



**BOARD OF TRUSTEES MEETING**  
**Monday, April 22, 2024**  
**Regular Meeting – 6:00 pm @ The Lodge**  
**5:30 pm Committee Meetings**  
**Virtual / Hybrid Meeting**

- **Call to Order (5 min)** Chairman Mitchell
- **Roll Call** Mr. Powell
- **Approve Minutes from February 26, 2024** Chairman Mitchell
  
- **Executive Session (15 min)** Chairman Mitchell
  
- **President's Report (15 min)** Dr. Young
  - President's Report
  
- **Academic Affairs Report (5 min)** Trustees Ben Mitchell / Gerry Bird / Jessica Hoag / Ms. Hagerott
  - Update from Vice President HLC/Bachelor Degree
  -
  
- **Executive Vice President Report (5 min)** Dr. Jarrod Tudor
  - Introduce Workforce Dean
  
- **Community Relations and Student Experience Report (5 min)** Trustees Leon Forte' / Alan McMillan Hannah Guada
  - Update from Vice President
  - Athletics Parade
  - AACC Presentation
  
- **Finance and Personnel Report (5 min)** Trustees Jeanie Addington/Stuart Brooks Mr. Fuller
  - Update from Vice President / CFO / Treasurer
  -
  
- **Facilities Committee Report (5 min)** Trustee Budzik / Dr. Young
  - Update on Projects
  
- **Chairman's Report (10 min)** Chairman Mitchell
  - Welcome New Members
  
- **New Business (5 min)** Chairman Mitchell
  
- **Adjournment** Chairman Mitchell
  - **Event Schedule**
    - Next Meeting – June 17, 2024 / 4:30 Ribbon Cutting at Hocking Hall (Formerly LS Bldg).
    - 5:30 pm Committee Meetings / 6:00 pm Board Meeting
    - Spring Graduation – May 4 at 9:00am and 11:00am

**Our Mission**

We serve as a pathway to prosperity, teaching and inspiring all who seek to learn; growing careers and changing lives.

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**Date: February 26, 2024**

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The hybrid virtual meeting of the Hocking College Board of Trustees was held Monday, February 26, 2024. Members either signed in on the provided link or attended in person at The Lodge at Hocking College.

Administrators attending: Dr. Betty Young, President; Dr. Jarrod Tudor, Executive Vice President; Mr. Stephen Powell, Chief-of-Staff, Secretary to the Board; Ms. Jacqueline Hagerott, Vice President of Academic Affairs; Mr. Mark Fuller, Vice President, Chief Financial Officer / Treasurer; Ms. Hannah Guada, Vice President of Student Life; Mr. Joe Deer, CIO.

Additional attendees: Staff, Bargaining Units Representatives, and media (All Virtual)

**CALL TO ORDER**

Ben Mitchell called the meeting to order at 6:00 pm

**ROLL CALL**

Stephen Powell, Board Secretary, called the roll:

Board members present: Trustees Jeanie Addington, Gerry Bird, Mike Budzik, Stuart Brooks, Leon Forte', Ben Mitchell.

Board members absent: All members present

Members present constitute quorum.

**APPROVAL OF MINUTES**

Chairman Ben Mitchell asked if there were any changes to the minutes from the December 7, 2023 regular meeting. A motion was made by Trustee Gerry Bird and seconded by Trustee Leon Forte' to approve the December 7, 2023, Board of Trustees minutes. The motion was unanimously approved.

**EXECUTIVE SESSION**

Chairman requested a motion to adjourn into Executive Session:

In pursuant to Ohio Revised Code 121.22 (G) (1) to consider the employment, demotion, or compensation of a public employee, and to consider the investigation of charges or complaints against a public employee;

And In pursuant to Ohio Revised Code 121.22 (G) (4) to prepare for and conduct a collective bargaining strategy.

In pursuant to Ohio Revised Code 121.22 (G) (3) to discuss conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action.

The Executive Session invitation may include:

Dr. Betty Young  
Jacqueline Hagerott  
Kaitlyn Kachmarik

A motion was made by Trustee Mike Budzik and seconded by Trustee Leon Forte' to go into Executive Session.

On a roll call vote:

Voting Yes: Trustees Jeanie Addington, Gerry Bird, Mike Budzik, Stuart Brooks, Leon Forte', Ben Mitchell.

The Board adjourned to Executive Session at 6:10 pm.

### **RETURN TO REGULAR SESSION**

Chairman Ben Mitchell announced the return to regular session at 6:30 pm.

### **PRESIDENT'S REPORT**

Dr. Young gave the following report:

#### **TRUSTEE TRAINING:**

Dr. Young provided Trustee training to attending board members. Training included information on AI and the use of ChatGPT including other AI engines related to current issues in Higher Education.

#### **Slideshow:**

A slideshow was presented to provide an update on the recent Equine Investigation. There were no findings by the Humane Society and the OSU Veterinary confirmed there is no neglect of the horses. The false information posted on Facebook was exposed.

**Fashion Show:**

The Annual Spring Fashion Show will take place on Friday, April 19 at 6:00pm at The Lodge. All are invited to attend.

**Athletics Academic Honors:**

55 Hawk student-athletes earned the OCCAC's highest academic honor. To earn the recognition and distinction, a student has to achieve a 3.30 GPA or higher and complete at least 12 credit hours.

**Police Academy:**

The Fall 2023 Police Academy had a 100% pass rate on their state exam. This is the 4th academy in a row that has accomplished this goal.

**Nursing News:**

All December Nursing Graduates passed their examinations, making them the 5th cohort in a row to have a 100% pass rate.

**Dental Expansion:**

The Chancellor has approved the college's request to designate its Expanded Functions Dental Auxiliary program as a technical certificate.

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**SUBJECT:**

Artificial Intelligence (AI) Use in Curriculum Policy

**BACKGROUND:**

This policy establishes initial guidelines for the use of Artificial Intelligence (AI) as a tool in the curriculum at Hocking College, with a focus on maintaining academic integrity and accountability of students and all users. Hocking College acknowledges the growing significance of AI in education and supports its use as a tool to enhance learning and teaching. However, the College emphasizes the importance of academic integrity and the necessity for students to develop and demonstrate their own competencies.

