

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

**September 19, 2025, 10:30 a.m.  
Morris University Center, Room 214**

**Agenda**

**1.0 Call to Order**

**2.0 Roll Call**

**3.0 Action Items**

**3.1 Resolution ASA13-25**

**Approval of Policy 2.23, Diversity, Equity, and Inclusion and Other Concepts**

Mr. Michael McPhillips, General Counsel, will present Resolution ASA13-25 for approval of Policy 2.23, which prohibits diversity, equity, and inclusion trainings and activities, and also provides for intellectual diversity in compliance with section ORC 3345.0217 as set forth in the Advance Ohio Higher Education Act.

**3.2 Resolution ASA14-25**

**Approval of a Plan to Offer American Civic Literacy Course(s)**

Dr. Kimberly Inman, Interim Provost and Vice President for Academic and Student Affairs, will report on the plan to integrate required American Civic Literacy course(s) into the curriculum at Shawnee State University.

**4.0 Information Items**

**4.1 Academic and Student Affairs Executive Report**

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

**4.2 Strategic Action Plan Dashboard**

Dr. Inman will report on the unifying goals and metrics adopted through the Strategic Action Plan process.

**4.3 U.S. National Science Foundation Award**

Mr. Adam Miller, Dean for the College of Business and Engineering Technology, will report on the U.S. National Science Foundation (NSF) grant award.

**4.4 Athletics Strategic Plan**

Mr. Gerald Cadogan, Athletic Director, will present the Athletics Strategic Plan.

#### **4.5 Curriculum Approvals**

Dr. Inman will present on recent legislation defining the role of the Board of Trustees in curricular approvals, including General Education Program review and revision.

#### **4.6 Student Success Report**

Dr. Jennifer Pauley, Associate Provost of Academic Affairs and Student Success, will report on Fall 2025 retention and AY24-25 completion numbers.

#### **4.7 Grants and Sponsored Programs Report**

Ms. Heather Craft, Director of Grants and Sponsored Programs, will report on department activities in FY26.

#### **4.8 Student Affairs Update**

Mr. Jeff Hamilton, Dean of Students, will report on the 2025 Week of Welcome outcomes and key performance indicators.

#### **4.9 Blackboard Ultra**

Dr. Inman will provide an update on the implementation of Blackboard Ultra across all courses.

#### **5.0 Adjournment**

**RESOLUTION ASA13-25**

**APPROVAL OF POLICY 2.23**

**DIVERSITY, EQUITY, AND INCLUSION AND OTHER CONCEPTS**

WHEREAS, the 136<sup>th</sup> Ohio General Assembly enacted the Advance Ohio Higher Education Act, part of which is codified in section 3345.0217 of the Ohio Revised Code; and

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

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

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

(September 19, 2025)

# Shawnee State University

POLICY TITLE:	DIVERSITY, EQUITY, AND INCLUSION AND OTHER CONCEPTS
POLICY NO. :	2.23
ADMIN CODE:	3362-2-23
PAGE NO.:	1 OF 5
EFFECTIVE DATE:	09/19/25
NEXT REVIEW DATE:	09//2030
RESPONSIBLE OFFICER:	PROVOST
APPROVED BY:	BOARD OF TRUSTEES

## 1.0 PURPOSE

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

## 2.0 DEFINITIONS

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

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

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

## 3.0 PROHIBITIONS - DIVERSITY, EQUITY, AND INCLUSION

3.1 The University prohibits the following:

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

3.1.1.1 Comply with state and federal laws or regulations; or

3.1.1.2 Comply with state or federal professional licensure requirements; or

3.1.1.3 Obtain or retain accreditation.

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

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

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

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

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

#### 4.0 EXISTING SCHOLARSHIPS

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

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

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

#### 6.0 EXCEPTION FOR CERTAIN RESEARCH GRANTS

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

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

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

## 7.0 AFFIRMATIONS AND DECLARATIONS

### 7.1 The University affirms and declares that:

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

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

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

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

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

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

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

## 8.0 PERMISSIBLE ACTIVITY

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

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

## 9.0 CURRICULUM REQUIREMENTS

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

## 10.0 HIRING, PROMOTIONS, AND ADMISSIONS

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

## 11.0 SPEAKER FEES

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

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

11.1.2 Searchable by keywords and phrases; and

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

## 12.0 COMPLAINTS UNDER THIS POLICY

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

### History

Effective: 09/19/2025



## **RESOLUTION ASA14- 25**

### **PLAN TO OFFER AMERICAN CIVIC LITERACY COURSES**

WHEREAS, the 136<sup>th</sup> Ohio General Assembly enacted the Advance Ohio Higher Education Act which was signed into law on March 28, 2025, and includes among its provisions Ohio Revised Code 3345.382; and

