



Board of Trustees Committee Meetings - WEDNESDAY, DECEMBER 6, 2023 Minutes

Youngstown State University - Board of Trustees

Dec 6, 2023 at 10:00 AM EST

Board Meeting Room, 1st Floor, Tod Hall

MEETING MATERIALS ARE IN THE SUPPLEMENTAL SECTION OF THIS DOCUMENT

Attendance

Present:

Members: Helen Lafferty, Julie Centofanti, Sergul Erzurum, Richard Fryda, Charles T. George, Allen L. Ryan, Jr., J.D., Joseph J. Kerola, Jocelyne Linsalata, Laura Lyden, Anita A. Hackstedde, M.D., Michael A. Peterson, Molly S. Seals

Guests: John Colla, Katrena Davidson, Michelle Dilullo, Holly Jacobs, David Janofa, Nicole Kent-Strollo, Paul McFadden, Neal McNally, Jennifer Oddo, Jennifer Pintar, Mike Sherman, Brien Smith, Ron Strollo, Jen Tymkew, Rich White, Ross Morrone

Absent:

Members: Eric Spiegel

I. Meeting Schedule and Committee Listing

BOT Meeting Schedule December 2023 R1.pdf

Board Committee Listing 2023-24 FINAL NEW.pdf

II. INVESTMENT COMMITTEE

Allen L. Ryan, Jr., Chair

Charles T. George, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Minutes for December were approved as presented.

B. Old Business

No Old Business.

C. Committee Items

1. Investment Discussion Item

- a. December 6, 2023 Quarterly Portfolio Asset Allocation and Investment Performance Review (Presenters: John Colla, Clearstead)

John Colla from Clearstead reviewed the university's quarterly portfolio asset allocation and investment performance report.

Colla recommended improving the credit quality within the public fixed income exposure. He shared the opinion that it is prudent to take a more defensive position in a portfolio that isn't really slated to take on a significant amount of investment risk.

Clearstead performance report 12-06-2023.pdf

2. Background Materials

a. No material this quarter.

D. New Business

No New Business.

E. Adjournment

Meeting was adjourned.

III. AUDIT SUBCOMMITTEE

Molly S. Seals, Chair
 Richard C. Fryda, Vice Chair
 Laura A. Lyden
 Anita A. Hackstedde
 Joseph J. Kerola

A. Disposition of the Minutes for the Previous Meeting

Minutes for December were approved as presented.

B. Old Business

No Old Business.

C. Committee Items

1. Audit Discussion Items

Representatives from Plante Moran, the university's external auditors, walked through the letter issued to the University on October 12, 2023 with information in relation to Plante Moran's FY 2023 audit. Plante Moran also had a private "Audit Conference" with only members of the Board of Trustees after which meeting attendees returned to the meeting.

Michelle DiLullo, staff auditor, updated the board on the Banner Access Audit report, Anonymous Reporting Hotline,

the FY24 first quarter internal audit plan and the internal audit matrix.

Neal McNally, vice president for Finance and Business Operations and Katrena Davidson, Associate Vice President for Finance and Controller, reported on the audited financial report for fiscal years 2023 and 2022.

McNally pointed out that the university received a perfect score on the audit. He explained that the audit report, which was prepared by Plante Moran, indicates that YSU has no material weaknesses or deficiencies and that YSU was once again designated as a low risk auditee.

McNally also took a moment to recognize Davison who will be retiring in April after 35 years of service at YSU and thanked her for her quality service to YSU.

McNally presented the Ohio Senate Bill 6 Financial Ratio Analysis for Fiscal Year 2023, pointing out YSU's composite score of 3.4 out of 5.0.

- a. Required Communication with the Board of Trustees
(Presenters: Representative from Plante Moran, PLLC)
Plante Moran Required Communication with the Board of Trustees - December 2023.pdf
- b. Audit Report on Banner Access (Presenters: Michelle DiLullo, Staff Auditor)
Internal Audit Report - YSU Banner Access - Nov. 2023.pdf
- c. Anonymous Reporting Hotline Stats Update (Presenters: Michelle DiLullo, Staff Auditor)
Hotline Stats Report FY24Q1.pdf
- d. FY24 First Quarter Internal Audit Plan Update (Presenters: Michelle DiLullo, Staff Auditor)
Quarterly Audit Plan Update FY24Q1.pdf
- e. Audit Matrix Open Audit Recommendations Update
(Presenters: Michelle DiLullo, Staff Auditor)
Audit Recommendations Status FY24Q1.pdf

- f. Update on Enterprise Risk Management (Presenters: Julie Gentile, Director Environment and Occupational Health & Safety)
- g. Audited Financial Report for Fiscal Years 2023 and 2022 (Presenters: Neal McNally, Vice President for Finance & Business Operations, Katrena Davidson, Associate Vice President for Finance & Controller)

Plante Moran notice the Audited Financial Report is subject to review & approval by the Auditor of State - December 2023.pdf

Audited Financial Report for Fiscal Years 2023 and 2022.pdf

- h. Ohio Senate Bill 6 Financial Ratio Analysis for Fiscal Year 2023 (Presenters: Neal McNally, Vice President for Finance & Business Operations)

SB6 dashboard_FY23.pdf

2. Background Materials

- a. No material this quarter.

D. New Business

No New Business.

E. Adjournment

Meeting was adjourned.

IV. GOVERNANCE COMMITTEE

Michael A. Peterson, Chair

Charles T. George, Vice Chair

All Trustees Are Members

A. Disposition of the Minutes for the Previous Meeting

Minutes for December were approved as presented.

B. Old Business

Rose McClurkin, YSU student; Jacob Shriner-Briggs, YSU alum; and Alex Pappa, YSU Student Government Association President addressed the board with concerns around the presidential search process.

McClurkin spoke out against the process and stated that their position is that it is “clear there is a lack of transparency and

inclusion in the process” and that students are “fearful, concerned for their safety and feel disrespected.”

Shriner-Briggs shared his love of YSU and asked 11 questions of the board.

Pappa shared that “students do not feel included in the decision-making process and that there was a lack of transparency to YSU stakeholder.” Pappa concluded by stating, “Following my meeting with Congressman Johnson, I was surprised at how open and transparent he was with me and the other few students who attended that meeting. And I do appreciate that. Personally, I feel that he has been put in an unfair position by this board throughout confidential hiring process. I am grateful for the transparency that Congressman Johnson has shown to our association thus far. And I'm grateful that he has agreed to come to the body meeting for a more open session in the spring.”

Mike Peterson, chair of the YSU Board of Trustees thanked the three individuals who spoke saying “We appreciate you and your love of Youngstown State. YSU is a second home to all of us, which is why we volunteer for this opportunity.”

C. Committee Items

1. Governance Discussion Items

Mike Sherman, vice president for Student Affairs, Institutional Effectiveness, and Board Professional spoke on the Ohio Senate Trustees Governance Symposium and suggested a survey for the Board before the next meeting to be allow trustees to express interest in topics to be considered for discussions for future meetings.

Sherman also shared that the background materials contained information on the upcoming commencement ceremonies.

Jenn Pintar, vice provost, presented on the Academic Program Portfolio Design. Pintar shared a Plan for Strategic Actions to Take Charge of Our Future as part of “Know Y” that calls for YSU to optimize education offerings of workforce education — innovating for career readiness; bring innovative, student-centered teaching to promote life-long learning and retention — by reallocating savings to fund growth; create a culture of assessment — gainful employment leading to strategic realignment; and continue

with sustainability analyses — identifying sunset/overstaffed programs.

She outlined the strengths and weaknesses for both the graduate and undergraduate programs, shared growth opportunities, academic affairs alignment priorities and shared the tasks to be completed by the end of Spring 2024.

Pintar stressed the number of graduates as an important productivity indicator and the importance of relevance and market share for the academic programs.

- a. Ohio Senate Trustees Governance Symposium (Presenters: Mike Sherman)
 - Excerpts from Governance for a New Era of "Trustees Must..., Should..., and Are....".pdf
 - Governance for a New Era - ACTA - 2014.pdf
 - b. 2023 Fall Commencement Discussion
 - FALL 2023
 - Sunday, December 17, 2023
 - 1:00 pm - Undergraduate Ceremony, Beeghly Center
 - ~3:00pm Break
 - 5:00 pm - Graduate Ceremony, Beeghly Center
 - c. Academic Program Portfolio Design (Presenters: Jennifer Pintar)
 - Academic Master Plan December 2023.pdf
 - Resolution related to the Academic Master Plan.pdf
2. Executive Session
- a. Academic Master Plan December 2023
 - CHAIR PETERSON:**
 - I move that the Board enter Executive Session for the purposes of, " consideration of the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of one or more public employees or officials (O.R.C. 121.22(G) (1)) and/or preparing for, conducting, and/or reviewing negotiations or bargaining sessions with public employees concerning their compensation, or other terms and conditions of their employment (O.R.C. 121.11 (G))."

Secretary Hackstedde, please conduct a roll-call vote and record the time-of-day entered into and exited from Executive Session.

SECRETARY HACKSTEDDE

Trustees, please indicate "yes" to concur to move to Executive Session or "no" to not concur to move to Executive Session.

1. Trustee Erzurum
2. Trustee Fryda
3. Trustee George
4. Trustee Hackstedde - I am recording myself as yes
5. Trustee Kerola
6. Trustee Lyden
7. Trustee Peterson
8. Trustee Ryan
9. Trustee Seals

Passed unanimously

CHAIR PETERSON:

Please assure the appropriate steps are taken for Executive Session.

Time entered Executive Session: 11:17 a.m.

Time exited Executive Session: 12:34 p.m.

D. New Business

No New Business.

E. Background Materials

Trustees Two Year Running Attendance Record Form - October 2023.pdf

F. Adjournment

Meeting was adjourned.

V. Break for Lunch

VI. UNIVERSITY AFFAIRS COMMITTEE

Anita A. Hackstedde, Chair

Charles T. George, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Minutes for December were approved as presented.

B. Old Business

No Old Business.

C. Committee Items

1. University Affairs Consent Items

Items listed under the Consent Agenda require Board approval; however, they may be presented without discussion as the items include only non-substantive changes.

Motion:

Motion made to approve the Consent Agenda

Motion moved by Charles T. George and motion seconded by Joseph J. Kerola. Approved unanimously.

- a. Resolution to Modify Discrimination/Harassment Policy, 3356-2-03

Resolution to Modify - Discrimination-Harassment policy (redline).pdf

- b. Resolution to Modify Workplace and Off-Campus Violence, Threats, and Disruptive Behavior Policy, 3356-7-04

Resolution to Modify - Workplace & Off-Campus Violence, Threats & Disruptive Behavior policy (redline).pdf

- c. Resolution to Modify Fringe Benefits to Part-Time Faculty Policy, 3356-7-33

Resolution to Modify - Fringe Benefits to PT Faculty policy (redline).pdf

- d. Resolution to Modify Professional Conduct of Faculty, Department Chairpersons, and Professional/Administrative Employees Policy, 3356-9-06

Resolution to Modify - Prof. Conduct of Faculty, Dept. Chairpersons, & PA Employees Policy (redline).pdf

2. University Affairs Action Item

Approved resolutions to Modify Discrimination/Harassment Policy; Modify Workplace and Off-Campus Violence, Threats, and Disruptive Behavior Policy; Modify Fringe Benefits to Part-Time Faculty Policy; and Modify

Professional Conduct of Faculty, Department Chairpersons, and Professional/Administrative Employees Policy. These policies were reviewed as part of the university's regular review cycle.

Approved a Resolution to Ratify Personnel Actions, including the following faculty actions: 16 separations, 15 appointments, eight position adjustments, eight tenure with promotion and 21 promotions only. Professional Administrative personnel actions included: 11 separations, 18 appointments, seven reclassifications, eight promotions, five salary adjustments and one transfer. Athletics personnel actions included: four separations, five appointments and one multi-year appointment.

Motion:

Motion to approve the Action Items.

Motion moved by Joseph J. Kerola and motion seconded by Charles T. George. Passed unanimously.

- a. Resolution to Ratify Personnel Actions (Presenters: Jennifer Lewis-Aey, Executive Director and Chief Human Resources Officer)

University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for faculty and professional and/or administrative staff, including intercollegiate athletics coaching positions for July 16, 2023, through October 15, 2023. Personnel actions for faculty and professional and/or administrative staff are contingent upon approval of the Board of Trustees.

Resolution to Ratify Personnel Actions - Faculty & PA Staff including Athletics.pdf

Faculty - Personnel Report 10-15-23.pdf

Faculty - Board Summary 10-15-2023.pdf

Professional Admin. - Board Summary 10-15-2023.pdf

Professional Admin. - Personnel Report 10-15-2023.pdf

Athletics - Board Summary 10-15-2023.pdf

Athletics - Personnel Report 10-15-2023.pdf

3. University Affairs Discussion Item

Holly Jacobs, vice president for Legal Affairs and Human Resources; Jennifer Lewis-Aey, executive director and chief human resources officer; and Dana Lantz, executive director of human resources reported on succession planning within the university. Jacobs presented a model for undertaking succession planning discussions within all areas. Jacobs shared that HR has mapped out the areas and a timeline for how this will get accomplished across campus.

- a. Succession Planning (Presenters: Holly Jacobs, Vice President for Legal Affairs & Human Resources, Jennifer Lewis-Aey, Executive Director and Chief Human Resources Officer, Dana Lantz, Executive Director of Equal Opportunity and Human Resources)

Succession Planning Flyer 12-5-2023.pdf

4. University Affairs Executive Session

- a. Litigation, Personnel and Collective Bargaining Update (Presenters: Holly Jacobs, Vice President for Legal Affairs and Human Resources)

A summary of current litigation and personnel matters, as well as a collective bargaining update

TRUSTEE PETERSON: I move that the Board enter Executive Session for the purposes of, " consideration of the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of one or more public employees or officials (O.R.C. 121.22(G) (1)) and/or preparing for, conducting, and/or reviewing negotiations or bargaining sessions with public employees concerning their compensation, or other terms and conditions of their employment (O.R.C. 121.11 (G) (4))."

SECRETARY HACKSTEDDE please conduct a roll-call vote and record the time-of-day entered into and exited from Executive Session.

1. Trustee Erzurum
2. Trustee Fryda
3. Trustee George
4. Trustee Hackstedde - I am recording myself as yes
5. Trustee Kerola
6. Trustee Lyden
7. Trustee Peterson
8. Trustee Ryan

9. Trustee Seals

Passed unanimously.

Trustee Peterson: Please assure the appropriate steps are taken for Executive Session.

Time entered Executive Session: 1:10 p.m.

Time exited Executive Session: 1:59 p.m.

5. Background Materials

a. Human Resources Update

This report will provide an update on current accomplishments and priorities for moving forward with Human Resources Department operations; and provide the status of all Unfair Labor Practices, Grievances and Arbitrations.

Human Resources Update - December 2023.pdf

Employment SNAPSHOT - 2023 December.pdf

b. Human Resources Update on Position Searches

This report will provide a list of all searches in progress.

Position Postings 11-14-2023.pdf

c. Classified Civil Service Personnel Actions

This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff.

Classified - Board Summary 10-15-2023.pdf

Classified - Personnel Report 10-15-2023.pdf

d. Supplemental Pay Assignments

Supplemental Pay Assignments - Board Summary 10-15-2023.pdf

Supplemental Pay Report 10-15-2023.pdf

e. Report on Search Waivers

Search Waiver Report - December 2023.pdf

D. New Business

No New Business.

E. Adjournment

Meeting was adjourned.

VII. INSTITUTIONAL ENGAGEMENT COMMITTEE

Anita A. Hackstedde, Chair
 Allen L. Ryan, Jr., Vice Chair
 All Trustees are Members

- A. Disposition of the Minutes for the Previous Meeting
 - Minutes for December were approved as presented.
- B. Old Business
 - No Old Business.
- C. Committee Items
 1. Institutional Engagement Discussion Items
 - a. YSU Foundation Quarterly Gift Report (Presenters: Paul McFadden, President YSU Foundation)

Paul McFadden, president of the YSU Foundation, presented the YSU Foundation Quarterly Gift Report with 440 outright gifts and eight pledges totaling \$2,434,267.28, pledge payments totaling \$328,434.43 and two new planned gifts commitments totaling \$290,000.00 for the first quarter of Fiscal Year 2024. McFadden also shared plans for gratitude markers that would be offered to donors and installed on campus to commemorate donations at the \$500,000 and \$1 million-dollar levels.

July, 2023 - September, 2023 YSUF Quarterly Summary Gift Processing.pdf
 - b. Enrollment as an Enterprise - an initiative undertaken or to be undertaken, especially one that is important or difficult or that requires boldness or energy. (Presenters: Mike Sherman, Vice President Student Affairs, Institutional Effectiveness, and Board Professional)

See: <https://www.dictionary.com/browse/enterprise>

Sherman introduced the Enrollment Enterprise framework which is a multifaceted ecosystem designed to streamline and enhance the process of attracting, enrolling and retaining students. He shared what's next for YSU's enrollment enterprise:

 - Clear, precision-defined leadership roles that bolster the synergy across departments.

- Streamlined matriculation process, ensuring each student's transition into the University is catered for with an all-encompassing support system.
- An evaluation and a realignment of staffing levels to meet the robust demands of enrollment goals, ensuring no team is overburdened and service to our key stakeholders, the students, remains high.
- Data-driven decision-making by integrating CRM Recruit with our existing tech infrastructure, paving the way for a data governance model that is insightful and responsive.
- And most importantly, a structure of adaptive agility, capable of adjusting to the evolving needs of our diverse student body, our specialized groups, and the shifting landscapes of higher education.

Enrollment Enterprise Conceptual
Framework.pdf

- c. Optimizing Market Share: Thoughts Related to Strategic Actions (Presenters: Ross Morrone, Chief Marketing Officer, Jennifer Pintar, Vice Provost)

Jennifer Pintar and Ross Morrone presented on Optimizing Market Share: Thoughts Related to Strategic Actions.

Pintar discussed coordinated curricular efforts and creating a new collaborative 4-step curriculum process to incorporate market planning, budget allocation and building launch and sustainability plans as part of the process. Morrone elaborated on the program to market scorecard and how data will influence everything from the name of the program to the best ways to structure and offer the curriculum.

Enrollment as an Enterprise: Aligning Academic
Programs with Market Share.pptx

- d. Pursuing the Carnegie Community Engaged University Designation (Presenters: Amy Cossentino, Associate Provost and Dean of the Sokolov Honors College)

Amy Cossentino, associate provost and dean of the Sokolov Honors College, updated the committee on the University's work toward obtaining the Carnegie Community Engaged University Designation.

Cossentino introduced the Community Engagement Council and discussed community engagement partnerships and shared the YSU Penguin Pulse impact.

Community Engagement and Carnegie Engaged University Designation Application.pdf

2. Background Materials

D. New Business

No New Business.

E. Adjournment

Meeting was adjourned.

VIII. ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE

Molly S. Seals, Chair

Joseph J. Kerola, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Minutes for December were approved as presented.

B. Old Business

No Old Business.

C. Committee Items

1. Academic Excellence and Student Success Consent Item

Items listed under the Consent Agenda require Board approval; however, they may be presented without discussion as the items include only non-substantive changes.

a. Resolution to Modify Organization of Instruction Policy, 3356-10-07

Resolution to Modify - Organization of Instruction policy FINAL.pdf

Motion:

Motion to approve the Consent Agenda items.

Motion moved by Laura Lyden and motion seconded by Charles T. George. Motion passed unanimously.

2. Academic Excellence and Student Success Action Items

Approved resolutions to Modify Organization of Instruction Policy and Modify Requests for Student Directory Information from External Organizations Policy. These policies were reviewed as part of the university's regular review cycle.

Passed a resolution to approve the 2023 Remediation Report as required by section 3345.062 of the Ohio Revised Code.

Approved a resolution for Academic Transcript Withholding in response to section 3345.27 of the ORC which requires each institution to formally consider and adopt a resolution on the practice of withholding an academic transcript, and to submit the adopted resolution to the chancellor of higher education.

Motion:

Motion to approve the Action Items.

Motion moved by Joseph J. Kerola and motion seconded by Charles T. George. Motion passed unanimously.

- a. Resolution to Modify Requests for Student Directory Information from External Organizations Policy, 3356-5-13 (Presenters: Brien Smith, Provost and Vice President for Academic Affairs)
 - 3356-5-13 Requests for student directory information from external organizations.pdf
 - b. Resolution Related to ORC 3345.062 - Remediation Report
 - 2023 Remediation Report ORC 3345.062.pdf
 - c. Resolution related to ORC 3345.027 - Transcript Withholding Related to a Past Due Balance
 - Resolution Related to Transcript Withholding with an Past Due Balance (ORC 3345.027) December 2023.pdf
3. Academic Excellence and Student Success Discussion Items
 - a. General Education Transformation (Presenters: Brien N. Smith, Provost and Vice President for Academic Affairs)
 - Brien Smith, provost and vice president for Academic Affairs shared an update on the General

Education transformation initiative. Specifically addressing what is “transformative” about YSU’s new Gen Ed program. It is a more simplified process with less requirements that reflects better what the state is looking for, all while providing more positive results for YSU students.

General Education.pptx

- b. Academic Senate Update (Presenters: Martha Pallante, Chairperson, Academic Senate)

Martha Palante, chair of the Academic Senate gave an Academic Senate update, introducing the newly formed General Education ad hoc committee to help facilitate Academic Senate approval as the General Education transformation initiative proceeds.

She also shared that the Senate did not endorse the Pete Complete book program. She expressed faculty concerns with only an opt-out instead of an opt-in option and, that the disparity in costs for course materials from one program to another were not considered.

The Senate also passed a resolution to make foreign language a requirement across the university.

Senate Exec committee-December.pdf

4. Background Materials

- a. Office of Research Services Quarterly Report

Q1 FY24 ORS Report .pdf

- b. Current Accreditation Activity

The report on accreditation activity shows recent accreditations and upcoming site visits and documents submitted.

Dashboard for Program Accreditations FINAL (1).pdf

- c. Academic Programs Update

The report outlines new program development.

Program Updates December 2023.pdf

D. New Business

No New Business.

E. Adjournment

Meeting was adjourned.

IX. FINANCE AND FACILITIES COMMITTEE

Allen L. Ryan, Jr., Chair
Sergul A. Erzurum, Vice Chair
All Trustees are Members

- A. Disposition of the Minutes for the Previous Meeting
Minutes for December were approved as presented.
- B. Old Business
No Old Business.
- C. Committee Items
 - 1. Finance and Facilities Consent Item

Motion:

Motion to approve Consent Agenda items.

Motion moved by Laura Lyden and motion seconded by Michael A. Peterson. Passed unanimously.

- a. Resolution to Modify Selection of Design Professionals for University Capital Projects Policy, 3356-4-07
Resolution to Modify - Selection of Design Prof. for Univ. Capital Projects policy (redline).pdf
- 2. Finance and Facilities Action Items

The following actions were taken by the Finance and Facilities Committee.

Approved a Resolution to Modify Selection of Design Professionals for University Capital Project Policy. This policy was reviewed as part of the university's regular review cycle.

Approved a Resolution to Modify the Budget Transfers. This policy has been updated to accommodate the need for budget transfers that are time-sensitive and for which pre-approval by the Board of Trustees is not feasible. The new policy language has been added as follows: "Transfers requiring the approval of the board of trustees but which are time-sensitive due to an emergency or other compelling reason, may be authorized by the vice president for finance and business operations, or designee, and approved by the board of trustees at its next scheduled meeting."

Approved a Resolution to Approve International Meal Plan Requirement. The meal plan requirement facilitates convenient access to food options while international students are establishing housing and transportation plans and developing familiarity with campus options. This requirement utilizes existing campus resources, eliminating the need for staff to coordinate and implement large group meal options during orientation and onboarding. Meal plan funds may be used during the orientation process and carry-over for use in the academic year.

Approved a Resolution of Intent to Locally Administer Capital Facilities Projects at any Value. The resolution indicates the University intends to locally administer capital facilities projects for which funds are appropriated by the general assembly without the supervision, control, or approval of the Ohio Facilities Construction Commission.

Approved a Resolution to Approve the FY 2023 Affordability and Efficiency Report. As required by section 3333.95 of the Ohio Revised Code, the Affordability and Efficiency Report provides evidence of affordability and efficiency in various categories, including direct savings, deferred revenue (direct savings to students), and cost avoidance that would otherwise increase expenses. It also indicates that YSU faculty provide a high-quality education as evidenced by licensure and certification results, job placement and other measures, and staff contributions to student and institutional success, while tuition and total cost of attendance as reported via IPEDS are amongst the lowest in the state. All sections of the report indicate that Youngstown State University continues to make substantial progress in all categories required by the report.

Motion:

Motion to approve the Action Items.

Motion moved by Joseph J. Kerola and motion seconded by Charles T. George. Passed unanimously.

- a. Resolution to Modify Budget Transfers Policy, 3356-3-11.1 (Presenters: Neal McNally, Vice President for Finance & Business Operations,)

Although reviewed and updated last June, this policy has again been updated to accommodate the need

for budget transfers that are time-sensitive and for which pre-approval by the Board of Trustees is not feasible. The new policy language has been added as section (E)(2)(e) of the updated policy as follows: “Transfers requiring the approval of the board of trustees but which are time-sensitive due to an emergency or other compelling reason, may be authorized by the vice president for finance and business operations, or designee, and approved by the board of trustees at its next scheduled meeting.”

Resolution to Modify - Budget Transfers policy (redline).pdf

- b. Resolution to Approve International Meal Plan Requirements (Presenters: Joy Polkabila Byers, Associate Vice President of Student Experience)

Resolution to Approve International Meal Plan.pdf

- c. Resolution of Intent to Locally Administer Capital Facilities Projects at Any Amount (Presenters: Rich White, Director of Planning and Construction, Greg Morgione, Associate General Counsel)

Resolution of Intent to Locally Administer Capital Facilities Projects at Any Value.pdf

- d. Resolution to Approve the 2023 Affordability and Efficiency Report (Presenters: Neal McNally, Vice President for Finance & Business Operations)

Resolution to Approve the FY 2023 AFFORDABILITY and EFFICIENCY REPORT.pdf

- e. Resolution to Approve Interfund Transfers (Presenters: Katrena Davidson, Associate Vice President for Finance & Controller)

Resolution to Approve Interfund Transfers.pdf

3. Finance and Facilities Discussion Items

- a. Quarterly Update on the FY 2024 Operating Budget (Presenters: Neal McNally, Vice President for Finance & Business Operations)

McNally updated the board on the university’s FY2024 operating budget, indicating that actual revenues and expenses are tracking closely to budget levels through the first quarter of FY 24.

Budget to Actual Summary 9.30.23.pdf

- b. Planning and Construction Projects Update (Presenters: John Hyden, Associate Vice President for Facilities & Support Services, Rich White, Director of Planning and Construction)

Rich White, director of Planning and Construction, updated the board on several capital projects, including the completion of the campus roof replacement project. He also spoke about projects in development for 2024-25 including building renovations, generator upgrades, elevator and building envelope renovations as well as the Maag Library Learning Commons, Student Center and Ward Beecher Planetarium renovations.

Projects Update - November_13_2023.pdf

- c. Report of Audit Subcommittee

Trustee Seals reported that the Audit Subcommittee received a report from Plante Moran on the FY2023 audit for which there were no findings. She also reported that the Subcommittee heard reports regarding the Banner Access Audit, Anonymous Reporting Hotline and the FY24 first quarter audit plan and internal audit matrix. The Committee was also updated on the Ohio Senate Bill 6 Analysis noting that YSU composite score is quite stable at 3.4 out of 5.0.

4. Background Materials

- a. Reportable Budget and Interfund Transfers for the Quarter Ending September 30, 2023
transfer report 9-30-23 Reportable.pdf
- b. First Quarter Diversity and EDGE Spend Report
Diversity Report_FY2024_First Quarter.pdf
- c. Report on Endowment Funds as of June 30, 2023
Endowment Fund Report from 6.30.23.pdf
- d. 2023-24 Annual Insurance Report
Insurance Report 2023-24 - BOT December 2023.pdf

D. New Business

No New Business

E. Adjournment

Meeting was adjourned.

X. INTERCOLLEGIATE ATHLETICS COMMITTEE

Joseph J. Kerola, Chair

Richard C. Fryda, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Minutes for December were approved as presented.

B. Old Business

No Old Business.

C. Committee Items

1. Intercollegiate Athletics Discussion Items

Ron Strollo, executive director of Intercollegiate Athletics, reported on several personnel actions.

Jen Tymkew, Associate Athletics Director, and Nicole Kent-Strollo, Dean of Students & Ombudsperson, reported on Performance Excellence Organization, Independent Medical Care, Risk Management Strategies, Student-Athlete Centered Care and Wellness, Student-Athlete Performance Enhancement and Future Goals and Growth within the department of athletics.

Tymkew shared that the department had the opportunity to have two staff members attend Mental Health First Aid training this year. Those staff members are now teaching classes within the department. She also shared that they are in the process of completing a self-study to be completed this Spring.

a. Overview of Athletics Personnel Actions (Presenters: Ron Strollo, Director of Athletics)

Athletics - Board Summary 10-15-2023.pdf

Athletics - Personnel Report 10-15-2023.pdf

b. Performance Excellence Organization (Presenters: Jen Tymkew, Associate Athletics Director, Nicole Kent-Strollo, Dean of Students & Ombudsperson)

Performance Excellence Organization.pdf

- c. Independent Medical Care (Presenters: Jen Tymkew, Associate Athletics Director, Nicole Kent-Strollo, Dean of Students & Ombudsperson)
Independent Medical Care.pdf
- d. Risk Management Strategies (Presenters: Jen Tymkew, Associate Athletics Director, Nicole Kent-Strollo, Dean of Students & Ombudsperson)
Risk Management Strategies.pdf
- e. Student-Athlete Centered Care and Wellness (Presenters: Jen Tymkew, Associate Athletics Director, Nicole Kent-Strollo, Dean of Students & Ombudsperson)
Student-Athlete Centered Care and Wellness.pdf
- f. Student-Athlete Performance Enhancement (Presenters: Jen Tymkew, Associate Athletics Director, Nicole Kent-Strollo, Dean of Students & Ombudsperson)
Student-Athlete Performance Enhancement.pdf
- g. Future Goals and Growth (Presenters: Jen Tymkew, Associate Athletics Director, Nicole Kent-Strollo, Dean of Students & Ombudsperson)
Future Goals and Growth.pdf

2. Background Materials

- a. No material this quarter.
- D. New Business
No New Business.
- E. Adjournment
Meeting was adjourned.

XI. WORKFORCE EDUCATION AND INNOVATION COMMITTEE

Charles T. George, Chair
 Laura A. Lyden, Vice Chair
 All Trustees are Members

- A. Disposition of the Minutes for the Previous Meeting
Minutes for December were approved as presented.
- B. Old Business
No Old Business.
- C. Committee Items

1. Workforce Education and Innovation Discussion Items

Jennifer Oddo, vice president of Workforce Education and Innovation, and David Janofa, associate vice president reported on divisional highlights, strategic initiatives, the quarterly financial overview, departmental updates and key performance indicators for the Division of Workforce Education and Innovation. Oddo shared that the YSU Workforce Team has been working on an impact report and developing a course enrollment report to be able to identify market demand and to understand the division's profit and loss analysis. Oddo also introduced professors Thomas Wakefield and G. Jay Kerns to discuss the new master of science in Data Mine and Statistics program.

- a. Divisional Highlights (Presenters: Jennifer Oddo, Vice President, Guests: David Janofa, Associate Vice President)
DWEI BOT Divisional Highlights 12_6_2023.pdf
- b. Strategic Initiatives (Presenters: Jennifer Oddo, Vice President, Guests: David Janofa, Associate Vice President)
DWEI BOT Strategic Initiatives 12_06_2023.pdf
- c. Quarterly Financial Overview (Presenters: Jennifer Oddo, Vice President, Guests: David Janofa, Associate Vice President, Kelli Miller, Director of Finance and Operations)
DWEI BOT Quartlery Financial Overview
12_06_2023.pdf
- d. Departmental Updates (Presenters: Jennifer Oddo, Vice President, Guests: David Janofa, Associate Vice President)
DWEI BOT Departmental Updates 12_06_2023.pdf
- e. Key Performance Indicators (Presenters: Jennifer Oddo, Vice President, Guests: David Janofa, Associate Vice President, Kelli Miller, Director of Finance and Operations)
DWEI BOT KPI 12_06_2023.pdf

2. Background Materials

- a. Workforce Education and Innovation Catalog (Presenters: Jennifer Oddo, Vice President, Guests: David Janofa, Associate Vice President)
- b. TILT Strategic Plan (Presenters: Jennifer Oddo, Vice President, Guests: David Janofa, Associate Vice President)
- c. Data Science Masters Program Press Release

Of note, Drs. Wakefield and Kerns will be joining for our departmental updates to discuss the evolution of our Data Mine to Master's program.

D. New Business

No New Business

E. Adjournment

Meeting was adjourned.

XII. EXECUTIVE COMMITTEE

Michael A. Peterson, Chair
Charles T. George, Vice Chair
Joseph J. Kerola
Anita A. Hackstedde
Molly S. Seals
Allen L. Ryan

A. Disposition of the Minutes for the Previous Meeting

Minutes for December were approved as presented.

B. Old Business

No Old Business.

C. Committee Item

1. Executive Committee Action Item
2. Executive Committee Discussion Item

D. New Business

No New Business

E. Adjournment

Meeting was adjourned.



APPENDIX

YSU Board of Trustees

Committee Meetings

December 6, 2023

*Resolutions, Supporting
Documents and Background
Materials*

BOARD OF TRUSTEES Meeting Schedule

Wednesday, December 6, 2023

10:00 a.m.	Investment Committee	Board Meeting Room 1st Floor, Tod Hall
10:15 a.m.*	Audit Subcommittee	Board Meeting Room 1st Floor, Tod Hall
11:00 a.m.*	Governance Committee	Board Meeting Room 1st Floor, Tod Hall
12:30 p.m.	Lunch	Manchester Room 1st Floor, Tod Hall
1:00 p.m.*	University Affairs Committee	Board Meeting Room 1st Floor, Tod Hall
2:00 p.m.*	Institutional Engagement Committee	Board Meeting Room 1st Floor, Tod Hall
2:30 p.m.*	Academic Excellence and Student Success Committee	Board Meeting Room 1st Floor, Tod Hall
3:15 p.m.*	Finance & Facilities Committee	Board Meeting Room 1st Floor, Tod Hall
3:45 p.m.*	Intercollegiate Athletics Committee	Board Meeting Room 1st Floor, Tod Hall
4:15 p.m.*	Workforce Education & Innovation Committee	Board Meeting Room 1st Floor, Tod Hall
4:45 p.m.*	Executive Committee	Board Meeting Room 1st Floor, Tod Hall

Thursday, December 7, 2023

10:00 a.m.	Board Meeting	Board Meeting Room 1st Floor, Tod Hall
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*Approximate time for start of the meeting; the meeting will start immediately following preceding committee meeting.



**YOUNGSTOWN STATE UNIVERSITY
BOARD OF TRUSTEES COMMITTEES**

**Michael A. Peterson, Chair
Charles T. George, Vice Chair
Anita A. Hackstedde, Secretary**

2023-2024 STANDING COMMITTEES

**ACADEMIC EXCELLENCE AND
STUDENT SUCCESS COMMITTEE**

Molly S. Seals, Chair
Joseph J. Kerola, Vice Chair
All Trustees are members

FINANCE AND FACILITIES COMMITTEE

Allen L. Ryan, Jr., Chair
Sergul A. Erzurum, Vice Chair
All Trustees are members

AUDIT SUBCOMMITTEE

Molly S. Seals, Chair
Richard C. Fryda, Vice Chair
Laura A. Lyden
Anita A. Hackstedde
Joseph J. Kerola

INVESTMENT COMMITTEE

Allen L. Ryan, Jr., Chair
Charles T. George, Vice Chair
All Trustees are members

INTERCOLLEGIATE ATHLETICS COMMITTEE

Joseph J. Kerola, Chair
Richard C. Fryda, Vice Chair
All Trustees are members

INSTITUTIONAL ENGAGEMENT COMMITTEE

Anita A. Hackstedde, Chair
Allen L. Ryan, Jr., Vice Chair
All Trustees are members

**WORKFORCE EDUCATION AND
INNOVATION COMMITTEE**

Charles T. George, Chair
Laura A. Lyden, Vice Chair
All Trustees are members

UNIVERSITY AFFAIRS COMMITTEE

Anita A. Hackstedde, Chair
Charles T. George, Vice Chair
All Trustees are members

GOVERNANCE COMMITTEE

Michael A. Peterson, Chair
Charles T. George, Vice Chair
All Trustees are members

EXECUTIVE COMMITTEE

Michael A. Peterson, Chair
Charles T. George, Vice Chair
Joseph J. Kerola
Anita A. Hackstedde
Molly S. Seals
Allen L. Ryan, Jr.





December 6, 2023

YOUNGSTOWN STATE UNIVERSITY



*1100 Superior Avenue East Suite 700
Cleveland, Ohio 44114
216.621.1090 | clearstead.com*

PUBLICATIONS	PODCAST & VIDEOS	PR, AWARDS, & INITIATIVES
<p style="text-align: center;">CLEARPOINT</p> <p style="text-align: center;"><u>Vacation Home Tax Considerations</u></p> <p style="text-align: center;"><u>Today Isn't too Soon to Plan for Future Estate Tax Law Changes</u></p> <p style="text-align: center;"><u>The Case for US Small Caps – Remastered for the 21st Century</u></p> <p style="text-align: center;">RESEARCH CORNER</p> <p style="text-align: center;"><u>Weekly Updates from our Investment Office</u></p> <p style="text-align: center;">MARKET MINUTE</p> <p style="text-align: center;"><u>Review of July 2023</u></p> <p style="text-align: center;"><u>Review of August 2023</u></p> <p style="text-align: center;"><u>Review of September 2023</u></p>	<div style="text-align: center;">  <p>Podcast Episode 12: <u>The Impact of AI on Investments</u></p> <p>Podcast Episode 13: <u>An Exploration of Emerging Markets</u></p> <p>VIDEOS</p> <p>3Q23 Quarterly Insights</p> <p><u>About Clearstead</u></p> <p><u>Private Wealth Management</u></p> <p><u>Institutional Investment Consulting</u></p> <p><u>The Investment Office</u></p> </div>	<p style="text-align: center;">PR</p> <p style="text-align: center;"><u>Clearstead Advisors Acquires Santa Fe-Based Avalon Trust</u></p> <p style="text-align: center;"><u>Clearstead Acquires the Business of CLS Consulting, LLC</u></p> <p style="text-align: center;">AWARD</p> <p style="text-align: center;"><u>2022 NAPA Top DC Advisor Teams*</u></p> <div style="text-align: center;">  </div> <p style="text-align: center;">BLOGS</p> <p style="text-align: center;"><u>7/7: Governor Mike DeWine Signs Ohio's Fiscal Year 2024-2025 Budget Bill into Law</u></p> <p style="text-align: center;"><u>7/11: Weathering What's to Come – Operational, Financial, & Investment Realignment for Challenges Facing Higher Education</u></p> <p style="text-align: center;"><u>9/8: The Importance of Knowing Your Retirement Number</u></p>

*The National Association of Plan Advisors (NAPA) Top DC Advisor Teams list is an independent listing produced annually by NAPA. The data reported was as of 12/31/2022. The NAPA Top DC Advisor Teams list is based on self-reported data from RIA firms, regulatory disclosures and NAPA's research. The listing is based on RIAs that provide services to defined contribution plans in the following primary areas: assets under advisement for DC plans supported, total number of DC plans supported, % of total firm revenue from DC plan support. This award does not evaluate the quality of services provided to clients and is not indicative of the practice's future performance. While Clearstead is a member of NAPA, neither participating RIA firms nor their employees pay a fee to NAPA in exchange for inclusion in the NAPA Top DC Advisor Teams list.

CONTENTS

1. Initiatives
2. Capital Markets Update
3. Non-Endowment Assets: Performance & Asset Allocation Review

APPENDIX

Endowment Assets: Performance & Asset Allocation Review

Detailed Performance

Supporting Information



INITIATIVES

2023 CALENDAR YEAR INITIATIVES

		1Q	2Q	3Q	4Q	COMMENTS:
STRATEGIC / ADMINISTRATIVE	Investment Policy Review		✓			Updates with Discretion Decision
	Strategic Asset Allocation Review			✓		
	Peer Review					Pushed to CY24 until peer data is released for FY23
	2024 Oversight Dashboard					Follow up for March Meeting
	STAR Ohio/Plus Annual Review		✓			Completed in June 2023
PORTFOLIO	Fixed Income Review		✓			
	Alternative Investments Review	✓				March '23: Real Assets
	Global Equity Review					
	Invnt Manager Recommendation	✓				Infrastructure Manager Recommendation
PERFORMANCE	Capital Markets Review	✓	✓	✓	✓	
	Quarterly Performance Review	✓	✓	✓	✓	
	Endowed Account Review / Oversight	✓	✓	✓	✓	
OTHER	Fee Review			✓		
	ORC Compliance Review			✓		
	Clearstead Firm Update	✓				
	Investment Structure Review	✓				

LAST REVIEWED

Investment Policy: 06/21/2023
 Strategic Asset Allocation: 09/19/2023
 Fee Review: 09/19/2023

MEETING SCHEDULE

1Q: March 1, 2023
 2Q: June 21, 2023
 3Q: September 19, 2023
 4Q: December 6, 2023



CAPITAL MARKETS UPDATE

QUARTERLY THEMES

WHAT HAPPENED LAST QUARTER?

- Negative quarter for most asset classes; Interest rates rose dampening outlook for growth stocks
- The Fed likely to continue tighter monetary policy amidst stronger than expected growth and headline inflation
 - Broad-based decline: 9 of 11 sectors negative; Energy stocks soared as crude oil prices rose 30%
 - Interest rate-sensitive utilities and real estate stocks suffered largest losses
- Global equities remain in positive territory following selloff in 3rd quarter:
 - **Quarter:** S&P 500 -3.3%; MSCI EAFE -4.1%; MSCI Emerging Markets -2.9%; Bloomberg US Agg -3.2%
 - **YTD:** S&P 500 +13.1%; MSCI EAFE +7.1%; MSCI Emerging Markets +1.8%; Bloomberg US Agg -1.2%

LOOKING FORWARD:

- Global economy exceeding expectations, pushing a potential recession into 2024
 - Good macroeconomic news may have a “negative effect” on markets
 - Technicals point to markets being range bound; Breakout above upper bound appears unlikely
- Corporate earnings and profit margin resiliency will be tested with slowing economic growth
 - Equity markets distorted by historic concentration of the “Magnificent Seven” in both price and valuation
 - Continued strength in labor markets and the U.S. consumer could provide support for markets
- New paradigm of higher interest rates for longer; Consumers and businesses adjusting to higher interest costs
 - Highly leveraged sectors will experience a gradual shake-out
- Emphasizing high-quality fixed income within client portfolios

Source: Clearstead, Federal Reserve, Bloomberg LP. As of 9/30/2023. Past performance is not an indicator of future results.

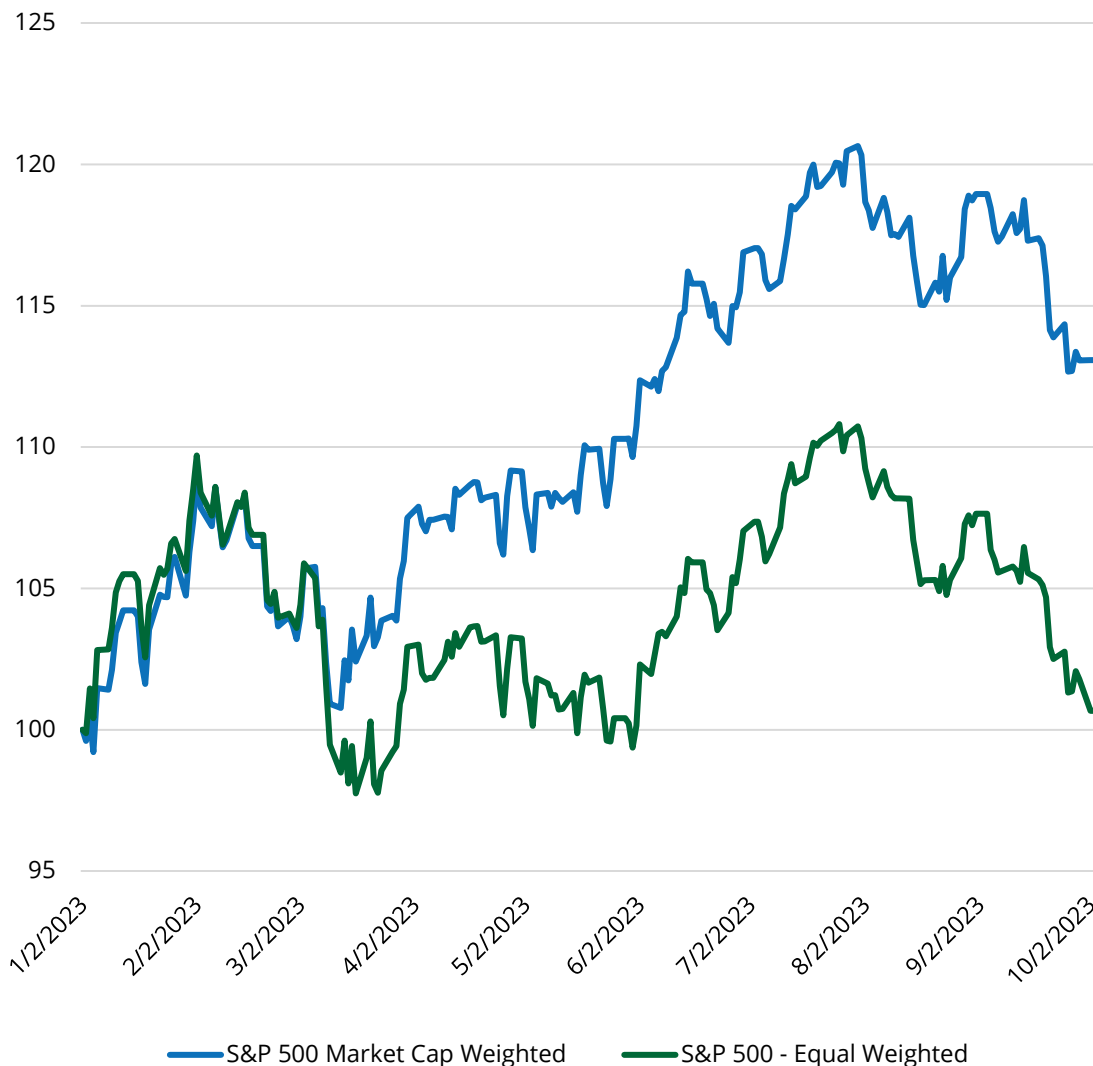
ASSET CLASS RETURNS

2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Q1 2023	Q2 2023	Q3 2023	2023 YTD
Sm/Mid 36.8%	Large Cap 13.7%	Large Cap 1.4%	Sm/Mid 17.6%	Em Mkt 37.3%	Cash 1.9%	Large Cap 31.5%	Sm/Mid 20.0%	Large Cap 28.7%	Cash 1.5%	Dev Intl 8.5%	Large Cap 8.7%	Cash 1.3%	Large Cap 13.1%
Large Cap 32.4%	Sm/Mid 7.1%	US Bonds 0.6%	Hi Yld 17.5%	Dev Intl 25.0%	US Bonds 0.0%	Sm/Mid 27.8%	Large Cap 18.4%	Sm/Mid 18.2%	Hdg Fnds -4.7%	Large Cap 7.5%	Sm/Mid 5.2%	Hdg Fnds 0.7%	Dev Intl 7.1%
Dev Intl 22.8%	US Bonds 6.0%	Cash 0.1%	Large Cap 12.0%	Large Cap 21.8%	Glb Bond -0.9%	Dev Intl 22.0%	Em Mkt 18.3%	Dev Intl 11.3%	Hi Yld -11.2%	Em Mkt 4.0%	Dev Intl 3.0%	Hi Yld 0.5%	Hi Yld 6.0%
Hdg Fnds 9.0%	Hdg Fnds 3.4%	Hdg Fnds -0.3%	Em Mkt 11.2%	Sm/Mid 16.8%	Hi Yld -2.3%	Em Mkt 18.4%	Hdg Fnds 10.9%	Hdg Fnds 6.5%	US Bonds -13.0%	Hi Yld 3.7%	Hi Yld 1.6%	Em Mkt -2.9%	Cash 3.7%
Hi Yld 7.4%	Hi Yld 2.5%	Dev Intl -0.8%	US Bonds 2.7%	Glb Bond 9.3%	Hdg Fnds -4.0%	Hi Yld 14.4%	Glb Bond 9.5%	Hi Yld 5.4%	Dev Intl -14.5%	Sm/Mid 3.4%	Hdg Fnds 1.5%	US Bonds -3.2%	Sm/Mid 3.6%
Cash 0.1%	Cash 0.0%	Sm/Mid -2.9%	Glb Bond 1.9%	Hdg Fnds 7.8%	Large Cap -4.4%	US Bonds 8.8%	Dev Intl 7.8%	Cash 0.1%	Large Cap -18.1%	Glb Bond 3.1%	Cash 1.2%	Large Cap -3.3%	Hdg Funds 3.0%
US Bonds -2.0%	Em Mkt -2.2%	Hi Yld -4.6%	Dev Intl 1.0%	Hi Yld 7.5%	Sm/Mid -10.0%	Hdg Fnds 8.4%	US Bonds 7.5%	US Bonds -1.5%	Sm/Mid -18.4%	US Bonds 3.0%	EM Mkt 0.9%	Dev Intl -4.4%	EM Mkt 1.8%
Em Mkt -2.6%	Glb Bond -2.8%	Glb Bond -4.8%	Hdg Fnds 0.5%	US Bonds 3.5%	Dev Intl -13.8%	Glb Bond 5.0%	Hi Yld 6.2%	Em Mkt -2.5%	Glb Bond -19.6%	Hdg Fnds 1.6%	US Bonds -0.8%	Glb Bond -4.7%	US Bonds -1.2%
Glb Bond -4.9%	Dev Intl -4.5%	Em Mkt -14.9%	Cash 0.3%	Cash 0.9%	Em Mkt -14.6%	Cash 2.3%	Cash 0.5%	Glb Bond -8.2%	Em Mkt -20.1%	Cash 1.1%	Glb Bonds -2.9%	Sm/Mid -4.8%	Glb Bonds -4.6%

Past performance is not an indicator of future results. Asset classes represented by: Large Cap – S&P 500 Index; Sm/Mid – Russell 2500 Index; Dev Intl – MSCI EAFE Index; Em Mkt – MSCI Emerging Markets Index; Hi Yld – Bank of America Merrill Lynch U.S. High Yield Master II; US Bonds – Barclays Capital U.S. Aggregate; Glb Bond – Barclays Capital Global Treasury ex US; Hdg Fnds – HFRI FOF: Diversified Index; Cash – Merrill Lynch 91-day Tbill . Data as of 9/30/2023. Source: Morningstar Direct.

CONCENTRATED MARKET ENVIRONMENT

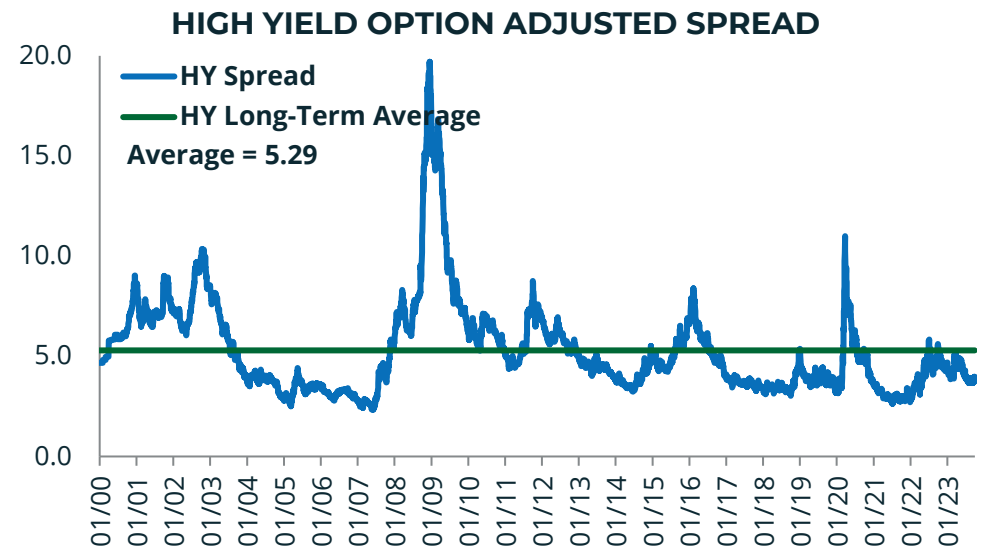
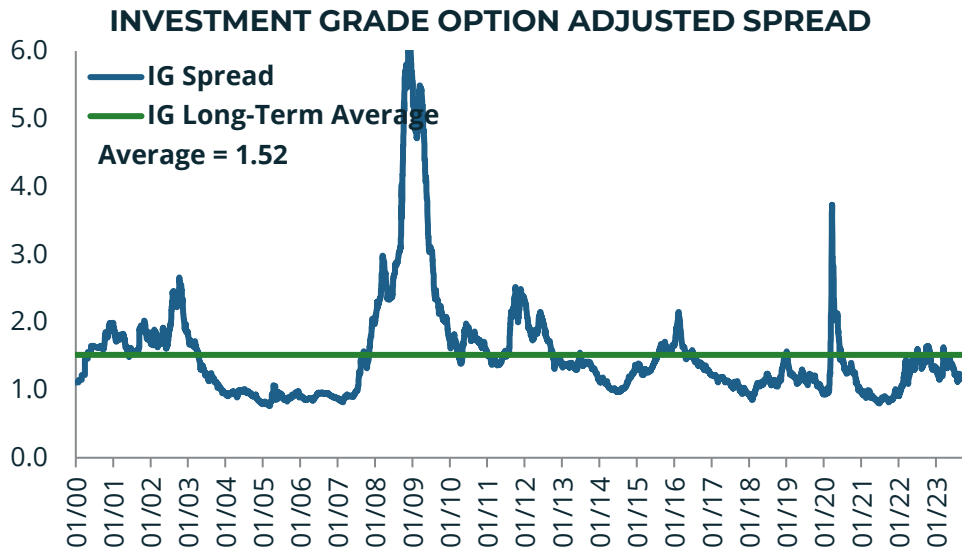
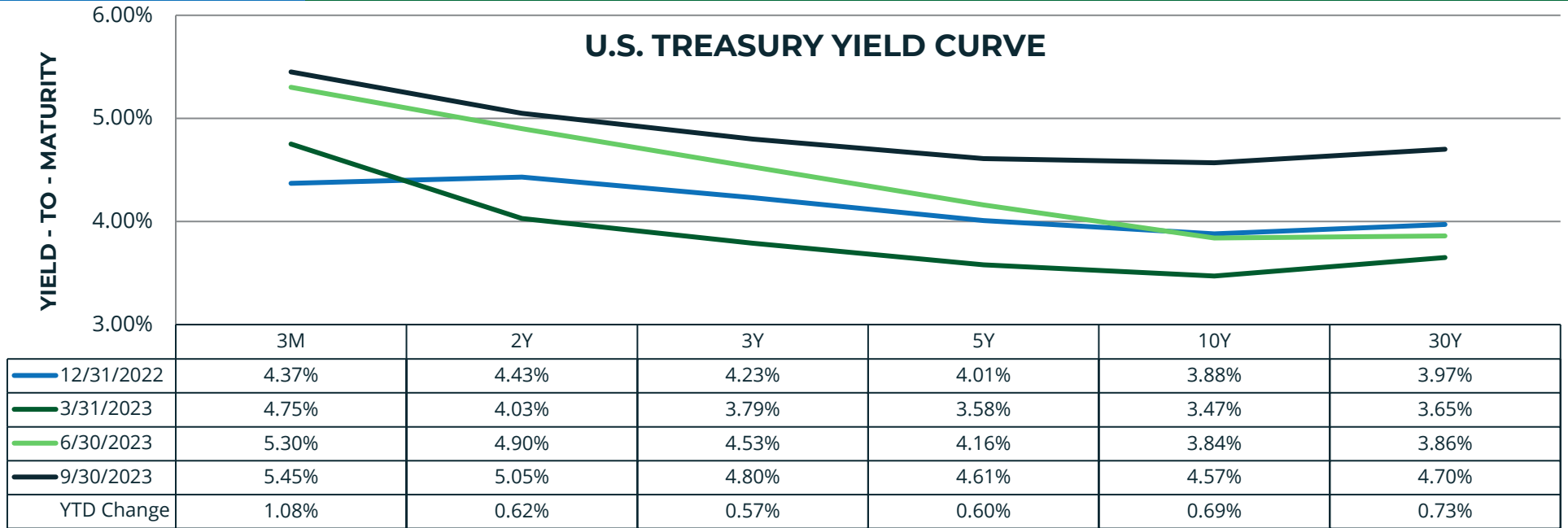
YTD Return



STOCK	AVG. WEIGHT	YTD RETURN	CONTRIBUTION
Apple	7.06%	32.33%	2.01%
Microsoft	6.30%	32.56%	1.86%
Amazon	2.89%	51.33%	1.20%
Google	3.57%	48.32%	1.47%
Nvidia	2.29%	197.76%	2.22%
Tesla	1.59%	103.13%	1.04%
Meta	1.49%	149.47%	1.24%
S&P 500		13.11%	11.04%

**THE MAGNIFICENT SEVEN
CONTRIBUTED >84% OF S&P 500'S
RETURN YEAR-TO-DATE**

Source: Clearstead, Morningstar
Data as of 10/2/2023. Past performance is not an indicator of future results.



Source: Bloomberg. Data as of 9/30/2023. Past performance is not an indicator of future results.



**NON-ENDOWMENT ASSETS:
PERFORMANCE & ASSET ALLOCATION
REVIEW**

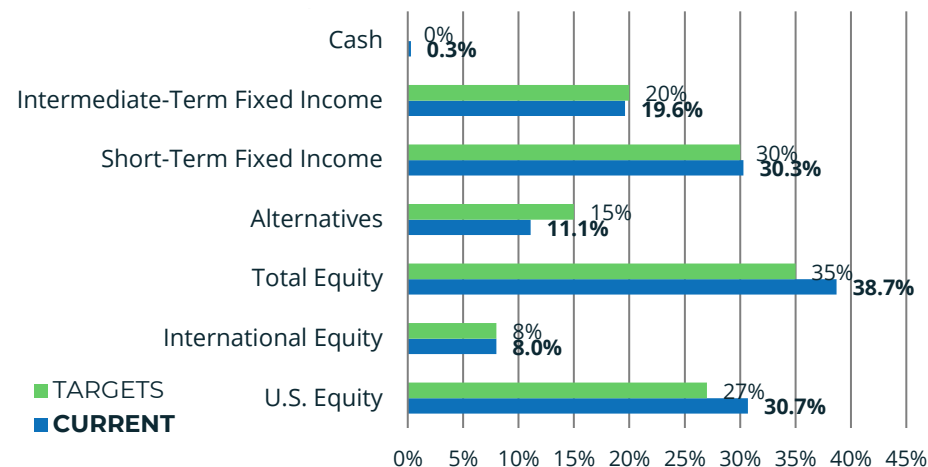
NON-ENDOWMENT PERFORMANCE REVIEW (AS OF 9/30/2023)

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NON-ENDOWMENT ASSETS	MARKET VALUE (\$MM)	TRAILING PERIODS								CALENDAR YEARS				SINCE INCEPTION ⁴
		QTD	FYTD	CYTD	1 YR	3 YR	5 YR	7 YR	10 YR	2022	2021	2020	2019	
Total Non-Endowment Assets	\$84.500	-1.0%	-1.0%	4.9%	8.1%	3.5%	4.1%	4.5%	3.9%	-7.8%	7.8%	9.5%	11.5%	3.9%
<i>Benchmark¹</i>		0.0%	0.0%	4.4%	7.2%	2.5%	3.1%	3.3%	2.9%	-4.7%	4.3%	5.9%	8.7%	3.1%
Operating & Short-Term Pool	\$22.104	1.3%	1.3%	3.6%	4.4%	1.7%	1.8%	1.6%	1.1%	1.4%	0.0%	1.1%	2.4%	0.9%
<i>Benchmark²</i>		1.3%	1.3%	3.5%	4.4%	1.6%	1.7%	1.5%	1.1%	1.2%	0.0%	0.8%	2.3%	0.9%
Long-Term Pool	\$62.396	-1.6%	-1.6%	4.9%	9.6%	3.1%	3.8%	4.7%	4.4%	-11.2%	9.5%	8.8%	15.3%	4.7%
<i>Benchmark³</i>		-1.0%	-1.0%	5.1%	9.5%	3.0%	4.1%	4.7%	4.4%	-9.7%	8.0%	10.0%	14.2%	4.4%

LONG-TERM POOL ASSET ALLOCATION

	CURRENT	TARGETS	RANGE	+ / -
U.S. Equity	30.7%	27%	20-35%	3.7%
International Equity	8.0%	8%	0-15%	0.0%
Total Equity	38.7%	35%	25-45%	3.7%
Alternatives	11.1%	15%	0-20%	-3.9%
Short-Term Fixed Income	30.3%	30%	25-45%	0.3%
Intermediate-Term Fixed Income	19.6%	20%	10-30%	-0.4%
Cash	0.3%	0%	0-5%	0.3%



1) 45% BofA Merrill Lynch 91-Day T-Bill / 17% BofA Merrill Lynch US Corp & Gov 1-3 Yrs / 11% BBgBarc US Govt/Credit Int TR / 8% Total Alternatives Benchmark / 15% Russell 3000 / 4% MSCI EAFE.

2) 95% BofA Merrill Lynch 91-Day T-Bill / 5% Barclays 1-3 Yr. Govt.

3) 27% Russell 3000 / 8% MSCI EAFE / 15% Total Alternatives Benchmark / 30% BofA Merrill Lynch US Corp & Gov 1-3 Yrs / 20% BBgBarc US Govt/Credit Int TR.

4) Inception date for Long-Term and Short-Term Pools: June 2010, Inception Date for Total Non-Endowment Assets: March 2004.

LONG-TERM POOL PERFORMANCE REVIEW

	% of Portfolio	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2022 (%)	2021 (%)	2020 (%)	Inception (%)	Inception Date
Total University Assets	100.0	-1.0	-1.0	4.9	8.1	-0.5	3.5	4.1	4.5	3.9	-7.8	7.8	9.5	3.9	Apr-04
<i>Total Policy Benchmark</i>		0.0	0.0	4.4	7.2	0.4	2.5	3.1	3.3	2.9	-4.7	4.3	5.9	3.1	
Total Operating & Short Term	26.2	1.3	1.3	3.6	4.4	2.5	1.7	1.8	1.6	1.1	1.4	0.0	1.1	0.9	Jul-10
<i>Total Operating & Short Term Benchmark</i>		1.3	1.3	3.5	4.4	2.3	1.6	1.7	1.5	1.1	1.2	0.0	0.8	0.9	
Federated Hermes Government Obligations Fund	100.0	1.2	1.2	3.4	4.3	2.4	1.6	1.5	1.3	0.9	1.4	0.0	0.3	2.5	Nov-21
<i>90 Day U.S. Treasury Bill</i>		1.3	1.3	3.6	4.5	2.5	1.7	1.7	1.5	1.1	1.5	0.0	0.7	2.6	
Total Long Term/ Reserves Pool	73.8	-1.6	-1.6	4.9	9.6	-2.1	3.1	3.8	4.6	4.4	-11.2	9.5	8.8	4.7	Jul-10
<i>Total Long Term/ Reserves Fund Benchmark</i>		-1.0	-1.0	5.1	9.5	-1.4	3.0	4.1	4.7	4.4	-9.7	8.0	10.0	4.4	
Total Domestic Equity	30.8	-3.6	-3.6	10.0	19.2	-0.3	10.1	8.7	11.3	10.9	-17.7	26.9	18.5	12.9	Jul-10
<i>Russell 3000 Index</i>		-3.3	-3.3	12.4	20.5	-0.4	9.4	9.1	11.6	11.3	-19.2	25.7	20.9	13.2	
Vanguard Institutional Index	20.9	-3.3	-3.3	13.0	21.6	1.4	10.1	9.9	12.2	11.9	-18.1	28.7	18.4	13.5	Jul-10
<i>S&P 500 Index</i>		-3.3	-3.3	13.1	21.6	1.4	10.2	9.9	12.2	11.9	-18.1	28.7	18.4	13.6	
Vanguard Mid Cap Index Adm	4.7	-5.1	-5.1	3.3	12.6	-4.8	7.3	6.5	8.7	9.0	-18.7	24.5	18.2	10.9	Oct-10
<i>Vanguard Mid Cap Index Benchmark</i>		-5.1	-5.1	3.3	12.6	-4.8	7.3	6.5	8.7	9.1	-18.7	24.5	18.2	10.9	
Loomis Sayles Sm Growth N	2.6	-5.2	-5.2	3.5	11.8	-8.3	3.2	3.9	10.1	8.2	-22.8	10.2	34.3	5.6	Sep-19
<i>Russell 2000 Growth Index</i>		-7.3	-7.3	5.2	9.6	-12.0	1.1	1.6	6.8	6.7	-26.4	2.8	34.6	4.3	
Victory Integrity Small Value Y	2.6	-1.4	-1.4	5.1	19.3	2.0	21.9	5.2	7.8	7.2	-7.7	33.6	1.2	9.8	Oct-10
<i>Russell 2000 Value Index</i>		-3.0	-3.0	-0.5	7.8	-5.8	13.3	2.6	5.9	6.2	-14.5	28.3	4.6	8.5	
Total International Equity	8.0	-4.8	-4.8	5.8	21.1	-5.8	4.8	3.9	5.6	4.2	-17.6	10.0	16.7	4.7	Oct-10
<i>MSCI EAFE (Net)</i>		-4.1	-4.1	7.1	25.6	-3.0	5.8	3.2	5.3	3.8	-14.5	11.3	7.8	4.9	
<i>MSCI AC World ex USA (Net)</i>		-3.8	-3.8	5.3	20.4	-5.1	3.7	2.6	4.7	3.3	-16.0	7.8	10.7	3.9	
William Blair International Growth I	3.5	-8.9	-8.9	1.4	14.1	-14.2	-2.7	2.7	4.9	4.0	-28.3	9.0	32.0	5.8	Jul-12
<i>MSCI AC World ex USA (Net)</i>		-3.8	-3.8	5.3	20.4	-5.1	3.7	2.6	4.7	3.3	-16.0	7.8	10.7	5.0	
Dodge & Cox Internat'l Stock	4.5	-1.3	-1.3	9.3	26.7	2.1	12.1	4.4	5.9	4.1	-6.8	11.0	2.1	5.1	Oct-10
<i>MSCI EAFE (Net)</i>		-4.1	-4.1	7.1	25.6	-3.0	5.8	3.2	5.3	3.8	-14.5	11.3	7.8	4.9	

LONG-TERM POOL PERFORMANCE REVIEW

	% of Portfolio	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2022 (%)	2021 (%)	2020 (%)	Inception (%)	Inception Date
Total Alternatives	11.1	-0.3	-0.3	4.2	6.1	-2.2	2.9	1.2	1.9	-	-6.9	5.3	-3.7	1.3	Mar-15
<i>Total Alternatives Benchmark</i>		0.5	0.5	2.8	4.6	-1.1	3.8	2.9	3.3	-	-5.3	6.2	5.4	2.6	
Weatherlow Offshore Fund I Ltd CI IIA	7.5	-0.4	-0.4	3.3	4.9	-3.8	3.8	5.3	5.5	4.8	-8.9	5.6	24.7	-3.4	Jul-21
<i>HFRI Fund of Funds Composite Index</i>		0.5	0.5	2.8	4.6	-1.1	3.8	3.4	3.8	3.3	-5.3	6.2	10.9	-0.7	
H.I.G. Whitehorse Principal Lending Offshore Feeder Fd, L.P.	3.7	0.0	0.0	6.1	7.8	-	-	-	-	-	-	-	-	8.2	Jul-22
<i>Credit Suisse Leveraged Loan Index</i>		3.4	3.4	9.9	12.5	4.7	5.9	4.3	4.6	4.3	-1.1	5.4	2.8	10.9	
Total Fixed Income	50.0	-0.2	-0.2	1.9	3.3	-2.7	-1.3	1.4	1.2	1.4	-6.7	0.1	5.2	1.7	Jul-10
<i>Total Fixed Income Benchmark</i>		0.2	0.2	1.5	2.6	-2.3	-1.5	1.2	0.9	1.1	-5.4	-0.8	4.5	1.4	
JPMorgan Core Bond	7.9	-3.0	-3.0	-0.5	0.7	-6.7	-4.5	0.5	0.3	1.3	-12.3	-1.1	8.1	0.2	Sep-17
<i>Blmbg. U.S. Aggregate Index</i>		-3.2	-3.2	-1.2	0.6	-7.3	-5.2	0.1	-0.1	1.1	-13.0	-1.5	7.5	-0.2	
YSU Intermediate Term Bond	6.8	-0.9	-0.9	1.0	2.8	-3.9	-2.7	1.4	0.9	1.4	-8.0	-1.3	7.5	2.9	Apr-04
<i>Blmbg. Intermed. U.S. Government/Credit</i>		-0.8	-0.8	0.7	2.2	-4.2	-2.9	1.0	0.6	1.3	-8.2	-1.4	6.4	2.6	
PGIM High Yield R6	5.0	0.4	0.4	5.0	8.9	-3.3	1.6	3.1	4.0	4.5	-11.5	6.5	5.7	3.9	Jan-17
<i>Blmbg. U.S. Corp: High Yield Index</i>		0.5	0.5	5.9	10.3	-2.7	1.8	3.0	3.8	4.2	-11.2	5.3	7.1	3.7	
YSU Short Term Bond	20.5	0.7	0.7	2.1	3.2	-0.9	-0.5	1.5	1.2	1.2	-3.3	-0.4	3.7	2.1	Apr-04
<i>ICE BofA 1-3 Yr. Gov/Corp</i>		0.8	0.8	1.9	2.8	-1.2	-0.7	1.2	1.0	1.0	-3.8	-0.4	3.3	1.9	
Lord Abbett Short Duration Income I	9.9	1.0	1.0	2.7	3.8	-1.0	0.3	1.7	1.7	1.9	-4.6	1.1	3.2	1.7	Apr-18
<i>ICE BofA 1-3 Yr. Gov/Corp</i>		0.8	0.8	1.9	2.8	-1.2	-0.7	1.2	1.0	1.0	-3.8	-0.4	3.3	1.2	
Total Cash & Cash Equivalents	0.3	1.7	1.7	3.9	4.7	2.7	1.8	1.5	-	-	1.5	0.0	0.4	1.4	Apr-18
<i>90 Day U.S. Treasury Bill</i>		1.3	1.3	3.6	4.5	2.5	1.7	1.7	1.5	1.1	1.5	0.0	0.7	1.7	
Federated Hermes Government Obligations Fund	0.3	1.2	1.2	3.4	4.3	2.4	1.6	1.5	1.3	0.9	1.4	0.0	0.3	1.3	Dec-19
<i>90 Day U.S. Treasury Bill</i>		1.3	1.3	3.6	4.5	2.5	1.7	1.7	1.5	1.1	1.5	0.0	0.7	1.5	

LATE NOVEMBER UPDATE

YOUNGSTOWN STATE UNIVERSITY

AS OF NOVEMBER 27, 2023

	TICKER	INVESTMENT STRATEGY	MARKET VALUE (CURRENT)	% OF PORTFOLIO	POLICY TARGET	POLICY RANGE	TACTICAL +/-
Total Operating & Short Term			\$18,186,274	100.0%	100.0%		
Federated Hermes Govt Obligations Star Plus*	FOGXX	Money Market	\$18,186,274	100.0%			
Star Ohio*	-	Cash Equivalent	\$0	0.0%			
	-	Cash Equivalent	\$0	0.0%			
Total Long Term Reserves Pool			\$63,661,712	100.0%	100.0%		
Domestic Equity			\$20,102,017	31.6%	27.0%	20-35%	4.6%
Vanguard Instl Index	VINIX	Large Cap Core	\$13,845,380	21.7%			
Vanguard Mid Cap Index Adm	VIMAX	Mid-Cap Core	\$3,059,703	4.8%			
Loomis Sayles Small Growth N2	LSSNX	Small Cap Growth	\$1,583,221	2.5%			
Victory Integrity Small Cap Value Y	VSVIX	Small Cap Value	\$1,613,713	2.5%			
International Equity			\$5,150,986	8.1%	8.0%	0-15%	0.1%
William Blair International Growth I	BIGIX	Foreign Growth	\$2,313,250	3.6%			
Dodge & Cox International Stock	DODFX	Foreign Value	\$2,837,736	4.5%			
Total Equity			\$25,253,003	39.7%	35.0%	25-45%	4.7%
Alternatives			\$6,893,859	10.8%	15.0%	0-20%	-4.2%
H.I.G. Principal Lending Fund*	-	Private Credit	\$2,303,911	3.6%			
Apollo Infrastructure Opps Fund III	-	Real Assets	\$0	0.0%			
Weatherlow Fund*	-	Diversifying Strategy	\$4,589,948	7.2%			
Fixed Income			\$31,514,527	49.5%	50.0%	35-75%	-0.5%
Short Term Fixed Income			\$19,021,229	29.9%	30.0%	25-45%	-0.1%
YSU Short Term Bond	-	Short-Term Fixed	\$12,830,203	20.2%			
Lord Abbett Short Duration	LLDYX	Short-Term Fixed	\$6,191,026	9.7%			
Intermediate Fixed Income			\$12,493,298	19.6%	20.0%	10-30%	-0.4%
JPMorgan Core Bond Fund R6**	JCBUX	Core Plus Fixed	\$5,036,374	7.9%			
YSU Intermediate Term Fixed	-	Interm-Term Fixed	\$4,317,562	6.8%			
Prudential High Yield Bond R6	PHYQX	High Yield	\$3,139,361	4.9%			
Cash & Cash Equivalents			\$323	0.0%	0.0%	0-5%	0.0%
Equity Account Cash	-	Money Market	\$323	0.0%			
Total University Assets			\$81,847,985				

*As of 09/30 or 10/31.

**Held at JPMorgan.

DECEMBER UPDATE: PORTFOLIO CHANGES & REBALANCING

YOUNGSTOWN STATE UNIVERSITY

AS OF NOVEMBER 27, 2023

	TICKER	MARKET VALUE (CURRENT)	% OF PORTFOLIO	CHANGES	MARKET VALUE (POST CHANGES)	% OF PORTFOLIO	POLICY TARGET	POLICY RANGE	TACTICAL +/-
Total Operating & Short Term		\$18,186,274	100.0%	\$0	\$18,186,274	100.0%	100.0%		
Federated Hermes Govt Obligations	FOGXX	\$18,186,274	100.0%		\$18,186,274	100.0%			
Star Plus*	-	\$0	0.0%		\$0	0.0%			
Star Ohio*	-	\$0	0.0%		\$0	0.0%			
Total Long Term Reserves Pool		\$63,661,712	100.0%	\$0	\$63,661,712	100.0%	100.0%		
Domestic Equity		\$20,102,017	31.6%		\$18,141,378	28.5%	27.0%	20-35%	1.5%
Vanguard Instl Index	VINIX	\$13,845,380	21.7%	-\$1,380,639	\$12,464,741	19.6%			
Vanguard Mid Cap Index Adm	VIMAX	\$3,059,703	4.8%	-\$200,000	\$2,859,703	4.5%			
Loomis Sayles Small Growth N2	LSSNX	\$1,583,221	2.5%	-\$175,000	\$1,408,221	2.2%			
Victory Integrity Small Cap Value Y	VSVIX	\$1,613,713	2.5%	-\$205,000	\$1,408,713	2.2%			
International Equity		\$5,150,986	8.1%		\$5,150,986	8.1%	8.0%	0-15%	0.1%
William Blair International Growth I	BIGIX	\$2,313,250	3.6%		\$2,313,250	3.6%			
Dodge & Cox International Stock	DODFX	\$2,837,736	4.5%		\$2,837,736	4.5%			
Total Equity		\$25,253,003	39.7%		\$23,292,364	36.6%	35.0%	25-45%	1.6%
Alternatives		\$6,893,859	10.8%		\$8,793,859	13.8%	15.0%	0-20%	-1.2%
H.I.G. Principal Lending Fund*	-	\$2,303,911	3.6%		\$2,303,911	3.6%			
Cliffwater Corporate Lending Fund	CCLFX	\$0	0.0%	\$1,900,000	\$1,900,000	3.0%			
Apollo Infrastructure Opps Fund III	-	\$0	0.0%		\$0	0.0%			
Weatherlow Fund*	-	\$4,589,948	7.2%		\$4,589,948	7.2%			
Fixed Income		\$31,514,527	49.5%		\$31,575,165	49.6%	50.0%	35-75%	-0.4%
Short Term Fixed Income		\$19,021,229	29.9%		\$19,021,229	29.9%	30.0%	25-45%	-0.1%
YSU Short Term Bond	-	\$12,830,203	20.2%		\$12,830,203	20.2%			
Lord Abbett Short Duration	LLDYX	\$6,191,026	9.7%		\$6,191,026	9.7%			
Intermediate Fixed Income		\$12,493,298	19.6%		\$12,553,936	19.7%	20.0%	10-30%	-0.3%
JPMorgan Core Bond Fund R6**	JCBUX	\$5,036,374	7.9%		\$5,036,374	7.9%			
YSU Intermediate Term Fixed	-	\$4,317,562	6.8%		\$4,317,562	6.8%			
Fidelity Intermediate Treasury Index	FUAMX	\$0	0.0%	\$3,200,000	\$3,200,000	5.0%			
Prudential High Yield Bond R6	PHYQX	\$3,139,361	4.9%	-\$3,139,361	\$0	0.0%			
Cash & Cash Equivalents		\$323	0.0%		\$323	0.0%	0.0%	0-5%	0.0%
Equity Account Cash	-	\$323	0.0%		\$323	0.0%			
Total University Assets		\$81,847,985			\$81,847,985				

*As of 09/30 or 10/31. **Held at JPMorgan. Trades depicted are estimates to show hypothetical rebalancing to be implemented. Actual trade amounts may be slightly different than what is depicted above.

Clearstead is in the process of rebalancing the Long-Term Pool with includes two themes:

1) Trimming Gains from Equities

- The changes rebalance the Long-Term Pool taking gains from equities after a strong month of November and redeploys the proceeds into a new alternative strategy, Cliffwater Corporate Lending, a private credit investment
- The Cliffwater strategy makes loans to private companies that are short-term in length
 - Senior secure loans: 94%+ of the loans are first lien
 - Broadly diversified: 3,000+ underlying loans
 - Income generation: 11%+ current yield

2) Improving Credit Quality within Fixed Income

- The second theme the changes accomplish is improving the overall credit quality of the fixed income portfolio within the Long-Term Pool, removing the dedicated high yield position with a low cost, treasury index
- Given the backdrop of a potential recession in CY24 and other uncertainties, and the odds of spreads widening and credit exposure being affected, Clearstead believes it is prudent to add some defensive characteristics to this area of the portfolio
- The treasury position also supports the University's compliance with the Ohio Revised Code
- While the yield of the fixed income portfolio modestly decreases because of the change, the credit quality improves, and income generation of the total pool does not decrease because of the investment in the Cliffwater strategy



APPENDIX



**ENDOWMENT ASSETS:
PERFORMANCE & ASSET ALLOCATION
REVIEW**

ENDOWMENT ASSETS: PERFORMANCE & ASSET ALLOCATION (AS OF 9/30/2023)

ENDOWMENT ASSETS	MARKET VALUE (\$MM)	TRAILING PERIODS								CALENDAR YEARS				SINCE INCEPTION ³
		QTD	FYTD	CYTD	1 YR	3 YR	5 YR	7 YR	10 YR	2022	2021	2020	2019	
YSU Endowment Fund	\$14.862	-2.0%	-2.0%	4.5%	10.3%	5.2%	7.0%	7.9%	7.8%	-15.7%	20.9%	16.3%	23.8%	7.8%
	Benchmark ¹	-3.2%	-3.2%	9.4%	16.2%	6.3%	7.7%	9.3%	9.3%	-16.6%	20.6%	16.2%	25.6%	9.5%
	Benchmark ²	-3.2%	-3.2%	7.2%	13.0%	4.0%	6.3%	7.4%	7.7%	-15.8%	15.9%	14.7%	22.2%	7.9%

COMPLIANCE

- Reporting & Oversight by Clearstead, Management/Implementation by Huntington
- Asset Allocation Guidelines: 70% Equities (60-80%) / 30% Cash & Fixed Income (20-40%) **(IN COMPLIANCE)**

HOLDINGS

- Equity Mutual Funds – 16% (Mutual Funds & ETFs)
- Stocks – 51% (30-60 Concentrated U.S. Large/Mid-Cap Stock Portfolio)
- Alternatives – 2% (Real Estate Mutual Fund)
- Fixed Income Mutual Funds – 2% (Federated High Yield)
- Individual Bonds – 24% (Individual Bond Portfolio: U.S. Corporate / Gov't / Asset Backed Debt)
- Cash – 6%

1) Benchmark: 75% S&P 500 / 25% BBg US Aggregate.

2) Benchmark: 60% S&P 500 / 40% BBg US Aggregate.

3) Inception date: 06/2013.



DETAILED PERFORMANCE

EXECUTIVE SUMMARY

	Market Value 07/01/2023	Market Value 09/30/2023	% of Portfolio	3rd Quarter 2023 (%)	YTD (%)
Total University Assets	\$77,367,011	\$84,499,784	100.0	-1.0	4.9
<i>Total Policy Benchmark¹</i>				0.0	4.4
Total Operating & Short Term	\$13,965,019	\$22,103,843	26.2	1.3	3.6
<i>Total Operating & Short Term Benchmark²</i>				1.3	3.5
Total Long Term/ Reserves Pool	\$63,401,993	\$62,395,941	73.8	-1.6	4.9
<i>Total Long Term/ Reserves Fund Benchmark³</i>				-1.0	5.1
Total Domestic Equity	\$19,851,345	\$19,142,506	22.7	-3.6	10.0
<i>Russell 3000 Index</i>				-3.3	12.4
Total International Equity	\$5,216,400	\$4,967,584	5.9	-4.8	5.8
<i>MSCI EAFE (Net)</i>				-4.1	7.1
Total Alternatives	\$7,010,467	\$6,922,258	8.2	-0.3	4.2
<i>Total Alternatives Benchmark</i>				0.5	2.8
Total Fixed Income	\$31,232,337	\$31,200,858	36.9	-0.2	1.9
<i>Total Fixed Income Benchmark⁴</i>				0.2	1.5
Total Cash & Cash Equivalents	\$91,445	\$162,736	0.2	1.7	3.9
<i>90 Day U.S. Treasury Bill</i>				1.3	3.6

1) Total Policy Benchmark: 45% ICE BofA 91 Days T-Bills / 17% ICE BofA 1-3 Yr US Corp & Govt / 11% BBgBarc US Govt/Credit Int / 8% Total Alternatives Benchmark / 15% Russell 3000 / 4% MSCI EAFE.

2) Total Operating & Short-Term Benchmark: 95% ICE BofA 91 Days T-Bills / 5% BBgBarc US Govt 1-3 Yr.

3) Total Long-Term / Reserves Fund Benchmark: 27% Russell 3000 / 8% MSCI EAFE / 15% Total Alternatives Benchmark / 30% ICE BofA 1-3 Yr US Corp & Govt / 20% BBgBarc US Govt/Credit Int,

4) Total Alternatives Benchmark: 100% HFRI Fund of Funds Composite.

5) Total Fixed Income Benchmark: 64% ICE BofA 1-3 Yr US Corp & Govt / 36% BBgBarc US Govt/Credit Int.

ASSET ALLOCATION GUIDELINES COMPLIANCE

Total Plan Asset Allocation Policy	Range	Current
Operating & Short-Term Pool	0% - 50%	26%
Long Term/ Reserves Pool	50% - 100%	74%

Operating & Short-Term Pool		Range	Current
Operating Assets		60% - 100%	100%
Short-Term Assets		0% - 40%	0%

Long Term/ Reserves Pool	Target	Range	Current
Domestic Equity	27%	20% - 35%	31%
International Equity	8%	0% - 15%	8%
Total Equity	35%	25% - 45%	39%
Alternatives	15%	0%-20%	11%
Short-Term Fixed Income	30%	25% - 45%	30%
Intermediate Fixed Income	20%	10% - 30%	20%
Cash & Cash Equivalents	0%	0% - 5%	0%

In Line Within Tolerance Review

SCHEDULE OF ASSETS

	Ticker	Account Type	Begin Market Value \$	Market Value 09/30/2023	% of Portfolio
Total University Assets			\$77,367,011	\$84,499,784	100.0
Total Operating & Short Term			\$13,965,019	\$22,103,843	26.2
Federated Hermes Government Obligations Fund	GOSXX	Cash	\$13,965,019	\$22,103,843	26.2
Total Long Term/ Reserves Pool			\$63,401,993	\$62,395,941	73.8
Total Domestic Equity			\$19,851,345	\$19,142,506	22.7
Vanguard Institutional Index	VINIX	US Stock Large Cap Core	\$13,457,064	\$13,015,865	15.4
Vanguard Mid Cap Index Adm	VIMAX	US Stock Mid Cap Core	\$3,107,711	\$2,950,232	3.5
Loomis Sayles Sm Growth N	LSSNX	US Stock Small Cap Growth	\$1,675,166	\$1,587,629	1.9
Victory Integrity Small Value Y	VSVIX	US Stock Small Cap Value	\$1,611,404	\$1,588,780	1.9
Total International Equity			\$5,216,400	\$4,967,584	5.9
William Blair International Growth I	BIGIX	International	\$2,384,004	\$2,172,574	2.6
Dodge & Cox Internat'l Stock	DODFX	International	\$2,832,396	\$2,795,010	3.3
Total Alternatives			\$7,010,467	\$6,922,258	8.2
Weatherlow Offshore Fund I Ltd CI IIA		Hedge Fund	\$4,637,098	\$4,618,347	5.5
H.I.G. Whitehorse Principal Lending Offshore Feeder Fd, L.P.		Direct Lending	\$2,373,369	\$2,303,911	2.7
Total Fixed Income			\$31,232,337	\$31,200,858	36.9
JPMorgan Core Bond	WOBDX	US Fixed Income Core	\$5,091,468	\$4,934,285	5.8
YSU Intermediate Term Bond		US Fixed Income Core	\$4,300,262	\$4,263,239	5.0
PGIM High Yield R6	PHYQX	US Fixed Income High Yield	\$3,084,329	\$3,095,765	3.7
YSU Short Term Bond		US Fixed Income Short Term	\$12,649,758	\$12,743,122	15.1
Lord Abbett Short Duration Income I	LLDYX	US Fixed Income Short Term	\$6,106,520	\$6,164,447	7.3
Total Cash & Cash Equivalents			\$91,445	\$162,736	0.2
Federated Hermes Government Obligations Fund	GOSXX	Cash	\$91,445	\$162,736	0.2

ATTRIBUTION OF MARKET VALUE

TOTAL UNIVERSITY ASSETS

	Q4-2022	Q1-2023	Q2-2023	Q3-2023	One Year
Total University Assets					
Beginning Market Value	\$89,310,042	\$73,068,111	\$88,538,544	\$77,367,011	\$89,310,042
Contributions	\$2,048	\$20,000,000	-	\$15,000,000	\$35,002,048
Distributions	-\$19,013,567	-\$7,041,880	-\$13,121,696	-\$7,000,050	-\$46,177,193
Net Cash Flows	-\$19,011,519	\$12,958,120	-\$13,121,696	\$7,999,950	-\$11,175,145
Net Investment Change	\$2,769,588	\$2,512,313	\$1,950,164	-\$867,177	\$6,364,887
Ending Market Value	\$73,068,111	\$88,538,544	\$77,367,011	\$84,499,784	\$84,499,784
Change \$	-\$16,241,932	\$15,470,433	-\$11,171,532	\$7,132,773	-\$4,810,258

LONG-TERM POOL

	Q4-2022	Q1-2023	Q2-2023	Q3-2023	One Year
Total Long Term/ Reserves Pool					
Beginning Market Value	\$56,949,726	\$59,507,519	\$61,709,542	\$63,401,993	\$56,949,726
Contributions	\$2,048	-	-	-	\$2,048
Distributions	-\$13,567	-\$41,880	-\$27,473	-\$50	-\$82,970
Net Cash Flows	-\$11,519	-\$41,880	-\$27,473	-\$50	-\$80,922
Net Investment Change	\$2,569,312	\$2,243,903	\$1,719,924	-\$1,006,001	\$5,527,137
Ending Market Value	\$59,507,519	\$61,709,542	\$63,401,993	\$62,395,941	\$62,395,941
Change \$	\$2,557,793	\$2,202,023	\$1,692,451	-\$1,006,051	\$5,446,216

PERFORMANCE SUMMARY

	QTD (%)	FYTD (%)	YTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2022 (%)	2021 (%)	2020 (%)	Inception (%)	Inception Date
Total University Assets	-1.0	-1.0	4.9	8.1	-0.5	3.5	4.1	4.5	3.9	-7.8	7.8	9.5	3.9	Apr- 04
<i>Total Policy Benchmark¹</i>	0.0	0.0	4.4	7.2	0.4	2.5	3.1	3.3	2.9	-4.7	4.3	5.9	3.1	
Total Operating & Short Term	1.3	1.3	3.6	4.4	2.5	1.7	1.8	1.6	1.1	1.4	0.0	1.1	0.9	Jul- 10
<i>Total Operating & Short Term Benchmark²</i>	1.3	1.3	3.5	4.4	2.3	1.6	1.7	1.5	1.1	1.2	0.0	0.8	0.9	
Total Long Term/ Reserves Pool	-1.6	-1.6	4.9	9.6	-2.1	3.1	3.8	4.6	4.4	-11.2	9.5	8.8	4.7	Jul- 10
<i>Total Long Term/ Reserves Fund Benchmark³</i>	-1.0	-1.0	5.1	9.5	-1.4	3.0	4.1	4.7	4.4	-9.7	8.0	10.0	4.4	
Total Domestic Equity	-3.6	-3.6	10.0	19.2	-0.3	10.1	8.7	11.3	10.9	-17.7	26.9	18.5	12.9	Jul- 10
<i>Russell 3000 Index</i>	-3.3	-3.3	12.4	20.5	-0.4	9.4	9.1	11.6	11.3	-19.2	25.7	20.9	13.2	
Total International Equity	-4.8	-4.8	5.8	21.1	-5.8	4.8	3.9	5.6	4.2	-17.6	10.0	16.7	4.7	Oct- 10
<i>MSCI EAFE (Net)</i>	-4.1	-4.1	7.1	25.6	-3.0	5.8	3.2	5.3	3.8	-14.5	11.3	7.8	4.9	
Total Alternatives	-0.3	-0.3	4.2	6.1	-2.2	2.9	1.2	1.9	-	-6.9	5.3	-3.7	1.3	Mar- 15
<i>Total Alternatives Benchmark⁴</i>	0.5	0.5	2.8	4.6	-1.1	3.8	2.9	3.3	-	-5.3	6.2	5.4	2.6	
Total Fixed Income	-0.2	-0.2	1.9	3.3	-2.7	-1.3	1.4	1.2	1.4	-6.7	0.1	5.2	1.7	Jul- 10
<i>Total Fixed Income Benchmark⁵</i>	0.2	0.2	1.5	2.6	-2.3	-1.5	1.2	0.9	1.1	-5.4	-0.8	4.5	1.4	
Total Cash & Cash Equivalents	1.7	1.7	3.9	4.7	2.7	1.8	1.5	-	-	1.5	0.0	0.4	1.4	Apr- 18
<i>90 Day U.S. Treasury Bill</i>	1.3	1.3	3.6	4.5	2.5	1.7	1.7	1.5	1.1	1.5	0.0	0.7	1.7	

1) Total Policy Benchmark: 45% ICE BofA 91 Days T-Bills / 17% ICE BofA 1-3 Yr US Corp & Govt / 11% BBgBarc US Govt/Credit Int / 8% Total Alternatives Benchmark / 15% Russell 3000 / 4% MSCI EAFE.

2) Total Operating & Short-Term Benchmark: 95% ICE BofA 91 Days T-Bills / 5% BBgBarc US Govt 1-3 Yr.

3) Total Long-Term / Reserves Fund Benchmark: 27% Russell 3000 / 8% MSCI EAFE / 15% Total Alternatives Benchmark / 30% ICE BofA 1-3 Yr US Corp & Govt / 20% BBgBarc US Govt/Credit Int,

4) Total Alternatives Benchmark: 100% HFRI Fund of Funds Composite.

5) Total Fixed Income Benchmark: 64% ICE BofA 1-3 Yr US Corp & Govt / 36% BBgBarc US Govt/Credit Int.



SUPPORTING INFORMATION

U.S. ECONOMIC PROJECTIONS: HIGHER FOR LONGER

FEDERAL RESERVE BOARD MEMBERS & BANK PRESIDENTS

		2023	2024	2025	2026	LONG RUN*
GDP	September 2023	2.1%	1.5%	1.8%	1.8%	1.8%
	June 2023	1.0%	1.1%	1.8%		1.8%
	March 2023	0.4%	1.2%	1.9%		1.8%
	December 2022	0.5%	1.6%	1.8%		1.8%
Unemployment Rate	September 2023	3.8%	4.1%	4.1%	4.0%	4.0%
	June 2023	4.1%	4.5%	4.5%		4.0%
	March 2023	4.5%	4.6%	4.6%		4.0%
	December 2022	4.6%	4.6%	4.5%		4.0%
Core PCE Inflation	September 2023	3.7%	2.6%	2.3%	2.0%	
	June 2023	3.9%	2.6%	2.2%		
	March 2023	3.6%	2.6%	2.1%		
	December 2022	3.5%	2.5%	2.1%		
Federal Funds Rate	September 2023	5.6%	5.1%	3.9%	2.9%	2.5%
	June 2023	5.6%	4.6%	3.4%		2.5%
	March 2023	5.1%	4.3%	3.1%		2.5%
	December 2022	5.1%	4.1%	3.1%		2.5%
# of implied 25 bps rate changes year	September 2023	5	-2	-5		
	June 2023	5	-4	-5		
	March 2023	3	-3	-5		
	December 2022	3	-4	-4		

*Long run projections: The rates to which a policymaker expects the economy to converge over time – maybe in five or six years – in the absence of further shocks and under appropriate monetary policy.

Source: Clearstead, U.S. Federal Reserve.
Data as of 09/30/2023. Past performance is not an indicator of future results.

HEADWINDS AND TAILWINDS



TAILWINDS

- S&P 500 enter seasonally strong quarter for performance
- Corporate America working through higher rates
- Services economy still expanding; though at a slower rate
- Earnings revisions for communication services, consumer discretionary, and information technology turn higher
- Job growth slowing but labor markets still strong; unemployment claims near 2023 lows




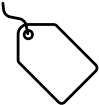




HEADWINDS

- Potential drag from student loan payments resuming and strikes
- Stopgap bill buys time to mid-November; McCarthy ousted in GOP civil war – sets stage for unclear budget process—potential shutdown still looms
- Consumers slowing, debt building, defaults rising in riskier cohorts (corporate and consumer)
- Manufacturing still in contraction
- Treasury supply surging; rates moving higher

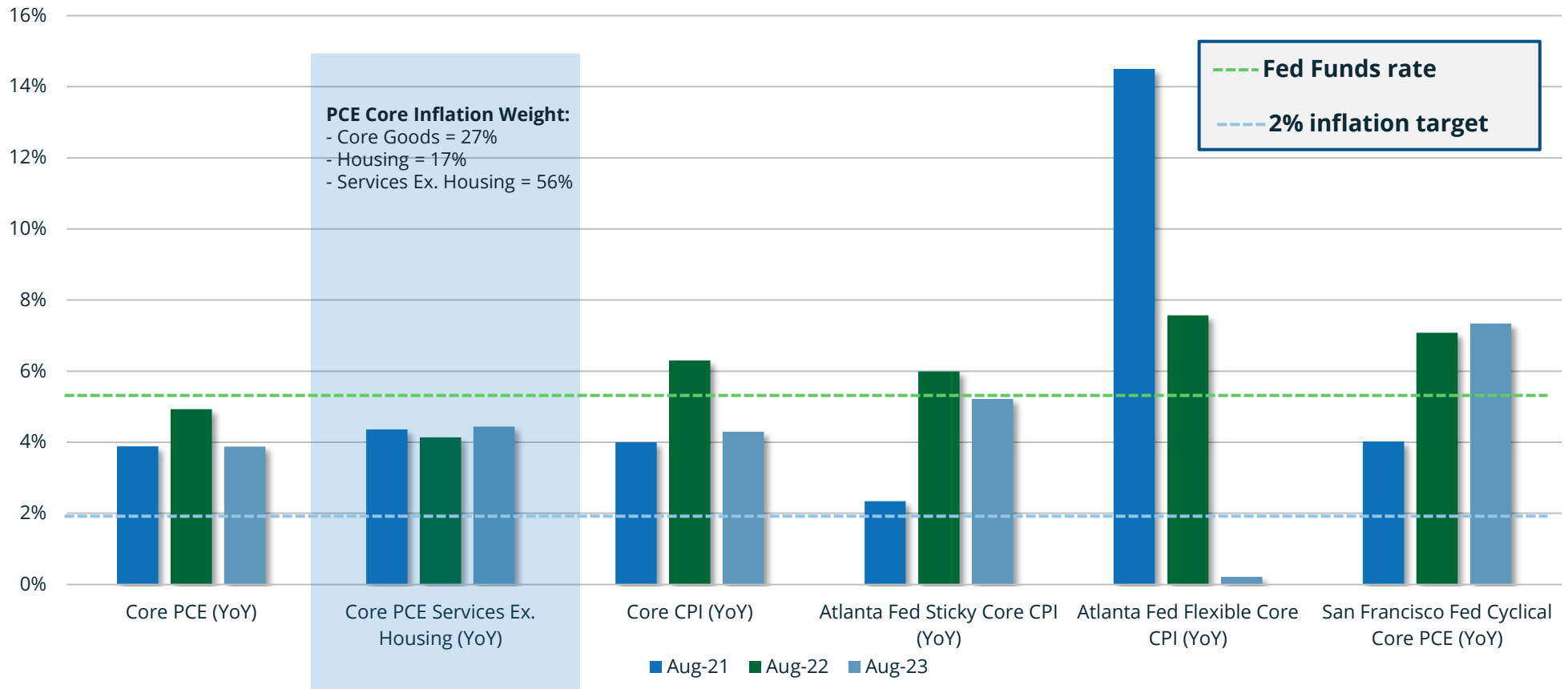
Image source: openai.com DALL-E

ECONOMIC OUTLOOK: 4Q 2023

AREA	EXPECTATIONS
 Labor Markets	<ul style="list-style-type: none">• U.S. may track to 75k-175k jobs per month in Q4-2023• Unemployment rate may rise but remain <4.0% by Dec-2023• Average hourly wages remain ≈4% YoY
 Manufacturing	<ul style="list-style-type: none">• Contraction in manufacturing activity continues• Supply-chain backlogs nearly fully normalized; input prices falling
 Services	<ul style="list-style-type: none">• Services industry stabilizing and positive• Spending remains resilient at full employment, but tighter credit conditions pose some risks
 Inflation	<ul style="list-style-type: none">• Core CPI remains elevated (>4% YoY) but likely to move lower throughout Q4-2023• Headline CPI likely to remain ≈3%• Service sector prices remain stubbornly high due to elevated wage costs
 Equity Markets	<ul style="list-style-type: none">• Volatility may increase in Q4-2023; new S&P range ≈ 4,200 to 4,600• Some technical support at the lower-end; market's assumption for a soft-landing scenario has become consensus.
 Fixed Income Markets	<ul style="list-style-type: none">• 10-Yr UST likely range bound between 3.5% and 4.5% this Fall• Uncertainty around Fed policy in Q4-2023, quantitative tightening continues unabated

Source: Clearstead, as of 9/30/2023.
Expectations for 4th quarter of calendar year 2023.