**RECOMMENDATION:**

The Board of Trustees pass a motion to approve the Artificial Intelligence (AI) Use in Curriculum Policy.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

This policy is subject to review and amendment as necessary to ensure its effectiveness and relevance to the evolving field of AI in education.

**FISCAL IMPACT:**

None.

**COMMENTS:**

None.

**Motion:**

The Motion was made by Trustee Gerry Bird and seconded by Trustee Leon Forte' to approve the policy on Artificial Intelligence (AI) Policy. The motion was unanimously approved.

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**SUBJECT:**

Admissions Policy

**BACKGROUND:**

Admissions policy is to foster inclusivity, diversity, and academic excellence while ensuring equal opportunities for all prospective students.

**RECOMMENDATION:**

The Board of Trustees pass a motion to approve the Admissions policy.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

This policy is subject to review and amendment as necessary to ensure its effectiveness and relevance.

**FISCAL IMPACT:**

None

**COMMENTS:**

None

**MOTION:**

A motion was made by Trustee Leon Forte' and seconded by trustee Stuart Brooks to approve the policy on Admission. The motion was unanimously approved.

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**SUBJECT:**

Refund Policy

**BACKGROUND:**

Refund Policy is to provide refunds of tuition and fees to ensure transparency and fairness for all students.

**RECOMMENDATION:**

The Board of Trustees pass a motion to approve the Refund policy.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

This policy is subject to review and amendment as necessary to ensure its effectiveness and relevance.

**FISCAL IMPACT:**

None

**COMMENTS:**

None

**MOTION:**

A motion was made by Trustee Leon Forte' and seconded by trustee Stuart Brooks to approve the policy on Refund. The motion was unanimously approved.

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**SUBJECT:**

Return of Title IV Funds Policy

**BACKGROUND:**

Return of Title IV Funds Policy is to provide clear guidelines and procedures for the return of Federal Title IV aid by students who withdraw from all courses. before completing more than 60% of the payment period (Semester).

**RECOMMENDATION:**

The Board of Trustees pass a motion to approve the Return of Title IV Funds Policy.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

This policy is subject to review and amendment as necessary to ensure its effectiveness and relevance based on changes determined by Federal Student Aid (.gov).

**FISCAL IMPACT:**

None

**COMMENTS:**

None

**MOTION:**

A motion was made by Trustee Leon Forte' and seconded by trustee Stuart Brooks to approve the policy on Return of Title IV. The motion was unanimously approved.

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**SUBJECT:**

Satisfactory Academic Progress Policy

**BACKGROUND:**

Satisfactory Academic Progress Policy follows the guidelines in the Federal Student Aid Handbook.

**RECOMMENDATION:**

The Board of Trustees pass a motion to approve the Satisfactory Academic Progress Policy.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

This policy is subject to review and amendment as necessary to ensure its effectiveness and relevance based on changes determined by Federal Student Aid (.gov).

**FISCAL IMPACT:**

None

**COMMENTS:**

None

**MOTION:**

A motion was made by Trustee Leon Forte' and seconded by trustee Stuart Brooks to approve the policy on Satisfactory Academic Progress. The motion was unanimously approved.

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**SUBJECT:**

Full-time Police Officers' and Police Sergeants' Agreement between Hocking Technical College and Ohio Patrolman's Benevolent Association.

**BACKGROUND:**

An employer of choice is an organization viewed by current employees and prospective employees as a great place to work. Many factors affect this status, including establishing a winning culture, offering a competitive compensation package, and providing employees with the resources necessary to successfully perform their work duties. Achieving and maintaining this status allows the College to attract and retain talented employees.

The College recognizes the current negotiation with the Ohio Patrolman's Benevolent Association presents an opportunity to accomplish this goal.

**RECOMMENDATION:**

The Board of Trustees approve the motion that Hocking College agrees to the key negotiated terms listed in Attachment A. These terms and additional



non-substantive modifications will be effective January 1, 2024 pending acceptance of the Ohio Patrolman's Benevolent Association membership.

**ORGANIZATIONUADMINISTRATIVE IMPACT:**

Approval by the Board of Trustees and subsequent approval by the Ohio Patrolman's Benevolent Association membership results in a new contract effective January 1, 2024 - December 31, 2026.

**FISCAL IMPACT:**

Total approximate cost for salaries of the three-year (January 1, 2024-December 31, 2026) contract is \$21,021.

**MOTION:**

A motion was made by Trustee Gerry Bird and seconded by Mike Budzik to approve the Collective Bargaining for the Police. The motion was unanimously approved.

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**ACADEMIC AFFAIRS REPORT**

Ms. Hagerott provided an update on the academic review and credentialing process.

**EXECUTIVE VICE PRESIDENT REPORT:**

Dr. Tudor provided updates for the School of Workforce Development including the Fairfield County Workforce Center.

**COMMUNITY RELATIONS AND STUDENT EXPERIENCE REPORT**

Ms. Guada shared a video on Community and student engagement. This also included opening activities and also the community hiring event.

**FINANCE AND PERSONNEL REPORT**

Trustee Ben Mitchell asked Mr. Mark Fuller to give the Finance and Personnel Report.

The College engaged a third party tax accounting firm (Sheridan Wealth Advisors) which helped the College evaluate its eligibility for Employee Retention Credit (ERC). The firm made a determination that the College is eligible for a credit and

so the College met with its auditors (Perry & Associates), who reviewed the calculation and agreed that the calculation was reasonable. The College has filed amended 941x forms for Q1 2021 and Q2 2021, the two quarters with eligibility. The College is anticipating a net credit amount of \$2.4 million from the IRS. These funds, once received, will be set aside into reserves.

Hocking College Financial Update  
FY2024 Through 1/31/2024

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**BUDGET TO ACTUAL COMPARISON**

	ANNUAL BUDGET (000'S)	YEAR TO DATE ACTUALS (000'S)	STATUS
REVENUE	\$ 35,084	\$ 26,712	YE projection = \$33.9 million revenue
EXPENSE	\$ 35,084	\$ 19,212	YE projection = \$33.9 million expense
NET	\$ 0	\$ 7,500	YE projection = Balanced

**LIQUIDITY AND FUNDING FIGURES**

	JAN 2024 (000'S)	JUNE 2023 (000'S)	YTD NET CHANGE
OPERATING CASH	\$ 8,136	\$ 6,892	\$ 1,244
RESERVES & ENDOWMENTS	\$ 3,560	\$ 3,409	\$ 151
CAPITAL FUNDS AVAILABLE	\$ 3,414	\$ 3,838	\$ (424)

**Budget to Actuals Detail**

College operating and auxiliary revenues are currently at \$26.7 million or 76% of the annual budgeted amount. Revenues to date are made up of Tuition & Fees (\$13.9 million), State Share of Instruction (\$6.2 million), Auxiliary Revenues (\$6.0 million), and Other Revenue (\$0.6 million). Revenues are currently projected to be 3.6% less than budget based on revised full year projections that include 2023AU and 2024SP enrollment figures.

