Governance & Institutional Compliance Team Report

Academic & Workforce Policy Team

Charge

- Ensure that academic policies, faculty workload expectations, and curriculum align with compliance mandates while maintaining institutional integrity and faculty engagement.

Decision Making Framework

- Interpret
- Integrate
- Implement

Governance & Institutional Compliance Team

Charge

- Establish policies that align with compliance while ensuring transparency, institutional autonomy, and inclusive governance.

Decision Making Framework

- Interpret
- Integrate
- Implement

SB1 DEI Policy Compliance

DEI office has been discontinued and resources reprioritized (complete)

Restroom signage and public website updated to "Single Restroom" (complete)

ERGs realigned with Human Resources (complete), revamped structure by the end of the spring semester (in process)

Policy review/revisions slated for completion by June 26 Board meeting (in process)

HR reviewing job descriptions, interview questions, orientations, etc.; will be complete by June 27 (in process)

Student & Faculty Complaint Process
(in process)

The College has an existing Free Speech Policy which outlines the complaint procedure to be used in the instance of an alleged violation of the requirements and prohibitions outlined in SB1.

The policy has been revised to reflect the College's commitment to intellectual diversity and will be approved by the Board on June 26.

Trustee Training & Decision-Making Framework
(continue to monitor)

SB1 requires the Chancellor to lead this effort in collaboration with institutions of higher education.

The College will continue to monitor for developments.

Financial Transparency Reporting: 5-Year Summary
(complete)

ODHE has previously requested five-year rolling summaries of our institutional costs, including a detailed breakdown of annual operational costs, employee headcounts, and spend on DEI initiatives.

The College will use the template used for previous reporting to meet the SB1 requirements.

Financial Transparency Reporting:
Posting of Fees/Honoraria Over $500
(in process)

Procurement will run a monthly report with all speakers, entertainers, presenters, etc., (account 2381) who were paid in excess of $500.

The list will be shared with Marketing to be posted to the College's public website.

Federal Grant Funding

(complete & continue to monitor)

➢ The College has analyzed its federal grants and has determined that 26 of 45 grant programs could be at-risk.

➢ The College is prepared to provide support for any grant program that loses funding due to cancellation for 30 days.

Foundation Scholarships & Grants
(in process)

Risk assessment rubric developed to help prioritize mission-aligned needs.

Talking points developed for use in approaching potential funders.

Foundation is working with funders to revise grant language where applicable to ensure SB1 compliance.

China Relationships & Institutional Partnerships (complete)

The College does not currently receive gifts, donations or contributions from the People's Republic of China, nor does it have any academic or research partnerships in place.

Other Topics Under Review

Potential changes to 501(C)3 regulations that may impact the Foundation (continue to monitor)

Student loan payment plans and collections (continue to monitor)

Dissolution of the Department of Education (continue to monitor)

Return to office (in process)

# Governance & Institutional Compliance Team

Communications: Lisa Dobransky

Human Resources: Ami Hollis

- DEI Policy Compliance: Melissa Burrows & Scott Latiolais
- Student & Faculty Complaints Process: Renee Richard & Wendy Batch-Wilson
- Trustee Training & Decision-Making Framework: Renee Richard & Dave Kuntz
- Financial Transparency Reporting: Jennifer Demmerle
- Federal/Foundation Grant Funding: Jennifer Demmerle, Megan O'Bryan & Dave Kuntz
- China Relationships & Institutional Partnerships: Claire Rosacco & Megan O'Bryan
- 501c3 Regulations: Jennifer Demmerle & Megan O'Bryan
- Student Loan Payment/Collections: Jennifer Demmerle & Melissa Burrows
- Dissolution of the Department of Education: Claire Rosacco
- Return to Office: Ami Hollis & India Pierce Lee

