



BOARD OF TRUSTEES MEETING

Wednesday, May 14, 2025

8:00 A.M.

Stark State College

6200 Frank Avenue NW

Third Floor, Room S304

North Canton, OH 44720



STARK STATE COLLEGE
BOARD OF TRUSTEES MEETING
Wednesday, May 14, 2025 - 8:00 a.m.
Board Room S304

ITEM	ENC.	ACTION	PRESENTER
I. Call to Order			Harun Rashid
II. Roll Call			Harun Rashid
III. Recognition of Visitors			Harun Rashid
IV. Public Requests			Harun Rashid
V. Agenda Changes			Harun Rashid
VI. Consent Agenda*		X	Harun Rashid
A. Minutes of Board Meeting on 4/9/2025	6.1		
B. Personnel Actions	6.2		
C. Treasurer's Report	6.3		
<i>From President's Cabinet</i>			
D. 15-19-07 Student Travel	6.4		
E. 15-18-01 Admission	6.5		
F. 15-14-15 Sexual Misconduct	6.6		
VII. New Business			
A. FY2026 Budget		X	K. Gardner
B. Resolution to Increase the General Fee, effective Fall 2025 and Fall 2026	7.1	X	P. Jones/K. Gardner
C. Report to Chancellor of Low-enrolled courses/programs and duplicated programs Fall 2022 through Spring 2025	7.2	X	P. Jones/L. Gibson-Shreve
VIII. President's Report			P. Jones
IX. Chair's Report			Harun Rashid
X. Communications			Harun Rashid
A. Security Report	10.1		Harun Rashid
B. Out-of-State Travel Log	10.2		
C. Calendar of Board Activity Dates	10.3		
XI. Executive Session			Harun Rashid
XII. Adjournment			Harun Rashid

*Confirmation of Consent Agenda items submitted by the President. Any item may be removed from the Consent Agenda by a Board member asking the Chair to consider the item separately.

Record of Proceedings

Board of Trustees
Stark State College

North Canton, Ohio
April 9, 2025

REGULAR MEETING

The Board of Trustees held its regular monthly meeting on April 9, 2025 at Stark State College Main Campus.

CALL TO ORDER

1st Vice Chair Elaine Russell Reolfi called the meeting to order at 8:05 a.m.

ROLL CALL

The following board members were present: Elaine Russell Reolfi, Tracy Carter, Jeffery Walters, Patricia Wackerly, Michael Wheeler, Fonda Williams (virtually) Jennifer Stamp, and Jason Dodson.

The following board member was not able to attend: Chair Harun Rashid.

The following administrators were present: Para Jones, Lada Gibson-Shreve, Kevin Gardner, Pat Roberts, Melissa Glanz and Rich Greene.

RECOGNITION OF VISITORS

The following visitors were present: Angela Smith Alder, Collyn Floyd, Tiffany Archer and Teri Ross.

PUBLIC REQUESTS

None.

AGENDA CHANGES

None.

CONSENT AGENDA

Trustee Williams moved to consider and approve the Consent Agenda. Trustee Dodson provided the second for the motion.

The vote was called. The Consent Agenda was approved unanimously and included the following: *Minutes of the March 12, 2025 board meeting; Personnel Actions; Treasurer's Report; and 15-14-03 Contracts and Records; 15-14-21 Initial Employment; 15-14-24 Family and Medical Leave; and 15-19-13 Anti-Hazing.*

NEW BUSINESS

PRESIDENT'S REPORT

In addition to the written report, the following updates were shared by President Jones:

- President Jones thanked 2nd Vice Chair Tracy Carter for participating in the Spartan Connect Speaker Series where she shared her unique leadership journey with students, faculty and staff and community members. It was an excellent, well-attended event.
- ***Great news regarding enrollment:*** Spring enrollment is up 6.7% in headcount and 3.5% in full-time equivalent students. CCP enrollment is up 9.8% and core new enrollment is up 9.5%. The excellent

enrollment outcomes are the result of the entire College working together to serve current, new and prospective students, as well as our excellent, in-demand programs, employer partnerships and markedly improved recruiting, marketing, outreach and communication strategies.

- Provost Dr. Gibson-Shreve shared that the visiting team of the Higher Learning Commission (HLC) has recommended that the HLC approve our Bachelor of Science in Nursing (BSN) degree. The Board will take action at its April meeting and inform the College of the action. Upon approval, the College will begin its marketing and enrollment plan. We will begin the BSN program in Fall 2025.
- President Jones participated in an interview with 21 News Youngstown and was able to share our expansion efforts in the Mahoning Valley. You can see the interview here: <https://www.wfmj.com/clip/15505289/stark-state-college-expansion-class-offerings>. Here is an article published in the Canton Repository: <https://www.cantonrep.com/story/news/education/2025/03/20/stark-state-to-offer-in-person-online-classes-in-mahoning-valley/82570735007/>; This also ran in the Beacon Journal.
- The CEO of Ariel Corporation writes how the company's partnership with Stark State College has helped with recruitment, retention and more. This story can be found on beaconjournal.com: <https://www.beaconjournal.com/story/opinion/columns/guest/2025/03/31/ariel-corp-stark-state-college-partnership-helps-company-thrive-opinion/82703826007/>

CHAIR'S REPORT

- 1st Vice Chair Reolfi reminded Trustees about filing their annual financial disclosure statement, which is due May 15, 2025.
- Trustee Patty Wackerly will be serving another one-year term on the Stark State Foundation Board. Thank you, Patty, for your continued service!
- 1st Vice Chair Reolfi reminded Trustees about the upcoming Commencement Ceremony on Sunday, May 18 at 2:00 p.m.

COMMUNICATIONS

Board members reviewed the upcoming calendar of events in Exhibit 10.2.

EXECUTIVE SESSION

At 8:36 a.m., 2nd Vice Chair Carter moved to go into Executive Session to consider the employment of a public employee, according to R.C. 121.22G (1). Trustee Stamp provided the second for the motion. A roll call vote was taken, and all members voted aye.

At 9:01 a.m., Trustee Wheeler moved to return to open session. Trustee Dodson provided the second for the motion. The motion carried.

The following actions were taken following executive session:

RESOLUTION TO AMEND THE SALARY ADMINISTRATION PROGRAM FOR FY2025

2nd Vice Chair Carter moved to approve the Resolution to amend the Salary Administration Program for FY2025. Trustee Dodson provided the second for the motion. The motion was unanimously approved.

The Resolution was approved as follows:

RESOLUTION

To Amend the Salary Administration Program for FY2025

WHEREAS, The Board of Trustees of Stark State College passed a RESOLUTION To Establish the Salary Administration Program for FY2024 & FY2025 at their regularly scheduled Board meeting on April 12, 2023; and

WHEREAS, The Board of Trustees of Stark State College recognizes that resolution restricted certain employees from receiving the Additional Compensation who were employed throughout the fiscal year while allowing more recently hired employees to receive this Additional Compensation; and

WHEREAS, The Board of Trustees of Stark State College desires to amend this Resolution to better align with the College's mission, vision and value statements, including being fair and equitable and reflecting the strategic goal of focusing on our people;

THEREFORE, BE IT RESOLVED, that the following amendments be made to the RESOLUTION To Amend the Salary Administration Program for FY2024 & FY2025 passed on April 12, 2023:

Under "THEREFORE, BE IT FURTHER RESOLVED, that Additional Compensation may be awarded to each continuing employee, contingent upon budget performance, as follows:"

Change item 3 to read "Full-time employees who are actively employed at the time additional compensation is paid, on or before June 30, 2025, and who have been employed a minimum of six months will receive a lump sum payment in an amount up to 2% of their adjusted base amount for FY2025."

Change item 4 to read "Part-time employees who are actively employed at the time additional compensation is paid, on or before June 30, 2025, and who have been employed a minimum of six months will receive a lump sum payment in an amount up to 2% of their adjusted base wages actually paid during the period from June 28, 2024, through and including June 13, 2025."

