BELMONT
COLLEGE

BOARD OF TRUSTEES MEETING

November 19, 2026

5:00 p.m.

Belmont College

District Board of Trustees Meeting

November 19, 2026

5:00 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**
	September 2026 Minutes	**A-1**
	CONSENT AGENDA	
	Monitoring Activities	**B**
	1. Revised June 2026 Financials	**B-1**
	2. Revised July 2026 Financials	**B-2**
	3. Revised August 2026 Financials	**B-3**
	4. September 2026 Financials	**B-4**
	5. October 2026 Financials	**B-5**
	6. Graduation and Completion Rates	**B-6**
	7. Student Satisfaction /Experience Surveys	**B-7**
	8. HB96 General Education Review	**B-8**
	Administrative Items	**C**
	1. Program Name Change	**C-1**
	2. New Program Approval – Culinary Arts	**C-2**
	Human Resources	**D**
	1. Health Insurance Renewal	**D-1**
	Board Items	**E**
	1. Approval of Presidential Search Committee	**E-1**
PRESIDENT'S REPORT	Dr. Paul Gasparro	
COMMENTS FROM THE CHAIR	Mrs. Elizabeth Gates, Chair	
COMMENTS FROM THE COLLEGE COMMUNITY		
NEXT REGULAR MEETING	January 28, 2027 Belmont College Executive Offices 6:00 p.m.	

TAB A

MINUTES

TAB A-1

MINUTES

September 2026

BELMONT COLLEGE

BOARD OF TRUSTEES MEETING

Minutes of September 24, 2026

The regular meeting of the Belmont College District Board of Trustees was held at 6:00 p.m. on September 24, 2026, at Belmont College in the Executive Offices Board Room.

Call to Order	Mrs. Gates, Chair, called the meeting to order at 5:04 p.m.
Roll Call	Cory DelGuzzo – Present Elizabeth Gates – Present Mark Macri – Present Richard Myser - Present Anita Rice – Absent Mark Romick - Present Kurt Smith - Present Melissa Smithberger - Present Janes Tennant - Present There being a quorum, the meeting proceeded.
Attendance	Dr. Heather Davis, Chris Hoover, Jerry Ball, Elaine Cook (remote), Julie Keck (remote), Mary Gasparro, Dr. Paul Gasparro and Kristy Kosky.
Introduction of Visitors	Mrs. Gates welcomed Elaine Cook from Now CFO, and Mary Gasparro.
Approval of Agenda	Mrs. Gates then asked for a motion to approve the agenda. Mr. Myser motioned, seconded by Dr. Macri to approve the agenda. All ayes; motion carried.
Oath of Office	Mr. DelGuzzo administered the Oath of Office for Mr. Myser and Mr. Romick.
Approval of Minutes	Mrs. Gates asked for a motion to approve the minutes of the June 2026 meeting. Dr. Macri motioned, seconded by Mr. DelGuzzo, to approve the minutes of the June 2026 meeting. All ayes; motion carried. Mrs. Gates asked for a motion to approve the minutes of the August 2026 meeting.

Mrs. Smithberger motioned, seconded by Mr. Myser, to approve the minutes of the August 2026 meeting.
Ayes; Mrs. Gates, Dr. Macri, Mr. Myser, Mr. Romick, Mrs. Smithberger, Mr. Tennant.
Nays; None.
Abstain: Mr. DelGuzzo, Mr. Smith.
Ayes have the majority; motion carried.

Executive Session

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

Mr. Romick motioned, seconded by Dr. Macri, to enter into Executive Session.
A roll call vote was taken.
All ayes; Executive Session began at 6:06 p.m.

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

Mr. Smith motioned, seconded by Mr. Romick, to come out of Executive Session.
A roll call vote was taken.
All ayes; Executive Session ended at 7:23 p.m.

Approval of Consent Agenda

Mrs. Gates added two Board Items to the consent agenda; Acceptance of Dr. Gasparro's intent to retire and reallocation of funds.

Mrs. Gates pulled all Board Items from the consent agenda and then asked for a motion to approve the Monitoring Activities and Administrative Items of the consent agenda.

Dr. Macri asked for discussion on Agenda Item B-2, June 2026 financials. Elaine Cook and Dr. Gasparro provided a thorough review of the end of the fiscal year numbers.

Mrs. Gates then asked for a motion to approve the Monitoring Activities and Administrative Items of the consent agenda

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

Board Items

Mrs. Gates asked for a motion to accept Dr. Gasparro's intent to retire.

Dr. Macri motioned, seconded by Mr. Myser, to accept Dr. Gasparro's intent to retire.
A roll call vote was taken.
All ayes; motion carried.

Mrs. Gates asked for a motion to reallocate $100,000 from the Board and President's discretionary fund to a new line-item fund for a Presidential search.

Mr. DelGuzzo motioned, seconded by Dr. Macri, to reallocate $100,000 from the Board and President's discretionary fund to a new line-item fund for a Presidential search.
All ayes; motion carried.

Mrs. Gates asked for a motion to approve Agenda Item D-1, Ratification of Employment – President.

Dr. Macri motioned, seconded by Mr. Myser, to approve the Ratification of Employment – President.
A roll call vote was taken.
All ayes; motion carried.

Mrs. Gates asked for a motion to approve Agenda Item D-2, New Program Approval – Medication Aide.

Mr. Romick motioned, seconded by Mrs. Smithberger to approve Agenda Item D-2, New Program Approval – Medication Aide.
Ayes; Mr. DelGuzzo, Mrs. Gates, Mr. Myser, Mr. Romick, Mr. Smith, Mrs. Smithberger, Mr. Tennant.
Nays; Dr. Macri.
Ayes have the majority, motion carried.

Mrs. Gates asked for a motion to approve Agenda Item D-3, New Program Approval – Esthetics.
Ayes; Mr. DelGuzzo, Mrs. Gates, Mr. Myser, Mr. Romick, Mr. Smith, Mrs. Smithberger, Mr. Tennant.
Nays; Dr. Macri.
Ayes have the majority, motion carried.

Mrs. Gates asked for a motion to approve Agenda Item D-4, New Program Approval – Culinary Arts.

No motion was made. No action taken.

Agenda Item D-5, Program Name Change was discussed.
No action taken.

Mrs. Gates asked for a motion to approve Agenda Item D-6, Board Reporting Calendar.

Mr. DelGuzzo motioned, seconded by Dr. Macri, to approve Agenda Item D-6, Board Reporting Calendar.
All ayes; motion carried.

President's Report

Chris Hoover provided an update on enrollment and retention.

Jerry Ball provided information regarding KPI's.

Dr. Heather Davis provided updates on Facilities, Workforce Development, Human Resources, IT and Finance.

Comments from the Chair

Mrs. Gates thanked Dr. Gasparro for his years of service to Belmont College.

Next Regular Meeting

November 19, 2026.
Official Meeting at 5:00 p.m., and Heritage Tree celebration immediately following.

Adjournment

Mrs. Gates adjourned the meeting at 8:27 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

Revised June 2026 Financials

Agenda Item B-1: Revised June 2026 Financials
Board of Trustees Meeting Date: November 19, 2026

The cash position of the College as of June 30, 2026 is as follows:

* Checking Account Balance	$	491,613.77
Certificates of Deposit	$	2,424,785.14
STAR Ohio	$	726,590.32
Savings	$	177,377.91
Total Temporary Investments	$	3,328,753.37
Total Cash and Temporary Investments	$	3,820,367.14

* Checking account balance includes:

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

The revenues and expenditures are as follows:

	This Year % Recorded	% Year Completed
Budgeted Revenues	100.4%	100%
Budgeted Expenditures	104.5%	100%

The Appropriated Fund Balances are as follows:

1. The General Fund Board Appropriated Fund Balances are $ 213,409.15.
2. The General Fund Board Appropriated Start Up Fund Balance is $ 76,334.03.

RECOMMENDATION: Recommended that the Board accept the financial information for June 2026 as presented.

SUBMITTED BY: Janet Sempkowski, Director of Finance & CFO

TAB B-2

CONSENT AGENDA

Monitoring Activities

Revised July 2026 Financials

Agenda Item B-2: Revised July 2026 Financials
Board of Trustees Meeting Date: November 19, 2026

The cash position of the College as of July 31, 2026 is as follows:

* Checking Account Balance	$	401,623.93
Certificates of Deposit	$	2,424,785.14
STAR Ohio	$	728,919.52
Savings	$	176,024.91
Total Temporary Investments	$	3,329,729.57
Total Cash and Temporary Investments	$	3,731,353.50

* Checking account balance includes:

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

The revenues and expenditures are as follows:

	This Year % Recorded	% Year Completed
Budgeted Revenues	6.0%	8.3%
Budgeted Expenditures	6.8%	8.3%

The Appropriated Fund Balances are as follows:

1. The General Fund Board Appropriated Fund Balances are $ 573,199.15.
2. The General Fund Board Appropriated Start Up Fund Balance is $ 336,124.03.

RECOMMENDATION: Recommended that the Board accept the financial information for July 2026 as presented.

SUBMITTED BY: Janet Sempkowski, Director of Finance & CFO

TAB B-3

CONSENT AGENDA

Monitoring Activities

Revised August 2026 Financials

Agenda Item B-3: Revised August 2026 Financials
Board of Trustees Meeting Date: November 19, 2026

The cash position of the College as of August 31, 2026 is as follows:

* Checking Account Balance	$	546,704.88
Certificates of Deposit	$	2,424,785.14
STAR Ohio	$	380,160.29
Savings	$	176,024.91
Total Temporary Investments	$	2,980,970.34
Total Cash and Temporary Investments	$	3,527,675.22

* Checking account balance includes:

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

The revenues and expenditures are as follows:

	This Year % Recorded	% Year Completed
Budgeted Revenues	32.4%	16.7%
Budgeted Expenditures	14.5%	16.7%

The Appropriated Fund Balances are as follows:

1. The General Fund Board Appropriated Fund Balances are $ 571,626.77.
2. The General Fund Board Appropriated Start Up Fund Balance is $ 336,124.03.

RECOMMENDATION: Recommended that the Board accept the financial information for August 2026 as presented.

SUBMITTED BY: Janet Sempkowski, Director of Finance & CFO

TAB B-4

CONSENT AGENDA

Monitoring Activities

September 2026 Financials

Agenda Item B-2: September 2026 Financials
Board of Trustees Meeting Date: November 19, 2026

The cash position of the College as of September 30, 2026 is as follows:

* Checking Account Balance	$	799,895.03
Certificates of Deposit	$	2,424,785.14
STAR Ohio	$	631,448.24
Savings	$	175,689.45
Total Temporary Investments	$	3,231,922.83
Total Cash and Temporary Investments	$	4,031,817.86

* Checking account balance includes:

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

The revenues and expenditures are as follows:

	This Year % Recorded	% Year Completed
Budgeted Revenues	36.4%	25%
Budgeted Expenditures	24.1%	25%

The Appropriated Fund Balances are as follows:

1. The General Fund Board Appropriated Fund Balances are $ 571,067.28
2. The General Fund Board Appropriated Start Up Fund Balance is $ 336,124.03.

RECOMMENDATION: Recommended that the Board accept the financial information for September 2026 as presented.

SUBMITTED BY: Janet Sempkowski, Director of Finance & CFO

TAB B-5

CONSENT AGENDA

Monitoring Activities

October 2026 Financials

Agenda Item B-5: October 2026 Financials
Board of Trustees Meeting Date: November 19, 2026

The cash position of the College as of October 31, 2026 is as follows:

* Checking Account Balance	$	600,767.81
Certificates of Deposit	$	2,424,785.14
STAR Ohio	$	633,626.71
Savings	$	175,689.45
Total Temporary Investments	$	3,234,101.30
Total Cash and Temporary Investments	$	3,834,869.11

* Checking account balance includes:

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

The revenues and expenditures are as follows:

	This Year % Recorded	% Year Completed
Budgeted Revenues	40.8%	33.3%
Budgeted Expenditures	32.0%	33.3%

The Appropriated Fund Balances are as follows:

1. The General Fund Board Appropriated Fund Balances are $ 558,096.28
2. The General Fund Board Appropriated Start Up Fund Balance is $ 336,124.03.

RECOMMENDATION: Recommended that the Board accept the financial information for October 2026 as presented.

SUBMITTED BY: Janet Sempkowski, Director of Finance & CFO

TAB B-6

CONSENT AGENDA

Monitoring Activities

Graduation and Completion Rates

Agenda Item B-6: Graduation and Completion Rates
Board of Trustees Meeting Date: November 19, 2026

Ohio peer college comparison

Belmont College and Ohio peer colleges · U.S. Department of Education College Scorecard, most recent institution-level data

Data compiled by Belmont College's Institutional Research Department from the U.S. Department of Education College Scorecard (data release of June 10, 2026). Enrollment, cost, graduation and retention figures are based on completed IPEDS data collections; earnings and debt figures come from federal student aid and tax records.