BROAD INFLATION STILL HIGH



- Inflation still high; Goods and “flexible” categories of inflation are decreasing
- Focus remains on Core Personal Consumption Expenditures price index (Example - Housing)
- Inflation expected to trend down but will remain above Fed’s target

Source: Clearstead, Bloomberg LP, PGIM Fixed Income, Federal Reserve Bank of Atlanta, Year-over-Year change for most recently available inflation statistics, as of 9/30/2023

GLOBAL ECONOMY

		Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	12M Trend
Global	Mfg	49.4	48.8	48.7	49.1	49.9	49.6	49.6	49.5	48.7	48.6	49.0	49.1	
	Serv	49.2	48.0	48.0	50.1	52.6	54.4	55.4	55.5	53.9	52.7	51.1	51.1	
US	Mfg	50.4	47.7	46.2	46.9	47.3	49.2	50.2	48.4	46.3	49.0	47.9	49.8	
	Serv	47.8	46.2	44.7	46.8	50.6	52.6	53.6	54.9	54.4	52.3	50.5	50.2	
Eurozone	Mfg	46.4	47.1	47.8	48.8	48.5	47.3	45.8	44.8	43.4	42.7	43.5	43.4	
	Serv	48.6	48.5	49.8	50.8	52.7	55.0	56.2	55.1	52.0	50.9	47.9	48.4	
UK	Mfg	46.2	46.5	45.3	47.0	49.3	47.9	47.8	47.1	46.5	45.3	43.0	44.3	
	Serv	48.8	48.8	49.9	48.7	53.5	52.9	55.9	55.2	53.7	51.5	49.5	47.2	
Japan	Mfg	50.7	49.0	48.9	48.9	47.7	49.2	49.5	50.6	49.8	49.6	49.6	48.5	
	Serv	53.2	50.3	51.1	52.3	54.0	55.0	55.4	55.9	54.0	53.8	54.3	53.3	
China	Mfg	49.2	49.4	49.0	49.2	51.6	50.0	49.5	50.9	50.5	49.2	51.0	50.6	
	Serv	48.4	46.7	48.0	52.9	55.0	57.8	56.4	57.1	53.9	54.1	51.8	50.2	
India	Mfg	55.3	55.7	57.8	55.4	55.3	56.4	57.2	58.7	57.8	57.7	58.6	57.5	
	Serv	55.1	56.4	58.5	57.2	59.4	57.8	62.0	61.2	58.5	62.3	60.1	60.1	
S. Korea	Mfg	48.2	49.0	48.2	48.5	48.5	47.6	48.1	48.4	47.8	49.4	48.9	48.9	

- Global manufacturing and service PMIs have converged many major economies in Q3-2023
 - Manufacturing and services PMIs are still signaling stagnation economic activity
 - Global services PMIs are mildly positive in select economies (US, Japan, and China);
- Whereas global manufacturing PMIs are consistent with a mild contraction in the manufacturing sector and slowing global trade
- China’s services PMI had been robust at its re-opening post-Covid, have shifted quickly to neutral; India’s PMIs show universal strength.

Source: Bloomberg, Markit/HIS.
Data as of 09/30/2023.

GLOBAL INFLATION MIXED

GLOBAL HEADLINE CPI

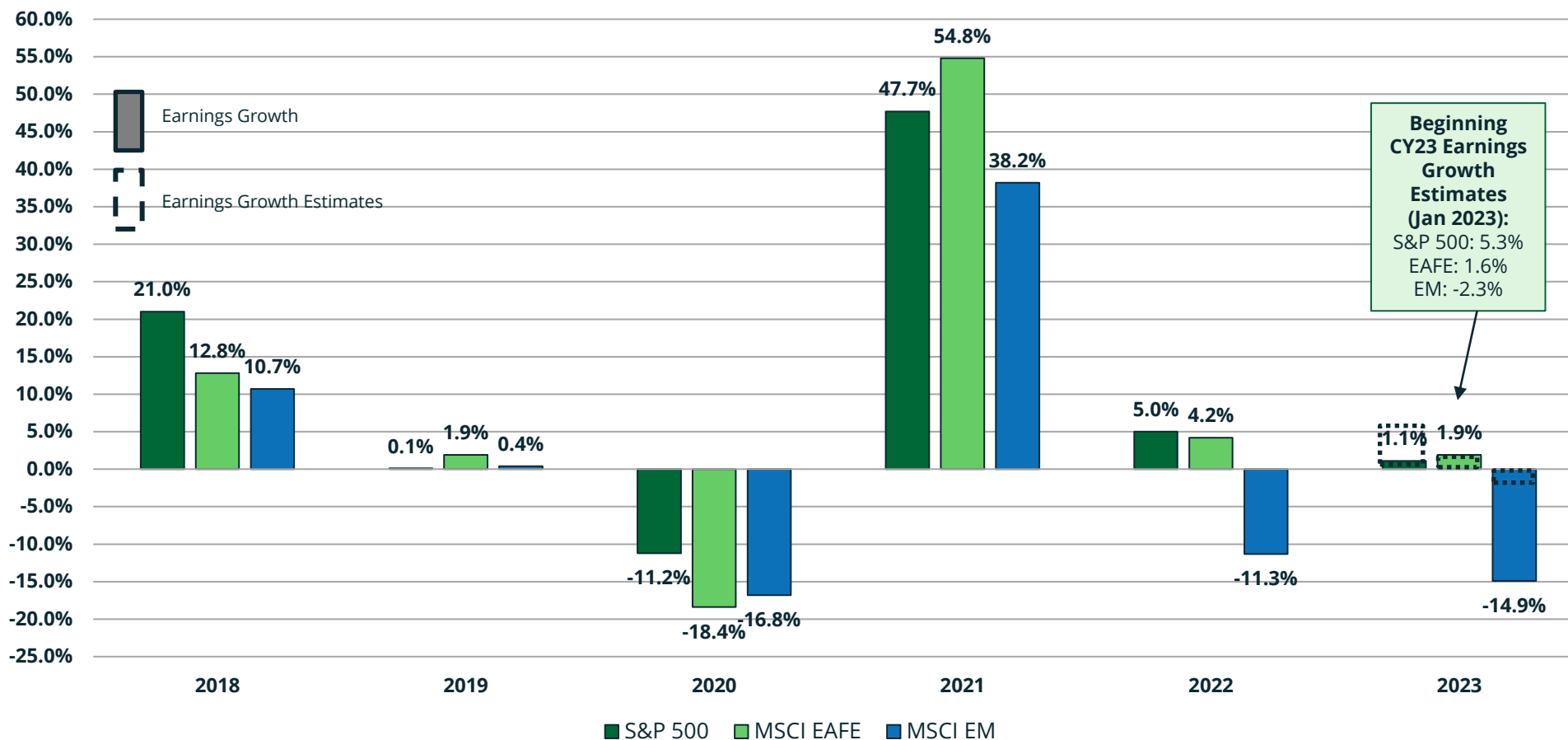
	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23
Dev. Markets																								
US	5.4	6.2	6.8	7.0	7.5	7.9	8.5	8.3	8.6	9.1	8.5	8.3	8.2	7.7	7.1	6.5	6.4	6.0	5.0	4.9	4.0	3.0	3.2	3.7
EU	3.4	4.1	4.9	5.0	5.1	5.9	7.5	7.5	8.1	8.6	8.9	9.1	10.0	10.7	10.0	9.2	8.5	8.5	6.9	7.0	6.1	5.5	5.3	5.3
Japan	0.2	0.1	0.6	0.8	0.5	0.9	1.2	2.5	2.5	2.4	2.6	3.0	3.0	3.7	3.8	4.0	4.3	3.3	3.2	3.5	3.2	3.3	3.3	3.2
UK	3.1	4.2	5.1	5.4	5.5	6.2	7.0	9.0	9.1	9.4	10.1	9.9	10.1	11.1	10.7	10.5	10.1	10.4	10.1	8.7	8.7	7.9	6.8	6.7
Canada	4.4	4.7	4.7	4.8	5.1	5.7	6.7	6.8	7.7	8.1	7.6	7.0	6.9	6.9	6.8	6.3	5.9	5.2	4.3	4.4	3.4	2.8	3.3	4.0
Australia	3.0	3.0	3.0	3.5	3.5	3.5	5.1	5.1	5.1	6.1	6.1	6.1	7.3	7.3	7.3	7.8	7.8	7.8	7.0	7.0	7.0	6.0	6.0	6.0
Switzerland	0.9	1.2	1.5	1.5	1.6	2.2	2.4	2.5	2.9	3.4	3.4	7.3	7.2	7.2	7.2	7.2	7.2	3.4	2.9	2.6	2.2	1.7	1.6	1.6
Norway	4.1	3.5	5.1	5.3	3.2	3.7	4.5	5.4	5.7	6.3	6.8	6.5	6.9	7.5	6.5	5.9	7.0	6.3	6.5	6.4	6.7	6.4	5.4	4.8
Sweden	2.5	2.8	3.3	3.9	3.7	4.3	6.0	6.4	7.3	8.7	8.5	8.9	10.8	10.9	11.5	12.3	11.7	12.0	10.6	10.5	9.7	9.3	9.3	7.5
Asia																								
China	0.7	1.5	2.3	1.5	0.9	0.9	1.5	2.1	2.1	2.5	2.7	2.5	2.8	2.1	1.6	1.8	2.1	1.0	0.7	0.1	0.2	0.0	-0.3	0.1
India	4.4	4.5	4.8	5.6	5.8	5.0	5.4	6.3	7.0	6.2	5.8	5.9	6.5	6.1	5.4	5.8	6.2	6.2	5.8	5.1	4.4	5.6	7.5	6.9
Indonesia	1.6	1.7	1.7	1.9	2.2	2.1	2.6	3.5	3.6	4.4	4.9	4.7	6.0	5.7	5.4	5.5	5.3	5.5	5.0	4.3	4.0	3.5	3.1	3.3
Malaysia	2.2	2.9	3.3	3.2	2.3	2.2	2.2	2.3	2.8	3.4	4.4	4.7	4.5	4.0	4.0	3.8	3.7	3.7	3.4	3.3	2.8	2.4	2.0	2.0
S Koreas	2.4	3.2	3.8	3.7	3.6	3.7	4.1	4.8	5.4	6.0	6.3	5.7	5.6	5.7	5.0	5.0	5.2	4.8	4.2	3.7	3.3	2.7	2.3	3.4
Taiwan	2.6	2.6	2.9	2.6	2.8	2.3	3.3	3.4	3.4	3.6	3.4	2.7	2.8	2.7	2.4	2.7	3.1	2.4	2.4	2.4	2.0	1.8	1.9	2.5
Latin America																								
Brazil	10.3	10.7	10.7	10.1	10.4	10.5	11.3	12.1	11.7	11.9	10.1	8.7	7.2	6.5	5.9	5.8	5.8	5.6	4.7	4.2	3.9	3.2	4.0	4.6
Chile	5.3	6.0	6.7	7.2	7.7	7.8	9.4	10.5	11.5	12.5	13.1	14.1	13.7	12.8	13.3	12.8	12.3	11.9	11.1	9.9	8.7	7.6	6.5	5.3
Colombia	4.5	4.6	5.3	5.6	6.9	8.0	8.5	9.2	9.1	9.7	10.2	10.8	11.4	12.2	12.5	13.1	13.3	13.3	13.3	12.8	12.4	12.1	11.8	11.4
Mexico	6.0	6.2	7.4	7.4	7.1	7.3	7.5	7.7	7.7	8.0	8.2	8.7	8.7	8.4	7.8	7.8	7.9	7.6	6.9	6.3	5.8	5.1	4.8	4.6

Inflation has started to ease in select markets but remains uncomfortably high in most countries.

- Only China and Taiwan have seen negligible rises in inflation
- The U.S., Brazil, and most of Europe have started to see declines in inflation

Bloomberg Inflation Monitor as of 9/1/2023.

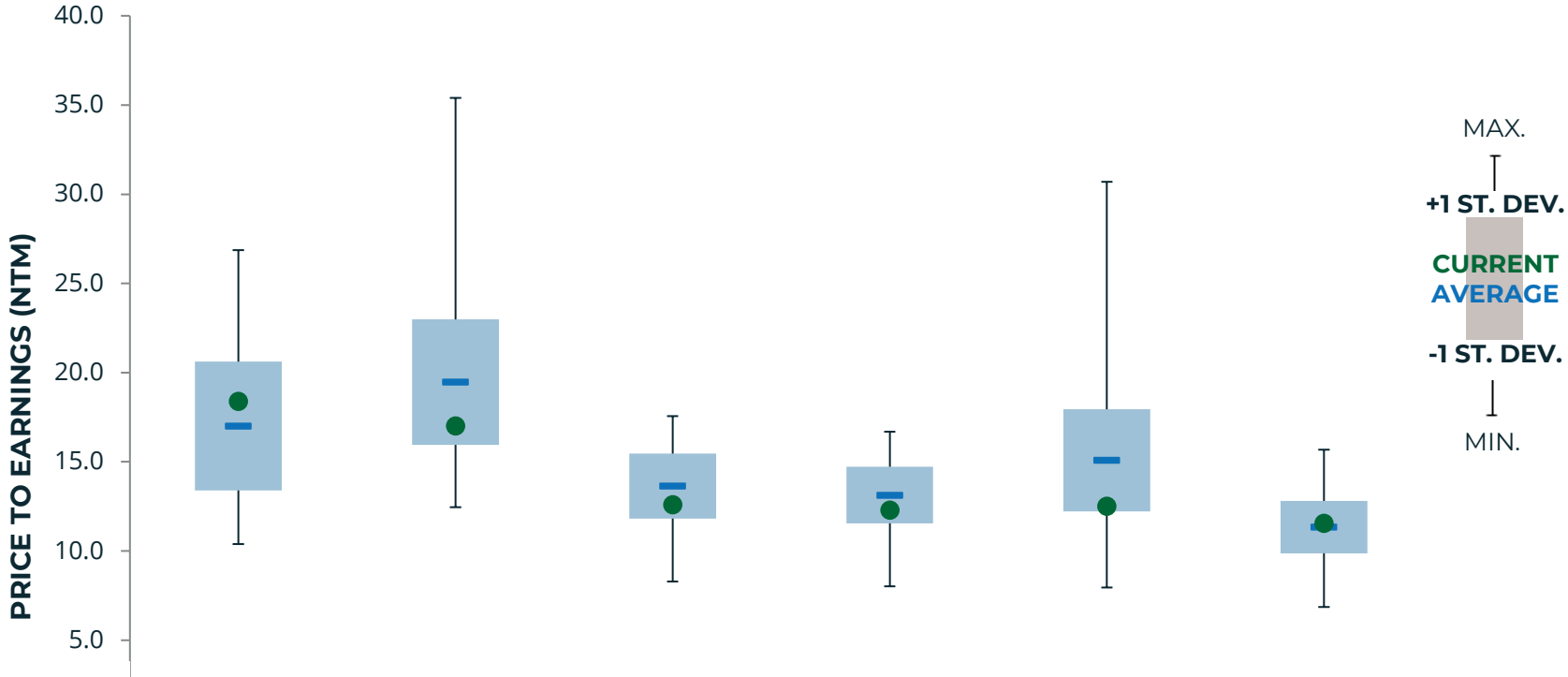
GLOBAL EARNINGS OUTLOOK



- Earnings expectations have been revised lower again as analysts downgrade their expectations
- Expectations for EM markets have eroded the most in the face of heightened energy costs, global monetary tightening, and the slowdown in the Chinese economy (CY2022 EM earnings ex Russia would be approximately -3%)

Source: Bloomberg, FactSet, Goldman Sachs.
 Data as of 9/30/2023.

GLOBAL EQUITY VALUATIONS

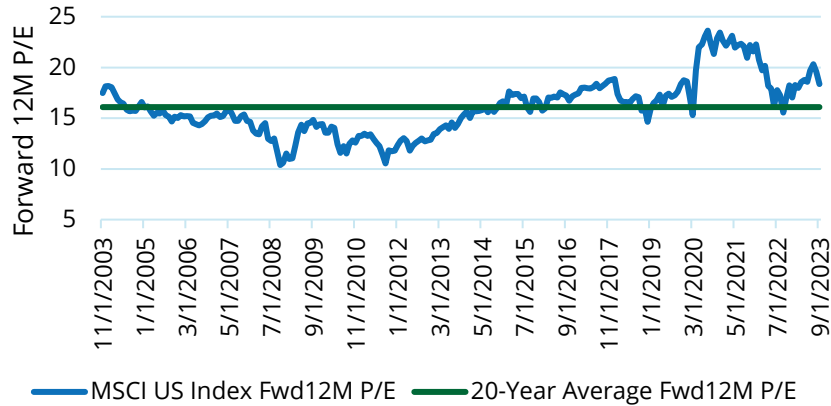


	MSCI USA	MSCI USA SMALL	MSCI EAFE	MSCI ACWI EX USA	MSCI ACWI EX USA SMALL	MSCI EM
Current P/E (NTM)	18.4	17.0	12.6	12.3	12.3	11.6
Average P/E (NTM)	17.0	19.5	13.6	13.1	15.1	11.3

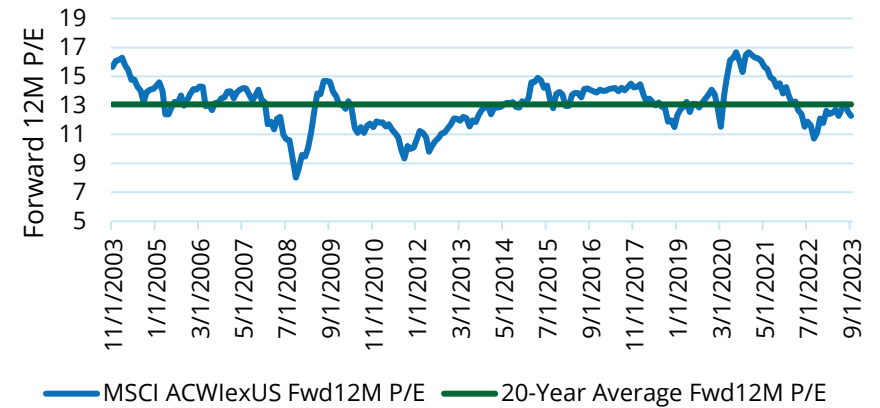
Source: Bloomberg as of 09/30/2023. Average taken over full index history. MSCI USA- 1994 - Current; MSCI USA Small- 1994 - Current; MSCI EAFE- 2003 - Current; MSCI ACWI ex USA- 2003 - Current; MSCI ACWI ex USA Small- 1994 - Current; MSCI EM- 2003.

GLOBAL EQUITY VALUATIONS

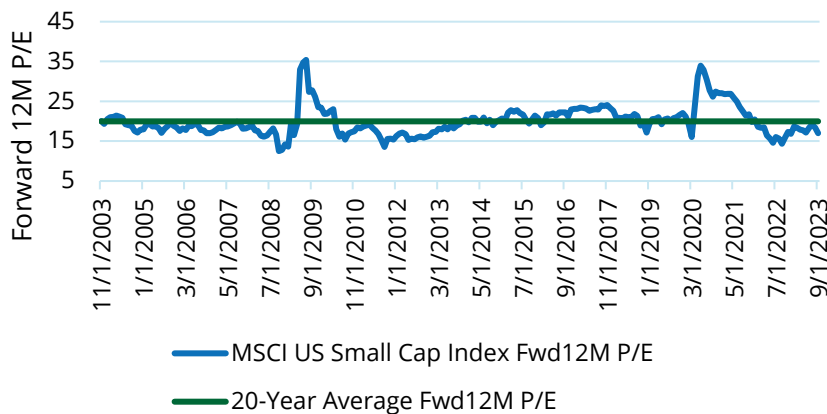
MSCI US Index Fwd12M P/E



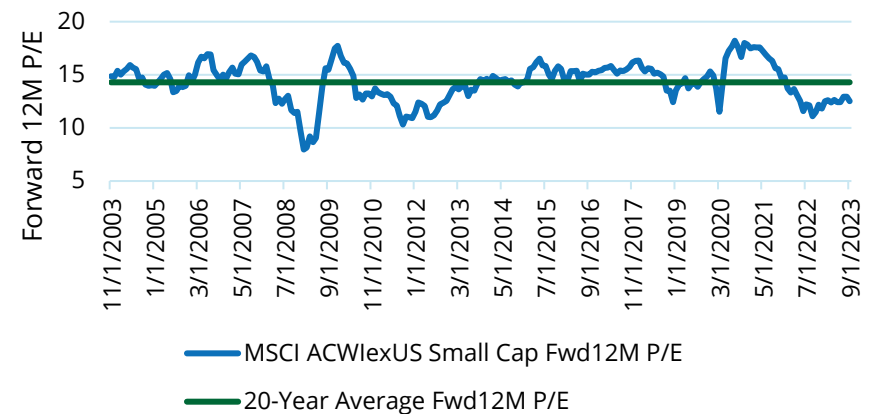
MSCI ACWI ex US Index Fwd12M P/E



MSCI US Small Cap Index Fwd12M P/E

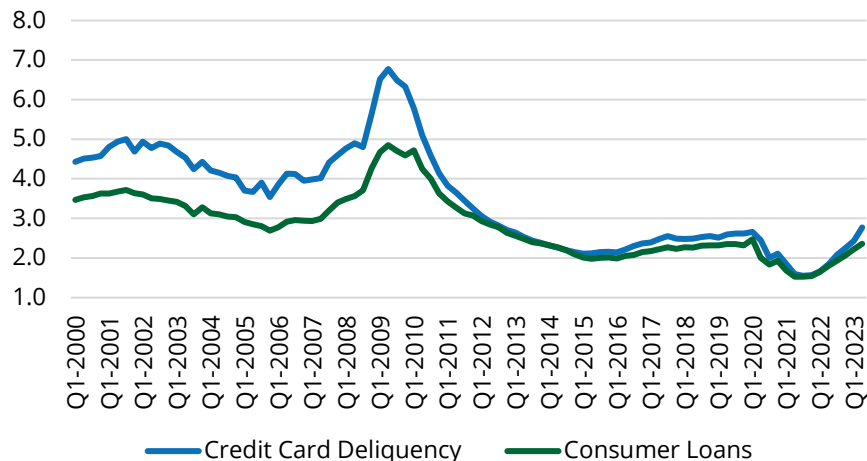


MSCI ACWI ex US Small Cap Index Fwd12M P/E

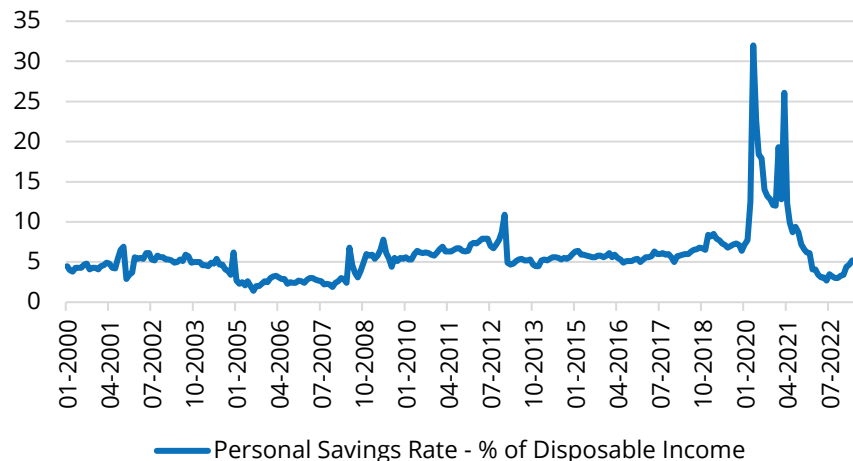


Source: Bloomberg as of 09/30/2023. Average taken over full index history. MSCI USA- 1994 - Current; MSCI USA Small- 1994 - Current; MSCI EAFE- 2003 - Current; MSCI ACWI ex USA- 2003 - Current; MSCI ACWI ex USA Small- 1994 - Current; MSCI EM- 2003.

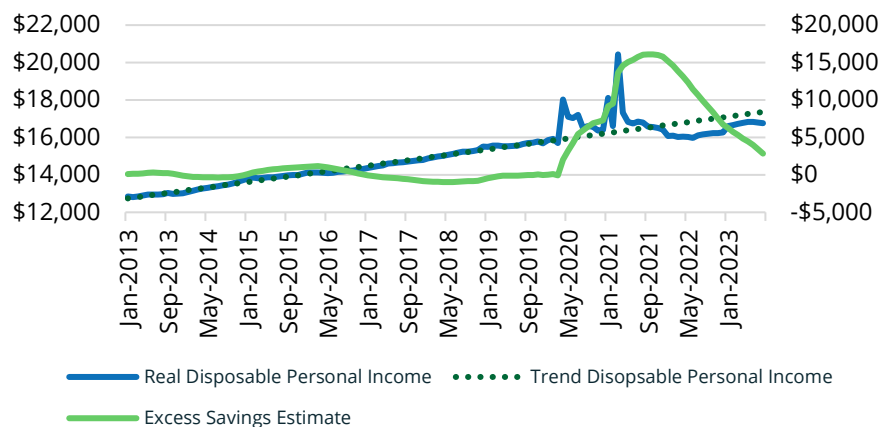
Distressed Loans



Personal Savings Rate



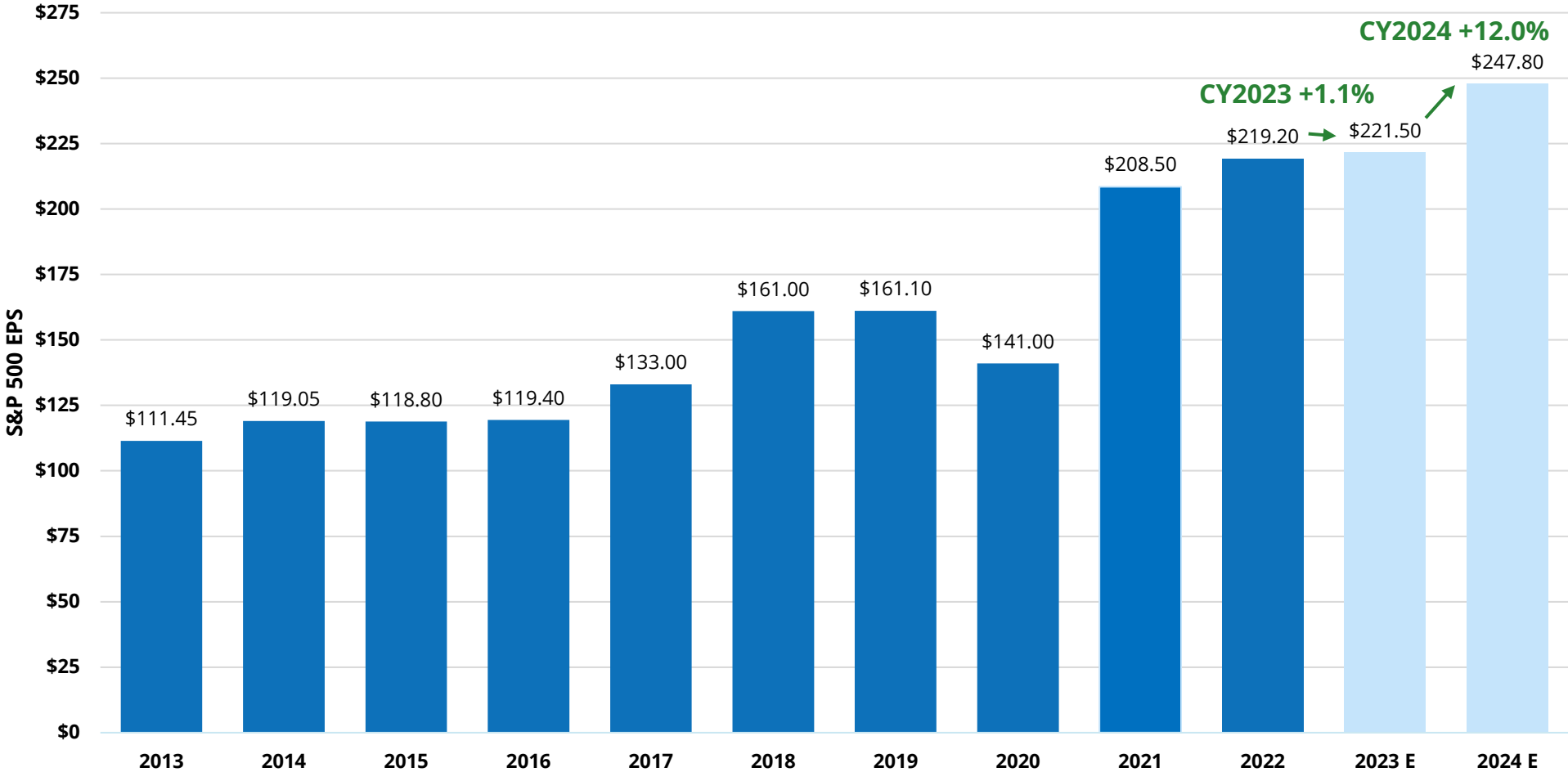
Excess Consumer Savings



- Consumers are **being stretched** despite strong employment numbers as inflation bites into real spending.
- Delinquencies are **on the rise**, savings are falling, and household **spending cushions are set to be exhausted by Dec-2023.**

Source: Clearstead, St. Louis Federal Reserve
Data as of 9/30/2023.

CORPORATE EARNINGS



- Bottoms up earnings estimates for CY2023 may still be too optimistic.
 - Margin compression and Q1 downgrades has pushed CY2023 EPS towards ≈\$220.
 - Expectations for CY2023 could erode to zero; CY2024 estimates currently suggest +11.7% EPS growth.

Source: Factset, Clearstead, data as of 9/29/2023, Past performance is not an indicator of future results

CLIFFWATER CORPORATE LENDING FUND TERMS

Symbol / Ticker	CCLFX
Structure	Interval Fund (1940 Act-registered)
Minimum Investment	\$10,000,000 (firm level)
NAV Frequency	Daily
Subscriptions	Daily
Liquidity	Quarterly, no less than 5% of fund shares outstanding
Distributions	Quarterly ¹
Tax Reporting	1099-DIV
Expenses	Total Fees & Expenses (excluding borrowing costs): 1.63% ²
Investor Requirements	None
Net Assets	\$12.0B

¹ As a RIC, the Fund must distribute an amount equal to at least 90% of its taxable investment income, annually. There is no assurance a change in market conditions or other factors will not result in a change in future distributions.

² Fees shown exclude interest payments and expenses on borrowed funds of 1.69%. See disclosures at the end of this presentation.

- Structure: '40 act interval fund with quarterly liquidity and the ability to limit withdrawals
- 350 firms comprise of the investor base (firms such as Clearstead that have directed client assets into the fund)
 - Cliffwater conducts due diligence on investors
 - Largest investment firm accounts for 7% of investor base
 - No broker share class
- 98% of underlying loans are PE (private equity) sponsored
- 73% of assets are direct loans (co-investments)
- Non-accrual rate is 0.07%
- Credit is getting tighter. However, we do not expect direct lending to lock up
 - Banks are going to have a hard time getting deals done
 - Broad syndicated market is widely closed
 - Larger borrowers are approaching middle market private lenders



DEFINITIONS & DISCLOSURES

DEFINITIONS & DISCLOSURES

Information provided is general in nature, is provided for informational purposes only, and should not be construed as investment advice. Any views expressed are based upon the data available at the time the information was produced and are subject to change at any time based on market or other conditions. Clearstead disclaims any liability for any direct or incidental loss incurred by applying any of the information in this presentation. All investment decisions must be evaluated as to whether it is consistent with their investment objectives, risk tolerance, and financial situation.

Past performance is no guarantee of future results. Investing involves risk, including risk of loss. Diversification does not ensure a profit or guarantee against loss. All indices are unmanaged and performance of the indices includes reinvestment of dividends and interest income, unless otherwise noted. An investment cannot be made in any index.

Although bonds generally present less short-term risk and volatility than stocks, bonds do contain interest rate risk (as interest rates rise, bond prices usually fall and vice versa) and the risk of default, or the risk that an issuer will be unable to make income or principal payments. Additionally, bonds and short-term investments entail greater inflation risk, or the risk that the return of an investment will not keep up with increases in the prices of goods and services, than stocks.

Lower-quality debt securities generally offer higher yields, but also involve greater risk of default or price changes due to potential changes in the credit quality of the issuer. Any fixed income security sold or redeemed prior to maturity may be subject to loss.

The municipal market is volatile and can be significantly affected by adverse tax, legislative, or political changes and by the financial condition of the issuers of municipal securities. Interest rate increases can cause the price of a debt security to decrease. A portion of the dividends you receive may be subject to federal, state, or local income tax or may be subject to the federal alternative minimum tax. Generally, tax-exempt municipal securities are not appropriate holdings for tax advantaged accounts such as IRAs and 401(k)s.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market, or economic developments. Foreign securities are subject to interest-rate, currency-exchange-rate, economic, and political risks, all of which are magnified in emerging markets. The securities of smaller, less well-known companies can be more volatile than those of larger companies. Growth stocks can perform differently from the market as a whole and other types of stocks and can be more volatile than other types of stocks. Value stocks can perform differently than other types of stocks and can continue to be undervalued by the market for long periods of time.

The commodities industry can be significantly affected by commodity prices, world events, import controls, worldwide competition, government regulations, and economic conditions. Changes in real estate values or economic conditions can have a positive or negative effect on issuers in the real estate industry, which may affect your investment.

Index Definitions:

The **S&P 500 Index** is a broad-based market index, comprised of 500 large-cap companies, generally considered representative of the stock market as a whole. The **S&P 400 Index** is an unmanaged index considered representative of mid-sized U.S. companies. The **S&P 600 Index** is a market-value weighted index that consists of 600 small-cap U.S. stocks chosen for market size, liquidity and industry group representation.

The **Russell 1000 Value Index**, **Russell 1000 Index** and **Russell 2000 Index** are indices that measure the performance of large-capitalization value stocks, large-capitalization growth stocks and large-capitalization growth stocks, respectively. The **Russell 2000 Value Index**, **Russell 2000 Index** and **Russell 2000 Growth Index** are indices that measure the performance of small-capitalization value stocks, small-capitalization growth stocks, respectively. The **Russell Midcap Value Index**, **Russell Midcap Index** and **Russell Midcap Growth Index** are indices that measure the performance of mid-capitalization value stocks, mid-capitalization growth stocks and mid-capitalization growth stocks, respectively. The **Russell 2500 Value Index**, **Russell 2500 Index** and **Russell 2500 Growth Index** measure the performance of small to mid-cap value stocks, small to mid-cap stocks and small to mid-cap growth stocks, respectively, commonly referred to as "smid" cap. The **Russell 3000 Value Index**, **Russell 3000 Index** and **Russell 3000 Growth Index** measure the performance of the 3,000 largest U.S. value stocks, 3,000 largest U.S. stocks and 3,000 largest U.S. growth stocks, respectively, based on total market capitalization.

The **Wilshire 5000 Index** represents the broadest index for the U.S. equity market, measuring the performance of all U.S. equity securities with readily available price data. The **Wilshire Micro Cap Index** is a market capitalization-weighted index comprised of all stocks in the Wilshire 5000 Index below the 2,501st rank.

The **MSCI EAFE (Europe, Australasia, Far East) Index** is designed to measure developed market equity performance, excluding the U.S. and Canada. The **MSCI Emerging Markets (EM) Index** is designed to measure global emerging market equity performance. The **MSCI World Index Ex-U.S. Index** is designed to measure the equity market performance of developed markets and excludes the U.S. The **MSCI Europe Index** is an unmanaged index considered representative of developed European countries. The **MSCI Japan Index** is an unmanaged index considered representative of stocks of Japan. The **MSCI Pacific ex Japan Index** is an unmanaged index considered representative of stocks of Asia Pacific countries excluding Japan.

The **U.S. 10-Year Treasury Yield** is generally considered to be a barometer for long-term interest rates.

Merrill Lynch 91-day T-bill Index includes U.S. Treasury bills with a remaining maturity from 1 up to 3 months.

The **Barclays Capital (BC) U.S. Treasury Index** is designed to cover public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC Aggregate Bond Index** is an unmanaged, market value-weighted performance benchmark for investment-grade fixed-rate debt issues, including government, corporate, asset-backed, and mortgage-backed securities with maturities of at least one year. The **BC U.S. Credit Bond Index** is designed to cover publicly issued U.S. corporate and specified foreign debentures and secured notes that meet the specified maturity, liquidity, and quality requirements; bonds must be SEC-registered to qualify. The **BC U.S. Agency Index** is designed to cover publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government. The **BC CMBS Index** is designed to mirror commercial mortgage-backed securities of investment-grade quality (Baa3/BBB-/BBB- or above) using Moody's, S&P, and Fitch respectively, with maturity of at least one year. The **BC MBS Index** covers agency mortgage-backed pass-through securities (both fixed-rate and hybrid ARM) issued by Ginnie Mae (GNMA), Fannie Mae (FNMA), and Freddie Mac (FHLMC). The **BC U.S. Municipal Bond Index** covers the U.S. dollar-denominated, long-term tax-exempt bond market with four main sectors: state and local general obligation bonds, revenue bonds, insured bonds, and pre-refunded bonds. The **BC TIPS Index** is an unmanaged index made up of U.S. Treasury Inflation Linked Index securities. The **BC U.S. Government Bond Index** is a market value-weighted index of U.S. Government fixed-rate debt issues with maturities of one year or more. The **BC ABS Index** is a market value-weighted index that covers fixed-rate asset-backed securities with average lives greater than or equal to one year and that are part of a public deal; the index covers the following collateral types: credit cards, autos, home equity loans, stranded-cost utility (rate-reduction) bonds, and manufactured housing. The **BC Global Aggregate Index** is composed of three sub-indices: the U.S. Aggregate Index, Pan-European Aggregate Index, and the Asian-Pacific Aggregate Index. In aggregate the index is created to be a broad-based measure of the performance of investment grade fixed rate debt on a global scale. The **BC U.S. Corporate Long Aa Index** is an unmanaged index representing public obligations of U.S. corporate and specified foreign debentures and secured notes with a remaining maturity of 10 years or more. The **BC U.S. Corporate High-Yield Index** measures the market of USD-denominated, non-investment grade, fixed-rate, taxable corporate bonds. The **BC Intermediate Corporate Index** includes dollar-denominated debt from U.S. and non-U.S. industrial, utility, and financial institutions issuers with a duration of 1-10 years. The **BC U.S. Treasury Long Index** is an unmanaged index representing public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC U.S. Government 10 Year Treasury Index** measures the performance of U.S. Treasury securities that have a remaining maturity of less than 10 years. The **BC BAA Corporate Index** measures the performance of the taxable Baa rated fixed-rate U.S. dollar-denominated corporate bond market. The **BC Global Treasury ex US Index** includes government bonds issued by investment-grade countries outside the United States, in local currencies, that have a remaining maturity of one year or more and are rated investment grade or higher. The **BC ABS Index** is an unmanaged index that total returns for external-currency-denominated debt instruments of the emerging markets. The **BC U.S. Securitized Bond Index** is a composite of asset-backed securities, collateralized mortgage-backed securities (ERISA-eligible) and fixed rate mortgage-backed securities. The **BC Quality Distribution AAA, B, and CC-D indices** measure the respective credit qualities of U.S. corporate and specified foreign debentures and secured notes. The **BC Universal Index** represents the union of the U.S. Aggregate Index, the U.S. High Yield Corporate Index, the 144A Index, the Eurostoxx Index, the Emerging Markets Index, and the non-ERISA portion of the CMBS Index. The **BC 1-3 Year Government Credit Index** is an unmanaged index considered representative of performance of short-term U.S. corporate bonds and U.S. government bonds with maturities from one to three years. The **BC Long-term Government Index** is an unmanaged index reflecting performance of the long-term government bond market. The **BC Intermediate Aggregate Index** measures the performance of intermediate-term investment grade bonds. The **BC Intermediate 1-3 Year Government/Credit Index** measures the performance of U.S. Dollar denominated U.S. Treasuries, government-related and investment grade U.S. corporate securities that have a remaining maturity of greater than one year and less than ten years.

The **Bank of America ML U.S. High Yield Index** tracks the performance of below investment grade US Dollar Denominated corporate bonds publicly issued in the US market. Qualifying bonds have at least one year remaining term to maturity, are fixed coupon schedule and minimum outstanding of \$100 million.

The **HFRF Funds of Funds Index (HFRF FOF)** is an equal weighted index designed to measure the performance of hedge fund of fund managers. The more than 800 multi-strategy constituents are required to have at least \$50 million in assets under management and a trading track record spanning at least 12 months. The index includes both on and offshore funds and all returns are reported in USD.

The **NCREIF Property Index (NPI)** represents quarterly time series composite total rate of return measure of a very large pool of individual commercial real estate properties acquired in the private market. The index represents apartments, hotels, industrial properties, office buildings and retail properties which are at least 60% occupied and owned or controlled, at least in part by tax-exempt institutional investors or its designated agent. In addition these properties that are included must be investment grade, non-agricultural and income producing and all development projects are excluded. Constituents included in the NPI be valued at least quarterly, either internally or externally, using standard commercial real estate appraisal methodology. Each property must be independently appraised a minimum of once every three years.

The **FTSE NAREIT All REITs Index** is a market capitalization-weighted index that is designed to measure the performance of all tax-qualified Real Estate Investment Trusts (REITs) that are listed on the New York Stock Exchange, the American Stock Exchange, or the NASDAQ National Market List.

The **Dow Jones U.S. Select Real Estate Securities Index** is a float-adjusted market capitalization-weighted index of publicly traded real estate securities such as real estate investment trusts (REITs) and real estate operating companies (REOCs).

The **Cambridge PE Index** is a representation of returns for over 70% of the total dollars raised by U.S. leveraged buyout, subordinated debt and special situation managers from 1986 to December 2007. Returns are calculated based on the pooled time weighted return and are net of all fees. These pooled means represent the end to end rate of return calculated on the aggregate of all cash flows and market values reported by the general partners of the underlying constituents in the quarterly and annual reports.

The **University of Michigan Consumer Sentiment Index** is a consumer confidence index published monthly by the University of Michigan and Thomson Reuters. The index is normalized to have a value of 100 in December 1964.

VIX - The CBOE Volatility Index (VIX) is based on the price of eight S&P 500 index put and call options.

Gold - represented by the dollar spot price of one troy ounce

WTI Crude - West Texas Intermediate is a grade of crude oil used as a benchmark in oil pricing.

The **Affordability Index** measures of a population's ability to afford to purchase a particular item, such as a house, indexed to the population's income.

The **Homeownership %** is computed by dividing the number of owner-occupied housing units by the number of occupied housing units or households.

HFRF Emerging Markets: Asia ex-Japan, Global Index, Latin America Index, Russia/Eastern Europe Index. The constituents of the HFRF Emerging Markets indices are selected according to their Regional Investment Focus only. There is no Investment Strategy criteria for inclusion in these indices. Funds classified as Emerging Markets have a regional investment focus in one of the following geographic areas: Asia ex-Japan, Russia/Eastern Europe, Latin America, Africa or the Middle East. **HFRF EH: Energy/Basic Materials** strategies which employ investment processes designed to identify opportunities in specific niche areas of the market in which the Manager maintains a level of expertise which exceeds that of a market generalist. **HFRF EH: Equity Market Neutral** strategies employ sophisticated quantitative techniques of analyzing price data to ascertain information about future price movement and relationships between securities, select securities for purchase and sale. **HFRF EH: Quantitative Directional** strategies employ sophisticated quantitative techniques of analyzing price data to ascertain information about future price movement and relationships between securities, select securities for purchase and sale. **HFRF EH: Short-Biased** strategies employ analytical techniques in which the investment thesis is predicated on assessment of the valuation characteristics on the underlying companies with the goal of identifying overvalued companies. **HFRF EH: Technology/Healthcare** strategies employ investment processes designed to identify opportunities in securities in specific niche areas of the market in which the Manager maintains a level of expertise which exceeds that of a market generalist in identifying opportunities in companies engaged in all development, production and application of technology, biotechnology and as related to production of pharmaceuticals and healthcare industry.

HFRF ED: Distressed Restructuring strategies which employ an investment process focused on corporate fixed income instruments, primarily on corporate credit instruments of companies trading at significant discounts to their value at issuance or obliged (par value) at maturity as a result of either formal bankruptcy proceeding or financial market perception of near term proceedings.

HFRF ED: Merger Arbitrage strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are currently engaged in a corporate transaction. **HFRF ED: Private Issue/Regulation D** strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are primarily private and illiquid in nature. **HFRF Macro: Systematic Diversified** strategies have investment processes typically as function of mathematical, algorithmic and technical models, with little or no influence of individuals over the portfolio positioning. **HFRF RV: Fixed Income - Asset Backed** includes strategies in which the investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread is a fixed income instrument backed physical collateral or other financial obligations (loans, credit cards) other than those of a specific corporation. **HFRF RV: Fixed Income - Convertible Arbitrage** includes strategies in which the investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread is a convertible fixed income instrument. **HFRF RV: Multi-Strategies** employ an investment thesis is predicated on realization of a spread between related yield instruments in which one or multiple components of the spread contains a fixed income, derivative, equity, real estate, MLP or combination of these or other instruments. **HFRF RV: Yield Alternatives Index** strategies employ an investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread contains a derivative, equity, real estate, MLP or combination of these or other instruments. Strategies are typically quantitatively driven to measure the existing relationship between instruments and, in some cases, identify attractive positions in which the risk adjusted spread between these instruments represents an attractive opportunity for the investment manager.

The **Consumer Price Index (CPI)** is an inflationary indicator that measures the change in the cost of a fixed basket of products and services, including housing, electricity, food, and transportation. The CPI is published monthly. Unless otherwise noted, the CPI figure is as of the date this report is created.

The **Credit Suisse Leveraged Loan Index** is a market value-weighted index designed to represent the investable universe of the U.S. dollar-denominated leveraged loan market.

The **Dow Jones US Commodity Index** measures the performance of the commodities market. It consists of exchange-traded futures contracts on physical commodities that are weighted to account for the economic significance and market liquidity of each commodity.

The **S&P 500 Value Index**, **Index S&P 500 Growth Index** and **S&P 500 Growth Index** are a broad-based market indices that measure the performance of large-capitalization value companies, large-capitalization growth companies, and large-capitalization growth companies, respectively. The **S&P 400 MidCap Value Index**, **S&P 400 MidCap Index** and **S&P 400 MidCap Growth Index** are indices that measure the performance of mid-sized value companies, mid-sized companies and mid-sized growth companies, respectively. The **S&P 600 SmallCap Index** is a market-value weighted index that consists of 600 small-cap U.S. stocks chosen for market size, liquidity and industry group representation. The **S&P 900 Index** combines the large-cap S&P 500 and the S&P MidCap 400. **S&P Completion Index TR** is a sub-index of the S&P Total Market Index (TMI), including all stocks eligible for the S&P TMI and excluding all current constituents of the S&P 500. **S&P Global Ex US Property Index** defines and measures the investable universe of publicly traded property companies domiciled in developed and emerging markets excluding the U.S.

The **Russell 1000 Value Index**, **Russell 1000 Index** and **Russell 1000 Growth Index** are indices that measure the performance of large-capitalization value stocks, large-capitalization growth stocks and large capitalization growth stocks, respectively. The **Russell 2000 Value Index**, **Russell 2000 Index** and **Russell 2000 Growth Index** are indices that measure the performance of small-capitalization value stocks, small-capitalization growth stocks, respectively. The **Russell Midcap Value Index**, **Russell Midcap Index** and **Russell Midcap Growth Index** are indices that measure the performance of mid-capitalization value stocks, mid-capitalization growth stocks and mid-capitalization growth stocks, respectively. The **Russell 2500 Value Index**, **Russell 2500 Index** and **Russell 2500 Growth Index** measure the performance of small to mid-cap value stocks, small to mid-cap stocks and small to mid-cap growth stocks, respectively, commonly referred to as "SMID" cap. The **Russell 3000 Value Index**, **Russell 3000 Index** and **Russell 3000 Growth Index** measure the performance of the 3,000 largest U.S. value stocks, 3,000 largest U.S. stocks and 3,000 largest U.S. growth stocks, respectively, based on total market capitalization. The **Russell Microcap Index** measures the performance of the microcap segment of the U.S. equity market. The **Russell Top 200 Value Index** measures the performance of the especially large cap segment of the U.S. equity universe represented by stocks in the largest 200 by market cap that exhibit value characteristics. The **Russell Developed ex-US Large Cap Index** measures the performance of the largest investable securities in developed countries globally, excluding companies assigned to the United States.

DEFINITIONS & DISCLOSURES

The **Wilshire 5000 Index** represents the broadest index for the U.S. equity market, measuring the performance of all U.S. equity securities with readily available price data. The **Wilshire Micro Cap Index** is a market capitalization-weighted index comprised of all stocks in the Wilshire 5000 Index below the 2,501st rank. The **Wilshire 4500 Index** is comprised of all stocks in the Wilshire 5000 minus the stocks in the S&P 500. The **Wilshire Real Estate Securities Index (RESI)** is comprised of publically traded real estate equity securities.

All MSCI indices are gross, defined as With Gross Dividends: Gross total return indices reinvest as much as possible of a company's dividend distributions. The reinvested amount is equal to the total dividend amount distributed to persons residing in the country of the dividend-paying company. Gross total return indices do not, however, include any tax credits. The **MSCI EAFE (Europe, Australasia, Far East) Gross Index** is designed to measure developed market equity performance, excluding the U.S. and Canada. The **MSCI Emerging Markets (EM) Gross Index** is designed to measure global emerging market equity performance. The **MSCI World Gross Index** is designed to measure global developed market equity performance. The **MSCI World Index Ex-U.S. Gross Index** is designed to measure the equity market performance of developed markets and excludes the U.S. The **MSCI Europe Gross Index** is an unmanaged index considered representative of developed European countries. The **MSCI Japan Gross Index** is an unmanaged index considered representative of stocks of Japan. The **MSCI Pacific ex. Japan Gross Index** is an unmanaged index considered representative of stocks of Asia Pacific countries excluding Japan. The **MSCI AC (All Country) Asia ex Japan Gross Index** is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of Asia, excluding Japan. The **MSCI ACWI Gross Index** is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets, excluding US. The **MSCI ACWI ex US Small Cap Growth Gross Index** is a market capitalization weighted total return index measured in U.S. dollars based on share prices and reinvested net dividends that is designed to measure the equity market performance of the small cap growth segments of developed and emerging markets, excluding the U.S. The **MSCI Canada Gross Index** is designed to measure the performance of the large and midcap segments of the Canada market. The **MSCI EAFE Small Cap Gross Index** measures the performance of small cap stocks in European, Australasian, and Far Eastern markets. The **MSCI EAFE Value Gross Index** is a market capitalization-weighted index that monitors the performance of value stocks from Europe, Australasia, and the Far East. The **MSCI EM Latin America Gross Index** is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of emerging markets in Latin America. The **MSCI Pacific Free ex Japan Gross Index** measures the performance of the Australian, Hong Kong, New Zealand, and Singapore equity markets. The **MSCI World Small Cap Gross Index** is designed to measure the equity market performance of the small cap segment of developed markets. The **MSCI US Small Cap 1750 Gross Index** represents the universe of small capitalization companies in the US equity market. The **MSCI US Mid Cap 450 Index** represents the universe of medium capitalization companies in the US equity market. The **MSCI US Prime Market 750 Index** represents the growth companies of the MSCI US Prime Market 750 Index. The **MSCI US Prime Market Growth Index** represents the growth companies of the MSCI US Prime Market 750 Index.

The **Barclays Capital® (BC) U.S. Treasury Index** is designed to cover public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC Aggregate Bond Index** is an unmanaged, market value-weighted performance benchmark for investment-grade fixed-rate debt issues, including government, corporate, asset-backed, and mortgage-backed securities with maturities of at least one year. The **BC U.S. Credit Bond Index** is designed to cover publicly issued U.S. corporate and specified foreign debentures and secured notes that meet the specified maturity, liquidity, and quality requirements; bonds must be SEC-registered to qualify. The **BC U.S. Agency Index** is designed to cover publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government. The **BC CMBS Index** is designed to mirror commercial mortgage-backed securities of investment-grade quality (Baa3/BBB-/BBB- or above) using Moody's, S&P, and Fitch respectively, with maturity of at least one year. The **BC CMBS Index** covers agency mortgage-backed pass-through securities (both fixed-rate and hybrid ARMs) issued by Ginnie Mae (GNMA), Fannie Mae (FNMA), and Freddie Mac (FHLMC). The **BC U.S. Municipal Bond Index** covers the U.S. dollar-denominated, long-term tax-exempt bond market with four main sectors: state and local general obligation bonds, revenue bonds, insured bonds, and pre-refunded bonds. The **BC US TIPS Index** is an unmanaged market index made up of U.S. Treasury Inflation Linked Index securities. The **BC U.S. Government Bond Index** is a market value-weighted index of U.S. Government fixed-rate debt issues with maturities of one year or more. The **BC ABS Index** is a market value-weighted index that covers fixed-rate asset backed securities with average lives greater than or equal to one year and that are part of a public deal; the index covers the following collateral types: credit cards, auto, home equity loans, stranded-cost utility (rate-reduction bonds), and manufactured housing. The **BC Global Aggregate Index** is composed of three sub-indices: the U.S. Aggregate Index, Pan-European Aggregate Index, and the Asian-Pacific Aggregate Index. In aggregate the index is created to be a broad-based measure of the performance of investment grade fixed rate debt on a global scale. The **BC US Corporate Long Aa Index** is an unmanaged index representing public obligations of U.S. corporate and specified foreign debentures and secured notes with a remaining maturity of 10 years or more. The **BC U.S. Corporate High-Yield Index** measures the market of US-denominated, non-investment grade, fixed-rate, taxable corporate bonds. The **BC Intermediate Corporate Index** includes dollar-denominated debt from U.S. and non-U.S. industrial, utility, and financial institutions issuers with a duration of 1-10 years. The **BC U.S. Treasury Long Index** is an unmanaged index representing public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC U.S. Government 10 Year Treasury Index** measures the performance of U.S. Treasury securities that have a remaining maturity of less than 10 years. The **BC BAA Corporate Index** measures the performance of the taxable Baa rated fixed-rate U.S. dollar-denominated corporate bond market. The **BC Global Treasury ex US Index** includes government bonds issued by investment-grade countries outside the United States, in local currencies, that have a remaining maturity of one year or more and are rated investment grade or higher. The **BC Emerging Market Bond Index** is an unmanaged index that total returns for external-currency-denominated debt instruments of the emerging markets. The **BC U.S. Securitized Bond Index** is a composite of asset-backed securities, collateralized mortgage-backed securities (ERISA-eligible) and fixed rate mortgage-backed securities. The **BC Quality Distribution AAA, B, and CC-D Indices** measure the respective credit qualities of U.S. corporate and specified foreign debentures and secured notes. The **BC Universal Index** represents the union of the U.S. Aggregate Index, the U.S. High Yield Corporate Index, the 144A Index, the Eurodollar Index, the Emerging Markets Index, and the non-ERISA portion of the CMBS Index. The **BC 1-3 Year Government Credit Index** is an unmanaged index considered representative of performance of short-term U.S. corporate bonds and U.S. government bonds with maturities from one to three years. The **BC 1-5 Year Government Credit Index** is an unmanaged index considered representative of performance of short-term U.S. corporate bonds and U.S. government bonds with maturities from one to five years. The **BC Long-term Government Index** is an unmanaged index reflecting performance of the long-term government bond market. The **BC Intermediate Aggregate Index** measures the performance of intermediate-term investment grade bonds. The **BC Intermediate 1-3 Year Government/Credit Index** measures the performance of U.S. Dollar denominated U.S. Treasuries, government-related and investment grade U.S. corporate securities that have a remaining maturity of greater than one year and less than ten years. The **BC U.S. 1-3 Year Government Bond Index** is composed of treasury bond and agency bond indices that have maturities of one to five years. The **BC 1-3 Year US Treasury Index** measures the performance of U.S. Treasury securities that have a maturity between 1 to 3 years. The **BC Government Credit**

Index measures the performance of U.S. Government and corporate bonds rated investment grade or better, with maturities of at least one year. The **BC High Yield Index** covers the universe of fixed rate, non-investment grade debt. Pay-in-kind (PIK) bonds, Eurobonds, and debt issues from countries designated as emerging markets (e.g., Argentina, Brazil, Venezuela, etc) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included. Original issue zeroes, step-up coupon structures, and 144-As are also included. The **BC Intermediate Government Index** measures the performance of intermediate U.S. government securities. The **BC Intermediate Government/Credit Bond Index** measures the performance of intermediate term U.S. government and corporate bonds. The **BC U.S. Long Term Corporate Index** measures the performance of investment-grade, fixed-rate, taxable securities issued by industrial, utility, and financial companies, with maturities greater than 10 years. The **BC Global Credit Hedged USD Index** contains investment grade and high yield credit securities from the Multiverse represented in US Dollars on a hedged basis. The **BC Long A+ U.S. Credit Index** measures the performance of investment grade corporate debt and agency bonds that are dollar denominated and have a maturity of greater than 10 years. The **BC U.S. Gov/Credit 5-10 Year Index** includes all medium and larger issues of U.S. government, investment-grade corporate, and investment-grade international dollar-denominated bonds that have maturities between 5 and 10 years and are publicly issued.

The **Cambridge U.S. Private Equity Index** is a representation of returns for over 70% of the total dollars raised by U.S. leveraged buyout, subordinated debt and special situation managers from 1986 to December 2007. Returns are calculated based on the pooled time weighted return and are net of all fees. These pooled means represent the end to end rate of return calculated on the aggregate of all cash flows and market values reported by the general partners of the underlying constituents in the quarterly and annual reports. Please Note: the performance of this index lags by 1 quarter.

The **Bank of America (BoFA) Merrill Lynch (ML) 91-day-t-bill Index** includes U.S. Treasury bills with a remaining maturity from 1 up to 3 months. The **BoFA ML U.S. High Yield Master Index & Bank of America ML U.S. High Yield Master II Indices** track the performance of below investment grade US Dollar Denominated corporate bonds publicly issued in the US market. Qualifying bonds have at least one year remaining term to maturity, are fixed coupon schedule and minimum outstanding of \$100 million. The **BoFA ML All US Convertibles Index** consists of convertible bonds traded in the U.S. dollar denominated investment grade and non investment grade convertible securities sold into the U.S. market and publicly traded in the United States. The **BoFA ML US Corp & Govt 1-3 Yrs Index** tracks the performance of U.S. dollar-denominated investment grade government and corporate public debt issued in the U.S. domestic bond market with at least 1 yr and less than 3 yrs remaining to maturity, including U.S. Treasury, U.S. agency, foreign government, supranational and corporate securities. The **BoFA ML U.S. High-Yield BB-B Constrained Index** is a modified market capitalization-weighted index of U.S. dollar-denominated, below-investment-grade corporate debt publicly issued in the U.S. domestic market. The **BoFA Merrill Lynch US Year Treasury 1-3 Year Index** tracks the performance of the direct sovereign debt of the U.S. Government having a maturity of at least one year and less than three years. The **BoFA ML CMBS Fixed Rate AAA Index** is a subset of the BoFA ML U.S. Fixed Rate CMBS Index including all securities rated AAA. The **BoFA ML U.S. Fixed Rate CMBS Index** tracks the performance of U.S. dollar-denominated investment-grade fixed rate commercial mortgage-backed securities publicly issued in the U.S. domestic market. The **BoFA ML U.S. Dollar 3-Month LIBOR Index** represents the London interbank offered rate (LIBOR) with a constant 3-month average maturity.

The **Citi Select MLP Index** is a USD denominated, price return index, comprised of the common units of up to 30 of the most liquid market limited partnerships in the Energy Sector. The **Citigroup World Government Bond Index (WGBI) 1-5 Year Hedged USD Index** is a comprehensive measure of the total return performance of the government bond markets of approximately 22 countries with maturities ranging from one to five years. The **Citigroup WGBI Index** is a market capitalization weighted bond index consisting of the government bond markets of the multiple countries. The **Citigroup WGBI ex US Index** is a market capitalization weighted bond index consisting of the government bond markets of the multiple countries, excluding the U.S. The **Citigroup 3-Month U.S. Treasury Bill Index** performance is an average of the last 3-Month Treasury Bill issues.

The **NCREIF Property Index (NPI)** represents quarterly time series composite total rate of return measure of a very large pool of individual commercial real estate properties acquired in the private market. The index represents apartments, hotels, industrial properties, office buildings and retail properties which are at least 60% occupied and owned or controlled, at least in part by tax-exempt institutional investors or its designated agent. In addition these properties that are included must be investment grade, non-agricultural and income producing and all development projects are excluded. Constituents included in the NPI be valued at least quarterly, either internally or externally, using standard commercial real estate appraisal methodology. Each property must be independently appraised a minimum of once every three years. Please Note: the performance of this index lags by 1 quarter. The **NCREIF Timberland Index** is a quarterly time series composite return measure of investment performance of a large pool of individual timber properties acquired in the private market for investment purposes only.

The **Ibbotson Intermediate Government Bond Index** is measured using a one-bond portfolio with a maturity near 5 years. The **JPMorgan Emerging Markets Bond Index (EMBI+)** Index tracks total returns for traded external debt instruments (external meaning foreign currency denominated fixed income) in the emerging markets. The **JPMorgan GBI Global ex-US Index** represents the total return performance of major non-U.S. bond markets.

The **HFRI Funds of Funds (HFRI FOF)** is an equal weighted index designed to measure the performance of hedge fund of fund managers. The more than 800 multi-strategy constituents are required to have at least \$50 million in assets under management and a trading track record spanning at least 12 months. The index includes both on and offshore funds and all returns are reported in USD. **HFRI Relative Value Index** tracks investment managers who maintain positions in which the investment thesis is predicated on realization of a valuation discrepancy in the relationship between multiple securities. Managers employ a variety of fundamental and quantitative techniques to establish investment theses, and security types range broadly across equity, fixed income, derivative or other security types. Fixed income strategies are typically quantitatively driven to measure the existing relationship between instruments and, in some cases, identify attractive positions in which the risk adjusted spread between these instruments represents an attractive opportunity for the investment manager. RV position may be involved in corporate transactions also, but as opposed to ED exposures, the investment thesis is predicated on realization of a pricing discrepancy between related securities, as opposed to the outcome of the corporate transaction. **HFRI Funds of Funds Conservative Index** is an equal-weighted index representing funds or funds that invest with multiple managers focused on consistent performance and lower volatility via absolute strategies. **HFRI ED: Merger Arbitrage** strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are currently engaged in a corporate transaction.

The **FTSE All-World ex US Index** comprises large and midcap stocks providing coverage of developed and emerging markets, excluding the U.S. The **FTSE NAREIT Developed Index** is a global market capitalization weighted index composed of listed real estate securities from developed market countries in North America, Europe, and Asia. The **FTSE NAREIT Developed ex US Index** is a global market capitalization weighted index composed of listed real estate securities from developed market countries in North America, Europe, and Asia, excluding the U.S. The **FTSE High Dividend Yield Index** includes stocks that are characterized by higher than average dividend yields, and is based on the US component of the FTSE Global Equity Index Series (GEIS). The **FTSE All REITs Index** is a market capitalization-weighted index that is designed to measure the performance of all tax-qualified Real Estate Investment Trusts (REITs) that are listed on the New York Stock Exchange, the American Stock Exchange, or the NASDAQ National Market List. The **FTSE NAREIT Equity REIT Index** is an unmanaged index reflecting performance of the U.S. real estate investment trust market.

The **Consumer Price Index (CPI)** is an inflationary indicator that measures the change in the cost of a fixed basket of products and services, including housing, electricity, food, and transportation. The CPI is published monthly. Please Note: the performance of this index lags by 1 month. The **Credit Suisse Leveraged Loan Index** is a market value-weighted index designed to represent the investable universe of the U.S. dollar-denominated leveraged loan market. The **Dow Jones (DJ) US Commodity Index** measures the performance of the commodities market. It consists of exchange-traded futures contracts on physical commodities that are weighted to account for the economic significance and market liquidity of each commodity. The **DJ U.S. Total Stock Market Index** is an all-inclusive measure composed of all U.S. equity securities with readily available prices. The **DJ U.S. Completion Total Stock Market Index** is a subset of the DJ U.S. Total Stock Market Index that excludes components of the S&P 500. The **Dow Jones U.S. Select Real Estate Securities Index** is a float-adjusted market capitalization-weighted index of publicly traded real estate securities such as real estate investment trusts (REITs) and real estate operating companies (REOCs).

The **Dow Jones Target Date (Today, 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055) Indices** were created to benchmark portfolios of stocks, bonds and cash. Each index is made up of composite indices representing these three asset classes. The asset class indices are weighted differently within each target date index depending on the time horizon. Each month, the allocations among the asset class indices are rebalanced to reflect an increasingly conservative asset mix.

The **Morningstar Lifetime Allocation Index** series consists of 13 Indices (Income, 2000, 2000S, 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055) available in three risk profiles: aggressive, moderate, and conservative. The indexes are built on asset allocation methodologies developed by Ibbotson Associates, a leader in asset allocation research and a Morningstar company since 2006. The Indexes provide pure asset-class exposure to global equities, global fixed-income, commodities, and Treasury Inflation-Protected Securities (TIPS) by using existing Morningstar indexes as allocation building blocks. The portfolio allocations are held in proportions appropriate to the U.S. investor's number of years until retirement. The Conservative, Moderate and Aggressive risk profiles are for investors who are comfortable with below-average exposure to equity market volatility, investors who are comfortable with average exposure to equity market volatility and well-funded investors who are comfortable with above average exposure to equity market volatility, respectively.

These reports are not to be construed as an offer or the solicitation of an offer to buy or sell securities mentioned herein. Information contained in these reports are based on sources and data believed reliable. The information used to construct these reports was received via a variety of sources. These reports are for informational purposes only and are not intended to satisfy any compliance or regulatory conditions set forth by any governing body of the securities industry. These reports do not take the place of any brokerage statements, any fund company statements, or tax forms. You are urged to compare this report with the statement you receive from your custodian covering the same period. Differences in positions may occur due to reporting dates used and whether certain assets are not maintained by your custodian. There may also be differences in the investment values shown due to the use of differing valuation sources and methods. Past performance is no guarantee of future results. Investing involves risk, including risk of loss. Diversification does not ensure a profit or guarantee against loss. This evaluation report has been prepared for the exclusive use of a specific client and no part of it may be used by any investment manager without permission of that client and Clearstead.

Evaluation of investment managers covers both quantitative and qualitative aspects. In addition to the investment performance evaluation, we monitor ownership structure, track key-employee information, and hold regular meetings with each investment management organization employed by our clients. The data presented in this report has been calculated on a time-weighted rate of return basis. All returns are net of investment advisory fees, but gross of Clearstead advisory fees and custodian fees, unless otherwise labeled. The deduction of Clearstead advisory fees and custodian fees would have the effect of decreasing the indicated investment performance. The performance data shown represent past performance. Past performance is not indicative of future results. Current performance data may be lower or higher than the performance data presented. Returns for periods longer than one year are annualized. Each number is independently rounded. A current copy of Hartland & Co.'s ADV-Part 2 is available to all clients upon request.

October 12, 2023

To the Audit Subcommittee of the Board of Trustees
Youngstown State University

We have audited the financial statements of Youngstown State University (the "University") as of and for the year ended June 30, 2023 and have issued our report thereon dated October 12, 2023. Professional standards require that we provide you with the following information related to our audit.

Our Responsibility Under U.S. Generally Accepted Auditing Standards

As stated in our engagement letter dated July 5, 2023, our responsibility, as described by professional standards, is to express an opinion about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with U.S. generally accepted accounting principles. Our audit of the financial statements does not relieve you or management of your responsibilities. Our responsibility is to plan and perform the audit to obtain reasonable, but not absolute, assurance that the financial statements are free of material misstatement.

As part of our audit, we considered the internal control of the University. Such considerations were solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures specifically to identify such matters.

Our audit of the University's financial statements has also been conducted in accordance with *Government Auditing Standards*, issued by the Comptroller General of the United States. Under *Government Auditing Standards*, we are obligated to communicate certain matters that come to our attention related to our audit to those responsible for the governance of the University, including compliance with certain provisions of laws, regulations, contracts, and grant agreements; certain instances of error or fraud; illegal acts applicable to government agencies; and significant deficiencies in internal control that we identify during our audit. Toward this end, we issued a separate letter dated October 12, 2023 regarding our consideration of the University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements.

Planned Scope and Timing of the Audit

We performed the audit according to the planned scope and timing previously communicated to you in our meeting about planning matters on August 3, 2023.

Significant Audit Findings

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. The significant accounting policies used by the University are described in Note 1 to the financial statements.

As described in Note 1, the University changed accounting policies related to leases with the adoption of GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*, resulting in approximately \$13 million of subscription assets and liabilities being recognized as of the implementation date. Accordingly, the accounting change has been retrospectively applied to prior periods presented as if the policy had always been used.

We noted no transactions entered into by the University during the year for which there is a lack of authoritative guidance or consensus.

We noted no significant transactions that have been recognized in the financial statements in a different period than when the transaction occurred.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected.

The most sensitive estimates affecting the financial statements were as follows:

- **Student Accounts Receivable Allowance for Uncollectible Accounts** - The University's management has established the student accounts receivable allowance by applying estimated uncollectible percentages to the balances based upon the aging. The uncollectible percentages were estimated based upon prior experience at the University.
- **Liability for Accrued Compensated Absences** - Management calculates the liability for compensated absences based on eligible service requirements and hours accumulated. We have evaluated this estimated liability by reviewing the reasonableness of the methodology and assumptions used by the University, testing data related to the calculation, and performing clerical tests on the calculation itself.
- **Liability for Group Employee Benefit Self-insurance** - The University's management has established an estimated liability for group employee benefit self-insurance liability claims based on historical experience.
- **Net Pension and OPEB Liabilities** - Management's estimate of the unfunded liability for the pension plan and the OPEB plan was calculated by multiplying the University's portion of the contributions made to the respective plans by the total pension liability of the plans provided by an independent actuary. The independent actuary used a number of assumptions to determine the overall unfunded liability of each plan.

We evaluated the key factors and assumptions used to develop the estimates described above in determining that they are reasonable in relation to the financial statements taken as a whole.

The disclosures in the financial statements are neutral, consistent, and clear. Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in performing and completing our audit.

Disagreements with Management

For the purpose of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report.

We are pleased to report that no such disagreements arose during the course of our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management.

The attached schedule summarizes uncorrected misstatements of the financial statements that were requested to be recorded. Management has determined that their effects are immaterial, both individually and in the aggregate, to the financial statements taken as a whole. However, uncorrected misstatements or matters underlying those uncorrected misstatements could potentially cause future period financial statements to be materially misstated.

Significant Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, business conditions affecting the University, and business plans and strategies that may affect the risks of material misstatement, with management each year prior to our retention as the University's auditors. However, these discussions occurred in the normal course of our professional relationship, and our responses were not a condition of our retention.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated October 12, 2023.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a second opinion on certain situations. If a consultation involves application of an accounting principle to the University's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts.

To our knowledge, there were no such consultations with other accountants.

This information is intended solely for the use of the audit subcommittee of the board of trustees and management of the University and is not intended to be and should not be used by anyone other than these specified parties.

Very truly yours,

Plante & Moran, PLLC



Keith S. Martinez, CPA
Partner

Attachment

Client: **Component Unit of Youngstown State University**
 Y/E: **6/30/2023**

SUMMARY OF UNRECORDED POSSIBLE ADJUSTMENTS

The effect of misstatements and classification errors identified would be to increase (decrease) the reported amounts in the financial statement categories identified below:

Ref. #	Description of Misstatement	Current Assets	Long-term Assets	Current Liabilities	Long-term Liabilities	Net Assets	Revenue	Expenses	Impact to Net Assets
FACTUAL MISSTATEMENTS:									
A1	Adjustment to record activity of The Penguin Club, Inc. as a discretely presented component unit of the University	\$ 3,461,000		\$ 389,000		\$ 2,502,000	\$ 2,062,000	\$ 1,492,000	\$ 570,000
JUDGMENTAL ADJUSTMENTS:									
B1	None								-
PROJECTED ADJUSTMENTS:									
C1	None	-	\$ -	-	\$ -	-	-	-	-
	Total	<u>\$ 3,461,000</u>	<u>\$ -</u>	<u>\$ 389,000</u>	<u>\$ -</u>	<u>\$ 2,502,000</u>	<u>\$ 2,062,000</u>	<u>\$ 1,492,000</u>	<u>\$ 570,000</u>
PASSED DISCLOSURES AND FINANCIAL STATEMENT PRESENTATION ISSUES:									
D1	None								



Office of Internal Audit

Katrena Davidson, Associate VP, Finance and Controller
Elaine Ruse, Associate VP, Student Enrollment & Business Services
Jennifer J. Lewis-Aey, Exec Director and Chief Human Resources Officer
Tysa Egleton, University Registrar
Angela Rovnak, Associate Director, IT Application Services
Dennis Gajdos, Associate Director, Business Operations, Division of IT
Michel Nahas, Chief Data Officer, KSU
Jeremy Yerse, Director, IT Infrastructure Services

November 17, 2023
Audit #2023-1057

Dear Ms. Davidson, Ms. Ruse, Ms. Lewis-Aey, Ms. Egleton, Ms. Rovnak, Mr. Gajdos, Mr. Nahas and Mr. Yerse:

The Internal Audit Department has completed an audit of access to sensitive data in Banner. The scope of the Banner audit administered by the KSU Division of IT, YSU Division of IT, and YSU data custodians for each of the Banner modules includes Banner Finance, Financial Aid, Human Resources, and Student. Authorized and appropriate level of access to data in Banner is essential for assuring integrity of sensitive university data and restricted access to powerful actions.

Objectives

The primary objectives of this audit was to assess the efficiency and effectiveness of operations and policies for the protection of sensitive data and powerful actions in Banner modules as follows:

- Processes are in place to approve and add new access to Banner users.
- Processes are in place to remove Banner access when no longer needed.
- Access is appropriately adjusted when a user changes jobs.
- Student employees are removed from access in a timely manner.
- Access to sensitive information and powerful functions is restricted to only those users who require access to perform job functions

Internal Audit promotes continuous improvement of security controls. However, management is responsible for establishing and maintaining effective operational activities to ensure internal operating controls are present and operating effectively.

An audit of operations and system of internal controls was performed to provide management with reasonable but not absolute assurance that procedures and transactions are executed in an efficient manner. This internal audit was performed using a risk-based approach that did not include evaluation and testing of every transaction. Thus, assurance cannot be provided that all errors, irregularities, and instances of non-compliance occurring during the audit period were identified.

Scope

The audit scope included Banner Finance, Financial Aid, Human Resources, and Student modules. Meetings with the respective data custodians were completed to identify and evaluate controls in operating procedures for access to data in Banner modules.

Background

Ellucian Banner Enterprise Resource Planning System (ERP) is an integrated database system used at YSU. Banner ERP consists of four modules that are interconnected in the backend database. The modules in use are as follows: Finance, Financial Aid, Human Resources, and Student.

Banner access is granted based on a class, profile, or security group which are customized for specified users needing to perform a business function. Each class, profile or security group is comprised of various forms (screens) and queries (reports) that are unique to a user's job function and are accessible only to its assigned users.

A data custodian is responsible for the design and maintenance of classes for a specified Banner module. A user or supervisor will submit a request for access which is routed for management approval and then to the appropriate data custodian who will determine what access is appropriate to fulfill the security request. After access is determined by the data custodian, the IT Infrastructure Services team in the Division of IT fulfills the approved request for Banner access. Then notification of access is sent to the data custodian who notifies the user.

There are currently 10 Banner access data custodians (including backups) across the university.

This audit was conducted via interviews with data custodians responsible for the various Banner modules, employees in the Division of IT, and database administrators for Banner who are Kent State University employees employed under a Shared Services Agreement. Since Internal Audit interacted with various process owners, the audit comments indicate the process owner for which Management Responses are requested.

Overview of Banner Modules:

- The Banner Finance module provides a comprehensive, integrated financial management system that enables KSU to track, maintain, and process relevant financial data.
- The Banner Financial Aid module contains the following integrated components: applicant record creation, requirements tracking, student budget assignment, need analysis, and packaging. Also included are funds management, disbursement, award history, direct lending, electronic data exchange (EDE), reporting, loan processing, Transfer Monitoring, Financial Aid Self-Service, and Athletics.
- The Banner Human Resources module supports the full range of functions necessary for human resource administration, including employment and compensation; position control and staffing; applicant tracking, requisitioning and processing; EEO, W-2, and 1095 reporting; payroll processing; labor relations; and administration of benefits and leaves.
- The Banner Student module contains information relating to all aspects of student processing, including student information, registration, admissions, course fees, course scheduling and enrollment, and student billing.

Opinion

Based on the results of the procedures performed in the Banner Access Audit, the internal controls related to the key processes **Require Improvement**.

A **Require Improvement Opinion** necessitates that Internal Audit perform follow-up on corrective actions noted in management responses based on dates provided.

Internal Audit thanks you and your staff for their time and assistance during the audit process. Please call X28617 with any questions regarding the contents of this Report.



Sarah Gampo, CPA, CIA
Director, Internal Audit



Annette M. Alboreo, CISA, CRISC
IT Audit Manager

cc: M. Cohol
M. DiLullo
R. Geilhard
H. Lafferty
N. McNally
M. Polatajko
J. Yukech
YSU Audit Subcommittee

Office of Internal Audit

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Office (330) 672-861

Acknowledgement of Responsibility

The Audit Comments include Management's Responses to audit observations and recommendations contained in this Report. These respective responses have been prepared and approved by the following individual(s) who acknowledge responsibilities for directing the implementation of corrective action plans.



Marianne Cohol
Director, IT Application PMO Services

11/15/23

Date



Angela Rovnak
Associate Director, IT Application Services

11-15-23

Date



Jeremy Yerse
Director, IT Infrastructure Services

11-15-23

Date

YSU Banner Access Audit
Audit #2023-1057
Executive Summary

This below table summarizes the results of the audit and the corrective actions to which management has committed. The audit comments are further detailed in the pages following this summary.

Summary of Audit Comments			
Audit Comment (Risk Level)	Observation	Recommendation	Management Response
#1 IT Access in Banner (High) Process Owner: Division of IT	Division of IT employees had maintenance access to business transactions in the production system.	Division of IT employees should have restricted maintenance access in the production system. Review of Division of IT access should be completed annually.	Agree. Actions were taken to limit KSU database administrators' Banner access and YSU IT employee access as needed. Completed on 8/8/2023.
#2 PII Access in Banner (High) Process Owner: Division of IT and Data Custodians	Access to view full Personally Identifiable Information (PII) is available to more users than require for business purposes.	Access to view sensitive PII data should be masked or restricted to only those users who require for business purposes.	Agree. Solutions to be reviewed that would accomplish this but need to be cognizant of a potential move to Banner SaaS, where customizations are not allowed. Approach to be identified by 6/30/24 by Director of Application Services.
#3 Retained Access after Termination (Medium) Process Owner: Division of IT	Users are locked when they leave the university, but their locked account still retains access to sensitive business transactions.	Banner access to sensitive transactions should be removed from a user's account when an employee is terminated to prevent fraudulent activity.	Agree. Mitigations are in place at multiple levels to ensure no terminated employee gains access after termination. Removing user's security classes is another layer of security and YSU will work towards developing a new process where this can be accomplished in an automated way. This approach is to be identified by 12/31/24 by the Director of Infrastructure Services.
#4 Inappropriate Access in Banner (High) Process Owner: Division of IT and Data Custodians	Data Custodians reviewed access to sensitive and powerful transactions in Banner and identified many users with inappropriate access. There is not a consistent review of access by all Data Custodians to ensure access to sensitive information and powerful transactions is appropriate.	An annual, centrally facilitated review should be completed by all Data Custodians to confirm access is appropriate.	Agree. A new process will be implemented to update Banner access and include a new change job report when a person changes jobs. This process will provide Data Custodians with visibility to identify any inappropriate Banner access. Work will begin in April 2024 and will work towards a defined approach by 6/30/24.

Summary of Audit Comments

Audit Comment (Risk Level)	Observation	Recommendation	Management Response
<p>#5 Standard Operating Procedure for Banner Access Review (High)</p> <p>Process Owner: Division of IT and Data Custodians</p>	<p>A standard operating procedure for Banner user access review does not exist.</p>	<p>A standard operating procedure for Banner user access review should be created and used by Data Custodians.</p>	<p>Agree. An access review process will be identified and formalized over time, as YSU is in the process of forming a new Data Governance/Data Integrity team. Data owners will be identified, standards enforced, and policies will be reviewed by 12/31/24.</p>

Audit Comments
YSU Banner Access Audit
Audit #2023-1057

Audit Comment #1 Division of Information Technology Access in Banner (High)

Observation: Division of Information Technology employees had maintenance access to many sensitive business transactions in the production Banner system. This includes Kent State University (KSU) database administrators who perform Banner system administrator functions for Youngstown State University (YSU) as part of a shared service agreement, and also YSU IT employees who support the Banner system.

While it may be acceptable for supporting IT users to have view only access to some business transactions in the production Banner system, maintenance access is not needed per their job function and represents a potential weakness in security of sensitive and powerful actions in Banner.

Recommendation: Maintenance access to business transactions should be removed from Division of IT users. Some actions were taken during the audit to remove maintenance access, but additional access remains that should be removed.

Management Response: We agree with the recommendations. Actions were taken by Division of IT to limit KSU database administrators' Banner access and YSU IT employee access as needed. Completed on 8/8/2023.

Audit Comment #2 PII Access in Banner (High)

Observation: Sensitive Personally Identifiable Information (PII) can be viewed by many users. Not all users who have access require the ability to see full PII. PII can be seen in full display in transactions in Finance, Financial Aid, Human Resources, Student, and some general screens.

The Finance Data Custodians noticed this during their review of user access and addressed the issue by removing users who do not require access to view the full PII from their classes. While this solution was plausible for Finance, it may not be an acceptable solution in other modules. Masking of PII in Banner is possible through a customized security solution if access cannot be removed in all cases.

Recommendation: YSU should consider solutions to removing access to full PII or masking PII for users who do not require access per job function. A consistent approach to restricting access is preferable for maintaining access across all Banner modules.

Management Response: We agree that masking PII is a good idea. We will continue to review solutions that would accomplish this but need to be cognizant of a potential move to Banner SaaS, where customizations are not allowed. Approach to be identified by 6/30/2024 by Director of Application Services.

Audit Comment #3 Retained Security Roles on Locked User after Termination (Medium)

Observation: When an employee is terminated from the university, their access is locked in the Banner system. However, their user ID still has security/classes that provide access to business transactions. While locking the ID prevents a user from being able to log in to the system, it does not provide full assurance that inappropriate access is mitigated.

Best practices for removing users from access include removing the privileges on the user account. In addition, some situations require that the user retain a minimal level of access to read email, view tax forms, or obtain pay statements, for example. By removing business classes that contain sensitive business functionality, the possibility of an ex-employee gaining access to sensitive information are minimized, in addition to preventing fraudulent activity that could occur since access remains on the account.

Recommendation: YSU should consider removing business security/classes when a user no longer works for the university. It may be possible to run scripts that would remove user access after a period of time and can also be used to remove access to nonactive employees that currently exist in the system.

Management Response: YSU believes that locking users at the highest level satisfies the needs of both Data Custodians and IT Infrastructure, security staff, where accounts are locked, preventing access to Banner information, but still available for modeling security for a given position. YSU mitigates risk by having these safeguards in place:

- User's Banner Oracle account is locked
- User's Account Profile is configured to prevent a password reset and prevent unlocking
- User's Banner Enterprise Access record is removed so user cannot login to Banner Admin Pages

We agree that removing user's security classes is another layer of security and YSU will work towards developing a new process where this can be accomplished in an automated way. This approach is to be identified by 12/31/2024 by the Director of Infrastructure Services.

Audit Comment #4 Inappropriate Access in Banner (High)

Observation: Based on the review of user access by Data Custodians, many users had inappropriate access to sensitive and powerful transactions in Banner. This was expected since an organized effort across all Banner modules had not taken place prior to the audit.

Summary of the types of exceptions found are listed below:

- Job Change: a user who previously worked in the business area but who no longer requires access in Banner. This was the most prevalent exception found.
- Terminated employee: a user who has left the university. Exceptions found may have been a timing issue related to when the user access report was run and when the user was locked following termination.
- Student ID: a student employee who previously worked in the business area but who no longer requires access in Banner. Not a frequent or common exception since there are not many students at YSU with access to Banner business transactions.

Recommendation: A centrally facilitated, organized approach to reviewing access in Banner is needed to provide assurance that access to sensitive information and powerful actions is restricted to only those users who require it. A report showing job transfers may provide Data Custodians with visibility to job changes that may impact security.

Management Response: We agree with the recommendations. We will work to implement a new process to update Banner access and include a new change job report when a person changes jobs. This process will provide Data Custodians with visibility to identify any inappropriate Banner access. Division of IT and HR Data Custodians will begin a project in April 2024 and will work towards a defined approach by 6/30/2024.

Audit Comment #5 Standard Operating Procedure for Banner Access Review (High)

Observation: Per inquiry of access control review procedures, a consistent review process is not in place for all Data Custodians.

The result of testing showed exceptions for various types of inappropriate access and includes access to sensitive information and powerful actions.

Due to the high number of exceptions in access to sensitive information and powerful actions, recurring reviews by Data Custodians are necessary to find users with inappropriate access. Standard Operating Procedures are needed to strengthen the control environment.

Recommendation: Standard Operation Procedures should be developed to provide additional structure around the control environment and assurance that Banner access is appropriate. The Division of IT, with input from the Data Custodians should create a centralized access clean-up (or recertification) procedure. Characteristics to strengthen the control environment include:

- Ongoing notice of employee job position changes (including new and old job position) so that proper assessment of user access can occur.
- Consistent review activity among all Data Custodians is needed, coordinated by a central group to initiate the review process, gather evidence of access changes, and confirm all reviews are completed.
- Verification and documentation of access changes following a review/update of user access.
- A risk-based approach to identify and focus the reviews on sensitive data and powerful actions and appropriate segregation of duties. Banner forms with sensitive information should be identified and used during the recertification process.
- Review of student access to ensure access is appropriate and relevant.

Management Response: We agree with the recommendations and believe this process could formalize over time, as YSU is in the process of forming a new Data Governance/Data Integrity team. Data owners will be identified, standards enforced, and policies will be reviewed. Progress will be reported on 5/31/2024.

YSU Anonymous Reporting Hotline
Aggregated Statistics
 Fiscal Year 2024 Quarter 1

Hotline Activity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
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Reports received	3	-	-	-	3
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Closed					
Unsubstantiated/insufficient information	0	-	-	-	0
Process enhancements noted	0	-	-	-	0
Investigation	1	-	-	-	1
Referred	2	-	-	-	2
Total Closed	3				3

Under review at quarter end	-	-	-	-	-
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Reporting Method	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Ethicspoint Phone	0	-	-	-	0
Ethicspoint Website	3	-	-	-	3
Total:	3	-	-	-	3

Reporter Anonymity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Anonymous	3				3
Not anonymous	0				0
Total:	3	-	-	-	3

Youngstown State University
Quarterly Internal Audit Plan Update
FY24 Q1 July 1 - September 30, 2023

Projects									
Project Area	Risk Category	Risk Level*	Status**	Actual Q1 Hours	Actual Q2 Hours	Actual Q3 Hours	Actual Q4 Hours	Actual YTD Hours	Audit Plan Budgeted Hours
Current Year Audits:									
Student Billing, Collections, and Accounts Receivable	Financial & Operational	High	Completed	25	-	-	-	25	0
Banner User Access (KSU IT Audit)	IT & Compliance	High	Completed	5	-	-	-	5	0
Division of Workforce Education & Innovation	Operational, Financial, & Compliance	High	In Process	112	-	-	-	112	410
Division of Workforce Education & Innovation Student Information System (KSU IT Audit)	IT & General Controls	High	Planned	-	-	-	-	-	0
Facilities and Building Access	Facilities, Operational, & Compliance	High	Planned	-	-	-	-	-	225
Conflict of Interest	Compliance & Operational	High	Planned	-	-	-	-	-	225
Consulting & Advisory									
Consulting & Advisory/ERM	Various	Moderate	Ongoing	67	-	-	-	67	50
Continuous Auditing Analytics									
Payroll	Financial, Operational, Compliance	Moderate	Ongoing	30	-	-	-	30	150
Accounts Payable	Financial, Operational, Compliance	Moderate	Ongoing	32	-	-	-	32	150
EthicsPoint Hotline Monitoring	Various	High	Ongoing	15	-	-	-	15	100
Follow-up on Open Audit Recommendations	Various	Various	Ongoing	2	-	-	-	2	120
Total Project Hours				288	-	-	-	288	1,430

***Risk Level**
 Assessment of potential impact of risks and likelihood of risk events occurring; rating drives Internal Audit plan priorities:
High - significant risk area, high priority for Internal Audit coverage
Medium - moderate risk area, moderate priority for Internal Audit coverage

Non-Project Hours						
Category	Actual Q1 Hours	Actual Q2 Hours	Actual Q3 Hours	Actual Q4 Hours	Actual YTD Hours	Audit Plan Budgeted Hours
Professional Development	10			-	10	100
Administrative:	222				222	550
Total Administrative Hours	232	-	-	-	232	650

****Status Definitions**
Planned - as per audit plan, schedule to start in current FY
In Process - in progress at quarter end
Complete - audit procedures concluded and results communicated
Deferred - moved from current FY plan per updated risk assessment

Total Hours **520** **-** **-** **-** **520** **2,080**

Audit Recommendations Status- FY2024 Q1

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2020-01-01	Policies and Procedures Student Organizations Audit	Update policies to address financial management requirements including tax status, accounting concepts, record keeping, contract requirements, funding mechanisms and procedures, disbursement controls, agency account and off-campus cash accounts.	Policies will be developed in this area.	The Office of Student Activities has recently upgraded to a new management system called CampusGroups which trains and tracks members of student organizations. It will track and tag all student treasurers to complete the training module. The new program should be fully implemented by the fall of 2023.	The CampusGroups implementation has been taking longer than expected. Work is being done to set up all the components of the new system. We are on track to complete this recommendation by mid-semester.
Dated Issued	2/17/2020					
Risk Category	Financial					
Risk Level	Low					
Division	Student Experience					
Deadline	8/31/2020					
New Deadline	12/31/2023					
Current Status	Deadline Revised					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2023-01	Student Bill Presentation Student Billing, Collections, & Accounts Receivable Audit	Evaluate developing script to combine charges for more simplified, condensed presentation on student bills.	Discussions have occurred and meetings are scheduled with Kent State to explore opportunities for YSU to utilize and modify existing script used by Kent State. An IT work order has been established to move forward to simplify and condense the presentation of the student bills. The implementation depends on IT resources and the complexity of the script needed.		Work order has been created for IT to review and discussions have been initiated between Bursar and IT office. Further discussions will take place as progress on work order continues.
Dated Issued	8/10/2023					
Risk Category	Operational					
Risk Level	Medium					
Division	Finance/Business Operations					
Deadline	6/30/2024					
New Deadline						
Current Status	On Schedule					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2023-01	Reducing Cash Collections Student Billing, Collections, & Accounts Receivable Audit	Consider implementing policies and procedure to further reduce the amount of cash payments collected and processed.	Realizing the inherent risk of collecting and handling cash the Bursar office collaborated with PNC and the Penguin Service Center earlier this year and implemented potential opportunities to reduce cash payments received from students. Continued efforts will be made to further reduce the amount of cash payments collected and processed.		Bursar and Student Experience offices have met with PNC representative to discuss a more efficient way for students (particularly international students) to open accounts with the bank. If alternatives can be established with PNC so students can easily deposit the cash with the bank students can then process payments online by ACH transactions which will reduce the cash processed by YSU cashiers. The first meeting was on 10/13 with a follow-up meeting scheduled for 11/9.
Dated Issued	8/10/2023					
Risk Category	Financial					
Risk Level	Medium					
Division	Finance/Business Operations					
Deadline	2/1/2024					
New Deadline						
Current Status	On Schedule					

Audit Recommendations Status- FY2024 Q1

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2023-01	Student Write-Off Review	Enhance internal controls to ensure write-off transactions are accurate and proper. Complete the process to automate the write off process to ensure accuracy and efficiency reducing the volume of manual transactions for posting and manual review.	A review of write-offs in total is completed by the Bursar and Controller’s office on an annual basis. Discussions and documentation for a work order to automate the write-off process was already in place prior to this audit.		A work order was created to automate the write-off process prior to the audit. IT created the job and Bursar office is in the process of testing it.
Dated Issued	8/10/2023					
Risk Category	Financial, Operational	Student Billing, Collections, & Accounts Receivable Audit				
Risk Level	Medium					
Division	Finance/Business Operations					
Deadline	12/31/2023					
New Deadline						
Current Status	On Schedule					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2023-01	Student Billing Procedures	Enhance internal controls by implementing a recurring periodic, such as annual, review of the Student Billing Procedures to ensure they are updated and complete.	Periodic review and updates for continual improvements are done at least annually and as staff are trained to ensure accurate documentation is maintained and up to date.		The Student Billing procedures have been updated several times since the audit with the last update being 10/26/23. The Student Billing procedures have been used as part of the current cross-training for the Accountant Examiner III position and are revised as needed.
Dated Issued	8/10/2023					
Risk Category	Financial	Student Billing, Collections, & Accounts Receivable Audit				
Risk Level	High					
Division	Finance/Business Operations					
Deadline	7/1/2023					
New Deadline						
Current Status	CLOSED					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2023-01	Daily Balancing Documentation	Enhance daily balancing procedures to ensure documentation is complete including date of balancing, explanation of variance, and separate preparer/reviewer sign-off. Ensure documented procedures for daily balancing include these items.	Documented procedures for daily balancing include the recommended items but reconciliation spreadsheet was updated to include that credit card differences are a timing difference. Revised spreadsheet used beginning July 2023.		Date, preparer signature, reviewer signature, and explanation of variances other than credit card timing differences were corrected in fall of 2022, prior to the audit. Spreadsheet was revised in July to reflect the credit card timing differences more clearly.
Dated Issued	8/10/2023					
Risk Category	Financial	Student Billing, Collections, & Accounts Receivable Audit				
Risk Level	Medium					
Division	Finance/Business Operations					
Deadline	7/1/2023					
New Deadline						
Current Status	CLOSED					

Audit Recommendations Status- FY2024 Q1

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2023-01	Review of Appeals Posting	Enhance controls to ensure consistent review of recording of approved student appeals.	Workpapers were updated to include evidence of review to make sure that there is a consistent review of appeal calculations. Documented procedures will be periodically reviewed.		Workpaper was updated to add a column for supervisor review. It has been reviewed every month since the audit.
Dated Issued	8/10/2023	Student Billing, Collections, & Accounts Receivable Audit	Ensure the review is included in documented procedures and procedures are periodically reviewed and communicated to appropriate Bursar's office staff.			
Risk Category	Financial					
Risk Level	Low					
Division	Finance/Business Operations					
Deadline	6/1/2023					
New Deadline						
Current Status	CLOSED					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2023-01	Documentation of Supervisory Review of TGRCHSR Report	Enhance controls by implementing a sign-off to document weekly review of the TGRCHSR report.	A spreadsheet has been developed to document evidence of review.		Spreadsheet created to reflect evidence of Bursar review of TGRCHSR reports. Spreadsheet includes activity period, date reviewed, reviewer, and note of any discrepancies or unusual items.
Dated Issued	8/11/2023	Student Billing, Collections, & Accounts Receivable Audit				
Risk Category	Financial					
Risk Level	Low					
Division	Finance/Business Operations					
Deadline	7/1/2023					
New Deadline						
Current Status	CLOSED					

To Management and the Board of Trustees
Youngstown State University

This report is subject to review and acceptance by the Auditor of State's office, and the requirements of Ohio Revised Code § 117.25 are not met until the Auditor of State certifies this report. This process will be completed by the Auditor of State in a reasonable time frame, and reports are subject to change if the Auditor of State determines that modification of a report is necessary to comply with required accounting or auditing standards or Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*.

