

**BOARD OF TRUSTEES  
ACADEMIC AND STUDENT AFFAIRS COMMITTEE**

**June 27, 2025, 10:30 a.m.  
Morris University Center, Room 214**

**Agenda**

**1.0 Call to Order**

**2.0 Roll Call**

**3.0 Action Items**

**3.1 Resolution ASA07-25  
Award of Faculty Tenure**

Dr. Kimberly Inman, Interim Provost and Vice President of Academic and Student Affairs, will present Resolution ASA07-25 awarding faculty tenure.

**3.2 Resolution ASA08-25  
Approval of the 2026-2027 and 2027-2028 Academic Calendars**

Dr. Inman will present Resolution ASA08-25 for approval of the 2026-2027 and 2027-2028 Academic Calendars.

**3.3 Resolution ASA09-25  
Statement of Commitment**

Dr. Inman will present Resolution ASA09-25 for approval of the Statement of Commitment.

**3.4 Resolution ASA10-25  
Approval of Policy 2.23, Diversity, Equity, and Inclusion and Other Concepts**

Mr. Michael McPhillips, General Counsel, will present Resolution ASA10-25 for approval of Policy 2.23, which prohibits diversity, equity, and inclusion trainings and activities, and also provides for intellectual diversity in compliance with section ORC 3345.0217 as set forth in the Advance Ohio Higher Education Act.

**4.0 Information Items**

**4.1 Academic and Student Affairs Executive Report**

Dr. Inman will report on recent activities in Academic and Student Affairs.

#### **4.2 Matt Matthews Early Arrival Scholarship**

Ms. Rikki Butler, Director of Student Engagement, will report on the Matt Matthews Early Arrival Scholarship.

#### **4.3 OT36 Compliance Plan**

Dr. Inman will present a plan for full compliance in FY26 with the State's credit transfer framework.

#### **4.4 Senate Bill 1**

Dr. Inman will report on campus compliance with the newly enacted Senate Bill 1.

#### **4.5 Dental Hygiene Expansion and Kadel Dental Clinic**

Dr. Christine Raber, Dean for College of Health and Human Services, will introduce preliminary plans for the expansion of the Dental Hygiene Program and development of a new community dental clinic for underserved patients.

#### **4.6 Carnegie Classification**

Dr. Inman will report on the recently released Carnegie Classifications for Shawnee State University.

#### **4.7 Student Affairs**

Mr. Jeff Hamilton, Interim Dean of Students, will report on the Student Affairs assessment and new Week of Welcome plan.

#### **4.8 Athletics Update**

Mr. Gerald Cadogan, Athletic Director, will present an Athletics update.

### **5.0 Adjourn**

## **RESOLUTION ASA07-25**

### **AWARD OF FACULTY TENURE**

WHEREAS, Shawnee State University and the Shawnee Education Association entered into an agreement in June, 2012 for the purpose of granting tenure to faculty; and

WHEREAS, effective fall semester 2013, the University implemented a tenure system; and

WHEREAS, in accordance with Board of Trustees Policy 2.15Rev., awarding of tenure at Shawnee State University is earned by faculty members on the basis of their past performance during the tenure-track period as evaluated by tenured faculty, the academic administration, University President, and the Board of Trustees; and

WHEREAS, after recent actions of the College Promotion Committees, College Deans, Provost, and President, the following faculty were nominated for tenure:

- Ms. Heather Johnson
- Dr. Dawn Summers

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University grants tenure to the above-named faculty.

(June 27, 2025)

**RESOLUTION ASA08-25**

**APPROVAL OF THE 2026-2027 & 2027-2028 ACADEMIC CALENDARS**

WHEREAS, members of the Calendar Advisory Committee have developed and reviewed the proposed 2026-2027 Academic Calendar and the 2027-2028 Academic Calendar; and

WHEREAS, the Provost and the President have approved the proposed 2026-2027 Academic Calendar and the 2027-2028 Academic Calendar;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University approves the Shawnee State University 2026-2027 Academic Calendar and the 2027-2028 Academic Calendar, attached hereto.

(June 27, 2025)

## 2026-2027 ACADEMIC CALENDAR

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### Fall Semester 2026-2027

|                 |   |
|-----------------|---|
| August 24, 2026 | Fall semester classes begin (full and first half session)                       |
| September 7     | Labor Day ( <i>University Closed</i> )  |
| October 1-2     | Fall Break ( <i>No Classes</i> )  |
| October 16      | Last day of first half session (final exams during last scheduled class period) |
| October 19      | First day of second half session  |
| October 20      | Grades due in Office of the Registrar by noon (first half session)              |
| November 11     | Veteran's Day ( <i>University Closed</i> )                                      |
| November 25     | No Classes ( <i>University Offices Open</i> )                                   |
| November 26     | Thanksgiving Day ( <i>University Closed</i> )                                   |
| November 27     | Thanksgiving Holiday ( <i>University Closed</i> )                               |
| December 4      | Last day of classes (full session and second half session)                      |
| December 5-11   | Final Exams (full session classes)  |
| December 11     | Semester Ends   |
| December 12     | Fall Commencement   |
| December 15     | Grades due in Office of the Registrar by noon (full and second half session)    |
| December 24     | Christmas Eve ( <i>University Closed</i> )                                      |
| December 25     | Christmas Day ( <i>University Closed</i> )                                      |
| December 26-31  | Winter Break ( <i>University Closed</i> )                                       |
| January 1, 2027 | New Year's Day ( <i>University Closed</i> )                                     |

