



BOARD OF TRUSTEES
JAMES A. RHODES STATE COLLEGE
540th Meeting Minutes
March 17, 2026

The Rhodes State College (RSC) Board of Trustees met on Tuesday, March 17, 2026 at 4:30 pm in the Keese Hall Board Room, Cabinet and Faculty Association President were present in the room, all other guests via Zoom, a virtual platform.

CALL TO ORDER AND QUORUM

The meeting was called to order by Mr. Butch Kirk, Chair. Members present were Mr. Butch Kirk, Ms. Jessica Cunningham, Mr. Sam Bassitt, Mr. Robert Sielschott, Ms. Jill Jacobs, and Dr. Wilfred Ellis.

APPROVAL OF MINUTES FOR THE BOARD MEETING OF FEBRUARY 17, 2026

Chair Kirk called for the approval of the minutes from the February 17, 2026, Board meeting. Ms. Cunningham moved to approve the minutes, and Mr. Sielschott seconded the motion. The motion was approved unanimously by voice vote.

OACC UPDATES PROVIDED BY AVI ZAFFINI, OACC PRESIDENT & CEO AND SANDY BARBER, TRUSTEE, CHAIR, OACC EXECUTIVE COMMITTEE

At the invitation of the Board, Mr. Avi Zaffini, President and CEO of the Ohio Association of Community Colleges (OACC), and Ms. Sandy Barber, Trustee and Executive Committee Chair, addressed the Board regarding OACC's advocacy and support for Ohio's 22 community colleges.

Ms. Barber summarized OACC's state and federal advocacy efforts, including recent meetings in Washington, D.C., with federal officials and Ohio's congressional delegation to discuss potential Pell Grant changes and proposed program shifts from the U.S. Department of Education to the U.S. Department of Labor. Mr. Zaffini emphasized OACC's role in advancing workforce development, student success, and return-on-investment outcomes for community colleges.

Board members discussed the potential impact of Senate Bill 1, the importance of workforce readiness and student success metrics, and challenges related to state policy implementation, including class size minimums, waivers, and rural considerations.

The Board expressed appreciation for OACC's continued partnership and advocacy on behalf of Rhodes State College and Ohio's community colleges.

FEBRUARY BUDGET TO ACTUAL REPORT

NOTES

Revenue Overview

Total revenue through February is \$15.2M, which represents 72.0% of the annual budget. This is slightly behind last year's pace of 74.2%, but overall revenue performance remains strong.

Tuition and Fees

Tuition revenue is \$6.86M, which is 75.9% of the annual budget. This is higher than the same point last year (\$6.52M), reflecting stronger tuition collections despite a higher overall budget target.

State Appropriations

State funding totals \$8.04M, or 70.5% of the annual appropriation. This is slightly ahead of last year in absolute dollars (\$7.43M), reflecting the increase in state support.

Gifts from the Foundation

This remains at \$0 as we have not transferred the capital gift funds from the Foundation at this juncture.

Sales and Services of Educational Activities

Revenue in this category has already exceeded the annual budget at \$80,936 (323.7% of budget). The budget for this line was conservative. Revenue in this category includes indirect cost recovery from grants, background checks, the dental hygiene clinic, and farm sales.

Other Operating Income

Other operating income is also slightly above budget at 107.7%, reflecting additional miscellaneous revenue sources not originally anticipated.

Investment Income

Investment income is tracking near budget expectations at 63.6% of the annual projection.

Expense Overview

Total expenditures through February are \$13.4M, or 63.4% of the annual budget. Spending is running below the proportional budget level and below last year's pace of 68.9%, indicating strong cost control.

Wages and Benefits

Personnel costs remain stable and predictable.

Wages are at 67.3% of budget.

Benefits are at 70.5% of budget.

These figures are consistent with normal payroll cycles.

Equipment and Supplies

This category is at 81.9% of the annual budget, which is higher than typical pacing. Some departments made larger purchases earlier in the fiscal year.

Information and Communication

This category is currently at 51.5% of budget, significantly lower than last year's pace of 77.3%, indicating slower spending or delayed purchases.

Maintenance

Maintenance spending is at 73.9%, which is consistent with facility and operational needs.

