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**Date: February 23, 2026**

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The regular meeting (Hybrid) of the Hocking College Board of Trustees was held Monday, February 23, 2026. 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; Mr. Mark Fuller, Vice President, Chief Financial Officer / Treasurer; Ms. Hannah Guada, Vice President of Student Life; Mr. Joe Deer, CIO.

**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, Mike Budzik, Stuart Brooks, Jessica Hoag, Alan McMillan, Shaun North, and Ben Mitchell.

Board members absent: Trustee Leon Forte'.

Members present constitute quorum.

**APPROVAL OF MINUTES**

Vice-Chairman Mike Budzik asked if there were any changes to the minutes from the December 8, 2025 regular meeting. A motion was made by Trustee Ben Mitchell and seconded by Trustee Alan McMillan to approve the December 8, 2025, Board of Trustees minutes. The motion was unanimously approved.

The executive session ended at 6:21pm.

**PRESIDENT'S REPORT**

Dr. Young gave the following report:

**AI Integration Grant:** Hocking College has received \$100,000.00 Grant for AI Integration into Community Colleges. We are one of 5 Colleges awarded this grant.

### **Rhapsody Resturant**

Hocking College Rhapsody Restaurant: Restaurant Review: Rhapsody music and dining serves up a symphony of flavor. Reported through the Athens News.

### **Fairfield Workforce Center:**

Hocking College and the Fairfield Workforce Center launched a pre-apprenticeship program for 14 local High School Seniors. The areas of study were Phlebotomy and ECG.

### **Mathematics Center of Excellence:**

The Mathematics center of Excleence has worked with 237 different students a total of 527 appointments in 2025-2026 Academic Year.

### **Pool Update**

The pool has been painted and while filling a leak was identified and the plumber is a certified diver, so he will be going in to repair the leak.

### **Pheasant Hunt**

The Dean of Natural Resources worked with state agencies to have a controlled Pheasant hunt at Lake Snowden. Hocking College had 16 participants involved in the hunt. This hunt also involved safety firearms training at the Hocking College Firing Range.

### **The Fifth Annual Fashion Show**

The Fifth annual fashion show will be held Friday April 24, 2026, at the Lodge.

### **Fraud Prevention**

Dr. Young asked Stephen Powell to share with the board information concerning the types of fraud Hocking College is being hit with. The presentation reviewed:

- Overview of Fraud
- Total number of Fraudulent applications received and blocked
- Types of Fraud
- Types of fraudulent verification items
- Statewide Committee Recommendations
- Next Steps



## **Fraud Prevention Hocking College**



### **Agenda**

- 1) Overview of Fraud**
- 2) Total number of Fraudulent applications received and blocked**
- 3) Types of Fraud**
- 4) Types of fraudulent verification items**
- 5) Statewide Committee Recommendations**
- 6) Next Steps**



## Agenda

- 1) Overview of Fraud
- 2) Total number of Fraudulent applications received and blocked
- 3) Types of Fraud
- 4) Types of fraudulent verification items
- 5) Statewide Committee Recommendations
- 6) Next Steps



## Overview of Fraud

- Fraud has become rampant in Higher Education
- Cost to organizations
- Cost to the real student
- Online programs most accessible



## Types of Fraud

- Phishing & misuse of .edu accounts
- Credit card fraud
- Fraud Rings working in unison nationally
- Enrollment stage Fraud
  - Fraudulent applications & documents
  - Transcript/record fraud
  - Identity theft & synthetic identities
  - Financial aid & refund scams



## Phishing & misuse of .edu accounts

- Hocking.edu account
  - Access to discounted or free items
  - Contact other students and staff to get information



## Credit card fraud

Steps fraudsters have used:

- Apply for admission and get registered for classes
- Pay full balance off with credit card
  - Hocking college credit card was stolen
- Dropp all classes except 1
- Get refund check sent to them



