OWENS COMMUNITY COLLEGE
REGULAR MEETING OF THE BOARD OF TRUSTEES
SEPTEMBER 15, 2026 ~ MINUTES

Call to Order – Chair Mike Bridenbaker called the meeting to order at 12:32 p.m., and directed the record to show the public meeting was held in accordance with the policies of the Board of Trustees, and Ohio Revised Code, Section 121.22 and Chapter 3358.

Roll Call – Roll call was taken, and the following members were present: Mike Bridenbaker, Mary Beth Hammond, Srini Hejeebu (remote), Travis Reiff, Rich Rowe, and Rita Russell (remote). (6)

Minutes of the Board of Trustees – The minutes of the June 2, 2026 regular meeting were provided to the Board of Trustees; and, hearing no corrections, the chair accepted the minutes.

Chair Bridenbaker commented on two recognitions for Trustees Srini Hejeebu and Matt McAlear whose terms were ending on September 21, 2026.

Recognition by the Board of Trustees:

RESOLUTION 2026-09-15-01

WHEREAS, Trustee Srini Hejeebu has faithfully carried out the fiduciary responsibilities of his appointment, in accordance with the oath of office and the Ohio Revised Code, and he has served on the Board of Trustees with distinction, being first appointed on December 16, 2013 with continuous reappointments through his current term ending on September 21, 2026, including:

- Serving on the Board's Student Life Committee, 2015 through 2026;
- Serving as Board Vice Chair, 2020, 2021, 2022, 2024;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the members of the Board of Trustees with President Dione Somerville profoundly thank Dr. Srini Hejeebu for serving Owens Community College through his leadership and support for student success, and for representing the interests of the State of Ohio.

Chair Bridenbaker read the recognition aloud. Mr. Rowe made a motion for the recognition, which was seconded by Ms. Hammond. Chair Bridenbaker called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Srini Hejeebu, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. The motion was carried.

RESOLUTION 2026-09-15-02

WHEREAS, Trustee Matthew McAlear has faithfully carried out the fiduciary responsibilities of his appointment, in accordance with the oath of office and the Ohio Revised Code, and he has served on the Board of Trustees, being first appointed on October 15, 2021 through his current term ending on September 21, 2026, including:

- Serving on the Board's Student Life Committee, 2024, 2025, 2026;
- Serving as the Board's designee to the Foundation Board of Directors, 2022, 2023;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the members of the Board of Trustees with President Dione Somerville profoundly thank Matt McAlear for serving Owens Community College through his support for student success, and for representing the interests of the State of Ohio.

Mr. Rowe made a motion for the recognition, which was seconded by Ms. Hammond. Chair Bridenbaker called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Srini Hejeebu, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. The motion was carried.

Chair Bridenbaker thanked the departing trustees for their service to the College. He noted that he has a call scheduled with the Governor's Office of Boards and Commissions, and he is supportive of expediency in the vetting process for filling the seats.

Report from the Board Designee of the Foundation Board of Directors – Trustee Mary Beth Hammond reported that the Owens Community College Foundation is working with Huron Consulting for a feasibility study to consider a potential campaign. In June, Leadership Briefings were held with over 40 community leaders and she was privileged to be part of the conversation to explore the next big focus for Owens Community College. About half of those individuals were subsequently interviewed by Huron Consulting. The Huron consultants have been invited to attend the October 5 joint retreat with the Board of Trustees and Foundation Board of Directors. She encouraged all Board members to attend in-person to directly hear from the consultant. The Foundation awarded close to $330,000 in scholarships for the 2026-2027 academic year, which was an increase of more than $80,000 from the prior year. Also, the College has been notified of grant awards totaling $1.738 million for the 2026-2027 academic year, including Trio and Aspire grants and a $500,000 grant from the National Science Foundation. She noted that the Foundation staff is bringing in sponsorships for the college-wide events of the September 21 Foundation Golf Classic; the October 15 Jill of All Trades event that introduces high school students to careers in the skilled trades; and the Big Read activities throughout the academic year.

Board Education: Owens Has Heart Initiative – Tasha Hussain Black, Vice President, Strategic Initiatives, Marketing and Communications, presented the connecting role that Owens Has Heart brings from reflecting on the historical impact of the College at the 60th anniversary in 2025 to sustaining the momentum until the expected launch for the next strategic plan in 2028. A 17-member committee representing all divisions of the College will link all the ways that Owens brings heart to what we do. The college-wide initiative creates a framework of five pillars connecting strategic priorities to outcomes for students, employees and the community. The heart of Owens has always been here, and it is a way to take this opportunity for engagement and to be intentional in telling the stories of how Owens positively impacts communities and the region it serves in ways that resonate and recognizes students, employees and the contributions of the College.



Mr. Rowe asked how this initiative may help in breaking the cycle of poverty for some folks in the community; how can we share the story of the impact of a technical or associate degree to a job or career earning good wages? Ms. Hussain Black agreed and noted that short-form videos for target audiences and the redesign of the website for academic programs lay out career paths with potential earnings. Marketing and Communications has a plan for next year of what a person can do in a technical field, and these will be on social media and the website.

President's Report – President Dione Somerville presented her report, which was newly formatted in the Owens Has Heart framework. The following selected items are noted for the meeting minutes:

- Heart for Students.
  - Scholarships. Six new scholarships through the Owens Foundation were established and 11 scholarships were amended for the 2026-27 academic year, totaling scholarships of $329,355 to 300 students. The first award of the annual Toledo Transportation Club CDL scholarship was made to a student. Positive community visibility through local media.
  - Student Life and Campus Events. Student engagement in campus events continued to show positive momentum, with students participating across a range of activities. Recent events included the Student Resource Expo with 115 student participants, the Findlay Fall Fest with 67 participants, and the Fall Fest Recap with 233 participants. These participation levels demonstrate growing student engagement and interest in opportunities that build connection, community, and involvement across campus.
  - College Comeback Program. The College had 11 students return to Owens via the College Comeback program. Of these students, 4 students completed their requirements with past due balances forgiven.
- Heart for Teaching and Learning.
  - Opening Week Participation. Opening Week events to kick off the week before the Fall Semester start, drew 779 participants, which included the State of the College events at the

Findlay-area and Toledo-area campuses; 317 participants in HR-related events and 51 participants in the BIG Read event, one of its largest attendance totals.

- Program Accreditation. Owens Community College's MRI program received an eight-year re-accreditation from JRCERT, the maximum term granted, remaining the only Associate Degree MRI program in the country with this accreditation. Dr. Denise Smith, Vice President of Academic Affairs, said the achievement showed they have created and maintained a program with sustained attention to curriculum quality and continuous improvement. Program chair Suellen Barnum credited nearly a year of preparation by faculty and staff.
- Articulation Agreement. The American Sign Language (ASL) Interpreter program students may seamlessly continue their education through a new articulation agreement with Mount Aloysius College, beginning this fall. Graduates with an associate degree can enter Mount Aloysius' CCIE-accredited Bachelors of ASL/English Interpreting program, one of only 15 such programs nationwide.
- Pre-Apprenticeship and Welding Programs. Successful completion of the third cohort of the Glass City Academy pre-apprenticeship program with 8 students graduating and 3 enrolling the same day at Owens. First cohort of the Lucas County Youth pre-apprenticeship program in partnership with Harbor. This 8-week program focused on manufacturing skills in addition to life skills and job skills. 11 students graduated. At the Cherry Street Mission, another cohort of 10 students successfully graduated from the 96-hour welding program.

- Heart for Employees.
  - Department of Public Safety. Owens welcomed Jennifer Emptage, who was sworn in as the new Chief of Police and Director of Public Safety and Security. She brings nearly 13 years of law enforcement experience, most recently serving as a Lieutenant with the Bowling Green State University Police Department.
  - Human Resources. Launched a partnership with a third-party administrator for FMLA management to provide employees with enhanced leave support, improved responsiveness, and a more streamlined leave experience. Kicked off the financial onboarding program to train new hires on how to successfully navigate Owens financial processes. With the input of the Employee Engagement Committee, developed an engagement and wellness calendar for the academic year. Savage and Associates held meetings with leadership from each union to enhance benefits communications with employees for the current and upcoming benefits years. Human Resources facilitated a discussion with advisors in the Student Affairs division, designed to gather employee feedback, understand workplace experiences, and identify opportunities to improve engagement, culture, and organizational effectiveness.
  - Manager/Supervisor Training. 52 managers attended training focused on Workday process improvements, institutional communication guidelines, and performance evaluation guidance.
- Heart for Community.
  - Revolving Loan Fund. The College received $991,495 in a revolving loan through the Ohio Department of Higher Education program for the removal of the Health Technologies Hall and Bicentennial Hall, which served as the center of healthcare education for more than

five decades before programs relocated to the new Healthcare Education Center in 2025. The aging buildings have cost the college about $217,000 annually to maintain since closing. The project will begin this fall.

- Trio Program. A new five-year, $280,000 annual grant from the U.S. Department of Education will help the TRIO Educational Opportunity Center (EOC) at Owens to serve 1,000 individuals annually, up from 850. The funding supports personalized advising, workshops and coaching while expanding workforce development training for in-demand careers. Since 2021, the EOC has served nearly 2,500 individuals, including more than 350 with FAFSA assistance, and helped more than 400 participants enroll or re-enroll in college during 2024-25.
- Regional Growth Partnership FAM Tour. Participation in the RGP FAM (familiarization) tour for economic development site selectors throughout the country. The focus of the session was how northwest Ohio educational providers work to meet the needs of area employers. Presented in partnership with Toledo Area Schools, University of Toledo, Bowling Green State University and Owens Community College.