### Spring Semester 2026-2027

|                  |   |
|------------------|---|
| January 4, 2027  | University Offices Re-Open  |
| January 11, 2027 | Spring semester classes begin (full and first half session)                     |
| January 18       | Martin Luther King, Jr. Day ( <i>University Closed</i> )                        |
| February 26      | Last day of first half session (final exams during last scheduled class period) |
| Feb 27-Mar 6     | Spring Break  |
| March 8          | First day of second half-session  |
|                  | Spring full session classes resume  |
| March 9          | Grades due in Office of the Registrar by noon (first half session)              |
| April 23         | Last day of classes (full session and second half session)                      |
| Apr 24-30        | Final Exams (full session classes)  |
| April 30         | Semester Ends   |
| May 1            | Commencement  |
| May 4            | Grades due in Office of the Registrar by noon (full and second half session)    |

### Summer Semester 2026-2027

|              |   |
|--------------|---|
| May 10, 2027 | First day of first seven-week session                                     |
| May 24       | First day of full session (ten weeks)                                     |
| May 31       | Memorial Day ( <i>University Closed</i> )                                 |
| June 18      | Juneteenth Observed ( <i>University Closed</i> )                          |
| June 25      | Last day of first-seven-week session                                      |
| June 28      | Second seven-week session – classes begin                                 |
| June 29      | Grades due in Office of the Registrar by noon (first seven-week session)  |
| July 5       | Independence Day Observed ( <i>University Closed</i> )                    |
| July 6-9     | Summer Break-Classroom in Session ( <i>Most Offices Closed</i> )          |
| July 30      | Last day of full session  |
| August 3     | Grades due in Office of the Registrar by noon (full session)              |
| August 13    | Last day of second seven-week session                                     |
| August 17    | Grades due in Office of the Registrar by noon (second seven-week session) |

According to Ohio Department of Higher Education's requirements, "One semester credit hour will be awarded for a minimum of 750 minutes of formalized instruction that typically requires students to work at out-of-class assignments an average of twice the amount of time as the amount of formalized instruction (1,500 minutes)."

**2027-2028 ACADEMIC CALENDAR**

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**Fall Semester 2027-2028**

|                 |  |
|-----------------|--|
| August 23, 2027 | Fall semester classes begin (full and first half session)                              |
| September 6     | Labor Day ( <i>University Closed</i> )   |
| Sept 30-Oct 1   | Fall Break ( <i>No Classes</i> )   |
| October 15      | Last day of first half session (final exams during last scheduled class period)        |
| October 18      | First day of second half session   |
| October 19      | Grades due in Office of the Registrar by noon (first half session)                     |
| November 11     | Veteran's Day ( <i>University Closed</i> )   |
| November 24     | No Classes ( <i>University Offices Open</i> )  |
| November 25     | Thanksgiving Day ( <i>University Closed</i> )  |
| November 26     | Thanksgiving Holiday ( <i>University Closed</i> )                                      |
| December 3      | Last day of classes (full session and second half session)                             |
| December 4-10   | Final Exams (full session classes)   |
| December 10     | Semester Ends  |
| December 11     | Fall Commencement  |
| December 14     | Grades due in Office of the Registrar by noon (full and second half session)           |
| December 24     | Christmas Eve ( <i>University Closed</i> )   |
| December 27-31  | Winter Break ( <i>University Closed, Christmas Day &amp; New Year's Day observed</i> ) |

**Spring Semester 2027-2028**

|                 |   |
|-----------------|---|
| January 3, 2028 | University Offices Re-Open  |
| January 10      | Spring semester classes begin (full and first half session)                     |
| January 17      | Martin Luther King, Jr. Day ( <i>University Closed</i> )                        |
| February 25     | Last day of first half session (final exams during last scheduled class period) |
| Feb 26-Mar 4    | Spring Break  |
| March 6         | First day of second half-session  |
|                 | Spring full session classes resume  |
| March 7         | Grades due in Office of the Registrar by noon (first half session)              |
| April 21        | Last day of classes (full session and second half session)                      |
| Apr 22-28       | Final Exams (full session classes)  |
| April 28        | Semester Ends   |
| April 29        | Commencement  |
| May 2           | Grades due in Office of the Registrar by noon (full and second half session)    |

