



Board of Trustees Proceedings

Regular Meeting
Tuesday, January 28, 2025
3:45 pm
Cincinnati State – Clifton Campus
3250 Central Parkway
Cincinnati, Ohio 45223

SUNSHINE LAW COMPLIANCE ANNOUNCEMENT

The Board of Trustees of the Cincinnati State Technical and Community College District, Hamilton County, Ohio, met in regular session, pursuant to the rules, on **January 28, 2025**, at 3:45 pm, Chairman John Silverman presiding. The notification was posted on the College website, www.cincinnatiastate.edu, in **MyCSTATE, Daily News**, and given to news media outlets – including **The Cincinnati Enquirer, The Cincinnati Herald, The Middletown Journal, the Press Community Newspapers, the Harrison Press, WCPO, WLW-TV, WKRC, WXIX, WVXU, and WLW Radio** – in compliance with the requirements of Ohio Revised Code, Section 121.22.

Board Secretary Cynthia Booth read the Sunshine Law.

The meeting started at 3:45 pm.

Mr. Silverman asked for an attendance roll call.

ROLL CALL					
MEMBER	PRESENT	ABSENT	MEMBER	PRESENT	ABSENT
Mrs. Booth	X		Dr. Minhas	X	
Mr. Chavez	X		Mr. Scherpenberg	X	
Mr. Howe	X		Mr. Silverman	X	
Ms. Garvey	X		Mr. Vincent	X	
			Mr. Walton	X	
			TOTAL	9	0



AGENDA Call To Order Sunshine Law Compliance Announcement Roll Call

- 25.01 Approval of the Proceedings of the Regular Board Meeting of December 3, 2024
- 25.02 Consideration of Items for Possible Addition to the Agenda
- 25.03 Recognition of Accomplishments Reflective of the College Mission
- 25.04 Consent Agenda for Recurring Items
 - A. Personnel Reports
 - B. Facilities Reports
 - C. Public Safety Monthly Incident Reports
- 25.05 Financial Report
- 25.06 FY26 Budget Planning – Affirmation of Fiscal Priorities
- 25.07 FY25 Budget Amendment
- 25.08 Vendor Contracts Approval
- 25.09 Academic Quality & Student Learning Updates – Tenure Approval
- 25.10 Student Engagement & Education / Student Activities Report
- 25.11 Shared Governance / Faculty Senate Report
- 25.12 President's Report
- 25.13 Trustee Chairperson's Report

Old Business
New Business
Adjourns to Executive Session
Adjournment

25.01 Approval of the Proceedings of the Regular Board Meeting of December 3, 2024

Mr. Silverman requested a motion to accept the regular board meeting minutes of December 3, 2024. Ms. Garvey motioned that the proceedings of the regular board meeting minutes be approved. Mr. Walton seconded the motion. The minutes were approved with a voice vote of “aye”.

25.02 Consideration of Items for Possible Addition to the Agenda

There were none.

25.03 Recognition of Accomplishments Reflective of the College Mission

Dr. Posey started the recognition by briefly summarizing how Richard Curtis has supported the college in various ways, including grant writing. She asked Elliott Ruther to speak about Mr. Curtis’ contributions. Mr. Ruther spoke about Richard’s involvement in making events possible, such as the recent spotlight on the college by PBS News Hour. Before playing the video from PBS, Richard spoke about the collaboration it takes for public relations for the college and also mentioned how those involved in the production handled the possible intimidating questions as host Paul Solomon typically offers, like pros including Professor Zane Decker and Dr. Posey.

Mr. Silverman ended the presentation by stating that the broadcast was a national presentation and thanked everyone involved.

Cincinnati State

Recognition ***Richard Curtis***



25.04 Consent Agenda for Recurring Items

Mr. Morris presented several items focusing on the facilities update, including an update on the ATLC Roof Replacement, which is now complete and will allow \$387 thousand that was budgeted as a contingency to be allocated for other Board capital priority uses. He also reported on the Main Building AHU replacement project, the ATLC/ HPB HVAC controls and boiler replacements, and the ITS distribution network infrastructure equipment upgrade. All projects are currently in progress.

He also provided an update on the Main Street renovation project, which included information on meetings with stakeholders and topics of interest for the project. Mr. Silverman stated that the initiatives are the first steps approved previously by the Board. Mr. Morris confirmed that the

initiatives were approved and that there would be a thirteen-week process before the next steps in the project.

Lastly, Mr. Morris announced that the college was awarded a Lock and Keyway Modernization Project grant through the Ohio General Assembly. Chief Donna Robinson and Richard Curtis initiated the grant. The project will be a comprehensive undertaking, but necessary to streamline the master keys on the Clifton campus. The project is estimated to be completed by Fall 2026, with the first master key available in January of 2026.

Mr. Silverman asked Mr. Morris to provide information about the requested mechanical system review of the Main Building. Mr. Morris stated that the Board authorized the project for a \$50,000 expenditure given to Osbourne Engineering for a mechanical master plan. The plan will include HVAC, electrical, and plumbing, estimated to be \$50 to \$60 million. A presentation will be provided to the Board during the March meeting.