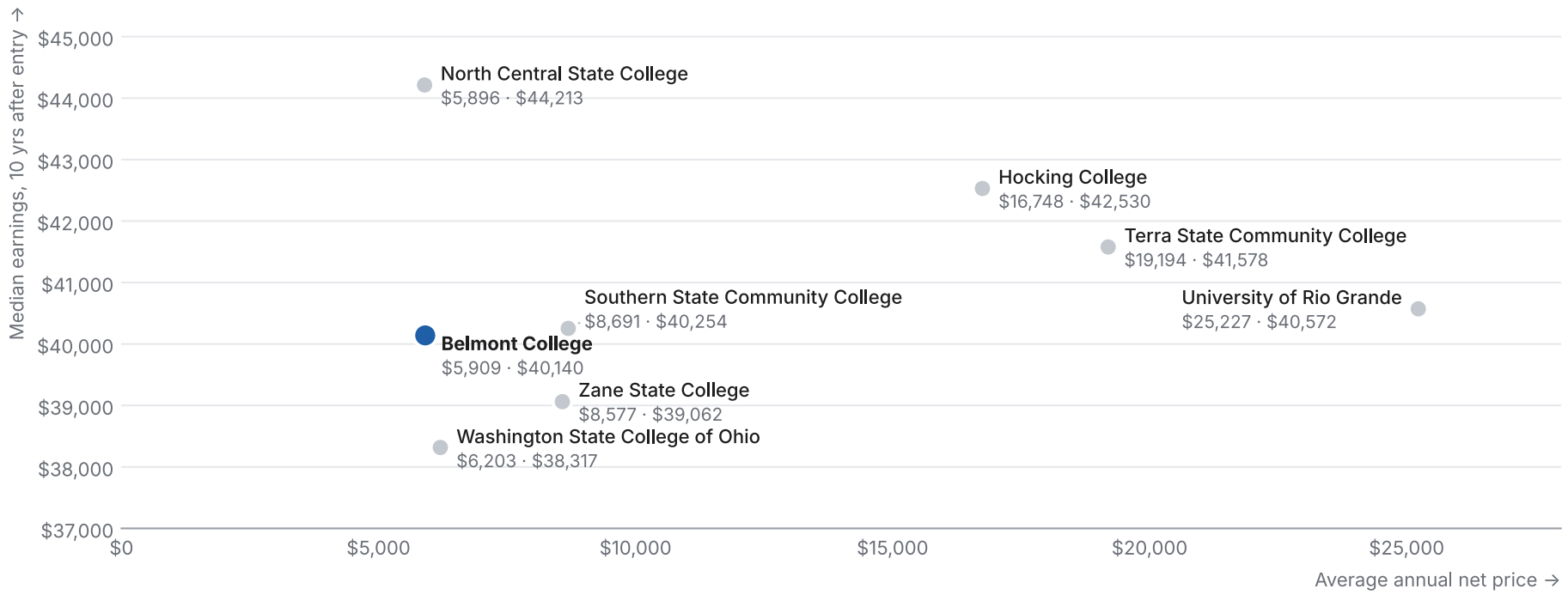
Among these colleges, Belmont ranks **3rd** on graduation rate, **1st** on 8-year award rate and **2nd** on lowest net price, while its graduates' median earnings rank **6th**.

Belmont College at a glance

Graduation rate	Average annual net price	Median earnings, 10 yrs after entry	First-year retention	8-year award rate, all students
41.9%	$5,909	$40,140	59.8%	54.5%
Rank **3** of **8**	Rank **2** of **8** (lowest first)	Rank **6** of **8**	Rank **5** of **6**	Rank **1** of **8**

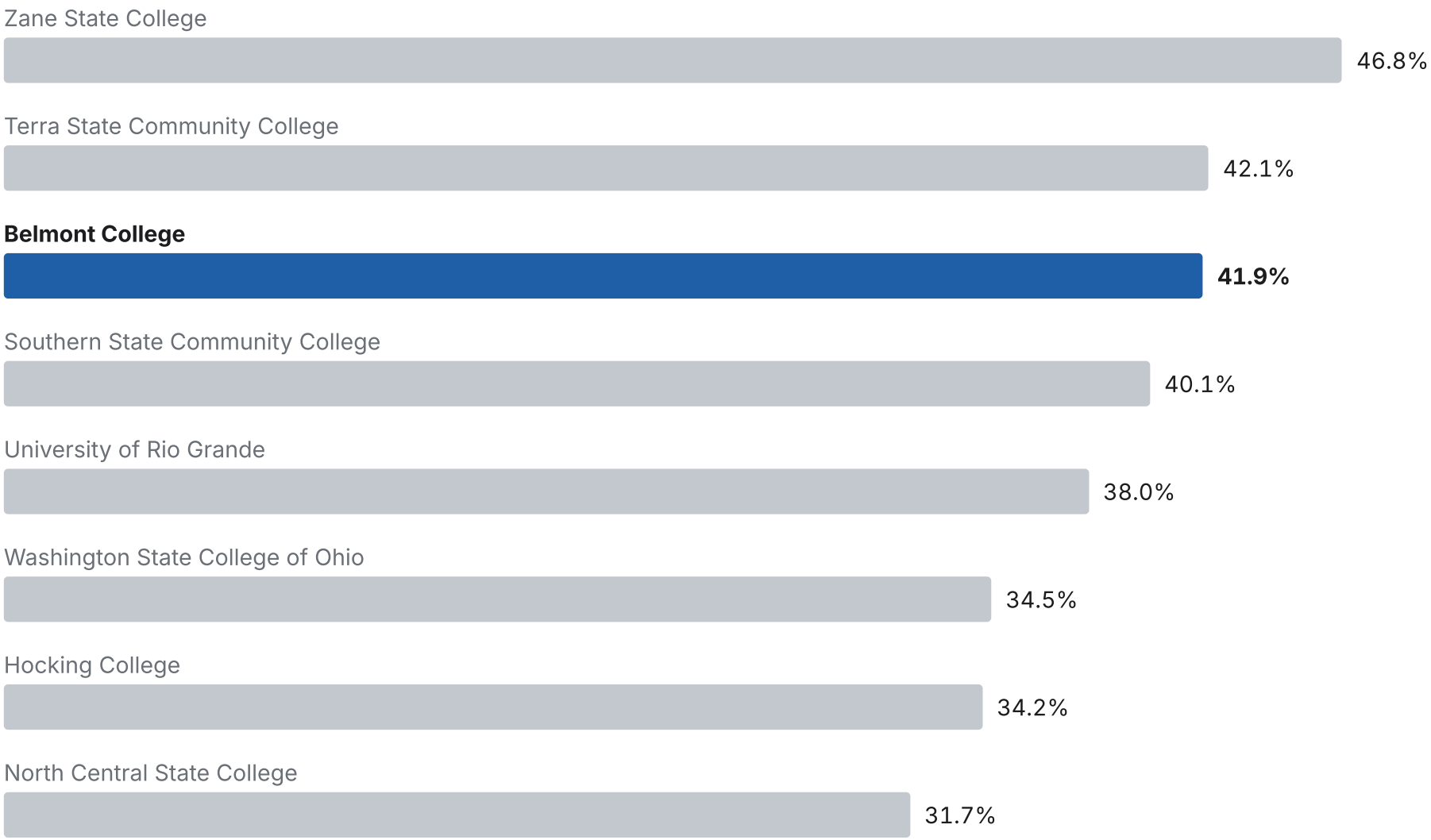
Net price vs. median earnings

Each college is labeled with its net price · median earnings. Up and to the left means lower cost and higher earnings.



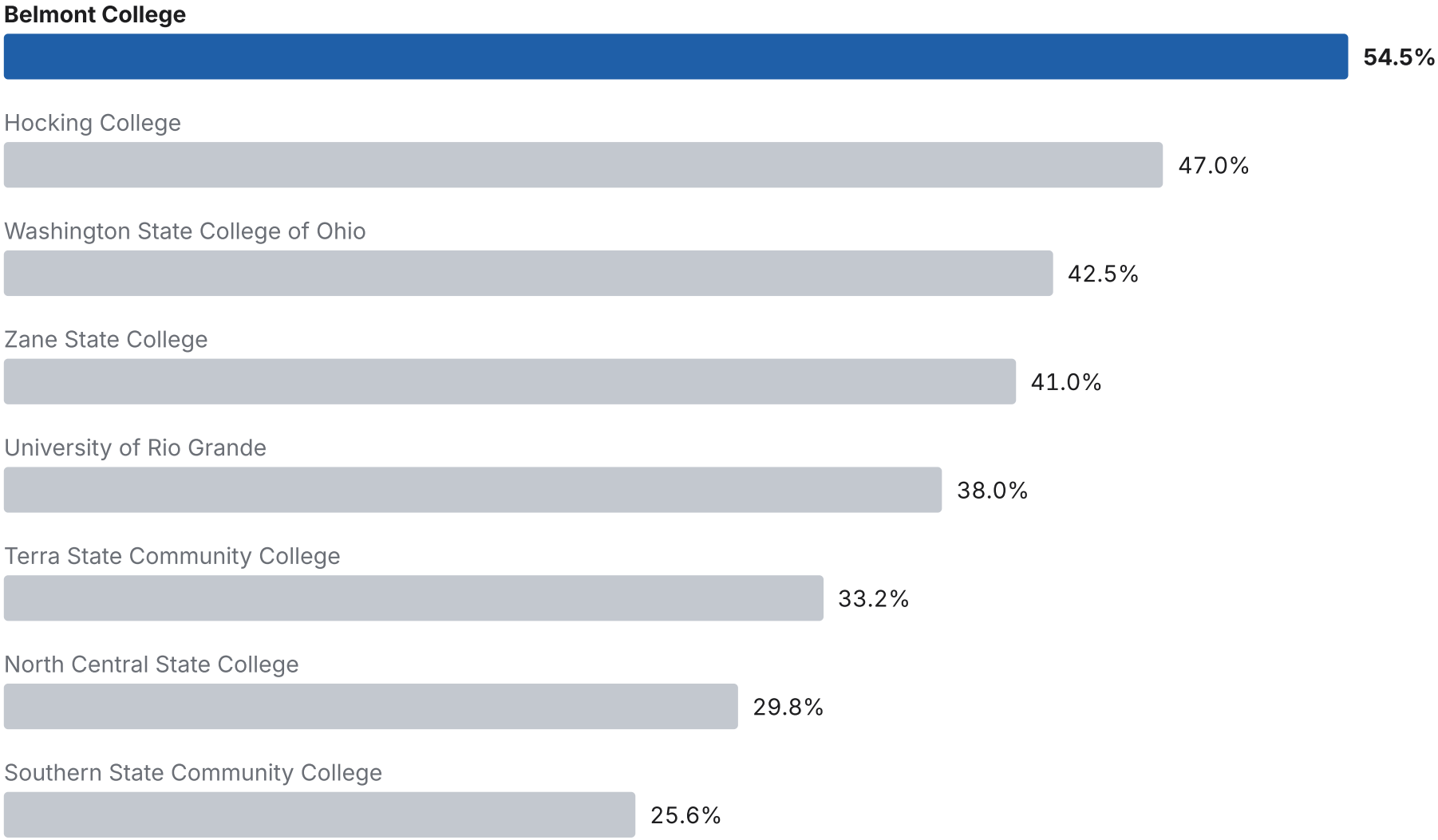
Graduation rate

First-time, full-time students finishing within 150% of normal time (two cohorts pooled).



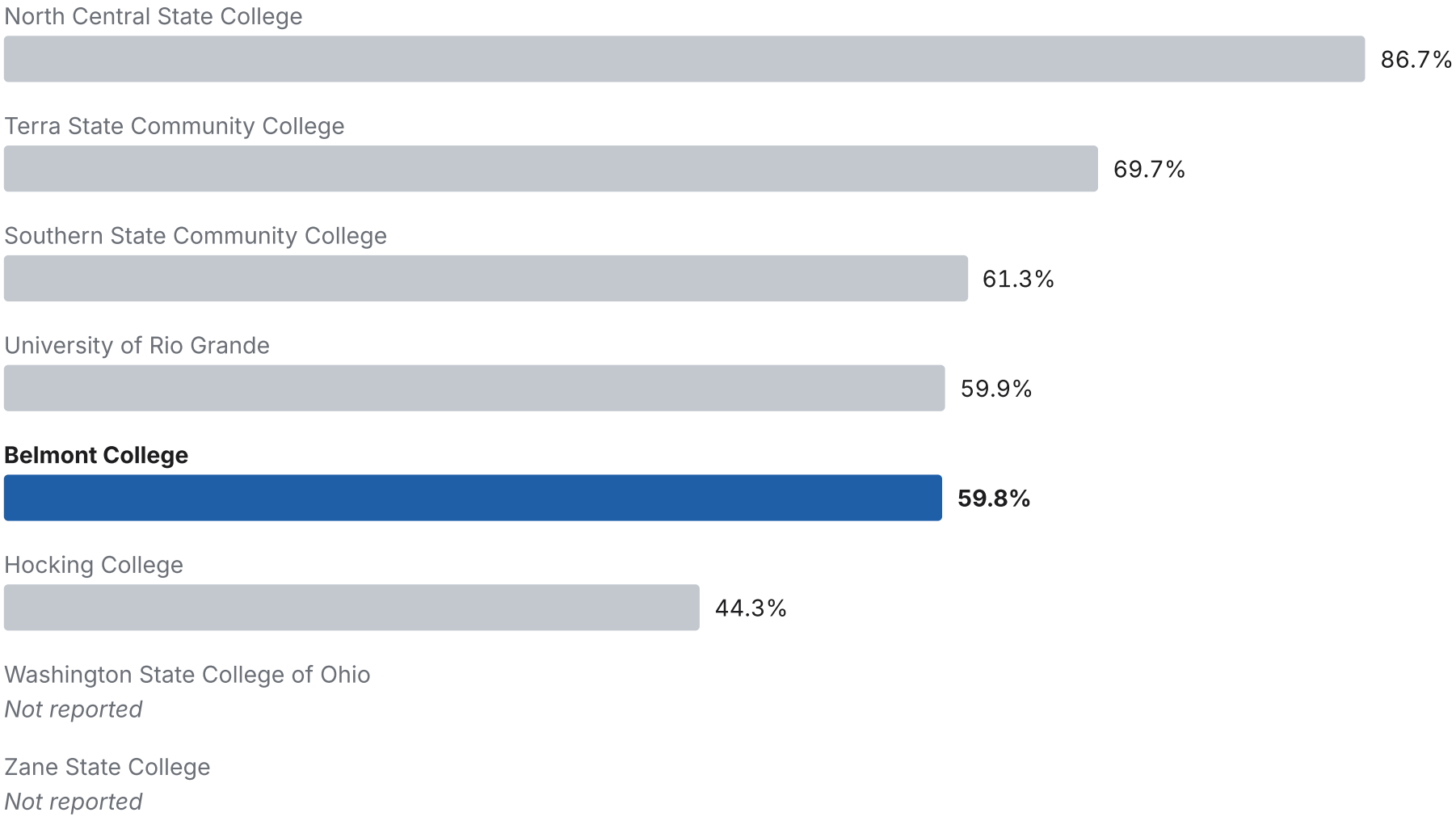
8-year award rate

All entering students, including part-time and transfer-in, earning a credential within 8 years.



First-year retention

Full-time students returning for a second year (two cohorts pooled).