## Fraud Rings working in unison nationally

- Fraudsters are known to apply at multiple colleges with same information
- When one fraudulent application makes it through
  - High number of follow-up apps in short time
- Last massive ring identified out of Kenya
- Newest have teams completing assignments to keep getting refund
  - Example: fraudster identified in Washington State almost complete with BA



## Enrollment Stage Fraud

- Fraudulent applications & documents
- Transcript/record fraud
- Identity theft & synthetic identities
- Financial aid & refund scams

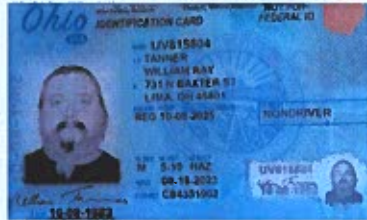


## Number of Fraud apps

3195



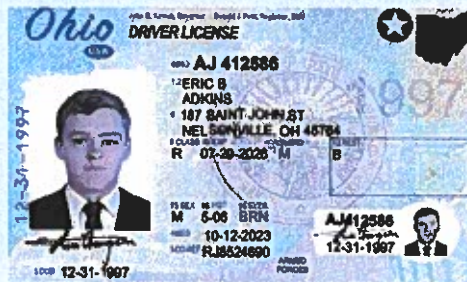
# William Tanner



Both ID's Submitted for William tanner



# Eric Adkins



Signature on ID is Lisa Thompson



# Email example

Hello, I hope this email finds you well. My name is Alfonso Maldonado, of student i.D number -0758989. Kindly assist me to register my selection units.

Sincerely,  
Maldonado



## Case Study Highlights

### Across Ohio highlights

- Columbus State: 700+ fraudulent apps
- Tri-C: 65 fake credit-card accounts
- Hocking College: refund scams & stolen IDs
- Kent State: 300+ fraudulent apps
- Wright State: \$18k in fraudulent refunds



## Institutional Impact

- Ohio Direct financial losses (> \$300k reported)
  - Only 6 Colleges responded to state survey
- Staff resource diversion
- Enrollment impact
- Reputational risk
- Compliance risks



## Best Practices

1. College-wide fraud team
2. Law enforcement involvement (Requested through the Department of Education)
3. Identity verification software (Many cost money)
4. Financial aid controls
5. Staff training
6. Reporting & data sharing
7. Transcript review
8. Application-stage detection
9. Identity verification



## Technology Tools

### Examples:

- LexisNexis, Trestle, Intellicheck, IDScan
- SAFE, BankMobile
- CRM-integrated tools (Element451, Slate)
- AI platforms (LightLeap)



## Statewide Recommendations

The Chancellor created a team to research this fraud and the requests from the committee were:

- Funding for verification systems
- Statewide fraud database
- Statewide fraud work group
- Law enforcement collaboration



## Next Steps

- Adopt campus-wide framework (Completed)
- Invest in tools & training (Completed)
- Strengthen coordination (Training of all faculty and staff)
- Participate in statewide collaboration ( waiting on responses to proposal)

### **Executive Vice Presidents Academic Affairs report:**

#### **Academics:**

- Academics has submitted 14 courses for OT 36 certification.
- With OU discontinuing the Fairfield county Phlebotomy Program, Hocking College has stepped in to fulfill that needed program.
- The Visual Arts building has been converted into the Advanced Manufacturing classroom and labs, and will house the Drone Program.
- Updates on the capital budget processes
- Food Rescue has exceeded its goals and the next fundraiser will be 4/18/2026 at the Lodge.

#### Faculty Workload Policy:

The Faculty Workload Policy is in alignment with SB-1 Compliance.



**Hocking College  
Board of Trustees Action**

Date: February 23, 2026  
Submitted by: Dr. Jarrod Tudor

**SUBJECT:** Faculty Workload Policy.

**BACKGROUND:** Senate Bill 1 as passed by the Ohio General Assembly, specifically Section 3345.45, requires all public higher education institutions to submit a faculty workload policy to the Chancellor of the Ohio Department of Higher Education. The faculty workload policy should address expectations for faculty regarding teaching, research, and service expectations.