Mr. Silverman also asked Mr. Morris to report on the implementation of the Kairak system. Mr. Morris explained that the project is for the commercial-grade refrigeration system used by the culinary programs. He included that the system is twenty-one years old and typically has a life span of 15-20 years. Last year's expenses for the system were \$150 thousand and the work would need to be completed during the summer for the least amount of student impact.

With no other questions, Mr. Silverman requested a motion to accept the consent agenda. Mr. Walton motioned that the consent agenda be approved. Mr. Chavez seconded the motion. The consent agenda was approved with a roll call vote.



Facilities Projects Update (1 of 3)

ATLC Roof Replacement – Substantially Complete

- * \$2.9 million Controlling Board project for 45,215 s/f of area replaced over five months
- * Final punch will be finished by end of March after winter thaw
- * Controlling Board contingency of \$387k (15%) was unused on this project originally budgeted at \$3.2 million, and will be reallocated for other Board capital priority uses.

Main 176/180 AHU Replacement – \$400k Project in Progress

- * SMP Design - Architect
- * Equipment delivery delayed to late February, expect substantial completion by mid -March

Facilities Projects Update (2 of 3)

ATLC/HPB HVAC Controls and Boiler Replacements – See Contract Resolution

- * \$2.6 million project designed by CMTA Engineering
- * ATLC Building project cost is \$1,243,220, with winning bid by Geiler.
- * HPB Building project cost is \$1,355,200, with winning bid by Geiler.
- * Amounts above include a 10% contingency above vendor contract price.
- * Following BOT approval, will seek Controlling Board approval as a State Capital Appropriation funded project
- * Construction starting May 2025, to be completed by January 2026¹¹

Facilities Projects Update (3 of 3)

ITS Distribution Network Infrastructure Equipment upgrade – See Contract Resolution

- * \$449,904 equipment contract with winning bid by CDW
- * Previously approved Controlling Board project to be paid for with State capital appropriation funds
- * Work to be completed this Summer.

Main Street Renovation Update

Main Building First Floor Renovations – Programming Design

~\$6.4 million project for “Main Street” areas of plan
13-week engagement with BHDP began in January, meeting with area stakeholders to develop “programming design” and cost estimates

Review Teams include:

Student Support Services Task Force with Student Panel
Finance Department Relocation
Marketing Department Relocation
Human Resources Department Relocation
CState Accelerate Remodel

11

Lock and Keyway Modernization Project Grant

- \$216,000 grant awarded to CState on 1/15/2025 by Ohio General Assembly
- Average award for Ohio Colleges was \$185,000
- Project utilizes Controlling Board funding process, with bidding this Summer
- Project to begin late summer with completion in time for Fall semester 2026
- Will standardize 1,200 locks and streamline master keys on Clifton campus
- Will work with Senior administrators with input from Safety Committee to finalize master keyway organization plan
- Thanks to Chief Donna Robinson and Grant Writer Richard Curtis for their work in requesting and obtaining this grant!

ROLL CALL VOTE							
MEMBER	AYES	NAYS	ABSTAINED	MEMBER	AYES	NAYS	ABSTAINED
Mrs. Booth	X			Dr. Minhas	X		
Mr. Chavez	X			Mr. Scherpenberg	X		
Mr. Howe	X			Mr. Silverman	X		
Ms. Garvey	X			Mr. Vincent	X		
				Mr. Walton	X		
				TOTAL	9		

25.05 Financial Report

Mr. Lopez presented the FY25 preliminary December FY25 YTD financial reports. the following observations:

Year over year change in unrestricted cash & equivalents was an increase of \$1,687,478 as of December 31, 2024. Unrestricted cash excludes assets with external restrictions or Board-designated restrictions. Unrestricted cash balance increase over the last twelve months is related to:

- 1) An additional payroll funding transfer on 12/30/2024 for the 1/3/2025 pay cycle.
- 2) Timing of the Foundation's payment received earlier than prior year

Year to date surplus is at \$2,023,980 for all funds as of December 31, 2024, compared to the prior months' deficit of \$1,123,629.

Year to date budget to actual variance was \$2,012,730 for All Funds as of December 31, 2024.

Year to date budget to actual variance was (\$243,096) for General and Auxiliary Funds as of December 31, 2024:

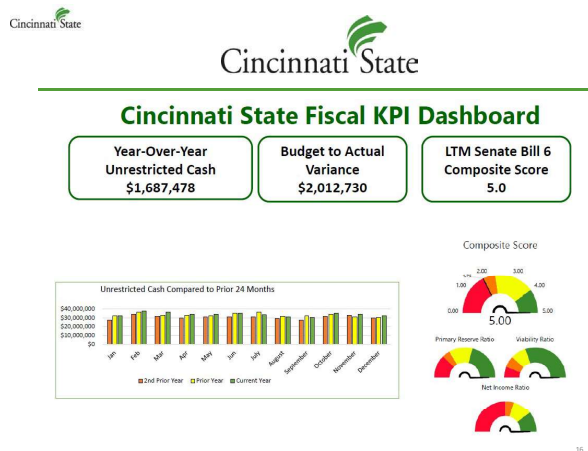
- State Share of Instruction (SSI) funding from Ohio increased 4.1% year over year from \$14,757,702 to \$15,373,394 due to State budget and growth in our share of the allocation.