Plante & Moran, PLLC

October 12, 2023



**YOUNGSTOWN
STATE
UNIVERSITY**

**MAHONING COUNTY
SINGLE AUDIT REPORT**
For the Years Ended
June 30, 2023 and 2022

YOUNGSTOWN STATE UNIVERSITY

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YOUNGSTOWN STATE UNIVERSITY

MESSAGE FROM INTERIM PRESIDENT LAFFERTY

October 13, 2023

As the 2022-23 academic year began, Youngstown State University embarked on a momentous transition as President Jim Tressel, who served as our ninth president, announced that he would be stepping aside on January 31, 2023. While this marked the first change in leadership on our campus in 8.5 years, our unwavering focus on learning and service has allowed YSU to confront the evolving landscape of higher education with resilience. We remain committed to providing our students with opportunities to excel academically and professionally.

Notably, YSU students have continued to shine both inside and outside the classroom. Jason Hess, a Mechanical Engineering major and member of the Sokolov Honors College, was announced as a 2023 Truman Scholar by the Board of Trustees of the Harry S. Truman Scholarship Foundation. The Truman Scholarship is the premier graduate scholarship for aspiring public service leaders in the United States. Hess is YSU's first-ever recipient of the prestigious Truman Scholarship. Our Concrete Canoe team, for the second time in program history, placed second overall at the national American Society of Civil Engineers' annual Concrete Canoe Competition, and the Penguin Steel Bridge team's historic achievement at the national level are testaments to the dedication and talent of our students. Furthermore, YSU's faculty and staff have excelled in securing research and service grants, totaling nearly \$16 million in the past fiscal year, a record high for our institution. This remarkable achievement underscores our commitment to advancing knowledge and making a positive impact on our community and beyond. In addition to academic excellence, YSU's Division of Workforce Innovation and Education continues to play a pivotal role in bridging the skills gap and contributing to regional economic growth.

Youngstown State University remains a robust institution with great momentum. Our exceptional students, dedicated faculty and staff, and the generous support of our alumni, donors, and stakeholders continue to propel us forward as a positive force in our region. YSU's economic impact on the Youngstown community and the region as a whole is substantial. Our contributions to job creation, industry partnerships, and community development initiatives have fostered economic growth, innovation, and employment opportunities. YSU's role in preparing a skilled workforce aligned with the needs of local industries further solidifies our commitment to driving economic development and prosperity in our region. We are confident that Youngstown State University will remain a catalyst for positive change, an engine of economic growth, and a place where learning and service thrive.

Sincerely,



Helen K. Lafferty, Ph.D.
Interim President

Independent Auditor's Report

To the Board of Trustees
Youngstown State University

Report on the Audits of the Financial Statements

Opinions

We have audited the financial statements of the business-type activities and the discretely presented component unit of Youngstown State University (the "University"), a component unit of the State of Ohio, as of and for the years ended June 30, 2023 and 2022 and the related notes to the financial statements, which collectively comprise Youngstown State University's basic financial statements, as listed in the table of contents.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the business-type activities and the discretely presented component unit of Youngstown State University as of June 30, 2023 and 2022 and the respective changes in its financial position and, where applicable, cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audits of the Financial Statements* section of our report. We are required to be independent of the University and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Emphasis of Matter

As discussed in Note 1 to the financial statements, in 2023, the University adopted new accounting guidance under Governmental Accounting Standards Board (GASB) Statement No. 96, *Subscription-Based Information Technology Arrangements*. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for 12 months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

To the Board of Trustees
Youngstown State University

Auditor's Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that audits conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing audits in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, the schedule of the University's proportionate share of the net pension liability, the schedule of the University's pension contributions, the schedule of the University's proportionate share of the net OPEB liability (asset), and the schedule of the University's OPEB contributions be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, which considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audits of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

To the Board of Trustees
Youngstown State University

Supplementary Information

Our audits were conducted for the purpose of forming opinions on the financial statements that collectively comprise Youngstown State University's basic financial statements. The schedule of expenditures of federal awards, as required by Title 2 US. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the "Uniform Guidance"), is presented for the purpose of additional analysis and is not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated in all material respects in relation to the basic financial statements as a whole.

Additional Information

Management is responsible for the message from President Lafferty, list of the board of trustees, and list of the executive officers, which are presented for the purpose of additional analysis and are not a required part of the basic financial statements. Our opinion on the financial statements does not cover such information, and we do not express an opinion or any form of assurance thereon.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated October 12, 2023 on our consideration of Youngstown State University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Youngstown State University's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Youngstown State University's internal control over financial reporting and compliance.



October 12, 2023

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS

The Management's Discussion and Analysis section of Youngstown State University's (the University or YSU) Financial Report presents a discussion and analysis of the financial performance of the University during the fiscal year ended June 30, 2023 with comparative information for the fiscal years ended June 30, 2022 and June 30, 2021. This discussion has been prepared by management and should be read in conjunction with the financial statements and the accompanying notes that follow.

Introduction

An Institution of Opportunity: YSU inspires individuals, enhances futures, and enriches lives.

As a student-centered university, Youngstown State University's mission is to provide innovative lifelong learning opportunities that will inspire individuals, enhance futures, and enrich lives. YSU inspires individuals by cultivating a curiosity for lifelong learning; enhances the futures of our students by empowering them to discover, disseminate, and apply their knowledge; and enriches the region by fostering collaboration and the advancement of civic, scientific, and technological development. YSU's culture of enrichment flourishes in our diverse, accessible, and quality education.

Youngstown State University is where students thrive in their educational and career pursuits, where scholarship creates innovative solutions, and where community engagement is a cornerstone of collaboration that collectively contribute to the sustainable prosperity of the region and beyond.

We - the faculty, staff, administrators, and students of Youngstown State University - hold the following values essential to achieving the mission and realizing the vision:

- Centrality of Students – We put students first, fostering their holistic and lifelong success.
- Excellence and Innovation – We bring academic excellence and innovation to learning and life for all stakeholders.
- Integrity and Human Dignity – We root all behaviors, decisions and actions in the achievement of integrity, mutual respect, collegiality, equity and inclusion.
- Collaboration and Public Engagement – We embrace collaboration and create innovative partnerships to foster sustainability and enrich our university, our culture, and region.

The University started out as a single commercial law course offered by the local YMCA. Over a century later, it serves the Youngstown area with the same passion, and consists of the College of Graduate Studies and five undergraduate colleges: the Beeghly College of Liberal Arts, Social Sciences, and Education; the Bitonte College of Health and Human Services; the Cliffe College of Creative Arts; the College of Science, Technology, Engineering, and Mathematics; and the Williamson College of Business Administration. The University offers degrees at the undergraduate, graduate, and doctoral levels.

The University is located on a 145-acre campus near downtown Youngstown, Ohio and is equidistant (approximately 60 miles) from both Pittsburgh and Cleveland. Fall 2023 enrollment was 10,993.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Using the Financial Statements

The University's financial report includes three basic financial statements: the Statement of Net Position; the Statement of Revenues, Expenses, and Changes in Net Position; and the Statement of Cash Flows. These financial statements are prepared in accordance with the financial reporting format required by the Governmental Accounting Standards Board's (GASB) Statements No. 34, *Basic Financial Statements and Management's Discussion and Analysis for State and Local Governments*, as amended; and No. 35, *Basic Financial Statements and Management's Discussion and Analysis for Public Colleges and Universities*, as amended. These statements establish standards for external financial reporting for public colleges and universities and require that financial statements be presented on a basis to focus on the financial condition of the University, the results of operations, and cash flows of the University as a whole.

During fiscal year 2018, the University adopted GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other than Pensions (OPEB)* and during fiscal year 2015, the University adopted GASB Statement No. 68, *Accounting and Financial Reporting for Pensions - an amendment of GASB Statement No. 27*. These statements significantly revised accounting for pension/OPEB costs and assets/liabilities.

Prior to GASBs 68 and 75, the accounting for pension/OPEB costs, was focused on a funding approach, which limited pension/OPEB costs to contributions annually required by law, which may or may not be sufficient to fully fund each pension plan's net pension/OPEB asset/liability.

Under the standards required by these statements, the net pension/OPEB asset/liability equals the University's proportionate share of each pension/OPEB plan's collective present value of estimated future pension/OPEB benefits attributable to employees' past service minus plan assets available to pay these benefits. Pension/OPEB obligations, whether funded or unfunded, are part of the "employment exchange" – that is, the employee is trading his or her labor in exchange for wages, benefits and the promise of a future pension and OPEB. The unfunded portions of these pension/OPEB promises are a present obligation, part of a bargained-for benefit to the employee, and are reported by the University as liabilities since the benefit of the exchange was received.

The nature of Ohio's statewide pension systems and state law governing those systems requires additional explanation in order to properly understand the information presented in these statements. The University is not responsible for certain key factors affecting the balance of these liabilities. In Ohio, the employee shares the obligation of funding pension benefits with the employer. Both employer and employee contribution rates are capped by the State statute. A change in these caps requires action by both Houses of the General Assembly, and approval of the Governor. Benefit provisions are also determined by State statute. The employee enters the employment exchange with the knowledge that the employer's promise is limited not by contract but by law. The employer enters the exchange also knowing that there is a specific, legal limit to its contribution to the pension system. In Ohio, there is no legal means to enforce the unfunded liability of the pension system against the public employer. State law operates to mitigate the obligation of the public employer to the employee because all parties enter the employment exchange with notice as to the law. The pension system is responsible for the administration of the plan.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Most long-term liabilities have set repayment schedules or, in the case of compensated absences (i.e. sick and vacation leave), are satisfied through paid time-off or termination payments. There is no repayment schedule for the net pension/OPEB asset/liabilities. Changes in pension/OPEB benefits, contribution rates, and return on investments affect the balances of the net pension/OPEB asset/liabilities, but are outside the control of the public employer. In the event that contributions, investment returns and other changes are insufficient to keep up with required payments, State statute does not assign/identify the responsible party for the unfunded portion. Due to the unique nature of how the net pension/OPEB asset/liabilities are satisfied, these assets and liabilities are separately identified within the noncurrent asset and noncurrent liability sections of the Statement of Net Position.

In accordance with GASBs 68 and 75, the University's statements, prepared on an accrual basis of accounting, include an annual pension/OPEB expense for the proportionate share of each pension plan's *change* in net pension/OPEB asset/liability.

Overall key presentation elements of the financial statements include:

- Assets and liabilities are categorized as either current or noncurrent. Current assets and liabilities will be consumed or fulfilled within one year.
- Revenues and expenses are categorized as either operating or non-operating. Significant recurring sources of the University's revenues, including State of Ohio (State) appropriations, certain grants, gifts and investment income are considered non-operating, as defined by GASB Statement No. 35.
- University scholarships that represent reduced tuition (i.e., are applied to student accounts rather than refunded to students) are shown as a reduction of tuition, fees and other student charges, while payments made directly to students are presented as scholarship expense. Third party scholarships are treated as though the students made the payments themselves.
- Capital assets are reported net of accumulated depreciation and amortization.

In accordance with GASB Statement No. 14, *The Financial Reporting Entity*, as amended by GASB Statement No. 39, *Determining Whether Certain Organizations Are Component Units*, and GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*, The Youngstown State University Foundation (YSUF or Foundation) is treated as a component unit of the University. The Foundation is discretely presented in this report by presentation of the individual financial statements immediately following the University's respective GASB financial statements. Additional information on this component unit is contained in Note 15. Management's Discussion and Analysis focuses on the University and does not include the component unit.

In fiscal year 2022, the University adopted GASB Statement No. 87 *Leases* the objective of which is to better meet the information needs of financial statement users by improving accounting and financial reporting for leases. This resulted in a change in accounting principle that was reflected as of July 1, 2020.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

In fiscal year 2023, the University adopted GASB Statement No. 96 *Subscription-Based Information Technology Arrangements* (SBITAs) the objective of which is to better meet the needs of financial statement users by improving accounting and financial reporting for subscription-based information technology arrangements. This resulted in a change in accounting principle and has been reflected as of July 1, 2021. Refer to Note 1 for details.

The Statement of Net Position

The Statement of Net Position presents the financial position of the University at the end of the fiscal year and includes all assets (current and noncurrent), deferred outflows of resources, liabilities (current and noncurrent), deferred inflows of resources, and net position of the University. Current assets are classified as such if they are available to satisfy current liabilities, which are generally defined as being due within one year of the date of the Statement of Net Position. Net position is one indicator of the financial condition of the University, while the change in net position is an indicator of whether the overall financial condition has improved or worsened during the year.

A summarized comparison of the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position at June 30, 2023, 2022, and 2021 follows:

	June 30, 2023	As Restated June 30, 2022	June 30, 2021
Assets			
Current assets	\$ 79,812,952	\$ 86,366,161	\$ 94,074,484
Noncurrent assets			
Capital assets, net	232,127,268	233,704,247	226,308,045
Other assets	35,505,385	39,870,619	38,723,748
Total noncurrent assets	<u>267,632,653</u>	<u>273,574,866</u>	<u>265,031,793</u>
Total Assets	<u>347,445,605</u>	<u>359,941,027</u>	<u>359,106,277</u>
Deferred Outflows of Resources	47,522,270	25,271,598	19,957,699
Liabilities			
Current liabilities	31,618,258	30,735,060	27,328,028
Noncurrent liabilities	200,887,528	132,223,262	182,111,301
Total Liabilities	<u>232,505,786</u>	<u>162,958,322</u>	<u>209,439,329</u>
Deferred Inflows of Resources	<u>20,470,496</u>	<u>79,906,614</u>	<u>43,242,835</u>
Net Position			
Net investment in capital assets	\$ 160,487,997	\$ 157,722,125	\$ 156,049,345
Restricted	37,998,645	37,343,505	28,284,607
Unrestricted	(56,495,049)	(52,717,941)	(57,952,140)
Total Net Position	<u>\$ 141,991,593</u>	<u>\$ 142,347,689</u>	<u>\$ 126,381,812</u>

Current assets include unrestricted and restricted cash and cash equivalents, investments that mature within one year, receivables, inventories, and other short-term assets. Noncurrent assets include unrestricted investments that mature in more than one year and investments that are restricted by donors or external parties as to their use. Also included are receivables deemed to be collectible in more than one year, capital assets, and net OPEB assets. Current assets decreased

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

\$6.6 million from fiscal year 2022 to fiscal year 2023 and decreased \$7.7 million from fiscal year 2021 to fiscal year 2022. Noncurrent assets decreased \$5.9 million from fiscal year 2022 to fiscal year 2023 and increased \$8.5 million from fiscal year 2021 to fiscal year 2022.

Deferred outflows of resources include resources where the consumption is applicable to a future reporting period, but does not require further exchange of service. Deferred outflows, which include items relating to pensions/OPEB, increased \$22.2 million from fiscal year 2022 to fiscal year 2023 and increased \$5.3 million from fiscal year 2021 to fiscal year 2022.

Current liabilities include all liabilities that are payable within the next fiscal year. Unearned revenues, principally from summer programs, are also presented as current liabilities. Liabilities that are due to be paid beyond the next fiscal year are reported as noncurrent liabilities and include debt, leased liabilities, compensated absences, and net pension/OPEB asset/liabilities. Current liabilities increased \$.9 million from fiscal year 2022 to fiscal year 2023 and increased \$3.4 million from fiscal year 2021 to fiscal year 2022. Noncurrent liabilities increased \$68.6 million from fiscal year 2022 to fiscal year 2023 and decreased \$49.9 million from fiscal year 2021 to fiscal year 2022.

Deferred inflows of resources represent the acquisition of resources that are applicable to a future reporting period. Deferred inflows of resources which include unamortized concession arrangements and items relating to pensions/OPEB decreased \$59.4 million from fiscal year 2022 to fiscal year 2023 and increased \$36.7 million from fiscal year 2021 to fiscal year 2022.

Assets

Assets primarily consist of cash and cash equivalents, investments, receivables and capital assets. The following table summarizes balances at:

	June 30, 2023	As Restated June 30, 2022	June 30, 2021
Cash and cash equivalents	\$ 20,392,242	\$ 29,097,272	\$ 26,292,042
Investments	76,557,949	70,088,007	76,697,768
Accounts, loans, and pledges receivable, net	9,619,205	11,994,668	18,574,813
Net OPEB asset	6,776,000	13,227,241	9,486,443
Capital assets, net	232,127,268	233,704,247	226,308,045
Other	1,972,941	1,829,592	1,747,166
Total Assets	<u>\$ 347,445,605</u>	<u>\$ 359,941,027</u>	<u>\$ 359,106,277</u>

Cash and cash equivalents decreased \$8.7 million or 30% from fiscal year 2022 to fiscal year 2023. The decrease was due to a combination of \$71.4 million used in operating activities, \$77.1 million provided by noncapital financing activities, \$.2 million used in investing activities, and \$14.2 million used in capital and related financing activities.

Investments increased \$6.4 million or 9% from fiscal year 2022 to fiscal year 2023. Unrestricted investments increased \$5.1 million whereas endowments and restricted investments increased \$1.3

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

million. The increase was primarily due to investment income and unrealized gains resulting from a favorable market environment.

Overall accounts, loans, and pledges receivable decreased \$2.4 million or 20% from fiscal year 2022 to fiscal year 2023. The decrease was primarily due to a decrease in net accounts receivable. Net accounts receivable decreased \$2.2 million from \$11.7 million at June 30, 2022 to \$9.5 million at June 30, 2023, including a \$.5 million decrease in net student accounts, a \$1.3 million decrease in grants and contracts receivable, and a \$.4 million decrease in state appropriations receivable. The decrease in grants and contracts receivables was due to the drawdown of prior year unreimbursed HEERF funds and receivables relating to the Energy Storage Report and Roadmap, and construction of the Excellence Training Center. State capital appropriation receivables decreased due to decreased year end activity on capital projects funded from state capital appropriations.

Net OPEB assets decreased \$6.5 million or 49% from fiscal year 2022 to fiscal year 2023. The decrease was primarily due to a combination of a \$7.3 million decrease in the OPERS net OPEB asset and a \$.8 increase in the STRS net OPEB asset. The STRS Ohio and OPERS net OPEB asset balances were \$6.8 million and \$0 at June 30, 2023 and \$5.9 million and \$7.3 million at June 30, 2022, respectively.

Cash and cash equivalents increased \$2.8 million or 11% from fiscal year 2021 to fiscal year 2022. This increase was due to a combination of \$97.4 million used in operating activities, \$108.7 million provided by noncapital financing activities, \$.8 million used in investing activities, and \$7.7 million used in capital and related financing activities.

Investments decreased \$6.6 million or 9% from fiscal year 2021 to fiscal year 2022. Unrestricted investments decreased \$4.5 million whereas endowments and restricted investments decreased \$2.1 million. This decrease was primarily due to unrealized losses resulting from an unfavorable market environment. Investments in equity mutual funds and common stock funds decreased \$9.2 million and \$2.7 million, respectively, whereas alternative investments increased \$5 million.

Overall accounts, loans, and pledges receivable, net decreased \$6.6 million or 35% from fiscal year 2021 to fiscal year 2022. This decrease was primarily due to a decrease in net accounts receivable. Net accounts receivable decreased \$6.3 million from \$18 million at June 30, 2021 to \$11.7 million at June 30, 2022. Student accounts, net decreased \$1.1 million, largely due to the utilization of \$2.7 million of HEERF funds to discharge student debt. Grants and contracts receivables, net decreased \$5.8 million due to the draw down of \$2.6 million in unreimbursed uses of HEERF funds and receipt of \$2.7 million in grants receivables relating to the construction of the Excellence Training Center. State capital appropriations receivables increased \$1 million due to increased year end activity on capital projects funded from state capital appropriations.

Net OPEB assets increased \$3.7 million or 39% from fiscal year 2021 to fiscal year 2022. The increase was primarily due to a \$3.3 million increase in the OPERS net OPEB asset. The STRS Ohio and OPERS net OPEB asset balances were \$5.9 million and \$7.3 million at June 30, 2022 compared to \$5.5 million and \$4 million at June 30, 2021, respectively.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Refer to Note 3 for additional information on cash and cash equivalents, Note 4 for details on investments, Note 5 for information on accounts and loans receivable, and Note 6 for information on pledges receivable.

At June 30, 2023, the University had \$232.1 million in capital assets, net of accumulated depreciation and amortization. Depreciation and amortization totaled \$17.9 million, \$15.5 million, and \$14.1 million in fiscal years 2023, 2022, and 2021 respectively.

Details of net capital assets are shown below.

	June 30, 2023	As Restated June 30, 2022	June 30, 2021
Land	\$ 18,608,679	\$ 18,538,609	\$ 17,810,443
Buildings, net	87,670,344	92,196,287	96,922,214
Improvements to buildings, net	85,333,457	80,215,957	81,347,110
Improvements other than buildings, net	18,768,673	19,866,589	20,994,408
Construction in progress	5,410,041	5,553,563	1,515,662
Moveable equipment and furniture, net	6,364,831	6,016,480	4,857,512
Vehicles, net	361,187	363,254	218,327
Historical treasures	1,056,488	1,041,338	1,021,538
Right-to-use assets - equipment, net	992,357	1,212,198	1,620,831
Right-to-use assets - SBITAs, net	7,561,211	8,699,972	-
Total Capital Assets, net	<u>\$ 232,127,268</u>	<u>\$ 233,704,247</u>	<u>\$ 226,308,045</u>

Major capital activity during fiscal year 2023 included the completion of the Watson Team Center, a facility designed for the University's engineering students to prepare for competitions. Improvements to various buildings across campus were also completed to address the exterior deterioration of the building envelopes, upgrades to HVAC and air handling units and upgrades to doors to enhance campus safety. In addition, the Korandovich Sports Medicine Center located in Beeghly Center, a space to serve the health care needs of the University's student-athletes, and the DiBacco Family Leadership Center, a multi-purpose meeting and classroom located in Stambaugh Stadium, were completed. Parking improvements included the completion of several new surface lots on the west side of campus as well as repairs to the M30 parking deck. Renovations were made to the first floor and basement of Moser Hall, the first floor of Silvestri Hall, the bathrooms in the east wing of Lyden House and the elevators in Jones Hall. In addition, a portion of Kohli Hall roof was replaced, as well as the Cafaro House hot water tank and flooring in various parts of the Andrews Recreation Center. Construction in progress includes the Arlington parking lot located at the site of the previous M60 parking deck, upgrades to the utility distribution systems, repairs to the M30 parking deck, renovations to the Lyden House bathrooms in the south wing, replacement of the Cushwa Hall and E.J. Salata Complex roofs, repairs to the elevators in Silvestri Hall and Beeghly Center, renovations to the STEM science labs in Ward Beecher Hall, renovations to the auditorium and classrooms in Moser Hall and renovations to the second floor of Silvestri Hall.

Right-to-use assets additions included printer/copier equipment and various information technology software leases.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Major capital activity during fiscal year 2022 included the completion of the campus development project to upgrade and replace various walkways, entrances, retaining walls and other exterior elements. Parking improvements included repairs and renovations to the parking decks during 2021 and the resurfacing of the M63 parking lot. Building improvements included the completion of the third phase of renovations in Ward Beecher Hall as well as renovations to the greenhouse. In addition, the third phase of renovations to the Physical Therapy department in Cushwa Hall were completed as well as the second phase of renovations in Fedor Hall. Renovations were also made in the Edward J. Salata Complex, the restrooms in Kilcawley Center and the Alumni Events office in Tod Hall. The chiller in Kilcawley House was replaced and upgrades were made to the air handling unit in Bliss Hall. Multiple parcels of land were purchased including parcels on Fifth Avenue and West Commerce Street with the intent of creating additional parking areas as well as parcels on West Rayen Avenue with the intent of creating the Watson Team Center, a space to house the University's engineering and engineering technology competition teams. Construction in progress includes the Watson Team Center and renovations to various buildings across campus to address the exterior deterioration of building envelopes, upgrade HVAC and air handling units, repair and replace elevators, upgrade the utility distribution systems and upgrade doors to enhance campus safety. In addition, renovations are underway in Moser Hall and the Lyden House bathrooms as well as repairs and renovations to Kohli Hall's roof.

In addition, the impact of the July 1, 2021 implementation of GASB 96 in fiscal year 2022 was an increase of \$8.7 million in net Right-to-use assets – SBITAs, including a \$7.6 million restatement of beginning balances, current year SBITA additions of \$3.5 million and current year amortization of \$2.4 million.

Major capital activity during fiscal year 2021 included the completion of the Excellence Training Center located in Kohli Hall as well as renovations to Fedor Hall and the two pedestrian bridges on campus. The second phase of renovations to the Physical Therapy department in Cushwa Hall was completed as well as renovations in Maag Library and the Natatorium in the Beeghly Center. In addition, restrooms in Sweeney Hall and Cushwa Hall were updated, the roofs on Fok Hall and Ward Beecher Hall were replaced, and structural improvements were made to Ward Beecher Hall. Also, renovations took place in Stambaugh Stadium to create office and locker room space for swimming and lacrosse, and the Beede Field artificial turf was replaced. Parking improvements included repairs and renovations to the M30 and M60 parking decks and the resurfacing of the M70 parking lot. Construction in progress includes Campus Development which will upgrade and replace various walkways, entrances, retaining walls and other exterior elements, repairs and renovations to the M30 and M60 parking decks, the second phase of renovations to Fedor Hall, the third phase of renovations to the Physical Therapy Department in Cushwa Hall, and the replacement of the Kilcawley House chiller.

See Note 7 for additional information on capital assets and Note 11 for leased liabilities related to right-to-use assets.

Other assets remained flat from fiscal year 2022 to fiscal year 2023, and from fiscal year 2021 to fiscal year 2022.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Deferred Outflows/Inflows of Resources

Deferred outflows of resources represent the consumption of resources that are applicable to a future reporting period, but do not require further exchange of goods or services; whereas deferred inflows of resources represent the acquisition of resources that are applicable to a future reporting period. The following table summarizes balances at:

Deferred Outflows of Resources	June 30, 2023	June 30, 2022	June 30, 2021
Related to pension	\$ 41,260,805	\$ 23,035,309	\$ 15,805,606
Related to OPEB	4,932,333	780,035	2,597,825
Bond refunding	1,329,132	1,456,254	1,554,268
Total Deferred Outflows of Resources	<u>\$ 47,522,270</u>	<u>\$ 25,271,598</u>	<u>\$ 19,957,699</u>

Deferred Inflows of Resources	June 30, 2023	June 30, 2022	June 30, 2021
Service concession agreements	\$ 45,000	\$ 132,500	\$ 220,000
Related to pension	14,043,127	65,195,303	22,329,129
Related to OPEB	6,382,369	14,578,811	20,693,706
Total Deferred Inflows of Resources	<u>\$ 20,470,496</u>	<u>\$ 79,906,614</u>	<u>\$ 43,242,835</u>

Included in deferred outflows of resources and deferred inflows of resources are items relating to pensions, OPEB, bond refunding, and service concession agreements. Certain elements impacting the changes in the net pension/OPEB asset/liabilities have a longer-term perspective than the current year, therefore to reduce volatility these elements are amortized over a closed period of specified duration. These include differences between expected and actual experience, changes of assumptions, net differences between projected and actual earnings of investments, and changes in the proportionate share of contributions. These elements can be reflected as either a deferred outflow of resources or a deferred inflow of resources.

Deferred outflows of resources increased \$22.2 million or 88% from fiscal year 2022 to fiscal year 2023. Deferred outflows of resources related to pension increased \$18.2 million or 79% primarily due to a combination of a \$22.2 million increase in the net difference between projected and actual earnings on pension plan investments, including a \$20.2 million increase related to the OPERS plan and a \$2 million increase in the STRS Ohio plan; and a \$4.8 million decrease in changes in assumptions, including a \$1.8 million decrease in the OPERS plan and a \$3 million decrease in the STRS Ohio plan. Deferred outflows of resources related to OPEB increased \$4.1 million or 532% primarily due a \$3 million increase in the net difference between projected and actual earnings on OPEB plan investments, including a \$2.9 million increase in the OPERS plan and a \$0.1 million increase in the STRS Ohio plan, and a \$1.3 million increase in changes in assumptions, including a \$1.4 million increase in the OPERS plan and a \$0.1 decrease in the STRS plan.

Deferred inflows of resources decreased \$59.4 million or 74% from fiscal year 2022 to fiscal year 2023. Deferred inflows of resources related to pension decreased \$51.1 million or 78% primarily due to a combination of a \$55.7 million decrease in the net difference between projected and actual earning on pension plan investments, including a \$24.7 million decrease in the OPERS plan and a \$31 million decrease in the STRS Ohio plan; a \$5.2 million increase in changes in assumptions in

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

the STRS Ohio plan; and a \$0.5 million decrease in the differences between expected and actual experience in the OPERS plan. Deferred inflows of resources related to OPEB decreased \$8.2 million or 56% primarily due to a combination of a \$0.8 million decrease in differences between expected and actual experience in the OPERS plan; a \$1.6 million decrease in changes in assumptions, including a \$2.8 million decrease in the OPERS plan and a \$1.2 million increase in the STRS Ohio plan; a \$5.1 million decrease in the net difference between projected and actual earnings on OPEB plan investments, including a \$3.5 million decrease in the OPERS plan and a \$1.6 million decrease in the STRS Ohio plan; and a \$0.7 million decrease in changes in proportion and differences between Reporting Unit contributions and proportionate share of contributions in the OPERS plan.

Deferred outflows of resources increased \$5.3 million or 27% from fiscal year 2021 to fiscal year 2022. Deferred outflows of resources related to pension increased \$7.2 million or 46% primarily due to a combination of a \$2 million increase in the difference between expected and actual experience, including a \$1.1 million increase related to the OPERS plan and a \$0.9 million increase related to the STRS Ohio plan; an \$8.5 million increase in change in assumptions, including a \$2.6 million related to the OPERS plan and a \$5.9 million increase to the STRS Ohio plan; and a \$3.7 million decrease in the net difference between projected and actual earnings on pension plan investments related to the STRS Ohio plan. Deferred outflows of resources related to OPEB decreased \$1.8 million or 70% primarily due to a \$1.6 million decrease in the changes in assumptions, including a \$1.9 million decrease related to the OPERS plan and a \$0.3 million increase related to the STRS Ohio plan.

Deferred inflows of resources increased \$36.7 million or 85% from fiscal year 2021 to fiscal year 2022. Deferred inflows of resources related to pension increased \$42.9 million or 192% primarily due to a \$42.7 million increase in the net difference between projected and actual earnings on pension plan investments, including an \$11.6 million increase related to the OPERS plan and a \$31 million increase to the STRS Ohio plan. Deferred inflows of resources related to OPEB decreased \$6.1 million or 30% primarily due to a combination of a \$2.5 million decrease in the differences between expected and actual experience related to the OPERS plan; a \$5.2 million decrease in the changes in assumptions, including a \$3.5 million decrease related to the OPERS plan and a \$1.7 million decrease related to the STRS Ohio plan; a \$3 million increase in the net difference between projected and actual earnings on OPEB plan investments, including a \$1.4 million increase related to the OPERS plan and a \$1.6 million increase related to the STRS Ohio plan; and a \$1.5 million decrease in the changes in proportion and differences between contributions and proportionate share of contributions related to the OPERS plan.

See Note 13 for additional information on employee benefit plans.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Liabilities

Liabilities largely consist of accounts and construction payable, accrued payroll and payroll withholdings, debt, leased liabilities, compensated absences, unearned revenue and net pension liability. The following table summarizes balances at:

	As Restated		
	June 30, 2023	June 30, 2022	June 30, 2021
Accounts and construction payable	\$ 6,698,832	\$ 7,006,100	\$ 5,277,472
Payroll liabilities	8,465,249	8,708,877	8,418,693
Bonds payable, net	53,117,998	55,327,063	56,985,643
Notes payable	11,030,839	12,109,512	13,059,956
Leased liabilities - equipment	1,405,400	1,500,240	1,767,369
Leased liabilities - SBITAs	7,415,065	8,501,561	-
Compensated absences	6,244,572	6,314,388	6,595,243
Unearned revenue	7,414,928	6,618,717	7,155,847
Refundable advance	-	172,310	670,781
Other	1,605,899	1,232,497	1,001,475
Net pension liability	127,641,526	55,467,057	108,506,850
Net OPEB liability	1,465,478	-	-
Total Liabilities	\$ 232,505,786	\$ 162,958,322	\$ 209,439,329

Total liabilities increased \$69.5 million or 43% from fiscal year 2022 to fiscal year 2023. Bonds payable decreased \$2.2 million and notes payable decreased \$1.2 million due to scheduled debt service payments. Leased liabilities – SBITAs decreased a \$1.1 million due to a combination of current year additions of \$1.8 million and current year reductions of \$2.9 million. The net pension liability increased \$72.2 million, including a \$22.2 million increase in the STRS Ohio net pension liability and a \$50 million increase in the OPERS net pension liability. The STRS Ohio and OPERS net pension liability balances were \$58.2 million and \$69.4 million at June 30, 2023 compared to \$36 million and \$19.4 million at June 30, 2022, respectively. The OPERS net OPEB liability increased from \$0 at June 30, 2022 to \$1.5 million at June 30, 2023.

Total liabilities decreased \$46.5 million or 22% from fiscal year 2021 to fiscal year 2022. Accounts and construction payable increased \$1.7 million largely due to increased year end activity on construction projects. Bonds payable decreased \$1.7 million due to scheduled debt service payments. Leased liabilities – SBITAs increased \$8.5 million due to the implementation of GASB 96, including a \$7.6 restatement of beginning balances, current year additions of \$3.5 million and current year reductions of \$2.6 million. The net pension liability decreased \$53 million, including a \$40.1 million decrease in the STRS Ohio net pension liability and a \$12.9 million decrease in the OPERS net pension liability. The STRS Ohio and OPERS net pension liability balances were \$36 million and \$19.4 million at June 30, 2022 compared to \$76.1 million and \$32.4 million at June 30, 2021, respectively.

See Note 8 for a further breakout of payroll and other liabilities, Notes 9 and 10 for detailed information about the University's debt, Note 12 for information on long-term liabilities, and Note 13 for information on employee benefit plans.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Net Position

Net position represents the residual interest in the University's assets after deferred outflows of resources are added, and liabilities and deferred inflows of resources are deducted. The reconciliation below presents the University's total net position removing the impact of the deferred inflows and outflows relating to pensions/OPEB as presented in the Statement of Net Position.

	June 30, 2023	As Restated June 30, 2022	June 30, 2021
Total Net Position	\$ 141,991,593	\$ 142,347,689	\$ 126,381,812
Add			
Deferred inflows of resources related to pension/OPEB	20,425,496	79,774,114	43,022,835
Net pension/OPEB liability	127,641,526	55,467,057	108,506,850
Subtract			
Deferred outflows of resources related to pension/OPEB	(46,193,138)	(23,815,344)	(18,403,431)
Net pension/OPEB asset	(5,310,522)	(13,227,241)	(9,486,443)
Total Net Position without GASBs 68 and 75	<u>\$ 238,554,955</u>	<u>\$ 240,546,275</u>	<u>\$ 250,021,623</u>

The following table summarize the categories of net position including segregation of the unrestricted net position relating to the impact of GASBs 68 and 75.

	June 30, 2023	As Restated June 30, 2022	June 30, 2021
Net investment in capital assets, net of related debt	\$ 160,487,997	\$ 157,722,125	\$ 156,049,345
Restricted, nonexpendable - endowments	5,793,286	5,755,537	5,674,506
Restricted, expendable - gifts, grants, and student loans	32,205,359	31,587,968	22,610,101
Unrestricted (without GASBs 68 and 75)	40,068,313	45,480,645	65,687,671
GASBs 68 and 75	(96,563,362)	(98,198,586)	(123,639,811)
Total Net Position	<u>\$ 141,991,593</u>	<u>\$ 142,347,689</u>	<u>\$ 126,381,812</u>

Overall, the University's total net position decreased \$.3 million or .3% from \$142.3 at June 30, 2022 to \$142 million at June 30, 2023. This resulted from an excess of expenses over revenues and includes a \$2.8 million increase in the net amount invested in capital assets, a \$.7 million increase in restricted net position, a \$5.4 decrease in unrestricted net position excluding the impact of GASBs 68 and 75 and a \$1.6 million increase in unrestricted net position attributed to the impact of GASBs 68 and 75.

Overall, the University's total net position increased \$15.9 million or 12.6% from \$126.4 million at June 30, 2021 to \$142.3 million at June 30, 2022. This resulted from an excess of revenues over expenses and includes a \$1.7 million increase in the net amount invested in capital assets, a \$9 million increase in restricted net position, a \$20.2 million decrease in unrestricted net position excluding the impact of GASBs 68 and 75, and a \$25.4 million increase in unrestricted net position attributed to the impact of GASBs 68 and 75.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

The net investment in capital assets consists of capital assets net of accumulated depreciation and amortization and deferred outflows of resources relating to bond refunding reduced by the outstanding balance of bonds, notes or other borrowings that are attributable to the acquisition, construction, or improvement of those assets.

The increase of \$2.8 million from fiscal year 2022 to fiscal year 2023 was primarily due to net capital additions of \$16.3 million, a decrease in outstanding debt of \$4.5 million and current year depreciation and amortization of \$18 million. Outstanding debt was \$72.9 million at June 30, 2023 compared to \$77.4 million at June 30, 2022.

The increase of \$1.7 million from fiscal year 2021 to fiscal year 2022 was due to net capital additions of \$24.6 million, an increase in outstanding debt of \$5.6 million and current year depreciation and amortization of \$17.3 million. The impact of the July 1, 2021 implementation of GASB 96 on net capital additions, was an increase of \$8.7 million, including a \$7.6 million restatement of beginning balances, current year SBITA additions of \$3.5 million and current year amortization of \$2.4 million. The impact of the implementation of the GASB 96 on outstanding debt was an increase of \$8.5 million including a \$7.6 restatement of beginning balances, current year additions of \$3.5 million and current year reductions of \$2.6 million. Outstanding debt was \$77.4 million at June 30, 2022 compared to \$71.8 million at June 30, 2021.

Restricted, non-expendable net position consists primarily of endowment funds held by the University. Changes in this category are driven by additions or deductions to corpus.

Restricted, expendable net position is subject to externally imposed restrictions governing their use. Changes in this category are due to the timing of revenues and expenses in funds provided by donors and grantors. The following table summarizes restricted, expendable net position at:

	June 30, 2023	June 30, 2022	June 30, 2021
Gifts, grants, and contracts	\$ 27,814,231	\$ 26,981,009	\$ 26,854,723
COVID-19 relief funds	-	45,733	(9,104,861)
Plant funds	3,195,283	4,294,855	4,714,765
Other	1,195,845	266,371	145,474
Total Net Position	<u>\$ 32,205,359</u>	<u>\$ 31,587,968</u>	<u>\$ 22,610,101</u>

Gifts, grants and contracts include grants and sponsored programs, scholarship donations and program support, and undistributed and distributed but unspent investment earnings on University endowment funds. COVID-19 relief funds include funds authorized through the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the Coronavirus Relief & Recovery Supplemental Appropriations Act (CRRSAA), and the American Rescue Plan Act of 2021. Plant funds primarily include donations for construction or renovation projects. Other includes non-endowed restricted gifts designated by management to function similar to an endowment fund and gifts established for loan programs for students.

Total restricted expendable net position was \$32.2 million at June 30, 2023 compared to \$31.6 million at June 30, 2022, an overall increase of \$.6 million or 2%. Overall, gifts, grants, and contracts increased \$.8 million due to a combination of a \$1.8 million increase in gift fund

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

balances. a \$.7 million increase in undistributed investment earnings on University endowments resulting from a favorable investment environment and a \$1.7 decrease in grant funds. COVID-19 Relief funds were fully expended as of June 30, 2023. Plant funds decreased \$1.1 million primarily due to a combination of construction activity on projects supported with gift funds received in prior years and a large gift in the current year for a future Student Center. Other increased \$.9 million due to a large gift being internally designated as a quasi-endowment fund.

Total restricted expendable net position was \$31.6 million at June 30, 2022 compared to \$22.6 million at June 20, 2021, an overall increase of \$9 million or 11%. Overall gifts, grants, and contracts remained flat due to a combination of a \$2.4 million increase in gifts fund balances and a \$2 million decrease in undistributed investment earnings on University endowments resulting from an unfavorable investment environment. COVID-19 relief funds increased \$9.2 million primarily due to the recognition of the \$9.3 million attributed to HEERF III funds that were expensed in fiscal year 2021 but not reimbursable until fiscal year 2022. Overall plant funds remained flat.

Unrestricted net position is not subject to externally imposed restrictions and is designated for future operations, plant construction and maintenance, and debt service. The following table summarizes unrestricted net position at:

	June 30, 2023	June 30, 2022	June 30, 2021
Operating and designated funds	\$ 19,868,694	\$ 22,651,471	\$ 44,129,811
Operating reserves	8,837,981	8,837,982	8,837,982
Plant funds	11,339,119	13,968,673	12,697,359
Loan funds	22,519	22,519	22,519
Total without GASBs 68 and 75	<u>40,068,313</u>	<u>45,480,645</u>	<u>65,687,671</u>
GASB 68 (Pension fund)	(100,423,848)	(97,627,051)	(115,030,373)
GASB 75 (OPEB fund)	3,860,486	(571,535)	(8,609,438)
Total Unrestricted Net Position	<u>\$ (56,495,049)</u>	<u>\$ (52,717,941)</u>	<u>\$ (57,952,140)</u>

Total unrestricted net position was (\$56.5) million at June 30, 2023 compared to (\$52.7) million at June 30, 2022. The decrease of \$3.8 million from fiscal year 2022 to fiscal year 2023 reflects an excess of expenses over revenues during fiscal year 2023 from noncapital activity. Total unrestricted net position without funds relating to pension/OPEB decreased \$5.4 million whereas the funds relating to pension/OPEB increased \$1.6 million.

The overall decrease of \$5.4 million unrestricted net position excluding GASBs 68 and 75 was due to a \$2.8 million decrease in operating and designated funds and a \$2.6 million decrease in plant funds. The \$2.8 million decrease in operating and designated funds was due to an increase in the fair market value of investments at June 30, 2023 as compared to June 30, 2022 due to a favorable market environment and planned utilization of one-time funds to support the fiscal year 2023 operating budgets and designated COVID-19 related projects.

The GASB 68 (Pension) fund decreased \$2.8 million from (\$97.6) million at June 30, 2022 to (\$100.4) million at June 30, 2023, whereas the GASB 75 (OPEB) fund increased \$4.4 million from (\$.6) million at June 20, 2022 to \$3.8 million at June 30, 2023.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Total unrestricted net position was (\$52.7) million at June 30, 2022 compared to (\$57.9) million at June 30, 2021. The increase of \$5.2 million from fiscal year 2021 to fiscal year 2022 reflects an excess of revenues over expenses during fiscal year 2022 from noncapital activity. Total unrestricted net position without funds relating to pension/OPEB decreased \$20.2 million whereas the funds relating to pension /OPEB increased \$25.4 million.

The overall decrease of \$20.2 million unrestricted net position excluding GASBs 68 and 75 was due to a combination of a decrease of \$21.5 million in operating and designated funds and an increase of \$1.3 million in plant funds. The \$21.5 million decrease in operating and designated funds was primarily due to a decrease in the fair market value of investments at June 30, 2022 as compared to June 30, 2021 due to an unfavorable market environment and planned utilization of one-time funds to support the fiscal year 2022 operating budgets.

The GASB 68 (Pension) fund increased \$17.4 million from (\$115) million at June 30, 2021 to (\$97.6) million at June 30, 2022, whereas the GASB 75 (OPEB) fund increased \$8 million from (\$8.6) million at June 30, 2021 to (\$.6) million at June 30, 2022.

The Statements of Revenues, Expenses, and Changes in Net Position

These statements present the operating results and the non-operating revenues and expenses of the University. Annual State appropriations, while budgeted for operations, are considered non-operating revenues according to generally accepted accounting principles. Pell grants dispersed to students and scholarships supported by restricted gifts are considered operating expenses; whereas the revenues supporting the expenses are considered nonoperating.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

A summary of revenues, expenses, and changes in net position follows:

	June 30, 2023	As Restated June 30, 2022	June 30, 2021
Operating Revenues			
Net tuition, fees and other student charges	\$ 80,343,181	\$ 79,392,052	\$ 82,277,583
Auxiliary enterprises	17,542,203	15,700,492	13,261,789
Grants and contracts	15,603,351	14,202,141	15,942,273
Other	3,379,788	3,191,121	3,766,968
Total Operating Revenues	116,868,523	112,485,806	115,248,613
Operating Expenses	206,692,943	200,335,221	165,297,531
Operating Loss	(89,824,420)	(87,849,415)	(50,048,918)
Nonoperating Revenues (Expenses)			
State appropriations	46,396,314	44,378,444	43,927,035
Federal appropriations	352,430	33,228,720	24,976,068
Gifts, grants, and contracts	29,800,277	29,075,594	29,868,317
Investment income	6,373,244	(7,367,959)	13,779,629
Other	(1,442,229)	(1,341,001)	(2,396,430)
Net Nonoperating Revenues	81,480,036	97,973,798	110,154,619
Gain (Loss) Before Other Revenues, Expenses, and Changes	(8,344,384)	10,124,383	60,105,701
Other Revenues, Expenses, and Changes			
State capital appropriations	5,831,180	3,023,039	9,345,533
Capital grants and gifts	2,149,411	2,844,595	6,387,877
Other	7,697	(26,140)	(519,902)
Total Other Revenues, Expenses, and Changes	7,988,288	5,841,494	15,213,508
Change in Net Position	(356,096)	15,965,877	75,319,209
Net Position at Beginning of the Year	142,347,689	126,381,812	51,202,527
Adjustment for Change in Accounting Principle	-	-	(139,924)
Net Position at Beginning of the Year, as restated	142,347,689	126,381,812	51,062,603
Net Position at End of the Year	\$ 141,991,593	\$ 142,347,689	\$ 126,381,812

Revenues

Following is a recap of revenues by source (operating, non-operating, and other sources), which were used to fund the University's activities for the years ended:

	June 30, 2023	June 30, 2022	June 30, 2021
Net tuition, fees, and other student charges	\$ 80,343,181	\$ 79,392,052	\$ 82,277,583
Gifts, grants and contracts	47,553,039	46,122,330	52,198,467
State appropriations	46,396,314	44,378,444	43,927,035
Auxiliary enterprises	17,542,203	15,700,492	13,261,789
Investment income	6,373,244	(7,367,959)	13,779,629
State capital appropriations	5,831,180	3,023,039	9,345,533
Other revenue	3,824,934	3,491,536	4,420,799
Federal appropriations	352,430	33,228,720	24,976,068
Total Revenues	\$ 208,216,525	\$ 217,968,654	\$ 244,186,903

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Overall, the University's total revenues decreased \$9.8 million or 5% between fiscal year 2022 and fiscal year 2023 from \$218 million to \$208.2 million.

Net tuition, fees and other student charges increased \$1 million or 1% from fiscal year 2022 to fiscal year 2023. This was due to a combination of a \$1.1 million decrease in gross tuition and a \$2.1 million decrease in scholarship allowance. Gross tuition and fees were \$103.7 million in fiscal year 2023 compared to \$104.8 million in fiscal year 2022; whereas scholarship allowance was \$23.3 million and \$25.4 million, respectively. Gifts, grants and contracts revenue increased \$1.4 million or 3% from fiscal year 2022 to fiscal year 2023, primarily due to a combination of a \$1.6 million increase in private gifts largely due to an increase in annual financial support from the YSUF for scholarships and other programs, a \$1.5 million increase in federal grant activity related to the Excellence Training Center, a \$.9 million decrease in private grants activity, and a \$.7 million decrease in Pell grants due to decreased enrollment. Federal appropriations decreased \$32.8 million or 99% from \$33.2 million in fiscal year 2022 to \$.4 million in fiscal year 2023. The \$.4 million in fiscal year 2023 related to the Higher Education Emergency Relief Funds (HEERF) Institutional Portion; whereas the \$33.2 million in fiscal year 2022 included \$15.3 million of HEERF Student Aid, \$17.3 million HEERF Institutional Portion and \$.6 million in Coronavirus Relief Funds (CRF). As of June 30, 2023, all COVID-19 related funds awarded have been utilized. Auxiliary enterprises revenue increased \$1.8 million or 12% primarily due to increased student housing occupancy, including a \$1.2 million increase in room rentals; and increased Intercollegiate Athletic revenue, including \$.3 million in NCAA revenue sharing. State capital appropriations increased \$2.8 million or 93% due to increased activity on capital projects funded with state capital dollars, largely related to IT infrastructure upgrades, building renovations and utility distribution upgrades. Investment income increased \$13.7 million or 186% from fiscal year 2022 to fiscal year 2023 primarily due to unrealized gains resulting from a favorable investment environment.

Overall, the University's total revenues decreased \$26.2 million or 11% between fiscal year 2021 and fiscal year 2022 from \$244.2 million to \$218 million.

Net tuition, fees and other student charges decreased \$2.9 million or 4% from fiscal year 2021 to fiscal year 2022. This was due to combination of a \$4.1 million decrease in gross tuition, the result of increased tuition and fees and decreased enrollment and a \$1.2 million decrease in scholarship allowance. Gross tuition and fees were \$104.9 million in fiscal year 2022 compared to \$109 million in fiscal year 2021; whereas scholarship allowance was \$25.5 million and \$26.7 million, respectively. Gifts, grants and contracts revenue decreased \$6.1 million or 12% from fiscal year 2021 to fiscal year 2022, primarily due to a combination of a \$.8 million increase in gifts, a \$1.9 million increase in non-capital federal grants and contracts activity, a \$3.8 million decrease in federal capital grant activity related to the construction of the Excellence Training Center, a \$3.6 million decrease in a private grants for workforce development and energy storage training and a \$1.4 million decrease in Pell grants due to decreased enrollment. State appropriations increased slightly from fiscal year 2021 to fiscal year 2022. Federal appropriations increased \$8.2 million or 33% from \$25 million in fiscal year 2021 to \$33.2 million in fiscal year 2022. The \$33.2 million in fiscal year 2022 included \$15.3 million of HEERF Student Aid, \$17.3 million HEERF Institutional Portion and \$.6 million in Coronavirus Relief Funds (CRF); whereas the \$25 million in fiscal year 2021 included \$7.2 million HEERF Student Aid, \$11.9 million Institutional Portion \$5.7 CRF and \$.2 million in other grant revenue for the University's radio station. Auxiliary

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

enterprises revenue increased \$2.4 million or 18% from fiscal year 2021 to fiscal year 2022 primarily due to increased Intercollegiate Athletic revenue including \$.7 million in football guarantees and \$.8 million in NCAA revenue sharing. State capital appropriations decreased \$6.3 million or 68% from fiscal year 2021 to fiscal year 2022 due to decreased activity on capital projects funded with state capital dollars, primarily the Excellence Training Center. Investment income decreased \$21.1 million or 153% from fiscal year 2021 to fiscal year 2022 due to significant unrealized losses resulting from an unfavorable environment.

Expenses

Operating expenses can be displayed by either functional classification or natural classification. The functional classification can be found on the Statements of Revenues, Expenses, and Changes in Net Position. The University has no control over the pension/OPEB expenses attributed to the implementations of GASBs 68 and 75; therefore, these expenses are segregated for presentation purposes.

Following is a recap of total operating expenses by functional classification.

	June 30, 2023	As Restated June 30, 2022	June 30, 2021
Instruction	\$ 62,897,721	\$ 65,647,172	\$ 61,991,169
Research	4,936,481	3,265,810	2,798,779
Public service	5,427,647	6,463,004	4,994,104
Academic support	17,952,268	14,986,216	14,762,463
Student services	13,049,607	12,646,989	11,226,734
Institutional support	18,273,525	24,311,866	19,982,616
Operation and maintenance of plant	19,292,126	21,357,439	17,803,456
Scholarships	20,977,118	35,103,587	27,886,962
Auxiliary enterprises	27,577,345	24,785,497	20,594,663
Depreciation and amortization	17,944,329	17,208,866	14,105,532
Total operating expenses	<u>208,328,167</u>	<u>225,776,446</u>	<u>196,146,478</u>
GASB 68 pension expense accruals	2,796,797	(17,403,322)	(4,840,743)
GASB 75 OPEB expense accrual	(4,432,021)	(8,037,903)	(26,008,204)
Total operating expenses	<u>\$ 206,692,943</u>	<u>\$ 200,335,221</u>	<u>\$ 165,297,531</u>

Following is a recap of total operating expenses by natural classification.

	June 30, 2023	June 30, 2022	June 30, 2021
Compensation	\$ 118,003,512	\$ 120,317,543	\$ 110,767,229
Operations	51,403,208	53,156,486	43,431,298
Scholarships	20,977,118	35,093,551	27,842,419
Depreciation and amortization	17,944,329	17,208,866	14,105,532
Operating expenses without GASBs 68 and 75 accruals	208,328,167	225,776,446	196,146,478
GASB 68 pension expense accruals	2,796,797	(17,403,322)	(4,840,743)
GASB 75 OPEB expense accrual	(4,432,021)	(8,037,903)	(26,008,204)
Total operating expenses	<u>\$ 206,692,943</u>	<u>\$ 200,335,221</u>	<u>\$ 165,297,531</u>

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Excluding the impact of the pension and OPEB accruals, total operating expenses decreased \$17.5 million or 8% from \$225.8 million during fiscal year 2022 to \$208.3 million during fiscal year 2023. The net decrease was due to decreases of \$2.3 million in compensation, \$1.8 million in operations, \$14.1 million in scholarships and a \$.7 million increase in depreciation and amortization.

Total expenses supported with COVID-19 relief funds decreased \$23.1 million from \$24 million in fiscal year 2022 compared to \$.9 million in fiscal year 2023, including a \$7.4 million decrease in operations, a \$.4 million decrease in compensation, and a \$15.3 million decrease in scholarships.

Overall compensation decreased \$2.3 million or 2% from \$120.3 million in fiscal year 2022 to \$118 million in fiscal year 2023. Salaries and wages remained relatively flat from \$87.3 million in fiscal year 2022 compared to \$86.7 million in fiscal year 2023; whereas fringe benefits decreased \$1.8 million or 5% from \$33 million in fiscal year 2022 to \$31.2 million in fiscal year 2023. Overall fringe benefits as a percentage of salaries and wages was 36% in fiscal year 2023 compared to 37.8% in fiscal year 2022. The overall decrease was primarily due to a \$1.7 million decrease in health care expense from fiscal year 2022 to fiscal year 2023.

Operations decreased \$1.8 million or 8% from \$53.2 million in fiscal year 2022 to \$51.4 million in fiscal year 2023. Excluding the impact of the \$7.4 million decrease related to the COVID-19 relief funds, operations increased \$5.6 million or 12%, including a \$1.4 million increase in travel and a \$.7 million increase in repairs and maintenance largely due to clean-up costs related to a fire in Ward Beecher Hall and flood damage to multiple buildings across campus during winter break.

A large portion of aid is classified as scholarship allowance on the Statement of Revenues, Expenses and Changes in Net Position. Overall, the University disbursed \$44.3 million to students in fiscal year 2023 compared to \$60.5 million in fiscal year 2022, a decrease of \$16.2 million. The net decrease was primarily due to the prior year including \$15.3 million in federal aid to students from HEERF funds. In addition, there was a decrease of \$2.2 million of scholarships supported by operating funds, an increase of \$1.4 million supported by restricted funds, a \$.8 million decrease in federal Pell grants, and a \$.7 million increase in state grants.

Depreciation and amortization increased \$.7 million or 4% from \$17.2 million in fiscal year 2022 to \$17.9 million in fiscal year 2023.

Pension expense attributed to GASB 68 increased \$20.2 million from (\$17.4) million in fiscal year 2022 to \$2.8 million in fiscal year 2023; whereas OPEB expense attributed to GASB 75 increased \$3.6 million from (\$8) million in fiscal year 2022 to (\$4.4) million in fiscal year 2023. The \$20.2 million increase in pension expense was due to a \$7.2 million increase in the STRS Ohio plan and a \$13 million increase in the OPERS plan. The \$3.6 million increase in the OPEB expense was due to an \$.8 million decrease in the STRS Ohio plan and a \$4.4 million increase in the OPERS plan. These expenses are the result of changes in the deferred outflows/inflows and liabilities related to pension/OPEB. The University has no control over the factors affecting these changes.

Excluding the impact of the pension and OPEB accruals, total operating expenses increased \$29.8 million or 15% from \$196.1 million during fiscal year 2021 to \$226 million during fiscal year

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

2022. The increase was due to increases of \$9.5 million in compensation, \$12.3 million in operations, and \$7.2 million in scholarships.

Overall compensation increased \$9.5 million or 9% from \$110.8 million in fiscal year 2021 to \$120.3 million in fiscal year 2022. Salaries and wages increased \$5.8 million or 7.1% from \$81.5 million in fiscal year 2021 to \$87.3 million in fiscal year 2022; whereas fringe benefits increased \$3.7 million or 12.8% from \$29.3 million in fiscal year 2021 to \$33 million in fiscal year 2022. Overall fringe benefits as a percentage of salaries and wages was 37.8% in fiscal year 2022 compared to 35.9% in fiscal year 2021. The overall increase reflects planned actions including the call back of temporary layoffs, restoration of pay reductions, lifting of a hiring freeze and the cessation of furloughs made during fiscal year 2021 due to COVID-19. In addition, fiscal year 2022 reflects a voluntary separation or retirement program for faculty as part of an academic reorganization plan.

Operations increased \$12.3 million or 28% from \$43.4 million in fiscal year 2021 to \$55.8 million in fiscal year 2022. The overall increase reflects planned actions as the University returns to pre COVID-19 level activity.

A large portion of aid is classified as scholarship allowance on the Statement of Revenues, Expenses and Changes in Net Position. Overall, the University disbursed \$60.5 million to students in fiscal year 2022 compared to \$54.5 million in fiscal year 2021, an increase of \$6 million. This net increase includes a \$1.4 million decrease in federal Pell grants and an \$8.1 million increase in federal aid to students from HEERF funds. HEERF fund disbursements totaled \$15.3 million in fiscal year 2022 compared to \$7.2 million in fiscal year 2021.

Depreciation and amortization increased \$3.1 million or 22% from \$14.1 million in fiscal year 2021 to \$17.2 million in fiscal year 2022. The increase was primarily due to amortization on right-to-use assets, resulting from the implementation of GASB 96.

Pension expense attributed to GASB 68 decreased \$12.6 million from (\$4.8) million in fiscal year 2021 to (\$17.4) million in fiscal year 2022; whereas OPEB expense attributed to GASB 75 increased \$18 million from (\$26) million in fiscal year 2021 to (\$8) million in fiscal year 2022. The \$12.6 million decrease in pension expense was due to a \$10.5 million decrease in the STRS Ohio plan and a \$2.1 million decrease in the OPERS plan. The \$18 million increase in OPEB expense was due to an increase in the OPERS plan. These expenses are the result of changes in the deferred outflows/inflows and liabilities related to pension/OPEB. The University has no control over the factors affecting these changes.

See Note 13 for additional information on pension plans and other post-employment benefits (OPEB).

Total operating and non-operating expenses for the University were \$208,572,621, \$202,002,777, and \$168,867,694 in fiscal years 2023, 2022 and 2021, respectively.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT’S DISCUSSION AND ANALYSIS (CONT.)

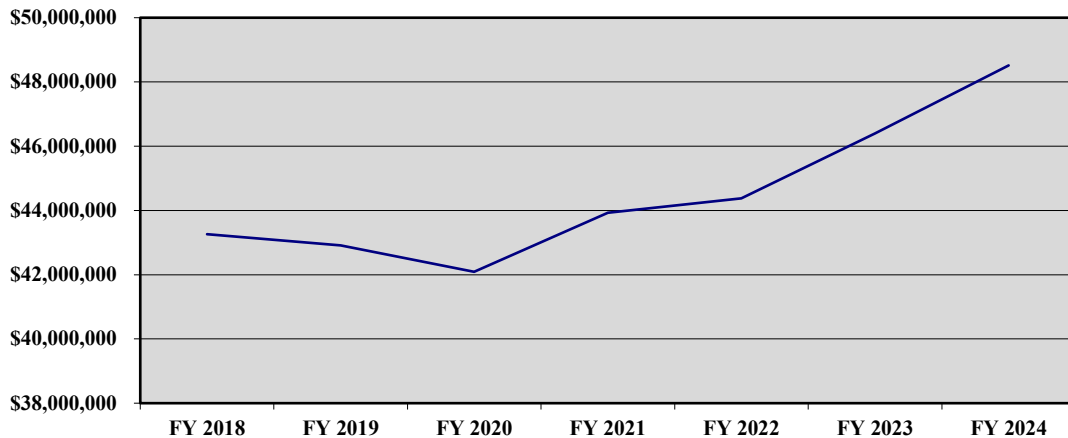
Economic Factors for the Future

Looking to the future, management believes the University is well-positioned to continue its favorable financial condition and level of excellence in service to students.

Based on the most recent estimate provided by the Ohio Department of Higher Education, State Share of Instruction (SSI) funding for the University for fiscal year 2024 is expected to be 5.1% greater than during fiscal year 2023. This increase is partially attributable to a roughly 1% increase in the total statewide SSI appropriation that was enacted in the state of Ohio’s operating budget legislation for the fiscal year 2023-fiscal year 2024 biennium. The University’s increase in SSI funding is also driven by improved performance with respect to student success outcomes, underscored by a 14% improvement in the University’s six-year graduation rate between 2014 and 2021. SSI formula allocations continue to be tied to student success, with degrees awarded and course completions serving as the primary drivers of SSI funding. Datasets used in the formula are based on a three-year rolling average and are weighted to take into account various at-risk student characteristics. The SSI formula continues to factor in discipline and program costs and enrollment levels.

The following graph reflects six years actual data for State Appropriations plus the budgeted amount for fiscal year 2024.

**State Appropriations
Fiscal Years 2018 through 2024**

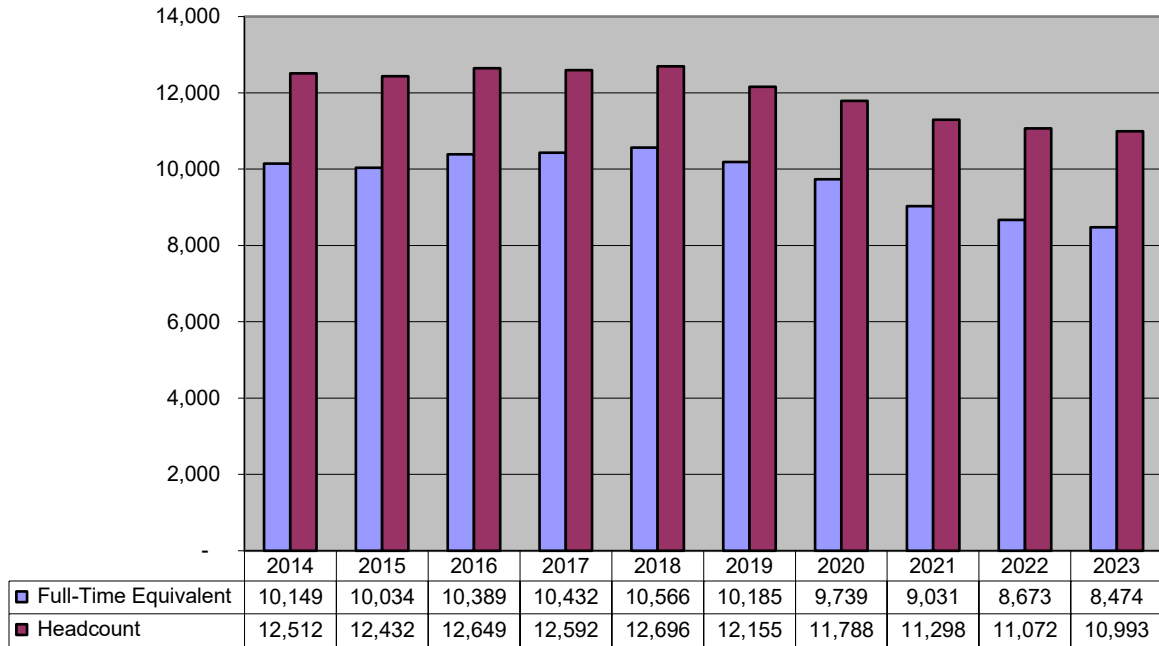


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MANAGEMENT’S DISCUSSION AND ANALYSIS (CONT.)

Fall Semester Enrollment Trends 2014 through 2023

The following graph reflects nine years of actual data for Fall enrollment trends plus the 14th day preliminary enrollment for Fall 2023.



Fall 2023 enrollment is 2.3% lower than the prior Fall semester on a full-time equivalency (FTE) basis, while on a head-count basis enrollment is essentially flat (-0.7%). FTE enrollment increased from 10,149 in 2014 to a peak of 10,566 in 2018 while declining to 8,474 in 2023. The number of new incoming undergraduate students for Fall 2023 was up by 1.0% compared to Fall 2022. This increase was the result of having implemented an international student enrollment plan. Even though a decline in overall enrollment has continued, efforts to target special populations has counteracted demographic declines in a more strategic way.

Freshman GPA averages were maintained at 3.51 for Fall 2023 with the highest GPA’s in University history at 3.52 during both Fall 2022 and Fall 2021 despite YSU’s shift to a test optional policy for undergraduate admission over the last three years. The number of new Honors College freshmen for Fall 2023 was 362, a 2.3% decrease from Fall 2022. Honors College freshmen continuously contributes to the stabilization in and sustainability of the academic quality of YSU’s student body. The impressive academic quality of our new students continues to be a point of pride. Nearly 60% of our new freshmen had a high school GPA of 3.5 or better. Multicultural freshman increased by 14.3%. The number of Ohio counties represented in the Fall 2023 freshman class stayed the same as Fall 2022 with 39 counties represented.

The University’s first year freshmen that were retained to the second year decreased to 75.5% from 77.5% from last year. To improve retention, two years ago a First-year Student Success Seminar was initiated. It is required of all new incoming students and provides low student to instructor

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT’S DISCUSSION AND ANALYSIS (CONT.)

ratio for direct attention that focuses on the skills, capabilities, and capacities necessary to persist and complete a degree. In addition, the advising structures across the colleges have been redesigned with a director of advising who helps coordinate advising activities in a more proactive fashion. In addition, the University has invested heavily in technology to enhance student success including a degree-audit system (Penguin Pass) and a student advising system called CRM Advise.

Student and parent expectations are evolving and require dramatically different recruitment and enrollment strategies with targeted messaging. Accordingly, efforts are underway to widen the University’s appeal beyond its traditional footprint. These efforts advanced this fall with financial investments made to YSU’s marketing campaign targeting special populations. For Fall 2024 and beyond, many initiatives are underway to sustain and gain market share, including a new multifaceted brand launch, known as KnowY, which will play a significant role in the University’s ongoing marketing and recruitment efforts.

YSU leadership understands the imperative need to align its academic programs with the needs of the region, in the context of emerging accountability measures, that also intersects with workforce education and innovation, to assure YSU has a strong presence in most career pathways, and as an anchor institution, is a major contributor to regional sustainable prosperity by working to ensure a bright and vibrant YSU future state.

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF NET POSITION AT JUNE 30, 2023 AND 2022

	June 30, 2023	As Restated June 30, 2022
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 20,392,242	\$ 29,097,272
Investments	47,663,275	42,995,687
Restricted investments	403,240	732,941
Interest receivable	259,236	145,994
Accounts receivable, net	9,472,130	11,692,607
Pledges receivable, net	58,320	63,171
Loans receivable, net	-	98,137
Inventories	59,754	56,212
Prepaid expenses and unearned charges	1,504,755	1,484,140
Total Current Assets	79,812,952	86,366,161
Noncurrent Assets		
Investments	15,274,436	14,805,228
Endowments and other restricted investments	13,216,998	11,554,151
Pledges receivable, net	88,755	140,753
Other noncurrent assets	149,196	143,246
Net OPEB asset	6,776,000	13,227,241
Nondepreciable capital assets	25,075,208	25,133,510
Depreciable capital assets, net	207,052,060	208,570,737
Total Noncurrent Assets	267,632,653	273,574,866
Total Assets	347,445,605	359,941,027
DEFERRED OUTFLOWS OF RESOURCES		
Deferred outflows related to pension	41,260,805	23,035,309
Deferred outflows related to OPEB	4,932,333	780,035
Bond refunding	1,329,132	1,456,254
Total Deferred Outflows of Resources	47,522,270	25,271,598
LIABILITIES		
Current Liabilities		
Accounts payable	4,994,677	4,680,963
Construction payable	1,704,155	2,325,137
Payroll liabilities	8,465,249	8,708,877
Bonds payable	2,351,056	2,209,065
Notes payable	1,203,118	1,078,673
Leased liabilities - equipment	264,734	247,691
Leased liabilities - SBIT As	2,755,447	2,683,306
Compensated absences	858,095	950,134
Unearned revenue	7,414,928	6,618,717
Other liabilities	1,606,799	1,232,497
Total Current Liabilities	31,618,258	30,735,060
Noncurrent Liabilities		
Bonds payable, net	50,766,942	53,117,998
Notes payable	9,827,721	11,030,839
Leased liabilities - equipment	1,139,766	1,252,549
Leased liabilities - SBIT As	4,659,618	5,818,255
Compensated absences	5,386,477	5,364,254
Refundable advance	-	172,310
Net pension liability	127,641,526	55,467,057
Net OPEB liability	1,465,478	-
Total Noncurrent Liabilities	200,887,528	132,223,262
Total Liabilities	232,505,786	162,958,322
DEFERRED INFLOWS OF RESOURCES		
Service concession agreements	45,000	132,500
Deferred inflows related to pension	14,043,127	65,195,303
Deferred inflows related to OPEB	6,382,369	14,578,811
Total Deferred Inflows of Resources	20,470,496	79,906,614
NET POSITION		
Net investment in capital assets	160,487,997	157,722,125
Restricted, nonexpendable - endowments	5,793,286	5,755,537
Restricted, expendable - gifts, grants, and student loans	32,205,359	31,587,968
Unrestricted	(56,495,049)	(52,717,941)
Total Net Position	\$ 141,991,593	\$ 142,347,689

See accompanying notes to financial statements.

THE YOUNGSTOWN STATE UNIVERSITY FOUNDATION

STATEMENTS OF FINANCIAL POSITION AT JUNE 30, 2023 AND 2022

	<u>June 30, 2023</u>	<u>June 30, 2022</u>
ASSETS		
Cash and cash equivalents	\$ 2,288,180	\$ 1,630,642
Investments	310,743,903	306,116,478
Investment settlement receivable	5,000,000	-
Pledges receivable, net	3,894,936	5,170,262
Pledges receivable for Youngstown State University, net	8,667,495	3,982,190
Prepaid expenses and other assets	2,621,547	1,160,165
Right-of-use operating lease assets	502,777	-
Property and equipment, net	209,156	209,391
TOTAL ASSETS	<u>\$ 333,927,994</u>	<u>\$ 318,269,128</u>
 LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable	\$ 851,728	\$ 691,352
Grant commitments to Youngstown State University	10,902,150	10,907,374
Accrued liabilities and other	77,590	75,042
TOTAL LIABILITIES	<u>11,831,468</u>	<u>11,673,768</u>
 NET ASSETS		
Without donor restrictions	163,890,047	159,593,219
With donor restrictions	158,206,479	147,002,141
TOTAL NET ASSETS	<u>322,096,526</u>	<u>306,595,360</u>
 TOTAL LIABILITIES AND NET ASSETS	 <u>\$ 333,927,994</u>	 <u>\$ 318,269,128</u>

See accompanying notes to financial statements.

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

	June 30, 2023	As Restated June 30, 2022
OPERATING REVENUES		
Tuition, fees, and other student charges (net of scholarship allowance of \$23,342,167 in 2023 and \$25,458,962 in 2022)	\$ 80,343,181	\$ 79,392,052
Federal grants and contracts	8,079,823	6,568,342
State grants and contracts	6,661,393	5,878,067
Local grants and contracts	355,290	355,094
Private grants and contracts	506,845	1,400,638
Sales and services	497,285	408,408
Auxiliary enterprises	17,542,203	15,700,492
Other operating revenues	2,882,503	2,782,713
Total Operating Revenues	116,868,523	112,485,806
OPERATING EXPENSES		
Instruction	60,537,909	55,477,683
Research	4,951,037	3,104,125
Public service	5,475,200	5,392,882
Academic support	18,106,534	11,915,867
Student services	13,168,959	10,075,030
Institutional support	18,430,101	20,859,807
Operation and maintenance of plant	19,393,582	19,158,856
Scholarships	20,977,118	35,103,587
Auxiliary enterprises	27,708,174	22,038,518
Depreciation and amortization	17,944,329	17,208,866
Total Operating Expenses	206,692,943	200,335,221
Operating Loss	(89,824,420)	(87,849,415)
NONOPERATING REVENUES (EXPENSES)		
State appropriations	46,396,314	44,378,444
Federal appropriations	352,430	33,228,720
Federal grants	14,899,919	15,653,766
Private gifts	14,900,358	13,421,828
Unrestricted investment (loss) income, net of investment expense	5,081,079	(5,795,281)
Restricted investment (loss) income, net of investment expense	1,292,165	(1,572,678)
Interest on capital asset-related debt	(1,862,977)	(1,739,167)
Other nonoperating revenues, net	420,748	398,166
Net Nonoperating Revenues	81,480,036	97,973,798
Gain Before Other Revenues, Expenses, and Changes	(8,344,384)	10,124,383
OTHER REVENUES, EXPENSES, AND CHANGES		
State capital appropriations	5,831,180	3,023,039
Capital grants and gifts	2,149,411	2,844,595
Other revenue (expense), net	7,697	(26,140)
Total Other Revenues, Expenses, and Changes	7,988,288	5,841,494
Change In Net Position	(356,096)	15,965,877
NET POSITION		
Net Position at Beginning of the Year	142,347,689	126,381,812
Net Position at End of the Year	\$ 141,991,593	\$ 142,347,689

See accompanying notes to financial statements.

THE YOUNGSTOWN STATE UNIVERSITY FOUNDATION

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

	June 30, 2023		
	Without Donor	With Donor	Total
	Restrictions	Restrictions	
REVENUES, GAINS, AND OTHER SUPPORT			
Contributions of cash and other financial assets	\$ 2,221,609	\$ 11,625,616	\$ 13,847,225
Contributions of nonfinancial assets	53,799	1,936,790	1,990,589
Investment earnings	3,696,161	3,096,769	6,792,930
Net realized gains on sale of investments	2,932,882	2,455,195	5,388,077
Net unrealized change in long-term investments	3,654,737	2,400,247	6,054,984
Net assets released from restrictions	10,310,279	(10,310,279)	-
TOTAL REVENUES, GAINS, AND OTHER SUPPORT	22,869,467	11,204,338	34,073,805
EXPENSES			
Distribution to Youngstown State University for scholarships and other programs	16,286,222	-	16,286,222
Administrative expenditures	2,286,417	-	2,286,417
TOTAL EXPENSES	18,572,639	-	18,572,639
INCREASE (DECREASE) IN NET ASSETS	4,296,828	11,204,338	15,501,166
Net Assets - Beginning of Year	159,593,219	147,002,141	306,595,360
Net Assets - End of Year	\$ 163,890,047	\$ 158,206,479	\$ 322,096,526
	June 30, 2022		
	Without Donor	With Donor	Total
	Restrictions	Restrictions	
REVENUES, GAINS, AND OTHER SUPPORT			
Contributions of cash and other financial assets	\$ 2,453,374	\$ 16,014,223	\$ 18,467,597
Contributions of nonfinancial assets	47,343	358,260	405,603
Investment earnings	3,796,889	2,988,965	6,785,854
Net realized gains on sale of investments	6,961,368	5,452,482	12,413,850
Net unrealized change in long-term investments	(22,381,356)	(17,417,457)	(39,798,813)
Net assets released from restrictions	8,116,455	(8,116,455)	-
TOTAL REVENUES, GAINS, AND OTHER SUPPORT	(1,005,927)	(719,982)	(1,725,909)
EXPENSES			
Distribution to Youngstown State University for scholarships and other programs	16,561,532	-	16,561,532
Administrative expenditures	2,255,398	-	2,255,398
TOTAL EXPENSES	18,816,930	-	18,816,930
INCREASE (DECREASE) IN NET ASSETS	(19,822,857)	(719,982)	(20,542,839)
Net Assets - Beginning of Year	179,416,076	147,722,123	327,138,199
Net Assets - End of Year	\$ 159,593,219	\$ 147,002,141	\$ 306,595,360

See accompanying notes to financial statements.

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

	June 30, 2023	As Restated June 30, 2022
Cash Flows from Operating Activities		
Student tuition and fees	\$ 81,171,566	\$ 80,436,200
Federal, state, and local grants and contracts	15,322,888	11,899,290
Private grants and contracts	629,693	1,297,054
Sales and services of educational and other departmental activities	18,290,991	16,849,090
Payments to suppliers	(50,683,797)	(52,412,524)
Payments to employees	(87,032,640)	(87,027,622)
Payments for benefits	(31,276,974)	(33,188,169)
Payments for scholarships	(20,949,779)	(35,333,319)
Direct lending receipts	47,349,908	46,925,469
Direct lending disbursements	(47,048,678)	(47,247,452)
Other receipts, net	2,817,987	2,711,442
Total Cash Flows Used In Operating Activities	(71,408,835)	(95,090,541)
Cash Flows from Noncapital Financing Activities		
Federal grants	14,721,401	15,199,219
Federal educational appropriations	870,544	35,357,833
State educational appropriations	46,396,314	44,378,444
Private gifts	14,791,665	13,503,303
Other nonoperating expenses	318,433	298,473
Student loans collected	4,194	263,918
Student loan interest and fees collected	369	18,567
Total Cash Flows Provided by Noncapital Financing Activities	77,102,920	109,019,757
Cash Flows from Investing Activities		
Proceeds from sale of investments	25,752,922	23,841,587
Purchase of investments	(29,238,889)	(29,655,107)
Interest on investments	3,276,027	5,013,012
Total Cash Flows Used In Investing Activities	(209,940)	(800,508)
Cash Flows from Capital and Related Financing Activities		
State capital appropriations	6,273,794	2,022,796
Private capital gifts and grants	2,623,019	6,502,334
Purchase of capital assets	(14,942,258)	(11,627,896)
Principal payments on capital debt	(5,482,556)	(5,108,741)
Bonds payable proceeds	-	286,375
Interest payments on capital debt	(2,661,174)	(2,398,346)
Total Cash Flows Used In Capital and Related Financing Activities	(14,189,175)	(10,323,478)
Change in Cash and Cash Equivalents	(8,705,030)	2,805,230
Cash and Cash Equivalents, Beginning of Year	29,097,272	26,292,042
Cash and Cash Equivalents, End of Year	\$ 20,392,242	\$ 29,097,272

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF CASH FLOWS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Reconciliation of Operating Loss to Net Cash Used in Operating Activities

	June 30, 2023	June 30, 2022
Operating loss	\$ (89,824,420)	\$ (87,849,415)
Adjustments to reconcile operating loss to net cash used in operating activities:		
Depreciation and amortization	17,944,329	17,208,866
Provision for bad debts	(11,139)	275,909
Perkins adjustment-to agree to principal collected	92,642	-
Gain on sale of fixed asset	(12,232)	-
Changes in assets and liabilities:		
Accounts receivable, net	860,280	942,296
Inventories	(3,542)	4,643
Prepaid expenses and unearned charges	(20,615)	(38,116)
Net OPEB assets	7,916,719	(3,740,798)
Accounts payable	313,714	42,685
Accrued and other liabilities	166,928	588,444
Unearned revenue	790,261	(543,773)
Compensated absences	(69,816)	(280,855)
Net pension/OPEB liability	72,174,468	(53,039,793)
Deferred outflows-pensions and OPEB	(22,377,794)	(5,411,913)
Deferred inflows-pensions and OPEB	(59,348,618)	36,751,279
Net Cash Flows Used In Operating Activities	\$ (71,408,835)	\$ (95,090,541)

Noncash Investing and Financing Transactions

Right-to-use asset - equipment	\$ 159,498	\$ -
Right-to-use asset - SBITA	\$ 1,763,560	\$ 3,547,555

See accompanying notes to financial statements.

In July 2021, the University issued \$28,065,000 in Series 2021 General Receipts bonds. The proceeds from the bond sale were used for a current refunding of the Series 2010 General Receipts bonds and Series 2011 General Receipts bonds, resulting in a retirement of these bonds for \$20,305,000 and \$13,185,000 respectively. See Note 9 for further discussion on this non-cash transaction.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Note 1 – Organization and Summary of Significant Accounting Policies

Organization and Basis of Presentation

Youngstown State University (the University or YSU) is a coeducational, degree granting state-assisted metropolitan university and was established by the General Assembly of the State of Ohio in 1967. The University is a component unit of the State of Ohio. The University provides a wide range of opportunities in higher education primarily to residents in northeastern Ohio and western Pennsylvania. The University offers degrees at the undergraduate, graduate, and doctoral levels.

In accordance with Governmental Accounting Standards Board (GASB) Statement No.14, *The Reporting Entity*, and GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*, the University's financial statements are included, as a non-major discretely presented component unit, in the State of Ohio's (State) Annual Comprehensive Financial Report. In accordance with GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units*, Youngstown State University Foundation's (YSUF or Foundation) financial statements are included, as a discretely presented component unit, in the University's financial report by presentation of the individual financial statements of the entity immediately following the University's respective GASB financial statements. See Note 15 for additional information regarding the University's component unit.

The University's financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America as prescribed by the GASB.

As required by the GASB, resources are classified for accounting and reporting purposes into the following four net position categories:

- Net investment in capital assets – Capital assets, net of accumulated depreciation and amortization, reduced by outstanding principal balances of debt attributable to the acquisition, construction or improvement of those assets.
- Restricted, nonexpendable – Resources subject to externally imposed stipulations that they be maintained permanently by the University. Such resources include the University's permanent endowment funds.
- Restricted, expendable – Resources whose use by the University is subject to externally imposed stipulations that can be fulfilled by actions of the University pursuant to those stipulations or that expire by the passage of time.
- Unrestricted – Resources that are not subject to externally imposed stipulations. Unrestricted resources may be designated for specific purposes by action of management, Board of Trustees or may otherwise be limited by contractual agreements with outside parties. Substantially all unrestricted resources are designated for academic and research programs and initiatives, capital projects, and operating reserves.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Summary of Significant Accounting Policies

The accompanying financial statements have been prepared on the accrual basis. The University reports as a business type activity, as required by the GASB. Business type activities are those that are financed in whole or in part by fees charged to external parties for goods or services.

Change in Accounting Principle – Effective for the fiscal year ended June 30, 2023, the University adopted GASB Statement No. 96, *Subscription-Based Information Technology Arrangements* (GASB 96). This statement establishes new requirements for accounting and financial reporting of the University’s subscription-based information technology arrangements. The adoption of GASB 96 has been reflected as of July 1, 2021.

Beginning net position as of July 1, 2021 was restated for the effects of the University’s adoption of GASB 96 as follows:

	June 30, 2021 as Originally Reported	GASB 96 Adoption	July 1, 2021 as Restated
Current assets	\$ 94,074,484	\$ -	\$ 94,074,484
Noncurrent assets	<u>265,031,793</u>	<u>7,590,174</u>	<u>272,621,967</u>
Total Assets	359,106,277	7,590,174	366,696,451
Deferred Outflows of Resources	19,957,699	-	19,957,699
Current liabilities	27,159,030	1,636,322	28,795,352
Noncurrent liabilities	<u>182,280,299</u>	<u>5,953,852</u>	<u>188,234,151</u>
Total Liabilities	<u>209,439,329</u>	<u>7,590,174</u>	<u>217,029,503</u>
Deferred Inflows of Resources	<u>43,242,835</u>	-	<u>43,242,835</u>
Net Position	<u>\$ 126,381,812</u>	<u>\$ -</u>	<u>\$ 126,381,812</u>

The Statement of Net Position as of June 30, 2022 was restated for the effects of the University’s adoption of GASB 96 as follows:

	June 30, 2022 as Originally Reported	GASB 96 Adoption	June 30, 2022 as Restated
Current assets	\$ 86,366,161	\$ -	\$ 86,366,161
Noncurrent assets	<u>264,874,894</u>	<u>8,699,972</u>	<u>273,574,866</u>
Total Assets	351,241,055	8,699,972	359,941,027
Deferred Outflows of Resources	25,271,598	-	25,271,598
Current liabilities	27,162,689	2,683,306	29,845,995
Noncurrent liabilities	<u>127,294,072</u>	<u>5,818,255</u>	<u>133,112,327</u>
Total Liabilities	<u>154,456,761</u>	<u>8,501,561</u>	<u>162,958,322</u>
Deferred Inflows of Resources	<u>79,906,614</u>	-	<u>79,906,614</u>
Net Position	<u>\$ 142,149,278</u>	<u>\$ 198,411</u>	<u>\$ 142,347,689</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

The \$198,411 is reflected as a reduction in operating expenses on the Statements of Revenues, Expenses, and Changes in Net Position.

Cash Equivalents – The University considers all highly liquid investments with an original maturity of three months or less to be cash equivalents. Cash and cash equivalents are stated at cost, which approximates fair value and excludes amounts restricted by board designation or whose use is limited.

Investments – Investments are reported at fair value based on quoted market prices. Changes in unrealized gains (losses) on the carrying value of investments are reported as a component of investment income in the Statement of Revenues, Expenses, and Changes in Net Position. Restricted investments are comprised of endowment corpus and related spending funds. Alternative investments are generally less liquid than publicly traded securities. These alternative investments are intended to reduce market risk, credit risk and interest rate risk. The University believes the carrying amounts of these holdings (net asset values) are reasonable estimates of the fair values as of year-end. Because these investments are not readily marketable, the estimated value is subject to uncertainty, and therefore, may differ from the value that would have been used had a ready market for the investment existed. Such difference could be material.

Endowment Policy – Under Ohio law set forth in the Uniform Prudent Management of Institutional Funds Act (UPMIFA), as adopted in Ohio in 2009, the Board acts in a fiduciary capacity as trustee of its endowment funds. UPMIFA requires that the Board exercise its fiduciary duties prudently and consider both the charitable purposes and needs of the University and the purposes of the specific endowment regarding current expenditures and preservation of the purchasing power of the funds. The University Endowment Fund consists of 90 named funds. Each named fund is assigned a number of shares in the University Endowment Fund based on the value of the gifts to that named fund. The University's endowment spending policy states that annual distributions each fiscal year are set to 5% of the twelve-quarter average of the market value for the preceding twelve calendar quarters ended September 30. Distributions greater than the calculated amount require written justification and Board of Trustees' approval.

Accounts Receivable – Accounts receivable consist of transactions relating to tuition and fees, auxiliary enterprise sales, grants and contracts, and miscellaneous sales and services. Accounts receivable are recorded net of allowance for uncollectible amounts.

Pledges Receivable – The University has a development services agreement with the Foundation. As part of the agreement, the majority of new pledges are recorded by the Foundation and payments on University pledges are collected by the Foundation and remitted to the University on a monthly basis. Prior to the agreement, the University received pledges and bequests of financial support from corporations, foundations, and individuals. Revenue is recognized when a gift representing an unconditional promise to pay is received and all eligibility requirements have been met. In the absence of a conditional pledge, revenue is recognized when the gift is received. Pledges are recorded net of an allowance for uncollectible amounts and are discounted to net present value.

Inventories – Inventories are stated at the lower of cost or fair value.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Capital Assets – Capital assets are stated at cost or acquisition value at date of gift. Right-to-use assets including equipment and subscription-based information technology arrangements (SBITAs) are stated at present value of the cost over the contract term. Infrastructure assets are included in the financial statements and are depreciated. The University’s capitalization threshold for equipment, furniture, and vehicles is \$5,000; and for buildings, building improvements, improvements other than buildings, and right-to-use assets is \$100,000. Land is capitalized regardless of cost. Library purchases are excluded from capitalization and expensed as purchased.

Key estimates and judgments related to Right-to-use assets - SBITAs include how the university determines the discount rate it uses to discount the expected subscription payments to present value and the subscription term. The University uses the interest rate charged by the vendor as the discount rate. When the interest rate charged by the vendor is not provided, the University generally uses its estimated incremental borrowing rate as the discount rate for subscriptions. The subscription term includes the noncancelable period of the subscription. The University monitors changes in circumstances that would require a remeasurement of its subscriptions and will remeasure the subscription asset and liability if certain changes occur that are expected to significantly affect the amount of the subscription liability. Right-to-use assets - SBITAs are reported with other capital assets, and subscription liabilities are reported as leased liabilities – SBITAs in both the current and long-term sections of debt liabilities on the statement of net position.

Depreciation (including amortization of right-to-use assets) is computed using the straight-line method over the estimated useful life or subscription term of the asset and is not allocated to the functional expenditure categories. Historical collections, including assets that are held for public exhibition, education, or research in furtherance of public service, which are protected and preserved, are not depreciated.

When capital assets or right-to-use assets are sold, or otherwise disposed of, the carrying value of such assets and any accumulated depreciation and amortization is removed from asset accounts and the net investment in capital assets. The costs of normal maintenance and repairs that do not add to the value of the capital asset or right-to-use assets or materially extend the capital asset’s life are expensed when incurred. Estimated lives for right-to-use equipment assets are amortized over the lesser of the estimated useful life or the lease term using the straight-line method. Estimated lives for right-to-use SBITAs are amortized over the shorter of the subscription term or the useful life. Estimated lives are as follows:

<u>Classification</u>	<u>Estimated Life</u>
Buildings	50 years
Improvements to buildings	10 to 50 years
Improvements other than buildings	15 years
Moveable equipment, furniture and vehicles	3 to 20 years
Right-to-use assets - equipment	3 to 20 years
Right-to-use assets – SBITAs	3 to 5 years

Unearned Revenue – Unearned revenue includes tuition and fee revenues billed or received prior to the end of the current fiscal year end, but related to the period after the current fiscal year. Also

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

included are amounts received from grants and contract sponsors that have not yet been earned and other resources received before the eligibility requirements are met.

Compensated Absences – Accumulated unpaid vacation and sick leave benefits are recorded as required by the GASB. The University uses the termination method to accrue sick leave compensated absences on the Statement of Net Position. University employees earn vacation and sick leave benefits based, in part, on length of service. Vacation pay is fully vested when earned. Upon separation from service, employees are paid accumulated vacation and sick pay based upon the nature of separation (death, retirement, or termination). Certain limitations have been placed on the hours of vacation and sick leave that employees may accumulate and carry over for payment at death, retirement, or termination. Unused hours exceeding these limitations are forfeited.

Refundable Advances from Government for Federal Loans – Funds provided by the United States government under the Federal Perkins Loan program are loaned to qualified students and re-loaned after collections. These funds are ultimately refundable to the government and, therefore, are recorded as a liability in the accompanying financial statements. Congress did not renew the program after September 30, 2017 and no disbursements were permitted after June 30, 2018. During fiscal year 2023, the University assigned all outstanding Perkins loans to the Department of Education and liquidated the program. This resulted in all outstanding loans and the refundable advance being removed from the University's Statement of Net Position as of June 30, 2023. See Note 5 and Note 12.

Deferred Outflows of Resources – In addition to assets, the statement of financial position reports a separate section for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net position that applies to future periods and so will not be recognized as an outflow of resources (expenses) until then. The University reports deferred outflows of resources for refunding of bonds and certain pension-related and OPEB-related amounts, including changes in expected and actual experience, changes in assumptions, change in proportionate share of contribution and certain contributions made to the plan subsequent to the measurement date. See Note 13 for more detailed information on the pension-related and OPEB-related amounts.

Deferred Inflow of Resources – In addition to liabilities, the statement of financial position reports a separate section for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net position that applies to future periods and so will not be recognized as an inflow of resources (revenue) until then. The University reports deferred inflows of resources for service concession arrangements and certain pension-related and OPEB-related amounts, including changes in expected and actual experience, changes in assumptions, and the difference between projected and actual earnings of the plan's investments. See Note 13 for more detailed information on the pension-related and OPEB-related amounts.

Service Concession Arrangements – Service concession arrangements consist of an agreement with a food service provider and an agreement with a beverage company for exclusive pouring rights. Funds received are contingent upon utilization of services over a specified time period and are

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

amortized over the term of the contract arrangement. Unamortized amounts are reflected as deferred inflows of resources on the Statement of Net Position.

Pensions – For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net positions of the State Teachers Retirement System of Ohio (STRS Ohio) and the Ohio Public Employees Retirement System (OPERS) Pension Plans and additions to/deductions from STRS Ohio's/OPERS' fiduciary net positions have been determined on the same basis as they are reported by STRS Ohio/OPERS. STRS Ohio/OPERS use the economic resources measurement focus and the full accrual basis of accounting. Contribution revenue is recorded as contributions are due, pursuant to legal requirements. Benefit payments (including refunds of employee contributions) are recognized as expense when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Other Postemployment Benefit Costs – For purposes of measuring the net other postemployment benefit (OPEB) asset/liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net positions of the Pension Plans (STRS Ohio/OPERS) and additions to/deductions from STRS Ohio's/OPERS' fiduciary net positions have been determined on the same basis as they are reported by STRS Ohio/OPERS. STRS Ohio/OPERS use the economic resources measurement focus and the full accrual basis of accounting. For this purpose, STRS Ohio/OPERS recognize benefit payments when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Income Taxes – The Internal Revenue Service has ruled that the University's income is generally exempt from Federal income taxes under Section 115 of the Internal Revenue Code. The University is subject to tax on unrelated business income.

Measurement Focus and Financial Statement Presentation – The accompanying financial statements have been prepared using the economic resource measurement focus, operating revenues and expenses generally result from providing educational and instructional service in connection with the University's principal ongoing operations. The principal operating revenues include student tuition, fees and other student charges. The University also recognizes as operating revenue grants classified as exchange transactions and auxiliary activities. Operating expenses include educational costs, administrative expenses and depreciation and amortization on capital assets. All revenues and expenses not meeting this definition including State and Federal appropriations are reported as non-operating revenues and expenses.

Scholarship Allowances and Student Aid – Tuition, fees, and other student charges are reflected net of scholarship allowances in the Statements of Revenues, Expenses, and Changes in Net Position. Certain aid (such as loans and funds awarded to students by third parties) is accounted for as a third party payment (credited to the student's account as if the student made the payment). All other aid is reflected in the financial statements as operating expenses, or scholarship allowances, which reduce revenues. The amount reported as operating expense represents the portion of aid that was provided to the student in the form of cash. Scholarship allowances represent the portion of aid provided to the student in the form of reduced tuition.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Release of Restricted Funds – When an expense is incurred for purposes for which both restricted and unrestricted resources are available, it is the University’s policy to apply restricted resources first, then unrestricted resources as needed.

Management’s Estimates – The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and disclosures in the notes to financial statements. Actual results could differ from these estimates.

Adoption of New Accounting Pronouncements – In fiscal year 2023, the provisions of the following GASB Statements became effective:

- GASB Statement No. 91, *Conduit Debt Obligations*, issued May 2019. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2021. The primary objectives of this Statement are to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with commitments extended by issuers, arrangements associated with conduit debt obligations, and related note disclosures.
- GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*, issued March 2020. The requirements of this Statement are effective for fiscal years beginning after June 15, 2022. The primary objective of this Statement is to improve financial reporting by addressing issues related to public-private and public-public partnership arrangements.
- GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*, issued May 2020. The requirements of this Statement are effective for fiscal years beginning after June 15, 2022. This Statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements for government end users.
- GASB Statement No. 99, *Omnibus 2022*, issued April 2022. The requirements of this statement are effective immediately, with the exception of requirements related to leases, PPPs and SBITAs effective June 30, 2023; and the requirements related to financial guarantees and the classification and reporting of derivative instruments effective June 30, 2024. The Statements enhances comparability in accounting and financial reporting and improves the consistency of authoritative literature.

Except for the adoption GASB 96, the above standards had no impact on the statements as a whole. Refer to Change in Accounting Principle for details on the net position impact of GASB 96.

Upcoming Accounting Pronouncements – As of the report date, the GASB issued the following statements not yet implemented by the University:

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

- GASB Statement No. 100, *Accounting Changes and Error Corrections-an amendment of GASB Statement No. 62*, issued June 2022. The requirements of this Statement are effective for fiscal years beginning after June 15, 2023. The primary objective of this Statement is to enhance accounting and financial reporting requirements for accounting changes and error corrections to provide more understandable, reliable, relevant, consistent, and comparable information for making decisions or assessing accountability.
- GASB Statement No. 101, *Compensated Absences*, issued June 2022. The requirements of this Statement are effective for fiscal years beginning after December 15, 2023. The objective of this statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences.

The University has not yet determined the effect these Statements will have on the University's financial statements and disclosures.

Note 2 – State and Federal Support

The University receives support from the State in the form of State appropriations and capital appropriations. As required by the GASB, these are reflected as non-operating revenues on the Statement of Revenues, Expenses, and Changes in Net Position.

State appropriations totaled \$46,396,314 in fiscal year 2023 compared to \$44,378,444 in fiscal year 2022. The State Share of Instruction (SSI) is determined annually by the Ohio Department of Higher Education.

Capital appropriations from the State totaled \$5,831,180 in fiscal year 2023 compared to \$3,023,039 in fiscal year 2022, and included funding for equipment and the construction/major renovations of plant facilities.

Funding for the construction of major plant facilities on the University campus is obtained from the issuance of revenue bonds by the Ohio Public Facilities Commission (OPFC).