Remove the following statement "FURTHER, employees who have notified the College that they will be severing their employment with the college are not eligible for Additional Compensation."

This Resolution is being enacted on the 9th day of April, 2025.

Elaine Russell Reolfi
1st Vice Chair, Board of Trustees

Para M. Jones, Ph.D.
President

RESOLUTION TO ESTABLISH THE SALARY ADMINISTRATION PROGRAM FOR FY2026 & FY2027

Trustee Stamp moved to approve the Resolution to establish the Salary Administration Program for FY2026 & FY2027. Trustee Williams provided the second for the motion. The motion was unanimously approved.

The Resolution was approved as follows:

RESOLUTION **To Establish the Salary Administration Program for FY2026 & FY2027**

WHEREAS, The Board of Trustees of Stark State College desires to provide a new compensation package that aligns with the College's mission, vision and value statements, including being fair and equitable and reflecting the strategic goal of focusing on our people; and

WHEREAS, the salary and benefits package should keep the College competitive within the higher education employment market (academic jobs) and the regional employment market (non-academic jobs), and give the College the ability to attract and retain outstanding employees who represent the passion and pride of the College; and

WHEREAS, at this time, the projected amount of funding available to Stark State College through tuition and anticipated state subsidies would be adequate to pay the costs for salary and benefit increases while continuing to fund necessary operational expenditures;

THEREFORE BE IT RESOLVED, that a Salary Administration Program be effective July 1, 2025, through June 30, 2027, which shall include the following provisions:

The percentage increases below will be calculated using the “adjusted base” (base without reallocation).

1. Salary ranges will be reviewed annually for changes in the market.
2. Salary increases for full-time employees will be 3% for FY2026 and 2.5% for FY2027. An increase to an employee's adjusted base shall not exceed the top of the employee's market-based salary range. The excess above the range will be paid to the employee, but not added to the adjusted base.
3. Salary increases for part-time staff will be 3% for FY2026 and 2.5% for FY2027.
4. Graduated pay scale increases will be increased 3% for FY2026 and 2.5% for FY2027 for adjunct faculty and full-time faculty overload.
5. Miscellaneous hourly rate schedule increases will be increased 3% for FY2026 and 2.5% for FY2027.
6. Pay scale will increase by 3% for FY2026 and 2.5% for FY2027 for club advising and program coordination.
7. Graduated raises for full-time employees for FY2026 and FY2027 will be increased up to the midpoint multiplied by \$30.00.
8. Grant-funded employees will receive the adjusted base increase and graduated raises only if sufficient funds are available and approved in the grant budget to cover all additional costs.
9. Employees who were on a performance improvement plan during the applicable fiscal year and/or received an overall performance review rating lower than “Acceptable,” “Meets Standards” or “Partially Meets Standards (Acceptable)” or received a suspension or final written reprimand as outlined by College policy regarding Corrective Action and Discipline, Policy No. 3357:15-14-18, A (5)(c) will not receive the salary increase in the applicable fiscal year.
10. Faculty Promotions in Rank shall remain the same in FY2026 and FY2027.
 - a. Assistant Professor, \$1600
 - b. Associate Professor, \$1700
 - c. Professor, \$1900
11. Degree and Certificate achievement shall remain the same in FY2026 and FY2027.
 - a. Certificate, \$300
 - b. Associate, \$450
 - c. Bachelor, \$600
 - d. Major Certification and Masters, \$700
 - e. Doctorate, \$900
12. Health and dental insurance premiums will continue to be shared by employees through pre-tax payroll deduction in the amount of 15% per plan participant. The College will continue to share the premiums for children of employees, in accordance with the Stark County Schools Health Plan.
13. The College will continue to pay the full premium for basic group life insurance.

14. The Tuition Assistance Program will continue to reimburse the tuition cost for up to 16 credit hours per academic year to the extent funding is available and set the maximum reimbursement equal to the number of credit hours taken times the undergraduate credit hour rate at Kent State University main campus in effect for the term in which classes were completed.
15. The recitals above are hereby incorporated by reference.

WHEREAS, it is the intention of the Board of Trustees to provide additional compensation effective for FY2026 and FY2027, to its continuing employees who will be working for the College after June 30, 2026 and June 30, 2027 respectively.

THEREFORE BE IT FURTHER RESOLVED, that Additional Compensation may be awarded to each continuing employee who has been employed a minimum of six months, contingent upon budget performance, as follows:

1. Employees who are actively employed at the time additional compensation is paid, on or before June 30, 2026, will receive a lump sum payment of up to 2% of their adjusted base amount for FY2026.
2. Employees who are actively employed at the time additional compensation is paid, on or before June 30, 2027, will receive a lump sum payment of up to 2.5% of their adjusted base amount for FY2027.
3. The amount of any lump sum payment in June 2026 and/or June 2027 will be limited to available funds at the time the Board meets to approve the FY2026 and FY2027 budget, respectively. At that time, the annual surplus for FY2026 and FY2027 will be projected, and the first \$500,000 of any surplus will be committed to College Reserves. The projection will not consider noncash adjustments that are made as part of the year-end closing process. These include but are not limited to adjustments to the health care reserves, which are reported by the Stark County Schools during August of each year, and the reserve for bad debts. The remaining projected surplus will be available to fund the lump-sum payment. The same percentage will be used to calculate payments to employees in both categories.
4. Employees who were on a performance improvement plan during FY2026 or FY2027, received an overall performance review rating lower than "Acceptable," "Meets Standards" or "Partially Meets Standards (Acceptable)," or received a suspension or final written reprimand as outlined by the College's Corrective Action and Discipline Policy No. 3357:15-14-18 (A) (5)(c), will not receive the performance-based lump sum.
5. Grant-funded employees will receive the lump sum payment only if sufficient grant funds are available and approved in the grant budget to cover all additional costs.

FURTHER, employees will not be eligible for Additional Compensation if their adjusted base earnings multiplied by 2.5% is less than fifty dollars (\$50.00).

FURTHER, all professional staff required to attend and all full-time faculty shall count attendance at graduation ceremonies as a day worked for contract purposes. Contract lengths will not be extended.

FURTHER, nothing in this resolution shall be interpreted as guaranteeing continuing employment to any current or future employee while this Resolution is in effect.

Management shall make adjustments to individual contracts and pay rates as necessary to correct errors and omissions. Nothing in this Resolution shall apply to positions of student employment.

This Resolution is being enacted on the 9th day of April, 2025.

Elaine Russell Reolfi
1st Vice Chair, Board of Trustees

Para M. Jones, Ph.D.
President

MOTION TO APPROVE THE RETIRE/REHIRE PROGRAM DURING FY2026

Trustee Wheeler moved to approve the Retire/Rehire program during FY2026. Trustee Dodson provided the second for the motion. The motion was unanimously approved.

ADJOURNMENT

At 9:03 a.m., 2nd Vice Chair Carter moved to adjourn. Trustee Stamp provided the second for the motion. The motion carried.

