



Board of Trustees Committee Meetings - SEPTEMBER 18, 2024 Minutes

Youngstown State University - Board of Trustees

9/18/2024 10:00 AM EDT

@ Board Meeting Room, 1st Floor, Tod Hall

MEETING MATERIALS ARE IN THE SUPPLEMENTAL SECTION OF THIS DOCUMENT

Attendance

Present:

Members: Natalie Dando, Sergul Erzurum, Richard Fryda, Charles T. George, Allen L. Ryan, Jr., J.D., Bill Johnson, Joseph J. Kerola, Jocelyne Linsalata, Laura Lyden, Anita A. Hackstedde, M.D., Zane Perrico, Michael A. Peterson, Eric Spiegel, Sterling Williams

Guests: Claire Berardini, Justin Bettura, Joy Polkabila Byers, John Colla, Chet Cooper, Bill D'Amico, Michelle DiLullo, Sue Ewing, Timothy Harrington, Jeanne Herman, John Hyden, Holly Jacobs, Sarah Keeler, Nicole Kent-Strollo, Dana Lantz, Jennifer Lewis-Aey, Paul McFadden, Neal McNally, eron memaj, Ross Miltner, Greg Morigione, Ross Morrone, Francine Packard, Jennifer Pintar, Jackie Ruller, Mike Sherman, Wim Stellant, Ron Strollo, Rich White

I. Meeting Schedule and Committee Listing

BOT Meeting Schedule September 2024

II. INVESTMENT COMMITTEE

Laura A. Lyden, Chair

Charles T. George, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Approved as presented.

B. Old Business

C. Committee Items

1. Investment Discussion Item

- a. September 18, 2024 Quarterly Portfolio Asset Allocation and Investment Performance Review (Presenters: John Colla, Clearstead)

As part of the quarterly portfolio asset allocation and investment performance review, Colla touched on capital markets and the expected rate

cut from the Federal Reserve. Colla then went on to share that the university's total non-endowment assets grew by 9.5%, fiscal year-to-date.

He presented the strategic asset allocation review and discussed the ORC Compliance Review conducted by Clearstead. The board is required to retain 25% of total assets in cash equivalents and government securities. The average retention rate for the prior fiscal year was around 30%, providing a buffer for compliance. Colla shared that "YSU is in-line with the Ohio Revised Code Compliance requirements."

Clearstead performance report - BOT Meeting 9-18-2024

2. Investment Action Item

- a. Resolution to approve modest changes to YSU's Asset Allocation Guidelines (Presenters: John Colla, Clearstead)

Motion:

Motion was made to adopt the Resolution.

Motion moved by Joseph J. Kerola and motion seconded by Anita A. Hackstedde, M.D. Passed unanimously.

3. Background Materials

D. New Business

E. Adjournment

III. AUDIT SUBCOMMITTEE

Richard C. Fryda, Chair
Sergul A. Erzurum, Vice Chair
Anita A. Hackstedde
Joseph J. Kerola
Sterling A. Williams

A. Disposition of the Minutes for the Previous Meeting

Approved as presented.

B. Old Business

C. Committee Items

1. Audit Discussion Items

Michelle DiLullo, staff auditor, updated the board on the Anonymous Reporting Hotline, the FY24 fourth quarter internal audit plan, the audit matrix open audit recommendations and the internal audit activities.

DiLullo also updated the board on the Facilities and Building Access internal audit, noting that "the primary objective was to audit and test the effectiveness of controls to make sure they were present and operating effectively." John Hyden, AVP Facilities, shared "We're looking to automate a lot of those systems, we've got probably a 50

year-old system that we're using. It's largely manual, and we have one guy that's running it."

- a. Anonymous Reporting Hotline Stats Update (Presenters: Michelle DiLullo, Staff Auditor)
Hotline Stats Report FY24Q4
- b. FY24 Fourth Quarter Internal Audit Plan Update (Presenters: Michelle DiLullo, Staff Auditor)
Quarterly Audit Plan Update FY24Q4
- c. Audit Matrix Open Audit Recommendations Update (Presenters: Michelle DiLullo, Staff Auditor)
Audit Recommendations Status FY24Q4
- d. Internal Audit Activities Report FY24 (Presenters: Michelle DiLullo, Staff Auditor)
FY24 Report of IA Activities
- e. Internal Audit Report on Facilities and Building Access (Presenters: Michelle DiLullo, Staff Auditor)
Audit Report-Facilities Building Access

2. Background Materials

- D. New Business
- E. Adjournment

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
Approved as presented.
- B. Old Business
- C. Committee Items

1. Governance Discussion Item

Mike Sherman, vice president for Student Affairs, Institutional Effectiveness, and Board Professional; Jenn Pintar, provost and vice president for academic affairs; and Ross Morrone, academic marketing and enrollment strategy officer, updated the board on the Enterprise Enrollment Strategy: Intersection of the Academic Master Plan and the evolution of a Market-share Oriented Strategic Enrollment Plan. They discussed the collaboration with RNL and how that collaboration connects to the developing Academic Master Plan.

Claire Berardini, associate provost for Student Success, spoke on the retention component of the enrollment enterprise and discussed reasons why students decide to leave YSU.

Sherman presented the Resolution related to the 14th-day Enrollment Report to the Board to be formally acted upon during the Board meeting on Sept. 19, 2024. Sherman stated, "Our international strategy is working really well. We have at least 119 more international students than we did last year, up to about 1,300. We have vastly more associate's degree seeking students than ever given the evolution of our commitment to serving the region with post-secondary education opportunities."

- a. The Enterprise Enrollment Strategy: Intersection of the Academic Master Plan and the evolution of a Market-share Oriented Strategic Enrollment Plan (Presenters: Jennifer Pintar, Ross Morrone, Mike Sherman)

BOT Sept 2024 Governance Academic Master Plan and Enterprise Enrollment

- b. Resolution related to the 14th-day Enrollment Report that will be formally acted on Thursday, September 19, 2024

DRAFT Enrollment Report Resolution and Tables Fall 2024

2. Governance Action Item

D. New Business

E. Background Materials

1. Final Agenda, Second Annual Trustees Symposium, October 7, 2024, Ohio Statehouse

F. Adjournment

V. Break for Lunch

VI. 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

Approved as presented.

B. Old Business

C. Committee Items

1. Intercollegiate Athletics Discussion Items

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

Athletics - Board Summary 7-15-2024

Athletics - Board Report 7-15-2024

- b. Fiscal Year 2022-23 Financial Analysis of Benchmark Institutions (Presenters: Ron Strollo, Director of Athletics)

Strollo reported on the Annual Athletics Financial Analysis and how YSU compares to its peer institutions in the Missouri Valley, Mid-American and Horizon League conferences.

Athletics Financial Analysis - Sept. 2024 BOT

- c. Update on NCAA Litigation (Presenters: Ross Miltner, Associate General Counsel)

Miltner discussed the class action lawsuit involving the NCAA, with three main cases and potential additional cases, as well as the proposed settlement and the potential impact of the settlement to institutions.

2. Background Materials

D. New Business

E. Adjournment

VII. 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

Approved as presented.

B. Old Business

C. Committee Items

1. University Affairs Action Items

- a. Resolution to Modify Discrimination/Harassment Policy, 3356-2-03 (Presenters: Dana Lantz, Executive Director, Equal Opportunity and Human Resources, and Title IX Coordinator)

Explanation sheet - Discrimination-Harassment

Resolution to Modify - Discrimination-Harassment policy

3356-2-03 REDLINE Discrimination harassment

Motion:

Motion was made to adopt the Resolution.

Motion moved by Charles T. George and motion seconded by Michael A. Peterson. Passed unanimously

- b. Resolution to Modify Conflicts of Interest and Conflicts of Commitment Policy, 3356-7-01 (Presenters: Barb Greene, Director of Procurement Services)

Explanation sheet - Conflicts of Interest and Conflicts of Commitment

Resolution to Modify - Conflicts of interest policy

3356-7-01 REDLINE Conflicts of interest

Motion:

Motion to adopt the Resolution.

Motion moved by Sterling Williams and motion seconded by Charles T. George. Passed unanimously.

- c. Resolution to Modify Outside Consulting/Employment Services - Faculty Policy, 3356-7-18 (Presenters: Dana Lantz, Executive Director, Equal Opportunity and Human Resources, and Title IX Coordinator)

Explanation sheet - Outside consulting-employment services - faculty

Resolution to Modify - Outside consulting-employment services - faculty policy

3356-7-18 REDLINE Outside consulting

Motion:

Motion to adopt the Resolution.

Motion moved by Joseph J. Kerola and motion seconded by Michael A. Peterson. Passed unanimously

- d. 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/administrative staff, including intercollegiate athletics coaching positions for April 16, 2024, through July 15, 2024. Personnel actions for faculty and professional/administrative staff are contingent upon approval of the Board of Trustees.

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

Faculty 7-15-2024 Board summary

Faculty 7-15-24 Board report

Professional Administrative 7-15-2024 Board summary

Professional Administrative 7-15-2024 Board report

Athletics - Board Summary 7-15-2024

Athletics - Board Report 7-15-2024

Supplemental & Secondary Pay Assignments 7-15-2024 Board
summary

Supplemental & Secondary Pay Assignments 7-15-2024 Board
report

Motion:

Motion to adopt the Resolution.

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

2. University Affairs Discussion Item

- a. None this quarter.

3. University Affairs Executive Session

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

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 "conferring with legal
counsel concerning one or more disputes involving Youngstown State
University that are subject of pending or imminent court action (O.R.C.
121.22(G)(3)."

Trustee 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
5. Trustee Kerola
6. Trustee Lyden
7. Trustee Peterson
8. Trustee Ryan

9. Trustee Williams

Motion:

Motion to enter Executive Session

Motion moved by Michael A. Peterson and motion seconded by Anita A. Hackstedde, M.D. Passed unanimously. Entered 2:18 p.m.
Exited 2:40 p.m.

4. Background Materials

- a. Human Resources Update
HR Update September 2024 BOT
- b. Update on Position Searches
Current Job Postings 9-1-2024
- c. Classified Civil Service Personnel Actions
Classified 7-15-2024 Board summary
Classified 7-15-24 Board report
- d. Report on Search Waivers
Search Waiver Report - September 2024
- e. Years of Service Recognition for Faculty and Staff for Calendar Year 2024
YEARS of SERVICE RECOGNITION 2024

D. New Business

E. Adjournment

VIII. 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
Approved as presented.
- B. Old Business
- C. Committee Items
 - 1. Institutional Engagement Discussion Item
 - a. YSU Foundation Quarterly Gift and Requested Philanthropic Naming's (Presenters: Paul McFadden, President YSU Foundation)

McFadden presented the Quarterly Gift report to the board, citing \$4,077,284 in new gifts and new pledges received on behalf of YSU by the YSU Foundation for the Fourth Quarter of FY24. He also shared that there have been recent namings, including ten namings for the student center and eight namings for Beeghly Center.

Apr, 2024 - June, 2024 YSUF Quarterly Summary Gift Processing Naming Memo for YSU Board meeting updated 9.16.24

- b. Fall 2024 Enrollment Optimization Team Update (Presenters: Mike Sherman, Vice President Student Affairs, Institutional Effectiveness, and Board Professional , Jennifer Pintar, Claire Berardini, Sue Ewing, Joy Polkabila Byers, Jeanne Herman, Eron Memaj, Bill D'Amico, Tysa Egleton)

D'Amico reported to the Board on Penguin Preview Day and Experience Y Day programs in the Office of Admission. D'Amico stated "These are massive across campus, collaboration, the academic colleges, the support services, student affairs and student workers are all involved in these events."

Herman updated the Board on admissions applications and the results of the first year of using the Common App. She also shared that the University received 1,526 applications from Eastern Gateway students with 47% applying for Summer and 53% applying for Fall.

Memaj presented to the Board on International enrollment for Fall 24. He shared that 469 new first-time undergraduate international students came to YSU this Fall, a 126% increase and that overall, there are 1,372 international students at YSU, a 44% increase over last year at this time.

Egleton shared with the Board that during AY 23-24 YSU awarded 2,811 total associate, bachelor's, master's and doctorate degrees, the most awarded in over a decade.

Berardini presented to the Board on YSU's orientation program, sharing that the 14-day yield was 94.5%. 1,373 students attended orientation and on the 14th day, 1,297 of those students were still registered.

Polkabila Byers spoke about the housing experience at YSU and shared that the University is at 88% occupancy in the residence halls and 100% occupancy in Courtyard.

Ewing shared that the Bursar's Office has updated their processes and procedures to assist students in staying enrolled in school.

- c. Youngstown State University Welcoming Eastern Gateway Community College Students (Presenters: Jennifer Pintar, Jeanne Herman, Mike Sherman)

EGCC cohort information fall 2024

d. Government Affairs (Presenters: Sarah Keeler, Vice President Government Relations)

Discuss ongoing appropriations and funding requests, update legislative activity, and other pertinent information.

Overview of actions and outcomes since June, 2024.

Keeler discussed ongoing appropriations and funding requests, updated the Board on legislative activity, and other pertinent information and provided an overview of actions and outcomes for Government Affairs since June, 2024.

Government Affairs BOT Report 9.18.24

2. Background Materials

a. No material this quarter.

D. New Business

E. Adjournment

IX. ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE

Joseph J. Kerola, Chair

Laura A. Lyden, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Approved as presented.

B. Old Business

C. Committee Items

1. Academic Excellence and Student Success Action Items

2. Academic Excellence and Student Success Discussion Items

a. Project Status Report ORC 3345-35 Curricular Efficiency

(Presenters: Dr. Jennifer A. Pintar, Provost and Vice President for Academic Affairs)

Pintar shared that "Our undergraduate low enrolled lecture course offerings (17 or fewer) were reduced by 47% from Fall 2021 to Fall 2024. Our graduate low enrolled lecture course offerings (10 or fewer) were reduced by 34% from Fall 2021 to Fall 2023, but did see a slight increase this Fall. Our goal is to have 100 or fewer low enrolled undergraduate and 60 or fewer low enrolled graduate courses each semester this academic year."

Project Status Report 3345_35

b. Project Status Report New Degrees (Presenters: Jennifer Pintar, Provost and VP for Academic Affairs)

Pintar updated the Board on the new associate degree and certificate programs, highlighting that 55 new degrees and certifications were developed by faculty chairs, and deans and approved by HLC and/or ODHE,

depending on requirements. Thirty-one degrees and certifications are currently being offered with two (Nursing's ADN and the Police Academy) face-to-face in Jefferson County. Nine degrees/certifications are in varying stages of being ready to be offered. Eight degrees/certifications are on hold as we seek discipline specific accreditation or are in need of a location and equipment to teach.

Project Status Report New Degrees

- c. Project Status Report Office of Academic Affairs (Presenters: Jennifer Pintar, Provost and VP Academic Affairs)

Pintar shared the project timeline and phases of the Academic Master Plan process.

BOT Status Reports - Sept 18 - AMP

Project Status Report Focus +

Project Status Report Academic Hiring Process

Project Status Report New Program Adoption Process

Project Status Report New UG online

Project Status Report Communication

Project Status Report College Viewbooks Project

- d. Project Status Report BEE (Office of Belonging, Empowerment, & Engagement), Sokolov Honors College and Community Engagement (Presenters: Jennifer Pintar, Provost and VP for Academic Affairs)

Pintar reported to the Board on the status of programs under the Sokolov Honors College and Community Engagement umbrella, including the Office of Belonging, Empowerment, & Engagement; the Faculty Led Study Abroad program; the Penguin Prep Program; the Tressel Institute for Leadership and Teamwork; and Carnegie Foundation Classification.

Project Status Report BEE AIM

Project Status Report BEE YESS

Project Status Report FLSA (Faculty Led Study Abroad)

Project Status Report Penguin Prep Program

Project Status Report Carnegie Foundation Elective Classification

Project Status Report TILT

- e. Project Status Report Student Complaint Process (Presenters: Nicole Kent-Strollo, Dean of Students and Ombudsperson)

Kent-Strollo updated the Board on the Student Complaint Process, sharing a timeline with the goal of presenting a revised policy to the Board at the June 2025 BOT meeting.

Project Status Report STUDENT COMPLAINT R1

- f. Project Status Report Student Counseling (Presenters: Francine Packard, Director, Student Counseling Services)

Packard spoke to the Board about the expansion of Student Counseling services at YSU, in order to meet the growing demand for mental health support.

Project Status Report Student Counseling Services

- g. Academic Senate Update (Presenters: Dr. Chester R. Cooper, Jr., Chairperson, Academic Senate)

Cooper gave an Academic Senate update, including sharing the Senate has formed ad hoc committees to address concerns about artificial intelligence and academic integrity. With the AI committee developing academic policies for proper and improper use of AI, while the academic integrity committee will review processes and policies.

He also said that the Senate is also working on improving communication within the academic community.

3. Background Materials

- a. Office of Research Services Quarterly Report

The Quarterly Report from the Office of Research Services is presented for the Board of Trustees' information.

- b. Current Accreditation Activity

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

- c. Academic Programs Update

The report outlines new program development.

- d. Welcome Week Activities Offered by YSU Student Experience

Welcome Week is designed to enhance students' connection to and engagement in university life. Student engagement is one of the most important drivers of student success. A schedule of this year's events is attached.

D. New Business

E. Adjournment

X. 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

Approved as presented.

B. Old Business

C. Committee Items

1. Finance and Facilities 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.

Motion:

Motion to adopt the Resolution.

Motion moved by Charles T. George and motion seconded by Michael A. Peterson. Passed unanimously.

a. Resolution to Modify Travel on Behalf of the University Policy, 3356-3-05

Resolution to Modify - Travel on Behalf of the University policy
3356-3-05 REDLINE Travel on behalf of the university

b. Resolution to Modify Operating Budget Approval and Modification Policy, 3356-3-11

Resolution to Modify - Operating Budget Approval & Modification
policy

3356-3-11 REDLINE Operating Budget Approval & Modifications

c. Resolution to Modify Acceptable Use of University Technology Resources Policy, 3356-4-09

Resolution to Modify - Acceptable Use of Univ. Tech. Resources
policy

3356-4-09 REDLINE Acceptable Use

2. Finance and Facilities Action Items

a. Resolution to Rescind Designation of the University's Official Bank Policy, 3356-3-07 (Presenters: Neal McNally, Vice President for Finance and Business Operations)

McNally shared that the University was recommending the policy be rescinded because there are state laws that govern vendor contracts and the University already has purchasing policies in place.

Explanation sheet - Designation of the university's official bank
policy

Resolution to Rescind - Designation of the University's Official Bank policy

3356-3-07 RESCIND Designation of the University's Official Bank

Motion:

Motion to adopt Resolution.

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

- b. Resolution to Approve FY26 Housing and Courtyard Rates (Presenters: Joy Polkabila Byers, Associate Vice President for Student Experience)

Resolution to Approve Housing & Courtyard Rates & Other Charges

Proposed Housing Rate Changes FY26_Justification 9.10.24

Proposed Housing Rates FY2026 9.10.24 (included damages charge lists)

Motion:

Motion to adopt Resolution.

Motion moved by Anita A. Hackstedde, M.D. and motion seconded by Charles T. George. Passed unanimously.

- c. Resolution to Approve Interfund Transfers Related to FY 2024 Year-End Operating Performance (Presenters: Neal McNally, Vice President for Finance and Business Operations)

Year-End Summary FY24 8.30.24

Resolution to Approve Interfund Transfers Related to FY24 Year-End

Interfund Transfers Year-End FY24 - action exhibit

Motion:

Motion to adopt Resolution.

Motion moved by Charles T. George and motion seconded by Michael A. Peterson. Passed unanimously.

- d. Resolution to Approve Resolution to Approve a Revision to Associate Degree Tuition (Presenters: Neal McNally, Vice President for Finance and Business Operations)

Resolution to Approve a Revision to Associate Degree Tuition

Motion:

Motion to adopt Resolution.

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

- e. Resolution to Approve Tuition for Undergraduate Programs Marketed by Risepoint (Presenters: Jennifer Pintar, Provost and Vice President for Academic Affairs)

Resolution to Approve Tuition for Undergraduate Programs Marketed by Risepoint

Motion:

Motion to adopt Resolution.

Motion moved by Sterling Williams and motion seconded by Joseph J. Kerola. Passed unanimously.

3. Finance and Facilities Discussion Items

- a. Student Center Update (Presenters: Neal McNally, Vice President for Finance and Business Operations, John Hyden, Associate Vice President for Facilities and Support Services)

McNally updated the board on the Kilcalwey Center project and shared the timeline for the project.

Student Center Renovation project financing timeline

- b. Update on Dining RFP (Presenters: Joy Polkabla Byers, Associate Vice President for Student Experience)

Polkabla Byers updated the board on the Dining RFP and introduces Gary Gunderson from Innovative Hospitality Solutions.

Update on Dining RFP - Sept. 2024

IHS presentation - Sept. 2024.pptx

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

White updated the board on several capital projects, including the building envelop project, the door and window replacement project, and the Beeghly Center seat replacement project. He also mentioned that the M66 parking lot construction was about to begin.

Board Projects Update - September_4_2024

- d. IT Security Update (Presenters: Justin Bettura, Deputy Chief Information Security Officer)

Bettura shared the Security Program Benchmark report and discussed the achievements and goals of the program.

IT Security BOT Update_Sept 2024

e. Report of Audit Subcommittee

A verbal report of the Audit Subcommittee was presented by Richard C. Fryda.

4. Background Materials

a. Reportable Budget and Interfund Transfers for the Quarter Ending June 30, 2024

Transfer report 6.30.24 - Reportable

b. Fourth Quarter Diversity and EDGE Spend Report

Diversity Report_FY2024_Fourth Quarter

c. Update on Enterprise Risk Management

FY 2025 Schedule of Insurance

D. New Business

1. EXECUTIVE SESSION

Purchase of Property for a Public Purpose.

Trustee Peterson: I move that the Board enter Executive Session for the purposes of, "consideration of the purchase of property for public purposes, or the sale of property at competitive bidding" (O.R.C. 121.22 (G)(2)).

Trustee 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
5. Trustee Kerola
6. Trustee Lyden
7. Trustee Peterson
8. Trustee Ryan
9. Trustee Williams

Motion:

Motion to enter Executive Session

Motion moved by Michael A. Peterson and motion seconded by Anita A. Hackstedde, M.D. Passed unanimously. Entered 3:43 p.m. Exited 4:16 p.m.

E. Adjournment

XI. WORKFORCE EDUCATION AND INNOVATION

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

A. Disposition of the Minutes for the Previous Meeting

Approved as presented.

B. Old Business

C. Committee Items

1. Workforce Education and Innovation Discussion Item

- a. First Progress Report on Key Performance Indicators and Initiatives
(Presenters: Dr. Wim F.A. Steelant, Dean of STEM College, Associate Provost, Workforce Education and Innovation, Guests: Jackie Ruller, MS, Executive Director, WEI, ETC, College of STEM, Kimberly J. Verdone, Manager, Degree Audit, Office of the Registrar)

Pintar and Steelant presented on the progress of the KPIs for Workforce Education and Innovation. They discussed the different types of credentials available.

STEM 4.0 presentation BOT 9 18 24

Industry Recognized Credential Transfer Assurance Guide (Cover)

Appendix A ITAG_Guidance_Document_2024-06-13 (Pg 2-5 PDF)

2. Background Materials

D. New Business

E. Adjournment

XII. EXECUTIVE COMMITTEE

Michael A. Peterson, Chair
Charles T. George, Vice Chair
Joseph J. Kerola
Anita A. Hackstedde
Allen L. Ryan, Jr.
Laura A. Lyden

A. Disposition of the Minutes for the Previous Meeting

Approved as presented.

B. Old Business

C. Committee Item

1. Executive Committee Action Item

2. Executive Committee Discussion Item

a. Comments by President Johnson.

President Johnson reported to the board. Discussions included the various activities and events from the beginning of the academic year, including welcoming remarks to international students and the new Student Government Association. He mentioned the presidential mentors program and the leadership team's visit to Steubenville for the annual burger bash. He spoke of the State of the University address, outlining the vision for the future, including enrollment growth and community engagement and discussed the introduction of new initiatives like the innovation investment fund and the thought leader series.

He expressed pride in the team's achievements and optimism for the future, reporting on a significant increase in enrollment, with a 10.8% rise in the fall. He highlighted the growth of the international program and mentioned the challenges posed by litigation affecting access to buildings and equipment at Eastern Gateway Community College.

D. New Business

E. Adjournment



APPENDIX

YSU Board of Trustees

Committee Meetings

September 18, 2024

*Resolutions, Supporting
Documents and Background
Materials*

**BOARD OF TRUSTEES
Meeting Schedule**

Wednesday, September 18, 2024

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

Thursday, September 19, 2024

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.