University facilities are not pledged as collateral for the revenue bonds. Instead, the bonds are supported by a pledge of monies in the Higher Education Bond Service Fund established in the custody of the Treasurer of State of Ohio. If sufficient monies are not available from this fund, a pledge exists to assess a special student fee uniformly applicable to students in state-assisted institutions of higher education throughout the State.

Outstanding debt issued by OPFC is not included on the University's Statement of Net Position. In addition, the appropriations by the General Assembly to the Ohio Department of Higher Education for payment of debt service are not reflected as appropriation revenue received by the University, and the related debt service payments are not recorded in the University's accounts.

Note 3 – Cash and Cash Equivalents

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

For financial statement presentation purposes, cash in banks has been combined with the University's cash equivalents and temporary investments.

Depository funds held in the name of the University are secured by a pool of securities with a value of at least 105% of the total value of monies on deposit at the depository bank. All collateral, both specific and pooled, is held by the Federal Reserve Bank or by a designated trustee as agent for the public depositories used by the University.

Cash and Cash Equivalents at June 30, 2023 and June 30, 2022 consist of the following:

	2023	2022
Carrying Amount	<u>\$ 20,392,242</u>	<u>\$ 29,097,272</u>
FDIC Insured	\$ 571,114	\$ 750,000
Uninsured but collateralized by pools of securities pledged by the depository banks	1,668,881	1,263,509
Uninsured but assets held in name of YSU not pledged as collateral elsewhere	<u>18,274,158</u>	<u>27,757,496</u>
Bank Balance	<u>\$ 20,514,153</u>	<u>\$ 29,771,005</u>

The difference in carrying amount and bank balance is caused by items in transit and outstanding checks. Deposits held in safekeeping by a bank, as trustee or escrow agent, included in cash totaled \$8,808 at June 30, 2023 and \$47,230 at June 30, 2022, which approximates market. These deposits, including interest on the investments, are retained in the trust for payment of principal and interest on outstanding indebtedness.

Credit risk for deposits is the risk that, in the event of a bank failure, the University's deposits may not be returned to the University. At June 30, 2023 and June 30, 2022, all uncollateralized or uninsured deposits of the University are exposed to credit risk. The University's investment policy and asset allocation guidelines facilitate the management and monitoring of credit risk.

Note 4 – Investments

The University's investment policy authorizes the University to invest non-endowed and endowed University funds in compliance with provisions of the Ohio Revised Code including House Bill 524, Section 3345.05 of the Ohio Revised Code, and all other applicable laws and regulations.

In accordance with the Policies of the Board of Trustees of the University, investment types are not specifically limited but shall be made with care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims. Furthermore, investments shall be managed for the use and benefit of the University in a diversified portfolio that focuses, over time, on the preservation of capital, minimization of cost and risk, and maintenance of required levels of liquidity in the overall portfolio to meet cash flow requirements. The University utilizes an investment advisor and investment manager for non-endowment funds.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

The University's investments measured and reported at fair value are classified according to the following hierarchy:

Level 1 – Investments reflect prices quoted in active markets.

Level 2 – Investments reflect prices that are based on a similar observable asset either directly or indirectly, which may include inputs in markets that are not considered to be active.

Level 3 – Investments reflect prices based upon unobservable sources.

Net Asset Value (NAV) – Investments valued at net asset value, therefore not subject to the hierarchy classification.

The categorization of investments within the hierarchy is based upon the pricing transparency of the instrument and should not be perceived as the particular investment's risk.

Assets classified in Level 1 of the fair value hierarchy are valued directly from a primary external pricing vendor. Level 2 inputs are valued using a matrix pricing model.

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

As of June 30, 2023, the University had the following investments measured at fair value:

Investment Type	Fair Value Measurement				NAV	Total
	Level 1	Level 2	Level 3			
U.S. Government Obligations	\$ -	\$ 9,026,379	\$ -	\$ -	\$ -	\$ 9,026,379
Corporate Bonds	-	9,615,662	-	-	-	9,615,662
Foreign Bonds	-	183,756	-	-	-	183,756
U.S. Government Bonds	-	1,155,392	-	-	-	1,155,392
Bond Mutual Funds	14,508,592	-	-	-	-	14,508,592
Common Stock	8,067,560	-	-	-	-	8,067,560
Equity Mutual Funds	27,063,210	-	-	-	-	27,063,210
Alternative Investments	-	-	-	-	6,937,398	6,937,398
Totals	\$ 49,639,362	\$ 19,981,189	\$ -	\$ -	\$ 6,937,398	\$ 76,557,949

As of June 30, 2022, the University had the following investments measured at fair value:

Investment Type	Fair Value Measurement				NAV	Total
	Level 1	Level 2	Level 3			
U.S. Government Obligations	\$ -	\$ 7,718,933	\$ -	\$ -	\$ -	\$ 7,718,933
Corporate Bonds	-	9,079,554	-	-	-	9,079,554
Foreign bonds	-	184,359	-	-	-	184,359
U.S. Government Bonds	-	1,137,368	-	-	-	1,137,368
Bond Mutual Funds	13,926,763	-	-	-	-	13,926,763
Common Stock	7,443,067	-	-	-	-	7,443,067
Equity Mutual Funds	25,597,963	-	-	-	-	25,597,963
Alternative Investments	-	-	-	-	5,000,000	5,000,000
Totals	\$ 46,967,793	\$ 18,120,214	\$ -	\$ -	\$ 5,000,000	\$ 70,088,007

Because alternative investments have no active market, they are valued using NAV, which is based on information such as historical and current performance of the underlying assets; cash flow projections, liquidity and credit premiums required by a market participant; and financial trend analysis with respect to the individual fund manager. Furthermore, the liquidity of these investments may be impacted by the lack of a present market of the interest in the funds, lock-up periods, redemption notice periods and limits to the frequency of redemptions.

The following table provides additional information for those investments valued using NAV:

	Fair Value June 30		Redemption Frequency	Redemption Notice Period	Unfunded Commitment
	2023	2022			
Alternative investments:					
Hedge funds (A)	\$ 4,564,030	\$ 5,000,000	Quarterly	65 days	\$ -
Private credit (B)	\$ 2,373,368	-	Annual	30 days	266,959
Totals	\$ 6,937,398	\$ 5,000,000			\$ 266,959

(A) This category includes hedge funds through a limited partnership interest. The underlying hedge fund managers invest primarily in marketable securities that trade in well-established

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

and liquid markets. Styles of managers include equity long-short, relative value, event driven, credit, or macro, among other sub-styles and specialties. The objective of the hedge funds is to achieve an attractive risk-adjusted return relative to other asset classes and provide diversification and long-term growth. The hedge funds are valued at fair value that are reported in the investment manager financial statements, based on net asset value of the fund at the end of the depicted time period.

(B) This category is a private credit strategy that originates loans for private companies. The fund provides senior secured loans to performing U.S. lower to middle market borrowers/companies with \$8-\$40 million in earnings before interest, taxes, depreciation and amortization (EBITDA). The fund provides customized credit solutions structured with strong downside protection characteristics to deliver consistent results through market cycles.

As of June 30, 2023, the University had the following investments and maturities using the segmented time distribution method:

Investment Type	Fair Value	Investment maturities (in years)			
		Less than 1	1-5	6-10	More than 10
U.S. Government Obligations	\$ 9,026,379	\$ 2,667,869	\$ 5,709,069	\$ 649,441	\$ -
Corporate Bonds	9,615,662	864,515	7,871,007	830,672	49,468
Foreign Bonds	183,756	-	183,756	-	-
U.S. Government Bonds	1,155,392	-	59,407	504,549	591,436
Bond Mutual Funds	14,508,592	14,508,592	-	-	-
Common Stock	8,067,560	8,067,560	-	-	-
Equity Mutual Funds	27,063,210	27,063,210	-	-	-
Alternative Investments	6,937,398	6,937,398	-	-	-
Totals	<u>\$ 76,557,949</u>	<u>\$ 60,109,144</u>	<u>\$ 13,823,239</u>	<u>\$ 1,984,662</u>	<u>\$ 640,904</u>

All callable stocks were assumed to mature in less than one year.

As of June 30, 2022, the University had the following investments and maturities using the segmented time distribution method:

Investment Type	Fair Value	Investment maturities (in years)			
		Less than 1	1-5	6-10	More than 10
U.S. Government Obligations	\$ 7,718,933	\$ 982,159	\$ 6,445,624	\$ 123,587	\$ 167,563
Corporate Bonds	9,079,554	453,276	7,681,346	903,532	41,400
Foreign Bonds	184,359	-	184,359	-	-
U.S. Government Bonds	1,137,368	-	70,095	710,770	356,503
Bond Mutual Funds	13,926,763	13,926,763	-	-	-
Common Stock	7,443,067	7,443,067	-	-	-
Equity Mutual Funds	25,597,963	25,597,963	-	-	-
Alternative Investments	5,000,000	5,000,000	-	-	-
Totals	<u>\$ 70,088,007</u>	<u>\$ 53,403,228</u>	<u>\$ 14,381,424</u>	<u>\$ 1,737,889</u>	<u>\$ 565,466</u>

All callable stocks were assumed to mature in less than one year.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

As of June 30, 2023, investments had the following quality credit ratings:

Investment Type	Fair Value	Aaa	Aa	A	Baa	Unrated
Corporate Bonds	\$ 9,615,662	\$ 1,941,114	\$ 63,478	\$ 3,525,817	\$ 3,059,820	\$ 1,025,433
Foreign Bonds	183,756	-	-	183,756	-	-
U.S. Government Bonds	1,155,392	1,155,392	-	-	-	-
Bond Mutual Funds	14,508,592	5,670,597	515,661	1,332,472	6,314,646	675,216
Totals	<u>\$ 25,463,402</u>	<u>\$ 8,767,103</u>	<u>\$ 579,139</u>	<u>\$ 5,042,045</u>	<u>\$ 9,374,466</u>	<u>\$ 1,700,649</u>

As of June 30, 2022, investments had the following quality credit ratings:

Investment Type	Fair Value	Aaa	Aa	A	Baa	Unrated
Corporate Bonds	\$ 9,079,554	\$ 1,632,484	\$ 50,920	\$ 3,433,958	\$ 2,956,725	\$ 1,005,567
Foreign Bonds	184,359	-	-	184,359	-	-
U.S. Government Bonds	1,137,368	1,137,368	-	-	-	-
Bond Mutual Funds	13,926,763	5,658,197	462,062	1,259,113	5,806,951	740,440
Totals	<u>\$ 24,328,044</u>	<u>\$ 8,428,049</u>	<u>\$ 512,982</u>	<u>\$ 4,877,430</u>	<u>\$ 8,763,676</u>	<u>\$ 1,746,007</u>

Interest Rate Risk – Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The University’s investment policy and asset allocation guidelines facilitate the management and monitoring of its exposure to fair value losses arising from increasing interest rates.

Credit Risk – Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. Credit quality, as commonly expressed in terms of credit ratings issued by nationally recognized statistical rating organizations such as Moody’s Investors Services, Standard & Poor’s or Fitch rating provides a current depiction of potential variable cash flows and credit risk. The University’s investment policy and asset allocation guidelines contain provisions to manage credit risk.

Custodial Credit Risk – Custodial credit risk is the risk that in the event of the failure of the counterparty to a transaction, the University will not be able to recover the value of investments or collateral securities that are in the possession of an outside party. Investments that are both unregistered and uninsured are exposed to custodial credit risk if investments are held by the counterparty, or are held by the counterparty’s trust department or agent but not in the name of the University. At June 30, 2023 and 2022, the University had no exposure to custodial credit risk. The University does not address custodial credit risk in its investment policy and asset allocation guidelines.

Concentration of Credit Risk – Concentration of credit risk is the risk of loss attributed to the magnitude of investment in a single issuer. As of June 30, 2023, \$5,091,372 or 7% of the University’s portfolio was held in an intermediate bond fund and \$6,082,117 or 8% was held in a short-term bond fund. As of June 30, 2022, \$5,113,700 or 7% of the University’s portfolio was held in an intermediate bond fund and \$5,343,570 or 8% was held in a short-term bond fund.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Foreign Currency Risk – Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. At June 30, 2023 and 2022, the University had no material exposure to foreign currency risk. The University does not address foreign currency risk in its investment policy and asset allocation guidelines.

Note 5 – Accounts and Loans Receivable

Accounts and loans receivable at June 30, 2023 and June 30, 2022 consist of the following:

	2023	2022
Accounts receivable, net:		
Student accounts, net of allowance for doubtful accounts of \$1,262,617 in 2023 and \$1,194,018 in 2022	\$ 3,762,898	\$ 4,279,832
Grants and contracts, net of allowance for doubtful accounts of \$250 in 2023 and \$246 in 2022	2,294,579	3,639,408
State capital appropriations	853,548	1,296,162
Other receivables, net of allowance for doubtful accounts of \$69,993 in 2023 and \$13,639 in 2022	2,561,105	2,477,205
Accounts receivable, net	<u>\$ 9,472,130</u>	<u>\$ 11,692,607</u>
Loans receivable - student notes, net of allowance for doubtful accounts of \$0 in 2023 and \$2,701 in 2022	-	98,137
Less: current portion	-	98,137
Loans receivable, noncurrent portion	<u>\$ -</u>	<u>\$ -</u>

Note 6 – Pledges Receivable

Unconditional promises to give to the University recorded as pledges receivable at June 30, 2023 and June 30, 2022 were as follows:

	2023	2022
Pledges receivable, net of allowance for doubtful accounts of \$0 in 2023 and \$0 in 2022, and present value discount of \$11,245 in 2023 and \$9,247 in 2022	\$ 147,075	\$ 203,924
Less: current portion	58,320	63,171
Pledges receivable, noncurrent portion	<u>\$ 88,755</u>	<u>\$ 140,753</u>

Pledges have been discounted to net present value using June 30, 2023 and June 30, 2022 U.S. Treasury Note rates of 4% (5-year) in fiscal year 2023 and 3.25% (5-year) in fiscal year 2022.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Note 7 – Capital Assets

Capital assets activity for the year ended June 30, 2023 was as follows:

	Beginning Balance	Additions/ Transfers	Reductions	Ending Balance
Nondepreciable assets:				
Land	\$ 18,538,609	\$ 70,070	\$ -	\$ 18,608,679
Construction in progress	5,553,563	(143,522)	-	5,410,041
Historical treasures	1,041,338	15,150	-	1,056,488
Depreciable assets:				
Buildings	289,233,637	10,830	9,713	289,234,754
Improvements to buildings	115,933,019	9,582,323	-	125,515,342
Improvements other than buildings	49,898,250	1,441,338	-	51,339,588
Moveable equipment and furniture	44,888,787	3,376,621	1,795,246	46,470,162
Vehicles	1,711,018	123,932	-	1,834,950
Right-to-use assets - equipment	2,048,730	159,498	105,391	2,102,837
Right-to-use assets - SBITAs	11,137,729	1,763,560	-	12,901,289
Total cost	539,984,680	16,399,800	1,910,350	554,474,130
Less accumulated depreciation and amortization:				
Buildings	197,037,350	4,528,015	955	201,564,410
Improvements to buildings	35,717,062	4,464,823	-	40,181,885
Improvements other than buildings	30,031,661	2,539,254	-	32,570,915
Moveable equipment and furniture	38,872,307	3,013,757	1,780,733	40,105,331
Vehicles	1,347,764	125,999	-	1,473,763
Right-to-use assets - equipment	836,532	370,160	96,212	1,110,480
Right-to-use assets - SBITAs	2,437,757	2,902,321	-	5,340,078
Total accumulated depreciation and amortization	306,280,433	17,944,329	1,877,900	322,346,862
Capital assets, net	<u>\$ 233,704,247</u>	<u>\$ (1,544,529)</u>	<u>\$ 32,450</u>	<u>\$ 232,127,268</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Capital assets activity for the year ended June 30, 2022 was as follows:

	Restated Beginning Balance	Additions/ Transfers	Reductions	Restated Ending Balance
Nondepreciable assets:				
Land	\$ 17,810,443	\$ 728,166	\$ -	\$ 18,538,609
Construction in progress	1,515,662	4,037,901	-	5,553,563
Historical treasures	1,021,538	19,800	-	1,041,338
Depreciable assets:				
Buildings	289,171,279	62,358	-	289,233,637
Improvements to buildings	112,738,797	3,194,222	-	115,933,019
Improvements other than buildings	48,447,151	1,451,099	-	49,898,250
Moveable equipment and furniture	41,550,738	3,697,586	359,537	44,888,787
Vehicles	1,519,972	278,515	87,469	1,711,018
Right-to-use assets - equipment	2,048,730	-	-	2,048,730
Right-to-use assets - SBITAs	7,590,174	3,547,555	-	11,137,729
Total cost	<u>523,414,484</u>	<u>17,017,202</u>	<u>447,006</u>	<u>539,984,680</u>
Less accumulated depreciation and amortization:				
Buildings	192,249,065	4,788,285	-	197,037,350
Improvements to buildings	31,391,687	4,325,375	-	35,717,062
Improvements other than buildings	27,452,743	2,578,918	-	30,031,661
Moveable equipment and furniture	36,693,226	2,536,310	357,229	38,872,307
Vehicles	1,301,645	133,588	87,469	1,347,764
Right-to-use assets - equipment	427,899	408,633	-	836,532
Right-to-use assets - SBITAs	-	2,437,757	-	2,437,757
Total accumulated depreciation and amortization	<u>289,516,265</u>	<u>17,208,866</u>	<u>444,698</u>	<u>306,280,433</u>
Capital assets, net	<u>\$ 233,898,219</u>	<u>\$ (191,664)</u>	<u>\$ 2,308</u>	<u>\$ 233,704,247</u>

Note 8 – Payroll and Other Liabilities

Payroll and other liabilities at June 30, 2023 and 2022 consist of the following:

	2023	2022
Payroll liabilities		
Accrued compensation	\$ 5,178,077	\$ 5,238,373
Accrued benefits	176,145	232,983
Accrued health care benefits and insurance payable	1,615,137	1,679,381
Retirement system contribution payable	1,495,890	1,558,140
Totals	<u>\$ 8,465,249</u>	<u>\$ 8,708,877</u>
Other liabilities		
Deposits held in custody	\$ 837,789	\$ 445,036
Interest payable	423,637	459,892
Other liabilities	345,373	327,569
Totals	<u>\$ 1,606,799</u>	<u>\$ 1,232,497</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Estimated expenses ultimately to result, if unperformed commitments in process at June 30, 2023 are completed, totaled \$9.4 million compared to \$12.4 million at June 30, 2022. These amounts do not constitute expense incurred or liabilities.

Note 9 – Bonds

In July 2021, the University issued \$28,065,000 in Series 2021 General Receipts bonds. The proceeds from the bond sale were used for an advanced refunding of the Series 2010 General Receipts bonds and Series 2011 General Receipts bonds. As a result, \$20,305,000 of the 2010 bonds and \$13,185,000 of the 2011 bonds refunded are considered to be defeased and the liability was removed from the University's long-term obligations. For this current refunding, the reacquisition price exceeds the net carrying amount of the old debt by \$29,017. This amount was recorded as a deferred outflow of resources and will be amortized over the remaining life of the new debt. As of June 30, 2023 and 2022, the amount recorded as a deferred outflow was \$24,434 and \$26,771, respectively. As of June 30, 2023 and 2022, the outstanding principal of the 2021 General Receipts bond was \$28,065,000. Payments made in fiscal year 2023 were bond interest payments only. In connection with the issuance of the Series 2021 General Receipts bonds, the University also recognized a net bond premium in the amount of \$5,872,342 which will be amortized against interest expense over the life of the bond.

Details of the bonds payable for the General Receipts Bonds, Series 2021 as of June 30, 2023 follow:

Bond Component	Rate	Yield	Maturity Through	Original Principal
Serial Bond	4.000%	0.25%	2024	\$ 105,000
Serial Bond	4.000%	0.31%	2025	1,945,000
Serial Bond	4.000%	0.44%	2026	2,465,000
Serial Bond	4.000%	0.57%	2027	2,560,000
Serial Bond	4.000%	0.78%	2028	2,660,000
Serial Bond	4.000%	0.90%	2029	2,770,000
Serial Bond	4.000%	0.99%	2030	2,875,000
Serial Bond	4.000%	1.09%	2031	2,990,000
Serial Bond	4.000%	1.17%	2032	3,110,000
Serial Bond	4.000%	1.22%	2033	3,240,000
Serial Bond	3.000%	1.43%	2034	3,345,000
Total				\$28,065,000

In January 2017, the University issued \$25,525,000 in Series 2016 General Receipts bonds. The proceeds from the bond sale were used for a partial advanced refunding of the Series 2009 General Receipts bonds and to construct a bookstore. As a result, \$19,930,000 of the 2009 bonds advanced refunded were considered to be defeased and the liability was removed from the University's long-term obligations. In addition, a deferred outflow of resources was recorded and will be amortized over the remaining life of the new debt. As of June 30, 2023 and 2022, the amount recorded as a deferred outflow was \$1,304,698 and \$1,429,483, respectively.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Details of the bonds payable for the General Receipts Bonds, Series 2016 as of June 30, 2023 follow:

Bond Component	Rate	Yield	Maturity Through	Original Principal
Serial Bond	5.000%	2.76%	2024	1,380,000
Serial Bond	5.000%	2.93%	2025	1,455,000
Serial Bond	5.000%	3.09%	2026	1,525,000
Serial Bond	5.000%	3.23%	2027	1,600,000
Serial Bond	3.000%	3.32%	2028	1,665,000
Serial Bond	3.250%	3.49%	2029	1,710,000
Serial Bond	5.000%	3.44%	2030	1,780,000
Serial Bond	5.000%	3.50%	2031	1,870,000
Serial Bond	3.500%	3.74%	2032	1,945,000
Serial Bond	3.625%	3.86%	2033	2,010,000
Serial Bond	3.625%	3.92%	2034	2,085,000
Term Bond	4.000%	4.12%	2035	310,000
Term Bond	4.000%	4.12%	2036	320,000
Term Bond	4.000%	4.12%	2037	335,000
Term Bond	4.000%	4.12%	2038	350,000
Total				<u>\$ 20,340,000</u>

In June 2011, the Board of Trustees of Youngstown State University authorized through a Board resolution the issuance of General Receipts Bonds, Series 2011 in the amount of \$18,660,000. The \$19,006,093 in bond proceeds were received in July 2011. The Series 2011 Bonds were utilized to pay costs associated with acquiring the University Courtyard Apartments, any necessary related improvements thereto and to pay costs of issuing the Series 2011 Bonds. In July 2021, the remaining principal balance of \$13,185,000 was refunded with the issuance of the Series 2021 General Receipts bonds and the liability was removed from the University's long-term obligation.

As part of the American Recovery and Reinvestment Act of 2009, states and local governments are permitted to issue two types of taxable obligations, referred to as Build America Bonds (BABs). The BABs include federal subsidies to offset a portion of interest costs as an alternative to issuing traditional tax-exempt obligations.

In March 2010, the University issued \$25,335,000 of General Receipts Bonds (Taxable Build America Bonds), Series 2010 to provide funding to pay costs associated with facilities planning for the University's College of Science, Technology, Engineering and Mathematics (STEM), convert the old college of business building for use as a laboratory, office and classroom space, renovate Kilcawley Center, reconfigure and replace campus parking facilities, construct the WATTS Center, relocate certain existing outdoor athletic facilities and pay the costs of issuance of the Series 2010 Bonds. In September 2011, approximately \$9.9 million was re-allocated from the Kilcawley Center project to Academic building renovation projects. In July 2021, the remaining principal balance of \$20,305,000 was refunded with the issuance of the Series 2021 General Receipts bonds and the liability was removed from the University's long-term obligation.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

The University designated the Series 2010 Bonds both as Build America Bonds and as Qualified Bonds and intends to apply for Credit Payments pursuant only to the extent that the Series 2010 Bonds remain Qualified Bonds, which requires the University to comply with certain covenants and to establish certain facts and expectations with respect to the Series 2010 Bonds, the use and investment of proceeds thereof and the use of property financed thereby.

In March 2009, the University issued \$31,255,000 of General Receipts Bonds, Series 2009 to acquire, construct and equip the new Williamson College of Business Administration building, renovate and replace portions of the existing Wick Pollock Inn, refund the remaining General Receipts Bonds, Series 1997 and Series 1998, refund the General Receipts Bond Anticipation Notes, Series 2008 (BAN), and pay a portion of the costs of issuance of the bonds. In January 2017, \$19,930,000 of the bonds were advanced refunded with the issuance of the Series 2016 General Receipts bonds. The balance of the amount defeased and put in escrow was \$15,970,000 at June 30, 2023 and \$17,030,000 at June 30, 2022.

The indebtedness created through all issues of the General Receipts Bonds is bound by the Amended and Restated Trust Indenture dated as of March 1, 2009, the First Supplemental Trust Indenture dated February 2010, the Second Supplemental Trust Indenture dated July 1, 2011, the Third Supplemental Trust Indenture dated December 1, 2010, and the Series 2021 Bonds are also bound by the Fourth Supplemental Trust Indenture dated June 1, 2021. The debt is secured by a pledge of all University general receipts, excluding state appropriations and receipts previously pledged or otherwise restricted. The University has complied with all covenant requirements.

Maturities of all bonds payable and debt service for fiscal years subsequent to June 30, 2023 follow (also see Note 12):

Fiscal Year	General Receipts Bonds		
	Principal	Interest	Total
2024	\$ 1,485,000	\$ 1,907,694	\$ 3,392,694
2025	3,400,000	1,795,819	5,195,819
2026	3,990,000	1,633,119	5,623,119
2027	4,160,000	1,454,494	5,614,494
2028-2032	23,375,000	4,604,693	27,979,693
2032-2037	11,645,000	571,227	12,216,227
2038	350,000	7,000	357,000
Totals	<u>\$ 48,405,000</u>	<u>\$ 11,974,046</u>	<u>\$ 60,379,046</u>

Federal subsidies received by the University were \$0 in fiscal year 2023 and \$16,613 in fiscal year 2022. These are reported as non-operating federal grant revenue. Interest expense on indebtedness was \$1,212,601 in fiscal year 2023 and \$1,321,249 in fiscal year 2022.

The University's Trust Agreement governing all outstanding general receipts bonds contains a provision that in an event of default, the Trustee shall, within five business days after having knowledge of that event of default, give written notice to the University. The trustee shall also give the original purchasers of each series of Bonds then outstanding, and to the bondholders and any

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

other paying agents notice of each event of default within 90 days after having knowledge of the occurrence thereof. The Trust Agreement also contains a provision, that in the case an event of default has occurred, the Trustee may, upon written request of the holders of at least 25% in aggregate principal amount of the bonds then outstanding, declare the principal of all bonds outstanding and the interest accrued to be due and payable immediately.

The following constitutes an event of default under the Trust Agreement:

- a. Failure to pay any interest on any Bond, when it becomes due and payable;
- b. Failure to pay the principal of or any redemption premium on any Bond, when it becomes due and payable, whether at maturity or by acceleration or call for redemption;
- c. Failure to perform or observe any other covenant, condition or agreement contained in the Bonds or the Trust Agreement and to be performed by the University, which failure shall have continued for a period of 30 days after written notice of it to the University given by the Trustee or the holders of at least 25% in aggregate principal amount of the bonds then outstanding.

Note 10 – Notes Payable

During fiscal year 2016, the University entered into a 14-year performance contract with Johnson Controls for campus energy savings measures. The contract amount of \$16 million includes an assured performance providing for an annual measured cost savings of not less than \$2 million per year and was financed as a direct borrowing through PNC Equipment Finance over 14 years at an interest rate of 3.366% and requires annual installment payments. In September 2020, PNC Equipment Finance sold, assigned, and transferred the note payable to Huntington Public Capital Corporation. Security of the debt is limited to the revenues appropriated for such purpose.

Details of the revised installment schedule follows:

Fiscal Year	Principal	Interest	Total
2024	\$ 1,203,118	\$ 371,093	\$ 1,574,211
2025	1,324,774	330,618	1,655,392
2026	1,438,677	286,051	1,724,728
2027	1,549,702	237,652	1,787,354
2028	1,712,894	185,518	1,898,412
2029	1,869,393	127,894	1,997,287
2030	1,932,281	65,005	1,997,286
Totals	<u>\$ 11,030,839</u>	<u>\$ 1,603,831</u>	<u>\$ 12,634,670</u>

Interest expense on indebtedness was \$373,877 in fiscal year 2023 and \$409,834 in fiscal year 2022.

The following constitutes an event of default under the master agreement:

- a. Failure to make payment as it becomes due, and any such failure continues for ten (10) days after the due date;
- b. Failure to perform or observe any obligations under Section 12.1, 14 or 18.1 hereof;

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

- c. Failure to perform or observe any other covenant, condition or agreement to be performed or observed by it under the agreement and such failure is not cured within thirty (30) days after receipt by the borrower of written notice thereof by the lender.

Note 11 – Leased Liabilities

The University leases certain assets from various third parties. The assets leased includes print shop and printer/copier equipment. Payments are generally fixed monthly. Future principal and interest payment requirements related to the University's lease liability at June 30, 2023 are as follows:

Year Ending June 30,	Principal	Interest	Total
2024	\$ 264,734	\$ 9,886	\$ 274,620
2025	266,783	7,837	274,620
2026	268,870	5,750	274,620
2027	270,996	3,624	274,620
2028	273,162	1,458	274,620
2029-2033	59,955	45	60,000
Total	<u>\$ 1,404,500</u>	<u>\$ 28,600</u>	<u>\$ 1,433,100</u>

The University obtains the right to use vendors' information technology software through various long-term contracts. Payments are generally fixed monthly. Future principal and interest payment requirements related to the University's subscription liability at June 30, 2023 are as follows:

Year Ending June 30,	Principal	Interest	Total
2024	\$ 2,755,447	\$ 197,506	\$ 2,952,953
2025	1,769,542	116,103	1,885,645
2026	1,507,850	56,887	1,564,737
2027	1,382,226	4,372	1,386,598
Total	<u>\$ 7,415,065</u>	<u>\$ 374,868</u>	<u>\$ 7,789,933</u>

See Note 7 Capital Assets for the total amount of right-to-use assets and the related accumulated amortization.

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Note 12 – Long-Term Liabilities (excluding net pension/OPEB assets/liabilities)

Long-term liability activity (also see Notes 9, 10, and 11) for the year ended June 30, 2023 was as follows:

	Beginning Balance	Additions	Reductions	Ending Balance	Current Portion
Bonds payable					
General receipts bonds principal	\$49,725,000	\$ -	\$ 1,320,000	\$48,405,000	\$ 1,485,000
Unamortized premium/discount	5,602,063	-	889,065	4,712,998	866,056
Bonds payable, net	55,327,063	-	2,209,065	53,117,998	2,351,056
Note payable	12,109,512	-	1,078,673	11,030,839	1,203,118
Leased liabilities - equipment	1,500,240	159,498	255,238	1,404,500	264,734
Leased liabilities - SBITAs	8,501,561	1,763,560	2,850,056	7,415,065	2,755,447
Compensated absences	6,314,388	110,000	179,816	6,244,572	858,095
Refundable advance	172,310	-	172,310	-	-
Total long-term liabilities	<u>\$83,925,074</u>	<u>\$ 2,033,058</u>	<u>\$ 6,745,158</u>	<u>\$79,212,974</u>	<u>\$ 7,432,450</u>

Long-term liability activity (also see Notes 9, 10, and 11) for the year ended June 30, 2022 was as follows:

	Restated Beginning Balance	Additions	Reductions	Restated Ending Balance	Restated Current Portion
Bonds payable					
General receipts bonds principal	\$56,405,000	\$28,065,000	\$34,745,000	\$49,725,000	\$ 1,320,000
Unamortized premium/discount	580,643	5,872,342	850,922	5,602,063	889,065
Bonds payable, net	56,985,643	33,937,342	35,595,922	55,327,063	2,209,065
Note payable	13,059,956	-	950,444	12,109,512	1,078,673
Leased liabilities - equipment	1,767,369	-	267,129	1,500,240	247,691
Leased liabilities - SBITAs	7,590,174	3,547,555	2,636,168	8,501,561	2,683,306
Compensated absences	6,595,243	-	280,855	6,314,388	950,134
Refundable advance	670,781	-	498,471	172,310	-
Total long-term liabilities	<u>\$86,669,166</u>	<u>\$37,484,897</u>	<u>\$40,228,989</u>	<u>\$83,925,074</u>	<u>\$ 7,168,869</u>

Note 13 – Employee Benefit Plans

Plan Descriptions

The University participates in the State Teachers Retirement System of Ohio (STRS Ohio) and the Ohio Public Employees Retirement System (OPERS), statewide, cost-sharing, multiple-employer defined benefit public employee retirement systems governed by the Ohio Revised Code (ORC) that covers substantially all employees of the University. Each system has multiple retirement plan options available to its members, with three options in STRS Ohio and OPERS. Each system provides retirement, survivor, and disability benefits to plan members and their beneficiaries. The systems also each provide post-employment health care benefits (including Medicare B premiums) to retirees and beneficiaries who elect to receive those benefits.

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Each retirement system issues a publicly available financial report that includes financial statements and required supplementary information for the pension and post-employment health care plans. The reports may be obtained by contacting:

State Teachers Retirement System of Ohio
275 E. Broad Street
Columbus, Ohio 43215
(888) 227-7877
www.strsoh.org

Ohio Public Employees Retirement System
277 East Town Street
Columbus, Ohio 43215
(800) 222-7377
www.opers.org

Contributions

State retirement law requires contributions by covered employees and their employers, and Chapter 3307 of the Ohio Revised Code (ORC) limits the maximum rate of contributions. The retirement boards of the systems individually set contributions rates within the allowable limits. The adequacy of employer contribution rates is determined annually by actuarial valuation using the entry age normal cost method. Under these provisions, each University's contribution is expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance a portion of the unfunded accrued liability.

Member contributions are set at the maximums authorized by the ORC. The plans' 2023 and 2022 employer and member contribution rates on covered payroll to each system are:

	Employer Contribution Rate					Member Contribution Rate
	Pension	Post- Retirement Healthcare	Death Benefits	Medicare B	Total	Total
STRS Ohio	14.0%	0.0%	0.0%	0.0%	14.0%	14.0%
OPERS-State/Local	14.0%	0.0%	0.0%	0.0%	14.0%	10.0%
OPERS-Law Enforcement	18.1%	0.0%	0.0%	0.0%	18.1%	13.0%

The required and actual contributions to the plans are:

	For the years ended 6/30			
	2023		2022	
	Pension	OPEB	Pension	OPEB
STRS	\$ 4,595,362	\$ -	\$ 4,766,737	\$ -
OPERS	5,557,191	-	5,391,644	-
	<u>\$ 10,152,553</u>	<u>\$ -</u>	<u>\$ 10,158,381</u>	<u>\$ -</u>

Benefits Provided

STRS Ohio

Plan benefits are established under Chapter 3307 of the ORC, as amended by Substitute Senate Bill 342 in 2012, gives the Retirement Board the authority to make future adjustments to the member

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

contribution rate, retirement age and service requirements, and the COLA as the need or opportunity arises, depending on the retirement system's funding progress.

Effective August 1, 2017-July 1, 2019, any member may retire who has (1) five years of service credit and attained age 60; (2) 27 years of service credit and attained age 55; or (3) 30 years of service credit regardless of age. Effective August 1, 2019-July 1, 2021, any member may retire with reduced benefits who has (1) five years of service credit and age 60; (2) 28 years of service credit and age 55; or (3) 30 years of service credit regardless of age. Beginning August 1, 2015, eligibility requirements for an unreduced benefit changed. The maximum annual retirement allowance, payable for life, considers years of credited service, final average salary (3-5 years) and multiplying by a factor ranging from 2.2 percent to 2.6 percent with 0.1 percent incremental increases for years greater than 30-31, depending on retirement age.

A defined benefit plan or combined plan member with five or more years of credited service who is determined to be disabled (illness or injury preventing individual's ability to perform regular job duties for at least 12 months) may receive a disability benefit. Additionally, eligible survivors of members who die before service retirement may qualify for monthly benefits. New members on or after July 1, 2013, must have at least 10 years of qualifying service credit to apply for disability benefits.

A death benefit of \$1,000 is payable to the beneficiary of each deceased retired member who participated in the plan. Death benefit coverage up to \$2,000 can be purchased by participants in all three of the plans. Various other benefits are available to members' beneficiaries.

STRS Ohio provides access to healthcare coverage to retirees who participated in the Defined Benefit or Combined Plans, and their dependents. Coverage under the current program includes hospitalization, physicians' fees, prescription drugs, and partial reimbursement of monthly Medicare Part B premiums. Pursuant to the ORC, the State Teachers Retirement Board (the "Board") has discretionary authority over how much, if any, of the healthcare costs will be absorbed by STRS Ohio. All benefit recipients pay a portion of the healthcare cost in the form of a monthly premium.

OPERS

Plan benefits are established under Chapter 145 of the ORC, as amended by Substitute Senate Bill 343 in 2012. The requirements to retire depends on years of service (5 to 30 years) and from attaining the age of 48 to 62, depending on when the employee became a member. Members retiring before age 65 with less than 30 years' service credit receive a percentage reduction in benefit, except for public safety and law enforcement participants. Member retirement benefits are calculated on a formula that considers years of service (5-30 years), age (48-62 years) and final average salary, using a factor ranging from 1 percent to 2.5 percent.

A plan member who becomes disabled before age 60 or at any age, depending on when the member entered the plan, and has completed 60 contributing months is eligible for a disability benefit.

A death benefit of \$500 - \$2,500 is determined by the number of years of service credit of the retiree. Benefits may transfer to a beneficiary upon death with 1.5 years of service credits with the plan

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

obtained within the last 2.5 years, except for law enforcement and public safety personnel who are eligible immediately upon employment.

Benefit terms provide for annual cost-of-living adjustments to each employee's retirement allowance subsequent to the employee's retirement date. The annual adjustment, if applicable, is 3 percent, or an amount based on the average percentage increase in the Consumer Price Index, capped at 3 percent.

Net Pension Liability, Deferrals, and Pension Expense

At June 30, 2023 and 2022, the University reported a liability for its proportionate share of the net pension liability of STRS Ohio/OPERS. For June 30, 2023, the net pension liability was measured as of June 30, 2022 for STRS Ohio and December 31, 2022 for the OPERS plan. For June 30, 2022, the net pension liability was measured as of June 30, 2021 for STRS Ohio and December 31, 2021 for the OPERS plan. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of those dates. The University's proportion of the net pension liability was based on a projection of its long-term share of contributions to the pension plan relative to the projected contributions of all participating reporting units, actuarially determined.

Plan	Measurement Date	Net Pension Liability		Proportionate Share		Percent Change	Percent Change
		2023	2022	2023	2022	2022-23	2021-22
STRS Ohio	June 30	\$ 58,169,556	\$ 36,011,446	0.261670%	0.281650%	-0.019980%	-0.032985%
OPERS	December 31	69,471,970	19,455,611	0.237134%	0.234737%	0.002397%	0.011467%
		<u>\$ 127,641,526</u>	<u>\$ 55,467,057</u>				

For the years ended June 30, 2023 and 2022, the University recognized pension expense of \$12,949,350 and (\$7,244,941), respectively. At June 30, 2023 and 2022, the University reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	2023		2022	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 3,133,529	\$ 308,701	\$ 2,188,288	\$ 800,498
Changes of assumptions	7,741,991	5,239,744	12,619,750	-
Net difference between projected and actual earnings on pension plan investments	22,223,881	-	-	55,754,267
Changes in proportion and differences between University contributions and proportionate share of contributions	710,071	8,494,682	688,335	8,640,538
University contributions subsequent to the measurement date	7,451,333	-	7,538,936	-
Totals	<u>\$ 41,260,805</u>	<u>\$ 14,043,127</u>	<u>\$ 23,035,309</u>	<u>\$ 65,195,303</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Amounts reported as deferred outflows of resources/(deferred inflows of resources) related to pensions will be recognized in pension expense as follows:

Year Ended June 30	Amount
2024	\$ 454,037
2025	1,537,178
2026	1,923,175
2027	15,793,511
2028	13,176
Thereafter	45,268
Totals	<u>\$ 19,766,345</u>

In addition, the contributions subsequent to the measurement date will be included as a reduction of the net pension liability in the next year.

Net OPEB Liability/(Asset), Deferrals, and OPEB Expense

At June 30, 2023, the University reported a liability/(asset) for its proportionate share of the net OPEB liability/(asset) of STRS Ohio/OPERS. For June 30, 2023, the net OPEB liability/(asset) was measured as of June 30, 2022 for STRS Ohio and December 31, 2022 for the OPERS plan. For June 30, 2022, the net OPEB liability/(asset) was measured as of June 30, 2021 for STRS Ohio and December 31, 2021 for the OPERS plan. The total OPEB liability/(asset) used to calculate the net OPEB liability/(asset) was determined by an actuarial valuation as of those dates, except OPERS which used an actuarial valuation dated December 31, 2021 and 2020, respectively, rolled forward to the measurement date by incorporating the expected value of health care cost accruals, the actual health care payments, and interest accruals during the year for the defined benefit health care plans.

Typically, the University's proportion of the net OPEB liability/(asset) would be based on a projection of its long-term share of contributions to the OPEB plan relative to the projected contributions of all participating reporting units, actuarially determined, except as noted below.

For plan years ending June 30, 2022 and 2021, STRS Ohio did not allocate employer contributions to the OPEB plan. Therefore, STRS Ohio's calculation of the employers' proportionate share is based on total contributions to the plan for both pension and OPEB.

For plan years ending December 31, 2022 and 2021, OPERS did not allocate employer contributions to the OPEB plan. Therefore, OPERS's calculation of the employers' proportionate share is based on total contributions to the plan for both pension and OPEB.

Plan	Measurement Date	Net OPEB Liability (Asset)		Proportionate Share		Percent Change	Percent Change
		2023	2022	2023	2022	2022-23	2021-22
STRS Ohio	June 30	\$ (6,776,000)	\$ (5,938,000)	0.261670%	0.281650%	-0.019980%	-0.033002%
OPERS	December 31	1,465,478	(7,289,241)	0.232424%	0.232723%	-0.000299%	0.010648%
		<u>\$ (5,310,522)</u>	<u>\$ (13,227,241)</u>				

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

For the years ended June 30, 2023 and 2022, the University recognized a credit to OPEB (revenue)/expense of \$4,432,021 and \$8,037,903, respectively. At June 30, 2023 and 2022, the University reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources.

	2023		2022	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 98,000	\$ 1,383,547	\$ 211,000	\$ 2,193,666
Changes of assumptions	1,720,365	4,921,778	379,000	6,493,602
Net difference between projected and actual earnings on OPEB investments	3,028,491	-	-	5,120,996
Changes in proportion and differences between University contributions and proportionate share of contributions	85,477	77,044	190,035	770,547
University contributions subsequent to the measurement date	-	-	-	-
Totals	<u>\$ 4,932,333</u>	<u>\$ 6,382,369</u>	<u>\$ 780,035</u>	<u>\$ 14,578,811</u>

Amounts reported as deferred outflows of resources/(deferred inflows of resources) related to OPEB will be recognized in OPEB expense as follows:

Year Ended June 30	Amount
2024	\$ (1,102,235)
2025	(433,193)
2026	179,507
2027	1,099,632
2028	(396,499)
Thereafter	(797,248)
Totals	<u>\$ (1,450,036)</u>

In addition, if applicable, the contributions subsequent to the measurement date will be included as a reduction of the net OPEB liability/(asset) in the next year.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Actuarial Assumptions

The total pension liability and OPEB liability/(asset) is based on the results of an actuarial valuation and were determined using the following actuarial assumptions for the University's current year.

	STRS Ohio	OPERS
Valuation date - Pension	June 30, 2022	December 31, 2022
Valuation date - OPEB	June 30, 2022	December 31, 2021
Actuarial cost method	Entry age normal	Individual entry age
Cost of living	None	2.05% - 3.00%
Salary increases, including inflation	2.50% - 8.50%	2.75% - 10.75%
Inflation	2.50%	2.75%
Investment rate of return - Pension	7.00%, net of investment expense including inflation	6.90%, net of investment expense, including inflation
Investment rate of return - OPEB	7.00%, net of investment expense including inflation	6.00%, net of investment expense, including inflation
Health care cost trend rates	-68.78% to 9.0% initial, 4% ultimate	5.50% initial, 3.50% ultimate in 2036
Experience study date	Period of 5 years ended June 30, 2023	Period of 5 years ended December 31, 2020
Mortality basis	Post-Retirement: Pub-2010 Teachers Healthy Annuitant Mortality Table, adjusted 110% for males, projected forward generationally using mortality improvement scale MP-2020 Pre-Retirement: Pub-2010 Teachers Employee Table adjusted 95% for females, projected forward generationally using mortality improvement scale MP-2020 Post-Retirement Disabled: Pub-2010 Teachers Disabled Annuitant Table projected forward generationally using mortality improvement scale MP-2020	Pre-retirement mortality rates are based on 130% of the Pub-2010 General Employee Mortality tables (males and females) for State and Local Government divisions and 170% of the Pub-2010 Safety Employee Mortality tables (males and females) for the Public Safety and Law Enforcement divisions. Post-retirement mortality rates are based on 115% of the PubG-2010 Retiree Mortality Tables (males and females) for all divisions. Post-retirement mortality rates for disabled retirees are based on the PubNS-2010 Disabled Retiree Mortality Tables (males and females) for all divisions. For all of the previously described tables, the base year is 2010 and mortality rates for a particular calendar year are determined by applying the MP-2020 mortality improvement scales (males and females) to all of these tables.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

The following are actuarial assumptions for the University's prior year:

	STRS Ohio	OPERS
Valuation date - Pension	June 30, 2021	December 31, 2021
Valuation date - OPEB	June 30, 2021	December 31, 2020
Actuarial cost method	Entry age normal	Individual entry age
Cost of living	None	2.05% - 3.00%
Salary increases, including inflation	2.50% - 12.50%	2.75% - 10.75%
Inflation	2.50%	2.75%
Investment rate of return - Pension	7.00%, net of investment expense including inflation	6.90%, net of investment expense, including inflation
Investment rate of return - OPEB	7.00%, net of investment expense including inflation	6.00%, net of investment expense, including inflation
Health care cost trend rates	-16.2% to 30.0% initial, 4% ultimate	5.50% initial, 3.50% ultimate in 2034
Experience study date	Period of 5 years ended June 30, 2016	Period of 5 years ended December 31, 2020
Mortality basis	RP-2014 Annuitant Mortality Table with 50% of rates through age 69, 70% of rates between 70 and 79, 90% of rates between ages 80 and 84, and 100% of rates thereafter, projected forward generationally using mortality improvement scale MP-2016.	Pre-retirement mortality rates are based on 130% of the Pub-2010 General Employee Mortality tables (males and females) for State and Local Government divisions and 170% of the Pub-2010 Safety Employee Mortality tables (males and females) for the Public Safety and Law Enforcement divisions. Post-retirement mortality rates are based on 115% of the PubG-2010 Retiree Mortality Tables (males and females) for all divisions. Post-retirement mortality rates for disabled retirees are based on the PubNS-2010 Disabled Retiree Mortality Tables (males and females) for all divisions. For all of the previously described tables, the base year is 2010 and mortality rates for a particular calendar year are determined by applying the MP-2020 mortality improvement scales (males and females) to all of these tables.

Pension Discount Rate

The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and that employer contributions will be made at contractually required rates for all plans. Based on those assumptions, each pension plan's fiduciary net position was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

pension liability. The discount rates used to measure the total pension liabilities for STRS Ohio were 7.00 percent and 7.00 percent for the plan years ended June 30, 2022 and 2021. The discount rates used to measure the total pension liability for OPERS were 6.90 percent for both the plan years ended December 31, 2022 and 2021, respectively.

OPEB Discount Rate

The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and that employer contributions will be made at contractually required rates for all plans. Plans that project fiduciary net position to be insufficient to make all projected future benefit payments for current active and inactive employees used a blended discount rate between the long-term expected rate of return on plan investments and a 20-year municipal bond rate applied to all periods of projected benefit payments to determine the total OPEB liability/(asset).

STRS Ohio OPEB Discount Rate - The discount rates used to measure the total OPEB liabilities/(assets) was 7.00 percent for the plan years ended June 30, 2022 and 2021, respectively. At June 30, 2022 and 2021, the plan's fiduciary net position was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability/(asset).

OPERS OPEB Discount Rate - The discount rate used to measure the total OPEB liabilities/(assets) was 5.22 percent and 6.00 percent for the plan years ended December 31, 2022 and 2021, respectively. At December 31, 2022, the plan's fiduciary net position was projected to become insufficient to make all projected future benefit payments for current active and inactive employees. Therefore, a blended rate was used, which consisted of the long-term expected rate of return on OPEB plan investments (6.00 percent) for the funded benefit payments and Fidelity Index's 20-Year Municipal GO AA Index of 4.05 percent as of December 31, 2022. At December 31, 2021, the plan's fiduciary net position was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

The long-term expected rate of return on pension plan and OPEB plan investments were determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. OPERS has two different portfolios of investment, a defined benefit portfolio for pension and health care portfolio for OPEB. As a result, there are different target allocations and long-term expected real rates of return disclosed for each portfolio. The target allocation and best estimates of arithmetic (geometric for STRS Ohio) real rates of return for each major asset class are summarized in the following table as of the dates listed below:

STRS Ohio as of 6/30/22			OPERS as of 12/31/22				
Investment Category	Target Allocation	Long-Term Expected Real Rate of Return	Investment Category	Pension Portfolio		Health Care Portfolio	
				Target Allocation	Long-Term expected Real Rate of Return	Target Allocation	Long-Term expected Real Rate of Return
Domestic Equity	26.0%	6.60%	Fixed Income	22.0%	2.62%	34.0%	2.56%
International Equity	22.0%	6.80%	Domestic Equities	22.0%	4.60%	26.0%	4.60%
Alternatives	19.0%	7.38%	Real Estate	13.0%	5.27%	0.0%	0.00%
Fixed Income	22.0%	1.75%	Private Equity	15.0%	7.53%	25.0%	5.51%
Real Estate	10.0%	5.75%	International Equity	21.0%	5.51%	2.0%	4.37%
Liquidity Reserves	1.0%	1.00%	Risk Parity	2.0%	4.37%	6.0%	1.84%
			REITs	0.0%	0.00%	7.0%	4.70%
			Other Investments	5.0%	3.27%	0.0%	0.00%
Totals	<u>100.0%</u>			<u>100.0%</u>		<u>100.0%</u>	

STRS Ohio as of 6/30/21			OPERS as of 12/31/21				
Investment Category	Target Allocation	Long-Term Expected Real Rate of Return	Investment Category	Pension Portfolio		Health Care Portfolio	
				Target Allocation	Long-Term expected Real Rate of Return	Target Allocation	Long-Term expected Real Rate of Return
Domestic Equity	28.0%	7.35%	Fixed Income	24.0%	1.32%	34.0%	1.07%
International Equity	23.0%	7.55%	Domestic Equities	21.0%	5.64%	25.0%	5.64%
Alternatives	17.0%	7.09%	Real Estate	11.0%	5.39%	0.0%	0.00%
Fixed Income	21.0%	3.00%	Private Equity	12.0%	10.42%	0.0%	0.00%
Real Estate	10.0%	6.00%	International Equity	23.0%	7.36%	25.0%	7.36%
Liquidity Reserves	1.0%	2.25%	Risk Parity	5.0%	2.92%	2.0%	2.92%
			REITs	0.0%	0.00%	7.0%	3.71%
			Other Investments	4.0%	2.85%	7.0%	1.93%
Totals	<u>100.0%</u>			<u>100.0%</u>		<u>100.0%</u>	

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Sensitivity of the net pension liability to changes in the discount rate

The following presents the net pension liability of the University calculated using the discount rate listed below, as well as what the University's net pension liability would be if it were calculated using a discount rate that is 1.00 percentage point lower or 1.00 percentage point higher than the current rate.

Plan	1% Decrease		2023 (\$ in thousands)		1% Increase	
			Current Discount Rate			
STRS Ohio	6.00%	\$ 87,873	7.00%	\$ 58,170	8.00%	\$ 33,050
OPERS	5.90%	104,663	6.90%	69,472	7.90%	40,211
		<u>\$ 192,536</u>		<u>\$ 127,642</u>		<u>\$ 73,261</u>

Plan	1% Decrease		2022 (\$ in thousands)		1% Increase	
			Current Discount Rate			
STRS Ohio	6.00%	\$ 67,436	7.00%	\$ 36,011	8.00%	\$ 9,458
OPERS	5.90%	53,417	6.90%	19,456	7.90%	(8,790)
		<u>\$ 120,853</u>		<u>\$ 55,467</u>		<u>\$ 668</u>

Sensitivity of the net OPEB liability/(asset) to changes in the discount rate

The following presents the net OPEB liability/(asset) of the University, calculated using the discount rate listed below, as well as what the University's net OPEB liability/(asset) would be if it were calculated using a discount rate that is 1.00 percentage point lower or 1.00 percentage point higher than the current rate:

Plan	1% Decrease		2023 (\$ in thousands)		1% Increase	
			Current Discount Rate			
STRS Ohio	6.00%	\$ (6,264)	7.00%	\$ (6,776)	8.00%	\$ (7,214)
OPERS	4.22%	4,988	5.22%	1,465	6.22%	(1,441)
		<u>\$ (1,276)</u>		<u>\$ (5,311)</u>		<u>\$ (8,655)</u>

Plan	1% Decrease		2022 (\$ in thousands)		1% Increase	
			Current Discount Rate			
STRS Ohio	6.00%	\$ (5,011)	7.00%	\$ (5,938)	8.00%	\$ (6,713)
OPERS	5.00%	(4,287)	6.00%	(7,289)	7.00%	(9,781)
		<u>\$ (9,298)</u>		<u>\$ (13,227)</u>		<u>\$ (16,494)</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Sensitivity of the net OPEB liability/(asset) to changes in the health care cost trend rate

The following presents the net OPEB liability/(asset) of the University, calculated using the healthcare cost trend rate listed below, as well as what the University's net OPEB liability/(asset) would be if it were calculated using a health care cost trend rate that is 1.00 percentage point lower or 1.00 percentage point higher than the current rate:

Plan	2023 (\$ in thousands)		
	1% Decrease	Current Trend Rate	1% Increase
STRS Ohio	\$ (7,028)	\$ (6,776)	\$ (6,457)
OPERS	1,374	1,465	1,569
	<u>\$ (5,654)</u>	<u>\$ (5,311)</u>	<u>\$ (4,888)</u>

Plan	2022 (\$ in thousands)		
	1% Decrease	Current Trend Rate	1% Increase
STRS Ohio	\$ (6,682)	\$ (5,938)	\$ (5,019)
OPERS	(7,368)	(7,289)	(7,196)
	<u>\$ (14,050)</u>	<u>\$ (13,227)</u>	<u>\$ (12,215)</u>

Pension plan and OPEB plan fiduciary net position

Detailed information about the pension plan's fiduciary net position is available in the separately issued STRS Ohio/OPERS financial report.

Benefit changes

There were no significant benefit terms changes for the pension or OPEB plan(s) since the prior two measurement dates for OPERS. Effective for 2023, STRS implemented a one-time 3% cost of living adjustment effective on the anniversary of a benefits recipient's retirement date for those eligible during fiscal year 2023 and eliminated the age 60 requirement (effective August 1, 2026).

Changes since the measurement date

There were no significant changes since the measurement date.

Assumption changes

During the measurement periods ended June 30, 2022 and December 31, 2022, respectively, certain assumption changes were made by the plans. STRS mortality tables, projected salary increases, and trend rates were updated based on a new experience study, which impacted the annual actuarial valuation for Pension and OPEB prepared as of June 30, 2022. The OPERS OPEB discount rate decreased from 6.00 percent to 5.22 percent, which impacted the annual actuarial valuation for OPEB prepared as of December 31, 2022.

Payable to the Pension Plans and OPEB Plans

The University reported a payable of \$1,495,060 and \$1,466,182 for the outstanding amount of contributions to the STRS Ohio and OPERS pension plans required for the years ended June 30, 2023 and June 30, 2022, respectively

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Defined Contribution Pension Plan

The Alternative Retirement Plan (ARP) is a defined contribution pension plan, under IRS Section 401(a), and established by Ohio Amended Substitute House Bill 586 (ORC 3305.02) on March 31, 1997, for public institutions of higher education. The University's Board of Trustees adopted the University's plan on December 11, 1998. Full-time employees are eligible to choose a provider, in lieu of STRS Ohio or OPERS, from the list of nine providers currently approved by the Ohio Department of Insurance and who hold agreements with the University. Employee and employer contributions equal to those required by STRS Ohio and OPERS are required for the ARP, less any amounts required to be remitted to the state retirement system in which the employee would otherwise have been enrolled.

Eligible employees have 120 days from their date of hire to make an irrevocable election to participate in the ARP. Under this plan, employees who would have otherwise been required to be in STRS Ohio or OPERS, and who elect to participate in the ARP, must contribute the employee's share of retirement contributions to one of nine private providers approved by the Ohio Department of Insurance. The legislation mandates that the employer must contribute an amount to the state retirement system to which the employee would have otherwise belonged, based on an independent actuarial study commissioned by the Ohio Retirement Study Council and submitted to the Ohio Department of Higher Education. For STRS Ohio, that amount is 2.91 percent and 4.47 percent for the years ended June 30, 2023 and 2022. For OPERS, that amount is 2.24 percent and 2.44 percent for the years ended June 30, 2023 and 2022. If the employee was hired on or after August 2005, the employer contributes 6.00 percent. The employer also contributes what would have been the employer's contribution under STRS Ohio or OPERS, less the aforementioned percentages, to the private provider selected by the employee. The University plan provides these employees with immediate plan vesting. The ARP does not provide disability benefits, survivor benefits, or postretirement health care. Benefits are entirely dependent on the sum of contributions and investment returns earned by each participant's choice of investment options. STRS Ohio and OPERS also offer a defined contribution plan and a combined plan with features of both a defined contribution plan and a defined benefit plan. For the year ended June 30, 2023 and 2022, employee contributions totaled \$1,298,085 and \$1,299,939, and the University recognized pension expense of \$1,208,594 and \$1,098,292, respectively.

Note 14 – Contingencies and Risk Management

During fiscal year 2018, the University formed a 19-member Risk Council that established a Risk Management Program that provides a forum and process to strategically identify risks that are of utmost importance and develops coordinated and holistic mitigation plans that appropriately addresses those risks. The implementation of Enterprise Risk Management provides the framework to proactively and continuously manage risks in a manner consistent with the University's mission, goals, and culture.

The University is a defendant in various lawsuits. It is the opinion of University management that disposition of pending litigation will not have a material adverse effect on the financial statements of the University. The University receives grants and contracts from certain federal, state, and local agencies to fund research and other activities. The costs, both direct and indirect, that have been

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

charged to the grants or contracts are subject to examination and approval by the granting agency. It is the opinion of the University's administration that any disallowance or adjustment of such costs would not have a material effect on the financial statements.

The University is self-insured for all medical and drug employee health care benefits and fully insured for dental and vision employee health care benefits. The self-insured plan includes stop loss provisions.

Liabilities for estimates of outstanding claims and claims incurred but not reported under self-insurance programs have been recorded. Changes in the self-insured health care liabilities included in accrued health care benefits payable (also see Note 8) at June 30 were as follows:

	2023	2022	2021
Liability at beginning of fiscal year	\$ 1,653,862	\$ 1,786,667	\$ 2,323,017
Current year claims including changes in estimates	16,274,348	19,493,650	15,913,843
Claim payments	<u>(16,323,070)</u>	<u>(19,626,455)</u>	<u>(16,450,193)</u>
Liability at end of fiscal year	<u>\$ 1,605,140</u>	<u>\$ 1,653,862</u>	<u>\$ 1,786,667</u>

Health insurance claims are based upon estimates of the claims liabilities. Estimates are based upon past experience, medical inflation trends, and current claims outstanding, including year end lag analysis. Differences between the estimated claims payable and actual claims paid are reported in the Statements of Revenues, Expenses, and Changes in Net Position.

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The University has joined with other state-assisted universities in Ohio to form an insurance pool for the acquisition of commercial property and casualty insurance. The University pays annual premiums to the pool for its property and casualty insurance coverage based on its percentage of the total insurance value to the pool. Future contributions will be adjusted based upon each university's loss history. The University had no significant reductions in coverage from the prior year. Insurance settlements have not exceeded insurance coverage for each of the past three fiscal years.

The University participates in a State pool of agencies and universities that pays workers' compensation premiums into the State Insurance Fund on a pay-as-you-go basis (the Plan), which pays workers' compensation benefits to beneficiaries who have been injured on the job. Losses from asserted and unasserted claims for the participating state agencies and universities in the Plan are accrued by the Ohio Bureau of Workers' Compensation (the Bureau) based on estimates that incorporate the past experience, as well as other considerations including the nature of each claim or incident and relevant trend factors. Participants in the Plan annually fund the workers' compensation liability based on rates set by the Bureau to collect the cash needed in subsequent fiscal years to pay the workers' compensation claims of participating State agencies and universities.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Note 15 – Component Unit

Youngstown State University Foundation is a legally separate nonprofit organization exempt from federal income tax and classified as a public charity. YSUF is devoted to the support, expansion, and development of educational programs at the University that are useful to the student and beneficial to the University community. Because these restricted resources held by the Foundation can only be used by, or for the benefit of the University, the Foundation is considered a component unit of the University.

YSUF is a nonprofit organization that reports under FASB standards. As such, certain revenue recognition criteria and presentation features are different from GASB revenue recognition criteria and presentation features. With the exception of necessary presentation adjustments, no modifications have been made to YSUF's financial information in the University's financial report for these differences.

The following tables present information about the Foundation's assets measured at fair value on a recurring basis at June 30, 2023 and 2022 and the valuation techniques used by the Foundation to determine those fair values:

	Assets Measured at Fair Value on a Recurring Basis at June 30, 2023			Balance at June 30, 2023
	Quoted Prices in Active markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Investments				
Cash and cash equivalents	\$ 315,034	\$ -	\$ -	\$ 315,034
Common stock - U.S. stocks	81,537,072	-	-	81,537,072
Common stock - Non-U.S. stocks	5,344,850	-	-	5,344,850
Mutual funds:				
Exchange traded	44,247,340	-	-	44,247,340
Money market	7,067,792	-	-	7,067,792
Fixed income	12,821,624	33,565,773	-	46,387,397
Equity	41,149,708	-	-	41,149,708
Total mutual funds	105,286,464	33,565,773	-	138,852,237
Alternative investments:				
Private equity	-	-	37,202,821	37,202,821
Commodities hedge funds	-	-	1,215,761	1,215,761
Total alternative investments	-	-	38,418,582	38,418,582
Total	<u>\$ 192,483,420</u>	<u>\$ 33,565,773</u>	<u>\$ 38,418,582</u>	264,467,775
Investments measured at NAV -				
Hedge funds				46,276,128
Total assets				<u>\$ 310,743,903</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

	Assets Measured at Fair Value on a Recurring Basis at June 30, 2022			Balance at June 30, 2022
	Quoted Prices in Active markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Investments				
Cash and cash equivalents	\$ 287,834	\$ -	\$ -	\$ 287,834
Common stock - U.S. stocks	75,919,866	-	-	75,919,866
Common stock - Non-U.S. stocks	5,139,377			5,139,377
Mutual funds:				
Exchange traded	43,528,576	-	-	43,528,576
Money market	6,351,441	-	-	6,351,441
Fixed income	18,947,728	20,715,844	-	39,663,572
Equity	<u>39,695,282</u>	<u>-</u>	<u>-</u>	<u>39,695,282</u>
Total mutual funds	108,523,027	20,715,844	-	129,238,871
Alternative investments:				
Private equity	-	-	43,928,383	43,928,383
Commodities hedge funds	<u>-</u>	<u>-</u>	<u>1,382,325</u>	<u>1,382,325</u>
Total alternative investments	<u>-</u>	<u>-</u>	<u>45,310,708</u>	<u>45,310,708</u>
Total	<u>\$ 189,870,104</u>	<u>\$ 20,715,844</u>	<u>\$ 45,310,708</u>	255,896,656
Investments measured at NAV -				
Hedge funds				<u>50,219,822</u>
Total assets				<u>\$ 306,116,478</u>

Net assets without donor restrictions at June 30, 2023 and 2022 consist of the following:

	2023	2022
Current operations	\$ 157,508,772	\$ 152,779,669
Amounts committed to the University to be disbursed	<u>6,381,275</u>	<u>6,813,550</u>
Total net assets without donor restrictions	<u>\$ 163,890,047</u>	<u>\$ 159,593,219</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

Net assets with donor restrictions as of June 30 are available for the following purposes:

	2023	2022
Subject to the Foundation's spending policy and appropriation -		
Investments in perpetuity (including original gift amount of \$124,244,491 and \$119,544,129, as of June 30, 2023 and 2022, respectively), which, once appropriated, is expendable to support various activities	\$ 142,926,332	\$ 135,788,976
Subject to appropriation and expenditures when a specified event occurs:		
Funds available to assist the University's Department of Philosophy and Religious Studies in the scholarly study of religion, history, and culture	1,504,576	1,274,925
Funds available to assist the University in land acquisitions	511,015	514,212
Land received in kind	64,656	43,289
Other	<u>(381,140)</u>	<u>(156,654)</u>
Subtotal	1,699,107	1,675,772
Subject to the passage of time - Pledges receivable for the benefit of the University for scholarships and other programs or endowments	<u>13,581,040</u>	<u>9,537,393</u>
Net assets with donor restrictions	<u>\$ 158,206,479</u>	<u>\$ 147,002,141</u>

Financial support from YSUF was \$10,907,374 for the fiscal year ended June 30 2023 and \$9,328,575 for the fiscal year ended June 30, 2022. Financial support from YSUF has been committed for fiscal year 2024 in the amount of \$10,902,150

Complete financial statements for the Youngstown State University Foundation can be requested from The Youngstown State University Foundation.

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REQUIRED SUPPLEMENTARY INFORMATION

Schedules of the University's Proportionate Share of the Net Pension Liability Plan Years Ended 2014 to 2022

Plan Year	University's proportion of the net pension liability (asset)	University's proportionate share of the net pension liability (asset)	University's covered payroll	University's proportionate share of the collective net pension liability as a percentage of the employer's covered payroll	Plan fiduciary net position as a percentage of the total pension liability
State Teachers Retirement System (STRS Ohio)					
2022	0.261670%	\$ 58,169,556	\$ 38,239,538	152.12%	78.90%
2021	0.281650%	\$ 36,011,446	\$ 38,933,561	92.49%	87.80%
2020	0.314635%	\$ 76,130,559	\$ 42,404,403	179.53%	75.50%
2019	0.328794%	\$ 72,710,830	\$ 43,128,083	168.59%	77.40%
2018	0.325960%	\$ 71,671,389	\$ 41,735,926	171.73%	77.31%
2017	0.330156%	\$ 78,429,268	\$ 41,199,747	190.36%	75.30%
2016	0.348370%	\$ 116,609,806	\$ 41,521,217	280.84%	66.80%
2015	0.361214%	\$ 99,828,954	\$ 42,774,459	233.38%	72.10%
2014	0.384452%	\$ 93,512,061	\$ 44,313,510	211.02%	74.70%
Ohio Public Employees Retirement System (OPERS)					
2022	0.237134%	\$ 69,471,970	\$ 42,517,459	163.40%	76.07%
2021	0.234737%	\$ 19,455,611	\$ 40,205,249	48.39%	93.01%
2020	0.223270%	\$ 32,376,291	\$ 38,248,636	84.65%	87.21%
2019	0.244668%	\$ 47,840,867	\$ 40,601,178	117.83%	82.44%
2018	0.258405%	\$ 70,477,168	\$ 41,119,217	171.40%	78.00%
2017	0.259492%	\$ 40,346,952	\$ 40,446,282	99.75%	79.00%
2016	0.259332%	\$ 58,744,558	\$ 39,595,195	148.36%	80.00%
2015	0.269315%	\$ 46,516,739	\$ 39,715,198	117.13%	80.00%
2014	0.284240%	\$ 34,173,082	\$ 40,769,505	83.82%	84.00%

The plan year ends on June 30 for STRS Ohio and December 31 for OPERS.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

Schedules of the University's Pension Contributions

Fiscal Year	Statutorily required contribution	Contributions in relation to the statutorily required contributions	Annual contribution deficiency	University's covered payroll	Contributions recognized by the pension plan in relation to the statutorily or contractually required employer contribution as a percent of the employer's covered payroll
State Teachers Retirement System (STRS Ohio)					
2023	\$4,595,362	\$4,595,362	\$ -	\$ 37,681,441	12.20%
2022	\$4,766,737	\$4,766,737	\$ -	\$ 38,239,538	12.47%
2021	\$4,865,815	\$4,865,815	\$ -	\$ 38,933,561	12.50%
2020	\$5,318,458	\$5,318,458	\$ -	\$ 42,404,403	12.54%
2019	\$5,404,211	\$5,404,211	\$ -	\$ 43,128,053	12.53%
2018	\$5,195,369	\$5,195,369	\$ -	\$ 41,735,926	12.45%
2017	\$5,107,383	\$5,107,383	\$ -	\$ 41,199,747	12.40%
2016	\$5,153,427	\$5,153,427	\$ -	\$ 41,521,217	12.41%
2015	\$5,318,436	\$5,315,436	\$ -	\$ 42,774,459	12.43%
Ohio Public Employees Retirement System (OPERS)					
2023	\$5,557,191	\$5,557,191	\$ -	\$ 43,340,039	12.82%
2022	\$5,391,644	\$5,391,644	\$ -	\$ 41,781,130	12.90%
2021	\$4,816,380	\$4,816,380	\$ -	\$ 37,506,171	12.84%
2020	\$5,171,188	\$5,171,188	\$ -	\$ 40,296,691	12.83%
2019	\$5,189,816	\$5,189,816	\$ -	\$ 40,481,204	12.82%
2018	\$5,104,871	\$5,104,871	\$ -	\$ 41,095,514	12.42%
2017	\$5,043,147	\$5,043,147	\$ -	\$ 39,901,665	12.64%
2016	\$4,994,138	\$4,994,138	\$ -	\$ 39,458,926	12.66%
2015	\$5,095,976	\$5,095,976	\$ -	\$ 40,264,007	12.66%

Changes of benefit terms STRS Ohio – Effective for 2023, STRS implemented a one-time 3% cost of living adjustment effective on the anniversary of a benefits recipient's retirement date for those eligible during fiscal year 2023 and eliminated the age 60 requirement (effective August 1, 2026).

Changes of assumptions

STRS Ohio – During the plan year ended June 30, 2022, there were changes to several assumptions for STRS based on an updated experience study for the five-year period ended June 30, 2021. The projected salary increase range changed from 2.5% -12.5% to 2.5% -8.5%. The mortality tables used changed from RP-2014 to PUB-2010.

During the plan year ended June 30, 2021, the investment rate of return decreased from 7.45% to 7.00%.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

During the plan year ended June 30, 2017, there were changes to several assumptions for STRS Ohio. The cost-of-living adjustment dropped from 2.00% to 0.00%. The wage inflation dropped from 2.75% to 2.50%. The investment rate of return decreased from 7.75% to 7.45%. The mortality tables used changed from RP-2000 to RP-2014.

OPERS – During the plan year ended December 31, 2022, there were no changes to key assumptions.

During the plan year ended December 31, 2021, there were changes to several assumptions for OPERS. The discount rate was reduced from 7.50% to 6.90%. The wage inflation dropped from 3.25% to 2.75%. The projected salary increase range changed from 3.25%-10.75% to 2.75%-10.75%. The experience study changed from the 5 year period ended December 31, 2015 to the 5 year period ended December 31, 2020. The mortality tables used changed from RP2014 to PUB-2010.

During the plan year ended December 31, 2018, the discount rate was reduced from 7.50% to 7.20%. During the plan year ended December 31, 2016, there were changes to several assumptions for OPERS. The wage inflation dropped from 3.75% to 3.25%. The projected salary increase range changed from 4.25%-10.05% to 3.25%-10.75%. The mortality tables used changed from RP-2000 to RP-2014.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

Schedules of the University's Proportionate Share of the Net OPEB Liability (Asset) Plan Years Ended 2017 to 2022

Plan Year	University's proportion of the net OPEB liability (asset)	University's proportionate share of the net OPEB liability (asset)	University's covered payroll	University's proportionate share of the collective net OPEB liability as a percentage of the employer's covered payroll	Plan fiduciary net position as a percentage of the total OPEB liability
State Teachers Retirement System (STRS Ohio)					
2022	0.261670%	\$ (6,776,000)	\$ 38,239,538	17.40%	230.70%
2021	0.281650%	\$ (5,938,000)	\$ 38,933,561	15.25%	174.70%
2020	0.314652%	\$ (5,530,000)	\$ 42,404,403	13.04%	182.10%
2019	0.327941%	\$ (5,446,000)	\$ 43,128,083	12.63%	174.70%
2018	0.325960%	\$ (5,237,852)	\$ 41,735,926	12.55%	176.00%
2017	0.330156%	\$ 12,881,469	\$ 41,199,747	31.27%	47.10%
Ohio Public Employees Retirement System (OPERS)					
2022	0.232424%	\$ 1,465,478	\$ 42,517,459	3.45%	94.79%
2021	0.232723%	\$ (7,289,241)	\$ 40,205,249	18.13%	128.23%
2020	0.222075%	\$ (3,956,443)	\$ 38,248,636	10.34%	115.57%
2019	0.242319%	\$ 33,470,549	\$ 40,601,178	82.44%	47.80%
2018	0.256109%	\$ 33,390,568	\$ 41,119,217	81.20%	46.33%
2017	0.255940%	\$ 27,793,199	\$ 40,446,282	68.72%	54.14%

The plan year ends on June 30 for STRS Ohio and December 31 for OPERS.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

Schedules of the University's OPEB Contributions

Fiscal Year	Statutorily required contribution	Contributions in relation to the statutorily required contributions	Annual contribution deficiency	University's covered payroll	Contributions recognized by the OPEB plan in relation to the statutorily or contractually required employer contribution as a percent of the employer's covered payroll
State Teachers Retirement System (STRS Ohio)					
2023	\$ -	\$ -	\$ -	\$ 37,681,441	0.00%
2022	\$ -	\$ -	\$ -	\$ 38,239,538	0.00%
2021	\$ -	\$ -	\$ -	\$ 38,933,561	0.00%
2020	\$ -	\$ -	\$ -	\$ 42,404,403	0.00%
2019	\$ -	\$ -	\$ -	\$ 43,128,053	0.00%
2018	\$ -	\$ -	\$ -	\$ 41,735,926	0.00%
Ohio Public Employees Retirement System (OPERS)					
2023	\$ -	\$ -	\$ -	\$ 43,340,039	0.00%
2022	\$ -	\$ -	\$ -	\$ 41,781,130	0.00%
2021	\$ -	\$ -	\$ -	\$ 37,506,171	0.00%
2020	\$ -	\$ -	\$ -	\$ 40,296,691	0.00%
2019	\$ -	\$ -	\$ -	\$ 40,481,204	0.00%
2018	\$ 190,221	\$ 190,221	\$ -	\$ 41,095,514	0.46%

There were no significant changes in benefit terms affecting the OPERS plans.

Changes of assumptions

STRS Ohio – During the plan year ended June 30, 2022, there were changes to several assumptions for STRS based on an updated experience study for the five-year period ended June 30, 2021. The projected salary increase range changed from 2.5%-12.5% to 2.5%-8.5%. The mortality tables used changed from RP-2014 to PUB-2010.

During the plan year ended June 30, 2021, the investment rate of return decreased from 7.45% to 7.00%. The health care cost trend rates also decreased from 4.93% to 9.62% initial and 4.00% ultimate for plan year ended June 30, 2020, to 16.20% percent to 30.00% initial and 4.00% ultimate for plan year ended June 30, 2021.

During the plan year ended June 30, 2018, there were changes to several assumptions for STRS Ohio. The health care cost trend rates decreased from 6.00% to 11.00% initial and 4.50% ultimate for plan year ended June 30, 2017, to (5.23%) to 9.62% initial and 4.00% ultimate for plan year ended June 30, 2018. The discount rate increased from a blended rate between the long-term expected rate of return and a 20-year municipal bond rate of 4.13 % to the investment rate of return of 7.45% based on the cash flow analysis.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

OPERS – During the plan year ended December 31, 2022, the health care cost trend rate changed to 5.50% initial, 3.50% ultimate in 2036 from 5.50% initial, 3.50% ultimate in 2034 in 2021. In addition, the discount rate was reduced from 6.00% to 5.22%.

During the year ended December 31, 2021, there were changes to several assumptions for OPERS. The experience study changed from the 5-year period ended December 31, 2015 to the 5-year period ended December 31, 2020. The municipal bond rate decreased from 2.00% to 1.84%. Wage inflation decreased 3.25% to 2.75%. The projected salary increase range changed from 3.25%-10.75% to 2.75%-10.75%. Health care cost trend rate decreased from 8.50% initial, 3.50% ultimate in 2035 to 5.50% initial, 3.50% ultimate in 2034.

During the plan year ended December 31, 2020, there were changes to several assumptions for OPERS. The health care cost trend rates decreased from 10.50% initial and 3.50% ultimate to 8.50% initial and 3.50% ultimate. The discount rate was increased from 3.16% to 6.00%.

During the plan year ended December 31, 2019, there were changes to several assumptions for OPERS. The health care cost trend rates decreased from 10.00% initial and 3.25% ultimate to 10.50% initial and 3.50% ultimate. The discount rate was reduced from 3.96% to 3.16%.

YOUNGSTOWN STATE UNIVERSITY

OTHER INFORMATION

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Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

Independent Auditor's Report

To Management and the Board of Trustees
Youngstown State University

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the business-type activities and the discretely presented component unit of Youngstown State University (the "University"), a component unit of the State of Ohio, as of and for the year ended June 30, 2023 and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated October 12, 2023.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the University's financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

To Management and the Board of Trustees
Youngstown State University

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Plante & Moran, PLLC

October 12, 2023

Report on Compliance for Each Major Federal Program and Report on Internal Control Over Compliance Required by the Uniform Guidance

Independent Auditor's Report

To the Board of Trustees
Youngstown State University

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Youngstown State University's (the "University") compliance with the types of compliance requirements identified as subject to audit in the Office of Management and Budget (OMB) Compliance Supplement that could have a direct and material effect on the University's major federal program for the year ended June 30, 2023. The University's major federal program is identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, the University complied, in all material respects, with the compliance requirements referred to above that could have a direct and material effect on the major federal program for the year ended June 30, 2023.

Basis for Opinion on Each Major Federal Program

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America (GAAS); the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the "Uniform Guidance"). Our responsibilities under those standards and the Uniform Guidance are further described in the *Auditor's Responsibilities for the Audit of Compliance* section of our report.

We are required to be independent of the University and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of the University's compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to the University's federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on the University's compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that an audit conducted in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about the University's compliance with the requirements of each major federal program as a whole.

To the Board of Trustees
Youngstown State University

In performing an audit in accordance with GAAS, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the University's compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of the University's internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

Report on Internal Control Over Compliance

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A material weakness in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A significant deficiency in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the *Auditor's Responsibilities for the Audit of Compliance* section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Plante & Moran, PLLC

October 12, 2023

Schedule of Expenditures of Federal Awards

Year Ended June 30, 2023

Federal Agency/Pass-through Agency/Program Title	Assistance		Total Amount	
	Listing Number	Pass-through Entity Identifying Number	Provided to Subrecipients	Federal Expenditures
Clusters:				
Student Financial Assistance Cluster				
U.S. Department of Education - Direct Programs:				
Federal Supplemental Educational Opportunity Grants	84.007	Not Applicable	-	390,801
Federal Work Study Program	84.033	Not Applicable	-	522,335
Federal Perkins Loan Program	84.038	Not Applicable	-	99,538
Federal Pell Grant Program	84.063	Not Applicable	-	14,899,919
Federal Direct Student Loans	84.268	Not Applicable	-	47,048,678
Total Student Financial Assistance Cluster			-	62,961,271
Research and Development Cluster				
U.S. Department of Commerce - Pass-through Program:				
National Oceanic & Atmospheric Administration - The Ohio State University - Sea Grant Support	11.417	SPC-100006439 GR126917	-	26,137
Total U.S. Department of Commerce			-	26,137
U.S. Department of Defense - Pass-through Programs:				
Army Research Institute - Case Western Reserve University Basic Scientific Research				
	12.431	RES600317	-	22,256
National Center for Defense Manufacturing and Machining (NCDMM) - Air Force Defense Research Sciences Program				
	12.800	Not Available	-	223,281
National Center for Defense Manufacturing and Machining (NCDMM) - Air Force Defense Research Sciences Program				
	12.800	Not Available	-	524,235
Air Force Research Lab - Wright State University Research and Technology Development				
	12.910	671100-1	1,709	1,075,895
Total U.S. Department of Defense			1,709	1,845,667
National Aeronautics and Space Administration - Direct Programs:				
Space Technology	43.012	Not Applicable	-	102,124
National Aeronautics and Space Administration - Pass-through Programs:				
Ohio Space Grant Consortium - Science				
	43.001	Not Available	-	(234)
Space Telescope Science Institute - Science				
	43.001	HST-GO-16082.002-A	-	478
Space Telescope Science Institute - Science				
	43.001	HST-GO-16257.002-A	-	4,277
Total National Aeronautics and Space Administration			-	106,645

Schedule of Expenditures of Federal Awards (Continued)

Year Ended June 30, 2023

Federal Agency/Pass-through Agency/Program Title	Assistance Listing Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters (continued):				
Research and Development Cluster (Continued)				
National Science Foundation - Direct Programs:				
Engineering	47.041	Not Applicable	-	8,504
Mathematical and Physical Sciences	47.049	Not Applicable	-	165,022
Education and Human Resources	47.076	Not Applicable	8,360	309,954
Total National Science Foundation			8,360	483,480
U.S. Department of Energy - Pass-through Programs:				
Lawrence Berkeley National Laboratory-Energy Efficiency and Renewable Energy Education and Outreach	81.117	7646533	-	8,045
Total U.S. Department of Energy			-	8,045
U.S. Department of Education - Pass-through Programs:				
The University of Cincinnati - State Technical Assistance Projects to Improve Services and Results for Children who are Deaf-Blind and National Technical Assistance and Dissemination Center for Children who are Deaf-Blind	84.326T	011841-00008	-	26,229
Total U.S. Department of Education			-	26,229
U.S. Department of Health and Human Services - Direct Programs:				
Nurse Anesthetist Traineeships	93.124	Not Applicable	-	18,167
Diabetes, Digestive, and Kidney Diseases Extramural Research	93.847	Not Applicable	-	535
U.S. Department of Health and Human Services - Pass-through Programs:				
COVID-19 - Centers for Disease Control and Prevention - Ohio Department of Health - Epidemiology and Laboratory Capacity for Infectious Diseases (ELC)	93.323	Contract # 51391	-	130,999
COVID-19 - Centers for Disease Control and Prevention - Ohio State University - Epidemiology and Laboratory Capacity for Infectious Diseases (ELC)	93.323	GR124769/SPC-1000005404	-	123
University of Pittsburgh - Aging Research	93.866	CNVA00058552 (131451-1)	-	11,251
University of Pittsburgh - Aging Research	93.866	AWD00003998 (136085-1)	-	33,829
Total U.S. Department of Health and Human Services			-	194,904
Total Research and Development Cluster			10,069	2,691,107
TRIO Cluster				
U.S. Department of Education - Direct Program:				
TRIO Upward Bound	84.047A	Not Applicable	-	99,251
Total TRIO Cluster			-	99,251

Schedule of Expenditures of Federal Awards (Continued)

Year Ended June 30, 2023

Federal Agency/Pass-through Agency/Program Title	Assistance Listing Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters (Continued):				
Economic Development Cluster				
Economic Development Agency - Direct Program: Economic Adjustment Assistance	11.307	Not Applicable	-	120,599
Total Economic Development Cluster				120,599
Child Nutrition Cluster				
U.S. Department of Agriculture - Pass-through Program: State of Ohio Department of Education - Summer Food Service Program for Children	10.559	02428971	-	6,646
Total Child Nutrition Cluster			-	6,646
Total Clusters			10,069	65,878,874
Other federal awards:				
U.S. Department of Defense - Pass-through Programs:				
State of Ohio, Department of Development - Procurement Technical Assistance for Business Firms	12.002	PTAG20220527	-	109,083
State of Ohio, Department of Development - Procurement Technical Assistance for Business Firms	12.002	APXG20230527	-	60,680
Total U.S. Department of Defense			-	169,763
Appalachian Regional Commission - Direct Program:				
Appalachian Area Development	23.002	Not Applicable	-	173,494
National Endowment for the Humanities - Pass through Program:				
Science	43.001	Not Applicable	-	24,500
National Aeronautics and Space Administration - Direct Ohio Humanities Council - Promotion of the Humanities Federal/State Partnership				
	45.129	QU22-089	-	4,027
Small Business Administration - Pass-through Programs:				
State of Ohio, Development Services Agency - Small Business Development Centers	59.037	OSBG-20-350	-	38,616
State of Ohio, Development of Development - Small Business Development Centers	59.037	OSBG-22-326A	-	133,239
State of Ohio, Development of Development - Small Business Development Centers	59.037	OSBG-23-326	-	134,339
Total Small Business Administration			-	306,194

Schedule of Expenditures of Federal Awards (Continued)

Year Ended June 30, 2023

Federal Agency/Pass-through Agency/Program Title	Assistance Listing Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Other programs (Continued)				
Other federal awards (Continued):				
U.S. Department of Education - Direct Programs:				
Gaining Early Awareness and Readiness for Undergraduate Programs	84.334	Not Applicable	-	9,200
U.S. Department of Education - Education Stabilization Fund:				
COVID-19 - Higher Education Emergency Relief Fund - Student Aid	84.425E	Not Applicable	-	(21,500)
COVID-19 - Higher Education Emergency Relief Fund - Institutional Portion	84.425F	Not Applicable	-	257,215
COVID-19 - Higher Education Emergency Relief Fund - Institutional Portion	84.425F	Not Applicable	-	111,715
U.S. Department of Education - Education Stabilization Fund - Pass-through Programs:				
COVID-19 - Ohio Department of Education - Elementary and Secondary School Emergency Relief Fund (ESSER I and II)	84.425D	1899	-	74,451
COVID-19 - Ohio Department of Education/Ohio Department of Higher Education - American Rescue Plan-Elementary and Secondary School Relief Fund (ARP-ESSER)	84.425U	Not Available	-	114,117
COVID-19 - Ohio Department of Education - Office of Graduate Success - American Rescue Plan-Elementary and Secondary School Relief Fund (ARP-ESSER)	84.425U	Not Available	-	6,952
COVID-19 - Ohio Department of Developmental Disabilities - American Rescue Plan-Elementary and Secondary School Relief Fund (ARP-ESSER)	84.425U	Not Available	-	30,942
Total Education Stabilization Fund			-	573,892

Schedule of Expenditures of Federal Awards (Continued)

Year Ended June 30, 2023

Federal Agency/Pass-through Agency/Program Title	Assistance Listing Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Other programs (Continued)				
Other federal awards (Continued):				
U.S. Department of Education - Pass-through Programs:				
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	12107	-	1,547
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10936	-	80
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10864	-	270
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	17307	-	12,651
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	17307	-	128,705
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	19472	-	142,199
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	19471	-	127,618
			-	413,070
Total State of Ohio Department of Education - Twenty-First Century Community Learning Centers				
Total U.S. Department of Education			-	996,162
U.S. Department of Health and Human Services - Pass-through Programs:				
State of Ohio Department of Jobs and Family Services - Ohio Child Care Resource & Referral Association (OCCRRA) - Child Care and Development Block Grant	93.575	105475	-	494,065
State of Ohio Department of Jobs and Family Services - Stephanie Tubbs Jones Child Welfare Services Program	93.645	G-1819-06-0337	-	1,500
State of Ohio Department of Jobs and Family Services - Stephanie Tubbs Jones Child Welfare Services Program	93.645	G-2223-06-0083	-	5,473
State of Ohio Department of Jobs and Family Services - Foster Care - Title-IV-E	93.658	G-1819-06-0337	-	(5,590)
State of Ohio Department of Jobs and Family Services - Foster Care - Title-IV-E	93.658	G-2223-06-0083	-	61,089
State of Ohio Department of Jobs and Family Services - Social Services Block Grant	93.667	G-2223-06-0083	-	30,993
Total U.S. Department of Health and Human Services			-	587,530
U.S. Department of Homeland Security - Pass-through Programs:				
United States Coast Guard - Ohio Department of Natural Resources - Boating Safety Financial Assistance	97.012	2022-0441	-	80
Total U.S. Department of Homeland Security			-	80
Total other federal awards			-	2,261,750
Total federal awards			10,069	68,140,624

Notes to Schedule of Expenditures of Federal Awards

Year Ended June 30, 2023

Note 1 - Basis of Presentation

The accompanying schedule of expenditures of federal awards (the "Schedule") includes the federal grant activity of Youngstown State University (the "University") under programs of the federal government for the year ended June 30, 2023. The information in the Schedule is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the "Uniform Guidance"). Because the Schedule presents only a selected portion of the operations of the University, it is not intended to and does not present the financial position, changes in net position, or cash flows of the University.

Note 2 - Summary of Significant Accounting Policies

Expenditures reported in the Schedule are reported on the same basis of accounting as the basic financial statements. Such expenditures are recognized following the cost principles contained in Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, wherein certain types of expenditures are not allowable or are limited as to reimbursement, and frequently asked questions, as outlined in the 2023 Compliance Supplement Addendum. Negative amounts shown on the Schedule represent adjustments or credits made in the normal course of business to amounts reported as expenditures in prior years. The pass-through entity identifying numbers are presented where available.

The University has elected not to use the 10 percent *de minimis* indirect cost rate to recover indirect costs, as allowed under the Uniform Guidance, and instead uses indirect cost rates ranging from 8 percent to 26.3 percent per the respective grant agreements or current federally negotiated indirect cost rate.

Note 3 - Loans Balances

Federal Direct Loan Program

The University participates in the Federal Direct Student Loan Program (84.268). The University originates, but does not provide funding for, federal direct loans (FDL). The amount presented on the schedule of expenditures of federal awards represents the value of new FDL processed by the University for the year ended June 30, 2023.

Federal Perkins Loan Program

Loans outstanding at the beginning of the year and loans made during the year are included in the federal expenditures presented in the Schedule. The University liquidated the Federal Perkins Loan Program with the final liquidation pending confirmation by the Department of Education after completion of Perkins close-out audit. There were no loan balances outstanding at June 30, 2023. The federal share of the University's final fund capital from the Perkins Loan Program is \$71,296 and was refunded on May 11, 2023.

Schedule of Findings and Questioned Costs

Year Ended June 30, 2023

Section I - Summary of Auditor's Results

Financial Statements

Type of auditor's report issued: Unmodified

Internal control over financial reporting:

- Material weakness(es) identified? _____ Yes X No
- Significant deficiency(ies) identified that are not considered to be material weaknesses? _____ Yes X None reported
- Noncompliance material to financial statements noted? _____ Yes X None reported

Federal Awards

Internal control over major programs:

- Material weakness(es) identified? _____ Yes X No
- Significant deficiency(ies) identified that are not considered to be material weaknesses? _____ Yes X None reported
- Any audit findings disclosed that are required to be reported in accordance with Section 2 CFR 200.516(a)? _____ Yes X No

Identification of major programs:

Assistance Listing Number	Name of Federal Program or Cluster	Opinion
Various	Student Financial Assistance Cluster	Unmodified

Dollar threshold used to distinguish between type A and type B programs: \$750,000

Auditee qualified as low-risk auditee? _____ X Yes _____ No

Section II - Financial Statement Audit Findings

None

Section III - Federal Program Audit Findings

None



State of Ohio Senate Bill 6 Financial Ratio Analysis - Youngstown State University, FY 2023

Senate Bill 6 Ratios

Enacted in 1997, Senate Bill 6 provides a framework for state policymakers to annually evaluate the financial health of Ohio's public colleges and universities. S.B. 6 is codified in state law:

- *Ohio Revised Code §3345.72
- *Ohio Administrative Code §126:3-1-01.

S.B. 6 requires the Ohio Department of Higher Education to employ a scoring system using each state university's audited financial statements as the basis for three key performance ratios, calculated as follows:

***Net income ratio:** change in total net assets ÷ total revenues. = 20% of composite score

***Viability ratio:** expendable net assets ÷ plant debt. = 30% of composite score

***Primary reserve ratio:** expendable net assets ÷ total operating expenses + interest on debt. = 50% of composite score

****All calculations exclude the impact of GASB 68/75****

YSU's FY 2023 ratios and scores are depicted in the table below:

Senate Bill 6 Sliding Scale

Net Income Ratio:						Score	Weight	Weighted Score
0	1	2	3	4	5	1	20%	0.20
<-.049	-.05 to 0 -0.010	0 to .009	.01 to .029	.03 to .049	=>.05			
Calculation detail:						(\$1,991,320) / \$208,199,824 = -0.010		

Viability Ratio:						Score	Weight	Weighted Score
0	1	2	3	4	5	4	30%	1.20
<0	0 to .29	.30 to .59	.60 to .99	1.0 to 2.50 1.059	>2.50			
Calculation detail:						\$72,273,672 / \$68,255,407 = 1.059		

Primary Reserve Ratio:						Score	Weight	Weighted Score
0	1	2	3	4	5	4	50%	2.00
<-.10	-.10 to .049	.05 to .099	.10 to .249	.25 to .49 0.344	=>.50			
Calculation detail:						\$72,373,672 / \$210,191,1444 = 0.344		

YSU Composite Score = sum total of weighted ratio scores above: 3.40

What the ratios mean:

***Net income ratio:** compares expenses and revenues to determine if a campus is operating within its resources.

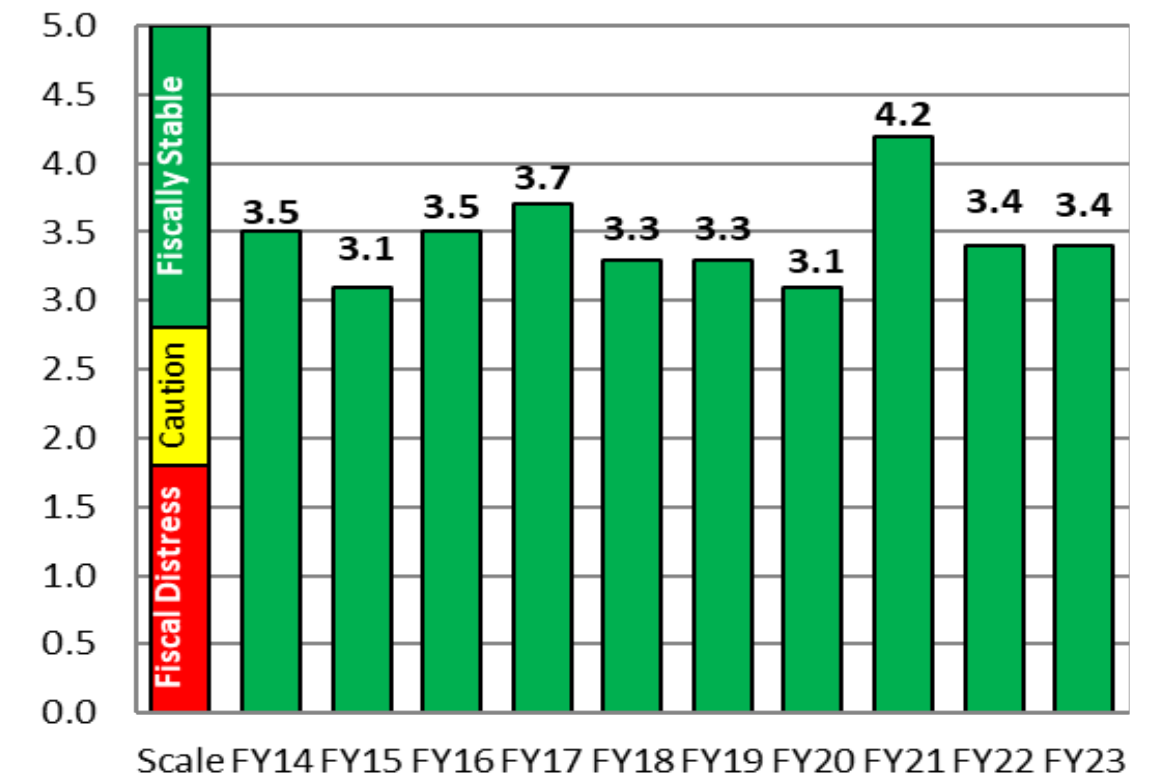
***Viability ratio:** measures a campus's ability to manage long-term debt obligations.

***Primary reserve ratio:** measures a campus's ability to use reserves in the absence of future revenue.

Key metric: **Composite Score**, the sum of weighted scores for the net income, viability and primary reserve ratios.
5.0 is the highest-best score possible.

Historical Data

YSU's S.B. 6 composite scores have fluctuated over the last 10 years but have remained stable since inception.



Institutional Comparison

The FY 2023 (preliminary) and FY 2017 composite scores for Ohio's state universities are shown below:



Source: Ohio Department of Higher Education <https://highered.ohio.gov/educators/budget-financial/campus-accountability-sa/campus-accountability>

*Central State's FY 2023 score was not available at the time this report was prepared.

Governance for A New Era: A Blueprint For Higher Education Trustees,
Beeno Schmidt, Chairman, American Council of Trustees and Alumni,
August, 2014.

EXCERPTS OF “TRUSTEES MUST...”