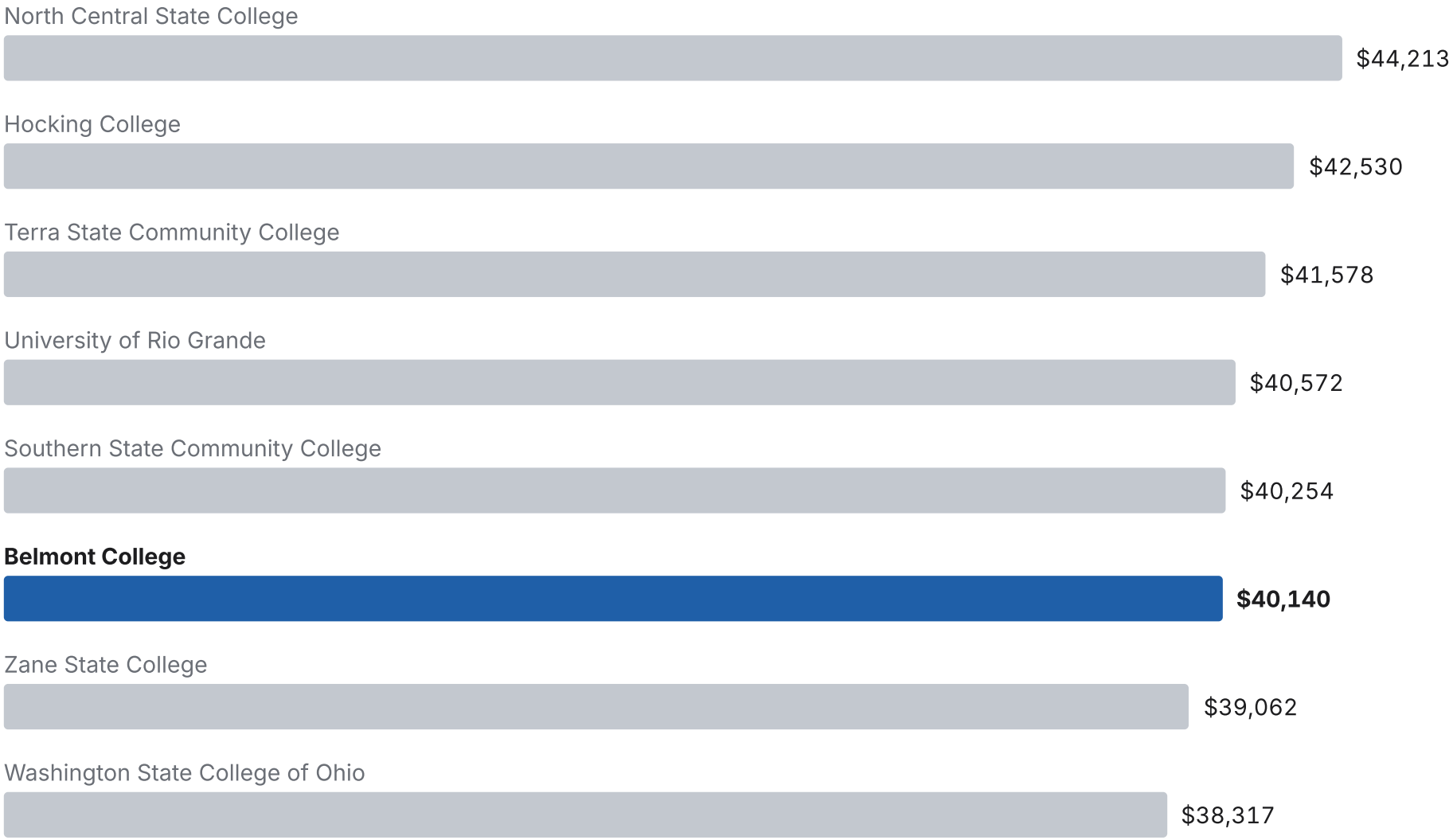


Washington State College of Ohio
Not reported

Zane State College
Not reported

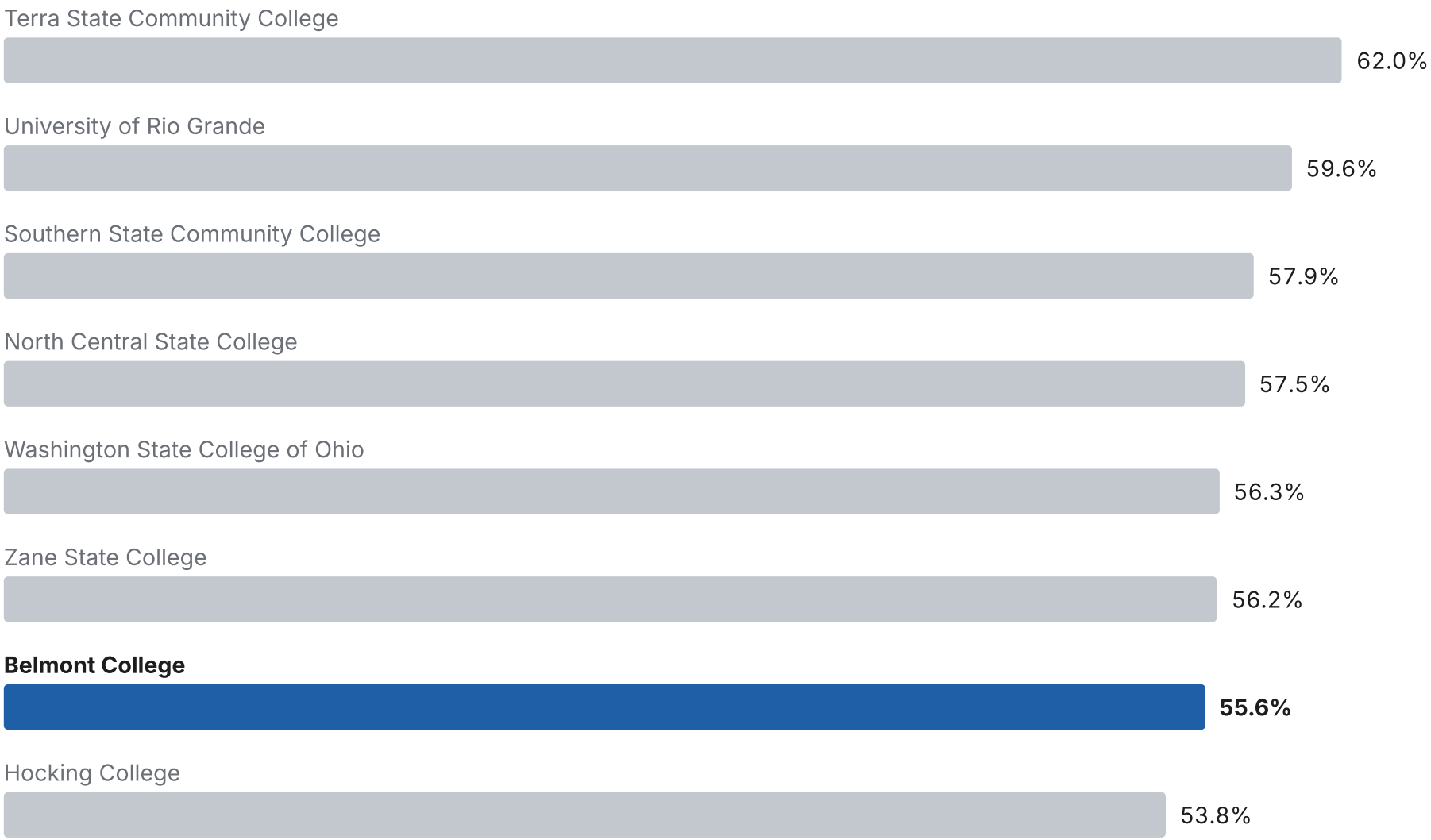
Median earnings, 10 years after entry

Former students who received federal aid, working and not enrolled.



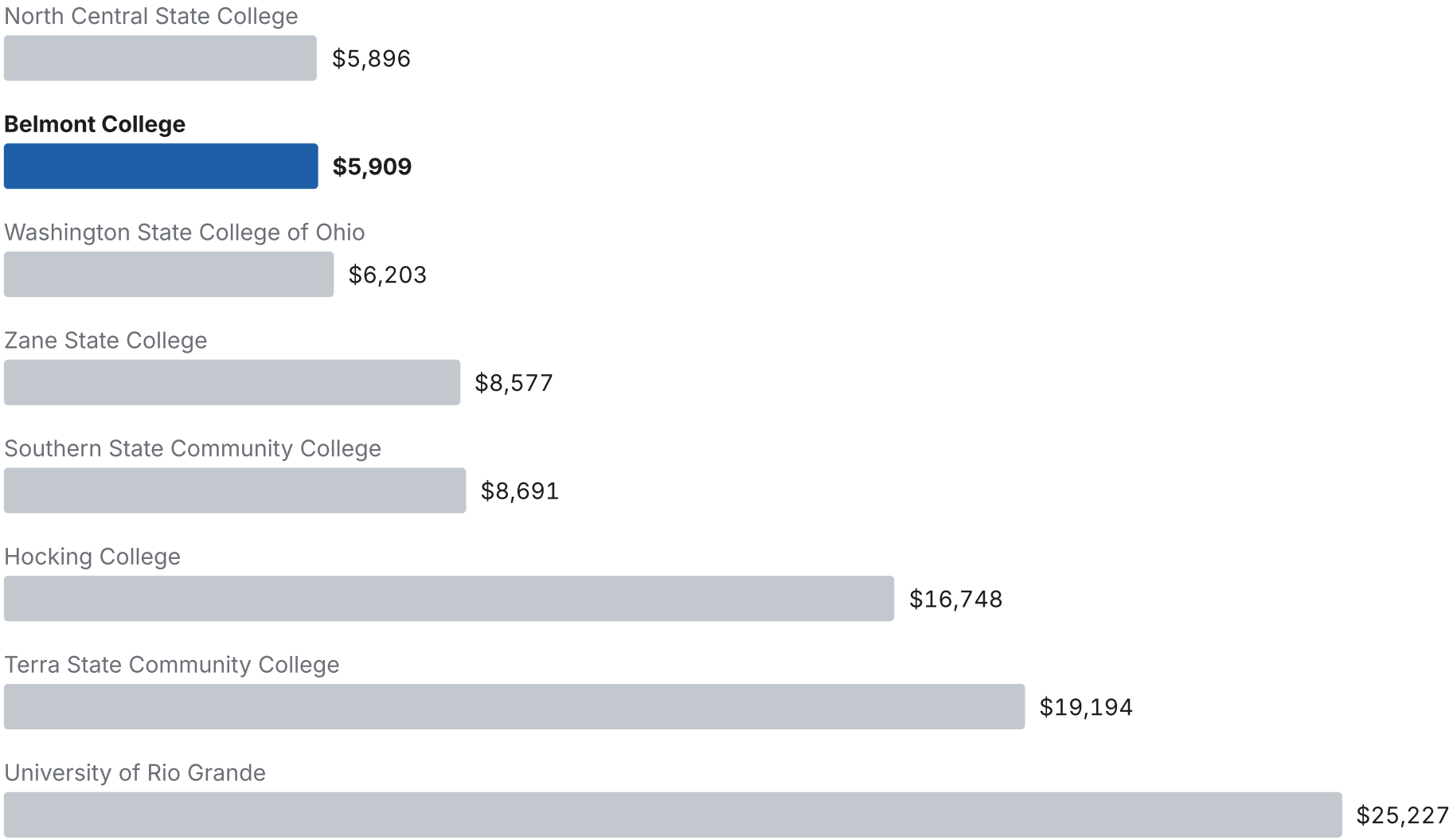
Earning more than a high school graduate

Share of former students out-earning the typical high school graduate, 6 years after entry.



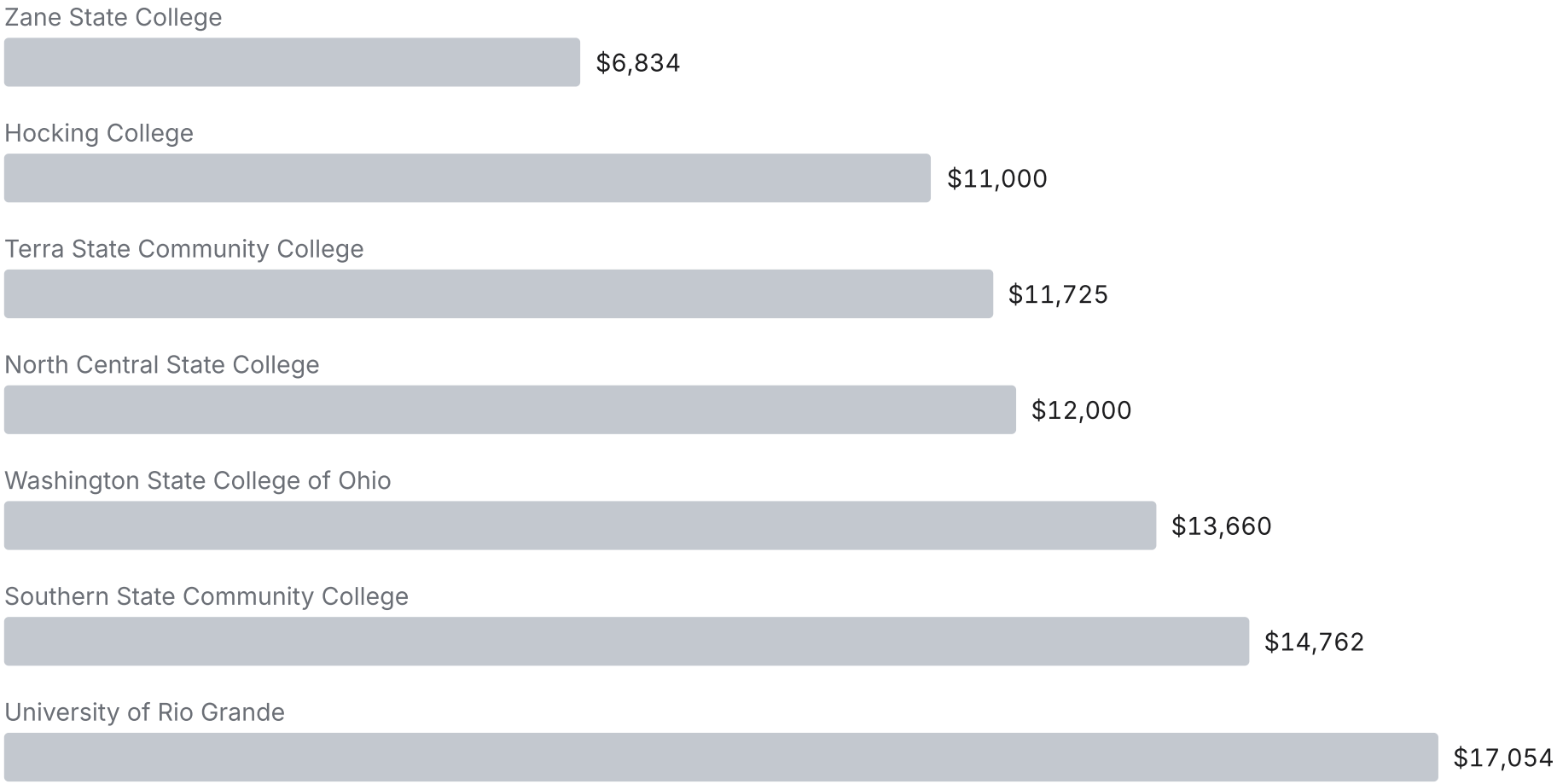
Average annual net price

Cost after grants and scholarships for federal-aid recipients; sorted lowest first.