- Tuition & Fees is \$795,289 or 5.06% above YTD budget of \$15,717,525 due to enrollment growth.
- Operating revenues is \$649,117 or 1.89% above YTD budget of \$34,266,130.
- Personnel expenses is \$146,159 or 0.58% under YTD budget of \$25,059,345.
- Operating expenses is \$5,809 or 0.08% under YTD budget of \$7,334,215.
- Net operating surplus through December 31, 2024 is \$1,629,474 compared to YTD budget of \$1,872,570 and \$2,822,599 the prior year. Year-over-year decrease of \$969,810 in operating surplus is due to an increase in operating expenses related to payment efficiency gains year over year.

Mr. Lopez then reviewed the Invested Funds Report and Cash Source-Use Summary with the following observations:

Investments at December 31, 2024, totaled \$39,353,163 at a weighted average annual return of 3.870% compared to last year's December 31 balance of \$40,758,763 at an average return of 3.820%.

Net cash flow for December 2024 was (\$2,361,101) compared to (\$918,288) due to the funding of payroll at the end of the year timing difference.



Finance Committee

January 27, 2025 Meeting Agenda

- December 2, 2024 Minutes
- FY24 Audit update: Acceptance by Auditor of State
- December FY25 YTD Financial Reports. (Board Action Item #25.05)
- FY25 Budget Amendment (Board Action #25.07)
- FY26 Budget Planning -Affirmation of Fiscal Priorities (Board Action Item #25.06)
- Vendor Contracts (Board Action Item #25.08)

Next Meeting March 24th, 2025. 7:30 am via Teams

Financial Presentation Disclosures

Interim financial presentations do not include GASB 68 and GASB 75 adjustments. Monthly financial statements are considered interim and subject to change pending the College's independent year-end financial audit certification.

Second Quarter FY25 Preliminary Financial Reports

1) YOY Change in Unrestricted Cash & Equivalents \$ 1,687,478 as of December 31, 2024

Unrestricted cash excludes assets with external restrictions or Board-designated restrictions. Unrestricted cash balance increase over last twelve months is related to:

- 1) An additional payroll funding transfer on 12/31/2024 for the 1/3/25 pay cycle.
- 2) Timing of the Foundation's payment received earlier than prior year

Second Quarter FY25 Preliminary Financial Reports

2) YTD Long term Debt is \$12.7M reduced by \$3.0M compared to prior year

3) YTD surplus is at \$2,023,980 for All Funds as of December 31, 2024 compared to prior months deficit of \$1,123,629

4) YTD Budget to Actual Variance \$2,012,730 for All Funds as of December 31, 2024

5) YTD surplus is at \$1,629,474 for Operating Funds

6) YTD Budget to Actual Variance (\$243,096) for Operating Funds

7) Invested funds Report and Cash Source -Use Summary

Investments at December 31, 2024 totaled \$39,353,163 at a weighted average annual return of 3.870% compared to last year's December 31 balance of \$40,758,763 at an average return of 3.820%.

Net cash flow for December 2024 was (\$2,361,101) compared to (\$918,288).

Second Quarter FY25 Preliminary Financial Reports

Exhibit VI				
Class	FY25 Budget	FY25 Budget - YTD	FY 25 Actual	Variance
Revenue				
State Appropriations, SSI	\$31,110,783	\$15,375,394	\$15,375,394	\$0
Instructional Fees	\$28,102,449	\$14,269,468	\$14,989,394	\$719,926
Instructional Fees, CCP	\$1,661,479	\$1,448,057	\$1,523,420	\$75,363
Grants & Contracts	\$0	\$0	\$0	\$0
Other Revenue	\$4,023,342	\$2,033,444	\$1,900,175	(\$133,269)
WDC Revenue	\$2,283,334	\$1,341,767	\$1,128,869	(\$212,898)
Total	\$67,118,587	\$34,266,130	\$34,935,242	\$669,112
Personnel Expense				
Adjunct	\$4,630,570	\$2,518,433	\$2,594,793	(\$76,362)
Administrative Unit	\$8,879,779	\$4,466,696	\$4,317,424	\$149,272
Benefits	\$9,224,092	\$4,728,158	\$4,416,879	\$311,279
Faculty Overload	\$2,982,076	\$1,583,009	\$1,863,162	(\$280,153)
Faculty Unit	\$12,816,615	\$6,380,087	\$6,040,944	\$339,143
Retirement	\$4,785,397	\$2,385,577	\$2,303,893	(\$81,684)
Student Wages	\$242,615	\$112,086	\$220,999	(\$21,087)
Support Unit	\$5,478,970	\$2,700,388	\$2,825,495	(\$125,107)
WDC Adjunct	\$465,426	\$184,216	\$129,996	\$54,220
Total	\$49,400,944	\$25,059,345	\$24,913,186	\$146,159
Operating Expense				
Advertising And Promotion	\$1,333,916	\$465,266	\$338,907	\$126,359
Capital Expenditure	\$380,993	\$243,886	\$336,930	(\$92,937)
Contracted Services	\$4,174,499	\$2,041,574	\$1,809,529	\$232,045
Information & Communication	\$752,432	\$433,251	\$412,940	\$20,311
Other Expenses	\$1,386,064	\$811,939	\$675,094	\$136,845
Repairs & Maintenance	\$2,650,143	\$1,569,437	\$2,001,451	(\$431,994)
Scholarships & Wavers	\$212,229	\$179,328	\$183,059	(\$3,731)
Supplies	\$1,705,429	\$750,562	\$709,397	\$41,165
Travel	\$276,923	\$147,228	\$151,765	(\$4,537)
Utilities	\$4,347,245	\$571,353	\$538,755	\$32,598
Total	\$14,621,873	\$7,314,215	\$7,328,406	(\$14,191)
Transfers			\$1,044,100	(\$1,044,100)
Net Surplus	\$1,160,770	\$1,872,570	\$1,029,428	\$1,241,090