...have the last word when it comes to guarding the central values of American higher education—academic excellence and academic freedom. P4

...insist on real and concrete institutional accountability, the public must demand the same of governing boards. p5

...be able to rely on the president or chancellor in the development of policy and the operation of the institution. p5

...regularly assess the cost/ value proposition of academic and nonacademic programs in setting their goals. p8

... realize that times—and institutions— must change. p8

...be aware of how research is funded, who receives funding and why, and the problems of competition for research funds. p8

...be engaged in the dialogue and policymaking that ensures that the faculty, including research faculty, contribute to the overall teaching mission of the institution. p8

...be willing to withstand pressure to grow athletic programs that are a net drain on resources, and they should ensure that salary contracts for coaches reward academic performance first and athletic success second. p8

...not allow their institutions to compromise academic freedom by yielding to pressure to withdraw invitations. p10

...be appropriately engaged in this most important piece of academic quality and accountability (tenure). p10

...have confidence that the process of tenure and post-tenure review is objective and politically neutral. p10

...be the primary guardians of educational quality and excellence. p11

...outline broadly what requirements will be necessary to achieve that mission.

...in determining what graduates will need for informed citizenship, effectiveness in the workforce, and lifelong learning. p11

... make their decisions based on data. p12

... resist relying on outside ratings systems that focus on reputation and resources instead of educational values, academic excellence, and cost effectiveness. p13

... make clear to their presidents that they want annually to receive assessments of student learning—both through nationally-normed instruments and other measures. p13

... address the basic question of what happens to students after they graduate, especially in a time of rampant grade inflation, when transcripts are viewed with increasing skepticism by the business and professional community. p13

... receive independent guidance. p16

Board meetings should always include strategic and option-oriented background materials that provide members with a wider perspective on education policy for their decision-making. p16

... resist challenges to their rightful authority and responsibility to govern the academic and financial activities of their institution. p17

EXCERPTS OF “TRUSTEES ARE...”

... supposed to act as a mediating agent between the interests of the institution and the needs of the surrounding society. p4

... responsible for mission, institutional priorities, and for what graduates of the institution must know and be able to do. p8

... well positioned to push back against the excessive and costly proliferation of classes that satisfy general education requirements. p12

EXCERPTS OF “TRUSTEES SHOULD...”

...take a more active role in reviewing and benchmarking the work of faculty and administrators and monitoring outcomes. p4

...adopt policies that maintain institutional neutrality and distance from political fashion and pressure. p9

...annually ask for a report from the president or provost outlining disciplinary diversity. p10

...request annually a presentation on the process for tenure and tenure review, and trustees should regularly review and approve that process. p10

...ask their president to provide the board a review, at least annually, of the programs added, the programs subtracted, and the criteria for determining academic program viability. p12

...not limit their knowledge of their institutions to what is discussed in committee meetings. p13

A black and white photograph of classical architectural columns and steps, serving as a background for the top half of the cover. A solid red vertical bar is on the left side.

Governance

for a **NEW ERA**

A Blueprint for Higher Education Trustees

Benno C. Schmidt, Chairman

PROJECT ON GOVERNANCE FOR A NEW ERA

August 2014

“Higher education has never been so important to the health and well-being and the future of our state as it is right now. ... If we are going to make the kind of improvement we need ... [trustees] are going to have to press for it, and measure it, and demand results.”

– Governor Mitch Daniels, 2010

Governance for a NEW ERA

A Blueprint for Higher Education Trustees

Almost every day brings a succession of news stories, editorials, and reports critical of higher education. American colleges and universities that were regularly called “the envy of the world” now draw withering admonitions from the White House and numerous others for their high costs and declining quality. President Obama has declared that he will institute a federal rating system for higher education with significant financial consequences.

A recent survey by GfK shows that a majority of Americans believe taxpayers and families are not getting value for their investment. They see tenure as a system that adds to cost and compromises quality. They fear that political correctness and intolerance are undermining the free exchange of ideas. And headlines underscore ever-more-frequent concerns about collegiate athletic scandals, binge drinking, and criminal behavior.

Multiple studies suggest that, despite massive expenditure, many of America’s college graduates are not leaving school prepared for career and community. Substantial numbers of recent college graduates lack a fundamental understanding of their history and heritage; many suffer from vast gaps in their skills and knowledge and are ill-equipped to compete in the fast-moving global economy. Meanwhile, completion rates at both two-year and four-year colleges are often shockingly low. Tuition continues to rise far above inflation, outstripping

even increases in medical costs. Student debt has risen along with it, topping one trillion dollars.

While there is no single cause for this range of problems, one of the critical sources is the failure of higher education governance. That is why the undersigned have come together—as long-time friends and supporters of American higher education—to call for governance for a new era and to set a path for new and vigorous engagement by academic leadership and boards of trustees.

Ineffective higher ed governance is not a new phenomenon. Thoughtful observers like federal judge and former Yale trustee José Cabranes and Hoover Institution scholar Martin Anderson have for many years pointed at a general failure of boards to do their job.

But these times present new challenges. Every day, new entrants to the higher education marketplace compete for student enrollments. Legislatures cut back on state support, and families retrench. Emerging content delivery models make bricks and mortar seem a thing of the past. Most experts agree: the future of higher education as an element of America’s global leadership, along with the very existence of many institutions, is in jeopardy.

Rather than being a defining strength of higher education, lay governance now threatens to be a

liability. There is no doubt that leadership of higher education is out of balance. Trustees should take a more active role in reviewing and benchmarking the work of faculty and administrators and monitoring outcomes. Too many have seen their role narrowly defined as boosters, cheerleaders, and donors. They should ask the questions that need to be asked and exercise due diligence. They must not be intermittent or passive fiduciaries of a billion dollar industry critical to the preparation of America's next leaders.

New realities require new strategies. Shared

governance—which demands an inclusive decision-making process—cannot and must not be an excuse for board inaction at a time when America's pre-eminent role in higher education is threatened. Those

who hold on to the old strategy of passive governance can never be effective agents of change. The partnership of informed, engaged governing boards and dynamic academic leadership has never been more urgently needed. Effective board leadership involves not only listening, but also includes acting after due deliberation, even when not everyone agrees. This does not mean that trustees unilaterally impose their will over the institution. Rather, trustees need to listen carefully to faculty concerns and become knowledgeable so that they can make highly informed decisions. When their decisions depart from faculty wishes, they must be able to articulate why that is appropriate.

While faculty are often focused on their disciplines, and administrators on the growth and prestige of their institutions, trustees—working with presidents—are charged with bringing the big picture to the table and making decisions in the best interests of students

and the public. As former Harvard president Derek Bok has made clear, “trustees are supposed to act as a mediating agent between the interests of the institution and the needs of the surrounding society.” Trustees, who come from a variety of professions and present a variety of viewpoints, can provide a broad perspective on preparation for citizenship, career, and lifelong learning that a tenured professor, properly focused on his own department and an expert in his own discipline, cannot so easily offer.

That is why trustees must have the last word when

it comes to guarding the central values of American higher education—academic excellence and academic freedom. The preservation of academic freedom, freedom of expression, and

the integrity of scholarship and teaching rightly falls under their purview. While the occasions should be rare, they must be prepared to intervene when internal constituencies are unable or unwilling to institute urgently needed reforms.

To do this effectively, trustees need to work with the CEO and have access to independent information and experts to help them gain a full national perspective. Too often, they are in the dark when it comes to crucial issues such as academic quality and integrity. They often lack information on student learning, the academic culture of the campus, and the intellectual value-added of college. Boards should expect that campus administrators will provide concise, thoughtful, and analytical information for which they will be held accountable.

Both trustees—and those who appoint them—must reject the belief that university trusteeships are

Shared governance—which demands an inclusive decision-making process—cannot and must not be an excuse for board inaction at a time when America's pre-eminent role in higher education is threatened.

sinecures or seats of honor. Trustees need to bring a renewed and vigorous commitment to learning about, and understanding, the academic enterprise. They must, going forward, require for themselves professional development, continuing education, and accountability. Just as trustees must insist on real and concrete institutional accountability, the public must demand the same of governing boards.

Our comments about the oversight responsibilities of trustees are not intended to diminish the responsibilities or powers of top institutional or academic leaders. The role of the chief executive officer is naturally crucial to the successful advancement of higher education institutions. And trustees must be able to rely on the president or chancellor in the development of policy and the operation of the institution. It is essential that chief executive officers be perceived as having trustees' trust and confidence and that the flow of information be facilitated by the administration. Except in rare situations of crisis or in the selection of top administrators, trustees, who have final fiduciary authority, act through campus leaders who have day-to-day responsibilities for institutional management.

The signers of this document have come together to craft a bold new approach to governance—governance for a new era—recognizing that it is urgently needed if American higher education is to maintain the diversity and excellence that have for so long made it the envy of the world. We are a bipartisan group of diverse and independent leaders beholden to no organization in our participation in this governance project. Each of us might express these values in different ways, and we recognize and expect each institution to modify and adapt these principles to its own mission and culture. But the values we outline are ones that we all share and ones that we believe all trustees and all leaders in higher education must aggressively pursue, today and long into the future.

We outline the path forward in what can be a blueprint for thoughtful and engaged stewardship for the next quarter century.

Benno Schmidt
Chairman, Project on Governance for a New Era

Benno Schmidt
 Frank T. Brogan Michael Crow J. J. Valletta C. I. M. Merrill
 Hank Brown D. K. Wilson Robert R. Taylor David A. Jaeger
 Joe Maloney John Engle Donald Kagan Velma Montoya
 Jonathan R. Cole Matthew Goldstein Phyllis Kutsch
 Peter Hains Clara M. Woods M. F. M.

Governance for a New Era

Benno Schmidt
Board Chair, The City University of New York

Frank T. Brogan
Chancellor, Pennsylvania State System of Higher Education
Former Lieutenant Governor, Florida

Hank Brown
President Emeritus, University of Colorado
Former U.S. Senator, Colorado

José A. Cabranes
Former Trustee of Yale University, Columbia University,
and Colgate University

Jonathan R. Cole
John Mitchell Mason Professor of the University
and Provost and Dean of the Faculties, Emeritus
Columbia University

Dean C. Colson
Trustee and Former Board Chair
State University System of Florida Board of Governors

Michael M. Crow
President, Arizona State University

Richard DeMillo
Director, Center for 21st Century Universities,
Georgia Institute of Technology

John Engler
President, Business Roundtable
Former Governor, Michigan

Matthew Goldstein
Chancellor Emeritus, The City University of New York

Peter Hans
Immediate Past Chair
University of North Carolina Board of Governors

John Hillen
Trustee, Hampden-Sydney College

Robert David Johnson
Professor of History, Brooklyn College and
The City University of New York Graduate Center

Donald Kagan
Sterling Professor Emeritus of Classics & History
Yale University

Phyllis Krutsch
University of Wisconsin System
Board of Regents Emerita

Clara M. Lovett
President Emerita, Northern Arizona University

C. Thomas McMillen
University of Maryland System Regent
Former U.S. Representative, Maryland

Carl B. Menges
Former Trustee, Hamilton College

Velma Montoya
University of California Regent Emerita

Ben Novak
Former Trustee, Pennsylvania State University

Arthur J. Rothkopf
President Emeritus, Lafayette College

Stephen F. Smith
Trustee Emeritus, Dartmouth College

THE PATH FORWARD: Governance for a New Era

Lay governance has long been one of the great strengths of American higher education. A powerful, informed, and engaged board is essential for effective governance, and boards must embrace their fiduciary responsibility. Their task is far larger than simply selecting the campus president or chancellor and then stepping aside.

I.

Articulating the Mission

Boards everywhere, working with their presidents, must ask and answer: Why do we exist? What is our purpose? And how can we best serve the nation, the state, and our students, both in the short and long-term?

One of the central responsibilities of a board of trustees is to determine the purpose of the college or university, as this purpose undergirds every decision the board makes: its strategic plan, its allocation of resources, and performance goals for its president. The institution's mission should make the board's priorities clear and unambiguous.

A lack of clarity of institutional purpose—or a failure of governing boards to ensure that institutions adhere to their stated purpose—is a major contributor to the rapidly rising cost of higher education over the past several decades. Competition among colleges and universities has caused many—regardless of the mission or community they are intended to serve—

to adopt a “bigger and better” model of growth, as opposed to a focus on quality and prioritization. Institutions of all sizes and specialties strive to add academic programs (and non-academic amenities) in hopes of attracting larger enrollment bases. Yet few institutions have the resources to sustain this strategy and level of growth. As a result, the whole enterprise suffers—programs that were previously an institution's strengths are stretched thin, while students are forced to absorb the higher costs through their tuition dollars.

The economic environment has changed dramatically in the past ten years as colleges and universities sustain greater fiscal pressures than ever before. Meanwhile, mounting regulations and administrative creep daily influence costs at our institutions. Many federal and state governments, faced with already-stretched budgets and looming long-term obligations, are unlikely to make public funding for higher education the priority it once was. Smaller, private colleges are already on the defensive, coping with declining enrollments, families frustrated by spiraling tuition costs, and degrees whose earning power has generally shown little or no increase. Every day a

host of entrepreneurs, backed by billions of dollars, vigorously compete to wrest student enrollments away from traditional institutions of higher education. The buildings that campuses actively seek to fund and erect may become liabilities in a world of cyber connections. The number of schools that have seen their bond ratings drop or that have been suddenly forced to eliminate programs and faculty lines is vivid testimony to the growing pressure and peril that higher education faces.

The role and mission of a university are not static. There are limits to what institutions can and should do. And trustees must regularly assess the cost/value proposition of academic and nonacademic programs in setting their goals. It is critical that institutions—through their governing boards—define their mission and establish the unique role they have. Such goals might emphasize teaching and learning; a focus on STEM preparation; service to an immigrant community; or research performance and faculty reputation. And while different elements of an institution may have unique qualities—operating a university’s medical center is vastly different from governing a college of liberal arts—trustees are responsible for reconciling these elements with the institution’s mission. Doing so is vital to managing resources prudently: families and taxpayers can no longer sustain the serious cost of mission creep. Trustees must realize that times—and institutions—must change.

Articulating the mission requires that trustees thoughtfully consider who it is they represent. The board of a public institution is the duly constituted representative of the people and has a primary duty to the public. Its responsibility is to ensure high quality, affordable education. Even trustees of private institutions have a fiduciary duty to the public, not only as recipients of significant amounts of federal

financial aid, but also for their institutions’ role in educating the next generation of citizens.

It is particularly important for trustees to understand and, as appropriate, define the level at which their institution engages in research and the significance of research for the institution. Trustees must be aware of how research is funded, who receives funding and why, and the problems of competition for research funds. Trustees must be engaged in the dialogue and policymaking that ensures that the faculty, including research faculty, contribute to the overall teaching mission of the institution.

Trustees must be willing to withstand pressure to grow athletic programs that are a net drain on resources, and they should ensure that salary contracts for coaches reward academic performance first and athletic success second. It is critical for trustees actively to oversee their intercollegiate athletics programs, rather than allow outside organizations such as the NCAA and athletic conferences to dictate governance prerogatives. Trustees cannot and should not expect participants in this multibillion-dollar industry to police themselves.

In summary, trustees are responsible for mission, institutional priorities, and for what graduates of the institution must know and be able to do. They must regularly review the institution’s long-range goals and its academic strategy. They must set goals in writing with clear benchmarks against which all senior managers are held accountable. Board meetings should be structured so that major goals—with appropriate benchmarks and performance measures—are carefully examined, ideally at least once per year. Although trustees do not implement plans and visions, they must define the institution’s goals and empower their academic leadership to achieve those goals.

II.

Protecting Academic Freedom and Intellectual Diversity

Academic freedom is the single most important value informing the academic enterprise, and governance for a new era requires trustees to protect it. Since the 1915 Declaration of Principles by the American Association of University Professors, academic freedom has been a two-way street: the freedom of the teacher to teach and the freedom of the student to learn. Trustees and administrators have, for the most part, done a good job of protecting the academic freedom of faculty. But they have often failed to guard the academic freedom of students. It is a sad truth that in some instances, faculty, while being jealous of their own academic freedom, have diminished the academic freedom of students.

Recent surveys, as well as events, indeed suggest there is an erosion in understanding and appreciation of academic freedom. Professional organizations such as the American Association of University Professors (AAUP) and the American Federation of Teachers (AFT) are embracing an expansive definition of academic freedom that emphasizes rights, job security, and collective bargaining but which de-emphasizes faculty accountability and responsibility.

Governance for a new era requires trustees to have the final authority and responsibility to protect academic freedom. They must articulate academic freedom as a campus value of paramount importance. They should declare in their policies that students and faculty have the right to academic freedom. They should make certain that the meaning of academic freedom and its central value to a functioning university are described and outlined in college

catalogs, strategic planning documents, and in student orientations.

Working with and through administrative leadership, they need to intercede when students—the most vulnerable constituency on a campus—are unfairly treated because of their political, religious, or social beliefs and practices.

Governing boards should monitor academic freedom and intellectual diversity through campus self-studies, as the University of Colorado has recently done. They should put in place, as has the City University of New York, student grievance policies which allow for students to speak out without fear of reprisal when they believe that the institution is failing to protect the students' freedom to learn.

Maintaining Institutional Neutrality

At the same time, trustees should adopt policies that maintain institutional neutrality and distance from political fashion and pressure. They should take note of and endorse the principles of the report issued by the Kalven Committee of the University of Chicago, outlining the university's proper role in political and social action: "To perform its mission in the society, a university must sustain an extraordinary environment of freedom of inquiry and maintain an independence from political fashions, passions and pressures." The "instrument of dissent and criticism is the individual faculty member or the individual student. The university is the home and sponsor of critics; it is not itself the critic. It is ... a community of scholars." The Kalven Committee observed that the "neutrality of the university ... arises out of a respect for free inquiry and the obligation to cherish a diversity of viewpoints."¹

¹ <http://www-news.uchicago.edu/releases/07/pdf/kalverpt.pdf>

Resisting Disinvitations

The recent spate of cancellations of controversial speakers sends the wrong message about the centrality of academic freedom and the free exchange of ideas on our college campuses. Trustees must not allow their institutions to compromise academic freedom by yielding to pressure to withdraw invitations. Working with administration and faculty, they should develop policies and procedures governing the invitation and accommodation of controversial speakers. They should define the boundaries of appropriate and responsible dissent. And they should establish clear sanctions for disruption of scheduled campus events. The C. Vann Woodward Statement, issued at Yale University in 1974, offers a roadmap for such a policy: “to reaffirm a commitment to the principle of freedom of expression and its superior importance to other laudable principles and values, to the duty of all members of the University community to defend the right to speak and refrain from disruptive interference, and to the sanctions that should be imposed upon those who offend.”²

Ensuring Disciplinary Diversity and the Integrity of the Hiring Process

The public is increasingly concerned that students are failing to receive exposure to a range of disciplines and a range of viewpoints. Historically, there is evidence that self-interest and personal ideologies can drive departmental directions rather than the interest of the students and preparation of citizens. And studies show that there are fields—such as military history, constitutional history, and diplomatic history—that are fast disappearing from college curricula. The absence of such coursework makes it virtually impossible for public universities to fulfill

their obligation to train future public school teachers for topics they will be required by their school districts to teach.

Trustees must be appropriately engaged in this most important piece of academic quality and accountability. Former University of Colorado president Hank Brown and others have written candidly of the risks universities take if they do not ensure a fair and dispassionate tenure process, warning that universities’ independence, and academic freedom itself, are at stake. To ensure academic integrity, trustees must have confidence that the process of tenure and post-tenure review is objective and politically neutral.

To inform themselves, trustees should annually ask for a report from the president or provost outlining disciplinary diversity. This report can include a list of new hires and tenure and promotion decisions in each department (and their disciplines and fields). Does the history department, for example, have expertise and offer coursework on the Founders, the American Revolution, and the Constitution? It is trustees’ duty, in rare but urgent circumstances, to demand action if they believe a department places limitations on the representation of disciplinary fields and academic viewpoints its research and teaching should otherwise encompass. The president and provost must be prepared to explain how they will ensure intellectual and pedagogical diversity going forward.

Trustees should also request annually a presentation on the process for tenure and tenure review, and trustees should regularly review and approve that process. They should understand how faculty performance is assessed and how improvements are made, when necessary. They should also ensure that

² http://www.yale.edu/terc/collectiblesandpublications/specialdocuments/Freedom_Expression/freedom1975.pdf

the academic leadership has in place appropriate policies addressing research misconduct and conflict of interest, requiring an update each year on any cases heard under such policies.

III.

Setting the Educational Strategy

Trustees must also be the primary guardians of educational quality and excellence. Faculty should always have the first word when it comes to the curriculum, and their expertise must have a central role in shaping policies on academic quality. But academic excellence is an issue that transcends academic departments and their particular interests, and faculty cannot be the last and determining voice regarding academic value, academic quality, and academic strategy. Colleges and universities are, first and foremost, educational institutions, and for trustees to abdicate their responsibility to oversee the educational programs would be as unreasonable and infeasible as directing an automobile company without ever spending time on a factory floor.

American higher education is uniquely premised on lay governance because of the critical mediating role between the institution and the greater society that lay trustees must play. While faculty have disciplinary expertise, it is lay trustees—with considerable life and community experience—who can bring the big picture to bear in determining what graduates will need for informed citizenship, effectiveness in the workforce, and lifelong learning. Trustees must outline broadly what requirements will be necessary to achieve that mission. Do trustees want every graduate to acquire an accurate and fluent command of written English and a college-level ability in mathematics and science? Do they want

graduates to gain proficiency in a foreign language? To be familiar with American history and Western Civilization? If so, they should make those guidelines clear, and they should empower their president and provost to ensure that these outcomes are factored into the faculty's development of a curriculum for the institution. Trustees do not create course content, but they help establish the expectation for outcomes.

Ensuring a Coherent and Rigorous General Education Program

A generation ago, most colleges and universities insisted on a coherent and rigorous curriculum that provided a broad, general education in addition to the specialization of the major. Faculty and administrators defined what is most important for students to know and be able to do.

Today, nearly every college acknowledges in its mission statement the importance of a solid general education. Unfortunately, few actually structure their general education curricula to turn those aspirations into reality. They only appear to provide a core curriculum by requiring courses in areas outside the major—the so-called distribution requirements.

But distributional requirements bear little resemblance to a true core curriculum. Students are typically asked to take one to three courses in each of five or six distribution areas: physical and biological sciences, humanities, social sciences, writing skills, math skills, and multicultural studies. It is not uncommon to have dozens—even hundreds—of courses to choose from within each distribution requirement. Sometimes these courses will be exotic and narrowly focused, including topics such as zombie movies or similar elements of popular entertainment. It is not surprising that most students, if asked about general education, see it as little more than 30-plus credit hours—and never on Friday—

that they need to accumulate in order to declare a major.

Governance for a new era demands that trustees, working with their president and provost, reexamine their general education programs with an eye to ensuring that general education promotes preparation for a major and skills and knowledge for life after graduation. Trustees are also well positioned to push back against the excessive and costly proliferation of classes that satisfy general education requirements. They can instead ensure that general education will provide rigorous, clear, and seamless pathways to completion and articulation to upper level coursework.

Insisting on Program Review

The proliferation of courses is a major cost driver in higher education and it is often evidence of mission creep. Yet many trustees—and states—have little reliable data on how many degree programs have been closed or opened. In the interest of transparency and accountability, institutions must keep track of such data. Trustees should ask their president to provide the board a review, at least annually, of the programs added, the programs subtracted, and the criteria for determining academic program viability. In the state of Florida, board policy provides that trustees review proposed additions of degree programs. That review includes ensuring that the program is consistent with the university and state System mission, does not unnecessarily duplicate existing programs within the System, and that the institution has sufficient resources to accommodate the program. Florida’s policy also provides for identifying and evaluating candidates for program termination. Trustees everywhere should demand similar review. And data from the National Science Foundation on the income of graduates in particular majors can provide important insights for prioritizing academic programs.

IV.

Demanding Transparency in Performance and Results

Having defined their institutional mission and goals, it is incumbent on trustees to demand data and metrics which will show to what extent the institution—and academic leadership—are meeting those goals. They must use historical budget and human resources data to monitor “mission creep” in programs and services. They must demand affordability as essential to access and opportunity. They must review campus policies on alcohol and substance abuse to monitor their effectiveness. And they must ensure that there is no information asymmetry between the institution and its governing board, making certain that they have access to the same information on which administrators base their decisions.

Making Decisions Based on Data

As fiduciaries, trustees must make their decisions based on data. Massive “data dumps” of opaque charts and “death by powerpoint,” i.e., show-and-tell presentations from faculty and administration, are not the answer; instead, trustees need to insist on a dashboard of key, carefully defined measures, including: graduation rates by demographic including students who transfer; tuition rates; administrative versus instructional spending; building utilization (both classrooms and laboratories) by time and day of the week; low enrollment majors; general education courses and enrollments; and athletic spending (including student fees and institutional spending). To the extent possible, this data should be made available to parents and families so that they can assess the educational effectiveness of the institutions they are considering or supporting.

Data that allow boards to compare their metrics against those of other institutions, such as those available from the National Center for Higher Education Management Systems (NCHEMS), are highly important. Yet institutions differ substantially, and those differences should be acknowledged when making institutional comparisons. Boards must also be vigilant in ensuring that the peers their institution chooses for comparison are, in fact, valid peers. Often faculty and administrators choose aspirational, rather than actual peers, which are then used to justify inappropriate expenditures and a call for further resources. Trustees must also resist relying on outside ratings systems that focus on reputation and resources instead of educational values, academic excellence, and cost effectiveness. Adopting sound metrics is crucial for addressing the cost/value proposition of an institution. For example, trends in administrative spending, building utilization, and time-to-degree can all be indicators for policy changes needed to mitigate rising costs.

The thorough but efficient Accountability Report used by the State University System of Florida Board of Governors can form the basis of a dashboard of key indicators that should be adopted by institutions across the country.

Moreover, trustees should not limit their knowledge of their institutions to what is discussed in committee meetings. They should actively develop intermediate levels of discourse at their institution, obtaining real input from teaching faculty—not just the academic senate leadership—and students. When members of the college or university community view trustees as resources who can be given input, they provide insight that can immeasurably aid in the governance of the institution and inform innovation and change.

Insisting on Evidence of Student Learning

Trustees today get little data about what students know and are able to do. Trustees must make clear to their presidents that they want annually to receive assessments of student learning—both through nationally-normed instruments and other measures. Assessment of academic growth of students by external measures is central to evaluating whether or not the institution—and its leadership—are meeting their goals, and purely internal and self-referential assessments are not sufficient. Portfolios of student work, for example, can contribute useful insights on student learning, but they do not provide an objective, nationally-normed basis for comparison of individual growth or for institutional accountability.

Trustees must also address the basic question of what happens to students after they graduate, especially in a time of rampant grade inflation, when transcripts are viewed with increasing skepticism by the business and professional community. They should annually receive from the chief executive officer a comprehensive report on grading practices, including a review of final grade trends. This data, presented in such a way as to show change over a period of years, gives trustees the ability to examine whether grade inflation occurs and in what academic areas, and to call for remedies if grade inflation is present.

Presidents and provosts need to answer the following questions: Are students attaining the skills and knowledge that employers demand? Are they acquiring college-level writing skills? Are they gaining quantitative skills appropriate for future leaders of a 21st century workforce?

Example: Arizona State University prioritizes student assessment practices by incorporating program-specific reviews that follow a standard system of data

collection, result analysis, and improvement metrics. All new programs at ASU are required to develop an assessment plan at their inception and update the plan annually to reflect accurately student learning goals.

V.

Improving the Presidential Selection Process

Governance for a new era requires that trustees improve the presidential selection process.

Trustees carry out their responsibilities through the leadership of the president. That is why selecting an effective and innovative president is one of the most critical actions a board will take. But there is growing evidence that the current search process is highly dysfunctional and contributes to the failure of higher education governance.

Today, a great number of universities use expensive executive search firms. It is common for a search firm to receive, in addition to expenses, a percentage (often 1/3) of a new hire's first-year salary. Search firms, moreover, regularly argue that the talent pool for higher education leadership is small, and they often encourage an institution to seek a "sitting president" already employed at another institution. These assumptions can drive executive salaries to very high levels and could create a wedge between the CEO and the academic community. They should be examined more carefully.

It is time for boards everywhere to consider carefully whether search firms really add value to the process. There is a growing case that their use gives rise to a conflicted, expensive, and inefficient process that undermines college communities and diminishes

trust among their constituencies. Whether or not a search firm is utilized, governance for a new era demands that trustees take charge of the selection process, inviting nominations and applications from inside and outside academic circles. The trustees alone are the ones who can and must see that the search is done right. They must lead in developing the vision for what they want and articulate the vision to the community. They should consider a wide range of types of candidates, including those outside the academy. The ranks of business and government are full of skilled, public-spirited executives who believe in higher education and would consider serving as college presidents. The last few years have seen a number of highly successful college administrators who have emerged from these ranks.

The process of selecting a president may be led by a search committee of the trustees, but all trustees should have access to full information on every application—not only the eventual short list—and should have the opportunity to communicate directly with the search committee. Input from higher education constituencies is critical—both before and during the search. But trustees must not delegate away responsibility for guiding the search and selection process. Specifically, this means that they should never allow themselves to be outnumbered on the search committee. Nor should they limit their ability to introduce new candidates or to insist that the committee broaden the scope of its search if the candidate pool is insufficient. When a board convenes to vote on a new chief executive, it should have the opportunity to consider multiple finalists. It is a distressing fact that presidential search firms that trustees might hire are often seriously compromised, since they are typically supported and used by many presidents to place themselves in a new job or conduct searches for managers at their own institutions. These firms often have standing

relationships with the candidates they present for board consideration. This conflict makes it especially critical for trustees to identify independent resources to assist them in the search process.

Assessing Presidential Performance Based on Meaningful Metrics

Trustees also need to design better presidential contracts and conduct more regular evaluations. They must hold presidents and senior administrators accountable for responding to information requests and for addressing the key goals and objectives that the board establishes each year. The Purdue University board of trustees evaluates its president by placing a set percentage of compensation at risk, contingent on meeting specific performance goals in areas such as graduation rates, student learning outcomes, and academic excellence. This approach to executive contracts should be seriously considered for both presidents and other senior administrators. Pay should be contingent on the president's achieving institutional goals, and boards will be well-advised to measure academic growth, the integrity of the tenure process, responsiveness to requests for information, assurance of intellectual diversity, and efficient and productive use of institutional resources.

VI.

Strengthening Trustee Selection and Education

In a recent poll by GfK, 91% of the American people said it is the board's responsibility to "take the lead in reforming higher education to lower costs and improve quality." Trustees indeed, at their best, can provide a "reality check" on the often self-directed focus of colleges and universities.

It is also true that many inside and outside the campus have their doubts about the competence of governing boards. Missteps by lay boards (which have happened and will continue to happen) gain immense attention. Trustees are frequently criticized for their lack of knowledge, ability, or experience with the academic enterprise. They are criticized for re-living their undergraduate days, calling upon old experiences, and having insufficient expertise to make academic decisions. As former University of Wisconsin regent Phyllis Krutsch has noted: "...college and university trustees—like their counterparts in the corporate world—need to do a better job of connecting the dots between the promise and practice of governance. Getting it right matters."

For this reason, governors and legislatures must enhance the quality of their appointees and insist on regular and independent training. "Higher education has never been so important to the health and well-being and the future of our state as it is right now," said then-Governor Mitch Daniels. "... If we are going to make the kind of improvement we need ... [trustees] are going to have to press for it, and measure it, and demand results."

In at least two-thirds of the states, the governor is primarily responsible for appointing trustees of public institutions. In these states, informed and thoughtful appointment by the governor is essential to ensure leadership and accountability for the state's public higher education system. The governor is elected by the people of the state and has the responsibility to put forth a coherent educational vision. Although public trustees may think that their main job is to advocate and raise money for their institutions, it is incumbent upon the governor to ensure that they understand their fiduciary obligation is to represent the taxpayers. If they are unable to make that commitment, they should not

be appointed. Governors can benefit from a close liaison with existing board chairs to learn of specific board needs to strengthen future appointments. If the governor's appointees fail, the governor bears the responsibility.

Many would argue for specific board seats allotted by constituency or vetting commissions that would reduce gubernatorial responsibility. These efforts are misguided; it is incumbent upon sitting trustees to represent the broader public interest. It is also important that appointing power rest with those who are directly accountable; commissions lack that accountability.

Private boards must examine and, if appropriate, revise their bylaws and processes to ensure that appointments to the governing boards include not only generous donors but also members who bring understanding of the world of colleges and universities. Private boards should insist on effective nominating committees which identify talent, leveraging members' extensive networks with the community at large. The president should not be the appointing authority for trustees who will ultimately oversee his performance.

All boards—private and public—should include trustees with a range of backgrounds appropriate for building board expertise and effective oversight: those with academic experience and understanding of the internal workings of colleges and universities; those with strong financial backgrounds; those providing intellectual and professional diversity, ensuring a rich mixture of ideas, talents, and professions. They should reflect the major specialized intellectual areas of the institution—such as science and medicine. And they should have a breadth of skills and detachment necessary to be conscientious fiduciaries. To be effective, boards must have

members who can be leaders—willing to invest the unpaid time, understand the issues, and raise the tough questions. Donations to the political process or to the institution should not, of course, disqualify an appointment; but trustee generosity should never be a pre-condition of appointment.

Governors and their staffs also need the opportunity to learn about the role and function of public governing boards and how best to find and appoint the members they need to be effective. Governors' associations need to take an active role in promoting well-informed gubernatorial appointments.

Obtaining Essential and Ongoing Education

Being well-informed is a prerequisite to thoughtful policymaking, and effective boards make sure that their members have an in-depth understanding of the role of the board, of higher education issues, and of the particular challenges in their states and on their campuses. New members need a thorough orientation before they take up their duties, and the full board and its committees need regular educational sessions on the topics and issues they will confront. Board meetings should always include strategic and option-oriented background materials that provide members with a wider perspective on education policy for their decision-making. It is this level of board professionalism that will command respect from others inside and outside the university. Effective boards recognize the important difference between information universities generate for public relations and the data-driven objective information they need for decision-making, and they ensure that a firewall is maintained between the two.

To understand the difference between the two, trustees must receive independent guidance. Unfortunately, few boards of trustees are equipped

with the resources they need to seek out and obtain this level of professional development. Often they are almost entirely dependent on the institutions they oversee, relying on presentations and materials provided by the president and outside organizations selected and funded by the president. Governors—and legislators—can address this problem for public boards by supporting initiatives that provide trustees with board staff and resources independent of the president’s control. Similarly, private governing boards need to ensure in their bylaws that they have the resources they need to make independent arrangements for their own professional development and decision-making.

All boards, public and private, need to incorporate into their bylaws a structure and procedure both for new member orientation and ongoing training for all trustees. All board appointments can be conditioned on trustee willingness to engage in training, making it clear that appointments will be reconsidered in the case of members who fail to participate in educational sessions. In the case of public universities, governors can be powerful advocates for intense trustee orientation and ongoing professional development and can facilitate or even host the kind of substantial and ongoing training that makes sure appointees are informed public servants. Over the years, many governors have organized statewide governors’ conferences that stress trustee responsibilities and inform trustees about the challenges facing higher education. Ideally, governors will outline their vision and emphasize that they expect appointees to address the issues of cost, quality, and accountability in higher education. This is a time to think on a bigger scale, not just locally, but statewide and nationally, about the role of the college or university trustee and the need for responsible stewardship to sustain public support of the higher education system.

Training, which should be at least semi-annual and allow for webinars, MOOCs, and other vehicles, should address the following key topics: the history of American higher education; board responsibilities; measuring outcomes; board effectiveness and management; budgets (how to develop them, set priorities, and ensure transparency); curriculum; academic freedom and intellectual diversity; understanding space allocation and building utilization; workforce and economic development; shared governance; selecting a new president; teacher education and the relation of higher education to K-12; and accrediting bodies.

Examples: In 2010, Missouri Governor Jay Nixon convened a Higher Education Summit and used the opportunity to call for the state universities’ regents and trustees to undertake an exacting review of existing academic programs and to consolidate or eliminate programs not economically viable. The governor also called for governing boards to examine thoroughly ways to deliver more efficiently administrative services. Indiana’s Commission for Higher Education hosts a Trustee Academy whose past themes have included “Defining College Success: Learning Outcomes Matter” and “Challenges and Opportunities: The Fiscal Responsibilities of Trustees.” The State University System of Florida Board of Governors hosts a Trustee Summit & Orientation that gives trustees of the System’s 12 campuses opportunities to hear from national speakers and interact with System board leadership.

Preserving Institutional Autonomy

Trustees must resist challenges to their rightful authority and responsibility to govern the academic and financial activities of their institution. And this means pushing back publicly against accreditors

that encroach upon the management and governance of the institution. The accreditation process has increasingly imposed immense financial burdens—in time and labor—with little evidence of comparable return. It is time to consider cutting the link between accreditors and federal financial aid so that accreditors may rightly return to their role as peer reviewers. Instead, trustees can make publicly available key data of special interest to the students, parents, and taxpayers: tuition, fees, cost of attendance, net cost, and available financial aid; graduation rates, disaggregated by demographics, with transfer rates as available; retention rates; student loan default rates; student outcomes, including licensure test results (as appropriate); value-added assessments of collegiate skills, if utilized; and job placement rates.

Applying Best Practices and Trustee Self-Evaluation

Boards are rightly interested in the management skills and effectiveness of the president and administrators they hire. Nevertheless, it is also important that boards themselves perform effectively. Federal judge and former Yale trustee José Cabranes has emphasized the need for university boards to “maintain their reputations by creating board cultures and board structures that compel transparency and accountability.”

Boards need to be a workable size: while there is no magic number, an effectively functioning board should generally not exceed 15 members. Too often, larger numbers of trustees mean the whole board ceases to be involved in policy decisions on such crucial matters as academic quality, athletic integrity, and cost-control. The timeframe of appointments can be problematic as well. Trustees and presidents are

often term-limited, while tenured faculty are not. To ensure a balance amongst the parties, it is therefore important that trustees be permitted terms long enough to become experienced and knowledgeable parties. Ideally, trustee terms will be at least six or seven years in length, with the option of two terms to ensure overlap of experience and new viewpoints. Boards should also meet regularly—preferably a minimum of six times a year. Given the financial and academic challenges of higher education, it is imperative that boards engage and engage regularly.

Individual board members must take the opportunity to visit the campus and become familiar with buildings, administration, faculty, students, and campus life. They must make attendance at board meetings and careful advance preparation for meetings a priority. They should hold themselves accountable to the public by making the names and contact information of board members publicly available and easily accessible. They must be scrupulous in avoiding conflict of interest and the appearance of conflict of interest. Boards should include on their agenda a regular executive session which permits appropriate confidential discussions solely among the members of the board, and they should avoid placing the president in a conflict of interest by maintaining the president’s board appointment as an *ex officio* non-voting member.

Board members should be receptive to all, but beholden to none. Their indispensable value to students, institutions, and to the nation rests upon their independent judgment. They must always remember that they are ultimately responsible for ensuring the financial health and academic success of their institutions. ■

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ACADEMIC MASTER PLAN

December 6, 2023



**YOUNGSTOWN
STATE
UNIVERSITY**

We have developed a Plan for Strategic Actions to Take Charge of Our Future as part of “Know Y”

- Optimize education offerings of workforce education
 - Innovating for career readiness
- Bringing innovative, student-centered teaching to promote life-long learning and retention
 - Reallocation savings will fund our growth
- Culture of Assessment
 - Gainful employment leading to strategic realignment
- Sustainability analysis
 - Sunset/overstaffed programs

AGENDA

- Undergraduate programs
 - Strengths and Weaknesses
- Graduate programs
 - Strengths and Weaknesses
- Growth Opportunities
- Alignment of Academic Affairs Priorities
 - Dean Appointment, Review, and Reappointment
 - Faculty position request form
- Tasks to be completed by end of Spring 2024

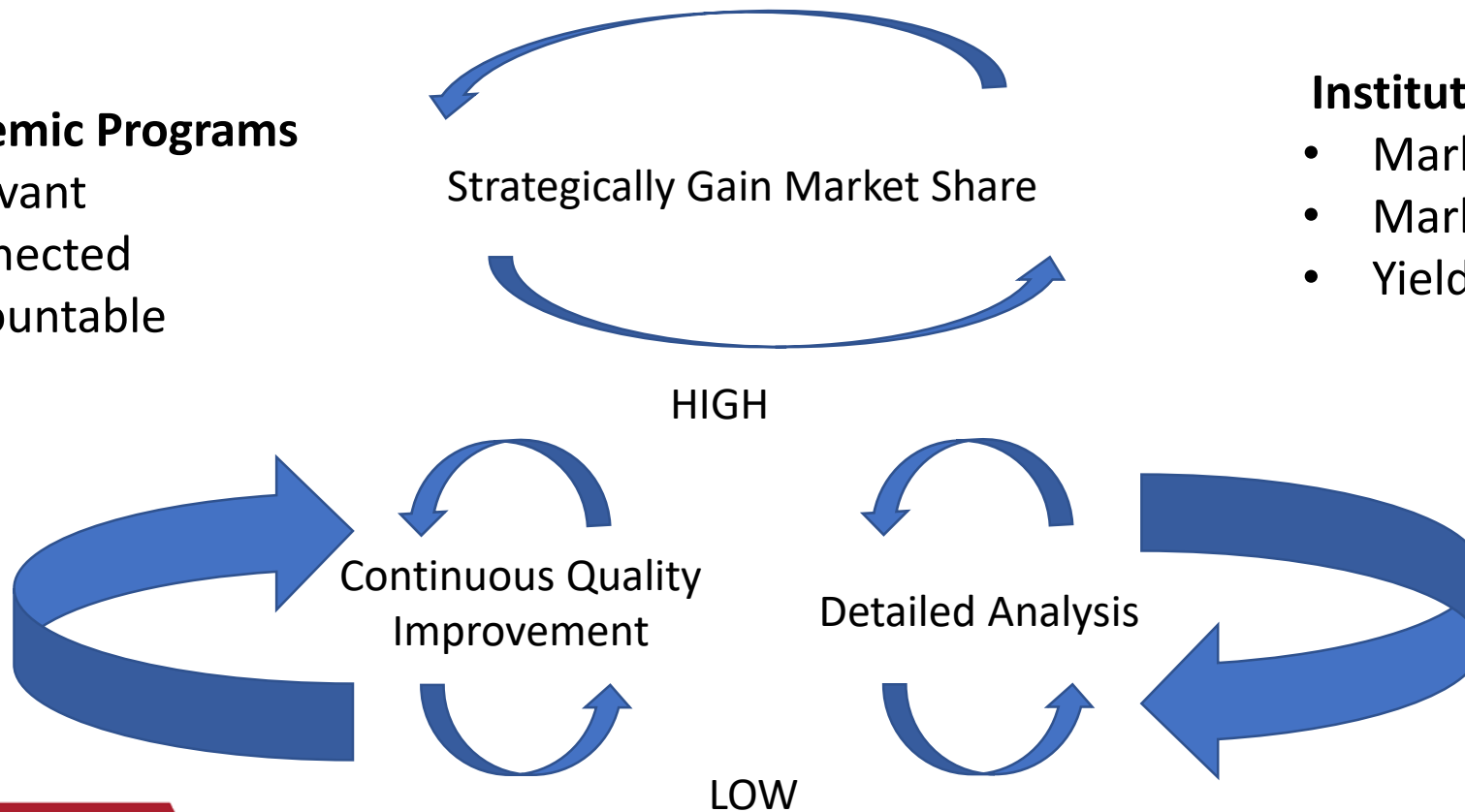
Know Y: Planning for Relevance & Growth

Academic Programs

- Relevant
- Connected
- Accountable

Institutional Strategies

- Market Share
- Market Care
- Yield



Know Y: Planning for Relevance & Growth*

FALL 2023

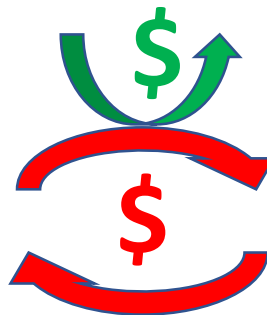
SPRING 2024

FALL 2024

EFFECTIVENESS

ENHANCEMENT

TRANSFORMATION



Net of Strategic Academic
Disinvestment and Investment

Strategic Redesign of Major Offerings
(aligned with market share)
Strategic Redesign of Academic Organization

Strategic Alignment of Majors with Market Share
Academic Organization Aligned with Academic Mission

Red arrows = reallocation

Green arrows = contribution

*Growth is the priority; Imperative to establish the correct program mix

Our strengths lie in programs which have both strong employment and student demand (high market share)

Program Name	Points for Bottom 15%	Major Grouping	Graduates Grouping	Composite	Scorecard Total	Student Demand	Employment Demand
Business Administration (Bachelor's)	29	Majors, Top 25%	Graduates, Top 50%	407	100%	100%	100%
Biology (Bachelor's)	29	Majors, Top 25%	Graduates, Top 50%	421	99%	95%	99%
Nursing BSN (Bachelor's)	28	Majors, Top 50%	Graduates, Top 25%	413	100%	100%	100%
Exercise Science (Bachelor's)	28	Majors, Top 25%	Graduates, Top 50%	351	93%	97%	54%
Psychology (Bachelor's)	28	Majors, Top 25%	Graduates, Top 50%	396	99%	99%	94%
Criminal Justice (Bachelor's)	28	Majors, Top 25%	Graduates, Top 25%	386	96%	98%	94%
Accounting (Bachelor's)	25	Majors, Top 50%	Graduates, Top 50%	398	100%	99%	100%
Primary Ed Intery Specialist (Bachelor's)	24	Majors, Top 50%	Graduates, Top 75%	333	93%	100%	45%

- Business
- Biology
- Nursing
- Exercise Science
- Psychology
- Criminal Justice
- Accounting
- Education

Our strengths lie in programs which have both strong employment and student demand (high market share)

Program Name	Points for Bottom 15%	Major Grouping	Graduates Grouping	Composite	Scorecard Total	Student Demand	Employment Demand
Social Work (Bachelor's)	24	Majors, Top 75%	Graduates, Top 25%	388	97%	99%	97%
Finance (Bachelor's)	24	Majors, Top 50%	Graduates, Top 50%	394	100%	98%	100%
General Studies (Bachelor's)	24	Majors, Top 50%	Graduates, Top 25%	283	51%	98%	35%
Mechanical Engineering (Bachelor's)	22	Majors, Top 75%	Graduates, Top 25%	417	99%	92%	100%
Marketing Management (Bachelor's)	20	Majors, Top 75%	Graduates, Top 75%	392	99%	99%	99%
Communication Studies (Bachelor's)	20	Majors, Top 75%	Graduates, Top 75%	332	96%	99%	25%
Computer Science (Bachelor's)	20	Majors, Top 75%	Graduates, Top 75%	394	100%	100%	100%

- Social Work
- Finance
- General Studies
- Engineering
- Marketing
- Management
- Communication Studies
- Computer Science

There are a dozen programs which need plans to improve viability

Program Name	Points for Bottom 15%	Major Grouping	Graduates Grouping	Composite	Scorecard Total	Student Demand	Employment Demand
Telecommunication Studies (Bachelor's)	16	4	3	277	66%	94%	25%
Public Health (Bachelor's)	9	1	1	321	97%	100%	48%
Dental Hygiene (Bachelor's)	17	3	3	390	95%	90%	82%
Sociology (Bachelor's)	5	0	0	344	96%	98%	90%
Economics (Bachelor's)	5	0	0	342	99%	99%	99%
Philosophy (Bachelor's)	5	0	0	211	52%	90%	31%
Journalism (Bachelor's)	9	1	0	313	87%	87%	48%
Environmental Science (Bachelor's)	10	1	1	316	93%	98%	51%
Anthropology (Bachelor's)	10	1	1	292	88%	98%	35%
Geology (Bachelor's)	5	0	0	301	93%	98%	31%
Dietetics (Bachelor's)	11	1	3	353	95%	94%	57%
Physics Astronomy (Bachelor's)	5	0	0	211	48%	61%	38%

However, there are a small number of undergraduate programs where more urgent action is needed (low to no market share)

Program Name	Points for Bottom 15%	Major Grouping	Graduates Grouping	Composite	Scorecard Total	Student Demand	Employment Demand
Geography (Bachelor's)	5	0	0	240	60%	75%	45%
Art Education (Bachelor's)	9	1	0	232	54%	78%	31%
Music Composition (Bachelor's)	5	0	0	136	11%	73%	3%
Music Performance (Bachelor's)	11	1	0	119	13%	7%	1%
Professional and Technical Writing (Bachelor's)	5	0	0	131	9%	75%	2%

- Geography
- Art Education
- Music Performance
- Music Composition
- Public and Professional Writing

Graduate Degrees Strengths and Weaknesses

Total enrollment over 35 students

MBA
 Education Masters
 Nursing
 Computer Science
 Social Work
 Physical Therapy
 Education Doctoral (EdD)
 Counseling
 Doctor Nurse Practitioner
 Engineering/Engineering Tech

Total enrollment between 15-34 students

Master Health & Human Services
 Criminal Justice
 Math (combined)
 Respiratory Care
 School Psychology/Intervention
 Communication
 Health Sciences
 English
 Public Health

Total enrollment between 5-14 students

Biology
 Chemistry
 Economics
 Environmental Science
 History

Total enrollment less than 5 students

Athletic Training
 Music Education
 Music Theory & Comp
 Music Performance
 App Behavior (Psych)
 American Studies

There are several avenues for Growth that we are pursuing as part of the Strategic Actions to Take Charge of Our Future

- Modify and Enhance Associate Degree Programs for DWEL
- Resource Reallocation
- Facilitating Transfer Students
- Campus-Wide Retention Efforts
- Expansion of Online Offerings
- Lifelong Learning Commitment
- New Program Development

As part of our Growth strategy, we are developing pathways to Associate Degrees via DWEL



Associates:

Mechanical Engineering Tech

Electrical Engineering Tech

Information Tech



We are also developing new policies to increase accountability for Administration...

Appointment and Reappointment of Deans and the Annual Performance Review of Deans

A policy will be developed that clarifies the roles, duties and expectations of college deans that also:

- Provides that the Academic Excellence and Student Success Committee is updated annually on any such matters related to this topic
- Outlines the process and content of Annual Performance Reviews
- Outlines the process for hiring and term of the appointment
- Outlines the criteria, process, timeline, and context for reviews for possible reappointment

While performance reviews will be annual, the reviews for reappointment of current deans will be as follows:

2023-2024

- Health & Human Services
- Graduate College
- Liberal Arts, Social Sciences, & Education

2024-2025

- Business Administration
- Science, Technology, Engineering & Math
- Creative Arts
- Honors College

....And a New Standardized Form to Request Faculty Positions

Example:

Program: Asteroid Mining						CUPA-HR	
Position ¹	Gray ²	#Faculty ³	Enrollment ⁴	Retention ⁵	Graduation ⁶	Category ⁷	Salary ⁸
Assistant Professor	99%	2L, 1T, 1TT	720	data	data	Master [26.01]	\$62,292
Subject Code/Major ⁹	BLS Growth ¹⁰	PT faculty spend ¹¹	SCH previous AY ¹²	FT overload spend ¹³	Reassigned time (S) ¹⁴	Reassigned time (A) ¹⁴	Reassigned time (O) ¹⁴
AST Planetary sciences	6%	\$150,000	8,640	\$42,000	24 WL	12 WL	3 WL

Rationale for position and position type¹⁵:

- These duties cannot be performed by a lecturer^{*,ST, Q,R, SS}
- Due to retirements over the years (7 in the past 5 years), we lost all expertise in planetary sciences
- Major need for NEOMED (Honors College) students and Asteroid Mining students in general
- This faculty member will also oversee the lacking management of the national asteroid museum
 - ➔ The national asteroid museum is the largest in the Nation (out of 35) with over 100,000 specimens (open to the public) and has NSF funded equipment (\$100,000) and a \$117,000 endowment.

Impact (include how the additional position will decrease overload/PT spend and/or increase SCH per semester):

Adding this position will decrease our PT spend by an estimated \$50,000 and our FT overload by \$20,000. There will be no net increase in reassigned time within the subject code/major. There are no accreditation requirements with this position. Original contract should include the requirement to serve as the manager for the asteroid museum.

Will be accomplished by end of May 2024

- Reallocation of positions for undergraduate Bachelor programs
- Outcomes established for programs within the Detailed Analysis category
- DWEI block credit transfer approved
- Policy developed that clarifies the roles, duties and expectations of college deans
- Position request form established and implemented



YOUNGSTOWN STATE UNIVERSITY BOARD OF TRUSTEES RESOLUTION RELATED TO THE ACADEMIC MASTER PLAN

WHEREAS, the campus community has engaged over time in the evolution of our *Plan for Strategic Actions to Take Charge of Our Future* with the Board endorsing a renewed Plan in September, 2023;

WHEREAS, the implementation of an enrollment enterprise strategy will focus on markets of opportunity for high quality academic programs as well as student retention, progress and degree completion;

WHEREAS, the value of a YSU degree will be even further realized via career success as well as through the availability of continuous learning opportunities for on-going career advancement;

WHEREAS, for a vibrant future, YSU must offer academic programs that are relevant to both interests and business/industry needs so as to be connected with careers of opportunity, particularly as gainful employment evolves as a measure of institutional success;

WHEREAS, for this to be realized, the Board has for some time now, anticipated the presentation of an Academic Master Plan, and to assure such is developed, requested Vice Provost Jennifer Pintar to evolve such a Plan with feedback from various members of the Board and institutional leadership;

WHEREAS, such a plan initially requires the internal adjustment of resources in advance of the growth of programs as the Academic Master Plan is implemented.

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees endorses the Academic Master Plan as presented to the Governance Committee on December 6, 2023, hereto attached, and expects implementation;

BE IT FURTHER RESOLVED, that the Board anticipates regular updates including possible adjustments to the plan as opportunities further evolve.

Board of Trustees
December 7, 2023

YR 2024-

Trustees Two Year Running Attendance Record

DUE DATE OF REPORT: OCTOBER 31, 2023

Name of Institution: Youngstown State University

Date of Report: October 31, 2023

Dates Covered: October 1, 2021 - September 30, 2023

Number of Meetings in the last 24 months: 13

Vacancies on the board: 0

Board Member Name	Local or Governor Appointment?	# Mtgs. Present	# Mtgs. Absent	Attendance Percentage	Start of Current Term (M/D/Y)	Appointment Date of Current Term (if different from start of current term) - (M/D/Y)	End of Current Term (M/D/Y)
<u>Charles T. George</u>	<u>Governor</u>	<u>13</u>	<u>0</u>	<u>100%</u>	<u>May 2, 2018</u>	<u>May 2, 2018</u>	<u>May 1, 2027</u>
<u>Joseph J. Kerola</u>	<u>Governor</u>	<u>13</u>	<u>0</u>	<u>100%</u>	<u>May 2, 2020</u>	<u>June 25, 2020</u>	<u>May 1, 2029</u>
<u>Anita A. Hackstedde</u>	<u>Governor</u>	<u>13</u>	<u>0</u>	<u>100%</u>	<u>May 2, 2021</u>	<u>June 4, 2021</u>	<u>May 1, 2030</u>
<u>Allen R. Ryan</u>	<u>Governor</u>	<u>9</u>	<u>4</u>	<u>69%</u>	<u>May 2, 2019</u>	<u>May 3, 2019</u>	<u>May 1, 2028</u>
<u>Molly S. Seals</u>	<u>Governor</u>	<u>13</u>	<u>0</u>	<u>100%</u>	<u>May 2, 2015</u>	<u>June 20, 2017</u>	<u>May 1, 2024</u>
<u>Michael A. Peterson</u>	<u>Governor</u>	<u>12</u>	<u>1</u>	<u>92%</u>	<u>May 2, 2016</u>	<u>Feb. 8, 2018</u>	<u>May 1, 2025</u>
<u>Laura A. Lyden</u>	<u>Governor</u>	<u>10</u>	<u>0</u>	<u>100%</u>	<u>May 1, 2017</u>	<u>March 25, 2022</u>	<u>May 1, 2026</u>
<u>Sergul A. Erzurum</u>	<u>Governor</u>	<u>8</u>	<u>1</u>	<u>89%</u>	<u>May 2, 2022</u>	<u>June 27, 2022</u>	<u>May 1, 2031</u>
<u>Richard C. Fryda</u>	<u>Governor</u>	<u>4</u>	<u>0</u>	<u>100%</u>	<u>May 1, 2023</u>	<u>May 1, 2023</u>	<u>April 30, 2032</u>

Officers:

Chair Michael A. Peterson

Vice Chair Charles T. George

Secretary Anita A. Hackstedde

Note: Includes Regular and Special meetings of the board; Committee meetings are not included.



**RESOLUTION TO MODIFY
DISCRIMINATION/HARASSMENT POLICY, 3356-2-03**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**

3356-2-03 Discrimination/harassment.

Responsible Division/Office: Equal Opportunity, Policy Development and Title IX
Responsible Officer: Executive Director, Equal Opportunity, Policy
Development and Title IX
Revision History: June 2009; June 2015; September 2016; September 2019;
September 2020; June 2021; [July 2023](#); [December 2023](#)
~~Minor Revision: July 2023~~
Board Committee: University Affairs
Effective Date: ~~June 3, 2021~~ [December 7, 2023](#)
Next Review: ~~2026~~ [2028](#)

(A) Policy statement. Youngstown state university (university) does not discriminate on the basis of [sex \(including pregnancy\)](#), race, color, [religion](#), national origin, age, sexual orientation, gender identity and/or expression, disability, or veteran/[military](#) status or any other basis protected by law or Executive Order in its programs or activities. [Ohio Executive Order 2023-01D “Anti-Discrimination Policy in State Government,”](#) defines protected class status and [Executive Order 2022-06D “Defining and Combating Antisemitism;”](#) addresses antisemitism. -The university is firmly committed to maintaining a working and learning environment free of discrimination and harassment of any employee, applicant for employment, student, or visitor. The university community seeks to eliminate discrimination and harassment through education and encourages staff, faculty, students, visitors, and volunteers to report concerns or complaints. Prompt corrective measures will be taken to stop discrimination and harassment whenever it occurs.

This policy shall be interpreted and applied consistent with the speech protections of the first amendment of the United States Constitution.

(B) Purpose. The purpose of this policy is to establish expectations for institutional and individual conduct, aid the university community in recognizing and preventing discrimination and harassment, and provide effective reporting and response mechanisms. For purposes of this policy, the university community includes, but is not limited to, all university employees, students, and any other individual visiting or engaging in any university activity or program.

(C) Scope. This policy applies to students, faculty, employees (including student employees), third parties, campus visitors, or other individuals engaged in any university activity or program, regardless of sexual orientation or gender identity, and whether on or off campus. The prohibitions of this policy may, in some instances, be broader in scope than the legal prohibitions of state, federal, or other laws prohibiting

discrimination or harassment. A determination that this policy has been violated is not equivalent to a violation of law.

- (D) Definitions. For the purpose of determining whether a particular behavior or course of conduct constitutes discrimination or harassment under this policy, the following definitions shall be used:
- (1) “Discrimination” - conduct that is based on an individual’s sex (including pregnancy), race, color, religion, national origin, age, sexual orientation, gender identity and/or expression, disability, or veteran/military status or any other basis protected by law that:
 - (a) Adversely affects a term or condition of an individual’s employment, education, or participation in a university activity or program; or
 - (b) Is used as the basis for a decision affecting an individual’s employment, education, or participation in a university activity or program; or
 - (c) Is sufficiently severe or pervasive to a reasonable person that it substantially interferes with an individual’s employment or educational performance or create a working, living, or educational environment that is intimidating, hostile, or abusive.
 - (2) “Harassment” - conduct, or a course of conduct, that degrades or shows hostility toward an individual or group of individuals and is based on sex (including pregnancy), race, color, religion, national origin, age, sexual orientation, gender identity and/or expression, disability, or veteran/[military](#) status or any other basis protected by law, and is sufficiently severe or pervasive to a reasonable person that it:
 - (a) Unreasonably interferes with an individual’s employment or education; or
 - (b) Objectively creates a working, living, or educational environment that is hostile, intimidating, or abusive.
 - (3) “Sexual harassment” - sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that is unwelcome and sufficiently severe or pervasive from both a subjective (the complainant’s) and an objective (reasonable person’s) viewpoint when it meets any of the following:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, academic status, or participation in a university program or activity.
 - (b) Submission to or rejection of such conduct by an individual is used as the basis for employment, academic, or programing decisions affecting the individual.
 - (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an employment, academic, or participation environment that is objectively intimidating, hostile, or abusive.
 - (d) Sexual harassment can be directed at a member of the same or different sex or sexual orientation. Examples of inappropriate conduct which may constitute sexual harassment include but are not limited to:
 - (i) Sexual advances or propositions, either explicit or implied.
 - (ii) Sexually suggestive or sexually degrading innuendo, comments or gestures.
 - (iii) Remarks or inquiries about sexual activity, sexual orientation, or gender identity or expression.
 - (iv) The display or communication of sexually oriented material (including through e-mail or other electronic means).
 - (v) Unwanted touching, hugging, or contacting another's body.
 - (e) "Sexual harassment," as defined in Title IX of the Education Amendments of 1972, is set forth in rule 3356-2-05 of the Administrative Code, university policy 3356-2-05 "Title IX sexual harassment policy." Students, faculty employees, volunteers, third parties, campus visitors or other individuals should refer to rule 3356-02-05 of the Administrative Code, university policy 3356-02-05 "Title IX sexual harassment policy" for processes and procedures under Title IX.
- (4) Speech or conduct protected by the First Amendment to the United States Constitution or Sections 3 and 11 of Article I of the Ohio Constitution is not harassment for purposes of this policy. Refer to rule 3356-4-21 of the Administrative Code, university policy 3356-4-21, "Campus free speech."

- (5) Intimidating, hostile, or abusive environment (collectively referred to as a hostile environment) is a specific form of discrimination and is often contextual and must be based on the circumstances. These circumstances include but are not limited to:
- (a) The frequency of the conduct.
 - (b) The nature and severity of the conduct.
 - (c) The relationship between the complainant and the respondent.
 - (d) The location and context in which the alleged conduct occurs.
 - (e) Whether the conduct was physically threatening.
 - (f) Whether the conduct was humiliating.
 - (g) Whether the conduct arose in the context of other discriminatory conduct.
- (E) No supervisor (including a faculty supervisor), manager, or official representative of the university shall directly or indirectly imply or threaten that an applicant, employee, or student's submission to or refusal of sexual advances will positively or negatively affect his or her employment, employment conditions, career development, or academic status. This prohibition includes, but is not limited to, instructors, faculty members, graduate assistants and teaching assistants.
- (F) Employee-student consensual relationships. Relationships that might be appropriate in other contexts may, within a university setting, create the appearance or basis for an abuse of power, conflict of interest, favoritism, or of undue advantage. Many university employees are entrusted with advising and mentoring students, evaluating their work, and recommending students for advancement in employment, programs or academia. The unequal institutional power which is inherent in such a relationship heightens the vulnerability of both the student and employee for possible abuse or coercion and can present real or perceived conflict.
- (1) For purposes of this policy, a consensual intimate or sexual relationship is a relationship of an intimate, dating, and/or sexual nature entered into with the consent of both parties (hereinafter referred to as a relationship for purposes of this policy).

- (2) This policy applies to employees and individuals, whether paid or unpaid, who teach, coach, evaluate, supervise, advise, control, or influence student employment, academic, or resource opportunities. These individuals include but are not limited to:
- (a) Faculty, lecturers, and instructors (including visiting faculty/instructors),
 - (b) Graduate students,
 - (c) Teaching assistants,
 - (d) Academic advisors,
 - (e) Coaches,
 - (f) Residence hall professional staff.
- (3) Intimate relationships with students. Because of the elevated risk and the potential exposure of the university and employees to liability for violation of laws against sexual harassment and discrimination and in order to maintain an environment as free as possible from conflicts of interest and favoritism, no employee/individual as defined in this rule shall enter into a relationship with a Youngstown state university student, including but not limited to undergraduate, graduate, part-time, or full-time, regardless of whether or not there is a direct supervisory or evaluative relationship between them. Should a relationship predate either admission or employment with the university, the individuals involved in the relationship shall inform his/her immediate supervisor and dean and alternate supervisory or academic arrangements shall be made. This prohibition does not apply to married couples; however, rule 3356-7-01 of the Administrative Code regarding conflicts of interest should be consulted. (Corresponding university policy 3356-7-01 can be found on the [“University Policies”](#) webpage.)
- (G) Duty of managers and supervisors to act. Any supervisor, including executive and administrative officers, chairs, executive directors/directors, or faculty supervisor who becomes aware of information that would lead a reasonable person to believe that harassment and/or discrimination has or is occurring shall notify the office of equal opportunity, policy development and title IX and/or human resources promptly but no later than five working days after becoming aware of the information. The office of human resources shall promptly notify the office of equal opportunity, policy development and title IX.
- (H) Complaint procedures.

- (1) The university encourages all persons who believe they have experienced or witnessed discrimination or harassment to promptly file a complaint with the office of equal opportunity, policy development and title IX. A complaint may be formal or informal. However, a complaint alleging a violation of this policy must be filed within three hundred days of the behavior or the last incident at issue. Delays in filing or reporting may make it more difficult for the university to conduct an investigation.
 - (2) An individual also has the right to file a complaint with external agencies, including, but not limited to, the Ohio civil rights commission, the equal employment opportunity commission and/or the department of education. Utilizing the university's internal complaint procedure does not extend the deadline for filing a complaint with the external agencies. However, it is recommended that the complainant first exhaust the internal complaint procedures by promptly reporting the complaint.
 - (3) The university may assume the role of a complainant and pursue a complaint either informally or formally when it obtains information that would lead a reasonable person to believe that this policy has been violated. In these instances, the university may take any action it deems appropriate, including informing the alleged perpetrator of the complaint and pursuing an investigation even in cases where an alleged victim of harassment or discrimination is reluctant to proceed. The alleged victim will be notified in advance when such action is necessary.
 - (4) Complaint investigations will follow the procedures set forth in the university's "Guidelines for Initiating and Investigating Complaints of Discrimination and Harassment." These guidelines may be obtained from the office of equal opportunity, policy development and title IX.
 - (5) Information related to a report of discrimination and/or harassment will only be shared with those university employees who need to know in order to assist in the review, investigation, or resolution of a complaint. The university will make every reasonable effort to conduct all proceedings in a manner that will protect the privacy of all parties. Parties to the complaint should treat the matter under investigation with discretion and respect for the reputation of all parties involved.
- (I) Interim measures. During the course of an investigation, it may be necessary and advisable for the university to take appropriate interim measures that are reasonably available to alleviate the conduct which is the basis of a complaint. These interim measures may include, but are not limited to, separating the parties, placing

- limitations on contact between the parties, or making alternative academic, living or workplace arrangements. Failure to comply with the terms of interim measures is a violation of this policy and may result in corrective measures, even if the initial complaint is not proven.
- (J) Non-retaliation. University policy and state and federal law prohibit retaliation against an individual for reporting discrimination or harassment or for assisting or participating in an investigation. Persons who believe they are experiencing retaliation for reporting or participating in an investigation of a complaint are strongly encouraged to contact the office of equal opportunity, policy development and title IX. Any person found to have retaliated against another for reporting, participating, or cooperating in an investigation will be in violation of this policy and will be subject to corrective measures and/ or sanctions independent of the merits of the original complaint.
- (K) Corrective measures.
- (1) When it has been determined that discrimination, harassment, or retaliation has occurred, steps will be taken to ensure that the prohibited behavior is stopped. Corrective measures and/or sanctions will be imposed consistent with the severity of the offense, applicable university procedures, and collective bargaining agreements. Corrective measures may include sanctions and/or discipline up to and including termination for employees and expulsion for students. In the event that a record of such sanctions will become a part of an employee's personnel records, prior notice will be given to the employee.
 - (2) Sanctions may also be imposed on any individual with a duty to act under this policy and associated procedures, who fails to respond in a manner consistent with this policy to a complaint or reasonable information of discrimination, harassment, or retaliation.
 - (3) To the extent possible under applicable law and policies, a complainant will be informed of the corrective measures taken.
- (L) False allegations. It is a violation of this policy for anyone to intentionally report information or allegations that they know, or reasonably should know, to be untrue or false. Sanctions may be imposed on individuals who make false accusations of discrimination or harassment. Failure to prove a claim of discrimination or harassment is not equivalent to a false allegation and no person shall be penalized for good faith reporting of concerns under this policy.
- (M) Use of discrimination and harassment allegations in employment actions or academic status decisions. When making decisions affecting an individual's employment or

academic status, allegations of discrimination and harassment may be considered only if they have been addressed through this policy or procedure, a court of law, or other administrative proceeding such as a student conduct hearing for a student accused of a policy violation. Whenever such an allegation is discussed as part of a determinant in the terms and conditions of an employment or academic status, the affected party should be given notice.

- (N) Policy and procedure administration. The office of equal opportunity, policy development and title IX is responsible for the administration of this policy and the associated procedures. However, all university employees, staff, and students play a role in preventing and reporting discrimination and harassment.
- (O) Educational goals and objectives.
 - (1) It is the goal of the university to prevent and eliminate discrimination and/or harassment and to foster an environment of respect for all individuals. In furtherance of these goals, every employee shall complete programs and/or training as directed by the office of human resources and/or the office of equal opportunity, policy development and title IX. The office of human resources, in conjunction with the office of equal opportunity, policy development and title IX, shall provide information, programs, and/or training to meet the following goals:
 - (a) Provide information about the university's policies relating to discrimination and harassment and the corresponding procedures and reporting mechanisms.
 - (b) Include information regarding this policy in orientation materials for new faculty, staff, students, and volunteers.
 - (c) Notify persons of inappropriate conduct and encourage appropriate behavior when interacting with others.
 - (d) Inform the university community about the problems caused by discrimination and harassment and the unacceptability and illegality of discrimination and harassment.
 - (e) Address issues of discrimination and harassment from a multicultural perspective.
 - (2) A statement regarding discrimination and harassment will appear in the university bulletins (graduate and undergraduate), on the webpage of the office of equal opportunity, policy development and title IX, and relevant portions shall be referenced in "The Student Code of Conduct."

- (P) Information, assistance, and counseling.
- (1) Individuals may seek general information, anonymously or otherwise, regarding this policy by contacting any of the following offices/units. However, general inquiries with these offices/units will not be considered a report to the university and will not result in action under this policy.
 - (a) The office of equal opportunity, policy development, and title IX.
 - (b) The center for student progress/office of disability services.
 - (c) Housing and residence life.
 - (d) Office of human resources.
 - (e) Intercollegiate athletics.
 - (f) Office of student affairs through the ombudsperson.
 - (2) A student may seek counseling or support services on campus from the university student counseling services during regular business hours (330-941-3737). Employees may contact the office of human resources for information on available counseling services. Information shared within the context of counseling services is considered confidential to the extent permitted by state and federal law.
 - (3) An individual who seeks information, assistance, or counseling may still utilize this policy to file a complaint.
 - (4) For information on sexual misconduct including sexual assault, dating violence, domestic violence, stalking, or any other conduct of a sexual nature that is carried out without consent or through force, threat, intimidation or coercion, please see rule 3356-2-03.1 of the Administrative Code. (Corresponding university policy 3356-2-03.1 can be found on the “[University Policies](#)” webpage.)

**RESOLUTION TO MODIFY
WORKPLACE AND OFF-CAMPUS VIOLENCE, THREATS, AND DISRUPTIVE
BEHAVIOR POLICY, 3356-7-04**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis;
and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

3356-7-04 Workplace and off-campus violence, threats, and disruptive behavior.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: December 2012; September 2017;
December 2018; [December 2023](#)
Board Committee: University Affairs
Effective Date: **December 6, 2018**, [2023](#)
Next Review: ~~2023~~[2028](#)

- (A) Policy statement. Youngstown state university (~~“university”~~) is committed to providing a supportive working and learning environment that is safe and free from threats, intimidation, unreasonable disruptions and violence, and to helping students and employees avoid the use of violence, threats, or similar behavior in any context.
- (B) Purpose. To promote a safe environment that assures an appropriate and prompt response to workplace or campus violence or threat of violence and to provide assistance to and hold employees and students who are perpetrators of threats, violence, and abusive behavior accountable for their behavior.
- (C) Scope. This policy applies to all university employees, students, faculty, visitors, and all persons who, while not university employees, perform work or provide services both on university property and for the benefit of the university.
- (D) Definitions for purposes of this policy.
 - (1) “Threats or violence.” ~~Violent~~ - [violent](#), abusive, or threatening conduct against persons or property that is sufficiently severe or intimidating to result in or create a reasonable risk of property damage, physical injury, death, or psychological harm. Threats or violence include, but are not limited to, physical violence; family and relationship violence; stalking; sexual, emotional, verbal or psychological intimidation or abuse; crimes of violence, and possession of a deadly weapon.
 - (2) “Workplace.” ~~Any~~ - [any](#) location owned, leased, or rented by the university, or any location where a university employee is acting in

the course and scope of employment. This includes, but is not limited to, buildings, grounds, and surrounding property, including streets, parking lots, field locations, classrooms, and residence halls. It also includes vehicles when those vehicles are used for university business.

- (3) “Workplace threats or violence.” ~~Threats~~ - threats or violence that occur in the workplace.
- (4) “Off-campus.” ~~Any~~ - any location which does not fall within the policy definition of workplace.
- (5) “Off-campus threats or violence.” ~~Threats~~ - threats or violence that occurs off-campus.
- (6) “Workplace disruptive behavior.” ~~Inappropriate~~ - inappropriate behavior, confrontation, or conflict which occurs in the university workplace and unreasonably interferes with the normal activities or functioning of the university.
- (7) “Family and relationship violence.” ~~Any~~ - any type of domestic violence as defined by section 2919.25 of the Revised Code.
- (8) “Deadly weapon.” ~~Any~~ - any instrument, device, or thing capable of inflicting death and designed or specially adapted for use as a weapon, or possessed, carried or used as a weapon, as defined by section 2923.11 of the Revised Code.
- (9) “Conviction.” ~~A~~ - a guilty verdict, a guilty plea, or a plea of no contest (nolo contendere).
- (10) “Perpetrator.” ~~An~~ - an individual who engages in threats or violence as defined by this policy.

(E) Prohibited behavior includes, but is not limited to:

- (1) Verbal abuse or outbursts, the creation of conflict between coworkers, use of profanity/offensive language, or inappropriate interactions with students, coworkers, supervisors or others.
- (2) Any direct or implied threats to an individual or the individual’s family, friends, associates, or property.

- (3) Physical conduct that results or could reasonably result in harm to people or property.
 - (4) The illegal possession, use, or unauthorized storage of a deadly weapon on university property or at university-sponsored events.
 - (5) Intimidation or harassment that has the intent or effect of disrupting the work or learning environment and/or results in fear for personal safety.
 - (6) The use of university property or resources, including but not limited to work time, telephones, faxes, mail, email, or the internet, to threaten, harass, intimidate, or abuse someone.
 - (7) Repeated unwanted contact from one person to another which causes an individual to reasonably feel alarm or fear violence.
- (F) Reporting/duty to disclose.
- (1) An employee who has been identified as a perpetrator in a police report, criminally charged with, arrested for, convicted of, or sentenced for a crime involving violence, family and relationship violence, stalking, menacing, intimidation, or possession of a deadly weapon, shall inform the university's chief human resources officer (~~"CHRO"~~), or designee, within seven calendar days of the event. The CHRO, or designee, will notify the employee's immediate supervisor as appropriate.
 - (a) The employee may be subject to a background check pursuant to rule 3356-7-44 of the Administrative Code (see university policy 3356-7-44, "Background checks").
 - (b) The necessity for and type of university action that will be taken, including disciplinary action, pursuant to this policy will depend on a variety of factors including, but not limited to:
 - (i) The nature and gravity of the incident/crime.
 - (ii) The degree of relevance to the employee's position and duties.

- (iii) The impact on the employee's ability to continue to effectively perform their job duties.
 - (iv) The impact on the reputation, position, or standing of the university.
 - (v) Any other relevant information.
- (2) An employee who is the victim of violence in the workplace, or believes he or she has been or is being threatened with violence in the workplace, or witnesses an act or threat of violence in the workplace shall take the following steps:
- (a) If the situation is one of immediate danger, contact the university police department (330-941-3527 or 911 from a university phone) or local law enforcement by dialing 911 and take whatever emergency steps are available and appropriate to protect yourself or others from immediate harm, including seeking immediate assistance for persons in need of medical care; then file a report with the university police department and the chief human resources officer as soon as possible.
 - (b) If the situation is not one of immediate danger, report the incident to the appropriate supervisor and to the chief human resources officer as soon as possible. A police report should also be filed with the university police department.
 - (c) The university police department, the chief human resources officer, and managers and supervisors are to take all reported incidents of threatening and violent behavior in the workplace seriously and document the circumstance associated with the incident, including a record of information from all involved employees/students or witnesses as well as an assessment of the situation.
 - (d) All reported incidents will be investigated to the extent possible. The university will take appropriate remedial action to protect employees, faculty, and students.
- (3) An employee who is experiencing or witnessing disruptive workplace behavior should report the behavior to his/her

supervisor. If the supervisor is the source of the disruptive behavior, the employee should contact the CHRO, or designee.

- (4) In the event the university receives credible, verifiable information that an employee has been identified as a perpetrator in a police report, criminally charged with, arrested for, convicted of, or sentenced for a crime involving violence, family and relationship violence, stalking, menacing, intimidation, or possession of a deadly weapon, the university will make a determination utilizing the criteria in paragraph (F)(1)(b) of this ~~policy~~ rule regarding the necessity for and type of institutional action to be taken, including but not limited to a background check pursuant to rule 3356-7-44 of the Administrative Code (see university policy 3356-7-44, “Background checks”).

(G) Education, response, and prevention.

- (1) Office of human resources.
 - (a) Provide annual training opportunities for all employees concerning workplace violence and family and relationship violence and familiarize new employees with this policy through new faculty and staff orientation materials and online postings on appropriate university websites.
 - (b) Proactively respond to potential indicators of violence or abuse by referring affected individuals to available resources provided by the university.
 - (c) In collaboration with the university police department, evaluate reported incidents of threatening or violent behavior on the perceived intent of the threat, nature of the threat, immediate risk factors and likelihood that harm will occur.
 - (d) Provide ongoing support by helping victims seek professional assistance, including referencing the university’s employee assistance program provider on the human resources website.
 - (e) Promptly formulate and implement a plan of action in consultation with the Youngstown state university police and the appropriate manager or supervisor.

- (f) Following an investigation, implement appropriate disciplinary action.
 - (g) Process corrective action consistent with university policy and/or collective bargaining agreements as applicable.
 - (h) Provide assistance to the employing unit, including information on the parameters guiding employee sick leave or personal leave benefits, employee assistance program provider, and individualized workplace safety plans.
- (2) Youngstown state university police department.
- (a) In consultation with the office of human resources, the office of environmental and occupational health and safety (“EOHS”), and the appropriate office or department, the university police department will coordinate an individualized workplace safety plan in response to workplace violence and family relationship violence. Such plans may include changing work station and phone numbers as well as providing escort services to and from the building as circumstances warrant.
 - (b) Restore order in a conflict situation.
 - (c) Enforce the law, including existing protection orders.
 - (d) Arrange for emergency medical assistance when necessary.
 - (e) Participate on a crisis assessment team.
- (3) Faculty, staff, and student employee responsibilities
- (a) Any student or employee of the university who has obtained or is the subject of a protection order (ex parte, temporary, permanent, or civil) and/or a temporary restraining order must inform their immediate supervisor, if they are an employee, or the office of student conduct, if they are a student, and the university police department and provide a copy of the order to the university police department. Failure to provide this information places the student, employee, and campus community at risk.
 - (b) Have knowledge of the policy.

- (c) Attend educational training, counseling, or treatment as required, including but not limited to employee assistance program services and fitness for duty examinations.
- (H) Consequences for policy violations.
 - (1) University employees who engage in workplace threats or violence or workplace disruptive behavior will be subject to disciplinary action up to and including termination of employment consistent with university policies and/or bargaining unit agreements.
 - (2) Employees who engage in other violations of this policy will be required to complete a program of intervention which may include an educational program, counseling, and/or ongoing treatment, and may be subject to other university action including disciplinary action up to and including termination.
 - (3) Students who engage in threats, violence, or disruptive behavior will be subject to the “The Student Code of Conduct.”
 - (4) Perpetrators may be determined persona non grata pursuant to rule 3356-7-45 of the Administrative Code (see university policy 3356-7-45, “Persona non grata status for campus visitors”).
 - (5) Perpetrators may be subject to criminal charges.

**RESOLUTION TO MODIFY
FRINGE BENEFITS TO PART-TIME FACULTY POLICY, 3356-7-33**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**

3356-7-33 Fringe benefits, part-time faculty.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: December 1998; September 2001;
November 2010; February 2012; December 2018;
December 2023
Board Committee: University Affairs
Effective Date: **December 6, 2018, 7, 2023**
Next Review: ~~2023~~2028

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its various fringe benefits packages, it offers employees incentives to pursue additional education, to ~~take advantage of~~ attend events, activities and performances offered, and to otherwise enhance each employee's ~~standard of living~~ workplace experience.
- (B) The university may provide these and other fringe benefits for part-time faculty:
- (1) Sick leave. Per section 124.38 of the Revised Code and rules 123:1-32-03 to 123:1-32-05 of the Administrative Code, part-time faculty members earn sick leave at the rate of 4.6 hours for each eighty hours of service (equates to .0575 hours per workload hour per week).
 - (2) Fee remission. Part-time faculty who teach two or more workload hours in a given semester at the university receive remission of one-half of the instructional fee for up to three credit hours per term, regardless of the number of hours taught. The maximum benefit per academic year ~~cannot~~ will not exceed nine credit hours. Credit hours may be accrued and used during the fall and spring semesters of an academic year and the summer term that follows spring semester. The office of financial aid and scholarships administers this program. Part-time faculty are not eligible for fee remission for online instruction provided by the university in partnership with academic partnership or any successor.

- (3) ~~Parking. Part-time faculty will be given a parking permit that entitles them to use university parking facilities for any term they teach. Permits may be obtained from the office of parking services~~who operate or expect to operate a motor vehicle on university property must obtain and display a valid Youngstown state university parking permit. Part-time faculty may register to obtain a parking permit online through university parking services. Further, part-time faculty who operate a motor vehicle on university property are expected to abide by the university traffic and parking rules and regulations.
- (4) Retirement. Part-time faculty are enrolled in the state teachers retirement system (“STRS”). Participation involves contributions from the individual and the university based upon annual gross salary. The part-time faculty member’s service during any academic year is reported to STRS ~~on a prorated basis in which forty workload hours are the equivalent of one year of service.~~
- (5) ~~Discounts~~Discount Programs. ~~Part-time faculty receive a discount of twenty per cent on all purchases of five dollars or more at the university bookstore with the presentation of a valid identification card. They also receive discounts on tickets to intercollegiate athletic events and the university theater.~~Part-time faculty may receive discounts for the purchase of athletic and theater tickets and for bookstore purchases for the personal use of employees and their immediate family as follows:
- (a) Athletic and theater tickets – fifty percent discount. The fifty percent discount on athletic tickets will be made available for all home regular season athletic competitions competed in by YSU, unless hosted by an outside entity;
- (b) Bookstore purchases – twenty percent discount for purchases over five dollars.
- (6) Facility use. ~~Part-time faculty are entitled to use Maag library and the recreational facilities in Beeghly center and Stambaugh stadium. A valid identification card is required~~Use of university facilities. Part-time faculty may use the resources of the Maag library and campus recreational facilities and areas during normal

hours of operation when the use does not conflict with scheduled activities. A valid identification card is required.

- (7) Further information about part-time faculty can be found on the human resources website.

**RESOLUTION TO MODIFY
PROFESSIONAL CONDUCT OF FACULTY, DEPARTMENT CHAIRPERSONS,
AND PROFESSIONAL/ADMINISTRATIVE EMPLOYEES POLICY, 3356-9-06**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis;
and

WHEREAS, this process can result in the modification of existing policies, the creation of new
policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing
modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State
University does hereby approve the modification of the University Policy stated above and
attached hereto.

3356-9-06 Professional conduct of faculty, department chairpersons, and professional/administrative employees.

~~Previous Policy Number: 9006.01~~

Responsible Division/Office: Office of the President/Academic Senate

Responsible Officer: President

Revision History: 2000; December 2003; December 2010; June 2016; [December 2023](#)

Board Committee: University Affairs

Effective Date: ~~June 15, 2016~~ [December 7, 2023](#)

Next Review: ~~2021~~ [2028](#)

- (A) Policy statement. The mission and success of Youngstown state university (university) is sustained by the trust placed in its administrators, faculty, and staff by students, parents, benefactors, business and academic partners and by governmental entities. Faculty, department chairpersons, and professional/administrative employees are expected to demonstrate professional conduct that exhibits the values of honesty, integrity, competence, respect, and responsibility.
- (B) Purpose. To provide information, parameters and procedures designed to recognize and address allegations of professional misconduct.
- (C) Scope. This policy applies to all full-time and part-time faculty, instructors, department chairpersons, and professional/administrative employees (for purposes of this policy collectively referred to as professionals). Allegations of professional misconduct related to sponsored programs, use of human subjects in research, use and care of animals in research, research misconduct, conflicts of interest and/or commitment in sponsored programs, nondiscrimination and equal opportunity, harassment, sexual misconduct, and university technology use shall be reviewed pursuant to procedures provided in board policies governing these areas. The applicable university policies of the Administrative Code are:
- (1) Rule 3356-10-13 – “Research, grants, and sponsored programs.”
 - (2) Rule 3356-10-14 – “Integrity in research – use of human participants.”

- (3) Rule 3356-10-15 – “Integrity in research – use and care of animals.”
- (4) Rule 3356-10-16 – “Research misconduct.”
- (5) Rule 3356-10-17 – “Objectivity in research – avoidance of conflicts of interest and/or commitment in sponsored research.”
- (6) Rule 3356-2-03 – “Discrimination/harassment.”
- (7) Rule 3356-2-3.1 – “Sexual misconduct.”
- (8) Rule 3356-4-09 – “Acceptable use of university technology resources.”

(D) Definitions.

- (1) “Professional misconduct.” ~~Improper~~ - improper behavior of a serious nature that arises from, or is reasonably related to, the professional’s position, duties, or responsibilities with the university, or that demonstrably and adversely affects the effective performance of university functions. For purposes of this policy, professional misconduct includes but is not limited to:
 - (a) Fabrication, falsification, plagiarism, misrepresentation, omission or other intentional deception in one’s credentials or status or in one’s teaching, scholarly, research, or administrative or service duties or creative endeavors.
 - (b) Recommending or awarding grants, leaves, travel requests, promotions, professional awards or recognitions, or other funds or resources in violation of applicable university policies, agreements, contracts, grants, laws and regulations.
 - (c) Use of grants, facilities, equipment, supplies, or other university resources in violation of applicable university policies, agreements, contracts, grants, laws and regulations.
 - (d) Selective reporting of favorable results, or intentional

omission of conflicting data, as an outcome of research, inquiry or service.

- (e) Improper or unauthorized use or release of information, ideas, or data in violation of applicable university policies, agreements, contracts, grants, laws and regulations.
- (f) Misappropriating, destroying, damaging or otherwise taking or using without permission the property of the university or others, or products or research produced by others, such as data, equipment, supplies, computer programs, notes or other records, manuscripts, or specimen collections.
- (g) Preventing or obstructing university teaching, research, administrative, or service functions, or any other lawful function of the university.
- (h) Intentionally inflicting physical harm on a member of the university community.
- (i) Making threats of violence, retribution, harm, or engaging in conduct that can reasonably be perceived by others to be threatening, intimidating or harassing.
- (j) Neglect or willful failure to perform university-related duties and responsibilities.
- (k) Obstructing an inquiry into or investigation pursuant to this policy.
- (l) Retaliation against anyone for reporting misconduct or participating in an inquiry or investigation under this policy.
- (m) Deliberately making false allegations of professional misconduct. However, failure to substantiate a claim of professional misconduct is not equivalent to a false allegation and no person shall be penalized for good faith reporting of concerns under this policy.

- (n) Attempting to engage in, inciting another to engage in, or abetting, conduct which would violate this policy.
- (2) “Plagiarism.” ~~Representing~~ - representing the work of another person, including the person’s words, ideas, or methods, as one’s own in public or private forums or media.
- (a) Determinations of plagiarism, including allegations relating to classes, shall include consideration of:
 - (i) The purpose and character of the use, including whether such use is of a self-interested nature or is for purposes other than an educational or professional mission;
 - (ii) The nature of the work, including whether published and copyrighted and whether part of the generally accepted body of knowledge in a field, discipline, or area;
 - (iii) The amount and substantiality of the portion used in relation to the work as a whole; and
 - (iv) The effect of the use upon the audience and upon the potential market for or value of the work.
 - (b) In general, use of the work of another person should be accompanied by proper citation or acknowledgment. However, the requirements and specificity of citation or acknowledgment may be determined by the expectations or common practices of the forum, medium, or discipline within which the use occurs. If a generally accepted code of professional ethics for a particular discipline contains additional or different provisions related to plagiarism, then that code shall apply to members of that profession. Accordingly, the fact that the work of another person is not cited or acknowledged shall not, itself, mandate a finding of plagiarism.
 - (c) In no case shall a finding of plagiarism apply to written or oral representations that are part of casual conversations,

strictly private communications between individuals, or other personal exchanges in which a faculty member, department chairperson, or professional/administrative staff member is not acting as a representative of the university or in his/her professional role.

- (3) Nothing in these definitions shall be interpreted to include unintentional error, omission, or oversight or to obviate sincere and genuine differences in interpretations or judgments regarding policies, resources, or data.

(E) Parameters.

(1) Professional conduct committee.

(a) A standing professional conduct committee (~~“committee”~~) under the authority of the academic senate will be responsible for addressing allegations of professional misconduct in accordance with this policy. The committee and any subcommittee will receive appropriate legal and secretarial support in connection with their work.

(b) The committee shall consist of twelve members. Six members shall be tenured faculty, one from each undergraduate college appointed by the chair of the academic senate, and six members shall be professional/administrative employees appointed by the president of the university. At least two tenured faculty members of the committee shall be regular members of the graduate faculty. Members of the committee shall serve for staggered three-year terms. Initially two faculty members and two non-faculty members shall be appointed for a one-year term, two faculty members and two non-faculty members shall be appointed for a two-year terms, and two faculty members and two non-faculty members shall be appointed for a three-year term. The committee shall elect its own chairperson, who shall serve a three-year term as chairperson and member. The committee shall operate under majority rule, and a quorum shall consist of seven members.

- (2) Confidentiality. Confidentiality is required for the effective investigation and implementation of this policy. Information will only be disclosed as required by state or federal law, pursuant to this policy, with university employees with a legitimate need to know or when necessary to effectuate this policy.

(F) Procedures.

(1) Preliminary review.

- (a) A person who believes that a professional has engaged in professional misconduct, as a defined by this policy, shall meet with the committee chairperson to discuss the issue.
- (b) If the chairperson is uncertain as to whether the alleged professional misconduct falls within this policy, the chairperson shall raise the question with the chair of the academic senate. The chair of the academic senate, the president of the university, and the provost/vice president for academic affairs, or their designees, shall confer and determine by a majority vote whether the alleged professional misconduct reasonably falls within the application of this policy.

In cases where the alleged misconduct involves a sponsored program, the associate vice president for research and dean of graduate studies shall be consulted prior to the determination.

- (c) The chairperson shall listen to the concerns of the complainant and provide the complainant with information regarding filing a formal allegation of professional misconduct and the applicable procedures.

(2) Formal review.

- (a) A formal allegation of professional misconduct must be made in writing and provided to the chairperson. Anonymous complaints of professional misconduct will not be accepted by the chairperson.

- (b) A formal allegation of professional misconduct must be provided to the chairperson of the professional conduct committee within one hundred and eighty days after the complainant becomes aware of the alleged professional misconduct.
 - (c) The one hundred and eighty day time limit may be extended in those instances where the professional misconduct could not have been discovered through the exercise of reasonable care and diligence. A determination that this time limit will be extended shall be made by the professional conduct committee by a majority vote of the quorum and is not appealable under this policy. The committee will consider the nature of the misconduct and whether fraud, concealment or intentional misrepresentation prevented discovery.
 - (d) Upon receiving a formal allegation, the chairperson shall call a meeting of the committee to determine whether the allegation warrants a formal investigation. In conducting this inquiry, the committee shall be responsible for gathering information and conducting an initial fact-finding process to support its decision. Within twenty-eight days from the receipt of a formal allegation of professional misconduct by the chairperson, the committee shall determine whether a formal investigation of the allegation is appropriate. A majority vote of the quorum is required to determine that a formal investigation is appropriate.
 - (e) Within seven days of the determination that a formal investigation is appropriate, the chairperson shall notify the complainant and the person against whom the formal allegation has been made of the committee's determination. The chairperson shall make no public announcement regarding such determination unless he/she deems it necessary to protect the reputation of the person against whom an allegation was made.
- (3) Formal investigation.
- (a) With the advice of the committee, the chairperson shall

appoint a case investigation subcommittee consisting of five members comprised of tenured faculty, administrators and/or professional staff with appropriate background and knowledge to conduct a thorough and authoritative evaluation of the evidence and information bearing upon the allegation. At least one member of the subcommittee shall be a member of the committee. The chairperson shall also designate the chairperson of the subcommittee. The subcommittee may include tenured faculty, administrators, or professional staff from outside the university in cases where individuals within the university would not have the required expertise or would be subject to an actual or apparent conflict of interest.

- (b) The subcommittee shall investigate the allegation of professional misconduct, author a report of investigation and determine whether there is adequate evidence such that a reasonable person would find the allegation(s) substantiated or unsubstantiated. The investigation shall include interviews with the person against whom the allegation has been made, if possible, and an examination of available pertinent evidence and information bearing upon the allegation. A quorum consisting of no fewer than three members of the subcommittee shall be present whenever testimony is given in connection with an investigation. The subcommittee shall keep detailed records of its investigation.
- (c) All documents, records, statements and any other information and material gathered or used by the subcommittee shall be made available to the person against whom the allegation is made and his/her representatives. If the investigation includes interviews, testimony, or the appearance of any person before all or part of the subcommittee, the person against whom the allegation has been made and/or representatives of his/her choice may be present and question any such persons. In addition, they shall have the right to obtain documents, records and information, and to interview witnesses, including the complainant, regarding the allegation.

All persons being interviewed, giving testimony, or otherwise making an appearance before all or part of the subcommittee may have representatives of their choice present to advise them. Any person who chooses to have the aid of representatives shall do so at his/her own expense.

- (d) Within sixty days of its appointment, the subcommittee shall file a report of its investigation with the committee, except that it may request an extension from the chairperson of up to thirty days to complete its work. The report of the subcommittee shall include all of the information and records gathered in its investigation and shall provide a determination that the allegation is substantiated or unsubstantiated.
 - (e) The subcommittee's determination that an allegation is unsubstantiated shall be final and not subject to committee review.
- (4) Committee review of a substantiated allegation.
- (a) Within thirty days from receipt of the subcommittee's report, the committee shall:
 - (i) Vote on whether the committee accepts the subcommittee's determination that the formal allegation of professional misconduct is substantiated by the evidence. A majority of the quorum shall be required to find that the allegation is substantiated. If the committee determines that the allegation is substantiated (supported by relevant evidence that a reasonable person would accept as adequate to support the determination), the committee shall also recommend penalties or sanctions, provided at least seven members of the committee agree on penalties and sanctions.
 - (ii) If the committee determines that allegation of professional misconduct is substantiated, the chairperson shall prepare a professional misconduct

report and shall provide copies of this report to the person against whom the finding of professional misconduct was made, his/her immediate administrative superior, the person who made the allegation, the chair of the academic senate, the president of the university, the vice president of the division where the person against whom the finding was made works, and the chairperson of the university board of trustees. This report shall include the formal allegation, findings of fact, and when appropriate recommended penalties or sanctions. The report may also include recommendations for the review and/or revision of applicable policies or procedures.

- (iii) If at least seven members of the committee do not affirmatively vote that the allegation is substantiated, then the allegation will be found to be unsubstantiated, and the chairperson shall promptly notify the person who was the subject of the allegation, his/her immediate administrative superior, the person who made the allegation, the chair of the academic senate, the president of the university, the vice president of the division where the person against whom the allegation was made works, the chairperson of the university board of trustees, and others deemed appropriate by the chairperson, including professional societies.

(5) Appeal of a substantiated allegation.

- (a) Not later than fourteen days after receipt of the professional misconduct report, the person found to have engaged in professional misconduct may file an appeal of the professional misconduct report as to the formal allegation, application of the policy, procedures followed, findings of fact, and recommended penalties or sanctions with the president of the university. If the person found to have engaged in professional misconduct is the president of the university, the appeal shall be filed with the chairperson of the university board of trustees.

- (b) The person with whom the appeal is filed, or his/her designee, shall appoint a committee of not less than three persons who have not participated in the original investigation to review the appeal and make a recommendation. The person with whom the appeal is filed, or any committee he/she appoints in connection with the appeal, may conduct whatever level of review they determine to be appropriate, including interviewing previous witnesses and reviewing documents. However, the review may be based on the existing investigative materials and reports.
 - (c) Not later than forty-five days after an appeal is filed, the person with whom the appeal is filed shall issue a decision on the appeal. If the appeal is upheld, the person granting the appeal shall promptly notify all appropriate parties. This notification shall include the rationale for granting the appeal. If the appeal is denied, the person denying the appeal shall promptly notify all appropriate parties, including the immediate administrative superior of the person determined to have engaged in professional misconduct. This notification shall include the rationale for denying the appeal. Alternatively, the person with whom the appeal is filed may modify any part of the professional misconduct report.
 - (d) A substantiated allegation shall be set aside or found to be unsubstantiated upon review only if found to be arbitrary, unreliable, an abuse of discretion, or contrary to this policy.
 - (e) A modification of the professional misconduct report must be reasonable and not contrary to relevant evidence.
- (G) Administrative implementation of sanctions.
- (1) Absent an appeal, or if the appeal is denied or a modified professional misconduct report is issued, the immediate administrative superior of the person found to have engaged in professional misconduct shall within ten working days, implement, or engage the process to implement, any recommended sanctions

of the professional misconduct report. Implementation shall be consistent with any applicable collective bargaining agreement and applicable university policies.

