

Granting...
IMPACT



ANNUAL REPORT
2024-25





Granting...

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RHODES STATE COLLEGE

Vision and Core Values

Vision

Rhodes State College aspires to be the College of choice where students have an equitable opportunity to achieve their career and educational goals. Our people will be the source of innovation and reason for the enriched value added to our students, communities, and partners.

Core Values

#1

Equity

Committing to programs, services, policies and practices which support the successful entry and participation of diverse populations of students, faculty, and staff.

#3

Integrity

Acting in an honest, responsible, and ethical manner—the foundation for trust.

#2

Quality

Providing excellence in programs and services that exceeds expectations.

#4

Innovation

Responding with agility, urgency, and design, bringing value to our internal and external communities.

#5

Passion

Expressing an enthusiastic and caring “fire” that brings meaning to our work and makes a positive difference in the lives of others.

#6

Compassion

Helping students and each other manage hardship by invoking a positive action; contributing to resiliency and well-being.



LETTER FROM *The President*

Dear Friends,

This year, Rhodes State College has embraced the power of granting—not only through the historic Title III grant, the largest in our College’s history, but through our unwavering commitment to grant every student the opportunity for a brighter future.

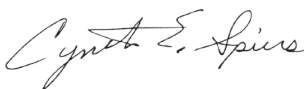
The Title III initiative, Growing a *Student Success Ecosystem*, is transforming the way we serve our students. With a \$2.2 million investment from the U.S. Department of Education, we are granting access to enhanced orientation programs, holistic support services, and innovative academic pathways. We are granting hope to students who paused their education during the pandemic by re-engaging them with tailored strategies. And, we are granting resilience through expanded mental health resources that ensure students have the support they need to thrive.

But, the concept of granting goes beyond federal funding. It reflects our mission and your impact. Every collaboration and conversation in which you participate, every resource you help provide, every opportunity you create are *acts of granting* that change lives. Together, we are *granting* confidence to first-year students, *granting* stability to those facing financial or personal challenges, and *granting* success to learners who dream of a better tomorrow.

As you read this annual report, I invite you to see the difference your friendship makes. The stories within these pages are proof that when we grant opportunity, we grant transformation. This is transformation not just for individuals, but for families and communities.

Thank you for partnering with us in this vital work. Your support ensures that Rhodes State College continues to grant what matters most: education, empowerment, and a future full of promise.

Kindest Regards,



Cynthia E. Spiers, PhD
President





“

When I first came to Rhodes, I wasn't sure what to expect. I was nervous about starting college and didn't really know anyone. Orientation made all the difference. From that very first session, I met people who made me feel seen, supported, and capable of succeeding. Rhodes has become more than a college to me; it's a community that believes in my potential, and orientation was the first step that helped me see that for myself.

*Natalie Myers
Respiratory Care Student*

”



Granting... **A STRONG** Foundation for Student Success

Rhodes State College is proud to celebrate the transformative impact of its Title III grant—the largest in the College’s history, totaling \$2.2 million over five years. This investment, funded by the U.S. Department of Education, is driving the “Growing a Student Success Ecosystem” initiative, designed to strengthen student outcomes and institutional capacity.

The project focuses on four strategic pillars: Student Entry, Student Experience, Student Progress & Completion, and Lost Student Re-Engagement. Each pillar addresses critical areas of student success, from improving orientation and first-year experiences to expanding holistic support services and re-engaging students who paused their education during the pandemic.

Already, the results are impressive. Orientation participation soared from **43.8% in 2024–2025 to 61% in 2025–2026**, exceeding goals and ensuring students start their journey with confidence. Co-requisite course models in Anatomy & Physiology and Math have dramatically improved pass rates, streamlining pathways to credit-bearing courses.

Title III is more than a grant—it’s a catalyst for change. By investing in faculty development, data-driven decision-making, and student-centered programs, Rhodes State is creating an environment where every student has the tools to succeed. This initiative reflects our unwavering commitment to access, equity, and excellence in education.



GRANTING GROWTH

Through Hands-on Academics

At Rhodes State College, sparks fly—literally—when hands-on learning transforms classrooms into dynamic labs of innovation. This year, students across multiple programs engaged in immersive, real-world simulations that brought theory to life and prepared them for the workforce with confidence and skill.