WHEREAS, ORC 3345.382 requires that beginning with the spring semester of the 2029-2030 academic year, no state institution of higher education shall grant a baccalaureate degree to any student who has not completed an American Civic Literacy (ACL) course; and

WHEREAS, the ACL course shall, at a minimum, require each student to read and pass a cumulative final examination at the conclusion of the course that assesses student proficiency on all of the following documents:

- (1) The entire Constitution of the United States;
- (2) The entire Declaration of Independence;
- (3) A minimum of five (5) essays in their entirety from the Federalist Papers. The essays shall be selected by the department chair.
- (4) The entire Emancipation Proclamation;
- (5) The entire Gettysburg Address;
- (6) The entire Letter from Birmingham Jail written by Dr. Martin Luther King, Jr.;
- (7) The writings of Adam Smith, including a study of the principles written in *The Wealth of Nations*; and

WHEREAS, each state institution of higher education board of trustees is required to adopt a resolution approving a plan to offer the ACL course and submit that plan to the Chancellor of the Ohio Department of Higher Education for review and approval no later than September 25, 2025; and

WHEREAS, the President of Shawnee State University, or the President's designee, may exempt a student who petitions to graduate from the requirement to complete an approved ACL course, if the President, or President's designee, determines the student has completed a course in alignment with Division (D) of ORC 3345.382; and

WHEREAS, the President has designated the University Registrar to make determination on requests for exemption from this graduation requirement; and

WHEREAS, any student requesting exemption shall complete a written request that includes the detailed course syllabus of the course completed that the student seeks to substitute for the ACL course requirement; and

WHEREAS, the written request must be submitted at the time of petition to graduate; and

WHEREAS, exemptions using Division (D)(3) of ORC 3345.382 will not be granted after the completion of the 2030-2031 academic year;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Shawnee State University hereby approves the plan to offer American Civic Literacy Courses in accordance with ORC 3345.382, including the exemption framework set forth above; and

IT IS FURTHER RESOLVED that the ACL plan shall be submitted to the Chancellor of the Department of Higher Education for the Chancellor's approval, and should the Chancellor require revisions to the plan, the Provost is directed to make revisions as needed to obtain approval.

(September 19, 2025)



AMERICAN CIVIC LITERACY PLAN  
REQUEST FOR APPROVAL

State institutions of higher education shall develop a plan, approved by the institution's board of trustees, to offer a course in American civic literacy pursuant to [ORC Section 3345.382](#). Submit this form, along with supporting documents, to [SB1@highered.ohio.gov](mailto:SB1@highered.ohio.gov).

The course shall comply with the criteria, policies, and procedures established under [ORC Section 3333.16](#). For approval of an American civic literacy course, complete the American Civic Literacy Course | Request for Approval form.

OVERVIEW

Name of Institution of Higher Education:

Shawnee State University

Date of Submission:

Primary Institutional Contact for This Request:

Name	Kimberly Inman
Title	Interim Provost & VP for Academic and Student Affairs
Phone number	740-351-3641
E-mail	kinman@shawnee.edu

Date the institution's Board of Trustees adopted the plan (attach the resolution as an appendix):

09/19/2025

SECTION 1: CURRICULUM

**1.1** Describe where the American civic literacy designated course(s) fits into the curricula (i.e., general education required course, general education optional course, major required course, elective course, etc.).