To offset revised revenue projections, the College has made revisions to its planned expenditures for the year. Adjustments to expenses include delaying the filling of open positions, delaying the funding of discretionary projects, and seeking additional efficiencies throughout the College. The College is currently at a 4.8% improvement in expenses from the prior year.

The College projects that it will end the year with a balanced budget, and will make all budgeted reserve contributions – including strategic reserve contributions (\$500 thousand), program reserve contributions (\$500 thousand), and replacement reserve contributions (\$150 thousand). Total reserve contributions for the year will total over \$1.1 million.

**Liquidity Detail**

The College has a current operating cash balance of \$8.1 million or approximately 85 days of cash on hand. This is an increase of \$1.2 million from the beginning of the fiscal year, driven largely by the College's collection of receivables outpacing operating expenses. Operating cash is anticipated to increase over the next few months as Spring receivables are collected.

Strategic reserves, fee reserves, and replacement reserves combine to total \$1.9 million. College Endowments equate to \$1.7 million, making the amount of reserves and endowments total \$3.6 million. Reserves and endowments are \$0.2 million more than the beginning of the fiscal year based on reserve contributions outpacing the use of strategic reserves on capital projects. The College continues to contribute monthly to strategic reserves to help replenish reserve levels.

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**SUBJECT:**

Audited financial statements for FY 2023

**BACKGROUND:**

The College prepares annual financial statements which are audited by the Ohio Auditor of State or a designated Independent Public Accountant. The College is currently under contract to be audited by Perry & Associates Certified Public Accountants through 2024.

Perry & Associates have completed their audit of the College's Financial Statements and have found them to be a fair and accurate representation of the College's financial position.

**RECOMMENDATION:**

The Board of Trustees approve a motion to accept the FY 2023 audited financial statements.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

The annual audit is a necessary part of the college's ongoing operations.

**FISCAL IMPACT:**

None. The audit confirms the College's FY 2023 Financial Statements to be a fair and accurate representation of the College's financial position.

**MOTION:**

A Motion was made by Trustee Gerry Bird and seconded by Trustee Stuart Brooks to accept the FY2023 Audited Financial statements. The motion was unanimously approved.

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**SUBJECT:**

Fiscal Year 2024 Contract and Non-Bargaining Unit (NBU) Employee Raise

**BACKGROUND:**

The Board approved budget for Fiscal Year 2024 has funds available to allocate a 2% raise to all full-time eligible Contract and NBU employees.

**RECOMMENDATION:**

The Board of Trustees approve a motion to allow the President to issue a 2% raise for all full-time eligible Contract and NBU employees. Eligible employees will be determined by parameters for eligibility set by the College. Bargaining Unit employees are excluded from this action as their pay is dictated by contract. The raise will be made retroactively to January 7th, the beginning of the first full pay period of calendar year 2024.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

The raise will allow Hocking College to remain competitive in employee compensation.

**FISCAL IMPACT:**

The 2% raise for eligible NBU employees will have an annualized impact of approximately \$132,000. The impact for the remainder of fiscal year 2024 will be \$61,000.

**MOTION:**

A Motion was made by Trustee Leon Forte' and seconded by Trustee Gerry Bird to Approve the approve the President to issue a 2% raise for all full-time eligible Contract and Non-Bargaining Unit Employees (NBU) effective retroactively to January 7th, 2024. The motion was unanimously approved.

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**SUBJECT:**

Trimble High School Scholarship

**BACKGROUND:**

In an effort to increase educational attainment in the Hocking College service district, the College is seeking to pilot a program at Trimble High School. The proposed model is based on a successful program in Osceola County Florida. This program will offer all 2024 graduating Trimble High School seniors an opportunity to come to Hocking College with \$0 out of pocket cost for tuition and course fees for up to 2 years to complete a certificate or Associates Degree.

This scholarship will be funded through College operating funds and will act as the "last dollar" source of funds for these students. To be in the program, these

students will be required to complete a FAFSA and apply any and all available state, federal, and private grant dollars to their balance prior to the College utilizing last dollar scholarship funds to take care of their balance.

The first source of funds for such last dollar scholarships will be funds raised through Foundation efforts such as the "Sam Jones Presents: Brats, Beer, and Boxing" event scheduled for April 20th.

Any remaining funds needed after those funds have been depleted will be funded through this operational scholarship.

**RECOMMENDATION:**

The Board of Trustees approve the motion to allow Hocking College to utilize operating funds for a last dollar scholarship for graduating Trimble High School seniors.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

The motion will allow Hocking College to pilot a program that has the potential to greatly increase the educational attainment rate in its service district and serve as a model for additional high school partnerships.

**FISCAL IMPACT:**

The College projects that the amount of residual funds needed for 50 students (approximately 70% of graduating Trimble High School Seniors) will be \$100,000 per year (\$200,000 total).

**MOTION:**

A motion was made by Trustee Stuart Brooks and seconded by Trustee Stuart Brooks to create a scholarship for graduating Trimble High School seniors, to act as a last dollar funding source for students to obtain a certificate or Associates Degree with \$0 out of pocket for tuition and course fees. Students will be required to meet all terms of the program as defined by College to be eligible for the scholarship. The motion was unanimously approved.

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**SUBJECT:**

Tuition Rate for Students Who Do Not Qualify for State Subsidy

**BACKGROUND:**

Students who do not complete their Selective Service Registration are not state subsidy eligible.

All students who are required to register through Selective Service must provide their Selective Service Registration Number or verification of exemption to Hocking College.

In previous academic years, students have been incentivized to complete this requirement by Title IV Aid eligibility. The Federal Government has ended their Selective Service Registration requirement for Title IV Aid and this has had a negative impact on the College's ability to ensure that all required students complete their Selective Service Registration.