Median debt at graduation

Federal loan debt of completers; sorted lowest first. Belmont's figure is privacy-suppressed by the Department of Education.

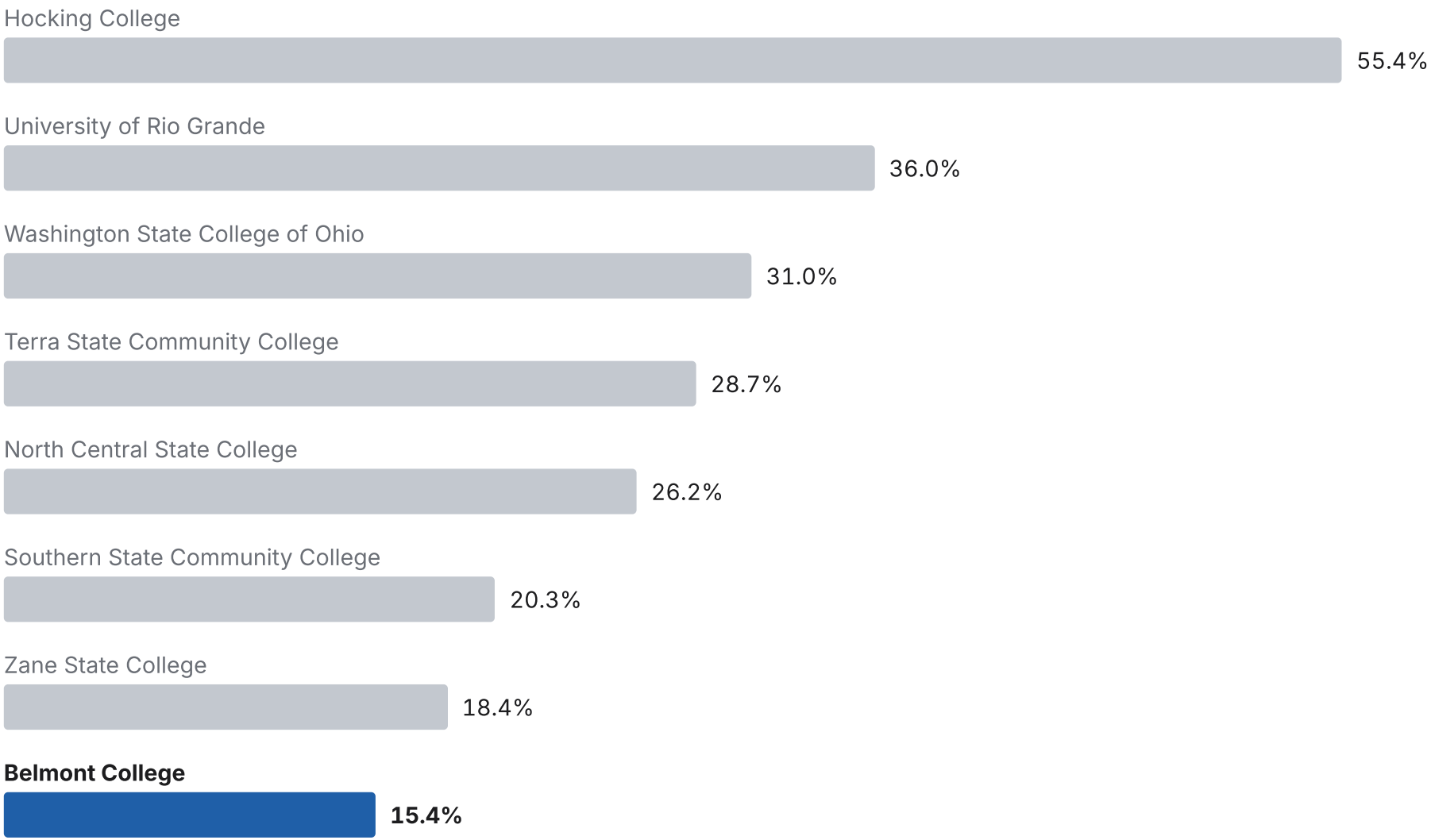


Belmont College

Not reported

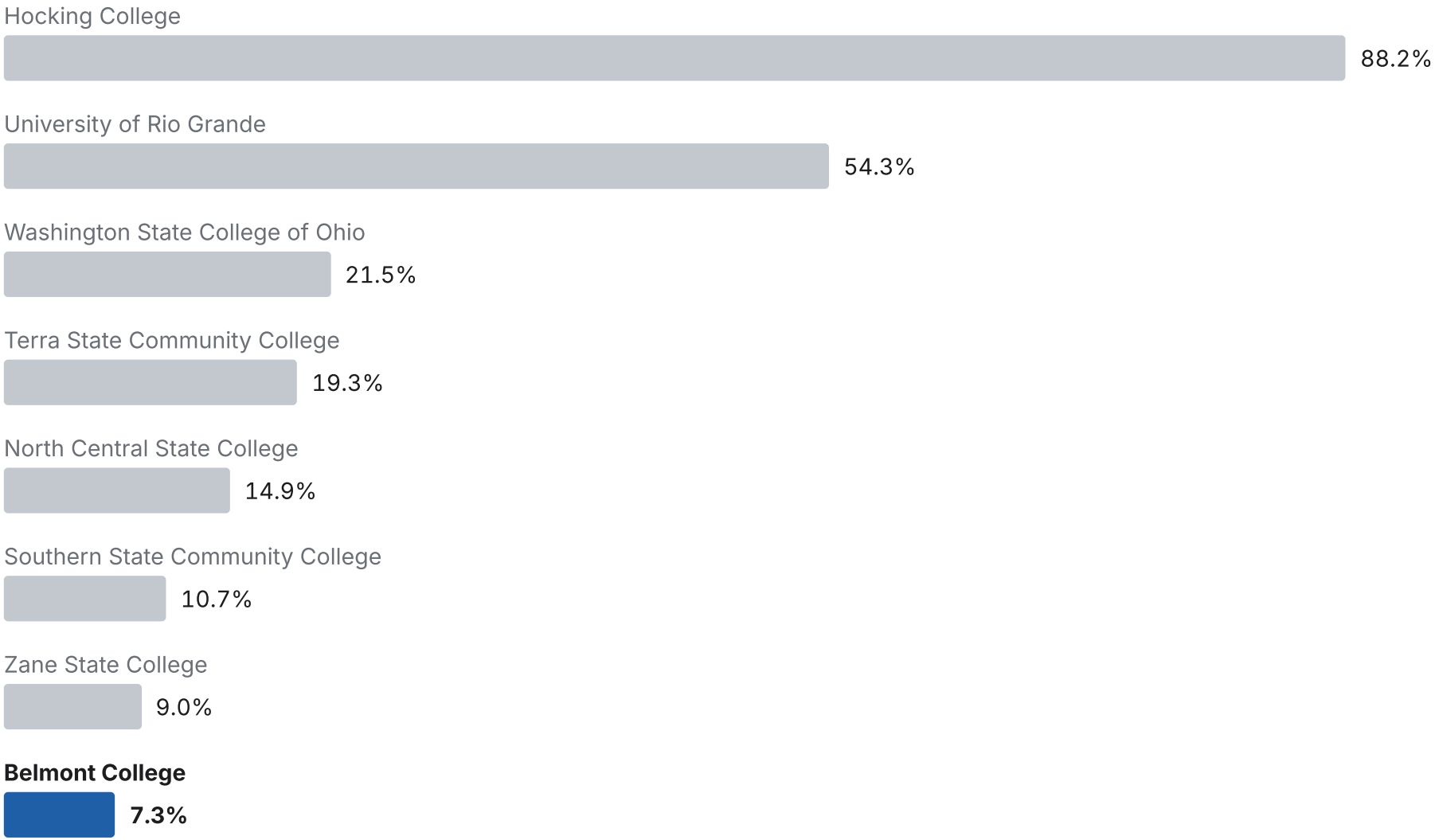
Students receiving Pell grants

Share of undergraduates with a Pell grant.



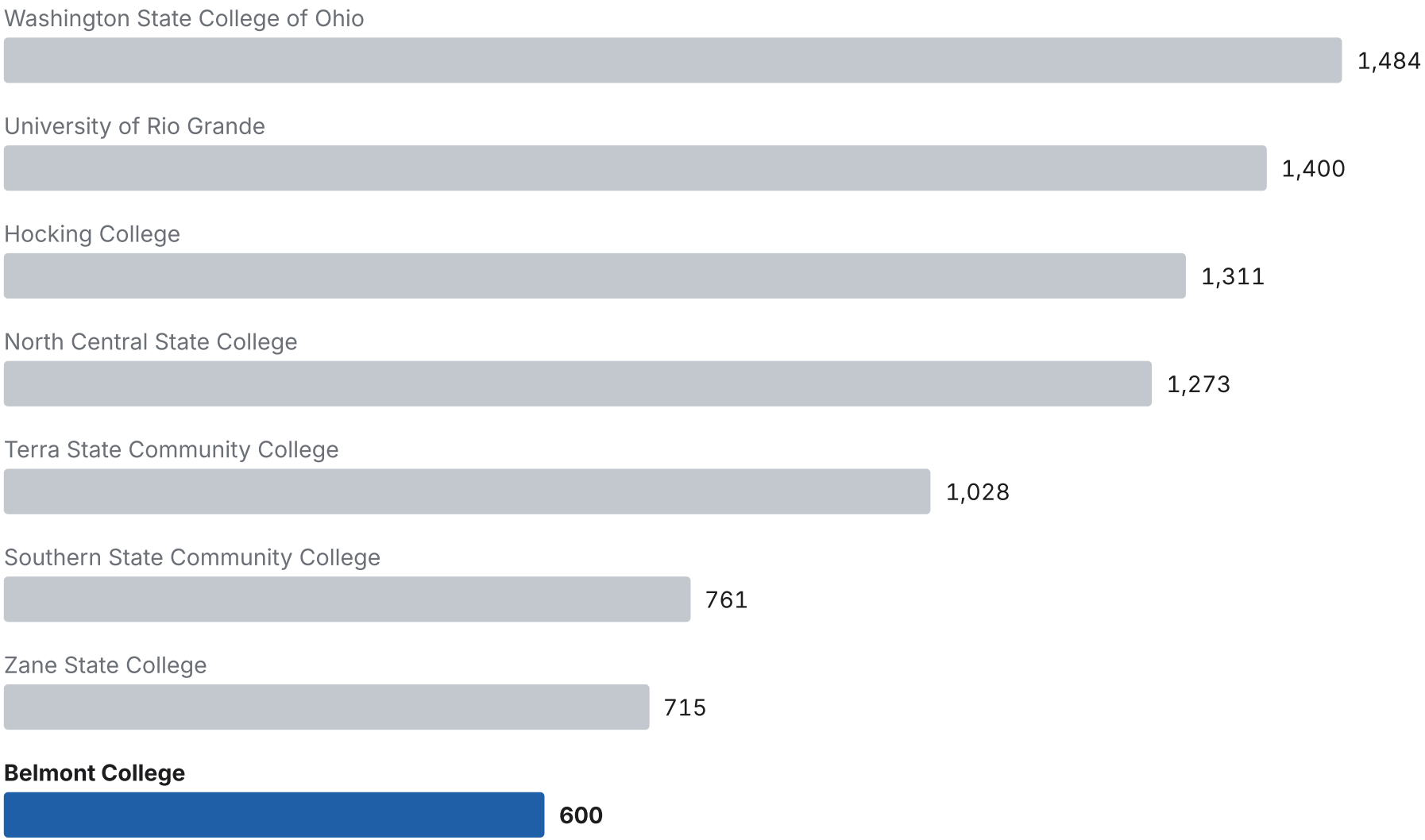
Students with federal loans

Share of undergraduates borrowing a federal loan.



Undergraduate enrollment

Degree-seeking undergraduates, fall census.



All measures

Sorted by graduation rate. Blank cells were not reported or were suppressed for privacy.

College	City	Type	Undergrads	Net price	Grad rate	8-yr award	Retention	Earnings 10 yr	Above HS grad	Median debt	Monthly pmt	Pell	Fed. loans
Zane State College	Zanesville	Public	715	$8,577	46.8%	41.0%		$39,062	56.2%	$6,834	$78	18.4%	9.0%
Terra State Community College	Fremont	Public	1,028	$19,194	42.1%	33.2%	69.7%	$41,578	62.0%	$11,725	$133	28.7%	19.3%
Belmont College	**St Clairsville**	**Public**	**600**	**$5,909**	**41.9%**	**54.5%**	**59.8%**	**$40,140**	**55.6%**			**15.4%**	**7.3%**
Southern State Community College	Hillsboro	Public	761	$8,691	40.1%	25.6%	61.3%	$40,254	57.9%	$14,762	$168	20.3%	10.7%
University of Rio Grande	Rio Grande	Private nonprofit	1,400	$25,227	38.0%	38.0%	59.9%	$40,572	59.6%	$17,054	$194	36.0%	54.3%
Washington State College of Ohio	Marietta	Public	1,484	$6,203	34.5%	42.5%		$38,317	56.3%	$13,660	$155	31.0%	21.5%
Hocking College	Nelsonville	Public	1,311	$16,748	34.2%	47.0%	44.3%	$42,530	53.8%	$11,000	$125	55.4%	88.2%
North Central State College	Mansfield	Public	1,273	$5,896	31.7%	29.8%	86.7%	$44,213	57.5%	$12,000	$136	26.2%	14.9%

Source: U.S. Department of Education College Scorecard, Most Recent Cohorts institution-level file. Colleges: Belmont College, Hocking College, North Central State College, Southern State Community College, Terra State Community College, University of Rio Grande, Washington State College of Ohio and Zane State College.