Senate Bill 6 Composite Score Details

Twelve Month Trailing Average

Results as of: December 31, 2024

Exhibit III

Senate Bill 6 Composite Score

Twelve Month Trailing Average at December 31, 2024

A	B	C	D	F
Expendable Net Assets	Plant Debt	Total Revenues	Total Expenses	Change in Total Net Position
\$40,372,780	\$ 12,665,000	\$ 74,905,419	\$ 70,547,321	\$ 4,358,098

Ratios 12 Month Trailing Average@ 12/31/24

Primary Reserve Ratio(50%)		Viability Ratio(30%)		Net Income Ratio(20%)	
Ratio A/D =	Score 5	Ratio A/B =	Score 5	Ratio F/C =	Score 5
57.23%		318.77%		5.82%	

**Senate Bill 6
Composite Score
5.00**

25.06 FY26 Budget Planning – Affirmation of Fiscal Priorities

Mr. Lopez presented the priorities to support FY26 budget planning. Mr. Scherpenberg asked about the metrics related to SB6 goals – how were they determined. Dr. Posey responded that a detailed analysis had been presented to the BOT during the prior year. The result was an increase from a minimum goal of 3.0 to 3.5. Ms. Garvey moved that the resolution be approved, Mr. Howe seconded. The motion carried with a roll call vote.

ROLL CALL VOTE							
MEMBER	AYES	NAYS	ABSTAINED	MEMBER	AYES	NAYS	ABSTAINED
Mrs. Booth	X			Dr. Minhas	X		
Mr. Chavez	X			Mr. Scherpenberg	X		
Mr. Howe	X			Mr. Silverman	X		
Ms. Garvey	X			Mr. Vincent	X		
				Mr. Walton	X		
				TOTAL	9		



FY26 Budget Affirmation of Fiscal Priorities Resolution 25.06 (1of 2)

WHEREAS, the Board of Trustees establishes fiscal planning priorities during the annual budget process taking into consideration recommendations of the President, Executive Team, and Finance Committee.

WHEREAS, the Board of Trustees has deliberated fiscal planning priorities for the Fiscal Year 2026 budget, also taking into consideration recent College fiscal performance, enrollment, Senate Bill 6 Composite Score, and comparable fiscal performance of Ohio Community Colleges.

WHEREAS, the College has and will continue to advocate for additional financial support for operating and capital expenses by demonstrating how the additional funding is deserved.

NOW, THEREFORE BE IT RESOLVED, the College fiscal planning priorities for Fiscal Year 2025 shall be:



FY26 Budget Affirmation of Fiscal Priorities Resolution 25.06 (1of 2)

WHEREAS, the Board of Trustees establishes fiscal planning priorities during the annual budget process taking into consideration recommendations of the President, Executive Team, and Finance Committee.

WHEREAS, the Board of Trustees has deliberated fiscal planning priorities for the Fiscal Year 2026 budget, also taking into consideration recent College fiscal performance, enrollment, Senate Bill 6 Composite Score, and comparable fiscal performance of Ohio Community Colleges.

WHEREAS, the College has and will continue to advocate for additional financial support for operating and capital expenses by demonstrating how the additional funding is deserved.

NOW, THEREFORE BE IT RESOLVED, the College fiscal planning priorities for Fiscal Year 2025 shall be:



FY26 Budget Affirmation of Fiscal Priorities Resolution 25.06 (2of 2)

1. Support student success and academic quality through the allocation of fiscal resources sufficient to effectively implement the College mission and educational programs; and
2. Prioritize fiscal support of investments necessary to grow enrollment, maintain and improve aging facilities, and implement strategic planning projects; and
3. Maintain fiscal sustainability as evidenced by key fiscal metrics of Annual Operating Positive Cash Flow, Annual Positive Net Surplus, and Annual Senate Bill 6 Score no less than 3.50 and on a long-term trend to exceed 4.00

By Order of the Board of Trustees

For: Cincinnati State Technical and Community College

Attest: _____
Cynthia Booth, Secretary

John Silverman, Chairman

Approved: January 28, 2025

25.07 FY25 Budget Amendment

Mr. Lopez presented the resolution to amend the FY25 Budget based on a revenue over budget of \$649,117. Ms. Scherpenberg questioned our certainty of meeting budget goals with these additional expenditures. The response was that given the additional enrollment revenue expected, this is a conservative estimate. Mrs. Booth made the motion to approve the resolution and Mr. Walton seconded. The motion passed with a roll call vote.