September 18, 2024

YOUNGSTOWN STATE UNIVERSITY



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

CONTENTS

1. Initiatives
2. Capital Markets Update
3. Non-Endowment Assets: Performance & Asset Allocation Review
4. Strategic Asset Allocation Review / Asset Allocation Guidelines **(ACTION)**
 - ORC Compliance Review

APPENDIX

Endowment Assets: Performance & Asset Allocation Review

Detailed Performance

Supporting Information



INITIATIVES

2024 CALENDAR YEAR INITIATIVES

		1Q	2Q	3Q	4Q	COMMENTS:
STRATEGIC / ADMINISTRATIVE	Investment Policy Review				<input type="checkbox"/>	
	Strategic Asset Allocation Review			✓		
	Peer Review		✓			
	2025 Oversight Dashboard				<input type="checkbox"/>	
	STAR Ohio/Plus Annual Review					
PORTFOLIO	Fixed Income Review				<input type="checkbox"/>	
	Alternative Investments Review		✓			
	Global Equity Review				<input type="checkbox"/>	
PERFORMANCE	Capital Markets Review	✓	✓	✓	<input type="checkbox"/>	
	Quarterly Performance Review	✓	✓	✓	<input type="checkbox"/>	
	Endowed Account Review / Oversight	✓	✓	✓	<input type="checkbox"/>	
OTHER	Fee Review				<input type="checkbox"/>	
	ORC Compliance Review			✓		
	Clearstead Firm Update	✓				

LAST REVIEWED
 Investment Policy: 06/21/2023
 Strategic Asset Allocation: 09/18/2024
 Fee Review: 09/18/2024

MEETING SCHEDULE
 1Q: March 6, 2024
 2Q: June 5, 2024
 3Q: September 18, 2024
 4Q: December 4, 2024

FOLLOW UP / INITIATIVES



CAPITAL MARKETS UPDATE

WHAT HAPPENED LAST QUARTER?

- Economic momentum continued, prompting a rise in global equity markets
- Concentrated market: The Fab 5 drove all the S&P 500 return for the quarter; the rest of the index was down 0.4% collectively
- S&P 500 Q1 2024 earnings came in at +5.9%(YoY), exceeding the +3.4% expectation
- The Fed reset expectations for one rate cut in 2024, rather than three

2Q 2024 Returns: S&P 500 +4.3%; Russell 2000 -3.3%; MSCI EAFE -0.4%; Bloomberg US Agg +0.1%

YTD 2024 Returns: S&P 500 +15.3%; Russell 2000 +1.7%; MSCI EAFE +5.3%; Bloomberg US Agg -0.7%

INVESTMENT & ECONOMIC OUTLOOK:

- Soft landing seemed to unfold in the first half of 2024; economy may strengthen in the second half
- Expect inflation to remain choppy but lower by year-end
- Corporate earnings expected to increase 11% for 2024
 - Given high valuations, if earnings, margins, or sales disappoint, downside risks loom
- Tail risks remain in the commercial real estate market
- Lingering geopolitical uncertainty and an upcoming U.S. presidential election underscore the importance of diversification

U.S. ECONOMIC PROJECTIONS

		2024	2025	2026	LONG RUN*
GDP	June 2024	2.1%	2.0%	2.0%	1.8%
	March 2024	2.1%	2.0%	2.0%	1.8%
	December 2023	1.4%	1.8%	1.9%	1.8%
	September 2023	1.5%	1.8%	1.8%	1.8%
Unemployment Rate	June 2024	4.0%	4.2%	4.1%	4.2%
	March 2024	4.0%	4.1%	4.0%	4.1%
	December 2023	4.1%	4.1%	4.1%	4.1%
	September 2023	4.1%	4.1%	4.0%	4.0%
Core PCE Inflation	June 2024	2.8%	2.3%	2.0%	
	March 2024	2.6%	2.2%	2.0%	
	December 2023	2.4%	2.2%	2.0%	
	September 2023	2.6%	2.3%	2.0%	
Federal Funds Rate	June 2024	5.1%	4.1%	3.1%	2.8%
	March 2024	4.6%	3.9%	3.1%	2.6%
	December 2023	4.6%	3.6%	2.9%	2.5%
	September 2023	5.1%	3.9%	2.9%	2.5%
# of implied 25 bps rate changes year	June 2024	-1	-4	-4	
	March 2024	-3	-3	-3	
	December 2023	-3	-4	-3	
	September 2023	-2	-5	-4	

Moderate Growth

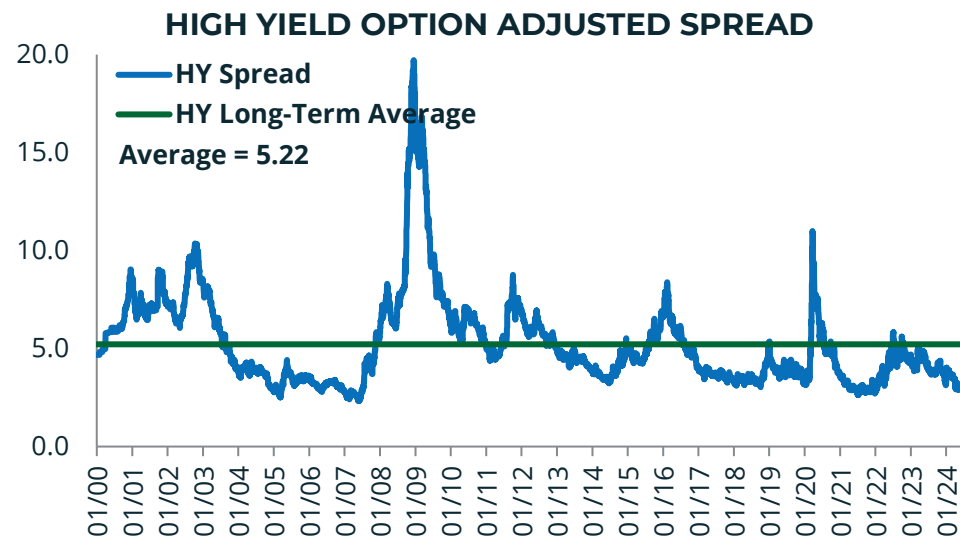
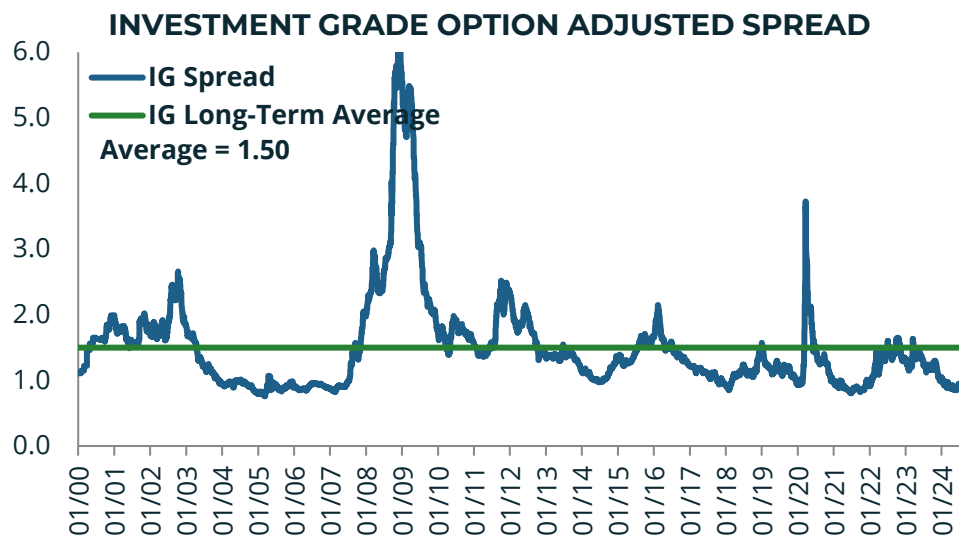
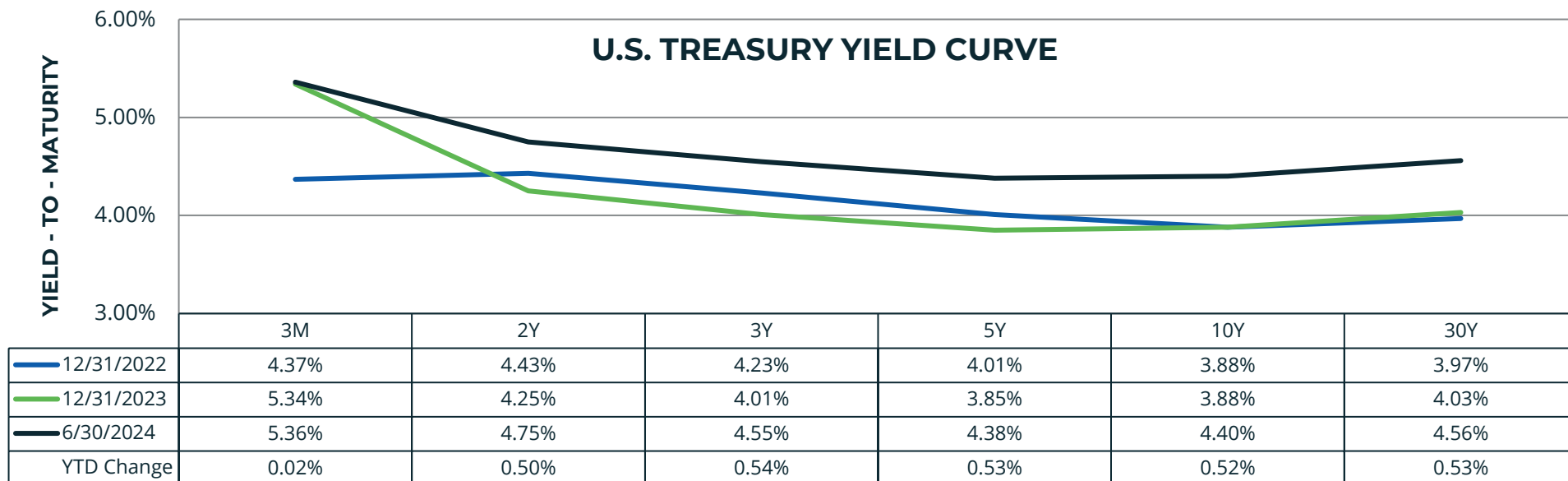
Stable Employment

Slightly Elevated Inflation Expectations

Fewer Rate Cuts

*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. Expectations of Fed board members/bank presidents. Data as of 6/30/2024. Past performance is not an indicator of future results.



Source: Bloomberg. Data as of 6/30/2024. Past performance is not an indicator of future results.

AUGUST MARKET PERFORMANCE

U.S. large caps gained, interest rates were volatile and ended lower, U.S. dollar weakened, and softer macro data highlighted August

- International > U.S. large > U.S. mid > U.S. small; Emerging market lagged U.S. large caps
- Only by a modest difference, but value outpaced growth

In fixed income, rates moved lower while the yield curve steepened during the month.

Markets sold-off the first week of August but then sharply rebounded; S&P 500 closed August near mid-July's record high; Fed (finally) telegraphed a rate cut in September.

- Market expectations are for up to four (-0.25%) rate cuts by Dec-2024; geopolitical risks taking center stage, September volatility likely to pick up as investors reposition portfolios

MARKET	2023	Q1-2024	Q2-2024	Jul-2024	Aug-2024	YTD	Trend
S&P 500	26.3%	10.6%	4.3%	1.2%	2.4%	19.5%	
Russell 2000	16.9%	5.2%	-3.3%	10.2%	-1.5%	10.4%	
MSCI EAFE	18.2%	5.8%	-0.4%	2.9%	3.3%	12.0%	
MSCI EM	9.8%	2.4%	5.0%	0.3%	1.6%	9.6%	
MSCI China	-11.2%	-2.2%	7.1%	-1.3%	1.0%	4.4%	
MSCI ACWI	22.8%	8.3%	3.0%	1.6%	2.6%	16.3%	
Bloomberg US Agg Bond	5.5%	-0.8%	0.1%	2.3%	1.4%	3.1%	
Bloomberg High Yield Bond	13.5%	1.5%	1.1%	1.9%	1.6%	6.3%	
Bloomberg Muni Bond	6.4%	-0.4%	0.0%	0.9%	0.8%	1.3%	

Source: Bloomberg 8/30/2024. Past performance is not an indicator of future results



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

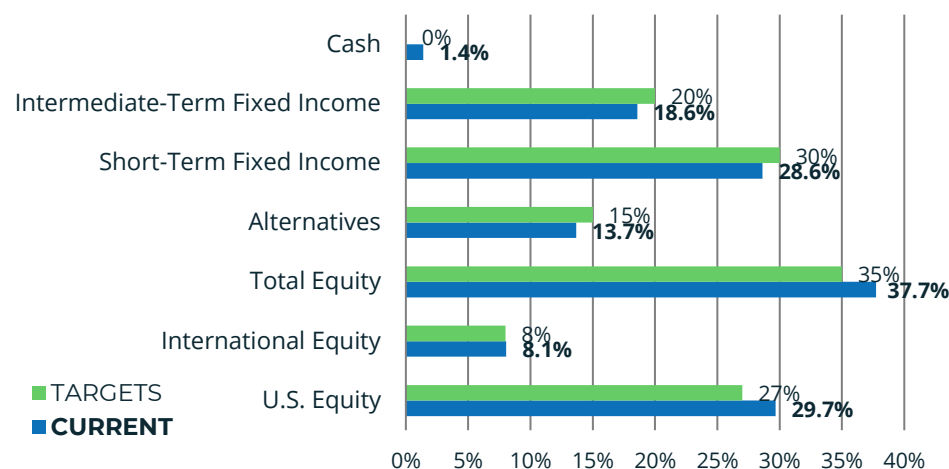
NON-ENDOWMENT PERFORMANCE REVIEW (AS OF 6/30/2024)

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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	2023	2022	2021	
Total Non-Endowment Assets	\$81.614	1.3%	9.5%	4.5%	9.5%	3.0%	5.6%	5.3%	4.5%	11.0%	-7.8%	7.8%	4.3%
	<i>Benchmark¹</i>	1.4%	8.4%	4.1%	8.4%	3.0%	4.1%	4.0%	3.4%	8.7%	-4.7%	4.3%	3.3%
Operating & Short-Term Pool	\$11.732	1.2%	5.1%	2.5%	5.1%	2.9%	2.2%	2.0%	1.5%	4.8%	1.4%	0.0%	1.1%
	<i>Benchmark²</i>	1.3%	5.4%	2.6%	5.4%	2.9%	2.1%	2.0%	1.5%	5.0%	1.2%	0.0%	1.1%
Long-Term Pool	\$69.882	1.2%	10.2%	5.0%	10.2%	2.3%	5.4%	5.4%	4.9%	11.9%	-11.2%	9.5%	5.3%
	<i>Benchmark³</i>	1.5%	10.7%	5.3%	10.7%	2.9%	5.5%	5.6%	4.9%	11.7%	-9.7%	8.0%	5.0%

LONG-TERM POOL ASSET ALLOCATION

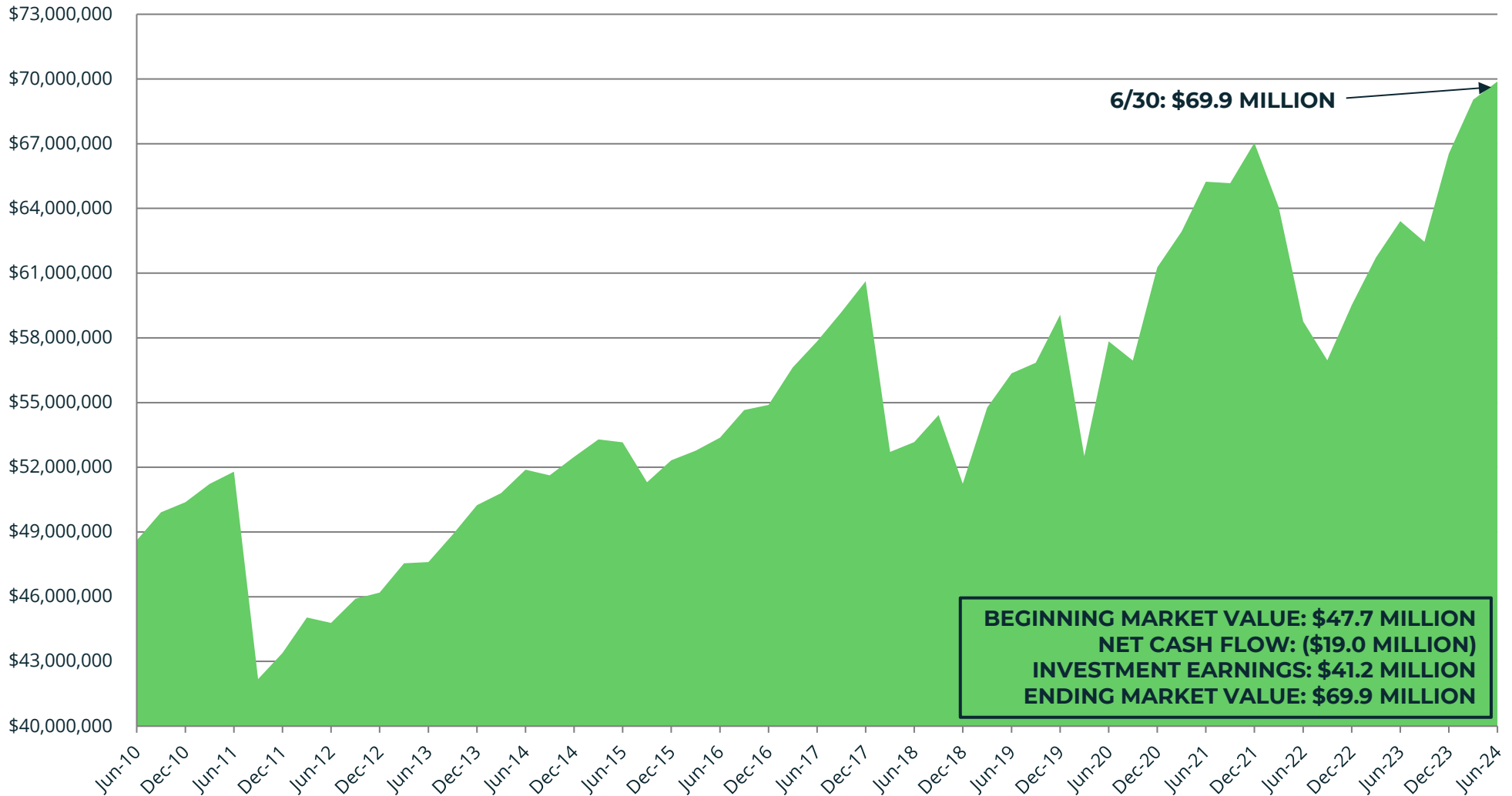
	CURRENT	TARGETS	RANGE	+ / -
U.S. Equity	29.7%	27%	20-35%	2.7%
International Equity	8.1%	8%	0-15%	0.1%
Total Equity	37.7%	35%	25-45%	2.7%
Alternatives	13.7%	15%	0-20%	-1.3%
Short-Term Fixed Income	28.6%	30%	25-45%	-1.4%
Intermediate-Term Fixed Income	18.6%	20%	10-30%	-1.4%
Cash	1.4%	0%	0-5%	1.4%



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: MARKET VALUE GROWTH SINCE INCEPTION 12

**LONG-TERM POOL MARKET VALUE CHANGE
(07/01/2010 - 06/30/2024)**



The University made strategic withdrawals from the Long-Term Pool as follows: In 2011 to support an early retirement incentive program that required a large purchase of state service credit; in 2018 to support capital improvement projects on campus; and in 2020 to cover a projected COVID-19-related shortfall in the short-term operating pool.

LONG-TERM POOL: JULY PERFORMANCE UPDATE

AS OF 7/31	MARKET VALUE (\$MM)	JULY	CYTD	FYTD
Total University Assets	\$73.9	+1.6%	+6.2%	+1.6%
Operating/Short-Term Pool	\$2.7	+0.2%	+2.7%	+0.2%
Long-Term Pool*	\$71.2	+1.8%	+7.0%	+1.8%

July was a favorable month for both equities and fixed income as rates decreased and more broad market participation occurred, after a quarter where five stocks generated all of the S&P 500's return.

Mixed results from active managers during the month, but all have outpaced their respective benchmarks over the past five years.

- Mixed results from equity managers as U.S. small cap managers performed well
- Alternative managers Evanston (Weatherlow) and Cliffwater continue to generate strong absolute and relative returns; H.I.G. also has performed well, though reports results on a lag (as of 3/31)
- Fixed income managers continue to benefit from higher rates

*Does not include performance from H.I.G. as they report results on a lag. H.I.G. results are through 12/31. H.I.G.'s performance is expected to modestly improve CYTD and FYTD results.

INVESTMENT POOL UPDATE (AS OF 09/04/2024)

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YOUNGSTOWN STATE UNIVERSITY

AS OF SEPTEMBER 4, 2024

	TICKER	INVESTMENT STRATEGY	MARKET VALUE (CURRENT)	% OF PORTFOLIO	POLICY TARGET	POLICY RANGE	TACTICAL +/-
Total Operating & Short Term			\$2,761,147	100.0%	100.0%		
Federated Hermes Govt Obligations	FOGXX	Money Market	\$2,761,147	100.0%			
Star Plus*	-	Cash Equivalent	\$0	0.0%			
Star Ohio*	-	Cash Equivalent	\$0	0.0%			
Total Long Term Reserves Pool			\$71,166,152	100.0%	100.0%		
Domestic Equity			\$21,089,988	29.6%	27.0%	20-35%	2.6%
Vanguard Instl Index	VINIX	Large Cap Core	\$15,175,096	21.3%			
Vanguard Mid Cap Index Adm	VIMAX	Mid-Cap Core	\$2,621,649	3.7%			
Loomis Sayles Small Growth N2	LSSNX	Small Cap Growth	\$1,666,453	2.3%			
Victory Integrity Small Cap Value Y	VSVIX	Small Cap Value	\$1,626,791	2.3%			
International Equity			\$5,855,210	8.2%	8.0%	0-15%	0.2%
William Blair International Growth I	BIGIX	Foreign Growth	\$2,631,755	3.7%			
Dodge & Cox International Stock	DODFX	Foreign Value	\$3,223,455	4.5%			
Total Equity			\$26,945,198	37.9%	35.0%	25-45%	2.9%
Alternatives			\$9,600,289	13.5%	15.0%	0-20%	-1.5%
H.I.G. Principal Lending Fund ¹	-	Private Credit	\$2,291,042	3.2%			
Cliffwater Corporate Lending Fund	CCLFX	Private Credit	\$2,074,847	2.9%			
Apollo Infrastructure Opps Fund III	-	Real Assets	\$0	0.0%			
Weatherlow Fund ²	-	Diversifying Strategy	\$5,234,400	7.4%			
Fixed Income			\$33,935,656	47.7%	50.0%	35-75%	-2.3%
Short Term Fixed Income			\$20,413,327	28.7%	30.0%	25-45%	-1.3%
YSU Short Term Bond	-	Short-Term Fixed	\$13,539,242	19.0%			
Lord Abbett Short Duration	LLDYX	Short-Term Fixed	\$6,874,085	9.7%			
Intermediate Fixed Income			\$13,522,329	19.0%	20.0%	10-30%	-1.0%
JPMorgan Core Bond Fund R6 ³	JCBUX	Core Plus Fixed	\$5,488,765	7.7%			
YSU Intermediate Term Fixed	-	Interm-Term Fixed	\$4,633,515	6.5%			
Fidelity Intermediate Treasury Index	FUAMX	Interm-Term Treasury	\$3,400,049	4.8%			
Cash & Cash Equivalents			\$685,008	1.0%	0.0%	0-5%	1.0%
Federated Hermes Govt Obligations	-	Money Market	\$685,008	1.0%			
Total University Assets			\$73,927,299				

¹ As of 3/31/2024.

² As of 7/31/2024.

³ Held at JPMorgan.





STRATEGIC ASSET ALLOCATION REVIEW

HOLISTIC REVIEW OF RISK



ORGANIZATION



STRATEGIC INVESTMENT APPROACH



INVESTMENT PORTFOLIO

LEVELS OF RISKS

ORGANIZATION	STRATEGIC INVESTMENT APPROACH	INVESTMENT PORTFOLIO
Leadership	Current and effective IPS	Standard deviation
Governance	Pool structure	Correlation
Investment Committee	Strategic asset allocation	Beta
Reliance on investment assets	Discipline to approach	Downside capture
Operational health	Liquidity	Maximum drawdown
Ohio Revised Code	Cash management	Tracking error, R ²
Key financial metrics	Rebalancing	Tactical positioning

OBJECTIVES & RISK CONSIDERATIONS

PORTFOLIO OBJECTIVES

The YSU non-endowment assets have performed well over a full market cycle.

Asset allocation is the most important determinant of portfolio risk and return - looking forward, it is important to align the asset allocation, structure and risk/return objectives of the non-endowment assets with those of the strategic focus of YSU.