Ranks put 1 as best (highest rate or earnings, lowest price or debt) and count only colleges that reported a value. Graduation and retention rates use the 2-year-college measure where a college reports it, otherwise the 4-year measure, so they are not perfectly like-for-like.

TAB B-7

CONSENT AGENDA

Monitoring Activities

Student Satisfaction/Experience Surveys

Agenda Item B-7: Student Satisfaction/Experience Surveys
Board of Trustees Meeting Date: November 19, 2026

CCSSE results, 2019 to 2026

Community College Survey of Student Engagement · Belmont College students surveyed in spring 2019, 2023 and 2026

About this report. This report brings together Belmont College's results from three administrations of the Community College Survey of Student Engagement. The 2019 and 2023 results draw on data compiled and prepared by Dr. Matt Williamson, former Director of Institutional Research. The 2026 results were prepared by the current Director of Institutional Research.

In 2026 Belmont scored above the CCSSE cohort average on **2** of **5** benchmarks, compared with **1** of **5** in 2023.

Students counted, 2026
256
of **273** surveys returned

Rate their overall experience good or excellent
75.6%
−6.6 pts since 2023

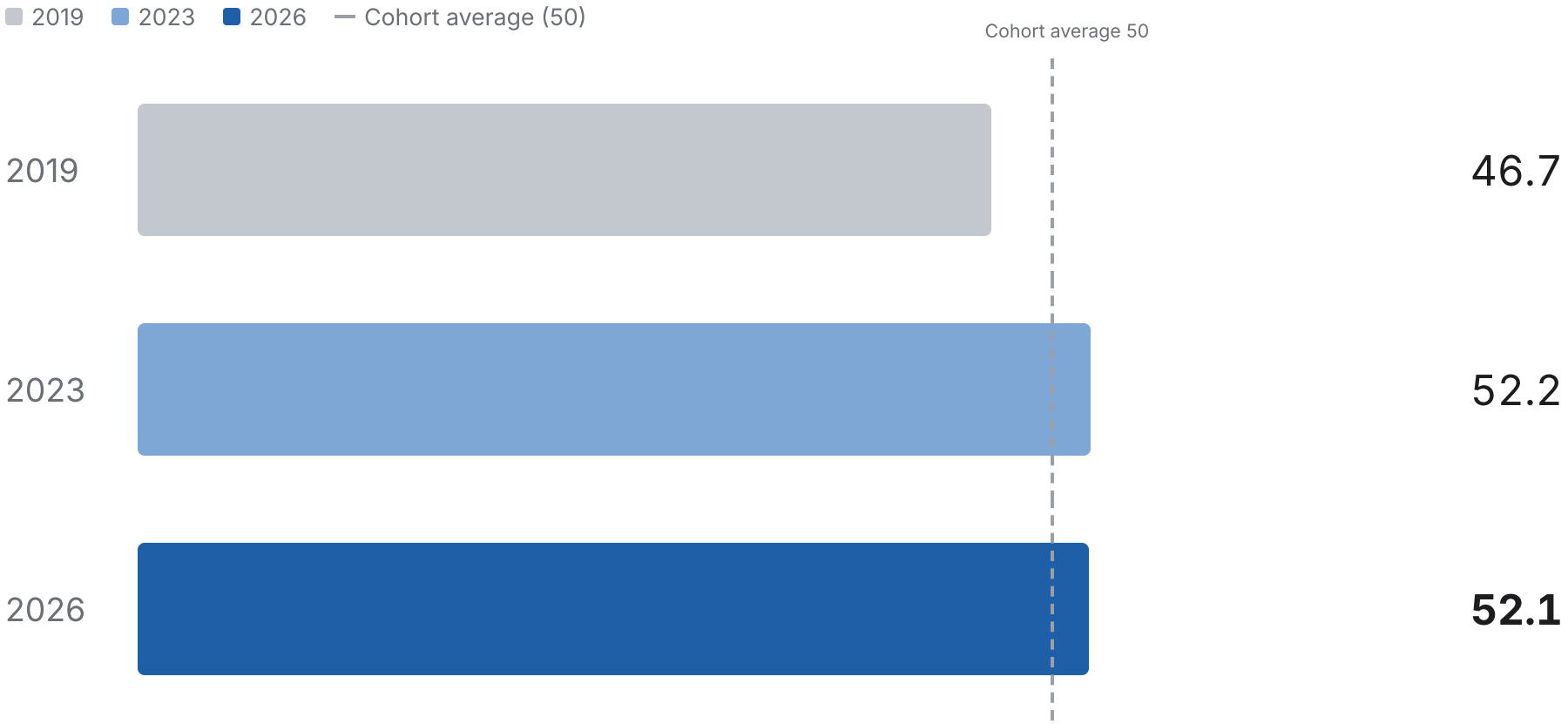
Would recommend Belmont to a friend or family member
84.5%
−5.8 pts since 2023

Say Belmont gives them the support they need to succeed
62.9%
−12.3 pts since 2023 · quite a bit or very much

Each CCSSE benchmark follows on its own page: Active and Collaborative Learning, Student Effort, Academic Challenge, Student-Faculty Interaction and Support for Learners.

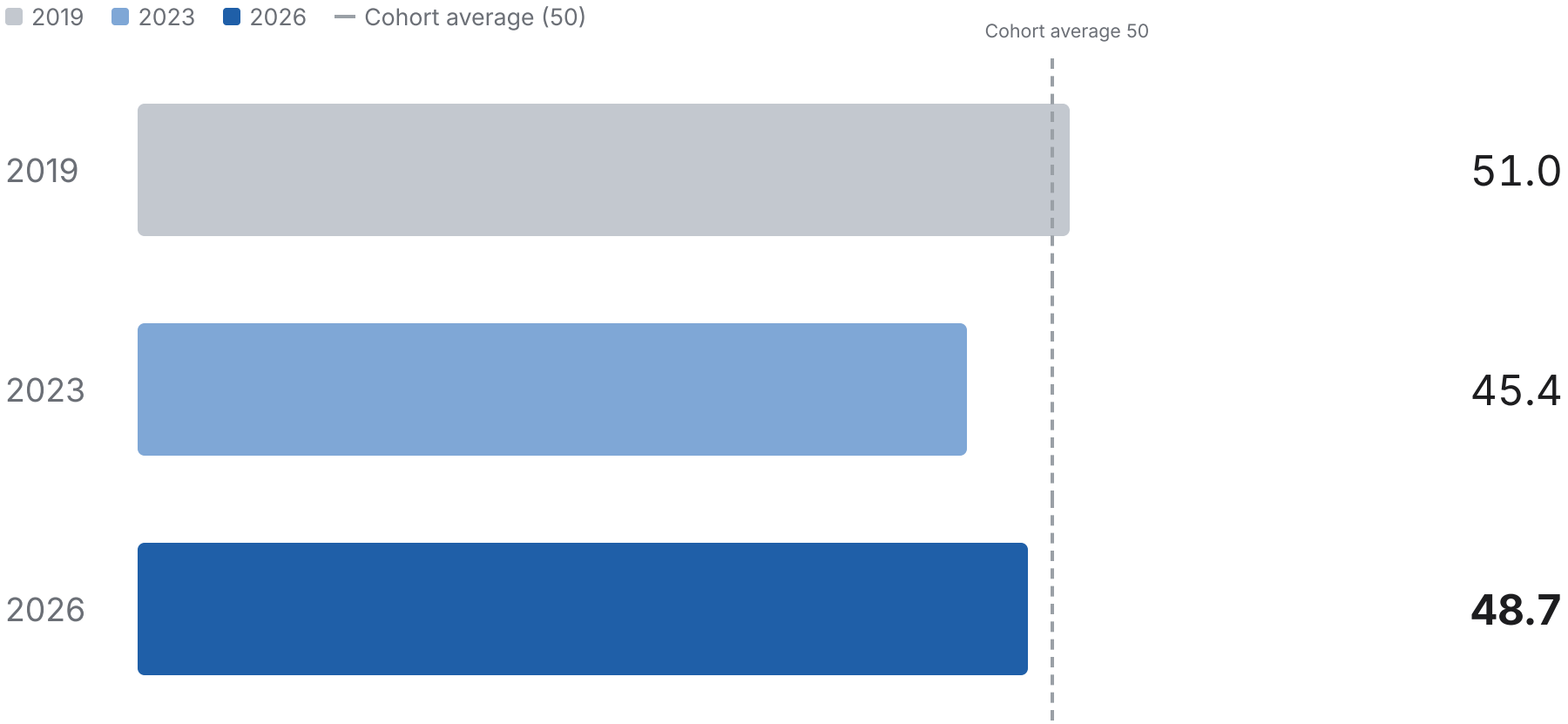
Active and Collaborative Learning

Standardized score: 50 is the average of all colleges in that year's CCSSE cohort.



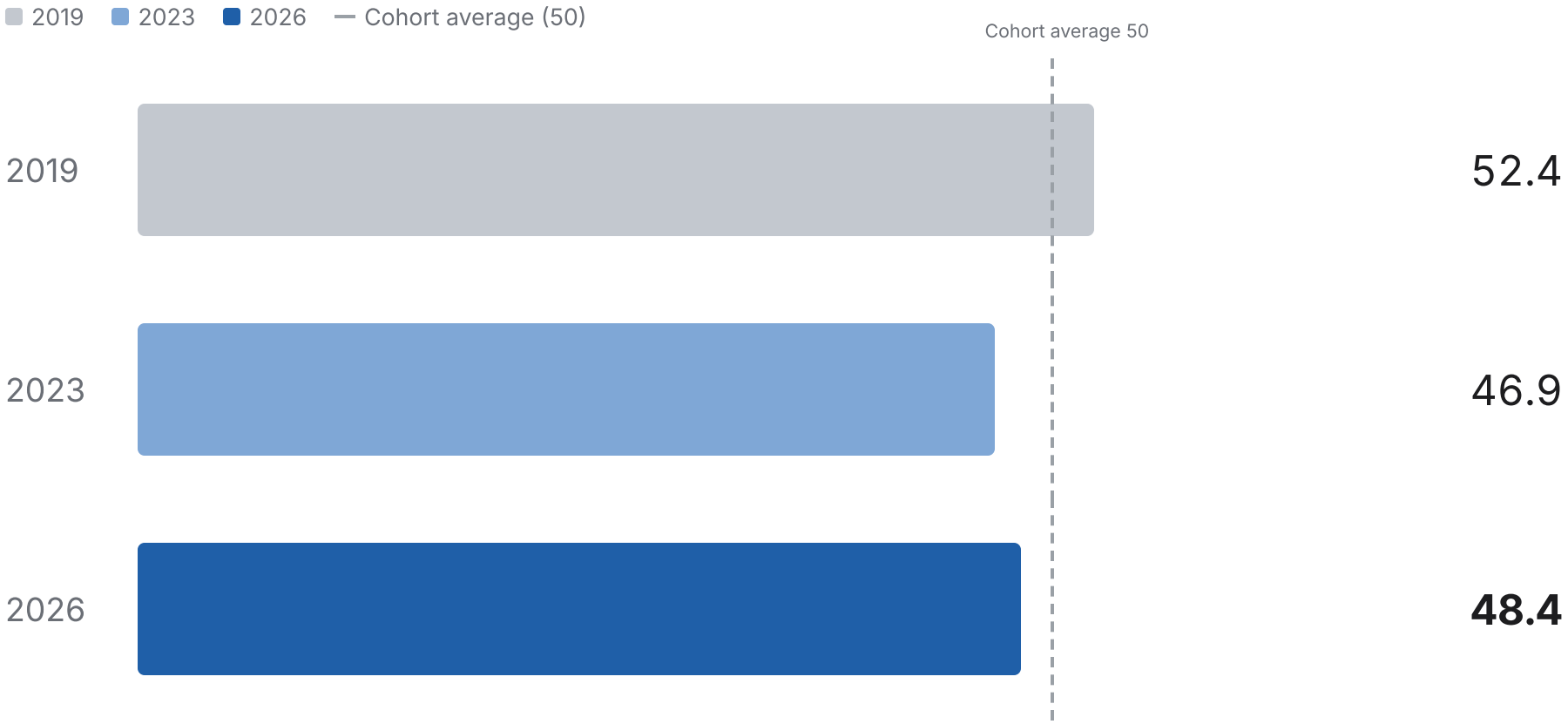
Student Effort

Standardized score: 50 is the average of all colleges in that year's CCSSE cohort.