ROLL CALL VOTE							
MEMBER	AYES	NAYS	ABSTAINED	MEMBER	AYES	NAYS	ABSTAINED
Mrs. Booth	X			Dr. Minhas	X		
Mr. Chavez	X			Mr. Scherpenberg	X		
Mr. Howe	X			Mr. Silverman	X		
Ms. Garvey	X			Mr. Vincent	X		
				Mr. Walton	X		
					9		
				TOTAL			



FY25 Budget Amendment Resolution 25.07 (1 of 2)

WHEREAS, the Board of Trustees is required by Ohio Statute to review and approve the annual budget for Cincinnati State Technical and Community College, and

WHEREAS, approved the Fiscal Year 2025 budget via Board of Trustees Resolution 24.47 on June 28, 2024; and

WHEREAS, the State of Ohio requires that the Board of Trustees authorize increases in expenditures; and

WHEREAS, year-to-date unaudited operating revenues through December 31st, 2024 are over the year-to-date revenue budget by \$649,117; and

WHEREAS, year-to-date unaudited operating expenses through December 31st, 2024 are under the year-to-date expense budget by \$151,968; and

WHEREAS, the President, Executive Team and Finance Committee recommend that the Board of Trustees increase allowable expenditures equivalent to additional revenue compared to the budget subject to the limitations below:



FY25 Budget Amendment Resolution 25.07 (2 of 2)

NOW, THEREFORE BE IT RESOLVED, the Board of Trustees authorizes an increase in expenditures equivalent to:

- \$649,117 annual operating revenues over budget at December 31st, 2024.

\$305,000 of the expenditures shall be allocated to continue the previously approved marketing program targeted at specific programs which helped to increase enrollment in the Fall Semester of 2024. President Posey shall have the discretion to allocate expenditures beyond the marketing initiative authorized by this resolution, based upon the advice and counsel of the Finance Committee.

The authorization to increase expenditures is limited to achieving a net operating surplus of no less than \$244,284 (the amount stipulated in board resolution 24.47), and successfully achieving the fiscal year 2025 priorities related to positive operating cash flow and Senate Bill 6 composite score. The College's interim financial reporting will be tracked against the budget authorized by resolution 24.47.

By Order of the Board of Trustees

Attest:

Cynthia Booth, Secretary

John Silverman, Chair

Approved: January 28, 2025

25.08 Vendor Contracts Approval

Mr. Lopez presented the list of vendor contracts. Chair Silverman asked if the large capital projects being approved were included on the Board capital priorities list as shared at the October meeting, and Mr. Morris affirmed that they were. Chair Silverman emphasized the need for approval of the Kairak contract with flexibility as we are still waiting on bids, but the project needs to move quickly. Mr. Walton moved that the resolution be approved with the

understanding that the Kairak system could cost up to \$1.4 million. Mrs. Booth seconded the motion and it passed with a roll call vote.

ROLL CALL VOTE							
MEMBER	AYES	NAYS	ABSTAINED	MEMBER	AYES	NAYS	ABSTAINED
Mrs. Booth	X			Dr. Minhas	X		
Mr. Chavez	X			Mr. Scherpenberg	X		
Mr. Howe	X			Mr. Silverman	X		
Ms. Garvey	X			Mr. Vincent	X		
				Mr. Walton	X		
				TOTAL	9		



Vendor Contracts Resolution 25.08 (1 of 3)

WHEREAS, the Board of Trustees establishes expectations with regards to accountability and transparency, and has adopted a Contract Management Policy.

WHEREAS, the College has complied with Ohio Revised Code, the Ohio Administrative Code, and/or Ohio Revised Code 123.10 in its procurement processes, and in doing so, recommends contracts as follows:

1. Crawford, Murphy, and Tilly: \$50,000. Engineering Services for the design phase of the East T-Hangar Extension. Funded 95% via FAA Grant, and remaining 5% funded via Auxiliary Fund.
2. Crawford, Murphy, and Tilly: \$74,800. Engineering Services for the design phase of the Runway Lighting replacement project. Funded 95% via FAA Grant, and remaining 5% funded via Auxiliary Fund.
3. CDW: \$449,904. Distribution network infrastructure hardware upgrade. Funded via State capital appropriations.
4. Geiler: \$1,243,220. ATLC Boiler and HVAC Controls replacement. Funded via State capital appropriations.
5. Geiler: \$1,355,200. Health Professions Building ATLC Boiler and HVAC Controls replacement. Funded via State capital appropriations.



Vendor Contracts Resolution 25.08 (2 of 3)

6. BrightEdge: \$96,000. Search Engine Optimization (SEO) solution provider for 24 months. Funded via General Fund.
7. American Façade: \$90,850. Glass block repairs on exterior of Main Building. Funded via deferred maintenance.
8. Ferrilli: \$76,800. Colleague ERP programming "Flexpert" extension for three months from June through August 2025. Funded via General Fund.