From the Video Production Studio in Digital Media to drone operations in Agricultural Technology, from health-care simulations at the Borra Center for Health Sciences to robotic labs in Engineering Technology, faculty and students worked side by side to turn knowledge into action. These experiences are more than lessons. They are opportunities that grant students the ability to excel.

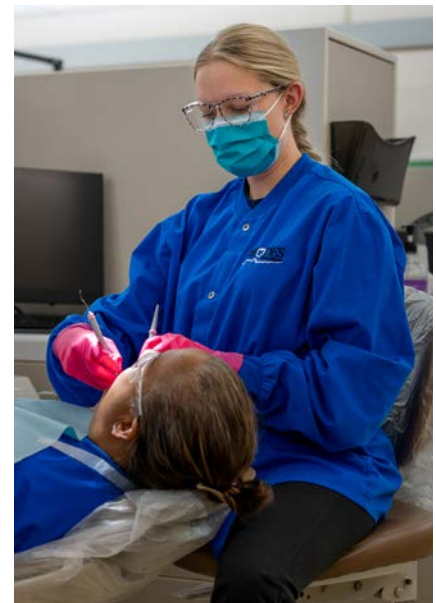
One of the most exciting examples occurred in the spring when Mechanical and Electronic Engineering Technology students showcased their

capstone projects in a custom-built Battle Bot arena. Over 16 weeks, students combined metal fabrication, 3D printing, hazardous component design, and electronics to create robots ready for head-to-head competition. What began as sketches and equations evolved into fully functioning machines.

“The thing that motivates us to do this is that we want to make STEM and engineering fun and enjoyable,” shared Ahmad Mehmood, Associate Professor of Engineering Technology. “At Rhodes State, we take learning to a level where students can truly relish it. Where you really get to put what you learned to the test in a manner where you have a deep connection.”

Through these hands-on opportunities, Rhodes State is granting growth and equipping students with the skills, confidence, and creativity to succeed in today’s competitive job

market. Your support makes these transformative experiences possible, ensuring that sparks of innovation continue to fly for generations to come.



GRANTING EXPERTISE

From Faculty and Staff

At Rhodes State College, the dedication of our faculty and staff have propelled the institution to new heights, shaping experiences that resonate far beyond the classroom. Their work reflects a shared commitment to granting opportunity and excellence to every student and community partner we serve.

One example of this commitment is Chadwick Massie, Program Coordinator and Assistant Professor of Criminal Justice and Emergency Medical Services, who was honored with the prestigious **James O. Page Award by the National Association of EMS Educators**. This national recognition celebrates Massie's visionary leadership and his efforts to strengthen Fire Service EMS across the country. His passion for creating a positive image for EMS and advancing non-clinical innovations exemplifies the caliber of professionals who make Rhodes State a leader in education and service.



Chadwick Massie

Program Coordinator and Assistant Professor of Criminal Justice and Emergency Medical Services

That same spirit of excellence was evident when Rhodes State earned a Gold Award in the **2024 Collegiate Advertising Awards**, placing among the top five percent nationally for its publication *Field Notes: Growing Opportunities in Agriculture at Rhodes State*. This achievement reflects the strategic thinking of our marketing and academic teams, who worked together to craft a publication that not only tells the story of our agriculture programs but also connects students and industry partners to the opportunities shaping the future of agricultural technology.

Innovation also came to life through the **Grow with Rhodes Summer Teaching Institute**, where faculty collaborated with educators from across the region to share knowledge and hands-on experiences in agriculture. From fieldwork and data analysis to problem-solving and classroom application, this program empowered teachers to inspire the next generation of agricultural professionals. It is a powerful example of how Rhodes State faculty extend their impact beyond campus, strengthening workforce development throughout our community.



These accomplishments underscore a central truth: at Rhodes State College, faculty and staff are the driving force behind transformation. Their vision, expertise, and dedication grant students and partners the tools to succeed, ensuring that our mission continues to thrive.