Elaine Russell Reolfi
1st Vice Chair, Board of Trustees
April 9, 2025

Para M. Jones, Ph.D.
President
April 9, 2025

PERSONNEL ACTIONS
Board Agenda
May 14, 2025

NEW HIRES AND EMPLOYEE STATUS CHANGES

Name	Title	Department	Rate	Effective Date	Comments
Adkins, Lori	Success Advisor	Advising & Gateway Student Services	\$500.00	4/28/2025	2025 Distinguished Staff Award
Ancil, Noah	Coordinator, Institutional Research and Planning	Institutional Research & Planning	\$65,501/Annual	3/31/2025	Replacement
Bragg, Tracy	Adjunct Instructor	Physical Therapy Assisting	\$500.00	4/28/2025	2025 Adjunct Instructor Excellence in Teaching Award
Brooks, Sharon	Director, Student Leadership & Engagement	From: Learning & Engagement To: Student Leadership & Engagement	No Change	7/1/2025	Department title updated
Caldwell, Hannah	Administrative Assistant I	Business, Engineering & Information Tech	\$32,911/Annual	5/5/2025	Replacement
Cuckler, Daniel	Police Science Instructional Assistant (PT)	Law Enforcement	\$36.01/Hour	3/19/2025	Non-benefit eligible
Diana, Brandon	From: Automotive Lab Assistant To: Automotive Lab Technician	Automotive & Transportation Technologies	From: \$18.36/Hour To: \$24.12/Hour	7/1/2025	Position re-evaluation
Dinkins, Christopher	EMS Instructional Assistant (PT)	Emergency Services	\$38.61/Hour	4/21/2025	Non-benefit eligible
Gargus, Laura	Kids' College Instructor (PT)	Education	\$28.84/Hour	6/2/2025	Non-benefit eligible
Hallaman, Lisa	Career Specialist	Career Services	\$55,964/Annual	3/31/2025	Replacement
Hartman, Kirby	From: Campus Security Officer To: Campus Security Coordinator	Campus Security	No Change	3/31/2025	Promotion / New Position
Johnson, Lisa	Certified Nurse Aid (CAN) - Primary Instructor (PT)	Nursing	\$48.27/Hour	5/1/2025	Additional role
Kaylor, Tammy	Project Director, NEO Workforce Initiative in Nursing	Nursing	From: \$68,097/Annual To: \$86,200/Annual	1/1/2025	Grant labor cost increase
LeMonier, Leilani	EMS Instructional Assistant (PT)	Emergency Services	\$38.61/Hour	4/7/2025	Non-benefit eligible
Miller, Brian	Director of Physical Plant and Construction	Physical Plant	\$120,000/Annual	4/7/2025	Replacement
Remark, Linda	Professor of Communication, Humanities & Reading	Communication, Humanities & Reading	\$500.00	4/28/2025	2025 Distinguished Teaching Award
Smith, Toby	Police Science Instructional Assistant (PT)	Law Enforcement	\$36.01/Hour	3/31/2025	Non-benefit eligible
Woods, Lauren	Adjunct Instructor	Medical Lab Tech	\$54.83/Hour	4/15/2025	Non-benefit eligible
Woods, Lauren	Instructional Assistant (PT)	Medical Lab Tech	\$39.28/Hour	4/15/2025	Additional role

RETIREMENTS/SEPARATIONS

Name	Title	Department	Effective Date
Angle, Debra	Administrative Assistant II	Campus Security	4/17/2025
Burkes, Hollis	Campus Security Officer	Campus Security	12/10/2024
Cupari, Kim (Retire)	Purchasing Agent	Purchasing	6/30/2025
Duff, Dawn	Math Lab Assistant	Mathematics	5/9/2025
Feller, Karen	Adjunct Instructor	Student Success Skills	10/24/2024
Frank, Molly	Gateway Student Support Assistant	Enrollment Management	7/25/2025
Manse, Christopher	Campus Security Officer	Campus Security	4/7/2025
Miller, Sara	Career Specialist	Career Services	4/24/2025
Mistovich, Joseph	EMS Instructional Assistant	Emergency Services	4/24/2025
Moore, Brian (Retired)	Associate Professor	Human Services	8/22/2025
Ravol, Lisa (Retire)	Adjunct Instructor	Communication, Humanities & Reading	5/30/2025
Ranowsky, Krystal (Retire)	CDL Instructor	CDL	1/6/2025
Sells, Jennifer	Instructor/Clinical Coordinator	Emergency Services	4/14/2025
Westbrook, Gregory	Campus Security Officer	Campus Security	3/7/2025

**Summary Notes for Treasurer's Report
Stark State College
For the Month Ended March 31, 2025
Fiscal Year 2025**

- Revenue categories are mostly higher than last year. Tuition and Fees are higher due to the better Summer & Spring enrollment and tuition increases. Appropriations are higher this year due to increased State Share of Instruction.
- Revenues and expenses are both in line with or better than the budget.
- Labor costs are higher this year due to the general wage increase and health insurance premium increases.
- Supplies, Maintenance & Repairs, Miscellaneous and Capital Equipment expenses are higher than last year. Travel and Communications & Marketing costs are lower than last year.

STARK STATE COLLEGE
Statement of Revenues and Expenditures
Unrestricted Educational & General
For the 9 Months Ended March 31, 2025 and 2024

Budget Revision 3/12/25

	Current Year			Prior Year		
	Current Annual Budget	Activity To Date	% Of Annual Budget	Prior Annual Budget	Activity To Date	% Of Annual Budget
REVENUES:						
State Appropriation	\$32,262,704	\$24,233,922	75.1%	\$31,882,147	\$24,012,214	75.3%
Student Fees	36,282,580	33,943,380	93.6%	35,196,597	32,632,932	92.7%
Private Gifts, Grants & Contracts	350,000	103,401	29.5%	104,575	252,455	241.4%
Governmental Grants & Contracts	0	0	0.0%	11,000	0	0.0%
Sales & Services: Educational Activities	19,000	8,106	42.7%	18,650	16,125	86.5%
Indirect Costs	236,000	130,098	55.1%	141,868	71,690	50.5%
Other Sources	3,323,358	3,220,761	96.9%	3,350,385	2,306,436	68.8%
Total Revenues	\$72,473,642	\$61,639,668	85.1%	\$70,705,222	\$59,291,852	83.9%
OTHER ADDITIONS:						
Transfers in	50,000	0	0.0%	50,000	0	0.0%
Total Revenues & Other Additions	\$72,523,642	\$61,639,668	85.0%	\$70,755,222	\$59,291,852	83.8%
EXPENDITURES:						
Personnel Services	\$35,556,828	\$26,076,396	73.3%	\$35,108,838	\$25,580,298	72.9%
Employee Benefits	12,829,140	9,686,683	75.5%	12,035,398	9,310,008	77.4%
Supplies	1,517,336	674,695	44.5%	1,402,981	652,940	46.5%
Travel	406,960	205,738	50.6%	391,308	241,317	61.7%
Information & Communications	2,005,043	1,187,681	59.2%	1,862,274	1,303,891	70.0%
Maintenance & Repairs	3,567,754	2,481,076	69.5%	3,603,610	1,983,857	55.1%
Miscellaneous	12,336,026	4,037,183	32.7%	11,610,615	3,627,535	31.2%
Capital Equipment	690,000	219,176	31.8%	338,602	141,848	41.9%
Total Expenditures	\$68,909,087	\$44,568,629	64.7%	\$66,353,626	\$42,841,696	64.6%
OTHER REDUCTIONS:						
Mandatory Transfers	\$0	\$0	0.0%	\$0	\$0	0.0%
Non-Mandatory Transfers:	2,720,111			2,720,111		
Technology Fee		1,065,224 ¹			1,025,389	
Facilities Fee		1,521,749 ²			1,464,840	
Other (Scholarships/Grants)		0 ³			7,244	
Non-Mandatory Transfers		\$2,586,973	95.1%		\$2,497,473	91.8%
Total Expenditures & Other Reductions	\$71,629,198	\$47,155,602	65.8%	\$69,073,737	\$45,339,169	65.6%
NET INCREASE (DECREASE) IN FUND BALANCE	\$894,444	\$14,484,066		\$1,681,485	\$13,952,683	
Reserves						
Reserve, 6/30/24	\$49,666,730	Days in Reserve 263		Committed Reserves:		
Less committed Reserves	(7,863,669)			Akron	522,159	
Anticipated Operating Surplus	894,444			Hoover	0	
Anticipated Bookstore Net Income (from Pg. 5)	50,000			Barberton	0	
Unencumbered Reserve, 6/30/25	\$42,747,505	226		CDL	25,000	
				Alliance	0	
				White Pond	0	
				Access	7,316,510	
				Total	7,863,669	
Non-Mandatory Transfers						
	Beginning Balance	Transferred In	Expended	Remaining Balance		
¹ Technology Fee	\$593,998	\$1,065,224	\$0	\$1,659,222		
² Facilities Fee	\$3,052,468	\$1,521,749	\$254,859	\$4,319,358		
³ Other (Scholarships, TRIO, UBMS)	\$0	\$0	\$0	\$0		
	\$3,646,466	\$2,586,973	\$254,859	\$5,978,580		

