



BELMONT
COLLEGE

**BOARD OF TRUSTEES
MEETING**

November 30, 2023

6:00 p.m.

Belmont College
District Board of Trustees Meeting

November 30, 2023

6:00 p.m.

AGENDA

CALL TO ORDER	Mrs. Elizabeth Gates, Chair	
ROLL CALL	Kristy Kosky	
PLEDGE OF ALLEGIANCE		
INTRODUCTION OF VISITORS	Mrs. Elizabeth Gates, Chair	
APPROVAL OF AGENDA	Mrs. Elizabeth Gates, Chair	
APPROVAL OF MINUTES	Mrs. Elizabeth Gates, Chair	A
	Re-Approval of the May 2023 Minutes	A-1
	Re-Approval of the August 2023 Minutes	A-2
	Approval of the September 2023 Minutes	A-3
OATH OF OFFICE	Mr. Richard Myser to be Sworn In	
	<u>CONSENT AGENDA</u>	
	<u>Monitoring Activities</u>	B
	1. September 2023 Financials	B-1
	2. October 2023 Financials	B-2
	3. Graduation and Completion Rates	B-3
	<u>Administrative Items</u>	C
	1. Affordability and Efficiency Report	C-1
	<u>Human Resources</u>	D
	1. Health Insurance Renewal	D-1
	<u>Board Items</u>	E
	1. Transcript Withholding Resolution	E-1
	2. Trustee Selection Committee	E-2
PRESIDENT’S REPORT	Dr. Paul Gasparro	
COMMENTS FROM THE CHAIR	Mrs. Elizabeth Gates, Chair	

**COMMENTS FROM
THE COLLEGE COMMUNITY**

NEXT REGULAR MEETING

January 26, 2023
Belmont College – ATC
6:00 p.m.

ADJOURNMENT

TAB A

MINUTES

TAB A-1

MINUTES

May 2023

AGENDA ITEM A-1: RE-APPROVAL OF THE MAY 2023 MEETING MINUTES
Board of Trustees Meeting Date: November 30, 2023

The May 2023 Board of Trustee meeting minutes were presented for approval at the September 28, 2023 meeting. The motion to approve the minutes was made and seconded and a vote was taken. All Board members voted to approve the minutes, however, there were two members who were not present at the May 2023 meeting, therefore those members needed to abstain from voting.

The May 2023 minutes are being presented again for approval at the November 30, 2023 meeting.

RECOMMENDATION: Recommended that the Board approve the May 2023 Board of Trustees Minutes as presented.

SUBMITTED BY: Kristy Kosky, Chief of Staff and Executive Assistant to the President

BELMONT COLLEGE
BOARD OF TRUSTEES MEETING

Minutes of May 25, 2023

The regular meeting of the Belmont College District Board of Trustees was held at 6:00 p.m., on May 25, 2023, at Belmont College in the Board room.

- | | |
|--------------------------|---|
| Call to Order | Mrs. Gates, Chair, called the meeting to order at 6:02 p.m. |
| Oath of Office | Mr. Cory DelGuzzo administered the Oath of Office to recently re-elected Board members Allison Anderson and Matt Steele. |
| Roll Call | Allison Anderson – Present
Cory DelGuzzo – Present
Elizabeth Gates – Present
Mark Macri – Present
Anita Rice – Absent
Mark Rommick - Present
Melissa Smithberger - Present
Matt Steele - Absent

There being a quorum, the meeting proceeded. |
| Attendance | Bridgette Dawson, Heather Davis, Julie Keck (Remote), Dr. Paul Gasparro and Kristy Kosky. |
| Introduction of Visitors | N/A |
| Approval of Agenda | Mrs. Gates pulled consent agenda items C-1, 2023-2024 Budget, D-1, Election of Officers and D-2, Heritage Tree Nominations, for further discussion.

Mrs. Gates then asked for a motion to approve the agenda.

Mr. DelGuzzo motioned, seconded by Mrs. Smithberger, to approve the agenda.
All ayes; motion carried.

Mrs. Gates asked for a motion to approve the minutes of the March 2023 meeting. |
| Approval of Minutes | Dr. Macri motioned, seconded by Mr. Romick, to approve the minutes of the March 2023 meeting.
All ayes; motion carried. |

Approval of
Consent Agenda Mrs. Gates asked for a motion to approve the remaining items on the consent agenda.

Mr. DelGuzzo motioned, seconded by Dr. Macri, to approve the remaining items consent agenda.
All ayes; motion carried.

Consent Agenda
Item C-1
2023-2024 Budget Dr. Gasparro provided an overview of the proposed budget.
Mrs. Gates asked for a motion to approve agenda item C-1, 2023-2024 Budget.

Dr. Macri motioned, seconded by Mr. DelGuzzo, to approve the 2023-2024 Budget as submitted.
All ayes; motion carried.

Consent Agenda
Item D-1
Election of Officers Mrs. Gates turned the meeting over to Dr. Gasparro for the election of Chairperson of the Board of Trustees for the 2023-2024 term.

Dr. Gasparro asked for nominations for the Chairperson of the Board of Trustees for the 2023-2024 term.

Dr. Macri nominated Mrs. Gates, seconded by Mr. DelGuzzo, as Chairperson of the Board of Trustees for the 2023-2024 term.
There being no other nominations, Dr. Gasparro asked for a motion to close the nominations and accept the nomination of Mrs. Gates as Chairperson of the Board of Trustees for the 2023-2024 term.

Mr. DelGuzzo motioned, seconded by Dr. Macri, to close the nominations for Chairperson and to accept the nomination of Mrs. Gates as Chairperson of the Board of Trustees for the 2023-2024 term.
All ayes; motion carried.

Dr. Gasparro asked for a motion to elect Mrs. Gates as Chairperson of the Board of Trustees for the 2023-2024 term.

Mrs. Smithberger motioned seconded by Mrs. Anderson, to elect Mrs. Gates as Chairperson of the Board of Trustees for the 2023-2024 term.
All ayes; motion carried.

Dr. Gasparro turned the meeting back over to Mrs. Gates.

Mrs. Gates asked for nominations for the Vice Chairperson of the Board of Trustees for the 2023-2024 term.

Mr. DelGuzzo nominated Dr. Macri, seconded by Mrs. Smithberer, as Vice Chairperson of the Board of Trustees for the 2023-2024 term.

There being no other nominations, Mrs. Gates asked for a motion to close the nominations and accept the nomination of Dr. Macri as Vice Chairperson of the Board of Trustees for the 2023-2024 term.

Mrs. Smithberger motioned, seconded by Mr. DelGuzzo, to close the nominations for Vice Chairperson and to accept the nomination of Dr. Macri as Vice Chairperson of the Board of Trustees for the 2023-2024 term.
All ayes; motion carried.

Mrs. Gates asked for a motion to elect Dr. Macri as Vice Chairperson of the Board of Trustees for the 2023-2024 term.

Mr. DelGuzzo motioned seconded by Mrs. Smithberger, to elect Dr. Macri as Vice Chairperson of the Board of Trustees for the 2023-2024 term.
All ayes; motion carried.

Mrs. Gates asked for nominations for the Treasurer of the Board of Trustees for the 2023-2024 term.

Mrs. Gates nominated Judith McMullen, seconded by Dr. Macri, as Treasurer of the Board of Trustees for the 2023-2024 term.