Miscellaneous

Miscellaneous expenses are within budgeted expectations.

Travel

Travel expenses remain lower than budgeted expectations as employees have attended less conferences and events.

Net Position

Through February, the College has a net cash gain of \$1.81M in operations and cash is up \$1.5M in total. The College has spent approximately \$300K in forward-funded grants during the fiscal year.

Overall Assessment

The College remains in a strong financial position through February. Revenue growth in tuition and state appropriations combined with controlled spending has resulted in a positive operating position. While some spending categories are pacing higher or lower than anticipated, none currently present a material financial concern.

Mr. Adkins presented the February Budget-to-Actual Report, noting that revenue growth is being driven by strong CCP enrollment and higher-than-expected state appropriations.

PRESIDENT'S REPORT (Informational)

Dr. Spiers presented the February 2026 President's Report, highlighting key initiatives and upcoming events. Trustee training requirements were reviewed, and members were reminded of the Ohio Trustees Conference scheduled for September 10, 2026. Appreciation was expressed for the successful Foundation Donor Recognition Dinner, including the presentation of the new Philanthropist Award to Jane Krites in recognition of her support and contributions.

Dr. Greaney presented a proposed five-year partnership with ReUp Education to re-engage stop-out learners, defined as former Rhodes State students who left without completing a credential. The partnership operates on a pay-for-performance model with no upfront cost to the College; Rhodes State would remit 30% of tuition revenue only after a student enrolls and remains past the 15th day of the term.

Board members discussed financial implications, marketing approaches, and potential impacts on graduation and accreditation reporting metrics.

FACULTY ASSOCIATION PRESIDENT'S UPDATE

The Faculty Association, led by Dr. Jacquie Martz, RSCFA President, and Ms. Traci Bitler, RSCFA President-Elect, convened on February 18, where faculty shared questions and concerns currently being addressed by the appropriate parties.

Leadership will continue monthly open forums with faculty, along with regular meetings with Dr. Spiers and Dr. Mason, to address concerns and support positive improvements across the College. Current discussions primarily focus on ADA compliance matters that are in progress.

CONSIDERATION OF APPROVAL OF PERSONNEL ACTIONS

Resolution No. 2026 – 33

Resolved, upon recommendation of the President and with the concurrence of the Executive Staff, that the following personnel actions be approved:

- Faculty/Staff Appointments – March 17, 2026

Chair Kirk requested the Board's consideration and approval of Resolution No. 2026-33 (Consideration of Approval of Personnel Actions). Dr. Ellis moved to approve Resolution No. 2026-33, and seconded by Mr. Bassitt. The motion was approved unanimously by voice vote.

CONSIDERATION OF APPROVAL FOR PURCHASES OVER \$50,000 TO ENTER INTO A PARTNERSHIP WITH REUP EDUCATION FOR REENROLLMENT SERVICES FOR STOP-OUT LEARNERS

Resolution No. 2026 – 34

Resolved, upon the recommendation of the President, with the concurrence of the Vice President for Enrollment Management & Student Affairs, that approval be given for the College to enter into an agreement with ReUp Education for reenrollment services for stop-learners.

Vendor: ReUp Education
Amount: 30% Tuition & Fees of Enrolled Stop-Out Learners
Source of Funds: Operational Funds

Overview:

ReUp Education is a mission-driven organization that partners with colleges to help them re-enroll learners that have stopped out. The opportunity does not require fixed resources. Instead, it relies on variable resources tied to revenue. Rhodes State’s revenue share is 30%. ReUp would only be paid as students re-enroll and remain enrolled past census. This approach de-risks the opportunity for Rhodes State.

With an estimated stop-out list of 16,328 learners spanning the last 25 years:

- ReUp forecasts between 441 and 634 returning student enrollments over a 5-year period.
- ReUp would only work with students who have a Last Date of Attendance greater than 2 years.

Attachment:

- ReUp Education & Rhodes State Executive Summary

Chair Kirk requested the Board’s consideration and approval of Resolution No. 2026-34 (Consideration of Approval for Purchases over \$50,000 to Enter into a Partnership with ReUp Education for Reenrollment Services for Stop-out Learners). Ms. Jacobs moved to approve Resolution No. 2026-34, and seconded by Dr. Ellis. Chair Kirk called for a roll call vote. Mr. Kirk, Mr. Bassitt, Dr. Ellis, Ms. Cunningham, and Ms. Jacobs all voted yes. Mr. Sielschott was absent.