- Heart for the Future.
  - Summer Enrollment. During the Summer 2026 enrollment cycle, total student headcount increased 4.2% compared with the prior year. New student enrollment increased 9.2%, exceeding the forecasted goal by 35 students. This continued a positive trend of new student enrollment growth over the past four summer terms.
    - 2023: 221 New Students (+38.1%)
    - 2024: 265 New Students (+19.9%)
    - 2025: 381 New Students (+43.8%)
    - 2026: 416 New Students (+9.2%)
  - Fall Enrollment. During the Fall 2026 semester enrollment cycle, total student enrollment reached 7,652 students, representing a 3.1 percent increase over Fall 2025 and the highest fall enrollment since before the COVID-19 pandemic. This marked the College's eighth consecutive semester of enrollment growth and fifth consecutive fall semester with an increase in headcount. The continued growth reflects increases among both new and continuing students, with 2,049 new students enrolled, a 5.0 percent increase from Fall 2025. Continuing student enrollment also increased 4.5 percent, from 2,987 in Fall 2025 to 3,120 this fall. These results reflect continued positive momentum in both attracting new students and retaining students as they progress toward their educational goals.
  - EAB Navigate 360. Began implementation of EAB Navigate360, a comprehensive student success platform designed to strengthen coordination, communication, and proactive student outreach. The platform will integrate with Workday and Blackboard, with a targeted go-live in late October 2026. Phase 1 implementation includes Admissions, Academic Advising, Student Financial Services, Career Advising, the Call/Welcome Center, and key student support areas including Tutoring, Disability Services, Community Connections, Counseling, Student Life, and faculty. Navigate360 will provide a connected platform for appointments, calendars, texting, communications, referrals, care reports, and follow-up, helping ensure students are connected to the right person or resource at the right time.

- Phone System. As part of continued cost-saving measures and overall goal of moving to the cloud, the phone system transitioned from on-premises to the cloud. This was a very large project that required a great deal of setup and testing. The new solution, WebEx, has already shown greater useability and improved call quality.
- Capital Projects. Architects/Engineers have been selected for Access Improvement and Roof Replacement capital projects to begin Spring of 2027. Architect interviews for the Engineering Technologies renovation project are underway.
- Procurement Initiatives. Launched a Walmart business account; implemented bulk paper ordering, and are in the final stages of a new CDW punchout integration. Each initiative strengthens financial stewardship while providing employees with simpler, more efficient, and cost-effective purchasing solutions.

RECOMMENDATIONS OF THE PRESIDENT TO THE BOARD OF TRUSTEES

Monitoring Report: Academic Excellence

RESOLUTION 2026-09-15-03

WHEREAS, the President's role is to assure that the Board has sound, comprehensive, actionable assessment of how the institution is performing; and

WHEREAS, the Board's role is to review the monitoring report to find that the President has made a reasonable interpretation of the ends statement, and the data in the report provides evidence of that interpretation; and

WHEREAS, the monitoring report ends statement is:

- ACADEMIC EXCELLENCE: The College will deliver high quality, relevant training and education, assuring faculty and staff have the resources needed to prepare students for meaningful careers and that students are able to access training and education through the flexible delivery methodology and best practice pedagogy;

WHEREAS, the monitoring report interpretation is:

- ACADEMIC EXCELLENCE: Compliance with the ends statement is demonstrated through the evidence of accreditation and review of academic programs, development of curriculum, retention of credentialed faculty, commitment to professional development and engagement, provision of academic support serving student needs, policies/practices/investments supporting instructional delivery and access; and, documentation of continuous improvement;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Trustees accepts the Academic Excellence monitoring report (Appendix I) and confirms the report demonstrates compliance with a reasonable interpretation of the ends statement.

President Somerville commented on the data that is in the monitoring report for academic excellence, including that in comparison to the Ohio two-year colleges, Owens is a high performer in relation to funding for course completion per FTE enrolled. The report also noted that Owens graduates with associate degrees and certificates outperformed the state average for earning wages at the one-year, five-year and ten-year marks after graduation.

Ms. Hammond made a motion to approve the monitoring report, which was seconded by Mr. Reiff. Chair Bridenbaker called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Srini Hejeebu, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. The motion was carried.

Employment of Personnel:

RESOLUTION 2026-09-15-04

BE IT HEREBY RESOLVED that the recommendation of the President to employ the following persons, be approved by the Board of Trustees:

- P-11694 Assistant Dean, Institutional Research and Data Systems, Lohit Allaparti
- P-11324 Assistant Chair, Clinical Nursing Operations, Judith Stasa
- P-10475 Child Care Teacher, Holly Clements
- P-10459 Director, Public Safety and Security/Chief of Police, Jennifer Emptage
- P-10368 Instructional Designer, Keri Griffin
- P-100077 Chair, Nursing, Chris Emch
- P-11745 Clinical Teaching Faculty, Kristin Skotynsky
- P-102206 Chair, Welding and Skilled Trades, Benjamin Frazier
- P-11443 Digital Marketing Strategist, Olivia Webb
- P-11519 Clinical Teaching Faculty, Andy Fox
- P-102423 Dean, School of Nursing and Health Professions, Teddy Farias

BE IT HEREBY RESOLVED that the recommendation of the President to revise the assignments on the basis indicated below, be approved by the Board of Trustees:

- P-11826 Assistant Director, TRIO/Veterans Upward Bound, Heather Vincil
- P-100513 Academic Advisor, Timothy Santry
- P-11722 Manager, Course Inventory and Compliance, Ruth Babel-Smith
- P-100021 Advisor, Student Financial Services, Nicholas Kohler
- P-100019 Administrative Assistant, Workforce and Community Services, Lesley Longfellow
- P-11711 Advisor, College Credit Plus, Shelby Vasko
- P-11667 Facilities Specialist II, Dean Niederkohr
- P-102291 Instructor, Early Childhood Education, Nehama Miller
- P-10087 Instructor, Nursing, Melissa Downs
- P-10846 HRIS & Compensation Analyst, Jacob Reynolds
- P-102183 Instructor, Certified Nursing Assistant, Shelia Schrag
- P-101856 Earn & Learn Success Coach, Precious Tate

Mr. Reiff made a motion to approve the recommendation, which was seconded by Ms. Russell. Chair Bridenbaker called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Srini Hejeebu, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. The motion was carried.

FACILITIES/CAPITAL IMPROVEMENTS

- **Local Administration of Capital Projects per Ohio Revised Code 3345.50**

RESOLUTION 2026-09-15-05

WHEREAS, Resolution 2025-11-04-04 approved the Request for Capital Improvements for the six-year period of fiscal year 2027 through fiscal year 2032 to the Ohio Department of Higher Education; and

WHEREAS, the President and Treasurer recommend the local administration of the FY 2027-2028 biennium capital facilities projects under $4 million;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Owens Community College Board of Trustees approves the local administration of the FY 2027-2028 biennium capital facilities projects, in accordance with Section 3345.50 of the Revised Code, in compliance with Section 153.16 of the Revised Code and the policies of the Board of Trustees; and, the Vice President, Business Affairs/Chief Financial Officer/Treasurer is the institutional designee for which local administration is granted, in compliance with Rule 3333-1-24 of the Ohio Administrative Code.

- **Prior Authorization for the General Contract Award for the Health Technologies and Bicentennial Hall Conjoined Building Structure Demolition Project:**

RESOLUTION 2026-09-15-06

WHEREAS, pursuant to 3358:11-4-24 Construction Purchasing Policy, a capital improvement project with a project cost of $200,000 and above requires the approval of the Board of Trustees;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Treasurer/Chief Financial Officer and the President are authorized to award a general contract to the recommended lowest responsive and responsible bidder for the Health Technologies and Bicentennial Hall Conjoined Building Structure Demolition Project using Ohio Department of Higher Education Strategic Square Footage Reduction Loan funds, for a project cost not to exceed $1,175,000.00, be approved by the Board of Trustees.

Mr. Rowe made a motion to approve the recommendations, which was seconded by Mr. Reiff. Chair Bridenbaker called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Srini Hejeebu, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. The motion was carried.

Recommendation of Curricular Actions:

RESOLUTION 2026-09-15-07

WHEREAS, Resolution 2026-02-03-07 adopted the College's curricular approval process in compliance with Ohio Revised Code 3345.457, the 136th General Assembly's House Bill 96 legislation, for the establishment of new and modifications of academic programs, curricula, courses, general education requirements, and degree programs; and

WHEREAS, the President has reviewed and recommends the listed curricular actions, Appendix II;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Owens Community College Board of Trustees approves this Resolution and the listed curricular actions of Appendix II.

APPENDIX II

Action Type	Program / Course	Change Description (Brief)	Effective Term	Notes
☐ New ☐ Change x Delete	Associate of Applied Business in Business Office Professional	Deletion of low enrolled program..	x Fall 2026 ☐ Spring ☐ Summer	Has committee and Provost recommendation for approval This inactivation is required by ORC 3345.454.
☐ New ☐ Change x Delete	Associate of Applied Science in CAD Technology	Deletion of low enrolled program..	x Fall 2026 ☐ Spring ☐ Summer _____	Has committee and Provost recommendation for approval This inactivation is required by ORC 3345.454.
☐ New ☐ Change x Delete	Associate of Applied Science in Electrical/Electronics Engineering Technology	Deletion of low enrolled program..	x Fall 2026 ☐ Spring ☐ Summer	Has committee and Provost recommendation for approval This inactivation is required by ORC 3345.454.
☐ New ☐ Change x Delete	Associate of Applied Science in Emergency Services Technology	Deletion of low enrolled program..	x Fall 2026 ☐ Spring ☐ Summer	Has committee and Provost recommendation for approval This inactivation is required by ORC 3345.454.
☐ New ☐ Change x Delete	Associate of Applied Science in Building Maintenance	Deletion of low enrolled program..	x Fall 2026 ☐ Spring ☐ Summer	Has committee and Provost recommendation for approval This inactivation is required by ORC 3345.454.
☐ New ☐ Change x Delete	Associate of Applied Science in Mechanical	Deletion of low enrolled program..	x Fall 2026 ☐ Spring ☐ Summer _____	Has committee and Provost recommendation for approval This inactivation is required by ORC 3345.454.

