

**SHAWNEE STATE UNIVERSITY
BOARD OF TRUSTEES**

**Meeting Minutes
June 27, 2025**

Call to Order

Chair Edwards called the meeting to order at 1:17 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, Mr. Richey, Mrs. Schisler, Mr. Shah, Ms. Blythe, and Ms. Kuhn

Members absent: Mrs. Dennis

Approval of the April 18, 2025 Board Meeting Minutes

Mr. Daniels moved and Dr. Adams seconded a motion to approve the April 18, 2025 Board meeting minutes. The motion was passed by unanimous roll call vote of all Board members present.

Approval of the June 27, 2025 Agenda

Mr. Daniels moved to approve an amended agenda and take up Resolution E04-25, Resolution to Support Athletics Expansion and Move from NAIA to NCAA Division II as new business. Mr. Shah seconded the motion and the motion was passed by unanimous roll call vote of all Board members present.

Consent Agenda

1. Resolution ASA07-25, Award of Faculty Tenure
2. Resolution ASA08-25, Approval of the 2026-2027 and 2027-2028 Academic Calendars
3. Resolution ASA09-25, Statement of Commitment

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 1-3 remain on the agenda and are adopted.

Executive Committee Report

Mr. Daniels reported on behalf of the Executive Committee.

1. Mr. Daniels stated one action item was approval of Resolution E03-25, Adopting Executive Committee's Performance Evaluation of the President. Since this matter involves a subject

that is appropriate for executive session, he suggested that the Chair entertain a motion to postpone action on Resolution E03-25 until the Executive Committee had the opportunity to advise the full Board on the matter in executive session. Mr. Daniels moved and Mr. Richey seconded the motion to postpone action on Resolution E03-25 until the committee has had the opportunity to discuss the resolution with the full Board in executive session. The motion was passed by unanimous roll call vote of all Board members present.

2. Mr. McPhillips, General Counsel, reported on trustee requirements under Senate Bill 1.
3. President Braun presented the meeting schedule for the 2025-2026, 2026-2027, and 2027-2028 academic years as approved by the Chair.

Finance and Administration Committee Report

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

1. Resolution F08-25, Authorization to Set AY25-26 Undergraduate and Graduate Tuition and Fees

Mr. Daniels moved that the Board adopt Resolution F08-25 and Mrs. Schisler seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

2. Resolution F09-25, Continuing University Spending Authority

Mr. Daniels moved that the Board adopt Resolution F09-25 and Mr. Shah seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

3. Ms. Aimee Welch, Director of Institutional Budgeting, provided a year-to-date budget status report and Dr. Braun presented the FY26 Budget Plan. The full report is attached to the minutes.
4. Mr. Greg Ballengee, Chief Financial Officer, reported on cash reserves, the investment portfolio, and acknowledged the University Investment Committee members for their service to the University. The full report is attached to the minutes.
5. Mr. Ballengee presented updates to Procedure 4.02:1 that reflect an increase in the capitalization threshold of assets. The full report is attached to the minutes.
6. Ms. Malonda Johnson, Chief Operating Officer, updated the committee on recent personnel activity, including nine new hires, four status changes for current employees, and ten departures. The full report is attached to the minutes.
7. Mr. John Temponeras, Director of Facilities, Planning and Construction, reported on major construction projects. The full report is attached to the minutes.
8. Mr. Michael Villanella, Chief Enrollment Officer, updated the committee on enrollment management. The full report is attached to the minutes.

9. Ms. Johnson reviewed the principles of and process for emergency management planning. A Public Safety operations assessment was completed with recommendations to strengthen operations through executive police development through mentorship, coaching, and training; partnerships with local, state, and federal policing organizations; staff professional development; and International Association of Campus Law Enforcement Administrators accreditation. Safety training sessions are being held this summer. The full report is attached to the minutes.

Academic and Student Affairs Committee Report

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

1. Dr. Kimberly Inman, Interim Provost and Vice President for Academic and Student Affairs, reported on recent activities in Academic and Student Affairs including recognizing faculty who have earned promotion or promotion with tenure during the 2024-2025 academic year. Congratulations were extended to the faculty award recipients recognized for their excellence in teaching, research, and service. All colleges, the Kricker Innovation Hub, and Center for Lifelong Learning participated in outreach events on and off campus in May and June including the Shawnee State SUMS Math competition, Jumpstart Your Future, Ignite Portsmouth, continuing education for nurses, and Bear Tracks. The full report is attached to the minutes.
2. Ms. Rikki Butler, Director of Student Engagement, provided a summary report and evaluation of the Matt Matthews Scholarship and Early Arrival program for the 2021-2025 period showing increased persistence in each year of the program. Since the inaugural 2021 cohort began, fifteen recipients have graduated and the cohorts consistently have higher collective GPAs compared to the average SSU student in their class. The full report is attached to the minutes.
3. Dr. Inman provided an overview of the Ohio Transfer 36 program and the plan for faculty to achieve compliance with this transfer framework in the coming academic year. The full report is attached to the minutes.
4. Dr. Inman reported on campus compliance with Senate Bill 1, providing a timeline for policy approvals and reports required to the Ohio Department of Higher Education. The full report is attached to the minutes.
5. Dr. Christine Raber, Dean of the College of Health and Human Services, introduced the preliminary plans for expansion of the Dental Hygiene Program and associated development of a new community dental clinic for underserved patients. The full report is attached to the minutes.
6. Dr. Inman explained the redesigned Carnegie Classification of Institutions of Higher Education and the recently released update to the classification for Shawnee State University. SSU is now designated as a Professions-focused Small Baccalaureate institution and is also an Opportunity College and University providing high access to students and high earnings to graduates. The full report is attached to the minutes.

7. Mr. Jeff Hamilton, Interim Dean of Students, provided an update on strategic goals and actions in the Office of Student Affairs. The upcoming 2025 Week of Welcome plan was also shared. The full report is attached to the minutes.

Election of Board of Trustees Chair and Vice Chair

Chair Edwards stated he had asked Ed Daniels and David Furbee to serve as the Nominating Committee to accept nominations for Board of Trustees Chair and Vice Chair for the 2025-2026 academic year. Mr. Furbee presented nominations of Eddie Edwards as Board Chair and Ed Daniels as Board Vice Chair. Chair Edwards called for nominations from the floor and no further nominations were proffered. Without discussion, the Board voted unanimously to approve the nominations.

Reports from Board Liaisons with other Organizations

None

President's Report

Dr. Braun reported on the following: On target to finish FY25 with a surplus that allows continuance of planned transfers to university reserves; Shawnee State earned the Carnegie Classification as an Opportunity College; poised to receive an increase in the Shawnee State Supplement from \$9,000,000 to \$12,000,000 per year; Office of Personal and Professional Development will launch this fall as will the graduation requirement that every student will have had the opportunity for a real work experience before they finish their degree program; Community Action Organization of Scioto County will assume operations of the Children's Learning Center in August; Senate Bill 1 is now law and will work with faculty over the next year to implement the requirements; launching search to fill the Provost and Vice President for Academic Affairs position permanently and Interim Dean positions will be extended until the Provost role is filled; recognized student trustee Hannah Blythe for her service on the Board. The full report is attached to the minutes.

New Business

1. Mr. Michael McPhillips, General Counsel, provided the annual report on the enactment, amendment, rescission, and renewal of Board policies and University procedures during the 2024-2025 fiscal year.
2. According to the Bylaws of the Board of Trustees, Mr. Edwards, as Chair Elect for 2025-2026, appointed committees for the 2025-2026 academic year as follows:

To the Executive Committee:
Brenda Haas
David Furbee

To the Academic and Student Affairs Committee:
Chair – Dilip Shah

Vice Chair – David Richey
Member – Sallie Schisler
Member – Markee Dennis
Student Member – Debra “Faith” Kuhn

To the Finance and Administration Committee:

Chair – Ed Daniels
Vice Chair – Brenda Haas
Member – David Furbee
Member – Aaron Adams
Student Member – Chloe Wilbur

SSU Foundation Representative: David Richey

SSU Investment Committee Representative: David Furbee

3. Chair Edwards recognized outgoing student Board member Hannah Blythe and thanked her for her service.
4. Dr. Braun read Resolution E04-25 into the record. Mr. Furbee moved to adopt Resolution E04-25, Resolution to Support Athletics Expansion and Move from NAIA to NCAA Division II, and Dr. Adams seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

Comments from Constituent Groups and the Public

Mr. Reid Amos, Commissioner, Mountain East Conference (MEC), made the following statement on behalf of the Board of Directors and President of the MEC: The Mountain East Conference is very pleased to extend an invitation of membership to Shawnee State University. We engaged our membership committee in comprehensive and thoughtful discussions about a return to 12 full-time members, and SSU emerged as an institution that strongly aligned with our current membership.

Through the course of our process, it became clear that Shawnee State President Dr. Eric Braun, Director of Athletics Gerald Cadogan, and SSU’s leadership align well with the strategic vision and mission of the Mountain East. We are confident Shawnee State will successfully transition to NCAA Division II and become a valued member of the MEC.

Shawnee State offers career-focused education with nationally ranked programs in game design, health professions, and engineering technologies. SSU has an enrolment of approximately 3,500 students and has been ranked among the Top 40 Public Universities in the Midwest by US News & World Report. The institution places a high value on athletics, with sports serving as a community pillar, and the Bears have showcased strong success at the NAIA level. Shawnee State will follow the same NAIA-to-Division II membership path as Point Park University (PPU), which joined the MEC last summer. Like PPU at the time it joined the MEC, SSU currently competes in the River States Conference, a league the school joined in 2023 after 13 seasons as a member of the Mid-South Conference. Shawnee State will maintain all current

sports offerings that are MEC Championship sports, in addition to sport sponsorship expansion that will include football.

