game developers' competition that is a great opportunity for students to practice game development skills and some students continue the game development beyond the weekend event.

Plastics and Advanced Manufacturing Day was hosted as a recruiting event on December 6 with hands-on demonstrations and an alumni panel.

Interactive robotics activities will be conducted for high school students during the Department of Energy sponsored **Science Bowl** that will be hosted on campus on March 7.

Engineering Technology students visited **LyondellBasell Cincinnati's Research Center** at the end of November to tour the facilities and learn about polymer development, testing applications, and career opportunities.

Kricker Innovation Hub

The Kricker Innovation Hub is preparing for **Startup Weekend Portsmouth**, which will be held February 21-23. Free and open to the public, the event provides an opportunity for participants to develop a startup in just 54 hours with support from the SSU Kricker Innovation Hub and Techstars.

Planning is underway to expand **Ignite Portsmouth**, an eight-week entrepreneurship boot camp, to serve two additional counties, bringing the total service area to seven counties.

The Ice House Entrepreneurship Program is preparing for an eight-week hybrid cohort in March and April, designed as a lead-in to Ignite Portsmouth and open to participants from the seven Ignite counties. The Ice House Entrepreneurship Program is an experiential, problem-based program designed to empower learners by exposing them to entrepreneurial thinking while immersing them in entrepreneurial experiences that will develop modern-day skills needed to succeed including 1) Creative & Critical Thinking: Nurture your ability to conceive innovative solutions and analyze situations from diverse angles, 2) Effective Problem Solving: Develop the prowess to tackle complex challenges with confidence and ingenuity, 3) Communication & Collaboration: Hone skills to convey ideas effectively and collaborate seamlessly in diverse teams, 4) Adaptability & Initiative: Cultivate a nimble approach to change and the proactive drive to initiate meaningful action, 5) Curiosity & Lifelong Learning: Embrace

an inquisitive spirit that fuels continuous growth and learning.

The Entrepreneurial Journey Speaker Series will continue with "AI Made Simple" on March 12 from 5 - 7 PM. This panel discussion and audience Q&A session will demystify artificial intelligence and explore its practical applications. On April 17 from 5-7 PM, the Hub will host Gary Schoeniger, founder of the Entrepreneurial Learning Initiative, for a community event and book signing. The following day, a two-week teacher facilitation training will begin with Schoeniger delivering an opening presentation aimed at helping educators instill an entrepreneurial mindset in students.

The **Entrepreneur Fellows Program** (BUMG 4999) saw four students complete the fall semester, while two students are enrolled for the spring semester, working on business plans with support from mentors and guest lecturers.

The **Lunch & Learn Series** kicked off on January 21 with a session on Business Formation that attracted 19 participants. Upcoming sessions include Excel Business Basics on February 10 and Marketing Strategies on March 10. These sessions are held from 12-1 PM at the hub and are free and open to the public.

The Digital and Immersive Tech Accelerator, **ShawneeXP,** plans to host a pitch day with publishing companies the last week of February, offering the fall cohort additional opportunities to access funding. The pre-accelerator program will be offered this spring with a second ShawneeXP cohort beginning this summer.

The **BESTOhio Industry Sector Partnership** focused on supporting manufacturing was awarded an Industry Sector Partnership Grant. Ohio Governor Mike DeWine announced that 35 workforce partnerships located across Ohio will receive a total of $5.1 million in awards through the Industry Sector Partnership (ISP) Grant. The program supports local or industry collaborations that help bring Ohioans into the workforce while meeting the needs of job creators and the economy.

College of Health and Human Services

The **Health Care Partnership Task Force** is established and has standing biweekly meetings to navigate the range of business, legal, operational, and administrative issues related to implementing the CHHS Healthcare partnerships with external organizations and agencies. On January 29 leadership from CHHS, ITS, CAS, and Academic Affairs met with counterparts at Adena to plan recruitment, program offerings, classroom space, and equipment needs at the PACCAR Medical Education building in Chillicothe.

Following a national search, Tyler Walters was appointed CHHS Executive Director Strategic Initiatives. Mr. Walters will provide leadership and project management of CHHS Healthcare Partnerships as well as future CHHS strategic initiatives.

CHHS also welcomes Annette Jenkins, M.A., as Coordinator, Advising and Student Support, where she will provide individualized advising for all students seeking admission into our CHHS programs.

School of Nursing
The School of Nursing is drafting required materials for program expansion to send to the **Ohio Board of Nursing**.

The MSN program has obtained initial applicant status with the **Commission on Collegiate Nursing Education (CCNE)** accrediting body. The on-site evaluation visit is being scheduled for Fall 2025.
The School of Nursing and the Department of Rehabilitation Science (OT, OTA, and PTA) are planning a

major **interprofessional collaborative activity** that will involve students in courses from these programs, which includes 60+ students. This simulated interdisciplinary team meeting experience will occur during the last week of March and provides students the opportunity to practice interprofessional communication via dynamic case study activity.

Department of Allied Health Sciences

The Dental Hygiene program hosted the kick-off of the statewide "**Give Kids a Smile**" campaign on February 8. Dr. Hal Jeter, Ohio Dental Association President, led the opening ceremony, which included breakfast with dental and SSU leaders and dental hygiene students working with over 100 Scioto County K-12 students to provide oral health care and education.

The Respiratory Therapy program is holding several **recruitment events** for students graduating this spring, including virtual events with the Mayo Clinic and Sanford Health Systems of the Dakotas, and an in-person event with Genesis Healthcare of Lancaster, Ohio. Students are organizing a Cystic Fibrosis fundraiser, and will hold the annual Case Study event on April 22. The program will also host an informational event on April 7 for community members living with COPD in conjunction with the COPD Foundation.

The annual **Interprofessional Education Day**, which includes programs for the entire department, will be held on March 28.

The Health Science laboratory renovation project began February 6 with an initial design team meeting.

Department of Rehabilitation Sciences

The Behavioral Health Paraprofessional certificate program has moved from Allied Health Sciences to Rehabilitation Sciences. Enrollment in this program has increased with the efforts of Sargina Engle, LISW-S, LICDC, Behavioral Health Navigator. Eighteen students are progressing through the certificate program with support of the **Great Minds Fellowship** grant funds, and additional enrollment is expected.