RHODES STATE COLLEGE

By the Numbers

Enrollment



14% | **86%**

Full-time | Part-time



TOP 5

Associate Degrees Awarded

Nursing	23%
Electro-Mechanical Eng. Tech	14%
Business Administration	9%
Radiographic Imaging	8%
Dental Hygiene	7%



County of Residence

Allen	30%
Putnam	17%
Hancock	16%
Hardin	7%
Mercer	6%
Auglaize	5%
Shelby	4%
Van Wert	4%

19.7 Average Student Age

Degrees/Certificates Awarded



817

TOP 5



Certificates Awarded

Advanced Nurse Assistant	16%
Nurse Assistant	10%
Practical Nursing	8%
Electro System Tech	7%
Microcontrollers	7%

618 Number of Graduates

2024-2025 Outstanding Students

Respiratory Care	Quinn Avery Allmon
Occupational Therapy Assistant	Kayden Centers
Human Resources	Michael Ray Dulle
Dental Hygiene	Audrey Jean Ferguson
Web/Computer Programming	Prima Kay Maitlen
Radiographic Imaging	Lucas Paul Meyer
Nursing	Lacie Gwendolyn Moening
Mechanical Engineering Technology	Dakoda James Moore
Accounting	Andrew Nickolas Phillips
Manufacturing Engineering	Corey Plassman
Electro-Mechanical Engineering Technology	Zachary Clyde Powell

Business Administration	Ashley Nichole Rains
Network Security	Jennifer K. Ricker
Digital Marketing & Media	Jazmin Salto Maya
Physical Therapist Assistant	Braxton Riley Sherrick
Agriculture Technology	Logan James Stechschulte
Artificial Intelligence and Machine Learning	David M. Tapley
Associate of Arts	Megan M. Thomas
Surgical Technology	Alaina Marie Will

Chester Burns Award

Electro-Mechanical Engineering Technology	Sydney A. LeMar
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Granting... OPPORTUNITIES For Students

Granting opportunities means opening doors to new possibilities whether in healthcare, technology, or emerging fields that shape the future. Two initiatives exemplify how our faculty and staff are creating transformative experiences for students.

In July 2024, Rhodes State celebrated a historic milestone with its first **RN to BSN White Coat and Pinning Ceremony**, honoring five graduates of the College's inaugural Bachelor of Science in Nursing program. This program, launched in Fall 2023, was developed in response to the critical nursing shortage affecting hospitals and healthcare facilities across the region. By granting registered nurses the ability to advance their education and earn a BSN, Rhodes State is equipping professionals for leadership roles and improved patient care. The pin symbolizes their hard work, compassion, and commitment to lifelong learning. The white coat represents a

transformative shift, affirming the purity of purpose and the promise of new career possibilities for these graduates.

Innovation and opportunity also extend into the digital arena. In April, Rhodes State officially joined the **National Junior College Athletic Association Esports (NJCAA)**, strengthening its esports program and granting students access to national-level competition in one of today's fastest-growing industries. Through this membership, students can participate in tournaments

for popular game titles like *Rocket League*, *Overwatch*, and *League of Legends*, while developing teamwork, leadership, and technical skills.

"Esports is more than just gaming—it's about building community and engaging students in meaningful ways," said Dr. Brendan Greaney, Vice President for Enrollment Management and Student Affairs.

From healthcare to high-tech, Rhodes State College continues to grant opportunities that empower students to thrive in a rapidly changing world.



Granting... **ENHANCED** Student Experience

At Rhodes State College, student success extends beyond academics. Through Title III funding, the College launched the Student Advocacy & Resource Center (ARC) in Spring 2025. It is a welcoming space designed to foster belonging, collaboration, and access to essential resources. Daily usage continues to grow, affirming its role as a hub for student engagement.

The ARC supports students through innovative programs like community service projects and the Adulting 101 Series, which equips students with practical life skills such as budgeting, credit management, and professional communication. These initiatives address real-world challenges, helping students thrive both in and out of the classroom.

Additionally, the Student Advocate program served 40 students in 2024-2025, providing assistance with housing, healthcare, mental health, and food security. Since the start of the grant, student persistence rates have reached 89.6%, and retention stands at 65.7%. This is a testament to the power of holistic support.

By creating spaces and programs that prioritize well-being and connection, Rhodes State is redefining what it means to support students. Title III

funding ensures that every learner has access to resources that empower success, proving that when students feel supported, they achieve more.





GRANTING HOPE

Through Philanthropy

The Rhodes State College Foundation believes hope is more than a word. It is a promise fulfilled through the generosity of donors who believe in the power of education. This year, the Foundation continued its mission to grant hope and opportunity, ensuring that students can pursue their dreams without the weight of financial barriers.