STARK STATE COLLEGE.
Consolidated Balance Sheet
Current & Endowment Funds
As of March 31, 2025 and 2024

	Current Year						Prior Year					
	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)	Unrestricted		Restricted	Endowment	Interfund Eliminations	Totals (Memorandum Only)
	Educational and General	Auxiliary Enterprise					Educational and General	Auxiliary Enterprise				
ASSETS:												
Cash & Short-term investments	17,185,562	\$15,012	0	119,533		17,320,108	19,065,265	\$9,982	0	119,533		19,194,780
Insurance Reserve (Health & Dental)	1,963,923					1,963,923	2,426,926					2,426,926
Accounts receivable	14,746,971	0	51,124			14,798,096	11,243,298	(219,931)	100,094			11,123,461
Inventory	0	902,835				902,835	0	790,770				790,770
Prepaid & Deferred expenses	817,605	111,191	0			928,796	1,243,452	112,962	0			1,356,414
Other receivables	6,449,687	82,439	1,248,820			7,780,947	6,485,394	239,610	1,026,996			7,752,001
Long-term investments	39,241,771					39,241,771	37,204,980					37,204,980
Interfund Advances:												
Due from Educational & General Fund		12,116,031	1,542,160	355,782	(14,013,974)	0		12,465,762	1,797,452	349,546	(14,612,760)	0
Total Assets	\$80,405,520	\$13,227,509	\$2,842,105	\$475,316	(\$14,013,974)	\$82,936,475	\$77,669,315	\$13,399,156	\$2,924,542	\$469,079	(\$14,612,760)	\$79,849,331
LIABILITIES:												
Accounts Payable	\$187,629	\$2,953	\$102,804			\$293,386	(\$970,496)	(\$8,772)	\$577			(\$978,690)
Payroll, accrued wages, wthholdings & deductions	1,118,868	0	0			1,118,868	987,217	0	0			987,217
Accumulated sick leave & vacation	939,259	18,258				957,517	934,943	17,408				952,352
Accrued health & dental benefits	702,871					702,871	658,447					658,447
Accrued retirement liability - current	341,150					341,150	320,648					320,648
Insurance claims	1,180,458					1,180,458	1,173,606					1,173,606
Other installment purchases	54,856	0				54,856	111,946	0				111,946
Deferred leases	5,229,175					5,229,175	5,562,470					5,562,470
Other payables & accrued expenses	206,732	36	0			206,768	2,291,566	36	0			2,291,602
Deferred revenues	40,973					40,973	0					0
Interfund advances:												
Due to Auxiliary Enterprise Fund	12,116,031				(12,116,031)	0	12,465,762				(12,465,762)	0
Due to Current Restricted Fund	1,542,160				(1,542,160)	0	1,797,452				(1,797,452)	0
Due to Loan Fund	4,279					4,279	6,844					6,844
Due to Endowment Fund	355,782				(355,782)	0	349,546				(349,546)	0
Due to Plant Fund	5,384,567					5,384,567	4,306,869				0	4,306,869
Total Liabilities	29,404,791	21,247	102,804	0	(14,013,974)	15,514,868	29,996,820	8,673	577	0	(14,612,760)	15,393,310
Fund Balances:												
Unappropriated	48,554,220	13,206,262	2,739,301	475,316		64,975,099	45,225,986	13,390,483	2,923,965	469,079		62,009,512
Appropriated	2,446,509					2,446,509	2,446,509					2,446,509
Total Fund Balances	51,000,729	13,206,262	2,739,301	475,316		67,421,608	47,672,495	13,390,483	2,923,965	469,079		64,456,021
Total Liabilities & Fund Balances	\$80,405,520	\$13,227,509	\$2,842,105	\$475,316	(\$14,013,974)	\$82,936,475	\$77,669,315	\$13,399,156	\$2,924,542	\$469,079	(\$14,612,760)	\$79,849,331

STARK STATE COLLEGE
Balance Sheet
Current Funds: Unrestricted Educational & General
As of March 31, 2025 and 2024

	<u>Current Year</u>	<u>Prior Year</u>
ASSETS:		
Cash & Short-term investments	17,185,562	19,065,265
Insurance Reserve (Health & Dental)	1,963,923	2,426,926
Accounts receivable	14,746,971	11,243,298
Prepaid & Deferred expenses	817,605	1,243,452
Other receivables	6,449,687	6,485,394
Long-term investments	39,241,771	37,204,980
Interfund Advances:		
Total Assets	<u><u>\$80,405,520</u></u>	<u><u>\$77,669,315</u></u>
LIABILITIES:		
Accounts Payable	\$187,629	(\$970,496)
Payroll, accrued wages, withholdings & deductions	1,118,868	987,217
Accumulated sick leave & vacation	939,259	934,943
Accrued health & dental benefits	702,871	658,447
Accrued retirement liability - current	341,150	320,648
Insurance claims	1,180,458	1,173,606
Other installment purchases	54,856	111,946
Deferred leases	5,229,175	5,562,470
Other payables & accrued expenses	206,732	2,291,566
Deferred revenues	40,973	0
Interfund advances:		
Due to Auxiliary Enterprise Fund	12,116,031	12,465,762
Due to Current Restricted Fund	1,542,160	1,797,452
Due to Loan Fund	4,279	6,844
Due to Endowment Fund	355,782	349,546
Due to Plant Fund	5,384,567	4,306,869
Total Liabilities	<u><u>\$29,404,791</u></u>	<u><u>\$29,996,820</u></u>
Fund Balances:		
Unallocated	48,554,220	45,225,986
Allocated	2,446,509	2,446,509
Total Fund Balance	<u><u>51,000,729</u></u>	<u><u>47,672,495</u></u>
Total Liabilities & Fund Balance	<u><u>\$80,405,520</u></u>	<u><u>\$77,669,315</u></u>
Changes in Fund Balance:		
Beginning Fund Balance:		
Unappropriated [included in RESERVE]	\$34,070,154	\$31,273,303
Appropriated [included in RESERVE]	2,446,509	2,446,509
Additions & Reductions:		
Current Year Revenues & Transfers in	61,639,668	59,291,852
Current Year Expenditures & Transfers out	(47,155,602)	(45,339,169)
Net increase (decrease)	14,484,066	13,952,683
Ending Fund Balance	<u><u>\$51,000,729</u></u>	<u><u>\$47,672,495</u></u>

STARK STATE COLLEGE

Balance Sheet

Current Funds: Auxiliary Enterprises - Bookstore & Culinary Sales

As of March 31, 2025 and 2024

	Current <u>Year</u>	Prior <u>Year</u>
ASSETS		
Cash	\$15,012	\$9,982
Book Inventory	634,679	534,231
Supply Inventory	268,156	256,539
Receivables/Deposit Ch Sales	0	(219,931)
Other Receivables	82,439	239,610
Prepaid Expenses	111,191	112,962
Due from Educational & General Fund	12,116,031	12,465,762
Total Assets	<u><u>\$13,227,509</u></u>	<u><u>\$13,399,156</u></u>
 LIABILITIES AND FUND BALANCE:		
Sales Tax Payable	2,953	(8,772)
Accrued Expenses	36	36
Wages, Vacation & Sick Benefits Payable	18,258	17,408
Fund Balance	13,206,262	13,390,483
Total Liabilities & Fund Balance	<u><u>\$13,227,509</u></u>	<u><u>\$13,399,156</u></u>
 Changes in Fund Balance:		
Beginning Fund Balance:		
Unappropriated [Included in RESERVE]	<u>\$13,150,067</u>	\$13,238,478
 Current Year Income	2,894,254	2,787,104
Current Year Expenses	<u>(2,838,058)</u>	<u>(2,635,100)</u>
Net Income	56,195	152,005
 Ending Fund Balance	<u><u>\$13,206,262</u></u>	<u><u>\$13,390,483</u></u>
 Projected Net Income	<u><u>\$50,000</u></u>	