- Compliance with Ohio Revised Code 3345.05 (25% average rule*)
- Support YSU cash-flow and financial needs both currently and in the future
- Target a prudent level of investment return once risks have been mitigated

RISK CONSIDERATIONS

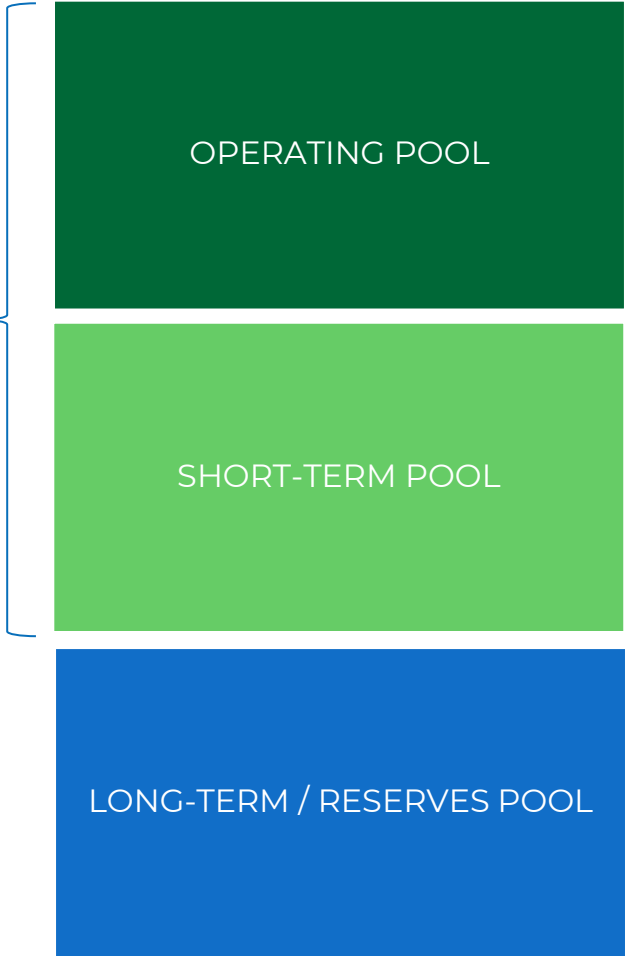
- Ohio Revised Code 3345.05
 - ❖ Short-Term pool provides compliance; additionally, approximately 10-15% of the Long-Term Pool assets provide additional support
- Liquidity
 - ❖ Non-Endowment assets are highly liquid; a majority of assets have daily liquidity
- Cash flow forecast
 - ❖ YSU does not anticipate needing to withdraw funds from the Long-Term Pool in the near-term
- Market value volatility
 - ❖ YSU staff and trustees have expressed a willingness to except modest increase in investment risk in pursuit of a higher investment return
- Cash flow cyclical
 - ❖ The University's cash flows fluctuate over the year due to operations
- Financial statement sensitivity
 - ❖ The University's balance sheet and key financial metrics are sensitive to the University's investment strategy

*A minimum of 25% of the average amount of the University's investment portfolio over the course of the previous fiscal year must be invested according to ORC guidelines (i.e. US government bonds, cash equivalents)

LIQUIDITY MANAGEMENT & INVESTMENT POOL STRUCTURE

- Separate guidelines and asset allocation targets
- The University can allocate assets between investment pools with respect to cash needs
- Allowable asset ranges established between investment pools

COMBINED



ASSET POOL	PURPOSE
Operating Pool	Assets needed in the next 6 months
Short-Term Pool	Contingency to operating accounts
Long-Term / Reserves Pool	Non-Endowment investment assets for reserves & auxiliaries

LONG-TERM POOL GROWTH

CALENDAR YEAR	INVESTMENT ASSETS CASH OUTFLOW	INVESTMENT ASSETS CASH INFLOW	YEAR END (12/31) EQUITY %	YEAR END (12/31) ALTERNATIVES %	YEAR END (12/31) FIXED INCOME %	CALENDAR YEAR RETURN	MARKET VALUE (12/31)
2010	-	+\$46,871,000 <i>(Creation of LT Pool)</i>	19.2%	0%	80.8%	+5.5%	\$50,383,000
2011	-\$8,000,000	-	24.9%	0%	75.1%	+1.9%	\$43,392,000
2012	-	-	27.1%	0%	72.9%	+6.4%	\$46,190,324
2013	-	-	33.8%	0%	66.2%	+8.7%	\$50,249,454
2014	-	-	37.7%	0%	62.3%	+4.5%	\$52,491,768
2015	-	-	35.0%	11.9%	53.2%	-0.5%	\$52,324,443
2016	-	-	36.5%	15.6%	47.9%	+4.0%	\$54,892,466
2017	-	-	37.0%	15.1%	47.8%	+10.5%	\$60,625,347
2018	-\$8,000,000	-	33.2%	15.0%	51.8%	-3.4%	\$51,238,803
2019	-	-	35.9%	14.8%	49.2%	+15.3%	\$59,067,298
2020	-\$2,900,000	-	38.7%	11.2%	50.2%	+8.8%	\$66,471,553
2021	-	-	41.2%	10.4%	48.3%	+9.5%	\$67,042,600
2022	-	-	38.8%	11.2%	50.0%	-11.2%	\$59,507,519
2023	-	-	37.0%	13.5%	49.5%	+11.9%	\$66,536,739
2024*	-	-	37.7%	13.7%	48.6%	+5.0%	\$69,881,930

*2024 figures as of 6/30/2024 and do not represent year-end or calendar year information.

The University made strategic withdrawals from the Long-Term Pool as follows: In 2011 to support an early retirement incentive program that required a large purchase of state service credit; in 2018 to support capital improvement projects on campus; and in 2020 to cover a projected COVID-19-related shortfall in the short-term operating pool.

FORWARD LOOKING ANALYSIS (LONG-TERM POOL)

	CURRENT TARGETS	ALTERNATE
U.S. Equity	27%	32%
International Equity	8%	8%
Alternative Investments	15%	15%
Fixed Income: Short-Term	30%	20%
Fixed Income: Intermediate-Term	<u>20%</u>	<u>25%</u>
Total	100%	100%
*10-Year Forecasted Return	5.8%	6.1%
*10-Year Forecasted Returns (75th - 25th Percentile Outcomes)	4.3% - 7.7%	4.3% - 8.1%
*Forecasted (Annual) Volatility	8.4%	9.1%

The model does not take into account the potential alpha added from active management and tactical asset allocation.

FY23 ASSET ALLOCATION VS. OHIO STATE UNIVERSITIES (AS OF 6/30/2023)

	Youngstown State University	Small State University	Small State University	Mid-Sized State University	Mid-Sized State University	Mid-Sized State University	Mid-Sized State University	Mid-Sized State University	Large State University	Large State University
Equity	32%	0%	43%	1%	45%	38%	41%	40%	28%	30%
Alternatives	9%	0%	0%	5%	9%	16%	25%	20%	31%	43%
Fixed Income & Cash	59%	100%	57%	94%	46%	45%	34%	40%	41%	26%

- The above peer analysis compares Youngstown State’s balance sheet asset allocation to other Ohio State Universities that range in size
 - While University Endowments/Foundations are much more long-term driven, balance sheet assets must support short-term and long-term needs of the institution and align with its strategic plan and financial position
- Comparing YSU to small and mid-sized (Ohio) State Universities, the University is similarly allocated to peers
 - The University historically has been modestly more conservative vs. peers, which has benefitted the institution through volatile periods in the market
 - The cyclicity of higher ed operating revenue also factors into FYE positioning for Universities

Source: State of Ohio Auditor; FY 2023. University asset size ranges from \$10 million to \$9.5 billion. As of June 30, 2023.

YSU ASSET ALLOCATION GUIDELINES

Clearstead has reviewed YSU's Asset Allocation Guidelines and recommends modest changes to the current guidelines at this time. The changes lower the allocation to short-term bonds in favor of locking in higher interest rates, increasing intermediate-term fixed income exposure.

The changes also modestly increase the target to U.S. equities, which remains appropriate from an investment risk perspective, in-line with objectives of prudently growing the Long-Term Pool, and similarly allocated compared to peers.

OPERATING & SHORT-TERM POOL		ALLOCATION	
Asset Class/Investment Strategy	Pool Target	Pool Range	Total Range
Total Cash/Operating Assets	n/a	60-100%	
Total Short-Term Fixed Income	n/a	0-40%	
			0-50%
LONG TERM / RESERVES POOL			
Total Domestic Equity	27% 32%	20-35% 25%-40%	
Total International Equity	8%	0-15%	
Total Equity	35% 40%	25-45% 25-50%	
Total Alternatives	15%	0-20%	
Total Short-Term Fixed Income	30% 20%	25-45% 15-35%	
Total Intermediate-Term Fixed Income	20% 25%	10-30% 15-35%	
Cash	<u>0%</u>	0-5%	
	100%		50-100%

- The current asset allocation strategy conservatively factors:
- Adherence with State of Ohio guidelines
 - Contingency for cash flow fluctuations in operating funds
 - Adequate liquidity
 - Growth opportunity through equity allocation
 - Diversification with the incorporation of alternative investments
- Mitigates impact of equity market volatility on YSU balance sheet & income statement



ORC COMPLIANCE

ORC COMPLIANCE REVIEW (AS OF 6/30/2024)

	TOTAL NON-ENDOWMENT ORC 3345.05 DEFINED ASSETS*	% FROM SHORT-TERM POOL	% FROM LONG-TERM POOL
9/30/23	37%	26%	11%
12/31/23	20%	7%	13%
3/31/24	35%	25%	10%
6/30/24	25%	14%	11%
Average	29%	18%	11%

YSU is in-line with the Ohio Revised Code 3345.05 Compliance requirements.

OHIO REVISED CODE 3345.05 COMPLIANCE	
	COMPLIANT
Over 25% of Total Portfolio in Cash Equivalents/Govt Securities (average amount over previous FY)	Yes
Investment policy adopted in public session	Yes
Quarterly Investment Committee meetings	Yes
Recommend changes to the Board's Investment Policy that assist in meeting the Committee's fiduciary duties	Yes
Retain an investment advisor who meets the qualifications	Yes

*A minimum of 25% of the average amount of the University's investment portfolio over the course of the previous fiscal year must be invested according to ORC guidelines (i.e., US government bonds, cash equivalents). Analysis does not include cash equivalent or government security exposure in Long-Term Pool fixed income managers invested in through mutual funds. With this exposure, YSU's allocation and average would be higher.



APPENDIX



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

ENDOWMENT ASSETS: PERFORMANCE & ASSET ALLOCATION (AS OF 6/30/2024)

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	2023	2022	2021	
YSU Endowment Fund	\$17.204	3.6%	16.9%	10.5%	16.9%	4.7%	9.8%	9.5%	8.5%	12.8%	-15.7%	20.9%	9.0%
	Benchmark ¹	3.2%	18.8%	11.1%	18.8%	6.8%	11.3%	11.0%	10.1%	20.9%	-16.6%	20.6%	10.9%
	Benchmark ²	2.6%	15.4%	8.7%	15.4%	4.8%	9.0%	9.0%	8.4%	17.7%	-15.8%	15.9%	9.1%

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 – 10% (Mutual Funds & ETFs)
- Stocks – 62% (30-60 Concentrated U.S. Large/Mid-Cap Stock Portfolio)
- Alternatives – 2% (Real Estate Mutual Fund)
- Fixed Income Mutual Funds – 2% (Federated High Yield, Stone Ridge)
- Individual Bonds – 23% (Individual Bond Portfolio: U.S. Corporate / Gov't / Asset Backed Debt)
- Cash – 2%

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 04/01/2024	Market Value 06/30/2024	% of Portfolio	2nd Quarter 2024 (%)	YTD (%)
Total University Assets	\$92,549,492	\$81,613,658	100.0	1.3	4.5
<i>Total Policy Benchmark¹</i>				1.4	4.1
Total Operating & Short Term	\$23,511,897	\$11,731,728	14.4	1.2	2.5
<i>Total Operating & Short Term Benchmark²</i>				1.3	2.6
Total Long Term/ Reserves Pool	\$69,037,595	\$69,881,930	85.6	1.2	5.0
<i>Total Long Term/ Reserves Fund Benchmark³</i>				1.5	5.3
Total Domestic Equity	\$20,235,958	\$20,696,842	25.4	2.3	11.8
<i>Russell 3000 Index</i>				3.2	13.6
Total International Equity	\$5,712,402	\$5,665,582	6.9	-0.8	3.8
<i>MSCI AC World ex USA (Net)</i>				1.0	5.7
Total Alternatives	\$9,400,475	\$9,512,700	11.7	1.6	6.3
<i>Total Alternatives Benchmark⁴</i>				0.4	4.6
Total Fixed Income	\$32,740,671	\$33,012,493	40.4	0.8	1.1
<i>Total Fixed Income Benchmark⁵</i>				0.9	1.1
Total Cash & Cash Equivalents	\$948,090	\$994,312	1.2	1.3	2.6
<i>90 Day U.S. Treasury Bill</i>				1.3	2.6

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%	14%
Long Term/ Reserves Pool	50% - 100%	86%

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%	30%
International Equity	8%	0% - 15%	8%
Total Equity	35%	25% - 45%	38%
Alternatives	15%	0%-20%	14%
Short-Term Fixed Income	30%	25% - 45%	29%
Intermediate Fixed Income	20%	10% - 30%	19%
Cash & Cash Equivalents	0%	0% - 5%	1%

In Line Within Tolerance Review

SCHEDULE OF ASSETS

	Ticker	Account Type	Begin Market Value \$	Market Value 06/30/2024	% of Portfolio
Total University Assets			\$92,549,492	\$81,613,658	100.0
Total Operating & Short Term			\$23,511,897	\$11,731,728	14.4
Federated Hermes Government Obligations Fund	GOSXX	Cash	\$23,511,897	\$11,731,728	14.4
Total Long Term/ Reserves Pool			\$69,037,595	\$69,881,930	85.6
Total Domestic Equity			\$20,235,958	\$20,696,842	25.4
Vanguard Institutional Index	VINIX	US Stock Large Cap Core	\$14,362,680	\$14,976,735	18.4
Vanguard Mid Cap Index Adm	VIMAX	US Stock Mid Cap Core	\$2,575,501	\$2,504,708	3.1
Loomis Sayles Sm Growth N	LSSNX	US Stock Small Cap Growth	\$1,643,949	\$1,638,178	2.0
Victory Integrity Small Value Y	VSVIX	US Stock Small Cap Value	\$1,653,829	\$1,577,221	1.9
Total International Equity			\$5,712,402	\$5,665,582	6.9
William Blair International Growth I	BIGIX	International	\$2,633,480	\$2,586,053	3.2
Dodge & Cox Internat'l Stock	DODFX	International	\$3,078,922	\$3,079,529	3.8
Total Alternatives			\$9,400,475	\$9,512,700	11.7
Weatherlow Offshore Fund I Ltd CI IIA		Hedge Fund	\$5,117,137	\$5,190,661	6.4
Cliffwater Corporate Lending I		Private Debt	\$1,958,594	\$2,030,997	2.5
H.I.G. Whitehorse Principal Lending Offshore Feeder Fd, L.P.		Direct Lending	\$2,324,743	\$2,291,042	2.8
Total Fixed Income			\$32,740,671	\$33,012,493	40.4
JPMorgan Core Bond	WOBDX	US Fixed Income Core	\$5,236,868	\$5,251,856	6.4
YSU Intermediate Term Bond		US Fixed Income Core	\$4,461,359	\$4,493,424	5.5
Fidelity Interm Treasury Bond Index	FUAMX	US Fixed Income Core	\$3,230,593	\$3,233,961	4.0
YSU Short Term Bond		US Fixed Income Short Term	\$13,171,279	\$13,307,751	16.3
Lord Abbett Short Duration Income I	LLDYX	US Fixed Income Short Term	\$6,640,572	\$6,725,502	8.2
Total Cash & Cash Equivalents			\$948,090	\$994,312	1.2
Federated Hermes Government Obligations Fund	GOSXX	Cash	\$948,090	\$994,312	1.2

ATTRIBUTION OF MARKET VALUE

TOTAL UNIVERSITY ASSETS

	Q3-2023	Q4-2023	Q1-2024	Q2-2024	One Year
Total University Assets					
Beginning Market Value	\$77,367,011	\$84,550,946	\$71,834,657	\$92,549,492	\$77,367,011
Contributions	\$15,000,000	-	\$18,000,000	-	\$33,000,000
Distributions	-\$7,026,806	-\$17,000,000	-\$24,332	-\$12,000,000	-\$36,051,138
Net Cash Flows	\$7,973,194	-\$17,000,000	\$17,975,668	-\$12,000,000	-\$3,051,138
Net Investment Change	-\$789,259	\$4,283,710	\$2,739,168	\$1,064,166	\$7,297,785
Ending Market Value	\$84,550,946	\$71,834,657	\$92,549,492	\$81,613,658	\$81,613,658
Change \$	\$7,183,935	-\$12,716,290	\$20,714,836	-\$10,935,834	\$4,246,647

LONG-TERM POOL

	Q3-2023	Q4-2023	Q1-2024	Q2-2024	One Year
Total Long Term/ Reserves Pool					
Beginning Market Value	\$63,401,993	\$62,447,104	\$66,536,739	\$69,037,595	\$63,401,993
Contributions	-	-	-	-	-
Distributions	-\$26,806	-	-\$24,332	-	-\$51,138
Net Cash Flows	-\$26,806	-	-\$24,332	-	-\$51,138
Net Investment Change	-\$928,083	\$4,089,635	\$2,525,188	\$844,335	\$6,531,076
Ending Market Value	\$62,447,104	\$66,536,739	\$69,037,595	\$69,881,930	\$69,881,930
Change \$	-\$954,889	\$4,089,635	\$2,500,856	\$844,335	\$6,479,938

PERFORMANCE SUMMARY (AS OF 06/30/2024)

	% of Portfolio	QTD (%)	YTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2023 (%)	2022 (%)	2021 (%)	Inception (%)	Inception Date
Total University Assets	100.0	1.3	4.5	9.5	8.2	3.0	5.6	5.3	4.5	11.0	-7.8	7.8	4.3	Apr-04
<i>Total Policy Benchmark</i>		1.4	4.1	8.4	7.0	3.0	4.1	4.0	3.4	8.7	-4.7	4.3	3.3	
Total Operating & Short Term	14.4	1.2	2.5	5.1	4.3	2.9	2.2	2.0	1.5	4.8	1.4	0.0	1.1	Jul-10
<i>Total Operating & Short Term Benchmark</i>		1.3	2.6	5.4	4.4	2.9	2.1	2.0	1.5	5.0	1.2	0.0	1.1	
Federated Hermes Government Obligations Fund	14.4	1.2	2.5	5.1	4.3	2.9	1.9	1.8	1.3	4.8	1.4	0.0	3.2	Nov-21
<i>90 Day U.S. Treasury Bill</i>		1.3	2.6	5.4	4.5	3.0	2.2	2.1	1.5	5.0	1.5	0.0	3.4	
Total Long Term/ Reserves Pool	85.6	1.2	5.0	10.2	9.1	2.3	5.4	5.4	4.9	11.9	-11.2	9.5	5.3	Jul-10
<i>Total Long Term/ Reserves Fund Benchmark</i>		1.5	5.3	10.7	9.1	2.9	5.5	5.6	4.9	11.7	-9.7	8.0	5.0	
Total Domestic Equity	25.4	2.3	11.8	20.3	19.3	7.4	13.2	12.8	11.6	22.7	-17.7	26.9	14.0	Jul-10
<i>Russell 3000 Index</i>		3.2	13.6	23.1	21.0	8.1	14.1	13.5	12.1	26.0	-19.2	25.7	14.4	
Vanguard Institutional Index	18.4	4.3	15.3	24.5	22.0	10.0	15.0	14.2	12.8	26.2	-18.1	28.7	14.8	Jul-10
<i>S&P 500 Index</i>		4.3	15.3	24.6	22.0	10.0	15.0	14.3	12.9	26.3	-18.1	28.7	14.8	
Vanguard Mid Cap Index Adm	3.1	-2.7	4.9	11.8	12.8	2.2	9.4	9.5	9.1	16.0	-18.7	24.5	11.6	Oct-10
<i>Vanguard Mid Cap Index Benchmark</i>		-2.7	4.9	11.8	12.8	2.2	9.4	9.6	9.1	16.0	-18.7	24.5	11.6	
Loomis Sayles Sm Growth N	2.0	-0.4	6.4	9.2	13.7	-1.8	7.2	9.8	9.2	12.1	-22.8	10.2	7.8	Sep-19
<i>Russell 2000 Growth Index</i>		-2.9	4.4	9.1	13.7	-4.9	6.2	7.3	7.4	18.7	-26.4	2.8	7.1	
Victory Integrity Small Value Y	1.9	-4.6	0.4	10.8	13.7	4.5	9.4	7.4	6.9	17.6	-7.7	33.6	10.2	Oct-10
<i>Russell 2000 Value Index</i>		-3.6	-0.8	10.9	8.4	-0.5	7.1	5.9	6.2	14.6	-14.5	28.3	9.1	
Total International Equity	6.9	-0.8	3.8	8.6	11.7	-0.3	6.8	5.6	4.3	16.2	-17.6	10.0	5.4	Oct-10
<i>MSCI AC World ex USA (Net)</i>		1.0	5.7	11.6	12.2	0.5	5.5	5.2	3.8	15.6	-16.0	7.8	4.8	
William Blair International Growth I	3.2	-1.8	4.6	8.5	11.6	-4.6	6.4	6.1	4.7	15.4	-28.3	9.0	7.0	Jul-12
<i>MSCI AC World ex USA (Net)</i>		1.0	5.7	11.6	12.2	0.5	5.5	5.2	3.8	15.6	-16.0	7.8	6.0	
Dodge & Cox Internat'l Stock	3.8	0.0	3.2	8.7	11.7	3.6	6.7	4.8	3.5	16.7	-6.8	11.0	5.6	Oct-10
<i>MSCI EAFE (Net)</i>		-0.4	5.3	11.5	15.1	2.9	6.5	5.7	4.3	18.2	-14.5	11.3	5.8	
Total Alternatives	11.7	1.6	6.3	9.2	7.8	1.6	2.3	2.6	-	7.3	-6.9	5.3	2.2	Mar-15
<i>Total Alternatives Benchmark</i>		0.4	4.6	8.5	6.1	2.1	3.0	3.3	-	6.1	-5.3	6.2	2.7	
Weatherlow Offshore Fund I Ltd CI IIA	6.4	1.5	7.7	11.6	8.8	1.2	7.6	6.9	5.2	7.6	-8.9	5.6	1.2	Jul-21
<i>HFRI Fund of Funds Composite Index</i>		0.4	4.6	8.5	6.1	2.1	4.8	4.3	3.5	6.1	-5.3	6.2	2.1	
Cliffwater Corporate Lending I	2.5	3.7	6.7	13.9	11.8	10.2	9.6	-	-	12.7	6.6	10.3	7.9	Dec-23
<i>Credit Suisse Leveraged Loan Index</i>		1.9	4.4	11.0	10.6	6.0	5.4	5.1	4.6	13.0	-1.1	5.4	4.4	
H.I.G. Whitehorse Principal Lending Offshore Feeder Fd, L.P.	2.8	0.0	2.5	6.9	8.6	-	-	-	-	10.6	-	-	8.6	Jul-22
<i>Credit Suisse Leveraged Loan Index</i>		1.9	4.4	11.0	10.6	6.0	5.4	5.1	4.6	13.0	-1.1	5.4	10.6	

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.

PERFORMANCE SUMMARY (AS OF 6/30/2024)

	% of Portfolio	QTD (%)	YTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2023 (%)	2022 (%)	2021 (%)	Inception (%)	Inception Date
Total Fixed Income	40.4	0.8	1.1	4.9	3.1	-0.1	1.4	1.9	1.8	5.9	-6.7	0.1	2.0	Jul-10
<i>Total Fixed Income Benchmark</i>		0.9	1.1	4.7	2.5	-0.1	1.1	1.5	1.4	4.9	-5.4	-0.8	1.6	
JPMorgan Core Bond	6.4	0.2	-0.1	3.0	1.1	-2.6	0.2	1.2	1.6	5.8	-12.3	-1.1	1.0	Sep-17
<i>Bmbg. U.S. Aggregate Index</i>		0.1	-0.7	2.6	0.8	-3.0	-0.2	0.9	1.3	5.5	-13.0	-1.5	0.7	
YSU Intermediate Term Bond	5.5	0.7	0.7	4.5	2.5	-0.9	1.1	1.7	1.7	5.7	-8.0	-1.3	3.1	Apr-04
<i>Bmbg. Intermed. U.S. Government/Credit</i>		0.6	0.5	4.2	2.0	-1.2	0.7	1.4	1.5	5.2	-8.2	-1.4	2.8	
Fidelity Interim Treasury Bond Index	4.0	0.1	-0.9	1.6	-0.4	-3.6	-0.7	0.5	1.1	4.1	-12.7	-3.0	2.4	Dec-23
<i>Bmbg. U.S. Treasury: 5-10 Year</i>		0.1	-1.0	1.6	-0.4	-3.5	-0.7	0.5	1.1	4.1	-12.6	-3.0	-1.0	
YSU Short Term Bond	16.3	1.0	1.6	5.2	3.1	0.9	1.5	1.8	1.5	5.0	-3.3	-0.4	2.3	Apr-04
<i>ICE BofA 1-3 Yr. Gov/Corp</i>		1.0	1.4	4.9	2.7	0.6	1.3	1.5	1.4	4.6	-3.8	-0.4	2.1	
Lord Abbett Short Duration Income I	8.2	1.3	2.3	6.0	3.6	1.0	1.8	2.2	2.1	5.4	-4.6	1.1	2.3	Apr-18
<i>ICE BofA 1-3 Yr. Gov/Corp</i>		1.0	1.4	4.9	2.7	0.6	1.3	1.5	1.4	4.6	-3.8	-0.4	1.7	
Total Cash & Cash Equivalents	1.2	1.3	2.6	5.2	4.3	2.9	2.0	-	-	4.8	1.5	0.0	1.8	Apr-18
<i>90 Day U.S. Treasury Bill</i>		1.3	2.6	5.4	4.5	3.0	2.2	2.1	1.5	5.0	1.5	0.0	2.2	
Federated Hermes Government Obligations Fund	1.2	1.2	2.5	5.1	4.3	2.9	1.9	1.8	1.3	4.8	1.4	0.0	2.0	Dec-19
<i>90 Day U.S. Treasury Bill</i>		1.3	2.6	5.4	4.5	3.0	2.2	2.1	1.5	5.0	1.5	0.0	2.2	

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.