Shawnee State University will develop multiple courses that meet the requirements for the American Civic Literacy (ACL) course detailed in ORC 3345.382. There will be one course each in Political Science – National Government, American History – American History I, and Economics: Foundations of Political Economy. Each course will be created through the Shawnee State University shared governance process, submitted to OT36 panels to gain approval in either Social and Behavioral

Sciences or Arts & Humanities categories as well as the ACL approval. Once approved, the courses will be included in the Shawnee State University General Education Program.

Most baccalaureate programs at Shawnee State will allow their majors to complete any one of the ACL designated courses to count toward both General Education and the ACL requirements. Students enrolled in the School of Education Bachelor of Science in Education programs, any Multiage or Adolescent and Young Adult licensure degree program, or the Bachelor of Social Work will be required to take the American History I course to minimize impact on the total required credit hours for these degrees. The courses will be offered in fully online and in-person modalities to serve all students.

## SECTION 2: STUDENT SUCCESS

**2.1** Provide a plan for students that do not pass the cumulative final examination at the conclusion of the course that assesses student proficiency of the documents listed in division (B) of [ORC Section 3345.382](#), if applicable.

As required in ORC 3345.382 Division B, students must pass a cumulative final exam that assesses their proficiency with the seven (7) minimally required readings. Our plan for requiring a student to pass this cumulative exam includes acknowledgement that meeting the learning outcomes of either the Arts & Humanities or Social & Behavioral Sciences categories of the OT36, will likely require other assignments, assessments, and readings be included in the content of the ACL courses. Additionally, Shawnee State has a commitment to the Freedom of Expression detailed in OAC 3362.5.11 for all members of the campus community and supports the academic freedom of faculty in their teaching and performance of their duties as university professors. This includes creating proper assessment of course learning outcomes.

In alignment with all of the above commitments, Shawnee State faculty members teaching ACL approved courses will develop and deliver a cumulative final exam that assesses proficiency with the specific documents listed in division (B) of ORC 3345.382. Faculty may also develop assessments to determine proficiency with the course-wide learning outcomes. During any ACL approved course, the cumulative final on the specified documents will be administered. All ACL course syllabi will clearly state that students must pass the cumulative final in order to pass the ACL course.

If a student does not earn a passing grade on the exam, but is earning a passing grade in the course, the student may request to retake the final exam. The request must be made in writing to the course instructor no later than 10 business days after the exam results are posted in the SSU course management system. If the student either (1) does not retake the cumulative final as scheduled or (2) does not pass on the second attempt, the student will earn an F in the course. If the approved retake occurs after final course grades are entered by the University Registrar and the student passes the exam, the faculty member will submit a grade change request form to the University Registrar. A student who earns a failing grade in the course will need to retake the course and cumulative final to fulfill the graduation requirement. This will allow the Shawnee State Registrar's Office to track the graduation requirement using the course grade earned.

Students who do not pass an ACL course will be allowed to retake a course for credit according to existing policy in the University Academic Catalog. As the above plan is implemented, the full-time faculty who

develop the ACL courses will serve as an ACL committee to address concerns and suggest revisions to the offering plan.

### SECTION 3: APPLICABILITY

**3.1** Describe how the institution will ensure students who graduate with a bachelor's degree in the spring semester of the 2029-2030 academic year, and after, will meet the requirements to complete the course, if applicable.

Shawnee State University will deliver the ACL courses in multiple modalities in every regular semester to ensure broad access to all baccalaureate students. Our plan involves gaining internal and external approvals for the ACL courses during the 2025-2026 academic year. The first running of the ACL courses is planned for Fall 2026. This will align with first-time students entering with an expected graduation date of Spring 2030. Approved ACL courses will be clearly indicated in the Academic Catalog and in course descriptions. Programs will update their academic advising plans to include the ACL course(s) needed for the specific program. Advisors will ensure students understand the requirement and when they should register for a course based on their interests, programs, and degree completion timeline. During the 2025-2026 academic year, Shawnee State will enact a communication plan to ensure all faculty and professional advisors are aware of the new requirements that apply to the incoming 2026 students.