Action Type	Program / Course	Change Description (Brief)	Effective Term	Notes
☐ New ☐ Change x Delete	Associate of Applied Science in Medical Assisting	Deletion of low enrolled program.	x Fall 2026 ☐ Spring ☐ Summer	Has committee and Provost recommendation for approval This inactivation is required by ORC 3345.454.
x New ☐ Change ☐ Delete	Certified Nursing Assistant/STN 110	Course being offered at the Ebeid Center as part of a partnership with Promedica.	x Fall 2026 ☐ Spring ☐ Summer	Has executive leadership and department support.
x New ☐ Change ☐ Delete	Early Childhood Education Technology	Less than 50% of the program being offered at the Learning Ladder or other center on rotation to serve the early childhood education centers in Toledo.	x Fall 2025 ☐ Spring ☐ Summer	Has executive leadership and department support.

Ms. Russell a motion to approve the recommendation, which was seconded by Mr. Rowe. Chair Bridenbaker called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Srini Hejeebu, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. The motion was carried.

Chartering of a Standing Committee:

RESOLUTION 2026-09-15-08

WHEREAS, 3358:11-1-02(E)(4)(a) of the Bylaws states that standing committees shall be chartered annually and approved by majority vote; and

WHEREAS, the Board Chair has the authority to appoint members to the standing committees;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Trustees charters and charges the following standing committee for 2026-2027 academic year:

- **Academic Affairs Committee** ~ to help monitor institutional compliance for reports related to academic quality requested or due to the Chancellor, Ohio Department of Higher Education.

Ms. Russell a motion to approve the resolution, which was seconded by Mr. Reiff. Chair Bridenbaker called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Srini Hejeebu, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. The motion was carried.

Chair Bridenbaker appointed to the new committee, Trustees Hammond, Rowe and Bridenbaker (himself).

THEN AND NOW CERTIFICATION OF APPROPRIATIONS REQUIRING BOARD APPROVAL

RESOLUTION 2026-09-15-09

WHEREAS, Ohio Revised Code 5705.41(D)(1) provides that if prior certification of funds by the fiscal officer was not obtained before the contract or order involving the expenditure of money was made then the fiscal officer may instead certify; and

WHEREAS, that there was at the time of the making of such contract or order and at the time of the execution of such certificate a sufficient sum appropriated for the purpose of such contract and in the treasury or in process of collection to the credit of an appropriate fund free from any previous encumbrances; and

WHEREAS, thus the fiscal officer is certifying that there were appropriations available and funds in the treasury or in the process of collection at the time the contract or order was made (then), and there are still sufficient appropriations and funds in the treasury or in the process of collection at the time the certificate is being issued (now); and

WHEREAS, the amount of the certificate equals or exceeds $3,000.00;

NOW, THEREFORE, BE IT RESOLVED by the Owens Community College Board of Trustees that:

- SECTION I. Appendix III – is approved and the Board of Trustees hereby certifies that at the time of the making of the contract(s) and order(s) and at the date of the execution of this certificate, the amount of funds required to pay this contract(s) or order(s) has been appropriated for the purpose of this contract of order and is in the treasury or in the process of collection to the credit of the fund free from any previous encumbrance.
- SECTION II. Open Meetings. It is found and determined that all formal proceedings and actions of the Board of Trustees concerning and relating to the passage of this Resolution were adopted in an open meeting of this Board of Trustees, and that all deliberations of the Board of Trustees and any of its committees that resulted in such formal action, were in meetings open to the public in compliance with all legal requirements, including Section 121.22, of the Ohio Revised Code and the policies of the Board of Trustees.

Ms. Hammond a motion to approve the recommendation, which was seconded by Mr. Reiff. Chair Bridenbaker called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Srini Hejeebu, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. The motion was carried.

Policy Recommendation:

RESOLUTION 2026-09-15-10

WHEREAS, current board policies and college procedures are reviewed on a five-year cycle, and the review process generally includes vetting and posting proposed changes to employees for feedback; and,

WHEREAS, the President and the Vice Presidents reviewed and recommend the listed policies (from chapter 2-academic and chapter 3-college life), as follows:

- Appendix IV – Amendment of 3358:11-2-52 Dual Degrees and/or Majors Policy for minor edits for current processes for the policy and the procedures;

- Appendix V – Amendment of 3358:11-2-59 Transfer Credit Policy for minor edits for current processes for the policy and the procedures;

- Appendix VI – Amendment of 3358:11-3-65 Assistance and Support to Veterans and Service Members Policy for updates to comply with federal law, 34 CFR § 668.18 Readmission Requirements for Servicemembers;

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Board of Trustees amends 3358:11-2-52 Dual Degrees and/or Majors Policy, 3358:11-2-59 Transfer Credit Policy, and 3358:11-3-65 Assistance and Support to Veterans and Service Members Policy;

BE IT FURTHER RESOLVED that the Board of Trustees authorizes the Secretary to the Board of Trustees to file said policy with the Ohio Legislative Service Commission.

Mr. Rowe a motion to approve the recommendation, which was seconded by Mr. Reiff. Chair Bridenbaker called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Srini Hejeebu, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. The motion was carried.

Financial Report – Members of the Board of Trustees were provided the financial exhibits for purchases, expenditures and job requisition report in accordance with the 3358:11-1-12 Finance Standards Policy, which the chair accepted, as submitted. There was no monthly financial statement due to the audit in progress for fiscal year 2026.

Dates to Remember – Chair Bridenbaker commented on Foundation Golf Classic, and he thanked the sponsors and those who purchase raffle tickets to help raise funds in support of student scholarships and programs. He noted the Finance Committee meeting scheduled for September 21 and the special meeting, October 5, a joint meeting with the Foundation Board of Directors.

Statements and Comments by Board Members – Trustee Reiff commented on the statewide conference for Trustees hosted by the Ohio Department of Higher Education, it was awesome and it connected him to his role as a trustee and the College's place in the community. Vice Chair Hammond commented she attended in-person and the conference provided great information. Chair Bridenbaker commented on the conference that it was extremely helpful, especially in laying out changes and trends. Trustee Rowe asked the Chief Financial Officer for an explanation on the financial exhibit for the line item, United Health Care claims imprest fee, which Mr. Ganues will follow up.

EXECUTIVE SESSION

Chair Bridenbaker announced an executive session to prepare for a collective bargaining strategy. Ms. Hammond made a motion to adjourn to executive session as specified. Mr. Reiff seconded the motion; and, the chair called for a roll call vote. Roll Call: Mike Bridenbaker, aye; Mary Beth Hammond, aye; Travis Reiff, aye; Rich Rowe, aye; and, Rita Russell, aye. (5)

Upon return from executive session, roll call was taken and the following members returned to open session. Roll Call: Mike Bridenbaker, Mary Beth Hammond, Travis Reiff, Rich Rowe, and Rita Russell. (5)

Adjournment – As there was no further business to come before the Board of Trustees, the chair declared the meeting adjourned at 2:05 p.m.

APPENDIX I

MONITORING REPORT – September 15, 2026 – Exhibit No. 3 ~ Appendix I

ACADEMIC EXCELLENCE

Dione D. Somerville, Ed.D., President

Denise Smith, Ph.D., Provost/Vice President, Academic Affairs/CAO

ACADEMIC EXCELLENCE

ENDS STATEMENT

The College will deliver high quality, relevant training and education, assuring faculty and staff have the resources needed to prepare students for meaningful careers and that students are able to access training and education through the flexible delivery methodology and best practice pedagogy.

INTERPRETATION

Compliance with the ends statement is demonstrated through the evidence of accreditation and review of academic programs, development of curriculum, retention of credentialed faculty, commitment to professional development and engagement, provision of academic support serving student needs, policies/practices/investments supporting instructional delivery and access; and, documentation of continuous improvement.

EVIDENCE

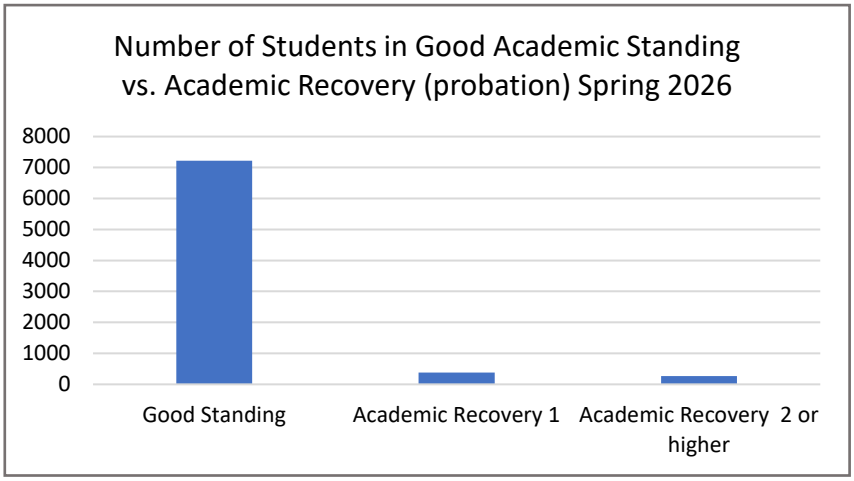
The Academic Monitoring Report provides an overview of the overall academic performance for the 2025-26 academic year. The report will give highlights related to the area and its functions.

Overall Student Academic Performance

Overall, students at Owens continue to perform at a high rate. As we saw last year, we continue to see that 92% of students are in good academic standing with 8% being in Academic Recovery, which replaced academic probation.