The Bachelor of Social Work (BSW) program has been approved by ODHE and submitted to HLC for final approval.

The Physical Therapist Assistant program has initiated several **retention initiatives** in the form of curricular adjustments and formative assessments in targeted courses to identify students at risk sooner so that tailored academic supports can be provided.

BSOT 3+2 is revising curriculum to include hybrid delivery of BSOT courses.

Rehabilitation Sciences Day is being held February 14 in conjunction with Admissions.

Office of Student Affairs

Jeff Hamilton, Interim Dean of Students, has begun inviting selected students to "**Dine with the Dean**" to share a meal and conversation. Later this spring, the Academic Deans will be invited to join so that students can better understand the roles of the Deans.

Student Life

There are 36 active student clubs this Spring. Student Life is working on streamlining functionality of the clubs using the SSU website, the Shawnee App, and Presence to attract new members, showcase events, and collect data to track attendance and demographic information.

Bear Wear Wednesday was launched for the Spring 2025 term, whereby students, faculty, and staff are encouraged to showcase their SSU spirit and pride by wearing SSU gear every Wednesday.
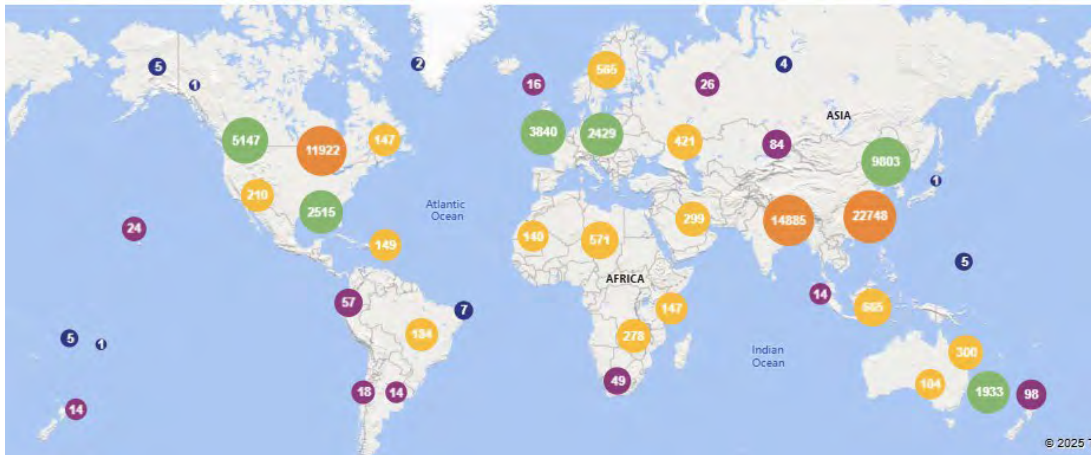
Military and Veteran's Services
A plan to increase recruiting cooperation between Admissions and Veterans Affairs is under development which will incorporate visits to military bases to educate military personnel on educational opportunities and benefits at Shawnee State.

Coordinator of Veteran Engagement Bryan Caudill recently appeared on WSAZ First Look at Four to discuss the Scioto County Veteran's Service Center and the Ohio War Orphans Scholarship program (https://www.wsaz.com/video/2025/01/28/scioto-county-veterans-service- office-first-look-four/)

Clark Memorial Library

Work is underway developing new learning outcomes for the Clark Memorial Library **information literacy program**, as it relates to instruction. Student information literacy skills are taught and assessed as Freshmen, and then again as Seniors through Senior Seminar projects.

In 2024: 2,124 institutions from 175 countries downloaded Shawnee State University research or documents related to Shawnee State University.

Preparation continues for the **library software migration**. Data cleanup has been completed and now focus has turned to optimizing the data for the new platform. Several functions that are currently done in separate data silos will be integrated into the new platform.

Center for International Programs and Study Abroad

The Center is working to increase the number of international students enrolled at SSU and the number of students participating in student exchange programs. Forty-one international students are currently enrolled.

A **modular International Marketing Video** featuring current SSU students, faculty, and alumni that will

be filmed in Portuguese, Korean, and Spanish has been designed to promote Shawnee State to prospective international students.

An **International Student Recruitment Committee** consisting of Athletics, Student Affairs, International Students, and Student Affairs members has been established to plan approaches and gain insight from stakeholders in the goal to increase international student enrollment.

A **student exchange agreement** with Al-Ahkawayn University, Morroco was renewed. AUI visited SSU on January 15 to share information on Student Success Initiatives with our teams in Student Affairs, Admissions, and the Student Success Center. SSU students and Al-Ahkawayn students will restart on exchange semesters starting Spring 2026.

Grants and Sponsored Programs

Following a successful search, the Grants office welcomes Megan Cooper, as Grant Accountant, effective February 19.

An **ODHE Campus Safety Grant** for $449,500 was awarded to complete implementation of the electronic swipe door access project across campus as well as security camera license fees.

A Community Development Block Grant allocation through the Scioto County Commissioners awarded $50,000 for **Golden Bears Programming** from September 2024 to August 2026.

A **GRIT Summer Programs 2025** was awarded for $185,775 to support the Bear Tracks residential summer camp.

ODHE awarded **$539,910** in Choose Ohio First scholarships for students in STEM programs from all three colleges, including Advanced Manufacturing, Health, Math, and Science.

An **Industry Sector Partnership (ISP) Grant** through the Governor's Office of Workforce Transformation will 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 seeks to boost manufacturing and trade employment in the region. We were awarded the maximum of $100,000 for a "Spark" grant designed to jump-start and grow ISPs.
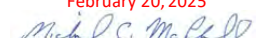
Center for Lifelong Learning

On December 17, the Center welcomed 5th and 6th graders from Western Local Schools (Pike County) for a holiday-themed open house where students participated in a design challenge, created ornaments using 3D printers, and developed a video game narrative inspired by "The Best Christmas Pageant Ever."