There being no other nominations, Mrs. Gates asked for a motion to close the nominations and accept the nomination of Judith McMullen as Treasurer of the Board of Trustees for the 2023-2024 term.

Mr. DelGuzzo motioned, seconded by Mrs. Smithberger, to close the nominations for Treasurer and to accept the nomination of Judith McMullen as Treasurer of the Board of Trustees for the 2023-2024 term.
All ayes; motion carried.

Mrs. Gates asked for a motion to elect Judith McMullen as Treasurer of the Board of Trustees for the 2023-2024 term.

Mr. DelGuzzo motioned seconded by Dr. Macri, to elect Judith McMullen, as Treasurer of the Board of Trustees for the 2023-2024 term.
All ayes; motion carried.

Mrs. Gates asked for nominations for the Secretary of the Board of Trustees for the 2023-2024 term.

Mr. DelGuzzo nominated Dr. Gasparro, seconded by Dr. Macri, as Secretary of the Board of Trustees for the 2023-2024 term.

There being no other nominations, Mrs. Gates asked for a motion to close the nominations and accept the nomination of Dr. Gasparro as Secretary of the Board of Trustees for the 2023-2024 term.

Mr. Romick motioned, seconded by Dr. Macri, to close the nominations for Secretary and to accept the nomination of Dr. Gasparro as Secretary of the Board of Trustees for the 2023-2024 term.

All ayes; motion carried.

Mrs. Gates asked for a motion to elect Dr. Gasparro as Treasurer of the Board of Trustees for the 2023-2024 term.

Mr. DelGuzzo motioned, seconded by Mrs. Anderson, to elect Dr. Gasparro as Treasurer of the Board of Trustees for the 2023-2024 term.

All ayes; motion carried.

Consent Agenda
Item D-1
Heritage Tree
Nominations

The Board discussed agenda item D-1, Heritage Tree Nominations. There were no individuals identified for the honor, therefore, there were no nominations made.

President's Report

Dr. Gasparro provided an update on the Burn Building and the Industrial Trades Building.

Comments from
the Chair

Mrs. Gates asked for a motion to cancel the June 22, 2023 Board of Trustees meeting.

Mr. DelGuzzo motioned, seconded by Mrs. Smithberger, to cancel the June 22, 2023 Board of Trustees meeting.

All ayes; motion carried.

Mrs. Gates reminded the Board members of their requirement to complete the online Ethics training by the end of the Calendar year

Belmont College Board of Trustees Meeting
Minutes of May 25, 2023

Comments from
the College
Community

N/A

Next Regular
Meeting

August 12, 2023
Board Retreat/Evaluation of the President
Oglebay Resort
9:00 a.m.

Adjournment

Mrs. Gates adjourned the meeting at 6:55p.m.

Elizabeth F. Gates, Chair

Paul F. Gasparro, President

Date Approved: _____ / _____ / _____

TAB A-2

MINUTES

August 2023

AGENDA ITEM A-2: RE-APPROVAL OF THE AUGUST 2023 MEETING MINUTES
Board of Trustees Meeting Date: November 30, 2023

The August 2023 Board of Trustee meeting minutes were presented for approval at the September 28, 2023 meeting. The motion to approve the minutes was made and seconded and a vote was taken. All Board members voted to approve the minutes, however, there were three members who were not present at the August 2023 meeting, therefore those members needed to abstain from voting.

The August 2023 minutes are being presented again for approval at the November 30, 2023 meeting.

RECOMMENDATION: Recommended that the Board approve the August 2023 Board of Trustees Minutes as presented.

SUBMITTED BY: Kristy Kosky, Chief of Staff and Executive Assistant to the President

BELMONT COLLEGE

BOARD OF TRUSTEES MEETING

Minutes of August 12, 2023

The regular meeting of the Belmont College District Board of Trustees was held at 9:00 a.m., on August 12, 2023, at Wilson Lodge in Oglebay Resort.

Call to Order Mrs. Gates, Chair, called the meeting to order at 9:22 a.m.

Roll Call Allison Anderson - Absent
Cory DelGuzzo – Present
Elizabeth Gates – Present
Mark Macri – Present
Anita Rice – Present
Mark Romick - Present
Melissa Smithberger - Absent
Matt Steele - Absent

There being a quorum, the meeting proceeded.

Approval of Agenda Mrs. Gates asked for a motion to approve the agenda.

Mr. DelGuzzo motioned, seconded by Dr. Macri, to approve the agenda.
All ayes; motion carried.

Executive Session Mrs. Gates asked for a motion to enter into Executive Session for the purpose of discussing the President’s contract.

Mr. DelGuzzo motioned, seconded by Dr. Macri, to enter into executive session for the purpose of discussing the President’s contract.
A roll call vote was taken.
All ayes; motion carried.

The Board went into Executive Session at 9:22 a.m.

Mrs. Gates asked for a motion to come out of Executive Session.

Mr. DelGuzzo motioned, seconded by Mrs. Rice, to come out of Executive Session.

A roll call vote was taken.
All ayes; motion carried.

The Executive Session ended at 3:05 p.m.

Adjournment

There being no further matters for the regular Board of Trustees meeting, Mrs. Gates adjourned the meeting at 3:05 p.m.

Elizabeth F. Gates, Chair

Paul F. Gasparro, President

Date Approved: _____ / _____ / _____

TAB A-3

MINUTES

September 2023

BELMONT COLLEGE

BOARD OF TRUSTEES MEETING

Minutes of September 28, 2023

The regular meeting of the Belmont College District Board of Trustees was held at 6:00 p.m. on September 28, 2023, at Belmont College in the Board room.

Call to Order Mrs. Gates, Chair, called the meeting to order at 6:00 p.m.

Roll Call Allison Anderson – Present
Cory DelGuzzo – Present
Elizabeth Gates – Present
Mark Macri – Present
Anita Rice – Present
Mark Romick - Present
Melissa Smithberger - Present
Matt Steele - Present

There being a quorum, the meeting proceeded.

Attendance Bridgette Dawson, Jesse Gipko, Heather Davis, Janet Sepmkowski, Jason Huffman, Matt Williamson, Julie Keck (remote), Dr. Paul Gasparro and Kristy Kosky.

Introduction of Visitors Mrs. Gates welcomed Jason Huffman, Interim Director of Human Resources and Janet Sempkowski, Interim Director of Finance and CFO.

Approval of Agenda Mrs. Gates then asked for a motion to approve the agenda.

Mr. DelGuzzo motioned, seconded by Mrs. Anderson to approve the agenda. All ayes; motion carried.

Approval of Minutes Mrs. Gates asked for a motion to approve the minutes of the May 2023 meeting.

Mr. Romick motioned seconded by Dr. Macri to approve the minutes of the May 2023 meeting. All ayes; motion carried.

Mrs. Gates asked for a motion to approve the minutes of the August 2023 meeting.

Mr. DelGuzzo motioned, seconded by Dr. Macri to approve the minutes of the August 2023 meeting.
All ayes; motion carried.

Executive Session

Mrs. Gates asked for a motion to enter into Executive Session to discuss the President's contract.

Dr. Macri motioned, seconded by Mrs. Anderson, to enter into Executive Session.

A roll call vote was taken.

All ayes; Executive Session began at 6:03 p.m.

Mrs. Gates asked for a motion to come out of Executive Session.

Mr. DelGuzzo motioned, seconded by Mrs. Anderson, to come out of Executive Session.

A roll call vote was taken.