For the 2024–2025 academic year, the Foundation awarded over **\$266,000** in scholarships through **242** individual awards, impacting students across 16 counties. These scholarships represent more than financial assistance. They are lifelines for students balancing academics with work and family responsibilities. **Over the past 26 years, the Foundation has awarded nearly 3,178 scholarships totaling more than \$3.1 million,** a testament to the enduring commitment of donors who believe in transforming lives through education.

Events like the **26th Annual Tee Off for Scholarships** and the inaugural Reds, Whites, & Blue Wine Tasting Experience brought the community together to celebrate this mission. The Tee Off remains the Foundation's largest fundraiser, supporting the Rhodes State Scholarship—the College's most widely awarded scholarship. This year alone, 54 students benefited from this scholarship.

"I'm very grateful to receive this scholarship so I can pursue my education at Rhodes State College," shared recipient Marley Kindle. "It eases my worries heading into college and allows me to focus fully on my studies."

The **Reds, Whites, & Blue** event introduced a new way to engage donors and friends of the College, combining an evening of wine, music, and giving to raise funds for student

scholarships. Guests enjoyed a curated selection of wines, along with food pairings provided by The Met, live music, a wine pull, and the chance to bid in an online auction featuring trips, memorabilia, gift baskets and more. The event brought together community members, alumni, and supporters who understand that an investment in Rhodes State students is an investment in their own community.

Through these efforts, the Rhodes State College Foundation is granting hope—one scholarship, one event, one act of generosity at a time. Each gift opens doors, changes lives, and strengthens our community. Together, we are building a future where every student has the opportunity to succeed.



Rhodes State College Foundation Statement of Net Position

2024- 2025 Assets

Cash & Cash Equivalents	\$637,832
Investments	\$5,592,207
Accounts, Pledges and Notes Receivable - Net	\$690,160
Total Assets	\$6,920,199

2024- 2025 Liabilities & Net Assets

Total Liabilities	\$220,722
Donor Restricted Assets	\$6,482,835
Unrestricted Assets.....	\$216,642
Total Liabilities & Net Assets	\$6,920,199

Statement of Activities Year Ending June 30, 2025

Total Revenues, Gains, and Other Support	\$1,423,515
Net Assets End of Year	\$6,699,477



RHODES
STATE COLLEGE
FOUNDATION





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This semester has been an amazing semester at Rhodes State College, especially working with Dr. Hampshire at the Justin Borra Center for Behavioral Services as one of the Mental Health Peer Advocates. Dr. Hampshire has also made a personal difference in my life during times when I faced stress and anxiety; she was there to offer encouragement, understanding, and compassion. The experiences I've gained working with her this semester will stay with me for a lifetime.

*Josephine Asimegbe
ADN Student*

”



Granting... **ACADEMIC** Success through Mental Health

Recognizing the vital role mental health plays in student achievement, Rhodes State College has made significant strides through Title III funding. The establishment of the **Student Counseling Center**, led by full-time Director of Student Counseling Services, Dr. Patricia Hampshire, ensures accessible mental health support for all students.

This initiative includes the operation of the 100% donor-funded **Justin Borra Center for Behavioral Services**. The Grant provides counseling and wellness programs that address stress, anxiety, and other challenges students face. Title III funds have secured a dedicated budget for mental health, reinforcing the College's commitment to holistic student care.

The impact is deeply personal. As one Rhodes' student shared, "Dr. Hampshire has made a personal difference in my life during times when I faced stress and anxiety; she was there to offer encouragement, understanding, and compassion." Our students' stories reflect the transformative power of support systems that prioritize emotional well-being.

By integrating mental health services into the student success ecosystem, Rhodes State is creating a culture where seeking help is encouraged and accessible. This investment not only improves retention and persistence but also ensures students have the resilience to thrive academically and personally.



GRANTING SUPPORT

Through Strategic Investment

Rhodes State College Statement of Financial Position

2024-2025 Expenses

Instruction	\$10,465,874
Institutional Support	\$5,167,322
Depreciation	\$2,559,062
Student Services	\$1,828,664
Operation and Maintenance	\$1,569,600
Student Aid	\$1,388,240
Public Service	\$1,283,181
Academic Support	\$1,189,097
Interest on Debt	\$230,556

Total Expenses **\$25,681,596**

2024-2025 Revenues

State Appropriations	\$11,123,677
Tuition and Fees	\$6,675,682
Federal Pell Revenue	\$3,331,028
State and Local Grants	\$1,257,685
Federal Grants and Contracts	\$1,169,783
Gifts	\$850,000
Capital Appropriations	\$442,473
Sales and Services	\$264,178
Investment Income	\$238,327
Other Operating Revenues	\$210,763

