



Board of Trustees Proceedings

Regular Meeting
Tuesday, October 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 **October 28, 2025**, at 3:45 pm, Chairman John Silverman presiding. The notification was posted on the College website, www.cincinnatiastate.edu, in **Cincinnati State Daily News**, and given to news media outlets – including **The Cincinnati Enquirer, The Cincinnati Herald, The Middletown Journal, 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 Vice Chair Howe read the Sunshine Law.

The meeting started at 3:55 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. Walton	X	
			TOTAL	4	4

25.81 Approval of the Proceedings of the Regular Board Meetings of September 23, 2025

A motion to accept the regular board meeting minutes of September 23, 2025 will be provided at the December Board meeting due to lack of a quorum.

25.82 Consideration of Items for Possible Addition to the Agenda

There were none.

25.83 Recognition of Accomplishments Reflective of the College Mission

Dr. Posy provided two recognitions this month. The Board received a presentation spotlighting the Cincinnati State Honors Program, which aligns with the College mission by promoting academic excellence, intellectual curiosity, leadership, and transfer readiness. Provost Hoopes introduced Dr. Andrea Trapp, an English Professor and chair of the Honors Program, who provided the mission and highlights of the program. Highlights shared included:

- 78 new Honors students enrolled for Fall 2025
- 150 total active participants in the Honors Program
- 40 full and partial scholarships awarded
- Honors curriculum offerings across multiple disciplines
- Alumni employment at NASA Glenn Research Center, P&G, UC Health, NKU, Cincinnati Public Schools, Milacron, and other major regional employers

Honors students Rachel Herrington and Levi Holden addressed the Board as student guest speakers, sharing their academic experiences, research interests, and future goals for the Honors Program.

The Board also received an update on the Honors Scholarship Golf Outing (Sept. 15, 2025) at Western Hills Country Club, including major sponsors and event supporters who contributed to scholarship funding. A recap slide showed that one hundred golfers attended and over \$ 50,000 was raised, which is the highest net total in recent years for the college. Dr. Trapp thanked all those involved with the program and the outing, stating that the efforts were a joint effort.

Mission Statement

- Supports the institutional goal of serving all aspects of the community by offering enhanced learning opportunities to academically talented, highly motivated students.
- Emphasizes a broad-based foundation of educational disciplines with the goal of enabling the student to transfer to a senior institution or enter a professional field at a high skill level with the capacity for continuous learning and responsible citizenship.
- Values creativity and intellectual curiosity; establishes a community among students and faculty; provides unique course work, enrichment activities, honors advising; and nurtures individual development and leadership.




Honors Program Snapshot

78 students that joined the Honors Program for the Fall semester

150 students participating in the Honors Program

40 Full and partial Honors Program Scholarships awarded for the current academic year.



Honors Classes • HNR 100 Orientation to Honors • HNR 198 Honors Seminar • BIO 151/2 Anatomy & Physiology • ENG 101/102 English Composition • PSY 110 Introduction to Psychology • COMM 110 Public Speaking • LDR Leadership classes and more!	Alumni Employment NASA's John Glenn Research Center, P&G, UC Health, NKU, Cincinnati Public Schools, Milacron, Ohio Community Health, HGC Construction, Cincinnati State, and businesses across the region
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Honors Program Student Guest Speakers
Rachel Herrington and Levi Holden

Honors Scholarship Golf

September 15, 2025 at Western Hills Country Club

Major Sponsors (\$5K)

Leo J. Brielmaier Contracting, American Roofing, Provost Robbin Hoopes

Food and Beverage Sponsors (\$3.5K)

Midland Atlantic, Molson Coors, Coca-Cola

Champion Sponsors (\$3K):

Kenwood Dealer Group, JTM Food Group, Commerce Bank, Hillside Maintenance, LAZ Parking, Jeff Ruby's Culinary Entertainment, North Side Bank, Gallagher Global Brokerage



25.84 Consent Agendas for Recurring Items

Mr. Morris mentioned that updates were provided in advance of the meeting in the informational packets regarding personnel, facilities, public safety, and institutional advancement. He asked if there were any questions.