**Summer Semester 2027-2028**

|             |   |
|-------------|---|
| May 8, 2028 | First day of first seven-week session                                     |
| May 22      | First day of full session (ten weeks)                                     |
| May 29      | Memorial Day ( <i>University Closed</i> )                                 |
| June 19     | Juneteenth ( <i>University Closed</i> )                                   |
| June 23     | Last day of first-seven-week session                                      |
| June 26     | Second seven-week session – classes begin                                 |
| June 27     | Grades due in Office of the Registrar by noon (first seven-week session)  |
| July 3-7    | Summer Break–Classes in Session ( <i>Most Offices Closed</i> )            |
| July 28     | Last day of full session  |
| August 1    | Grades due in Office of the Registrar by noon (full session)              |
| August 11   | Last day of second seven-week session                                     |
| August 15   | Grades due in Office of the Registrar by noon (second seven-week session) |

According to Ohio Department of Higher Education's requirements, "One semester credit hour will be awarded for a minimum of 750 minutes of formalized instruction that typically requires students to work at out-of-class assignments an average of twice the amount of time as the amount of formalized instruction (1,500 minutes)."

## **RESOLUTION ASA09-25**

### **STATEMENT OF COMMITMENT**

WHEREAS, Shawnee State University, as an Ohio state institution of higher education, is committed to the following principles:

- The University will educate students by means of free, open, and rigorous intellectual inquiry to seek the truth;
- The University's duty is to equip students with the opportunity to develop the intellectual skills they need to reach their own, informed conclusions;
- The University is committed to not requiring, favoring, disfavoring, or prohibiting speech or lawful assembly;
- The University is committed to creating a community dedicated to an ethic of civil and free inquiry, which respects the autonomy of each member, supports individual capacities for growth, and tolerates the differences in opinion that naturally occur in a public higher education community; and
- The University's duty is to treat all faculty, staff, and students as individuals, to hold them to equal standards, and to provide them equality of opportunity, with regard to those individuals' race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression.

THEREFORE, BE IT RESOLVED that the Shawnee State University Board of Trustees declares its commitment to the above principles, and directs the President or his designee to ensure that a statement of commitment to these principles is posted on the University web site; alongside the University's mission statement in any place in which the mission statement appears, including when it is published or posted; in any solicitations and offers of admission to students; and in any offers of employment to faculty.

(June 27, 2025)

## **RESOLUTION ASA10-25**

### **APPROVAL OF POLICY 2.23, DIVERSITY, EQUITY, AND INCLUSION AND OTHER CONCEPTS**

WHEREAS, the 136<sup>th</sup> Ohio General Assembly set forth in the Advance Ohio Higher Education Act and as codified in section 3345.0217 of the Ohio Revised Code; and

WHEREAS, Shawnee State University seeks to keep the University eligible for state operating subsidy payments, state capital improvement funds, and other state appropriations to the fullest extent possible; and

WHEREAS, the Board of Trustees of Shawnee State University is required to adopt a policy in alignment with Policy 2.23, Diversity, Equity, and Inclusion and Other Concepts that the University shall enforce;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University hereby approves Policy 2.23, Diversity, Equity, and Inclusion and Other Concepts.

(June 27, 2025)



# Shawnee State University

|                      |   |
|----------------------|---|
| POLICY TITLE:        | DIVERSITY, EQUITY, AND INCLUSION AND OTHER CONCEPTS |
| POLICY NO. :         | 2.23  |
| ADMIN CODE:          | 3362-2-23   |
| PAGE NO.:            | 1 OF 5  |
| EFFECTIVE DATE:      | 06/27/25  |
| NEXT REVIEW DATE:    | 06/2030   |
| RESPONSIBLE OFFICER: | PROVOST   |
| APPROVED BY:         | BOARD OF TRUSTEES                                   |

## 1.0 PURPOSE

The purpose of this policy is to set forth the policy of the Ohio General Assembly as defined by the Advance Ohio Higher Education Act of the 136th General Assembly, codified in section 3345.0217 of the Ohio Revised Code, and to keep the University eligible for state operating subsidy payments, state capital improvement funds, and other state appropriations to the fullest extent possible.

## 2.0 DEFINITIONS

2.1 As used in this policy, the following definitions shall apply.

2.1.1 "Controversial belief or policy" means any belief or policy that is the subject of political controversy, including issues such as climate policies; electoral politics; foreign policy; diversity, equity, and inclusion programs; immigration policy; marriage; or abortion.

2.1.2 "Intellectual diversity" means multiple, divergent, and varied perspectives on an extensive range of public policy issues.