The Mountain East Conference features twelve NCAA Division II member colleges and universities located in three states. The league sponsors twenty-three NCAA championship sports. MEC teams have won seven NCAA team national championships, have played in fourteen NCAA Championship games, and won fifty-five regional championships. MEC student-athletes also excel in the classroom, with 2,824 earning academic recognition in 2024-25. The league has also produced eleven Elite 90 award winners, recognizing the student-athlete with the highest cumulative grade-point average who has reached the site of the finals for each of the NCAA's ninety men's and women's championships across its three divisions.

Faculty Senate Report

None

Executive Session

Mrs. Schisler moved to enter Executive Session to discuss the employment of a public official and Dr. Haas seconded the motion. Following a unanimous roll call vote in accordance with Ohio Revised Code Section 121.22, the Board entered executive session at 2:00 p.m. Those in attendance for the executive session were Mr. Edwards, Dr. Adams, Mr. Daniels, Mr. Furbee, Mr. Richey, Mr. Shah, Dr. Haas, Mrs. Schisler and Mr. McPhillips. Mr. Furbee moved and Mr. Daniels seconded a motion to leave executive session and return to public meeting. The motion was passed by unanimous roll call vote of all Board members present and the Board exited executive session at 2:35 p.m.

Other Business

Resolution E03-25, Adopting Executive Committee's Performance Evaluation of the President

Dr. Haas moved that the Board adopt Resolution E03-25 and Mr. Daniels seconded the motion. The motion was passed by unanimous roll call vote of all Board members present.

Adjournment

Mrs. Schisler moved to adjourn and Mr. Richey seconded the motion. The motion was passed by unanimous roll call vote and the Board adjourned at 2:39 p.m.

Chairperson, Board of Trustees

Secretary, Board of Trustees

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

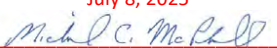
WHEREAS, in accordance with Board of Trustees Policy 2.15Rev., awarding of tenure at Shawnee State University is earned by faculty members on the basis of their past performance during the tenure-track period as evaluated by tenured faculty, the academic administration, University President, and the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

Certified as True and Correct
July 8, 2025

Secretary, SSU Board of Trustees

RESOLUTION ASA08-25

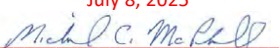
APPROVAL OF THE 2026-2027 & 2027-2028 ACADEMIC CALENDARS

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)

Certified as True and Correct
July 8, 2025

Secretary, SSU Board of Trustees

2026-2027 ACADEMIC CALENDAR

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

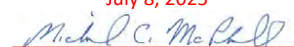
January 4, 2027	University Offices Re-Open
January 11, 2027	Spring semester classes begin (full and first half session)
January 18	Martin Luther King, Jr. Day (<i>University Closed</i>)
February 26	Last day of first half session (final exams during last scheduled class period)
Feb 27-Mar 6	Spring Break
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-Classes 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)."

Certified as True and Correct
 July 8, 2025


 Secretary, SSU Board of Trustees

2027-2028 ACADEMIC CALENDAR

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 & 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)."

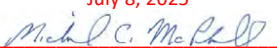
RESOLUTION ASA09-25
STATEMENT OF COMMITMENT

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)

Certified as True and Correct
July 8, 2025

Secretary, SSU Board of Trustees

Senate Bill 1 – Provisions Relating to College and University Trustees

Terms of Future Non-Student Appointees to Board of Trustees

- Trustees appointed prior to July 1, 2025 – terms will remain nine (9) years
- Trustees appointed on or after July 1, 2025 – terms will be six (6) years
- Existing language prohibiting reappointment of trustee who served at least six years of a nine-year term – deleted in SB 1



Senate Bill 1 – Provisions Relating to College and University Trustees

Trustee Training

- Chancellor of Higher Education will develop and annually deliver educational programs for trustees
 - Addressing roles, duties, and responsibilities of trustee
 - Programs may be virtual
 - May be based on training from other states or recognized trustee group
 - May include in-service programs on current issues in higher education
- New members - must participate in Chancellor's education programs at least once in first two years
- Current members – must participate in training at levels TBD



Senate Bill 1 – Provisions Relating to College and University Trustees

Required Content of Trustee Training

- Duty to the state of Ohio
- Committee structure and function of board of trustees
- Duties of executive committee
- Professional accounting and reporting standards
- Methods for meeting statutory, regulatory, and fiduciary obligations of board
- Public records law
- Ethics and conflicts of interest
- Creating and implementing rules and regulations
- Business operations, administration, budgeting, financing, financial reporting, financial reserves, endowments



Senate Bill 1 – Provisions Relating to College and University Trustees

Required Content of Trustee Training (cont'd)

- Setting student general and instructional fees, other charges; student debt trends
- Overseeing planning, construction, maintenance, expansion, and renovation projects
- Workforce planning, strategy, and investment
- Institutional advancement, philanthropic giving, fundraising, alumni programming, communications and media, government and public relations, and community affairs
- Student welfare issues, including academic studies, curriculum, residence life, student governance and activities, and the physical and psychological well-being of undergraduate and graduate students
- Current and future national and state issues in higher education
- State and federal anti-discrimination laws; University's obligations under state anti-DEI and divisive concepts legislation



Senate Bill 1 – Provisions Relating to College and University Trustees

Requirement of Trustees to Enact Policies

Senate Bill 1 requires boards of trustees of institutions of higher education to enact various policies:

- Prohibition of orientation, training, etc. on diversity, equity, and inclusion (today)
- Approving a course on the Declaration of Independence, U.S. Constitution, and other writings
- Faculty Workload Policy
- Annual Faculty Performance Evaluation Policy - updated every 5 years
- Post Tenure Review Policy – updated every 5 years
- Update Policies On Tenure And Retrenchment- updated every 5 years



BOARD OF TRUSTEES MEETING SCHEDULE

ACADEMIC YEARS 2025-2026, 2026-2027, 2027-2028

(All meetings to be held in Morris University Center 214 unless otherwise noted.)

Date	Executive Committee	Finance and Administration Committee	Academic and Student Affairs Committee	Board of Trustees Meeting
Friday, September 19, 2025	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, November 21, 2025	8:00 a.m.	9:00 a.m.	10:30 a.m.	12:15 p.m.
Friday, February 13, 2026	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, April 17, 2026	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, June 26, 2026	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, September 18, 2026	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, November 20, 2026	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, February 12, 2027	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, April 16, 2027	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, June 25, 2027	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, September 17, 2027	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, November 19, 2027	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, February 11, 2028	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, April 14, 2028	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Friday, June 23, 2028	8:00 a.m.	9:00 a.m.	10:30 a.m.	1:15 p.m.
Commencement Dates				
Saturday, December 13, 2025	11:00 a.m.	Vern Riffe Center for the Arts		
Saturday, May 2, 2026	11:00 a.m.	Alumni Green		
Saturday, December 12, 2026	11:00 a.m.	Vern Riffe Center for the Arts		
Saturday, May 1, 2027	11:00 a.m.	Alumni Green		
Saturday, December 11, 2027	11:00 a.m.	Vern Riffe Center for the Arts		
Saturday, April 29, 2028	11:00 a.m.	Alumni Green		
Board Retreat				
Friday, August 8, 2025	Adena PACCAR Medical Education Center, 446 Hospital Road, Chillicothe, OH			
Friday, August 14, 2026	Time and location to be determined			
Friday, August 13, 2027	Time and location to be determined			
Friday, August 18, 2028	Time and location to be determined			

Certified as True and Correct
July 8, 2025

Michael C. McRae
Secretary, SSU Board of Trustees

RESOLUTION F08-25

**AUTHORIZATION TO SET AY25-26 UNDERGRADUATE
AND GRADUATE TUITION AND FEES**

WHEREAS, undergraduate and graduate tuition and student fees are utilized for instructional needs, student support services and programming, and institutional operations; and

WHEREAS, the legislative process that governs the allocation of the University's state share of instruction (SSI) and supplement and sets the maximum rate increase for undergraduate and graduate tuition and generally applied fees has not yet concluded; and

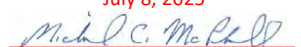
WHEREAS, the President wishes to provide returning and prospective students and their families with the approved rates for undergraduate and graduate tuition and student fees that will be charged for AY25-26 at the earliest possible time; and

WHEREAS, adjusted rates and fees will be communicated to the Board of Trustees at the September 2025 meeting;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University authorizes the President to adjust the AY25-26 undergraduate and graduate tuition and generally applied fees up to the maximum that is allowable upon enactment of the applicable legislation not to exceed 5%.

(June 27, 2025)

Certified as True and Correct
July 8, 2025


Secretary, SSU Board of Trustees

RESOLUTION F09-25

CONTINUING UNIVERSITY SPENDING AUTHORITY

WHEREAS, strategic budgeting initiatives are underway that will impact university revenue and expenditure assumptions for the FY26 budget year; and

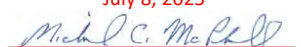
WHEREAS, the FY26 budget is anticipated to be presented to the Board of Trustees for review and approval at the Board's September 2025 meeting; and

WHEREAS, it is necessary to continue to meet financial obligations, including payment of salaries and other operating expenditures until such time that the FY26 operating budget is approved;

THEREFORE, BE IT RESOLVED that the Board of Trustees approves University spending authority consistent with the level of resources as approved for FY25 until such time the FY26 operating budget is approved by the Board.