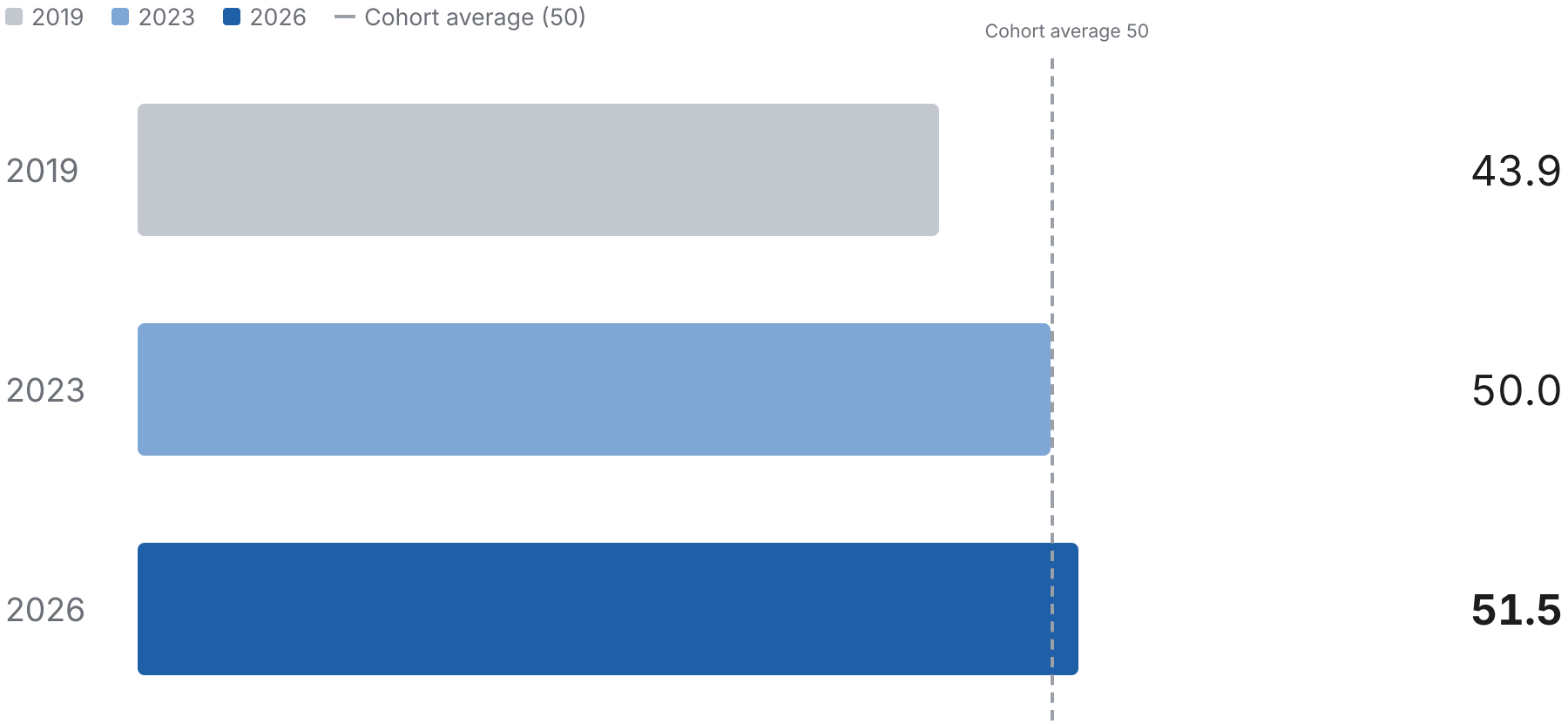
Academic Challenge

Standardized score: 50 is the average of all colleges in that year's CCSSE cohort.



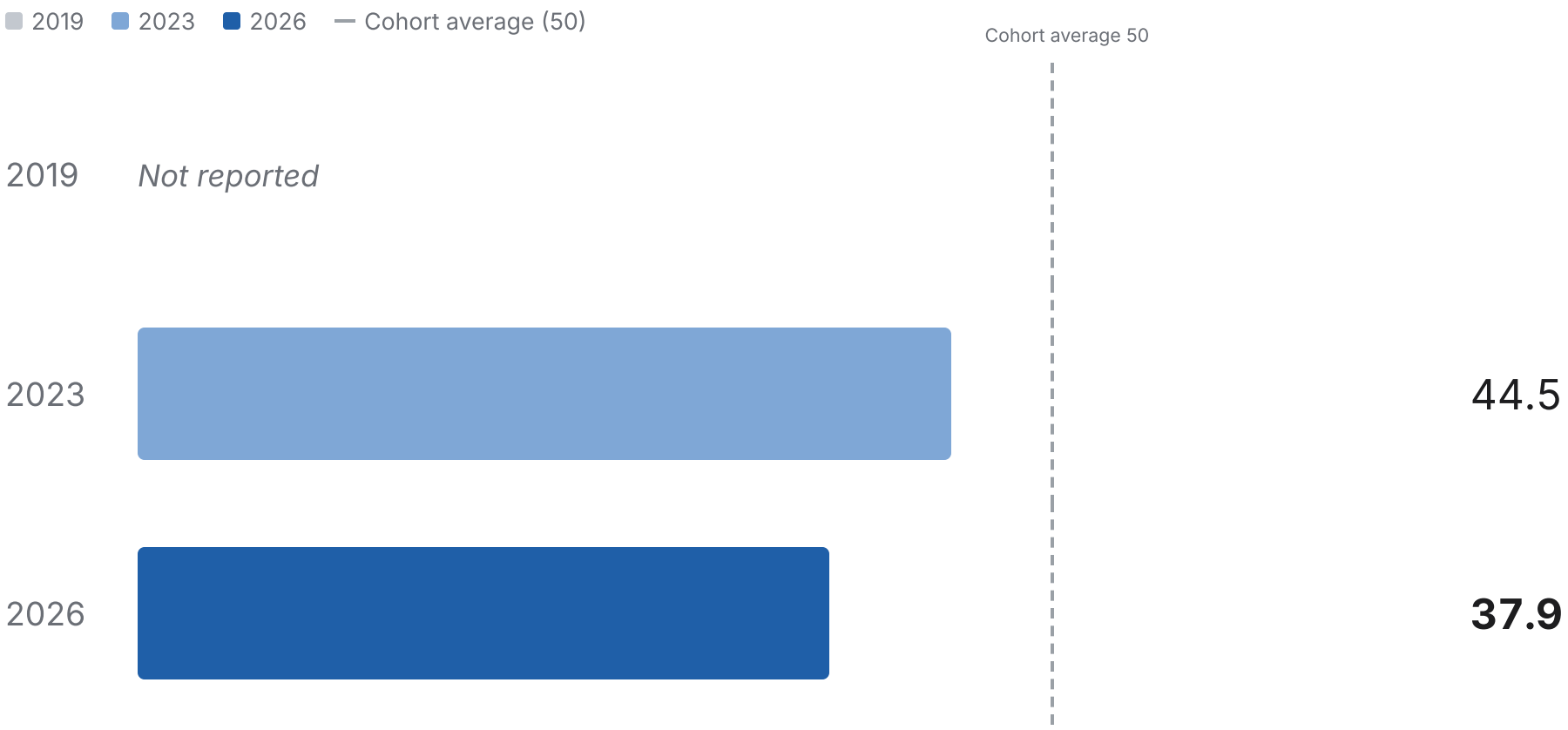
Student-Faculty Interaction

Standardized score: 50 is the average of all colleges in that year's CCSSE cohort.



Support for Learners

Standardized score: 50 is the average of all colleges in that year's CCSSE cohort.



Biggest changes since 2023

Share of students giving the response shown under each question, among questions at least 30 students answered in both years. Up is not always better: some questions ask about skipping class or reasons to withdraw.

Largest increases

Worked with other students on projects during class Often or very often · 49.5% → 64.3%	**+14.8 pts**
Made a class presentation Often or very often · 18.8% → 32.8%	**+14.0 pts**
Lack of finances (reason to withdraw) Likely or very likely · 36.6% → 50.0%	**+13.4 pts**
In what range was your overall high school grade point average (GPA)? A · 38.5% → 50.6%	**+12.1 pts**
Number of written papers or reports of any length 5 or more · 48.2% → 59.6%	**+11.4 pts**
My own income/savings (paying for college) Major source · 34.4% → 45.1%	**+10.7 pts**
Mark the response that best represents the extent to which your examinations during the current academic year have challenged you to do your best work at this college Challenging (5–7 of 7) · 59.4% → 69.9%	**+10.5 pts**
Working full-time (reason to withdraw) Likely or very likely · 35.3% → 45.3%	**+10.0 pts**

Largest decreases

Academic advising/planning (satisfaction) Very satisfied · 68.2% → 37.1%	**−31.1 pts**
Student organizations (satisfaction) Very satisfied · 47.5% → 22.5%	**−25.0 pts**
Career counseling (satisfaction) Very satisfied · 45.9% → 24.9%	**−21.0 pts**
Transfer advising/planning (importance) Very important · 36.9% → 17.1%	**−19.8 pts**
Career counseling (importance) Very important · 42.4% → 25.8%	**−16.6 pts**
Transfer advising/planning (usage) Used at least once · 23.0% → 6.7%	**−16.3 pts**
Computer lab (importance) Very important · 46.2% → 31.3%	**−14.9 pts**
Grants (paying for college) Major source · 41.3% → 27.3%	**−14.0 pts**

Every question by year

Share of students giving the response in the "Counts as" column, grouped by the question sets in Belmont's CCSSE codebook.

Other

#	Question	Counts as	2019	2023	2026	Change since 2023
3	Have you taken this survey in another class this academic term?	Yes	0.0%	0.0%	0.0%	0.0 pts
4r	Had serious conversations with students who differ from you	Often or very often	28.3%	23.3%	16.7%	−6.6 pts
5a	Memorizing facts, ideas, or methods from your courses and readings so you can repeat them in pretty much the same form	Quite a bit or very much	71.4%	66.0%	65.2%	−0.8 pts
13	During the current academic term at this college, I completed registration before the first class session(s).	Yes, before classes began	89.9%	93.2%	95.0%	+1.8 pts
16	During my first academic term at this college, I participated in an organized learning community (a formal program in which groups of students take two or more classes together).	Yes	9.9%	16.8%	15.3%	−1.5 pts

Active and Collaborative Learning

#	Question	Counts as	2019	2023	2026	Change since 2023
4a	Asked questions in class or contributed to class discussions	Often or very often	73.9%	75.0%	65.0%	−10.0 pts
4b	Made a class presentation	Often or very often	22.8%	18.8%	32.8%	+14.0 pts
4f	Worked with other students on projects during class	Often or very often	57.5%	49.5%	64.3%	+14.8 pts
4g	Worked with classmates outside of class to prepare class assignments	Often or very often	26.0%	24.3%	24.7%	+0.4 pts
4h	Tutored or taught other students (paid or voluntary)	Often or very often	9.2%	3.8%	5.2%	+1.4 pts
4i	Participated in a community-based project (service-learning activity) as part of a regular course	Often or very often	5.1%	6.3%	4.4%	−1.9 pts
4q	Discussed ideas from your readings or classes with others outside of class (students, family members, co-workers, etc.)	Often or very often	48.7%	50.7%	55.9%	+5.2 pts

Student Effort

#	Question	Counts as	2019	2023	2026	Change since 2023
4c	Prepared two or more drafts of a paper or assignment before turning it in	Often or very often	44.1%	35.6%	38.5%	+2.9 pts
4d	Worked on a paper or project that required integrating ideas or information from various sources	Often or very often	61.0%	56.4%	64.6%	+8.2 pts
4e	Come to class without completing readings or assignments	Often or very often	11.5%	6.8%	6.0%	−0.8 pts
6b	Number of books read on your own (not assigned) for personal enjoyment or academic enrichment	5 or more	18.9%	18.8%	22.3%	+3.5 pts
10a	Preparing for class (studying, reading, writing, rehearsing, doing homework, etc.)	More than 10 hours a week	28.3%	24.6%	28.4%	+3.8 pts
12.1d	Peer or other tutoring (usage)	Used at least once	21.8%	15.5%	11.8%	−3.7 pts
12.1e	Skill labs (writing, math, etc.) (usage)	Used at least once	41.8%	48.0%	50.6%	+2.6 pts
12.1h	Computer lab (usage)	Used at least once	62.9%	57.4%	48.5%	−8.9 pts
12.2d	Peer or other tutoring (satisfaction)	Very satisfied	34.3%	55.2%	57.2%	+2.0 pts

#	Question	Counts as	2019	2023	2026	Change since 2023
12.2e	Skill labs (writing, math, etc.) (satisfaction)	Very satisfied	44.9%	52.3%	46.0%	−6.3 pts
12.2h	Computer lab (satisfaction)	Very satisfied	52.3%	52.3%	46.0%	−6.3 pts
12.3d	Peer or other tutoring (importance)	Very important	32.6%	29.7%	26.3%	−3.4 pts
12.3e	Skill labs (writing, math, etc.) (importance)	Very important	37.6%	46.2%	43.8%	−2.4 pts
12.3h	Computer lab (importance)	Very important	51.6%	46.2%	31.3%	−14.9 pts

Student-Faculty Interaction

#	Question	Counts as	2019	2023	2026	Change since 2023
4j	Used e-mail to communicate with an instructor	Often or very often	78.6%	75.7%	77.7%	+2.0 pts
4k	Discussed grades or assignments with an instructor	Often or very often	55.9%	49.8%	54.0%	+4.2 pts
4l	Talked about career plans with an instructor or advisor	Often or very often	35.3%	41.8%	40.1%	−1.7 pts
4m	Discussed ideas from your readings or classes with instructors outside of class	Often or very often	18.9%	16.3%	18.5%	+2.2 pts
4n	Received prompt feedback (written or oral) from instructors on your performance	Often or very often	64.9%	63.2%	67.7%	+4.5 pts
4p	Worked with instructors on activities other than coursework	Often or very often	13.2%	11.1%	12.4%	+1.3 pts

Academic Challenge

#	Question	Counts as	2019	2023	2026	Change since 2023
4o	Worked harder than you thought you could to meet an instructor's standards or expectations	Often or very often	53.6%	52.3%	44.8%	−7.5 pts
5b	Analyzing the basic elements of an idea, experience, or theory	Quite a bit or very much	65.6%	65.3%	66.1%	+0.8 pts
5c	Forming a new idea or understanding from various pieces of information	Quite a bit or very much	66.5%	66.0%	60.1%	−5.9 pts
5d	Making judgements about the value or soundness of information, arguments, or methods	Quite a bit or very much	55.1%	50.5%	40.8%	−9.7 pts
5e	Applying theories or concepts to practical problems or in new situations	Quite a bit or very much	66.9%	59.0%	67.1%	+8.1 pts
5f	Using information you have read or heard to perform a new skill	Quite a bit or very much	73.9%	73.7%	75.2%	+1.5 pts
6a	Number of assigned textbooks, manuals, books, or packets of course readings	5 or more	63.7%	59.7%	60.8%	+1.1 pts
6c	Number of written papers or reports of any length	5 or more	52.4%	48.2%	59.6%	+11.4 pts
7	Mark the response that best represents the extent to which your examinations during the current academic year have challenged you to do your best work at this college	Challenging (5–7 of 7)	59.2%	59.4%	69.9%	+10.5 pts
9a	Encouraging you to spend significant amounts of time studying	Quite a bit or very much	76.4%	74.6%	71.4%	−3.2 pts

Attendance

#	Question	Counts as	2019	2023	2026	Change since 2023
4s	Skipped class	Often or very often	3.7%	3.1%	2.9%	−0.2 pts
19	During the current academic term at this college, my instructors clearly explained a class attendance policy that specified how many classes I could miss without a penalty.	All instructors explained it	73.1%	72.0%	71.6%	−0.4 pts