STARK STATE COLLEGE
Balance Sheet
Current Funds: Restricted
As of March 31, 2025 and 2024

	<u>Current Year</u>	<u>Prior Year</u>
ASSETS:		
Federal Department Receivables	\$51,124	\$100,094
Other Receivables	1,248,820	1,026,996
Due from Educational & General Fund	1,542,160	1,797,452
Total Assets	<u><u>\$2,842,105</u></u>	<u><u>\$2,924,542</u></u>
 LIABILITIES AND FUND BALANCE:		
Accounts Payable	\$102,804	\$577
Fund Balance	2,739,301	2,923,965
Total Liabilities & Fund Balance	<u><u>\$2,842,105</u></u>	<u><u>\$2,924,542</u></u>
 Changes in Fund Balance:		
Beginning Fund Balance		
Unexpended	\$1,238,392	\$630,355
Additions & Reductions:		
Current Year Revenues & Transfers in	22,551,980	18,192,509
Current Year Expenditures & Transfers out	(21,051,071)	(15,898,900)
Unexpended	<u><u>\$2,739,301</u></u>	<u><u>\$2,923,965</u></u>

STARK STATE COLLEGE
Balance Sheet
Endowment Fund
As of March 31, 2025 and 2024

	<u>Current Year</u>	<u>Prior Year</u>
ASSETS:		
Investments (SSC Foundation -TKM)	\$119,533	\$119,533
Due from Educational & General Fund	355,782	349,546
Total Assets	<u><u>\$475,316</u></u>	<u><u>\$469,079</u></u>
 FUND BALANCES:		
Fred Campbell (Accounting)	\$1,000	\$1,000
Wixcey (Accounting)	3,000	3,000
Lucas (Accounting)	1,804	1,804
Jack Speyer (Accounting)	3,424	3,424
Robert Ray Memorial	2,375	2,375
Belden Village Merchants	352	352
Edgar H. Sloane Scholarship	14,263	14,263
Margaret E. Raridan Scholarship	59,096	59,096
Virgil D. Steiner Scholarship	7,750	7,750
Timken Foundation Scholarship	355,782	349,546
Presidential Scholarship	26,470	26,470
Total Fund Balance	<u><u>\$475,316</u></u>	<u><u>\$469,079</u></u>
 Changes in Fund Balance:		
Beginning Fund Balance		
Unappropriated	\$466,076	\$456,977
Additions & Reductions:		
Unappropriated Revenue & Transfers in	38,007	27,017
Current Year Expenditures & Transfers out	(28,767)	(14,914)
 Ending Fund Balance	<u><u>\$475,316</u></u>	<u><u>\$469,079</u></u>

NEW/REVISED STARK STATE COLLEGE POLICY

Name of Policy: 15-19-07 Student Travel

Approved by President's Cabinet on: April 2, 2025

New/Revised: Revised

History of the issue: This policy was revised to add clarification that travel outside of the U.S. is prohibited, and that travel documentation is due 10 days instead of 14 days ahead of travel plans.

CURRENT/PROPOSED WORDING

POLICY:

(A) Student Travel for College Organized or Sponsored Events

- (1) All student travelers are bound by the Stark State College Policies and Procedures Manual, including, but not limited to, the following policies:
 - (a) Freedom of Expression and Responsibilities (3357:15-13-48)
 - (b) Anti-Harassment (3357:15-14-13)
 - (c) Sexual Misconduct (3357:15-14-15)
 - (d) Student Code of Conduct (3357:15-19-10)
 - (e) Travel and Business Entertainment Expense (3357:15-14-10)
- (2) Stark State College promotes safe travel by enrolled students to and from events and activities.
- (3) The types of activities and events covered by this policy include course-related trips, the activities of sponsored student organizations, and meetings of organizations where a student is officially representing the College.
- (4) An organized event is one that is initiated, planned, and arranged by a member of the College's faculty, staff, or the members of a registered student organization, and is approved by the appropriate department administrator – department chair, dean, director of an administrative unit, or their delegate. (Appeals will be reviewed on a case-by-case basis by the Director of Student Life, ~~Equity & Leadership Programs~~ **Leadership and Engagement** and/or the Student Affairs Committee.)

- (5) A sponsored event or activity is one that the College endorses by supporting it financially or by sending students to participate in it as official representatives of the College.
- (6) An enrolled student is one who has been admitted to and is attending classes at the College. (If the activity/event occurs during winter break or during the summer semesters and the student is not taking classes, the student must be registered for classes for the upcoming semester in order to travel.)

(B) Student Travel for Registered Student Organizations

- (1) This portion of the policy applies to the travel of student members of a registered student organization when the organization requires its student members to attend an activity or event and the activity or event occurs more than fifty (50) miles from the College campus.
- (2) Registered student organizations that require student members to travel to and from events or activities that are covered by this policy must obtain prior authorization for such travel from the appropriate department administrator and the Office of Student ~~Life, Equity and Leadership Programs~~ **Leadership and Engagement**.
- (3) If it is necessary for a non-student (alumnae, guest, parent of College Credit Plus student, etc.) to travel using college funds/transportation, the individual(s) must have approval prior to travel. All appropriate travel paperwork and information/documentation required must be submitted ~~14~~ **10** days prior to travel to the Director of Student ~~Life, Equity & Leadership Programs~~ **Leadership and Engagement**.

NEW/REVISED STARK STATE COLLEGE POLICY

Name of Policy: 15-18-01 Admission

Approved by President's Cabinet on: May 7, 2025

New/Revised: Revised

History of the issue: This policy was revised to clarify admission for a transfer student, to add detailed exception to placement testing, and to revise the high school transcript language so that it matches financial aid policy.

CURRENT/PROPOSED WORDING

POLICY:

- (A) Access to Ohio's state-assisted colleges must be assured for every person who wants and can benefit from higher education. Stark State College (SSC) maintains an "Open Door" policy and cordially welcomes anyone who wishes to further their education. According to Section 3345.06 of the Ohio Revised Code, Ohio law generally provides that graduates of twelfth grade are entitled to admission without examination to any state-supported college or university and further provides that such an institution may prescribe that certain courses must be completed for unconditional admission.
- (B) Open admission carries with it the full weight of equal opportunity for all, which means the College must make every effort to be both sensitive and responsive to the needs of prospective students. The open admission policy allows a student to enroll in the College but not necessarily in a specific degree-granting program.
 - (1) Standard Admission. Standard admission to SSC is open to anyone who is a high school graduate or the equivalent and completes the enrollment procedures. **Exceptions to the procedures would include not requiring placement testing at the point of admittance for applicable employer partnerships or apprentices. In instances of the exceptions, placement testing is required prior to enrollment in any course that requires a minimum placement test score to enroll.**
 - (2) Conditional Admission. Students will be admitted conditionally to SSC if they do not achieve the test scores in English and/or Reading indicated below. Students who are admitted conditionally will be limited to taking up to two remedial courses (maximum 10 credits) where proficiency was not achieved and are required to successfully complete the course(s) before being granted permission to take additional courses, if required by their programs.