The review of degree audits occurs jointly between the Shawnee State Registrar's office and the program faculty chair or school director. Communication will be shared with all reviewers of degree audits regarding the course requirements during the 2025-2026 and subsequent academic years. The Shawnee State Registrar will ensure that the ACL approved courses are given a clear designation on degree audits to make the courses highly visible during the review process. Even if all other degree requirements are met, Shawnee State will not confer a baccalaureate degree to a student who has not completed an ACL course and who has petitioned to graduate for the Spring 2030 and subsequent semesters. Students are required to petition in the semester prior to their planned final semester at Shawnee State. The University Registrar conducts an initial review to identify missing requirements. The ACL course requirement will be added to the items checked during this initial review. Students who petition in a timely fashion will have at least one semester in which to complete the course without delaying their degree conferral.

### SECTION 4: EXEMPTION

**4.1** Pursuant to ORC 3345.382, the boards of trustees of each institution of higher education shall adopt a resolution specifying the conditions under which the state institution's president or designee may exempt a student under division (D)(3) of this section. Attach the resolution as an appendix, if applicable.

### SECTION 5: VERIFICATION AND SIGNATURE

*(Insert name of the institution)* verifies that the information provided is truthful and accurate.

*Signature of the President, or the President's designee*  
*(Insert name and title of the President, or the President's designee)*

**Academic and Student Affairs Report  
Board of Trustees Meeting  
September 19, 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,

Now that the 2025-2026 academic year is underway, I extend a warm welcome to our new faculty and staff in the division of Academic and Student Affairs. We welcome Ms. Adrianna Adams, Assistant Professor and Field Director of the Bachelor of Social Work program; Mr. Jordan Murrey, Assistant Professor and Program Director in the Plastics Engineering Technology program; Mr. William “Zac” Nance, Assistant Professor of Psychology; Ms. Melissa Robinson, Assistant Professor and Academic Fieldwork Coordinator of the Occupational Therapy Assistant program; Dr. Terry Hapney, Jr. Professor of Marketing and Management and MBA Graduate Program Director; Dr. Leigh Anne Prugh, Assistant Professor in the School of Education; and Mr. Christopher Zornes, Assistant Professor of Information Security.

Ms. Megan Jeffreys joins the Department of Social Sciences as a full-time instructor in American History. Ms. Amanda Page joins Academic Affairs as a full-time instructor and FYE Coordinator. We also welcome Dr. Alexandra Challenger, Visiting Assistant Professor of Art History; Mr. Robert Newland, Visiting Assistant Professor in Mathematics and Computer Science, and Dr. Johan Ling, Visiting Assistant Professor of Botany. Finally, Ms. Shannon Mills, Ms. Mallory Plinke, and Ms. Olivia Jansen have joined the School of Education and the Department of Fine, Digital, and Performing Arts, respectively, as full-time, temporary instructors for Fall 2025.

Dr. Jason Lovins has been appointed as Interim Director of the C.H. Lute School of Business, and we welcome Mr. Jacob Perkins as Grants Coordinator and Mr. Adam Schuler as Director of Esports and Academic Engagement.

Leaders and faculty across Academic Affairs will continue efforts to implement the requirements of the Advance Ohio Higher Education Act. President Braun and Interim Provost Inman hosted a faculty forum on August 27 to provide an overview of actions taken since June 27, 2025 and the timeline for projects during the current academic year.

A brief update on recent activities from each area in the Division of Academic and Student Affairs is provided below:

## **College of Arts and Sciences**

CAS faculty have been finalizing large goals, action items, and establishing achievement targets to convert last year's strategic planning exercises into a list of measurable action steps that we can implement this academic year. This includes defining transfer pathways with our partner institutions to reach new groups of students in our expanded service area.

Faculty have been revising our General Education Program to bring our curriculum into alignment with the needs of the transfer students that we seek to attract in greater numbers. This program revision aims to remove common obstacles to degree attainment that SSU students have faced previously, to refocus the General Education offerings around lower-division courses and to make the overall components clear for students and advisors. Additionally, faculty have been working with the assistance of the GEP Director and department chairs to improve our transfer compliance, and award credit for relevant professional experience such as military training or career and technical certifications.

This summer Dr. Marc Scott, Dr. Anna Hutcheson, and CAS interim Dean Dr. Mike Barnhart presented Shawnee State's four-year GEP Assessment project at the Higher Learning Commission's Assessment Academy results forum in Chicago. Our team shared lessons learned with other college teams that were midway through their Assessment Academy experience.