All ayes; Executive Session ended at 7:04 p.m.

Approval of
Consent Agenda

Mrs. Gates asked for a motion to approve the consent agenda.

Dr. Macri asked for clarification on the financials. Janet Sempkowski reviewed the reports and provided clarification. It was suggested that the report summaries be modified going forward to show a clearer understanding.

Mrs. Gates then asked for a motion to approve the consent agenda.

Mr. DelGuzzo motioned, seconded by Mrs. Smithberger to approve the consent agenda.

Ayes; Mrs. Anderson; Mr. DelGuzzo; Mrs. Gates; Dr. Macri; Mrs. Rice; Mr. Romick; Mrs. Smithberger

Nays; None.

Abstain; Mr. Steele

Board Items

Mrs. Gates made a motion, seconded by Mrs. Rice, to nominate Janet Sempkowski as Treasurer to the Board of Trustees.

All ayes; motion carried.

Mrs. Gates made a motion, seconded by Dr. Macri, to close the nominations for Treasurer to the Board of Trustees.

All ayes; motion carried.

Mrs. Gates then asked for a motion, seconded by Mrs. Rice, to elect Janet Sempkowski as Treasurer to the Board of Trustees.

A roll call vote was taken.

All ayes; motion carried.

The Data Reporting Calendar was reviewed and clarification provided regarding the reporting structure and dates of reporting.

Mrs. Gates made a motion, seconded by Mr. DelGuzzo, for the ratification of President's contract.

A roll call vote was taken;

All ayes; motion carried.

President's Report

Dr. Gasparro reported that there are State changes coming that will affect how the Board of Trustee members are elected. Once the changes are fully approved, the Board will be informed.

Kristy Kosky distributed a draft copy of Board of Trustees Policy manual. The policy manual has been reformatted and updated. All Board of Trustee members were asked to review the document and provide feedback by the November Board of Trustees meeting.

Kristy Kosky announced that the state inspection of the Burn Building was performed on September 15, 2023 and fully approved for operation on September 18, 2023. The first training is being scheduled and there will be an open house during that training. Once the date is known, the Board of Trustees will be notified.

The Industrial Trades Building is currently in schematic design. Ground breaking is projected for October 2024.

Dr. Gasparro and Kristy Kosky have a meeting on Monday, October 2, 2023, with the East Central Ohio Educational Service Center and Ohio University regarding the S&E Building Lease.

Dr. Jesse Gipko provided updates on Academics, specifically on General Education classes and the outcomes, an assessment update, and an update on the Student Success Leadership Institute.

Dr. Heather Davis provided an update on programs, specifically with the success of the new Massage Therapy program. Dr. Davis also reported on the Foster Connected Students award, announced that we have formed a Mental

Health Team, and reported on the meetings she and Assistant Vice President Dawson have attended with the Correctional facilities in the area regarding potential educational programs for the facilities.

Assistant VP Bridgette Dawson provided a Fall enrollment update and also reported on projected Spring numbers. She announced that we will be holding a Guidance Counselor dinner for the local school counselors. In addition, we will be holding a FAFSA night to help anyone needing assistance with filing their FAFSA.

Julie Keck provided videos of two of our new commercials.

Mrs. Gates asked for a motion to change the November 16, 2023 meeting to November 30, 2023.

Mrs. Smithberger motioned, seconded by Dr. Macri to change the November 16, 2023 meeting to November 30, 2023.
All ayes; motion carried.

Comments from
the Chair

Mrs. Gates reminded the Board members of their requirement to complete the online Ethics training by the end of the Calendar year.

Next Regular
Meeting

November 30, 2023
Combined dinner with the Foundation Board – 5:00 p.m. – ATC - TBD
Official Meeting – 6:00 p.m.
Board Room

Adjournment

Mrs. Gates asked for a motion to adjourn the meeting.

Mrs. Rice motioned, seconded by Dr. Macri, to adjourn the meeting.
All ayes; motion carried.

The meeting adjourned the meeting at 8:28 p.m.

Elizabeth F. Gates, Chair

Paul F. Gasparro, President

Date Approved: _____ / _____ / _____

CONSENT AGENDA

TAB B

CONSENT AGENDA

Monitoring Activities

TAB B-1

CONSENT AGENDA

Monitoring Activities

September 2023 Financials

AGENDA ITEM B-1: SEPTEMBER 2023 FINANCIALS
Board of Trustees Meeting Date: November 30, 2023

FINANCIAL REPORTS:

The cash position of the College as of September 30, 2023 is as follows:

* Checking Account Balance	\$	1,320,442.41
Certificates of Deposit	\$	2,906,479.54
STAR Ohio	\$	2,535,310.08
Savings	\$	248,268.38
Total Temporary Investments	\$	5,690,058.00
Total Cash and Temporary Investments	\$	7,010,500.41

* Checking account balance includes:

General, Auxiliary, Restricted, Development, Endowment, and Plant Funds

The revenues and expenditures are as follows:

	This Year <u>% Recorded</u>	% Year <u>Completed</u>
Budgeted Revenues	34.3%	25.0%
Budgeted Expenditures	27.6%	25.0%

The Appropriated Fund Balances are as follows:

1. The General Fund Board Appropriated Fund Balances are \$ 224,597.19.
2. The General Fund Board Appropriated Start Up Fund Balance is \$ 89,805.83.
3. The Unexpended Plant Board Appropriated Fund Balance is \$ 40,168.73.

RECOMMENDATION: Recommended that the Board accept the financial information for September 2023 as presented.

SUBMITTED BY: Janet Sempkowski, Director of Finance & CFO

TAB B-2

CONSENT AGENDA

Monitoring Activities

October 2023 Financials

AGENDA ITEM B-2: OCTOBER 2023 FINANCIALS
Board of Trustees Meeting Date: November 30, 2023

FINANCIAL REPORTS:

The cash position of the College as of October 31, 2023 is as follows:

* Checking Account Balance	\$	773,875.83
Certificates of Deposit	\$	2,628,984.30
STAR Ohio	\$	3,298,946.18
Savings	\$	248,268.38
Total Temporary Investments	\$	6,176,198.86
Total Cash and Temporary Investments	\$	6,950,074.69

* Checking account balance includes:

General, Auxiliary, Restricted, Development, Endowment, and Plant Funds

The revenues and expenditures are as follows:

	This Year <u>% Recorded</u>	% Year <u>Completed</u>
Budgeted Revenues	39.7%	33.3%
Budgeted Expenditures	35.6%	33.3%

The Appropriated Fund Balances are as follows:

1. The General Fund Board Appropriated Fund Balances are \$ 217,602.19.
2. The General Fund Board Appropriated Start Up Fund Balance is \$ 89,805.83.
3. The Unexpended Plant Board Appropriated Fund Balance is \$ 188,661.73.

RECOMMENDATION: Recommended that the Board accept the financial information for October 2023 as presented.

