



# *The Inauguration of*

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**Monica J. Posey, M.B.A., Ed.D.**

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Sixth President  
of  
Cincinnati State Technical  
and Community College



*October Twenty-first  
Two Thousand and Sixteen*

*Celebrating our Legacy, Creating our Future*



compliments of the Business Courier

## Monica J. Posey, M.B.A., Ed.D.

Dr. Monica J. Posey became president of Cincinnati State Technical and Community College in June 2016, after serving as interim president for eight months.

Grounded in her experience as a higher education administrator, college instructor, and business professional, Dr. Posey's leadership style focuses on collaboration, innovation, student success, and institutional engagement.

A native of Philadelphia, Dr. Posey graduated from the city's public school system. She earned a Bachelor of Science degree from Cornell University in 1977, followed by a Master of Business Administration from The Wharton School of the University of Pennsylvania. In 1999, she completed a doctorate in Educational Foundations and the course work for a doctorate in Quantitative Analysis at The University of Cincinnati. In 2003, she completed the Harvard University Institute for Educational Management.

In 1980, Dr. Posey began her business career with the AT&T Company, first in New Jersey, then in Cincinnati, spending time in market research, engineering, and project management. During this time, she also began teaching as an adjunct instructor of statistics at the University of Cincinnati.

Dr. Posey moved into higher education full-time in 1991, as Assistant Director of Career Development at the University of Cincinnati. The following year, she joined Cincinnati State as Assistant Dean in the Engineering Technologies Division. In 1998, she established and became Director of the College's Office of Institutional Research. In 2003, she became Academic Vice President (the position was re-titled "Provost" in 2015), a position she held until being named interim President in September 2015.

Dr. Posey is the first president hired from within Cincinnati State since becoming a community college in 1994. She is the first African American woman president of a major educational institution in the Cincinnati area.

Dr. Posey's priorities as President include strengthening Cincinnati State's role as a workforce development leader and providing students from all backgrounds with an affordable, quality education that leads to an in-demand career, or transfer to a four-year college.

Dr. Posey's extensive list of professional activities and recognitions includes being a graduate of the Cincinnati U.S.A. Regional Chamber Leadership Cincinnati Class of 2010, a Greater Cincinnati YWCA Career Woman of Achievement award, a Leading Woman Award by Leading Women of Cincinnati Inc., and a Distinguished College Alumni award from the UC College of Education, Criminal Justice and Human Services.

She has also long been a community leader and volunteer for organizations including ArtsWave, Minorities in Mathematics, Science & Engineering, the STRIVE Partnership, the Greater Cincinnati Consortium of College & Universities Executive Committee, and the Higher Education Collaborative for Women's Leadership Development of Greater Cincinnati. She also serves as a math tutor at Cincinnati State and elsewhere.

Dr. Posey and her husband, Rev. Dr. Michael J. Posey, have one daughter, Marchelle, and three grandchildren.



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# Inaugural Procession

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Delegates of Colleges and Universities

Deans and Associate Deans

Faculty

Platform Party - *Executive Team, Dignitaries,*

*The Board of Trustees, Student Ambassador*

President Posey

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# Investiture Program

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## Prelude

## Processional

## Presentation of Colors

## The National Anthem

## Invocation

## Welcome & the Occasion

## Greetings

*On behalf of Cincinnati State Faculty*

*On behalf of Cincinnati State Students*

*On behalf of Cincinnati State Foundation*

*On behalf of the Community*

*On behalf of the State of Ohio*

## Ceremony of Investiture

*Charge of Presidency*

*Presentation of Chain of Office & Mace*

*Investiture of the New President*

*Video*

## Inaugural Address

## Benediction

## Recessional

Polished Brass, Musical Selection

Sherry Hughes :: *Emcee, WCPO Channel 9*

United States Marine Corps

Ebony Mason :: *Student, Cincinnati State*

Bishop Louis Hunter, Sr. :: *A.M.E. Zion Church*

Kevin Wesselman '10 :: *President,*  
*Cincinnati State Alumni Association*

Professor Sue Dolan :: *Faculty, Cincinnati State*

Paco Patag :: *Student, Cincinnati State*

Evans Nwankwo :: *First Vice Chair, Foundation Board*

John Cranley :: *Mayor, City of Cincinnati*

Gary Cates :: *Senior Vice Chancellor,*  
*Ohio Department of Higher Education*

John Silverman :: *Board of Trustees*

Robbin Hoopes, J.D. :: *Provost, Cincinnati State*

Mark Walton '78 :: *Chair, Board of Trustees*  
*"Celebrating our Legacy, Creating our Future"*

Monica J. Posey, M.B.A., Ed.D. :: *President,*  
*Cincinnati State*

Rev. Dr. Michael J. Posey :: *Pastor,*  
*St. Mark AME Zion Church & Presiding Elder*  
*Columbus-Cincinnati District*

Polished Brass, Musical Selection

*Please join us for a brief reception following the ceremony in the back of the gymnasium.*

# The Ceremonial Mace of Cincinnati State Technical and Community College

A mace is a symbol of authority that has been used since medieval times when knights carried them in processions with their king or queen.