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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

ASSET CLASS RETURNS

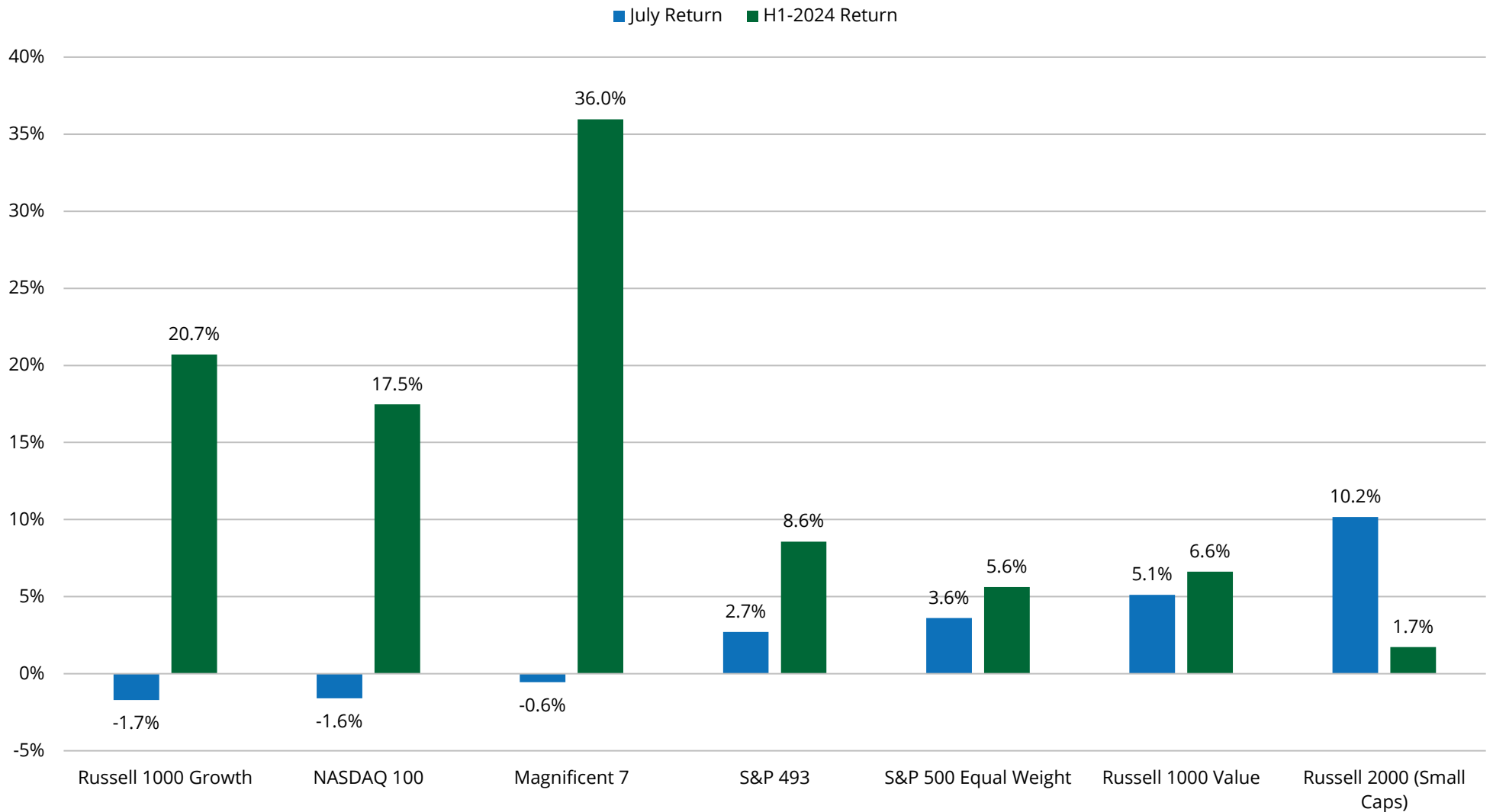
2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Q1 2024	Q2 2024	2024 YTD
Large Cap 13.7%	Large Cap 1.4%	Sm/Mid 17.6%	Em Mkt 37.3%	Cash 1.9%	Large Cap 31.5%	Sm/Mid 20.0%	Large Cap 28.7%	Cash 1.5%	Large Cap 26.3%	Large Cap 10.6%	Em Mkt 5.0%	Large Cap 15.3%
Sm/Mid 7.1%	US Bonds 0.6%	Hi Yld 17.5%	Dev Intl 25.0%	US Bonds 0.0%	Sm/Mid 27.8%	Large Cap 18.4%	Sm/Mid 18.2%	Hdg Fnds -5.3%	Dev Intl 18.2%	Sm/Mid 6.9%	Large Cap 4.3%	Em Mkt 7.5%
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%	Sm/Mid 17.4%	Dev Intl 5.8%	Cash 1.3%	Dev Intl 5.3%
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 6.2%	US Bonds -13.0%	Hi Yld 13.5%	Hdg Fnds 4.2%	Hi Yld 1.1%	Hdg Fnds 4.7%
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%	EM Mkt 9.8%	Em Mkt 2.4%	Hdg Fnds 0.5%	Cash 2.7%
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%	Hdg Funds 6.1%	Hi Yld 1.5%	US Bonds 0.1%	Hi Yld 2.6%
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 5.5%	Cash 1.3%	Dev Intl -0.4%	Sm/Mid 2.4%
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%	Cash 5.1%	US Bonds -0.8%	Glb Bond -3.1%	US Bonds -0.7%
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%	Glb Bonds 4.2%	Glb Bond -3.8%	Sm/Mid -4.3%	Glb Bond -6.8%

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 6/30/2024. Source: Morningstar Direct.

STAYING DIVERSIFIED THROUGH NARROW MARKETS: ROTATION - GROWTH / VALUE; EQUAL VS. REG VS. NASDAQ

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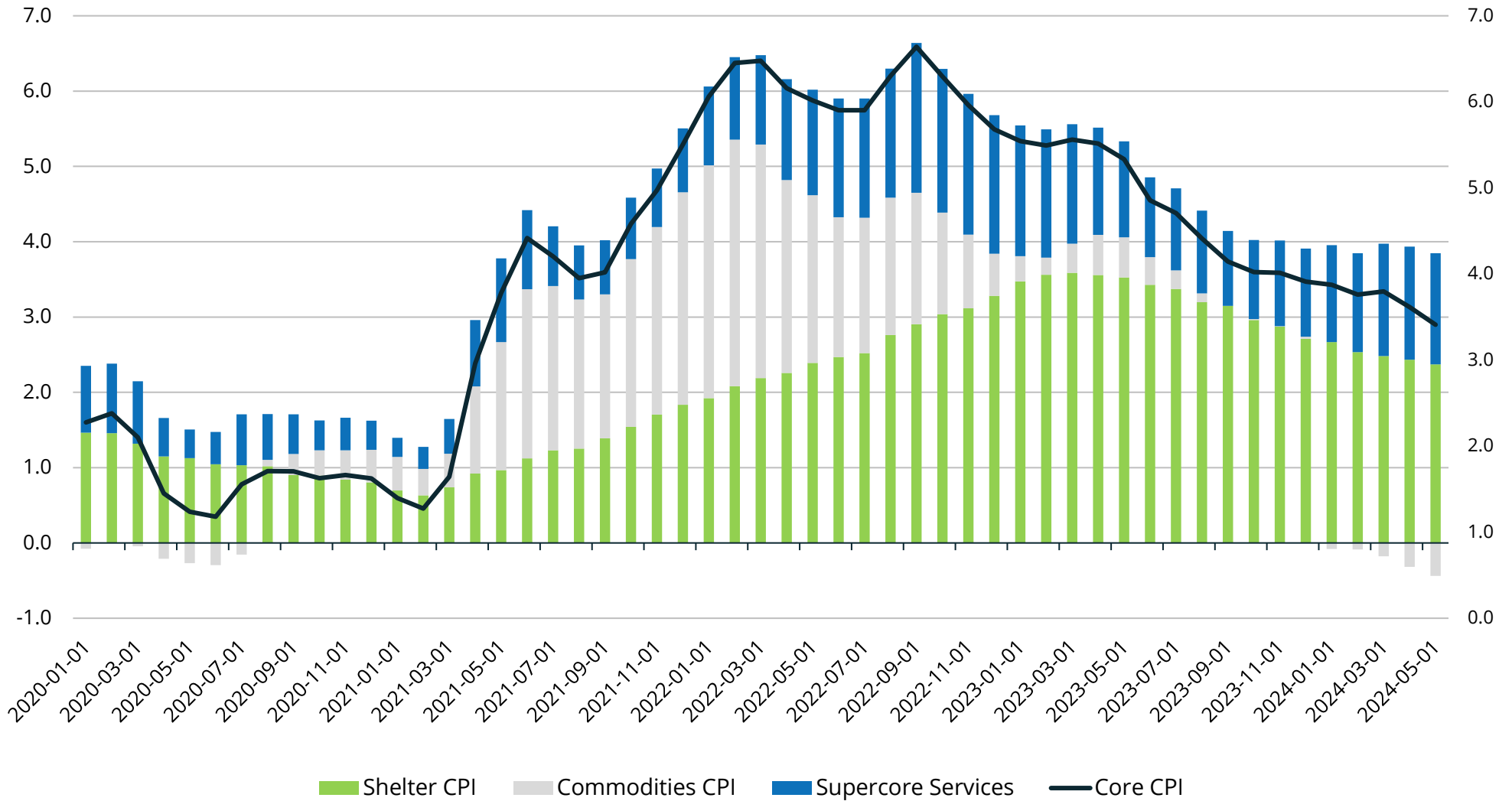
ROTATION FROM LARGE TO SMALL; GROWTH TO VALUE



Source: Clearstead, Bloomberg LP, as of 7/31/2024, Past performance is not an indicator of future returns.

SHELTER INFLATION SPOILING THE FED'S PARTY

Shelter Inflation Shows Little Sign of Easing

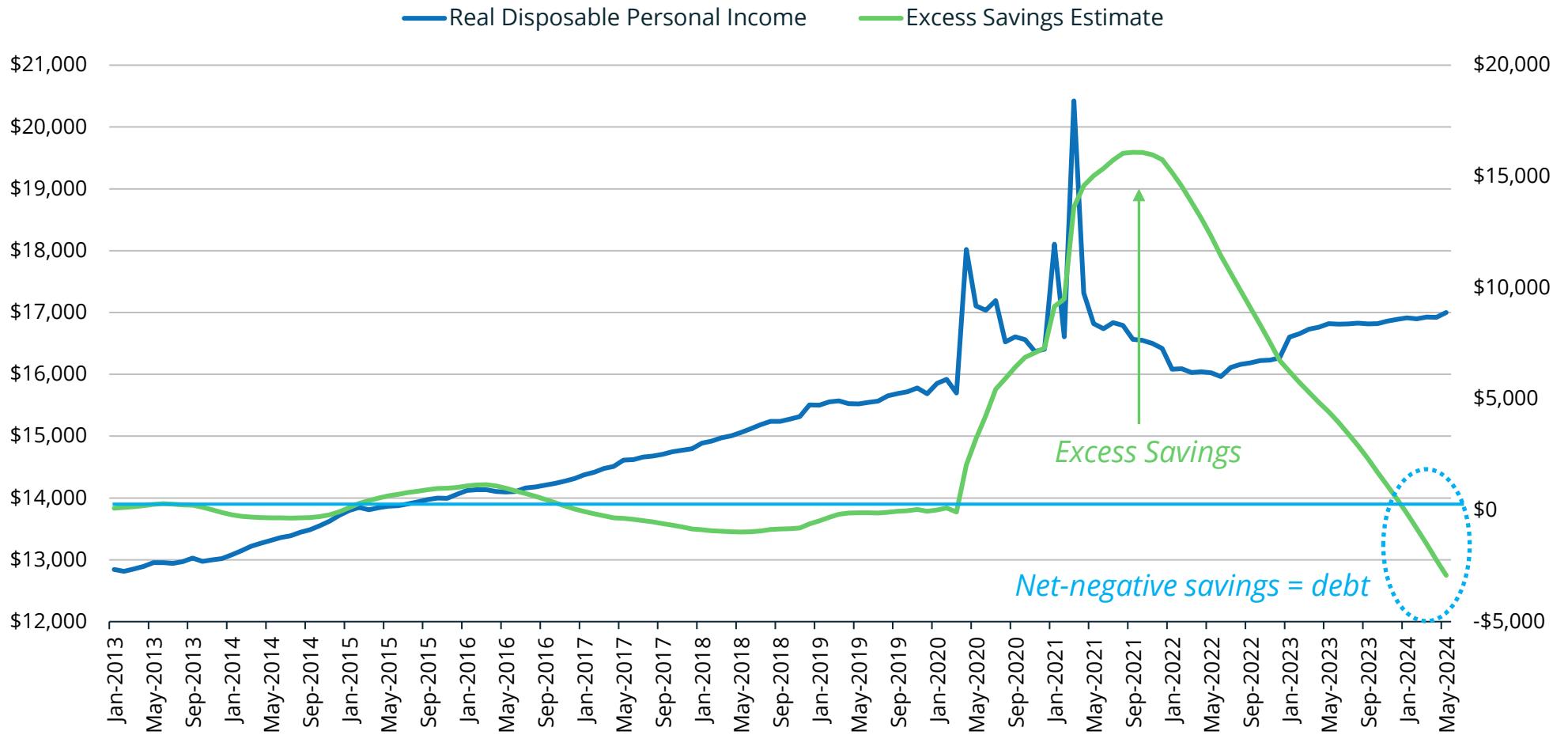


Source: Clearstead, BLS, Bloomberg, 7/3/2024



CONSUMER FEELING THE PINCH

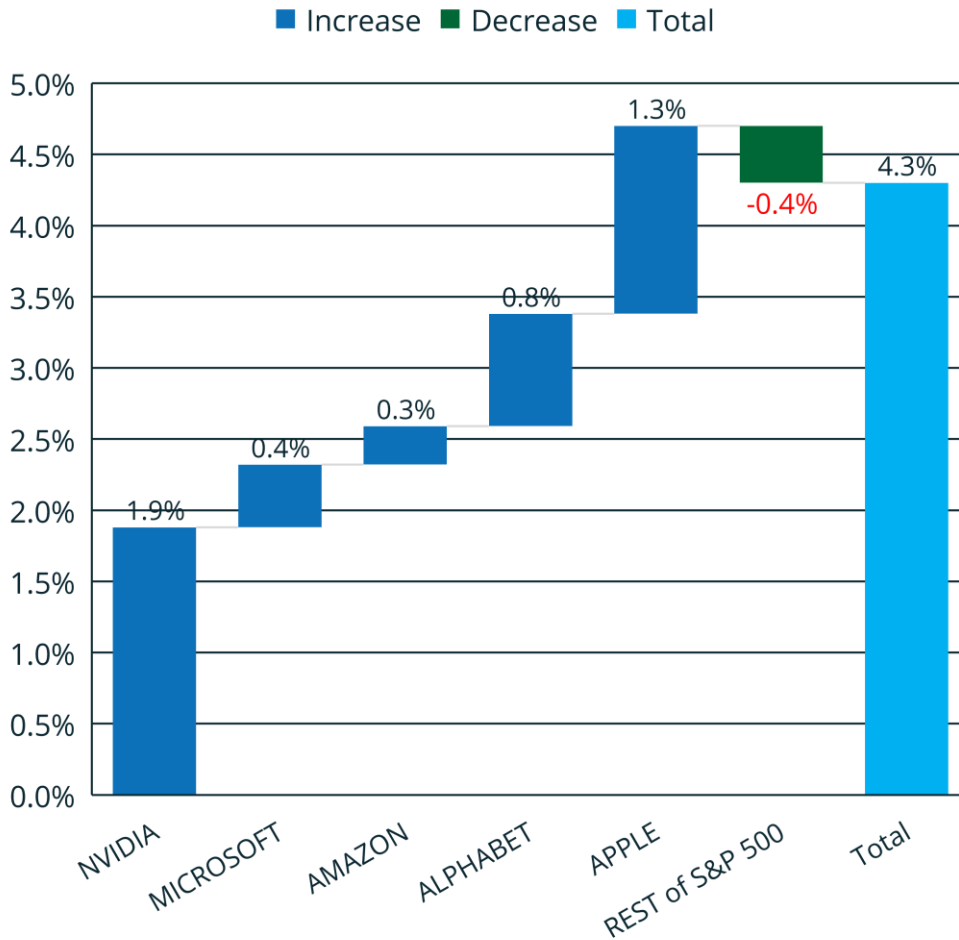
Decline in Excess Savings



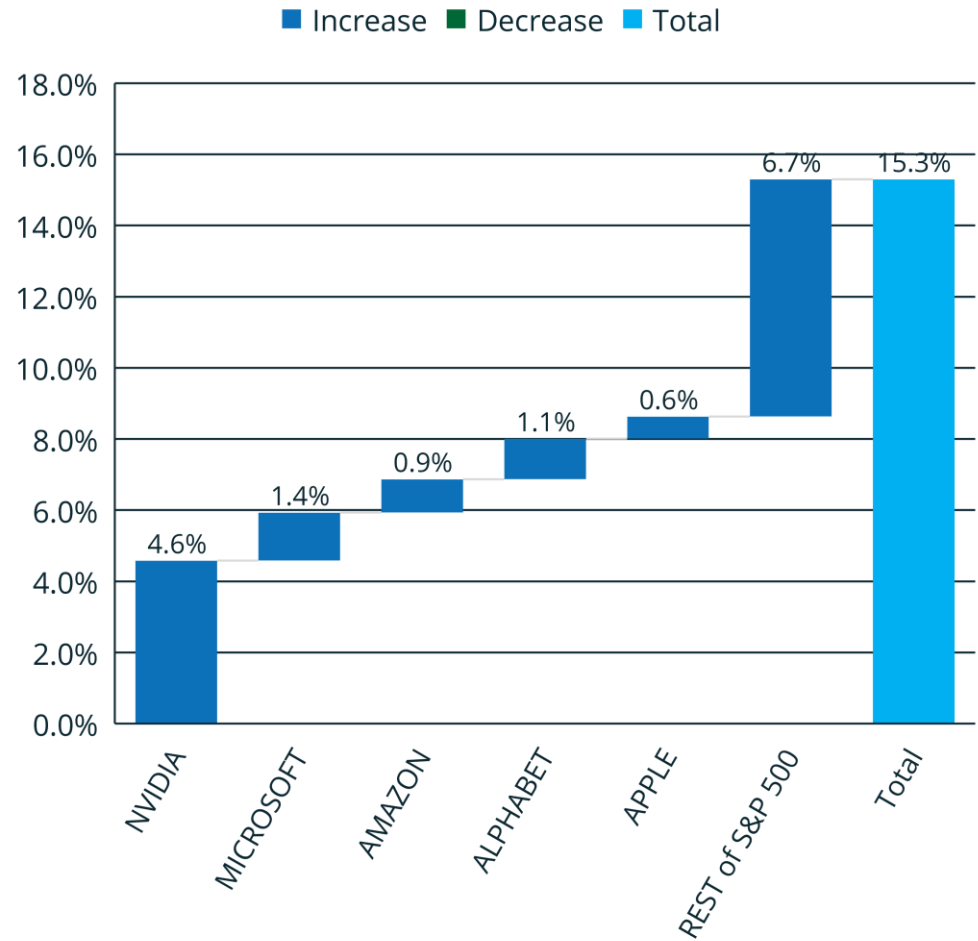
Source: Clearstead, BLS, Bloomberg, 7/3/2024

MAGNIFICENT 7 FAB 5 DRIVES S&P 500 RETURN

Q2 2024 S&P 500 RETURNS



FIRST OF HALF OF 2024 S&P 500 RETURNS

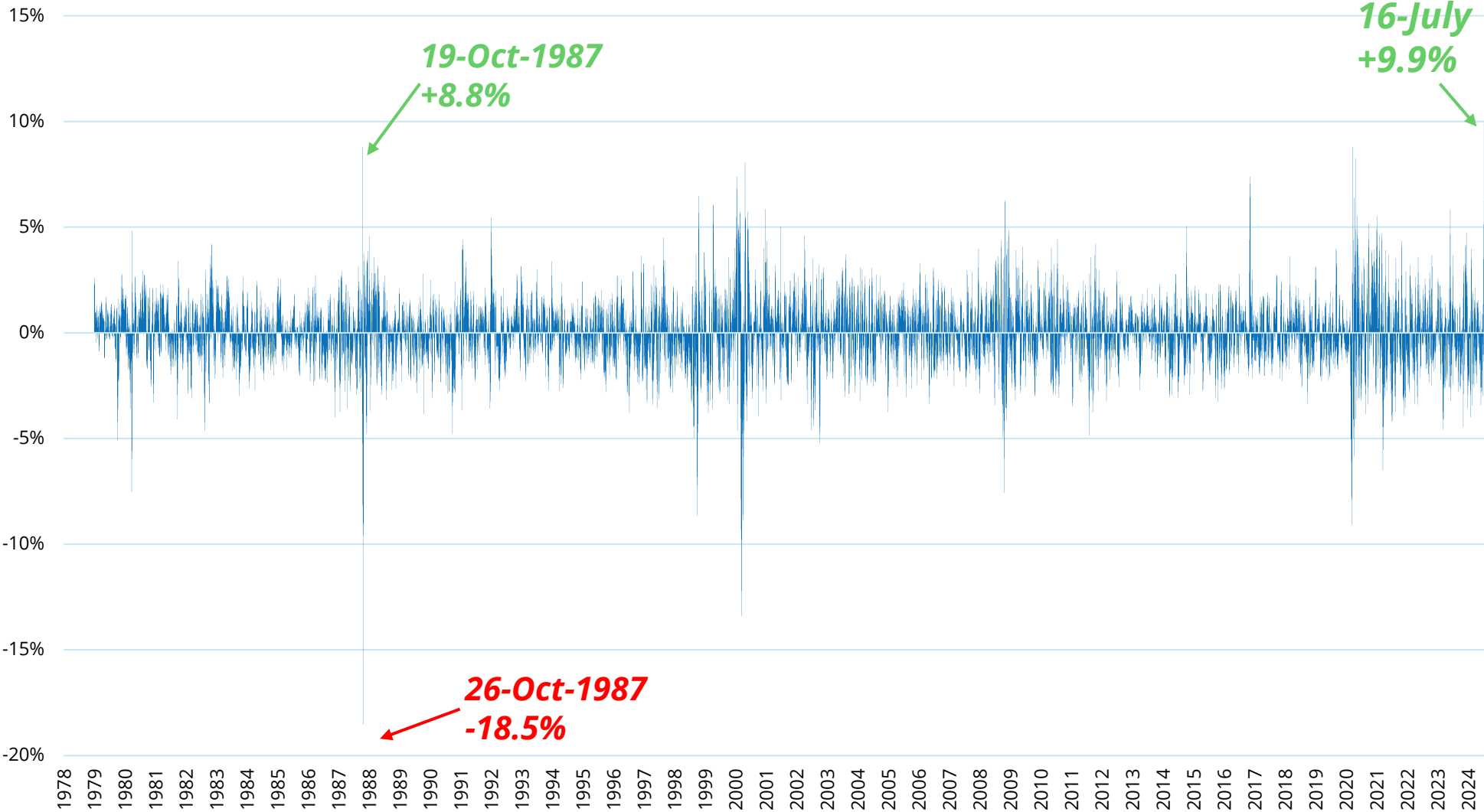


- Q2 performance driven by a handful of macro-independent stocks (e.g., insensitive to inflation and fed rate cuts), while the remaining stocks were generally directionless amidst evolving Fed policy

Source: Clearstead, Bloomberg LP, contribution to total return, as of 6/30/2024
 Past performance is not an indicator of future results

U.S. SMALL CAPS: A HISTORIC 5-DAY WIN STREAK

5 DAY RELATIVE PERFORMANCE RUSSELL 2000 VS S&P 500



Source: Clearstead, Bloomberg LP, as of 7/31/2024, Past performance is not an indicator of future returns.

GLOBAL ECONOMY PMI

		Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	12M Trend
Global	Mfg	48.6	49.0	49.2	48.8	49.3	49.0	50.0	50.3	50.6	50.3	51.0	50.9	
	Serv	52.6	51.0	50.7	50.4	50.6	51.6	52.3	52.4	52.4	52.7	54.0	53.1	
US	Mfg	49.0	47.9	49.8	50.0	49.4	47.9	50.7	52.2	51.9	50.0	51.3	51.6	
	Serv	52.3	50.5	50.1	50.6	50.8	51.4	52.5	52.3	51.7	51.3	54.8	55.1	
Eurozone	Mfg	42.7	43.5	43.4	43.1	44.2	44.4	46.6	46.5	46.1	45.7	47.3	45.8	
	Serv	50.9	47.9	48.7	47.8	48.7	48.8	48.4	50.2	51.5	53.3	53.2	52.6	
UK	Mfg	45.3	43.0	44.3	44.8	47.2	46.2	47.0	47.5	50.3	49.1	51.2	50.9	
	Serv	51.5	49.5	49.3	49.5	50.9	53.4	54.3	53.8	53.1	55.0	52.9	51.2	
Japan	Mfg	49.6	49.6	48.5	48.7	48.3	47.9	48.0	47.2	48.2	49.6	50.4	50.0	
	Serv	53.8	54.3	53.8	51.6	50.8	51.5	53.1	52.9	54.1	54.3	53.8	49.8	
China	Mfg	49.2	51.0	50.6	49.5	50.7	50.8	50.8	50.9	51.1	51.4	51.7	51.8	
	Serv	54.1	51.8	50.2	50.4	51.5	52.9	52.7	52.5	52.7	52.5	54.0	51.2	
India	Mfg	57.7	58.6	57.5	55.5	56.0	54.9	56.5	56.9	59.1	58.8	57.5	58.3	
	Serv	62.3	60.1	61.0	58.4	56.9	59.0	61.8	60.6	61.2	60.8	60.2	60.4	
S. Korea	Mfg	49.4	48.9	49.9	49.8	50.0	49.9	51.2	50.7	49.8	49.4	51.6	52.0	

- Global manufacturing have stagnated, while services PMI have remained in positive territory
 - PMIs generally suggest little growth, but are not indicative of a decline
 - Global manufacturing PMIs are neutral-to-mildly positive in most economies—except in Europe
 - Global services PMIs are suggesting stable/modest economic growth in most countries
- India continues to be the one country whose PMIs show universal strength

Source: Bloomberg, Markit/HIS.
Data as of 6/30/2024.