**RECOMMENDATION:** It is the recommendation of the Hocking College administration that this policy be approved.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:** There is no organizational nor administrative impact on the college.

**FISCAL IMPACT:** There is no fiscal impact on the college.

**COMMENTS:** N/A



Motion to approve the attached faculty workload policy for Hocking College.

Adopted: 2/23/2026

Approved: *Michael J. ...*  
(Chairman)

Dr. Tudor requests a motion to approve the faculty workload Policy.

A motion was made by Trustee Shaun North and seconded by Trustee Ben Mitchell to approve the Faculty Workload Policy. The motion was passed unanimously.

Faculty Annual Performance Evaluation Policy.

Dr. Tudor requests a motion to approve the faculty Annual Performance Evaluation Policy.



**Hocking College  
Board of Trustees Action**

Date: February 23, 2026  
Submitted by: Dr. Jarrod Tudor

**SUBJECT:** Faculty Annual Performance Evaluation Policy.

**BACKGROUND:** Senate Bill 1 as passed by the Ohio General Assembly, specifically Section 3345.452, requires all public higher education institutions to submit a policy to the Chancellor of the Ohio Department of Higher Education regarding the faculty's annual performance evaluation. The policy must identify the criteria by which faculty will be evaluated.

**RECOMMENDATION:** It is the recommendation of the Hocking College administration that this policy be approved.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:** There is no organizational nor administrative impact on the college.

**FISCAL IMPACT:** There is no fiscal impact on the college.

**COMMENTS:** N/A



Motion to approve the attached faculty workload policy for Hocking College.

Adopted: 2/20/2026

Approved: Michael J. Berdik  
Chairman

A motion was made by Trustee Jessica Hoag and seconded by Trustee Alan McMillan to approve the Faculty Annual Performance Evaluation Policy. The motion was passed unanimously.

### **Community Relations and Student Experience Report**

Hannah Guada asked for a motion to approve the Behavioral Intervention Team (BIT) Health and safety Policy 5.001



**Hocking College  
Board of Trustees Action**

Date: February 23, 2026  
Submitted by: Hannah Guada

**SUBJECT:**

Policy Updates – Behavioral Intervention Team (BIT) health and safety policy 5.001

**BACKGROUND:**

The College regularly reviews all policies. Based on its most recent review, updates are recommended.

**RECOMMENDATION:**

The Board approves a motion making the recommended changes.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

Motion will allow Hocking College to keep policies aligned with current needs of the organization.

**FISCAL IMPACT:**

No direct financial cost.

**COMMENTS:**

N/A



Motion to approve the Behavioral Intervention (BIT) health and safety Policy 5.001

Adopted: 2/23/2026

Approved: *Michael J. Buzich*  
Chairman

A motion was made by Trustee Stuart Brooks and seconded by Trustee Ben Mitchell to approve the Behavioral Intervention (BIT) Health and Safety Policy 5.001. The motion was passed unanimously.

Hannah Guada a motion to approve the Wellness Policy 2.03



**Hocking College  
Board of Trustees Action**

Date: February 23, 2026  
Submitted by: Hannah Guada

**SUBJECT:**

Policy Updates – Wellness Policy 2.03

**BACKGROUND:**

The College regularly reviews all policies. Based on its most recent review, updates are recommended.

**RECOMMENDATION:**

The Board approves a motion making the recommended changes.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

Motion will allow Hocking College to keep policies aligned with current needs of the organization.

**FISCAL IMPACT:**

No direct financial cost.

**COMMENTS:**

N/A



**Motion to accept updates to the Wellness Policy 2.03**

Adopted: 2/23/2026

Approved: Michael J. Budigh  
(Chairman)

A motion was made by Trustee Alan McMillan and seconded by Trustee Stuart Brooks to accept the updates to the Wellness Policy 2.03. The motion was passed unanimously

Hannah Guada a motion to approve the Title IX policy



**Hocking College  
Board of Trustees Action**

**Date:** February 23, 2026

**Submitted by:** Hannah Guada

**SUBJECT:**

New Policy– Title Ix Policy

**BACKGROUND:**

The College regularly reviews all policies. Based on its most recent review, a policy is required.