## 3.0 PROHIBITIONS - DIVERSITY, EQUITY, AND INCLUSION

3.1 The University prohibits the following:

3.1.1 Any orientation or training course regarding diversity, equity, and inclusion, unless the University submits a written request for an exception to the Chancellor of the Ohio Department of Higher Education because the University determines the orientation or training course is exempt from the prohibition on the basis that all aspects of the orientation or course are required to:

3.1.1.1 Comply with state and federal laws or regulations; or

3.1.1.2 Comply with state or federal professional licensure requirements; or

3.1.1.3 Obtain or retain accreditation.

3.1.2 The continuation of existing diversity, equity, and inclusion offices or departments;

3.1.3 The establishment of new diversity, equity, and inclusion offices or departments;

3.1.4 The use of diversity, equity, and inclusion in job descriptions;

3.1.5 Contracting with consultants or third-parties whose role is or would be to promote admissions, hiring, or promotion on the basis of race, ethnicity, religion, sex, sexual orientation, gender identity, or gender expression;

3.1.6 The establishment of any new University scholarships that use diversity, equity, and inclusion in any manner.

#### 4.0 EXISTING SCHOLARSHIPS

For any University scholarships that were in existence on June 26, 2025, the University shall, to the extent possible, eliminate diversity, equity, and inclusion requirements. If the University is unable to do so because of donor requirements, the University will continue to offer the scholarships but will not accept any additional funds for the operation of the scholarships.

#### 5.0 BAR ON RENAMING PROGRAMS TO AVOID PROHIBITIONS

The University will not replace any orientation, training, office, or position formerly designated for diversity, equity, and inclusion with an orientation, training, office, or position under a different designation that serves the same or similar purposes, or uses the same or similar means.

#### 6.0 EXCEPTION FOR CERTAIN RESEARCH GRANTS

6.1 If the requirements to obtain a research grant conflict with any of the prohibitions listed in sections 3.1.1 through 3.1.6, above, the University will attempt to the extent possible, to comply with sections 3.1.1 through 3.1.6 while retaining eligibility for the research grant, including by consulting with the General Counsel. If the University is unable to comply with sections 3.1.1 through 3.1.6

with respect to a research grant, a written request for an exception will be submitted to the Chancellor of the Ohio Department of Higher Education.

- 6.2 The exception request referenced in section 6.1, above, will explain the circumstances and the effort made by the University to comply with sections 3.1.1 through 3.1.6 while retaining eligibility for the research grant.
- 6.3 Agreements or contracts regarding research grants entered into prior to June 26, 2025 will not be subject to sections 3.1.1 through 3.1.6, above. However, any renewal of such agreements or contracts after June 26, 2025 shall be subject to sections 3.1.1 through 3.1.6.

## 7.0 AFFIRMATIONS AND DECLARATIONS

### 7.1 The University affirms and declares that:

- 7.1.1 Its primary function is to practice, or support the practice, discovery, improvement, transmission, and dissemination of knowledge and citizenship education by means of research, teaching, discussion, and debate.
- 7.1.2 To fulfill the function described in section 7.1.1, above, the University shall ensure the fullest degree of intellectual diversity.
- 7.1.3 University faculty and staff shall allow and encourage students to reach their own conclusions about all controversial beliefs or policies and shall not seek to indoctrinate any social, political, or religious point of view.
- 7.1.4 It will not endorse or oppose, as a University, any controversial belief or policy, except:
  - 7.1.4.1 On matters that directly impact the University's funding or mission of discovery, improvement, and dissemination of knowledge.
  - 7.1.4.2 The University may endorse the Congress of the United States when it establishes a state of armed hostility against a foreign power.

7.1.4.3 The University may recognize national and state holidays and may support the Constitution and laws of the United States and the state of Ohio. Display of the United States or Ohio flag does not violate section 7.1.4.

7.1.5 The University will not encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology, political stance, or view of a social policy, nor will the University require students to do any of those things to obtain an undergraduate or post-graduate degree.

7.1.6 No hiring, promotion, or admissions process or decision shall encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance.

7.1.7 The University will not use a diversity statement or any other assessment of an applicant's political or ideological views in any hiring, promotions, or admissions process or decision.

7.1.8 No process or decision regulating conditions of work or study, such as committee assignments, course scheduling, or workload adjustment policies, shall encourage, discourage, require, or forbid students, faculty, or administrators to endorse, assent to, or publicly express a given ideology or political stance.

7.1.9 The University will seek out invited speakers who have diverse ideological or political views.

## 8.0 PERMISSIBLE ACTIVITY

8.1 Sections 7.1.1 through 7.1.3, above, do not apply to the exercise of professional judgment about how to accomplish intellectual diversity within an academic discipline, unless that exercise is misused to constrict intellectual diversity.

8.2 Section 7.1.4 and 7.1.5 do not apply to the exercise of professional judgment about whether to endorse the consensus or foundational beliefs of an academic discipline, unless that exercise is misused to take an action prohibited in section 7.1.4.

## 9.0 CURRICULUM REQUIREMENTS

The University will demonstrate intellectual diversity for course approval, approval of courses to satisfy general education requirements, student course evaluations, common reading programs, annual reviews, strategic goals for each department, and student learning outcomes.