S&P 500 EARNINGS: STRONG OUTLOOK

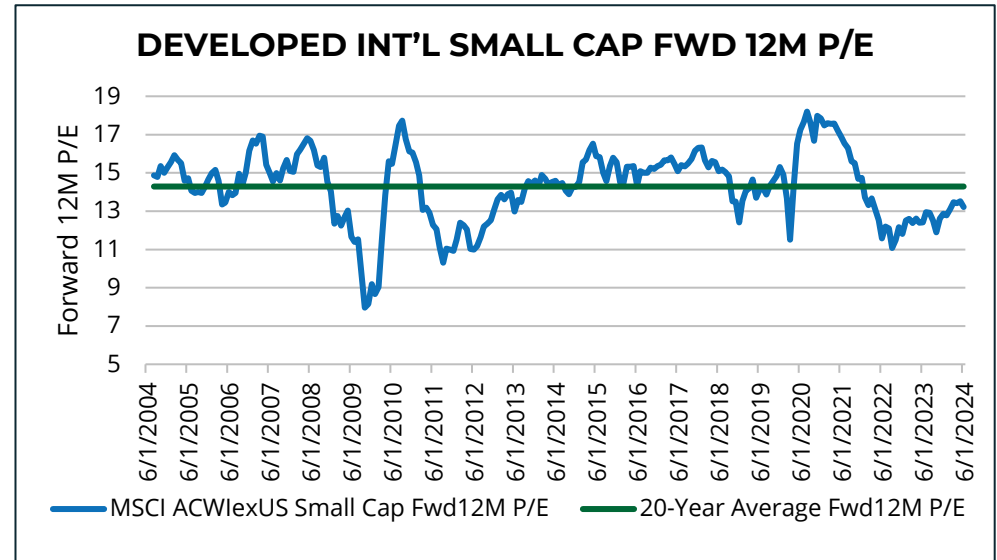
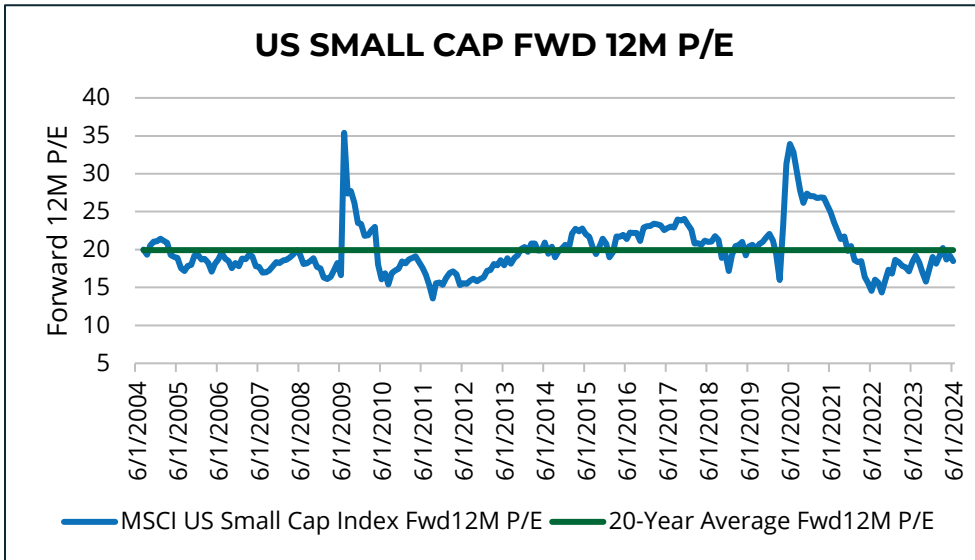
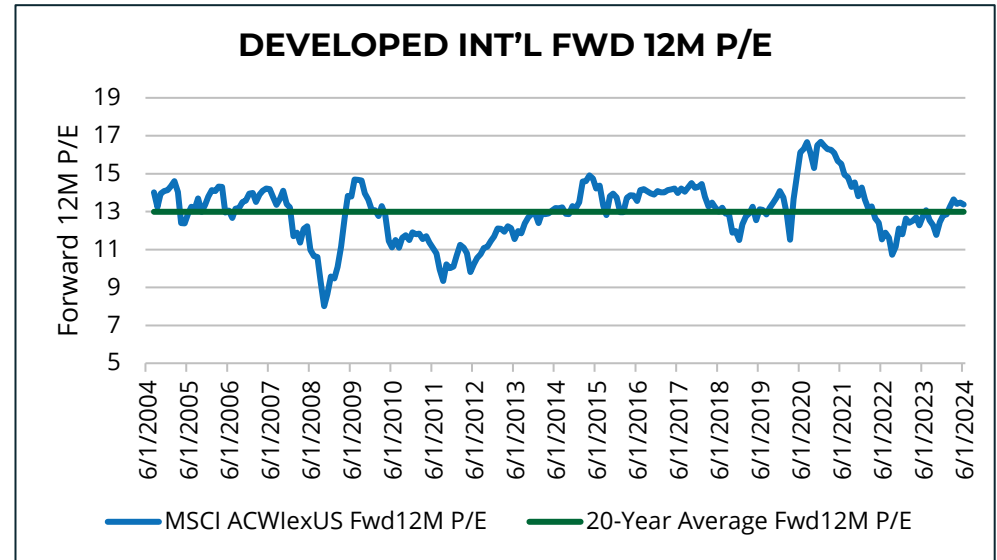
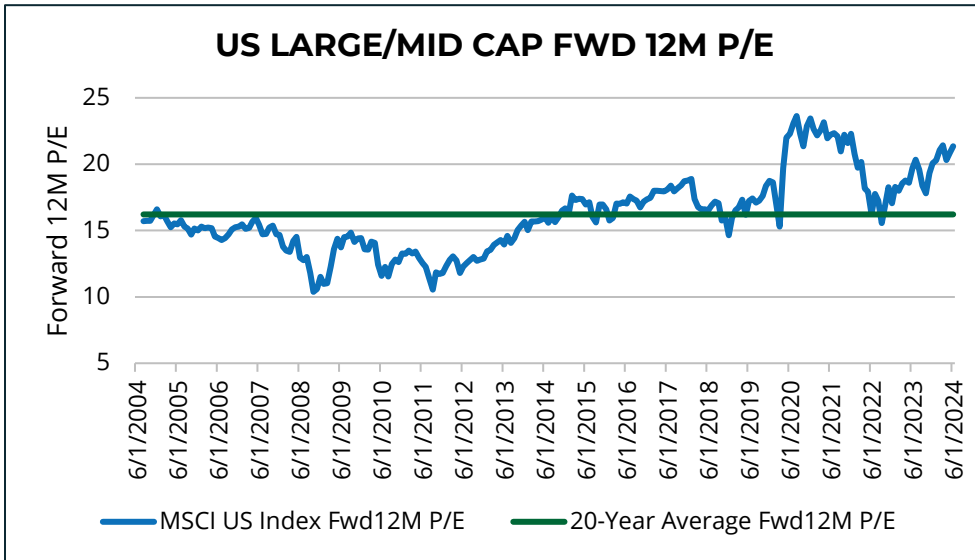
S&P 500 Earnings Outlook





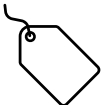


- Bottoms up earnings estimates for CY2024 have held in through the first half of the year, reflecting a stable and positive US macro environment.

Source: Factset, Clearstead, data as of 6/21/2024, Past performance is not an indicator of future results

GLOBAL EQUITY VALUATIONS



Source: Bloomberg.
Data as of 6/30/2024. Past performance is not an indicator of future results.

AREA	EXPECTATIONS
 Labor Markets	<ul style="list-style-type: none">• U.S. adds 150k-200k jobs per month• Unemployment rate remains at ~4%• Tight labor market may pressure wages• Average hourly wages expected to increase 4%
 Manufacturing	<ul style="list-style-type: none">• Manufacturing activity stable• Input prices lower• Select sectors may see moderate growth
 Services	<ul style="list-style-type: none">• Services industry remains positive amidst strong consumer spending• Tighter credit conditions pose risk to select businesses
 Inflation	<ul style="list-style-type: none">• Core CPI looks range-bound between 3.5% to 4.0%• Headline CPI likely to remain above 3%• Service sector prices remain sticky given elevated wage costs and housing prices
 Equity Markets	<ul style="list-style-type: none">• Choppy market returns; Volatility may increase• Some technical support at the lower-end• Market's assumption for soft landing playing out
 Fixed Income Markets	<ul style="list-style-type: none">• 10-Yr US Treasury moving higher• Uncertainty around Fed policy with one expected rate cut at year-end

Source: Clearstead, as of 6/30/2024.
Expectations for 3rd quarter of calendar year 2024.

GLOBAL HEADLINE INFLATION

Global Headline CPI - Year-over-Year % Change

	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	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	Apr-24	May-24
Dev. Markets																								
US	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	3.7	3.2	3.1	3.4	3.1	3.2	3.5	3.4	3.3
EU	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	4.3	2.9	2.4	2.9	2.8	2.6	2.4	2.4	2.6
Japan	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	3.0	3.3	2.8	2.6	2.2	2.8	2.7	2.5	2.8
UK	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	6.7	4.6	3.9	4.0	4.0	3.4	3.2	2.3	2.0
Canada	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	3.8	3.1	3.1	3.4	2.9	2.8	2.9	2.7	2.9
Australia	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	5.4	5.4	5.4	4.1	4.1	4.1	3.6	3.6	3.6
Switzerland	3.4	3.4	3.5	3.3	3.0	3.0	2.8	7.2	3.4	2.9	2.6	2.2	1.7	1.6	1.6	1.7	1.7	1.4	1.7	1.3	1.2	1.0	1.4	1.4
Norway	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	3.3	4.0	4.8	4.8	4.7	4.5	3.9	3.6	3.0
Sweden	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	6.5	6.5	5.8	4.4	5.4	4.5	4.1	3.9	3.7
Asia																								
China	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	0.0	-0.2	-0.5	-0.3	-0.8	0.7	0.1	0.3	0.3
India	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	4.7	4.5	5.0	4.9	4.6	4.6	4.2	3.9	3.9
Indonesia	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	2.3	2.6	2.9	2.8	2.6	2.8	3.1	3.0	2.8
Malaysia	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	1.9	1.8	1.5	1.5	1.5	1.8	1.8	1.8	2.0
S Koreas	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	3.7	3.8	3.3	3.2	2.8	3.1	3.1	2.9	2.7
Taiwan	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	2.9	3.0	2.9	2.7	1.8	3.1	2.2	1.9	2.2
Latin America																								
Brazil	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	5.2	4.8	4.7	4.6	4.5	4.5	3.9	3.7	3.9
Chile	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	5.1	5.0	4.8	3.9	3.8	4.5	3.7	4.0	4.1
Colombia	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	11.0	10.5	10.2	9.3	8.4	7.7	7.4	7.2	7.2
Mexico	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	4.5	4.3	4.3	4.7	4.9	4.4	4.4	4.7	4.7

- Inflation has eased in most countries, but many countries are seeing less progress (inflation stagnation) towards their central bank targets over the last six-months.

Source: Clearstead, Bloomberg.
Data as of 6/30/2024.

Geopolitical Risk

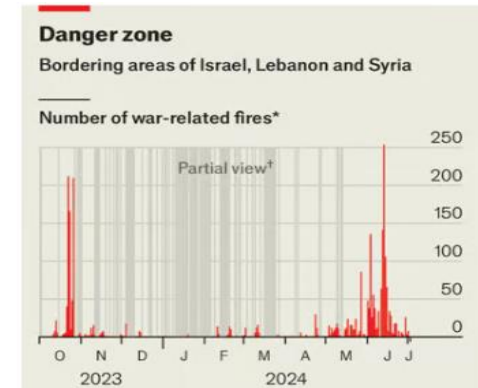
- Gaza war winding down, but Israel is on the precipice of a war with Hezbollah:
 - Kamikaze drones, mass blackouts, and potentially the largest missile barrage in history.
 - Israel is seeking a “security zone” that would, at minimum, a limited invasion of southern Lebanon.
- Ukrainian war largely at a stalemate, but Russia is still mounting targeted offensives.
 - Western aid to Ukraine set to arrive in critical mass throughout July—F16s as well.
 - Exhaustion/lack of reserves are real constraint on the Ukrainian army in H2-2024.
- China amping up the pressure on Taiwan.
 - China has seized several Taiwanese fishing vessels; increasing number of incursions into Taiwanese airspace.
 - Tensions in the Korean Peninsula remain at a multi-year high; N. Korea & Russia have signed a mutual aid agreement/security pact.

Potential Market Impact

Commodity price volatility—oil, gas, grains, and select metals.

Energy price volatility; increased shipping costs to Europe; delayed/disrupted supply chains.

Increased US-China tension; more negative sentiment on select Chinese assets (equities)



Source: Clearstead, Economist, ISW, 6/30/2024



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, and 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** is designed to measure global developed 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 (FLHMC). 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 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 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 **Homeworkership %** 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 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 of 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 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** 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 MidCap 400 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, and 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 publicly 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 U.S. 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 U.S. equity market. The **MSCI US Mid Cap 450 Index** represents the universe of medium capitalization companies in the U.S. 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- 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 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-A's 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-till 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 3yrs 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 Plus (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 Index (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** comprises 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 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 **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 have 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.

**RESOLUTION TO APPROVE CHANGES TO
THE INVESTMENT ALLOCATION GUIDELINES FOR THE
NON-ENDOWED LONG-TERM INVESTMENT POOL**

WHEREAS, the Investment Committee of the Board of Trustees of Youngstown State University is responsible for identification of asset classes, strategic asset allocation, acceptable asset ranges above and below the strategic asset allocation, and selecting investment managers, pursuant to University policy 3356-3-10; and

WHEREAS, the Investment Committee has consulted with the University's investment advisor, Clearstead, regarding asset allocations, portfolio and market performance, and investment managers.

WHEREAS, on September 18, 2024, the Investment Committee of the Board of Trustees of Youngstown State University approved modifications to the university's investment asset allocation guidelines for the long-term investment pool, as depicted in Exhibit A made part hereof, and recommended that the full Board of Trustees approve these modifications.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby approve these modifications to the university's asset allocation guidelines for the long-term investment pool, as depicted in Exhibit A made part hereof.

EXHIBIT A

OPERATING & SHORT-TERM POOL		ALLOCATION	
Asset Class/Investment Strategy	Pool Target	Pool Range	Total Range
Total Cash/Operating Assets	n/a	60-100%	
Total Short-Term Fixed Income	n/a	0-40%	0-50%
LONG TERM / RESERVES POOL			
Total Domestic Equity	27% 32%	20-35% 25%-40%	
Total International Equity	8%	0-15%	
Total Equity	35% 40%	25-45% 25-50%	
Total Alternatives	15%	0-20%	
Total Short-Term Fixed Income	30% 20%	25-45% 15-35%	
Total Intermediate-Term Fixed Income	20% 25%	10-30% 15-35%	
Cash	0%	0-5%	
	100%		50-100%

YSU Anonymous Reporting Hotline
Aggregated Statistics
Fiscal Year 2024 Quarter 4

Hotline Activity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
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Reports received	3	4	2	2	11
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Closed					
Unsubstantiated/insufficient information	0	1	1	0	2
Process enhancements noted	0	0	0	0	0
Investigation	1	1	0	1	3
Referred	2	2	1	1	6
Total Closed	3	4	2	2	11

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	0	0	0
Ethicspoint Website	3	4	2	2	11
Total:	3	4	2	2	11

Reporter Anonymity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Anonymous	3	4	2	2	11
Not anonymous	0	0	0	0	0
Total:	3	4	2	2	11

**Youngstown State University
Quarterly Internal Audit Plan Update
FY24 Q4 April 1, 2024 - June 30, 2024**

Projects						
Project Area	Risk Category	Risk Level*	Status**	Actual Q4 Hours	Actual YTD Hours	Audit Plan Budgeted Hours
Current Year Audits:						
Student Billing, Collections, and Accounts Receivable	Financial & Operational	High	Completed	-	25	0
Banner User Access (KSU IT Audit)	IT & Compliance	High	Completed	-	5	0
Division of Workforce Education & Innovation	Operational, Financial, & Compliance	High	Completed	9	360	410
Division of Workforce Education & Innovation Student Information System (KSU IT Audit)	IT & General Controls	High	Completed	-	7	0
Facilities and Building Access	Facilities, Operational, & Compliance	High	In Process	88	137	225
Inventory Control Audit	Financial, Operational, Compliance	High	In Process	38	38	0
Conflict of Interest (Deferred to FY25 due to policy update)	Compliance & Operational	High	Deferred	-	-	225
Consulting & Advisory						
Consulting & Advisory/ERM	Various	Moderate	Ongoing	5	102	50
Continuous Auditing Analytics						
Payroll	Financial, Operational, Compliance	Moderate	Ongoing	50	138	150
Accounts Payable	Financial, Operational,	Moderate	Ongoing	93	234	150
EthicsPoint Hotline Monitoring	Various	High	Ongoing	12	44	100
Follow-up on Open Audit Recommendations	Various	Various	Ongoing	9	18	120

Total Project Hours 304 1,108 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

Low - less significant risk area, low priority for Internal Audit coverage

Non-Project Hours			
Category	Actual Q4 Hours	Actual YTD Hours	Audit Plan Budgeted Hours
Professional Development	12	58	100
Administrative:	204	914	550

Total Administrative Hours 216 972 650

****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 2,080 2,080

Audit Recommendations Status- FY2024 Q4

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2023-01	Student Bill Presentation	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.	The Bursar office and IT staff have met with Kent State and have made some of the desired changes to the formatted bills. Since bills are sent to students through TouchNet we have reached out to them for guidance and assistance on making the desired changes.	The Bursar has been working with TouchNet and have completed the new billing presentation. Currently gathering feedback from student government and PSC. Planning to put into production in the third billing cycle this fall when numbers are lower in case of any issues.
Dated Issued	8/10/2023					
Risk Category	Operational	Student Billing, Collections, & Accounts Receivable Audit				
Risk Level	Medium					
Division	Finance/Business Operations					
Deadline	6/30/2024					
New Deadline	12/31/2024					
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 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.	IT has created a job that will automatically post a write-off detail code to the appropriate student account balances. We plan to test in April and May and hopefully have it completed before year-end.	The write off job has been revised to automate the process and was used on 6/14/24 to write of tuition balances for spring 2021.
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	6/30/2024					
Current Status	CLOSED					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	KSU 2023-1057	Job Change Report & Annual Review for Banner Access	An annual, centrally facilitated review should be completed by all Data Custodians to confirm access is appropriate.	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.	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.	The HR Job Transfer project will start at the end of August (it was delayed in part due to EGCC and maternity leave) and it is expected to be complete Dec -January.
Dated Issued	11/17/2023					
Risk Category	IT	Banner Access Audit				
Risk Level	High					
Division	Division of IT, Application Services					
Deadline	6/30/2024					
New Deadline	6/30/2025					
Current Status	on Schedule					

Audit Recommendations Status- FY2024 Q4

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	KSU 2023-1057	PII Data in Banner Banner Access Audit	Access to view sensitive PII data should be masked or restricted to only those users who require for business purposes.	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.	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.	A process has been implemented to restrict access to view sensitive PII data in Banner.
Dated Issued	11/17/2023					
Risk Category	IT					
Risk Level	High					
Division	Division of IT, Application Services					
Deadline	6/30/2024					
New Deadline						
Current Status	Closed					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	KSU 2023-1057	SOP for Annual Review of YSU Banner Access Banner Access Audit	A standard operating procedure for Banner user access review should be created and used by Data Custodians.	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.		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.
Dated Issued	11/17/2023					
Risk Category	IT					
Risk Level	High					
Division	Division of IT, Application Services					
Deadline	12/31/2024					
New Deadline	3/30/2025					
Current Status	On Schedule					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	KSU 2023-1057	Access for Terminated Users in YSU Banner Banner Access Audit	Banner access to sensitive transactions should be removed from a user's account when an employee is terminated to prevent fraudulent activity.	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.		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.
Dated Issued	11/17/2023					
Risk Category	IT					
Risk Level	Medium					
Division	Division of IT, Infrastructure Services					
Deadline	12/31/2024					
New Deadline						
Current Status	On Schedule					

Audit Recommendations Status- FY2024 Q4

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	KSU 2024-1057	System access ITGC Audit-WEI	System access testing revealed that some users had access beyond what is necessary for their job function. Recommend removal of access or reduced access for users with inappropriate access. Recommend annual review of users to confirm system access.	Agree. The application administrator will review current roles and access and will modify individual account access levels by 3/31/24. Going forward, access will be reviewed annually.	Current roles and access are being reviewed. Significant progress has been made but it is not yet complete. Revised deadline to 4/30/2024	Current roles and access was reviewed and updated. This was completed by the 4/30/2023 revised deadline.
Dated Issued	2/26/2024					
Risk Category	IT					
Risk Level	High					
Division	Academic Affairs					
Deadline	3/31/2024					
New Deadline	4/30/2024					
Current Status	Closed					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	KSU 2024-1057	Software & hardware is appropriately safeguarded ITGC Audit-WEI	Testing of a sample of users showed inappropriate computer safeguards on devices using the application. All devices of users with elevated access should be YSU managed devices and have appropriate computer safeguards. YSU firewall is configured to protect university resources.	Agree. Information Security Engineer will implement appropriate computer safeguards for all YSU managed devices by 12/31/24.		Agree. Information Security Engineer will implement appropriate computer safeguards for all YSU managed devices by 12/31/24.
Dated Issued	2/26/2024					
Risk Category	IT					
Risk Level	High					
Division	Academic Affairs					
Deadline	12/31/2024					
New Deadline						
Current Status	On Schedule					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	KSU 2024-1057	Business Continuity Plan ITGC Audit-WEI	Data backups and data center controls are provided by the vendor. Business Continuity Plan was not completed. Recommend completing a Business Continuity Plan to document steps required to continue business processes in the event of a system failure.	Agree. The application administrator will complete a Business Continuity Plan to ensure proper procedures are in place should a system failure occur by 12/31/24.		Agree. The application administrator will complete a Business Continuity Plan to ensure proper procedures are in place should a system failure occur by 12/31/24.
Dated Issued	2/26/2024					
Risk Category	IT					
Risk Level	Medium					
Division	Academic Affairs					
Deadline	12/31/2024					
New Deadline						
Current Status	On Schedule					

Audit Recommendations Status- FY2024 Q4

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	KSU 2024-1057	Change Management Controls ITGC Audit-WEI	Upgrades to the application are performed by the vendor. Communication of changes to application users should be implemented. Standard Operation Procedures (SOP) should be developed.	Agree. The application administrator will complete Standard Operating Procedures for the application and will ensure there is proper communication regarding application updates/changes by 12/31/24.		Agree. The application administrator will complete Standard Operating Procedures for the application and will ensure there is proper communication regarding application updates/changes by 12/31/24.
Dated Issued	2/26/2024					
Risk Category	IT					
Risk Level	Medium					
Division	Academic Affairs					
Deadline	12/31/2024					
New Deadline						
Current Status	On Schedule					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	Documented Procedures Workforce Education & Innovation Audit	Develop and implement procedures throughout the department to ensure the transfer of knowledge during staff transitions.	STEM-WEI: Sharepoint folders have been created that contain procedures that pertain to the operations/programs offered in the ETC and ITWA.		Sharepoint folders have been created that contain procedures that pertain to the operations/programs offered in the ETC and ITWA.
Dated Issued	4/17/2024					
Risk Category	Operational					
Risk Level	High					
Division	Academic Affairs					
Deadline	5/1/2024					
New Deadline						
Current Status	Pending Validation					
				TILT: Development and implementation of written procedures for TILT and timely expense processing is currently underway and will be completed on a monthly basis.		The Tressel Institute has developed written and implemented documented procedures. CLOSED

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	Reconciliations Workforce Education & Innovation Audit	Develop and implement a monthly reconciliation process to ensure all revenue is collected and expenditures correspond with Banner.	STEM-WEI: The PI of each grant is the financial manager for their grant. Each financial manager will reconcile their respective grants monthly.		The PI of each grant is the financial manager for their grant. Each financial manager will reconcile their respective grants monthly.
Dated Issued	4/17/2024					
Risk Category	Financial, Operational					
Risk Level	High					
Division	Academic Affairs					
Deadline	5/1/2024					
New Deadline						
Current Status	Pending Validation					
				TILT: Yes, will implement for expenditures and revenue. Current source of revenue is from gifts made through the YSU Foundation for endowed accounts.		TILT developed and implemented a monthly reconciliation process to ensure all revenue is collected and expenditures correspond with Banner.