Chart 1 – Academic Standing – Spring 2026

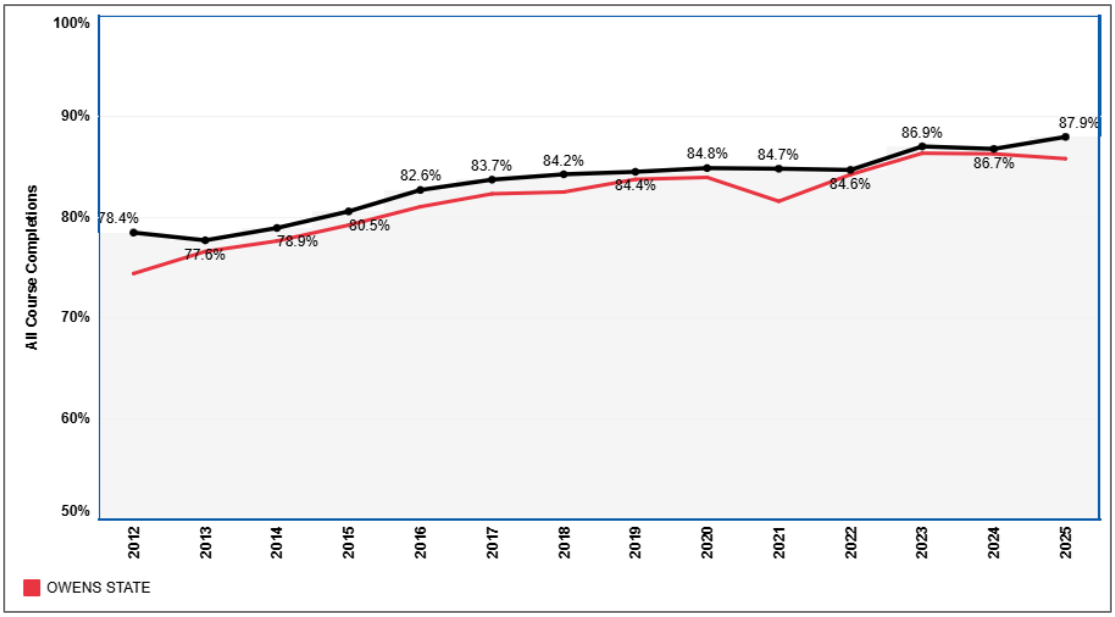
(Data from Owens Office of Registrar)



Owens continues to hold course completion rates at 86% (red line) which is slightly below the sector average (black line). Overall course completion has been increasing with a slight dip in the last year of 0.5%. Owens remains third in overall course completions at the state level.

Chart 2 – All Course Completion Rates – 2012 to 2025

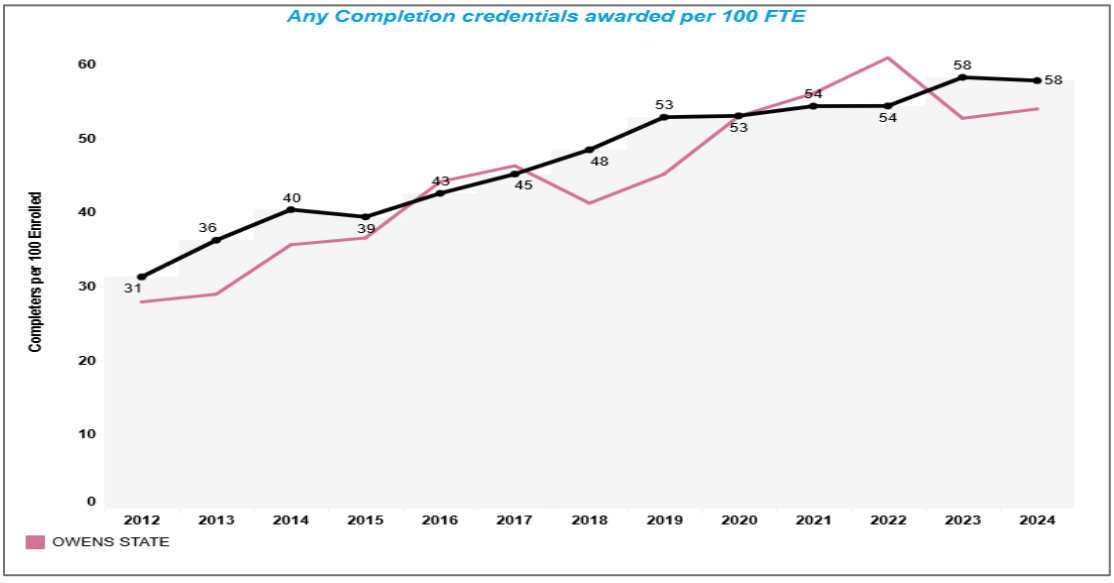
(Data from Ohio Association of Community Colleges)



Since 2012 both the sector and Owens have seen increases in degree and certificate completion. Last year both the sector and Owens lost ground with the College taking a larger dip.

Chart 3 – Completers per 100 FTE Enrolled Students – 2012 to 2024

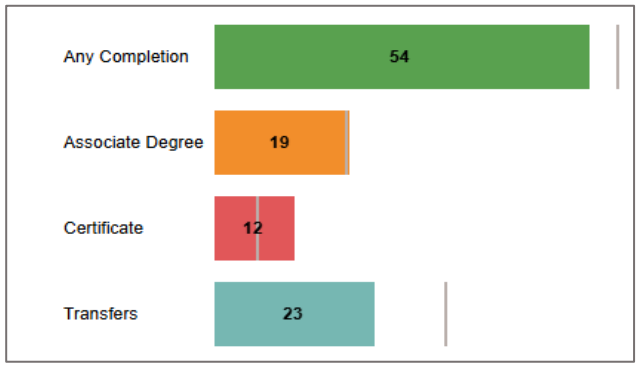
(Data from Ohio Association of Community Colleges)



A closer look at degree and certificate completion shows that degree completion was on par with the sector average and certificate completion was well above average. Transfers were significantly under the sector average.

Chart 4 – Completers by Level

(Data from Ohio Association of Community Colleges)

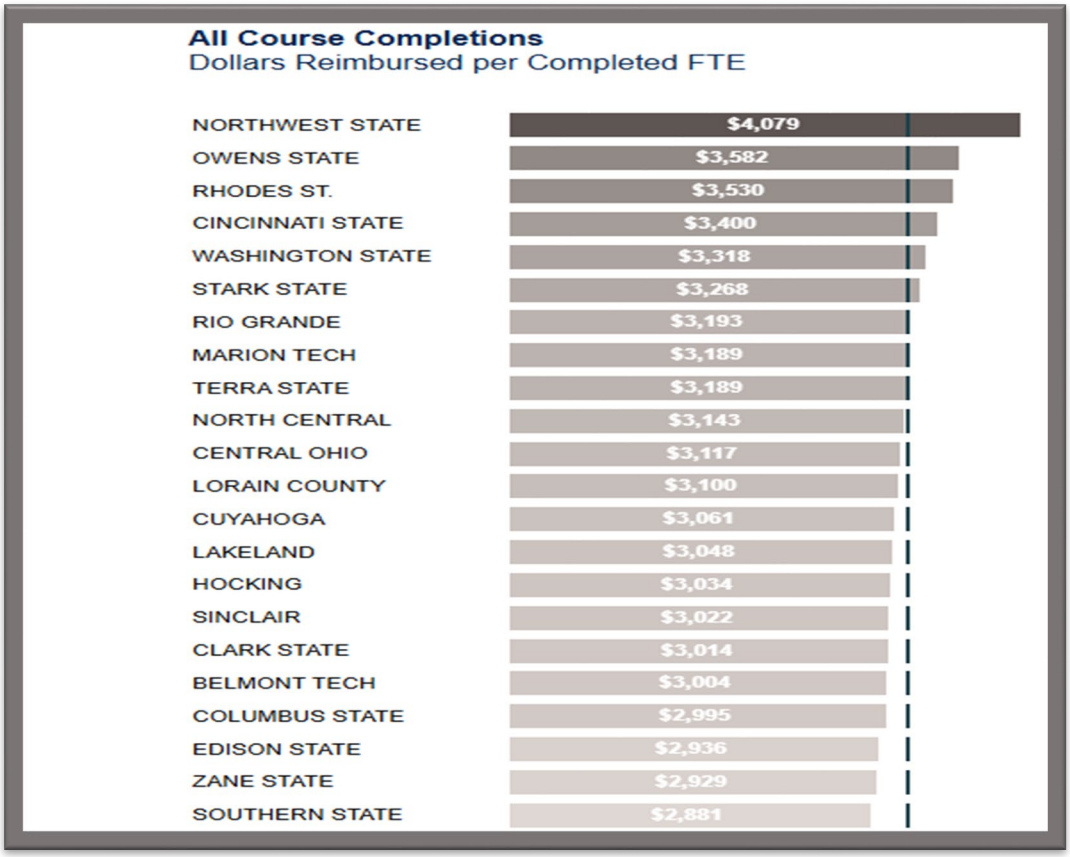


The numbers in green are the number of completers per 100 FTE enrolled.

Owens outperforms all but one community college in relation to funding for course completion by FTE. This is also well above the state average.

Chart 5 – All Course Completions - Dollars Reimbursed per Completed FTE

(Data from Ohio Association of Community Colleges)



The current IPEDs graduation rate is 35% which is an increase from previous years. The persistence rate for first-time, full-time students at the institution is 64%. This is also an increase from previous years.

Chart 6– Three-Year Graduation Rates since 2012

(Data from IPEDs – US Department of Education)