(June 27, 2025)

Certified as True and Correct
July 8, 2025


Secretary, SSU Board of Trustees

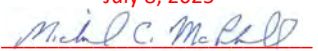


FY25 Operating Budget Status

Report Date 06.06.2025

	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)	\$ 12,106,716	\$ 2,841,345	\$ 29,951,476	107.3%
State Share of Instruction	\$ 13,235,852	\$ 3,308,961	\$ 3,308,961	\$ 3,308,964	\$ 2,205,976	\$ 12,132,862	91.7%
Shawnee Supplement	\$ 9,000,000	\$ 2,250,000	\$ 2,250,000	\$ 2,250,000	\$ 2,250,000	\$ 9,000,000	100.0%
Scholarship	\$ (5,130,533)	\$ (2,751,749)	\$ 62,249	\$ (2,404,564)	\$ (81)	\$ (5,094,145)	99.3%
Other Income	\$ 7,651,324	\$ 947,065	\$ 599,618	\$ 1,772,643	\$ 1,848,813	\$ 5,168,139	67.5%
Commissions	\$ 442,500	\$ 73,356	\$ 65,673	\$ 206,035	\$ 23,181	\$ 368,246	83.2%
General Fund Operating Grants	\$ 1,120,535	\$ 43,517	\$ 53,607	\$ 35,320	\$ 38,469	\$ 170,913	15.3%
Miscellaneous Revenue	\$ 3,050,789	\$ 501,755	\$ 247,445	\$ 350,157	\$ 231,313	\$ 1,330,670	43.6%
Service Fees/Memberships	\$ 277,500	\$ 79,128	\$ 47,596	\$ 87,659	\$ 53,375	\$ 267,759	96.5%
Ticket Sales/Rentals	\$ 620,000	\$ 249,308	\$ 185,297	\$ 148,173	\$ 72,756	\$ 655,534	105.7%
* Property & Flood Claim	\$ 2,140,000	\$ -	\$ -	\$ 945,298	\$ 1,429,719	\$ 2,375,017	111.0%
Transfers In	\$ 2,500,000	\$ -	\$ 3,919	\$ 3,589	\$ 3,217	\$ 10,725	0.4%
Revenue Total	\$ 55,183,070	\$ 19,085,644	\$ 5,896,795	\$ 17,037,349	\$ 9,149,270	\$ 51,169,058	92.7%
Expense							
Compensation	\$ 34,313,541	\$ 5,901,072	\$ 8,566,953	\$ 7,381,376	\$ 6,806,143	\$ 28,655,545	83.5%
Salaries	\$ 24,674,802	\$ 4,083,767	\$ 6,442,347	\$ 5,391,953	\$ 5,275,426	\$ 21,193,493	85.9%
Benefits	\$ 9,638,739	\$ 1,817,305	\$ 2,124,606	\$ 1,989,424	\$ 1,530,717	\$ 7,462,052	77.4%
Non-Compensation	\$ 16,969,333	\$ 4,014,646	\$ 3,720,145	\$ 5,045,454	\$ 3,120,967	\$ 15,901,212	93.7%
Equipment	\$ 216,772	\$ 187,010	\$ 114,105	\$ 88,266	\$ 334,779	\$ 724,160	334.1%
External Professional Services	\$ 1,615,491	\$ 223,094	\$ 406,836	\$ 465,063	\$ 476,559	\$ 1,571,552	97.3%
Information/Comm/Shipping	\$ 800,605	\$ 264,639	\$ 128,455	\$ 330,891	\$ 58,486	\$ 782,470	97.7%
Maintenance & Service Contracts	\$ 4,128,131	\$ 1,855,393	\$ 1,128,525	\$ 653,672	\$ 785,791	\$ 4,423,381	107.2%
Meal Plan Expense	\$ 2,021,009	\$ 251,266	\$ 633,486	\$ 741,185	\$ 382,871	\$ 2,008,809	99.4%
Miscellaneous Expense	\$ 1,394,783	\$ 460,073	\$ 92,773	\$ 155,403	\$ 374,355	\$ 1,082,603	77.6%
Supplies	\$ 1,970,594	\$ 217,620	\$ 199,123	\$ 246,865	\$ 193,929	\$ 857,537	43.5%
Travel	\$ 874,220	\$ 191,216	\$ 281,110	\$ 305,313	\$ 239,547	\$ 1,017,186	116.4%
Utilities	\$ 1,647,728	\$ 364,336	\$ 372,280	\$ 395,083	\$ 274,650	\$ 1,406,349	85.4%
* Property & Flood Expense	\$ 2,300,000	\$ -	\$ 363,452	\$ 1,663,713	\$ -	\$ 2,027,165	88.1%
Transfers Out	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Expense Total	\$ 51,282,874	\$ 9,915,718	\$ 12,287,099	\$ 12,426,830	\$ 9,927,110	\$ 44,556,757	86.9%
Net Transfer to Capital Fund	\$ 1,564,825	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
Net Operating Budget	\$2,335,371	\$9,169,926	(\$6,390,304)	\$4,610,519	(\$777,840)	\$6,612,301	283%

* Claim reimbursements and actual expenses related to Hurricane Helene event

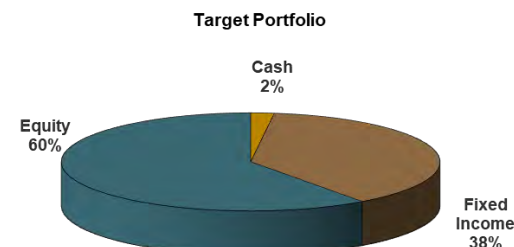
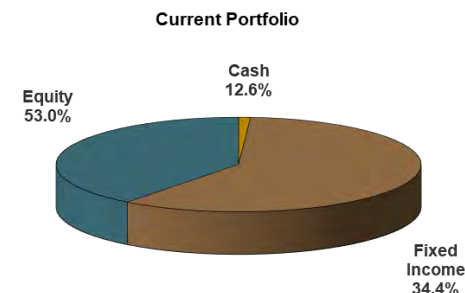
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July 8, 2025

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Shawnee State University

Asset Allocation – As of May 31, 2025



Asset Class	Market Value	% of Assets	Target %
Cash Equivalents			
TIAA Trust Cash Deposit Account	\$1,784,369	12.6%	
Total Cash Equivalents	\$1,784,369	12.6%	2.0%
Fixed Income			
Fixed Income Separately Managed Account	\$3,523,443	25.0%	
PGIM High Yield Fund	\$164,096	1.2%	
iShares Broad USD Investment Grade Corporate Bond ETF	\$190,376	1.3%	
Vanguard Intermediate-Term Bond Index	\$279,490	2.0%	
VanEck J. P. Morgan EM Local Currency Bond ETF	\$164,393	1.2%	
PIMCO International Bond Fund	\$275,429	2.0%	
DFA Inflation Protected SEC Fund	\$127,619	0.9%	
PIMCO 1-5 Year U.S. TIPS Index Exchange Traded Fund	\$131,443	0.9%	
Total Fixed Income	\$4,856,289	34.4%	38.0%
Domestic Equity			
TIAA-CREF Large Cap Growth Index Fund	\$3,132,641	22.2%	
TIAA-CREF Large Cap Value Index Fund	\$2,160,786	15.3%	
iShares Russell Mid-Cap Growth ETF	\$327,564	2.3%	
iShares Russell Mid Cap Value ETF	\$281,758	2.0%	
iShares Russell 2000 Growth ETF	\$197,631	1.4%	
iShares Russell 2000 Value ETF	\$184,767	1.3%	
Total Domestic Equity	\$6,285,147	44.5%	50.0%
International Equity			
iShares Core MSCI EAFE ETF	\$427,331	3.0%	
iShares MSCI International Quality Factor ETF	\$401,951	2.8%	
Goldman Sachs International Small Cap	\$53,044	0.4%	
iShares Core MSCI Emerging Markets ETF	\$306,636	2.2%	
Total International Equity	\$1,188,962	8.4%	10.0%
Total Equity	\$7,474,109	53.0%	60.0%
Total Portfolio Market Value	\$14,114,767	100.0%	100.0%



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Michael C. McLeod
Secretary, SSU Board of Trustees