- (2) Failure of the immediate administrative superior to implement or engage the process to implement, any recommended penalties or sanctions shall be a violation of this policy subject to appropriate discipline.
- (H) Records. The chairperson shall maintain all documentation related to the committee's actions regarding formal allegations and arrange for the safe storage of all records of the committee's and subcommittee's meetings, inquiries, investigations, votes, and recommendations for a period of three years after a finding on the allegation.
- (I) Conflict of interest. No person shall serve on the committee, subcommittee, or hear an appeal of an allegation of professional misconduct either filed by or alleging that such person has engaged in professional misconduct. No person shall serve on a committee, subcommittee, or hear an appeal of a finding of professional misconduct in a given case if such person has a personal interest in the outcome of the case. If there is a need to appoint a temporary or permanent replacement member of the committee or subcommittee, the original appointing person shall appoint the replacement. If the chair of the academic senate has a conflict of interest in a given case, the president of the university shall appoint the replacement. If the president of the university has a conflict in a given case, the chairperson of the university board of trustees shall appoint the replacement.

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

WHEREAS, the *Policies of the Board of Trustees* authorize the President to manage the University, including appointing such employees as are necessary to effectively carry out the operation of the University and any other necessary personnel actions; and

WHEREAS, new appointments and other personnel actions have been made subsequent to the September 20, 2023, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2023-2024 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-05, Faculty Rank and Tenure for Designated Administrators; 3356-9-02, Selection, Appointment, and Annual Evaluation of Administrative Officers; 3356-7-42, Selection, Appointment, and Evaluation of Professional/Administrative Staff; 3356-7-43, Externally Funded University Positions; and 3356-7-36, Hiring and Selection Process, Evaluation and Compensation for Intercollegiate Athletic Coaches;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions, attached hereto.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/ PROGRAM	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Ahmadi, Farzad	Faculty - Tenure Track	Assistant Professor	Rayen School of Engineering - Electrical Engineering	8/21/2023	1.00	\$78,914.34	VSRP
Chang, Guang-Hwa	Faculty - Tenured	Professor	Mathematics & Statistics	8/21/2023	1.00	\$97,507.33	VSRP
Crawford, Amy	Faculty - Tenured	Professor	Communication	8/15/2023	1.00	\$84,094.49	Resign
Flowers, Neil	Faculty - Tenured	Assistant Professor	Mathematics & Statistics	8/21/2023	1.00	\$74,598.85	VSRP
Hughes, Tiffany	Faculty - Tenured	Associate Professor	Graduate Studies in Health and Rehabilitation Sciences/Master of Health & Human Services	8/21/2023	1.00	\$71,814.65	VSRP
Iyer, Deepa	Faculty - Tenure Track	Assistant Professor	Management & Marketing - Management	8/20/2023	1.00	\$121,570.74	Resign
Kalkan, Bilal	Faculty - Term	Lecturer	Teacher Education & Leadership Studies - Counseling, School Psychology & Educational Leadership	8/15/2023	1.00	\$48,000.00	Resign
Lee, Ju Yup	Faculty - Tenured	Associate Professor	Criminal Justice & Consumer Sciences/Hospitality Management & Merchandising	8/15/2023	1.00	\$62,424.00	Resign
Martin, Don	Faculty - Tenured	Professor	Teacher Education & Leadership Studies - Counseling, School Psychology & Educational Leadership	8/19/2023	1.00	\$107,228.39	Retirement
Mullins, Nicole	Faculty - Tenured	Professor	Health Professions - Kinesiology and Sport Science	8/19/2023	1.00	\$86,058.77	Resign
Oder, Tom	Faculty - Tenured	Professor	Physics, Astronomy, Geology and Environmental Sciences - Physics & Astronomy	8/13/2023	1.00	\$88,252.89	Retirement
Palardy, Diana	Faculty - Tenured	Professor	English & World Languages - World Languages and Cultures	8/21/2023	1.00	\$84,094.49	VSRP

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/23 THROUGH 10/15/23
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/ PROGRAM	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Palmer-Fernandez, Gabriel	Faculty - Tenured	Professor	Humanities & Social Sciences - Philosophy & Religious Studies	8/21/2023	1.00	\$96,722.99	VSRP
Reale, Steven	Faculty - Tenured	Professor	Dana School of Music & University Theatre - Dana School of Music	9/25/2023	1.00	\$87,076.88	Resign
Roche, Molly	Faculty - Tenured	Associate Professor	Centofanti School of Nursing	8/21/2023	1.00	\$71,814.65	VSRP
Rodabaugh, Stephen	Faculty - Tenured	Professor	Mathematics & Statistics	8/21/2023	1.00	\$121,263.30	VSRP

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Tenure Track/Probationary Appointments						
Giraldo, Sebastian	Faculty	Assistant Professor	Art	8/21/2023	1.00	\$73,000.00
Hinz, Jessica	Faculty	Assistant Professor	Management & Marketing/Management	8/21/2023	1.00	\$115,000.00
Riblet, Rebecca	Faculty	Assistant Professor	Graduate Studies in Health and Rehabilitation Sciences/Physical Therapy	8/21/2023	1.00	\$71,000.00
Wallace, Debra	Faculty	Assistant Professor	Centofanti School of Nursing/Nursing	8/21/2023	1.00	\$60,000.00
Zhang, Rongyao	Faculty	Assistant Professor	Lariccia School of Accounting & Finance/Accounting & Finance	10/1/2023	1.00	\$103,569.23
Term Appointments						
Beaver, Breanna*	Faculty	Lecturer	Teacher Education & Leadership Studies/Teacher Education	8/21/2023	1.00	\$45,000.00
Deger, Gwendolyn*	Faculty	Lecturer	Teacher Education & Leadership Studies/Teacher Education	8/21/2023	1.00	\$47,000.00
Docherty, Danielle	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/21/2023	1.00	\$53,000.00
Eynon, Heather	Faculty	Lecturer	Social Work	8/21/2023	1.00	\$44,460.00
Fredrick-Jacobson, Michele	Faculty	Lecturer	Mathematics & Statistics	8/21/2023	1.00	\$48,900.00
Helsel, Bryan*	Faculty	Lecturer	Dana School of Music & University Theatre/Dana School of Music - Recording Arts	8/21/2023	1.00	\$60,000.00
Sindelar, Mark	Faculty	Lecturer	Rayen School of Engineering/Mechanical Engineering	8/21/2023	1.00	\$62,000.00
Spieler, Billie	Faculty	Lecturer	Physics, Astronomy, Geology, and Environmental Sciences/Geology & Environmental Studies	8/24/2023	1.00	\$54,000.00
Stefan, Lauren	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/21/2023	1.00	\$53,000.00
Wright, Melody	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/21/2023	1.00	\$53,000.00

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Class, Danielle	Faculty - Tenure Track	Assistant Professor/ Lecturer	Centofanti School of Nursing	8/21/2023	1.00	\$60,000.00	\$47,988.45
Gary, Sarah	Faculty- Term	Lecturer/ Coordinator Center for Career Management	Management & Marketing/Marketing	8/21/2023	1.00	\$44,700.00	\$38,692.48
Heasley, Randi	Faculty - Tenure Track	Assistant Professor/ Lecturer	Centofanti School of Nursing	8/21/2023	1.00	\$61,200.00	\$60,000.00
Myers, Nathan	Faculty - Tenured	Associate Professor/ Associate Provost	Teacher Education & Leadership Studies/International Programs	8/21/2023	1.00	\$85,292.40	\$109,333.69
Newman, Kelly	Faculty - Term	Lecturer/Coordinator Learning Resources	Centofanti School of Nursing	8/21/2023	1.00	\$53,000.00	\$55,912.31
O'Dell, Matthew	Faculty - Tenure Track	Assistant Professor/ Lecturer	Health Professions - Kinesiology and Sport Science	8/21/2023	1.00	\$57,886.00	\$43,588.68
Wilson, Hasheen	Faculty - Term	Lecturer/ Technology Support Technician 1	School of Computer Science, Information, & Engineering Technology/Computer Science & Information Systems	8/21/2023	1.00	\$60,000.00	\$83,096.00
Yelamanchi, Bharat	Faculty - Term	Lecturer/ Research Associate	Rayen School of Engineering- Mechanical Engineering/Civil Environmental & Chemical Engineering	8/28/2023	1.00	\$62,000.00	\$68,340.00

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
FACULTY TENURE WITH PROMOTION

EMPLOYEE NAME	NEW EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT -PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Arntsen, Christopher	Faculty - Tenured	Associate Professor/ Assistant Professor	Chemical & Biological Sciences - Chemistry	8/16/2023	1.00	\$69,026.00	\$63,398.08
Calcagni, Laura	Faculty - Tenured	Associate Professor/ Assistant Professor	Centofanti School of Nursing	8/16/2023	1.00	\$69,026.00	\$61,290.02
Deschenes, Richard	Faculty - Tenured	Associate Professor/ Assistant Professor	Rayen School of Engineering -Civil Environmental & Chemical Engineering	8/16/2023	1.00	\$76,370.56	\$71,049.57
Fluker, Amy	Faculty - Tenured	Associate Professor/ Assistant Professor	Humanities & Social Sciences - History	8/16/2023	1.00	\$69,026.00	\$59,158.66
Merrill, Monica	Faculty - Tenured	Associate Professor/ Assistant Professor	Criminal Justice & Consumer Sciences - Criminal Justice	8/16/2023	1.00	\$69,026.00	\$60,317.32
Mitchell, Andrew	Faculty - Tenured	Associate Professor/ Assistant Professor	Dana School of Music & University Theatre - Dana School of Music	8/16/2023	1.00	\$69,026.00	\$61,851.78
O'Connell, Joan	Faculty - Tenured	Associate Professor/ Assistant Professor	Health Professions	8/16/2023	1.00	\$69,866.54	\$64,673.08
Zhang, Yiyang	Faculty - Tenured	Associate Professor/ Assistant Professor	Lariccia School of Accounting & Finance	8/16/2023	1.00	\$143,343.25	\$136,709.07

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
FACULTY PROMOTION ONLY

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Balaz, Snjezana	Faculty - Tenured	Associate Professor/ Assistant Professor	Physics, Astronomy, Geology, and Environmental Sciences - Physics & Astronomy	8/16/2023	1.00	\$79,114.15	\$72,513.87
Beese, Jane	Faculty - Tenured	Professor/Associate Professor	Teacher Education & Leadership Studies - Counseling, School Psychology, & Leadership Studies	8/16/2023	1.00	\$83,770.90	\$75,608.73
Bellas, Christopher	Faculty - Tenured	Professor/Associate Professor	Criminal Justice & Consumer Sciences - Criminal Justice	8/16/2023	1.00	\$82,718.66	\$75,802.61
Cerney, Dawna	Faculty - Tenured	Professor/Associate Professor	Humanities & Social Sciences - Geography	8/16/2023	1.00	\$83,437.38	\$76,507.24
Clutter, Susan	Faculty - Tenured	Professor/Associate Professor	Chemical & Biological Sciences - Forensic Science	8/16/2023	1.00	\$85,493.75	\$75,827.21
Ditchey, Paul	Faculty - Term	Senior Lecturer/Lecturer	Communication	8/16/2023	1.00	\$52,132.00	\$46,922.04
Dolsak, Emily	Faculty - Term	Senior Lecturer/Lecturer	Mathematics & Statistics	8/16/2023	1.00	\$50,882.00	\$44,460.45
Fowler, Kendra	Faculty - Tenured	Professor/Associate Professor	Management & Marketing	8/16/2023	1.00	\$131,596.16	\$123,721.73
Genna, Douglas	Faculty - Tenured	Professor/Associate Professor	Chemical & Biological Sciences - Chemistry	8/16/2023	1.00	\$80,829.00	\$71,814.65
Henderson, Kerri	Faculty - Term	Senior Lecturer/Lecturer	Lariccia School of Accounting & Finance	8/16/2023	1.00	\$50,882.00	\$44,460.45
Khavari, Sepideh	Faculty - Term	Senior Lecturer/Lecturer	Mathematics & Statistics	8/16/2023	1.00	\$50,882.00	\$44,460.45

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
FACULTY PROMOTION ONLY

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Korenic, Robert	Faculty - Tenured	Professor/Associate Professor	School of Computer Science, Information, and Engineering Technology - School of Technology	8/16/2023	1.00	\$80,829.00	\$73,252.11
Leone, Alayne	Faculty - Term	Senior Lecturer/Lecturer	Mathematics & Statistics	8/16/2023	1.00	\$50,882.00	\$44,460.45
Louth, Joseph	Faculty - Tenured	Professor/Associate Professor	Dana School of Music & University Theatre - Dana School of Music	8/16/2023	1.00	\$80,829.00	\$73,252.11
Mercer, Jacklynn	Faculty - Term	Senior Lecturer/Lecturer	English & World Languages - English	8/16/2023	1.00	\$50,882.00	\$44,460.45
Mucci, Rose	Faculty - Term	Senior Lecturer/Lecturer	Centofanti School of Nursing	8/16/2023	1.00	\$51,348.22	\$47,988.45
Shields, Cynthia	Faculty - Tenured	Professor/Associate Professor	Centofanti School of Nursing	8/16/2023	1.00	\$80,829.00	\$73,252.11
Starkey, Kyle	Faculty - Term	Senior Lecturer/Lecturer	Humanities & Social Sciences - History	8/16/2023	1.00	\$50,882.00	\$44,460.45
VanVoorhis, Richard	Faculty - Tenured	Professor/Associate Professor	Psychological Sciences & Counseling Counseling, School Psychology & Educational Leadership	8/16/2023	1.00	\$104,982.12	\$97,629.53
Villano, Michael	Faculty - Term	Senior Lecturer/Lecturer	Lariccia School of Accounting & Finance	8/16/2023	1.00	\$50,882.00	\$44,460.45
Yang, Xiaolou	Faculty - Tenured	Professor/Associate Professor	Lariccia School of Accounting & Finance	8/16/2023	1.00	\$142,749.55	\$134,656.42



SUMMARY OF PERSONNEL ACTIONS

Faculty

07/16/2023 through 10/15/2023

Separations – 16

- Faculty Tenured – 13
- Faculty Tenure Track – 2
- Faculty Term – 1

Appointments – 15

New Positions – 3

- Faculty Term – 3

Replacement Positions – 12

- Faculty Tenure Track – 5
- Faculty Term – 7

Position Adjustments – 8

- Faculty Tenured – 1
- Faculty Tenure Track – 3
- Faculty Term – 4

Tenure with Promotion – 8

- Faculty Tenured – 8

Promotion Only – 21

- Faculty Tenured – 12
- Faculty Tenure Track – 0
- Faculty Term – 9

SUMMARY OF PERSONNEL ACTIONS
Professional Administrative - (Excludes Athletics)
07/16/2023 through 10/15/2023

Separations – 11

- Professional Administrative Staff – 2
- Professional Administrative Excluded – 3
- Professional Administrative Externally Funded – 6

Appointments – 18

Replacement Positions – 10

- Professional Administrative Staff – 4
- Professional Administrative Excluded – 2
- Professional Administrative Externally Funded – 4

New Positions – 8

- Professional Administrative Staff – 3
- Professional Administrative Excluded – 1
- Professional Administrative Externally Funded – 4

Reclassifications/Position Adjustments – 7

- Professional Administrative Staff – 3
- Professional Administrative Excluded – 2
- Professional Administrative Externally Funded – 2

Promotions – 8

- Professional Administrative Staff – 4
- Professional Administrative Excluded – 3
- Professional Administrative Externally Funded – 1

Salary Adjustments – 5

- Professional Administrative Staff – 2
- Professional Administrative Externally Funded – 3

Transfers – 1

- Professional Administrative Staff – 1

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Pavlansky, Jenna	APAS	Academic Advisor 1	Dean - STEM	8/22/2023	1.00	\$37,004.95	Resign
Stanley, Jacob	APAS	Coordinator	Undergraduate Admissions	9/8/2023	1.00	\$41,616.00	Resign
Bennett, Carol	Excluded	Assistant Provost	Diversity and Inclusion	9/1/2023	1.00	\$116,160.66	Death
Carter, Shane	Excluded	Temporary Associate Director International Programs	Study Abroad	8/18/2023	0.80	\$57,120.00	Resign
Sacco, Vincent	Excluded	Director	Facilities Maintenance	9/30/2023	1.00	\$98,838.00	Retirement
Banoth, Santhoshkumar	Externally Funded	Visiting Scientist	Civil Environmental & Chemical Engr	7/19/2023	1.00	\$68,340.00	Resign
Boerio, Gregory	Externally Funded	Executive Director	Rich Center for Autism	8/4/2023	1.00	\$101,303.72	Resign
Cashbaugh, Marissa	Externally Funded	Instruction Specialist	Rich Center for Autism	8/15/2023	1.00	\$25,144.02	Resign
Johnson, Kenan	Externally Funded	Instruction Specialist	Rich Center for Autism	10/6/2023	1.00	\$24,480.00	Resign
Pawlik, Lawrence	Externally Funded	Technical Director	Excellence Training Center	7/23/2023	1.00	\$85,000.00	Non-Renewal
Walker, Sydney	Externally Funded	Instruction Specialist	Academic Success Center	8/20/2023	1.00	\$22,175.00	Resign

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Cheff, Michelle*	APAS	Coordinator Nursing Clinical Experiences	Nursing	10/2/2023	1.00	\$49,000.00
Gallo, Nicholas	APAS	Coordinator Membership and Marketing	Andrews Student Recreation & Wellness Center	7/17/2023	1.00	\$41,500.00
Osman, Alyssa	APAS	Coordinator Social Media and Communications	Marketing & Communications	9/1/2023	1.00	\$40,400.00
Santangelo, Christopher	APAS	Coordinator Career Exploration & Development	Career Exploration & Development	9/5/2023	1.00	\$40,000.00
Wynn Buchanan, April*	APAS	Coordinator Courtyard Apartments	University Courtyard	10/1/2023	1.00	\$40,000.00
Yasnowski, Carrie	APAS	Coordinator Social Media and Communications	Dean Cliffe College of Creative Arts	8/1/2023	1.00	\$47,500.00
Yavorsky, Liza*	APAS	Assistant Director Courtyard Apartments	University Courtyard	10/1/2023	1.00	\$50,000.00
Centofanti, Allison	Excluded	Associate Director Communications	Marketing & Communications	9/1/2023	1.00	\$50,800.00
Liposchak, Marissa*	Excluded	Associate Director Courtyard Apartments	University Courtyard	10/1/2023	1.00	\$60,000.00
Packard, Francine	Excluded	Director Student Counseling Services	Student Counseling Services	8/21/2023	1.00	\$83,000.00
Ellis, Jacob*	Externally Funded	Coordinator Community Engagement and Event Operations	Rich Center for Autism	8/16/2023	1.00	\$50,000.00
Hauser, Isaac*	Externally Funded	Coordinator Small Business Development Center	Dean - WCBA	8/8/2023	0.50	\$24,994.23
LaRiccia, Dawn	Externally Funded	Instruction Specialist	Rich Center for Autism	10/2/2023	1.00	\$28,000.00
Pal, Krista	Externally Funded	Instruction Specialist	Rich Center for Autism	10/2/2023	1.00	\$27,000.00
Riedel, Chris*	Externally Funded	Program Manager Networking and Telecommunications	Center for Workforce Education & Innovation	7/17/2023	1.00	\$80,000.00
Seagroves, Reilly	Externally Funded	Instruction Specialist	Rich Center for Autism	10/2/2023	1.00	\$25,000.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Seifert, Michelle	Externally Funded	Technical Director Advanced Manufacturing and Facilities Engineering	Excellence Training Center	10/2/2023	1.00	\$90,000.00
Smith, Levi*	Externally Funded	Budget Administrator	Center for Workforce Education & Innovation	9/1/2023	1.00	\$58,573.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE/ PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Kengor, Brett	APAS	Senior Academic Advisor 1/ Academic Advisor 2	Dean - STEM	7/16/2023	1.00	\$46,149.03	\$43,951.46
Stipetich, James	APAS	Senior Academic Advisor 1/ Academic Advisor 2	Dean - STEM	7/16/2023	1.00	\$49,171.14	\$46,829.66
Ware, Johnny	APAS	Assistant Director/Coordinator Student Enrichment & Diversity Programs	Honors College	9/1/2023	1.00	\$43,778.94	\$41,694.23
Kralj, Kevin	Excluded	Director Labor and Employee Relations	Human Resources	10/1/2023	1.00	\$109,727.58	\$104,502.46
Luce, Stacey	Excluded	Director Employee Benefits & Wellness/ Manger Benefits & Training	Human Resources	10/1/2023	1.00	\$81,753.88	\$71,090.33
Delisio, Richard	Externally Funded	Procurement Consultant/ Program Director Procurement & Technical Assistance Center	Dean - WCBA	7/16/2023	1.00	\$61,200.00	\$71,400.00
Loveland, Scot	Externally Funded	Program Director Procurement & Technical Assistance Center/ Procurement Consultant	Dean - WCBA	7/16/2023	1.00	\$72,828.00	\$60,000.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE / PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Korda, Dalton	APAS	Assistant Director Operations & Events Services/Coordinator Operations & Event Services	Kilcawley Center	9/16/2023	1.00	\$43,696.80	\$41,616.00
Kraus, Erika	APAS	Associate Director International Admissions & Recruitment/ Assistant Director International Admissions & Recruitment	International Programs Office	10/1/2023	1.00	\$61,799.00	\$57,222.00
Natoli, Frank	APAS	Business Systems Administrator/ Data Administration Specialist 1	IT Data Analytics/ Alumni Engagement	8/1/2023	1.00	\$68,500.00	\$37,419.20
Nolasco, Frank	APAS	Associate Director First Year Student Services/ Success Coordinator	First Year Student Services	8/16/2023	1.00	\$57,000.00	\$43,860.00
Bettura, Justin	Excluded	Director & Chief Information Security Officer/Director & Deputy Chief Information Officer	IT Security Services	9/16/2023	1.00	\$125,331.69	\$113,937.90
D'Amato, Joseph	Excluded	Associate Director International Student & Scholar Services/ Associate Director	International Programs Office/English Language Institute	10/16/2023	1.00	\$63,448.12	\$60,426.78
Shargo, Megan	Excluded	Coordinator Continuous Improvement/ Executive Assistant - Provost	Institute for Teaching & Learning/Provost VP - Academic Affairs	10/16/2023	1.00	\$50,386.00	\$46,464.26
Binsley, Jenna	Externally Funded	Associate Director Marketing & Communications/Manager TILT	Center for Workforce Education & Innovation	10/16/2023	1.00	\$68,500.00	\$61,200.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Hyden, Martha	APAS	Senior Athletic Advisor	Academic Counseling	9/16/2023	0.50	\$20,808.00	1.00	\$41,616.00
Newman, Kelly	APAS	Coordinator Learning Resources	Nursing	8/1/2023	1.00	\$55,912.31	1.00	\$53,835.60
Hauser, Isaac	Externally Funded	Coordinator Small Business Development Center	Dean - WCBA	9/16/2023	1.00	\$49,994.23	0.50	\$24,994.23
Chapman, Chaste	Externally Funded	Instruction Specialist	Rich Center for Autism	9/1/2023	0.60	\$13,607.06	1.00	\$22,678.43
Chapman, Gabrielle	Externally Funded	Instruction Specialist	Rich Center for Autism	9/1/2023	0.80	\$17,278.80	1.00	\$21,598.50

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
TRANSFERS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE/PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Phillips, Desja	APAS	Senior Academic Advisor 1	Dean - Williamson College of Business Administration /Dean Bitonte College of Health & Human Services	7/16/2023	1.00	\$45,000.00	\$45,000.00



SUMMARY OF PERSONNEL ACTIONS
Athletic Employees
07/16/2023 through 10/15/2023

Separations – 4

- Professional Administrative Excluded – 4

Appointments – 5

Replacement Positions – 5

- Professional Administrative - Excluded – 5

New Positions – 0

Multi-Year Appointments – 1

- Professional Administrative Excluded – 1

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Buffenbarger, Elle	Excluded	Assistant Coach	Softball	8/31/2023	1.00	\$30,600.00	Resign
Butler, Chelsie	Excluded	Assistant Coach	Basketball - Women's	9/11/2023	1.00	\$52,540.20	Resign
Hernandez, Ulises	Excluded	Head Coach	Tennis - Men's	9/6/2023	1.00	\$42,923.74	Resign
Tomei, Megan	Excluded	Assistant Coach Track Field Throws	Track - Women's	7/31/2023	1.00	\$47,547.30	Resign

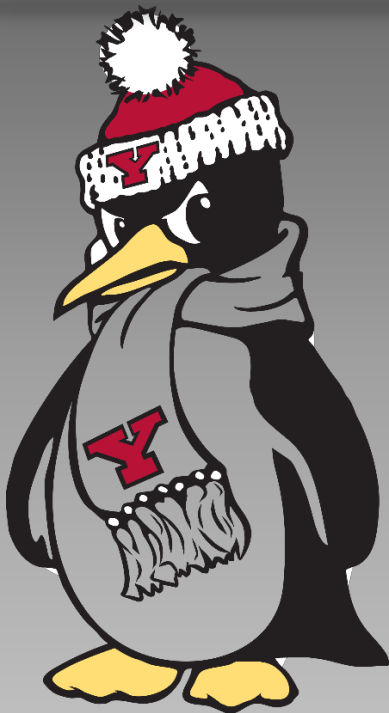
YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Glass, Jacob	Excluded	Assistant Coach Track Field Throws	Track - Men's	9/16/2023	1.00	\$45,257.00
Harris, Robert	Excluded	Head Coach Women's Lacrosse	Lacrosse - Women's	7/17/2023	1.00	\$70,000.00
Jewell, Teonna	Excluded	Assistant Coach Women's Basketball	Basketball - Women's	10/9/2023	1.00	\$65,000.00
Norris, Timothy	Excluded	Director Corporate Sponsorships and Athletic Marketing	Ticket Office	9/1/2023	1.00	\$63,000.00
Woolard, Taylor	Excluded	Assistant Coach Women's Lacrosse	Lacrosse - Women's	8/16/2023	1.00	\$45,000.00

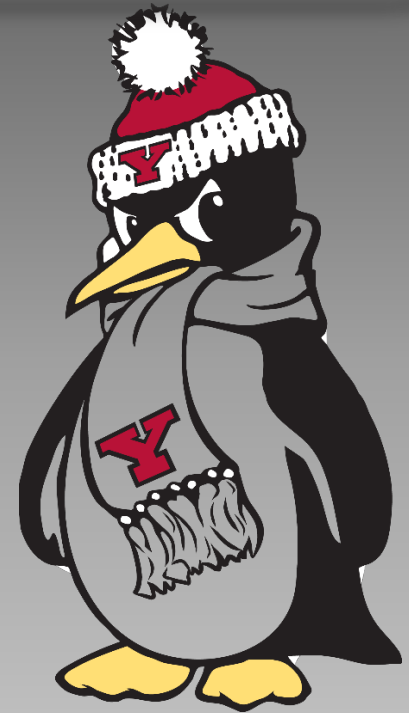
YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
MULTI-YEAR APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	PREVIOUS SALARY
Scott, Aline	Excluded	Head Coach, Volleyball	Volleyball	8/16/2023 -6/30/2026	1.00	\$ 76,152.00	\$ 76,152.00

Succession Planning



As an integral part of the strategic planning process, succession planning is the process of assessing and forecasting workforce needs by identifying critical positions within the university and developing action plans for individuals to assume those positions. Succession planning involves a comprehensive review of current and future goals, to ensure the right people, with the appropriate skill sets are placed in the right positions both today and in the years ahead.



Everyone has a role!

Leadership

- Develop and communicate the strategic mission vision and goals.
- Provide institutional support to ensure success.
- Set the course for the future.

Managers

- Review and assess the skills needed by employees.
- Assist in identifying critical roles.
- Facilitate areas for employee growth and development.

Employees

- Engage in the succession planning process.
- Take responsibility for career development opportunities.
- Provide feedback to managers and leadership for action.

Succession Planning Process Overview

Assess

- Identify significant business challenges in the next 1-5 years.
- Identify critical positions that will be needed to support business continuity.
- Identify competencies, skills, and institutional knowledge that are critical success factors.

Evaluate

- Consider high potential employees.
- Select competencies employees will need to be successful in positions.
- Categorize skill/competency gaps.
- Predict the likelihood for attracting a robust and qualified candidate pool.

Develop

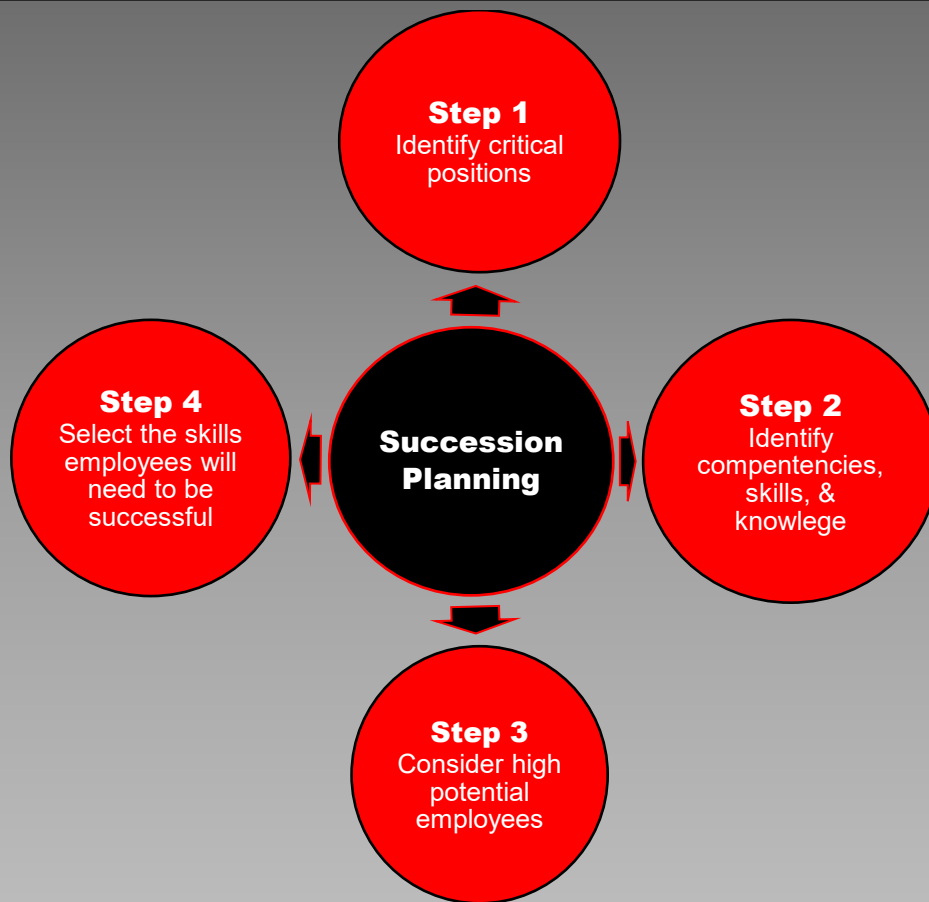
- Capture knowledge that employees possess before departing the university.
- Develop a pool of talent to step into critical positions through targeted Career Development strategies.

What is Succession Planning?

- Proactively discussing actions that must be taken to increase readiness for employees to take on new, refined, or expanded roles.
- A critical organizational strategy to help protect against talent loss and talent gaps.
- An inclusive and equitable process to connect the workforce with the right learning, tools, and support for future success.

What isn't Succession Planning?

- Hand selecting successors through growing favorites.
- Managers need to beware of unconscious bias, selecting people that are like them.
- Relying too heavily on re-employing previous employees that have retired or left the university to pursue other career opportunities to support business continuity.



Step 1 Identify Critical

Positions: Review positions at director level and above to determine key positions. Consider including individual contributor positions that require unique skillsets, are hard to recruit, or have a high turnover rate.

Step 2 Identify Competencies, Skills, & Knowledge: After critical positions are determined, identify competencies, skills, and institution knowledge critical to success.

Step 3 Consider High Potential

Employees: Consider employees ready to successfully assume roles or with the potential to grow into roles.

Step 4 Select the Skills

Employees will Need to be

Successful: Focus career development on closing gaps and/or strengthening existing skills and competencies.

Career Development Opportunities



University Knowledge & Understanding: Employees can gain knowledge and understanding through formal training, job assignments that develop and/or improve a candidate's competencies, job rotation, job shadowing or by assigning a mentor.



Position Specific Expertise: Documenting critical knowledge, processes and procedures will be instrumental for a successful transition. Maintaining an employee desk manual, conducting exit interviews or surveys, and establishing communities of practice are strategies that support knowledge transfer. Managers could also investigate professional certifications, relevant courses, conferences, journal subscriptions, or self-study to provide additional learning and development opportunities.



Management and Leadership Skills: Managers and executive leadership play a key role in creating and removing barriers to key assignments and providing feedback throughout the process. Managers should be having conversations with employees in addition to annual reviews.

OFFICE OF HUMAN RESOURCES UPDATE

December 2023 Board of Trustees Meeting

Benefits, Training and Wellness

Benefits: Open Enrollment was held in the first two weeks of November of 2023. During this time, employees had the opportunity to enroll, continue, change, or waive benefits coverage.

Training: The LEARN module of NEOED allows employees easier access to a variety of trainings topics that are beneficial to all employees. LEARN can be used by any department across campus to provide training to employees. Training for utilizing LEARN will be offered in January 2024.

Wellness: Due to the sun setting on the current wellness portal, Cerner, YSU conducted an RFP in the beginning of 2023 selected the new wellness portal, Medi Keeper. The implementation begins in December of 2023 with the campus wide launch in January 2024. Medi Keeper is a more user-friendly portal and provides employees with access to new and different challenges and learning modules. Beginning in January, a calendar of events for monthly themed wellness programs and/or events will be announced.

Human Resources Operations (Employment, Organizational Development, Compensation and Classification, HRIS)

The Office of Human Resources HR Operations Team worked with Academic Affairs to roll out and implement an automated process for Sabbaticals, Faculty Improvement Leaves, Tenure, Promotion, and Tenure with Promotion in the Faculty Success by Watermark system. The Office of Human Resources also worked with IT Services regarding the Self-Service Banner 9 program updates.

With negotiations coming to a close for both the Chapter of the Ohio Education Association and the Association for Classified Employee unions, the Office of Human Resources worked to implement the various economic provisions and updates for the start of the academic year. The final Voluntary Separation and Retirement Program participants were processed with the end of the summer semester.

With the departure of the former Director of HR Operations, we welcomed a new member to the Office of Human Resources team, Megan Massaro, as the Director of HR Operations and Technical Systems. Megan has worked at the university in various capacities and has formally held the positions of HR Organizational Development Officer, HR Generalist, HR Analyst 2, HR Analyst and Business Systems Administrator for the Office of Human Resources. We are excited to have her back on our team and the wealth of information she will bring to her new role!

Equal Opportunity and Title IX

We are searching for an Assistant Director of Equal Opportunity and Title IX Coordinator. The United States Department of Education has advised that the new Title IX Regulations will now issue in January 2024 and institutions will have ninety (90) days to implement new policies and procedures. This date reflects a change from previously announced dates.

Labor and Employee Relations

Current as of 10/26/2023

ACE: Working on printing clean copy of YSU/ACE labor agreement. Will begin work on new seniority system for ACE; retention points vs. seniority based on service time. Pending discipline for Linda Hulburt-Blosser.

APAS: No activity. Prepping for APAS negotiations in Spring 2024.

FOP: Prepping for FOP negotiations in Spring 2024.

Step 3 Grievance #/ Date Filed	Subject Matter/ Issue	Date Heard	Disposition of Grievance
#80 6/5/23	Service Time for Vacation Accruals Rendin Fellows	N/A	Investigating grievance issue and will attempt to settle.
#82 7/18/23	Hold Over/Force Out Chelsea Wolfe	7/24/23	Grievance denied at Step 1 on 7/26/23. The Chief is in the process of settling.
#83 9/19/23	Ohio State Football Game Overtime	N/A	The Chief is in the process of settling.

YSU/OEA: In the process of printing YSU/OEA CBA. Two faculty disciplines pending concerning failure to properly complete Outside Consulting/Employment Form.

EMPLOYMENT INTO CATEGORY	AAP EMPLOYMENT CATEGORIES	SEPARATIONS FROM CATEGORY
<p>Employment into: 8</p> <p>0% Minority 38% Female</p>	<p><u>Category 1:</u> <u>Executive, Administrative,</u> <u>Managerial</u></p> <p>Total Group: 187 6% Minority 50% Female</p>	<p>Separations from: 4</p> <p>0% Minority 100% Female</p>
<p>Employment into: 27</p> <p>15% Minority 70% Female</p>	<p><u>Category 2:</u> <u>Faculty</u></p> <p>Total Group: 971 15% Minority 53% Female</p>	<p>Separations from: 7</p> <p>29% Minority 47% Female</p>
<p>Employment into: 17</p> <p>1% Minority 50% Female</p>	<p><u>Category 3:</u> <u>Professional/</u> <u>Non-Faculty</u></p> <p>Total Group: 384 16% Minority 49% Female</p>	<p>Separations from: 10</p> <p>10% Minority 60% Female</p>
<p>Employment into: 4</p> <p>0% Minority 75% Female</p>	<p><u>Category 4:</u> <u>Clerical/Secretary</u></p> <p>Total Group: 134 12% Minority 88% Female</p>	<p>Separations from: 4</p> <p>25% Minority 100% Female</p>

<p>Employment into: 4</p> <p>25% Minority 0% Female</p>	<p><u>Category 5:</u> <u>Technical/</u> <u>Paraprofessional</u></p> <p>Total Group: 47 19% Minority 23% Female</p>	<p>Separations from: 1</p> <p>0% Minority 0% Female</p>
<p>Employment into: 0</p> <p>0% Minority 0% Female</p>	<p><u>Category 6:</u> <u>Skilled Craft</u></p> <p>Total Group: 7 0% Minority 14.2 % Female</p>	<p>Separations from: 0</p> <p>0% Minority 0% Female</p>
<p>Employment into: 10</p> <p>10% Minority 50% Female</p>	<p><u>Category 7:</u> <u>Service/Maintenance/</u> <u>Instruction</u></p> <p>Total Group: 187 18% Minority 26% Female</p>	<p>Separations from: 0</p> <p>0% Minority 0% Female</p>

December 2023 Snapshot - data derived from Webfocus AAP workforce reports for July 1, 2023-September 30, 2023.

Current Postings 11/14/2023

<u>Full-time Faculty</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Assistant Professor, Graphic & Interactive Design – Art (Tenure-Track)	Academic Affairs	Art
Lecturer, Family Nurse Practitioner - Nursing (Term)	Academic Affairs	Centofanti School of Nursing
Lecturer, Computer Engineering – Computer Science and Information Systems (Term)	Academic Affairs	Computer Science and Information Systems
Lecturer, Electrical Engineering (Term)	Academic Affairs	Rayen School of Engineering
Assistant Professor, Primary Education/Primary Intervention Specialist (Tenure – Track)	Academic Affairs	Teacher Education & Leadership Studies
<u>Part-time Faculty</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department/Program</u>
Part-time Faculty, Management Undergraduate Courses	Academic Affairs	Management
Part-time Faculty, Management	Academic Affairs	Management
Part-time Faculty, First Year Student Services	Academic Affairs	Student Success
Part-time Faculty, Reading & Study Skills	Academic Affairs	Reading & Study Skills
Part-time Faculty, Teacher Education (Undergraduate Courses)	Academic Affairs	Teacher Education
Part-Time Faculty, Humanities and Social Sciences - Anthropology	Academic Affairs	Sociology & Anthropology
Part-Time Faculty, Geography	Academic Affairs	Geography
Part-Time Faculty, World Languages	Academic Affairs	English
Part-time Faculty, Photography	Academic Affairs	Art
Part-time Faculty, Master of Health and Human Services (MHHS)	Academic Affairs	Master of Health & Human Services
Part-time Faculty, Physical Therapy - Pediatrics	Academic Affairs	Physical Therapy
Part-Time Faculty, Health Professions - Kinesiology and Sport Science	Academic Affairs	Kinesiology and Sport Science
Part-time Faculty, Physics	Academic Affairs	Physics & Astronomy
Part-time Faculty, Medical Practices	Academic Affairs	Honors College
Part-time Faculty, Honors	Academic Affairs	Honors College
Part-time Faculty, PAGES - Geology	Academic Affairs	Geology & Environmental Studies
Part-time Faculty, Environmental Science	Academic Affairs	Geology & Environmental Studies

Current Postings 11/14/2023

Part-time Faculty Continued		
<u>Job Title</u>	<u>Division</u>	<u>Department/Program</u>
Part-time Faculty, Mechanical Engineering Technology	Academic Affairs	School of Technology
Part-time Faculty, Graphic Design	Academic Affairs	Art
Part-time Faculty, Visual Arts	Academic Affairs	Art
Part-time Faculty, Physical Therapy	Academic Affairs	Physical Therapy
Part-time Faculty, Pharmacology for Nurse Anesthetist Students	Academic Affairs	Nursing
Part-time Faculty, Dana School of Music	Academic Affairs	Dana School of Music
Part-time Faculty, Director of Dana Gospel Choir	Academic Affairs	Dana School of Music
Part-time Faculty, Teacher Education (Graduate Courses)	Academic Affairs	Teacher Education
Part-time Faculty, Literacy Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-time Faculty, Adolescent/Young Adult Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-time Faculty, Civil and Construction Engineering Technology	Academic Affairs	School of Technology
Part-time Faculty, Electrical Engineering Technology	Academic Affairs	School of Technology
Part-time Faculty, Nursing Clinical	Academic Affairs	Nursing
Part-time Faculty, Mathematics	Academic Affairs	Mathematics & Statistics
Part-time Faculty, Marketing	Academic Affairs	Marketing
Part-time Faculty, Dietetics Program (Undergraduate)	Academic Affairs	Health Professions
Part-time Faculty, History	Academic Affairs	History
Part-time Faculty, Public Health	Academic Affairs	Health Professions
Part-time Faculty, Medical Laboratory Programs	Academic Affairs	Health Professions
Part-time Faculty, Health Professions - Dental Hygiene	Academic Affairs	Health Professions
Part-Time Faculty, Middle Childhood Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-Time Faculty, Special Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-Time Faculty, Nurse Practitioner (Online)	Academic Affairs	Nursing
Part-Time Faculty, Nursing - Graduate	Academic Affairs	Nursing
Part-Time Faculty, Politics and International Relations	Academic Affairs	Politics and International Relation
Part-Time Faculty, Counseling and School Psychology	Academic Affairs	Psychological Sciences & Counseling
Part-time Faculty, Mathematics and Statistics	Academic Affairs	Mathematics & Statistics
Part-Time Faculty, Psychology	Academic Affairs	Psychological Sciences & Counseling

Current Postings 11/14/2023

<u>Part-time Faculty Continued</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department/Program</u>
Part-time Faculty, Respiratory Care	Academic Affairs	Health Professions
Part-Time Faculty, Humanities and Social Sciences - Political Science	Academic Affairs	Politics and International Relation
Part-time Faculty, Forensic Sciences	Academic Affairs	Forensic Science
Part-time Faculty, English Composition	Academic Affairs	English
Part-time Faculty, Philosophy	Academic Affairs	Philosophy & Religious Studies
Part-time Faculty, Hospitality Management	Academic Affairs	Hospitality Mgt & Merchandising
Part-Time Faculty, Chemical Engineering	Academic Affairs	Civil Environmental & Chemical Engr
Part-time Faculty, Criminal Justice	Academic Affairs	Criminal Justice
Part-time Faculty, Merchandising - Fashion and Interiors	Academic Affairs	Hospitality Mgt & Merchandising
Part-Time Faculty, Visual Arts Foundations	Academic Affairs	Art
Part-Time Faculty, Communication - Journalism & Telecommunication Studies	Academic Affairs	Communication
Part-Time Faculty, Chemistry Lab	Academic Affairs	Chemistry
Part-Time Faculty, Civil, Environmental and Chemical Engineering	Academic Affairs	Civil Environmental & Chemical Engr
Part-time Faculty, Chemistry	Academic Affairs	Chemistry
Part-Time Faculty, Computer Science and Information Systems	Academic Affairs	Computer Science & Info Systems
Part-Time Faculty, Mechanical Engineering	Academic Affairs	Mechanical Engineering
Part-Time Faculty, Early Childhood Education/Early Childhood Intervention Specialist	Academic Affairs	Teacher Ed & Leadership Studies
Part-Time Faculty, Industrial Engineering	Academic Affairs	Mechanical Engineering
Part-Time Faculty, Social Work - Lakeland & Lorain CC Campuses	Academic Affairs	Social Work
Part-Time Faculty, Plant Biology	Academic Affairs	Biology
Part-time Faculty, Theatre and Dance Performance	Academic Affairs	Theater and Dance
Part-Time Faculty, Social Work	Academic Affairs	Social Work
Part-Time Faculty, Electrical and Computer Engineering	Academic Affairs	Electrical Engineering
Part-Time Faculty, Art History	Academic Affairs	Art
Part-time Faculty, Anatomy and Physiology	Academic Affairs	Biology

Current Postings 11/14/2023

<u>Professional Administrative</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Research Analyst	Student Affairs & Inst Effectiveness	Institutional Research & Analytics
Athletic Academic Coordinator	President	Academic Counseling
Assistant Dean of Students	Academic Affairs	Dean of Students
Program Administrator, Dental Hygiene	Academic Affairs	Health Professions
Registered Behavior Technician	Academic Affairs	Rich Center for Autism
Executive Assistant to the Provost	Academic Affairs	Provost VP - Academic Affairs
Program Support Specialist	Academic Affairs	College Access and Transition
Academic Advisor 2	Academic Affairs	Dean - STEM
Coordinator, Card Office and Operational Technology	Student Affairs & Inst Effectiveness	Kilcawley Center
Success Coordinator	Academic Affairs	First Year Student Services
Coordinator, Records	Student Affairs & Inst Effectiveness	Registration & Records
Coordinator, Social Media – Creative Content	Student Affairs & Inst Effectiveness	Marketing & Communications
Coordinator, Undergraduate Admissions	Student Affairs & Inst Effectiveness	Undergraduate Admissions
Assistant Coach, Softball	President	Softball
Coordinator, Nursing Learning Resources (10-month position)	Academic Affairs	Nursing
Manager, Building Services	Finance & Business Operations	Janitorial Services
Coordinator, Theatrical Production and Facilities Support	Academic Affairs	Theater and Dance
Coordinator, Regional Admissions	Student Affairs & Inst Effectiveness	Undergraduate Admissions
Assistant Director	Student Affairs & Inst Effectiveness	WYSU - FM
Financial Aid Counselor	Student Affairs & Inst Effectiveness	Financial Aid and Scholarships
Business Systems Administrator	Finance & Business Operations	IT Data Analytics
Associate Director, Equal Opportunity and Title IX Coordinator	Legal Affairs & HR	Equal Opportunity & Policy Compliance
Technology Trainer	Finance & Business Operations	IT Training Services
Instruction Specialist	Academic Affairs	Rich Center for Autism
Coordinator, Regional Admissions (10 month)	Student Affairs & Inst Effectiveness	Undergraduate Admissions
University Architect	Finance & Business Operations	Facilities Maintenance
Manager, Customer Service and Special Programs	Student Affairs & Inst Effectiveness	Financial Aid and Scholarships
Academic Advisor 1	Academic Affairs	Dean - STEM

Current Postings 11/14/2023

<u>Classified</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Academic Operations Specialist 1	Academic Affairs	Dean - WCBA
Print Specialist	Finance & Business Operations	Printing Services
Locksmith	Finance & Business Operations	Facilities Maintenance
Parking Facilities Attendant (.75)	Finance & Business Operations	Parking Services
Parking Facilities Attendant (Intermittent)	Finance & Business Operations	Parking Services
Office Support Specialist - HR	Legal Affairs & HR	Human Resources
Electrician	Finance & Business Operations	Facilities Maintenance
Groundskeeper 2	Finance & Business Operations	Grounds
Academic Leader - Multiple Locations	Academic Affairs	Community Engagement
Accountant/Examiner 3	Finance & Business Operations	University Bursar
Academic Operations Specialist 2	Academic Affairs	Dean Bitonte Health & Human Services
Business Operations Specialist 2	Academic Affairs	Dean - STEM
Police Officer 1	Finance & Business Operations	YSU Police
<u>Unclassified</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Human Resources Generalist	Legal Affairs & HR	Human Resources
Senior Human Resources Generalist	Legal Affairs & HR	Human Resources
Activity Leader - Multiple Locations	Academic Affairs	Community Engagement

SUMMARY OF PERSONNEL ACTIONS

Classified Employees

07/16/2023 through 10/15/2023

Separations – 11

- Classified Civil Service – 7
- Classified Excluded – 2
- Classified Externally Funded – 1
- FOP – 1

Appointments – 11

- Classified Civil Service – 10
- FOP – 1

Reclassifications/Position Adjustments – 5

- Classified Civil Service – 3
- Classified Externally Funded – 2

Promotions – 4

- Classified Civil Service – 3
- FOP – 1

Salary Adjustments – 15

- Classified Civil Service – 5
- Classified Excluded – 6
- FOP – 4

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	FTE	SALARY	SEPARATION TYPE
Hudzik, Stefanie	ACE	Museum Specialist	Smith Museum Operation	8/26/2023	0.48	\$15,395.38	Resign
Findley, Elysia	ACE	Academic Operations Specialist 1	Dean - WCBA	9/8/2023	1.00	\$27,768.00	Resign
Gentry, Lonnie	ACE	Academic Ops Specialist 2	Health Professions	7/31/2023	1.00	\$66,268.80	Retirement
Kolarik, Connie	ACE	Electrician	Facilities Maintenance	9/30/2023	1.00	\$49,275.20	Retirement
Leone, Andrea	ACE	Clerk 2	Parking Services	9/15/2023	1.00	\$25,272.00	Resign
Lites, Chynna	ACE	Academic Operations Specialist 2	Dean Cliffe College of Creative Arts	8/14/2023	1.00	\$31,782.40	Terminated
Walker, James	ACE	Technology Support Technician 1	IT Customer Services	10/4/2023	1.00	\$45,926.40	Terminated
George, Lisa	Excluded	Intermittent Parking Facilities Attendant	Parking Services	7/30/2023	0.25	\$10,504.00	Retirement
Burzynski, Evangelia	Excluded	HR Office Administrator	Human Resources	8/31/2023	1.00	\$55,515.20	Resign
Brookhart, Carey	Externally Funded	Intermittent Academic Leader	Community Engagement	7/19/2023	0.40	\$16,640.00	Resign
Pieton, Michael	FOP	Police Officer 2	YSU Police	8/1/2023	1.00	\$61,110.40	Retirement

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Clark, Karlee	ACE	Customer Service Assistant 2	Undergraduate Admissions	9/18/2023	1.00	\$27,476.80
Duskey, Daniel	ACE	Academic Ops Specialist 3	Dean -CCCA	9/10/2023	1.00	\$35,880.00
Hazen, John	ACE	Technology Support Technician 1	IT Customer Services	8/28/2023	1.00	\$43,929.60
Helt, Ryan	ACE	Maintenance Repair Worker 2	Facilities Maintenance	10/2/2023	1.00	\$40,643.20
Hogan, Scott	ACE	Building Maintenance Supervisor	Facilities Maintenance	10/2/2023	1.00	\$51,542.40
Koewacich, Janette	ACE	Academic Operations Specialist 2	Dean - BCLASSE	9/25/2023	1.00	\$35,360.00
Leach, Ryan	ACE	Technology Support Tech 1	IT Customer Services	8/22/2023	1.00	\$43,929.60
Myers, Thomas	ACE	Print Specialist	Printing Services	9/11/2023	1.00	\$35,152.00
Porter, James	ACE	Technology Support Technician 1	IT Customer Services	8/14/2023	1.00	\$43,929.60
Walker, James	ACE	Technology Support Tech 1	IT Customer Services	8/13/2023	1.00	\$43,929.60
Wolfe, Alan	FOP	Police Officer 1	YSU Police	9/10/2023	1.00	\$43,097.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	APPOINTMENT DATES	NEW FTE /OLD FTE	NEW SALARY	PREVIOUS SALARY
Morrow, Seth	ACE	Software Integration Analyst 2/ Business Systems Administrator	IT Application Services	7/16/2023	1.00	\$68,640.00	\$70,747.20
Shilot, Ashley	ACE	Academic Operations Specialist 2/ Academic Operations Specialist 1	Graduate Studies Health & Rehabilitation Sciences	6/4/2023	1.00	\$40,872.00	\$38,916.80
Sorg, Lisa	ACE	Records Technician 2/ Records Technician 1	Registration & Records	4/23/2023	1.00	\$37,398.40	\$31,844.80
Buchenic, Rebecca	Externally Funded	Academic Leader/ Temporary Site Coordinator	Community Engagement	8/31/2023	0.5/ 0.65	\$20,800.00	\$21,840.00
Cox, Janine	Externally Funded	Senior Office Administrator/ Business Operations Specialist 3	Center for Workforce Education & Innovation	6/18/2023	1.00	\$49,171.20	\$43,472.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
PROMOTIONS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
DeLucia, Nicholas	ACE	Software Integration Analyst 1/Technology Support Tech 1	IT Application Services/ IT Customer Services	8/13/2023	1.00	\$61,172.80	\$47,444.80
Ruehle, Andrea	ACE	Accountant Examiner 3/ Business Operations Specialist 1	University Bursar/ Health Professions	7/16/2023	1.00	\$36,462.40	\$21,715.20
Spivey, Curtis	ACE	Planetarium Engineer Show Producer 2/ Planetarium Engineer Producer	Ward Beecher Planetarium	9/10/2023	1.00	\$52,852.80	\$50,336.00
Cox, Donald	FOP	University Police Sergeant/ Police Officer 2	YSU Police	10/8/2023	1.00	\$66,892.80	\$61,110.40

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Cowles, Matthew	ACE	Audio Visual Productions Specialist	Marketing & Communications	7/30/2023	1.00	\$44,200.00	1.00	\$43,555.20
Goist, Carol	ACE	Clerk 2	Parking Services	9/10/2023	1.00	\$25,646.40	1.00	\$25,272.00
Liadis, Kimberley	ACE	Travel Clerk	Procurement Services	7/16/2023	1.00	\$29,348.80	1.00	\$28,912.00
Miles, Terrence	ACE	Residence Hall Monitor	Housing	7/16/2023	0.50	\$15,381.60	0.50	\$15,152.80
Pavlovich, Stephanie	ACE	Academic Operations Specialist 2	Dana School of Music & University Theatre	7/30/2023	1.00	\$33,072.00	1.00	\$32,572.80
Barber, Debbie	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$43,451.20	1.00	\$38,896.00
Bowles, Dana	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$42,868.80	1.00	\$38,896.00
Kempers, Debra	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$43,451.20	1.00	\$39,478.40
Moore, Linda	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$47,236.80	1.00	\$44,990.40
Natoli, Krystle	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$44,096.00	1.00	\$40,352.00
Wallace, Jesse	Excluded	Power Plant Energy Management Supervisor	Central Utility Plant & Distribution	7/16/2023	1.00	\$68,972.80	1.00	\$67,953.60
Killa, Tyler	FOP	Police Officer 2	YSU Police	7/30/2023	1.00	\$50,232.00	1.00	\$48,609.60
Marshburn, Haley	FOP	Police Officer 2	YSU Police	7/30/2023	1.00	\$50,232.00	1.00	\$48,609.60
Winbush, Thurston	FOP	Police Officer 2	YSU Police	9/10/2023	1.00	\$59,300.80	1.00	\$57,304.00
Wolfe, Chelsea	FOP	Police Officer 2	YSU Police	7/30/2023	1.00	\$50,232.00	1.00	\$48,609.60



SUMMARY OF PERSONNEL ACTIONS

Supplemental Pay Assignments

7/16/2023 through 10/15/2023

Supplemental Pay Assignments – 46

General/Restricted Funds – 34

- Professional Administrative – 8
- Professional Administrative Externally Funded – 2
- Full-time Faculty – 3
- Part-time Faculty – 21

Grant Funds – 12

- Professional Administrative – 5
- Professional Administrative Externally Funded – 1
- Full-time Faculty – 6

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL ADDITIONAL PAYMENTS
7/16/2023 - 10/15/2023
GENERAL FUND

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Vuksanovich	Brian	Faculty	DWEI	7/26/2023	06/22/23 - 07/10/23	\$3,200.00
Latessa	Michael	Externally Funded	Rich Center for Autism	7/21/2023	08/05/23 - 01/04/23	\$7,200.00
Dobson	Rachael	Externally Funded	Rich Center for Autism	7/24/2023	08/16/23 - 06/30/24	\$6,900.00
Koelblinger	Sharon	Part-time Faculty	Art	8/8/2023	08/28/23 - 12/15/23	\$3,550.00
Wells	Nicole	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/18/23	\$100.00
Melnik	Sean	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Henline	Emily	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/18/23	\$100.00
Schaper	Michele	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
McGiffin	Maura	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Jasinski	Becky Lynn	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Latessa	Michael	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Markowski	Dale	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Kraus	Erika	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Hearn	Jonathan	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Greco	Michael	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Missik	Lauren	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Sopel	Mickael	Professional Administrative	Athletics	8/9/2023	08/15/23 - 11/15/23	\$6,276.66
D'Amato	Joseph	Professional Administrative	International Programs	8/15/2023	07/01/23 - 12/31/23	\$3,600.00
McCormick	Daniel	Professional Administrative	Student Experience	8/17/2023	08/23/23 - 05/15/24	\$2,565.90
McCormick	Daniel	Professional Administrative	Athletics	8/17/2023	07/31/23 - 08/28/23	\$1,500.00
Gatts	Michele	Part-time Faculty	Jambar	8/24/2023	09/01/23 - 05/15/23	\$4,920.00
Benton	Terry	Part-time Faculty	English Festival	8/30/2023	08/28/23 - 12/15/23	\$3,532.00
Hayes	Matthew	Part-time Faculty	Dana School of Music	8/31/2023	08/14/23 - 03/01/24	\$1,275.00
Anyomi	Agnes	Part-time Faculty	Mathematics and Statistics	9/4/2023	8/17/2023	\$75.00
Barbush	Brittany	Part-time Faculty	Mathematics and Statistics	9/4/2023	8/17/2023	\$75.00
Nappi	Luke	Part-time Faculty	Mathematics and Statistics	9/4/2023	8/17/2023	\$75.00
McLane	Kevin	Part-time Faculty	Mathematics and Statistics	9/4/2023	8/17/2023	\$75.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL ADDITIONAL PAYMENTS
7/16/2023 - 10/15/2023
GENERAL FUND

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Ricciulli	Angela	Part-time Faculty	Chemical & Biological Engineering	9/7/2023	08/21/23 - 09/15/23	\$500.00
Beaver	Breanna	Faculty	Teacher Education & Leadership Studies	9/7/2023	05/16/23 - 08/21/23	\$1,000.00
Cody	Kathy	Professional Administrative	College of Graduate Studies	9/28/2023	09/05/23 - 12/11/23	\$3,981.40
Buehler	My Hoang	Professional Administrative	International Programs	10/4/2023	10/01/23 - 10/31/23	\$860.00
Nicolais	John	Professional Administrative	Women's Basketball	10/10/2023	10/02/23 - 06/30/24	\$38,798.56
McCullough	Christine	Faculty	Department of Art	10/13/2023	10/30/23 - 11/10/23	\$720.00
Billock	Michael	Professional Administrative	International Programs	10/15/2023	10/16/23 - 11/16/23	\$965.00

**YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL ADDITIONAL PAYMENTS
7/16/2023 - 10/15/2023
GRANT FUND**

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Li	Frank	Faculty/Chair	Rayen School of Engineering	8/17/2023	07/01/23 - 07/31/23	\$10,693.94
Campolita	Erika	Professional Administrative	Rich Center for Autism	8/24/2023	09/01/23 - 04/30/24	\$2,050.00
Jones-Canter	Jessie	Professional Administrative	Mathematics and Statistics	8/24/2023	07/01/23 - 06/30/24	\$10,000.00
Wallace	Mandy	Faculty	Teacher Education & Leadership Studies	8/25/2023	08/16/23 - 05/15/24	\$10,000.00
Villone	Edward	Professional Administrative	Police Academy	8/29/2023	08/04/23 - 12/31/23	\$10,000.00
Cooper	Chester	Faculty	Chemical & Biological Sciences	9/5/2023	07/01/23 - 08/15/23	\$15,374.79
Cooper	Chester	Faculty	Chemical & Biological Sciences	9/5/2023	08/16/23 - 05/15/24	\$18,818.74
Juergensen	James	Faculty	Psychological Sciences and Counseling	9/5/2023	09/01/23 - 05/15/24	\$6,155.00
Rea	Allison	Professional Administrative	ETC	10/2/2023	05/06/23 - 12/31/23	\$11,750.00
Farris	Jaelyn	Faculty	Psychological Sciences and Counseling	10/4/2023	09/01/23 - 05/15/24	\$6,155.00
Manofsky	Cynthia	Externally Funded	Civil and Chemical Engineering	10/5/2023	09/01/23 - 12/31/23	\$2,000.00
Crowl	Rachel	Professional Administrative	Chemical & Biological Sciences	10/5/2023	09/01/23 - 12/31/23	\$2,000.00



TO: Board of Trustees, Youngstown State University
Dr. Sergul A. Erzurum
Mr. Richard C. Fryda
Mr. Charles T. George, Vice Chair
Dr. Anita A. Hackstedde, Secretary
Mr. Joseph J. Kerola
Mrs. Laura A. Lyden
Mr. Michael A. Peterson, Chair
Mr. Allen L. Ryan Jr., Esq.
Mrs. Molly S. Seals
Mrs. Jocelyne Kollay Linsalata, Global Trustee
Mr. Eric A. Spiegel, Global Trustee
Ms. Julie L. Centofanti, Student Trustee
Ms. Natalie M. Dando, Student Trustee

FROM: Dana Lantz, Director Equal Opportunity, Policy Development & Title IX

RE: 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for the December 2023 Board of Trustees Meeting

Below please find the report information as required by 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff pursuant to section (F)(6). The information contained herein consists of search waivers approved during the time period beginning July 16, 2023, through and including October 15, 2023.

Date requested: September 20, 2023
Requestor: Jeanne Herman
Department: International Programs Office
Position: Associate Director, International Admissions and Recruitment
Candidate: Erika Kraus
Start date: September 20, 2023
Race/Gender: White / Female
Rationale: "IPO office needed to quickly restructure when the AVP resigned, and Assistant Director of IPO resigned at the same time. Erika has been training and reviewing the work of the admissions staff in her current role, however, there is a need to allow her to be the supervisor of the staff as well. The position is critical as it is a leadership position and the only 2 leaders of the office resigned. Funding will come from IPO budget."



Date requested: September 26, 2023
Requestor: Jeremy Schwartz
Department: Lariccia School of Accounting and Finance
Position: Assistant Professor, Finance
Candidate: Rongyao Zhang
Start date: October 1, 2023
Race/Gender: Asian / Female
Rationale: Rehire of previous search candidate post immigration status change.

Date requested: September 26, 2023
Requestor: Steve Pinciario /Ronald Strollo
Department: Intercollegiate Athletics
Position: Assistant Coach Women's Basketball
Candidate: Teonna Jewell
Start date: October 5, 2023
Race/Gender: Black / Female
Rationale: "With the departure of one assistant coach it is crucial to hire Teonna as soon as possible with workouts and official women's basketball practice starting on September 26, 2023."

Date requested: October 6, 2023
Requestor: Jennifer Lewis-Aey
Department: Human Resources
Position: Director HR Operations
Candidate: Megan Massaro
Start date: November 1, 2023
Race/Gender: White / Female
Rationale: "Due to the complex nature of the HR processes and the unique systems associated with same, it is necessary to seek someone from within the organization that has mastered those skills. A standard search could not yield an individual from outside that has the experience."

Youngstown State University Foundation
Gift Processing Summary

	First Quarter			Year-to-Date		
	<u>FY'24</u>	<u>FY'23</u>	<u>Difference FY24/FY23</u>	<u>FY'24</u>	<u>FY'23</u>	<u>Difference FY24/FY23</u>
Development (New Gifts and New Pledges):						
YSU	\$1,391,002.89	\$944,925.92	\$446,076.97	\$1,391,002.89	\$944,925.92	\$446,076.97
YSUF	\$1,043,264.39	\$2,627,022.49	-\$1,583,758.10	\$1,043,264.39	\$2,627,022.49	-\$1,583,758.10
Total Development (New Gifts and New Pledges)	\$2,434,267.28	\$3,571,948.41	-\$1,137,681.13	\$2,434,267.28	\$3,571,948.41	-\$1,137,681.13
Planned Giving/Charitable Gift Annuities	\$290,000.00	\$0.00	\$290,000.00	\$290,000.00	\$0.00	\$290,000.00
Pledge Payments (For Pledges Currently or Previously Included as Development):						
YSU	\$261,091.15	\$176,697.50	\$84,393.65	\$261,091.15	\$176,697.50	\$84,393.65
YSUF	\$67,343.28	\$601,331.32	-\$533,988.04	\$67,343.28	\$601,331.32	-\$533,988.04
Total Pledge Payments	\$328,434.43	\$778,028.82	-\$449,594.39	\$328,434.43	\$778,028.82	-\$449,594.39
Number of Gifts						
New Gifts	440	406	34	440	406	34
Pledges	8	5	3	8	5	3
Payments	77	80	-3	77	80	-3
Planned Gifts/Charitable Gift Annuities	2	0	2	2	0	2

ENROLLMENT ENTERPRISE FRAMEWORK

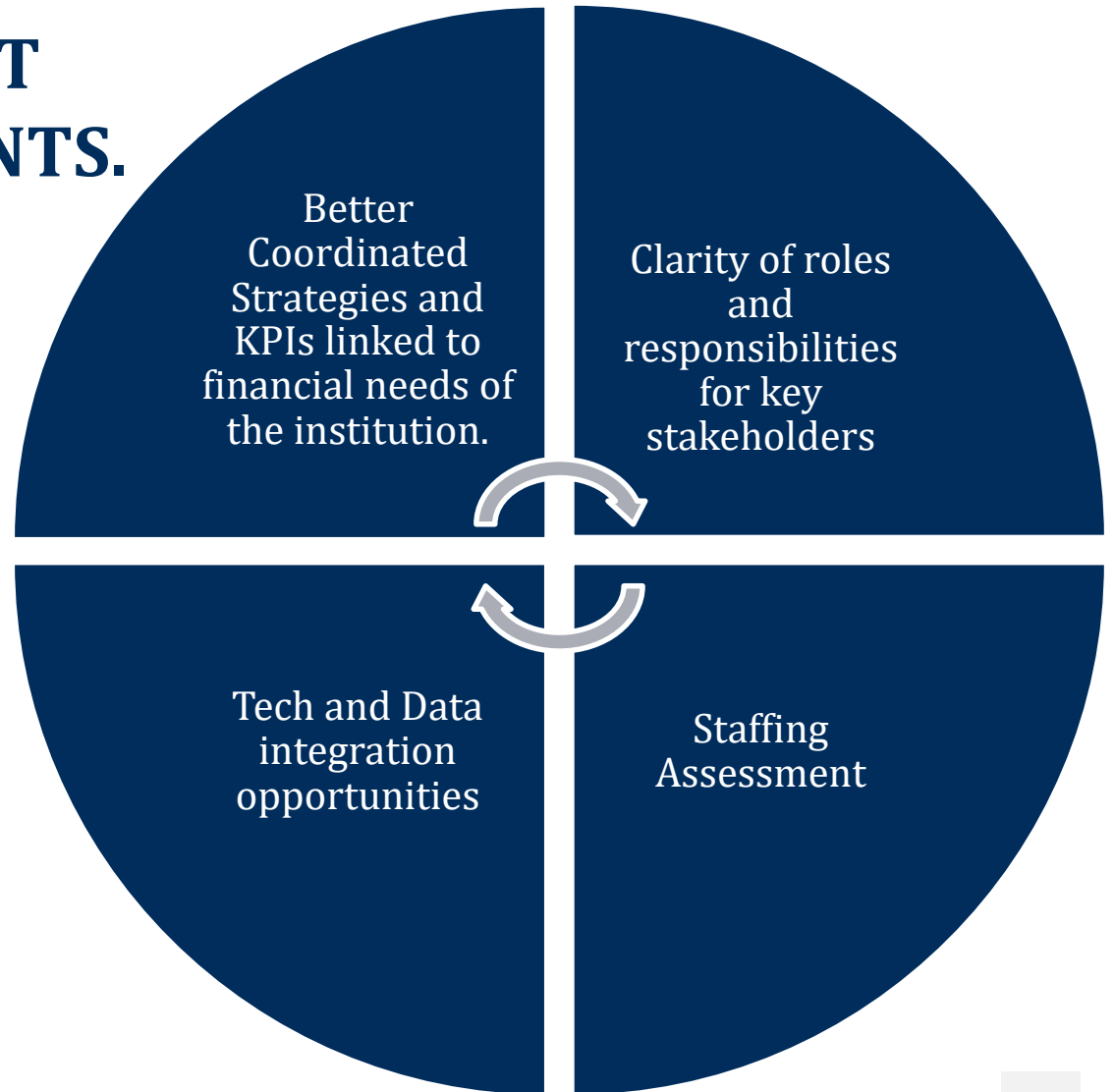
WHAT IS AN ENROLLMENT ENTERPRISE?

A multifaceted ecosystem designed to streamline and enhance the process of attracting, enrolling, and retaining students. It integrates various functional areas that work in concert to create a seamless experience for prospective and current students.



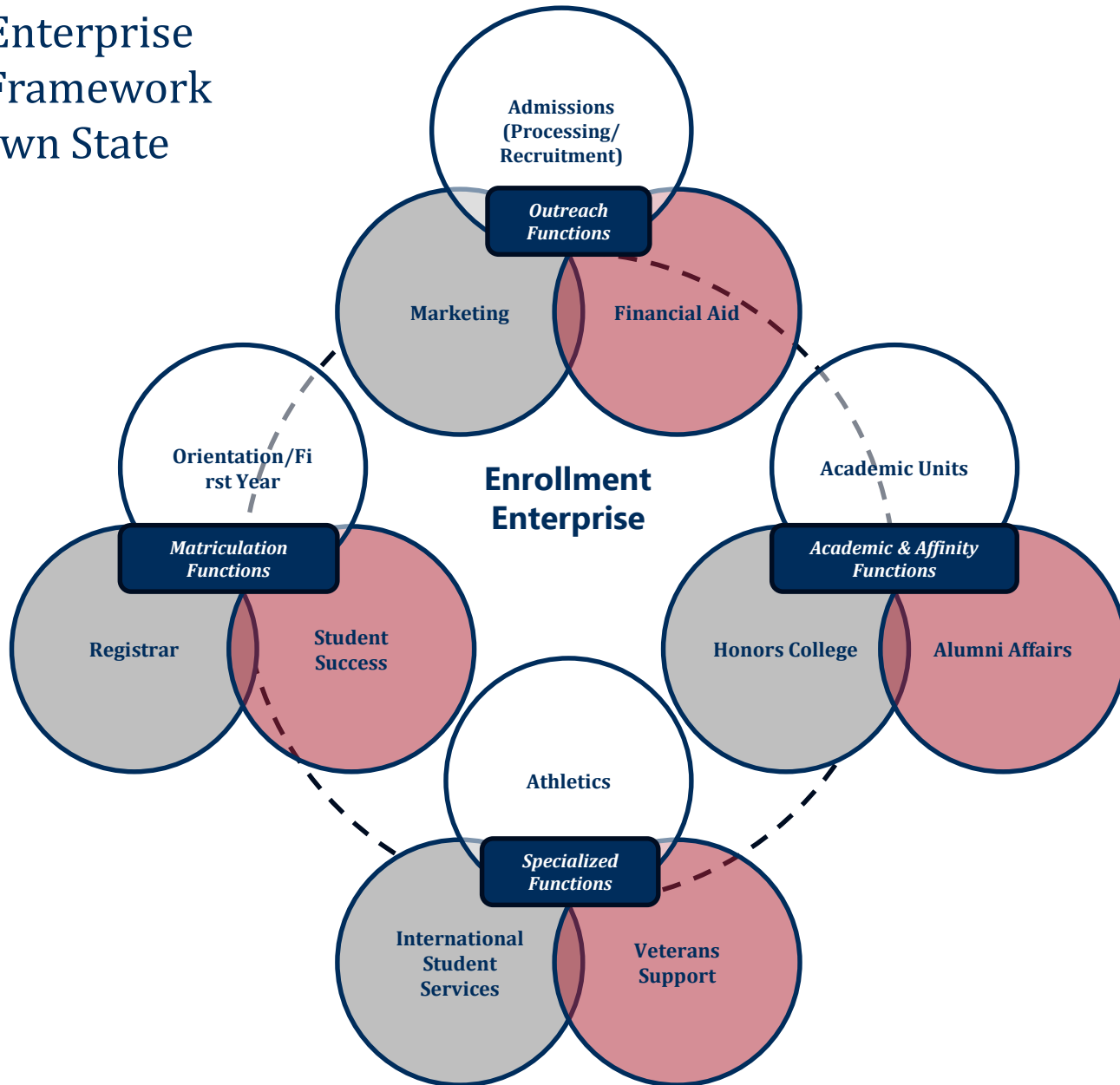
THE GOAL: TO IMPROVE THE INSTITUTION'S ABILITY TO ATTRACT AND RETAIN STUDENTS.

What are we trying to solve?



FACE TO FACE

Enrollment Enterprise Conceptual Framework for Youngstown State



AUDIENCE AND MARKET OPPORTUNITIES

FTIC

First Time In College Freshman

- Athletes
- Non-athletes
- International
- Honors
- Veteran/Dependent

Transfer

Transfer

- Athletes
- Non-athletes
- International
- Honors
- Veteran/Dependent

Online

Online (100%)

- Non-athlete
- Veteran/Dependents

Pathfinders

Pathfinders

- College Comeback
- Some College, No Degree
- Debt Relief
- International
- Out-of-state (beyond 150mi)

DWEI

Department of Workforce

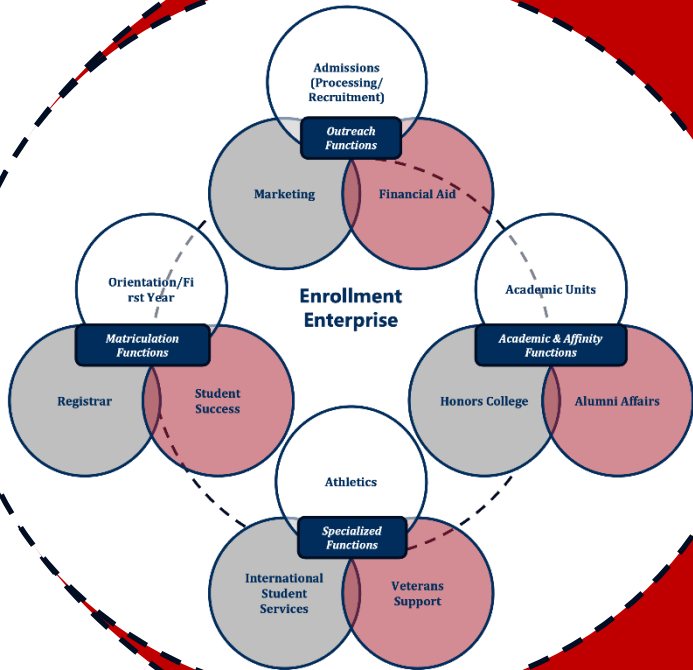
Education & Innovation

- Adult



AUDIENCE & ENROLLMENT ENTERPRISE ALIGNED WITHIN OUR MARKET OPPORTUNITIES

MARKET OPPORTUNITIES



FTIC	Transfer	Online	PATHFINDERS
First Time In College Freshman	Transfer	Online (100%)	PATHFINDERS
<ul style="list-style-type: none"> • Athletes • Non-athletes • International • Honors • Veteran/Dependent 	<ul style="list-style-type: none"> • Athletes • Non-athletes • International • Honors • Veteran/Dependent 	<ul style="list-style-type: none"> • Non-athlete • Veteran/Dependents 	<ul style="list-style-type: none"> • College Comeback • Some College, No Degree • Debt Relief • Interstitial • Out-of-state (beyond 150mi)



WHAT'S NEXT FOR YOUNGSTOWN STATE UNIVERSITY'S ENROLLMENT ENTERPRISE?

- Clear, precision-defined leadership roles that bolster the synergy across departments.
- Streamlined matriculation process, ensuring each student's transition into the University is catered for with an all-encompassing support system.
- An evaluation and a realignment of staffing levels to meet the robust demands of enrollment goals, ensuring no team is overburdened and service to our key stakeholders, the students, remains high.
- Data-driven decision-making by integrating CRM Recruit with our existing tech infrastructure, paving the way for a data governance model that is insightful and responsive.
- And most importantly, a structure of adaptive agility, capable of adjusting to the evolving needs of our diverse student body, our specialized groups, and the shifting landscapes of higher education.



**ENROLLMENT AS AN ENTERPRISE:
A COMPONENT IS -
ACADEMIC PROGRAMS AND MARKET SHARE**

Jennifer Pintar, Vice Provost
Ross Morrone, Chief Marketing Officer

Board of Trustees
December, 2023



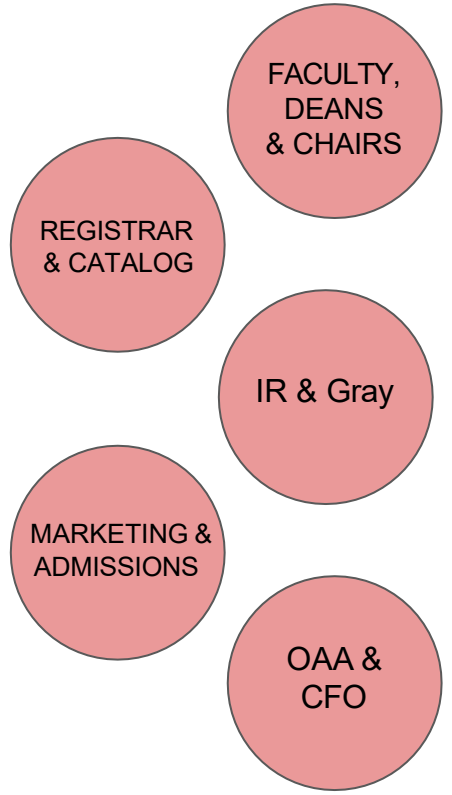
ADJUST THE FRAMEWORK FOR ACADEMIC PROGRAMMING

- **STRATEGIC ALIGNMENT**
- **INSPIRATION AND ENRICHMENT**
- **ACADEMIC MASTER PLAN FULFILLMENT**
- **MITIGATING ACADEMIC DRIFT**

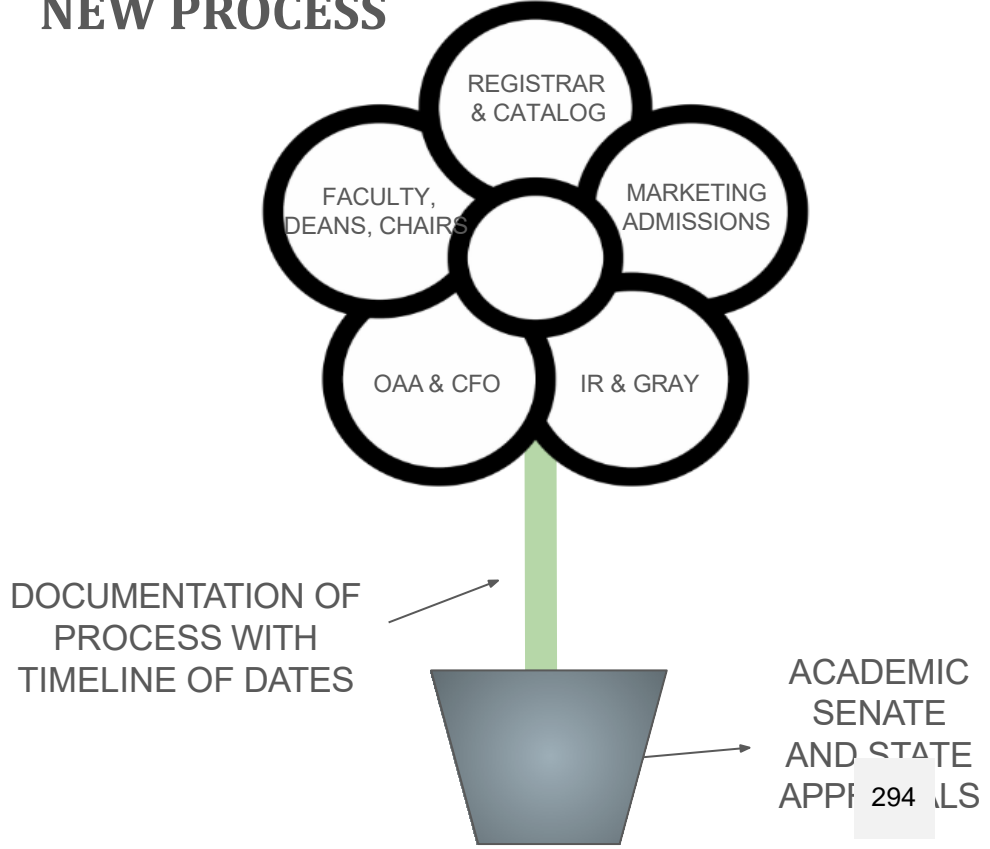


COORDINATED CURRICULAR EFFORTS FOR ENROLLMENT ENTERPRISE

CURRENT PROCESS

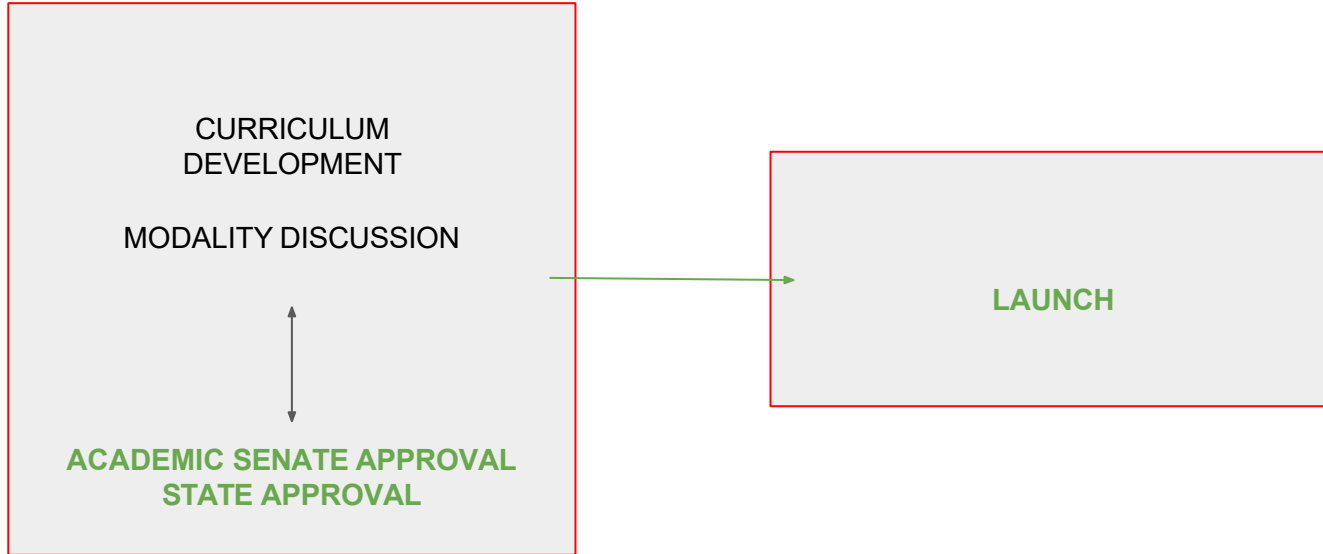


NEW PROCESS

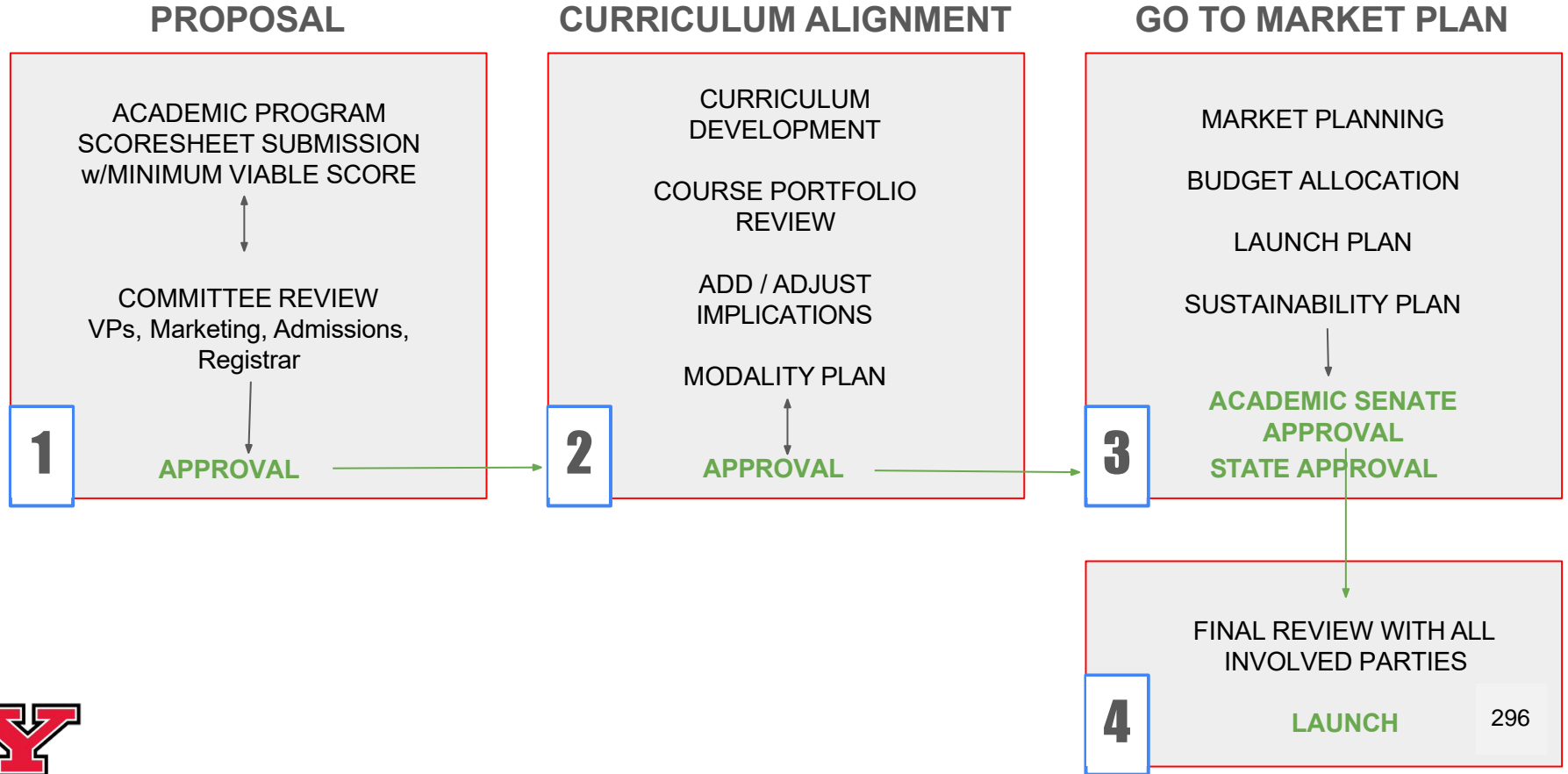


CURRENT CURRICULUM PROCESS

WHAT'S MISSING?



COLLABORATIVE 4-STEP CURRICULUM PROCESS



STEP 1: PROGRAM EVALUATION RUBRIC

1	Program: CIP code:			Degree Level: Modality:				
	Student Demand ¹	Employment ²	Google Search ³	CIP code search ⁴	Graduates ⁵	Competitive Intensity ⁶	Gray ⁷	#Faculty ⁸
	value	value	value		value	value	value	
National Completion ⁹	BLS Growth ¹⁰	3-year CAGR ¹¹	SCH previous AY ¹²	FT overload spend ¹³	Reassigned time (Total) ¹⁴	PT faculty spend ¹⁵	# Majors ¹⁶	
value	value	value						
Rationale for program ¹⁷ :								
Impact (include how this program is tied to the Strategic Plan and YSU's mission and vision):								

2

¹Student Demand:

²Employment:

³Google Search:

⁴CIP code search:

⁵Graduates: average number of graduates over past 3 years (within 100-150-mile radius if new program; average if current program)

⁶Competitive Intensity:

⁷Gray:

⁸ Faculty: Number of current faculty that teach in this subject code/major

⁹National Completion Rates:

¹⁰BLS Growth:

¹¹3-year CAGR:

¹²SCH Previous AY: SCH previous AY for this subject code/major (only if current major)

¹³FT Overload Spend: Amount spent on overload for FT faculty past AY (only if current major)

¹⁴Total reassigned time within subject code/major from previous AY (only if current major)

¹⁵PT faculty spend: Amount spend on PT faculty for this subject code/major (only if current major)

¹⁶Number of Majors: Number of majors for this subject code/major (only if current major)

¹⁷Rationale for Program:



PROGRAM EVALUATION SCORING RUBRIC - NEW & EXISTING

***Use with Rationale for Position**

Student Demand: (data explanation)



Employment: (data explanation)



Google Search: (data explanation)



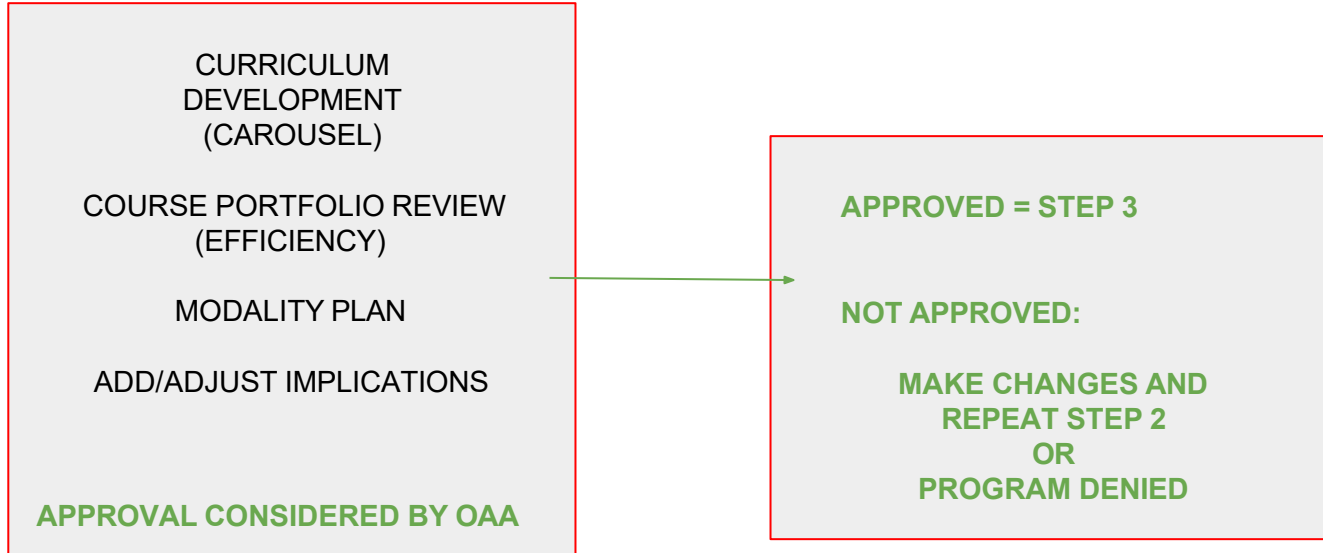
CIP Search Code: (data explanation)



Graduates (data explanation)



STEP 2: CURRICULUM ALIGNMENT



STEP 3: PROGRAM TO MARKET SCORECARD

1 CIP: 30.7101 Data Analytics and/or Data Science Market: 150-Mile Radius Award Level: Associates and Bachelors Select Program Export PDF Support

CIP: 30.7101 Data Analytics and/or Data Science Market: 150-Mile Radius Total Score: 27 Percentile: 97

2

Student Demand
Score: 21 Percentile: 96

Catego...	Pctl	Criterion	Value	Score
Size	95	Google Search Volume (3 Months)*	6,551	6
	98	International Page Views (12 Months)	1,771	3
	89	New Student Enrollment Volume (12 Mo.)	116	0
	84	On-ground Completions at In-Market Institutions	63	1
	82	Online Completions by In-Market Students	1	0
	83	Sum of On-ground and Online Completions	64	4
Growth	99	Google Search YoY Change (Units)*	2,802	3
	96	New Student Enrollment Vol. YoY Change (Units)	25	0
	85	Completion Volume YoY Change (Units)	3	0
	91	Google Search YoY Change (%)*	75%	2
	79	New Student Enrollment Vol. YoY Change (%)	28%	1
	67	Completion Volume YoY Change (%)	5%	1

Employment*
Score: 6 Percentile: 93

Category	Pctl	Criterion	Value	Score
Size: Direct Prep	81	Job Postings Total (12 Months)*	856	2
	79	BLS Current Employment*	1,914	0
	80	BLS Annual Job Openings*	191	0
Size: ACS Bach. Outcomes	85	Job Postings Total (12 Months)*	121,198	0
		BLS Current Employment*	NA	NS
Growth (Direct Prep)	93	BLS 1-Year Historical Growth*	16.4%	2
	91	BLS 3-Year Historical Growth (CAGR)*	13.1%	2
	92	BLS 10-Year Future Growth (CAGR)*	1.5%	NS
Saturation (Direct Prep)	55	Job Postings per Graduate*	2.8	0
	58	BLS Job Openings per Graduate*	0.6	-1
Wages (Direct Prep)	69	BLS 10th-Percentile Wages*	\$43,060	1
	69	BLS Mean Wages*	\$73,004	NS
National American Community Survey Bachelor's Degree Outcomes		Wages (Age < 30)	NA	NS
		Wages (Age 30-60)	NA	NS
		% with Any Graduate Degree	NA	NS
		% with Masters	NA	NS
		% with Doct/Prof Degree	NA	NS
		% Unemp. (Age < 30)**	NA	NS
		% Unemp. (Age 30-60)**	NA	NS

Degree Fit:
Score: 0 Percentile: 50

Category	Pctl	Criterion	Value	Score
NHEBI Nat'l 2 Year		Cost Index**	NA	NS
		Student: Faculty Index	NA	NS

4

Competitive Intensity
Score: 0 Percentile: 13

Category	Pctl	Criterion	Value	Score
Volume of In-Market Competition	87	Campuses with Graduates**	6	0
	98	Campuses with Grads YoY Change (Units)**	1	-1
	0	Institutions with Online In-Market Students**	0	2
In-Market Program Sizes	58	Average Program Completions	11	0
	34	Median Program Completions	4	-2
		YoY Median Prog. Compl. Change (Units)	4	2
	99	YoY Median Prog. Compl. Change (%)	4	2
In-Market Saturation	81	Google Search * Cost per Click**	\$12	-2
	94	Google Competition Index**	0.91	-1
National Online Competition	79	National Online Institutions (Units)**	4	NS
	52	Nat'l Online % of Institutions	2%	NS
	58	Nat'l Online % of Completions	2%	NS

3

National Completions by Level
Score: 0

Award Level	Completions (National)	Completions (Market)	Enrollment (Market)
Certificate	2%	4%	0%
Associates	0%	0%	1%
Bachelors	37%	21%	32%
Postbaccalaureate Certificate	8%	10%	0%
Masters	50%	65%	54%
Post-masters Certificate	0%	0%	11%
Doctoral	2%	1%	2%
	0%	0%	0%

National Workforce Ed. Attainment

Level	BLS Educational Attainment
High School	6%
College	11%
Associates	6%
Bachelors	42%
Masters	28%
Doctoral	7%

CIP Description:
A program that prepares individuals to apply data science to generate insights from data and identify and predict trends. Includes instruction in computer databases, computer programming, inference, machine learning, optimization, probability and stochastic models, statistics, strategy, uncertainty quantification, and visual analytics.

* - Google search, employment data and Jobs Per Grad Ratio do not filter by award level.
 ** - Color scale in reverse.
 NA - No data available/not currently tracked.
 NS - Not Scored in Rubrics (values = 0).
 2-Yr - Associates & certificate programs only.
 PCTL - Percentile

Total Percentile	0	20+	40+	70+	90+	95+	98+	100
Total Score	-62	-17	-12	3	12	20	30	73

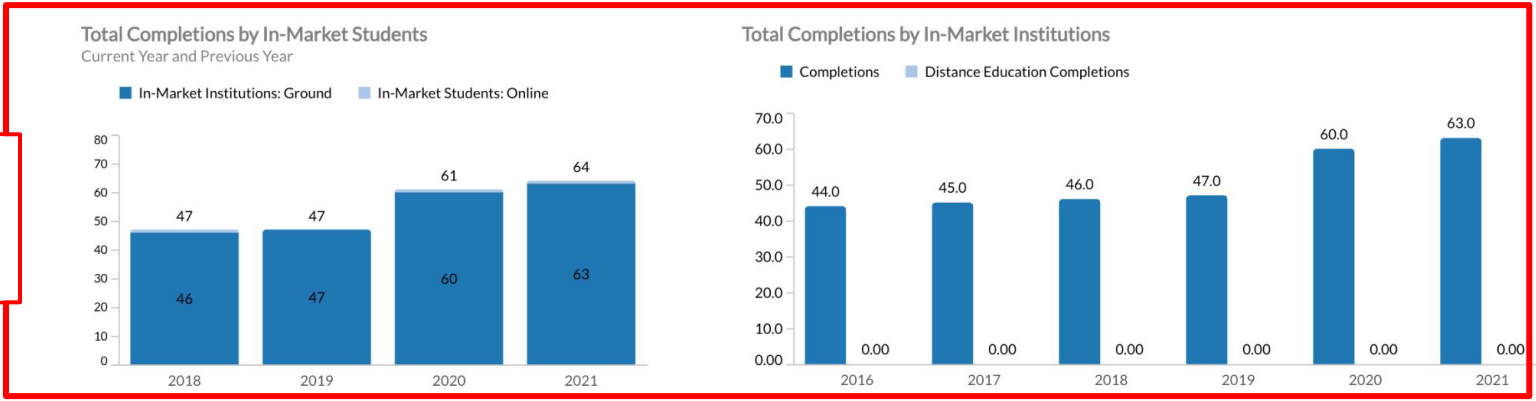
** Color Scale in Reverse

Percentile (Reverse) <02 02+ 05+ 10+ 30+ 60+



STEP 3: PROGRAM IN-MARKET DATA

1



Instructions: Select At Least One Dimension And One Metric. Market Dimensions Is Shown If More Than 1 Market Selected.

