

**OWENS COMMUNITY COLLEGE
BOARD OF TRUSTEES
REGULAR MEETING
December 2, 2025**

Meeting begins at 12:30 p.m. (Hybrid Format)

- Board Room #209, Administration Hall, 2nd Floor (30335 Oregon Road, Perrysburg, Ohio)
- Virtual “Join” link, is provided on the Owens public meeting notice web page:
 - https://www.owens.edu/trustees/board_meetings/

AGENDA

Let the record show that this meeting is held in accordance with the Ohio Revised Code and the policies of the Board of Trustees.

EXHIBIT NO.

- I. Call to Order at 12:30 p.m., by the Chair of the Board of Trustees
- II. Roll Call by the Secretary to the Board of Trustees
- III. Adjustment of Proposed Agenda for Today's Meeting
- IV. Minutes of the Board of Trustees 1
 - A. November 4, 2025 ~ Regular Meeting
- V. Report(s) of the Standing Committees (oral)
 - A. Finance Committee
- VI. Board Education: Student Profile (oral)
- VII. Report of the President to the Board of Trustees (oral)

EXHIBIT NO.

- VIII. Recommendations of the President to the Board of Trustees
 - A. Employment of Personnel.....2
 - B. Faculty Tenure Awards.....3
 - C. Recommendation for Performance-Based Merit for Eligible Non-Bargaining Unit Staff.....4
 - D. Recommendation for the American Civic Literacy Course Plan, as Amended5
 - E. College Credit Plus – Terms for Academic Year 2026-2027.....6
 - F. Candidates for Graduation7
 - G. Then and Now Certifications of Appropriations for Board Approval.....8
 - H. Facilities/Capital Improvements Recommendation(s).....9
 - a. HVAC Renovation & Replacement – Equipment Purchase
 - I. Recommendation of Policies10
 - a. 3358:11-4-17 Anti-discrimination and Harassment Policy – for amendment
 - b. 3358:11-5-10 Reduction in Force and Faculty Retrenchment Policy – for amendment
 - c. 3358:11-5-58 Faculty Annual Performance Evaluation Policy – for adoption
 - d. 3358:11-5-59 Faculty Tenure Policy – for adoption
 - e. 3358:11-5-60 Faculty Workload Policy – for adoption
 - J. Other Recommendation(s).....11
- IX. Financial Report 12
- X. Dates to Remember 13
- XI. Statements and Comments by Board Members
- XII. Consideration of an Executive Session for Permissible Discussion Topic(s) 14
- XIII. Adjournment

Mission

Owens Community College is the conduit to changing lives for the better in northwest Ohio. Through affordable, accessible, high quality education and training, and connecting with business and industry through relevant programs, we create pathways to a better quality of life and progress for the Region.

Vision

Owens Community College will be the connector between people, industry and dynamic growth in the Region. By creating solutions to the education, training and workforce needs of the Region, we will be an indispensable partner and a first choice to students, employers and the northwest Ohio community.

Statement of Commitment

PREAMBLE. Owens Community College is for everyone. We are open to anyone who wants to learn, to attain a skill, to earn a credential or a degree. We are here to support individuals who want to take the first step toward a new future or to have a second chance in finding their life's purpose. The people of Owens are committed to the community college mission, and they want to help students, to meet them where they are in support of their academic and career success. Owens is connected throughout the community and partners with employers, collaborative educational institutions, organizations, and others to serve those who seek pathways toward a better life in northwest Ohio and beyond.

Owens Community College is committed to educating students by means of free, open, and rigorous intellectual inquiry. The College is committed to creating a community dedicated to an ethic of civil and free inquiry, which respects the autonomy of each member, supports individual capacities for growth, and the differences in opinion that naturally occur in a public higher education community. Owens Community College embraces its duty to equip students with the opportunity to develop the intellectual skills they need to reach their own, informed conclusions. The hallmark of an Owens education is to think critically, to question deeply, and to approach challenges not with preconceived answers, but with an open, inquisitive mind. This ability to think, not what to think, is the power of independent thought. How to analyze and to apply are what a student cultivates while at Owens. Furthermore, it is Owens Community College's duty to treat all faculty, staff, students—everyone, as individuals, to hold them to equal standards, and to provide them with equality of opportunity.