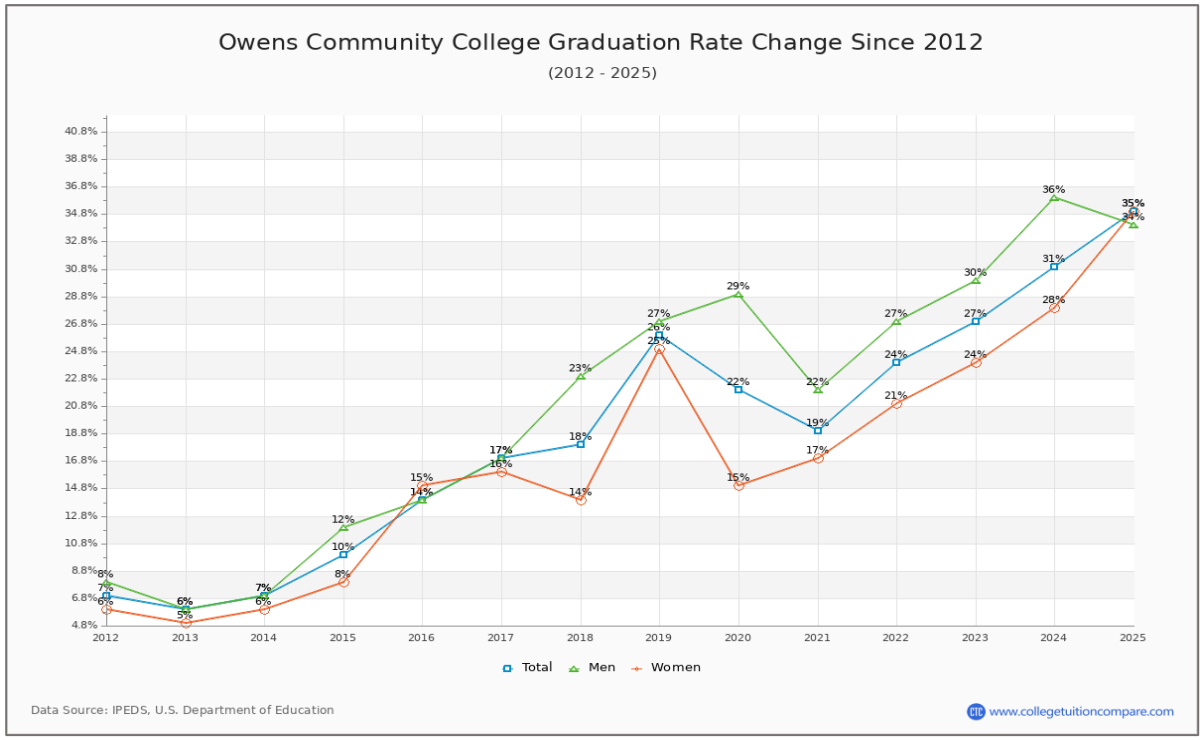


Chart 7– Three-Year Success Rates of First-time, Full-time, Students who began in Fall 2021

(Data from Ohio Department of Higher Education)

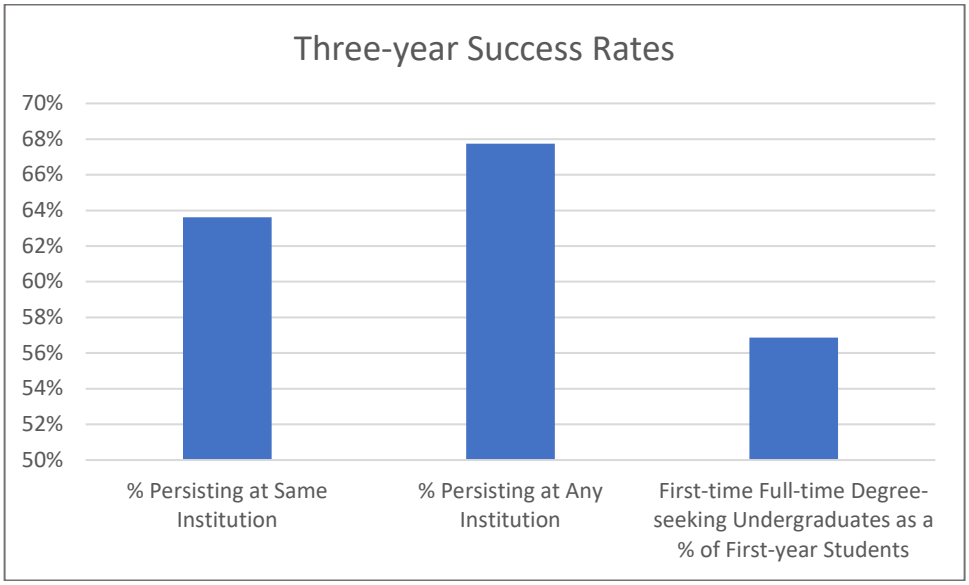
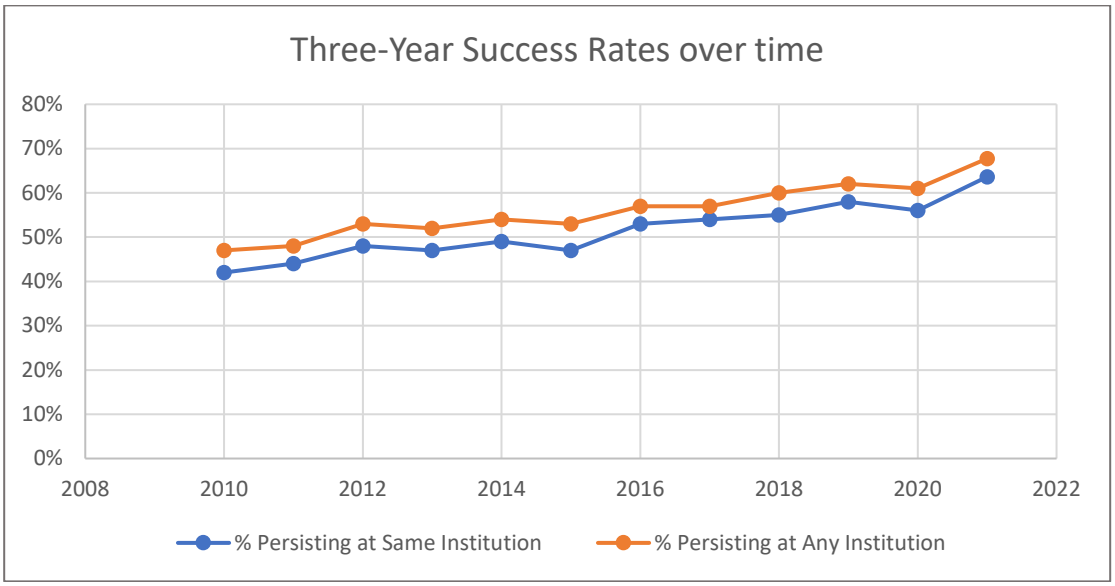


Chart 8– Three-Year Success Rates of First-time, Full-time, Students
(Data from Ohio Department of Higher Education)



Ohio Department of Higher Education reported that the Owens currently has a one-year post graduation employment rate of 79% for associate degrees, 78% for long-term certificates, and 79% of short-term certificates. Eighty-eight percent of Owens students remain in the state for their employment.

Owens Associate and Short-term Certificate graduates outperform the Ohio average one year, five years, and ten years after graduation, earning more than the state average. However, this trend does not hold for 30+ hour certificates. While not lagging too far from the average, it is an area worth more exploration.

Chart 9– Wages of Employed Associate Degree Graduates (50th percentile)

[Data from: US Census Bureau (2024) and Post-Secondary Employment Outcomes Data (2001-2021)]

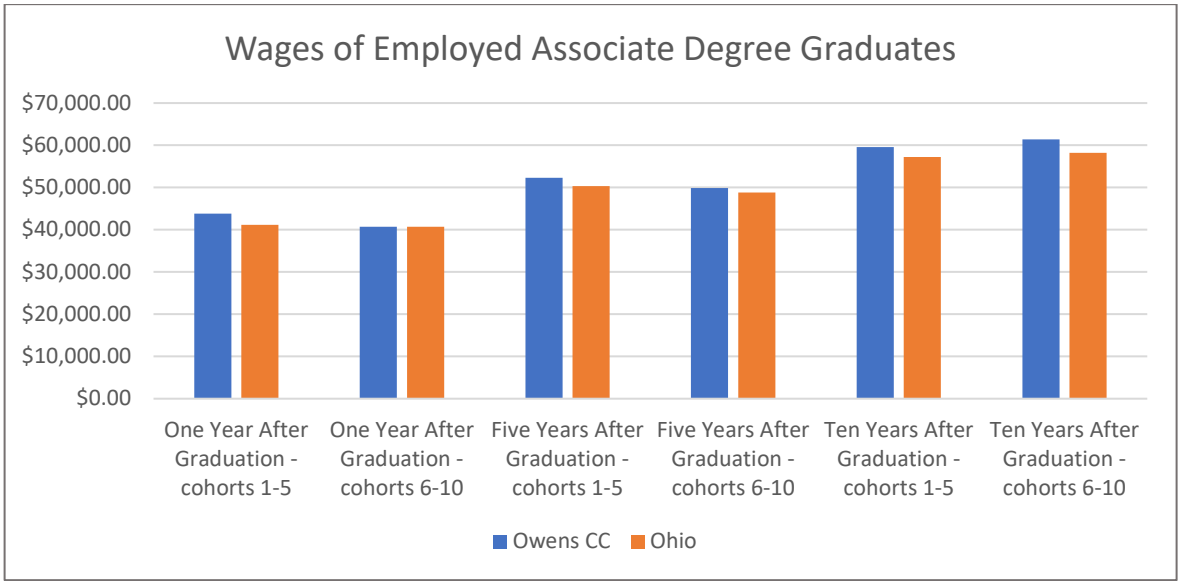


Chart 10– Wages of Employed Less than 1 Year Certificate Graduates (50th percentile)
[Data from: US Census Bureau (2024) and Post-Secondary Employment Outcomes Data (2001-2021)]