SUBMITTED BY: Janet Sempkowski, Director of Finance & CFO

TAB B-3

CONSENT AGENDA

Monitoring Activities

Graduation and Completion Rates

AGENDA ITEM B-3: GRADUATION AND COMPLETION RATES
Board of Trustees Meeting Date: November 30, 2023

Definitions

GROUPS	
First-time, Full-time Students	The students in this cohort must fulfill the following criteria: The students must be first-time ever in college in the fall term for the given year, enrolled in 12 or more hours in that fall term, and must be seeking a degree. The cohort may include students whose first term of enrollment is summer, if they continue their enrollment in fall. The cohort is limited to students enrolling as an undergraduate student for the first time. High school students attending college are not counted.
OUTCOMES	
Number earning degree by end of third year	Student has earned an associate's or bachelor's degree within 3 years or less at the same institution.
Number persisting at same institution	Students who have stayed at the same institution for the 3 year time frame but have not yet earned an associate's or bachelor's degree.
Number persisting at a different institution	Students who have moved on to a different institution than the original institution but have not yet earned an associate's or bachelor's degree.
Number, total 3-Year success rate	This is a sum of the students who earned an associate's or bachelor's degree or who remained enrolled in higher education.

**Three-Year Success Measures for First-Time, Full-Time, Degree-Seeking Students at Ohio's Two-Year Campuses
Fall 2018 Entering Cohort**

Sector Institution	Full-Time Students in Fall 2018 Cohort	Number Earning Degree by End of third year	% Earned degree by end of third year	Number Persisting at same institution in FY 2021	% Persisting at same institution in FY 2021	Number Persisting at a different institution in FY 2021	% Persisting at a different institution in FY 2021	Number, Total 3-Year Success Rate	% Total 3-year success rate
Community Colleges	14,992	3,745	25%	3,271	22%	1,058	7%	8,074	54%
Belmont College	164	47	29%	31	19%	8	5%	86	52%
Central Ohio Technical College	301	83	28%	48	16%	26	9%	157	52%
Cincinnati State Technical and Community College	742	142	19%	187	25%	56	8%	385	52%
Clark State Community College	465	90	19%	98	21%	36	8%	224	48%
Columbus State Community College	2,005	411	20%	534	27%	207	10%	1,152	57%
Cuyahoga Community College	1,583	353	22%	400	25%	87	5%	840	53%
Eastern Gateway Community College	1,848	638	35%	370	20%	45	2%	1,053	57%
Edison State Community College	235	68	29%	40	17%	19	8%	127	54%
Hocking College	585	252	43%	36	6%	32	5%	320	55%
James A Rhodes State College	301	115	38%	64	21%	22	7%	201	67%
Lakeland Community College	669	147	22%	139	21%	80	12%	366	55%
Lorain County Community College	552	120	22%	164	30%	38	7%	322	58%
Marion Technical College	222	98	44%	40	18%	10	5%	148	67%
North Central State College	177	34	19%	45	25%	15	8%	94	53%
Northwest State Community College	239	61	26%	81	34%	14	6%	156	65%
Owens Community College	1,006	211	21%	186	18%	71	7%	468	47%
Rio Grande Community College	314	61	19%	28	9%	38	12%	127	40%
Sinclair Community College	1,507	311	21%	354	23%	99	7%	764	51%
Southern State Community College	103	22	21%	19	18%	12	12%	53	51%
Stark State College	1,109	188	17%	277	25%	97	9%	562	51%
Terra State Community College	282	74	26%	41	15%	23	8%	138	49%
Washington State Community College	268	75	28%	57	21%	8	3%	140	52%
Zane State College	315	144	46%	32	10%	15	5%	191	61%

Three-Year Success Measures for First-Time, Full-Time, Degree-Seeking Students at Ohio's Two-Year Campuses
Fall 2019 Entering Cohort

Sector Institution	Full-Time Students in Fall 2019 Cohort	Number Earning Degree by End of third year	% Earned degree by end of third year	Number Persisting at same institution in FY 2022	% Persisting at same institution in FY 2022	Number Persisting at a different institution in FY 2022	% Persisting at a different institution in FY 2022	Number, Total 3-Year Success Rate	% Total 3-year success rate
Community Colleges	15,077	3,802	25%	3,396	23%	925	6%	8,123	54%
Belmont College	156	58	37%	23	15%	8	5%	89	57%
Central Ohio Technical College	269	68	25%	46	17%	20	7%	134	50%
Cincinnati State Technical and Community College	579	125	22%	123	21%	34	6%	282	49%
Clark State Community College	489	94	19%	130	27%	28	6%	252	52%
Columbus State Community College	2,013	387	19%	603	30%	171	8%	1,161	58%
Cuyahoga Community College	1,869	401	21%	512	27%	125	7%	1038	56%
Eastern Gateway Community College	2,223	849	38%	388	17%	42	2%	1,279	58%
Edison State Community College	254	56	22%	50	20%	24	9%	130	51%
Hocking College	535	241	45%	33	6%	18	3%	292	55%
James A Rhodes State College	273	85	31%	61	22%	17	6%	163	60%
Lakeland Community College	615	139	23%	144	23%	59	10%	342	56%
Lorain County Community College	483	110	23%	151	31%	27	6%	288	60%
Marion Technical College	194	66	34%	27	14%	10	5%	103	53%
North Central State College	172	31	18%	33	19%	11	6%	75	44%
Northwest State Community College	290	58	20%	123	42%	16	6%	197	68%
Owens Community College	956	228	24%	178	19%	67	7%	473	49%
Rio Grande Community College	290	61	21%	54	19%	16	6%	131	45%
Sinclair Community College	1,393	260	19%	320	23%	94	7%	674	48%
Southern State Community College	96	23	24%	13	14%	2	2%	38	40%
Stark State College	1,096	212	19%	278	25%	96	9%	586	53%
Terra State Community College	328	80	24%	43	13%	21	6%	144	44%
Washington State Community College	217	67	31%	33	15%	5	2%	105	48%
Zane State College	287	103	36%	30	10%	14	5%	147	51%

TAB C

CONSENT AGENDA

Administrative Items

TAB C-1

CONSENT AGENDA

Administrative Items

Affordability and Efficiency Report

AGENDA ITEM C-1: Affordability and EFFICIENCY REPORT
Board of Trustees Meeting Date: November 30, 2023

It is requested that the Board approve the 2023 Affordability and Efficiency report. Belmont College also submitted a similar report in October 2022. The documents are attached.

In 2015 Governor Kasich created the Ohio Task Force on Affordability and Efficiency to make recommendations on four principles. They are, in order,

- 1) Efficiencies
- 2) Academic Practices
- 3) Policy Reform
- 4) Cost Savings and Benefits for students

What we are submitting is a collective work from the College to give our response. We are asking the Board of Trustees to review and approve.

RECOMMENDATION: It is requested that the Board of Trustees approve the attached 2023 Affordability and Efficiency Report.

SUBMITTED BY: Matt Williamson, Director of Institutional Research



FY23 Efficiency Reporting Template

Introduction:

Ohio Revised Code section 3333.95 requires the chancellor of the Ohio Department of Higher Education (DHE) to maintain an “Efficiency Advisory Committee” that includes an “efficiency officer” from each state institution of higher education (IHE). Each IHE must then provide an “**efficiency report**” updated annually to DHE, which is compiled by the chancellor into a statewide report shared at year end with the governor and legislature. The committee itself meets at the call of the chancellor.

The first several Efficiency Reports were heavily influenced by and structured around the Ohio Task Force on Affordability and Efficiency’s October 2015 report “Action Steps to Reduce College Costs” (Task Force). The Task Force report provided many good recommendations that sharpened our focus and set a course for increasing efficiency throughout public higher education in Ohio. Since then, the Efficiency Reports have transitioned to other timely issues. This year’s report will continue that practice.