Audit Recommendations Status- FY2024 Q4

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	Billing Process	Enhance controls over the billing processes to ensure registration fee revenues are billed accurately and timely.	STEM-WEI: Before workforce students take a class, a SOW, MSA, and quote are provided to the company and signed. Personnel at the ETC have always prepared paperwork for non-student billing for the workforce classes taught in the ETC in a timely manner.		Before workforce students take a class, a SOW, MSA, and quote are provided to the company and signed. Personnel at the ETC have always prepared paperwork for non-student billing for the workforce classes taught in the ETC in a timely manner.
Dated Issued	4/17/2024					
Risk Category	Financial, Operational					
Risk Level	High	Workforce Education & Innovation Audit				
Division	Academic Affairs					
Deadline	2/1/2024					
New Deadline						
Current Status	Pending Validation					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	BOT Financial Reporting	Develop a standard financial report that can effectively communicate crucial financial information.	STEM-WEI: As WEI is part of STEM College, there will be no more direct reporting to the BOT, rather a monthly reporting to the Provost, by the Dean of the STEM College.		WEI will have a quarterly presentation to BOT subcommittee and the Board of Trustees.
Dated Issued	4/17/2024					
Risk Category	Financial, Operational			TILT: Assigned the development of a standard financial report to provide transparency for the financial activities of the TILT.		TILT has developed a standard financial report that will provide ongoing transparency for activities associated with TILT.
Risk Level	High	Workforce Education & Innovation Audit				
Division	Academic Affairs					
Deadline	5/1/2024					
New Deadline						
Current Status	Pending Validation					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	BOT Programmatic Reporting	Continue develop and document the new process to verify KPI's and maintain documented support to verify that the programmatic report to the BOT is accurate.	STEM-WEI: As WEI is part of the STEM College, there will be no more direct reporting to the Board of Trustees, rather, a monthly reporting to the Provost by the Dean of the STEM College.		WEI will have a quarterly presentation to BOT subcommittee and the Board of Trustees.
Dated Issued	4/17/2024					
Risk Category	Operational			TILT: Where applicable, will implement number of users (YSU Students) completing badges and provide reports.		At the conclusion of each semester, TILT will provide the number of YSU students completing TILT badges.
Risk Level	High	Workforce Education & Innovation Audit				
Division	Academic Affairs					
Deadline	51/1/2024					
New Deadline						
Current Status	Pending Validation					

Audit Recommendations Status- FY2024 Q4

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	Programmatic Reporting for Grants Workforce Education & Innovation Audit	Develop and implement a process, to document programmatic data and to maintain the sources of the data.	STEM-WEI: Every PI is responsible for timely programmatic reporting. The PI is notified by the funding agency on what needs to be reported and by when and what format it needs to be in. The PI is also responsible for records management following the BOT policy 3356-9-09.		Every PI is responsible for timely programmatic reporting. The PI is notified by the funding agency on what needs to be reported and by when and what format it needs to be in. The PI is also responsible for records management following the BOT policy 3356-9-09.
Dated Issued	4/17/2024					
Risk Category	Operational					
Risk Level	High					
Division	Academic Affairs					
Deadline	1/24/2024					
New Deadline						
Current Status	Pending Validation					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	Remote Work Workforce Education & Innovation Audit	Remote work forms were filled out before the reorganization of DWEI. Remote work arrangements should be reviewed by each employee's current supervisor and updated.	STEM-WEI: Dean of the STEM College reviewed all Remote Work approvals that were on file with HR and discussed it with the involved supervisors.		Dean of the STEM College reviewed all Remote Work approvals that were on file with HR and discussed it with the involved supervisors.
Dated Issued	4/17/2024					
Risk Category	Operational					
Risk Level	Medium					
Division	Academic Affairs					
Deadline	1/24/2024					
New Deadline						
Current Status	Pending Validation					
				TILT: Remote work has been discussed with each employee with approved forms.		No TILT employees are on remote work schedule. The staff decided that remote work is not advantageous for TILT's current stage of development. CLOSED

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	Room Reservation System Workforce Education & Innovation Audit	Utilize the room reservation system for Workforce Education and Innovation events and classes.	STEM-WEI: Two employees of the ETC are trained in the banner system and consistently schedule classes/events taking place at the ETC.		Two employees have been trained and are using the room reservation system.
Dated Issued	4/17/2024					
Risk Category	Operational					
Risk Level	Medium					
Division	Academic Affairs					
Deadline	5/1/2024					
New Deadline						
Current Status	Pending Validation					
				TILT: Staff responsible for utilizing the room reservation system are using the system already or are currently securing permission.		TILT is an online program and doesn't have the need to schedule classrooms. CLOSED

Audit Recommendations Status- FY2024 Q4

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	Expense Monitoring Workforce Education & Innovation Audit	Ensure expenses are processed in accordance with university guidelines. Ensure all Financial Managers have completed training for purchasing cards, travel cards, and eCube.	STEM-WEI: All PI's are now also financial managers. All financial managers have to adhere to the YSU procurement policies and are subject to scheduled training sessions related to purchasing cards, travel cards and eCube. All these are mandatory trainings.		All PI's are now also financial managers. All financial managers have to adhere to the YSU procurement policies and are subject to scheduled training sessions related to purchasing cards, travel cards and eCube. All these are mandatory trainings.
Dated Issued	4/17/2024					
Risk Category	Financial, Operational					
Risk Level	Low					
Division	Academic Affairs					
Deadline	1/24/2024					
New Deadline						
Current Status	Pending Validation					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	PI/FM of Grants Workforce Education & Innovation Audit	The Principal Investigator should also be the Financial Manager on the grant so both spending and project progress is managed by the same person.	STEM-WEI: : All Principal investigators have been made financial manager on their own grants. This was accomplished by working together with the Grants accounting office. Moving forward, all Principal Investigators of the WEI will automatically be financial manager.		All principal investigators have been made the financial managers of their own grants and this will continue with all WEI future grants.
Dated Issued	4/17/2024					
Risk Category	Operational					
Risk Level	Low					
Division	Academic Affairs					
Deadline	2/7/2024					
New Deadline						
Current Status	CLOSED					

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2024-02	Policy Awareness Workforce Education & Innovation Audit	Employees of the WEI are encouraged to take the on-boarding training to become more aware of important policies on campus.	STEM-WEI: Dean Steelant contacted HR to follow-up on offering (or make available) the onboarding training for the remaining WEI personnel.		WEI is working with Human Resources to make sure that all WEI employees have completed campus policy training.
Dated Issued	4/17/2024					
Risk Category	Operational					
Risk Level	Low					
Division	Academic Affairs			TILT: Tressel Institute for Leadership & Teamwork staff are current with training associated with campus policies		The Tressel Institute for Leadership & Teamwork staff remain current with training associated with campus policies as reported in March 2024. CLOSED
Deadline	3/25/2024					
New Deadline						
Current Status	Pending Validation					

YOUNGSTOWN STATE UNIVERSITY

Report of Internal Audit Activities for FY2024

Prepared by Michelle DiLullo, Internal Audit (July-2024)

Introduction

International professional standards promulgated by the Institute of Internal Auditors (IIA) require the communication of audit results. Thus, this annual report of IA activities for FY24 has been prepared for the Audit Subcommittee.

Purpose of Internal Audit (IA)

The IIA defines internal auditing as follows: “Internal auditing is an independent, objective assurance and consulting activity designed to add value and improve an organization's operations. It helps an organization accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of risk management, control, and governance processes.”

This purpose is stated in the Office of Internal Audit Charter approved by the Audit Subcommittee and Board and Trustees in September 2023.

Mission Statement of Youngstown State University's Office of Internal Audit

The mission of internal audit is to enhance and protect organizational value by providing risk-based and objective assurance, advice, and insight. It assists the university in accomplishing its objectives by bringing a systematic and disciplined approach to evaluate and improve the effectiveness of the university's risk management, control, and governance processes.

Organization Independence of Internal Audit

The Office of Internal Audit maintained organizational independence throughout FY24:

- No conditions were noted that may threaten the ability of internal auditors to carry out their responsibilities in an unbiased manner.
- IA had no direct operational responsibility or authority over any of the activities reviewed.
- There were no restrictions on the scope of IA's activities in FY24.

FY24 Internal Audit Staffing Resources

In fiscal year 2024, Office of IA staff included the following full-time positions:

Staff Auditor (started in IA at YSU 8/16/2022): Michelle DiLullo

Experience: two years higher education IA, 2 years public accounting,

In July 2022, the university entered into a shared service agreement with Kent State University. This agreement with KSU provides one IT audit per year and supplements YSU's internal audit department resources for review.

In FY24, IA staff completed approximately 58 hours of professional development in relevant audit and higher ed topics, such as, audit management, higher education risk, cybersecurity, artificial intelligence, data analytics, and fraud.

Internal Audit Methodology

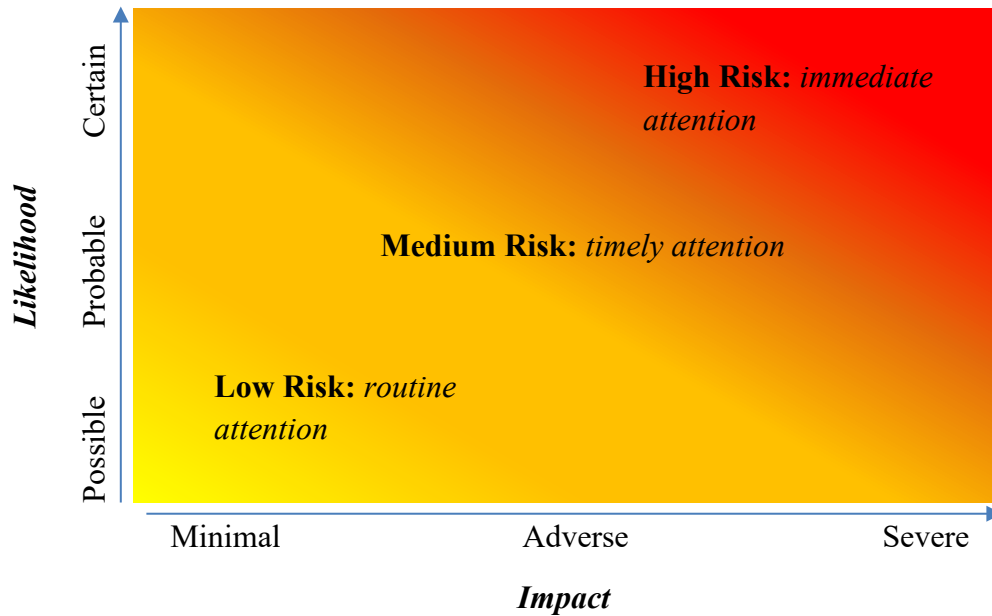
Audit Opinions

Opinions may be issued on assurance engagements. The opinion indicates an assessment of the of the **overall system of internal controls** in preventing and detecting material errors and irregularities on a timely basis based on the following methodology:

Opinion	Assessment of System of Internal Control	Audit Findings
<i>Adequate</i>	Provides reasonable assurance that material errors and irregularities will be prevented or detected on a timely basis	Low-risk findings only
<i>Requires Improvement</i>	Does not provide reasonable assurance that material errors and irregularities will be prevented or detected on a timely basis;	One or more Medium- or high-risk findings
<i>Inadequate</i>	Contains significant deficiencies which if not corrected could permit material errors or irregularities to go undetected;	Numerous, extensive high-risk audit findings

Risk Rating Methodology for Audit Findings

Internal control and risk management issues included as audit findings in internal audit reports are assigned a **high, medium, or low risk rating**. The risk rating indicates the *priority for management action* to address the issues. The methodology is based on an assessment of *severity of potential impacts* from the issues and their *likelihood of occurrence*. The methodology is summarized below:



Potential impacts include:

- Financial loss
- Violation of university policy, strategy, or values
- Reputational damage
- Regulatory impacts (licensing, fines, public sanctions)
- Data exposure and/or data loss
- Extent of operation disruption (length of time, breadth of campus affected)

Summary of FY24 Internal Audit Activities for YSU

During fiscal year 2024, there were 2080 actual hours tracked for Office of IA staff, of which 1091 project hours were spent on providing internal audit services for the university. In addition, Kent State University provided 414 hours of internal audit services. Services performed addressed compliance, financial, operational, and information technology risks.

Services performed

YSU Internal Audit performed the following services in FY24:

- **Audit projects** where audit procedures are performed to arrive at a conclusion about the objective(s) under audit. For full-scope audit engagements where assurance is provided as to the effectiveness of the system of internal controls, an opinion is issued (see “Audit Opinions” under “Internal Audit Methodology”)
- **Continuous auditing** where audit procedures, including analytics, are performed on an ongoing periodic basis for risk assessment and/or monitoring for controls gaps
- **Consulting & advisory** services that provide value-added services to management and other stakeholders.
- **Hotline monitoring** reports made to Internal Audit concerning fraud, fiscal abuse, or persistent and/or pervasive noncompliance with University policies and procedures.
- **Follow-up on open audit recommendations** to ensure management has implemented corrective actions plans to address identified risk and control findings.

A summary of actual project time by service performed is presented below:



Services Performed FY24

Details of each of the services performed in FY24 are included in the pages that follow.

Audit Projects Performed in FY24

Project Area	Project Area Risk Rating	Risk Category	Synopsis of Scope & Objectives	Status	Results	Audit Opinion	Number High/Medium/Low Risk Audit Findings
Student Billing, Collections, & Accounts Receivable	High	Financial, Operational	Procedures and controls related to tuition maintenance and billing, application of student payments, collection processes, and account write offs.	Complete	Management's corrective action plans addressed risks and control gaps identified; see Follow-up	Requires Improvement	1 / 4 / 2
Division of Workforce Education and Innovation	High	Financial, Operational, Compliance	Evaluate procedures and controls in DWEI in relation to operational, financial, and compliance policies.	Complete	Management's corrective action plans addressed risks and control gaps identified; see Follow-up	Requires Improvement	6 / 2 / 3
KSU-Banner User Access	High	IT, Compliance	Procedures and controls for granting, modifying, and terminating Banner Access within Banner modules.	Complete	Management's corrective action plans addressed risks and control gaps identified; see Follow-up	Requires Improvement	4 / 1 / 0
KSU-IT General Controls Audit-DWEI	High	IT, General Controls	Evaluate internal controls related the Student Information System in DWEI.	Complete	Management's corrective action plans addressed risks and control gaps identified	Requires Improvement	2 / 2 / 0
Facilities and Building Access	High	Facilities, Operational, Compliance	Procedures and controls related to key issuance, replacement, and return; and procedures for vendor or visitor access.	In Process	N/A	N/A	N/A
Inventory Control Audit	High	Financial, Operational, Compliance	Procedures and controls related to physical inventory tracking and management.	In Process	N/A	N/A	N/A

Continuous Auditing Projects Performed FY24

Project Area	Project Area Risk Rating	Risk Category	Synopsis of Scope & Objectives	Status	Results
Continuous Auditing of Payroll	High	Financial, Compliance	Quarterly analytics and transactional testing of FY24 Payroll activity to assess compliance with university procedures.	In progress	In progress
Continuous Auditing of Payroll	High	Financial, Compliance	Quarterly analytics and transactional testing of FY23 Payroll activity to assess compliance with university procedures.	Complete	No exceptions noted
Continuous Auditing of Accounts Payable	High	Financial, Compliance	Quarterly analytics and transactional testing of FY24 Accounts Payable activity to assess compliance with university procedures.	In progress	In progress
Continuous Auditing of Accounts Payable	High	Financial, Compliance	Quarterly analytics and transactional testing of FY23 Accounts Payable activity to assess compliance with university procedures.	Complete	No exceptions noted

Consulting & Advisory Performed FY24

- Assisted Human Resources and Academic Affairs with research relating to secondary appointments resulting in a policy update.
- Consulted with Enterprise Risk Management on emerging risk at the university.

Hotline Monitoring Performed in FY24

Reports Received in FY24	Reports Investigated	Reports Referred	Unsubstantiated	Closed Reports	Open Reports June 30, 2024
11	3	6	2	11	0

Open Audit Recommendation Follow-Up Performed FY24

Project Area	Number of Open Recommendations Beginning or Issued FY24	Number of Audit Recommendations Closed in FY24	Number of Audit Recommendations Open at End of FY24
Student Organization Audit Follow-up	1	1	0
Student Billing, Collections, & Accounts Receivable Audit Follow-up	4	2	1
Division of Workforce Education and Innovation Audit Follow-up	11	0	11
KSU Banner Access Audit Follow-up	5	2	3
KSU IT General Controls Audit-Workforce Education & Innovation Follow-up	4	1	3

Office of Internal Audit Goals

Status: Office of IA Goals for FY2024

Goal: Execute the risk based FY24 audit plan, taking a collaborative approach to projects
Perform audit projects that provide value-added audit recommendations and insights to enhance the management of risks

Status: Completed

Goal: Facilitate risk assessments providing a framework for management to assess risk and identify gaps in control design

Status: Completed

Goal: Continue to use audit analytics and build continuous auditing analytics program to enhance risk assessment and provide value-added information on risks and controls to management

Status: Completed

Goal: Continue to monitor Anonymous Fraud Hotline to investigate and manage possible violations concerning compliance made by employees without fear of retribution.

Status: Completed

Goal: Continue to systematically track open audit comments and conduct quarterly follow-up with management

Status: Completed

Goal: Align and update audit plan priorities to respond to changes in the university's risks

Provide relevant, useful, and insightful reporting on Internal Audit plans and activities to management and Audit Subcommittee

Status: Completed

Goal: Promote and enhance the university's control environment

- Be responsive to questions and requests received for independent assurance and insight
- Proactively foster awareness of risk, fraud and fraud reporting, university policy and procedures

Status: Completed

Goal: Continuously improve departmental processes to align with Institute of Internal Auditors' Standards to ensure audit quality and efficiency

Status: Completed

Office of IA Goals for FY2025

Goal: Execute the risk based FY25 audit plan, taking a collaborative approach to projects:

- Perform audit projects that provide value-added audit recommendations and insights to enhance the management of risks
- Facilitate risk assessments providing a framework for management to assess risk and identify gaps in control design
- Continue to use audit analytics and build continuous auditing analytics program to enhance risk assessment and provide value-added information on risks and controls to management
- Continue to monitor Anonymous Fraud Hotline to investigate and manage possible violations concerning compliance made by employees without fear of retribution.
- Continue to systematically track open audit comments and conduct periodic follow-up with management
- Align and update audit plan priorities to respond to changes in the university's risks

Goal: Provide relevant, useful, and insightful reporting on Internal Audit plans and activities to management and Audit Subcommittee

Goal: Promote and enhance the university's control environment

- Be responsive to questions and requests received for independent assurance and insight
- Proactively foster awareness of risk, fraud and fraud reporting, university policy and procedures

Goal: Continuously improve departmental processes to align with Institute of Internal Auditors' Standards to ensure audit quality and efficiency.



YOUNGSTOWN STATE UNIVERSITY

One University Plaza, Youngstown, Ohio 44555

John Hyden, AVP Facilities
Thomas Guerrieri, Building Construction Superintendent
Wendell Wagnon, Locksmith
Youngstown State University

August 12, 2024
Audit #2024-02

Dear Mr. Hyden, Mr. Guerrieri, Mr. Wagnon:

Internal Audit has completed an internal control assessment of the key processes related to key control within Facilities, Maintenance & Support Services. This audit was completed to provide assurance on the presence, adequacy, design, and operating effectiveness of the internal controls related to the objectives of the Lock Shop.

Internal controls are a process designed to provide reasonable assurance regarding achievement of the following objectives:

- effectiveness and efficiency of operations
- reliability of reporting, and
- compliance with procedures

Thus, internal controls are deemed effective if the above objectives are met. Internal controls can be a preventative control or a detective control. Procedures designed to keep errors or irregularities from occurring are preventative controls. Procedures designed to detect errors or irregularities which have occurred are detective controls. Internal Audit promotes continuous improvement of internal controls. However, management is responsible for establishing and maintaining effective internal controls.

Objectives

The primary objectives of this audit were as follows:

- (1) identify if internal controls are present,
- (2) assess if internal controls are appropriately designed, and
- (3) test the operating effectiveness of internal controls.

Office of Internal Audit

330.941.1425

Scope and Procedures

The audit scope included the operational processes related to the following:

- The classification of, and access to, building and assets stored within
- Authorization hierarchy for buildings and associated assets
- The classification and types of physical keys/keypad codes and swipe key cards issued
- The issuance of physical keys/keypad codes and swipe key cards to staff, contractors, visitors, and students
- Method for tracking physical keys/keypad codes and swipe key cards issued
- Employee exit procedures for removing building access
- Issuance of spare physical keys and swipe key cards that are lost/stolen or in an emergency

The above objectives were accomplished using the audit procedures including, but not limited to, the following:

- review of applicable university and departmental policies and procedures
- conducting walkthroughs or processes performed pertaining to the Lock Shop
- testing internal controls by review of documentation and related support
- inquiring of Lock Shop staff

An audit of operational and system of internal controls is 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.

Opinion

Based on the results of procedures performed, the internal controls related to the key processes in the Lock Shop are **Inadequate**.

An **Inadequate Opinion** necessitates that Internal Audit perform follow-up on corrective actions noted in management responses based on the dates provided.

Internal Audit thanks you and your staff for their time and assistance during the audit process. Please call x1425 with any questions regarding this Report.

Sincerely,



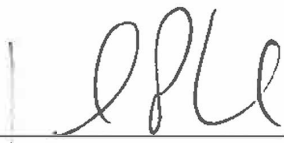
Michelle DiLullo
Staff Auditor, Internal Audit

cc: B. Johnson
N. McNally
Audit Subcommittee

Audit #2024-02
Facilities & Building Access
Internal Audit

Acknowledgement of Responsibility

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



John Hyden, AVP Facilities

07/30/2024

Date

Facilities & Building Access
Audit #2024-02
Executive Summary

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

Summary of Audit Findings			
Audit Comment (Risk Level)	Observation	Recommendation	Management Response
#1 Key Control Policy (High)	Key control policy is not enforced by Facilities. Guidelines have not been developed or communicated properly to university employees.	Re-assess current Key Control Policy. Develop and communicate procedures and guidelines for the university community.	We are exploring development of a web-based solution for the lock shop; planning element expected to be completed by year end with implementation by the December 2025.
#2 Documented Procedures (High)	Lock Shop has no written procedures to guide new or current employees.	Develop and implement procedures throughout the department.	This recommendation is being considered and will be implemented in conjunction with enhancement of the key/lock database and web-based processing.
#3 Key Issuance & Tracking (High)	Key tracking database in the lock shop is not accurately maintained to ensure appropriate access and accountability.	Enhance procedures to ensure effective controls relating to key issuance and tracking.	See response to Comment #1. Also, have reached out to our lock/key system vendor to arrange for additional training.
#4 Key Returns & Transfers (High)	There is not a developed process for key returns and transfers.	Develop and implement procedures related to key returns and transfers.	See response to Comment #1.
#5 Lost & Stolen Keys (High)	A process is not in place for employees to report their keys lost/stolen to the Lock Shop.	Enhance the process and controls for tracking and reissuing keys that have been lost or stolen.	See response to Comment #1.
#6 Keypad Access (High)	Keypads are not tracked by the Lock Shop. One keycode is programmed for each keypad; not a high enough level of accountability or security for areas using keypad access.	Develop and implement controls to limit unauthorized individuals from gaining access to these areas. Consider enhancements to monitoring and tracking of access to areas with keypads.	The keypads currently being installed do have the ability to log and track individual access. One keycode is being programmed into each lock as a matter of convenience and practicality.
#7 Succession Planning (High)	Succession planning ensures experienced and competent employees are prepared to assume roles as they become vacant. A succession plan has not been developed.	Develop a succession plan to ensure the transfer of experience-based knowledge.	We do anticipate that our only locksmith will likely retire in the near future. We are in the process of hiring another locksmith to fill this void.

Audit Comments
Facilities and Building Access
Internal Control Assessment
Audit #2024-02

Audit Comment #1 Key Control Policy (High)

Observation: Key control policy (3356-4-16) is not enforced by Facilities, Maintenance and Support Services. According to the policy, key control procedures should be established and enforced to give employees necessary access to facilities while still keeping the university secure. Procedure and guidelines have not been developed or communicated properly to university employees. There are no controls in place to monitor compliance of the Key Control Policy and has resulted in inappropriate access. High level keys are issued without proper guidelines in place to limit access and has resulted in some employees having too much access.

Recommendation: Re-assess current Key Control Policy and update the key hierarchy with current terminology. Develop and communicate procedures and guidelines for the university community. Educate employees on the policy to ensure compliance by developing a Lock Shop website for employees to reference. Establish stringent guidelines to limit access, especially on grand master and master keys. If access is needed, have employees sign out keys and return after use.

Management Response: We are exploring development of a web-based solution for the lock shop to include key control procedures, requests, lost keys, transfers, and returns. Planning element expected to be completed by year end with implementation by December 2025.

Implementation Date: December 31, 2025

Audit Comment #2 Documented Procedures (High)

Observation: Documentation of procedures in the Lock Shop ensures the transfer of knowledge during staff transitions and is an essential part of succession planning. The Lock Shop has no written procedures to guide new or current employees.

Recommendation: Develop and implement procedures throughout the department to ensure transfer of knowledge. Implement a recurring, periodic review to make sure procedures are updated and complete. Some processes that need documented are key issuance, key returns and transfers, and lost or stolen keys.

Management Response: This recommendation is being considered and will be implemented in conjunction with enhancement of the key/lock database and web-based processing.

Implementation Date: December 31, 2025

Audit Comment #3 Key Issuance & Tracking (High)

Observation: The purpose of the key tracking database is to ensure keyholders have appropriate access and are accountable for that access. The Lock Shop should be able to produce accurate and complete reports of keyholder access to ensure security of the university, especially in areas where access restriction is high priority, such as Chemical Management. However, data in the key tracking database is not accurately maintained to ensure appropriate access and accountability. The following were noted during the audit.