With none, he then thanked Chief of Police Robinson for attending the Governor's reception at the Governor's residence on October 27th and expressed appreciation for the Chief's strong leadership of our campus Police force.

Mr. Morris then provided an update on the Health Professions Building Curtain Wall Window Project, which was converted to a state-funded project to repair additional windows around the building at a cost of \$1.2 million. The actual contract bid requires Board approval when a quorum is present. This increased project scope was deemed necessary due to the age of the windows, which was thirty-two years. The favorable bid amount for the scope of work was reviewed at the October Facilities Committee.

Mr. Morris also highlighted the preparations for the CVG Campus Site, noting that the building will be ready for occupancy in December, with classes scheduled to start in January. He added

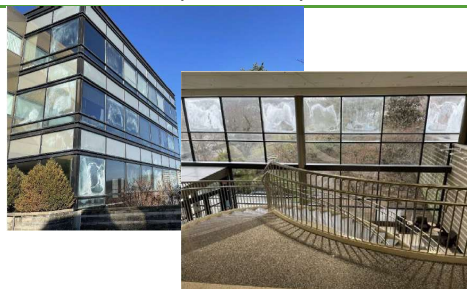
that both construction costs and current enrollments are on track and in line with the budgeted pro forma for the site.



**Ohio Police Chief's Reception at the Governor's Residence
October 27th**



**HPB Curtain Wall Window Project
(State Funded)**



**CVG Campus Site Preparation
(To move-in in early December)**



25.85 Financial Report

Mr. Morris provided a brief update to the Board summarizing key items reviewed with the Finance Committee the prior day. He noted that Fiscal Year 2025 year-end financial results are now considered audited and include 101 adjustments, which are non-cash accounting standards affecting pensions, post-employment benefits, and compensated absences. He reiterated that while the new GASB 101 standard introduced an estimated \$1.3M increase in long-term compensated absences liabilities, this adjustment does not affect the College's cash position.

Mr. Morris reported that overall financial performance for FY25 reflected modest year-end operating results and continued stable liquidity. He highlighted that payroll and attrition trends are tracking slightly better than planned to enter FY26, and that timing differences in tuition and subsidy receipts are expected to normalize by December.

He then provided a brief capital projects update, noting that the Health Professions Building curtain wall and window project is proceeding as planned through the State capital process, and the Cincinnati West (Harrison Aviation) expansion remains on track pending upcoming RFP and design approvals.

Mr. Morris also updated the Board on the College's estimated debt capacity of approximately \$17M under Senate Bill 6 guidelines, with current outstanding debt of roughly \$9.6M. He summarized a potential future JobsOhio financing structure under discussion for the Cincinnati West project, noting that any borrowing strategy will continue to prioritize maintaining strong liquidity and reserve ratios.

He then presented the College's annual efficiency report, highlighting ongoing efforts to streamline processes, improve budget transparency, and align resources with institutional priorities. He noted operational improvements underway in purchasing, budget management, and facilities planning.

Because a quorum of the Board was not present, no action items or resolutions were brought forward for approval.



Finance Committee October 27, 2025 Meeting Agenda

- 1) Consideration of September 22, 2025 Minutes
- 2) Financial Report (25.85)
- 3) Vendor Contract Approvals (25.86)
- 4) Capital Priorities Project Review
- 5) State Capital FY27/FY28 Biennium Request
- 6) Debt Funding Option Update
- 7) Outsourced Chief Investment Officer RFP Update



FY25 Audit: GASB 101 Leave Accruals

New GASB standards in place for FY25 and backdated to FY24 which increased liabilities for future compensated absences

\$1.33 million increase in compensated absences liability (current + non-current)

FY24 Impact: Reduced expendable net assets, decreasing the Primary Reserve Ratio by 1.7% points — from 59.4% to 57.7%

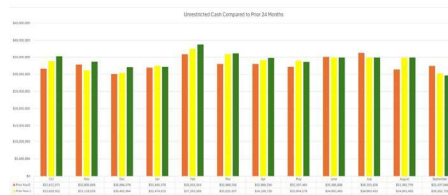
FY25 Impact: Reduced expendable net assets, decreasing the Primary Reserve Ratio by 1.8% points — from 54.6% to 52.8%