**RECOMMENDATION:**

The Board approves a motion making the recommended changes.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

Motion will allow Hocking College to keep policies aligned with current needs of the organization.

**FISCAL IMPACT:**

No direct financial cost.

**COMMENTS:**

N/A



**Motion to accept the Title IX Policy**

Adopted: 2/23/2026

Approved: *Michael J. Buehler*  
Chairman

A motion was made by Trustee Ben Mitchell and seconded by Trustee Jessica Hoag to accept the Title IX Policy . The motion was passed unanimously

Hannah Guada a motion to accept the updates to Animals on Campus Policy 2.17



**Hocking College  
Board of Trustees Action**

**Date:** February 23, 2026  
**Submitted by:** Hannah Guada

**SUBJECT:**

Policy Updates – Policy for Animals on Campus 2.17

**BACKGROUND:**

The College regularly reviews all policies. Based on its most recent review, updates are recommended.

**RECOMMENDATION:**

The Board approves a motion making the recommended changes.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

Motion will allow Hocking College to keep policies aligned with current needs of the organization.

**FISCAL IMPACT:**

No direct financial cost.

**COMMENTS:**

N/A



**Motion to Accept Policy Updated for Animals on Campus 2.17**

Adopted: 2/23/2026

Approved: *Mark J. Budzyl*  
Chairman

A motion was made by Trustee Shaun North and seconded by Trustee Ben Mitchell to accept the Animals on Campus Policy 2.17. The motion was passed unanimously

Hannah Guada a motion to accept the updates to Felony Conviction and On-Campus Housing Policy 23.001



**Hocking College  
Board of Trustees Action**

Date: February 23, 2026  
Submitted by: Hannah Guada

**SUBJECT:**

Policy Updates – Felony Convictions and On-Campus Housing Policy 23.001

**BACKGROUND:**

The College regularly reviews all policies. Based on its most recent review, updates are recommended.

**RECOMMENDATION:**

The Board approves a motion making the recommended changes.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

Motion will allow Hocking College to keep policies aligned with current needs of the organization.

**FISCAL IMPACT:**

No direct financial cost.

**COMMENTS:**

N/A



**Motion to accept Policy Updates – Felony Convictions and On-Campus Housing Policy  
23.001**

Adopted: 2/23/2026

Approved: *Michael J. Budzich*  
Chairman

A motion was made by Trustee Shaun North and seconded by Trustee Ben Mitchell to accept the updates to the Felony Conviction and On-Campus Housing Policy 23.001. The motion was passed unanimously

Hannah Guada a motion to accept the Missing Student Notification Policy



**Hocking College  
Board of Trustees Action**

**Date:** February 23, 2026  
**Submitted by:** Hannah Guada

**SUBJECT:**

Policy Updates – Missing Student Policy 2.101

**BACKGROUND:**

The College regularly reviews all policies. Based on its most recent review, updates are recommended.

**RECOMMENDATION:**

The Board approves a motion making the recommended changes.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

Motion will allow Hocking College to keep policies aligned with current needs of the organization.

**FISCAL IMPACT:**

No direct financial cost.