In addition, there are a number of topics that are required to be addressed per the Ohio Revised Code. Specifically, ORC Section 3333.951(C) requires IHEs to report on their annual study to determine the cost of textbooks for students enrolled in the institution. ORC 3333.951(B) requires Ohio’s co-located colleges and universities to annually review best practices and shared services and report their findings to the Efficiency Advisory Committee. ORC 3345.59(E) requires information on efficiencies gained as a result of the “regional compacts” created in 2018.

The reporting template also requests information regarding college debt and debt collection practices, among other things.

Your Efficiency Report Contact: David Cummins, Associate Vice Chancellor Financial Planning and Oversight, 614-752-9496, dcummins@highered.ohio.gov Please provide your institution’s efficiency report by **Friday, November 3, 2023** via email to OdheFiscalReports@highered.ohio.gov

As in previous years, the Efficiency Reporting Template is structured into the following sections:

- **Section I: Efficiency and Effectiveness** – This section captures information on progress made from strategic partnerships and practices that are likely to yield significant savings and/or enhance program offerings.
- **Section II: Academic Practices** – This section covers areas more directly related to instruction, with an emphasis on actions taken to reduce the costs to students of textbooks, including the options of Inclusive Access and Open Educational Resources.
- **Section III: Policy Reforms** – This section captures state IHE responses to suggested policy reforms originating from state initiatives, including transcript withholding and Second Chance Grants as created in Sub. SB 135.
- **Section IV: Future goals** – In the spirit of continuous improvement, the DeWine-Husted administration continues to request feedback on steps the state can take to support your institution's goals.

For purposes of this report, efficiency is defined on a value basis as a balance of quality versus cost:

- Direct cost savings to students (reducing costs)
- Direct cost savings to the institution (reducing costs)
- Cost avoidance for students (reducing costs)
- Cost avoidance to the college/university (reducing costs)
- Enhanced advising, teaching (improving quality)
- IP commercialization (improving quality)
- Graduation/completion rates (improving quality)
- Industry-recognized credentials (improving quality)
- Experiential learning (improving quality)

These are examples only. Please consider your responses to address broader measures of efficiency, quality, cost and value. Please also note that this is only a template. Feel free to respond in any additional way you believe is helpful.

Belmont College

Section I: Efficiency and Effectiveness

Benchmarking

Each institution should regularly identify and evaluate its major cost drivers, along with priority areas that offer the best opportunities for efficiencies. Institutions should also track their progress in controlling costs and improving effectiveness.

1. Does your institution utilize Higher Education Information (HEI) system data to evaluate the efficiency of operations? If so, which data sources are most useful or informative? How can the data provided in HEI be better utilized for this purpose?

Belmont College does not currently utilize HEI data to evaluate efficiency of operations. Rather since this is data that we pull internally, we utilize similar data or other data to evaluate the efficiency of operations. Belmont College has discussed how we might begin utilizing HEI reports (such as the Resource Analysis report) to benchmark to other institutions.

2. What other data, metrics, or benchmarks does your institution utilize to evaluate operational efficiencies and the appropriate balance of instructional vs. administrative expenses? How is such data utilized by your institution? Please summarize and provide an overview of your performance based on each measure.

Belmont College allocates our resources in alignment with the mission and priorities utilizing the strategic plan for the distribution of resources in the budget process. The process for strategic planning begins with the college mission, vision and values and is operationalized through unit plans, which drive the day-to-day operations of the college. Key performance indicators are embedded in the unit plans and are systematically assessed to review departmental effectiveness and to drive improvement in an ongoing fashion.

Belmont aligns budget priorities with a strong focus on educational programs and academic support. One of the core values is to provide students access to higher education and provide the opportunity to succeed. The majority of the operational budget is expended for instruction, academic support, student services, and internal scholarships making up 49% of the most recent audit (FY22).

Belmont also identifies and tracks performance by measuring effectiveness of strategic and operational processes utilizing the data collected through Senate Bill 6 (SB6) ratios which reflect the overall financial health of the institution. The SB6 ratios provide measurements used for benchmarking by comparing ourselves to the other twenty-two community colleges in Ohio. Belmont's composite score has consistently been above the Ohio community college average providing a positive indication of the financial health of the institution. The viability ratio measures the ability to meet debt obligations with current expendable net assets. Belmont has consistently had the highest score of 5 in this category. The primary reserve ratio measures expendable reserves without relying on additional funds from operations. Our primary reserve ratio has remained strong in the face of challenges and has consistently been above the Ohio community college average providing an indication the college is efficiently managing its resources. In fiscal year

2022, our primary reserve ratio was 66.5% indicating the College could cover over six months of expenses from reserves without relying on additional revenue.

Facilities Planning

In April 2022 the Auditor of State's Office completed a Performance Audit of the facility inventory data maintained by DHE. AOS provided three recommendations within that audit:

- DHE should work to ensure that all institutions report data by a specified date and it should develop and follow internal data verification methods.
 - DHE should provide the collected facilities data in a timely manner so that policy makers can make informed decisions relating to necessary changes in the state operating and capital budgets.
 - DHE should develop a strategic plan for higher education, with a focus on facilities.
1. How has your institution employed planning and changing use of campus space to reduce costs and increase efficient use of capital resources?

Belmont College is always looking for ways to utilize space in the most efficient ways. This includes reexamining classroom spaces, lab areas, and other areas to be used for courses or rental spaces. Each term the course schedule is examined to see how best to utilize space on campus.

2. How have recent enrollment trends, including changing demographics and the increased utilization of distance learning, impacted facilities planning at your institution?

While Belmont College has seen an increase in distance learning, we have also seen in-person enrollment increases. This has led to an increase in the usage of classroom space and the utilization of spaces not used for courses. Belmont College continues to examine our facilities usage for both instruction usage and non-instruction usage.

- a. Do you see continued increases in distance learning, or do you think that the percentage of courses taken by distance learning has reached a stable level?

We have seen an increase in our distance education, and we plan on this to continue to increase as we offer more courses and programs online. Additionally, we have begun offering new programs in-person so we should see an increase in the percentage of online education, but this should begin to stabilize as in-person enrollment also begins to increase.

3. What benchmarks or data sources does your institution use to assess demand for physical space?

The data utilized is a mixture of the course schedule and room usage/reservations. Typically demand for physical space is examined when a request has been made for usage after the schedule for a term has been finalized.

- a. Do you see a shift in the demand for different types of physical space, e.g. lab space?

With a few new programs starting in Fall of 23-24, we have seen an increase in demand for lab space. For AY 22-23, demand was comparable to the prior year(s).

4. Does your institution utilize HEI physical structure data or area utilization data to inform the six-year capital planning process?

Belmont College utilizes a variety of data sources when completing the six-year capital planning process. Part of the data comes from the HEI physical structure data, as this provides Belmont College with an accessible way for those involved in the planning process to gather information. The information that is examined includes: square footage, year of construction, and replacement value. The area inventory report is also valuable as it can provide Belmont College with the operating capacity and function of rooms in the buildings Belmont College has in its inventory.

Regional Compacts

ORC Section 3345.59 requires regional compacts of Ohio’s public institutions, with an executed agreement in place by June 30, 2018, for institutions to collaborate more fully on shared operations and programs. The section identifies nine areas to be addressed to improve efficiencies, better utilize resources and enhance services to students and their regions. Per paragraph E of that section:

(E) Each state institution of higher education shall include in its annual efficiency report to the chancellor the efficiencies produced as a result of each compact to which the institution belongs.