Total Revenues **\$25,563,596**



Fiscal Year 2025 Grants

July 1, 20-24 to June 30, 2025

Total Grant Awards Managed in FY 2025

Annual Renewal Grant Awards:	\$608,732
Continuing Grant Awards:	\$7,678,741
New Grants	\$1,471,097

Total Grants **\$9,758,570**

The Title III grant—the largest in our history—has laid the foundation for a comprehensive student success ecosystem. But the impact of this work is amplified by additional grant funding and strategic planning of the College budget which reduces barriers and equips students with the tools they need to thrive.

In 2025, Rhodes State received a **RAPIDS grant of \$55,869**, part of a statewide initiative to align education with workforce needs. These funds were used to purchase advanced manufacturing equipment, ensuring students gain hands-on experience with the same technology used by industry leaders.

“This investment allows Rhodes State College to continue preparing students for high-demand careers in advanced manufacturing,” said Dave Haus, Dean of Technology and Liberal Studies. “By providing access to industry-standard equipment and training, we are ensuring that our graduates are ready to meet the evolving needs of Ohio’s workforce.”

The College also celebrated a generous award from the **Gene Haas Foundation**, which supports scholarships for students pursuing CNC machining technology. This funding eliminates registration fees for Pre-College initiatives, opening doors for learners to explore STEM

New Grants Awarded FY25

One Time Community Investment Fund	\$440,000
Program Certificate Program for High Schoolers	\$130,968
OACC Semiconductor Professional Development	\$5,000.00
Talent Ready	\$389,912
Work Ready 2	\$185,877
Prevention First 1	\$5,000
Prevention First 2	\$10,000
SuperRAPIDS AAM	\$92,840
Campus Safety Grant	\$145,000
Campus Safety Grant 2	\$16,500
Strong Start to Science	\$50,000

Total New Grants **\$1,471,097**

careers without financial barriers. Through Rhodesology Youth Programs, the Haas Foundation’s support is inspiring the next generation of innovators and granting early access to pathways in manufacturing and engineering.

Together with Title III, these grants, and the College’s unrelenting effort to use financial resources to place students in the best possible opportunities, represent a powerful network of support which grants opportunity and access to students at every stage of their journey. By investing in workforce readiness, Rhodes State College is ensuring that students are in the Right Place, Right Now for success.

RHODES STATE ALUMNI

By the Numbers

Total Alumni



20,608



LOCATION

of our Alumni

91.9% in our Region

7.7% in Ohio

.4% out of State

Technology and Liberal Arts



8,190

67 Alumni
Donors



4,806 Number of
Graduates

Health Sciences and Public Services



12,418

Alumni Circle of Excellence

*For exceptional service to
career, community
and College*

The Alumni Circle of Excellence was established in 2018, and recognizes Associate Degree graduates of Rhodes State College and Lima Technical College who are doing exceptional work in their career field, community and for the College.

The 2025 Rhodes State Alumni Circle of Excellence inductees include:



Mr. Corey Foster

Associate of Technical Studies,
Corrections – 1993
*Deputy Warden of Special Services,
Allen Oakwood Correctional Institution*



Mr. Michael Rex

Associate of Applied Business,
Accounting – 1977
*Former Dean, Division of Business &
Public Service, Rhodes State College*



Mr. Joel Harris

Associate of Applied Science,
Respiratory Care – 1986
*Coordinator, Healthcare Technology
& Simulations, Rhodes State College*

These honorees, along with the Outstanding Alumni Award Recipient, were recognized at the Outstanding Alumni Dinner on May 2 and at the 2025 Rhodes State Commencement Ceremony on Saturday, May 3, 2025.



Granting... **RECOGNITION** **For our Alumni**

Since 1988, each year, Rhodes State College has recognized one alumnus who has been exemplary in their career, service to community, and to the College with the Outstanding Alumni Award. To date, the College has recognized 38 such outstanding graduates, representing 19 of the College's degrees including health sciences, technology, engineering and human service.

The 2025 Rhodes State College Outstanding Alumni Award recipient is **Marc Augsburger, MBA, BSN**, a 1988 graduate of the former Lima Technical College with a degree in Nursing. Marc has dedicated over 36 years to advancing rural healthcare.