		ACT	SAT Evidence-Based Reading and Writing
English	Accuplacer (Writeplacer) 2	11	360
Reading	Next Generation 219 or Reading Comprehension 28	11	360

- (3) Restricted Program Admission. Students who do not meet specific program requirements at the time of admission as set forth by SSC may be required to satisfactorily complete such requirements before admission into a specific program.
 - (4) College Credit Plus. Students can graduate from college earlier by earning college and high school credit at the same time. The credits earned can be used to complete an associate of arts, associate of science, associate of applied science, or associate of applied business degree at SSC, which can then transfer to any Ohio public university towards a bachelor's degree. SSC follows all policies set forth by the Ohio Department of Higher Education (ODHE).
 - (5) Early College High School (ECHS). ECHS is a program designed to offer Canton City high school students the opportunity to earn an associate degree while completing four years of high school.
- (C) Required Course Placement: First-time degree or Ohio Department of Higher Education (ODHE) certificate-seeking students are required to complete all developmental courses into which they are placed by Accuplacer, ~~COMPASS~~, and/or ACT/SAT scores and that are required by their programs, beginning with their first semester of credit enrollment and continuing for all subsequent semesters to completion. Exceptions may be made on a case-by-case basis for a student returning after an absence at the discretion of the subject department chair or designee of the department chair.
- (D) College-level Coursework: First-time degree seeking students or certificate-seeking students are required to complete college-level English and math within the first 30 credit hours or as required by the program.

NEW/REVISED STARK STATE COLLEGE POLICY

Name of Policy: 15-14-15 Sexual Misconduct

Approved by President's Cabinet on: May 7, 2025

New/Revised: Revised

History of the issue: This policy was revised to add a reference to the Minors on Campus policy if the alleged victim is a minor.

CURRENT/PROPOSED WORDING

POLICY:

Stark State College is committed and responsible for establishing, maintaining and providing a safe, secure, and non-discriminatory environment for our employees and students, free of sexual misconduct and sex discrimination based on gender, gender identity, ~~or~~ sexual orientation, gender transition status, or pregnancy. The College will not tolerate any kind of sexual misconduct and will not compromise the responsibility for addressing issues of sexual misconduct. The College will not tolerate sex-based discrimination or sex-based violence based on sexual orientation, gender identity, gender transition status, or pregnancy. Sexual misconduct is socially irresponsible and violates the rights of other individuals. Sexual misconduct has the potential of threatening an individual's academic performance, economic livelihood, career advancement, psychological, and total well-being and is prohibited by this policy. This policy is also applicable to all third parties affiliated with the College. Third parties are neither employees nor students and can include, but are not limited to, consultants, vendors, contractors, etc. Sexual misconduct is a serious offense which could lead to dismissal and/or termination from the College and criminal charges being filed with the local law enforcement authority having jurisdiction.

(A) Definitions

- (1) Sexual Misconduct – Any unwelcome behavior of a sexual nature that is committed without consent. Sexual misconduct can occur between persons of the same or different sex. Sexual misconduct is a type of violence that uses power, control, and/or intimidation to harm another. It includes sexual harassment, sexual assault, domestic violence, dating violence, and stalking. It occurs when there is an absence of consent. Consent is a free and clearly given “yes,” not the absence of a “no,” and cannot be received when a person is incapacitated by alcohol or drugs. Sexual misconduct is a broad term that includes sexual assault (rape, sexual fondling, incest, or statutory rape) as well as sexual exploitation and sexual harassment.

- (2) Non-Consensual Sexual Contact – Any intentional sexual touching and any other intentional bodily contact in a sexual manner, however slight, with any object, by a man or a woman upon another person that is without consent.
- (3) Incapacitation – A state in which a person cannot make rational decisions because they lack the capacity to give consent. Incapacitation may result from a mental or physical disability, unconsciousness, or from the taking of alcohol or other drugs. Sexual misconduct occurs when a person engages in sexual activity when they knew, or should have known, that the other person was incapacitated.
- (4) Consent – A freely and affirmatively communicated willingness to participate in sexual activity, expressed by clear, unambiguous words or actions. It is the responsibility of the initiator of the sexual activity to ensure that they have the other person's consent to engage in sexual activity, throughout the entire sexual activity, by all parties involved. At any time, a participant can communicate that they no longer consent to continuing the activity. Consent may never be obtained through the use of force, coercion, or intimidation or if the victim is mentally or physically incapacitated, including through the use of drugs or alcohol. Consent cannot be assumed based on the existence of a previous dating or sexual relationship. The initiator's use of alcohol or drugs does not diminish their responsibility to obtain consent.
- (5) Force – The use of physical violence, threat of physical violence, and/or imposing on someone physically to gain sexual access.
- (6) Rape – Penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by a sex organ of another person, without the consent of the victim.
- (7) Coercion – Unreasonable, intimidating, or forcible pressure for sexual activity.
- (8) Sexual Assault – Includes non-consensual vaginal penetration by a penis, object, tongue, or finger; anal penetration by a penis, object, tongue, or finger; and oral copulation (mouth to genital contact), no matter how slight the penetration or contact.
- (9) Sexual Exploitation – Occurs when someone takes non-consensual or abusive sexual advantage of another for their own advantage or benefit, or to the benefit or advantage of anyone other than the person being exploited.
- (10) Stalking – Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for their safety or the safety of others or suffer substantial emotional distress. Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- (11) Domestic Violence – A felony or misdemeanor crime of violence committed by a current or former spouse or intimate partner of the victim; by a person with whom the victim shares a child in common; by a person who is cohabitating with or has cohabitated with

the victim as a spouse or intimate partner; by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or by any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

- (12) Intimate Partner Violence/Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim; and where the existence of such a relationship shall be determined based on a consideration of the length of the relationship, the type of relationship, and/or the frequency of interaction between the persons involved in the relationship.
- (13) Gender-based violence - Gender-based violence refers to any type of harm that is perpetrated against a person or group of people because of their factual or perceived sex, gender, sexual orientation, and/or gender identity.

- (a) Gender-based violence (GBV) is defined as any harmful threat or act directed at an individual or group based on their actual or perceived:

- (1) Biological sex;
- (2) Gender identity;
- (3) Gender expression;
- (4) Sexual orientation; or
- (5) Difference from social norms related to masculinity or femininity

GBV can include and be identified by physical, sexual, psychological, technological, economic, and emotional abuse. It is rooted in structural gender inequalities, coercive control, and power imbalances.

- (14) Sexual Harassment – Conduct on the basis of sex that satisfies one or more of the following: unwelcomed sexual advances; request for sexual favors; and/or other verbal, non-verbal, or physical conduct of a sexual nature. Sexual Harassment is sex-based harassment that includes gender-based harassment. Sexual harassment is inclusive of sexual violence and gender-based harassment, defined as follows:

- (a) ***Sexual Violence***

Sexual violence is a form of sexual harassment. Sexual violence refers to physical sexual acts perpetrated against a person's will or where a person is incapable of giving consent (e.g., due to the victim's age or use of drugs or alcohol, or because an intellectual or other disability prevents the victim from having the capacity to give consent). A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

- (b) ***Gender-Based Harassment***

Gender-based harassment is unwelcome conduct based on an individual's actual or perceived sex. It includes slurs, taunts, stereotypes, or name-calling as well as gender-motivated physical threats, attacks, or other hateful conduct.

- (c) An individual can experience harassment of one type or may experience combinations of discriminatory conduct.
 - (i) An employee of the College conditioning the provision of aid, benefit, or service of the College on an individual's participation in unwelcome sexual conduct;
 - (ii) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the recipient's education program or activity; or
 - (iii) "Sexual assault," "dating violence," "domestic violence," or "stalking" as those terms are defined under other federal laws called the Clery Act and the Violence Against Women Act.
- (d) Forms of sexual harassment include:
 - (i) Quid Pro Quo (aka – "this for that") – The abuse of power and/or authority. Such behavior is especially harmful in situations where the imposition of unwanted sexual attention is accompanied by an explicit or implied promise of employment, academic success, preferential treatment, the threat of reprisal, or a negative consequence for refusal to engage in behavior of a sexual nature. Sexual harassment may occur without employment, academic, or economic injury to the victim.
 - (ii) Hostile Work Environment – Includes any unwelcome, and severe or pervasive action of a sexual nature which unreasonably interferes with job performance or learning ability and creates an intimidating, or offensive work, academic or athletic environment, even if it leads to no tangible or economic consequences. A single instance of harassment may be sufficient to create a hostile work environment.