Enrollment is now open for **Cub Camp**, held June 23-26 which offers 26 classes for preschool to 8th-grade students, including new courses such as Junior Engineers, Shark Tank, Game Programming in Scratch, Game Programming in Roblox, and Future Doctors.

The **STEAM Ahead Initiative** is collaborating with Fluor BWXT to bring STEAM education to schools in Pike and Scioto counties. Additionally, Center for Lifelong Learning Assistant Director, Hayley Venturino is serving on the advisory board for the Little State STEAM event in Brown County, which introduces junior high and high school students to careers in STEAM fields.

The Center held an Advisory Board meeting on January 17 with PK-12 partners, conducting a SWOT analysis of PK-12 programs. Deep Dive Days are scheduled for February 28 for PreK- Grade 6 programming and April 25 for Grades 7-12 programming.

Bear Tracks, our summer residential workforce training program that targets recent high school graduates without a defined career plan, will run from June 2-27. The program will provide Phlebotomy, Advanced Manufacturing/Logistics, and Social Media for Business courses for 75 students.

The Professional Learning Series welcomed 323 educators since November, with an upcoming session in February featuring national literacy expert Christina DeCarbo.

Fitness classes are held every Tuesday and Thursday at 5:30 PM. The first term welcomed 38 attendees in a six-week cycle, and the second term, which began on January 7, will run through February 13.

Motorcycle Ohio has opened course registration for its 2025 season at motorcycle.ohio.gov.
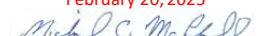
The paramedic program is fully enrolled and preparing for an on-site accreditation visit in May. Additionally, the Medical Laboratory Certificate program is actively enrolling students to support workforce demands.

Respectfully submitted,

Kimberly Inman, Ph.D.
Interim Provost and Vice President of Academic and Student Affairs

2024 University Remediation Report

Name of University:

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2017, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:

1. The number of enrolled students that require remedial education (*FY24 actual*).

Number of Students	Description (if needed)
617	

2. The cost of remedial coursework that the state university provides (*FY24 actual*).

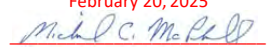**Please select the type of cost in the following areas and describe.**
 - **Costs to the university**: Please include a description of all university resources allocated in support of and/or on behalf of remedial education, including but not limited to costs associated with the following: faculty & staff, buildings/classrooms, administration, and additional student advising, among others.
 - **Costs to the student**: Please include a description of tuition paid by students in pursuit of remedial education.
 - **Costs to the state**: Please include a description of state resources provided to your institution in support of remedial education. (*See Appendix A containing this information for all state universities*.)

Cost Type	Amount	Description
Costs to the university	$64,250	Chairpersons of the math and English departments (This figure reflects 1/3 of salary and benefits, since approximately a third of math and English courses are developmental.)
Costs to the university	$39,822	Administrative assistants to the math and English departments (This figure reflects 1/3 of salary and benefits, since approximately a third of math and English courses are developmental.)
Costs to the university	$60,179	Developmental mathematics faculty (full-time) salary + benefits
Costs to the university	$27,685	Developmental mathematics adjunct faculty salary
Costs to the university	$4,200	Developmental English faculty (full-time) salary + benefits
Costs to the university	$70,625	Developmental English adjunct faculty salary
Costs to the university	$363,887	Academic Affairs advisors' salary + benefits
Costs to the university	$44,277	Academic Affairs advising support staff salary + benefits
Costs to the university	$188,593	Classroom space for developmental coursework
Costs to the university	$583,617	Office space for developmental faculty and administrators
Costs to the university	$31,944	Instructional resources for developmental coursework
Costs to the university	**$1,479,079**	**Costs to the University Subtotal**
Costs to the student	$551,594	Tuition for developmental coursework
Costs to the student	$8,653	Course fees for developmental coursework
Costs to the student	$4,435	Textbook and instructional materials for developmental coursework
Costs to the student	**$564,682**	**Costs to the Student Subtotal**
Costs to the state	$24,774	SSI for developmental coursework
Costs to the state	**$24,774**	**Costs to the State Subtotal**
	$2,068,535	**Grand Total**

3. The specific areas of remediation provided by the university.

Subject Area	Description
ENGL 0100 - Introduction to Academic Literacies	An introduction to critical thinking, reading, and writing skills with a focus on preparing students for success in college-level courses. **A total of 130 students were enrolled in ENGL 0100 in FY 24.**

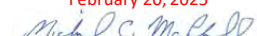| Course	Description
ENGL 1201 - Discourse and Composition (Co-Requisite)	An introduction to college composition, particularly for students whose ACT English subscores are 15, 16, or 17. Students practice responding appropriately to different types of rhetorical situations, writing in various genres, and critiquing discourse. Student will learn to research and document their work in appropriate forms. **A total of 106 students were enrolled in ENGL 1201 in FY 24.**
MATH 0101 - Basic Algebra with Geometry and Application	This is a course for students with a good background in arithmetic, but little or no background in algebra and geometry. Topics include linear expressions and equations in numeric, graphic, and symbolic form; solving linear equations and inequalities; linear models; operations with exponents; scientific notation; roots, radicals, and fractional exponents; radical equations; polynomial expressions. **A total of 139 students were enrolled in MATH 0101 in FY 24.**
MATH 1200A - College Algebra Plus (Co-Requisite)	This course is an intermediate algebra course designed for students who are in need of some intermediate algebra remediation. Students learn the basic properties of linear, polynomial, rational, exponential, and logarithmic functions. **A total of 144 students were enrolled in MATH 1200A in FY 24.**
STAT 1150A - Principles of Statistics Plus (Co-Requisite)	This course is designed for students who are in need of some beginning algebra remediation. Topics include exploring data and describing patterns; sampling and experimentation; planning and conducting a study; normal and sampling distribution; regression analysis; and statistical inference. **A total of 82 students were enrolled in STAT 1150A in FY 24.**
MATH 1000A - Reasoning w/Mathematics Plus (Co-Requisite)	This course is a reasoning with mathematics course designed for students who are in need of some beginning algebra remediation. This course is designed to be taken at the same time as MATH1000. The course covers numeracy, statistics and probability, and modeling using mathematics. **A total of 16 students were enrolled in MATH 1000A in FY 24.**