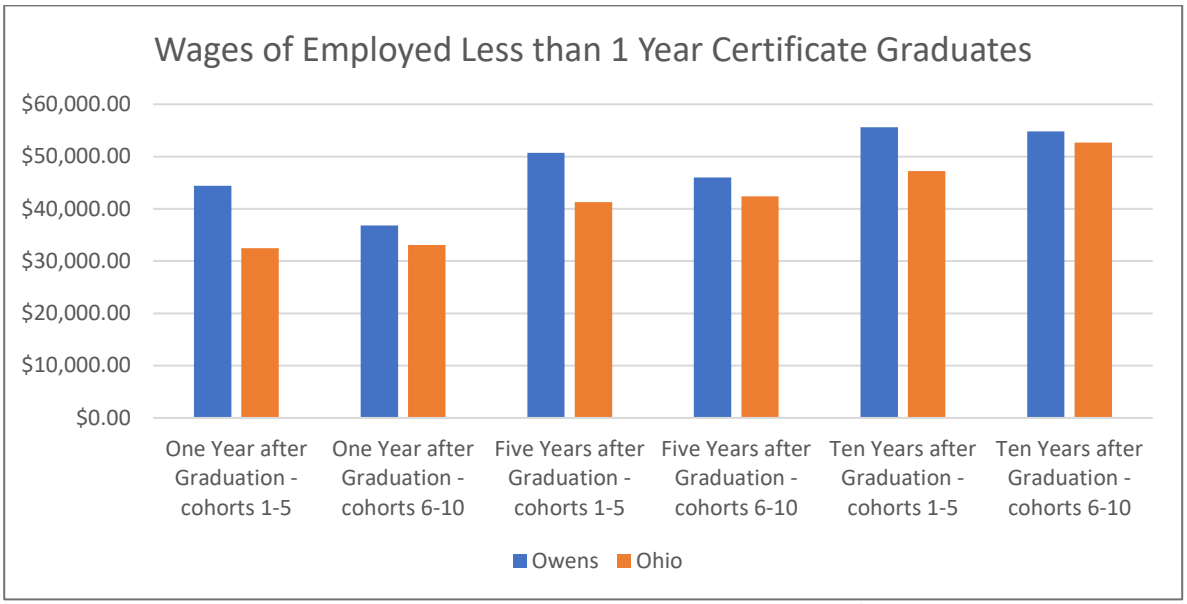
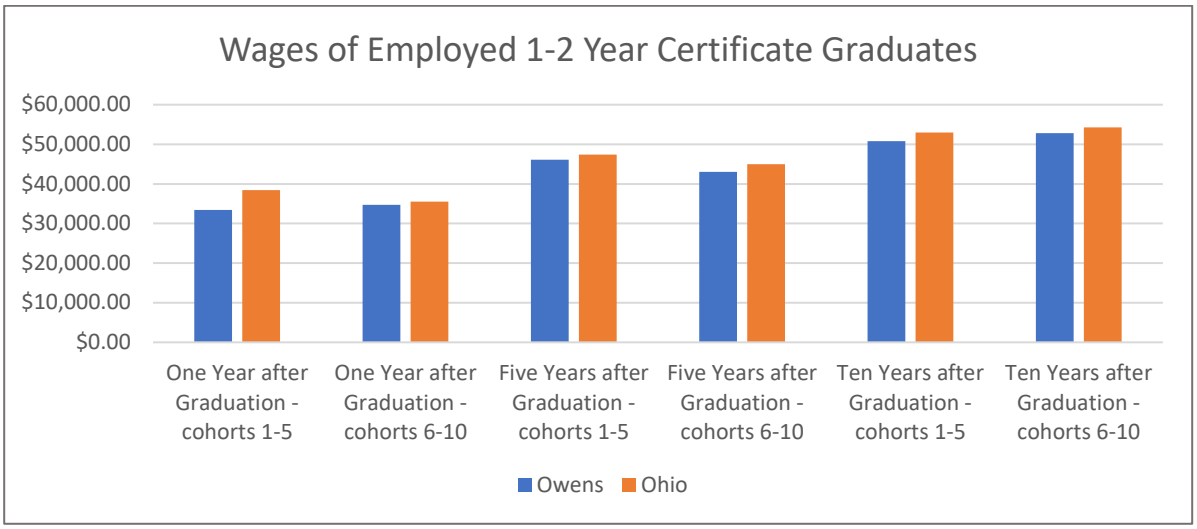


Chart 11– Wages of Employed 1-2 Year Certificate Graduates (50th percentile)

[Data from: US Census Bureau (2024) and Post-Secondary Employment Outcomes Data (2001-2021)]



The successes above have led the College to multiple successes in comparison with the other Ohio 22 community colleges on the benchmarks the state reviews, as follows:

From 2018 to 2025:

- ***Owens moved from 18th place to 3rd place in COURSE COMPLETION***
- ***Owens moved from 16th place to 4th place in COURSE COMPLETION access category***
- ***Owens remains in 3rd place in STUDENT COMPLETION access category.***

From 2024 to 2025:

- ***Owens remained at 4th place in OVERALL COMPLETION-BASED FUNDING per FTE***

Program Effectiveness

Owens academic programs with licensure exams have high success rates, often over the state and/or national averages. The list below are examples of the licensure exam pass rates by Owens students.

Table 1 – Licensure Exam Pass Rates by Programs

Program/Exam	**Year**	**Owens**
Dental Hygiene – National Board Dental Hygiene Exam	2025	100%
Dental Hygiene – CDCA/AREB/CITA ADEX Clinical Exam and Computer Simulated Clinical Exam	2025	100%
Diagnostic and Vascular Sonography – RDMS (AB) (3-year average)	2025	73%
Diagnostic and Vascular Sonography – RDMS (OB/GYN) (3-year average)	2025	95%
Diagnostic and Vascular Sonography – RVT(VT or RVS (3- year average)	2025	89%
Health Information Technology – RHIT Exam		
Magnetic Resonance Imaging – AART Certification Exam	2025	78%
Medical Assisting – Certified Medical Assisting Exam (5-year average)	2025	100%
Nursing - NCLEX RN Exam NCLEX PN Exam	2025 2025	83.0% 100%
Occupational Therapy Assistant – National Licensure Exam	2025	70%
Physical Therapy Assistant–National Licensure Exam(Toledo) Physical Therapy Assistant–National Licensure Exam(Findlay)	2024/25 2024/25	81.8% 60.8%
Radiography – ARRT Certification Exam (5-year average)	2026	82%
Surgical Technology – Credentialling Exam	2026	88%
Ohio Police Officer Training Academy – State Certification Exam (10-year average)	2025	99.1%
Emergency Medical Technology – Certification Exam	2025	100%
Paramedic – Certification Exam	2025	87.045

Assessment of Student Learning

Over the past year, Owens Community College continued to strengthen its culture of assessment through expanded faculty engagement, improved processes, and national recognition. Building on the implementation of the Institutional Competencies, faculty and academic leaders refined assessment practices, expanded the use of common rubrics, and increased participation in assessment activities across academic programs. Professional development continued to grow through Opening Week Assessment Workshops, departmental consultations, and year-round learning opportunities designed to help faculty use assessment results to improve student learning.

A significant milestone occurred during the Higher Learning Commission Focused Visit in spring 2026. The review team commended Owens's assessment processes and noted that faculty spoke authentically about assessment as an embedded part of the institution's culture and commitment to student learning. This positive feedback reflected the collaborative work of faculty, Assessment Leads, academic leadership, and the Learning and Assessment Team throughout the year.

As part of Owens's participation in the Higher Learning Commission Assessment Academy, the College also completed its first year of implementation toward a multi-year plan to further strengthen assessment practices, increase faculty support, and continue using evidence of student learning to drive continuous improvement.

Programs

Owens continued to expand academic pathways in response to student and regional workforce needs. In January 2026, the College launched its first Bachelor of Science in Nursing cohort. The RN-to-BSN completion program provides registered nurses with an affordable, student-centered opportunity to advance their education while developing the clinical, critical-thinking, and leadership skills needed in the region. Eleven students entered the inaugural cohort, and enrollment doubled for the fall cohort.

The School of STEM also advanced several new programs in high-demand fields. The School completed the internal approval process for a Mechanical Engineering Technology program and submitted the program to the Ohio Department of Higher Education for state approval. In partnership with the University of Toledo, a U.S. Department of Energy grant is supporting the development of a Nuclear Engineering Technology pathway within the Mechanical Engineering Technology program. In addition, a National Science Foundation Advanced Technological Education grant is supporting the development of a Manufacturing Engineering Technology program aligned with the Ohio Manufacturers’ Association competency model and incorporating artificial intelligence into the curriculum.

The School of Liberal Arts expanded workforce-focused programming by launching an Addiction Services Certificate in collaboration with the Ohio Chemical Dependency Professionals Board and regional employers. Approximately 48 students completed the preliminary requirements for the Chemical Dependency Counselor Assistant credential. Of those students, 16 earned the renewable CDCA credential and completed the required internship.

Owens continued to expand high-demand programs and educational partnerships that create pathways for both college and high school students.

- Emergency Medical Technician and Paramedic cohorts operated at or above capacity, supported by a strong partnership with Sylvania Schools and Sylvania Fire-EMS.
- The ASL Interpreter Preparation Program graduated its second cohort and experienced significant enrollment growth, increasing from three entering students in fall 2024 to 11 entering students in fall 2026.
- Owens also strengthened partnerships with Penta Career Center, Millstream Career Center, and Explorer's Technical Academy, expanding College Credit Plus and Early IT opportunities that allow high school students to begin earning college credit and preparing for technology-focused careers.

Owens continued to strengthen transfer opportunities and create clearer pathways for students pursuing bachelor's degrees. Computer Information Systems (CIS) degree programs were revised to align with Ohio's Information Technology Transfer Assurance Guide pathways, and all CIS major sheets were updated to provide students and families with clear, current program information. All Owens mathematics courses are now approved for transfer through Ohio Transfer 36 or applicable Transfer Assurance Guides, and additional science courses are moving forward for Ohio Transfer 36 review.

The College also developed new or expanded transfer pathways with the University of Cincinnati, the University of Toledo, the University of Findlay, and Mount Aloysius College. The Mount Aloysius agreement provides ASL/English Interpreting graduates with a seamless pathway to complete a bachelor's degree, while a new agreement with the University of Toledo expands bachelor's degree opportunities for Early Childhood Education students.

The College continues to improve program review, incorporate employer feedback, and review program viability each year. We continue to combine and realign programs to meet the regional needs for students and employers.

External validation and strong student outcomes demonstrated the quality and currency of Owens programs across Nursing and Health Professions, Business and Public Safety, and STEM.

Table 2 – Accreditation and Awards

Program	2025–2026 Achievement
Medical Assisting	100% pass rate on the Certified Medical Assistant (CMA, AAMA) and Registered Medical Assistant (RMA, AMT) examinations.
Cardiac Sonography	Received initial accreditation from the Commission on Accreditation of Allied Health Education Programs (CAAHEP) through 2031.
Radiologic Technology	Awarded an additional eight years of accreditation—the maximum award—by the Joint Review Committee on Education in Radiologic Technology (JRCERT).
Magnetic Resonance Imaging	Awarded an additional eight years of accreditation—the maximum award—by JRCERT.