Experiential Learning

#	Question	Counts as	2019	2023	2026	Change since 2023
8a	Internship, field experience, co-op experience, or clinical assignment	Yes	42.7%	49.7%	56.7%	+7.0 pts

ESOL

#	Question	Counts as	2019	2023	2026	Change since 2023
8b	An English course taught specifically for students whose first language is not English (ESL, ESOL)	Yes	5.8%	7.1%	4.3%	−2.8 pts

Remedial

#	Question	Counts as	2019	2023	2026	Change since 2023
8c	Developmental/remedial reading course (also referred to as Basic Skills, College Prep, etc.)	Yes	19.6%	21.8%	24.0%	+2.2 pts
8d	Developmental/remedial writing course (also referred to as Basic Skills, College Prep, etc.)	Yes	24.5%	27.0%	26.1%	−0.9 pts
8e	Developmental/remedial math course (also referred to as Basic Skills, College Prep, etc.)	Yes	39.1%	32.3%	32.8%	+0.5 pts
18	I was told that I should enroll in a developmental/remedial course (also referred to as Basic Skills, College Prep, etc.) in my first academic term at this college, and I...	Enrolled in one or more	73.5%	57.9%	47.6%	−10.3 pts
22	During the current academic year at this college, I have participated in supplemental instruction/supplemental learning (extra class sessions with the instructor or an experienced student).	At least once	16.7%	19.3%	22.6%	+3.3 pts

Honors

#	Question	Counts as	2019	2023	2026	Change since 2023
8f	Honors course	Yes	6.0%	6.5%	4.0%	−2.5 pts

Support for Learners

#	Question	Counts as	2019	2023	2026	Change since 2023
9b	Providing the support you need to help you succeed at this college	Quite a bit or very much	68.1%	75.2%	62.9%	−12.3 pts
9c	Encouraging contact among students from different economic, social, and racial or ethnic backgrounds	Quite a bit or very much	40.7%	45.2%	42.7%	−2.5 pts
9d	Helping you cope with your non-academic responsibilities (work, family, etc.)	Quite a bit or very much	21.7%	25.7%	21.7%	−4.0 pts
9e	Providing the support you need to thrive socially	Quite a bit or very much	31.4%	39.4%	30.1%	−9.3 pts
9f	Providing the financial support you need to afford your education	Quite a bit or very much	44.4%	52.0%	43.4%	−8.6 pts
12.1a	Academic advising/planning (usage)	Used at least once	90.5%	93.6%	91.6%	−2.0 pts
12.1b	Career counseling (usage)	Used at least once	23.1%	23.2%	20.8%	−2.4 pts
12.2a	Academic advising/planning (satisfaction)	Very satisfied	39.8%	68.2%	37.1%	−31.1 pts
12.2b	Career counseling (satisfaction)	Very satisfied	26.5%	45.9%	24.9%	−21.0 pts
12.3a	Academic advising/planning (importance)	Very important	73.1%	78.1%	69.0%	−9.1 pts

#	Question	Counts as	2019	2023	2026	Change since 2023
12.3b	Career counseling (importance)	Very important	43.2%	42.4%	25.8%	−16.6 pts

Work

#	Question	Counts as	2019	2023	2026	Change since 2023
10b	Working for pay	More than 10 hours a week	70.7%	65.6%	69.9%	+4.3 pts
12.1c	Job placement assistance (usage)	Used at least once	7.3%	16.3%	15.1%	−1.2 pts
12.2c	Job placement assistance (satisfaction)	Very satisfied	25.8%	60.8%	47.5%	−13.3 pts
12.3c	Job placement assistance (importance)	Very important	35.8%	45.0%	44.0%	−1.0 pts

Student Life

#	Question	Counts as	2019	2023	2026	Change since 2023
10c	Participating in college-sponsored activities (organizations, campus publications, student government, intramural sports, etc.)	More than 10 hours a week	0.3%	1.3%	1.4%	+0.1 pts
12.1i	Student organizations (usage)	Used at least once	11.9%	18.4%	14.9%	−3.5 pts
12.2i	Student organizations (satisfaction)	Very satisfied	24.7%	47.5%	22.5%	−25.0 pts
12.3i	Student organizations (importance)	Very important	20.5%	24.8%	14.3%	−10.5 pts

Life

#	Question	Counts as	2019	2023	2026	Change since 2023
10d	Providing care for dependents living with you (parents, children, spouse, etc.)	More than 10 hours a week	34.5%	22.8%	26.8%	+4.0 pts
10e	Commuting to and from classes	More than 10 hours a week	10.2%	9.6%	15.4%	+5.8 pts
12.1f	Child care (usage)	Used at least once	3.4%	5.5%	4.6%	−0.9 pts
12.2f	Child care (satisfaction)	Very satisfied	24.3%	71.7%	47.8%	−23.9 pts
12.3f	Child care (importance)	Very important	30.5%	29.1%	25.6%	−3.5 pts
37	Do you have children who live with you and depend on you for their care?	Yes	27.1%	18.2%	15.7%	−2.5 pts
40	Are you married?	Yes	17.1%	8.5%	8.7%	+0.2 pts
41	Is English your native language?	Yes	97.5%	97.0%	94.6%	−2.4 pts
42	Are you a current or former member of the U.S. Armed Forces, Reserves, or National Guard?	Yes	2.7%	4.0%	0.2%	−3.8 pts
43	Are you an international student or non-resident alien?	Yes	1.0%	1.2%	0.1%	−1.1 pts
44	Are you a student-athlete on a team sponsored by this college's athletics department?	Yes	0.3%	1.5%	0.1%	−1.4 pts
45a	American Indian or Alaska Native	Yes	0.8%	1.6%	1.3%	−0.3 pts
45b	Asian	Yes	2.0%	0.2%	3.5%	+3.3 pts
45c	Black or African American	Yes	2.6%	4.3%	6.3%	+2.0 pts

#	Question	Counts as	2019	2023	2026	Change since 2023
45d	Hispanic or Latino	Yes	0.7%	2.8%	4.1%	+1.3 pts
45e	Native Hawaiian	Yes	0.2%	0.0%	1.1%	+1.1 pts
45f	Pacific Islander (non-Native Hawaiian)	Yes	0.2%	0.7%	1.1%	+0.4 pts
45g	White	Yes	96.2%	96.7%	92.4%	−4.3 pts
45h	Other	Yes	0.5%	0.7%	1.1%	+0.4 pts
45i	Prefer not answer (race)	Yes	0.8%	0.5%	1.1%	+0.6 pts

Skills

#	Question	Counts as	2019	2023	2026	Change since 2023
11a	Acquiring job- or work-related knowledge and skills	Quite a bit or very much	58.9%	68.9%	60.1%	−8.8 pts
11b	Writing clearly and effectively	Quite a bit or very much	52.6%	54.7%	49.0%	−5.7 pts
11c	Speaking clearly and effectively	Quite a bit or very much	52.6%	55.2%	54.6%	−0.6 pts
11d	Thinking critically and analytically	Quite a bit or very much	68.2%	67.6%	68.8%	+1.2 pts
11e	Solving numerical problems	Quite a bit or very much	56.3%	58.6%	56.3%	−2.3 pts
11f	Working effectively with others	Quite a bit or very much	61.7%	66.6%	65.3%	−1.3 pts
11g	Learning effectively on your own	Quite a bit or very much	70.9%	67.4%	69.0%	+1.6 pts
11h	Developing clearer career goals	Quite a bit or very much	61.6%	69.8%	68.2%	−1.6 pts
11i	Gaining information about career opportunities	Quite a bit or very much	48.5%	69.1%	63.6%	−5.5 pts

Advising

#	Question	Counts as	2019	2023	2026	Change since 2023
12.1g	Financial aid advising (usage)	Used at least once	74.5%	78.6%	77.3%	−1.3 pts
12.1j	Transfer advising/planning (usage)	Used at least once	24.4%	23.0%	6.7%	−16.3 pts
12.2g	Financial aid advising (satisfaction)	Very satisfied	42.4%	56.6%	42.7%	−13.9 pts
12.2j	Transfer advising/planning (satisfaction)	Very satisfied	35.3%	54.4%	36.8%	−17.6 pts
12.3g	Financial aid advising (importance)	Very important	71.6%	75.4%	75.7%	+0.3 pts
12.3j	Transfer advising/planning (importance)	Very important	39.6%	36.9%	17.1%	−19.8 pts
20	Before the end of my first academic term at this college, an advisor helped me develop an academic plan (a personalized plan with a defined sequence of courses for completing a college certificate or degree and/or for transferring to a 4-year college or university).	Yes	52.7%	68.3%	58.5%	−9.8 pts

Resources

#	Question	Counts as	2019	2023	2026	Change since 2023
12.1k	Library resources and services (usage)	Used at least once	57.5%	42.5%	42.7%	+0.2 pts

#	Question	Counts as	2019	2023	2026	Change since 2023
12.1l	Services for students with disabilities (usage)	Used at least once	5.5%	8.0%	9.0%	+1.0 pts
12.1m	Services for active military and veterans (usage)	Used at least once	3.5%	5.2%	2.2%	−3.0 pts
12.2k	Library resources and services (satisfaction)	Very satisfied	50.0%	50.9%	60.7%	+9.8 pts
12.2l	Services for students with disabilities (satisfaction)	Very satisfied	37.1%	51.7%	80.2%	+28.5 pts
12.2m	Services for active military and veterans (satisfaction)	Very satisfied	45.4%	69.0%	49.7%	−19.3 pts
12.3k	Library resources and services (importance)	Very important	51.5%	42.9%	37.6%	−5.3 pts
12.3l	Services for students with disabilities (importance)	Very important	44.2%	49.1%	50.1%	+1.0 pts
12.3m	Services for active military and veterans (importance)	Very important	45.7%	47.8%	48.1%	+0.3 pts
21	Someone at this college contacts me if I am struggling with my studies to help me get the assistance I need.	Yes	32.6%	40.5%	39.1%	−1.4 pts

Orientation

#	Question	Counts as	2019	2023	2026	Change since 2023
14	The one response that best describes my experience with orientation when I first came to this college is:	Took part in orientation	56.9%	76.8%	69.2%	−7.6 pts
15	During my first academic year at this college, I participated in a first-year experience program.	Yes	27.4%	40.0%	31.0%	−9.0 pts

Student Success

#	Question	Counts as	2019	2023	2026	Change since 2023
17	During my first academic term at this college, I participated in a student success course (a course that teaches the skills needed to succeed in college).	Yes	27.1%	45.1%	46.1%	+1.0 pts
29	At this college, in what range is your overall college grade point average (GPA)	A	40.1%	41.2%	40.5%	−0.7 pts
30	In what range was your overall high school grade point average (GPA)?	A	42.8%	38.5%	50.6%	+12.1 pts

Withdraw

#	Question	Counts as	2019	2023	2026	Change since 2023
23a	Working full-time (reason to withdraw)	Likely or very likely	36.9%	35.3%	45.3%	+10.0 pts
23b	Caring for dependents (reason to withdraw)	Likely or very likely	28.1%	24.1%	30.1%	+6.0 pts
23c	Academically unprepared (reason to withdraw)	Likely or very likely	12.3%	14.4%	16.0%	+1.6 pts
23d	Lack of finances (reason to withdraw)	Likely or very likely	38.6%	36.6%	50.0%	+13.4 pts
23e	Transfer to a 4-year college or university (reason to withdraw)	Likely or very likely	30.7%	15.7%	18.0%	+2.3 pts

Support

#	Question	Counts as	2019	2023	2026	Change since 2023
24	How supportive are your friends of your attending this college?	Quite a bit or extremely	75.7%	85.6%	86.6%	+1.0 pts

#	Question	Counts as	2019	2023	2026	Change since 2023
25	How supportive is your immediate family of your attending this college?	Quite a bit or extremely	88.8%	92.6%	91.1%	−1.5 pts

Goal

#	Question	Counts as	2019	2023	2026	Change since 2023
26a	Complete a certificate program (goal)	Yes	45.4%	58.5%	64.1%	+5.6 pts
26b	Obtain an associate degree (goal)	Yes	85.9%	83.9%	80.8%	−3.1 pts
26c	Transfer to a 4-year college or university (goal)	Yes	51.0%	32.6%	24.4%	−8.2 pts
26d	Obtain or update job-related skills (goal)	Yes	63.7%	77.2%	73.1%	−4.1 pts
26e	Change careers (goal)	Yes	36.3%	32.3%	35.8%	+3.5 pts
26f	Self-improvement/personal enjoyment (goal)	Yes	59.8%	68.2%	71.7%	+3.5 pts

Payment

#	Question	Counts as	2019	2023	2026	Change since 2023
27a	My own income/savings (paying for college)	Major source	36.6%	34.4%	45.1%	+10.7 pts
27b	Income/savings from family (paying for college)	Major source	26.1%	30.5%	34.3%	+3.8 pts
27c	Employer contributions (paying for college)	Major source	2.4%	2.7%	4.2%	+1.5 pts
27d	Active military or veterans benefits (paying for college)	Major source	3.4%	3.2%	0.5%	−2.7 pts
27e	Grants (paying for college)	Major source	35.3%	41.3%	27.3%	−14.0 pts
27f	Scholarships (paying for college)	Major source	20.6%	28.8%	24.9%	−3.9 pts
27g	Student loans (paying for college)	Major source	31.2%	27.0%	21.6%	−5.4 pts
27h	Public assistance (paying for college)	Major source	6.1%	7.1%	8.8%	+1.7 pts

Experience

#	Question	Counts as	2019	2023	2026	Change since 2023
35	Would you recommend this college to a friend or family member?	Yes	82.5%	90.3%	84.5%	−5.8 pts
36	How would you evaluate your overall educational experience at this college?	Good or excellent	78.3%	82.2%	75.6%	−6.6 pts

Education- Family/Friend

#	Question	Counts as	2019	2023	2026	Change since 2023
47a	Mother attended some college	Yes	60.7%	66.8%	71.0%	+4.2 pts
47b	Father attended some college	Yes	37.2%	43.4%	43.6%	+0.2 pts
47c	Brother/Sister attended some college	Yes	45.4%	49.6%	48.3%	−1.3 pts
47d	Child attended some college	Yes	3.1%	4.8%	3.6%	−1.2 pts

#	Question	Counts as	2019	2023	2026	Change since 2023
47e	Spouse/Partner attended some college	Yes	13.2%	10.0%	11.6%	+1.6 pts
47f	Legal Guardian attended some college	Yes	2.0%	0.8%	2.6%	+1.8 pts
47g	No one attended some college	Yes	16.7%	9.4%	9.7%	+0.3 pts

Who responded

Share of counted students, weighted as CCSSE weights them.