4. Causes for remediation.

Please select all that are relevant from the following categories and provide detail.
 - **Lack of student preparation at the K-12 level**
 - **Prescriptive placement policies** (over reliance on a single assessment measure)
 - **Deferred entry into higher education** (adult students returning to higher education)
 - **Other** (any other cause identified by the university)

Cause	Description
Lack of student preparation	In FY 24, 570 traditionally-aged, first-time freshmen required at least one developmental course upon admission to Shawnee State University. Of these students, 361 (63.3%) needed one developmental course, 163 (28.6%) needed two developmental courses, and 46 (8%) needed three or more developmental courses.
Deferred entry	In FY 24, 47 nontraditionally-aged, first-time freshmen required at least one developmental course upon admission to Shawnee State University. Of these students, 37 (78.7%) needed one developmental course, 9 (19%) needed two developmental courses, and 1 (2%) needed three or more developmental courses.

President's Report to the Board of Trustees
Board of Trustees Regular Meeting
February 14, 2025

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

As the Provost reported earlier today, Academic Affairs and each of the three component colleges have been developing strategic action plans that will be refined, used to establish program-level enrollment goals, and feed into the university's overall plan for academic excellence and growth. As we near the end of our Institutional Strategic Plan (Shawnee at 40), we will focus on immediate and short-term projects and goals that respond to rapidly changing student demands, workforce needs, and regulatory requirements.
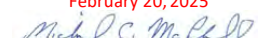
Priorities for the Strategic Action Plans include (1) increasing Student Retention and Completion; (2) expansion of program capacity for academic programs with demand; (3) identification of programs ripe for adult learning enrollment, including class schedules for these programs after hours, on weekends, and in hybrid formats; and (4) expansion of meaningful partnerships with K-12 schools and other educational institutions for new student pipelines and pathways, and employers with the potential to provide experiential learning and job opportunities. These action plans will be shared with you later this spring and will be a cornerstone of our FY26 university budget development.

Governor DeWine released his budget proposal for 2026-2027 earlier this month. The Governor pledged support for "high-growth, high-wage pathways and programs that "create social mobility for graduates" and committed to "ensure students are provided with the necessary supports and services … with a particular emphasis on underrepresented student populations" (Executive Budget at 333-334). The Governor also maintained his commitment to funding higher education using the "nation's most aggressive outcomes-based higher education funding formulation, ensuring that colleges and universities stay laser-focused on student success and post-graduation employment outcomes" (The State of Ohio Executive Budget, Fiscal Years 2026-2027 at p. 333). For the first time, public university funding for the state share of instruction will include not only enrollment, course completion, and degree completion, but it will also reflect graduate employment outcomes.

In response to the Governor's budget, today I am announcing a new Office of Personal and Professional Development at Shawnee State University that will be established July 1 and report to the Provost. This office will build capacity to meet evolving state and federal reporting requirements, to maximize student after graduation employment outcomes and, to ensure that every student who completes a degree program at SSU can participate in an internship, co-op, clinical, or other work experience prior to graduation. The office will also address preparation of students with the workforce and social skills that are most needed to thrive in life after college.

I also am announcing today an enterprise growth initiative at Shawnee State University to update core enrollment strategies that adapt to new market conditions. The thrust of this imitative is a declaration of the Shawnee State University profile and mission to an expanded 15-county primary service area, including: Adams, Brown, Clinton, Fairfield, Fayette, Gallia, Highland, Hocking, Jackson, Lawrence, Pickaway, Pike, Ross, Scioto, and Vinton Counties in Ohio. Targeted investments in Kentucky and West Virginia border counties, and an athletics strategy that includes exclusivity in Southern Ohio and formal entry into West Virginia.

Through our strategic action planning, we will update the academic program portfolio and provide modern program delivery methods. By building our external relations capacity, we are increasing the number and quality of partnerships with educational and workforce institutions in our fifteen-county region. With the launch of a comprehensive brand position and reputation campaign for the university and improved program-level enrollment marketing, we will significantly increase our profile and awareness.

This university has tremendous capacity to be the undisputed market leader in our service footprint. We are listening to business and not only responding to them for workforce supply, but we are also partnering with them to build programs and student pipelines together. We are just getting started and this will continue at a rapid pace. Thank you to the faculty, the department chairs, and the program leaders who are embracing a new higher education environment. I appreciate the administrators who are part of multiple working teams and leading efforts to stay lean and improve our processes. Thanks to all the campus, including the Board of Trustees, who are working each day with our community and students, adapting to new demands and preferences, and moving SSU to a new level.

Respectfully submitted,

Dr. Eric Andrew Braun, JD, EdD
President

Finance & Administration Committee
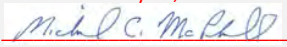
February 14, 2025

Shawnee State
UNIVERSITY

Resolution F01-25

**Shawnee State University
Foundation Member Appointments**

- Ratification of **Appointment of SSU Foundation members** for an additional **3-year term** beginning 1/1/2025 - 12/31/2027.

Resolution F01-25

**Shawnee State University
Foundation Member Appointments**

- Jennifer Aikman

- Ken Applegate

- Tom Covert

- Debra Esham

- Troy Gregory

- Dave Todt

- John Whitaker

Resolution F02-25

Update of Policy 1.05, Investment Policy

- Update provides greater flexibility in the management of the investment portfolio.

- Increases the Equity Target allocation from 50% to 60% of the Investment Portfolio by reduction of Fixed Income Target allocation to 38% from 48%.

- Provision added appointing Chief Financial Officer as Investment Committee Chair when needed due to absence of regular Committee Chair.

Resolution F03-25

Approval of FY25 Amended Operating Budgets
(General Fund and Auxiliary Fund)

- Mid-year review of university annual budget is conducted each year as part of budget process.

- Items were identified during the mid-year FY25 review process that were material enough to warrant a budget revision:

  - Impact of Hurricane Helene on university revenue (insurance proceeds) and expenses (repair to buildings, clean up of flood damage, additional student housing expense, and lost revenue).