**RECOMMENDATION:**

The Board of Trustees approve the motion to allow Hocking College, effective 2024 Summer Semester, to charge required students who do not complete their Selective Service Registration the equivalent of "Out of State" Tuition.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

The motion will allow Hocking College to effectively incentivize students to complete their Selective Service Registration.

**FISCAL IMPACT:**

The College projects that without a motion in place, within 3 years (the time in which this effect will be fully apparent in the College's state subsidy calculations), the impact on the College's state subsidy payments will be in excess of \$400,000 annually.

**MOTION:**

A motion was made by Trustee Mike Budzik and seconded by Trustee Stuart Brooks to Approve the Motion to allow the College, effective 2024 Summer Semester, to charge the equivalent of "Out of State" Tuition to students who do not complete and properly document to the College their Selective Service Registration. The motion was unanimously approved.

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**FACILITIES COMMITTEE REPORT –**

Dr. Young provided updates to current projects taking place on campus.

## **CHAIRMAN'S REPORT**

**Motion to Approve Selection Committee Appointees:** Chairman Ben Mitchell asked for a motion to approve the Selection Committee Appointees Alan McMillan and Jessica Hoag to the Hocking College Board of Trustees. The motion was made by Trustee Mike Budzik and seconded by Trustee Gerry Bird. The motion was unanimously approved.

## **NEW BUSINESS**

No new business.

**NEXT MEETING** – The next meeting of the Board of Trustees is scheduled for April 22, 2024. Subcommittees will begin at 5:30 pm with the Board meeting starting at 6:00 pm at The Lodge.

## **ADJOURNMENT**

There being no further business to conduct, a motion was made to adjourn by Trustee Leon Forte' and seconded by Trustee Stuart Brooks. The motion was approved. The Board adjourned at 8:25 pm.

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Ben Mitchell, Chair

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Stephen Powell, Board Secretary

**EXECUTIVE SESSION DISCUSSION TOPICS**  
**April 22, 2024**

**EXECUTIVE SESSION**

**Chairman**

**I request a motion to convene into Executive Session:**

**In Pursuant to Ohio Revised Code 121.22 (G) (1) to consider the employment, demotion, or compensation of a public employee, and to consider the investigation of charges or complaints against a public employee.**

**In pursuant to Ohio Revised Code 121.22 (G) (3) to discuss conferences with an attorney for the public body concerning disputes involving the public body that are the subject of pending or imminent court action.**

**The Executive Session invitation may include:**

**Dr. Betty Young**



## Hocking College Financial Update FY2024 Through 3/31/2024

### BUDGET TO ACTUAL COMPARISON

	ANNUAL BUDGET (000'S)	YEAR TO DATE ACTUALS (000'S)	STATUS
REVENUE	\$ 35,084	\$ 29,320	YE projection = \$33.9 million revenue
EXPENSE	\$ 35,084	\$ 23,322	YE projection = \$33.9 million expense
NET	\$ 0	\$ 5,998	YE projection = Balanced

### LIQUIDITY AND FUNDING FIGURES

	MAR 2024 (000'S)	JUNE 2023 (000'S)	YTD NET CHANGE
OPERATING CASH	\$ 9,907	\$ 6,892	\$ 3,015
RESERVES & ENDOWMENTS	\$ 3,588	\$ 3,409	\$ 179
CAPITAL FUNDS AVAILABLE	\$ 3,414	\$ 3,838	\$ (424)

#### **Budget to Actuals Detail**

College operating and auxiliary revenues are currently at \$29.3 million or 84% of the annual budgeted amount. Revenues to date are made up of Tuition & Fees (\$14.6 million), State Share of Instruction (\$8.0 million), Auxiliary Revenues (\$6.1 million), and Other Revenue (\$0.6 million). Revenues are currently projected to be 3.6% less than budget based on revised full year projections that include 2023AU and 2024SP enrollment figures.

To offset revised revenue projections, the College has made revisions to its planned expenditures for the year. Adjustments to expenses include delaying the filling of open positions, delaying the funding of discretionary projects, and seeking additional efficiencies throughout the College. The College is currently at a 5.1% improvement in expenses from the prior year.

The College projects that it will end the year with a balanced budget, and will make all budgeted reserve contributions – including strategic reserve contributions (\$500 thousand), program reserve contributions (\$500 thousand), and replacement reserve contributions (\$150 thousand). Total reserve contributions for the year will total over \$1.1 million.

#### **Liquidity Detail**

The College has a current operating cash balance of \$9.9 million or approximately 103 days of cash on hand. This is an increase of \$3.0 million from the beginning of the fiscal year, driven largely by the College's collection of receivables outpacing operating expenses. Operating cash is anticipated to continue to increase through April before tightening in May and June.

Strategic reserves, fee reserves, and replacement reserves combine to total \$1.9 million. College Endowments equate to \$1.7 million, making the amount of reserves and endowments total \$3.6 million. Reserves and endowments are \$0.2 million more than the beginning of the fiscal year based on reserve contributions outpacing the use of strategic reserves on capital projects. The College continues to contribute monthly to strategic reserves to help replenish reserve levels.

## New Ohio Wildlife Officer assigned to Clermont County



By

Ohio Department of Natural Resources, Press Release

Ohio Wildlife Officer Chase McDonald, of Manchester, has been assigned to Clermont County, according to the Ohio Department of Natural Resources (ODNR) Division of Wildlife.

Officer McDonald replaces State Wildlife Officer Gus Kiebel, who transferred to Adams County in 2021.

Officer McDonald, 21, graduated from Manchester High School and then Hocking College in 2023 with a degree in natural resources law enforcement. During his downtime, Officer McDonald enjoys hiking with his wife, hunting and fishing.

Officer McDonald is one of 13 Ohio wildlife officer cadets who completed the 32nd Wildlife Officer Training Academy and was sworn in as a commissioned wildlife officer during a graduation ceremony on Friday, March 15.

In addition to the 21-week Ohio Peace Officer Basic Training, the cadets completed 10 weeks of specialized wildlife officer training by the Division of Wildlife. In addition to wildlife law enforcement procedures and agency policies, the cadets received training in areas of wildlife and fisheries management, communications, outdoor education, all-terrain vehicle operation, hunter safety and advanced firearms and self-defense topics.