Students who are	2019	2023	2026
Attending full-time	45.5%	46.7%	23.3%
Age 18 to 24	65.6%	67.9%	71.4%
First-generation college students	31.2%	23.0%	20.9%
Women	64.8%	61.2%	62.2%
Taking or took developmental courses	42.4%	38.8%	38.9%
Parents of children living with them	27.1%	18.2%	15.7%

Source: Belmont College CCSSE student data files for 2019 and 2023 (CCSSE Data for Dashboard workbook) and 2026 (new CCSSE data file). Results count only students CCSSE included in its weighted sample and are weighted by CCSSE's institutional weight.

Benchmark scores are standardized against each year's national cohort, so a change partly reflects how other colleges scored that year. The college-specific and special-focus questions differ between years and are left out. Satisfaction questions count only students who used the service.

TAB B-8

CONSENT AGENDA

Monitoring Activities

HB96 General Education Review

Agenda Item B-8: HB96 General Education Review
Board of Trustees Meeting Date: November 19, 2026

RESOLUTION ACKNOWLEDGING THE COMPLETION OF THE INITIAL GENERAL EDUCATION CURRICULUM REVIEW PURSUANT TO AM. SUB. H.B. 96

This resolution formally acknowledges that Belmont College has completed its initial review of the general education curriculum in accordance with the requirements established under AM. Sub. H.B. 96. The review was conducted to ensure institutional compliance with applicable state requirements and to evaluate the College's general education curriculum for alignment with legislative expectations. Through this resolution, the Board of Trustees formally acknowledges the completion of the initial review and the College's efforts to fulfill its statutory responsibilities.

RECOMMENDATION: It is recommended that the Board approve this resolution.

SUBMITTED BY: Dr. Heather Davis, EVP, COO/ALO

BELMONT COLLEGE BOARD OF TRUSTEES

RESOLUTION 2026-4

RESOLUTION ACKNOWLEDGING SUCCESSFUL COMPLETION OF THE INITIAL GENERAL EDUCATION CURRICULUM REVIEW

RESOLUTION ACKNOWLEDGING THE COMPLETION OF THE INITIAL GENERAL EDUCATION CURRICULUM REVIEW PURSUANT TO AM. SUB. H.B. 96

WHEREAS, Amended Substitute House Bill 96 (H.B. 96) of the 136th Ohio General Assembly, codified in Section 381.750, mandates that each state institution of higher education conduct a comprehensive review and formal evaluation of its general education curriculum; and

WHEREAS, H.B. 96 requires this curriculum review to target critical state goals, specifically focusing on (1) civics, culture, and society, (2) artificial intelligence, STEM, and computational thinking, (3) entrepreneurship and innovation principles, and (4) workforce readiness; and

WHEREAS, the faculty, academic leadership, and administration of Belmont College have diligently conducted and finalized the initial baseline review and evaluation of the institution's current general education components to determine alignment with these statutory pillars; and

WHEREAS, H.B. 96 stipulates that the Board of Trustees must formally acknowledge the completion of this initial curriculum review by adopting a resolution and submitting it to the Chancellor of the Ohio Department of Higher Education on or before December 31, 2026; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of Belmont College that the Board hereby acknowledges and certifies the successful completion of the initial general education curriculum review as required by Section 381.750 of H.B. 96; and

BE IT FURTHER RESOLVED that the Board of Trustees directs the President, or their designee, to formally transmit a copy of this Resolution to the Chancellor of the Ohio Department of Higher Education at HB96@highered.ohio.gov in fulfillment of the December 31, 2026 statutory deadline.

_____
Elizabeth F. Gates, Chair
Board of Trustees

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

_____
Adopted

TAB C

CONSENT AGENDA

Administrative Items

TAB C-1

CONSENT AGENDA

Administrative Items

Program Name Change

Agenda Item C-1: Program Name Change
Board of Trustees Meeting Date: November 19, 2026

Heavy Equipment Technology Program Name Change

Administration recommends approval to change the name of the Heavy Equipment Technology program to Diesel Technology. Initiated by the program faculty member and supported by the academic team, the proposed name more accurately reflects the program's curriculum, technical competencies, and the career opportunities for which students are prepared. The name Diesel Technology is also more widely recognized by industry and prospective students and will provide greater clarity regarding the program's focus. This change is intended to strengthen program visibility and recruitment while maintaining the program's established academic requirements, curriculum, and educational outcomes.

RECOMMENDATION: It is recommended that the Board approve the title change from Heavy Equipment Technology to Diesel Technology.

SUBMITTED BY: Dr. Heather Davis, EVP, COO/ALO

TAB C-2

CONSENT AGENDA

Administrative Items

New Program Approval

Agenda Item C-2: New Program Approval – Culinary Arts
Board of Trustees Meeting Date: November 19, 2026

Program: Culinary Certificate

The College is proposing a new Culinary Arts Long-Term Certificate to provide students with accessible, career-focused training in culinary preparation, food safety, kitchen operations, customer service, and restaurant management. The program will leverage the College's existing commercial kitchen facilities and provide students with significant hands-on, experiential learning opportunities. As an extension of the program, the College plans to operate a student-supported restaurant serving the campus and surrounding community, allowing students to apply their skills in an authentic work environment while gaining practical experience in food preparation, service, and day-to-day restaurant operations. The certificate will support regional workforce needs in the culinary and hospitality industries, provide students with a direct pathway to employment, and create an additional opportunity for the College to engage with and serve the local community.

RECOMMENDATION: It is recommended that the Board approve new program with the start date of fall semester, 2027.

SUBMITTED BY: Dr. Heather Davis, EVP, COO/ALO

Culinary Arts (CUL)

Certificate

Fall

Course Number	Course Title	Credits
CUL 1000	Introduction to Culinary Arts	3
CUL 1010	Food Safety & Sanitation	3
CUL 1020	Culinary Fundamentals I	3
CUL 1030	Menu Planning & Nutrition	2
CUL 1040	Restaurant Operations & Customer Service	3
CUL 1050	Practicum I – Teaching Restaurant	4
		18

Spring

Course Number	Course Title	Credits
CUL 2000	Culinary Fundamentals II	3
CUL 2010	Baking & Pastry Fundamentals	3
CUL 2020	Garde Manger & Cold Food Preparation	3
CUL 2030	Purchasing, Inventory & Cost Control	3
CUL 2040	Practicum II – Teaching Restaurant	4
		16
		Program Total 34

Fiscal Impact Statement for New Degree Programs
Program name: Culinary Arts

Complete the table below to describe the financial plan/budget for the first four years of program operation. Be sure to complete a separate table for each program requested (copy and paste as needed for additional programs). Verification and signature by the Chief Financial Officer (CFO) is required.

	Year 1	**Year 2**	**Year 3**	**Year 4**
	New | Returning	New | Returning	New | Returning	New | Returning
I. Projected Enrollment*				
Head-count full time	5 | 0	7 | 0	9 | 0	11 | 0
Head-count part time	0 | 0	0 | 0	0 | 0	0 | 0
Total Full Time Equivalent (FTE) Enrollment	6	8	10	12
*Describe the calculation used for retention below.				
II. Projected Program Revenue				
Tuition (paid by student or sponsor)	$36,678	$51,349	$66,020	$80,691
Expected state subsidy	$33,422	$46,791	$60,160	$73,528
Externally funded stipends, as applicable	0	0	0	0
Other income (if applicable, describe in narrative section below)	0	0	0	0
Total Projected Program Revenue	$70,100	$98,139	$126,179	$154,219
III. Program Expenses*				
Personnel • Instruction (technical, professional and general education) Full ____ Part Time 1-2 • Non-instruction (indicate role(s) in narrative section below) Full ____ Part time ____	1-2 Adjunct Faculty Members @ $35.00/Hour Fall: $35.00/Credit Hour = $10,080 Spring: $35.00/Credit Hour = $8,960	1-2 Adjunct Faculty Members @ $35.00/Hour Fall: $35.00/Credit Hour = $10,080 Spring: $35.00/Credit Hour = $8,960	1-2 Adjunct Faculty Members @ $35.00/Hour Fall: $35.00/Credit Hour = $10,080 Spring: $35.00/Credit Hour = $8,960	1-2 Adjunct Faculty Members @ $35.00/Hour Fall: $35.00/Credit Hour = $10,080 Spring: $35.00/Credit Hour = $8,960

Facilities and Administrative (F&A) costs	$16,944/year	$16,944/year	$16,944/year	$16,944/year
Scholarship/stipend support (if applicable, describe in narrative section below)	0	0	0	0
Additional library resources (if applicable, describe in narrative section below)	0	0	0	0
Additional technology or equipment needs (if applicable, describe in narrative section below)	0	0	0	0
Other expenses (if applicable, describe in the narrative section below)	0	0	0	0
Total Projected Expenses	$35,984	$35,984	$35,984	$35,984
Net Income**	$34,116	$62,155	$90,195	$118,235

*If faculty/staff are shared with other departments, provide the cost allocation for this program.

**Provide justification for programs operating at a net loss in year four.

Retention Calculation

This program will be admitted as a 1-year cohort. No carry over of students.

Budget Narrative

Projected enrollment is just an estimation. Full-time tuition was calculated based on projected enrollment. Program expenses included hourly wage for 1-2 adjunct faculty members. Once program is open for registration, enrollment will be monitored. If enrollment numbers continue to increase, a full-time faculty member will be hired. According to the Belmont College Faculty Association Union Agreement, salaries are the following and depend on ranking at the time of hire:
Instructor: $36,000-$44,500
Assistant Professor: $39,000-$49,600
Associate Professor: $43,400-$54,300
Professor: $47,500-$59,000

Program supplies will be embedded into course fees for each course, as applicable.

Practicum I and II will be held at the college utilizing the kitchen space and under the supervision of the faculty member.

Verification and Signature

Janet Sempkowski, CFO verifies that the information in the fiscal impact statement is truthful and accurate.

Janet L. Sempkowski

Signature of the Chief Financial Officer

TAB D

CONSENT AGENDA

Human Resource Items

TAB D-1

CONSENT AGENDA

Human Resource Items

2027 Health Insurance Renewal

AGENDA ITEM D-1: HEALTH INSURANCE RENEWAL
Board of Trustees Meeting Date: November 19, 2026

It is recommended that the College continue to offer three options for health insurance coverage for full-time employees for the 2027 calendar year through Anthem Blue Cross/Blue Shield. There are no changes within the current three plans from 2026 to 2027. Only the premiums are changing.

Option 1: A traditional PPO health insurance plan with an annual deductible of $3,000 single/$6,000 family for in-network benefits, and an out-of-pocket maximum of $7,500 single/$15,000 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 $9,500 single/$19,000 family for in-network benefits.

Option 3: A high-deductible health plan with an annual deductible of $5,000 single/$10,000 family for in-network along with a health savings account. The plan includes an out-of-pocket maximum of $6,900 single/$13,800 family for in-network benefits once the deductible of the plan is met.

Total overall premium rate renewal for 2027 will be 15.0%. For historical perspective, we have received the following increases for the last 10 years:

2027-15% (originally 28%)

2026-2% *decrease*

2025-7% Increase

2024-11% increase

2023-3% increase

2022-3% increase

2021-5.5% increase

2010-5% increase

2017-6% increase

2016-5% increase

The resulting recommendations for 2027 are as follows:

1. Provide employees with three alternatives for health insurance coverage for 2027:
    a. A traditional PPO 1 plan.
    b. A traditional PPO plan but not as rich as PPO 1.
    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 any premium increase for 2027.

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.

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:

2027 Bi-Weekly Amounts

		College Share	Employee Share	Total
PPO #1				
Single		$393.80	$116.93	$510.73
Family		$972.19	$304.63	$1,276.82
PPO #2				
Single		$388.82	$82.48	$471.30
Family		$959.73	$218.52	$1,178.25
HDHP				
Single		$358.78	$73.66	$432.44
	HSA Share	$15.39		
Family		$892.34	$188.76	$1,081.09
	HSA Share	$30.78		

1. The College will contribute $10,238.73 annually toward the premium for the PPO1 single coverage plan and $25,276.96 annually for the PPO1 family coverage.
2. The College will contribute $10,109.37 annually toward the premium for the PPO2 single coverage plan and $24,953.03 annually for the PPO2 family coverage.
3. The College will contribute $9,728.45 annually toward the premium and health savings account for the HDHP single coverage, and $24,001.04 annually for family coverage. 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 at PNC Bank. The contributions are made on a bi-weekly basis.
4. The College will continue to provide a $1,000 opt-out stipend for employees who have coverage elsewhere.

RECOMMENDATION: It is recommended that the Board approve full-time employee health insurance coverage for calendar year 2027 as detailed above:

SUBMITTED BY: Jason Huffman, Director of Human Resources

TAB E

CONSENT AGENDA

Board Items

TAB E-1

CONSENT AGENDA

Board Items

Approval of Presidential Search Committee

Agenda Item E-1: Approval of Presidential Search Committee
Board of Trustees Meeting Date: November 19, 2026

The following names are being submitted for consideration to serve on the Presidential Search Committee.

Mrs. Elizabeth Gates – Belmont College Board of Trustees Chair

Dr. Mark Macri – Belmont College Board of Trustees Co-Chair

Mrs. Anita Rice – Belmont College Board of Trustees Member

Mr. Mark Romick – Belmont College Board of Trustees Member

Mrs. Janet Jacobs – Belmont College Foundation Board Chair

Julie Keck – Belmont College Director of Marketing and Strategic Communications

Jordan Miller – Belmont College Director of IT

Dr. Suzanne Clutter – Belmont College Faculty

Nate Brinker – Belmont College Faculty

RECOMMENDATION: It is recommended that the Board approve the Presidential Search Committee as submitted.

SUBMITTED BY: Elizabeth Gates, Belmont College Board of Trustees Chair.