(B) Reporting Responsibilities for Sexual Misconduct

- (1) Anyone who believes that an administrator, supervisor, employee, faculty member, student, or non-employee's behavior constitutes discrimination or harassment has a responsibility to report the behavior/action as soon as it is known, but no later than 180 days of the occurrence, so that the College may administer this policy.
- (2) In cases of alleged sexual misconduct where the victim or alleged perpetrator is a student, a potential student, an employee, or a campus visitor the complaint may be made to any of the following:
 - (a) Title IX Coordinator
 - (b) Campus Security
 - (c) Any College employee
 - (d) Student Support Counselor – Confidential Source
 - (e) Interfaith Campus Ministry – Confidential Source
 - (f) A Law Enforcement Officer from the local jurisdiction

In cases of alleged sexual misconduct where the victim is a minor, refer to policy 3357:15-14-35 Minors on Campus (D)(6).

- (3) Any person designated to receive complaints under this policy who has direct or constructive knowledge of alleged discriminatory or harassing behavior is a mandatory reporter and must take immediate appropriate action to report the behavior to the Title IX Coordinator. Failure to do so shall result in disciplinary action up to and including termination of employment.

(C) Reporting to an outside agency

Persons who believe that they have been subjected to sexual misconduct may also file a complaint with the local law enforcement agency, if criminal justice action is desired, the Ohio Civil Rights Commission, the U.S. Equal Employment Opportunity Commission, or the U.S. Department of Education's Office for Civil Rights. Information and assistance regarding filing charges with any of the agencies may be obtained from the agency directly or from the College's Title IX Coordinator.

(D) Confidentiality

To the extent possible, all information received in connection with the reporting, investigation, and resolution of allegations of sexual misconduct will be treated as confidential, except to the extent it is necessary to disclose information in order to investigate the allegation, take steps to stop, prevent or address the misconduct, resolve the complaint, or when compelled to do so by law. All individuals involved in the process should observe the same standard of discretion and respect for the reputation of everyone involved in the process.

(E) Retaliation

College policy and federal, state, and local law strictly prohibit retaliation in any form against any employee, faculty member, student, vendor, customer, or other person participating in a college program or activity who complains or reports an allegation, or who participates in an investigation of sexual misconduct.

**RESOLUTION
TO APPROVE AN INCREASE IN THE GENERAL FEE,
EFFECTIVE FALL 2025 AND FALL 2026**

WHEREAS, the Board of Trustees of Stark State College has determined that there is a need for additional operating revenue to continue providing quality academic programs to students; and

WHEREAS, Stark State College provides students with excellent education and the lowest tuition in the region; and

WHEREAS, the current version of state Budget Bill (Am. Sub. H.B. 96) of the 136th General Assembly allows community and technical colleges to increase the tuition rate to the maximum amount allowed by this section for each year of the two-year biennium; and

WHEREAS, Stark State College, like other community colleges and universities in Ohio, will comply with the tuition caps/limited tuition increases in the final version of Am. Sub. H.B. 96/State Operating Bill;

THEREFORE, BE IT RESOLVED that the Board of Trustees of Stark State College, pending state budget approval, authorizes an increase in the per credit hour rate of the General Fee of \$5.00 from \$73.10 to \$78.10. The increase will be effective for Fall Semester 2025.

THEREFORE, BE IT FURTHER RESOLVED that the Board of Trustees of Stark State College, pending state budget approval, authorizes an increase in the per credit hour rate of the General Fee of \$5.00 from \$78.10 to \$83.10. The increase will be effective for Fall Semester 2026.

This resolution is enacted on this 14th day of May, 2025.

Harun Rashid
Chair, Board of Trustees

Para M. Jones, Ph.D.
President

STARK STATE COLLEGE
ANALYSIS OF LOW-ENROLLMENT COURSES/PROGRAMS AND DUPLICATED PROGRAMS
FALL 2022 THROUGH SPRING 2025

ODHE Definition:

Low-enrolled course: A course section that has enrollment that falls below 120% of the threshold. The threshold for Stark State College is 10 so the low enrolled course number is 12. The sections analyzed were for Fall 2022 through Spring 2025. The process to identify low-enrolled courses involves documenting decisions to offer courses with less than 12 students enrolled each semester. Those courses are then reviewed and strategies identified to reduce the number of sections/courses being offered with less than 12 students. While the College follows a reduced pay model for courses that are less than 10, in support of return on investment, we still identify strategies to reduce the number of sections being offered with low-enrollment.

Low-enrolled program: A program that has enrollment that falls below 120% of the threshold. The threshold for Stark State College is 10 so the low enrolled program number is 12. The programs analyzed were for Fall 2024. Some low-enrolled programs will be evaluated and possibly inactivated based on SB1's definition. A few programs and certificates are new with enrollment growing in them. The remaining programs have either been inactivated, are being offered to meet workforce needs, or have certificates embedded in the program, which requires students to declare the certificate and the degree. By implementing the strategies identified in the 2019-2022 report, we were able to reduce the number of low-enrolled programs by 50%.

Strategies to Support Low Enrolled Courses and Programs:

Stark State College uses many strategies to reduce the number of low-enrolled courses and programs. Our analysis of low-enrollment programs from 2019 – 2022 resulted in 84 certificates and degree programs being on our list. Based on the strategies that we implemented, for 2022 – 2025, we reduced the number to 42.

- Each of our certificates and degree programs are evaluated through Academic Program Review (APR) on a three-year cycle. Assessment of courses is included in our APR process. The APR process provides us with the opportunity to identify courses, certificates, and degree programs that need to be inactivated. Courses are also assessed each semester as part of our course assessment process.
- Stark State College developed structured pathways for our short-term certificates, one-year certificates, and degree programs. The stack-ability of the credentials reduces the number of courses offered and supports higher enrollment in course sections. We are evaluating strategies to ensure students enrolled in the degree program are also enrolled in the respective certificate, including purchasing software that will assist with auto-populating students who have earned a certificate and/or degree.
- Each semester, we analyze the schedule based on enrollment. We identify courses to inactivate due to low enrollment, reduce the number of sections being offered for a course, reduce the number of semesters courses are offered, and identify courses that should be offered as a hybrid or fully online.
- Sections that have 6-9 students enrolled are offered at regular pay if the section has students that are graduating that semester, is a new course that has been offered less than two times (in support of a new certificate or degree program), is in a health cohort and must be offered, or if the course is being offered in the first two semesters at a new additional location. This is designed to support enrollment, retention and completion.

- If the section has 6-9 students enrolled and doesn't meet the definitions above, or if there are 1-5 students enrolled, the course can be offered at reduced pay. The instructor must agree to teach the course at reduced pay. This is designed to support enrollment, retention and completion.
- We plan to conduct targeted marketing using division marketing funds to assist enrollment in low enrolled certificates and degree programs.
- While a few Arts and Sciences Division courses have low enrollment, the courses are embedded into other programs and, therefore, have revenue sufficiency and are cost effective.
- Additional low-enrolled course and program strategies include changing the modality to hybrid or online, combining online sections as well as reducing the number of sections offered, conducting visits to high schools and offering tours on campus to attract enrollment into the program, inactivation of the course(s) and program(s), and increase marketing of the program in support of course and program offerings.