Asset Class/Security	Market Value as of May 31, 2025	Market Value as of December 31, 2024	Market Value as of June 30, 2024
OPERATING CASH:			
U.S. Bank	\$ 8,916,041	\$ 12,524,474	\$ 7,648,535
Total Operating Cash Balance	\$ 8,916,041	\$ 12,524,474	\$ 7,648,535
LIQUID POOL INVESTMENT PORTFOLIO:			
STAROhio	\$ 3,272,438	\$ 1,248,375	\$ 1,216,621
Total Liquid Investment Pool Balance	\$ 3,272,438	\$ 1,248,375	\$ 1,216,621
TIAA DIVERSIFIED INVESTMENT POOL SUMMARY:			
Cash Equivalents:	\$ 2,123,382	\$ 554,604	\$ 1,809,159
% of Total TIAA Portfolio	15.1%	4.7%	16.2%
Fixed Income Holdings:			
Fixed Income Managed Acct (US and Agency Securities)	\$ 2,625,441	\$ 2,219,965	\$ 2,161,706
DFA Inflation Protected Securities Portfolio	\$ 127,619	\$ 123,266	\$ 123,610
iShares MBS ETF	\$ 1,002,288	\$ 991,794	\$ 993,201
PGIM High Yield Fund	\$ 163,134	\$ 251,692	\$ 247,998
PIMCO 1-5 Year U.S. TIPS Index ETF	\$ 131,443	\$ 128,133	\$ 126,518
TIAA-CREF Short-Term Bond Fund	\$ -	\$ -	\$ -
VanEck J.P.Morgan EM Local Currency Bond ETF	\$ 164,393	\$ 139,700	\$ 143,750
Vanguard Intermediate Term Bond Fund	\$ 277,694	\$ 700,693	\$ 404,670
Vanguard Short Term Bond Index Fund	\$ -	\$ -	\$ -
Total Fixed Income	\$ 4,492,012	\$ 4,555,243	\$ 4,201,452
% of Total TIAA Portfolio	31.9%	38.7%	37.5%
Domestic Equity Holdings:			
iShares Russell 2000 Growth ETF	\$ 197,631	\$ 183,917	\$ 136,253
iShares Russell 2000 Value ETF	\$ 184,767	\$ 174,349	\$ 129,912
iShares Russell Mid-Cap Growth ETF	\$ 327,564	\$ 296,342	\$ 228,756
iShares Russell Mid Cap Value ETF	\$ 281,758	\$ 268,510	\$ 221,075
TIAA-CREF Large Cap Growth Index Fund	\$ 3,132,641	\$ 3,010,334	\$ 2,057,838
TIAA-CREF Large Cap Value Index Fund	\$ 2,160,786	\$ 1,947,847	\$ 1,689,018
TIAA-CREF Small Cap Blend Index Fund	\$ -	\$ -	\$ -
Vanguard Mid-Cap Growth Index	\$ -	\$ -	\$ -
Vanguard REIT Index Fund	\$ -	\$ -	\$ -
Cohen & Steers Real Estate Fund	\$ -	\$ -	\$ -
Total Domestic Equity	\$ 6,285,146	\$ 5,881,297	\$ 4,462,852
% of Total TIAA Portfolio	44.6%	50.0%	39.9%
International Equity Holdings:			
Goldman Sachs Intl Small Cap Insights Fund	\$ 53,044		
iShares Core MSCI EAFE ETF	\$ 427,331	\$ 204,585	\$ 211,455
iShares Core MSCI Emerging ETF	\$ 306,636	\$ 231,596	\$ 180,878
iShares MSCI EAFE Small-Cap ETF	\$ -	\$ -	\$ 24,348
iShares MSCI International Quality Factor ETF	\$ 401,951	\$ 333,672	\$ 299,006
Total International Equity	\$ 1,188,963	\$ 769,852	\$ 715,687
% of Total TIAA Portfolio	8.4%	6.5%	6.4%
Total Equity	\$ 7,474,109	\$ 6,651,150	\$ 5,178,538
% of Total TIAA Portfolio	53.0%	56.6%	46.3%
TOTAL TIAA DIVERSIFIED POOL PORTFOLIO MARKET VALUE	\$ 14,089,503	\$ 11,760,996	\$ 11,189,149
	100.0%	100.0%	100.0%
TOTAL CASH AND INVESTMENTS BALANCE	\$ 26,277,982	\$ 25,533,845	\$ 20,054,305
TOTAL TIAA PORTFOLIO	TOTAL TIAA PORTFOLIO	TOTAL TIAA PORTFOLIO	
Value as of June 30, 2024	\$ 11,189,149	\$ 11,189,149	\$ 11,189,149
Value as of May 31, 2025	\$ 14,089,503	\$ 11,760,996	
Diff \$	\$ 2,900,354	\$ 571,847	
Diff %	22.95%	4.98%	
Without \$2M Cash Addition to Portfolio during FY25	7.12%		

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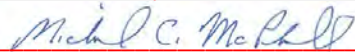
Michael C. McRae
Secretary, SSU Board of Trustees

Asset Allocation as of 5/31/25

- **Added \$2M to Portfolio** in FY25
- New allocations of Cash being invested over time using dollar cost averaging into various assets classes.
- Focus of new allocations continues to be towards equity securities to reach 60% of portfolio target rate.
- Security Gain year-to-date is **\$900,354** (7.12% **return**) as of May 31, 2025.



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Cash and Investment History

Market Value

Total Cash and Investments

06/30/2022		\$ 9,630,163
06/30/2023		\$13,818,701
06/30/2024		\$20,054,305
03/31/2025		\$28,533,845
05/31/2025		\$26,277,982

- Additional transfer from Cash to Investments in April and May 2025.
 - \$2M to STAROhio;
 - \$1M to TIAA Investments
- IPv4 addresses are on the market and proceeds will help fund additional allocations to Investments.
- Projected Fiscal Year 2025 Senate Bill 6 (SB6) Score calculated in April 2025 was 3.8. Final 2024 SB6 Score was 4.2 out of 5.0.

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INFORMATION

PROCEDURE TITLE:	ASSET MANAGEMENT PROCEDURES
PROCEDURE NO.:	4.02:1
RELATED POLICY:	ASSET MANAGEMENT
PAGE NO.:	1 OF 2
RESPONSIBLE ADMINISTRATOR:	CONTROLLER/VPF&A <u>CHIEF FINANCIAL OFFICER</u>
EFFECTIVE DATE:	05/08/15 <u>06/27/2025</u>
NEXT REVIEW DATE:	05/2018 <u>06/2030</u>
APPROVED BY:	PRESIDENT

1.0 CAPITALIZATION THRESHOLD

1.1 All buildings, building improvements, infrastructure and movable equipment at or above the thresholds established below with a useful life of at least five years must be:

1.1.1 Capitalized (“depreciated”) in the University’s financial statements over their estimated useful life.

1.1.2 Assigned a Shawnee State University inventory number

1.2 Beginning fiscal year 2015, additional buildings, building improvements, and infrastructure with a purchase price or donated fair market value (as determined by the University) of \$100,000 or greater will be capitalized.

1.3 Beginning fiscal year ~~2015~~ 2025, additional movable equipment with a purchase price or donated fair market value (as determined by the University) of ~~\$5,000~~ 10,000 or greater will be capitalized.

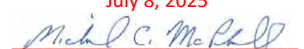
~~1.3~~ 1.4 Beginning fiscal year 2025, subscription liability or an intangible asset over \$100,000 and longer than one year will be capitalized.

~~1.4~~ 1.5 The University will capitalize the purchase price or donated fair market value (as determined by the University) of all additions to the University’s library book collection. The cost of the additions will be depreciated over a 10-year period.

2.0 CAPITALIZED ASSET INVENTORY CONTROLS

2.1 The ~~Vice President for Finance and Administration~~ Chief Financial Officer and Controller will periodically review the University’s capitalization thresholds and adjust the amounts as considered appropriate.

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- 2.2 The Office of the Controller is responsible for establishing the asset's value and maintaining the University's master file of all capitalized assets.
- 2.3 Directors/Managers are responsible for the custody and control of movable equipment acquired through purchase or assignment. This responsibility includes loss prevention, periodic verification of the physical location and condition of all assigned capitalized assets, and reporting of significant changes in status or values to the Office of the Controller.
- 2.4 All capitalized assets are to be assigned a Shawnee State University inventory number. In addition, movable equipment valued at ~~\$5,000~~10,000 or above will be tagged.
- 2.5 The disposal of any University asset other than the method established by the applicable procedure is prohibited.

3.0 EQUIPMENT ACTION AUTHORIZATION FORM – ALL PROPERTY

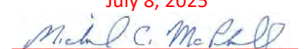
- 3.1 The movement of any University property (e.g., computer, furniture, file cabinet, etc.) *whether tagged as capitalized asset or not tagged* within the university requires the completion of an [Equipment Action Authorization Form](#) and submission to Procurement Services. If the property is tagged, the tag number must be noted on the [Equipment Action Authorization Form](#) before submission.
- 3.2 Trade-In on New Purchase or Acquisition – Consideration for trading property for a new purchase or other acquisition may be initiated by the budget manager's submission of a completed [Equipment Action Authorization Form](#) to Procurement Services.
- 3.3 Release of Property to Surplus or Salvage – When a department budget manager determines that movable equipment or furniture is no longer of value to their department, a completed [Equipment Action Authorization Form must be submitted](#) to Procurement Services for appropriate action.
- 3.4 Upon notification from Procurement Services, a Facilities' department representative will contact the department representative to arrange the removal and determine the disposition of the item(s).
- 3.5 University property may be stored, offered for use by other departments, or appropriately disposed of as permitted by Procedure 4.00:4, Surplus Property.

History

Effective: 05/08/15

Revised: 06/27/2025

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Procedure 4.02:1

Update to Asset Management Procedure

- New federal grant 2025 guidelines increased the capitalization limit for movable equipment from \$5,000 to \$10,000.
- University Procedure 4.02:1 has been revised to establish a \$100,000 capitalization limit for intangible assets as a result of recent GASB accounting policies.
- University Procedure 4.02:1 has been revised and approved by the President to comply with the new guidelines.



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Procedure 4.02:1

- Adjustments will be made to general ledger and financial statement footnotes to remove fully depreciated items less than the new \$10,000 limit.
 - Total “Original Value” and “Accumulated Depreciation” of fully depreciated assets under \$10,000 being removed is approximately \$6,000,000.
 - Since items are fully depreciated, there will be no impact on Statement of Net Position or Statement of Revenue, Expenses and Changes in Net Position.



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PERSONNEL ACTIVITY REPORT FY25

June 27, 2025

New Hires

➤ **Administrative Staff**

- Emily Kingrey – Dean’s Assistant, College of Business and Engineering Technology, April 7, 2025
- Danielle Everman – Success Coach, Student Success Center, May 5, 2025
- Madalyn Conn – Coordinator, Educational Opportunity Center, May 12, 2025

➤ **Faculty**

- Terry Hapney – Professor, College of Business and Engineering Technology, May 12, 2025

➤ **Public Safety**

- Rodney Shepherd – Security Officer, Public Safety, April 7, 2025
- Tanner McCleese – Police Officer, Public Safety, April 14, 2025
- Troy Comer – Security Officer, Public Safety, June 2, 2025

➤ **Support Staff**

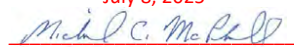
- Jordan Holstein – Administrative Assistant, Student Success Center, April 14, 2025
- Ally Gordon – Specialist, Bursar & Registrar, May 12, 2025

Change of Status

➤ **Executive Staff**

- Christine Raber – Dean, College of Health and Human Services, April 1, 2025

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PERSONNEL ACTIVITY REPORT FY25

June 27, 2025

➤ **Administrative Staff**

- Tiffany Buckmaster – Associate Director, Athletics, April 1, 2025
- Ashley Pitts – Assistant, Human Resources, HR & Payroll, April 7, 2025

➤ **Support Staff**

- Justin Smallwood – Custodial (Full-Time), Planning, Construction & Facilities, April 14, 2025

Departures

➤ **Administrative Staff**

- Michael Hunter – Head Coach, Men's Basketball, Athletics, May 1, 2025
- Alexander Morris – Admissions Associate, Admissions, June 27, 2025
- Avery Reuter – Grants Coordinator, Grants & Sponsored Programs, July 4, 2025
- Bobbi Madden – Assistant Director, Graduate Admissions, July 4, 2025

➤ **Faculty**

- Darrell Rudmann – Professor (Psychology), Social Sciences, May 6, 2025
- Mohammad Ranjbaran – Associate Professor (Plastics), Engineering Technology, May 6, 2025
- Julius Ted Kosan – Associate Professor (Computer), Engineering Technology, June 1, 2025

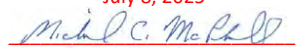
➤ **Public Safety**

- Rodney Shepherd – Security Officer, Public Safety, May 16, 2025

➤ **Support Staff**

- Joshua Adkins – Library Specialist, Clark Memorial Library, May 9, 2025
- Lori Perry – Academic Administrative Assistant, Allied Health Sciences, May 31, 2025

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MAJOR CONSTRUCTION PROJECTS STATUS REPORT

June 27, 2025

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

- Substantial completion occurred on 5/12/25 with the street re-opening. Punch list items and close-out remain.