Over time, the mace has become an emblem of peaceful leadership and integrity. Many colleges and universities include a ceremonial mace as part of commencement and other official events.

A mace is a symbolic reminder that every institution of higher education carries out a long tradition of adding power and knowledge to the lives of those who come to learn. A mace also is a reminder that the learning process is not always comfortable or easy.

The Cincinnati State Ceremonial Mace was created in 2016 to commemorate the inauguration of Dr. Monica J. Posey as the College's sixth President.

Each section of the Mace represents a portion of the history and the continuing mission of the College.

**At the base, a small metal ferrule signifies the College's point of origin** in 1966 as the Cincinnati Cooperative School of Technology, which was physically located in a small portion of what is now the Main Building on the Clifton Campus. The College was officially established in 1969 as the Cincinnati Technical Institute, later renamed Cincinnati Technical College.

From this simple starting point, **the trunk of the Mace rises and grows stronger**, symbolizing nearly 50 years of institutional growth and achievement as a College.

**The abstract peristyle at the top of the trunk features eight columns**, which converge to create a strong foundation for a **wide metal bracelet that signifies a unified College community**.

**The negative space of the columns creates doorways, each representing one of the groups that comprise the College community.** These groups include:

- ❖ Students
- ❖ Faculty
- ❖ Administrators
- ❖ Staff Members
- ❖ Alumni
- ❖ Friends of the College
- ❖ Cooperative Education employers and Clinical Education partners
- ❖ Community Advisors for academic programs

Above the metal bracelet, **a series of discs represents the past presidents of the College.** The width of each band shows the length of service for each president:

- ❖ Clifford R. House, President until 1976
- ❖ Frederick B. Schlimm, President 1976-1989
- ❖ Dr. James P. Long, President 1990-1996
- ❖ Dr. Ron D. Wright, President 1997-2006
- ❖ Dr. O'dell M. Owens, President 2010-2015
- ❖ The concave disc represents the tenure of Interim President John Henderson, who served from 2007 to 2010 in his interim role.



Crown

Head

Discs

Bracelet

Peristyle

Trunk

Ferrule



**The head of the Mace displays the Seal of the College**, with the distinctive “surging forward” symbol that was adopted in 2007. This mark represents dynamic movement toward a goal, and many paths that can lead to success.

On the verso, an engraving highlights the theme of Dr. Posey’s Presidential Inauguration: *Celebrating our Legacy. Creating our Future.*

**The Mace is crowned by a stylized Flame of Knowledge.** This symbol originated in ancient civilizations and continues to express the importance of learning in our lives.

The Cincinnati State Ceremonial Mace is 30 inches in length, 3.5 inches in diameter at its widest point, and weighs approximately 5 pounds. The Mace is crafted from maple and cherry wood and the metal embellishments are aluminum.

The Mace was designed by Jason K. Caudill, Professor of Graphic Design, and was fabricated by Mike DeVore, Professor of Mechanical Engineering Technologies, and Zane Decker, Instructor of Manufacturing Processes.

The Mace will be permanently housed in a specially-constructed display case.

## Investiture

The inauguration of a college or university president is a ceremony steeped in academic tradition. The ceremony is customarily held during the new president’s first year in office or at the conclusion of the first year. During the official proceedings, the oath of office is conferred by the chairperson of the institution’s board of trustees.

Traditionally, incoming presidents are presented with a medallion of office at their installation ceremony. The medallion is a symbol of authority of the Office of the President. It will be worn by the president on occasions calling for formal academic regalia.

The inauguration includes a processional march of robed faculty members, administrators and special guests. The academic attire identifies the level of degree the wearer has earned, the field of learning, and the institution that granted the degree. The costume consists of cap, gown and hood.