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

Dr. Nick Meriwether led a group of students on a study abroad trip to Berlin this summer through the generous support of the Shawnee State University Foundation.

### **Department of Fine, Digital, and Performing Arts**

Improvements are underway to the piano lab, the student lounge, and the life drawing studios. The 2025 *Voices of a Region* exhibition, presented in partnership with nonprofit The Trillium Project, will be on display in the Appleton Gallery at SSU from September 8 to November 25. This juried art show features selected works from regional artists and celebrates the creative voices of Appalachia.

### **Department of Mathematical Sciences**

Dr. Doug Darbro served as an external reviewer for the Math graduate program at Sam Houston State University. Professor Emeritus Dr. Jinlu Li continues his extensive publication record with the addition of his paper: *Strict Fréchet differentiability metric projection in Hilbert spaces*

### **Department of Natural Sciences**

The department was awarded an Ohio Strong Start in Science subgrant to support the overarching goals of increasing content retention while decreasing DFW rates in introductory science courses.

Visiting Assistant Professor, Dr. Johan Ling presented his recent research at the Botany 2025 conference in Palm Springs. Dr. Tim Hamilton participated in an annual outreach event at the Green Bank Observatory in June running the Apollo flight simulation project.

### **School of Education**

The Teacher Bootcamp summer professional development opportunity took place July 21-25. Thirty-nine Ohio teachers received scholarships thanks to funding from the Governor's Office of Workforce Transformation. During the weeklong intensive bootcamp, each teacher earned 3 hours of graduate credit while developing career awareness presentations for their students with the aid of SSU faculty. They visited employers across our region focusing on high-growth industries such as Healthcare, Advanced Manufacturing, and AI/Computer Sciences/ Immersive Technology.

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

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

Seongcheol Paeng, Ph.D., Assistant Professor of Management, and James Reneau, Ph.D., Associate Professor of Information Systems Management, have co-authored a scholarly article titled, "The Impact of Air Pollution on the Stock Market in South Korea," published in the Annals of Financial Economics,

Dr. Paeng also authored "Analysis of the Relationship Between the Frequency of Pastors' Sermons on Money and Their Financial Attitude And Behavior" published in the Review of Economic & Business Studies.

#### **Department of Engineering Technology**

Faculty in the department hosted classes in game development as part of "Cub Camp" and a week-long teacher bootcamp including tracks in advanced manufacturing and AI. The department acquired a new Tykma Inc. Laser Engraver (TYKMA is a small manufacturer housed in Chillicothe) that they plan to use in the Manufacturing on the Move trailer for future outreach events as well as in the labs.

The department promoted our gaming programs at the Ohio State Fair as part of the Ohio Department of Higher Education's booth on August 1. Additional outreach opportunities are planned for September and October. The department also visited numerous electro-mechanical related businesses in the area, including State Electric and Electrical Training Academy, to explore partnerships to guide the AAA Electromechanical Engineering Technology program into the future and inform a new faculty search as the program expands into the planned Shawnee Advanced Manufacturing Center. The department is working with new partners to receive an injection molding machine donated by Engel Global for the Plastics Engineering Technology program.

#### **Kricker Innovation Hub**

The Kricker Innovation Hub's Ignite Portsmouth 2025 entrepreneurship bootcamp concluded with fourteen ventures competing for top honors. The first-place award (\$5,000) went to Liz Pratt, community entrepreneur and founder of DJ Geek Techneek, a mobile DJ and MC service transforming Portsmouth's entertainment landscape. The second-place award (\$3,000) was earned by Olivia Brabson, SSU alumna and former Kricker Innovation Hub Fellow, for Fair Nest Rentals, an innovative venture addressing the critical need for accessible Section 8 housing. The



third-place award (\$2,000) went to Michelle Martin, SSU faculty member, for Revival Books, a community-centered bookstore designed as a cultural and literary hub. These winners reflect the breadth of Portsmouth's entrepreneurial ecosystem—community members, alumni, and faculty advancing ventures that generate economic opportunity, enrich quality of life, and demonstrate the Hub's role in cultivating innovation and regional growth.