Campus Wayfinding Project - \$750,000 – Capital

- The rebid schedule is in development.

Roof and Infrastructure Project - \$1.25M – Capital

- Construction bid opening was 5/22/25; bids received were favorable. Packages/alternates under consideration for Controlling Board submission deadline of 6/19/25.

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

- Priority items are currently being determined with consideration of the project budget.

Health Science Labs Renovations Project - \$5.5M – Capital

- The project has expanded into three main parts: health science labs, dental hygiene program relocation, and campus-wide space utilization study.

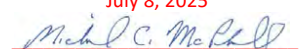
Alumni Green ADA Ramp Project - \$500,000

- The construction bid opening is scheduled for 6/5/25.

Spartan Stadium Athletic Complex

- The property transfer is complete. Securing of property initialized.
- Softball field Phase 1 (field/dugouts) to begin soon; Phase 2 (bleachers/press box/concessions/locker rooms) approximately six weeks following Phase 1.
- Master planning for the entire athletic complex continues.

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Year-Over-Year Undergraduate Trend



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Year-Over-Year Numbers

	<u>6/4/2025</u>	<u>6/5/2024</u>	<u>6/1/2023</u>
Admitted	2197	1907	2167
Deposits	728	537	616
Enrolled Freshmen	577	285	376
Enrolled Transfer	80	56	35
Enrolled Graduate	22	21	14
Total Enrolled	679	362	425



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July 8, 2025

A handwritten signature in blue ink, reading "Michael C. McCall".

Secretary, SSU Board of Trustees

Emergency Management

Guidance for High-Quality Emergency Plans

U.S. Department of Education, Office of Elementary and Secondary Education, Office of Safe and Healthy Students, ***Guide for Developing High-Quality Emergency Operations Plans for Institutions of Higher Education***, Washington, DC, 2013

- Principles of Emergency Management Planning for IHEs
 - Process for developing, implementing, and continually refining a higher-ed EOP with community partners
 - Content of higher-ed EOPs
 - Topics that support higher-ed EOPs (i.e., Clery Act, information sharing, international students, psychological first aid, campus climate, campus law enforcement officers, and active shooter situations)
-
- Ensures planning efforts are aligned with practices at the national, state, and local levels
 - Provides a framework for preparedness - prevention, protection, mitigation, response, and recovery



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A handwritten signature in blue ink, appearing to read "Michael C. McCall".

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Principles of Emergency Management Planning

Planning must be supported by senior leadership

Planning uses assessment to customize plans at the institutional level

Planning considers all threats and hazards

Planning provides for the access and functional needs of the whole community

Planning considers all settings and all times

Planning considers the individual preparedness of students, faculty, and staff

Planning meets the requirements of all applicable laws

Creating and revising a model emergency operations plan is done by following a collaborative process



Process for Emergency Management Planning

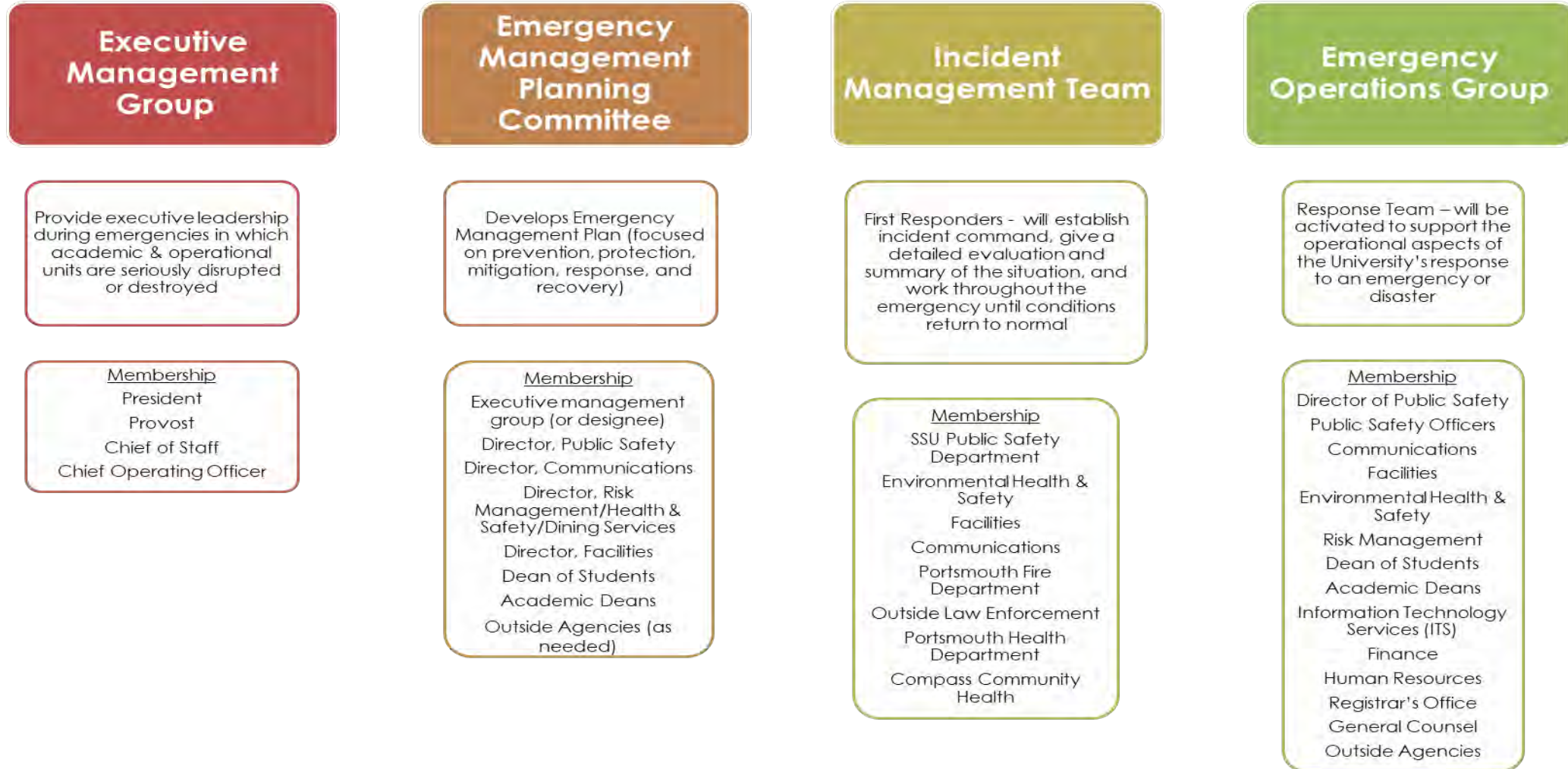
Used to develop a plan, do a comprehensive review of an existing plan, or conduct periodic and incremental reviews of the plan's components



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Emergency Management Groups



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2025 Safety Training

SAFETY GUIDE



DPS NEEDED

(740) 351-3232 (emergency)
(740) 351-3243 (non-emergency)



FIRE

- Evacuate the location
- Use fire extinguisher if applicable



MEDICAL EMERGENCY

- Call DPS or dial 911



TORNADO

- **Watch** — Keep an eye on weather
- **Warning** — Take cover until all clear
- **If No Shelter** — Lowest place with no windows



SUSPICIOUS / UNWANTED PERSON

Obtain description and direction of travel

- Clothes / Color:
- Head cover:
- Time Seen:


Call DPS Immediately



ACTIVE SHOOTER

RUN — HIDE — FIGHT

Firearm and Violence Action Cards are used courtesy of FISM and are available at <https://www.fism.org/learn/guidelines/active-shooter-action-cards>

 Department of Public Safety

SAFETY GUIDE

ACTIVE SHOOTER/AGGRESSOR

- Start a thought process
- **RUN** — Run away from the threat
- **HIDE** — Hide from the threat
- **FIGHT** — Last resort

EVACUATION

- Know your surroundings
- Plan ahead
- Try to always use stairs
- Know tornado shelter locations

FIRES

- Evacuate all students
- Use a fire extinguisher (training available)
- Elevators cease operation

CRIME PREVENTION

- Keep valuables out of sight
- Lock car, office and classroom doors

Something To Think About

- Do I know every way out?
- What do I do if someone can't walk and we need to evacuate?
- How would I react to an Active Aggressor situation?