**COMMENTS:**

N/A



**Motion to Approve the Missing Student Policy 2.101**

Adopted: 2/23/2026

Approved: *Michael J. Bullish*  
Chairman

A motion was made by Trustee Jeannie Addington and seconded by Trustee Jessica Hoag to accept the Missing Student Policy 2.101. The motion was passed unanimously

**Finance and Personnel Report:**

Financial Updates:

Mark Fuller shared FY2026 through 13/1/2026 Financial Update:

**Hocking College Financial Update  
FY2026 Through 1/31/2026**

**BUDGET TO ACTUAL COMPARISON**

	<b>ANNUAL BUDGET (000'S)</b>	<b>YEAR TO DATE ACTUALS (000'S)</b>	<b>STATUS</b>
<b>REVENUE</b>	\$ 33,983	\$ 28,300	On track to meet budget
<b>EXPENSE</b>	\$ 33,983	\$ 21,712	On track to meet budget
<b>NET</b>	\$ 0	\$ 6,588	

**LIQUIDITY AND FUNDING FIGURES**

	<b>JAN 2026 (000'S)</b>	<b>JUNE 2025 (000'S)</b>	<b>YTD NET CHANGE</b>
<b>OPERATING CASH</b>	\$ 8,337	\$ 7,131	\$ 1,206
<b>RESERVES &amp; ENDOWMENTS</b>	\$ 7,170	\$ 6,685	\$ 485
<b>CAPITAL FUNDS AVAILABLE</b>	\$ 4,370	\$ 5,205	\$ (835)

**Budget to Actuals Detail**

College operating and auxiliary revenues are currently at \$28.3 million and are on pace to end the year on budget. Revenues for the year have largely been made up of tuition & fees (\$13.3 million), state subsidy (\$6.5 million), and auxiliary services (\$5.8 million).

Operating expenses are on pace to meet budget. Expenses, after adjusting for timing differences, have increased 3.5% year-over-year. Contributing most significantly to the increase have been utility costs (+19.5%), employee benefit costs (+4.7%), and course materials (+4.9%). The large increase in utility costs was budgeted for and is the result of the College's fixed rate supplier agreements from 2021 ending on 6/30/2025. The College has made all scheduled reserve contributions so far this year according to the budget.

**Liquidity Detail**

The College has a current operating cash balance of \$8.3 million or approximately 90 days of cash on hand. This is an increase of \$1.2 million from the beginning of the fiscal year. Compared to January 2025, the College's operating cash has increased by \$0.2 million. Operating cash is expected to increase through the end of the semester as the College collects upon the remaining \$5.6 million in student receivables from spring semester.

Strategic reserves, program reserves, and replacement reserves combine to total \$4.4 million. College endowments equate to \$2.8 million, making the amount of reserves and endowments total \$7.2 million. The College continues to contribute monthly to reserves to help replenish reserve levels and has budgeted for over \$1.1 million in reserve contributions for FY2026.

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Mark Fuller requests a motion to accept the FY 2025 Audit.



**Hocking College  
Board of Trustees Action**

Date: February 23, 2026

Submitted by: Mark Fuller

**SUBJECT:**

Audited financial statements for FY 2025

**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 for FY 2025 through FY 2029.

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. The audit uncovered no issues or concerns.

**RECOMMENDATION:**

The Board of Trustees approve a motion to accept the FY 2025 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 2025 Financial Statements to be a fair and accurate representation of the College's financial position.



Motion to accept the FY 2025 audited financial statements.

Adopted: 2/23/2026

Approved: Michael J. Budget

A motion was made by Trustee Ben Mitchell and seconded by Trustee Stuart Brooks to accept the FY 2025 Audit. The motion was passed unanimously.

Mark Fuller requests a motion to accept the Fiscal Year 2026 Contract and Non-Bargaining Unit Employee Raise.



**Hocking College  
Board of Trustees Action**

Date: February 23, 2026

Submitted by: Mark Fuller

**SUBJECT:**

Fiscal Year 2026 Contract and Non-Bargaining Unit (NBU) Employee Raise

**BACKGROUND:**

The Fiscal Year 2026 budget 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 their contract. The raise will be made retroactively to January 5<sup>th</sup>, the beginning of the first full pay period of calendar year 2026.

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT:**

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

**FISCAL IMPACT:**

This action will have an impact of approximately \$67,000 on the fiscal year 2026 budget. This action will have an impact of approximately \$134,000 on future budget years.