Program	2025–2026 Achievement
Registered Nursing	Received full approval from the Ohio Board of Nursing for five years. The program also completed an Accreditation Commission for Education in Nursing site visit in February, with a decision anticipated in September 2026.
Business Programs	Completed Accreditation Council for Business Schools and Programs follow-up with no negative findings.
Basic Peace Officer Academy	Implemented a new Ohio Peace Officer Training Academy curriculum and earned OPOTA STAR Academy designation.

Academic Support

Academic tutoring is available on both campuses through the Learning Commons, which serves as the central location for tutoring and other academic support services. Located adjacent to the Library, the Learning Commons provides students with convenient access to coordinated academic assistance. During the 2025–2026 academic year, the College opened a Learning Commons at the Findlay-area Campus to complement the existing space at the Toledo-area Campus. Across both locations, the Learning Commons provided 2,846 individualized tutoring sessions. The greatest areas of need were science, which accounted for 40% of tutoring sessions, followed by writing at 30% and mathematics at 20%.

In Summer 2026, Learning Commons personnel launched a new initiative focused on courses with historically high rates of D and F grades and withdrawals. Working in partnership with faculty and staff from the School of STEM, the pilot will begin in fall 2026 and provide targeted tutoring and academic support in selected high-challenge courses. The initiative is designed to address learning gaps early, build student confidence, and strengthen collaboration between faculty and tutors. Because students are much more likely to seek assistance when encouraged directly by their instructors, the project will also increase faculty awareness of tutoring resources, promote early and consistent student engagement with these services, and help faculty identify indicators that a student may need additional support.

The Libraries at both campuses continue to provide important support for students and faculty. During the past academic year, the Libraries recorded 64,726 visits, including 59,673 at the Toledo-area Campus and 5,053 at the Findlay-area Campus. One of the College's librarians also completed a Creative Commons certificate, strengthening the Library's ability to assist faculty with licensing original course materials for use as Open Educational Resources. This expertise advances the work of the OER Committee and expands the Library's support for affordable, accessible instructional materials.

In addition, the Library completed a major technology transition after nearly two years of planning. As part of a statewide migration involving all OhioLINK libraries, Library personnel devoted significant effort to ensuring that the College's book, database, and patron records were transferred accurately and successfully. The new library platform went live at the end of June 2026.

Partnerships

Owens continues to expand academic partnerships that create additional opportunities for students, faculty, and staff. The College currently has 88 active articulation agreements with educational institutions in Ohio and beyond, including opportunities for faculty and administrative staff to continue their education. During the past year, Owens established or updated 13 agreements with institutions including Heidelberg University, Purdue University Global, Mount Aloysius College, Grand Canyon University, and Ohio Northern University.

Owens continued to strengthen partnerships that connect academic programs with educational institutions, employers, and community organizations. The School of STEM expanded its work with Penta Career Center, the National Museum of the Great Lakes, the University of Toledo, the University of Findlay, Baton Rouge Community College, Four County Career Center, Monroe High School, and the Lenawee Intermediate School District. These relationships create opportunities for collaboration, expand educational pathways, and help the College respond to the needs of students and the communities it serves.

Students also benefited from partnerships that extended learning beyond the classroom. Three Social Work students were selected for the University of Toledo's competitive Rocket Kids International Internship Program. Through the program, they served children on U.S. military bases in Europe while gaining valuable international and cross-cultural experience.

Community and industry partners continued to contribute to the strength and relevance of Owens programs through service on program advisory boards. The Medical Assisting Advisory Board benefited from the perspective of public member, an attorney with Groth & Associates, as well as the program's hiring and clinical partners. Across the College, advisory boards brought employer and practitioner perspectives to discussions about curriculum, equipment, workforce competencies, and emerging industry needs.

The BIG Read continues to strengthen partnerships across the College and throughout the broader community. During the 2025–2026 academic year, the program explored neurodiversity through author Marian Schembari's *A Little Less Broken: How an Autism Diagnosis Finally Made Me Whole*. Students, faculty, staff, and community members participated in conversations that celebrated neurological differences while building greater awareness and understanding of autism, ADHD, dyslexia, and other neurodivergent experiences.

Programming included discussions led by faculty and community members, film screenings, disability-awareness programs, sensory-friendly learning initiatives, student activities, classroom partnerships, and collaborative events with community organizations. Ms. Schembari visited Owens Community College and the Findlay-Hancock County Public Library on April 21, 2026. Her visit drew the largest attendance for an author event in the program's history and expanded the College's engagement with the Findlay community.

The BIG Read also strengthened partnerships across northwest Ohio through collaborations with public libraries, schools, disability advocacy organizations, and community agencies. Building on the success of previous years, the program expanded experiential learning opportunities through student projects, podcast discussions, interactive exhibits, and community engagement activities focused on inclusion, empathy, and belonging. The BIG Reading Shelf project continued to extend the program's impact beyond the College. Through this initiative, refurbished bookshelves filled with books were provided to community partners throughout the region, increasing access to literature and supporting literacy within the communities Owens serves.

The Honors Club focused on community engagement and the importance of partnerships that connect the College with the region it serves. Through an ongoing partnership with Food for Thought, the Honors Club students continued volunteering with the PB&J Lunches program, which has distributed 15,000 lunches to date. The partnership also supported a cross-campus hygiene drive that engaged the Owens community in collecting essential personal-care items. Students assembled and donated 47 hygiene kits for Food for Thought to distribute to individuals in need throughout the community.

Clinical partnerships provide a different, but equally valuable, experience for our students. Owens currently maintains 58 active agreements with clinical and field-placement sites serving programs across the health professions, teacher education, emergency services, and other areas. These partnerships provide students with essential hands-on learning while helping prepare them to meet workforce needs throughout the region.

Student Engagement and Achievement

Students continued to distinguish themselves through academic achievement, creative work, civic engagement, and learning experiences that extended beyond the classroom. Three Owens Honors scholars attended the Mid-East Honors Association's annual conference at Indiana University South Bend, where they gained exposure to academic research, professional networks, and practices from other honors programs. At the Spring Honors Symposium, students presented individual and capstone research addressing topics ranging from community policing and responses to domestic violence to plastic pollution in the Global South.

Creative Arts and Media students earned significant professional recognition, receiving 69 Graphic Media Alliance Print Excellence Awards as well as multiple American Advertising Federation ADDY Awards. The PASSAGES Juried High School Art Show received a record 406 submissions from 17 regional high schools, strengthening the College's connections with area schools while supporting student engagement and recruitment. Owens students also participated in a broad range of productions and creative experiences, including Theatre Express, *The Winter's Tale*, *Clue: The Musical*, the Student Art Show, the annual Animation Screening, Vinylthon 2026, live broadcasts, exhibitions, and multimedia projects.

Students gained skills and experiences directly connected to their future professions. Music Business Technology students earned industry-recognized Avid Pro Tools Specialist and Game Audio certifications. Photography students partnered with Help Portrait to provide free professional portraits to community members, applying their technical and creative abilities in service to others.

Advisory Boards

The College relies on program advisory boards to strengthen its academic programs and ensure they remain aligned with current industry standards and workforce needs. During the past year, every program reported on its advisory board as part of the new process to ensure that guidance comes directly from employers and professionals actively working in their fields. Feedback was given as part of our continual improvement in academics. The boards continue to meet once each term to share perspectives on industry trends, changing workforce needs, and emerging skills.

Internships, Co-ops, and Experiential Learning

The institution continues to build experiential learning opportunities for students both internally and externally. Internally, students have participated in college-wide events and promotions, musical and theatrical performances, presentations, webpage development, podcasts, and

publications. Externally, the College has placed students in field experiences, internships, co-ops, clinicals, directed practice, and filed placements with those organizations and institutions below:

Catawba Island Club
Cherry Street Mission
Churchill's Market
Connect to Toledo
DANA, Inc.
Framed Studios
Findlay YMCA
Balance Pro Asian Grill
The Toledo Zoo and Aquarium
BGSU Dining
Blanchard Valley Hospital, Center for Diagnostic Studies
Owens Community College Media Center
JEM Photography
Toledo City Paper
Owens Community College Radio (OCCR)
Great Lakes Sound and Lighting
American Advertising Federation of Toledo
Crazy Cow Graphics
Digital-55
Frogtown Tees
Owens Marketing and Communications
Homelessness Project
Ag-Pro
Ohio CAT
Michigan CAT
Murphy Tactor & Equipment
Dunn Chevy Buick
Frank Beck Chevrolet
GMC of Perrysburg
Dave White Chevrolet
Taylor Chevrolet
Thayer Chevrolet
MacAllister Machinery
Sharpnack Chevrolet
John Deere TRU land
TARTA
Mays Management
TIG Fleet Service Inc.
FOX 36
Sojourn at Seneca
University of Michigan Medical Center
Promedica
OhioHealth Corporation
Toledo Hospital
Mercy Health
Fox Run Manor
Bowling Green Manor
Lakes of Monclova
Kingston Care Center
Firelands Regional
Woodlane School
Henry County
University of Toledo Medical College
Oregon Fire Department
Mind over Core
Mary Rutan Hospital
Toledo Public Schools
Functional Pathways
Wood County Hospital
Toledo Cardiology Consultants
Fulton County Health Center
Area Office on Aging of Northwest Ohio
Parkview Health
Optihealth
Children's Resource Center
Elizabeth Scott Community Center
Northwood Fire Department
Northwest Ohio Behavioral Healthcare
Total Education Solution
RFS Behavioral Health
Genacross
The Bellevue Hospital
Learning Ladder Child Care and Development Center
Beaumont Hospital
Michigan Medicine
Ohio State University (medical)
Firelands Region Me

Faculty

Faculty and academic leaders continued to distinguish Owens through excellence in teaching, professional service, scholarship, industry engagement, and the development of innovative and affordable learning resources. Humanities Instructor Genesis Downey received the Dale P. Parnell Distinguished Faculty Award from the American Association of Community Colleges, recognizing her excellence in teaching, leadership, and commitment to student success. Photography Professor Ruth Foote received a 2025 Merit Award from The Arts Commission for her artistic contributions to the region, while Science Professor Robert Connour received the Friend of the Blanchard River Watershed Award and was nominated to serve on the Ohio Natural Resources Assistance Council.