As a wildlife officer, McDonald has statewide authority to enforce wildlife regulations and protect state lands, waterways, and property. As a state law enforcement officer, he also contributes to public safety both locally in southwest Ohio (Wildlife District Five) and in Ohio's vast outdoors. Each year, Ohio's wildlife officers speak to hundreds of clubs and groups about conservation and wildlife programs; perform fish and wildlife conservation duties; and provide technical advice and instruction about wildlife management issues, hunting, fishing and other outdoor-related recreation.

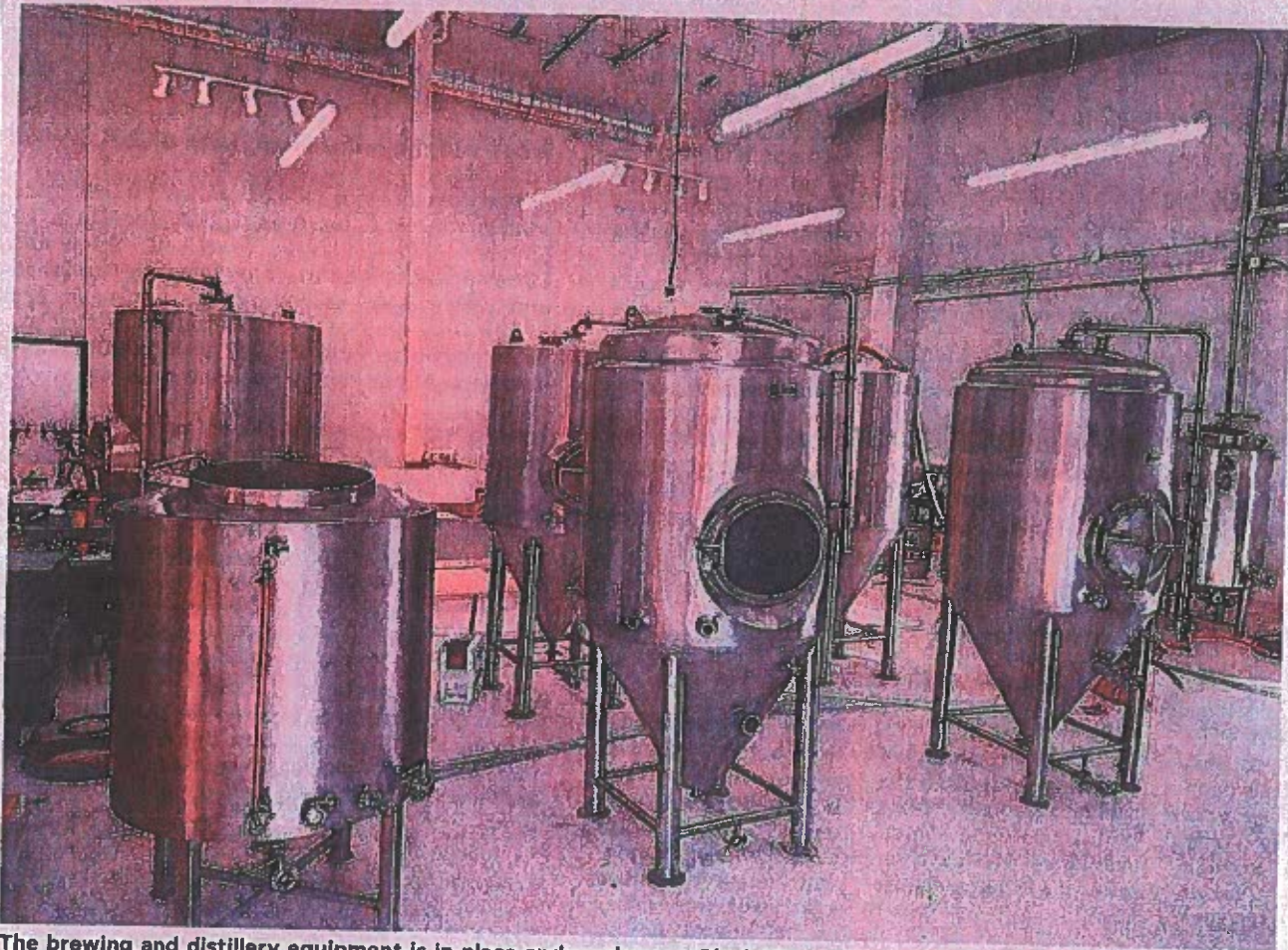
Officer McDonald is now in the field and will continue his training by working with experienced wildlife officers during the next six months. To reach Officer McDonald directly, call (513) 673-1566. To report suspicious activity involving wildlife, call (800) POACHER (762-2437). Reports can remain anonymous.

The mission of the Division of Wildlife is to conserve and improve fish and wildlife resources and their habitats for sustainable use and appreciation by all. Visit [wildohio.gov](http://wildohio.gov) to find out more.

In 2024, join ODNR in celebrating 75 years of protecting Ohio's natural resources and providing outstanding and award-winning recreational opportunities.

ODNR ensures a balance between wise use and protection of natural resources for the benefit of all. Visit the ODNR website at [ohiodnr.gov](http://ohiodnr.gov).

# 'Good for everyone'



The brewing and distillery equipment is in place and ready once Black Diamond's manufacturing and retail licenses are approved. PHOTOS PROVIDED BY BLACK DIAMOND BREWERY AND DISTILLATION

## College program transforms into commercial brewery and distillery

Steph West Special to the Times Recorder

NELSONVILLE — A small business incubator deal will soon have big payoffs for southeastern Ohio's Hocking College thanks to a unique partnership with Black Diamond Brewery and Distillation, which is on Canal Street in Nelsonville. • "Hocking College is a very entrepreneurial school, so a partnership like this is a good fit," said President Dr. Betty Young, who has served the school for nine years, and has experience with similar programs in other colleges. "We have a lot of equipment for the programs we teach, but when it's not in use for class, it sits idle. If we can make that available to small business owners to launch a business, it's good for everyone."

Hocking College is a two-year institution that offers more 60 associate and vocational programs. It's frequently lauded for its often innovative and entrepreneurial-minded approach to learning. This isn't the first time the school has combined practical knowledge with business sensibilities. Their culinary program runs the Rhapsody restaurant, the dental program has a clinic, the sports management program runs a sports shop, heavy equipment students do construction work — the list is exhaustive.