- Employees have not been trained to utilize all functions of the key database
- Keys/keyholders are not tracked accurately and several keyholders were not in the system
- Keymark IDs looked up in the system were not always issued to the correct employee
- Lock Shop employees are unable to produce reports for a department to evaluate if access is appropriate
- Key card request forms are not filed timely and some cards contained sensitive personal information
- Classroom keys are not tracked or entered in the key tracking database
- Controls are not in place for changing keys/cores with supervisor approval and dated documentation of the change

Recommendation: Enhance procedures to ensure effective controls relating to key issuance and tracking. The following enhancements are recommended; however, this is not an all-inclusive list:

- Professionally train employees to fully utilize the key assigning/tracking database. Ensure procedures for using the key tracking database are documented (see Audit Comment #2).
- Develop procedures to ensure key issuances and transfers are accurately and timely recorded in the key tracking database. Consider creating a workflow to automate the key issuance process or a ticketing process to track requests.
- Develop a detailed authorization form that includes reason for access and if it's a replacement key, which is dated with authorized signatures. Ensure completed forms are maintained by the Lock Shop.
- Establish institutional criteria to help determine high security and sensitive physical locations and implement stricter key controls.
- Develop procedures to perform periodic physical inventories of keys, especially master keys by implementing key/door audits.
- Develop procedures to ensure keys/cores are only cut or changed with supervisor authorization and that documentation of the request/authorization is maintained.

Management Response: See response to Comment #1. Also, have reached out to our lock/key system vendor to arrange for additional training.

Implementation Date: December 31, 2025

Audit Comment #4 Key Returns & Transfers (High)

Observation: There is not a developed process for key returns and transfers. The Lock Shop is not notified of employee termination or transfers. As a result, keys are not returned to the Lock Shop when an employee separates from the university. When keys are transferred from one employee to another the Lock Shop does not receive a transfer notice from that department to update their database. This risks inappropriate access from employees that are no longer working at the university or that have transferred positions and still have access to areas relating to their old duties leaving the university unsecure.

Recommendation: Develop and implement procedures related to key returns and transfers (see audit comment #2) Once implemented, enhance the process and controls surrounding the return/transfer of keys. Work with individual departments and Human Resources to strengthen the key return and transfer process.

Management Response: See response to Comment #1

Implementation Date: December 31, 2025

Audit Comment #5 Lost or Stolen Keys (High)

Observation: According to the Key Control Policy (3356-4-16) lost or stolen key should be immediately reported to University Police, the Department of Facilities, Maintenance, and Support Services, and the keyholder's supervisor. There is a disconnect in the reporting of lost or stolen keys. It is the responsibility of the keyholder to report lost/stolen keys. A process is not in place for employees to report their keys lost/stolen to the Lock Shop. The keyholder usually fills out a new key request card. The key request card does not include a space to let the Lock Shop know that it is a replacement key. Therefore, a new key is issued without being marked in the system as a replacement key. The old key is unaccounted for causing the risk of inappropriate access.

Recommendation: Enhance the process and controls for tracking and reissuing keys that have been lost or stolen to ensure that keys are properly reported and replaced. Work with the University Police and department managers to strengthen the reporting process of lost/stolen keys. Enhance the key request form to include if the key request is a replacement for a lost/stolen key.

Management Response: See response to Comment #1

Implementation Date: December 31, 2025

Audit Comment #6 Keypad Access (High)

Observation: There are certain areas in the university that use keypad access. Keypads are used for athletics and science labs. Keypads make it easier for athletes to access locker rooms, training areas, and equipment without having to issue individual physical keys. Keypads also allow students and professors to access labs for research and projects without physical keys. However, the keypads do not have the ability to log and track individual access. The keypads themselves are not tracked in a database by the Lock Shop. One keycode is programmed for each keypad so there is no way to track who is actually using the code to access these areas. Those who have been properly assigned codes may share them with others and access is gained by people who are not authorized. There is not a high enough level of accountability or security for areas using keypad access.

Recommendation: Develop and implement controls to limit unauthorized individuals from gaining access to these areas, including but not limited to periodically changing key codes. Consider enhancements to monitoring and tracking of access to areas with keypads such as camera coverage of access to areas with keypad access.

Management Response: The keypads currently being installed do have the ability to log and track individual access. One keycode is being programmed into each lock as a matter of convenience and practicality. We are working with the vendor to ensure that the tracking feature is properly functioning and train our locksmith how to use it.

Implementation Date: June 30, 2025

Audit Comment #7 Succession Planning (High)

Observation: Succession planning is a strategic process to ensure that necessary knowledge and skills will be maintained when employees in critical positions leave. Succession planning ensures experienced and competent employees are prepared to assume those roles as they become vacant. Employees at or near retirement age presents the risk of loss of experience-based knowledge.

Recommendation: Develop a succession plan to ensure the transfer of experience-based knowledge.

Management Response: We do anticipate that our only locksmith will likely retire in the near future. We hired a locksmith to learn the system prior to this pending retirement. Unfortunately, after only three months the new employee left for a higher salary elsewhere. We are in the process of hiring another locksmith to fill this void. Based upon our last search process, we suspect we may need to adjust the salary up to attract a viable replacement. This position is a priority.

Implementation Date: December 31, 2024

The Enterprise Enrollment Strategy

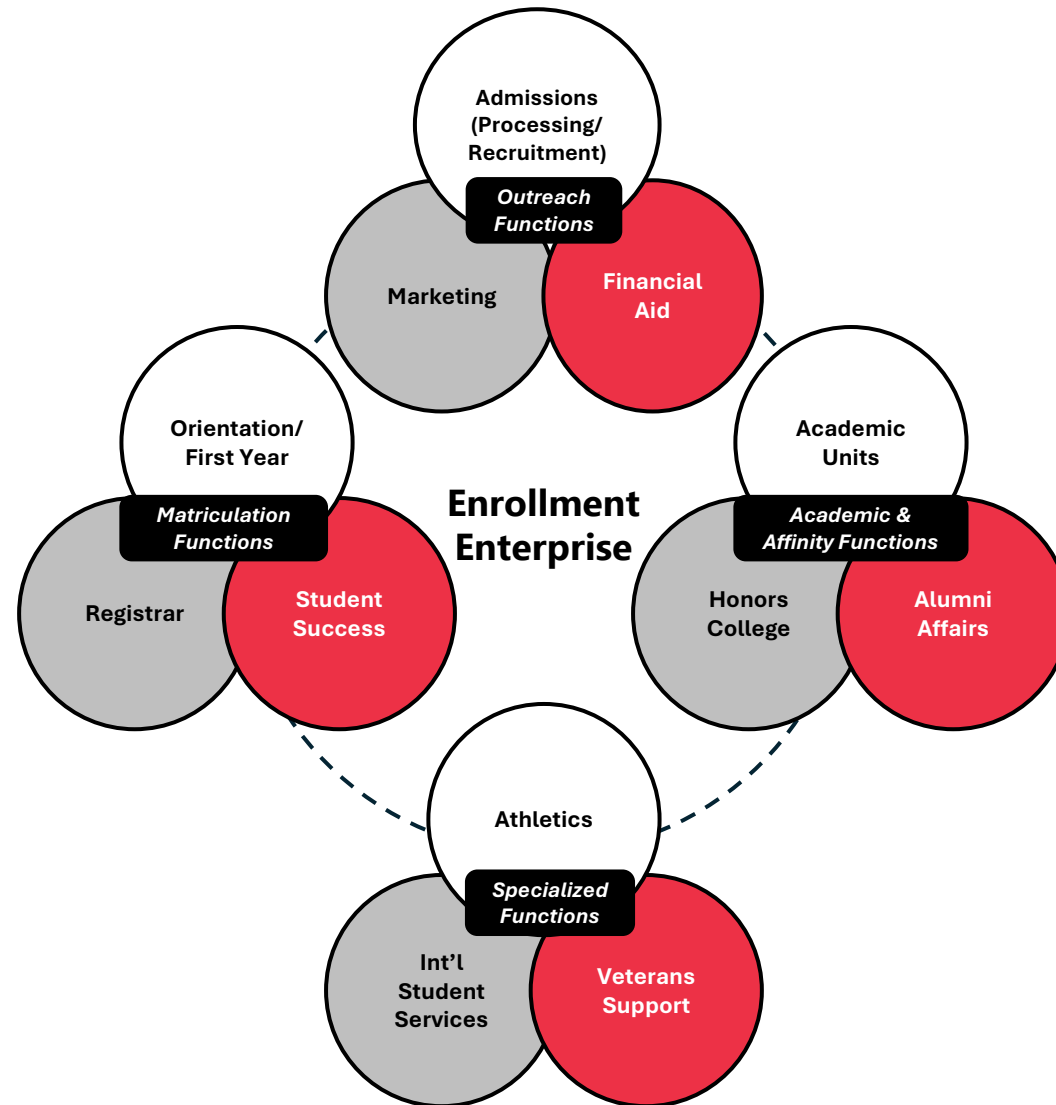
Intersection of the Academic Master Plan and the evolution of a Market-share Oriented Strategic Enrollment Plan

Youngstown State University

Board of Trustees

September 18, 2024

ENROLLMENT ENTERPRISE CONCEPTUAL FRAMEWORK



Key Strategic Partners:

- Technology Office
- Housing & Dining
- Chief Financial Office

OHIO: THE HIGH SCHOOL COMPETITION FACTOR

	In-state Counts	Percentage	
2023-24 High School Seniors	132,520		
Institutions of Higher Education	199		
College Continuation	87,478	66%	
Leave the State to Go to College	14,203	11%	
Remain in Ohio for College	73,275		
	In-state Freshman	Estimated Market Share	
Top 5 Institutions for Market Share (2 CC)	20,108	28%	4-9% range
Remaining Students	Remaining Institutions	Students Per Institution	
53,167	194	274	

MAXIMIZING ENROLLMENT OUTCOMES & IMPACT

Maximize Enrollment Outcomes and ROI

We leverage a combination of new digital channels to help find and engage students while reimagining the role that traditional channels continue to play in the student and parent experience. We leverage artificial intelligence, automation, and social and digital platforms to execute our campaigns consistently at scale to ensure the students receive hyper-personalized engagement designed for them.



For every dollar invested in RNL Student Search to Enrollment, institutions received

13-17x



Our parent engagement strategy has led to

3x

inquiry-to-app conversion rates and a



Students engaged in a social community **convert to applicants at**

2x

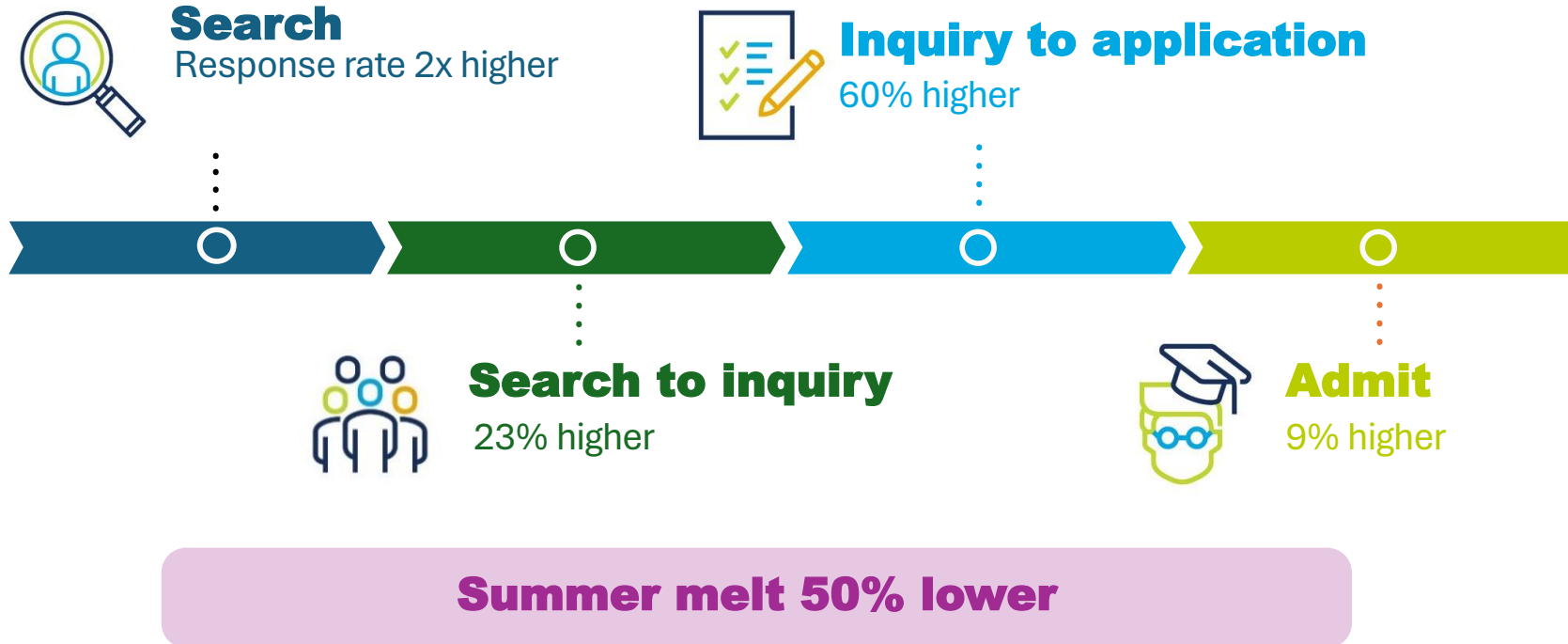
higher rate than your typical search and lead aggregation vendors.

average in net tuition revenue from enrolled students.

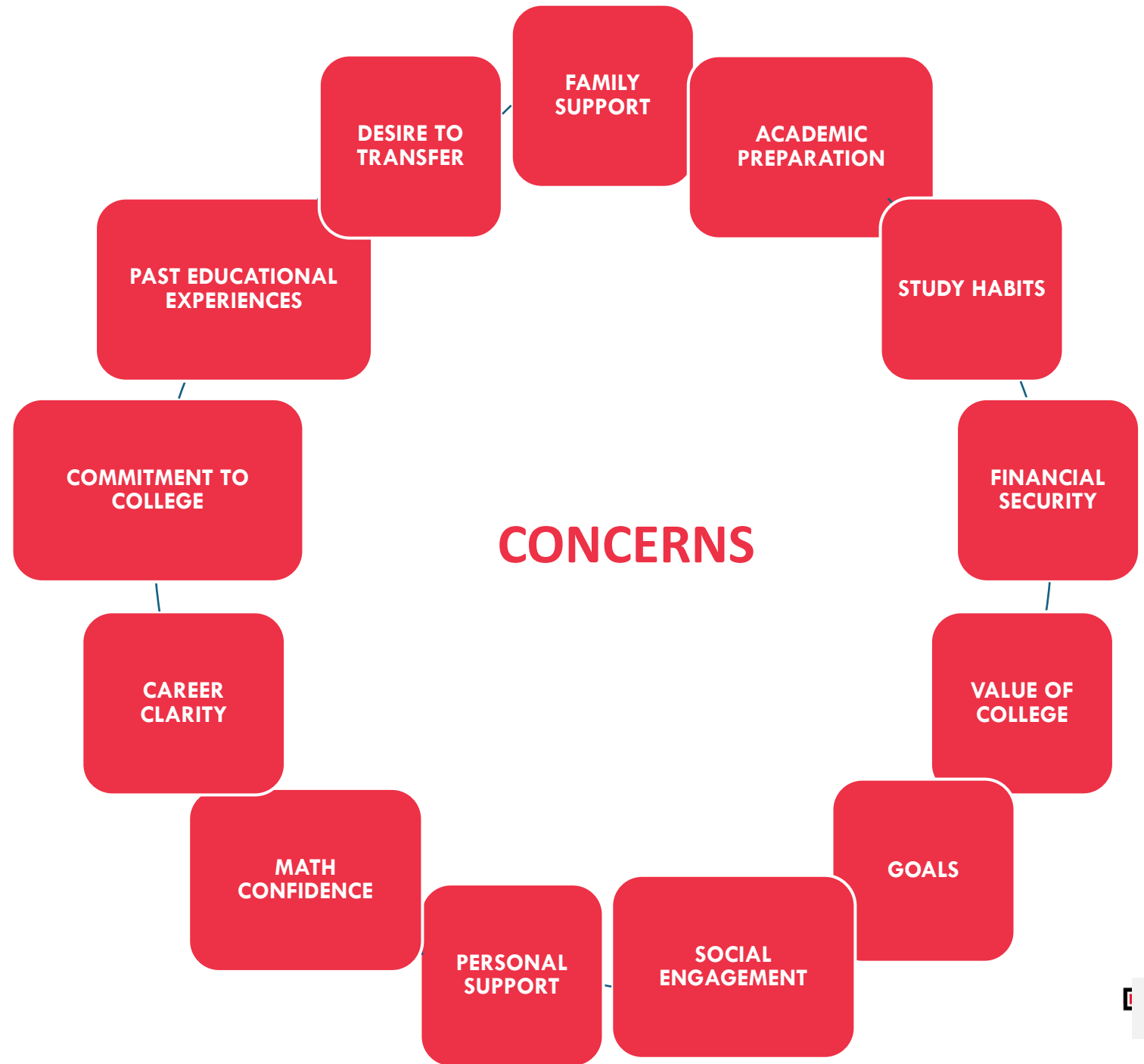
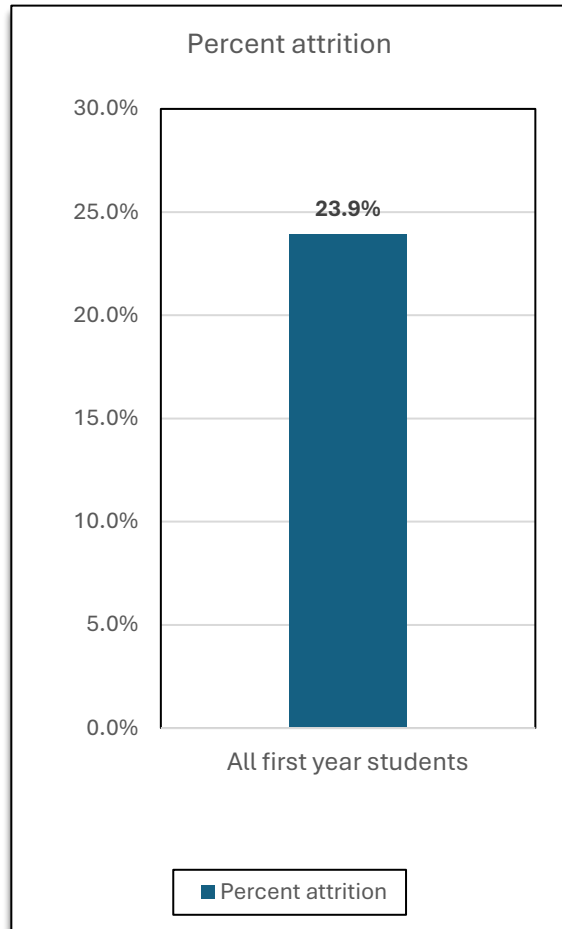
6% pt

lift in yield for our clients.

STUDENT & PARENT LIFT CONVERSIONS



UNPACKING THE ATTRITION GRAPH: WHAT INFLUENCES ATTRITION?



CAMPUS ESP FAMILY PORTAL

Engaging parents and families of current YSU students to increase retention

Targeted communication to family members:

- Family member identify communities of interest
- YSU pushes content to families of specific student populations
- YSU pushes content to families at key points

COLLEGE STUDENT INVENTORY

Identifies students' non-cognitive risk factors and receptivity to help

- Academic stress
- Career clarity
- Family support
- Financial security
- Receptivity to academic support
- Receptivity to career guidance
- Receptivity to personal counseling
- Receptivity to financial guidance

Desire to transfer

Commitment to college

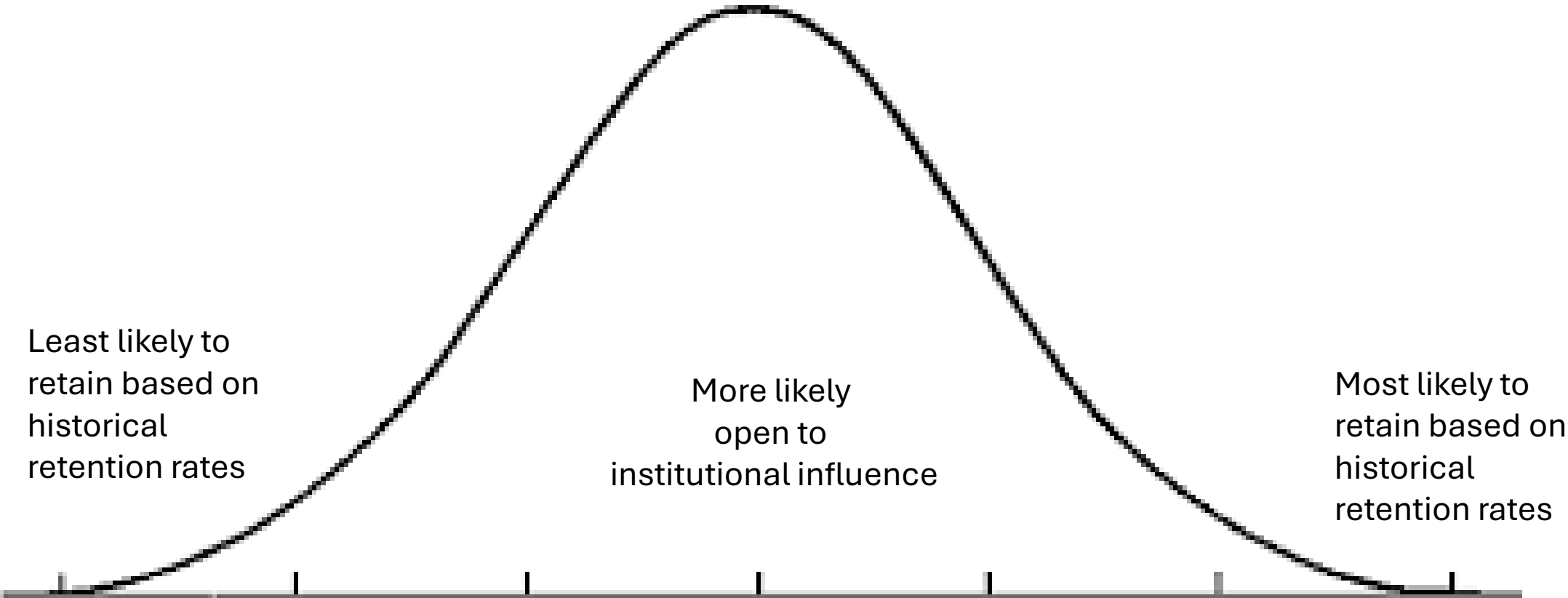
Perceived value of college

STUDENT RETENTION PREDICTOR MODEL

Measures students' likelihood of attrition based on historical risk factors

1. Model based on YSU historical data
2. Identify variables most likely to contribute to attrition
3. Cohort scored according to combination of risk factors
4. **Develop targeted goals and strategies to increase retention**

STUDENT ATTRITION CURVE



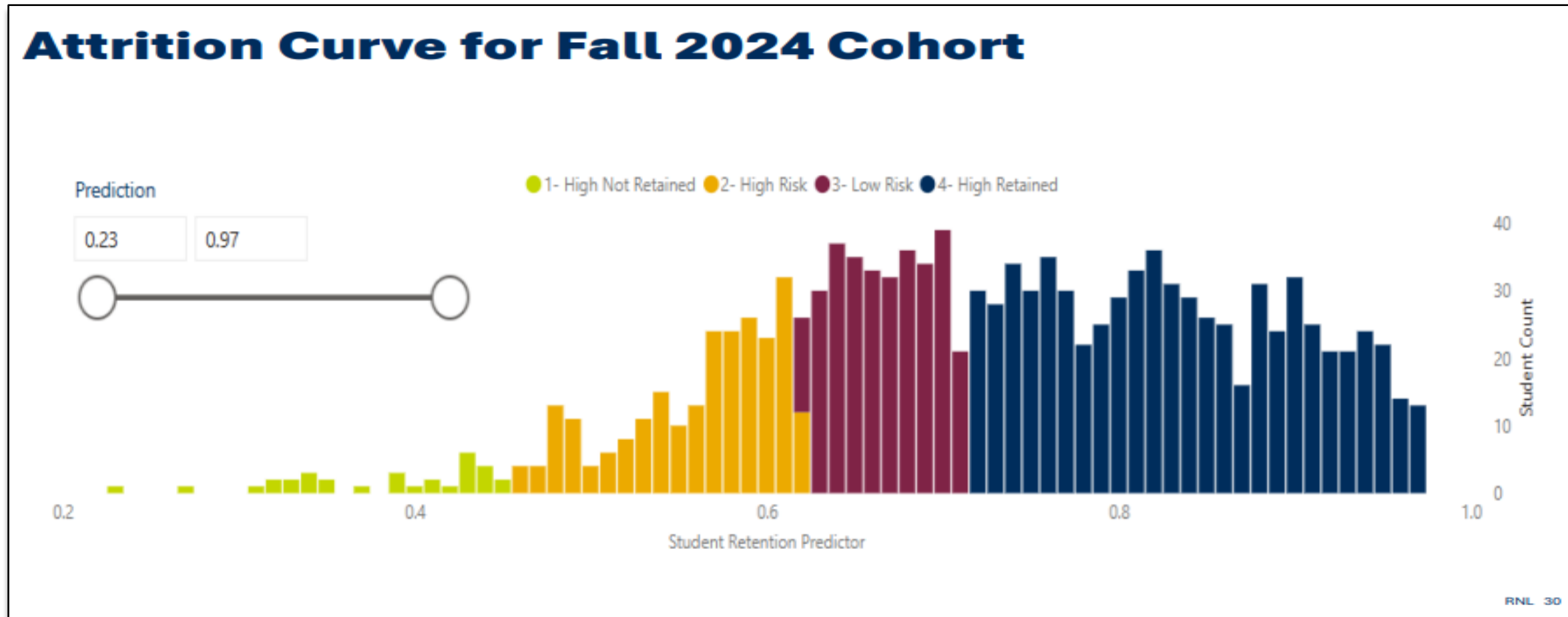
Lowest model score (most risk factors)