OTHER IMPORTANT NUMBERS

Maintenance	(740) 351-3458
Poison Control	(800) 222-1222
Portsmouth PD	(740) 353-4101
Scioto County Sheriff	(740) 354-7566
Address	740 2nd St. Portsmouth, OH 45662

NARCAN LOCATIONS

(Opioid Overdose Reversal Medication)

Athletic Center	- by Room 202
Administration	- by Richard's Conference Room
MAS	- 1st across from elevator
University Center	- Cafeteria ent. 2nd floor hallway
CFA	- By Room 131
CML	- Rotunda
Public Safety	

AED LOCATIONS

(Automated External Defibrillator)

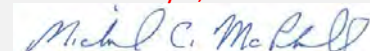
Allied	- by Room 166, 207
Kricker Hall	- by office
Athletic Center	- Stairs by gym
	- by Room 202
	- Natatorium
VRCFA	- by Room 131
Administration	- by Richard's conference room
MAS	- 1st & 3rd across from elevator
CML	- Rotunda
University Center	- Cafeteria entrance, hallway to ballroom
ATC	- by Planetarium
Education Building	- Lobby by restrooms
CLC	- Across conference room
Maintenance	- Break room

CSA Crimes to Report: Murder, Non-Negligent Manslaughter, Negligent Manslaughter, Rape, Sodomy, Fondling, Incest, Statutory Rape, Robbery, Aggravated Assault, Burglary, Motor Vehicle Theft, Arson, Hate Crimes/ Bias, Illegal Weapons Possession, Drug Law Violations, Liquor Law Violations

Questions? Call the Department of Public Safety at (740) 351-3243



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Secretary, SSU Board of Trustees

Public Safety Operations

Assessment Recommendations & Priorities



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Public Safety Operations

International Association of Campus Law Enforcement Administrators

Accreditation Process Quick Guide



Enrollment is your first step, and it's a simple one

- Contact RPM
- Access the enrollment section on the CALEA website to download forms
- Sign all enrollment forms and email to CALEA Staff

You'll have either 36 or 24 months to complete this step

- Develop relationship with RPM
- Create, modify written directive system
- Ensure practice and policy are working in concert
- Attend CALEA Conferences for accreditation PowerDMS™ training
- Identify key stakeholders
- Join an Accreditation Support Network
- Monitor standards for updates
- Generate proofs and include in accreditation files to verify compliance with standards
- Conduct initial informal review
- Contact RPM to schedule assessment

During this step, you'll prepare for a site-based assessment

- Coordinate with CALEA staff to prepare and submit agency information and assessment documentation
- Participate in remote web-based assessment of accreditation documentation
- Participate in site-based assessment
- Review assessment report provided to agency

If compliance requirements are achieved, the Commission awards accreditation

- Attend the Commission Review Committee Hearing and Awards Banquet at the next CALEA Conference
- Transition to the reaccreditation model
- Promote achievement to the community

Reaccreditation is an ongoing quality performance review of the agency

- Maintain agency information & statistical tables
- Submit annual reports to CALEA
- Participate in annual web-based assessment
- Participate in site-based assessment

Also in the fourth year:

- Participate in site-based assessment

CONTINUOUS MAINTENANCE OF ACCREDITATION PROCESS



REACCREDITATION the four-year review cycle



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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

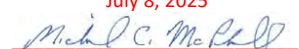
Chairman Shah,

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

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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 1st place student from Federal Hocking received a \$2000 scholarship. A \$1000 scholarship went to the second-place winner from Eastern Pike, and the 3rd 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 21st—25th 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.

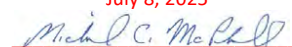
College of Business and Engineering Technology

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

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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.

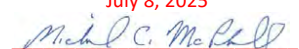
An award of \$150,000 through the Verizon Innovative Learning Program funded a 3-week STEM camp for middle school students held on campus June 2-20.

Respectfully submitted,

Kimberly Inman, Ph.D.

Interim Provost and Vice President of Academic and Student Affairs

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July 8, 2025


Secretary, SSU Board of Trustees

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

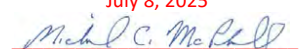
- Anticipated Enrollment for 2025–26: 25 new students (69 total)

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

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- 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

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

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

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.

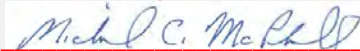
OT36 Compliance Plan



- What is the Ohio Transfer 36 (OT36) and what does it mean for General Education (GE)?
- In 2021 SSU signed the Ohio Transfer Promise that is our good-faith promise to integrate the OT36 into our GE curriculum
- Starting in 2022, new learning outcomes have been in place for each OT36 category
 - SSU Faculty have received approvals for 29 courses



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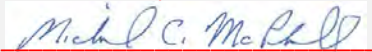

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OT36 Compliance Plan

- What are the concerns?
 - The grace period for renewing course approvals expires in Spring 2026.
 - Current SSU GE curriculum does not adequately integrate OT36
- What is our new approach?
 - Shared governance between Provost and UFS to develop proposal
 - Fall 2025, present to General Education Advisory Committee for approval
 - Faculty have 2 opportunities to submit courses to state panels in coming academic year.



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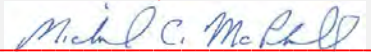

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OT36 Compliance Plan

- Key changes in draft proposal
 - All courses in SSU GEP must be approved for inclusion in OT36 by end of Spring 2025-26 term.
 - The SSU GEP must match the requirements of the OT36 framework
 - Transfer students who have completed the OT36 will come into SSU with a completed GEP.
 - Transfer students who have a conferred baccalaureate degree at time of transfer will have completed the SSU GEP by default.
 - All SSU GEP courses must be introductory level (1000-2000).



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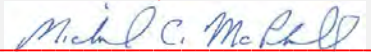
Senate Bill 1

Advance Ohio Education Act: Effective Date June 27, 2025

- ✓ Statement of Commitment 6.27.25
 - ✓ Policy on Diversity, Equity, Inclusion and Other Concepts 6.27.25
 - Need to submit approved policy to SB1@highered.ohio.gov by 9.25.25
 - Have notified Deans and ALO of exemption form.
 - Need to update procedure 5.10:2
 - ✓ Inclusion of 3 new questions in student evaluations of instruction
- By 8.26.25
 - Report undergraduate programs with fewer than 5 graduates/yr AY22-23, AY23-24, AY24-25
 - Awaiting appeal/waiver form from ODHE
 - Subsequent years, within 60 days of completion of academic year.



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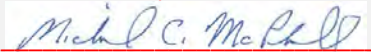
Senate Bill 1

Advance Ohio Education Act: Effective Date June 27, 2025

- Board of Trustees Training
 - Save the date – September 18, 2025 Trustees' Conference in Columbus
- American Civic Literacy Course Plan
 - Template from ODHE
 - Approved by Board no later than September 2025 meeting
 - Submitted to SB1@higher.ed.ohio.gov by 9.30.25
- Board Policies in alignment with AOE due to ODHE by 12.31.25
 - Faculty Tenure
 - Post-Tenure Review
 - Faculty Workload
 - Retrenchment
 - Faculty Annual Performance Evaluation
- Five-Year Institutional Cost Summary due to ODHE by 12.31.25



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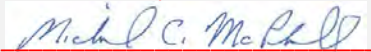
Senate Bill 1

Advance Ohio Education Act: Effective Date June 27, 2025

- **American Civic Literacy**
 - Courses developed and approved in AY25-26
 - Must comply with OT36 and meet AOEA exam and reading requirements.
 - By Spring 2029-30, required in order to earn baccalaureate degree.
- **Syllabi**
 - Compliance plan due 6.30.26*
- **Equal Opportunity and Non-Discrimination Report**
 - Report due 6.30.26



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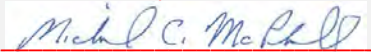

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Dental Hygiene Expansion and Kadel Dental Clinic

- Dental Hygiene applicant and graduate trends
- Critical shortage of dental hygienists in the region, per Ohio Dental Association
- James Kadel Dental Hygiene Clinic Expansion Plan
 - Phase 1: Increase from 25 to 27 seats, Fall 2025
 - Phase 2: Requested 35 admits, twice a year



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Dental Hygiene Expansion and Kadel Dental Clinic

- Phase 2: Proposed clinic expansion to 30 chair clinic with simulation lab/ classroom space
- FQHC Dental office space to provide dental services for underserved population and support student learning
- Space feasibility study and initial concept and design plan initiated by BDHP group.



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Carnegie Classifications



- The Carnegie Foundation for the Advancement of Teaching and the American Council on Education
- Reimagined the Carnegie Classification of Institutions of Higher Education – Released April 2025