The Kricker Innovation Hub, in partnership with the ECDI Women's Business Center of Central Appalachia at SSU and funded by the Appalachian Regional Commission's REPOWER program, hosted the 2025 Ignite Appalachia Regional Pitch Competition on July 22. Winners from Ignite Portsmouth joined seven other entrepreneurs from across Central Appalachia to compete for additional funding. Miranda Workman (Cabell County) earned the title of Regional Champion and \$5,000 for Hair Haven, a cosmetology practice and cranial prosthetic service dedicated to restoring confidence for individuals experiencing hair loss. Brent Cochran (Jackson County) secured second place with Sky Foto Airbourne Imagery, while Liz Pratt (Scioto County) and Samantha Miller (Meigs County) tied for third place with DJ Geek Techneek and The Novel Notion, respectively.

The Hub announced that Tastie Games LLC, a ShawneeXP Accelerator startup, will release their debut title, Mole Maiden, on September 5 via Steam. ShawneeXP will launch its first game development pre-accelerator on September 12, offering mentorship, structured guidance, and resources to help developers worldwide refine and prepare their games for market.

Adam Schuler, Director of Esports and Academic Engagement, has made significant progress overseeing the development of a three-tier esports structure that includes Varsity Teams competing for national recognition, Academy Teams offering a pathway for developing players, and Club Programs providing inclusive opportunities for students to connect socially through gaming. The full student roster includes more than 40 active participants across 10 teams spanning eight titles, while a newly expanded Discord server serves as a central hub for over 70 students. The Esports program has also joined two national conferences—ECAC and NACE—ensuring competitive opportunities at multiple levels. Esports has participated at key campus events, including the Week of Welcome Carnival and Tuesday Night Lights kickoff, while outreach is underway to establish partnerships with local high schools and expand global recruiting efforts.

Through BESTOhio, the Hub is collaborating with the Ohio Manufacturing Association and Accenture on the design phase of the Earn & Learn program, aligning training with manufacturer-identified needs and building a scalable framework for employer-driven learning.

The Hub is launching a Leadership Foundations course to meet regional workforce and leadership development needs. Designed for emerging and first-time managers, particularly frontline supervisors in manufacturing, the course equips participants with practical tools and confidence to succeed. Developed in consultation with industry leaders, the program integrates best practices with applied manufacturing scenarios. Core modules focus on communication, accountability, conflict resolution, and continuous improvement. The five-week program, meeting bi-weekly, will officially launch on September 23.

A Certified Associate in Project Management (CAPM®) Prep Course will also be offered, providing participants with a structured pathway to earn the globally recognized credential from the Project Management Institute.

#### Strategic Initiatives

The Hub is preparing for the Appalachian Conference on Social Enterprise (ACOSE) to be held November 19-20.

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

The Health Care Partnership Task Force has continued planning work for implementation of program offerings at Adena by establishing timelines for Ohio Board of Nursing approvals for the BSN and the new ADNA program, as well as the JRCERT accreditation body for the Radiologic Technology program's change to distance education. Preparation for Spring 2026 General Education Program and MBA course offerings at the PACCAR Medical Education Building and the Pickaway-Ross Career and Technical Center are in full-swing. Procurement of IT equipment for the delivery of synchronous online courses is underway, and Communication, Security/Safety, and Student Experience plans are being developing in anticipation of course offerings at Adena in the Spring 2026 semester.

#### **School of Nursing**

Recruitment efforts have resulted in increased enrollments for fall starts in the Associate Degree in Nursing and the Bachelor of Science Nursing programs, with 38 ADN students and 27 BSN students enrolled. October 1 is the application deadline for the spring 2026 start of the ADN program. Enrollments in the online RN-BSN degree are increasing as well, and the degree is being promoted at Adena Regional Medical Center and through Ohio and Kentucky publications for licensed RNs throughout each state.

As part of retention efforts for all current nursing students, the student success coaching initiative continues for academic year 2025-2026. Students receive group and individual coaching and resources to ensure course success and preparation for NCLEX board examination that occurs upon graduation.