2

Campus	2021 On-Ground Completions
University of Akron Main Campus	36
John Carroll University	16
Case Western Reserve University	5
Mercyhurst University	3
Juniata College	2
The College of Wooster	1



STEP 3: PROGRAM SEARCH DATA

1

Searches: **303.47k** Avg. Searches Per Month: **33.72k** Keywords: **125** Keyword Parents: **4** Cost Per Click: **\$15.48** Competition Index: **0.90**

Filters: State | Year | Month | Keyword Detail | 2 Digit CIP Code and Title | 4 Digit CIP Code and Title | 6 Digit CIP Code and Title

National Program Search Trends



2

Keyword Parent Table	Keyword Detail Table	State Search Table
6 Digit CIP Code and Title	Search Volume	Share of Searches
Totals	303,471	100.0%
30.7101 Data Analytics and/or Data Science	196,378	64.7%
30.7102 Business Analytics	95,981	31.6%
30.7199 Data Analytics, Other	10,472	3.5%
30.7104 Financial Analytics	640	0.2%
	Weighted Average Cost Per Click	Weighted Average Competition Index
Totals	\$15.48	0.90
30.7101 Data Analytics and/or Data Science	\$14.65	0.87
30.7102 Business Analytics	\$18.03	0.96
30.7199 Data Analytics, Other	\$8.28	0.92
30.7104 Financial Analytics	\$4.4	0.72

3



STEP 3: PROGRAM ECONOMIC DATA

1

YSU Market Share of Enrollment					
2019	2020	2021	2022	2023	3-YR CAGR
9.6%	9.3%	9.1%	8.3%		-5%
5.4%	5.6%	6.1%	6.4%		6%

2

2021-22 Economics											
Gross Revenue	Gross Revenue SCH	Discounts*	Discounts*SCH	Discount Rate*	Net Revenue	Net Revenue SCH	Total Cost*	Cost per SCH*	Benchmark Cost per SCH	Contribution	Contribution SCH
\$2,176,490	\$358	\$255,209	\$42	12%	\$2,762,007	\$455	\$602,422	\$99	\$143	\$2,159,585	\$356
\$1,617,546	\$491	\$178,256	\$54	11%	\$2,024,091	\$614	\$427,896	\$130	\$234	\$1,596,195	\$484



STEP 3: PROGRAM GO TO MARKET STRATEGY

YOUNGSTOWN STATE UNIVERSITY
TEL: (419) 774-6649
EMAIL: ENROLL@YSU.EDU
UNDERGRADUATE
GRADUATE

Admissions ▾ Colleges ▾ Podcast The College Blog Athletics

1

Master Of Science Data Science & Statistics

Program Overview

YSU's Master of Science in Data Science and Statistics degree is a 30 credit hour program with options to complete the program in 18 or 24 months.

In today's data-driven world, the Master of Science in Data Science and Statistics at Youngstown State University equips graduate students with the essential skills to navigate the vast sea of information that defines our digital age. Data analytics is the art and science of transforming raw data into valuable insights, providing organizations with the strategic edge they need to make informed decisions. Combining this analysis with statistical courses such as Statistical Computing or Statistical Data Mining rounds out the degree to provide both the transformation and analysis of big data. The

TALK TO A PROFESSOR

DR. G. JAY KERNS
620 CAFARO HALL
P: (330) 941-3310
GKERNS@YSU.EDU



SCAN ME

2

<input type="checkbox"/>	●	STEM - MS Data Science and Statistics - International	\$50.00/day		74.5%	Search	232,504	21,422 clicks	9.21%	\$0.07	-	\$1,581.05	2,144.31	\$0.74	10.01%
<input type="checkbox"/>	●	STEM - MS Data Science and Statistics - Domestic	\$50.00/day	Eligible	84.8%	Search	9,358	1,038 clicks	11.09%	\$0.24	-	\$246.34	66.00	\$3.7	5%

304



STEP 3: PROGRAM KEY PERFORMANCE INDICATORS (KPIs)

Last Name	First Name	Email Address	Funnel Stage	Anticipated Entry Term	Submitted	Application	Academic Level	YSU Primary	Academic Program of Interest	Current Primary	Application Value	Citizenship Status
			Application Submitted	Fall 2023	1/30/23	ef625b2280917a	Graduate Semester		Data Analytics (Certificate) - Online		No	Citizen
			Application Submitted	Fall 2023	2/8/23	7473c0cbffbc05f	Graduate Semester		Data Analytics (Certificate) - Online		No	Citizen
			Enrolled	Summer 2023	2/20/23	d1a3ae932f2082	Graduate Semester	gkerns@ysu.edu	Data Analytics (Certificate) - Online	Accepted - Regu	No	Citizen
			Admit	Fall 2023	5/15/23	1597602fb615a4	Graduate Semester	gkerns@ysu.edu	Data Analytics (Certificate) - Online	Accepted - Nond	No	Citizen
			Application Complete	Fall 2023	5/19/23	ab2afae759aa0d	Graduate Semester		Data Analytics (Certificate) - Online		Yes	Citizen
			Application Submitted	Spring 2024	7/13/23	35ead55fde2455	Graduate Semester		Data Analytics (Certificate) - Online		No	Citizen
			Enrolled	Spring 2024	7/17/23	2db577485bac04	Graduate Semester	gkerns@ysu.edu	Data Analytics (Certificate) - Online	Accepted - Nond	No	Citizen
			Enrolled	Fall 2023	7/19/23	415d9dae9a465f	Graduate Semester	gkerns@ysu.edu	Data Analytics (Certificate) - Online	Accepted - Nond	No	Citizen
			Application Submitted	Spring 2024	10/5/23	eeaf8ed1407e2f	Graduate Semester		Data Analytics (Certificate) - Online		No	Citizen
			Admit	Spring 2024	10/29/23	19e3f015be4b1a	Graduate Semester	gkerns@ysu.edu	Data Analytics (Certificate) - Online	Accepted - Nond	No	Citizen
			Application Complete	Fall 2024	11/11/23	40f772216b9b1b	Graduate Semester	gkerns@ysu.edu	Data Analytics (Certificate) - Online		No	Citizen
			Application Submitted	Fall 2024	11/7/23	f5d73ca9cf883f	Graduate Semester		Data Science and Statistics (MS)		No	Non-Citizen
			Application Submitted	Fall 2024	11/8/23	b972818111f65	Graduate Semester		Data Science and Statistics (MS)		No	Non-Citizen
			Admit	Fall 2024	11/9/23	3b3d5ede72b83f	Graduate Semester	gkerns@ysu.edu	Data Science and Statistics (MS)	Accepted - Reg/I	No	Non-Citizen
			Application Submitted	Fall 2024	11/13/23	58c597f10c20e5	Graduate Semester		Data Science and Statistics (MS)		Yes	Non-Citizen
			Application Submitted	Fall 2024	11/14/23	63c35d4083509e	Graduate Semester		Data Science and Statistics (MS)		No	Non-Citizen
			Application Complete	Fall 2024	11/15/23	a5ff46c995cc9fd	Graduate Semester	gkerns@ysu.edu	Data Science and Statistics (MS)		No	Non-Citizen

Personal Info



HOW THIS PROCESS WILL TRANSFORM PROGRAMMING

STRATEGIC ALIGNMENT: Our new programs must be meticulously designed to align with our Strategic Plan, positioning us to take charge of our future by anticipating and shaping the market trends and employment landscapes our students will enter.

INSPIRATION AND ENRICHMENT: By introducing programs that resonate with contemporary student interests and industry needs, we aim to inspire a new generation of learners and enrich their academic experience.

ACADEMIC MASTER PLAN FULFILLMENT: The introduction of each new program is a step toward the realization of our Academic Master Plan, ensuring that our educational offerings are both strategic and intentional.

MITIGATING ACADEMIC DRIFT: This approach actively reduces the potential for academic drift by maintaining a focused and relevant curriculum that is regularly evaluated for its alignment with our core academic goals.



Community Engagement

December 6, 2023

YSU Board of Trustees Meeting

Amy Cossentino



**YOUNGSTOWN
STATE
UNIVERSITY**

Updates

- Carnegie Foundation Elective Classification for Community Engagement Update
 - Self-Study
 - Carnegie Reviewer Visit
 - Next Steps
- Office of Community Engagement
 - Partnerships with Faculty
 - Current Grants with Community
 - Consultation
 - Evaluation
- YSU PenguinPulse 2023-24 Academic Year Progress Report

Community Engagement Council

- Heather Belgin, Alumni & Events
- Emilie Brown, College of Science, Technology, Engineering & Mathematics
- Jeff Buchanan, English & World Languages
- Elizabeth Cianciola, Office of Community Engagement
- Amy Cossentino, Office of Academic Affairs
- Jaelyn Farris, Psychological Sciences & Counseling
- Mollie Hartup, Sokolov Honors College
- David Janofa, Center for Workforce Education and Innovation
- Alison Kaufman, Institute for Teaching and Learning
- Tyler Mettillie, Athletics
- Andrea Tharp, Sokolov Honors College, YSU PenguinPulse
- Amy Weaver, Nursing
- Jessie Wright, Lariccia School of Accounting and Finance

Office of Community Engagement Partnerships

Office of Community Engagement

Amount

Timeline

Partnerships with Faculty:

- | | | |
|--|-----------|-----------------|
| • Ohio Educators Workforce Shortages Grant- Marcia Matanin, PI | \$200,000 | 3/24/22-6/30/24 |
| • Math and Literacy Tutoring Grant- Mandy Wallace, PI and Jessie Jones | \$481,416 | 5/27/22-6/30/24 |

Current Grants with the Community:

21st Century Community Learning Center Grants (21st CCLC)

- | | | |
|--|-----------|-----------------|
| • Renewal: Brookfield Elementary (James Juergensen, Evaluator) | \$200,000 | 7/1/23- 6/30/24 |
| • Renewal: Girard Intermediate (Jaelyn Farris, Evaluator) | \$200,000 | 7/1/23- 6/30/24 |
| • Renewal: Girard Junior/ Senior High (Jaelyn Farris, Evaluator) | \$200,000 | 7/1/23- 6/30/24 |
| • Lordstown Summer Create Grant | \$357,888 | 4/1/22- 6/30/24 |

Consultation Work:

- | | | |
|--|----------|----------------|
| • Cadence Care Network- Niles Afterschool Expand Grant | \$23,524 | 2/1/23-6/30/24 |
| • Cadence Care Network- Niles Summer Create Grant | \$15,000 | 2/1/23-6/30/24 |
| • Ohio Urban Renaissance- Afterschool Expand Grant | \$24,000 | 2/1/23-6/30/24 |

Evaluations:

- | | | |
|--|---------|-----------------|
| • Ohio Commission on Minority Health Research and Evaluation Panel | \$9,500 | 1/1/23-12/31/23 |
| • CDC REACH Grant Evaluation- Nicolette Powe, PI | *TBA* | |

Pending Evaluation Contracts (waiting for signature):

- | | | |
|---|---------|-----------------|
| • United Way 21 st CCLC Grant Evaluation- Austintown | \$8,534 | 7/1/23- 6/30/24 |
| • Youngstown Office on Minority Health Evaluation | \$4,000 | 10/1/23-9/30/24 |

In Discussion With:

- Goodwill Industries Needs Assessment- Pending contract to begin 1/2024
- Evaluation for the Ohio State School for the Blind and Ohio School for the Deaf 21st Century Grant

YSU PenguinPulse

YSU Network

- **Members (includes YSU students, faculty, staff)**
 - 18,651 total members
 - 1,536 active members this academic year (8%)
 - 2,915 active members since launch (16%)
 - 2,628 members have logged at least one impact
- **YSU Subgroups**
 - 289 subgroups
 - 132 subgroups with at least one associated
 - 7,707 total volunteers for subgroup events

Affiliate Network

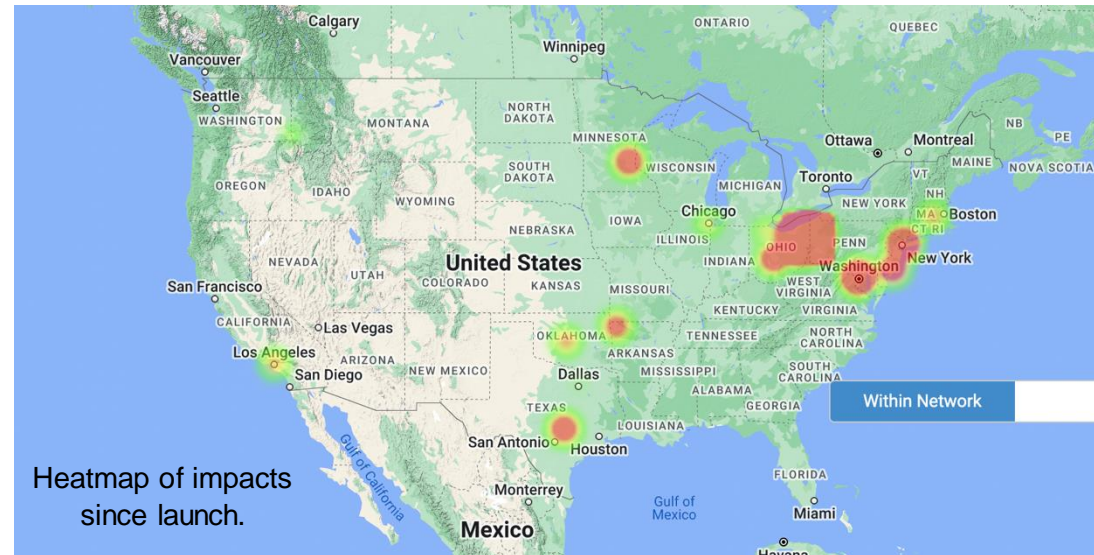
- 103 approved affiliates (community partners)
- 59 active affiliates this academic year (57%)
- 79 active affiliates since launch (77%)

Impacts

- 4,148 impacts this academic year
 - 3,623 verified
 - 491 pending verification
 - 34 disputed
- 15,202 verified hours served
- Economic value of verified impacts: \$433,868.22

Student Reflections

- *"I loved getting to support the American Heart Organization and the Go Red for Women Campaign! I am passionate about heart health as I currently work on a cardiac unit in the hospital and see firsthand how important it is to be educated on how to take care of your heart."* YSU Student, AHA Go Red for Women Campaign
- *"Going to assist this morning put a lot of things in perspective for me. When it was shared that around 450 families and household, it really made me realize the big impact our help was going towards. Also seeing how much food it takes to feed that many people is incredible to see all laid out."* YSU Student, United Way of Youngstown/Mahoning Valley, Satur-Day of Caring
- *"I was happy to aid in keeping accurate historical records of Theodore Roosevelt's communication in the 1910s. I am passionate about preserving information, and ultimately contributing to informed and thoughtful action."* YSU Student, Transcribing Club for the Library of Congress



Heatmap of impacts since launch.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY
ORGANIZATION OF INSTRUCTION POLICY, 3356-10-07**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**

3356-10-07 Organization of instruction.

Responsible Division/Office: Academic Affairs
Responsible Officer: Provost and Vice President for Academic Affairs
Revision History: June 1998; March 2007; March 2011;
September 2013; December 2018; December
2023
Board Committee: Academic Excellence and Student Success
Effective Date: December 7, 2023
Next Review: 2028

- (A) Policy statement. In order to fulfill its mission and strategic goals, Youngstown state university (university) establishes and recognizes the primary academic structure of departments, schools, and colleges. The faculty affiliated with an academic department and associated with a school or college delivers instruction at Youngstown state university. The university may establish secondary academic constructs such as institutes, programs, or centers in order to facilitate the mission of the university, its departments, schools and colleges.
- (B) Procedures. The university's organization of instruction may be established, altered, or abolished by the president upon the recommendation of the provost/vice president for academic affairs and approval of the board of trustees. The establishment of partnerships, centers, and related arrangements between the university and public and private entities is addressed pursuant to rule 3356-10-22 of the Administrative Code (see university policy 3356-10-22, "Partnerships, centers, and related arrangements").
- (C) The university's organization of instruction can be viewed on the [office of academic affairs](#) website.

3356-10-07 Organization of instruction.

Responsible Division/Office: Academic Affairs
Responsible Officer: Provost and Vice President for Academic Affairs
Revision History: June 1998; March 2007; March 2011;
September 2013; December 2018; December 2023
Board Committee: Academic ~~and Student Affairs~~ Excellence and Student Success
Effective Date: **December 6, 2018, 2023**
Next Review: 20232028

- (A) Policy statement. In order to fulfill its mission and strategic goals, Youngstown state university (“university”) establishes and recognizes the primary academic structure of departments, schools, and colleges. The faculty affiliated with an academic department and associated with a school or college delivers instruction at Youngstown state university. The university may establish secondary academic constructs such as institutes, programs, or centers in order to facilitate the mission of the university, its departments, schools and colleges.
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- (C) The university’s organization of instruction can be viewed on the [office of academic affairs](#) website.

**RESOLUTION TO MODIFY
REQUEST FOR STUDENT DIRECTORY INFORMATION FROM EXTERNAL
ORGANIZATIONS POLICY, 3356-5-13**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**

3356-5-13 Requests for student directory information from external organizations.

Responsible Division/Office: Registrar
 Responsible Officer: AYP for Institutional Effectiveness
 Revision History: November 2010; March 2013; December 2018, December 2023
 Board Committee: Academic Excellence and Student Success
 Effective Date: December 7, 2023
 Next Review: 2028

~~Deleted: Enrollment Planning and Management~~
~~Deleted: and Student Affairs~~
~~Deleted: December 8, 2018~~
~~Deleted: 2023~~

(A) Policy statement. The Family Education Rights and Privacy Act of 1974 (FERPA) protects the privacy of student education records. However, pursuant to FERPA, an educational institution may disclose information contained in the education records of a student that would not generally be considered harmful or an invasion of privacy (34 C.F.R. 99.3). Such information is known as directory information.

~~Deleted:~~
~~Deleted:~~

(B) Scope. This policy applies to requests from external organizations for the directory information of currently and previously enrolled students (collectively referred to as student/students for purposes of this policy)

(C) In accordance with FERPA, Youngstown state university (university) has designated the following student information as directory information.

~~Deleted:~~
~~Deleted:~~

- (1) Name;
- (2) Address (local, home and email);
- (3) Telephone (local and home);
- (4) Program of study (including college of enrollment, major and campus);
- (5) Enrollment status (e.g., full-time, part-time, withdrawn);
- (6) Dates of attendance and graduation;
- (7) Degrees, honors, and awards received.

- (8) Previous educational agencies or institutions attended;
- (9) Participation in officially recognized activities and sports;
- (10) Weight, height, hometown, high school attended and photographs of members of intercollegiate athletic teams; and
- (11) Graduation lists.

(C) Parameters.

- (1) Requests for student directory information must be submitted in writing to the office of the registrar and with appropriate contact information included. The office will review each request to ensure that it adheres to FERPA guidelines, state law, and university policy.
- (2) In accordance with section 3319.321 of the Revised Code, the university will not release the directory information concerning any student to any person or group for use in a profit-making plan or activity. In order to ascertain whether the directory information is for the use of a profit-making plan or activity, the division may require that the requestor disclose their identity and/or intended use of the information.
- (3) The university may deny a request for directory information if the information is personally identifiable and for a purpose other than one listed in section 3319.321 of the Revised Code or for a legitimate educational purpose.
- (4) Information will only be released upon the condition that the information will not be further disclosed.
- (5) Students may request that their directory information not be released to external organizations by completing and signing the "Student Privacy Hold Form," which is available in the [POSTALMAIL SERVICE CENTER](#).

~~Deleted: office of the registrar~~
~~Public Code Changed~~

(D) Procedures.

Deleted: [REDACTED]
Deleted: appropriate contact information included

- (1) Requests must be submitted in writing and emailed to the office of the registrar with a statement of affiliation, description of specific directory information the requestor wishes to receive, date by which to receive the data and the requestor's name, postal mailing address, telephone number and email address
- (2) A three-week lead time is recommended. Complex list requests may require a longer lead time
- (3) In cases in which the information cannot be provided within the standard time frame, the requestor will be notified
- (4) Copying charges will be consistent with university charges pursuant to a public records request.



**RESOLUTION TO APPROVE THE
2023 REMEDIATION REPORT (O.R.C. 3345.062)**

WHEREAS, Youngstown State University is a state-funded university in the state of Ohio; and

WHEREAS, Section 3345.062 of the Ohio Revised Code requires the president of each state university to issue a report by December 31, 2018, and each thirty-first day of December thereafter, regarding the remediation of students; and

WHEREAS, each president is also required to submit the remediation report to his or her Board of Trustees for acceptance; and

WHEREAS, the Ohio Department of Higher Education (ODHE) provided a reporting template to collect and submit the necessary information as required by law; and

WHEREAS, Youngstown State University completed the report for 2023.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the attached 2023 Remediation Report to be submitted in final form to the Chancellor of the ODHE and the Superintendent of Public Instruction by December 31, 2023.

**Board of Trustees
Meeting
December 7, 2023
YR 2023-**

2023 University Remediation Report

Name of University:

Youngstown State University

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2018, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:

1. The number of enrolled students that require remedial education.

Number of Students	Description (if needed)
145	Of the 8,523 undergraduate degree-seeking students who were enrolled at any point during the summer 2022, Fall 2022, and Spring 2023 terms, a total of 2,146 students were placed into at least one developmental course in either composition, mathematics, or reading and study skills. Of those students, 145 took at least one remedial course during that period. (Note: YSU has developed required math pathways based on major.) Therefore, requirements for remedial instruction in math may change for students who change their major.
	YSU added the following to understand how this impacts new students.
136	Of the 2,244 new (first-time and transfer) undergraduate degree-seeking students who were enrolled at any point during Summer 2022, Fall 2022, and Spring 2023, a total of 864 students were placed into at least one developmental course in either composition, mathematics or reading and study skills. Of those students, 136 took at least one remedial course during that period. (Note: YSU has developed required math pathways based on major.) Therefore, requirements for remedial instruction in Math may change for students who change their major.

2. The cost of remedial coursework that the state university provides.

Please select the type of cost in the following areas and describe.

- **Costs to the university:** Please include a description of all university resources allocated in support of and/or on behalf of remedial education, including but not limited to costs associated with the following: faculty & staff, buildings/classrooms, administration, and additional student advising, among others.
- **Costs to the student:** Please include a description of tuition paid by students in pursuit of remedial education.
- **Costs to the state:** Please include a description of state resources provided to your institution in support of remedial education. (See Appendix A containing this information for all state universities.)

Cost Type	Amount	Description
Costs to the university	\$61,625	Includes help centers (Writing Center, Math Assistance Center, Center for Student Progress, Testing Center), faculty and classrooms at \$425 per student (given FY17 cost per student).
Costs to the student	\$150,075	Includes total credit hours multiplied by cost per credit hour for all students taking a course designated as remedial at \$1,035 per student (given FY17 cost per student).
Costs to the state	N/A	Sum of SSI for completed and At-Risk FTE as reported via Ohio Department of Higher Education.

3. The specific areas of remediation provided by the university.

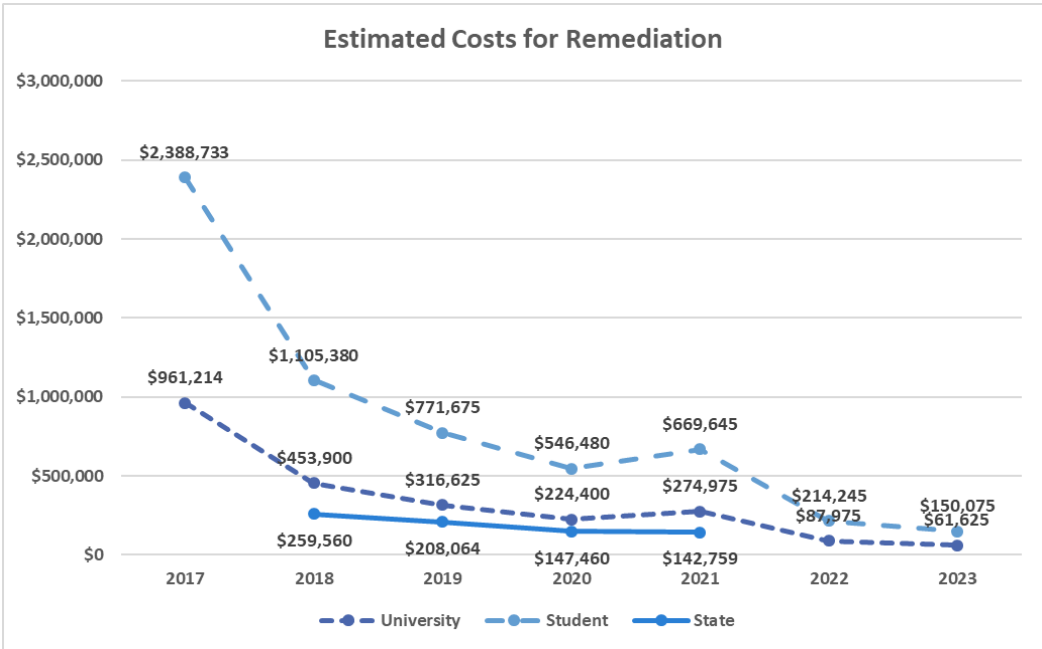
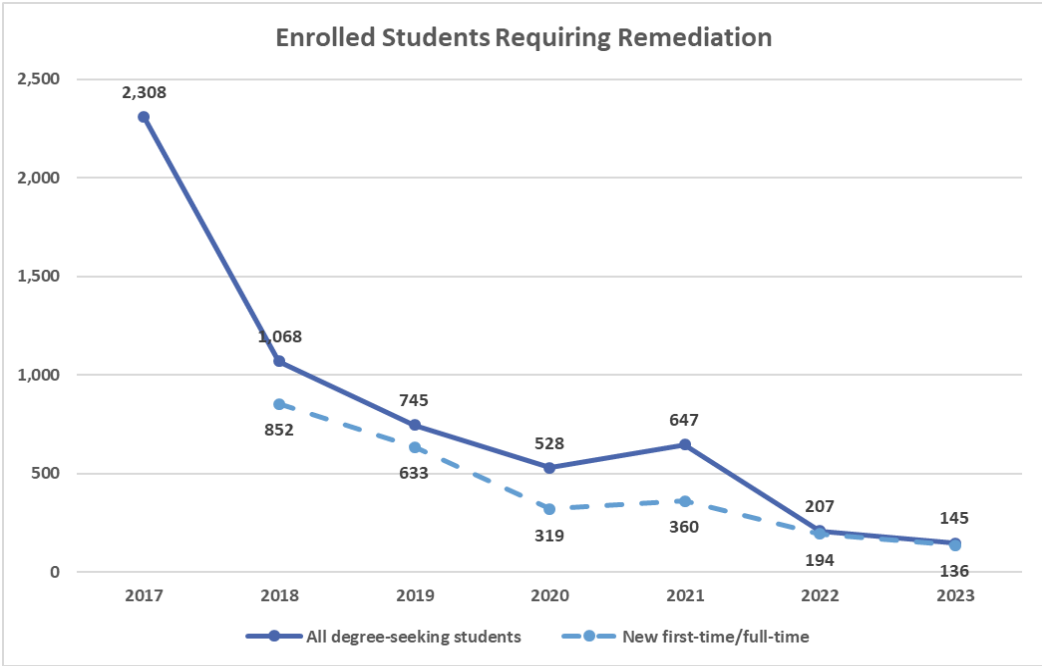
Subject Area	Description
English Composition	The University provides two remedial writing courses that do not count toward the graduation requirement in composition: ENGL 1509 and ENGL 1541. ENGL 1509: Academic English for Non-native Speakers is a three-credit course that helps students develop writing and reading comprehension skills in English. The course is open to students on the basis of the placement process. The course must be taken until a grade of "C" or better is achieved. ENGL 1541: Introduction to College Writing is a three-credit course that provides intensive individualized instruction in written communication and college-level reading practices; it is open to students based on their ACT English score, SAT score, or proficiency as demonstrated by their YSU Composition and Reading Placement Test results. Students who place into ENGL1509 or ENGL 1541 will move on to ENGL1549, a four-credit version of Writing I that provides students an additional hour of instructional time to cultivate college-level writing conventions, organizational strategies, and revision and editing techniques.
Mathematics	The University provides one stand-alone remedial course in mathematics that does not count toward the degree. MATH 1500: Mathematics Individual Course Support is a two-credit hour course used by the department as an off-ramp course for students who need to withdraw from their college-level mathematics course during the semester. Students who withdraw are given the opportunity to enroll in sections of Math 1500 to improve their prerequisite skills in preparation for retaking their college-level mathematics course in the subsequent term. The students are provided an individualized study plan and support in YSU's Mathematics Achievement Center. Students who place into remedial math but who wish to fulfill their mathematics graduation requirement may enroll in designated sections of college-level math to which additional hours of instruction are added (if their placement permits). These course sections include: MATH 1510C: College Algebra with Co-requisite Support; MATH 1511C: Trigonometry with Co-requisite Support; MATH 2623C: Quantitative Reasoning with Co-requisite Support; MATH 2661C: Mathematics for Elementary Teachers 1 with Co-requisite Support; and STAT 2625C: Statistical Literacy and Critical Reasoning with Co-requisite Support.
Reading and Study Skills	The University provides one three-credit hour instructional option for students who, based upon their high school GPA and their ACT Reading score or proficiency as demonstrated by their ACCUPLACER reading test score, may require remediation in reading and study skills. RSS 1510A: Advanced College Success Skills is designed to develop students' skills essential for college studying; the primary focus is improving the comprehension and retention of information in college textbooks and from lecture and laboratory materials.

4. Causes for remediation.

Please select all that are relevant from the following categories and provide detail.

- Lack of student preparation at the K-12 level
- Prescriptive placement policies (over reliance on a single assessment measure)
- Deferred entry into higher education (adult students returning to higher education)
- Other (any other cause identified by the university)

Cause	Description
Lack of student preparation	7,559 students enrolled for one or more terms between Summer 2022, Fall 2022, and Spring 2023 were 25 years of age or younger. 1,918 (25.4%) required remedial instruction in at least one subject area. These students account for 97.9% of all undergraduate students who required remedial instruction during these terms.
Deferred entry	964 students enrolled for one or more terms between Summer 2021 and Spring 2022 were over the age of 25 (23.7%) required remedial instruction in at least one subject area. These students account for 2.1% of all undergraduate students who required remedial instruction during these terms.
YSU added the following to understand how this impacts new students	
Lack of student preparation	2,083 New students enrolled for one or more terms between Summer 2022 and Spring 2023 were 25 years of age or younger. 823 (39.5%) required remedial instruction in at least one subject area. These students account for 98.53% of all new students who required remedial instruction during these terms.
Deferred entry	161 New students enrolled for one or more terms between Summer 2022 and Spring 2023 were over the age of. 41 (25.5%) required remedial instruction in at least one subject area. These students account for 1.47% of all new students who required remedial instruction during the terms.





**ACADEMIC TRANSCRIPT WITHHOLDING
ASSOCIATED WITH OHIO REVISED CODE (ORC) 3345.27**

WHEREAS, Section 3345.27 of the ORC requires each institution to formally consider and adopt a resolution on the practice of withholding an academic transcript, and to submit the adopted resolution to the chancellor of higher education by December 1, 2023;

WHEREAS, Youngstown State University releases all academic transcript requests to employers in accordance with Section 3345.27(B) of the ORC regardless of the status of the student's account;

WHEREAS, Youngstown State University has implemented interventions intended to reduce the number of student accounts certified to the Ohio Attorney General's Office for collections enforcement as required by Section 131.02 of the ORC;

WHEREAS, Youngstown State University reports past due balances to the credit bureau for a minimum of three years;

WHEREAS, of the approximate 11,000 annual requests for a transcript, less than 2% are held due to institutional transcript hold policies, and only a portion of that 2% were held due to past due status;

WHEREAS, Youngstown State University desires to be sensitive to both the success of the student to enter the workforce and/or transfer to another institution, while minimizing uncollectable student balances.

NOW THEREFORE BE IT RESOLVED, that Youngstown State University shall not hold transcripts for students with outstanding balances who have not yet earned a degree from the university and who are not in a master's or doctoral program, but will use financial holds to prompt students with past due balances to successfully complete a financial counseling session and financial literacy questionnaire before finalizing a release of transcripts. This practice is consistent with Ohio's financial literacy initiatives and supports the financial health of the university. After successful completion of financial literacy activities, the university will release transcripts without requirement of payment.

BE IT FURTHER RESOLVED, for purposes of fiscal stewardship of public dollars, Youngstown State University will continue to pursue the recovery of outstanding balances and, therefore, transcripts will be held for outstanding balances if the student has earned a degree from the university or is in a master's or doctoral program.

IT IS FURTHER RESOLVED, that the appropriate campus offices will collaborate to implement the actions associated with this Resolution and that those offices will request a review of this Resolution when circumstances warrant further consideration.

**Board of Trustees Meeting
December 7, 2023
YR 2023-**

General Education

December 6, 2023



**YOUNGSTOWN
STATE
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General Education: Alignment with State Requirements (12 courses + 1 lab)

What were we

- 13 courses
 - 2 Writing
 - 2 Arts & Humanities
 - 1 Math
 - 2 Natural Science (1 w/lab)
 - 2 Social Sciences
 - 2 Social & Personal Awareness
 - 1 Public Speaking
 - 1 Capstone

What are we going to be

- 12 courses
 - 2 Writing
 - 2 Arts & Humanities
 - 1 Math
 - 2 Natural Science (1 w/lab)
 - 2 Social Sciences
 - 3 Electives
- Courses tied to optional micro-credentials
- Multi-disciplinary micro-credentials

General Education Goal = Differentiation

- Students articulating the value of General Education
 - Strategy in Renewed Plan
- Simplified Transfer Process
- Enhanced Efficiency
- Innovative micro-credentials
- Marketability

Streamlining General Education for Institutional Efficiency

- **Course Analysis:** thorough review of "required" elective courses to ensure they meet student needs and align with educational goals.
- **Resource Reallocation:** Reducing the resources currently tied up in offering General Education courses by collapsing the number offered.
- **Institutional Enhancement:** Optimizing course offerings to ensure efficiencies without compromising quality.
- **Eliminating Redundancies:** Identifying and removing duplicate content across courses to streamline the curriculum.
- **Impact on Disciplines:** Acknowledging the shift in resources that will result in fewer courses and instructional Full-Time Equivalents (FTE) in some disciplines.

General Education Timeline

Fall 2023	Spring 2024	X 24	Fall 2024	Spring 2025	X 25	Fall 2025
<p>Framework endorsed by Academic Senate</p> <p>Guidelines developed by ad hoc committee</p>	<p>Feb 1 due date – curriculum sheets (CMST/SPA)</p> <p>5 interdisciplinary Badges created</p> <p>18 total courses approved for online Gen Ed</p>		<p>Start offering optional badges</p> <p>Some # of additional F2F & DE approved courses & badges</p> <p>No SPA required in curriculum</p>	<p>Feb 1 due date for new Gen Ed badges and courses for curriculum sheets</p> <p>Gen Ed UG online begins</p>		<p>New Gen Education for entire University</p>

Existing General Education with “new” courses replacing “old”



Action Steps

- Analyze the “required” elective courses within General Education
 - Collapse the amount of resources tied up in offering Gen Ed
 - Institutional optimization and enhancement
 - Identify duplication and remove unnecessary blocks
- Ultimately this will result in fewer courses and instructional FTE in some disciplines

MI Pallante

Senate report summary

1. Ad Hoc general Education Committee-
 - a. Composition—3 faculty (Leskiw, Pallante Smith) 3 appointed by Administration, SGA rep- Alex Papa
 - b. Facilitate communication between various campus factions
 - c. Develop Blueprint for Gen. Ed. Senate approval Plus 4
 - i. Current framework of a Core (8 courses) plus four
 - ii. Core composition set by ODHE-1 Composition, 1 Math, 2 Social/Behavioral Science, 2 Arts and Humanities, 2 Natural Science (1 with lab) Form basis of Ohio 36 (Transfer module)
 - d. Plus 4
 - i. 1 course to be 2nd Writing (Writing in the discipline) under development by EWL
 - ii. Remaining 3 courses—students (programs) have 3 options
 1. Student Selection from Gen ed options
 2. Prescribed by Programs
 3. Micro-credential (Limited choices around theme—Possibilities might include Leadership, Wellness etc.
 - e. Tentative report by February Senate meeting
2. Pete Complete—after rigorous, but civil discussion Senate voted not to endorse the plan.
 - a. Issue 1—only has all or nothing, opt out. Felt it should be opt in
 - b. Benefits STEM student at cost to others.
 - c. Felt it would discourage faculty from seeking out lower or open access choices
3. Endorsed resolution to make World Language requirement a programmatic decision
 - a. Included vigorous debate on state of World languages at university.. general sentiment that Languages were needed by YSU students but administrative decisions have neglected student needs. (See attached)

Necessity of World Languages in the BA

- YSU graduates should be:
 - Functionally proficient in the second language in the United States
 - We don't have enough Spanish speakers in local school districts
 - We don't have enough Spanish speakers in Nursing, Education, Criminal Justice, Communications
 - Importance of Italian and French in opera, vocal performance (pronunciation)
 - Importance of Italian and French in Art and Art History
 - Importance of studying another language for graduate study which many students who complete BAs do go on for further study after their undergraduate degrees
 - YSU should be offering at least as many languages as local high schools are offering

Necessity of World Languages in the BA

- YSU graduates are to be:
 - Global Communicators
 - Workforce-Ready
- Studying another language:
 - Provides learners with another problem-solving skill set
 - Develops students' access to logic, reasoning, cognitive flexibility, patterns, codes, similarly to mathematics and computer programming
 - Provides cognitive and neurological benefits (working memory, spatial reasoning, vocabulary, metalinguistic awareness, protection against age-related decline)
 - Provides social, creative benefits of thinking in two languages
 - Increases economic, financial benefits of being able to live and function in two languages and cultures

Necessity of World Languages in the BA

- Recent YSU focus on **global communication**, internationalism, study-abroad programs, increased international student enrollment
- YSU cannot legitimately offer anything with “international studies” without languages
 - International business
 - International relations/policy
 - International political science
 - Intercultural communications

WL Requirement in Ohio Public Universities

Bowling Green State University	College of Arts & Sciences	up to 4 semesters (16 hrs)
Central State University	Coll Humanities, Arts, & Social Sciences	2 semesters (8 hrs)
Cleveland State University	College of Arts & Sciences	2 university courses
Kent State University	College of Arts & Sciences (BA & BS)	BA: 14-16 hrs, BS: 8 hrs
Miami University	College of Arts & Sciences, other colleges	4 semesters (through 202)
Ohio University	College of Arts & Sciences (BA & BS)	BA: 4 sem 2120; BS: 2 sem 1120
Ohio State University	College of Arts & Sciences (BA & BS), Intl Business	3 semesters (12 hrs)
Shawnee State University	Dept of English and Humanities	2 semesters (6 hours)
University of Akron	College of Arts & Sciences	4 semesters (Int II, 202 course)
University of Cincinnati	College of Arts & Sciences	2 semesters (10 -12 hrs)
University of Toledo	College of Arts & Letters	4 semesters (Int II, 2150 course)
Wright State University	College of Liberal Arts --BA	4 semesters (2020 course)
Youngstown State University	BCLASSE —BA, CCCA —BM, CBA —BA, STEM —BA, BS	2 semesters (8 hrs)

MEMORANDUM

Date: October 17, 2023

To: Dr. Brien Smith, Provost and Vice President for Academic Affairs

From: Office of Research Services (ORS)

Re: FY24 First Quarter Report

Please see attached the FY24 First Quarter Report as prepared for delivery to the Academic Excellence and Student Success Committee of the Board of Trustees.

ORS staff managed **55** grant administration activities during this quarter (**20** submissions and **35** awards/contracts). Additionally, the IRB processed 38 new protocols and 10 modifications.

Notable highlights:

- YSU was awarded over \$2M from the ODHE Great Minds Fellowship.
- Dr. Powe, Associate Professor of Public Health received a \$719,008 award from the Centers for Disease Control and Prevention for a community health project.
- Dr. Doug Genna, Professor of Chemistry, was awarded a Research Undergraduate Institution (RUI) award and an Early-Concept for Exploratory Research (EAGER) from the National Science Foundation.
- Dr. Alina Lazar, Professor of Computer Science, received almost \$600,000 from the Department of Energy for a project on pattern recognition in collaboration with Lawrence Berkeley National Laboratory.
- The Division of Workforce Education and Innovation received an award for training in telecommunication (Broadband and 5G).

Accompanying this submission is the FY24 First Quarter Detail Report, which provides greater detail regarding the institutional submissions and awards.

**EXECUTIVE
SUMMARY**

First Quarter Report – FY24
July 1, 2023 to September 30, 2023

Submitted Proposals to External Agencies: Total

Q1 Total Dollars Requested:	\$3,409,965
Q1 Indirect Cost Requested:	\$276,381
Q1 Total Proposals Worked:	25
Q1 Total Projects Submitted:	20

New Awards from External Agencies: Total

Q1 Total Dollars Awarded:	\$6,403,233
Q1 Indirect Costs Awarded:	\$417,016
Q1 Total Projects Awarded:	35

Q1 YTD Comparison:

	FY 23	FY 24
<i>Q1 Submissions</i>	23	20
<i>Q1 Dollars Requested</i>	\$6,548,521	\$3,409,965
<i>Q1 Awards</i>	31	35
<i>Q1 Dollars Awarded</i>	\$4,666,178	\$6,403,233
<i>YTD Submissions</i>	23	20
<i>YTD Awards</i>	31	35

FY23 Q1 Total Active Awards: 127

FY24 Q1 Total Active Awards: 133

FY23 Q1 Total Research Expenditures: \$2,701,711

FY24 Q1 Total Research Expenditures: \$2,745,971

Proposals Submitted to External Agencies
 First Quarter Report – FY24
 July 1, 2023 – September 30, 2023

PI Name	Department	Funding Agency	Amount Requested	Indirect Costs Requested	YSU Cost-Share
Panaitof, C.	Chemical and Biological Sciences	National Science Foundation	\$ 251,181	\$ 41,269	\$ -
Genna, D.	Chemical and Biological Sciences	National Science Foundation	\$ 149,686	\$ 26,485	\$ -
Wakefield, T.	Mathematics and Statistics	Howmet Foundation	\$ 20,000	\$ 4,165	\$ -
Deschenes, R.	Engineering	National Science Foundation	\$ 199,871	\$ 27,877	\$ -
Ehsani, s.	Engineering	National Science Foundation	\$ 196,554	\$ 28,435	\$ -
DeSantis, J.	Engineering	Ohio Dept of Transportation	\$ 61,742	\$ 11,758	\$ -
Wakefield, T.	Mathematics	Ohio Dept of Higher Education	\$ 1,120,000	\$ -	\$ -
Park, B.	Engineering	National Science Foundation	\$ 500,337	\$ 92,475	\$ -
Cortes, P.	Engineering	Nat Aeronautics and Space Administration	\$ 15,000	\$ 3,123	\$ -
Sharma, S.	Engineering	Muskingum Watershed Conservancy District	\$ 73,648	\$ 11,172	\$ -
Sharma, S.	Engineering	Ohio State University	\$ 10,000	\$ 2,082	\$ -
Tyus, J.	Communication	Community Foundation of Mahoning Valley	\$ 5,000	\$ 1,041	\$ -
Tyus, J.	Communication	Community Foundation of Mahoning Valley	\$ 10,000	\$ 2,082	\$ -
Veisz, P.	Small Business Development Center	Department of Defense	\$ 153,104	\$ -	\$ -
Veisz, P.	Small Business Development Center	Ohio Department of Development	\$ 48,996	\$ -	\$ -
Cianciola, E.	Office of Community Engagement	Goodwill	\$ 8,767	\$ 1,826	\$ -
Packard, F.	Student Counseling Services	Ohio Dept of Higher Education	\$ 537,825	\$ 20,064	\$ -
Cianciola, E.	Office of Community Engagement	United Way	\$ 8,534	\$ 1,777	\$ -
McNicholas, R.	Campus Recreation	Nat Intramural-Rec. Sports Ass	\$ 8,250	\$ 750	\$ -



**YOUNGSTOWN
STATE UNIVERSITY**

Ruller, J.	Division of Workforce Education and Innovation	Ohio Department of Development	\$ 26,592	\$ -	\$ -
McNicholas, R.	Campus Recreation	NE Ohio Medical University	\$ 4,878	\$ -	\$ -
TOTAL			\$ 3,409,965	\$ 276,381	\$ -

New Awards from External Agencies
First Quarter Report – FY24
July 1, 2023 – September 30, 2023

PI Name	Department	Funding Agency	Amount Awarded	Indirect Costs Awarded	YSU Cost-Share
Perricellia, K.	Social Work	Dept of Health & Human Services	\$ 181,500	\$ 16,500	\$ -
O'Dell, V.	Nursing	Dept of Health and Human Services	\$ 49,040	\$ -	\$ -
Powe, N.	Graduate Studies in Health and Rehabilitation Sciences	Center for Disease Control and Prevention	\$ 719,008	\$ 26,554	\$ -
Davidson, S.	Graduate Studies in Health and Rehabilitation Sciences	Found for Phys Therapy Research	\$ 7,500	\$ -	\$ -
Davis, D.;	Social Work; Psychological Sciences and Counseling	Ohio Dept. of Higher Education	\$ 2,097,936	\$ -	\$ -
Protivnak, J.					
Italiano, K.	Dean's office BCLASSE	Youngstown City School District	\$ 141,000	\$ 5,000	\$ 22,500
Herman-McMillan, E.	Psychological Sciences and Counseling	Youngstown City School District	\$ 84,360	\$ 5,000	\$ 52,500
Bralich, J.	Humanities and Social Sciences	City of Youngstown	\$ 10,211	\$ -	\$ -
Henning, K.	Dean's office BCLASSE	Ohio Space Grant Consortium	\$ 2,000	\$ -	\$ -
Bralich, J.	Humanities and Social Sciences	City of Youngstown	\$ 13,265	\$ -	\$ -
Bralich, J.	Humanities and Social Sciences	City of Youngstown	\$ 50,000	\$ -	\$ -
Bralich, J.	Humanities and Social Sciences	City of Youngstown	\$ 15,000	\$ -	\$ -
Christiansen-Erb, J.	McDonough Museum	Ohio Arts Connection	\$ 11,292	\$ -	\$ 11,292
Genna, D.	Chemical and Biological Sciences	National Science Foundation	\$ 346,828	\$ 65,194	\$ -
Genna, D.	Chemical and Biological Sciences	National Science Foundation	\$ 149,686	\$ 26,485	\$ -
Lazar, A.	Comp Sci, Info and Eng Tech	Department of Energy	\$ 597,313	\$ 123,340	\$ -
Park, B.	Engineering	Ohio Space Grant Consortium	\$ 16,000	\$ -	\$ 12,500
Park, B.	Engineering	Ohio Space Grant Consortium	\$ 2,000	\$ -	\$ 2,000
Cooper, C.	Chemical and Biological Sciences	Ohio Department of Health	\$ 182,658	\$ 36,531	\$ -



Wakefield, T	Mathematics and Statistics	Howmet Foundation	\$ 20,000	\$ 4,165	\$ -
Borra, V.	Engineering	Intel via Lorain County Community College	\$ 43,000	\$ -	\$ -
Borra, V.	Engineering	Intel via Central State University	\$ 21,500	\$ -	\$ -
Prieto-Langarica, A	Mathematics and Statistics	Mathematical Association	\$ 12,000	\$ -	\$ -
Veisz, K.	Small Business Development Center	Small Business Administration	\$ 3,000	\$ -	\$ -
Veisz, K.	Small Business Development Center	Ohio Dept of Development	\$ 15,000	\$ -	\$ -
Veisz, K.	Small Business Development Center	Small Business Administration	\$ 6,200	\$ -	\$ -
Tyus, J.	Communication	Community Foundation of the Mahoning Valley	\$ 5,000	\$ 1,041	\$ -
Tyus, J.	Communication	Community Foundation of the Mahoning Valley	\$ 2,500	\$ 520	\$ -
Cianciola, E.	Office of Community Engagement	Dept of Education	\$ 200,000	\$ 14,259	\$ -
Cianciola, E.	Office of Community Engagement	Dept of Education	\$ 223,966	\$ 16,034	\$ -
Cianciola, E.	Office of Community Engagement	Dept of Education	\$ 223,966	\$ 16,034	\$ -
Ekstrand, L.	Division of Workforce Education and Innovation	Dept of Labor	\$ 883,912	\$ 60,359	\$ -
Janofa, D.	Division of Workforce Education and Innovation	Ohio Dept of Education	\$ 20,000	\$ -	\$ -
Ruller, J.	Division of Workforce Education and Innovation	Ohio Dept of Development	\$ 26,592	\$ -	\$ -
Ekstrand, L.	Division of Workforce Education and Innovation	DriveOhio	\$ 20,000	\$ -	\$ -
TOTAL			\$ 6,403,233	\$ 417,016	\$ 100,792

CURRENT ACCREDITATION ACTIVITY
December 2023

Summary of recent site visits:

- The Engineering Technology Accreditation Commission of the Accreditation Board for Engineering and Technology (ETAC-ABET) accreditation team conducted a site visit October 15-17 and provided YSU with the Program Assessment Forms (PAF)/Exit Statement, which included only minor concerns for each program (CCET, MET, EET AAS & BSAS programs). No weaknesses or deficiencies were reported.

Summary of recent accreditation actions:

- On August 3, 2022, the Higher Learning Commission (HLC) notified YSU of successful completion of the Year 4 Assurance Review with no recommended monitoring.
- On July 30, 2018, the HLC continued the accreditation of YSU with the next Reaffirmation of Accreditation scheduled to occur in 2027-28.

Details:

Program	Status
Art National Association of Schools of Art and Design (NASAD)	The annual HEADS report, affirmation statement, and audit were submitted July 5, 2022. NASAD was notified of a change of institutional representative for 2022-2023. A Notice of Intention to Apply for Renewal Membership (ten year) was submitted for Spring 2026. An optional accreditation review consultative visit is scheduled and confirmed for Fall 2024. NASAD site evaluation team members are confirmed for a visit during Spring 2026.
Athletic Training Commission on Accreditation of Athletic Training Education (CAATE)	The Master of Athletic Training program was granted initial accreditation for five years by CAATE in 2018. The MAT program is currently in good standing with CAATE. The program completed its self-study site visit with the CAATE peer reviewers in March 2023. A ten-year reaccreditation was awarded in August 2023.
Business AACSB International—The Association to Advance Collegiate Schools of Business	AACSB International approved the extension of accreditation in January 2020. Accreditation of the undergraduate and graduate business programs was extended for the standard five years. The next accreditation review will be in Fall 2024 with the Continuous Review report due 60 days before the peer team visit.

Program	Status
<p>Chemistry American Chemical Society (ACS)</p>	<p>The Committee on Professional Training (CPT) of the American Chemical Society (ACS) notified YSU in September 2023 that its BS Chemistry program has met all requirements in the ACS guidelines for reaccreditation. The CPT recommended continuation of ACS accreditation through 2029.</p>
<p>Counseling Council for Accreditation of Counseling and Related Educational Programs (CACREP)</p>	<p>The Council for Accreditation of Counseling and Related Educational Programs (CACREP) granted full accreditation to the MS. Ed. in Counseling—Addiction Counseling, Clinical Mental Health Counseling, School Counseling, and Student Affairs/College Counseling program tracks for the full eight-year period, until March 31, 2031.</p>
<p>Dental Hygiene Commission on Dental Accreditation (CODA)</p>	<p>The self-study for continuing accreditation of the Dental Hygiene program was submitted in September 2017. This was the initial site visit following the transition from the Associate of Applied Science (AAS) degree to the Bachelor of Science in Dental Hygiene (BSDH) degree. A site visit occurred in November 2017, and the program was awarded full accreditation status, Approval Without Reporting Requirements, at the 2018 ADA CODA Summer Commission meeting. The accreditation cycle for allied dental programs is seven years. The next site visit will be in 2025.</p>
<p>Dietetics Program Academy of Nutrition and Dietetics (AND)</p> <p>Accreditation Council for Education in Nutrition and Dietetics (ACEND)</p>	<p>The two ACEND-accredited dietetics programs are the Didactic Program in Dietetics and the Dietetics Future Model/DFM (MPH-RDN graduate track).</p> <p>The graduate level MPH-DFM (Master’s in Public Health-Dietetic Future Model) continues in good standing, but the decision has been made to not seek future reaccreditation in 2023 due to lack of enrollment. An accreditation decision letter was issued in July 2023 approving the close-out plan. The program will remain accredited until December 31, 2026. The program director will provide the accrediting body with yearly reports on program progress and support until the close date.</p> <p>The BSAS-Didactic Program in Dietetics is in good standing and accredited through June 2028.</p>

Program	Status
Dietetics (continued)	The DPD-MHHS 4+1 (Didactic Program in Dietetics-Master's in Health & Human Services) allows students to meet the new eligibility requirements for the Registered Dietitian credential (Master's degree or higher) as they apply for supervised practice. Graduates of the DPD who do not wish to become Registered Dietitians may graduate with the BSAS and earn the Nutrition and Dietetic Technician credential without further educational or experiential learning requirements.
Education and Licensure Programs The Council for the Accreditation of Educator Preparation (CAEP) Accreditation occurs at the unit (BCOE) level.	The Council for the Accreditation of Educator Preparation (CAEP) conducted a site visit of YSU's Beeghly College of Education on April 2-4, 2017. CAEP's Accreditation Council granted accreditation status effective Fall 2017 through Fall 2024. The next site visit will occur in Fall 2024.
Engineering Engineering Accreditation Commission of the Accreditation Board for Engineering and Technology (ABET)	The Electrical Engineering, Civil Engineering, Chemical Engineering, and Mechanical Engineering programs are fully accredited by ABET until 2026. Industrial Engineering went from "program deficiency" to "program weakness," a finding which means that the program has been removed from "show cause." Industrial Engineering is now fully accredited until 2026.
Engineering Technology Engineering Technology Accreditation Commission of the Accreditation Board for Engineering and Technology (ETAC-ABET)	Final findings from ETAC of the ABET visit were received on August 29, 2018. The AAS and BSAS Engineering Technology programs (CCET, EET, and MET) are accredited through September 30, 2024. Applications to renew accreditations for all AAS & BSAS Engineering Technology Programs were submitted. The accreditation team's comprehensive visit occurred Fall 2023 and the team's final report will follow.

Program	Status
<p>Exercise Science Committee on Accreditation for the Exercise Sciences (CoAES) / Commission on Accreditation of Allied Health Education Programs (CAAHEP)</p>	<p>The Committee on Accreditation for the Exercise Sciences (CoAES) granted initial accreditation of the undergraduate Exercise Science program on May 18, 2018. The accreditation is for five years. The yearly report was submitted in July 2023. A site visit is expected this academic year.</p>
<p>Forensic Science American Academy of Forensic Sciences (AAFS)</p>	<p>Application for initial accreditation is pending. Program self-study and site visit will follow.</p>
<p>Long-Term Care Administration National Association of Long-Term Care Administrator Boards (NAB)</p>	<p>The Long-Term Care Administration program submitted its accreditation review to the National Association of Long-Term Care Administrator Boards (NAB) in Spring 2022, and the submission was approved by NAB. Due to the discontinuation of the Long-Term Care program, the decision was made to bring the long-term care administration track into the Master of Health and Human Services. This program is currently seeking NAB accreditation of the Healthcare/Long-Term Care Administration track. The Master in Health and Human Services accreditation application was submitted with a site visit on October 2-3; a rejoinder report was sent October 13. The NAB accreditation committee has voted to hold the application in abeyance through the 2024 mid-year meeting to allow YSU to meet the mandatory requirements.</p>
<p>Medical Laboratory Technology National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)</p>	<p>The Medical Laboratory Technology program self-study and response were submitted in Spring 2020. A virtual site visit was conducted in July 2020. The program as awarded ten years of accreditation through 2030. The annual report was submitted in October 2022.</p>

Program	Status
<p>Medical Laboratory Science National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)</p>	<p>An initial accreditation application was submitted to NAACLS in 2014 with the full self-study submitted in 2016. The site visit occurred in 2017. The site visit team found no standards violations and awarded a full seven-year accreditation.</p> <p>The Medical Laboratory Science completion program submitted its self-study on April 1, 2022. The site visit was completed in October 2022, and no issues were cited. The program has been awarded the maximum ten-year accreditation.</p>
<p>Music National Association of Schools of Music (NASM)</p>	<p>In 2012, the NASM Commission on Accreditation voted to continue YSU and the Dana School of Music in good standing. In July 2016, the NASM Commission on Accreditation accepted YSU's Application for Plan Approval of Dana's Bachelor of Music in Music Recording.</p> <p>The NASM Commission on Accreditation has scheduled an accreditation full review and site visit for April 7-9, 2024.</p>

Program	Status
<p>Nursing Ohio Board of Nursing (OBN)</p> <p>Accreditation Commission for Education in Nursing (ACEN)</p> <p>Commission on Collegiate Nursing Education (CCNE)</p> <p>Council on Accreditation of Nurse Anesthesia Educational Programs (COA) St. Elizabeth Health Center School for Nurse Anesthetists, Inc. (YSU MSN nurse anesthesia option only)</p>	<p>The OBN has scheduled an approval visit for the ADN program for March 11-12, 2024.</p> <p>A candidacy application will be submitted to ACEN for the new Associate Degree in Nursing (ADN) program in Fall 2024.</p> <p>ACEN recently granted continuing accreditation for the BSN programs for the maximum eight years. The next evaluation visit will occur in Spring 2030.</p> <p>CCNE recently granted continuing accreditation for the BSN, MSN, and post-graduate APRN certificate programs for the maximum ten years. The next evaluation visit will occur in Spring 2032.</p> <p>The last MSN class will graduate in December 2022. The Doctor of Nursing Practice program matriculated on May 17, 2021. Both programs are accredited. The next evaluation will occur in Spring 2027.</p>
<p>Physical Therapy Commission on Accreditation in Physical Therapy Education (CAPTE)</p>	<p>The MPT has been discontinued. Accreditation now applies to the DPT program approved by HLC in 2008. Ten-year accreditation was reaffirmed in 2014 with a compliance report due in 2015. This report was submitted, and CAPTE granted the program continuing accreditation.</p> <p>The current status of the program is accredited. A progress report was submitted September 1, 2022. After review, the program was granted continued accreditation. Annual reports are required, and a site visit will occur in Spring 2025.</p>
<p>Public Health (Consortium of Eastern Ohio Master of Public Health) Council on Education for Public Health (CEPH)</p>	<p>The MPH is offered by a consortium of institutions including YSU. Initial accreditation was earned in 2003. In October 2009, the Council on Education for Public Health (CEPH) renewed accreditation for seven years until 2016. A 2016 site visit resulted in all compliant findings. In June 2017, the program received official notification of full accreditation with the seven-year accreditation</p>

Program	Status
	<p>term ending July 1, 2024. In order to align with site visit workload, CEPH offered on December 6, 2021, to extend the CEOMPH accreditation term until July 1, 2025, which was accepted.</p>
<p>Respiratory Care Commission on Accreditation for Respiratory Care (CoARC)</p>	<p>Continuing re-accreditation status for the next ten years was conveyed for the BSRC entry into practice on July 21, 2021, at the CoARC quarterly meeting.</p> <p>Both the BSRC degree advancement (completion program) and the Master of Respiratory Care programs were conferred accreditation status in July 2021 at CoARC’s quarterly board meeting.</p> <p>Virtual site visits for these two programs were completed May 10-11, 2021, without programmatic issues. Provisional initial accreditation was conferred at the CoARC quarterly board meeting. In the interest of substantial financial savings, the site visits were scheduled as one CoARC visit. The site visits were performed virtually while retaining the multiple program savings.</p> <p>All three programs performed a Report of Current Status (RCS) evaluation in July 2022 that was accepted by CoARC to have met or exceeded all accreditation standards for the year. The program continues to meet CoARC’s high academic standards.</p> <p>YSU has increased capacity of the BSRC entry into practice program, placing initial cohort enrollment at 25 allowable students per cohort to enter, which is maximum for classroom capacity, clinical rotation sites, and accreditation standards.</p>
<p>Social Work Council on Social Work Education (CSWE)</p>	<p>At its February 2021 meeting, the Commission on Accreditation (COA) voted to reaffirm accreditation for eight years, ending in October 2027 due to a one-meeting deferment received this cycle.</p>

Program	Status
Social Work (continued)	<p>The BSW program requested permission from CSWE to offer the program fully online (virtual synchronous). The request for online delivery status was submitted December 2022 and approved by email notification on May 19, 2023, with a formal approval notice forthcoming.</p> <p>The BSW and MSW programs are scheduled for re-accreditation assessment in 2027.</p>
<p>Theatre National Association of Schools of Theatre (NAST)</p>	<p>Due to cuts in the number of tenure-track faculty and ongoing staffing issues, the Dana School of Music and University Theatre officially resigned its NAST accreditation effective May 3, 2018, and will not seek reaccreditation until these issues have been resolved. Additional faculty reduction preceding the 2021-2022 academic year has further delayed the program's ability to reapply for specialized accreditation.</p>
<p>World Languages and Cultures American Council on the Teaching of Foreign Languages (ACTFL) Recognition for Italian Education and Spanish Education</p>	<p>The appropriate accrediting bodies are being notified that the Italian Education and Spanish Education programs are being deactivated.</p>

Update on Assessment of Student Learning

YSU has made and continues to make progress in fostering meaningful and relevant assessment of student learning.

Assessment of Student Learning Activities

- **Academic Assessment:** Academic programs engage in assessment reporting on a five-year cycle through an Assessment Plan, Assessment Update, or a Cycle Reflection. Reports were due October 31, 2023. Programs can request a submission extension. Programs identified for sunset through APEEI with enrolled students complete a shortened Teach Out Update. As of November 9, 44% of academic programs have submitted reports, with another 33% requesting extensions through the end of the fall semester. Institute for Teaching and Learning Staff will outreach to the remaining 23% of programs to support their annual assessment submission. As part of the Assessment Council, ten volunteer reviewers will review submissions this fall and winter. Feedback will then be shared with programs and made available to chairs and deans.
- **Co-Curricular Assessment:** Co-curricular programs continue to engage at high levels with student learning assessment. Reports were due the end of June 2023 with all but one program submitting. In September, five peer review feedback groups met to discuss submissions and provide feedback on assessment processes. Feedback was summarized and sent to programs via Taskstream AMS. The Institute for Teaching and Learning continues to consider ways to support co-curricular assessment. Most recently, the Assistant Director of Assessment co-presented with the YSU Director of Campus Recreation at the Ohio Recreational Sports Association Annual Meeting to highlight best practices in partnerships between assessment staff and student affairs staff.
- **Statewide Collaboration:** The Assistant Director of Assessment continues to meet monthly with other Ohio assessment coordinators from Bowling Green State University, Cleveland State University, University of Akron, Kent State University, and Shawnee State University to ensure YSU meets standards related to the assessment of student learning.

Current Student Data Collection

- **National Survey of Student Engagement:** YSU participated in the National Survey of Student Engagement (NSSE) in Spring 2023. All first-year and senior students were invited to participate. In addition to providing the standard survey questions, the NSSE asked students to complete two topical modules: Civic Engagement and First Year Experience/Senior Transitions. The NSSE survey had a 20% response rate. As of November 9, the NSSE data has been disseminated as an overview webinar, shared data and reports folders available to anyone with a YSU login credential, and tailored college-level reports. The Institute for Teaching and Learning also has partnered with the Honors College and Office of Community Engagement to share specific civic engagement data that may be of use

in pursuing the Carnegie Community Engagement designation. Data will continue to be shared widely across campus in the spring through an annual Lunch and Learn series.

General Education Assessment

General Education assessment is being re-evaluated as YSU transitions to university-wide learning outcomes and continues the General Education program transformation process. YSU adopted university-wide learning outcomes during the 2022-2023 academic year and then embarked upon a revision to the General Education program. After assessment of the legacy (2012) General Education curriculum stalled during the pandemic, a three-pronged assessment strategy was initiated during the Fall 2023 semester. This strategy includes: 1) capturing and assessing relevant ROAD data (this process is ongoing); 2) gathering updates from departments and programs with ongoing assessment strategies (ongoing); and 3) preparing plans for a staggered General Education assessment plan with a three-year rotation (2024-2025 STEM, 2025-2026 Social Science and Arts & Humanities domains, and 2026-2027 Written and Oral Communication domains).

ACADEMIC PROGRAMS UPDATE DECEMBER 2023

1. Undergraduate Program Development:

Undergraduate Program Actions Requiring Board of Trustees Action and/or Notification or Approval by the Ohio Department of Higher Education

Since the last set of YSU Board of Trustees meetings, the Ohio Department of Higher Education (ODHE) has approved the following undergraduate program changes:

- A request to place the **Multi-Age Spanish Education** program into dormancy was approved.

2. Graduate Program Development:

Graduate Program Actions Requiring Board of Trustees Action and/or Notification or Approval by the Chancellor's Council on Graduate Studies (CCGS)

- The **MS in Data Science and Statistics** was approved by CCGS, HLC, and ODHE. The program is now available for fall 2024 admission.
- An EdD specialization—**Higher Education Administration and Leadership**—was approved by CCGS.
- A new **Post-Master's Certificate in Higher Education Administration and Leadership** was approved by campus committees (CCGS approval is not necessary) and will be available for fall 2024 admission.
- A request for a combined Bachelor's to Master's program in **BS in Applied Science in Criminal Justice** to an **MS in Criminal Justice** was approved by CCGS.
- A request for a combined Bachelor's to Master's program in **BSAS Forensic Science, BS Chemistry, BA Chemistry, and BS Biochemistry** to an **MS in Chemistry** is being reviewed by CCGS.
- A request for a combined Bachelor's to Master's program in **Bachelor of Science in Computer Science** to a **Master in Computing Information Systems** is being reviewed by CCGS.
- A request for a combined Bachelor's to Master's program in **Bachelor of Science in Mathematics, Computer Science, Information Technology, Economics, Psychology, Biology, Chemistry, Physics, Geology, Environmental Science, Industrial and Systems Engineering** to a **Master of Science in Data Science and Statistics** is being reviewed by CCGS.

- A request for a combined Bachelor's to Master's program in **Bachelor of Engineering in Chemical Engineering, Civil Engineering, Industrial and System Engineering, Electrical Engineering, and Mechanical Engineering** to a **Master of Science in Chemical Engineering, Civil & Environmental Engineering, Industrial & System Engineering, Electrical & Computer Engineering, and Mechanical Engineering** is being reviewed by CCGS.
- A request to change the degree name from Master of Music in Theory and Composition to **Master of Music in Composition** was approved by CCGS.

**RESOLUTION TO MODIFY
SELECTION OF DESIGN PROFESSIONALS FOR UNIVERSITY
CAPITAL PROJECTS POLICY, 3356-4-07**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**

3356-4-07 Selection of design professionals for university capital projects.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: VP for Finance and Business Operations
Revision History: June 2002; June 2008; December 2013;
December 2018; [December 2023](#)
Board Committee: Finance and Facilities
Effective Date: ~~December 6, 2018~~ [December 7, 2023](#)
Next Review: ~~2023~~ [2028](#)

- (A) Policy statement. ~~Selection~~ [The selection](#) of architects/engineers for university capital projects is based on [the](#) size, complexity, and estimated cost of the project. ~~Projects may be completed by the university architect and~~ [When designing and planning capital projects, the university may use internal personnel or by an external architect/-engineer. For projects requiring an external architect/engineer, a competitive selection process will be used based upon an evaluation of submitted proposals followed.](#) Selection of external architect/engineers for state-administered projects may include the Ohio facilities construction commission (“OFCC”). In all cases, the selection process will conform to Chapter 153. of the Revised Code. ~~Projects limited in scope to mechanical, electrical, structural, or building envelope maintenance will not be subject to this policy. In selected cases, state authorized alternative project delivery methods may be utilized.~~
- (B) Parameters.
- (1) ~~All~~ [Capital](#) projects subject to this policy ~~will be publicly advertised according to institutional or state requirements.~~ [include construction and renovation projects defined by rule 3356-4-15 of the Administrative Code \(see university policy 3356-4-15, “University construction/renovation projects”\).](#)
 - (2) [Projects limited in scope to mechanical, electrical, structural, or building envelope maintenance are not subject to this policy.](#)
 - (3) [Projects will be publicly advertised in accordance with state or university requirements.](#)

~~(2)~~(4) Approved projects will be shared for information purposes at regularly scheduled meetings of the finance and facilities committee of the board of trustees. ~~It is recognized that on rare occasions, and where timely decisions are required, it may not be feasible to immediately convene a meeting of the finance and facilities committee. In such cases, the university president and the finance and facilities committee chairperson will agree upon an appropriate procedure to be followed.~~

~~(3)~~(5) The associate vice president for facilities maintenance will determine the appropriate representative(s) to serve on the project teams, in consultation with the area officer, ~~for~~ of the project's primary user department. A member of the board of trustees may also be included on the project team.

(C) Procedures.

There are four general procedures that may be used to determine the use and selection of architects/engineers for capital projects. ~~It is recognized that under a particular situation, one or more modifications may need to be made to accommodate the requirements of a specific project.~~

The director of planning and construction will prepare a preliminary estimate of costs and scope of all projects. A recommendation including these factors and the ~~capability~~ capacity of internal personnel to complete the project, will be ~~submitted to~~ reviewed by the associate vice president of facilities maintenance for determination of the procedures to be followed.

- (1) Classification one. Capital projects designed by university staff.
 - (a) The associate vice president for facilities maintenance will appoint a project team and chairperson for each project.
 - (b) The team will typically include two or three university professional staff members and one or more users of the space to be constructed. ~~The team chairperson will maintain and regularly distribute minutes of all meetings.~~
 - (c) The team chairperson will work closely with the members of the department/unit that will occupy the space being

designed and ~~maintain~~ manage the project's scope and costs ~~of the project~~ within the availability of project funds.

- (2) Classification two. Capital projects administered and designed by external architects/engineers.
- (a) The associate vice president for facilities maintenance will appoint a project team and chairperson for each project.
 - (b) The team will typically include two or three university professional staff members and one or more users of the space to be constructed. ~~The team chairperson will maintain and regularly distribute minutes of all meetings.~~
 - (c) The project team will determine the desired qualifications needed by the architect/engineer for the project. These qualifications, along with the scope of the project, will be stated in the request for qualifications ~~(“RFO”).~~
 - (d) The ~~RFO~~ request for qualifications will be posted on the register of Ohio at the OFCC website ~~in order~~ so that design firms may express an interest in being considered for university projects. ~~Additional firms may be solicited through an advertisement in “The Vindicator.”~~ Projects may also be advertised in local print media when appropriate.
 - (e) The project team will evaluate submitted proposals and, if appropriate, interview firms in accordance with the Ohio department of administrative services procedures. (See section 3345.50, Chapter 125. and Chapter 153. of the Revised Code, and Chapter 123:5-1 of the Administrative Code.) The team will submit a ranked list of firms, based on average composite scores and with recommendations, to the ~~executive director of facilities and support services~~ associate vice president for facilities maintenance for approval.
 - (f) The selected firm, for informational purposes, will be reported to the board of trustees.

- (3) Classification three. Capital projects administered by the state and designed by external architects/engineers.
- (a) All state department of administrative services procedures, including advertising and determination of firms selected for interview, will be followed. (See section 3345.50, Chapter 125, and Chapter 153, of the Revised Code, and Chapter 123:5-1 of the Administrative Code.)
 - (b) The project team and representative(s) of the OFCC will follow the procedures established by the OFCC to select the architect/engineer for the project.
 - ~~(d)~~(c) The selected firm, for informational purposes, will be reported to the board of trustees.
- (4) Classification four. Alternative project delivery methods.
- (a) On a case-by-case basis, the administration may designate a capital project for construction using state-approved alternative delivery methods such as design-build or construction manager. The university administration will select the design-build firm or construction manager following procedures established by the OFCC and will inform the board of trustees at their next regularly scheduled meeting.
 - (b) The university will follow the guidelines for this alternative delivery method as established by the OFCC.

**RESOLUTION TO MODIFY
BUDGET TRANSFERS POLICY, 3356-3-11.1**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis;
and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

3356-3-11.1 Budget transfers.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: VP for Finance and Business Operations
Revision History: December 2004; December 2008; March 2013;
June 2018; June 2023; [December 2023](#)
Board Committee: Finance and Facilities
Effective Date: ~~June 22~~[December 7, 2023](#)
Next Review: 2028

- (A) Policy statement. The board of trustees will approve a policy for budget transfers within operating budget accounts and between university funds.
- (B) Purpose. Establish a policy for the transfer of university funds.
- (C) Parameter. The board of trustees will approve an operating budget for each fiscal year prior to the beginning of that fiscal year (July first). From time to time it will be necessary to transfer funds within and outside of the operating budget.
- (D) Definitions.
 - (1) “Auxiliary funds” - funding for enterprises that exist to furnish goods or services to students, faculty, or staff, or incidentally to the general public. Auxiliary enterprises generate revenue from fees that are directly related to the cost of the goods or services. University auxiliaries include the bookstore, Kilcawley center, housing services, parking services, intercollegiate athletics, Andrews wellness and recreation center, and the museum of labor and industry.
 - (2) “Budget transfers” - budget reallocations from one account to another account that will change the available balance of two or more budgets.
 - (3) “Designated funds” - unrestricted funds internally transferred from an operating budget for a specific purpose and available for expenditure in the current budget year and/or succeeding budget years.

- (4) “General funds” - current unrestricted funds primarily sourced from student tuition and fees and state of Ohio appropriations and expended for instruction, student services, institutional support, maintenance and operations, and financial aid.
 - (5) “Institution-wide accounts” - university-wide accounts that are assigned to a unit or department for management that benefit the entire university.
 - (6) “Inter-fund transfers” - budget transfers to and from accounts from different funds.
 - (7) “Operating budget” - general and auxiliary funds representing the operating activities of the university for a given fiscal year. Excluded from the operating budget are designated funds, plant and capital funds, restricted funds, endowments and funds functioning as endowments.
 - (8) “Operating Reserves” - funds functioning as endowments sourced from general and auxiliary funds that are specifically designated as the institution’s primary operating reserves to be used as contingency funds to support emergency budget shortfalls and/or unexpected operating deficits. These reserves also serve as the basis for maintaining long-term investments and positive financial ratios.
 - (9) “Signature authority” - a university employee who has been designated as a financial manager and given spending authority for a specific account(s) or fund(s).
 - (10) “Area division officer” - an executive officer of the university who maintains overall leadership for a particular division of the university. Area division officers include the president, provost, and vice presidents.
- (E) Procedures.
- (1) Budget transfers within operating budget accounts.
 - (a) Any reallocation of funds within the overall operating

budget level established by the board of two hundred fifty thousand dollars or more will be reported as an information item at the next finance and facilities committee meeting.

- (b) Signature authorities have authority to transfer operating funds within and among all accounts under their area(s) of responsibility, with the exception of:
 - (i) From permanent salary and fringe benefit accounts; and
 - (ii) From institution-wide accounts.
 - (c) Transfers to permanent salary accounts for the purpose of creating new positions require the approval of the vice president for finance and administration or his/her designee.
- (2) Inter-fund transfers.
- (a) Inter-fund transfers of fifty thousand dollars or more, including year-end transfers, will be approved by the appropriate financial manager(s) and will be reported as an information item at the next finance and facilities committee meeting.
 - (b) Inter-fund transfers of one hundred thousand dollars or more for operating purposes or for any purpose other than a specific capital improvement project will be approved by the appropriate area division officer and by the board of trustees.
 - (c) Inter-fund transfers for specific capital improvements or construction projects will be approved by the appropriate area division officer and by the vice president for finance and administration. Inter-fund transfers for capital improvements or construction projects of five hundred thousand dollars or more will be approved by the board of trustees.
 - (d) Inter-fund transfers approved by the board of trustees as part of the operating budget approval or modification

process will not be reported further.

(e) Transfers requiring the approval of the board of trustees but which are time-sensitive due to an emergency or other compelling reasons, may be authorized by the vice president for finance and business operations, or designee, and approved by the board of trustees at its next scheduled meeting. Retroactive approval by the board of trustees shall be limited to exceptional circumstances.

(3) Operating reserve transfers.

- (a) The university shall maintain an operating reserve fund sourced from the general fund. Transfers into the general fund operating reserve will generally occur as part of the operating budget approval procedures outlined in rule 3356-3-11 of the Administrative Code (see university policy 3356-3-11, “Operating budget approval and modification”).
- (b) It is a goal for the university’s auxiliary enterprises to also maintain separate operating reserve funds with targeted balances comparable to the general fund operating reserve in percentage terms.
- (c) Transfers out of the operating reserve funds must be approved by the board of trustees regardless of the amount to be transferred.

**RESOLUTION TO APPROVE
INTERNATIONAL MEAL PLAN REQUIREMENT**

WHEREAS, Ohio law provides that each Board of Trustees of state-assisted institutions of higher education may establish special purpose fees, service charges, and fines and penalties; and

WHEREAS, the University is seeking to provide adequate food options for first-year undergraduate international students effective Spring semester 2024;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the proposed international meal plan requirement, attached hereto.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**

International Meal Plan Requirement (*proposed implementation Spring Semester 2024*)

Purpose – The meal plan requirement facilitates convenient access to food options while international students are establishing housing and transportation plans and developing familiarity with campus options. This requirement utilizes existing campus resources, eliminating the need for staff to coordinate and implement large group meal options during orientation and onboarding. Meal plan funds may be used during the orientation process and carry-over for use in the academic year.

Student Experience proposes the following changes for consideration:

- 1) In order to provide adequate food options for **first year undergraduate international students** arriving to campus for orientation, or any new international student living in university residence halls, students will be assessed a \$100 meal plan fee for spring early arrival and \$140 meal plan fee for fall early arrival.
 - \$100 Spring Fee Includes \$75 Pete's Points and \$25 Flex Points
 - \$140 Fall Fee Includes \$70 Pete's Points and \$70 Flex Points
 - **Flex Dollars** have a dollar-for-dollar value and can be used at many on-campus locations, including Christman Dining Commons, many grab-and-go locations in academic buildings, and many locations in Kilcawley Center. Please see our campus dining map for details. Flex Dollars roll over from fall to spring semester. Flex Dollars expire at the end of the academic year (in May) and should be used before the end of finals week.
 - **Pete's Points** have a dollar-for-dollar value and can be used at all on-campus locations, including all locations where Flex Dollars are accepted, as well as many off-campus partner locations near campus. Please see our campus dining map for details. Pete's Points roll over from fall to spring semester, Pete's Points expire at the end of the academic year (in May) and should be used before the end of finals week.

**RESOLUTION OF INTENT
TO LOCALLY ADMINISTER CAPITAL FACILITIES PROJECTS
AT ANY VALUE**

WHEREAS, Youngstown State University (“University”) receives state capital appropriations on a biennial basis for the purpose of capital facilities projects; and

WHEREAS, Ohio Revised Code Section 3345.51 authorizes a state university to administer any capital facilities project for the construction, reconstruction, improvement, renovation, enlargement, or alteration of a public improvement under its jurisdiction for which funds are appropriated by the general assembly without the supervision, control, or approval of the Ohio Facilities Construction Commission so long as the board of trustees notifies the Chancellor of Higher Education (“Chancellor”) in writing of its request to administer capital facilities projects and the Chancellor approves that request, and the board of trustees passes a resolution stating its intent to comply with the guidelines established pursuant to sections 153.13 and 153.16 of the Ohio Revised Code and all laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids, and award of contracts with respect to the projects; and

WHEREAS, the University maintains adequate staffing levels and has qualified and experienced staff who have expertise consistent with the number of capital projects being administered by the University and have successfully administered capital facilities projects over several biennia; and

WHEREAS, the University intends to locally administer capital facilities projects for which funds are appropriated by the general assembly without the supervision, control, or approval of the Ohio Facilities Construction Commission; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University, pursuant to Ohio Revised Code Section 3345.51, does hereby request that the Chancellor of Higher Education authorize the University to locally administer all capital facilities projects for which funds are appropriated by the general assembly without the supervision, control, or approval of the Ohio Facilities Construction Commission, and does hereby notify the Chancellor of Higher Education of its intent to have the University administer said capital facilities projects and comply with the guidelines established by Ohio Revised Code Sections 153.13 and 153.16 and all laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids, and award of contracts with respect to the projects.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**

**RESOLUTION TO APPROVE THE
FY 2023 AFFORDABILITY AND EFFICIENCY REPORT**

WHEREAS, Section 3333.95 of the Ohio Revised Code requires the Chancellor of Higher Education to maintain an Efficiency Advisory Committee to ensure that each state college and university prepares an affordability and efficiency report to identify examples of and opportunities for shared services, streamlined administrative operations, and shared best practices in efficiencies among institutions; and

WHEREAS, the Chancellor requires that the Boards of Trustees at each state college and university annually approve each institution's affordability and efficiency report; and

WHEREAS, the Ohio Department of Higher Education has provided a template through which to document and report each institution's efficiency and affordability report; and

WHEREAS, Youngstown State University's FY2023 efficiency and affordability report is a product of a collaborative process that included input from various levels of campus stakeholders to assess progress and capture examples of efficiencies, academic practices, policy reforms, cost savings, redeployment of savings and tangible benefits to students; and

WHEREAS, Youngstown State University's FY2023 report provides evidence of affordability and efficiency in various categories, including direct savings, deferred revenue (direct savings to students), and cost avoidance that would otherwise increase expenses; and

WHEREAS, Youngstown State University faculty provide a high-quality education as evidenced by licensure and certification results, job placement and other measures, and staff contributions to student and institutional success, while tuition and total cost of attendance as reported via IPEDS are amongst the lowest in the state; and

WHEREAS, all sections of the report indicate that Youngstown State University continues to make substantial progress in all categories required by the report; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the FY2023 efficiency and affordability report, attached hereto.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**



FY23 Efficiency Reporting Template

Introduction:

Ohio Revised Code section 3333.95 requires the chancellor of the Ohio Department of Higher Education (DHE) to maintain an “Efficiency Advisory Committee” that includes an “efficiency officer” from each state institution of higher education (IHE). Each IHE must then provide an “**efficiency report**” updated annually to DHE, which is compiled by the chancellor into a statewide report shared at year end with the governor and legislature. The committee itself meets at the call of the chancellor.

The first several Efficiency Reports were heavily influenced by and structured around the Ohio Task Force on Affordability and Efficiency’s October 2015 report “Action Steps to Reduce College Costs” (Task Force). The Task Force report provided many good recommendations that sharpened our focus and set a course for increasing efficiency throughout public higher education in Ohio. Since then, the Efficiency Reports have transitioned to other timely issues. This year’s report will continue that practice.

In addition, there are a number of topics that are required to be addressed per the Ohio Revised Code. Specifically, ORC Section 3333.951(C) requires IHEs to report on their annual study to determine the cost of textbooks for students enrolled in the institution. ORC 3333.951(B) requires Ohio’s co-located colleges and universities to annually review best practices and shared services and report their findings to the Efficiency Advisory Committee. ORC 3345.59(E) requires information on efficiencies gained as a result of the “regional compacts” created in 2018.

The reporting template also requests information regarding college debt and debt collection practices, among other things.

Your Efficiency Report Contact: David Cummins, Associate Vice Chancellor Financial Planning and Oversight, 614-752-9496, dcummins@highered.ohio.gov Please provide your institution’s efficiency report by **Friday, November 3, 2023** via email to OdheFiscalReports@highered.ohio.gov

As in previous years, the Efficiency Reporting Template is structured into the following sections:

- **Section I: Efficiency and Effectiveness** – This section captures information on progress made from strategic partnerships and practices that are likely to yield significant savings and/or enhance program offerings.
- **Section II: Academic Practices** – This section covers areas more directly related to instruction, with an emphasis on actions taken to reduce the costs to students of textbooks, including the options of Inclusive Access and Open Educational Resources.
- **Section III: Policy Reforms** – This section captures state IHE responses to suggested policy reforms originating from state initiatives, including transcript withholding and Second Chance Grants as created in Sub. SB 135.
- **Section IV: Future goals** – In the spirit of continuous improvement, the DeWine-Husted administration continues to request feedback on steps the state can take to support your institution's goals.

For purposes of this report, efficiency is defined on a value basis as a balance of quality versus cost:

- Direct cost savings to students (reducing costs)
- Direct cost savings to the institution (reducing costs)
- Cost avoidance for students (reducing costs)
- Cost avoidance to the college/university (reducing costs)
- Enhanced advising, teaching (improving quality)
- IP commercialization (improving quality)
- Graduation/completion rates (improving quality)
- Industry-recognized credentials (improving quality)
- Experiential learning (improving quality)

These are examples only. Please consider your responses to address broader measures of efficiency, quality, cost and value. Please also note that this is only a template. Feel free to respond in any additional way you believe is helpful.

Youngstown State University

Section I: Efficiency and Effectiveness

Benchmarking

Each institution should regularly identify and evaluate its major cost drivers, along with priority areas that offer the best opportunities for efficiencies. Institutions should also track their progress in controlling costs and improving effectiveness.

1. Does your institution utilize Higher Education Information (HEI) system data to evaluate the efficiency of operations? If so, which data sources are most useful or informative? How can the data provided in HEI be better utilized for this purpose?

Youngstown State University has not used the HEI system but does use the U.S. Department of Education’s Integrated Postsecondary Education Data System (IPEDS) to annually evaluate actual expenses and to help reset budgeted expenses as necessary. As a metric, the University combines IPEDS classifications to facilitate analyses on three overarching expense categories: (1) Academic Excellence, (2) Student Success and (3) Institutional Support. As a strategic goal, YSU strives to prioritize the academic enterprise and other functions that foster student success. Accordingly, annual expenses in the combined category of Academic Excellence and Student Success comprised 79% of total expenses in FY 2023, as summarized as here:



2. What other data, metrics, or benchmarks does your institution utilize to evaluate operational efficiencies and the appropriate balance of instructional vs. administrative expenses? How is such data utilized by your institution? Please summarize and provide an overview of your performance based on each measure.

YSU is sensitive to this question and considers this topic with all spending decisions, including when hiring faculty and staff. Over the past 18 months, each academic support and institutional support area submitted to the YSU Board of Trustees an analysis of the activities and expenditures in each area. By most measures, YSU’s expenditures are in line

with or comparatively lower than the peer groups used for these analyses. These reports are documented in the meeting minutes of the University Affairs Committee of the YSU Board of Trustees. In addition, YSU uses a report published by the American Council of Trustees and Alumni titled, "How Colleges Spend Money." The results of this analysis were reported to the YSU Board of Trustees on June, September 2023, and indicate that YSU's expenditures for administration are comparatively lower than other northeastern Ohio universities (using the mean).

Facilities Planning

In April 2022 the Auditor of State's Office completed a Performance Audit of the facility inventory data maintained by DHE. AOS provided three recommendations within that audit:

- DHE should work to ensure that all institutions report data by a specified date and it should develop and follow internal data verification methods.
- DHE should provide the collected facilities data in a timely manner so that policy makers can make informed decisions relating to necessary changes in the state operating and capital budgets.
- DHE should develop a strategic plan for higher education, with a focus on facilities.

1. How has your institution employed planning and changing use of campus space to reduce costs and increase efficient use of capital resources?

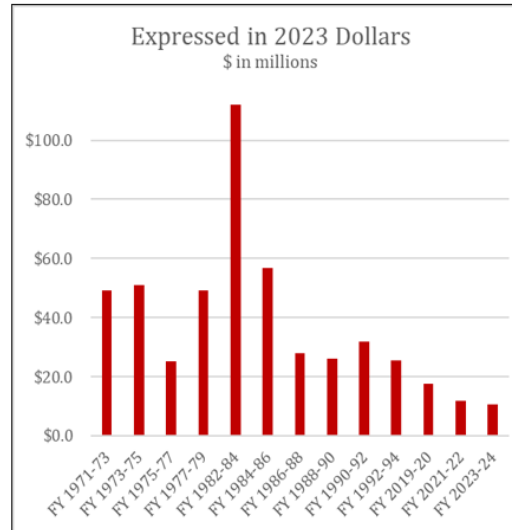
YSU engages in robust planning exercises to assign space and to allocate capital resources. Virtually all of YSU's capital projects encompass improvements to existing space, as opposed to adding new space. YSU uses an [online form](#) to help evaluate requests to modify, renovate and/or change the use of space on campus. These internal processes ensure the optimal and efficient use of capital resources. Note: the acute reduction in state of Ohio capital appropriations over time, as summarized in item 3 below, makes robust capital planning an imperative.

2. How have recent enrollment trends, including changing demographics and the increased utilization of distance learning, impacted facilities planning at your institution?

The trend in YSU's enrollment levels has reduced the need to add net new space on campus. However, the trend in enrollment has had less of an impact than the trend in YSU's levels of state capital appropriations, which have declined dramatically over the past 40 years. A recent analysis showed that, when adjusted for CPI inflation, YSU's capital appropriations for the current biennium are 91% below what funding levels had been during the mid-1980's. This acute decline in state capital funding has led to steady growth in deferred building maintenance and bonded indebtedness statewide. Increasingly, universities like YSU must shift operating dollars to support building and infrastructure needs. For reference, YSU's historical capital appropriations are summarized below:

Capital Biennium*	YSU Capital Appropriations
FY 1971-73	\$6,400,000
FY 1973-75	\$7,100,000
FY 1975-77	\$4,300,000
FY 1977-79	\$9,400,000
FY 1982-84	\$34,572,000
FY 1984-86	\$18,912,000
FY 1986-88	\$10,080,000
FY 1988-90	\$9,863,000
FY 1990-92	\$13,303,000
FY 1992-94	\$11,562,178
FY 2019-20	\$14,584,003
FY 2021-22	\$10,260,000
FY 2023-24	\$10,556,247

*For illustrative purposes; does not reflect every capital biennium over this time period.



- a. Do you see continued increases in distance learning, or do you think that the percentage of courses taken by distance learning has reached a stable level?

After consecutive years of online enrollment growth that saw increases of 127% in fall 2021 and 14% in fall 2022, YSU's fall 2023 online enrollment levels have stabilized at 1,127 students or roughly 10% of the total student population. Currently, most of YSU's online offerings are graduate-level courses and programs. However, YSU is now in the planning stages to expand undergraduate online programs, beginning in January 2025. This expansion into undergraduate online curricula is expected to result in additional growth in online enrollments.

3. What benchmarks or data sources does your institution use to assess demand for physical space?

YSU uses IPEDS datasets to benchmark against other Ohio state universities and other select peer institutions. This benchmarking analysis uses comparisons that include the number of facilities staff FTE, net assignable square footage, gross square footage, and the amount of each university's total E&G budget. YSU's most recent benchmarking analysis is summarized below:

Ohio Public Universities	Total Staff # Fall 2020*	Net Assignable Square Footage**	Staff per 1M NASF
Bowling Green University†	31	4,523,723	6.85
Central State University†	33	964,858	34.20
Cleveland State†	33	4,831,731	6.83
Kent State University	126	5,663,376	22.25
Miami University	111	7,208,565	15.40
NEOMED†	25	471,494	53.02
Ohio State University	887	29,992,938	29.57
Ohio University	156	7,376,448	21.15
Shawnee State University	10	682,943	14.64
University of Cincinnati	201	13,035,025	15.42
University of Akron	88	7,789,798	11.30
University of Toledo	91	7,099,494	12.82
Wright State University	56	2,350,116	23.83
Youngstown State University	42	3,871,217	10.85
Average	135	6,847,266	19.87
Average without outliers†	77	5,066,830	18.49

Select Peer Universities	Total Staff # Fall 2020*	Gross Square Footage	Staff per GSF
Austin Peay State University (TN)	33	2,371,597	139.15
Central Connecticut State University	34	4,009,957	84.79
Central Washington University	64	3,207,902	199.51
Eastern Kentucky University	91	2,895,013	314.33
Eastern Washington University	72	2,701,010	266.57
Purdue University Fort Wayne	27	3,000,000	90.00
Saint Cloud State University (MN)	32	3,216,000	99.50
Southeastern Louisiana University	87	2,981,408	291.81
University of Central Missouri	36	3,735,755	96.37
Youngstown State University	42	4,311,235	97.42
Average	52	3,242,988	167.94
Average without outliers†			171.68

Select Peer Universities	Total Staff # Fall 2020*	E&G Budget**	Staff per \$10M of budget
Austin Peay State University (TN)	33	\$150,235,000	2.20
Central Connecticut State University	34	\$233,317,904	1.46
Central Washington University	64	\$215,156,000	2.97
Eastern Kentucky University	91	\$276,087,000	3.30
Eastern Washington University	72	\$181,928,000	3.96
Purdue University Fort Wayne	27	\$154,000,000	1.75
Saint Cloud State University (MN)	32	\$166,661,000	1.92
Southeastern Louisiana University†	87	\$123,316,000	7.06
University of Central Missouri	36	\$153,600,000	2.34
University of Central Oklahoma	54	\$174,549,000	3.09
Youngstown State University	42	\$172,612,881	2.43
Average	52	\$181,951,162	2.95
Average without outlier†	54	\$179,268,541	2.54

†Outliers based on survey sample.

*Source: National Center for Education Statistics - Integrated Postsecondary Education Data System (IPEDS), <https://nces.ed.gov/ipeds/use-the-data>.

**E&G budget information sourced from individual university websites and reflects unrestricted educational and general revenues; years of data available varies by institution but ranges from FY19 to FY22.

- a. Do you see a shift in the demand for different types of physical space, e.g. lab space?
Yes, YSU has experienced an increase in demand for space tied to workforce training needs. For instance, YSU recently renovated and repurposed Silvestri Hall, a 26,600 square-foot building that houses the new IT Workforce Accelerator, which was established through industry partnerships between YSU and IBM, WIA, Cisco and others to deliver in-demand technology skills training around software development, cybersecurity, cloud, artificial intelligence, networking and telecommunications.

4. Does your institution utilize HEI physical structure data or area utilization data to inform the six-year capital planning process?
YSU uses some of the same internal datasets used for HEI reporting purposes but has not utilized the HEI database when developing YSU's six-year capital plan.

Regional Compacts

ORC Section 3345.59 requires regional compacts of Ohio's public institutions, with an executed agreement in place by June 30, 2018, for institutions to collaborate more fully on shared operations and programs. The section identifies nine areas to be addressed to improve efficiencies, better utilize resources and enhance services to students and their regions. Per paragraph E of that section:

(E) Each state institution of higher education shall include in its annual efficiency report to the chancellor the efficiencies produced as a result of each compact to which the institution belongs.

Specific to the Regional Compact in which your institution is a member, please describe collaborations that have occurred within the regional compacts and the efficiencies or enhanced services provided in any of the relevant categories below.

Category	Description
<p>Reducing duplication of academic programming</p>	<p>Discussions continue with the Northeast Ohio Regional Compact.</p> <p>Charged by the YSU Board of Trustees, YSU’s Office of Academic Affairs implemented a comprehensive and fully-integrated Academic Program Enhancement and Effectiveness Initiative (APEEI) in Fall 2020. APEEI culminated in Spring 2021 with the Provost’s final recommendations to the Board of Trustees.</p> <p>Curricular Efficiency, the second phase of APEEI, began in Spring and Summer 2021 and continued in Fall 2022. Program directors and faculty in each academic program conducted a thorough review of the courses currently being offered as well as inactive courses remaining in the catalog. Upon completion of the review, program faculty conducted curricular mapping of core courses and electives as well as a curricular complexity review.</p> <p>APEEI continues in Fall 2023 and Spring 2024. Program directors and faculty continue to update program goals and strategic actions on individual “dashboards” on an annual basis. The Office of Academic Affairs rolled out its Continuous Quality Improvement (CQI) model in Fall 2023 to represent the ongoing cycle of continuous program improvement. Deans, chairs, program directors, and program faculty have access to annual “scorecards” containing relevant program data.</p> <p>In conjunction with its APEEI and Curricular Efficiency initiatives, YSU is also complying with ORC 3345.35, which requires that the board of trustees of each state institution of higher education evaluate all courses and programs the institution offers based upon enrollment and duplication of its courses and programs with those of other state institutions of higher education within a geographic region. The focus on courses and programs with low enrollment and duplicative programs is consistent with the work already being done for APEEI and Curricular Efficiency. YSU’s provost has discussed duplicate programs during individual meetings with the provosts from institutions of higher education in the geographic region.</p>
<p>Implementing strategies to address workforce education needs of the region</p>	<p>In 2022, YSU President Emeritus Jim Tressel established the Division of Workforce Education & Innovation (DWEI) to prepare the current and future workforce with industry 4.0 skills through alternative learning pathways focused on advanced manufacturing, electric vehicles, energy storage, information technology, business and professional skills.</p> <p>The DWEI’s workforce and education programs serve YSU students, K-12, companies and community members looking to upskill, reskill or enter into new career pathways.</p>

	<p>Learners are engaged through the online YSU Skills Accelerator and through classroom, hybrid and experiential learning at any one of our training centers, leveraging our integrated WERC@YSU approach to developing in-demand industry skills.</p> <p>Through partnerships with the YSU Research Foundation and Small Business Development Center, students can participate in our integrated research and commercial projects, supported through industry and government led projects.</p> <p>In addition, the IT Workforce Accelerator at YSU was established this year by Ohio House Bill 33 and consists of public-private partnerships between YSU and key industry stakeholders, including IBM, WIA and Cisco, which together will deliver in-demand technology skills-training around software development, cybersecurity, cloud, artificial intelligence, networking and telecommunications.</p>
Sharing resources to align educational pathways and to increase access within the region	Discussions continue within the Northeast Ohio Regional Compact.
Reducing operational and administrative costs to provide more learning opportunities and collaboration in the region	YSU has partnered with regional compact member Kent State University to share various administrative services, including internal audit, database administration and IT security. YSU has partnered with four other state universities, including Kent State, to jointly contract with Ellucian as the single vendor for each partner university's enterprise technology platform. Current ongoing discussions among NEO Compact institutions Youngstown State, Kent State and NEOMED are now centered around a possible expansion of shared IT services.
Enhancing career counseling and experiential learning opportunities for students	<p>Career Counseling</p> <p>During FY 2023, YSU supported career counseling on campus and regionally with Northeast Ohio Compact institutions through the following endeavors:</p> <ul style="list-style-type: none"> • YSU' College of STEM participates in Ohio I/C Engineering Directors virtual meetings. This group consists of internship and co-op engineering directors from Cleveland State University, the University of Akron, the University of Toledo, Case Western Reserve University, the University of Dayton, the University of Cincinnati, and YSU. This group, originally formed in response to COVID-19, meets once a month to discuss career-related items, the effects of COVID on events and internships/co-ops, the transition from face-to-face events to virtual events, and other topics.