CONSIDERATION OF APPROVAL TO ADOPT THE REVISION OF POLICY 2.23 DISCIPLINARY ACTION

Resolution No. 2026 – 35

Resolved, upon the recommendation of the President, and with the concurrence of the Vice President for Human Resources, that approval be given for the revision of Rhodes State College Policy 2.23 Disciplinary Action to be effective immediately upon approval.

Description:

The Disciplinary Action and Due Process Policy 5.5, last approved by the Board of Trustees on April 17, 2012, has been reviewed and revised in consultation with the Attorney General’s office. The revisions include the following:

- Renumbering to Policy 2.23 to align with the updated chapter structure;
- Changing the name to “Disciplinary Action” only;
- Adding definitions;
- Restructuring statements and titles to ensure clarity;
- Reducing the progressive discipline process from six levels to four for clarity and alignment with peer institutions; and
- Separating the procedure from the policy.

Attachments:

- Recommended Revised Disciplinary Action Policy 2.23
- Current BOT approved Disciplinary Action and Due Process Policy 5.5

Ms. Goings provided an overview of the changes to the Recommended Revised Disciplinary Action Policy 2.23.

Chair Kirk requested the Board’s consideration and approval of Resolution No. 2026-35 (Consideration of Approval to Adopt the Revision of Policy 2.23 Disciplinary Action). Mr. Bassitt moved to approve Resolution No. 2026-35, and seconded by Mr. Sielschott. The motion was approved unanimously by voice vote.

CONSIDERATION OF APPROVAL TO ADOPT THE RHODES STATE COLLEGE CURRICULUM APPROVAL PROCESS
Resolution No. 2026 - 36

Resolved, upon the recommendation of the President, and with the concurrence of the Vice President for Academic Affairs, that approval be given for the Rhodes State College Curriculum Approval Process to be effective upon approval.

Description:

Ohio House Bill 96 (2025), the state's biennial operating budget law, includes a provision requiring each public college or university Board of Trustees to adopt a formal curricular approval process that clarifies the roles of faculty and College governance and the Board of Trustees. Rhodes State College's Curriculum Development, Review, and Approval Process is a structured, faculty-driven model that ensures academic quality, regulatory compliance, and strategic alignment. The process begins at the program level in collaboration with Academic Affairs leadership to confirm alignment with institutional priorities, workforce demand, and available resources. All curriculum actions undergo layered internal review through the Division Dean, Dean's Council, and Curriculum Committee to ensure academic integrity, appropriate learning outcomes, and compliance with Ohio Department of Higher Education and accreditation standards. Minor revisions are reviewed and summarized for biannual Board reporting and approval; while new programs, major revisions, and inactivation's proceed through an expanded governance process, including Program Council, College Senate, the President, and ultimately the Board of Trustees for final approval. When required, substantive actions are submitted for external approval to the Ohio Department of Higher Education and/or the Higher Learning Commission prior to implementation. Upon final approval, the Vice President for Academic Affairs authorizes implementation, ensuring catalog publication, advising alignment, and entry into the Student Information System.

Attachments:

- Curriculum Approval Process narrative
- Curriculum Approval Process flowchart

Dr. Mason provided an overview of the proposed RSC Curriculum Approval Process.

Chair Kirk requested the Board's consideration and approval of Resolution No. 2026-36 (Consideration of Approval to Adopt the Rhodes State College Curriculum Approval Process). Mr. Sielschott moved to approve Resolution No. 2026-36, and seconded by Ms. Jacobs. The motion was approved unanimously by voice vote.

ADJOURNMENT

Chair Kirk called for a motion to adjourn the Board meeting. Ms. Cunningham moved to adjourn the Board meeting, and was seconded by Ms. Jacobs. The motion was approved unanimously by voice vote.

Approved Meeting Minutes of March 17, 2026



Mr. Everett "Butch" S. Kirk III
Chair

Pamela Mooneyhan, Recording Secretary