The usual cap is a square black mortarboard with a black tassel; the doctoral cap has a gold tassel. Some doctoral caps are velvet tams. Associate, baccalaureate and master’s gowns are relatively plain and closed in front. The doctoral gown is cut fuller, is open in front, and has velvet panels down the front and three velvet bars on the sleeves. The panels and bars are usually black.

The hood, patterned after the medieval monk’s hood, is worn over the shoulders and hangs down in the back. The hood for the three degrees vary in length from the bachelor’s (the shortest) to the doctorate (the longest). The velvet border shows by its color the field of learning. The most common are white: arts, letters, humanities (usually seen in honorary degrees); dark blue: philosophy (the most common in doctoral hoods); purple: law; scarlet: theology; green: medicine; golden yellow: science. The same colors may be used in the panels and bars of the gown. The most distinctive part of the costume is the silk lining of the hood which bears the official colors of the institution granting the degree.

### Institutional Past Presidents

Clifford R. House, President 1969-1976

Frederick B. Schlimm, President 1976-1989

James P. Long, Ph.D., President 1990-1997

Ron D. Wright, Ph.D., President 1997-2007

O’dell M. Owens, M.D., M.P.H., President 2010-2015

John Henderson, Ed.D., Interim President 2007-2010





# Cincinnati State Technical and Community College

In September of 1966, the Cincinnati Board of Education opened the Cincinnati Cooperative School of Technology (CCST), a two-year post-secondary technical school requiring cooperative work experience as part of both years of study. This concept was introduced by Roy Anderson in 1964 as a possible solution to the problem of idle space in Courter Technical High School. CCST, which operated mostly on tuition and federal funds, did not grant college credit nor confer degrees, and was not accredited as a college.

Between 1966 and 1969, CCST's enrollment grew from 118 to 659. This growth raised the question of which institution, CCST or the University of Cincinnati (UC), would be authorized by the Ohio Board of Regents to offer technical education programs in the Cincinnati area. The Regents had ruled that, in the future, all technical education programs would be offered by Regents-chartered institutions and that a \$3 million local contribution on behalf of CCST would be required to qualify the school for a charter. CCST seemed destined to turn its programs and students over to UC, which needed neither a Regents charter nor a local financial contribution to continue offering technical education programs.

When the UC takeover seemed imminent, Roy Anderson, Paul Miller, Clifford House, and Charles Warman produced, at the last possible hour, the plan that saved CCST. They then spent the next few months writing position papers, speaking to local audiences, and otherwise gaining support for the plan which called for selling Courter Tech to the state for \$12 million. This money would provide Cincinnati with the local contribution required for a new college-level technical institute and federal funds to decentralize Cincinnati's vocational education programs by locating updated vocational education facilities on the campus of each of Cincinnati's district high schools. Courter Tech, a 500,000 square foot building on a 40-acre campus, would become the home of a newly-chartered technical institute. The plan was approved when Cincinnati Technical Institute was chartered by the Ohio Board of Regents on September 19, 1969. Clifford House was named founding president. A new legal opinion at the state level soon permitted the name to be changed to Cincinnati Technical College (CTC). Courter Tech continued to share the facility until the high school ended operations at the site in 1974.

By 1976, CTC had grown to enroll 2748 students in 37 programs. These students were taught by 150 CTC faculty members and 500 employers. Charles Warman and John Lalley guided the College through the self-study that led to full accreditation by the North Central Association of Schools and Colleges June 16, 1976.

In 1976, Frederick Schlimm succeeded Clifford House to become the second president of the institution, and over the next decade, the College grew steadily. During Schlimm's tenure (1979-89), enrollment increased to more than 4,000 students, and the number of programs expanded to 45. The Courter Technical High School auditorium was renovated to make way for the college's Johnnie Mae Berry Library (formerly known as the Learning Resource Center), which was opened in 1978.

In 1981 the launch of the "\$1 Million Select Campaign (to sustain technical excellence)" marked the first time in CTC's history that financial support was sought from corporations, foundations and individuals. The campaign exceeded the \$1 million goal in 1983.

Amid a period of economic decline, President Schlimm deemed 1983-84 "The Year of Co-op," signaling his support of expanding the cooperative education program at the College. Today Cincinnati State has one of the largest co-op programs among two-year colleges in the United States, with strong connections to more than 600 employers.

*Continued on next page*



Dr. James Long became the third President of the College in 1990. Enrollment exceeded 5,000 students for the first time that year. At his recommendation, the Cincinnati Technical College Board of Trustees on July 27, 1993 voted to convert CTC to a state community college. The name was officially changed to Cincinnati State Technical and Community College on September 1, 1994.