  - Additional funding and expenditures related to College of Health and Human Services development and other University strategic initiatives.

FY25 Operating Budget Status

Report Date 02.12.2025

	FY25 Budget	Q1 Actuals	Q2 Actuals	Q3 Actuals	Q4 Actuals	YTD Actuals	% of Budget
Revenue							
Tuition & Student Fees	$ 27,926,427	$ 15,331,367	$ (327,952)	$ 12,124,350	$ -	$ 27,127,765	97.1%
State Share of Instruction	$ 13,235,852	$ 3,308,961	$ 3,308,961	$ 1,102,988	$ -	$ 7,720,910	58.3%
Shawnee Supplement	$ 9,000,000	$ 2,250,000	$ 2,250,000	$ -	$ -	$ 4,500,000	50.0%
Scholarship	$ (5,130,533)	$ (2,751,749)	$ 62,249	$ (2,391,033)	$ -	$ (5,080,533)	99.0%
Other Income	$ 7,651,324	$ 956,294	$ 596,799	$ 1,361,055	$ -	$ 2,914,149	38.1%
Commissions	$ 442,500	$ 73,356	$ 65,673	$ 204,939	$ -	$ 343,969	77.7%
General Fund Operating Grants	$ 1,120,535	$ 43,517	$ 51,538	$ 10,648	$ -	$ 105,703	9.4%
Miscellaneous Revenue	$ 3,050,789	$ 491,185	$ 246,695	$ 118,463	$ -	$ 856,343	28.1%
Service Fees/Memberships	$ 277,500	$ 79,128	$ 47,596	$ 24,925	$ -	$ 151,649	54.6%
Ticket Sales/Rentals	$ 620,000	$ 269,108	$ 185,297	$ 77,668	$ -	$ 532,072	85.8%
* Property & Flood Claim	$ 2,140,000	$ -	$ -	$ 924,412	$ -	$ 924,412	43.2%
Transfers In	$ 2,500,000	$ -	$ 3,919	$ -	$ -	$ 3,919	0.2%
Revenue Total	$ 55,183,070	$ 19,094,873	$ 5,893,977	$ 12,197,360	$ -	$ 37,186,210	67.4%

FY25 Operating Budget Status

	FY25 Budget	Q1 Actuals	Q2 Actuals	Q3 Actuals	Q4 Actuals	YTD Actuals	% of Budget
Expense							
Compensation	$ 34,313,541	$ 5,922,107	$ 8,582,530	$ 3,565,475	$ -	$ 18,070,113	52.7%
Salaries	$ 24,674,802	$ 4,102,798	$ 6,457,511	$ 2,644,509	$ -	$ 13,204,818	53.5%
Benefits	$ 9,638,739	$ 1,819,308	$ 2,125,020	$ 920,966	$ -	$ 4,865,294	50.5%
Non-Compensation	$ 16,969,333	$ 4,035,350	$ 3,768,652	$ 3,122,709	$ -	$ 10,926,711	64.4%
Equipment	$ 216,772	$ 187,010	$ 106,148	$ 28,719	$ -	$ 321,876	148.5%
External Professional Services	$ 715,491	$ 223,494	$ 406,836	$ 372,341	$ -	$ 1,002,671	140.1%
Information/Comm/Shipping	$ 800,605	$ 264,928	$ 128,291	$ 169,856	$ -	$ 563,075	70.3%
Maintenance & Service Contracts	$ 5,028,131	$ 1,875,265	$ 1,155,419	$ 271,619	$ -	$ 3,302,303	65.7%
Meal Plan Expense	$ 2,021,009	$ 251,266	$ 633,486	$ 414,543	$ -	$ 1,299,295	64.3%
Miscellaneous Expense	$ 1,394,783	$ 459,873	$ 108,973	$ 81,025	$ -	$ 649,871	46.6%
Supplies	$ 1,970,594	$ 217,906	$ 213,851	$ 138,313	$ -	$ 570,070	28.9%
Travel	$ 874,220	$ 191,273	$ 279,915	$ 90,865	$ -	$ 562,054	64.3%
Utilities	$ 1,647,728	$ 364,336	$ 372,280	$ 153,118	$ -	$ 889,734	54.0%
* Property & Flood Expense	$ 2,300,000	$ -	$ 363,452	$ 1,402,309	$ -	$ 1,765,761	76.8%
Transfers Out	$ -	$ -	$ -	$ -	$ -	$ -	
Expense Total	$ 51,282,874	$ 9,957,457	$ 12,351,183	$ 6,688,184	$ -	$ 28,996,824	56.5%
Net Transfer to Capital Fund	$ 1,564,825	$ -	$ -	$ -	$ -	$ -	0.0%
Net Operating Budget	$2,335,371	$9,137,417	($6,457,206)	$5,509,176	$0	$8,189,386	351%

* *Claim reimbursements and actual expenses related to Hurricane Helene event*

Asset Allocation as of 1/31/2025

- Added $1M from Operating funds to TIAA portfolio in January 2025.

- Cash being invested over time by dollar cost averaging (fixed amount over specified time frame).

- Allocating funding towards Equity Securities to move closer to Target Allocation of 60% Equity.

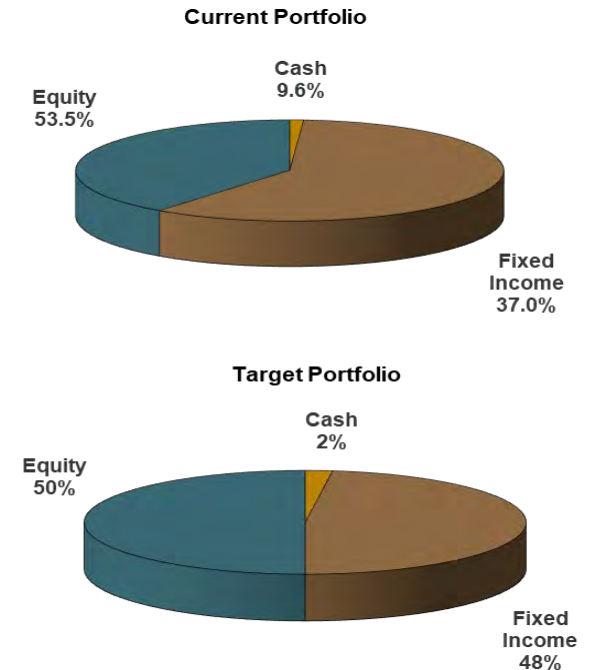- Security Gain year-to-date is $815,410 (6.7% return) as of January 31, 2025.

