

An Important Message from the President

Last Updated on September 11, 2025

An employee of North Central State College recently posted a message on their personal social media account expressing a personal opinion about current political events. While the post was not made on behalf of the College, some members of our community have shared concerns about the nature of those comments.

We heard you and we understand that these remarks were upsetting to some, and we take those concerns seriously. NC State College values an environment of respect and open dialogue, and we remain committed to supporting all students, faculty, staff and community partners.

After reviewing the post(s) and consulting with the Ohio Attorney General's Office, the College was advised that public employees have a First Amendment right to express personal opinions on matters of public concern when speaking as private citizens. Because of this constitutional protection, the College cannot terminate an employee for such speech as was suggested by some of the postings. Doing so could expose the College to legal liability.

What we have done is to speak directly with the employee to ensure clear boundaries are understood. The employee has been advised not to associate personal views with the College in any way and to make every effort to indicate that they are not speaking for the institution. That said, the College is looking into further actions.

We hope our community understands that we have addressed this matter directly and within the limits of the law. We also want to emphasize our empathy for those impacted by recent events in our country. At NC State College, we believe in a democracy that thrives when we come together as one nation—drawing on our strengths while respecting our differences.

Our commitment remains to foster a campus and community culture where every individual feels safe, valued, and respected, even in times of disagreement. We will continue to provide support and encourage constructive, respectful dialogue during these challenging times. Although we enjoy our freedom of speech in our great country, we all must take a moment to commit to bring down the temperature of the rhetoric.

For further questions or concerns, please contact the President's office at 419-755-4811, or the communication office at 419-755-4810