## 10.0 HIRING, PROMOTIONS, AND ADMISSIONS

The University prohibits political and ideological litmus tests in all hiring, promotion, and admissions decisions, including diversity statements and any other requirement that applicants describe their commitment to any ideology, principle, concept, or formulation that requires commitment to any controversial belief or policy.

## 11.0 SPEAKER FEES

11.1 The University will post prominently on its web site a complete list of all speaker fees, honoraria, and other emoluments in excess of five hundred dollars for events that are sponsored by the University. That information shall be:

11.1.1 Accessible from the main page of the University's web site by use of not more than three links;

11.1.2 Searchable by keywords and phrases; and

11.1.3 Accessible to the public without requiring user registration of any kind.

## 12.0 COMPLAINTS UNDER THIS POLICY

The University will respond to complaints from any student, student group, or faculty member about an alleged violation of the prohibitions and requirements included in the policy adopted under this section using the process established under Procedure 5.10:2.

### History

Effective: 06/27/2025

**Academic and Student Affairs Report  
Board of Trustees Meeting  
June 27, 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,

I wish to recognize the achievement of the faculty who have successfully earned promotion or promotion with tenure during this academic year. The faculty promoted to the rank of Professor include Dr. Jodi Dunham, Dr. Erik Larson, Dr. Pablo Salinas, and Dr. Jennifer Scott. The faculty earning promotion to the rank of Associate Professor with tenure include Ms. Heather Johnson and Dr. Dawn Summers. Three-year contracts for tenure-track faculty have been issued to Ms. Summer Logan, Dr. Seongcheol Paeng, and Dr. Christy Zempter, marking their mid-point on the tenure-track. We also have issued contracts to the following faculty who hold the rank of Assistant Professor who are earlier in the tenure-track: Dr. Joe Barnett, Ms. Ali Givan, Dr. Claudia Hanrahan, Dr. Anna Hutcheson, Ms. Kayleigh Meier, Dr. Jeong Tae Ok, and Mr. Michael Reynolds. These are significant and well-earned achievements in recognition of the faculty commitment to teaching, service, and scholarship. I extend my thanks and congratulations to these faculty members.

I also want to congratulate each of the 2024-2025 faculty award recipients nominated by the campus community and selected by members of the Teaching and Learning Center Advisory Committee and the Research and Scholarly Affairs Committee. The Early Career Teaching Award for faculty with one-to-three years of service for demonstrating impact and involvement with students, a scholarly approach to teaching and learning, and contribution to undergraduate teaching was awarded to Ms. Michelle Martin, Full Time Instructor in the Department of English and Humanities. The Shannon Lawson Faculty Service Award for faculty who has shown extraordinary service such as significant committee work, leadership roles in a department, leading college or university initiatives, and participation in community service, was awarded to Dr. Erik Larson, Professor in the Department of Natural Sciences. The Jinlu Li Faculty Research Award for extraordinary dedication to research that involves students and that contributes to the institution and profession was awarded to Dr. Jeong Tae Ok, Assistant Professor in the Department of Engineering Technology. The Board of Trustees Distinguished Teaching Award for faculty with at least 3 years of service at SSU who demonstrates extraordinary dedication to teaching that has significant impact on students and embodies a scholarly approach to teaching and learning was awarded to Dr. Jodi Dunham, Professor in the School of Education.

A brief update on recent activities from each area in the Division of Academic and Student

Affairs is provided below:

## **College of Arts and Sciences**

### **Department of English and Humanities**

Original podcasts created and produced by seniors in the BA Communications program are now available for listening via ‘Chronicle Casts on [The Chronicle site](#).

### **Department of Mathematical Sciences**

Thirty teams from schools around the region took part in the Shawnee State SUMS Math competition May 9. The first-place team was from Eastern Pike with each student receiving a \$200 scholarship to SSU. The second-place team members from Ironton Catholic each received \$100 scholarships. In the individual competition the 1<sup>st</sup> place student from Federal Hocking received a \$2000 scholarship. A \$1000 scholarship went to the second-place winner from Eastern Pike, and the 3<sup>rd</sup> place winner from Portsmouth West won a \$500 scholarship. Other student prizes included a fine-crafted chess set, several small electronics, and \$16,000 worth of Mathematica software graciously donated by our corporate sponsor, Wolfram Research.

### **Department of Natural Sciences**

The Department of Natural Sciences has elected a new chairperson, Dr. Chris Meade, to a three-year term. Thank you to Dr. Jennifer Napper, outgoing chairperson, for her service to the department and college.

### **Department of Social Sciences**

The Center for Public History was awarded funding as an AmeriCorps host site for the 2025-2026 academic year via the Ohio History Service Corps program.

### **School of Education**

Teacher Bootcamp taking place from July 21<sup>st</sup>—25<sup>th</sup> has a current registration of 82 educators with space for 29 additional participants. All participant expenses for the workshop are covered by the Governor’s Office of Workforce Transformation. Teachers will earn 3 hours of graduate credit while developing materials for their classrooms around career awareness. Groups of teachers will visit several regional employers involved in Healthcare, Advanced Manufacturing, AI, and Immersive Technology.