Asset Class	Market Value	% of Assets	Target %
Cash Equivalents			
TIAA Trust Cash Deposit Account	$1,249,494	9.6%	
Total Cash Equivalents	*$1,249,494*	*9.6%*	*2.0%*
Fixed Income			
Fixed Income Separately Managed Account	$2,460,761	18.9%	
PGIM High Yield Fund	$255,783	2.0%	
iShares MBS ETF	$997,311	7.7%	
Vanguard Intermediate-Term Bond Index	$705,072	5.4%	
VanEck J. P. Morgan EM Local Currency Bond ETF	$142,420	1.1%	
DFA Inflation Protected SEC Fund	$124,984	1.0%	
PIMCO 1-5 Year U.S. TIPS Index Exchange Traded Fund	$129,434	1.0%	
Total Fixed Income	*$4,815,765*	*37.0%*	*48.0%*
Domestic Equity			
TIAA-CREF Large Cap Growth Index Fund	$3,095,559	23.8%	
TIAA-CREF Large Cap Value Index Fund	$2,064,336	15.8%	
iShares Russell Mid-Cap Growth ETF	$323,746	2.5%	
iShares Russell Mid Cap Value ETF	$286,252	2.2%	
iShares Russell 2000 Growth ETF	$195,961	1.5%	
iShares Russell 2000 Value ETF	$184,050	1.4%	
Total Domestic Equity	*$6,149,904*	*47.2%*	*45.0%*
International Equity			
iShares Core MSCI EAFE ETF	$214,191	1.6%	
iShares MSCI International Quality Factor ETF	$359,990	2.8%	
iShares Core MSCI Emerging Markets ETF	$242,800	1.9%	
Total International Equity	*$816,981*	*6.3%*	*5.0%*
Total Equity	*$6,966,885*	*53.5%*	*50.0%*
Total Portfolio Market Value	**$13,032,144**	**100.0%**	**100.0%**

Current Portfolio

Cash 9.6%
Equity 53.5%
Fixed Income 37.0%

Target Portfolio

Cash 2%
Equity 50%
Fixed Income 48%

6

Cash and Investment Summary

Market Value Total Cash and Investments		
06/30/2022	|	$ 9,630,163
06/30/2023	|	$13,818,701
06/30/2024	|	$20,054,305
12/31/2024	|	$25,533,845
01/31/2025	|	$22,109,985

- Anticipate additional transfer from Cash to Investments in Spring 2025.

- IPv4 addresses are on the market and proceeds will help fund additional allocations to Investments.

- Projected Fiscal Year 2025 Senate Bill 6 (SB6) Score is currently 3.8. Final 2024 SB6 Score was 4.2 (Max score is 5.0).

Personnel Activity

- Four (4) **New Hires**

    Three (3) Administrative Staff
    One (1) Support Staff

- Seven (7) **Change of Status**

    Five (5) Administrative Staff
    One (1) Executive Staff
    One (1) Support Staff

- Eight (8) **Departures**

    Six (6) Resignations
    Two (2) Retirements

Major Construction 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

Spartan Stadium Athletic Complex

Advanced Manufacturing Center

Spring 15th Day Enrollment Comparison Report

	Spring 2023 15th Day	Spring 2024 15th Day	Spring 2025 15th Day
New Undergraduate Enrollment			
First-time in Any College	41	40	46
Transfer	64	40	49
Total New	**105**	**80**	**95**
Difference from prior year	**105**	**-25**	**15**
Continuing Undergraduate Enrollment			
Freshmen	618	443	360
Sophomore	390	475	484
Junior	428	418	482
Senior	572	663	632
Total Continuing	**2008**	**1999**	**1958**
Difference from prior year		**-9**	**-41**
Total Undergraduate	2113	2079	2053
Difference from prior year		-34	-26
New Graduate Enrollment			
Graduate - New	65	30	16
Total New	**65**	**30**	**16**
Difference from prior year		**-35**	**-14**

Continuing Graduate Enrollment

Graduate - 1	83	136	149
Graduate - 2	12	30	22
Graduate - 3	0	0	0
Doctorate	9	4	6
Total Continuing	**104**	**170**	**177**
Difference from prior year		**66**	**7**
Total Graduate	**169**	**200**	**193**
Difference from prior year		**31**	**-7**

Non-Degree Enrollment

NC - Certificate	35	18	20
ND - Returner	0	0	0
NH - Highschool	0	0	0
NO - Non-Degree	11	9	8
NP - College Credit Plus	669	564	709
NS - Senior Citizen	9	5	6
NT - Visiting	0	0	0
Total Non-Degree	**724**	**596**	**743**
Difference from prior year		**-128**	**147**
Grand Total	**3006**	**2875**	**2989**
Difference from prior year		**-131**	**114**

Health Care and Hospital Affiliation Agreements

- CHHS maintains 309 current, unique contracts with Health Care, Hospital, and Human Service Organizations

- Placements range from short to long term, occur across a program's curriculum, and vary by program requirements

- All selective admission programs, as well as Exercise Science and Criminal Justice include clinical/field experiences in their degree requirements

Health Care and Hospital Affiliation Agreements

- CHHS uses a formal clinical contract process

  - Contracts range from 1 to 3 years in length with language regarding responsibilities and expectations from both parties

- Placements are credit-bearing courses with or without additional didactic and/or lab instruction

- NC-SARA Nursing UK KD restrictions

Hospital Affiliation Agreements

Adena Health (OH)

Southern Ohio Medical Center (OH)

Holzer Health System (OH)

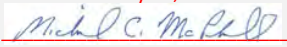**UK Kings Daughters (KY, OH)**

Cabell Huntington (WV)