WHEREAS, Ohio Revised Code Chapter 5705, and the Ohio Auditor of State 2022 Ohio Compliance Supplement Section 1-2 as interpreted and applied by the Ohio Auditor of State, and the College's Procurement Policy requires appropriation and certification prior to the date of order or contract, the following purchases failed to be submitted for timely certification and require Board of Trustee approval: Interim Approvals by Board Chair:

1. Toolkit Technologies: \$59,820.00: Aircraft electrical system training simulator. Funded via FAA Aviation Workforce Development Technical Workers Program grant funding.
2. Geiler: \$61,950: HVAC repairs in Main 169 (Disabilities Services) to add reheat to VAV boxes. Funded via deferred maintenance.

Vendor Contracts Resolution 25.08 (3 of 3)

8. Vendor TBD. ~\$1,400,000. Kairak refrigeration system mechanical replacement. Funded via Board reserves or deferred maintenance. (Bids due 2/4/25)

Approval not of an emergency nature: None.

IT IS HEREBY deemed that the Board of Trustees of Cincinnati State Technical & Community College approves entering into contracts with the above to provide said goods and services.

By Order of the Board of Trustees
For: Cincinnati State Technical and Community College

Attest: _____

Cynthia Booth, Secretary
January 28, 2025

John Silverman, Chairman

25.09 Academic Quality & Student Learning Updates – Tenure Approval

Provost Hoopes began his presentation on behalf of academics by recognizing Richard Curtis and attributing the majority of the innovative projects as tracing back to Mr. Curtis' work in developing grants for the department. The Provost continued his presentation by highlighting the tenure recommendation review requirements and processes. He invited the deans from each department to speak on behalf of the recommended. Dean Bowling spoke about professors Zane Decker and Greg Kelly, who are both alumni and appreciated by the department and college. Dean Smith talked about Shenna Davis (alumni), JoAnne Worthington–Grossclose (alumni), and Deborah Shumate; Dean Smith said the department is blessed to have all three on their team. Dean Baker stated that Professor Yek has gone above and beyond in the culinary industry and at the college. Provost Hoopes concluded by asking that the Board grant tenure to the candidates.

With no questions or comments, Mr. Silverman requested a motion to accept the request for tenure of the candidates. Mr. Walton motioned to accept the request for tenure of the candidates. Mrs. Booth seconded the motion. The request for tenure of the candidates was approved with a roll call vote. Mr. Silverman congratulated all of the newly tenured faculty members.

2024-25 – Tenure Recommendations

Tenure Selection Process

- Original Tenure Class -10 Tenure Track Faculty Members
- Applications Received -6 Applications (of 6 Eligible)
- Review Process
 - Tenure Committee recommended all applicants
 - Acad Deans recommended respective applicants
 - Provost Office reviewed and recommends all applicants
- *Tenure Committee:* Robert Nields, Chair (EIT), Meg Galvin (BTD), Ann Gunkel (EIT), Nikki Howard (HPS), Scott Horn (H&S), Zachary Litton (H&S), William Mehbod (HPS)

Recommended for tenure:

❖ Sheena Davis	<i>Nursing</i>
❖ Zane Decker	<i>Mechanical Engineering</i>
❖ Gregory Kelly	<i>Civil Engineering</i>
❖ Deborah Shumate	<i>Surgical Tech</i>
❖ Joanne Worthington	<i>Nursing</i>
❖ Grace Yek	<i>Culinary Food Science</i>

Candidates exemplify:

- Industry experience and credentials
- Close connection to employers
- Gifted in engaging and inspiring students
- High standards for teaching and curriculum design

Zane Decker - MET

- Master of Engineering
- Cincinnati State Alum
- Expert in both Additive, Subtractive, and Advanced Manufacturing
- Creation of MET -215 course
- Integrated new manufacturing technology and equipment into MET courses
- Founder - CinState Baja Racing Team

Greg Kelly-CET



- Doctorate in Education Leadership
- Cincinnati State Alum
- Associate Degree Caucus Chair, American Council for Construction Education (ACCE)
- ACCE – Accreditation Site Visitor
- Author of: *Real Work Blue Beam for Construction Management* textbook
- Industry Advisory Board Member NKU Construction Management Program

Sheena Davis-NUR



- Master of Nursing
- Cincinnati State Alum
- 15 years caring for adults and pediatric patients with pulmonary/cardiac diagnosis
- Lead Faculty for NUR-202 Capstone Nursing
- Active College Committees includes Faculty Senate, Academic Technology, Nursing Faculty/Student and Curriculum

Deborah Shumate-ST



- Bachelor in Technical Studies
- Clinical Coordinator for Surgical Technology Program
- Integrated AST exam prep into ST 281 & ST 282
- Created online Sterile Processing course
- Added Clinical rotation at Cincinnati Eye Institute and the Urology Group
- Active Committees include Scholarship, Commencement
- Faculty Advisor for Cincinnati Stat Scrub Club