Marc's pursuit of excellence propelled him into executive leadership roles, beginning as Vice President of Operations at Caro Community Hospital (CCH) in Michigan. In 2009, he accepted the challenge of serving as President and CEO of Horn Memorial Hospital in Iowa. He returning to CCH

as President and CEO in 2013 and since March 2021, Marc has led Edgerton Hospital and Health Services in Wisconsin as CEO.

Reflecting on his career, Marc credited Lima Technical College (Rhodes State) as the cornerstone of his professional journey, stating, "The decision to complete the nursing program at Lima Technical College was one of the best decisions I've ever made. It truly set my healthcare work career in stone, providing great faculty, valuable clinical experiences, and opening doors to opportunities I could have only dreamed of."



Granting... **CONNECTIONS** Through Workforce Development

At Rhodes State College, the Workforce Development and Innovation department is more than a training hub. It is a bridge connecting individuals, businesses, and communities to education, opportunity, and growth. Through innovative programs and strategic partnerships, Rhodes State is granting access to skills that empower people and strengthen the regional workforce.

This year, Rhodes State expanded its continuing education and workforce training offerings, providing short-term, high-impact courses in advanced manufacturing, leadership, cultural competency, and data analytics. From Fanuc Robotic Training and Mitsubishi PLC programming to Industrial Hydraulics, Data Visualization, and Leadership Series workshops, these programs equip participants with industry-recognized credentials and practical skills that

translate directly to career advancement. Many of these courses qualify for Ohio TechCred reimbursement, making up-skilling more affordable for employers and employees alike.

Connection begins early through Rhodesology Youth Programs, which introduce students in grades 2–10 to STEM careers through hands-on mini camps and summer programs. Camps in CNC machining, welding, esports, and video editing spark curiosity and build foundational skills for future success. A recent grant from Cenovus Energy provided \$15,650 to support these initiatives, funding scholarships and program enhancements that make STEM education accessible to more young learners.

Generous support from partners like the Gene Haas Foundation further amplifies these efforts by funding scholarships for CNC bootcamps



and waiving registration fees for select programs. These investments ensure that students and community members can gain hands-on experience with cutting-edge technology without financial barriers.

By aligning training with industry needs and fostering lifelong learning, the Workforce Development and Innovation department is helping individuals and businesses thrive in a rapidly changing economy. Together with our partners and donors, we are building a stronger, more skilled community.





Granting... **FUTURES** Through your Investment



Rhodes State College Foundation Donors 2024-25

Derek Adkins
Advantage Cleaners
Carol Y. Allen
Allen County Agricultural Society
Allied Environmental Services, Inc.
Altrusa International of Lima Ohio
Art Space Lima
Ashland Specialty Products
Marc A. and Melissa S. Augsburgers
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Mark Ernst
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Edwina Hatzaetos
Jill M. Hay
HCF Management, Inc.
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Homeland Technology Group
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Millie F. Hughes
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iHeart Media
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 Richard L. and Cathy L. Kohli
 Rick and Mary Korotkrax
 Jane P. Krites
 Robert D. and Cheryl A. Kuck
 Angela M. Lee
 Lee's Famous Recipe Chicken -
 Wapakoneta/Delphos
 Let's Back the Blue
 Carrie Jones-Lewis
 Lewis Family McDonald's
 Lima Communications Corporation
 Lima Memorial Health System
 Lima Symphony Orchestra
 Lima/Allen County Chamber
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 Lori A. Ludwig
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 T & D Interiors, Inc.
 Krista Telljohann
 Chad and Lindsey Teman
 The Ar-Hale Family Foundation
 The Lima Community Foundation
 The Met
 The State Bank and Trust Co.
 The Union Bank Company
 Amber M. Turnmire
 Tuttle Services, Inc.
 Unverferth Manufacturing Company, Inc.
 Veterans' Memorial Civic and
 Convention Center
 Von's Diamonds & Jewelry
 Brenda M. VonSossan
 Helen Webb
 Webb Insurance Agency, Inc.
 Whirlpool Ottawa
 James E. Whitaker
 Beth A. White
 Lynn L. Winkler
 WIWA, LLC
 Drs. Richard and Cynthia Woodfield
 Jill Woodward
 April Worrell
 Kimberly A. Wright
 Zion Lutheran Church
 Meagan Zoladz

*deceased

Thank You!

Granting... **VISION** From our Boards



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