During the 2025–2026 academic year, the College established the Roll of Distinction to recognize adjunct faculty members who demonstrate superior and sustained performance in service to Owens students and their learning. The inaugural recipients include: Kimberly Fisher (Teacher Education and Human Services), Dr. David Seeger (Business Technologies), and Kirsten Steele (Food, Nutrition, and Hospitality).

Owens faculty and academic leaders also contributed their expertise to statewide initiatives and community organizations. Business Chair Dr. Reti Shutina completed the Ohio Association of Community Colleges Leadership Academy, and William Taylor, Dean of the School of Business, Hospitality and Public Safety, served as president of the Sandusky County Chamber of Commerce Board. Computer Information Systems faculty member Ed Kubiak became Owens' representative to the Ohio Cyber Range, while Professor Cy Keiffer contributed to Ohio's development of transfer pathways for information technology degrees.

Faculty continued to strengthen teaching and curriculum through innovation, research, and professional development. Biology faculty developed new department-published laboratory manuals for BIO 211 and BIO 212, providing students with current learning resources while reducing course-material costs. Assistant Dean Baqer Aljabr presented research at national engineering education conferences on story-driven, AI-augmented engineering instruction and the influence of automation, robotics, and coding clubs on students' STEM career choices.

Early Childhood Education faculty completed the third year of a multistate CHANGE Grant focused on inclusive teaching and participated in professional development related to accessibility and Universal Design for Learning. The School of Business, Hospitality and Public Safety also piloted a comprehensive review and update of departmental webpages and course syllabi, helping ensure that information and learning materials remain accurate, consistent, and accessible to students.

Owens faculty continue to contribute to their professions through industry employment, leadership in professional organizations, service on advisory committees, performances, juried exhibitions, and content creation. This continued engagement strengthens faculty expertise, keeps teaching connected to current professional practices, and enriches the experiences they bring to students.

The College further supported teaching and learning by filling 11 new faculty and academic teaching positions during the past year.

- Aaron Finding, Nursing..... Andrew Fox, Nursing
- Kyra McCoy, Nursing ..... Kristin Skotynsky, Nursing
- Donna Amundsen, Nursing ..... Kati Staifer, Nursing
- Edward Kubiak, Computer and Information Systems
- Richard Creecy, Transportation Technologies
- Nehama Miller, Teacher Education and Human Services
- Mike Vajen, Emergency Medical Management
- Sheila Schrag, Certified Nurse Assistant

Faculty Development

The Center for Teaching and Innovation (CTI), located in College Hall, continues to provide valuable professional development opportunities for faculty and academic staff. CTI also provided funding for 10 faculty and staff members to participate in professional conferences, training sessions, and travel experiences during the 2025–2026 academic year. To extend the impact of this investment, recipients return to the CTI and share what they learned with colleagues, strengthening professional development across the College.

Owens also continued its partnership with the Ohio Association of Community Colleges to provide faculty and academic staff with training through the Association of College and University Educators (ACUE). Each year, two faculty members participate in a year-long program focused on effective teaching. Through this partnership, more than 50 Owens faculty members have received training in areas including effective online instruction, inclusive teaching practices, and the use of artificial intelligence in the classroom.

During the 2025-2026 academic year, e-Learning personnel provided the faculty team with support events following the move to Blackboard Ultra including sessions during Opening Week and their first event held at the Findlay-area Campus. Additionally, Anthology and e-Learning personnel held a joint, online training event and the e-Learning team was available for eight *office hour* sessions over the year (i.e., online, hybrid, and in-person formats) and held two Ultra training events focused on assessing students and managing the gradebookThe College is now in

its fifth year of using LinkedIn Learning to support professional development for faculty and staff. Engagement has continued to grow, increasing from 39% in August 2024 to 45.37% in August 2025 and reaching 57% in July 2026. This significantly exceeds the 40% activation rate among benchmarked peer institutions.

From July 2025 through July 2026, participants completed 963 courses and more than 20,000 videos. In addition, 71 individuals used the new LinkedIn Career Goals feature to identify professional interests, build relevant skills, and take a more active role in planning their career pathways.

The most popular courses among employees focused on résumé writing, interpersonal communication, leadership, and professional communication. Human Resources training

requirements for administrative team members also increased engagement with content related to communicating with emotional intelligence, effective listening, and investing in human skills as artificial intelligence becomes more prevalent in the workplace.

Students primarily used LinkedIn Learning for career preparation and workplace-readiness skills. Their leading areas of interest included résumé writing, role-playing strategies, communicating through disagreement, and helping create a sense of belonging in the workplace.

Moving Forward 2026-2027

Academic Affairs enters Academic Year 2026–2027 with momentum and a clear focus: sustain the quality demonstrated through strong accreditation and licensure outcomes; grow pathways in nursing, engineering, advanced manufacturing, information technology, public safety, and behavioral health; deepen transfer and employer partnerships; and ensure that every Owens student has access to rigorous, relevant, and connected learning experiences.



APPENDIX III

Owens Community College
Appropriations Detail – Board of Trustees Meeting – September 15, 2026 – Exhibit 8 – Appendix III
FY26 Invoices received through August 26, 2026

Supplier	Supplier Invoice Number	Invoice Date	Invoice Amount	Comments
CliftonLarsonAllen LLP	L261354665	6/9/26	3,141.75	Inadvertent departmental oversight
Huron Consulting Services LLC	CINV-00124579	5/29/26	25,000.00	Inadvertent departmental oversight
Konkordia Phoenix PLC, Inc	261185473	5/19/26	4,811.21	Inadvertent departmental oversight
The TUESDAY Agency	TTA/I26-000022	4/17/26	5,375.00	Inadvertent departmental oversight
Tyler Athletic Fields	1526	4/1/26	5,004.00	Inadvertent departmental oversight
Siemens Medical Solutions USA Inc.	202340859	3/30/26	17,594.99	Inadvertent departmental oversight
Huron Consulting Services LLC	CINV-00120555	3/30/26	25,000.00	Inadvertent departmental oversight
Academic Impressions	841795 - Foundation	3/27/26	6,500.00	Inadvertent departmental oversight
CliftonLarsonAllen LLP	L261158280	3/27/26	3,500.00	Inadvertent departmental oversight
Assessment Technologies Institute LLC	S-C053626-C02	1/16/26	8,550.00	Inadvertent departmental oversight
Council for Opportunity in Education	114110152025	11/4/25	4,650.00	Inadvertent departmental oversight

Total invoices for Board approval	11	$ 109,126.95
Total FY26 invoices YTD	6,024	$ 18,007,464.67
Net % of Period total	*0.18%*	*0.61%*

Note: There were 5 invoices totaling $8,836.20 for the threshold through August 26, 2026.

APPENDIX IV

Amendment of 3358:11-2-52 Dual Degrees and/or Majors Policy

3358:11-2-52 Dual degrees and/or majors policy.

(A) Purpose. A student may be eligible to receive more than one degree. A student may be eligible to graduate with more than one major.

(B) Implementation. The ~~office of the provost~~ chief academic officer will implement procedures, guidelines, and forms~~,~~ which are consistent with the provisions of this rule.

Promulgated under: 111.15
Statutory authority: 3358.08
Rule amplifies: 3358.08
Prior effective dates: 3/5/2002, 2/19/2011

History of Reviews
Academic Standards Committee Meeting –4-29-26
ELT Review – 7-30-26
Employee Feedback Period – 8-10-26 to 8-27-26

Rationale
The policy and procedures were last reviewed in 2011. Academic Standards Committee provided a five+ year review to include edits for current processes for the policy and the procedures.

APPENDIX V

Amendment of 3358:11-2-59 Transfer Credit Policy

3358:11-2-59 Transfer credit policy.

(A) Purpose. Owens community college recognizes that a student may earn ~~earns~~ credits at other institutions of higher education that may be applied toward certificate or degree requirements at Owens community college.

(B) Implementation. The chief academic officer will implement procedures, guidelines, and forms~~,~~ which are consistent with the provisions of this rule.

Promulgated under:	111.15
Statutory authority:	3358.08
Rule amplifies:	3358.08
Prior effective dates:	11/23/2013, 5/29/2017
Replaces:	part of 3358:11-2-57 *(Transfer and prior learning assessment policy – rescinded)*

History of Reviews
Academic Standards Committee Meeting – 2-25-26, 4-29-26
ELT Review – 7-30-26
Employee Feedback Period – 8-10-26 to 8-27-26

Rationale
The policy and procedures were last reviewed in 2017. Academic Standards Committee provided a five+ year review to include edits for current processes for the policy and the procedures.

APPENDIX VI

Amendment of 3358:11-3-65 Assistance and Support to Veterans and Service Members Policy

3358:11-3-65 Assistance and support to veterans and service members policy.

(A) Purpose. The purpose of this rule is to set forth the assistance and support that Owens community college will provide to veterans, active duty service members, including national guard and reserves, and their spouses and dependents who may be pursuing advanced degrees, certificates or training toward entering the civilian workforce.

(B) Compliance. This rule and associated procedures comply with sections 3345.42, 3345.421, 3345.422, 3345.424 and 3345.53 of the Revised Code, and with federal statutes, including the Harry W. Colmery Veterans Educational Assistance Act of 2017, Public Law No. 115-48; Veterans Benefits and Transition Act of 2018, Public Law No. 115-407. This rule assures compliance with United States code of federal regulations, 34 CFR 668.18, as amended, readmission requirements for service members of the Uniformed Services Employment and Reemployment Rights Act.

(C) Implementation. The chief student affairs officer or designee will implement procedures, guidelines and forms, which are consistent with the provisions of this rule.

Promulgated under:	111.15
Statutory authority:	3358.08
Rule amplifies:	3358.08
Prior effective dates:	12/20/2014, 06/15/2019

History of Reviews
VP, Student Affairs & Enrollment Management –7-23-26
ELT Review – 7-30-26
Employee Feedback Period – 8-10-26 to 8-27-26

Rationale
The policy and procedures were updated to comply with federal law, 34 CFR § 668.18 Readmission Requirements for Servicemembers.