In FY25, added \$80K in accrual expense to support personnel category



Cincinnati State Fiscal KPI Dashboard Preliminary (Unaudited) at September 30, 2025 as of 10/21/25

Year-Over-Year Unrestricted Cash \$(630,286)	Budget to Actual Variance \$(390,818)	Senate Bill 6 Composite Score 5.0
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Senate Bill 6 Composite Score
Twelve Month Trailing Average
 September 30, 2025

Preliminary (UnAudited)
 Results as of 10/21/25
 Exhibit V1

Senate Bill 6 Composite Score				
Twelve Month Trailing Average at September 30, 2025				
A	B	C	D	E
Expendable Net Assets	Plant Debt	Total Revenues	Total Expenses	Change in Total Net Position
\$ 42,548,238	\$ 9,409,318	\$ 84,368,809	\$ 79,793,089	\$ 4,575,719

Ratios 12 Month Trailing Average@ 09/30/2025				
Primary Reserve Ratio(50%)		Viability Ratio(30%)		Net Income Ratio(20%)
Ratio	Score	Ratio	Score	Ratio
A/D = 53.32%	5	A/B = 452.19%	5	E/C = 5.42%

Senate Bill 6
Composite Score
5.00

25.86 Vendor Contract Approvals

Due to no quorum, 25.86 will be presented at the next Board meeting.

25.87 – Annual Efficiency Report FY25

Due to no quorum, 25.87 will be presented at the next Board meeting.

25.87 Annual Efficiency Report Update

Ohio Revised Code section 3333.95 requires the chancellor of the Ohio Department of Higher Education (DHE) to maintain an "Efficiency Advisory Committee" that includes an "efficiency officer" from each state institution of higher education (IHE).

Each IHE must then provide an "efficiency report" updated annually to DHE, which is compiled by the chancellor into a statewide report shared at year end with the governor and legislature. The committee itself meets at the call of the chancellor.

ORC Section 3333.951(C) requires IHEs to report on their annual study to determine the cost of textbooks for students enrolled in the institution. ORC 3333.951(B) requires Ohio's co-located colleges and universities to annually review best practices and shared services and report their findings to the Efficiency Advisory Committee.

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Annual Efficiency Report: Highlights (1 of 2)

- 1) Completed mechanical master plan in August 2025 to best prioritize investments in deferred maintenance.
- 2) Changed Bookstore providers in Fall 2025 from Follett to eCampus.com after extensive RFP and review process.
- 3) Received a \$493,000 FAA Grant in FY25, and again in FY26 to expand the Aviation Maintenance Technology program in Northern Kentucky.

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Annual Efficiency Report: Highlights (2 of 2)

- 4) Shared parking services with University of Cincinnati implemented in Fall 2024 providing parking capacity relief to UC at an annual value of \$100k.
- 5) Received a Title III Grant in Spring 2024 to create CState Complete to reach stopped our students, with a theme of "Reconnecting Students: A Relationship-Based Approach to Retention."
- 6) Received a \$1.5 Million Hamilton County ARPA Grant in Spring 2024 to expand our LPN Nursing program.
- 7) In conjunction with Miami University, received a broadband training program grant in Summer 2024.

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25.88 – Academic Quality & Student Learning Updates

The Provost delivered an update highlighting the college's continued commitment to faculty professional development and its responsibilities under the Advance Higher Education Act. The report noted that the 2025 Convocation engaged 325 faculty and staff members across 32 breakout sessions, marking one of the most active professional learning events in recent years. Over the past year, 140 faculty members received support to attend professional conferences, and the college invested nearly \$250,000 in training and development initiatives.

Provost Hoopes also expressed appreciation to the faculty for their support of the college open house, which drew 30% more students than last year, and a high school program at Great Wolf Lodge, which attracted 1,400 students.