- YSU’s Williamson College of Business Administration continues to participate in the Export Program through the State of Ohio. The WCBA Export Program recruits students for programs across YSU’s campus as well as the University of Akron and Kent State University. Students attend an Export course in WCBA during the spring semester. The course is delivered by the Director of Ohio SBDC Export Assistance Network. After completing the Exporting course, students are placed with a company in Ohio for a full-time, 12-week, paid internship. The internship is credit-bearing. Relationships are built with exporting companies, and companies are reimbursed half of the intern wages through the Ohio Development Services Agency.
- YSU participates in the Northcoast Consortium for Career Advancement, a consortium of all Northeast Ohio colleges and universities, to share best practices, discuss common concerns, and identify opportunities to provide collaborative programming.
- YSU co-hosted NOTED (Northern Ohio Teacher Education Day), an annual education job fair/interview day, in conjunction with 10 other Northeast Ohio colleges and universities. This year’s event was held on April 4, 2023.

Experiential Learning

Sokolov Honors College

Community engagement is a longstanding requirement in the YSU Sokolov Honors College. Whether they are volunteering at a local food pantry or applying their knowledge to test water samples in a neighborhood after the train derailment in East Palestine, Ohio, honors students are expected to engage with community partners to address the public good.

During the 2022-23 academic year, YSU honors students recorded nearly 50,000 hours of community engagement using a new platform: YSU PenguinPulse. Through the YSU PenguinPulse tool, students across the entire university are able to connect with community partners and find meaningful ways to serve. Below is a snapshot of the top organizations with which honors students served last year, the number of hours, and estimated economic impact.

1. **YSU Transcribing Club:** 2,989 hours equaling an \$85,292.93 economic value (per GivePulse); Julie Centofanti and the YSU Transcribing Club were recognized by Ohio Campus Compact with the Charles Ping Legacy Award in Spring 2022.
2. **Mercy Health:** 1,098 hours / \$31,349.76 economic value
3. **OH WOW! Children’s Center:** 679 hours / \$19,385.80

4. **Project PASS:** 620 hours / \$17,694.80
5. **Traditions Health:** 412 hours / \$11,762.19
6. **United Way:** 408 hours / \$11,656.31

Honors students are required to complete at least one seminar approved as community-engaged learning. In Spring 2023, 361 students completed Campus Community Partnerships Seminar. This seminar requires engagement, reflection, reciprocity and public dissemination of information, allowing students to work closely with community partners to address the partner's stated need. In Spring 2023, 22 community partners participated in the seminar, as follows:

- ACLD School and Learning Center
- Big Brothers Big Sisters of the Mahoning Valley
- Boy Scouts of America: Great Trail Council
- Community Hospice, Columbiana County
- Direction Home of Eastern Ohio
- Easter Seals
- Habitat for Humanity of Mahoning Valley
- Heart Reach Neighborhood Ministries
- My Path Mahoning Valley (formerly Mahoning Valley College Access Program)
- Oak Hill Collaborative
- OH WOW! The Roger & Gloria Jones Children's Center for Science & Technology
- Ohio Living Vivo Center
- PBS Western Reserve
- St. Patrick's Church/Community Gardens
- The Rich Center for Autism at Youngstown State University
- Traditions Health
- Transcribing Club
- United Way of Youngstown
- YNDC
- Youngstown Area Jewish Federation
- Youngstown Blue Coats
- Youngstown Community Food Center Inc.

Students representing each of the partners presented posters at the inaugural YSU Community Engagement conference in April 2023. Additionally, the conference featured the following presentations:

- 33 presentations (plus the Campus Community Partnership posters, to be added) 48 partners represented as presenters or project collaborators
- 59 presenters spanning students, faculty, staff, and partners

Other notable partnerships with the community include:

- Honors and YSU-BaccMed student Divya Warriar presented her community-engaged research that originated in the Campus Community Partnerships class at the Ohio Campus Compact community engagement conference. Divya continued her engaged scholarship in an independent study, comparing and contrasting hospice and palliative care experiences in the US and India.
- Additionally, students engaged with community partners through the Independent Study seminar. An example of a student project includes community-engaged research in partnership with the Rich Center for Autism to explore the home-school connection through the perspective of parents of children with autism. The student was awarded a small research grant from YSU to continue her research.
- Biology pre-medicine major Rocco Bruno earned a national Phi Kappa Phi Fellowship to help fund his medical school journey at The Ohio State University. Bruno gained significant research experience while at YSU under the mentorship of developmental neurologist and neuroscientist Dr. Ron Seese at Akron Children’s Hospital. Under Seese’s mentorship, Rocco worked at least 20 hours each week on research studying the cerebellum’s role in modulating the involuntary physiologic activities of the body. Bruno’s work helped discover the specific areas of the cerebellum that control the fight-or-flight autonomic response (the “adrenaline rush”).

Beeghly College of Liberal Arts, Social Sciences, and Education

BCLASSE promotes internships and field experiences that provide experiential opportunities for students to apply knowledge from classrooms and textbooks in real-world situations. These efforts include over 189,000 hours of experience in practicum, internship, and teacher candidate placements in the Department of Teacher Education and Leadership Studies, as well as internship placements in programs in the liberal arts and social sciences.

In addition, BCLASSE programs offer experiential learning opportunities through co-curricular activities: student groups, honors societies, student publications, professional conference presentations, and academic competitions.

The college provides a wide range of career development opportunities, including:

- Meetings with program graduates and other professionals in the fields of education, psychology, English, anthropology, law, forensics, geography and GIS, sociology, history, philosophy, government, and public management.
- Professional Development in GIS systems and Legal Education Day (~100 participants over both areas this past year).

College of Science, Technology, Engineering, and Mathematics

Many programs and courses incorporate experiential projects as assignments in STEM including the following:

- CCET 3740 Construction Management seeks community projects for students to apply the knowledge they learn to work on actual community projects such as Stambaugh Auditorium front steps renovation, new entranceways on Cafaro Hall, downtown Youngstown parking redesign for bike trail head, and the city park adjacent to B&O Station.
- The YSU Data Mine provides students the opportunity to work with industry partners. The partners provide data and ask the students to examine the data for actionable insights. This year, three teams of students are working with industrial/agency liaisons from DriveOhio, TeamNEO, and YSU Student Experience in the YSU Data Mine.
- STEM undergraduate and graduate students are strongly encouraged to engage in internships and coops as described below:

Course Information			Course Enrollment
STEM 3790	Internship	Fr/Soph	10
STEM 3791	Co-op	Fr/Soph	3
STEM 4890	Internship	Jr/Sr	56
STEM 4891	Co-op	Jr/Sr	12
STEM 5890	Internship	Graduate	20
ENST 3790	Internship	Envi Sci, Undergrad	10
MATL 8050	Internship	Mat Sci, Grad	1

Williamson College of Business Administration

Programs/courses that incorporate community engagement activities:

	<ul style="list-style-type: none"> • CMST 1545 has generated 10K+ services hours in the last 10 years. • Sixty-five students, faculty, and staff participated in Dare to Care Day serving several community programs with volunteer work. • VITA provides community with tax preparation. <p>Internships and student organizations that incorporate experiential learning.</p> <ul style="list-style-type: none"> • The Center for Career Management had an increase of 9.7% in student traffic in the 2022-2023 academic year. • The Center for Career Management supported 233 business internships during the 2022-2023 academic year, which is another increase from the 2021-2022 academic year. • WCBA increased the number of internships with 264 BSBA graduates during the 2022-2023 academic year, with one internship: 56.4% graduates completing internships • 1,476 students participated in the events and internships during the 2022-2023 academic year with 302 employers participating.
Expand alternative education delivery models such as competency-based and project-based learning	Discussions are occurring at the academic college level.
Collaboration and pathways with information technology centers, adult basic and literacy education programs and school districts	The IT Workforce Accelerator at YSU was established this year by Ohio House Bill 33 and consists of public-private partnerships between YSU and key industry stakeholders, including IBM, WIA and Cisco, which together will deliver in-demand technology skills-training around software development, cybersecurity, cloud, artificial intelligence, networking and telecommunications.
Enhancing the sharing of resources between institutions to expand capacity and capability for research and development	Youngstown State University's Excellence Training Center (ETC) is a shared-use facility, supporting the interest of the Mahoning Valley Innovation and Commercialization Consortium (MVICC) comprised of academic, industrial, and economic development organizations. The YSU ETC houses a full spectrum of manufacturing equipment, and it is expanding to healthcare through partnership with Eastern Gateway Community College on RAPIDS 5. The center provides training and research opportunities for YSU students and faculty, institutional collaborators, regional Career and Tech Centers, and industry professionals to accelerate innovation and technology adoption.
Identifying and implementing the best use of university regional campuses	Not applicable – YSU does not have regional branch campuses
Other initiatives not included above	YSU's deepened relationship with NEOMED has led to expanded opportunities for students and efficiencies for both schools. YSU and NEOMED have begun to pilot joint-recruiting initiatives in local schools and on the YSU campus. When not physically together, each school discusses opportunities as they pertain to the partner institution. A

self-study underway that collaboratively engages both institutions is exploring additional opportunities that would enhance student recruitment and development. Existing relationships with Mercy Health physicians provide YSU-BaccMed students access to shadowing opportunities as part of their curriculum. Local physicians, some of whom have a joint appointment with NEOMED, volunteer to teach the class and provide instruction to the students.

As noted earlier, YSU continues to take steps to minimize low-enrolled courses.

Steps taken to minimize low-enrolled courses:

- Summer 2022: Office of Academic Affairs met with each chair and dean with the following outcomes:
 - 100 courses not offered
 - 100 courses with enrollment “caps” increased
- Fall 2022
 - 372 fewer courses offered compared to fall 2021 (2502 to 2130)

Actions related to chancellor’s definition of “low-enrolled” courses:

- 495 courses of 2,130 determined to meet YSU definition of low-enrolled
- 337 of 495 determined to meet the chancellor’s definition of low-enrolled
 - 179 courses consolidated, rotated, or not offered in the future
 - 158 courses no action taken
 - 104 pedagogically appropriate, consortium, accreditation requirements or no cost to YSU
 - 54 likely to not be offered as needed to graduate or teach-out

Proactive steps taken to optimize course enrollment for Fall 2023:

- Only the profile of optimized course sections offered Fall 2023 (no ala-carte scheduling)
- Section sizes monitored and adjusted in real-time

Building upon these steps, YSU will continue to use the *Ohio Department of Higher Education Guidance* while considering the six factors to determine recommended actions for courses that fall below the chancellor’s definition of “low enrollment.” The examples of data points within the *Guidance* will be used in future analyses. In addition, a newly-acquired space planning software, 25Live, has been critical in optimizing course schedules and room usage while determining how much space is needed at YSU. Efficient space usage is critical in order for YSU to reduce costs and address deferred maintenance. Finally, YSU administrators have invested considerable resources to determine section enrollments that are consistent with the total cost of teaching course sections.

Co-located Campuses

ORC Section 3333.951(B) requires Ohio’s co-located colleges and universities to annually review best practices and shared services in order to improve academic and other services and reduce costs for students, and to report their findings to the Efficiency Advisory Committee.

(B) Each state institution of higher education that is co-located with another state institution of higher education annually shall review best practices and shared services in order to improve academic and other services and reduce costs for students. Each state institution shall report its findings to the efficiency advisory committee established under section [3333.95](#) of the Revised Code. The committee shall include the information reported under this section in the committee's annual report.

Co-located campus: Not applicable

Section II: Academic Practices

This section covers areas more directly related to instruction, with an emphasis on savings strategies related to the cost of textbooks, and the expanded use of alternative instructional materials.

Textbook Affordability

Textbook Cost Study

ORC Section 3333.951(D) requires Ohio’s public colleges and universities to do the following on an annual basis:

(D) Each state institution of higher education shall conduct a study to determine the current cost of textbooks for students enrolled in the institution, and shall submit the study to the chancellor of higher education annually by a date prescribed by the chancellor.

Your institution’s submission of Textbook Cost Study information via the annual Efficiency Report is used to satisfy this statutory requirement. Please attach the analysis of textbook costs developed by your institution labeled “[Institution Name – Academic Year – Textbook Cost Study]” and summarize the results of your institution’s study below.

Category	Amount
Average cost for textbooks that are new	\$67.10
Average cost for textbooks that are used	\$63.93
Average cost for rental textbooks	\$50.63
Average cost for eBook	\$67.01

Reducing Textbook Costs for Students

ORC Section 3333.951(C) requires Ohio's public colleges and universities to report their efforts toward reducing textbook costs for students.

(C) Each state institution of higher education annually shall report to the efficiency advisory committee on its efforts to reduce textbook costs to students.

Please discuss all initiatives implemented, including those specifically referenced below, that ensure students have access to affordable textbooks.

Open Educational Resources (OER)

1. Has your institution adopted practices/policies to formally encourage the use of OER materials in lieu of purchased materials? Please explain and please include links to relevant information, if applicable, that is available on your institution's website.
Youngstown State University encourages faculty to use open educational resources in lieu of purchased textbooks. YSU's Office of Cyberlearning has created a [website](#) that provides specific information regarding the adoption of OERs.

A YSU Instructional Designer is available to help provide resources and support to faculty interested in adopting OERs. Once the faculty member adopts an open resource, they will fill out an application for a \$750 mini-grant for the extra work to locate and adopt the resource. The Instructional Designer will then verify the adoption by reviewing the course syllabus and approving the application. There is also a \$1,500 grant available for departmental adoptions. Youngstown State University is also a member of OhioLink. Newly released books are sent to the appropriate faculty on campus to review for possible adoption.

2. Has your institution provided support to faculty for the development of OER materials? If so, please explain and include links to relevant information, if applicable, that is available on your institution's website.
There has been some interest from faculty in creating their own open resources. YSU's instructional Designer provides support on the licensing options since there are multiple options for copyrights. The Instructional Designer will also discuss the options for posting the open resource to allow other faculty and institutions to adopt the open resource.

To date, one YSU instructor created an OER that was published with TopHat; and another YSU instructor is conducting research for a textbook with the intent of publishing it with an open copyright.

3. What courses did your institution offer during the 2022-23 academic year that used OER? Please fill out the attached template completely. This template will be used to inform a statewide landscape analysis of OER adoption and may be publicly shared in a report. **YSU's completed spreadsheet is attached.**

Inclusive Access

Inclusive access is defined as an arrangement between an institution, through faculty, and students to offer college textbooks and materials as “included” within tuition and/or a fee assessment, rather than purchased individually by the student. The benefit to faculty and students of inclusive access typically includes a significantly reduced cost per textbook for students, as compared to students buying a new copy of the textbook, and confidence that all students will possess the necessary textbook and/or materials on “day one.” Federal law provides the statutory right for students to “opt-out” of inclusive access if they prefer, which preserves the right of the student to source materials.

1. Does your institution formally encourage faculty to offer inclusive access acquisition of college textbooks as a cost-savings for students? If yes, what mechanisms are in place help promote this strategy with faculty?
Yes, YSU makes a concerted effort to promote this strategy, which is communicated at the beginning of the academic year when the manager of the YSU Barnes & Noble Bookstore meets with and presents to college deans, academic department chairs and lead faculty.
2. What courses did your institution offer during the 2022-23 academic year that participated in an inclusive access program? Please fill out the attached template completely. This template will be used to inform a statewide landscape analysis of the utilization of inclusive access and may be publicly shared in a report. **See attached template with YSU's information.**
3. How are students at your institution made aware of their right to opt out of utilizing inclusive access?
Students are made aware of this option at the very outset. When students log into the course, they are immediately presented with the option to opt out. In addition, detailed instructions for opting-out are available on the YSU [website](#), as shown here:



Please provide contact information for the person completing this section of the Efficiency Report, so that we may follow up if we have questions.

Susan Ewing, CPA, MBA
University Bursar | Meshel Hall 227
seewing01@ysu.edu | 330-941-3142

Other Textbook Affordability Practices

What other practices, if any, does your institution utilize to improve college textbook affordability? Please provide any relevant information in the table below.

Initiative	Explanation of Initiative	Cost Savings to Students
First-Day Ready	An inclusive access and general affordability initiative that provides digital materials to students at a reduced price.	\$1,497,395
Textbook Rental program	Students have the option of renting books in lieu of purchasing books.	\$88,890.62 (estimate based on average price of books rented vs. sold)
Textbook Buyback program	Students have the option of selling back purchased books to Bookstore.	\$12,806
Textbook price-match guarantee	The YSU Barnes & Noble will match the lowest price (advertised by other vendors) for books and instructional materials sold.	N/A

Section III: Policy Reforms

Transcript Access

ORC Section 3345.027 requires the following of public colleges and universities:

(C)(1) Not later than December 1, 2023, the board of trustees of each state institution of higher education shall formally consider and adopt a resolution determining whether to end the practice of transcript withholding. Once adopted, each state institution shall submit a copy of the resolution to the chancellor of higher education.

(2) In adopting the resolution required under this division, each board of trustees shall consider and evaluate all of the following factors:

- (a) The extent to which ending the practice of transcript withholding will promote the state's post-secondary education attainment and workforce goals;
- (b) The rate of collection on overdue balances resulting from the historical practice of transcript withholding;
- (c) The extent to which ending the practice of transcript withholding will help students who have disenrolled from the state institution complete an education, whether at the same institution or another state institution.

If a board of trustees resolves to maintain the practice of transcript withholding, the board shall include in the resolution a summary of its evaluation of the factors contained in division (C)(2) of this section.

(3) Not later than January 1, 2024, the chancellor shall provide a copy of each resolution submitted under this division to the governor, the speaker of the house of representatives, and the president of the senate

Although the submission of this year's Efficiency Report will occur prior to the submission date of the policy required to be adopted by the section above, please be aware of this new requirement as you plan your fall schedule for Board of Trustee meetings.

YSU's resolution is attached and will be acted upon by the YSU Board of Trustees on December 7, 2023.

Special Purpose Fees Policy

Limitations on increases in instructional and general fees have traditionally been set by the General Assembly within biennial operating budgets. Limitations on special purpose fee increases, alternatively, are fairly new beginning with Am. Sub. HB 49 of the 132nd General Assembly. Section 381.160 of Am. Sub. HB49 precluded increases in special purpose fees and establishing new special fees, at universities, except for certain categories of fees specifically exempted in law from the fee limitations. Am. Sub. HB 166 of the 133rd General Assembly continued the special purpose fee restriction but additionally required the Chancellor to review and approve new special purpose fees and increases in existing special purpose fees at universities and community colleges. This same level of special purpose fee restraint has been continued in every biennial budget since, including the current biennial budget Am. Sub. HB 33 (Section 381.260(A)(1)(c)).

Please describe your institution's policy for assigning special purpose fees to specific courses or academic programs. Specifically:

1. What criteria are used to determine whether a course or lab fee is appropriate?
YSU uses a strictly cost-based approach in determining the need for and appropriateness of special purpose fees, including course fees and lab fees.
2. What is the internal process for approving new fees or fee increases?
YSU uses an [online form](#) to facilitate fee change requests. For fee changes to be considered, written justification is required, along with the signature approvals of the department chairperson, the college dean, the provost and the bursar. Once approved, fees are presented to the Board of Trustees for approval. If approved by the Board of Trustees,

fee requests are then submitted to the Chancellor for ODHE approval. Once all required approvals are in place, the fee is implemented, usually at the beginning of the next academic year or semester.

3. What controls are in place to assure that the fee revenue is utilized appropriately to the benefit of the students paying the fee? **Through YSU's annual budgeting process, projected revenues associated with special purpose fees serve as the basis for setting the spending budgets for the areas that assess these fees. On a quarterly basis, actual fee revenues are analyzed, and budgets are adjusted, if necessary, to ensure proper alignment between fee revenue and spending budgets.**

Additional Practices

Some IHE's may implement practices that make college more affordable and efficient, but which have not been the topic of a specific question in this reporting template. This section invites your institution to share any positive practices you have implemented that benefit student affordability and/or institutional efficiency.

Please share any additional best practices your institution is implementing or has implemented.

Section IV: Future Goals

The DeWine-Husted administration recognizes that each IHE faces unique challenges and opportunities with respect to the institution's highest priority goals over the next several years. With that in mind, please provide any suggestions about possible roles the state could play in supporting your institutional goals.

1. Please provide your thoughts and suggestions regarding ways the State of Ohio can further support strength, resiliency and reputational excellence in Ohio's post-secondary education system.

The State of Ohio must recognize and embrace the essential role played by its state universities in driving the economic vitality of Ohio. Given the impact of inflation and other economic factors, it is imperative that the State of Ohio ensure that Ohioans have access to college by elevating levels of state funding, both for operations and capital infrastructure. Today, FY 2024 operating appropriations for higher education are lower than they were in FY 2001. And current levels of state capital appropriations are 91% below what they had been during the mid-1980's, when adjusted for inflation. It is unreasonable for state policymakers to demand and require tuition restraint in light of the acute and demonstrable decline in state funding support over the past several decades. Placing restrictive price controls on universities (through tuition caps) at the same time levels of funding are stagnating and in fact declining in real terms, has weakened the state's system of higher education, placing the State of Ohio at a tremendous disadvantage economically.

Thank you for completing the FY23 Efficiency Reporting Template. We appreciate the important role Ohio's colleges and universities play in supporting Ohio students, economic growth, world-class research and the overall success for our state.

ODHE Efficiency Report – FY 2023

Required Attachments

Youngstown State University

Youngstown State University Textbook Cost Study Analysis

Average cost per type

Sales (in-store & online)	2022		2023		% Change		2021	2022	Var
	\$	Units	\$	Units	\$	Units			
New Textbooks	\$696,685	9,536	\$509,263	7,590	-27%	-20%	\$73.06	\$67.10	-\$5.96
Used Textbooks	188,698	2,909	155,990	2,440	-17%	-16%	\$64.87	\$63.93	-\$0.94
Publisher Rentals	48,060	660	46,952	592	-2%	-10%	\$0.00	\$79.31	\$79.31
New Textbook Rentals	126,538	2,148	82,885	1,481	-34%	-31%	\$58.91	\$55.97	-\$2.94
Used Textbook Rentals	144,648	3,342	122,622	2,913	-15%	-13%	\$43.28	\$42.09	-\$1.19
Printed Access Cards	382,768	5,536	44,060	599	-88%	-89%	\$69.14	\$73.56	\$4.41
Digital Courseware	546,710	8,379	1,101,438	18,594	101%	122%	\$0.00	\$59.24	\$59.24
eTextbooks	276,302	3,726	268,453	4,006	-3%	8%	\$74.16	\$67.01	-\$7.14
Total Textbooks	\$2,410,409	36,236	\$2,331,663	38,215	-3%	5%	\$66.52	\$61.01	-\$5.51
\$ Students Saved	\$1,066,818		\$1,051,310						
% Students Saved	30.28%		30.37%						

PLEASE ONLY INCLUDE OER COURSES ON THIS LIST. PLEASE CHECK SHEET2 FOR A DEFINITION OF AN OER COURSE.

TERM (Fall 2022 or Spring 2023)	COURSE ID	CCP (YES OR NO)	NUMBER OF STUDENTS ENROLLED	AVERAGE RETURN ON INVESTMENT (DO NOT EDIT FORMULA)
Fall 2022	GEOG 2626 (2 sections)	No	71	\$8,236
Fall 2022	TCED 6912	No	11	\$1,276
Fall 2022	TCED 6911	No	7	\$812
Fall 2022	CMST 4899	No	21	\$2,436
Fall 2022	POL 1560	No	39	\$4,524
Fall 2022	STAT 2625 (4 sections)	No	127	\$14,732
Spring 2023	SCWK 7001 (2 sections)	No	38	\$4,408
Spring 2023	TCED 6912	No	8	\$928
Spring 2023	STAT 2625 (12 sections)	No	148	\$17,168
Spring 2023	CMST 4899	No	23	\$2,668
Spring 2023	CMST 5860	No	20	\$2,320
Spring 2023	GEOG 2626 (3 sections)	No	52	\$6,032

PLEASE ONLY INCLUDE INCLUSIVE ACCESS COURSES ON THIS LIST.

DEFINITION OF INCLUSIVE ACCESS

Inclusive access is an arrangement between an institution, through faculty, and students to offer college textbooks and materials as “included” within

TERM (Fall 2022 or Spring 2023)	COURSE ID		CCP (YES OR NO)	NUMBER OF STUDENTS ENROLLED	ESTIMATED SAVINGS
Spring 2023	ACCT	4808	NO	34	\$6,801
Spring 2023	ACCT	4813	NO	44	\$7,133
Spring 2023	ANTH	1500	NO	117	\$11,611
Spring 2023	ANTH	3701	NO	8	\$459
Spring 2023	ART	1543	NO	59	\$7,079
Spring 2023	ART	1544	NO	79	\$11,070
Spring 2023	ART	1545	NO	21	\$2,943
Spring 2023	BIOL	1545	NO	24	\$602
Spring 2023	BIOL	1551	NO	102	\$18,621
Spring 2023	BIOL	1560	NO	60	\$6,600
Spring 2023	BIOL	2601	NO	71	\$8,014
Spring 2023	BIOL	2601H	NO	10	\$1,129
Spring 2023	BIOL	3702	NO	60	\$6,450
Spring 2023	BIOL	3721	NO	35	\$3,981
Spring 2023	CHEM	1510	NO	157	\$27,125
Spring 2023	CHEM	1515	NO	183	\$32,816
Spring 2023	CHEM	3719	NO	85	\$11,340
Spring 2023	CHEM	3720	NO	72	\$9,606
Spring 2023	CMST	4850	NO	24	\$965
Spring 2023	CRJS	2601	NO	57	\$2,221
Spring 2023	CRJS	2602	NO	71	\$400
Spring 2023	CRJS	2603	NO	42	\$316
Spring 2023	CRJS	3715	NO	59	\$2,657
Spring 2023	CRJS	3719	NO	41	\$1,443
Spring 2023	CRJS	4800	NO	39	\$1,676
Spring 2023	CSIS	2620	NO	16	\$3,189
Spring 2023	CSIS	3722	NO	84	\$6,618
Spring 2023	CSIS	3723	NO	68	\$8,332
Spring 2023	ECON	2630	NO	129	\$16,686
Spring 2023	ENGL	1541	NO	22	\$1,771
Spring 2023	ENGL	1549	NO	172	\$2,312
Spring 2023	ENGL	1550	NO	172	\$2,312
Spring 2023	FNUT	1551	NO	315	\$43,284
Spring 2023	FNUT	1553	NO	13	\$1,718
Spring 2023	FNUT	2603	NO	15	\$1,983
Spring 2023	FNUT	4810	NO	15	\$1,983
Spring 2023	FNUT	4874	NO	6	\$752

TERM (Fall 2022 or Spring 2023)	COURSE ID		CCP (YES OR NO)	NUMBER OF STUDENTS ENROLLED	ESTIMATED SAVINGS
Spring 2023	GEOG	1503	NO	118	\$5,072
Spring 2023	GEOG	1503H	NO	18	\$774
Spring 2023	GEOG	2630	NO	222	\$27,441
Spring 2023	GEOG	2630H	NO	16	\$1,978
Spring 2023	GEOG	2640	NO	72	\$5,582
Spring 2023	GEOL	2602	NO	33	\$4,080
Spring 2023	HIST	2605	NO	23	\$1,437
Spring 2023	HIST	2606	NO	88	\$5,497
Spring 2023	INFO	2663	NO	12	\$482
Spring 2023	INFO	3704	NO	11	\$598
Spring 2023	ITAL	1505	NO	11	\$2,424
Spring 2023	KSS	3720	NO	57	\$5,657
Spring 2023	MATH	1510	NO	43	\$1,238
Spring 2023	MATH	1510C	NO	159	\$4,579
Spring 2023	MATH	1511	NO	48	\$1,382
Spring 2023	MATH	1511C	NO	106	\$3,053
Spring 2023	MATH	1552	NO	159	\$3,134
Spring 2023	MATH	1571	NO	141	\$28,285
Spring 2023	MATH	1572	NO	127	\$25,476
Spring 2023	MATH	1572H	NO	52	\$10,431
Spring 2023	MATH	2665	NO	13	\$1,348
Spring 2023	MATH	2673	NO	67	\$16,596
Spring 2023	MECH	2603	NO	46	\$6,020
Spring 2023	MKTG	3740	NO	96	\$17,416
Spring 2023	MUHL	2621	NO	67	\$3,491
Spring 2023	PHLT	1568	NO	255	\$18,883
Spring 2023	PHLT	1568H	NO	58	\$4,295
Spring 2023	PSYC	1560	NO	303	\$34,957
Spring 2023	PSYC	1560H	NO	13	\$1,500
Spring 2023	PSYC	2617	NO	59	\$6,479
Spring 2023	PSYC	2618	NO	50	\$5,193
Spring 2023	PSYC	2692	NO	94	\$10,845
Spring 2023	PSYC	3702	NO	62	\$8,314
Spring 2023	PSYC	3707	NO	57	\$6,576
Spring 2023	PSYC	3709	NO	105	\$10,420
Spring 2023	PSYC	3728	NO	27	\$387
Spring 2023	PSYC	3755	NO	109	\$12,575
Spring 2023	PSYC	3756	NO	61	\$8,442
Spring 2023	PSYC	3758	NO	135	\$15,575
Spring 2023	PSYC	3758	NO	36	\$4,153
Spring 2023	PSYC	3761L	NO	17	\$1,195
Spring 2023	PSYC	3775	NO	99	\$11,422
Spring 2023	SOC	1500	NO	438	\$25,873

TERM (Fall 2022 or Spring 2023)	COURSE ID		CCP (YES OR NO)	NUMBER OF	ESTIMATED SAVINGS
				STUDENTS ENROLLED	
Spring 2023	SOC	3701	NO	10	\$574
Spring 2023	SPAN	1550	NO	46	\$10,067
Spring 2023	STAT	2601	NO	22	\$4,426
Spring 2023	STAT	2625	NO	55	\$11,064
Spring 2023	STAT	2625C	NO	73	\$14,685
Spring 2023	STAT	3743	NO	71	\$10,138
Spring 2023	TCOM	2683	NO	19	\$669
Spring 2023	THTR	1560	NO	55	\$3,323
Spring 2023	THTR	1590	NO	332	\$32,948
Spring 2023	THTR	2690	NO	38	\$3,578
Spring 2023	YSU	1500	NO	119	\$2,112
Fall 2022	ACCT	4808	NO	24	\$4,314
Fall 2022	ACCT	4813	NO	51	\$6,692
Fall 2022	ANTH	1500	NO	102	\$7,795
Fall 2022	ANTH	3701	NO	13	\$94
Fall 2022	ANTH	4850	NO	15	\$236
Fall 2022	ART	1543	NO	60	\$2,320
Fall 2022	ART	1544	NO	55	\$2,126
Fall 2022	ART	1545	NO	27	\$1,044
Fall 2022	BIOL	1545	NO	69	\$1,343
Fall 2022	BIOL	1551	NO	197	\$29,231
Fall 2022	BIOL	1560	NO	127	\$10,725
Fall 2022	BIOL	2601	NO	110	\$16,322
Fall 2022	BIOL	3702	NO	68	\$798
Fall 2022	BIOL	3721	NO	88	\$6,801
Fall 2022	BIOL	5824	NO	17	\$286
Fall 2022	BIOL	2601H	NO	10	\$1,484
Fall 2022	BIOL	2603H	NO	28	\$4,155
Fall 2022	BIOL	3702H	NO	3	\$35
Fall 2022	BUS	1500	NO	318	\$15,693
Fall 2022	BUS	1500H	NO	29	\$1,431
Fall 2022	CHEM	1510	NO	63	\$1,569
Fall 2022	CHEM	1515	NO	292	\$42,492
Fall 2022	CHEM	3719	NO	102	\$12
Fall 2022	CHEM	3720	NO	65	\$8
Fall 2022	ECON	2630	NO	174	\$17,687
Fall 2022	ENGL	1541	NO	103	\$6,407
Fall 2022	ENGL	1549	NO	411	\$26,094
Fall 2022	ENGL	1550	NO	560	\$35,554
Fall 2022	ENGL	1550H	NO	75	\$4,762
Fall 2022	FNUT	1551	NO	299	\$21,510
Fall 2022	FNUT	1553	NO	27	\$459
Fall 2022	FNUT	3759	NO	13	\$221

TERM (Fall 2022 or Spring 2023)	COURSE ID		CCP (YES OR NO)	NUMBER OF	ESTIMATED SAVINGS
				STUDENTS ENROLLED	
Fall 2022	FNUT	3761	NO	12	\$204
Fall 2022	FNUT	4802	NO	19	\$631
Fall 2022	GEOG	2630	NO	239	\$19,761
Fall 2022	GEOG	2640	NO	70	\$4,885
Fall 2022	GEOL	2602	NO	25	\$1,339
Fall 2022	HIST	2605	NO	70	\$739
Fall 2022	HIST	2606	NO	127	\$1,341
Fall 2022	ITAL	1505	NO	15	\$2,429
Fall 2022	KSS	3720	NO	60	\$4,585
Fall 2022	MATH	1510	NO	118	\$6,816
Fall 2022	MATH	1511	NO	71	\$4,101
Fall 2022	MATH	1552	NO	178	\$3,475
Fall 2022	MATH	1564	NO	7	\$508
Fall 2022	MATH	1571	NO	177	\$21,990
Fall 2022	MATH	1572	NO	91	\$11,306
Fall 2022	MATH	2673	NO	81	\$11,809
Fall 2022	MATH	2673H	NO	18	\$2,624
Fall 2022	MATH	1510C	NO	301	\$17,386
Fall 2022	MATH	1511C	NO	67	\$3,870
Fall 2022	MATH	1571H	NO	66	\$8,200
Fall 2022	MGT	3714	NO	55	\$21,211
Fall 2022	MKTG	3740	NO	83	\$12,244
Fall 2022	PHLT	1568	NO	304	\$17,477
Fall 2022	PHLT	1568H	NO	62	\$3,564
Fall 2022	PHYS	2610	NO	57	\$9,114
Fall 2022	PHYS	2611	NO	27	\$4,317
Fall 2022	PHYT	8901	NO	40	\$16,631
Fall 2022	PHYT	8909	NO	44	\$18,294
Fall 2022	PHYT	8920	NO	43	\$17,878
Fall 2022	PSYC	1560	NO	695	\$63,071
Fall 2022	PSYC	1560H	NO	61	\$5,536
Fall 2022	PSYC	2617	NO	53	\$4,810
Fall 2022	PSYC	2618	NO	48	\$688
Fall 2022	PSYC	3702	NO	120	\$13,298
Fall 2022	PSYC	3707	NO	121	\$10,981
Fall 2022	PSYC	3709	NO	116	\$8,865
Fall 2022	PSYC	3728	NO	40	\$565
Fall 2022	PSYC	3755	NO	88	\$7,986
Fall 2022	PSYC	3756	NO	37	\$4,100
Fall 2022	PSYC	3758	NO	169	\$15,337
Fall 2022	PSYC	3775	NO	51	\$4,628
Fall 2022	PSYC	3761L	NO	22	\$1,170
Fall 2022	SOC	3701	NO	8	\$58

TERM (Fall 2022 or Spring 2023)	COURSE ID		CCP (YES OR NO)	NUMBER OF	ESTIMATED
				STUDENTS ENROLLED	SAVINGS
Fall 2022	SOC	4850	NO	8	\$58
Fall 2022	SPAN	1550	NO	139	\$22,510
Fall 2022	STAT	2601	NO	19	\$1,670
Fall 2022	STAT	2625	NO	133	\$11,693
Fall 2022	STAT	3743	NO	43	\$4,926
Fall 2022	STAT	2625C	NO	96	\$8,440
Fall 2022	STAT	3743H	NO	4	\$458
Fall 2022	TCOM	2683	NO	15	\$211
Fall 2022	THTR	1560	NO	57	\$4,356
Fall 2022	THTR	1590	NO	339	\$25,906
Fall 2022	YSU	1500	NO	1,104	\$19,508
					<u>\$1,497,395</u>



**ACADEMIC TRANSCRIPT WITHHOLDING
ASSOCIATED WITH OHIO REVISED CODE (ORC) 3345.27**

WHEREAS, Section 3345.27 of the ORC requires each institution to formally consider and adopt a resolution on the practice of withholding an academic transcript, and to submit the adopted resolution to the chancellor of higher education by December 1, 2023; and

WHEREAS, Youngstown State University releases all academic transcript requests to employers in accordance with Section 3345.27(B) of the ORC regardless of the status of the student's account; and

WHEREAS, Youngstown State University has implemented interventions intended to reduce the number of student accounts certified to the Ohio Attorney General's Office for collections enforcement as required by Section 131.02 of the ORC; and

WHEREAS, Youngstown State University reports past due balances to the credit bureau for a minimum of three years; and

WHEREAS, of the approximate 11,000 annual requests for a transcript, less than 2% are held due to institutional transcript hold policies, and only a portion of that 2% were held due to past due status; and

WHEREAS, Youngstown State University desires to be sensitive to both the success of the student to enter the workforce and/or transfer to another institution, while minimizing uncollectable student balances.

NOW THEREFORE BE IT RESOLVED, that Youngstown State University shall not hold transcripts for students with outstanding balances who have not yet earned a degree from the university and who are not in a master's or doctoral program, but will use financial holds to prompt students with past due balances to successfully complete a financial counseling session and financial literacy questionnaire before finalizing a release of transcripts. This practice is consistent with Ohio's financial literacy initiatives and supports the financial health of the university. After successful completion of financial literacy activities, the university will release transcripts without requirement of payment.

BE IT FURTHER RESOLVED, for purposes of fiscal stewardship of public dollars, Youngstown state University will continue to pursue the recovery of outstanding balances and, therefore, transcripts will be held for outstanding balances if the student has earned a degree from the university or is in a master's or doctoral program.

IT IS FURTHER RESOLVED, that the appropriate campus offices will collaborate to implement the actions associated with this Resolution and that those offices will request a review of this Resolution when circumstances warrant further consideration.

**Board of Trustees Meeting
December 7, 2023
YR 2023-**

**RESOLUTION TO APPROVE
INTERFUND TRANSFERS**

WHEREAS, University Policy Number 3356-3-11.1, Budget Transfers, requires Board of Trustees approval for inter-fund transfers of \$100,000 or more for operating purposes or for any purpose other than a specific capital improvement project, for capital improvements or construction projects of \$500,000 or more, and for transfers out of operating reserves regardless of amount; and

WHEREAS, certain accounting and budget adjustments and transfers outside the operating budget are necessary during the course of a fiscal year and at the end of a fiscal year.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the transfer of funds, attached hereto.

**Board of Trustees Meeting
December 7, 2023
YR 2024-**



YOUNGSTOWN STATE UNIVERSITY
Interfund Transfers Requiring Board Approval
Transfers Outside of the Operating Budget
Requested Transfers for Second Quarter FY2024

FROM	TO	AMOUNT	REASON				
<div style="border: 1px solid black; padding: 5px;"> Various Funds: <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;"></td> <td style="width: 30%;">IT Security Firewall (Designated Fund)</td> <td style="width: 20%;"></td> <td style="width: 20%;">Transfers totaling \$560,763.</td> </tr> </table> </div>					IT Security Firewall (Designated Fund)		Transfers totaling \$560,763.
	IT Security Firewall (Designated Fund)		Transfers totaling \$560,763.				
COVID-19 Projects (Designated Fund)		\$264,159	Transfer residual funds to project fund.				
Sick Leave Conversion (Designated Fund)		\$222,453	Interfund Loan to provide partial financing for project. To be repaid by General Fund over 3 years.				
General Fund		\$74,151	Transfer to project fund.				
<div style="border: 1px solid black; padding: 5px;"> Various Funds: <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;"></td> <td style="width: 30%;">Zoldan Family Center - Project (Restricted Plant Fund)</td> <td style="width: 20%;"></td> <td style="width: 20%;">Interfund Loans totaling \$1,886,059 to provide bridge financing for portion of architect fees. To be repaid with project gift funds.</td> </tr> </table> </div>					Zoldan Family Center - Project (Restricted Plant Fund)		Interfund Loans totaling \$1,886,059 to provide bridge financing for portion of architect fees. To be repaid with project gift funds.
	Zoldan Family Center - Project (Restricted Plant Fund)		Interfund Loans totaling \$1,886,059 to provide bridge financing for portion of architect fees. To be repaid with project gift funds.				
Kilcawley Center Plant Reserve (Auxiliary Plant Fund)		\$1,531,879					
Housing Services Plant Reserve (Auxiliary Plant Fund)		\$354,180					

YOUNGSTOWN STATE UNIVERSITY
General Fund and Auxiliary Enterprises
Budget to Actual and Actual to Actual Comparison
1st Quarter (July 1 through September 30)

Revenue	Fiscal Year 2024		Actual as a % of Budget	Business Indicator	Actual Compared to Prior Year
	Budget	Actual			
Tuition and mandatory fees	\$ 90,121,431	\$ 47,073,310	52.2%	●	↑
Other tuition and fees	9,056,683	4,346,068	48.0%	●	↑
Student charges	1,162,200	355,542	30.6%	●	↓
State appropriations	48,514,162	12,191,943	25.1%	●	↑
Recovery of indirect costs	1,882,813	343,446	18.2%	●	↓
Investment income	2,207,859	542,523	24.6%	●	↑
Other income	854,852	366,153	42.8%	●	↔
Auxiliary enterprises	18,600,045	9,361,563	50.3%	●	↑
Total	\$ 172,400,045	\$ 74,580,548	43.3%	●	↑

● On/Above target

● Caution

● Warning

Expenses	Fiscal Year 2024		Actual as a % of Budget	Business Indicator	Actual Compared to Prior Year
	Budget	Actual			
Wages	\$ 82,369,108	\$ 16,124,201	19.6%	●	↓
Benefits	30,765,114	6,058,040	19.7%	●	↔
Scholarships	16,593,788	4,127,071	24.9%	●	↑
Operations	21,824,745	10,014,680	45.9%	●	↑
Plant & maintenance	15,084,902	3,879,274	25.7%	●	↑
Fixed asset purchases	1,694,865	346,838	20.5%	●	↑
Transfers	5,969,328	5,951,822	99.7%	●	↑
Total	\$ 174,301,850	\$ 46,501,926	26.7%	●	↑

● On/Below target

● Caution

● Warning

Projects in Progress:

Campus Roof Replacements
YSU 2324-02

\$2M (Capital Funds) Prime AE Group, Inc., RJK Roofing

This project will replace sections of roofs on Cushwa Hall and the Edmund J. Salata Complex. The Salata Complex roof is complete, but replacement of the skylights on Cushwa Hall had to wait until the semester ended because of disruption to the building. Work will be complete by early January 2024.

Projects Out for Bids:

- None at this time.

Projects at Controlling Board for Release of Funds:

- None at this time.

Request for Architect/Engineer Qualifications Advertisements:

- None at this time

Projects in Development for 2024/2025:

Garfield Building Renovations Phase 1
YSU 2324-15

\$1.5M (Capital Funds) Prime AE Group, Inc.

This project was to replace/rebuild the roof on the Garfield Building, but after careful evaluation by our consultant, the building is structurally deficient and may be cost prohibitive to rebuild. Further evaluation is underway.

Emergency Generator Upgrades
YSU 2324-19

\$1M (Capital Funds) YSU Staff

This project will upgrade and replace worn and failing emergency generators across campus. Bidding and construction start will be determined once bid documents are complete.

Lyden House Elevator Renovation
YSU 2324-10

\$300k (Local Funds) Domokur Architects, Murphy Contracting

Upgrades and replacement of the elevator car and all associated equipment in Lyden House. This project was competitively bid and a contract is now being prepared. This project will commence in May of 2024.

Building Envelope Renovations
YSU 2324-01

\$1.7M (Capital Funds) Domokur Architects

Building exterior repairs to Beeghly Center and Maag Library. This project will bid in early 2024 and be complete by September 2024.

Maag Library Learning Commons

YSU 2324-17

\$1.8M (Capital Funds) Bostwick Architects

This project will be the relocation of the RESCH Academic Success Center and Accessibility Services to Maag Library. This project will start construction March/April 2024 and be completed by August 2024.

Student Center Renovation

YSU 2324-22

\$41M (Capital Funds/Local/Philanthropy) WTW Architects

We have started the design process and the project is moving forward. We are looking to bid this project early in 2025 with a May 2025 construction start.

Ward Beecher Planetarium Renovations

YSU 2324-24

\$1.1M (Insurance) Prime AE Group, Inc.

The roof, interior dome, and some electronic equipment will be renovated/replaced in this project. This project will bid in early 2024.

Building Exterior Doors and Windows

YSU 2324-29

\$1.75M (Capital Funds) YSU Staff

This project will address worn and damaged door and window systems on building exteriors across campus. This project will bid in early 2024 for a fall 2024 completion.

Additional Projects in Development:

- **Silvestri Hall Lower Level** – Renovation of the lower level of Silvestri Hall for Workforce Development.



YOUNGSTOWN STATE UNIVERSITY
Reportable Budget and Interfund Transfers
Quarter Ended September 30, 2023

BUDGET TRANSFERS WITHIN THE OPERATING BUDGET (i.e., General Fund and Auxiliaries):

FROM	TO	AMOUNT	REASON
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None.

TRANSFERS OUTSIDE OF THE OPERATING BUDGET:

FROM	TO	AMOUNT	REASON
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Operating Carryforward (Designated Fund)	Academic Plant fund and Auxiliary Plant Funds	\$1,508,863	Approved by Board in September.
Operating Carryforward (Designated Fund)	General Fund	\$1,424,457	Approved by Board in September. Amount of \$2.5 million adjusted downward by \$75,543 for year end accounting adjustment and \$1 million for the amount already transferred as part of the Board Approved Budget.
Housing Services Plant Reserve (Auxiliary Plant Fund)	Lyden Heating Boilers (Auxiliary Plant Fund)	\$153,653	Transfer to project fund.

Youngstown State University
Fiscal Year 2024 First Quarter Diversity Spend Report
July 1, 2023 through September 30, 2023

	FY2024				FY2023			
	1st QTR	Percent of Addressable	YTD	Percent of Addressable	1st QTR	Percent of Addressable	YTD	Percent of Addressable
Diversity Spend - Goods and Services (excludes EDGE and construction)								
MBE	\$ 254,329	5.47%	\$ 254,329	5.47%	\$ 161,421	3.16%	\$ 161,421	3.16%
Disability Challenged	-	-	-	-	110,910	2.17%	110,910	2.17%
Recycled Materials	-	-	-	-	-	-	-	-
Veteran Owned	49,034	1.05%	49,034	1.05%	40,150	0.79%	40,150	0.79%
Woman Owned	7,283	0.16%	7,283	0.16%	26,739	0.52%	26,739	0.52%
Total Diversity Spend	\$ 310,646	6.68%	\$ 310,646	6.68%	\$ 339,220	6.64%	\$ 339,220	6.64%
Total Addressable Spend - Goods and Services	\$ 4,650,657	100.00%	\$ 4,650,657	100.00%	\$ 5,111,220	100.00%	\$ 5,111,220	100.00%
EDGE Spend - Goods, Services, and Construction*								
EDGE	\$ 168,976	2.34%	\$ 168,976	2.34%	\$ 149,810	1.66%	\$ 149,810	1.66%
Total EDGE Spend	\$ 168,976	2.34%	\$ 168,976	2.34%	\$ 149,810	1.66%	\$ 149,810	1.66%
Total Addressable Spend - Goods, Services, and Construction	\$ 7,215,286	100.00%	\$ 7,215,286	100.00%	\$ 9,040,078	100.00%	\$ 9,040,078	100.00%

* Includes payments to subcontractors

Definitions:

MBE (Minority Business Enterprise): The MBE program is designed to assist minority businesses in obtaining state government contracts for goods and services. (Unlike the Encouraging Diversity, Growth and Equity program, the MBE program does not apply to construction contracts.) The State of Ohio developed the program because it recognized the need to encourage, nurture and support the growth of minority businesses to foster their development and increase the number of qualified competitors in the marketplace.

EDGE (Encouraging Diversity, Growth, and Equity Program): The EDGE program is designed to assist socially and economically disadvantaged businesses in obtaining state government contracts in the following areas: construction, architecture and engineering; professional services; goods and services; and information technology services. (In contrast to the Minority Business Enterprise program, the EDGE program does apply to construction contracts.) The State of Ohio developed the program because it recognizes the need to encourage, nurture, and support the growth of economically and socially disadvantaged businesses to foster their development and increase the number of qualified competitors in the marketplace.

Youngstown State University (YSU) does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity and/or expression, disability, age, religion or veteran/military status in its programs or activities. Please visit YSU's Commitment to Accessibility webpage for contact information for persons designated to handle questions about this policy.

Youngstown State University
Diversity Spend Detail Report - Goods and Services
(excludes EDGE and construction)
July 1, 2023 through September 30, 2023

Minority Business Enterprise (MBE)			
Name	Address	Type of Contract	Purchases
Brown Enterprise Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Computer Supplies	\$ 241,207
Brown Enterprise Solutions/Staples - Tier 2	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Office Supplies	7,932
Consolidus, LLC - Tier 2	526 S Main St STE 804, Akron, Ohio 44311	Office & Promotional Supplies	1,230
Amazon - Tier 2	PO Box 81207, Seattle, Washington 98108-1207	Miscellaneous Supplies	3,961
	Subtotal - MBE		\$ 254,329
Disability Challenged			
Name	Address	Type of Contract	Purchases
N/A			\$ -
	Subtotal - Disability Challenged		\$ -
Recycled Materials			
Name	Address	Type of Contract	Purchases
N/A	-	-	\$ -
	Subtotal - Recycled Materials		\$ -
Veteran Owned			
Name	Address	Type of Contract	Purchases
Amazon - Tier 2	PO Box 81207, Seattle, Washington 98108-1207	Miscellaneous Supplies	\$ 495
NPI Audio Visual	26500 Renaissance Parkway, Cleveland, Ohio 44128	Audio Visual Equipment	47,875
Protech-N-Shred	P.O. Box 85, Cortland, Ohio 44410	Document Shredding	664
	Subtotal - Veteran Owned		\$ 49,034
Woman Owned			
Name	Address	Type of Contract	Purchases
Amazon - Tier 2	PO Box 81207, Seattle, Washington 98108-1207	Miscellaneous Supplies	\$ 2,840
Brown Enterprise Solutions/Staples - Tier 2	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Office Supplies	426
School Health Corporation	5600 Apollo Drive, Rolling Meadows, Illinois 60008	Exercise Equipment	1,353
Union Eyes Optical Inc.	229 Churchill Hubbard Road Suite B, Youngstown, Ohio 44505	Public Safety Supplies	230
Consolidus, LLC - Tier 2	526 S Main St STE 804, Akron, Ohio 44311	Office & Promotional Supplies	2,435
	Subtotal - Woman Owned		\$ 7,283
	Total Diversity Spend		\$ 310,646

Youngstown State University
EDGE Spend Detail Report
July 1, 2023 through September 30, 2023

Encouraging Diversity, Growth, and Equity (EDGE)

	Address	Project	Purchases
Domokur Architects *MCM Services	7533 Tyler Blvd., Mentor, Ohio 44060	YSU Building Envelope Renovations	\$ 2,750
Murphy Contracting Company *Contractor Connection Inc.	1828 Perry Drive SW, Canton, Ohio 44706	STEM Science Lab Renovations	35,000
Western Reserve Mechanical	3041 South Main St., Niles, Ohio 44446	Repairs and Maintenance-Non Construction	131,226
	Total EDGE Spend		\$ 168,976

*EDGE subcontractors

YOUNGSTOWN STATE UNIVERSITY
Endowment Funds Report
June 30, 2023

ENDOWMENT FUNDS SUMMARY			
PURPOSE	ENDOWMENT BALANCES *	SPENDING FUND BALANCES	FY2024 INCOME DISTRIBUTION
Program Support	\$ 5,998,446	\$ 1,512,979	\$ 288,875
Scholarships	5,530,504	599,846	266,740
Awards	641,174	31,520	30,469
Total	\$ 12,170,124	\$ 2,144,345	\$ 586,084

ENDOWMENT FUNDS DETAIL			
ENDOWMENT FUND NAME	ENDOWMENT BALANCES *	SPENDING FUND BALANCES	FY2024 INCOME DISTRIBUTION
<i>Program Support</i>			
Michael I Monus Endow	\$ 1,003,916	\$ 218,523	\$ 48,493
Edward J DeBartolo Endow	946,144	391,558	45,703
Albert J Shipka Endow	818,864	145,812	38,798
Dr James Dale Ethics Ctr Endow	682,712	132,470	32,978
Thomas & Carol Gay Endow	526,032	2,499	25,316
Judiac Holocaust Endow	492,098	123,331	23,770
Neil Humphrey Endowment	343,633	27,536	16,599
Ethel M Wood Endow	279,828	45,245	13,517
WYSU - FM Endow	255,105	121,740	12,323
Beckman Endow	150,204	79,513	7,255
YSU Judith Rae Solomon Gallery Endo	127,470	13,001	6,157
Gratia Murphy Endow	76,635	55	3,702
James A Houck Endow	55,456	994	2,653
Morris & Sophie Slavin Endow	40,657	29,936	1,964
YSU Campus Beautification Endowment	39,343	126,915	1,900
Dr & Mrs F F Piercy Endow	31,528	16,343	1,523
Muses Endow	30,203	6	1,459
Bertram Tamarkin Endow	28,704	2,809	1,387
D.P.Pipino Performng Arts Endow	26,834	3,739	1,296
Alice Budge Endow	18,280	12,153	883
YSU Danielle Peters Prog Endowment	16,226	2,264	784
R H Weichsel Endow	5,420	5,381	262
Richard James Owen II Endow	3,153	11,156	152
<i>Program Support total</i>	\$ 5,998,446	\$ 1,512,979	\$ 288,875

ENDOWMENT FUNDS DETAIL

ENDOWMENT FUND NAME	ENDOWMENT BALANCES *	SPENDING FUND BALANCES	FY2024 INCOME DISTRIBUTION
	<i>Scholarships</i>		
John & Lucille Fedor Schol Endow	\$ 982,131	\$ 161,171	\$ 47,441
Honorable Erskine Maiden Jr. Schl	766,399	60,614	37,020
Huerta Jackson Schol Endow	582,011	43,257	28,114
JADCO Foundation Schol Endow	492,038	22,412	23,768
William Petrych Schol Endow	305,678	14,016	14,766
Myron C Wick Jr Schol Endow	293,207	15,810	14,163
Dusi Schol Endow	167,767	2,012	8,104
Louis D Tauro Schol Endow	150,632	16,907	7,276
YSU English Festival Endowment	149,544	36,150	7,136
Harvey N Kretzer Schol Endow	124,846	5,564	6,031
Peter George Parthemos Schol Endow	97,304	10,780	4,700
Eugene Green Schol Endow	90,287	13,997	4,361
Barnes & Mackall Schol Endow	90,102	14,939	4,352
Truck Car Stop - People's Store	60,634	44,995	2,929
E & V Pellegrini Schol Endow	60,184	1,408	2,868
Ferdinand S Jagatich Schol Endow	55,690	7,375	2,516
Adlaka & Associates Schol Endow	51,759	17,492	2,500
Mildred N Graebing Schol Endow	47,292	2,108	2,284
Mary E Pinney Schol Endow	47,292	2,108	2,284
Harry K Graebing Schol Endow	47,261	-	2,283
Julia Spitzer Endowment	45,000	10,076	2,174
Helen Edward Stoll Schol Endow	44,163	6,502	2,133
Frank M Clark Schol Endow	39,928	1,846	1,929
T & E Chengelis Schol Endow	39,304	8,727	1,899
Thomas & Peter Fabek Schol Endow	37,844	4,980	1,803
Michael A Rigo Schol Endow	37,525	2,609	1,805
Mary P Rigo Schol Endow	37,501	732	1,803
YSU Albert D Caldron Mem Schol End	36,701	1,411	1,770
Robert C & Janice A Machin Endow	36,403	4,339	1,758
Brier Hill Schol Endow	33,579	5,981	1,622
Betty J Connors Schol Endow	32,470	5,447	1,568
Roseann Waindel Schol Endow	31,283	2,714	1,511
Virgil A Hobart Schol Endow	30,735	3,934	1,485
Albert A Guerrieri Jr Schol Endow	30,702	1,396	1,483
Michael Klasovsky Geog Schol Endow	30,594	7,101	1,478
Dorothy Z Greenberger Schol Endow	29,757	9,277	1,437
Reel & Fabek Schol Endow	29,287	1,982	1,415
Florence Amon Schol Endow	26,606	2,436	1,285
Elaine Glasser Schol Endow	25,125	1,662	1,214
Gina Tenney Schol Endow	23,781	879	1,144

ENDOWMENT FUNDS DETAIL

ENDOWMENT FUND NAME	ENDOWMENT BALANCES *	SPENDING FUND BALANCES	FY2024 INCOME DISTRIBUTION
Ann & Jerome Schmerin Schol Endow	23,702	9,375	1,145
Bill Dailey Schol Endow	23,368	(303)	1,129
YSU Robt E Fleming Mem Schol End	20,072	188	970
YSU Dr.Philip Ginnetti Mem Schl End	19,248	3,124	929
Mary B Smith Endowment	17,392	2,197	840
Edmund J Salata Schol Endow	16,926	785	818
Nellie P Nick Schol Endow	15,764	108	761
M Klasovsky Urban Std Schol Endow	14,098	5,439	681
YSU APAS Scholarship Endowment	13,979	1,037	675
Helen G Schmitt Schol Endow	9,458	66	457
Grocery Mfg Reps of Yo Schol Endow	7,882	351	381
Gerhard M Stein Schol Endow	7,091	333	343
YSU General Endow	1,179	-	-
<i>Scholarships total</i>	<u>\$ 5,530,504</u>	<u>\$ 599,846</u>	<u>\$ 266,740</u>
<i>Awards</i>			
Candace Gay Endow	\$ 371,453	\$ -	\$ 17,464
Gary L Green Endow	81,793	2	3,951
Robert R Hare Endow	36,289	2,897	1,753
N & R Richley Endow	28,278	1,341	1,366
Ilajean Feldmiller Endow	23,134	8,810	1,117
YSU Dr.Gunapala Edirisooriya Schl E	21,585	2,918	1,032
Joseph Salvatore Endow	17,830	926	861
David Scott Ives Endow	13,955	3,345	674
Kenmore B Drake Endow	13,718	612	663
Sister Jean Gillespie Endow	11,192	2,351	541
Clingan Jackson Endow	7,961	1,881	385
Margaret C Horvath Endow	5,631	1,061	259
Marion Blum Endow	5,202	3,838	251
Charles E & Mary E Franklin Endow	3,153	1,539	152
<i>Awards total</i>	<u>\$ 641,174</u>	<u>\$ 31,520</u>	<u>\$ 30,469</u>
<i>Grand total</i>	<u><u>\$ 12,170,124</u></u>	<u><u>\$ 2,144,345</u></u>	<u><u>\$ 586,084</u></u>

* Balances presented at fair value and include \$5,790,786 in corpus and \$6,379,338 in undistributed investment earnings.

Insurance

2023-2024



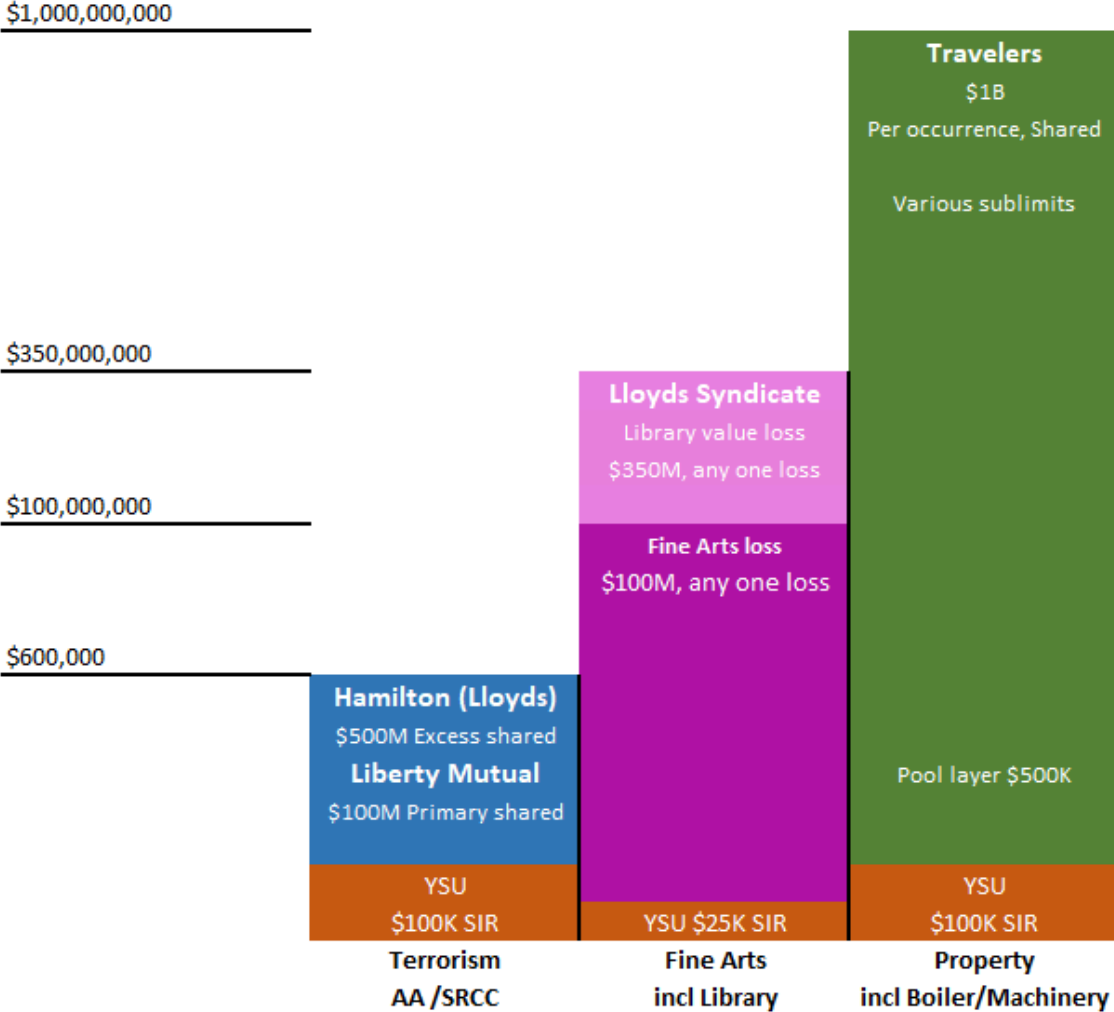
YOUNGSTOWN
STATE
UNIVERSITY

IUC Risk Management & Insurance Consortium

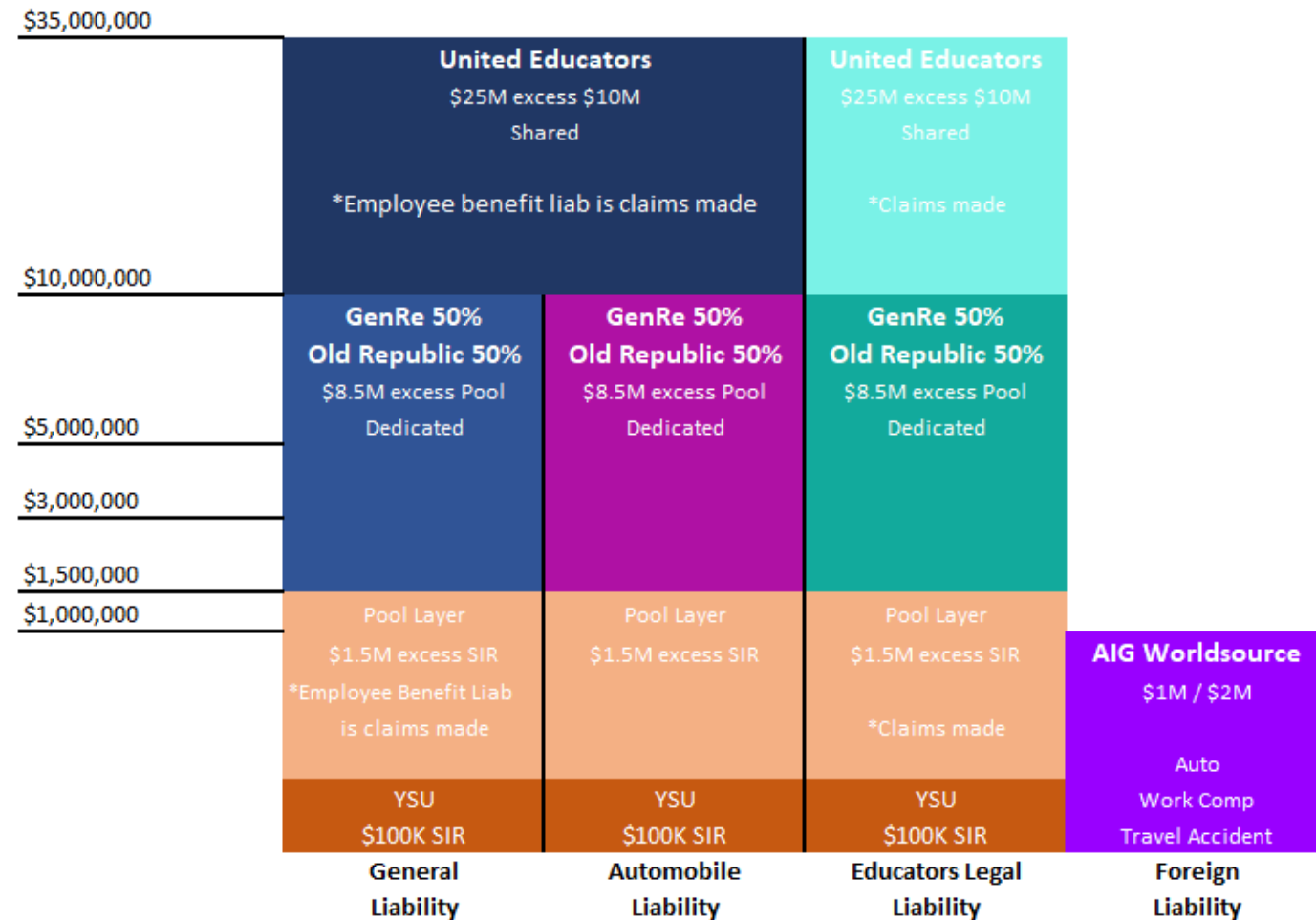
- Formed as ad-hoc committee of Fiscal Officer's Committee of the Inter-University Council (IUC) in 1994
- Incorporated as a Nonprofit Corporation in 2015
- Formal governance structure
- Mission is to provide members with innovative RM expertise, asset protection, and loss control strategies in support of affordable access to education for students

Bowling Green State University	Shawnee State University
Central State University	University of Akron
Cleveland State University	University of Cincinnati
Kent State University	University of Toledo
Miami University	Wright State University
NEOMED	Youngstown State
Ohio University	*OSU is a member of the IUC but not the RMIC

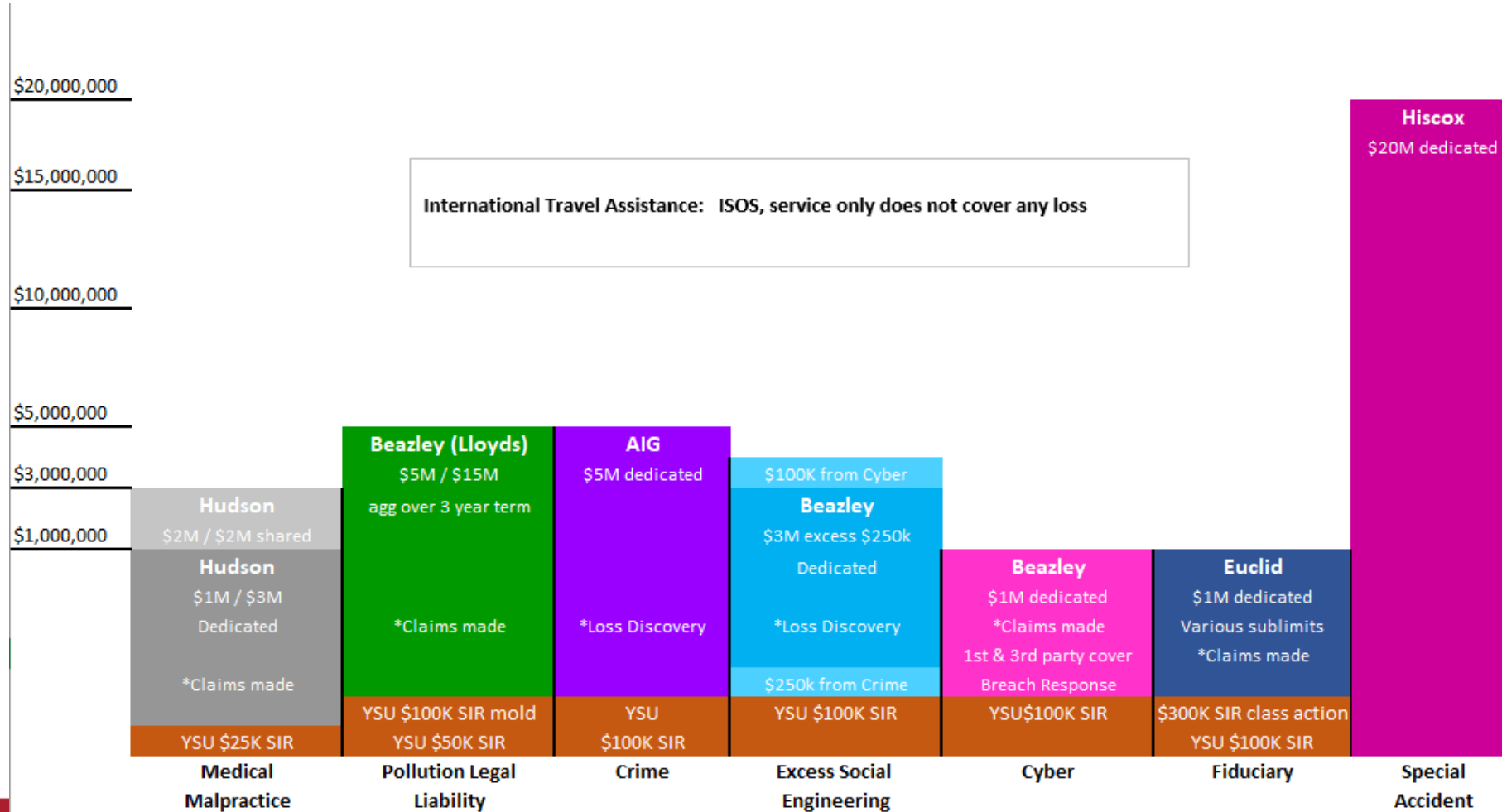
Property Coverage



Casualty Coverage



Other Group Programs



4 Year Review

Description of Coverage	Member FY24 Invoice Costs	Member FY23 Invoice Costs	Member FY22 Invoice Costs
GROUP PROPERTY PROGRAM			
"All Risk" Property Coverage including Time Element, Equipment	\$ 124,633.65	\$ 47,468.00	\$ 46,057.00
Automobile Physical Damage (Self-Insured)	\$ 489,001.00	\$ 403,487.00	\$ 246,925.00
Administrative Fees (4)	\$ 1,999.00	\$ 4,271.00	\$ 4,521.00
Fine Arts, including Library Values	\$ 8,399.68	\$ 7,259.00	\$ 21,785.92
Terrorism, including Active Assailant & SRCC	\$ 12,298.85	\$ 11,833.66	\$ 9,395.94
	\$ 6,605.00	\$ 5,906.00	\$ 5,686.94
GROUP CASUALTY PROGRAM			
IUC-RMIC Casualty Pool (5)	\$ 164,118.00	\$ 129,109.00	\$ 100,644.00
Deductible Paybacks (Carl Warren Claims)	\$ 1,223.08	\$ 1,400.00	\$ 950.00
IUC-RMIC Coverage Agreement - General Liability	\$ 248,767.00	\$ 100,328.00	\$ 143,284.00
IUC-RMIC Coverage Agreement - Automobile Liability			
IUC-RMIC Coverage Agreement - Educators Legal		\$ 105,604.00	\$ 40,102.00
1st Excess General & Automobile Liability			\$ 18,678.00
1st Excess Educators Legal Liability			
Casualty Administrative Fees (7)	\$ 77,338.70	\$ 47,336.74	\$ 63,656.67
Member Loss Control Funds	\$ 15,000.00	\$ 15,000.00	\$ 15,703.00
OTHER GROUP COVERAGES			
Crime	\$ 13,618.86	\$ 13,309.00	\$ 7,075.00
Cyber Liability/Breach Response	\$ 85,700.00	\$ 85,000.00	\$ 57,176.00
Excess Social Engineering (8)	\$ 4,081.15	\$ 3,766.00	\$ 4,470.50
Fiduciary Liability	\$ 8,869.59	\$ 8,502.00	
Foreign Package Liability	Prepaid	Prepaid	\$ 1,104.00
International Travel Assistance Services - ISO	\$ 2,039.93	\$ 761.00	\$ 3,678.00
Medical Malpractice (10)	\$ 17,970.00	\$ 17,353.00	\$ 13,824.00
Pollution (11)	Prepaid	Prepaid	\$ 2,862.33
Special Accident (12)	Prepaid	\$ 869.00	\$ 291.00
	\$ 1,272,793.90	\$ 999,191.40	\$ 806,475.30



Non IUC Insurance

Type of Vehicle	FY 23
Private Passenger Vehicles	10
Light Trucks (<14,000)	73
Heavy Trucks (>26,000)	2
Passenger Vans (12-15)	6
Police Cars	18

Workers Compensation Rates	FY 23-24	FY 22-23
Rates per \$100 of pay	0.3540	0.4287

Rising Premium Mitigation Efforts

- Risk Working Group Focusing on Cyber Security

	2023	2022
Policy Aggregate Limit	\$2M	\$1M
Breach Response	\$2M	\$1M
Liability	\$2M	\$1M
Premium	\$80K	\$80K

- Twice the coverage for the same cost

Rising Premium Mitigation Efforts

- EOHS and HR implemented a Transitional Work program for Workers Compensation injuries

	2023	2022
Total Injuries	4	9
Lost Time Injuries	1	4
Missed Workdays	0	275
Contribution Rate	0.3540	0.4287

- Received just over \$5,000 in refund of BWC premium payment

Rising Premium Mitigation Efforts

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- EOHS and HR implemented a Transitional Work program for Workers Compensation injuries

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SUMMARY OF PERSONNEL ACTIONS
Athletic Employees
07/16/2023 through 10/15/2023

Separations – 4

- Professional Administrative Excluded – 4

Appointments – 5

Replacement Positions – 5

- Professional Administrative - Excluded – 5

New Positions – 0

Multi-Year Appointments – 1

- Professional Administrative Excluded – 1

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Buffenbarger, Elle	Excluded	Assistant Coach	Softball	8/31/2023	1.00	\$30,600.00	Resign
Butler, Chelsie	Excluded	Assistant Coach	Basketball - Women's	9/11/2023	1.00	\$52,540.20	Resign
Hernandez, Ulises	Excluded	Head Coach	Tennis - Men's	9/6/2023	1.00	\$42,923.74	Resign
Tomei, Megan	Excluded	Assistant Coach Track Field Throws	Track - Women's	7/31/2023	1.00	\$47,547.30	Resign

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Glass, Jacob	Excluded	Assistant Coach Track Field Throws	Track - Men's	9/16/2023	1.00	\$45,257.00
Harris, Robert	Excluded	Head Coach Women's Lacrosse	Lacrosse - Women's	7/17/2023	1.00	\$70,000.00
Jewell, Teonna	Excluded	Assistant Coach Women's Basketball	Basketball - Women's	10/9/2023	1.00	\$65,000.00
Norris, Timothy	Excluded	Director Corporate Sponsorships and Athletic Marketing	Ticket Office	9/1/2023	1.00	\$63,000.00
Woolard, Taylor	Excluded	Assistant Coach Women's Lacrosse	Lacrosse - Women's	8/16/2023	1.00	\$45,000.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023
MULTI-YEAR APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	PREVIOUS SALARY
Scott, Aline	Excluded	Head Coach, Volleyball	Volleyball	8/16/2023 -6/30/2026	1.00	\$ 76,152.00	\$ 76,152.00

PERFORMANCE EXCELLENCE ORGANIZATION

**Executive Director
of Athletics**

**Dean of Students
and Ombudsperson**

Performance Excellence

ACADEMIC SUCCESS	PERFORMANCE PSYCHOLOGY	SPORTS MEDICINE	SPORTS PERFORMANCE	PERFORMANCE NUTRITION	PERFORMANCE SCIENCE
Student-centered	Access	Vision	Trust	Athlete-centered	Sport Specificity
Holistic Development	Performance Enhancement	Communication	Accountability	Unified Messaging	Evidence Informed
Advocacy	Stigma Reduction	Resilience	Support	Food First	Data Driven
Career Readiness	Communication Personal Growth	Respect Teamwork	Communication Attitude	360 deg Education Risk Reduction	Innovation



INDEPENDENT MEDICAL CARE + HEALTHCARE ACCREDITATION

ATHLETICS

- NCAA Best Practices for Autonomous Medical Decision-making
- Medical Director Leadership
- Southwoods Partnership
 - Team Physicians and Specialists
- NovaCare Partnership
 - Athletic Training Services Provider
 - Physical Therapy Services Provider

ON/OFF CAMPUS COLLABORATION

- Wick Primary Care
 - Point of care testing
 - Laboratory
 - Vaccinations
 - Physicals
 - Psychiatric Care
- Student Counseling Services
- Campus Access to and Collaboration with St. Elizabeth Youngstown Hospital
- Campus Access to and Collaboration with Youngstown Health Department



ONGOING RISK MANAGEMENT STRATEGIES

ATHLETICS

- Organizational Chart
- AT Staffing Model (44:1)
- Sports Performance Staffing +2 FT
- Student Athlete Education
- Athletics Staff Education
- Emergency Action Plans (26)
- Mental Health Education
- Concussion Management Best Practices (34/21)
- Alcohol and Other Drug Testing and Treatment (513:12)

ON/OFF CAMPUS COLLABORATION

- Dean of Students -Routing of Penguin of Concern Referrals
- Title IX Education and Resource Development
- STAND Initiative
- Collaboration with Environmental and Occupational Health & Safety
- JED Campus Team Participation
- Anxiety Management Education (SCS)
- Office of General Counsel Liaison



STUDENT ATHLETE CENTERED CARE AND WELLNESS

ATHLETICS

- Surgery/Post Op Care (47/42)
- Daily Injury Treatment
- Patient Satisfaction Analysis (95%/71.6%)
- In-house Physician Care (719)
- Mental Health Management
 - 388 returning screens, 19%
 - 189 incoming screens, 13%
- Penguin of Concern Referral (105/104)
- Horizon League Mental Health Grant
 - Yoga, Mental Health 1st Aid, Informational TVs, Light Therapy
- Performance Nutrition Services (11 team, 80 individual)

ON/OFF CAMPUS COLLABORATION

- DOS Outreach and Case Management
- Student Counseling Services
- Community Counseling Clinic
- Coleman Behavioral Health
- Mercy Health – St. Elizabeth Hospital
- Wellness Graduate Assistant (dual-report)
- Masters in Athletic Training Graduate Students
- Department of Dietetics Students
- Chartwell's Dining Services
- Penguin Pantry
- Swipe Out Hunger Program



STUDENT ATHLETE PERFORMANCE ENHANCEMENT

ATHLETICS

- Learning Differences Management (58/53)
- Academic Success Support
 - Week before and Finals Week “brain juice”
- Mental Skills Training (23 team, 9 individual)
- Long-term Injury Support Group
- Applied Sports Science
- Sports Performance Technology
- Fuel Stations
 - 24 items
 - 2 weeks = 1085 visits
 - 26.5 gallons of yogurt

ON CAMPUS COLLABORATION

- Accessibility Services
- DOS Case Management
- Tutoring Matching Services
- Student Counseling Services
- Student Security Services
- Department of Kinesiology and Sport Science Students



FUTURE GOALS AND GROWTH

- Athletics Performance Nutrition and YSU Dietetics
- Athletics Performance Psychology and YSU Department of Counseling and Social Work
- Enhanced collaboration on Mental Health Screens
- Interassociation Standard of Care Toolkit



FEEDBACK AND QUESTIONS

THANK YOU FOR
YOUR ONGOING
SUPPORT



INDEPENDENT MEDICAL CARE + HEALTHCARE ACCREDITATION

ATHLETICS

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Divisional Highlights

The Division of Workforce Education and Innovation begins its **4th** year since our journey from concept to Division with now over **40+ faculty, staff, and students** supporting our workforce training programs and initiatives collectively with the region. The hard work and commitment from the TEAM have since brought in over **\$15M** in grants, contracts, and gifts. These dollars have gone back to the YSU community, the region's community partners, companies, and individuals in the form of scholarships, new programs, and support systems for the stakeholders we serve, including:

- YSU Data Mine and corporate sponsored research projects
- High School Scholarships and funding for counselors
- ETC / STEM Collaborative Research Projects
- YSU Shark Tank
- Youngstown/Warren Regional Chamber Regional Workforce Coalition
- Training for companies like NLMK, Ultium, Foxconn and others
- University partner collaboration, funding and shared practices

We have issued over **14K** badges, certificates and industry recognized credentials through our online, classroom, and hybrid offerings to K-12, YSU students, companies and community members. Our team is serving on advisory councils and boards throughout the region and the state including the Governor's Office of Workforce Transformation EV and Advanced Manufacturing Leadership Councils, Youngstown/Warren Regional Chamber Workforce and Economic Development Councils, Mahoning and Columbiana County Workforce Board, Team NEO Talent Development Council, YWRC Young Professionals, Regional Funding Hub, and The Ohio State University Center for Automotive Research Advisory Board. (to name a few)

The YSU Workforce TEAM has worked tirelessly to build this organization from a scrappy start-up to growth organization. But our work, in some ways, is just getting started. We recognize that sustainable growth in numbers cannot be realized without excellence in all that we do. This fiscal year will bring a focus on:

- **Optimization** - Doing things well and right. Tightening up our operational and financial systems, internal processes, and educational offerings.
- **Goal Setting** - Focusing on goals and priorities that meet the needs of those we serve.
- **Teamwork** – Renewed focus on building trust, transparency, and authenticity in our interactions with our clients, our partners, and each other.

Together as a TEAM and with the support of YSU leadership, our administrative staff, and faculty, we are committed to playing our part in **Taking Charge of our Future**, building opportunities for everyone to participate in career and educational pathways that support the vibrancy of our great institution and our region.



Vice President, Jennifer Oddo
Division of Workforce Education and Innovation

Strategic Initiatives

Optimization

- 1) Reporting: Finance and Operations TEAM developing new monthly reporting protocols and audit cadences to include:
 - HR Payroll Analysis
 - Expenditure Report
 - Course Enrollment Report
 - Course Profitability Analysis
 - Departmental Level Financials
 - Skills Accelerator (registration tool) Reports
- 2) Educational Offerings: Optimize delivery models and classroom usage for high demand programs focused on"
 - Analysis for-credit opportunities for students taking DWEI classes – ITAG, RPA, Block Credit, Apprenticeships
 - Modularize existing programs to create a more agile delivery model for increased participation rate
 - Profitability Analysis
- 3) Operational Excellence:
 - a. Creation of operational playbooks
 - i. Divisional, department, facilities

Goal Setting

1. Expand partnerships on campus: Establish new partnerships on campus to that reach new a new demographic of students to include more student organizations, Gen Ed, First Year Experience, Exploratory, and interested professors across campus.
2. Create an entrepreneurship ecosystem: and promote opportunities through the ETC – secure funding and promote opportunities through microgrants and an annual pitch event, and develop relationships to highlight licensing opportunities.
3. Increased participation with external communities: high schools, companies, and community partners.
4. Conduct quarterly business reviews (QBR) to inform, educate and improve on all operational practices.

Teamwork

1. Cross departmental projects to increase collaboration, best practices and open communication.
2. Divisional Meetings (Leaders and All Hands) to continue to inform on policies, educate on practices and celebrate the great work of the TEAM.
3. Activities on and off campus to help support the communities we serve.

Quarterly Financial Overview

Divisional Resources

Account Title	PD of Performance	Total Grant Award	Adjusted Budget	Expenditures YTD	Encumbrances YTD	Available Balance	Revenue Recognized YTD
General/Operating							
General	N/A	N/A	\$ 10,273.00	\$ -	\$ -	\$ 10,273.00	\$ -
General	N/A	N/A	\$ 28,890.00	\$ -	\$ -	\$ 28,890.00	\$ -
Research Incentive CO	N/A	N/A	\$ 27,259.00	\$ -	\$ -	\$ 27,259.00	\$ -
Research Incentiv CO ETC	N/A	N/A	\$ 6,109.00	\$ -	\$ -	\$ 6,109.00	\$ -
Grants Residual	N/A	N/A	\$ 13,641.00	\$ -	\$ -	\$ 13,641.00	\$ -
Grants Residual	N/A	N/A	\$ 76,634.00	\$ 72,676.00	\$ 3,788.00	\$ 170.00	\$ -
			\$ 162,806.00	\$ 72,676.00	\$ 3,788.00	\$ 86,341.00	\$ -
Grants							
MV WF Partner	7/1/21-6/30/23 <small>PENDING NCE REQUEST</small>	\$ 200,000.00	\$ 140,900.00	\$ 25,205.00	\$ -	\$ 115,696.00	\$ 25,205.00
Tech Prep 23	7/1/22-6/30/24	\$ 20,000.00	\$ 20,000.00	\$ 6,012.00	\$ -	\$ 13,988.00	\$ 7,643.00
Comm Support Fnds CWDS	Evergreen	\$ 3,500,000.00	\$ 633,533.00	\$ 357,381.00	\$ 198,095.00	\$ 78,058.00	\$ -
Comm Supp-ESITC	Evergreen	\$ 1,500,000.00	\$ 1,394,498.00	\$ 179.00	\$ -	\$ 1,394,319.00	\$ -
MVICC FY 22 23	7/1/21-6/30/23 <small>PENDING NCE REQUEST</small>	\$ 1,000,000.00	\$ 185,759.00	\$ 234,128.00	\$ 1,120.00	\$ (49,489.00)	\$ 185,759.00
Tech Cred 13	2/2/22-5/31/23 <small>EXPIRED</small>	\$ 30,000.00	\$ 29,000.00	\$ -	\$ -	\$ -	\$ -
TechCred Rd 15	6/1/22-9/30/23	\$ 15,936.00	\$ 15,936.00	\$ -	\$ -	\$ 15,963.00	\$ -
TechCred Rd 19	1/1/23-5/31/24	\$ 16,206.00	\$ 16,206.00	\$ -	\$ -	\$ 16,206.00	\$ -
TechCred 21	6/1/23-9/30/24	\$ 26,592.00	\$ 26,592.00	\$ -	\$ -	\$ 26,592.00	\$ -
			\$ 2,462,425.00	\$ 622,905.00	\$ 199,214.00	\$ 1,611,305.00	\$ 218,606.00
Total Divisional:			\$ 2,625,230.00	\$ 695,582.00	\$ 203,002.00	\$ 1,697,646.00	\$ 218,606.00

Excellence Training Center

Account Title	PD of Performance	Total Grant Award	Adjusted Budget	Expenditures YTD	Encumbrances YTD	Available Balance	Revenue Recognized YTD
General/Operating							
Continuing Ed WF	N/A	N/A	\$ 519,354.00	\$ 131,972.00	\$ 55,275.00	\$ 332,107.00	\$ 106,376.00
			\$ 519,354.00	\$ 131,972.00	\$ 55,275.00	\$ 332,107.00	\$ 106,376.00
Grants							
Hybrid Mfg	8/26/21-9/30/23 <small>PENDING NCE REQUEST</small>	\$ 1,544,361.00	\$ 317,913.00	\$ 40,253.00	\$ 46,778.00	\$ 230,882.00	\$ 40,784.00
DLA 4.0	4/1/22-09/30/24	\$ 3,259,775.00	\$ 1,240,186.00	\$ 151,568.00	\$ 487,312.00	\$ 601,306.00	\$ 215,183.00
DLA 4.0 + Option A	9/1/22-9/30/24	\$ 2,535,455.00	\$ 2,143,161.00	\$ 81,852.00	\$ 283,486.00	\$ 1,777,823.00	\$ 90,853.00
			\$ 3,701,261.00	\$ 273,673.00	\$ 817,576.00	\$ 2,610,011.00	\$ 346,820.00
Grants							
MVICC Ops	N/A	N/A	\$ 1,784.00	\$ -	\$ -	\$ 1,784.00	\$ -
Ed Youth Camps	N/A	N/A	\$ 25,379.00	\$ 1,361.00	\$ -	\$ 24,018.00	\$ -
Burton D Morgan ETC Gift	N/A	N/A	\$ 1,669.00	\$ 1,600.00	\$ -	\$ 69.00	\$ 20,000.00
YSUF Roth End Gifts	N/A	N/A	\$ 23,300.00	\$ -	\$ -	\$ 23,300.00	\$ 7,100.00
YSUF Humtown	N/A	N/A	\$ 5,300.00	\$ -	\$ -	\$ 5,300.00	\$ 2,125.00
YSUF Greenwood	N/A	N/A	\$ 7,650.00	\$ -	\$ -	\$ 7,650.00	\$ 4,000.00
			\$ 65,082.00	\$ 2,961.00	\$ -	\$ 62,121.00	\$ 33,225.00
Equipment Grants							
RAPIDS 5	10/1/21-9/30/23 <small>PENDING NCE REQUEST</small>	\$ 540,833.00	\$ 439,382.00	\$ -	\$ 423,408.00	\$ 15,974.00	\$ -
Rapids 6	12/1/22-12/31/24	\$ 316,834.00	\$ 316,834.00	\$ -	\$ 263,994.00	\$ 52,840.00	\$ -
			\$ 756,216.00	\$ -	\$ 687,402.00	\$ 68,814.00	\$ -
Total ETC:			\$ 5,041,913.00	\$ 408,607.00	\$ 1,560,253.00	\$ 3,073,053.00	\$ 486,421.00

Period July – Sept 2023

IT Workforce Accelerator

Account Title	PD of Performance	Total Grant Award	Adjusted Budget	Expenditures YTD	Encumbrances YTD	Available Balance	Revenue Recognized YTD
General/Operating							
Continuing Ed WF	N/A	N/A	\$ 50,000.00	\$ (4,518.00)	\$ 674.00	\$ 53,844.00	\$ 1,791.00
			\$ 50,000.00	\$ (4,518.00)	\$ 674.00	\$ 53,844.00	\$ 1,791.00
Grants							
Amplifying Ohio Pathways	3/24/22 - 6/30/24	\$ 100,000.00	\$ 93,048.00	\$ -	\$ 39,588.00	\$ 53,460.00	\$ -
ARC 5G Readiness	10/1/22 - 9/30/25	\$ 1,652,742.00	\$ 1,019,710.00	\$ 112,062.00	\$ 462,021.00	\$ 445,627.00	\$ 90,800.00
ODODD Pathways	1/1/23 - 6/30/24	\$ 500,000.00	\$ 469,059.00	\$ 14,837.00	\$ 107,320.00	\$ 346,902.00	\$ 18,739.00
Quest Broadband & 5G - Node	7/1/23-9/30/24	\$ 883,912.00	\$ 883,912.00	\$ 452.00	\$ 521,159.00	\$ 362,301.00	\$ 14,186.00
IMAP Round 2	1/1/22-7/31/23 EXPIRED	\$ 241,990.00	\$ 222,012.00	\$ 28,740.00	\$ -	\$ -	\$ 28,740.00
IMAP Round 3	7/1/23-9/30/24	\$ 240,860.00	\$ 225,369.00	\$ 3,398.00	\$ -	\$ 221,971.00	\$ 3,398.00
Cash Match ARC 5G	10/1/2022-9/30/25	\$ 497,862.00	\$ 377,887.00	\$ 23,723.00	\$ -	\$ 354,164.00	\$ -
			\$ 3,290,997.00	\$ 183,212.00	\$ 1,130,088.00	\$ 1,784,425.00	\$ 155,862.00
Total ITWA:			\$ 3,340,997.00	\$ 178,694.00	\$ 1,130,762.00	\$ 1,838,269.00	\$ 157,653.00

Tressel Institute for Leadership and Teamwork

Account Title	PD of Performance	Total Grant Award	Adjusted Budget	Expenditures YTD	Encumbrances YTD	Available Balance	Revenue Recognized YTD
Gifts/Endowment							
TILT	N/A	N/A	\$ 452,458.00	\$ 70,791.00	\$ 79,864.00	\$ 301,803.00	\$ 2,000.00
Gifts	N/A	N/A	\$ 310,473.00	\$ 6,411.00	\$ 900.00	\$ 303,162.00	\$ -
YSUF Tressel St Work	N/A	N/A	\$ 119,299.00	\$ 10,122.00	\$ -	\$ 109,177.00	\$ 28,450.00
			\$ 882,229.00	\$ 87,324.00	\$ 80,764.00	\$ 714,142.00	\$ 30,450.00
Total TILT:			\$ 882,229.00	\$ 87,324.00	\$ 80,764.00	\$ 714,142.00	\$ 30,450.00

Williamson Innovation Park

Account Title	PD of Performance	Total Grant Award	Adjusted Budget	Expenditures YTD	Encumbrances YTD	Available Balance	Revenue Recognized YTD
Gifts/Endowment							
Williamson	N/A	N/A	\$ 76,650.00	\$ 18,694.00	\$ -	\$ 57,956.00	\$ -
			\$ 76,650.00	\$ 18,694.00	\$ -	\$ 57,956.00	\$ -
Total WIP:			\$ 76,650.00	\$ 18,694.00	\$ -	\$ 57,956.00	\$ -

Period July – Sept 2023

Departmental Updates

Excellence Training Center

- Received \$20,000 from Burton D. Morgan Foundation for microgrants for YSU students and YSU alums with businesses in Ohio.
- Offered new workforce classes, Drafting and Print Reading AND Allen Bradley Studio 5000 ControlLogix Maintenance and Troubleshooting CCP153.
- ETC Open House on Aug. 25 for YSU faculty and staff.
- 94 new course enrollments

IT Workforce Accelerator

- IT Workforce Accelerator team leaders represented Northeast Ohio and YSU at the national CyberShare Summit in Pittsburgh, PA.
- AT&T awarded YSU's IT Workforce Accelerator \$20,000
- Visited 15 area high schools to promote YSU Workforce programs
- 114 new course enrollments

Williamson Innovation Park

- Discussions with Boardman, Poland, and Canfield teachers for class field trips: chemistry class, biology class, technology class
- STEM Teams engaged with WIP including YSU Penguin Baja Racing off-road vehicle team (collecting vehicle performance data and designing a full test track), YSU Design Build Fly 3D printed RC airplane team (practicing controlled flying), YSU Penguin Combat Robotics battle bots team (designing a test arena), YSU Human Powered Vehicle urban transportation team (building a test and practice track)
- Creating partnerships with YSU Faculty and Staff to host students at the WIP Facilities including:
 - Physics: Practice for 3D printed boomerang testing for Choose Ohio First research team
 - Astronomy: Plans to have evening star/planet viewing events; plans to conduct some astronomy labs at the site in spring
 - Biology: Plans to start wetlands water collection to test for water quality and biomarker testing
 - Engineering Technology: Plans to host a drone competition
 - Amateur Radio Club: Plans to set up a telecommunications network
 - Bitonte College of Health and Human Services leadership: Taking information back to faculty to generate plans for future site usage

Tressel Institute for Leadership and Teamwork

- 2nd year implementation of Personal Leadership Badge into Honors College
- Creation of strategic plan and design of offerings in high schools and industry.
- Jenna Binsley transition to divisional role as Assoc. Director Marketing; Jennifer Oddo to assume interim leadership role.
- 512 new course enrollments.

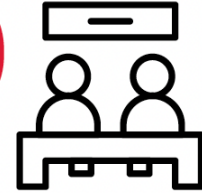
Key Performance Indicators

Period July – Sept 2023



1740
NEW LEARNERS

5810
NEW COURSE
ENROLLMENTS



COURSE BREAKDOWN



76% COURSE
COMPLETION RATE



21% ACTIVE
COURSE RATE



3% COURSE
DROP RATE

100%

Note: New data reporting quality measures have been implemented and some discrepancies were discovered in Skills Accelerator reporting. Demographic information is not available at this time and until further analysis and reconciliation is completed. The reported data has been verified by DWEI Finance and Operations.