VA – Chillicothe (OH)

Frequently used placements in 2024 (n=total number of CHHS students placed)

- **SOMC n=283**

- **Adena n=165**

- **Holzer n=138**

- **UK KD n=58**

Other Placement Sites

Outpatient facilities (stand alone or hospital affiliated)

Long-term care facilities (nursing homes/assisted living/retirement communities)

K-12 and specialized education settings (Vern Riffe School)

Public Health departments

Specialized hospitals (Nationwide Children's Hospital, Encompass Rehab)

Behavioral Health (The Counseling Center; inpatient)

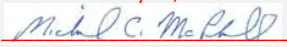Academic Medical Centers (OSU, Marshall, UC)

Home health agencies

Number of Clinical Placements: Program Snapshot

YEAR	Nursing	PTA	OTA	MOT	MLTC	RDLT	RRPT	DTHY
2024	469	59	44	71	6	142	159	41
2023	552	67	47	77	7	174	238	43
2022	572	67	30	80	11	142	283	45
2021	300	69	40	77	8	124	66	36

SHAWNee: Shawnee Health & Wellness Network

The Shawnee Health & Wellness Network (SHAWNee) is a framework that will expand regional health care and hospital affiliation agreements to facilitate:
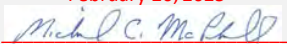
Greater Clinical Education Cooperation

Mutually Beneficial Investments in Facilities and Labs

Accelerated Delivery of Health Care Professionals

Partnerships for Research & Workforce Development Grants

Academic & Student Affairs Committee

February 14, 2025

Shawnee State
U N I V E R S I T Y

Resolution ASA01-25

Approval of Policy 3.00Rev, Admission and Degree Requirements

- Adds Section 5.0 guidance for admission of students with criminal backgrounds to the University.

- Balances open access mission with assessment of risk to safety of University community.

- Defines offenses that will disqualify applicants from admission.

- Provides an opportunity appeal for those disqualified under this provision.

Resolution ASA02-25

**Policy 2.22, Student Work Experiences, Internships,
and Cooperative Education Programs**

- High quality, major-related work experiences allow students to more fully prepare for their career options.

- SSU is committed to providing all students opportunity for these experiences during their study.

- New policy defines specific types of experiences and establishes consistent parameters for implementation of this programming.

Academic and Student Affairs Executive Report

Ohio Dental Association kicked-off statewide "Give Kids a Smile" campaign Friday February 7

'GIVE KIDS A SMILE' CAMPAIGN
PORTSMOUTH, OHIO
WSAZ3
MAKING A DIFFERENCE

PAIGE ABBINANTE
DENTAL HYGIENE STUDENT
WSAZ3

"It gives them that education and lets them have a fun experience as well," said Marie Richey, the clinical coordinator at Shawnee State University's dental hygiene program. "Hopefully they're all going to take home their new brushing, flossing, and oral hygiene knowledge to make some good decisions."

Academic and Student Affairs Executive Report

Upcoming Events

- Science of Reading Audit February 10-12
- Rehabilitation Sciences Day today
- February 21-23 Startup Weekend Portsmouth at the Kricker Innovation Hub
- Celebration of Scholarship week of March 31
- SUMS Math Competition to be held Friday May 9
  - Scholarships and prizes will be available

Academic and Student Affairs Executive Report

Partnership and Program Updates

- Health Care Partnership Task Force preparing recommendations for resources needed for the SSU Adena Campus

- School of Nursing program expansion plans to be submitted to the Ohio Board of Nursing

- MSN Program has initial applicant status with the Commission on Collegiate Nursing Education accrediting body

- The pre-Social Work/Bachelor of Social Work program has ODHE approval and awaits HLC approval

Academic and Student Affairs Executive Report

Awarded Grants

- ODHE Campus Safety Grants $449,500

- GRIT Summer Programs $185,775

- Choose Ohio First STEM scholarships $539,910

- Industry Sector Partnership: BESTOhio $100,000 Spark grant

Academic and Student Affairs Executive Report

Other Activities

- Health Science Laboratory design phase of the project has begun.

- GBBN Associates holding focus groups on campus to gain insight into Clark Memorial Library design.

- SSU has renewed student exchange agreement with Al-Ahkawayn University in Morroco.

Strategic Action Planning Update

Mission – Common Themes

- Pathways to careers

- Practical skills

- Collaborative learning

- Aligned to needs of community, business, evolving world

- Uplifting graduates who lead, thrive, innovate

Strategic Action Planning Update

Vision – Common Themes

- Recognized leader for transformative, high-quality programs
- Prepare graduates to advance communities and drive future

Strategic Action Planning Update

Strengths

- Experienced, dedicated faculty & staff
- Small Class Sizes
- Quality/Nationally ranked programs
- Social Mobility
- Mentoring, research with faculty
- Community relationships

Weaknesses

- Silos
- Lower numbers of junior faculty
- Enrollment declines/ Marketing
- Course schedule not optimized
- Internal / External Communications
- System/operations inefficiencies
- Not transfer friendly
- Underprepared students

Opportunities

- Stronger relationships with K-12, CTC, CCs
- Reach untapped, non-traditional populations
- Increase licensure/credential/certificates
- Increase industry partnerships, understand needs
- Build flexible course schedule
- Expand experiential learning

Threats

- Perceived value of higher education
- First Gen/Appalachian/Socioeconomic barriers
- Inconsistent Student Services
- Academic portfolio dated/cluttered
- Online programs need focus
- Rapid changes to legislation

Strategic Action Planning Update

Additional Opportunities

- Location near larger metro areas
- Pride of place and regional history
- Low cost for business start-ups
- Increased funding opportunities to support mission and programs
- Academic college-prep, STEM/health science ready coaching
- Increased supplemental instruction for gateway courses
- Streamline application, admissions processes

Strategic Action Planning Update

GOAL 1	**ACADEMICS** We serve the region by offering programs that students need to thrive in a dynamic world.
GOAL 2	**ENROLLMENT** We strive to grow our enrollment and build a diverse and sustainable student body.
GOAL 3	**STUDENT SUCCESS** We prioritize student success in our decision-making.
GOAL 4	**COMMUNITY** We enhance the quality of life of our community and region through positive partnerships.
GOAL 5	**STUDENT & CUSTOMER SERVICE** We provide student-centered and customer-focused processes in our administrative operations.
GOAL 6	**CONTINUOUS IMPROVEMENT** We use evidence, data, and best practices when making decisions.
GOAL 7	**CAMPUS CULTURE** We are a diverse community that is equitable and inclusive.