**Motion to approve the President to issue a 2% raise for all eligible Contract and Non-Unit Employees (NBU) effective retroactively to January 5<sup>th</sup>, 2026 based on eligibility set by the College.**

Adopted: 2/23/2026

Approved: Michael J. Balyk

A motion was made by Trustee Alan McMillan and seconded by Trustee Shaun North to accept the Fiscal Year 2026 Contract and Non-Bargaining Unit Employee Raise. The motion was passed unanimously.

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Mark Fuller requests a motion to approve the Policy updates for HR



**Hocking College  
Board of Trustees Action**

**Date:** February 23, 2026

**Submitted by:** Mark Fuller

**SUBJECT:**

Policy Updates

**BACKGROUND:**

The College regularly reviews all policies. Based on its most recent review, several updates are recommended.

**RECOMMENDATION:**

The Board approve a motion reviewing and making no changes to the following policies:

- Public Records Policy
- Directory Information Policy
- Nepotism Policy
- Family Medical Leave Act (FMLA) Policy
- Attendance Policy

Further, the Board approve a motion updating the following policies:

- Children on Campus Policy
- Drug and Alcohol Free Workplace Policy
- Workplace Harassment and Civility Policy
- Equal Employment Opportunity & Non-Discrimination Policy
- Conflict of Interest Policy
- Safety and Security Policy
- Personal Appearance Policy
- Vacation Carry-Forward Policy
- Employee Code of Conduct Policy
- At-Will Employment Policy
- Faculty/Staff Relations Policy
- Sexual Harassment Policy
- Health Insurance Portability and Accountability Act Policy
- Equal Employment for Individuals with Disabilities Policy

Further, the Board approve a motion ending the following policies which are no longer needed:

- Deadly Weapons Policy (see Safety and Security Policy)

**ORGANIZATIONAL/ADMINISTRATIVE IMPACT**

Motion will allow Hocking College to keep policies aligned with the current needs of the organization.

**FISCAL IMPACT**

No direct financial cost.



Motion reviewing and making no changes to the following policies:

- Public Records Policy
- Directory Information Policy
- Nepotism Policy
- Family Medical Leave Act (FMLA) Policy
- Attendance Policy

Further, motion updating the following policies:

- Children on Campus Policy
- Drug and Alcohol Free Workplace Policy
- Workplace Harassment and Civility Policy
- Equal Employment Opportunity & Non-Discrimination Policy
- Conflict of Interest Policy
- Safety and Security Policy
- Personal Appearance Policy
- Vacation Carry-Forward Policy
- Employee Code of Conduct Policy
- At-Will Employment Policy
- Faculty/Staff Relations Policy
- Sexual Harassment Policy
- Health Insurance Portability and Accountability Act Policy
- Equal Employment for Individuals with Disabilities Policy

Further, motion ending the following policies which are no longer needed:

- Deadly Weapons Policy (see Safety and Security Policy)

Adopted: 2/23/2026

Approved: Michael J. Budzik

A motion was made by Trustee Ben Mitchell and seconded by Trustee Jessica Hoag to approve the Policy updates for HR. The motion was passed unanimously.

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**FACILITIES COMMITTEE REPORT**

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

**CHAIRMAN'S REPORT**

Nothing to add

**NEW BUSINESS:**

Ben Mitchell commented asked if the Rescue kitchen was included in the culinary kitchen renovation. The response was negative. That capital funding was only for the student's kitchen in the lodge.

**NEXT MEETING** – The next meeting of the Board of Trustees is scheduled for Monday April 27, 2026 at 6:00pm, at the Hocking College Lodge.

**ADJOURNMENT**

There being no further business to conduct, Chairman Ben Mitchel adjourned the meeting.

A motion was presented to Adjourn the meeting by Stuart Brooks and seconded by Shaun North. The motion was passed unanimously.

The Board adjourned at 7:14 pm.

  
Ben Mitchell, Chair

  
Stephen Powell, Board Secretary