And the crown jewel of Hocking College is its hands-on learning approach.



The exterior of the new Black Diamond Brewery and Distillery, in partnership with Hocking College, will soon have a Black Diamond sign once construction is complete.

See PROGRAM, Page 3A

# Program

Continued from Page 1A

"The whole concept that makes us unique is that we give students actual working experience, so they build not only a transcript but a resume before they graduate," Young said.

The difference, however, between this new brewery deal and those programs, is who owns it.

## Black Diamond is first incubator client

"Most of the entrepreneurial ventures here at Hocking College are ones the college owns," Young said. "But this deal with Black Diamond is the first step to create an incubator program that is accessible to the community and its small business owners."

In this case, the brewery that operated for five years under the fermentation science program, will now become a commercial brewery and distillery under Black Diamond, who will be the college's first incubator client, according to Young.

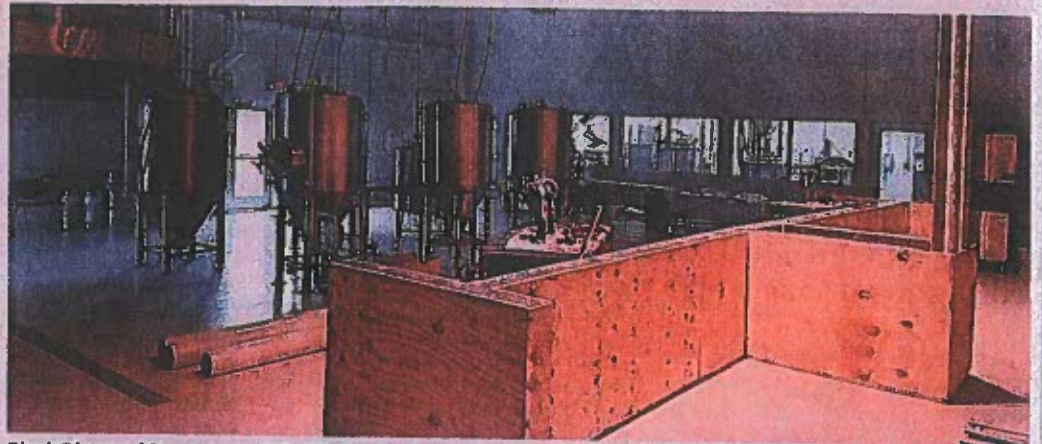
"You used to be able to start a business in your garage and grow it. But with all the regulations and equipment required today, it makes it difficult for any business to really start that way," said Young, who has served as a college president for more than 20 years in Texas, North Carolina, and now Ohio, across city, suburban, and rural environments. "This is one way we can serve small business owners and help them launch, while also giving our students that entrepreneurial education, and growing the college while serving the community."

Under fermentation specialist, Brewmaster, Eric Hedin, students will still have the same access to the brewery as they did previously, but now with expanded educational opportunities to learn the business, sales, and marketing sides of running a brewery and distillery under a real small business venture.

Young said the college will also have a financial stake in the business as a partner, which also creates a residual long-term financial opportunity that will grow the business and benefit the college, particularly on a national scale.

"This incubator client has a great plan for product development and marketing," said Young. "We've watched other distilleries and breweries grow with national prominence. Tito's Handmade Vodka, Jackie J's — and we think this incubator client has a plan that will bring that same kind of attention to our part of the world."

It's a plan Black Diamond Development has been working on for quite some time now. The sister company of Black Diamond Brewery and Distillation, Black Diamond Development is a group of investors/developers from southeastern Ohio who are pouring money into development in southeastern Ohio. They started with the Shawnee area and now Nelsonville. It has spent significant time and money in growing southeastern Ohio and uniquely positioning it for tourism. From the historic Dishon buildings renovation in



Black Diamond Brewery and Distillation is already working on adding a tasting room and bar. The brewery and distillery area can be seen beyond the bar, which is under construction. PROVIDED BY ERIC HEDIN

Shawnee, to this Hocking College incubator deal and the Eagles building restoration in Nelsonville. Black Diamond is intent on making southeastern Ohio a destination for travelers and locals alike.

"All the Black Diamond partners are from southeastern Ohio," said Black Diamond spokesperson Jazzma Quinn. "This is what they love to do, and they have no plans of going anywhere. It's a testament of our commitment to southeastern Ohio. We see the need for revitalization, and we're making it happen."

Black Diamond Development and Black Diamond Brewery and Distillation will utilize the beer, vodka, rum, cider, and bourbon products from this new partnership to serve at its several development locations, as well as at the Hocking College businesses, and prepare for distribution through multiple bars, restaurants, and retail outlets.

"It's going to be more production, more products, and more to sell and promote," said Hedin. "The new distillery equipment is going to make a very fine product. I can't wait to get started."

Hedin said the brewery will move from a one and half barrel system to a five-barrel system. Both systems will be used in the model, whereby students and Black Diamond will test pilot batches on the smaller Ruby Street system, and if they like it, move the product to the larger Maple Lawn system for retail distribution.

"We're already selling the college's product in (several local bars and restaurants)," said Hedin. "With Black Diamond, we'll simply expand the amount and types of products we're able to offer."

The next step in the deal is for Black Diamond to secure its federal manufacturing license and its state liquor license. The company applied to the Alcohol and Tobacco Tax and Trade Bureau earlier this month and expect their manufacturing license in brewing, distilling, and winery in 60 to 80 days.

They expect to secure their Tier A manufacturing and retail license from the Ohio Department of Com-

merce Liquor Control Board shortly thereafter.

The licenses will allow them to operate a newly renovated and constructed Brew Pub and Tasting Room within the current location.

## Growing business in Southeast Ohio

"This new partnership really does offer a real-world experience for these students," said Quinn. "By partnering with Hocking College, we can utilize their equipment and their students for our business purposes, while also giving educational opportunities to the school and job development and tourism opportunities to the community. It's truly a win all the way around by creating mutually beneficial experiences."

It's a trend that Young wants to continue. Her next stop? Cabinet making and fine furniture, especially once the college launches its first four-year degree in Natural Resource Management this fall.

"That's a business we'd be really interested in finding an incubator client," she said. "The equipment and that shop is so robust — we'd like to see it used more."