During the same month, the Health Professions Building (HPB) and Ludlow Parking Garage were opened, coinciding with the college's twenty-fifth anniversary. In May 1995, the State of Ohio approved the purchase of Cincinnati West Airport in Harrison, Ohio to serve the aviation program at the College. An academic facility opened in 1998 at the airport.

On March 6, 1998, Dr. Ron Wright was inaugurated as the fourth president of the College. During his tenure, the College continued to grow. In 2000, the College purchased the Workforce Development Center (WDC) in Evendale to serve as a site for corporate training programs including computer science, hazardous materials, and industrial maintenance training.

In September 2003, a second parking structure (Central Parkway Garage) was opened to serve the increasing student population, which hit the 8,000 mark earlier that year. The Advanced Technology & Learning Center (ATLC) opened in November 2004, coinciding with the College's thirty-fifth anniversary. The more than 200,000 square foot building houses the Midwest Culinary Institute, multi-media centers, information technologies labs, student activities areas, and other functions.

In 2007, Dr. John Henderson was appointed Interim President. The next year, Cincinnati State introduced a Renewable Energy and Energy Efficiency major to address the needs of growing industries in Ohio and the Midwest region. In April 2009, the College received a significant grant from the U.S. Department of Labor in order to expand the program. In September 2009, the College celebrated its fortieth anniversary as enrollment surpassed 10,000 students for the first time.

In August, 2010, the Board of Trustees voted unanimously to appoint O'dell Moreno Owens, M.D., M.P.H., to succeed Dr. Henderson. Dr. Owens – who at the time of his appointment was the Hamilton County Coroner – began his duties as Cincinnati State President on September 1. Under his leadership the College opened a new campus in Middletown in 2012, strengthened its academic articulation agreements with the University of Cincinnati, Northern Kentucky University, and other regional colleges and universities; and expanded its dual enrollment programs with high schools in southwestern Ohio, while seeing a record 2013 Fall enrollment of 11,167 students.

In September 2014, the College celebrated with four days of events called "Founders Days" in celebration of the College's forty-fifth anniversary. Through Founders Days, a Founders Marker was created and hangs near the entrance of the main building.

In October 2015, after Dr. Owens accepted a position with the City of Cincinnati Health Department, the Board of Trustees appointed Dr. Monica Posey, then Provost at the College, to serve as Interim President.

Dr. Posey was formally appointed as the sixth President of the College on June 13, 2016.

Today, the college offers more than 130 associate degree and certificate programs through its four academic divisions and the Workforce Development Center. The College is fully accredited by The Higher Learning Commission of the North Central Association for Colleges and Schools and holds numerous programmatic accreditations.

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## Delegates and Guests

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**Mary Ellen Ashley**

Wright State University

Established: 1967

*Vice President for Enrollment Management*

**Dr. Kevin Boys**

Southern State Community College

Established: 1975

*President*

**Sharron Colon**

Wilmington College

Established: 1870

*Coordinator, Degree Completion Program*

**Dr. Jonathan Dryden**

Lorain County Community College

Established: 1964

*Provost, VP for Academic and Learner Services*

**Dr. G. Edward Hughes**

Gateway Community and Technical College

Established: 2001

*President Emeritus*

**Dr. Dennis D. Long**

Xavier University

Established: 1831

*Associate Dean, College of Professional Sciences*

**Ted Pickerill**

Miami University

Established: 1809

*Executive Assistant to the President and*

*Secretary to the Board of Trustees*

**Dr. Steve Robinson**

Owens Community College

Established: 1965

*Provost and Vice President of Academic Affairs*

**Sue Ott Rowlands**

Northern Kentucky University

Established: 1968

*Provost and Executive Vice President  
for Academic Affairs*

**Dr. Jennifer Spielvogel**

Terra State Community College

Established: 1973

*Interim Vice President for Academic Affairs*

**Dr. Mark A. Staples**

Lindsey Wilson College –

School of Professional Counseling

Established: 1903

*Assistant Professor*

**John M. Sullivan**

Art Academy of Cincinnati

Established: 1869

*President*

**Dr. H. James Williams**

Mount St. Joseph University


Established: 1920

*President*

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## Board of Trustees

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Mark D. Walton, '78, Chair

Peter J. Kambelos, M.D.

Laurie Nippert Leonard

Rajbir Minhas, M.D.

Robert Ringel, Esq.

John I. Silverman

George H. Vincent, Esq.