## **College of Business and Engineering Technology**

Representatives from the College of Business and Engineering Technology participated in the “Jumpstart Your Future” event, in collaboration with South Central Ohio ESC, the School of Education, and other partners to build awareness for career and educational opportunities within the college. Approximately 110 students from area schools were on campus for this event.

### **C.H. Lute School of Business**

Dr. Terry Hapney joined the Lute School of Business on May 12 as Professor of Management

and Marketing. Dr. Hapney was most recently Professor of Public Relations in the W. Page Pitt School of Journalism and Mass Communications at Marshall University.

Founding Director Dr. Steven Rader, will transition to Associate Provost overseeing the Office of Personal and Professional Development beginning July 1.

Seven students graduated from the Master of Business Administration program during the fall and spring semesters, with an additional 11 students scheduled to graduate this summer.

### **Department of Engineering Technology**

Over 1600 junior high students met with faculty, staff, and students as they interacted with the SSU Manufacturing on the Move trailer at the Brown County fairgrounds. In addition, the department has been forming strategic partnerships with local Career and Technical Centers to increase pathways for these students to enroll at Shawnee State following their graduation.

In collaboration with the Center for Lifelong Learning, the Information Security program hosted high school students and recent high school graduates during the month of June, as a part of the Bear Tracks program. The three-week residential summer camp prepares students for a COMP TIA IT Fundamentals certification and exposes them to the field of information security.

### **Kricker Innovation Hub**

The Ignite Portsmouth small business development series and pitch competition kicked off on May 7. This series attracted 34 unique participants from Scioto county. In partnership with the Economic and Community Development Institute, the Kricker Innovation Hub is also supporting Ignite Appalachia, with participants from Meigs (3), Pike (9), Washington (3), Cabell (11), Jackson (8), Belmont (1), and Gallia (3) counties. Many participants represent early-stage or growing businesses that plan to launch a new service or product. The Ignite Portsmouth pitch competition will be held on June 25 and the Ignite Appalachia regional championship will held July 22.

The Shawnee XP pre-accelerator continued its work with emerging founders and student innovators. This cohort emphasized rapid prototyping, customer validation, and venture storytelling.

The SSU Esports program achieved national recognition as they competed in the NACE Rocket League national tournament.

Two SSU students supported through the Workforce Opportunity for Rural Communities (WORC) program in partnership with the Center on Rural Innovation (CORI) are completing certifications and internships with Meta Solutions. These individuals were selected following a competitive process and are simultaneously engaged in coursework that aligns with their placement. This opportunity represents a major milestone for the region, highlighting the potential for high-impact career pathways in technology and remote work. Their participation not only provides professional experience but also brings national visibility to the talent being developed through our rural innovation ecosystem.



## **College of Health and Human Services**

On May 7, the extended leadership team reviewed all program-level strategic action plans, comparing and contrasting actions and metrics to address recruitment, enrollment, retention, and completion goals for their programs. Assessment of goals will begin this fall, including the development of a CHHS dashboard to track progress and integrate program level outcomes with college level goals.

The Health Care Partnership Task Force identified resource needs for equipment and supplies to support initial degree offerings at the Adena site in Chillicothe, including the MBA, BSN, and general education/prerequisite courses for BSN. The additional location approval form has been submitted to ODHE.

The CHHS Recruitment and Retention committee is planning recruitment events for AY25-26. Members will coordinate with Admissions to offer “Health and Human Services” Days four times in the upcoming year, creating hands-on learning activities to promote and explain each profession and its admission requirements.

Dr. Christine Raber participated in a panel discussion addressing behavioral health workforce needs at the Ohio Chamber of Commerce’s Mental Health Summit on May 1, at Nationwide Children’s Hospital in Columbus, Ohio. She highlighted the Behavioral Health Paraprofessional certificate program as a rapid response to meeting critical entry-level workforce needs.

Pinning and award ceremonies were held during the week of April 28, to celebrate graduates of the School of Nursing (ADN and BSN programs), Dental Hygiene, Medical Laboratory Technology, Occupational Therapy Assistant, Physical Therapist Assistant, Radiologic Technology, and Respiratory Therapy programs.

### **School of Nursing**

In collaboration with the Center for Lifelong Learning, the School offered an “Aspiring Nurses Camp” June 23-27 for students entering grades 10 and 11 to learn more about the profession of nursing and SSU. This residential camp provides immersive, hands-on experiences in which students gain CPR certification, experience simulation labs, and participate in sessions with area healthcare professionals.

On May 5, as part of Nurses Week, Dr. Dinsey-Read provided continuing education at Adena Health System’s campus to educate their employees on preparing professional poster sessions. Contributing to professional development of nurses via continuing education is a goal of the CHHS-Adena Affiliation Agreement.