A major point of emphasis was the extensive preparation for the transition from Blackboard to the Brightspace learning management system. To ensure a smooth shift for both faculty and students, the college provided training for 650 instructors, totaling 300 hours of direct instruction, along with 462 office-hour support sessions facilitated by faculty champions.

Additional development opportunities were offered through ACUE programs, SPARK, adjunct faculty stipends, and curriculum design workshops. The Board expressed its appreciation to the faculty and administration for sustaining high academic standards while serving an open-access student population.



**Faculty Professional Development – 2025 Report****LMS Transition (Bb → Brightspace) AY 2024 – 25**

• # Faculty Trained (FT, Adj, CCP)	650
• # Training Hours	300
• # Fac Champion Office Hours	462
• FT Faculty Training Pay	\$249,000

Other Pro Dev Supports for Faculty – AY 2024-25

• ACUE Online Teaching – # Fac	5
• SPARK Series - #Fac & Staff	68
• Adj Stipends (102) LMS & Convocation	\$14,000

**Advance Higher Education Act – Timeline**

Due	Requisite Action
6/27/25	Statement of Commitment
6/27/25	Course Eval – 3 ODHE Questions
9/25/25	Retrench Degrees w Avg <5 grads
9/25/25	DEI Prohibition Policy
9/25/25	American Civic Literacy Plan
12/31/25	Fac Area Perf Eval Policy
	Faculty Workload Policy
	Faculty Tenure Policy
	Post-Tenure Rev Policy
	Retrenchment Policy
	Five-Year Institutional Cost Summary Report
6/30/26	Opportunity and Non-Discrimination Report
Fall 26	Syllabi Public Available
TBD	Intellectual Diversity Rights Report

25.89 – Student Engagement & Education / Student Activities Report

The Student Engagement and Education report emphasized continued efforts to build student belonging, participation, and retention through a range of programs, student organization activities, and co-curricular engagement opportunities, including a Halloween movie night and a food drive planned with the Free Store Foodbank. Other updates underscored the growing role of student involvement in supporting both academic success and campus community development.

After thanking Ms. Tyler Fullilove for her report, Mr. Silverman showed enthusiasm when learning that she was not only the SGA President, but also a NASA Scholar who plans to graduate in the Spring.

25.90 – Shared Governance / Faculty Senate Report

The Faculty Senate provided an overview of current governance activities, including faculty leadership initiatives, ongoing discussions related to curriculum, and the continued collaborative work occurring between faculty representatives and academic administration including a recommendation for the adjunct pay scale and turning the AI Task Force into a standing AI Committee. They are also looking at the work of the CCP Committee and are scheduled to meet with the Executive Team.

Mr. Walton commented that at a recent ACCT Conference he attended, over half of the topics were about AI and the emergent need for colleges to adopt the tool for college students to be successful academically and professionally.

Ms. Donlin mentioned that adjunct pay was important. The Senate's goal was reached, but efforts needed to be competitive.

Mr. Silverman ended the discussion by underscoring the work the Board has completed thus far to scale up the Adjunct pay rate over the past year and the Board’s commitment to keep the college competitive in the region.

25.91 – President’s Report

The President’s Report included several key institutional updates. Fall 2025 enrollment data were presented, showing that the college continues to perform strongly compared to statewide enrollment trends. President Posey also announced that Cincinnati State has been selected as a regional Career Pathway Support Network lead, securing \$1,052,456.85 in state funding to expand career-connected learning experiences for students in grades seven through twelve. This initiative strengthens the college’s role within the JobsOhio regional structure and deepens partnerships with local school districts and employers. She invited Provost Hoopes to speak on the topic, who highlighted the work of Rita Graft, Chief Administrator, and the benefits of the grant.

The President additionally shared her recent participation in an Axios-hosted policy forum on advanced manufacturing workforce development. She joined leaders from GE Aerospace, Delta Air Lines, the Cincinnati Chamber, and key state policymakers to discuss regional workforce needs and the expanding role of community colleges in developing talent pipelines. She also spoke about GE’s \$250,000 grant, which was provided to the college. Mr. Silverman mentioned Vice Chair Howe’s involvement in strengthening the college’s position with GE.