She added the natural landscape of southeastern Ohio and the additional Hocking College programs to support such a business, like the tree harvesting program, sawmill, and lumber yard, would make it an ideal partner.

"Why shouldn't we be making that in southeastern Ohio where we grow all the trees?" she asked. "We can create even more jobs for people, so they don't have to leave our region."

That attitude is the biggest reason why Young was so pleased to partner with Black Diamond.

"They're very focused on being a true community member in southeastern Ohio," said Young. "They're not trying to build a business that's going to move someplace else. We want to grow business in southeast Ohio and so do they. That makes them an excellent partner for Hocking College."

## HOCKING COLLEGE

# HC offers free education to Trimble's Class of 2024

**NICOLE BOWMAN-LAYTON**  
Messenger Editor

GLOUSTER — Trimble High School's Class of 2024 will have the opportunity to attend Hocking College for free, thanks to the help of local boxing legend and education advocate Sam Jones.

During a March 27 assembly in the school gymnasium, Hocking College President Betty Young and Jones introduced the Sam Jones Trimble Promise Scholarship Program.

Young noted that every single senior will have the opportunity to come to Hocking College for free.

To participate, an interested student must complete the paperwork to apply to the college.

Jones is helping the college host a fundraiser to help pay for tuition. It will be similar to the boxing competitions he has held to help Trimble Local Schools raise money to purchase textbooks, Young said.

The event's proceeds will help set up the scholarship program. The Hocking College Foundation will use its funds to supplement the program, Young said.

"Our foundation is going to offset any additional costs for all your tuition, all your fees," Young said. "At Hocking College, that means everything that you need to go to school — your books. If you're in some program that has tools of the trade, you'll receive those. You'll receive your tuition.

"There will be no cost to you as a senior, no cost," Young continued.

According to Hocking College, in-state tuition and fees were \$5,300 a semester for the 2022-23 academic year.

If Hocking College gets enough Trimble High School seniors to sign up and start taking fall classes, the college will extend the program to future Trimble graduates, Young said.

She noted that some students may have barriers such as work or transportation that will prevent them from going to college.

"Your superintendent has made it possible for those of you, who are used to riding the bus to school, to be able to continue to ride the bus and come over to Hocking College on that bus," Young said. "So, if transportation is your barrier, we got you covered. ... If you need to start working and you need to make some money while you're going to be continuing your education, we're going to help you with that, too."

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## Scholarships/

from A1  
Young said she knows the importance of an education. She grew up about 60 miles from Glouster and was the first person in her family to attend college. Young said she was 28 years old when she started college.

"It was because of a college like Hocking College — a small rural college — that gave me the opportunity to build the career that turned into this great life that I've been able to have, raise my daughter, pay for her college, and do all those kind of things," Young said. "I could have never done that had I not taken that first step of taking those first few classes at that college that was available to me. Hocking College is available to you. Don't pass it up."

Jones noted that he has helped raise funds for Trimble Local Schools for the last 40 — almost 50 — years.

This scholarship does directly to the students. "The money goes to you," he said. "You get the money so you can go to Hocking College. ... Education makes life a lot easier."

Principal Matt Curtis noted that the school has been working on the scholarship for quite a while.

"It's kind of been kept pretty quiet because we didn't know whether or not it was really going to come forward and become a reality," he said

during the assembly.

Young said the scholarship came about after she attended a conference and learned of a school in Florida that held a similar program.

"I said, if they could do something like this in Florida, we ought to be able to do this right here in Southeastern Ohio."

To help raise funds for the program, Hocking College and Jones will host "Brats, Beer and Boxing" from 6-8 p.m. April 20 at the Arena at Hocking College, 3301 Hocking Parkway, Nelsonville.

Doors open at 5 p.m. Boxing starts at 6 p.m.

Tickets are:

■ Single ticket — \$15 with one Bratwurst or hotdog included

■ Couples ticket — \$25 with two Bratwursts or hotdogs included

■ Trimble High School and Hocking College student ticket — \$10. Student ID is needed.

One ticket per student may be purchased. One Bratwurst or hotdog included.

■ Sponsor table tickets — \$300. VIP table for six attendees. Six bratwursts or hotdogs and non-alcoholic beverages are included, along with a basket of snacks, six beer tickets and a sponsor sign on the table.

For information and to purchase tickets, visit <https://hockingcollege.regfox.com/sam-jones-presents-brats-beer-and-boxing>

# Accreditation Journey Issue - April 2024

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## Our Accreditation Journey: Challenges to Success

**Published:** APRIL 1, 2024

**Author(s):**

Tamara Moyer, DNP, RN, CNE, CNECI, Dean of Allied Health and Nursing, Hocking College



### History

Hocking College's Nursing Program has a long-standing tradition of producing quality nurses to serve rural communities in Appalachia and surrounding areas. However, change is inevitable, and with change comes challenges. These changes and challenges resulted in individuals retiring or pursuing different paths. The instability of the program, coupled with heightened stress levels, created a challenging environment that fostered incivility among both staff and students. Concerns regarding the potential loss of accreditation further exacerbated anxiety among students, impacting their confidence in transferring credits or securing employment opportunities. Without a proper transition period, this led to a lack of understanding of accreditation processes and expectations within the program. Not comprehending the work involved or necessary to maintain an accredited status, the program began experiencing declining NCLEX pass rates, putting it at risk of losing accreditation.

## New Leadership

Upon graduating from Liberty University with my Doctor of Nursing Practice (DNP), I was appointed as the Dean of Allied Health and Nursing, as well as the Nursing Program Manager at Hocking College. Recognizing the critical importance of securing accreditation and revitalizing the program, I immediately embarked on a mission to assess and address the existing challenges.

Before assuming my role, I understood that my primary objective was to save the program and ensure its long-term viability. To achieve this, I initiated a thorough review of accreditation reports, including Site Visit Reports and Self Study Reports, to gain insights into areas requiring development and to identify instances of non-compliance.

Subsequently, I delved deeper into the Accreditation Commission for Education in Nursing (ACEN) Standards and Criteria, meticulously analyzing them to provide clarity on the program's deficiencies and areas for improvement. Additionally, I undertook a comprehensive review of NCLEX performance reports to identify trends and areas for enhancement.