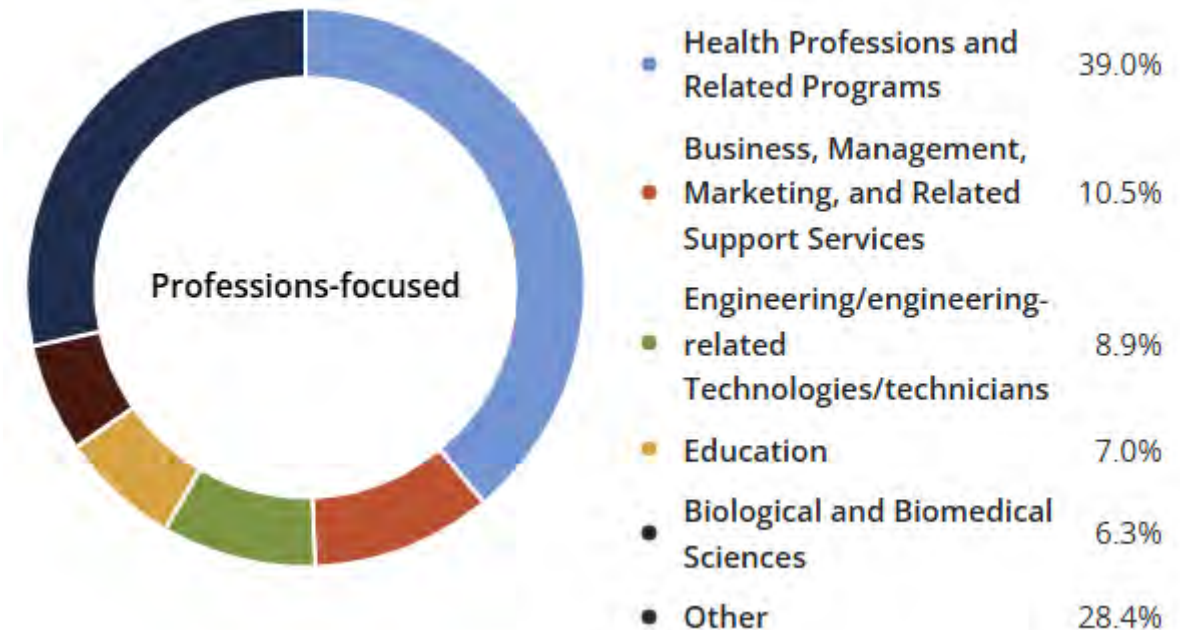
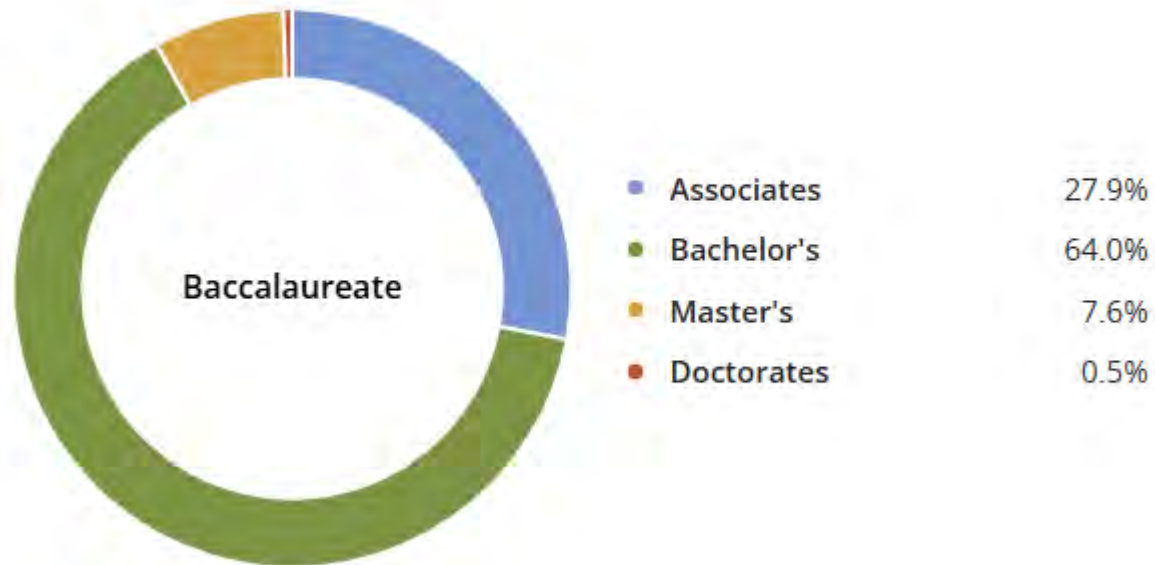
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Secretary, SSU Board of Trustees

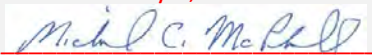
Carnegie Classifications

Shawnee State University

- Professions-focused Baccalaureate Small



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Carnegie Classifications

Shawnee State University – An Opportunity College and University

- High Access, High Earnings
 - Access measure = enrollment of Pell recipients
 - SSU 45% Pell Recipients
 - Earnings measure = Undergraduate student earnings 8 years post-enrollment compared to a similar population in their area with a high school diploma or higher credential.
 - SSU Median Earnings \$37,101
 - Comparison Earnings \$23,509



Student Affairs

Onboarding → Engagement

INTEGRATE – OVERLAP – EXECUTE

- ❖ Seamless Transitions
 - Admission
 - Orientation
 - Week of Welcome
 - Spring Registration → Fall Registration

Goal 1

Provide a vibrant campus where our students feel CONNECTED

Goal 2

Engage students in ways that allows for PERSONAL GROWTH

Goal 3

Create meaningful RELATIONSHIPS where students feel SUPPORTED



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Student Affairs

Connecting Students to Campus

- ❖ Establish the Shawnee Standard: 75 Attendees
 - Strategic Scheduling & Communication
 - Creative & Collaborative Events
 - Stress Tracking & Award System
- ❖ Introduce Student Engagement at Orientation
- ❖ Emphasis on Athletics
 - FA25 Home Schedule in Every Housing Unit
 - Athl. Teams Assisting with Move-In & WoW
 - Re-introduce Student Spirit Section
- ❖ Extension of WoW → 'Week'
 - Aug. 21-27, Academic Semester
 - 'Bear Wear Wednesday' & College Tour
- ❖ Broaden Events
 - Days: Weekend Events (Athl. & IM)
 - Times- Vary Offerings
 - Locations- Utilize all of Campus & Community



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Secretary, SSU Board of Trustees



Student Affairs

2025 Week of Welcome Highlights

Thursday:

New Student Move-In
Student Networking Dinner

Friday:

Bear Beginnings
WOW Carnival/PT Job Fair
Bingo & Movie Night

Saturday:

Portsmouth Unplugged
Hatcher Housing Bash
Welcome Back Bear Bash

Sunday:

Mandatory Housing Meetings
Meet the Greeks
Intro to IM

Monday:

Classes Begin
Welcome Tents
Bear Cade
Color Wars

Tuesday:

Hangin' with Hamilton
Townhall
Ice Cream Social
Lounge Treasure Hunt

Wednesday:

BWW
The College Tour
Watch Party



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Student Affairs

2025 Week of Welcome Highlights

- ❖ Offering Leadership Opportunities
 - Leadership Training for Club Officers
 - Participation = Funding
 - Mandated Presentations after Off-Site Conferences
- ❖ Expand Individuals who have Formal Leadership Roles
 - SGA, SPB, Greeks, & Clubs
 - 10% Increase in Individuals Serving
 - Bear to Bear Network
 - Bear Buddies



Student Affairs

Building Community Through Relationships

- ❖ Utilize Existing Resources
 - Resident Assistants (HRL)
 - I am First Gen
 - Bear to Bear Network
 - Shawnee Service Corp
- ❖ Launch Cohort Program for all new students 'Bear Buddies'
 - Every new student will be in a Cohort
 - 20-25 students with Mentor/ Leader
 - Introductory Event w/ Dinner at WoW
 - Coordination with FYE Program
- ❖ Integration with other Departments
 - Success Center
 - Athletics & IM
 - Office of Personal & Professional Development



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Secretary, SSU Board of Trustees



President's Report to the Board of Trustees
Board of Trustees Regular Meeting
June 27, 2025

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

We are closing the fiscal year this week with encouraging signs. We are on target to finish FY25 with a surplus that allows us to continue our planned transfers to university reserves. We continue to see steady strengthening of our financial position. I thank the CFO Greg Ballengee and his team, Budget Director Aimee Welch, and Chief Operating Officer Malonda Johnson and her team. Working together over the past year, we have increased core tuition and fees revenue and increased revenue associated with ancillary activities; while at the same time, managed expenses, treasury, and investments to increase our cash flows, reserve funds, and net financial position. Thank you again to those of your serving on the Finance and Administration Committee and the Investment Committee for your strong leadership.

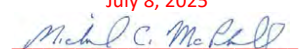
We remain fully committed to balanced budgets and continuing the commitment to build reserves in FY26. In fact, by increasing the planned transfer to reserves to \$2.5M over the next five years, we can achieve a goal of 30 by 30, or \$30M cash reserves by FY30 year end.

The headwinds of disruption remain all around us, however. Higher education remains under threat from eroding public confidence and questions about the viability and relevancy of traditional degree programs. For the first time in several years, college graduates face a tightening job market. The value of college far outweighs current popular perception. College degrees remain the single largest factor that predict substantially greater economic, health, and social outcomes. Shawnee State again this year is recognized as a top performer nationally in social mobility and, for the first time, earned the Carnegie Classification as an Opportunity College, one of only two universities in the state of Ohio categorized for having demonstrated real higher access and real higher earnings. We are the college that this region needs, and we are serving the region well.

The State of Ohio recognized the importance of Shawnee State University to the state and the region in the 2026-2027 Operating Budget passed this week by the House and Senate. With the Governor's signature, SSU is poised to receive an Increase in the Shawnee State Supplement from \$9,000,000 per year to \$12,000,000 per year; renewal of support for the SSU Institute for Appalachian Public Policy at \$75,000 per year; and \$500,000 per year in new funding for a Shawnee State University Civic & Culture Program for Appalachia. We are grateful to our legislative delegation and leadership for their trust in what we are building at Shawnee State.

It is imperative however that we stay ahead of disruptive trends outside of higher education to remain a competitive university. Our priorities for next year reflect that need. In the College of Arts and Sciences, we continue our plan to renovate our natural science labs to be state of the art, capable of supporting the next generation of doctors, chemists, biomedical researchers, and scientists. A new School of the Arts and Design will further showcase our nationally ranked gaming program and raise resources to take that program to finally serve a

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Secretary, SSU Board of Trustees

President's Report to the Board of Trustees

Board of Trustees Regular Meeting

June 27, 2025

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national student population. In the College of Business and Engineering we will expand our MBA and accounting programs, explore meaningful integration of artificial intelligence and robotics into curriculum, and build our now fully funded Shawnee Advanced Manufacturing Center. Focus in the College of Health & Human Services will continue to be on expanding the capacity of our in-demand programs that turn away qualified students, and we will open up a new era of regional health care partnership with comprehensive affiliation agreements that launch cooperative programs at both SOMC and Adena Health in Chillicothe.