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## *Executive Team*

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Monica J. Posey, M.B.A., Ed.D., *President*  
Robbin Hoopes, C.I., M.A., J.D., *Provost*  
Michael Geoghegan, M.B.A., C.P.A., *Vice President, Finance*  
Michael Schweinfest, M.A., *Interim Vice President, Administration*  
Soni Hill, M.Ed., *Interim Vice President, Enrollment & Student Development*  
Amy Waldbillig, M.P.A., *Vice President, Workforce Development*  
Anne Foster, M.B.A., *Senior Director, Institutional Research & Planning*  
Lawra Baumann, Ph.D., *Interim Director, Human Resources, Director, Grant Administration*  
Elliott V. Ruther, *Chief of Development*

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## *Foundation Board of Directors*

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Richard Adams	Roger LaGreca
Andrew Bowen	Laurie Nippert Leonard
Manuel Chavez III, <i>Secretary</i>	Britney Ruby Miller
Robert Scott Collins	John McClure, <i>Treasurer</i>
Kelly Cowan	Evans Nwankwo, <i>First Vice Chairperson</i>
John Dwyer '74	Richard Perry
Robert Fairchild	John Ridge
Debbie Gannaway '72	Brad Russell
Barbara Gould, <i>Second Vice Chairperson</i>	Stephanie Smith
Mike Haunert, <i>Chairperson</i>	Vincent Terry
Grant Hesser	Mark Walton '78
Brian Kelly '90	Owen Wrassman

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## *Thank you*

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We wish to extend our appreciation to all who made this event possible.

Thank you to the Investiture Ceremony Committee: Brittany Collins '06, Casondra Cooper, Sandra Dees, Pamela Ecker, Robbin Hoopes, Brian Hooten '01, Tyler Johnson, Jason Moore, Jeanne Musick '00, Barbara Ratliff, Elliott Ruther, Ryan Shadle, Ken Stoll '68, Carla Wermuth '12, Lois Tiernan, Frances Cottle, Geoff Woolf, Christian Appleby, Paul Grundy, Kim Taylor

We would also like to thank you for your attendance at this very special occasion. We are delighted that you are able to join us in celebration of Cincinnati State Technical and Community College, our past, our present and our bright future. We sincerely appreciate your long-standing support.

*With sincere gratitude, we thank the following sponsors  
for their generous support of the Presidential Inauguration Events.*

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## *President Posey's Workforce Focus Fund*

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It is one thing to recognize the "skills gap" in our region's workforce. It's another to have the knowledge, experience, partnerships, and flexibility to successfully address that gap. Cincinnati State provides our region with those capabilities, and more. In fact, **everything we do at Cincinnati State is focused on workforce development.**

Cincinnati State is uniquely positioned to:

- ❖ Work closely with our region's employers and leaders to identify workforce needs
- ❖ Bring new workers into the workforce and provide them with job-ready skills
- ❖ Develop flexible training programs to skill-up existing employees
- ❖ Build awareness throughout the region of the new world of industry and other professions
- ❖ Provide outreach and a vision of the future of work to the upcoming, tech-savvy generation in high schools and junior high schools

Cincinnati State's unique and vital mission sets it apart from our region's four-year colleges. We provide technical and hands-on training designed to lead directly to in-demand, skilled jobs that meet employer needs. This includes more than 130 programs in manufacturing, operations, logistics and distribution, engineering and information technology, management, public safety, health, culinary and humanities.

In addition, every degree program at Cincinnati State includes at least one real-world, cooperative education experience. Employers say that co-op programs are an excellent way to recruit and begin training future employees.

What's more, Cincinnati State graduates stay. The vast majority of Cincinnati State graduates work and make their home in this region, at a rate far higher than any other local college or university. *For employers, this can mean huge benefits in terms of lowering turnover rates and costs.*

**A gift to President Posey's Workforce Focus Fund is crucial to Cincinnati State's mission and will have an incredible return on investment for employers and our community.**

As a public college with affordable tuition, Cincinnati State is on a tight budget. The College needs support to stay abreast of our region's evolving needs. Among the benefits that your gift to the Workforce Focus Fund makes possible include:

- ❖ Scholarships for students, including scholarships for short-term training programs that are vital to employers but do not qualify for federal financial aid
- ❖ Equipment & Facilities
- ❖ Development of new training programs
- ❖ Outreach and education programs to recruit new workers
- ❖ Outreach events to educate our future workforce - high school and junior high school students
- ❖ Data and analysis to show economic impact of Cincinnati State and its alumni and business partners



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