Recognizing the importance of empowering our team, I facilitated training sessions for staff and faculty on the accreditation process. This initiative aimed to ensure that everyone involved understood the requirements and contributed effectively to our accreditation efforts.

Furthermore, I actively pursued professional development opportunities and became a peer evaluator for the ACEN. This firsthand experience not only enhanced my understanding of the accreditation process but also provided valuable insights for guiding the program in the right direction.

In summary, through proactive leadership and strategic initiatives, we embarked on a journey of transformation aimed at safeguarding the program's future and ensuring its continued excellence in nursing education.

## Navigating Accreditation Challenges

Assuming the position in July 2021, our program faced a critical juncture with a report due to the ACEN in August 2021, marking our final attempt to salvage accreditation. Understanding the urgency of the situation, prompt decisions and immediate implementation of changes were imperative. We swiftly mobilized to address the identified deficiencies, making strategic adjustments to align with accreditation standards.

By October 2021, our concerted efforts bore fruit as we were granted continuing accreditation with Good Cause. This provided us with a valuable opportunity to realign the program and demonstrate compliance with the Standards and Criteria over the next year.

My initial task extended beyond comprehending the accreditation process; it was essential to fully embrace it. Furthermore, I recognized the importance of educating my team on the significance of accreditation and the specific steps required to rescue the program. Through collaborative efforts, we fostered a culture of accountability and commitment among our team members. Their unwavering dedication and diligent work towards our common goal were instrumental in our success.

In addition to providing education and support, we ensured open lines of communication and encouraged transparency throughout the process. Together, we navigated the accreditation challenges with resilience and determination, setting the stage for a renewed commitment to excellence in nursing education.

## Steps to Success

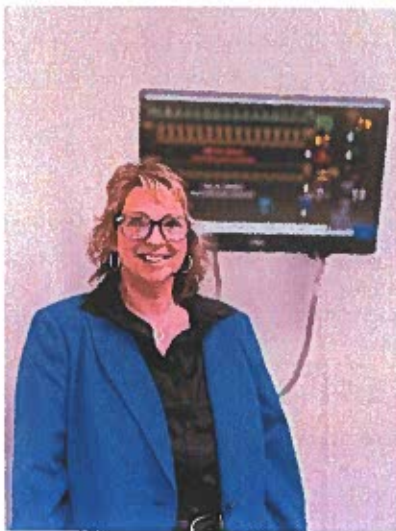
Since then, our program has undergone significant improvements. We have meticulously revised the curriculum, aligning it with program outcomes to ensure relevance and effectiveness. Additionally, we have implemented purposeful evaluation methods to continuously assess student progress and identify areas for improvement.

These efforts have yielded remarkable results, with a 100% first-time pass rate for our last five graduating cohorts and a 100% annual pass rate in 2023. These achievements are a testament to the dedication and hard work of our faculty, staff, and students.

In line with the ACEN's mission of supporting nurse education and ensuring quality delivery, their guidance and support have been invaluable throughout our journey. Their expertise and assistance have aided us in understanding and executing the accreditation process to the best of our ability.

According to a recent article by Nunn-Ellison et al. (2024), the accreditation process plays a crucial role in identifying areas for improvement and ensuring successful outcomes. This mirrors our experience at Hocking College's Registered Nursing Program, where evaluating and implementing necessary changes have led to significant improvements in our program's quality and outcomes.

### Author



Tamara Moyer DNP, RN, CNE, CNEcl

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As The Voice of Dental Education, ADEA's mission is to lead and support the health professions community in preparing future-ready oral health professionals.

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## Bulletin of Dental Education

### Program Highlight: Hocking College Dental Hygiene Program

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Since its beginning in 2018, when Hocking College was awarded initial accreditation from the Commission of Dental Accreditation (CODA) to beginning its first dental hygiene class in August 2019, the Hocking College Dental Hygiene Program has been on an amazing journey, marked by resilience, innovation and academic excellence. As the program reflects on its achievements and milestones, it's proud to share the outstanding progress made by faculty, students, and alumni.

Among the challenges presented by the COVID-19 pandemic, the Hocking College Dental Hygiene Program exhibited adaptability and determination. Following the college closure during the pandemic, it swiftly transitioned academic classes online, ensuring students' education remained uninterrupted. Upon reopening the college and the dental hygiene clinic, CODA accreditation accommodations were enacted, clinic operations were extended, including an extra day per week and Saturday sessions, to facilitate hands-on learning experiences. Through the efforts of faculty, staff and students, the first class of 2020 graduated on time. The commitment to dental hygiene students' success exemplifies the dedication of Hocking College faculty and staff.

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The Hocking College Dental Hygiene Program went on, in spite of the COVID-19 pandemic, to its first virtual CODA site visit in March 2021 to complete accreditation and was awarded full accreditation without recommendations.

In 2023, the program reached new heights as the first class participated in the Ohio Dental Hygiene Association Annual Session. This milestone provided invaluable networking opportunities and professional development for students. Moreover, students showcased their expertise by clinching second place in the poster presentation competition, an achievement that speaks volumes about their academic expertise and dedication.



The Hocking College Dental Hygiene Program takes pride in the accomplishments of Karelle Hopkins, M.S., a full-time dental hygiene faculty member. She is a 2023 graduate of The Ohio State University College of Dentistry with an M.S. in Dental Hygiene. Her groundbreaking thesis on the impact of sleep apnea education and clinical screening earned recognition among the dental community. Prof. Hopkins was selected to present her research at the prestigious 2024 American Dental Hygienists' Association (ADHA) 2024 Annual Conference in New Orleans, LA, a testament to her academic excellence and commitment to the dental hygiene profession.

Looking ahead, the program is thrilled to announce that Hocking College has received accreditation through Higher Learning Commission (HLC) to launch the Expanded Functions Dental Associate Certificate Program in spring 2025. This exciting development will increase the program's contributions to the dental field and provide students with advanced opportunities for specialization and career advancement.

In conclusion, the Hocking College Dental Hygiene Program celebrates its past achievements while eagerly embracing the opportunities that lie ahead. Together, it stands poised to shape the future of dental hygiene education and make meaningful impact on the oral health field. Celebrate with the program while it embarks on a journey of discovery, growth and transformation.

*Courtesy of Hocking College Dental Hygiene Program*

*Published on April 10, 2024*