The MSN accreditation self-study was submitted this summer, with the CCNE on-site visit occurring September 22-24, 2025.

The faculty and students of the School of Nursing will be working with Compass Community Health and the Bear Care Clinic to offer two flu shot clinics for the Shawnee State University community this fall.

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

Newly accepted first year students in Dental Hygiene, Respiratory Therapy, Radiologic Technology and Medical Laboratory Technology participated in program orientations for each program. Enrollments for these selective admission programs are stable or increased from AY24-25.

The Health Science laboratory renovation project continues with recent review of cost estimates

resulting in plan revisions for each laboratory space. Program directors, faculty, and the department chair are actively involved in the process to meet the success criteria of updated spaces that are supportive, accessible, build community, showcase state of the art education and support the growth of these programs.

The Medical Laboratory Technology program is finalizing their NAACLS accreditation self-study, which is due October 1. The on-site visit will occur in spring 2026. Radiologic Technology self-study preparation is also underway, along with request for distance education delivery model, which is a substantive change to be submitted to JRCERT accreditation body.

### **Department of Rehabilitation Sciences**

Dr. Courtney Ruggles has been appointed interim Chair for the department. A national search is underway for a department chair associated with the advertisement for a full-time faculty position in the Master of Occupational Therapy program.

Thirty-two students are enrolled in the Introduction to Social Work (SOWK 1200) course this fall, as SSU enrolls the first pre-Social Work students. CSWE, the social work accreditation body, has provided feedback on the new program accreditation application for review at the Board of Accreditors October 2025 agenda.

The Behavioral Health Paraprofessional program enrollment continues to grow, and several students who completed this program have been accepted in the pilot Pathway to Degree program which is part of the ARC INSPIRE 2 grant. The Pathway to Degree program is designed for students in recovery and provides scholarships and wraparound supports for student success and degree completion.

The Occupational Therapy Assistant program is finalizing their program's accreditation self-study for the Accreditation Council for Occupational Therapy which is due December 16 with the ACOTE on-site visit scheduled March 16-18, 2026.

The MOT program completed week one immersive on-campus sessions for first- and second-year students in the hybrid program August 25-29. Updated marketing materials are being created to promote the hybrid format of the MOT program.

### **Office of Personal and Professional Development**

Career Fair dates have been established for the 2025-2026 academic year: STEM majors (October 17), Education (February 20) and All-Majors (March 19). Health and Human Services fair is being planned for end of January or beginning of February 2026. The Experiential Learning Requirement Task Force is being assembled and will have its first meeting in late September or early October. The office is working with Choose Ohio First scholarship recipients on Work-Based Learning experiences/placements.

### **Office of Student Affairs**

The 2025 Week of Welcome culminated with a great premiere of the College Tour on the First

Bear Wear Wednesday of the semester. Initial review of the event shows improved organization, coordination, content, and attendance this year. The office thanks the many departments across campus involved in welcoming our students to campus. Key highlights from this year include: the Student Networking Dinner, the WoW Carnival, BINGO, Soak-up Shawnee, Bear Beginnings, Speak up/Speak Out, Student Government Association and Student Programming Board Townhall and Ice Cream Social, and the Blue Carpet College Tour Watch Party. Our Key Performance Indicators for 2025 were: Engagement, Attendance, Awareness, Communication, Orientation, and Community. We collected data for: check-ins, repeat attendance, social media engagement, and sent out multiple surveys for feedback. Our surveys are designed to measure sense of belonging, finding your community, awareness of campus resources, favorite events, and ideas for improvement. We established a solid baseline with data that will allow us to expand and improve for future Weeks of Welcome.

## **Clark Memorial Library**

### **CML by the Numbers (2024–25)**

The Clark Memorial Library served 53,898 visitors, with an additional 5,852 visiting the library's 24-hour study space, The Bear Cave. Library staff responded to 3,678 questions at the Service Desk last year primarily relating to library services, directions, and technical support. Librarians delivered 104 research consultations, 44 instruction sessions, and 2 workshops, 29% of which were virtual. Our 124 subject and research guides were accessed 27,457 times across 19,051 user sessions.