Our Office of Personal and Professional Development will officially launch this fall, as will the graduation requirement that every student at Shawnee State University will have had the opportunity for a real work experience before they finish their degree program – a co-op, an internship, or other job. This is a huge lift in our region, but that's precisely why it's so important. SSU graduates must be dynamic and forward-looking, and our faculty and programs must be as well to deliver an experience that meets employer expectations and connects students to good jobs and other demonstrable outcomes.

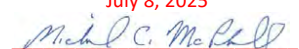
I am pleased to share with you news that Community Action of Scioto County will assume operations of the Children's Learning Center in August. Sincere thanks to Malonda Johnson led the effort and, together with Kimberly Inman and Elizabeth Blevins. This is tremendous news for families who have relied on the CLC for childcare services and were disappointed by our decision to close the facility. Hats off to CAO Executive Director Steve Sturgill for his vision and leadership to make it happen.

Senate Bill 1 is now law and we will work with faculty over the next year to implement the requirements in an environment that serves our students well and upholds academic integrity and quality. I invite all of you to join me at this year's ODHE Trustee's Conference on September 18, 2025 to learn more about the state's expectations.

We are launching a search to fill the Provost and Vice President for Academic and Student Affairs permanently. I have asked the search committee for recommendations prior to the start of the autumn semester. The appointments of Interim Dean of the College of Arts and Sciences Michael Barnhart, Interim Dean of the College of Business and Engineering Adam Miller, and Interim Dean of Students Jeff Hamilton have all been extended until the Provost role is permanently filled.

Finally, today is the last Board of Trustees meeting for Hannah Blythe. Hannah has served the Board well and been a trusted colleague of mine, from her days in the admissions office as an orientation leader, to her time as a Presidential Ambassador. Hannah is a Bear through and through and will be a champion of Shawnee State for life. We wish her all the best as she completes her degree this year.

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July 8, 2025


Secretary, SSU Board of Trustees

President's Report to the Board of Trustees

Board of Trustees Regular Meeting

June 27, 2025

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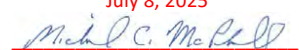
Thank you to my colleagues in cabinet for all their hard work over the past year. There is more to come in the years ahead. Thank you to our academic leadership and faculty for recognizing the importance of evolving and institutional growth to SSU's future. Together we are fundamentally realigning the university's portfolio, ways that engage current and prospective students, and how we define our service to the south-central Ohio region. We appreciate the board's support and thank you all for your continued service to Shawnee State University.

Respectfully submitted,



Dr. Eric Andrew Braun
President

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July 8, 2025


Secretary, SSU Board of Trustees



To: Shawnee State University Board of Trustees
From: Eric Andrew Braun, J.D., Ed.D., President
Re: Report on Policies and Procedures - 2024-2025
Date: June 27, 2025

Senate Bill 1 of the 136th Ohio General Assembly represents the most significant overhaul of the state's public higher education system in recent memory. The legislature's enactment of and Governor DeWine's signature of SB 1 will necessitate the enactment of several new policies and procedures at Shawnee State and other Ohio public colleges and universities. Beginning this fall, the Board of Trustees will be called upon to consider resolutions concerning diversity, equity, and inclusion; and other SB 1-related policies addressing required new coursework, faculty workloads, faculty performance evaluations, post-tenure review, tenure, and faculty retrenchment.

As for the 2024-2025 fiscal year now ending, highlights included the enactment a new policy to address student internships and cooperative education programs, and significant revisions to the policy and procedure on parking on campus. The formalization of the University's grant application and approval process resulted in the revision of the existing grants policy and enactment of a new grants procedure. The desire to balance the need to safeguard students with the understanding that applicants with past criminal or disciplinary pasts sometimes deserve a second chance, led to the revision of the student admissions procedure. And the unionization of public safety employees necessitated the revision of several existing Human Resources policies and procedures. Pursuant to Board Policy No. 5.00REV, here is my annual report on the administration's enactment, amendment, rescission, and renewal of policies and procedures during the 2024-2025 fiscal year.

Newly Enacted Policies and Procedures

2.22	Student Work Experiences, Internships, and Cooperative Education Programs	February 14, 2025
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Policies Revised by Board Action

1.01REV	Bylaws of the Board of Trustees	September 20, 2024
4.54	Professional Development (Degree and Non-Degree)	September 20, 2024
4.79REV	Department of Public Safety Employment Status and Other Employment Actions (amended and renamed)	September 20, 2024

5.13REV	Grants Application, Approval and Management	September 20, 2024
5.18REV	Emeritus Faculty	November 22, 2024
1.05REV	Investment Policy	February 14, 2025 and April 18, 2025
3.00REV	Admission and Degree Requirements	February 14, 2025

Non-Substantive Policy Changes without Board Action

4.52REV	Leaves of Absence (Paid and Unpaid)	September 3, 2024
4.53REV	Compensation for Administrative Employees	September 3, 2024
4.51REV	Administrative Employees – Employment Status and Other Employment Actions	September 20, 2024

Newly-Enacted Procedures

5.28:1	University Parking	August 27, 2024
5.13:2	Grant Compliance Requirements	February 3, 2025

Procedures Revised by Presidential Action

5.00:1	Policy and Procedure System and Review Process	September 3, 2024
5.01:2	Reporting and Investigating Discrimination, Sexual Harassment, and Retaliation	September 5, 2024
5.13:1	Grants Application, Approval, and Management	November 13, 2024
4.92:1	Student Business Functions	February 21, 2025
4.02:1	Asset Management Procedures	(pending)

Rescinded Policies

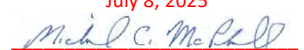
1.06	Participation by Electronic Communication (merged into 1.01REV, Bylaws of Board of Trustees)	September 20, 2024
4.82REV	Department of Public Safety Leaves of Absence	September 20, 2024



**Board of Trustees Committee Appointments
2025-2026**

Board Officers	Eddie Edwards	Chair
	Ed Daniels	Vice Chair
Executive Committee	Eddie Edwards	By position
	Ed Daniels	By position
	Dilip Shah	By position
	Brenda Haas	By appointment
	David Furbee	By appointment
Finance and Administration Committee	Ed Daniels	Chair
	Brenda Haas	Vice Chair
	David Furbee	
	Aaron Adams	
	Vacant	Student member
Academic and Student Affairs Committee	Dilip Shah	Chair
	David Richey	Vice Chair
	Sallie Schisler	
	Markee Dennis	
	Debra "Faith" Kuhn	Student member
Representatives to SSUDF	Eddie Edwards	By position
	David Richey	Board Chair appointment
Representative to Investment Committee	David Furbee	
Board Treasurer	Greg Ballengee	
Board Secretary	Michael McPhillips	

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 Secretary, SSU Board of Trustees

RESOLUTION E04-25

RESOLUTION TO SUPPORT ATHLETICS EXPANSION AND MOVE FROM NAIA TO NCAA DIVISION II

WHEREAS, according to the Bylaws of the Board of Trustees, the President must provide leadership in establishing a vision and goals to guide the University in fulfilling its mission; and

WHEREAS, the President's comprehensive enterprise growth initiative for Shawnee State University is now underway to raise the awareness and profile of Shawnee State University in the region, to increase undergraduate enrollment, and to expand and improve campus housing populations, residential life, and campus life;

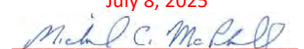
WHEREAS, intercollegiate athletics significantly contribute to student recruitment, success, and completion, and are a critical element of vibrant campus life, profile, and visibility; and

WHEREAS, Shawnee State University has a decades-long record of success and accomplishment in varsity athletics, and a year of comprehensive study has determined that athletic expansion is a significant opportunity for enrollment growth at this particular time;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University supports the university's membership in the Mountain East Conference, and its movement of the athletics program from NAIA to NCAA Division II, including a commitment to launch a varsity football program by the 2028-2029 academic year.

(June 27, 2025)

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July 8, 2025


Secretary, SSU Board of Trustees

RESOLUTION E03-25

ADOPTING EXECUTIVE COMMITTEE'S PERFORMANCE EVALUATION OF PRESIDENT

WHEREAS, The Executive Committee of the Board of Trustees is responsible for conducting an annual performance evaluation of the President that follows a process established by the Chairperson of the Board and includes input from the President; and

WHEREAS, the Executive Committee has completed its performance evaluation of the President, Dr. Eric Braun, including goals for the 2025-2026 year, in accordance with Policy 1.03 Rev, and is responsible for reporting the evaluation results and making recommendations to the full Board; and

WHEREAS, the Presidential Employment Agreement provides that effective on July 1 of each year, in addition to a cost-of-living increase, the President shall be considered for an annual performance bonus at the sole discretion of the Board of Trustees; and

WHEREAS, the Presidential Employment Agreement further provides that the Chairperson of the Board of Trustees will use reasonable best efforts to notify the President about whether a performance bonus will be awarded in or around June of each contract year beginning in 2025; and

WHEREAS, the Executive Committee has reviewed the performance of the President for 2024-2025 and recommends that President Braun receive a performance bonus in addition to his base compensation by virtue of his substantial accomplishment of 2024-2025 performance goals; and

WHEREAS, through his leadership, Dr. Braun has caused there to be a substantial improvement in the culture and morale for administrators, faculty, and staff of the University, by virtue of accomplishing a balanced budget and improved communications with University stakeholders; and

WHEREAS, the President has caused there to be a substantial improvement in external relations with the executive and legislative branches of state government;

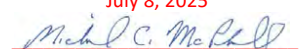
THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University accepts the performance evaluation of the President prepared by the Executive Committee; and

IT IS FURTHER RESOLVED that the Board of Trustees approves a performance bonus for the President for 2024-2025; and

IT IS FURTHER RESOLVED that the Chairperson of the Board of Trustees is directed to issue a management letter to the President not later than July 27, 2025 setting forth agreed upon goals for the President for 2025-2026.

(June 27, 2025)

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July 8, 2025


Secretary, SSU Board of Trustees