Academic & Workforce Policy Team Report

**Workforce Innovation
and
Access, Learning & Success**
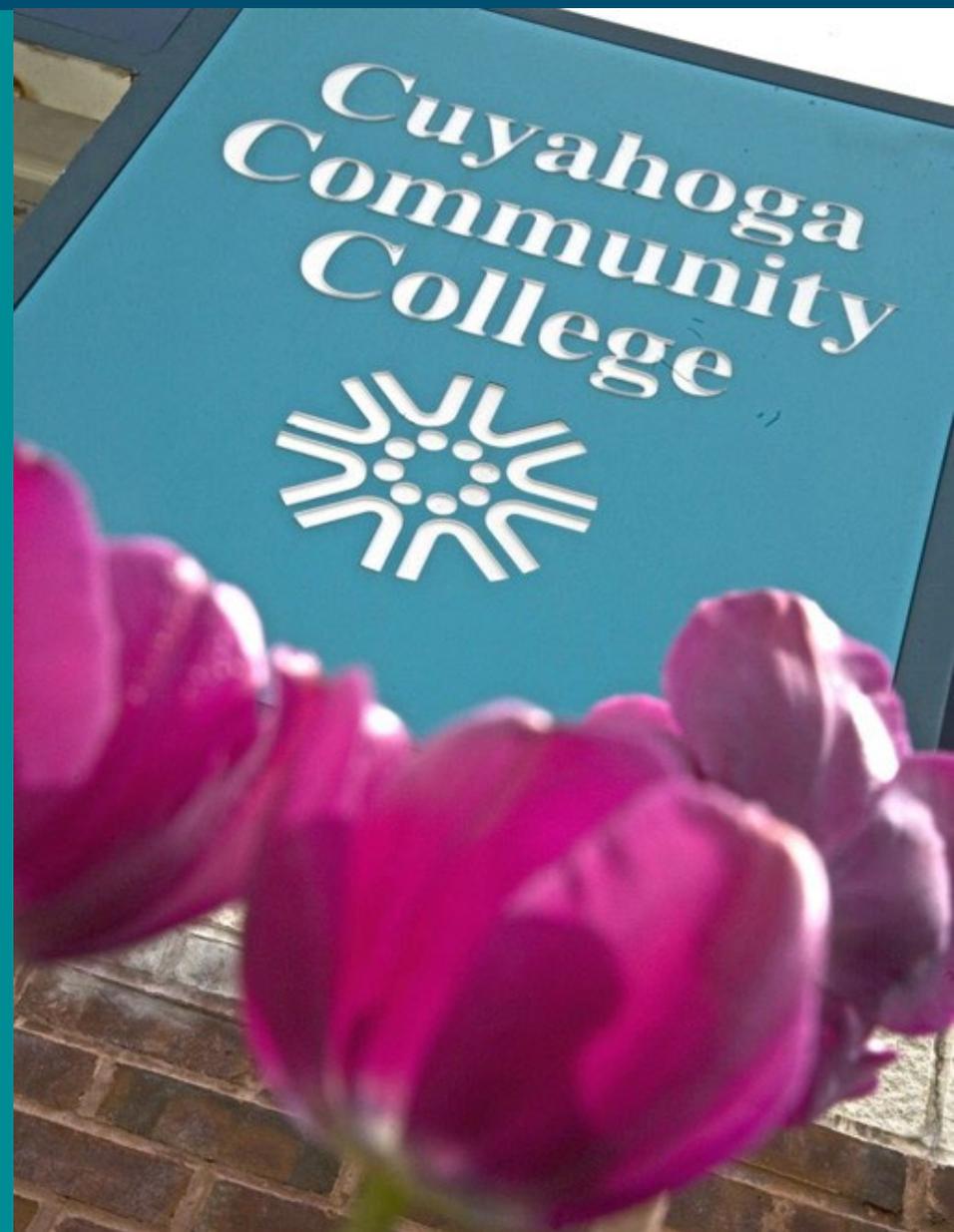
Academic and Workforce Team

Co-Chairs: Shana Marbury and Dr. Karen Miller

- Dr. Haidy Kamel
- Dr. Lindsay English
- Dr. Sandy McKnight
- Dr. Angela Johnson
- Jonathan Decker
- Arcola Whatley
- Dr. Denise McCory
- Dr. Todd Kitchen
- Chris Brogan
- Dr. Holly Craider

- Kate Vodicka
- Connie Edwards
- Adam Diiulio
- Dr. Michael Kenney
- Dr. Ann Conrad
- Carmen Castro-Rivera
- Dr. Janet Spitzig
- Dr. Claire McMahon
- Krystn Hood
- Dr. Steve Griffin

- Syllabus Committee
- Joint Committee on Faculty Evaluation

Faculty: Student Evaluations

Complete

Met with the Joint Committee on Faculty Evaluations to review current student course feedback process and to ensure it was compliant with SB1 requirements

SB1 specifically requires that the following question be incorporated into the student evaluations: "Did the instructor create a classroom atmosphere free of political, racial, gender and religious bias?"

The above question was incorporated into the Fall 2025 Student Course Feedback Form and Tri-C is waiting for more guidance from Chancellor on additional questions

Faculty: Annual Evaluations
In Process

Through the Joint Committee on Faculty Evaluation (JCFE) Subcommittee, created draft rubrics for annual evaluations for both instructional and non-instructional faculty

Revisions incorporated requirements from SB1 including adding measurable performance metrics and summary assessment parameters

Shared the rubric with the JCFE and the AAUP President for review and input and updated both with their feedback

Worked with Human Resources to create examples of each in Compass

Joint Committee on Faculty Evaluation reviewed and updated current peer evaluation/observation form and process to include requirement of a focus on professional development regarding teaching responsibilities

Updated form was approved for use by the Joint Committee on Faculty Evaluation

Faculty: Peer Evaluations

Complete

Faculty: Post-Tenure Review

In Process

| Reviewed current faculty evaluation and tenure policies | → | Updated faculty evaluation even after tenure to be annual; added required student feedback element | → | AAUP providing feedback on policies |

Faculty Revised Workload Standards

In Process

The ODHE Chancellor will develop workload standards for full-time and part-time faculty

The ODHE will consult with Ohio two-year institutions to establish these standards by September 30th