Resource sharing remained strong: 322 items were borrowed from outside OhioLINK, and staff processed 1,044 partner library requests, 1,235 OhioLINK requests, and 544 SearchOhio requests. SSU patrons checked out 1,426 items. Research engagement was high, with 12.8 million automated searches across all databases in the Discovery Service. Users initiated 110,244 targeted searches in specific databases, which resulted in 70,424 unique items investigated (unique title) and 30,001 unique items downloaded by individual users.

Users are quickly adapting to the new discovery platform, PrimoVE as we start the new academic year and begin instruction across campus. We have already had positive feedback from students and faculty about the new interface.

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

For Fall 2025, Shawnee State University is host to 49 international students, including 19 new arrivals, along with one visiting faculty member, collectively representing 25 different countries on campus. This semester, SSU welcomed Visiting J-1 Faculty Dr. Johan Ling from Myanmar in the field of Plant Biology, as well as one exchange student from our sister school in Germany. In return, SSU is sending one domestic student to Germany for a year-long exchange. SSU has renewed its agreement with Al-Akawayn University in Morocco, with two Moroccan students scheduled to arrive in Spring 2026.

## **Center for Lifelong Learning**

The Bear Tracks Summer Workforce Training program served 130 students, with a 92% completion rate. Participants earned 182 total credentials, with 77% passing certifications on the first attempt, and the phlebotomy course achieving a 100% pass rate under faculty member Andrea Zaph. Several students have continued education or transitioned into internships and employment opportunities, demonstrating tangible workforce impact.

In alignment with workforce need for trained phlebotomists, the Center is offering a fall SSU Phlebotomy course for adults seeking an entry point into a healthcare career. The course is enrolling now for an October 3 start date.

## **Grants and Sponsored Programs**

Recent funding changes at the federal level resulted in delays in the release of grant funding opportunities, cancellations of application cycles, and delays in allocations of continuation funding for existing programs. However, there has been significant movement in the last few weeks, with several expected funding opportunities and continuing allocations being released. At this time, all current grant-funded programs are fully operational, and several new funding applications are in process.

The University has received several new or continuation awards since the June update:

The Space Telescope Science Institute awarded \$58,746 for a project entitled “Uncovering the host galaxy and BH mass of a large sample of radio-loud narrow-line Seyfert 1 galaxies.” Dr. Timothy Hamilton is collaborating with several co-PIs internationally on the research associated with this project.

Ohio University awarded an additional \$50,000 for the ASCENT (Appalachian Semiconductor Education & Technical) Ecosystem program. CBET Dean Adam Miller is the PI on this program, which funds faculty support and student scholarships for Engineering Technology programs.

AmeriCorps/ServeOhio awarded \$590,940 for the School of Education’s Project BEAR program. The program will fund 60 AmeriCorps members that will work with local school districts to provide literacy instruction to an estimated 450 children ages three through six.

The Ohio Manufacturer’s Association (OMA) awarded an additional \$210,000 for the Good Jobs Challenge Program. This project is headed by Dr. Amanda Hedrick and supports the BESTOhio Industry Sector Partnership (ISP) and training/upskilling activities for the regional workforce.

The Ohio Department of Education and Workforce released FY 26 continuation allocations for three existing School of Education programs: the 21<sup>st</sup> Century Program received \$200,000; the Deaf and Hard of Hearing Consortium Teacher Prep Program received \$721,200; and the TVI Teacher Prep Program received \$980,000.

The U.S. Department of Education issued a continuation award of \$323,385 for the Upward Bound Math Science (UBMS) Program.

A proposal entitled “Better Together: Expanding Clinical Partnerships to Create an Inclusive P-8 Program” has been recommended for funding by the Ohio Dean’s Compact. Dr. Leigh Anne Prugh is the PI on this project with a total budget of \$100,000 over a two-year period.

During FY 25, significant time and resources were invested by the Grant Team and University leadership to strengthen grant application and management infrastructure and processes. For FY 26, the team will further encourage and support grant cultivation among SSU faculty and staff, continue the shift from reactive to proactive compliance, and continue to build and improve communication channels both internally and externally.

Respectfully submitted,

Kimberly Inman, Ph.D.

Interim Provost and Vice President for Academic and Student Affairs