Specific to the Regional Compact in which your institution is a member, please describe collaborations that have occurred within the regional compacts and the efficiencies or enhanced services provided in any of the relevant categories below.

Category	Description
Reducing duplication of academic programming	Belmont College’s academic programs are reviewed with consideration of similar programs in the area, possible enrollment, and future graduation rates. When considering new programs, the College takes into consideration similar offerings at other institutions in the region.
Implementing strategies to address workforce education needs of the region	The College holds routine advisory board meetings, annually. Board membership includes professionals in the field/local area for the varying departments/majors. The advisory board members provide information and suggestions to the college for workforce needs and education needs.
Sharing resources to align educational pathways and to increase access within the region	The College has a Tech Prep Coordinator as part of the Tech Prep Southeast Region. The coordinator works with local high schools to provide pathways for high school students.
Reducing operational and administrative costs to provide more learning opportunities and collaboration in the region	Belmont College has streamlined the administration to effectively reduce the overhead costs to the College. The College also reviews the organizational structure periodically to ensure the College is streamlined and working efficiently.

Enhancing career counseling and experiential learning opportunities for students	The College provides experiential learning opportunities in many of the programs. Experiential learning requirements include the completion of direct hours/hands on experiences in the field under the supervision of an on-site supervisor and their full-time faculty member.
Expand alternative education delivery models such as competency-based and project-based learning	The College continues to participate in the Ohio CBE Network Steering Committee. The College offers traditional in-class learning, hybrid learning, and online learning.
Collaboration and pathways with information technology centers, adult basic and literacy education programs and school districts	The College partners with the University of Cincinnati to offer a pathway for students to earn an IT bachelor's degree by taking CCP classes through the College. The College also offers an IT pathway through Bridgeport High School. The College has also partnered with BelCo to provide basic computer training through our Department of Workforce Development. Belmont College also offers the Adult Diploma Program (ADP) through Workforce.
Enhancing the sharing of resources between institutions to expand capacity and capability for research and development	We have Ohio Link that allows students to access books from other institutions in the network.
Identifying and implementing the best use of university regional campuses	N/A
Other initiatives not included above	

Co-located Campuses

ORC Section 3333.951(B) requires Ohio's co-located colleges and universities to annually review best practices and shared services in order to improve academic and other services and reduce costs for students, and to report their findings to the Efficiency Advisory Committee.

(B) Each state institution of higher education that is co-located with another state institution of higher education annually shall review best practices and shared services in order to improve academic and other services and reduce costs for students. Each state institution shall report its findings to the efficiency advisory committee established under section [3333.95](#) of the Revised Code. The committee shall include the information reported under this section in the committee's annual report.

Co-located campus: [Ohio University -East Campus \(based on the state's definition\)](#)

Type of Shared Service or Best Practice (IE: Administrative, Academic, etc.)	Please include an explanation of this shared service.	Monetary Impact from Shared Service

Section II: Academic Practices

This section covers areas more directly related to instruction, with an emphasis on savings strategies related to the cost of textbooks, and the expanded use of alternative instructional materials.

Textbook Affordability

Textbook Cost Study

ORC Section 3333.951(D) requires Ohio’s public colleges and universities to do the following on an annual basis:

(D) Each state institution of higher education shall conduct a study to determine the current cost of textbooks for students enrolled in the institution, and shall submit the study to the chancellor of higher education annually by a date prescribed by the chancellor.

Your institution’s submission of Textbook Cost Study information via the annual Efficiency Report is used to satisfy this statutory requirement. Please attach the analysis of textbook costs developed by your institution labeled “[Institution Name – Academic Year – Textbook Cost Study]” and summarize the results of your institution’s study below.

There was no significant change in the data for this fiscal year. Due to staff turnover and a technology incident, complete data during this time was not fully available. During this time, we also implemented an online, third-party bookstore (e-campus). Due to this implementation this data will be readily accessible for future years. As such we feel that the data from last year is comparable to this year’s data.

Category	Amount
Average cost for textbooks that are new	\$64.33

Average cost for textbooks that are used	\$45.67
Average cost for rental textbooks	\$79.95
Average cost for eBook	\$44.47

Reducing Textbook Costs for Students

ORC Section 3333.951(C) requires Ohio’s public colleges and universities to report their efforts toward reducing textbook costs for students.

(C) Each state institution of higher education annually shall report to the efficiency advisory committee on its efforts to reduce textbook costs to students.

Please discuss all initiatives implemented, including those specifically referenced below, that ensure students have access to affordable textbooks.

Open Educational Resources (OER)

1. Has your institution adopted practices/policies to formally encourage the use of OER materials in lieu of purchased materials? Please explain and please include links to relevant information, if applicable, that is available on your institution’s website.

The primary default option for textbook selection will be digital materials including open resources and e-books available at little or no cost. A valid reason should be provided to go with another option.

2. Has your institution provided support to faculty for the development of OER materials? If so, please explain and include links to relevant information, if applicable, that is available on your institution’s website.

No. While OER material is suggested for faculty to adopt, at this time Belmont College does not offer support for faculty to develop OER materials.

3. What courses did your institution offer during the 2022-23 academic year that used OER? Please fill out the attached template completely. This template will be used to inform a statewide landscape analysis of OER adoption and may be publicly shared in a report.

Please see the attached template.

Inclusive Access

Inclusive access is defined as an arrangement between an institution, through faculty, and students to offer college textbooks and materials as “included” within tuition and/or a fee assessment, rather than purchased individually by the student. The benefit to faculty and students of inclusive access typically includes a significantly reduced cost per textbook for students, as compared to students buying a new copy of the textbook, and confidence that all students will possess the necessary textbook and/or materials on “day one.” Federal law provides the statutory right for students to “opt-out” of inclusive access if they prefer, which preserves the right of the student to source materials.

1. Does your institution formally encourage faculty to offer inclusive access acquisition of college textbooks as a cost-savings for students? If yes, what mechanisms are in place help promote this strategy with faculty?

No.

2. What courses did your institution offer during the 2022-23 academic year that participated in an inclusive access program? Please fill out the attached template completely. This template will be used to inform a statewide landscape analysis of the utilization of inclusive access and may be publicly shared in a report.

N/A.

3. How are students at your institution made aware of their right to opt out of utilizing inclusive access?

N/A.

Please provide contact information for the person completing this section of the Efficiency Report, so that we may follow up if we have questions.

Bridgette Dawson
 Assistant Vice President of Student Affairs
 740-699-3804
bdawson@belmontcollege.edu

Other Textbook Affordability Practices

What other practices, if any, does your institution utilize to improve college textbook affordability?

Please provide any relevant information in the table below.

Initiative	Explanation of Initiative	Cost Savings to Students
Online marketplace used book sourcing	Lower cost sourcing provides savings to the college and students	\$69,228

Cengage Unlimited	For a flat fee, students can access multiple textbooks for multiple courses if the book is from Cengage	There is a wide-range on cost savings as it is dependent on the course and required texts.

Section III: Policy Reforms

Transcript Access

ORC Section 3345.027 requires the following of public colleges and universities:

(C)(1) Not later than December 1, 2023, the board of trustees of each state institution of higher education shall formally consider and adopt a resolution determining whether to end the practice of transcript withholding. Once adopted, each state institution shall submit a copy of the resolution to the chancellor of higher education.