Will be incorporated into a policy adopted by the Board of Trustees

The standards are planned to be adopted by individual institutions by December 31, 2025

- Removed DEI category from OT36 courses
- Removed DEI requirement from degree and certificate academic plans

- DegreeWorks is updated

- Removed from the corresponding academic catalog pages

American Civics Literacy Course
In Process

Applies only to schools offering bachelor's degrees

3 credit course to be ready for AY29-30 graduates

Will work with faculty in usual process to create course in AY25-26
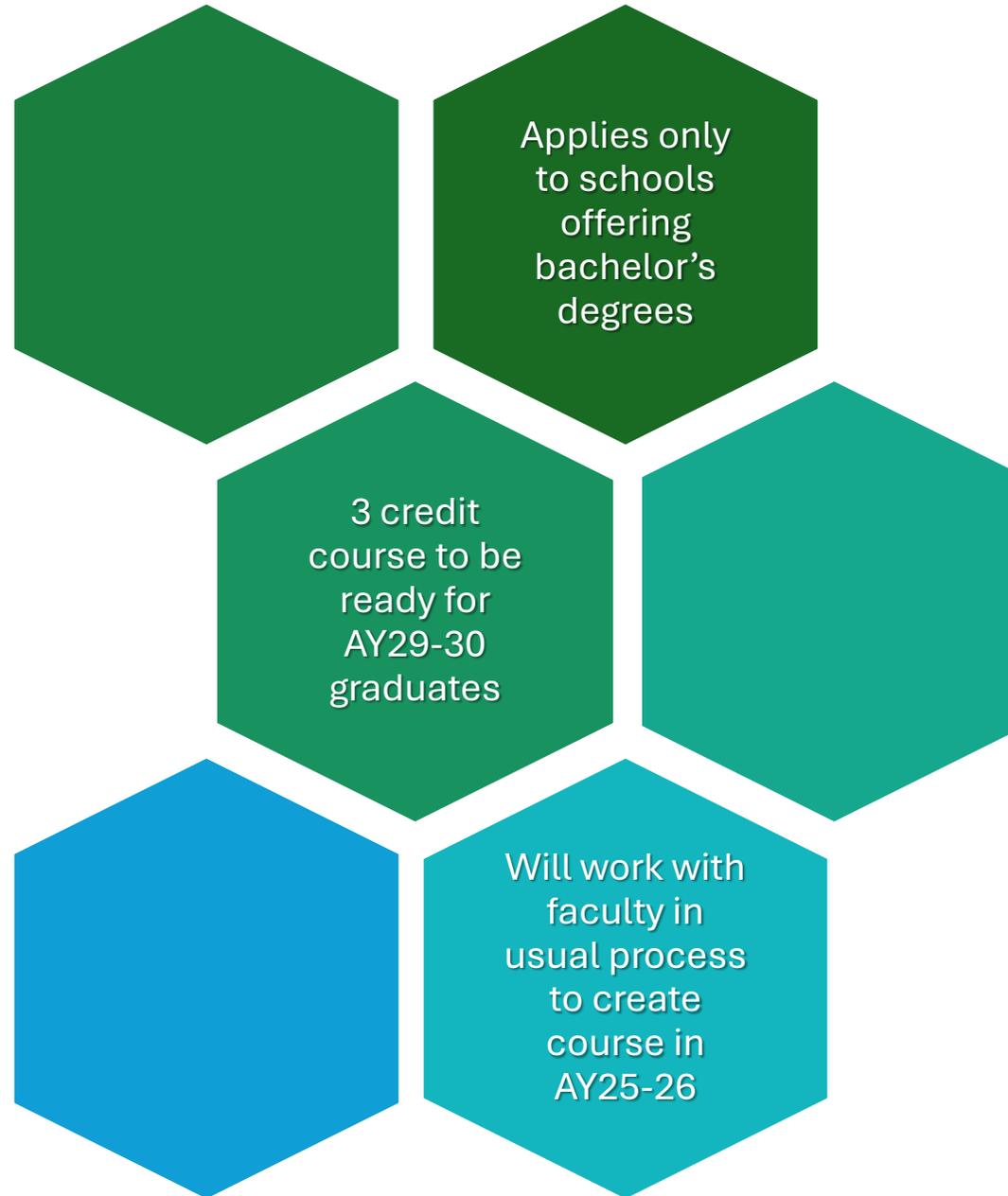
Elimination of Undergraduate Degree Programs
In Process

Worked with Institutional Research to run a preliminary report identifying degrees that may be impacted by this new requirement

Waiting on additional clarification from the Ohio Department of Higher Education, including information on waiver applications **for courses with fewer than five graduates in one of the last three years**

Work Is Continuing...

Marketing and Communications is constantly updating internal and external materials and websites as changes are made

Financial Aid continues to monitor issues with student loan defaults, payment restarts and Pell grant funding among other emerging issues

Legal will work with Tri-C colleagues as necessary to ensure all required Board policies are drafted and submitted in time for Board approval in June

Collaboration with the Foundation continues as grant funding and programs are and may be affected by state and national regulations and funding shifts

Thank You!