### **Department of Allied Health Sciences**

A major grant from Delta Dental provided funding for the purchase and installation of twelve new dental chairs in the James Kadel Dental Hygiene Clinic. The installation occurred on May 23, and dental hygiene students are using the new chairs as they provide services in the clinic this summer.

Mrs. Lori Perry retired on May 30, and the department honored her thirty-one years career at SSU.

Dental Hygiene awarded the following honors: Highest Academic Achievement - Lily Yoder; Community Service Award - Grace-Lyn Little and Cierra Gilley; Colgate STAR Award - Nella Stansberry; and the Hu-Friedy Golden Scaler Award - Brooke Bloss.

Medical Laboratory Technology Awards for 2025 included Academic Excellence – Anthony Abrego; Service Award - Julia Clark; Spirit Award - Erin Brown; and Clinical Excellence - Adam Arnett.

### **Department of Rehabilitation Sciences**

Dr. Courtney Ruggles has been elected as a Board Member At Large for the Association of Baccalaureate Social Work Program Directors (BPD). She also presented two workshops with colleagues at the BPD Annual Conference in March: “Shaping the Future Together: Engaging Social Work Program Directors in Developing a Formal Mentoring Program”, and “Exploring Salary Components of Social Work Faculty at Small Universities: A Comparative Analysis”.

The Great Minds Fellowship grant supported the purchase of 24 virtual reality (VR) headsets to be used with CHHS students for interprofessional training in substance use disorders, behavioral health, and trauma-informed care. Dr. Ruggles is leading this initiative with support from Sargina Engle, Behavioral Health Navigator.

### **Office of Student Affairs**

The Office of Student Affairs congratulates Veteran’s Coordinator Brian Caudill as a state winner of the Military Friendly Veteran of the Year – Higher Education recognition. This esteemed honor reflects his outstanding leadership, steadfast dedication, and the profound impact made on those on campus and in the community.

The Offices of Student Engagement and Housing and Residence Life have coordinated the planning of the Week of Welcome and Move-In for the fall term. Events will be centered around the theme of “Shawnee Through the Decades,” and will begin August 21 and continue through the first Bear Wear Wednesday of the semester.

Housing and Residence Life, Student Engagement, Veteran’s Services, and the Dean of Students’ Office collaborated on a SWOT analysis and Strategic Action Plan during the Spring semester. This was presented to President Braun, Interim Provost Inman, and other teams in Academic and Student Affairs on June 13. The plan is focused on the goal of actively engaging our students to enhance their experience at SSU and prepare them for post-graduation success.

## **Clark Memorial Library**

The Clark Memorial Library, along with all OhioLINK member libraries, has successfully completed the migration to a new library services platform. Shawnee State University's Alma/Primo environment officially went live on Monday, June 16. As of today, borrowing services have fully resumed across all OhioLINK libraries. With the new platform, OhioLINK data is no longer siloed, enabling more informed, data-driven decisions about library resources and services moving forward.

## **Center for International Programs and Study Abroad**

The Center for International Programs and Study Abroad is building momentum through our new partnership with recruitment provider, FirstPoint USA. Shawnee State is focusing initially on our Esports program, providing FirstPoint with its first client in this arena. On May 12, Dr. Adam Miller, Justin Kogge, Ryan Warner, Greg Lyons, and Garrett Davis hosted a global marketing web meeting focused on Esports. The session generated 60 student inquiries, which FirstPoint is developing further for potential enrollment at SSU.

SSU will formalize two new recruitment agreements with international high schools in Brazil visited during a March 2025 recruitment trip.

## **Center for Lifelong Learning**

The Bear Tracks Residential Summer Program launched in June, which included new business, entrepreneurship, and advanced manufacturing career tracks. In collaboration with the Manufacturing Skill Standards Council (MSSC), United Steel Workers, and BEST Ohio, participants engaged in entry-level credential training designed to align with Ohio's In-Demand Jobs list. Other tracks in the program included the Basic EMT course, Phlebotomy, American Heart Association Basic Life Support (BLS) certification, Paraprofessional, and Social Media for Business—a course equipping youth with digital marketing fundamentals and entrepreneurial skills. In collaboration with faculty from the Information Security program, the Ethical Hacking track prepared students for a COMP TIA IT Fundamentals certification and introduced students to the foundations of cybersecurity and digital ethics in a hands-on learning environment.

## **Grants and Sponsored Programs**

A \$25,000 Campus Community Grant through ODHE was awarded for activities including peer mentorship conference attendance for student organization leadership and on-campus intergroup outreach events. The Building Community One Bear at a Time program is awarded to student organizations Circle K, Creative Writing, W.I.S.E., and the Young Republicans. In addition to leadership training, the program will support a town hall discussion and mock trial event in the fall 2025 semester.

A \$50,000 Campus Security Support Grant through ODHE will be used for a portable camera

system and a 4-passenger field cart to increase the safety of students in remote areas of campus.