(2) In adopting the resolution required under this division, each board of trustees shall consider and evaluate all of the following factors:

- (a) The extent to which ending the practice of transcript withholding will promote the state's post-secondary education attainment and workforce goals;
- (b) The rate of collection on overdue balances resulting from the historical practice of transcript withholding;
- (c) The extent to which ending the practice of transcript withholding will help students who have disenrolled from the state institution complete an education, whether at the same institution or another state institution.

If a board of trustees resolves to maintain the practice of transcript withholding, the board shall include in the resolution a summary of its evaluation of the factors contained in division (C)(2) of this section.

(3) Not later than January 1, 2024, the chancellor shall provide a copy of each resolution submitted under this division to the governor, the speaker of the house of representatives, and the president of the senate

Although the submission of this year's Efficiency Report will occur prior to the submission date of the policy required to be adopted by the section above, please be aware of this new requirement as you plan your fall schedule for Board of Trustee meetings.

Special Purpose Fees Policy

Limitations on increases in instructional and general fees have traditionally been set by the General Assembly within biennial operating budgets. Limitations on special purpose fee increases, alternatively, are fairly new beginning with Am. Sub. HB 49 of

the 132nd General Assembly. Section 381.160 of Am. Sub. HB49 precluded increases in special purpose fees and establishing new special fees, at universities, except for certain categories of fees specifically exempted in law from the fee limitations. Am. Sub. HB 166 of the 133rd General Assembly continued the special purpose fee restriction but additionally required the Chancellor to review and approve new special purpose fees and increases in existing special purpose fees at universities and community colleges. This same level of special purpose fee restraint has been continued in every biennial budget since, including the current biennial budget Am. Sub. HB 33 (Section 381.260(A)(1)(c)).

Please describe your institution's policy for assigning special purpose fees to specific courses or academic programs. Specifically:

1. What criteria are used to determine whether a course or lab fee is appropriate?
Fees are examined by a course-by-course basis. If courses utilize materials or have equipment that needs to be maintained a course fee is discussed. The discussion includes how much the materials or maintenance will be for each course, and a fee is created based on the projected cost.
2. What is the internal process for approving new fees or fee increases?
Directors, Dean(s), and Vice Presidents (Academic Affairs, and Operational Efficiency) evaluate the course costs annually to determine if there is a need for an increase. If so, the individual submits a form requesting an increase to specific courses identifying the reason for the increase. If acceptable, the fee increase is taken to the Board of Trustees for approval. Once it has been approved by the Board, a fee increase/new fee request is submitted to the State. For new course fees, when a new course is developed, the program chair evaluates and documents what expenses will be involved in each new course to determine how much the new course fee should be.
3. What controls are in place to assure that the fee revenue is utilized appropriately to the benefit of the students paying the fee?
Fee revenue is tracked by specific course so that it may be compared to the expenses related to each program to ensure we are collecting the appropriate amount.

Additional Practices

Some IHE's may implement practices that make college more affordable and efficient, but which have not been the topic of a specific question in this reporting template. This section invites your institution to share any positive practices you have implemented that benefit student affordability and/or institutional efficiency.

Please share any additional best practices your institution is implementing or has implemented.

Section IV: Future Goals

The DeWine-Husted administration recognizes that each IHE faces unique challenges and opportunities with respect to the institution's highest priority goals over the next several years. With that in mind, please provide any suggestions about possible roles the state could play in supporting your institutional goals.

1. Please provide your thoughts and suggestions regarding ways the State of Ohio can further support strength, resiliency and reputational excellence in Ohio's post-secondary education system.

Thank you for completing the FY23 Efficiency Reporting Template. We appreciate the important role Ohio's colleges and universities play in supporting Ohio students, economic growth, world-class research and the overall success for our state.

Template

2022-2023 Efficiency Advisory Textbook Average Costs

Variable	Fall	Spring	Summer	Fiscal Year	
New				Total	Average
Total Cost	\$ 7,107.87	\$ 5,857.50	\$ 1,638.51	\$ 14,603.88	\$ 4,867.96
# Titles	103	94	30	227	75.67
Average	\$ 69.01	\$ 62.31	\$ 54.62		\$ 64.33
Used					
Total Cost	\$ 4,809.43	\$ 4,766.80	\$ 1,249.70	\$ 10,825.93	\$ 3,608.64
# Titles	103	103	31	237	79
Average	\$ 46.70	\$ 46.28	\$ 40.31		\$ 45.67
Digital					
Total Cost	\$ 3,358.61	\$ 2,675.48	\$ 370.29	\$ 6,404.38	\$ 2,134.79
# Titles	70	54	20	144	48
Average	\$ 47.98	\$ 49.55	\$ 18.51		\$ 44.47
Rental- New					
Total Cost	\$ 533.10	\$ 425.75	\$ 502.10	\$ 1,460.95	\$ 486.98
# Titles	5	6	5	16	5.33
Average	\$ 106.62	\$ 70.96	\$ 100.42		\$ 91.37
Rental- Used					
Total Cost	\$ 399.83	\$ 319.31	\$ 376.60	\$ 1,085.74	\$ 365.25
# Titles	5	6	5	16	5.33
Average	\$ 79.97	\$ 53.22	\$ 75.32		\$ 68.53
Rental Average New/Used					\$ 79.95

TAB D

CONSENT AGENDA

Human Resource Items

TAB D-1

CONSENT AGENDA

Human Resource Items

2024 Health Insurance Renewal

AGENDA ITEM D-1: 2024 HEALTH INSURANCE RENEWAL
Board of Trustees Meeting Date: November 30, 2023

It is recommended that the College continue to offer three options for health insurance coverage for full-time employees for the 2024 calendar year through Anthem Blue Cross/Blue Shield.

Option 1: A traditional PPO health insurance plan with an annual deductible of \$2,500 single/\$5,000 family for in-network benefits, and an out-of-pocket maximum of \$4,800 single/\$9,600 family for in-network benefits.

Option 2: A traditional PPO health insurance plan with an annual deductible of \$5,000 single/\$10,000 family for in-network benefits, and an out-of-pocket maximum of \$7,350 single/\$14,700 family for in-network benefits.

Option 3: A high deductible health plan with an annual deductible of \$3,500 single/\$7,000 family for in-network along with a health savings account. The plan includes an out-of-pocket maximum (\$4,500 single/\$9,000 family for in-network benefits) once the deductible of the plan is met.

Total premium rate renewal for 2024 will be 7%, negotiated down from 14%. For historical perspective, we have received the following increases for the last 7 years:

2023-11% increase

2022-3% increase

2021-3% increase

2020-5.5% increase

2019-5% increase

2018-6% increase

2017-5% increase

The resulting recommendations for 2024 are as follows:

1. Provide employees with three alternatives for health insurance coverage for 2024:
 - a. A traditional PPO plan with similar benefits as 2023.
 - b. A traditional PPO plan but not as rich as PPO1.
 - c. A high deductible plan (HDHP) with a health savings account.
2. As per the collectively bargained agreement, the College has committed to an 80% college share and 20% employee share, on the premium increase for 2024.
3. For those employees opting for the high deductible plan, the College's contribution to the health savings account will be \$400 annually for single, and \$800 annually for family. It will be the employee's option to fund the remainder of the deductible for the year if they choose to do so. The College contribution to the Health Savings Account counts towards to the College's base contribution.