JoAnne Worthington -Grossclose NUR



- Doctorate in Nursing
- Cincinnati State Alum
- 30 years of direct patient care experience, 17 years in acute oncology care
- Created NUR 410 Community Health for the Bachelor of Nursing Program
- Active College Committees, PMAC, Sabbatical Review Board, Cincinnati State Speakers Bureau
- Oncology Nursing Society, Assess continuing education credits for Oncology units

Grace Yek-CFS



- Master in Chemical Engineering
- Certified Chef de Cuisine American Culinary Federation
- Designed and implemented the Culinary Food Science BAS curriculum and lab
- Serves as a judge for the prestigious James Beard Awards
- Pierogi for Peace- Fundraiser Midwest Culinary Institute Representative



Respectfully request the Board of Trustees grant tenure to candidates:

❖Sheena Davis	Nursing
❖Zane Decker	<i>Mechanical Engineering</i>
❖Gregory Kelly	<i>Civil Engineering</i>
❖Deborah Shumate	<i>Surgical Tech</i>
❖Joanne Worthington	<i>Nursing</i>
❖Grace Yek	<i>Culinary Food Science</i>

ROLL CALL VOTE							
MEMBER	AYES	NAYS	ABSTAINED	MEMBER	AYES	NAYS	ABSTAINED
Mrs. Booth	X			Dr. Minhas	X		
Mr. Chavez	X			Mr. Scherpenberg	X		
Mr. Howe	X			Mr. Silverman	X		
Ms. Garvey	X			Mr. Vincent	X		
				Mr. Walton	X		
				TOTAL	9		

25.10 Student Engagement & Education / Student Activities Report

Tyler Fullilove provided the SGA report and represented the organization as the President and a President's Ambassador, who is currently an engineering student. After briefly introducing herself to the Board, she began her report by providing information regarding the decline in student engagement due to COVID. She reported that one of the missions of the organization is to boost student engagement in the spring semester by working with other student organizations. She provided information on upcoming events before ending her presentation by thanking the Board.

25.11 Shared Governance / Faculty Senate Report

Mr. Doug Woodruff stated that he did not have any new information since the end of last semester. He then pointed the members to the packet for a summary of fall events from the Senate and the committees. He then congratulated the newly appointed tenured faculty members on behalf of the Senate and the AAUP Executive Committee.

Mr. Silverman thanked Mr. Woodruff for his report.

25.12 President's Report

Dr. Posey stated that there would be two portions to her report. The first part will discuss strategic planning, and the second part will welcome Mr. Avi Zaffini, the Ohio Association of Community Colleges (OACC) President, to speak. She began her report by talking about the current strategic plan that began in 2019 and was updated after COVID in 2022 to focus on the goals. She continued by providing a list of the plan's pillars, strategies, and accomplishments.

She then stated that because of the Higher Learning Commission (HLC) requirements, to continue the college's momentum and prepare for future leaders, the college is creating a new strategic plan and asked Amy to speak about it.

Before Amy spoke, Mr. Silverman explained the gravity of the SSI score, the goals planned for it during Dr. Posey's tenure, and how to accomplish those goals. He then stated that the list of accomplishments in the presentation was outstanding and attributed most of the success to Dr. Posey's leadership. She thanked him for his encouragement.

Amy prefaced her presentation by also thanking Dr. Posey for her leadership, as she was involved in the initial planning of the current strategic plan and appreciated the guidance undertaken. Amy then talked about the pre-planning, the HLC strategic plan training workshop held in June, and the selected consultant for the project. She stated that the plan would span five years from 2025, and the project is co-chaired by herself and Lesli Rice. She also provided a timeline for the project that would include listening sessions and an update to the Board with the conclusion of the project before the fall semester.

Dr. Posey then welcomed Mr. Zaffini to speak and thanked him for spending the day with the college from Columbus, Ohio. Mr. Zaffini thanked the college and the Board for a wonderful welcome. He then provided a brief background of OACC, his position, and his mission for

serving in his role and visiting the campus, including learning about the co-op program. He also mentioned how various individuals of the college serve with OACC.

With no questions, Mr. Silverman ended the portion of the presentation by stating how much the Board values its relationship with OACC.



Accelerating Potential 2025

Original Plan Developed 2019 -20 Updated 2022-2023

MISSION

Cincinnati State provides access, opportunity, and support in achieving success for individuals seeking exceptional technical, transfer, and experiential/cooperative education, as well as workforce training.

VISION

Cincinnati State advances the educational and economic vitality of our state and region as the college of choice

VALUES

*Potential for Growth and Success * Innovation* Collaboration* Equity *
Experiential Learning*

48



Accelerating Potential 2025

Pillar I: Achieving Academic Excellence

Accomplishments

- ✓ HLC reaccreditation awarded for 10-years with Open Pathway
- ✓ Improved course pass rates, state subsidy up 5.97% FY22 to 6.25% FY 25
- ✓ Career Outcomes Data added to Academic Self-Study
- ✓ Program Advisory Board review completed and enhanced
- ✓ Transfer Center expanded services, partnerships and program pathways
- ✓ HPS-WDC Medical Assisting Apprenticeship implemented in 4 hospital systems
- ✓ Outstanding test scores reported for PNC, NUR, ST, RC, and other students
- ✓ National recognitions – MET (3rd in Associate degrees, RC (one of top 10)
- ✓ Expanded College Credit Plus (4,000), more students matriculating to CS
- ✓ Online learning courses and services expanded