A \$25,000 Campus Student Safety Grant through ODHE will be used to purchase 3 portable all-band radios with programming costs included. These radios enable campus police officers to better communicate with each other and with other local law enforcement agencies.

Additional funding was made available through ODHE for second rounds of the Campus Security Support and Campus Student Safety Grants. SSU was awarded a total of \$75,000 from these opportunities, which will fund security lighting in the Tennis Court area.

An award of \$93,000 through the ODHE RAPIDS 7 program will fund hydraulic and pneumatic equipment for Advanced Manufacturing programs.

An award of \$150,000 through the Verizon Innovative Learning Program funded a 3-week STEM camp for middle school students held on campus June 2-20.

Respectfully submitted,

Kimberly Inman, Ph.D.

Interim Provost and Vice President of Academic and Student Affairs

**Matt Matthews Scholarship & Early Arrival Program**  
Post-Program Report & Evaluation  
Shawnee State University  
Reporting Period: 2021-2025

**Program Overview**

The Matt Matthews Scholarship & Early Arrival Program (MSEAP) was established to provide incoming students with a strong academic and social foundation before the academic year begins. Focused on early engagement, community building, leadership development, and academic success, the program has now served four cohorts and continues to demonstrate substantial outcomes in retention, GPA, and campus involvement.

**Program Coordinator:** Marlita Cadogan, Assistant Director of Student Engagement

**Scholarship Requirements**

- U.S. Citizenship
- Maintain full-time, degree-seeking student status (12+ credit hours each semester)
- File the FAFSA
- Submit a personal biography
- Maintain 2.0 GPA to renew annually
- Scholarship is limited to 4 years or 8 semesters

**Current Program Snapshot**

- Award amount: \$2000 per year
- Currently enrolled students: 44
- Average cumulative GPA of remaining students: 3.152
- SSU campus average GPA: 3.00
- Graduated to date: 15
- Community Service Hours Logged (2024–25): 800+

**Projected Program Snapshot**

- Anticipated Enrollment for 2025–26: 25 new students (69 total)

**Campus Engagement & Community Impact**

MSEAP students go beyond the classroom, engaging deeply in campus and community life:

- Representation Across Campus: 9 different athletic teams and 20+ student organizations, including AHANA, College Republicans, Young Democrats, Delight Ministries, Dungeon Crawlers, and more.
- Community Engagement: Over 800 hours of community service provided to local organizations such as:
  - 14th Street Community Center
  - Wings of Hope
  - Scioto County Homeless Shelter

- Portsmouth High School Athletic Boosters
- Various Shawnee State and city-wide events

Impact Statement: These engagement efforts not only foster personal growth and leadership but also strengthen Shawnee State University's relationship with the broader Portsmouth community.

## **Conclusion & Looking Ahead**

The Matt Matthews Scholarship & Early Arrival Program continues to excel in supporting underserved and incoming students through a proactive model of transition support, academic engagement, and holistic development. The program's participants historically outperform campus GPA averages, demonstrate strong leadership, and contribute significantly to both university life and the surrounding community.

## **Cohort Performance Overview**

### **Cohort 1 (2021/2022 - Inaugural Class) Y1-Y4**

- Total Awarded for the year: 21
- Persistence Rate: 38%
- Remaining in Program: 1
- Graduated: 7
- Collective GPA: 3.45
- Comparison: SSU senior GPA average = 3.31

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### **Cohort 2 (2022/2023) Y1-Y3**

- Total awarded for the year: 24
- Persistence: 45%
- Remaining in Program: 6
- Graduated: 5
- Collective GPA: 2.985
- Comparison: SSU junior GPA average = 3.12

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### **Cohort 3 (2023/2024) Y1-Y2**

- Total awarded for the year: 25
- Persistence: 56%
- Remaining in Program: 11
- Graduated: 3
- Collective GPA: 3.353
- Comparison: SSU sophomore GPA average = 2.97

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### **Cohort 4 (2024/2025) Y1**

- Total awarded for the year: 25
- Persistence: 84%
- Remaining in Program: 21

- Collective GPA: 3.067
  - Comparison: SSU freshman GPA average = 2.39
- 

#### **Strategic Actions 2025-2026:**

- **Enhanced Support for Cohort 2:** Increase tutoring and engagement initiatives targeting upper-division students still impacted by external transitions.
- **Monitor Athletic Retention Separately:** Analyze data trends by athletic involvement to better understand how the student-athlete experience influences persistence compared to the general student population.
- **Expand Peer Mentorship:** Leverage graduates and upper-level students to mentor newer cohorts and support social integration.
- **Formalize Community Service Tracking:** Establish a structured system to annually document and promote student service contributions while expanding collaboration with established community outreach programs such as the SSU Service Corps.
- **Expand Accessibility:** Enhance marketing and outreach for the scholarship program to increase visibility and ensure broader student access and ease of application.