The report concluded with reminders of upcoming events, including the December 2, 2025, Board Meeting at the Evendale Campus, the annual Scholarship Dinner, and the Holiday Luncheon.

Fall 2025 Enrollment Comparisons (source ODHE Final Report)

	One Year % Change in Headcount	One Year % Change in Credit Hours
Cuyahoga CC	.9%	1.7%
Columbus State	8.1%	7.1%
Sinclair CC	7.0%	5.0%
Lorain CC	3.1%	5.0%
Cincinnati State	10.5%	11.5%
Stark State	- 0.5%	-0.6%

Fall 2025 Enrollment Comparisons (Business Courier)

	Student Headcount	Change from last
University of Cincinnati	53,682	+.08%
Miami University	22,281	-1.0%
Northern Kentucky University	13,534	down
Cincinnati State	10,650	+10.5
Gateway Community & Technical College	6,811	up
Xavier University	4,899	down
Mount St. Joseph University	1,994	up
Thomas Moore University	1,157	down

Career Pathways Grant

Selected for Career Pathway Support Network Grant

Gov. Mike DeWine and Lt. Gov. Jim Tressel [have announced recipients](#) of the \$7.1 million Career Pathway Support Network Grants, aimed at expanding career-connected learning and planning for Ohio students in grades 7–12.

Among the seven regional lead institutions chosen, two community colleges were selected to lead efforts in their regions:

- Sinclair Community College (West Region) – *Awarded \$857,292.67*
- Cincinnati State Technical and Community College (Southwest Region) – *Awarded \$1,052,456.85*

These colleges will help establish regional Career Pathway Support Networks that align with the state's JobsOhio regions. A regional steering committee will guide each Career Pathway Support Network. The networks will build on the Tech Prep model to broaden access to career-technical education and strengthen partnerships between schools, higher education institutions, and local employers.

Axios Event Featuring GE Aerospace



A conversation on how America is preparing the next generation for advanced manufacturing through effective policy, scalable skilling, and public-private partnerships across all levels of government.

This event featured conversations with Delta Air Lines, Inc. EVP & president–international **Alain Bellemare**, Cincinnati Regional Chamber CEO, **Brendon Cull**, GE Aerospace chairman and CEO **H. Larry Culp, Jr.**, Ohio Department of Higher Education chancellor **Mike Duffey**, **State Rep. Adam Mathews**, and Cincinnati State president **Dr. Monica Posey**.

BOT Meeting Schedule Balance of 2025



Tuesday, December 2, 2025 3:45pm - Evendale Campus

Other Campus Events:

Scholarship Dinner
Holiday Luncheon

25.92 Trustee Chairperson's Report

Mr. Silverman expanded on the facilities report provided by Mr. Morris earlier in the meeting. He spoke about the various facilities projects, including the Main Street project, and encouraged members about the need for Mr. Morris' support during this work, including specific benchmark dates and necessary funding. Mr. Silverman mentioned that the Columbus meetings on October 8th and 21st took place and provided feedback about Cincinnati State's position. Mr. Scherpenberg commented on how Mr. Silverman, Dr. Posey, and Elliott Ruther's work ensured the college's success. Dr. Posey also stated how Mr. Silverman, while attending college events with state and local legislators, continues to lead and balance the work of his business.

Mr. Silverman encouraged the members to attend the upcoming scholarship dinner, stating how the event emphasizes the Board's work for the college. He also stated that the Board nominating committee will provide its results at the next meeting.

Old Business

There was none.

New Business

There was none.

Due to not having a quorum, the Executive Session was not held.

Mr. Silverman requested a motion to adjourn the public meeting. Mr. Howe moved that the Board meet in Regular Public Session on Tuesday, December 2, 2025, at 3:45 pm, at Cincinnati State Evendale Campus, 10100 Reading Rd, Cincinnati, Ohio 45241, 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 4:58 pm.

Respectfully submitted,

Cynthia Booth, Secretary
Board of Trustees

Next Meeting
December 2, 2025, at 3:45 pm
Location: Cincinnati State – Evendale Campus
10100 Reading Rd
Cincinnati Ohio 45241