Strategic Action Planning Update

College Goal Trends

- Enhanced Marketing/Recruitment (Goal 2)

- Improved communications, internal & external (Goals 3, 5, 6, 7)

- Improved student success, support, retention (Goals 3, 5)

- Strengthen community partnerships and innovative collaborations (Goal 4)

- Enhance facilities – especially labs (Goals 1, 6)

- Maximize student ROI (Goals 1, 3, 4)

- Improve campus culture – leadership, collaboration (Goals 6, 7)

Strategic Action Planning Update

Next Steps

- Colleges are developing specific actions and metrics to achieve their goals
- SSU has asked for actions that will track to KPIs:

Enrollment	Success	Career
# Applications	Gateway course completions	Work experience/internship/ clinical placement
Enrollment yield	Retention	Graduate/Professional School
Headcount	Persistence	Wages
Credit hours	Completion	Debt

Student Affairs Update

Active SSU Student Clubs

AHANA	Illuminate Club	Spanish Club
Bears Means Business Club	FGC Club	Young Democrats Clubs
Catholic Bears Club	Math Club	Artistry Club
Chemistry Club	Med Lab Club	SSU Spirit Band
Circle K International Club	MOTA Club	Student Nurses Association Club
College of Republicans Club	Pi Mu Epsilon Honors Club	Dapper Tappers Tavern Club
Creative Writing Club	Pokémon Trainers Club	Tri Beta Honors Club
Cru Club	Pre-Med Club	Wise Club -
Delight Ministries Club	Psychology Club	Weightlifting Club
Dungeon Crawlers Club	Rotaract Club	Tau Kappa Epsilon
Hiking Club	SAGA Club	Theta Phi Alpha
IEEE Club	Pool Club	Delta Phi Epsilon
	Social Work/ Criminal Justice Club	

Student Affairs Update

Bear Wear Wednesday

Student Affairs Update

Dine with the Dean

FY24 Remediation Overview

- **617** SSU students required **developmental coursework**.

- **388** (**62.8%**) of those students are from **PALSJR counties**.

- Percentage of SSU students requiring developmental coursework **has increased** (**40.65%** in **FY23; 43.45% in FY24**).

PALSJR Remediation Percentage

	Remediation Student Count (Unique)	Total Student Count (Unique)	Percentage
Pike	51	279	**18.27%**
Adams	39	162	**24%**
Lawrence	23	162	**14.1%**
Scioto	222	1496	**14.8%**
Jackson	11	56	**19.6%**
Ross	42	133	**31.5%**

PALSJR Remediation Breakdown by Course

Course	Total Number	Adams	Jackson	Lawrence	Pike	Ross	Scioto
ENGL0100	130	12	2	6	9	8	48
ENGL1201	106	3	3	3	6	8	37
MATH0101	139	12	4	6	12	8	44
MATH0102	0	0	0	0	0	0	0
MATH1000A	16	2	0	1	2	0	8
MATH1200A	144	8	1	1	17	8	49
STAT1150A	82	2	1	6	5	10	36

Remediation Cost to University, Students, and State

	FY23	FY24
Cost to SSU:	$1,411,899	$1,479,079
Cost to the Students:	$555,819	$564,682
Cost to the State:	$31,100	$24,774

Recess Session I

Resolution ASA03-25

Authorizing Shawnee State University-Airable Research Lab Entrepreneurial Project

- State-of-the-art labs & equipment
- Preparing students through partnerships
- Expanding Advanced Manufacturing Center
- Resource to the region and state
- Interdisciplinary (Plastics+Chem)
- Creating an Innovation Ecosystem
- Sustainable products (polymers)
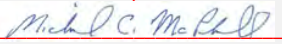- Ohio is #1 in Plastics Manufacturing in the US (Source: JobsOhio)

WE'RE #1

Only ABET-Accredited Plastics Engineering Technology Degree in Ohio

Shawnee State
UNIVERSITY

Resolution ASA03-25

Authorizing Shawnee State University-Airable Research Lab Entrepreneurial Project
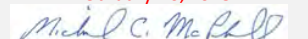

Soybeans are Ohio's #1 acreage crop and **#1 export crop**

➢ Airable Research Lab is engaged in the development, production, testing, and licensing of soy-based and other biobased sustainable products

➢ Create value for Soy farmers through expanded research and development offerings and capabilities in the areas of polymer processing, hydrogenation, fermentation, and analytical equipment

➢ University would lease 1,500 sq. ft. in the Advanced Technology Center

➢ rental rate of $3k/month

➢ Lease credited for initial period with Airable's anticipated substantial investment

Resolution ASA03-25

Authorizing Shawnee State University-Airable Research Lab Entrepreneurial Project

Shawnee State UNIVERSITY + **Airable RESEARCH LAB** *WHERE SUSTAINABLE SOLUTIONS START* = **Entrepreneurship, Innovation and Educational Ecosystem**

➢ Ohio Revised Code Section 3345.36(B) provides that it is public policy of the state for institutions of higher education to facilitate and assist with establishing and developing entrepreneurial projects to create or preserve jobs and employment opportunities, and improve the economic welfare of the people of the state

➢ Partnership for research, development, and commercialization that will foster business and job growth

　➢ **Innovation through Collaboration:** Supporting entrepreneurial projects the aim of expanding research and teaching opportunities, developing new products, grants and creating jobs

　➢ **Advancing student opportunity:** Program visibility, learning, internships, co-ops, and graduate employment experiences in materials science, polymer, and chemistry products

➢ **#1 in Plastics Engineering Tech Education + #1 State in Plastics + #1 Export Crop (OH) + #1 Acreage Crop (OH)**