1. Approval of a contract with Anthem Blue Cross/Blue Shield for two PPO plans and a high deductible plan at the following bi-weekly rates:

Plan Type	Bi-Weekly Contributions			
	Total Cost of Plan	Employee	College	College Health Savings
PPO 1 - Single	\$ 441.34	\$ 103.05	\$ 338.29	
PPO1 - Family	\$ 1,103.35	\$ 269.93	\$ 833.42	
PPO2 - Single	\$ 395.01	\$ 67.22	\$ 327.79	
PPO2 - Family	\$ 987.52	\$ 180.37	\$ 807.15	
HDHP - Single	\$ 366.32	\$ 60.44	\$ 305.88	\$ 15.39
HDHP - Family	\$ 915.81	\$ 155.70	\$ 760.11	\$ 30.78

2. The College will contribute \$8,795.54 annually toward the premium for the PPO1 single coverage plan and \$21,668.92 annually for the PPO1 family coverage. The College will contribute \$8,522.54 annually toward the premium for the PPO2 single coverage plan and \$20,985.90 annually for the PPO2 family coverage. The 2024 increase will be split on an 80% college share and a 20% employee share basis on the increase only.
3. The College will contribute \$8,353.02 annually toward the premium and health savings account for the HDHP single coverage, and \$20,563.14 annually for family coverage. The 2024 increase will be split on an 80% college share and 20% employee share basis on the increase only.
4. For employees who choose the high deductible plan, the portion that the College will fund is \$400.00 annually for single, and \$800.00 annually for family to a qualified health savings account. The contributions are made on a bi-weekly basis.

RECOMMENDATION: It is recommended that the Board approve full-time employee health insurance coverage for calendar year 2024 as detailed above:

SUBMITTED BY: Jason Huffman, Director of Human Resources

T A B L E

C O N S E N T A G E N D A

Board Items

TAB E-1

CONSENT AGENDA

Board Items

Transcript Withholding Resolution

AGENDA ITEM E-1: RESOLUTION 2023 - 11
TRANSCRIPT WITHHOLDING
BOARD OF TRUSTEES MEETING DATE: NOVEMBER 30, 2023

No later than December 1, 2023, Ohio Rev. Code 3345.027 requires the board of trustees of each state institution of higher education to formally consider and adopt a resolution determining whether to end the practice of transcript withholding for students who have unpaid financial obligations to the institution.

In adopting the resolution required under this section, the board of trustees shall consider and evaluate several factors: the extent to which ending the practice of transcript withholding will promote the state's post-secondary education attainment and workforce goals, the rate of collection on overdue balances resulting from transcript withholding, and the extent to which ending the practice of transcript withholding will help students who have disenrolled from the state institution complete an education either at the same institution or another institution.

RECOMMENDATION: The administration is recommending that the Board grant approval for the attached Resolution to end the practice of transcript withholding. Ending the practice of withholding transcripts removes barriers for employment and promotes Ohio's workforce goals and promotes post-secondary attainment goals by allowing students to complete their educations. Additionally, ending the practice of withholding transcripts will not adversely affect the rate of collection on overdue balances since the rate of collection on overdue balances from transcript withholding is currently only 11%, in the past 2 years only 16% of those students requesting a transcript had a hold, and the College relies on other practices for debt collection, particularly referring past-due balances to the Office of the Ohio Attorney General. Finally, ending the practice of transcript withholding will help disenrolled students attain further education by removing economic barriers and other barriers outside the student's control.

SUBMITTED BY: Dr. Jesse Gipko, Vice President of Organizational Effectiveness

BELMONT COLLEGE BOARD OF TRUSTEES



BELMONT
COLLEGE

RESOLUTION 2023-11

RESOLUTION TO END THE PRACTICE OF TRANSCRIPT WITHHOLDING

WHEREAS, Ohio Rev. Code 3345.027 requires the board of trustees of each state institution of higher education to formally consider and adopt a resolution determining whether to end the practice of transcript withholding for students who have unpaid financial obligations to the institution by no later than December 1, 2023, and specifies that each board of trustees shall consider and evaluate several factors; and

WHEREAS, it has been determined that the College should end the practice of withholding an official transcript (except from potential employers) from students who have unpaid financial obligations to the College, and

WHEREAS, in evaluating the extent to which ending the practice of transcript withholding will promote the state’s post-secondary education attainment and workforce goals, the Board has determined that (1) ending the practice of withholding transcripts removes barriers for employment and promotes Ohio’s workforce goals; and (3) ending the practice will promote Ohio’s post-secondary attainment goals by allowing students to complete their educations; and

WHEREAS, in evaluating the rate of collection on overdue balances resulting from transcript withholding the Board has determined that currently 11% of the College’s debt collection results from transcript withholding and that number has consistently decreased since FY18;

	FY18	FY19	FY20	FY21	FY22	FY23
Debt Placed	230,547.75	246,886.60	95,308.52	167,771.79	44,865.75	95,528.52
Collected to Date	154,615.98	126,320.94	51,425.07	94,718.21	13,627.82	10,763.45
Collection Rate	67%	51%	54%	56%	30%	11%

and in the past 2 years only 16% of those students requesting a transcript had a hold; and that the College relies on other practices for debt collection, particularly referring past-due balances to the Office of the Ohio Attorney General; and,

WHEREAS, in evaluating the extent to which ending the practice of transcript withholding will help students who have disenrolled from the state institution complete an education either at the same institution or another institution, the Board has determined that it may help some disenrolled students attain further education by removing economic barriers and other barriers outside the student's control.

THEREFORE BE IT RESOLVED, that the Board of Trustees of Belmont College hereby approves to end the College's current transcript withholding policy (except from potential employers) and directs the President of Belmont College to submit a copy of this resolution to the Chancellor of the Ohio Department of Higher Education.

Elizabeth F. Gates, Chair
Board of Trustees

Paul F. Gasparro, President
Secretary to the Board of Trustees

Adopted

TAB E-2

CONSENT AGENDA

Board Items

Trustee Selection Committee

AGENDA ITEM E-2: TRUSTEE SELECTION COMMITTEE
BOARD OF TRUSTEES MEETING DATE: NOVEMBER 30, 2023

As you will see on the attached provisions of HB 33, which was enacted, there has been a change to technical college board of trustee appointments. Here is a summary:

<p>Technical College Trustee Appointments</p>	<p>For technical college board of trustee appointments (Chapter 3357 only) on or after January 1, 2024, transfers the authority for local appointments from school district boards of education to a trustee selection committee selected by the technical college board of trustee’s executive committee.</p> <p>Requires the trustee selection committee to consist of 3 or 5 members who are local business, civic or nonprofit leaders who are not currently serving on the college’s board.</p> <p>Permits the selection committee to select new trustees from individuals nominated by the board or from other applicants.</p> <p>Requires the following for trustees appointed by the trustee selection committee:</p> <ol style="list-style-type: none"> 1. To the greatest extent possible, trustees should hold leadership position within significant industries in the technical college district. 2. Trustees must reside in the technical college district. 3. Trustees appointed with the advice and consent of the Senate. 4. Terms are for 3 years. <p>Requires the initial appointment of a trustee not appointed by the governor during the expansion of a technical college district to be made by the trustee selection committee.</p>	<p>ORC 3357.05 ORC 3357.021</p>
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The new provision regarding Board of Trustees members for technical colleges goes into effect January 1, 2024.

RECOMMENDATION: Recommend that the Board establish a trustee selection committee as required by HB 33.

SUBMITTED BY: Kristy Kosky, Chief of Staff and Executive Assistant to the President