49



Accelerating Potential 2025

Pillar II: Enriching the Student Experience

Accomplishments

- ✓ Multiple Measures (assessment for student placement) implemented)
- ✓ CState Accelerate Phase II achieved with over 600 students
- ✓ Created Recovery Community
- ✓ Disability Services partnership formed with Ohio College2Careers
- ✓ Africa Students Association started
- ✓ Awarded and implemented \$2.1 million CState Complete Program
- ✓ Improved student Financial Aid system and policies
- ✓ Created Student Relief Program
- ✓ Noel Levitz Survey "Student-Centered" gap in importance vs satisfaction improved to best level (.29 2022, .25 2024, .39 national)
- ✓ Engaging Latinx population via community ESL courses (partnership with Roberts Academy)

50

Accelerating Potential 2025

Pillar III: Engaging the Community

Accomplishments

- ✓ Established 3 Bachelor Degrees and celebrated graduates
- ✓ Public awareness increased - rated 90% in Perception Study
- ✓ Recognized nationally - 2 PBS Specials, featured in Inside Higher Ed, & Community College Daily, and national presentations/panels
- ✓ Started the Cincinnati State Speakers Bureau
- ✓ Comprehensive Campaign tied to 50th Anniversary raised \$21 million
- ✓ Received first ever Federal Earmark (\$500,000) and Hamilton County Grant (\$1.5 million)
- ✓ Selected and became state leader in Goldman Sachs 10K Small Business Program
- ✓ Reopened child learning center after COVID with Learning Grove partnership

51

Accelerating Potential 2025

Pillar IV: Strengthening Our Future

Accomplishments

- ✓ Moved from enrollment decline trend to increasing +11.5% HC, +7.8% CR Fall 24, surpassed many colleges
- ✓ Ohio RAPIDS fund awarded over \$1.8 million to CS for equipment
- ✓ Significant progress in Deferred Maintenance and exterior enhancement
- ✓ Opened state-of-the-art Health Sim Lab and new Nursing Skills Lab
- ✓ Implemented IT Modernization Project
- ✓ Developed Clifton Campus Master Plan
- ✓ Started employee Wellness Program
- ✓ Adjunct Faculty pay increased with ongoing plans
- ✓ Personnel Assessment for the College Environment Survey increased to highest level (Overall 2018 3.64, 2021 3.74, 2024 3.97 on scale 0-5)
- ✓ SB 6 score moved from 2.3 to 5.0, reserves increased more than double

52

Strategic Plan 2025-2030

Pre-Planning

HLC Strategic Plan Training Workshop (June, 2024)

Lesli Rice – Co-Chair
 Amy Waldbillig – Co-Chair
 Allyson Knue
 Denise Rohr
 Milene Donlin
 Robbin Hoopes

**Consultant for Project Management and Facilitation
 selected and contract work started (October, 2024)**

53

Strategic Plan 2025-2030

Plan Development Timeline

Date	Tasks
Dec, 24 – Feb, 25	Listening Sessions – students, employees, alumni, employers, k-12 partners Strategic Priorities Survey
Feb, 25 – Apr, 25	Develop report based on themes from sessions and survey, and contextual analysis, key insights highlighted
Mar, 25	Presentation to BOT on emerging insights
Apr, 25 – Jul, 25	Develop draft plan with additional data collection/feedback as needed
May, 25	Board of Trustees Update
Jul, 25	Board of Trustees Update and Final Feedback Approval or Revise w/ Sept Approval

Welcome Avi Zaffini

President, Ohio Association of Community Colleges

15

25.13 Trustee Chairperson's Report

Mr. Silverman reminded the Board about the upcoming ACCT Conference in February, which Elliott Ruther, Mark Walton, Jane Garvey, and Dr. Posey would attend along with him. He ended his presentation by stating that a report regarding the results of the conference would be available at the March meeting.

Old Business

There was none.

New Business

There was none.

Executive Session

The Board adjourned to Executive Session at 5:16 pm.

Mrs. Booth moved that the Board adjourn to the Executive Session pursuant to the provisions of the Ohio Revised Code section 121.22 to consider personnel and legal matters. Mr. Walton seconded the motion. The motion was carried with a voice vote of “aye.”

The Board returned from the Executive Session at 5:40 pm.

Mr. Silverman requested a motion to adjourn the public meeting. Mrs. Booth moved that the Board meet in Regular Public Session on Tuesday, March 25, 2025, at 3:45 pm, at Cincinnati State Clifton Campus, 3250 Central Parkway, Cincinnati, Ohio 45223, pursuant to provisions of the Ohio Revised Code Section 121.22. Mr. Walton seconded the motion. The motion was carried with a voice vote of “aye.”

Adjournment

The Board adjourned at 5:51 pm.

Respectfully submitted,

Cynthia Booth, Secretary
Board of Trustees

Next Meeting
March 25, 2025, at 3:45 pm
Location: Cincinnati State – Clifton Campus
3520 Central Parkway
Cincinnati Ohio 45223