Summary Strategies for Low-Enrolled Courses	Number of Courses/Sections Over 3 Years
Added track to help with increased enrollment	2 (.5%)
Cancel section(s)	5 (1%)
Change modality of course offering	11 (2.5%)
Combine online sections	2 (.5%)
Conduct faculty high school visits and SSC tours as strategies to increase headcount in individual sections	153 (34.4%)
Enrollment in this sibling laboratory course is limited due to facility size	14 (3.2%)
First time offering 21st Century	2 (.5%)
Inactivate course	11 (2.5%)
Inactive the program	2 (.5%)
Increase program enrollment via increased marketing of the program to high schools and employers	81 (18.2%)
NSF grant is being used to increase enrollment	11 (2.5%)
Reduce number of sections being offered	144 (32.4%)
Revise curriculum	6 (1.3%)

Summary Rationale/Strategies for Low-Enrolled Programs/Certificates	Number of Programs/Certificates
We plan to implement targeted marketing to assist with increasing enrollment in the certificate/program.	20 (47.6%)

The programs/certificates are being inactivated due to low-enrollment or have been inactivated due to low-enrollment.	15 (35.8%)
The programs were created for Ariel, Inc., who is a workforce partner. We are advancing our partnership so enrollment will improve.	3 (7.1%)
Programs have revenue sufficiency and cost effectiveness because all courses are needed for, and embedded in, degrees in Engineering, IT, Computer Science, AA-General, or AS-General. We have articulation agreements in the programs to support transferability.	3 (7.1%)
Strategies to improve enrollment include visiting local high schools, career and technical schools; providing on-campus tours (group and individual); recruitment via local dental societies (Stark County and Akron); and continued participation in SSC events to showcase this program.	1 (2.4%)

Summary Rationale for Duplicated Programs

Cuyahoga Community College, Lorain County Community College, Lakeland Community College, and North Central State College are not close in proximity to Stark State. Our students wouldn't drive the distance required to attend one of our duplicated programs at their locations.

While both Kent State and Stark State offer a nursing degree, both degrees are needed to meet workforce and community needs. For the AA and AS-General degrees, they are designed to be transfer degrees. Stark State has articulation agreements with Kent State to support transferability of students. Students attend Stark State for the degree due to our low tuition, ability to transfer to numerous colleges with the degree, and the quality of our program. We offer 17 articulation agreements with Kent State in support of our partnership.

STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -April 24, 2025

REPORTED CRIME STATS FOR CLERY ACT			
<i>Required to report these statistics to Department of Education once a year.</i>			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
MURDER	On Campus	0	0
	Satellite Location	0	0
MANSLAUGHTER	On Campus	0	0
	Satellite Location	0	0
SEX OFFENSES: <i>Forcible</i>	On Campus	0	0
	Satellite Location	0	0
<i>Non-forcible</i>	On Campus	0	0
	Satellite Location	0	0
ROBBERY	On Campus	0	0
	Satellite Location	0	0
AGGRAVATED ASSAULT	On Campus	0	0
	Satellite Location	0	0
BURGLARY	On Campus	0	0
	Satellite Location	0	0
ARSON	On Campus	0	0
	Satellite Location	0	0
MOTOR VEHICLE THEFT	On Campus	1	0
	Satellite Location	0	0
DOMESTIC VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
DATING VIOLENCE*	On Campus	0	0
	Satellite Location	0	0
STALKING*	On Campus	0	0
	Satellite Location	0	0
LIQUOR LAW VIOLATIONS	On Campus	0	0
	Satellite Location	0	0
DRUG-RELATED VIOLATIONS	On Campus	1	0
	Satellite Location	1	1
WEAPONS POSSESSION	On Campus	0	0
	Satellite Location	0	0
TOTALS		3	1
*The following statistics have been added to maintain compliance with the Campus SAVE Act.			
REPORTED CRIME STATS FOR STARK STATE COLLEGE			

STARK STATE COLLEGE - CRIME STATISTICS REPORT

January 1, 2024 -April 24, 2025

These statistics are reported to the College Community for their awareness.			
CATEGORY	VENUE	2024 Statistics	2025 Statistics
CRIMINAL DAMAGING	On Campus	0	1
	Satellite Location	1	0
THEFT	On Campus	2	1
	Satellite Location	0	0
IDENTITY THEFT	On Campus	0	0
	Satellite Location	0	0
ASSAULT	On Campus	1	0
	Satellite Location	0	0
INDUCING PANIC	On Campus	0	0
	Satellite Location	0	0
MENACING/VERBAL THREATS	On Campus	0	1
	Satellite Location	0	0
HARASSMENT	On Campus	0	0
	Satellite Location	0	0
DISRUPTIVE BEHAVIOR	On Campus	2	2
	Satellite Location	2	2
INDECENT EXPOSURE	On Campus	0	0
	Satellite Location	1	0
TOTALS		9	7

NOTE 2024

24-0035 – Indecent Exposure (Off-Campus)
 24-0044 – Disruptive Behavior (Akron)
 24-0050 – Crim Damage (Whipple Auto Shed)
 24-0056 – Motor Vehicle Theft (Main)
 24-0066 – Assault (Akron)
 24-0071 – Theft (Main)
 24-0083 – Disruptive Behavior (Main)
 24-0093 - Disruptive Behavior (Canton)
 24-0100 – Disorderly Conduct (Canton)
 24-0104 – Theft (Main)
 24-0108 – Drug-Related Violation (Main)
 24-0118 – Disorderly Conduct (Canton)
 24-0119 - Drug-Related Violation (Canton)

NOTE 2025

25-0002-Disruptive Behavior (Akron)
 25-0003– Disruptive Behavior (Main)
 25-0019- Disruptive Behavior (Akron)
 25-0028- Disruptive Behavior (Akron)
 25-0029- Disruptive Behavior (Main)
 25-0030- Drug-Related Violation (Akron)
 25-0031-Theft (Main)
 25-0032-Criminal Damaging (Main)
 25-0037-Menacing (Main)
 25-0048- Disruptive Behavior (Main)

Stark State College Out-of-State Travel Authorizations				
Employee	Attending	Where	When	Expense
Claudia Barr	Physics and Astronomy Club Trip	PA & NYC	Mar 10-15	\$2,755
Brian Moore	South by Southwest EDU	Austin, TX	Mar 3-6	\$2,515
Jessica Papajcik	Eastern Communication Association Convention	Buffalo, NY	Mar 26-30	\$620
Amy Jo Sanders	American Chemical Society Spring 2025 Meeting	San Diego, CA	Mar 22-25	\$2,587
Shari Brooks	Phi Theta Kappa Annual Convention Catalyst 2025	Kansas City, MO	Apr 3-6	\$2,316.64
Jessica Papajcik	National Communication Assoc Convention	New Orleans LA	Nov 21-24	\$2,120
* Grant funded ** Program Requirement *** Strategic Excellence Award				

**2025 Calendar of
Board Meetings and Events**

<u>DATES</u>	<u>MEETING/EVENT</u>	<u>TIME</u>	<u>LOCATION</u>
MAY, 2025			
14 Wednesday	BOARD MEETING	8 a.m.	S304
	One-Year Certificate Ceremony	6 p.m.	M100/101
18 Sunday	Commencement Ceremony	2 p.m.	Canton Civic Center
JUNE, 2025			
11 Wednesday	BOARD MEETING	8 a.m.	TBD
JULY, 2025			
9 Wednesday	BOARD MEETING	8 a.m.	TBD
AUGUST, 2025			
13 Wednesday	BOARD MEETING	8 a.m.	TBD
SEPTEMBER, 2025			
10 Wednesday	BOARD MEETING	8 a.m.	TBD
18 Thursday	ODHE Trustees Conference	TBD	Columbus, OH
OCTOBER, 2025			
8 Wednesday	BOARD MEETING	8 a.m.	TBD
NOVEMBER, 2025			
12 Wednesday	BOARD MEETING	8 a.m.	TBD
DECEMBER, 2025			
10 Wednesday	BOARD MEETING	8 a.m.	TBD