Highest model score (fewest risk factors)

YSU ATTRITION CURVE – FALL 2024 COHORT

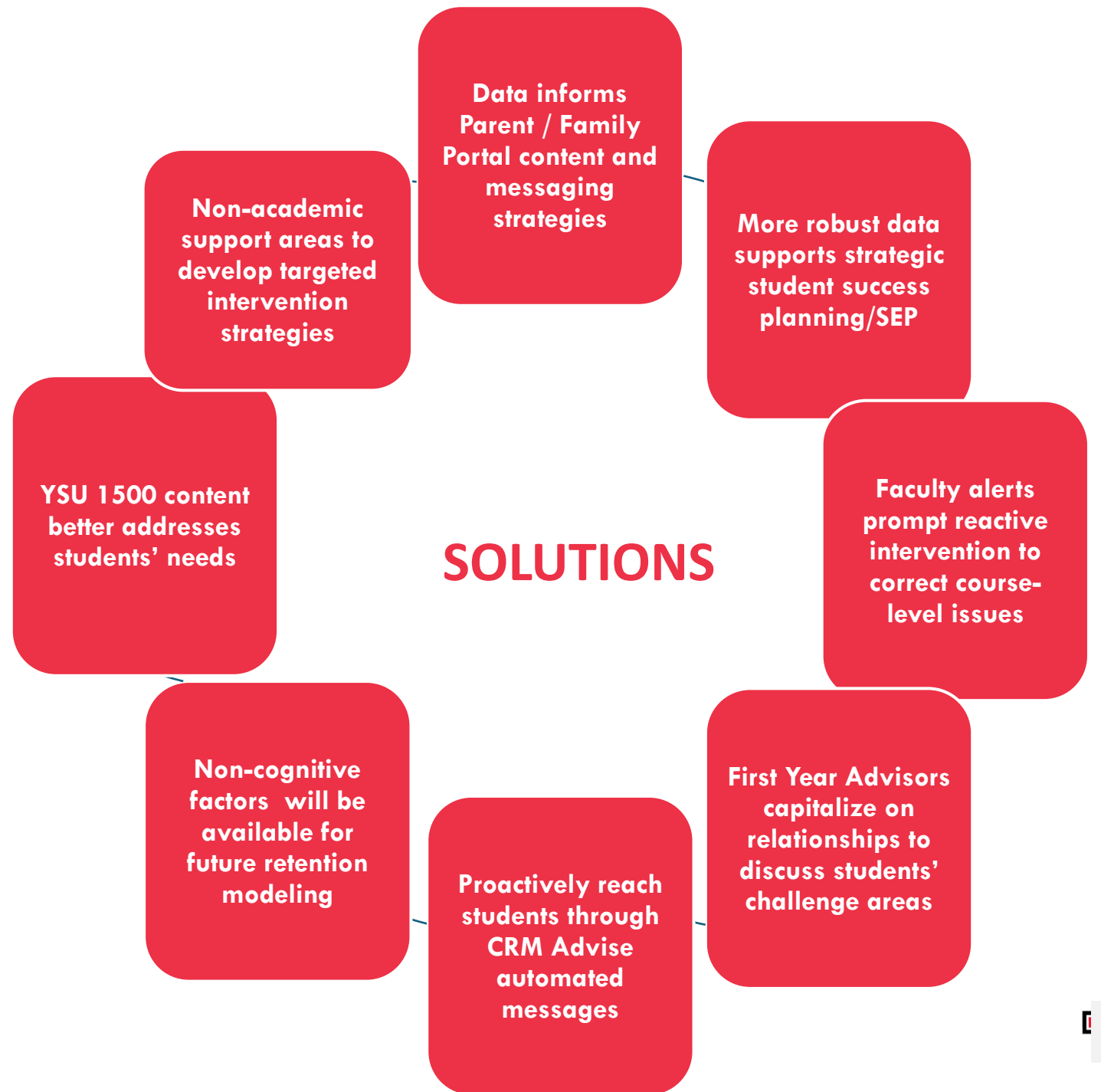
PRELIMINARY



The curve is based on the historical attrition rate of students in each risk band

Strategy: Identify retention goals and strategies by risk band

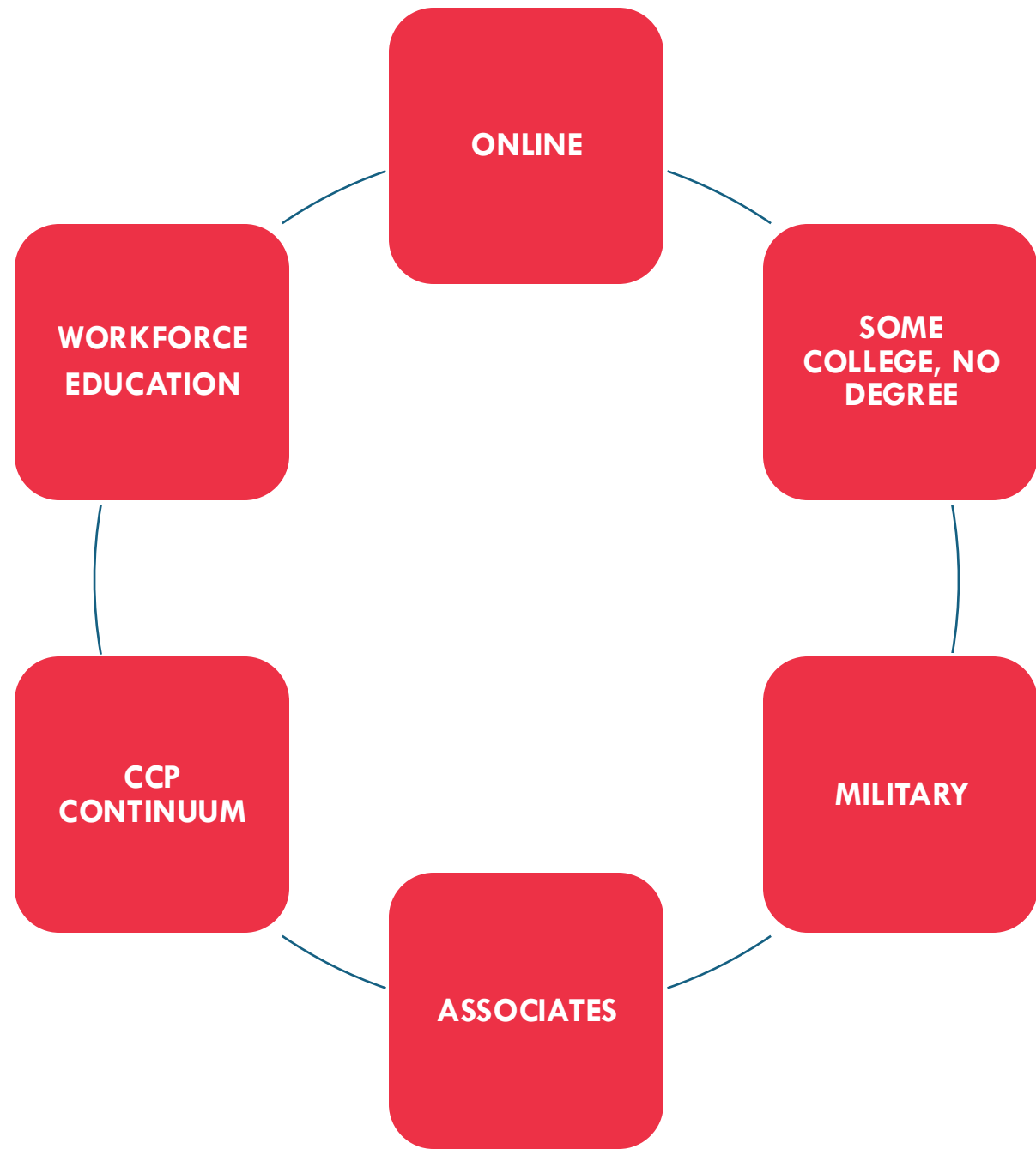
**PUTTING IT
TOGETHER:
BUILDING OUT
PLANS FROM
THESE NEW DATA
SOURCES**



PLANNING ACADEMIC MARKETING & STRATEGIC ENROLLMENT



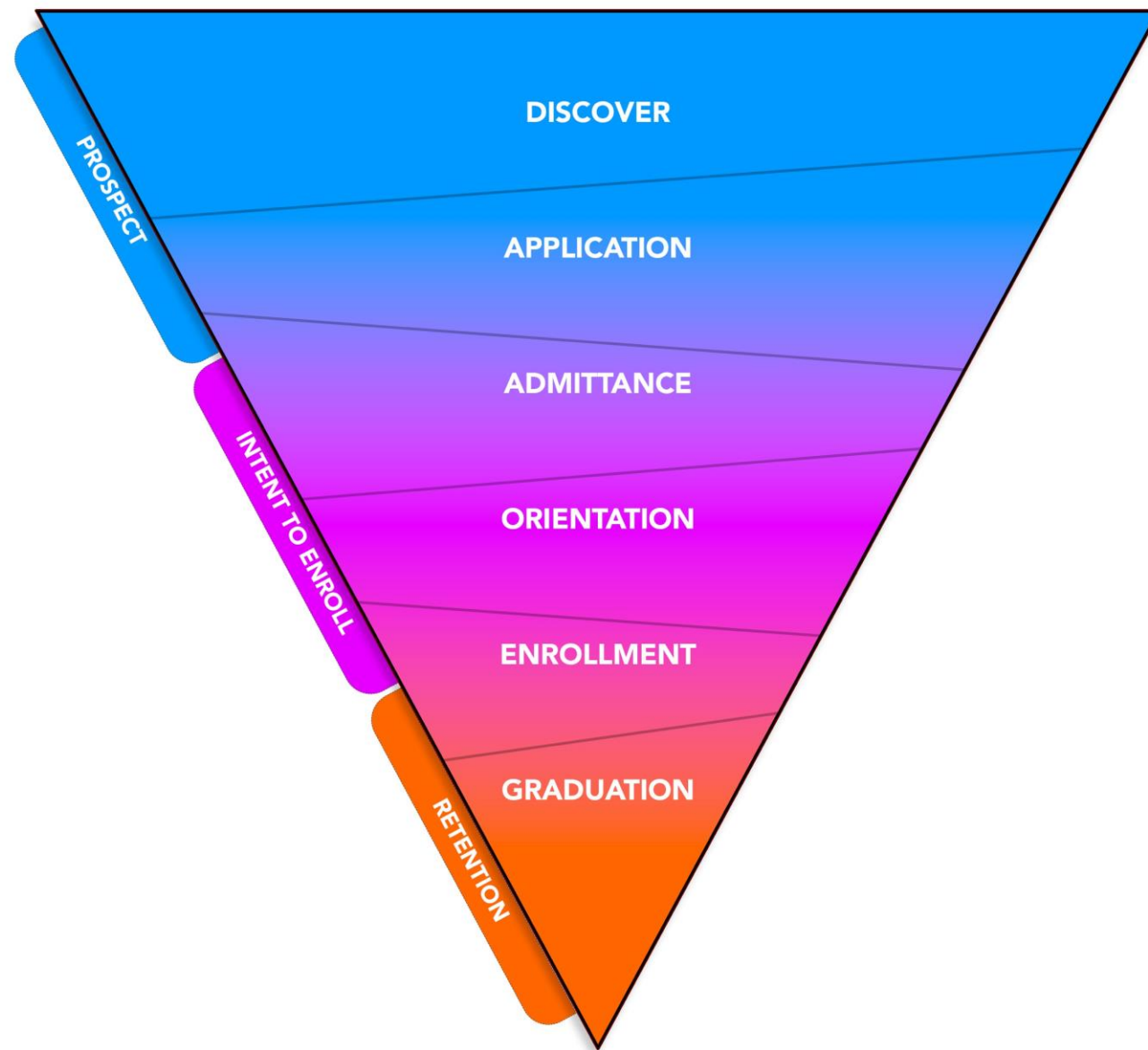
**CONTINUED
OPPORTUNITIES: FOR
MARKET SHARE**



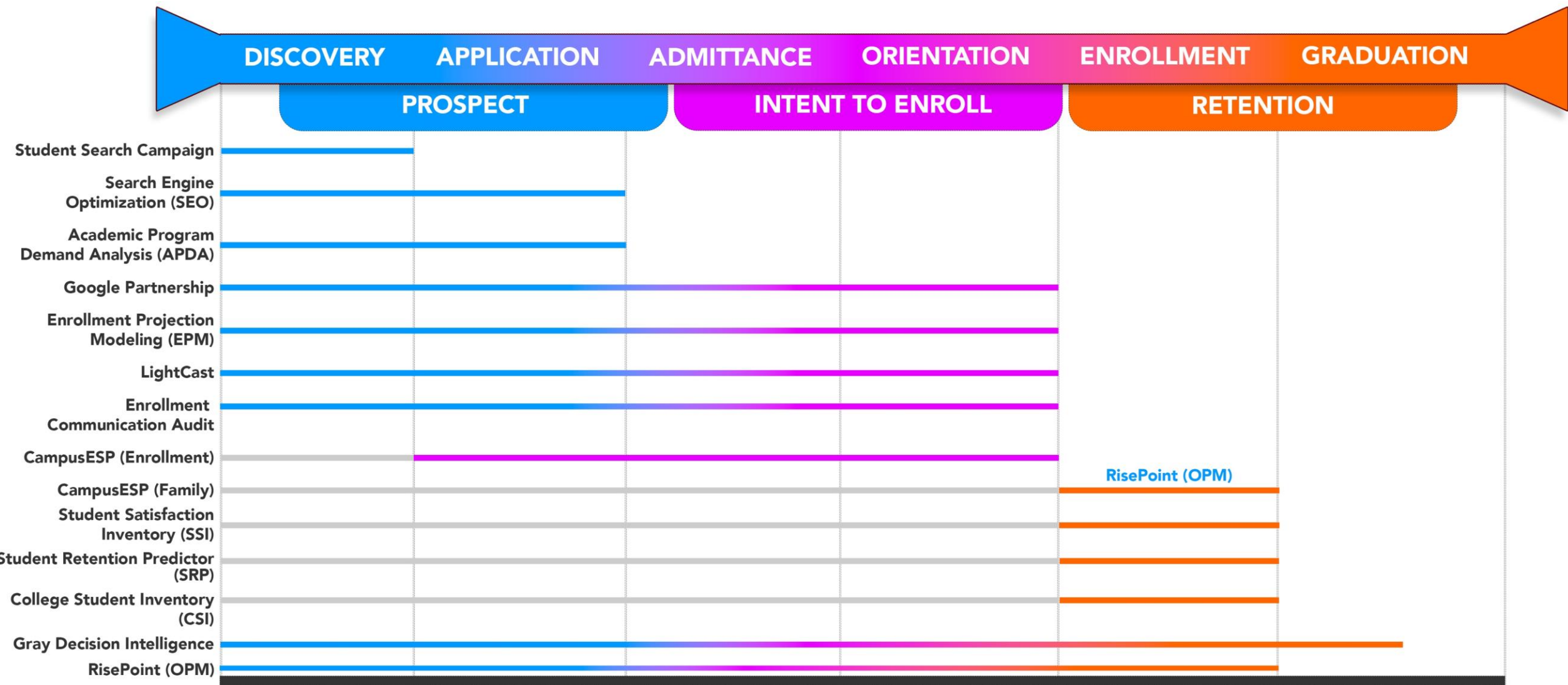
STRATEGIC ENROLLMENT PLANNING SUPPORT



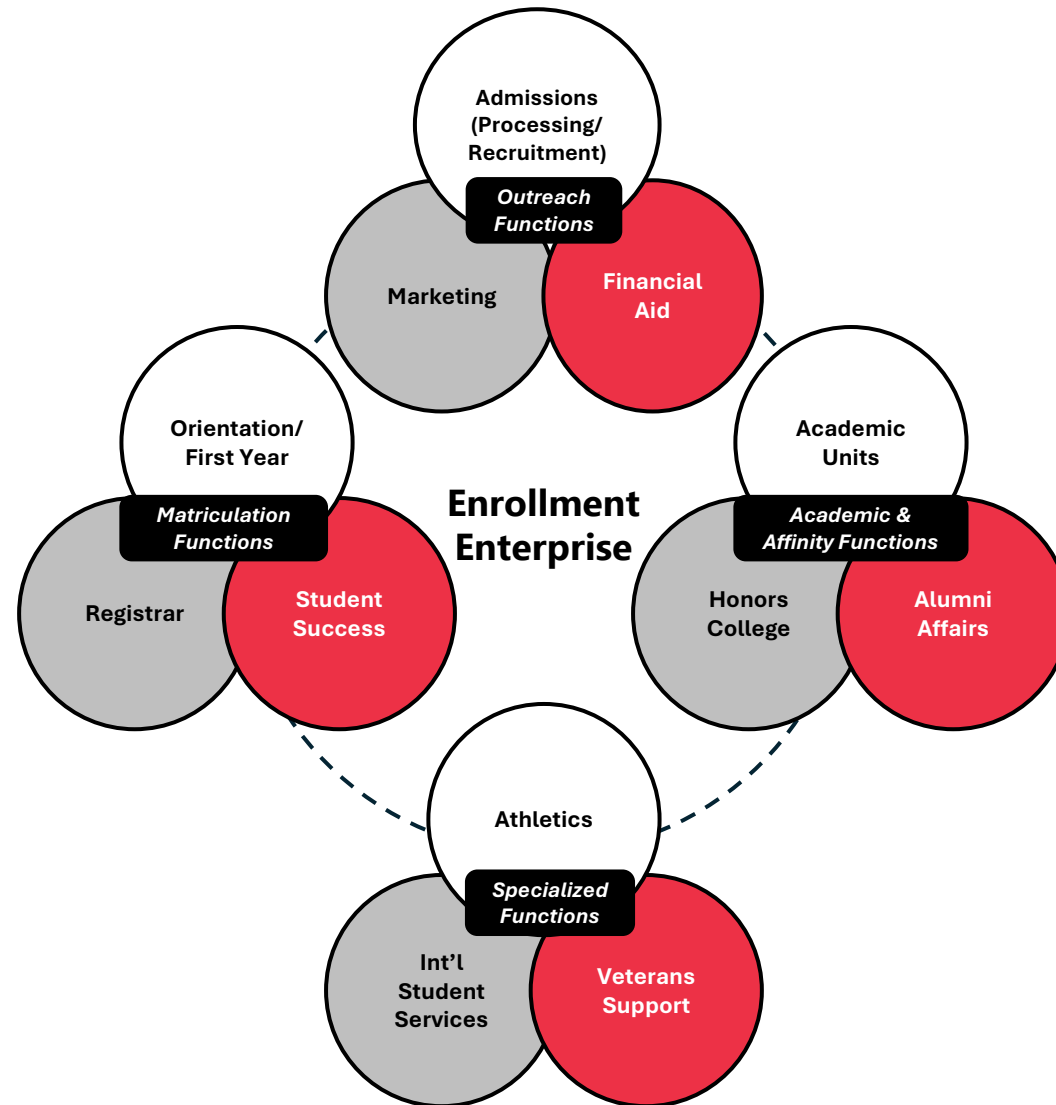
THE ENROLLMENT FUNNEL



ENROLLMENT ENTERPRISE COMPONENTS



ENROLLMENT ENTERPRISE CONCEPTUAL FRAMEWORK



Key Strategic Partners:

- Technology Office
- Housing & Dining
- Chief Financial Office



**RESOLUTION RELATED TO THE FALL 2024 14th-DAY PRELIMINARY
ENROLLMENT REPORT**

WHEREAS, after significant campus involvement in the process, the Board of Trustees in June 2020 endorsed and in September 2023 renewed the Plan for Strategic Actions to Take Charge of Our Future (“Plan”);

WHEREAS, the Board via various Resolutions and via topics of discussion has consistently stressed the importance of tailoring the academic portfolio in consideration of serving the region and beyond, including the accountability structures currently in place and that are emerging regarding state and federal support of higher education;

WHEREAS, while academic excellence and student success are foundational to the success of the university, athletics and the physical environment are important assets associated with the viability and vitality of the university, as previously resolved during the development of the Plan and via BOT Bylaws related to the governing of athletics;

WHEREAS, the Board considered the 14th-day Preliminary Enrollment Report for fall 2024 (attached), as identified in Article 13 of the [Collective Bargaining Agreement](#).

NOW THEREFORE, BE IT RESOLVED that in consideration of the 14th-day Preliminary Enrollment Report for Fall 2024, the Board of Trustees anticipates the Academic Program Effectiveness and Enhancement initiative will continue in consideration of two categories, the first being continuous quality improvement, and the second being Focus+ that require additional direction for adjustments to preferably eventually rate as continuous quality improvement without which the potential to suspend and end the program is a possible eventual outcome;

BE IT ALSO RESOLVED, the leadership team will present a framework for an Academic Master Plan at the Governance Committee meeting in December, 2024;

IT IS FURTHER RESOLVED, that after considering all relevant factors, administration does not feel retrenchment is necessary this academic year.

Board of Trustees
September 19, 2024
YR 2025-

YOUNGSTOWN STATE UNIVERSITY
PRELIMINARY ENROLLMENT SUMMARY
14TH DAY

Fall 2024

September 10, 2024

HEADCOUNT STATISTICS

	F a l l 2 0 2 2			F a l l 2 0 2 3			F a l l 2 0 2 4			% PREVIOUS YEAR	3-Year Average
	Undergrad	Grad	TOTAL	Undergrad	Grad	TOTAL	Undergrad	Grad	TOTAL		
Beeghly College of Lib Arts, Soc Sci & Educ.	2,211	573	2,784	1,949	644	2,593	2,130	657	2,787	107.5	2,721
Bitonte College of Health & Human Svc.	2,079	725	2,804	2,069	754	2,823	2,517	891	3,408	120.7	3,012
Cliffe College of Creative Arts	428	26	454	447	27	474	403	19	422	89.0	450
Science, Technology, Engineering & Math	2,371	265	2,636	2,312	488	2,800	2,483	492	2,975	106.3	2,804
Williamson College of Business Administration	1,478	555	2,033	1,525	585	2,110	1,768	632	2,400	113.7	2,181
Student Success (Exploratory Majors)	353		353	190		190	160		160	84.2	234
College of Graduate Studies~ (Non Degree)		8	8		3	3		12	12	400.0	8
University Total	8,920	2,152	11,072	8,492	2,501	10,993	9,461	2,703	12,164	110.7	11,410
All terms reflect the 2020-2021 college reorganizations.											
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
First-Time Undergraduates¹	691	871	1,562	753	824	1,577	859	923	1,782	113.0	1,640
Freshmen	350	304	654	362	322	684	354	428	782	114.3	707
Sophomore	719	830	1,549	655	715	1,370	749	916	1,665	121.5	1,528
Junior	706	875	1,581	694	842	1,536	691	847	1,538	100.1	1,552
Senior	1,067	1,389	2,456	982	1,240	2,222	961	1,284	2,245	101.0	2,308
*Not Classified Undergraduates	453	665	1,118	483	620	1,103	591	858	1,449	131.4	1,223
Undergraduate Total	3,986	4,934	8,920	3,929	4,563	8,492	4,205	5,256	9,461	111.4	8,958
Graduate	715	1,133	1,848	874	1,261	2,135	874	1,429	2,303	107.9	2,095
*Grads with <= 34 Semester Hours Completed	4	6	10	1	7	8	1	12	13	162.5	10
*Grads > than 34 Semester Hours Completed	0	0	0		1	1	0	1	1	N/A	1
Professional	55	112	167	73	103	176	83	89	172	97.7	172
Doctorate	53	74	127	72	109	181	86	128	214	118.2	174
Graduate~ Total	827	1,325	2,152	1,020	1,481	2,501	1,044	1,659	2,703	108.1	2,452
University Total	4,813	6,259	11,072	4,949	6,044	10,993	5,249	6,915	12,164	110.7	11,410
YSU's Full-Time-Equivalent (FTE)	-----		8,673	-----		8,474	-----		9,106	107.5	8,751

* These students have no immediate degree goal.

YSU's Full-Time-Equivalent (FTE) = Student credit hours divided by 15.

~ College of Graduate Studies enrollment data is not complete until the end of the term due to irregular registration periods necessary for processing workshops and flexibly scheduled course enrollments.

¹ First-Time Undergraduates in this section reflect degree-seeking students enrolled in higher education for the first time after high school graduation.

RESIDENCY AND STUDENT LOAD

	F a l l 2 0 2 2			F a l l 2 0 2 3			F a l l 2 0 2 4			% PREVIOUS YEAR	3-Year Average
	Full-Time*	Part-Time	TOTAL	Full-Time	Part-Time	TOTAL	Full-Time	Part-Time	TOTAL		
In State~	6,775	2,141	8,916	6,372	2,153	8,525	6,418	2,647	9,065	106.3	8,835
Out of State	1,951	205	2,156	2,244	224	2,468	2,642	457	3,099	125.6	2,574
Total	8,726	2,346	11,072	8,616	2,377	10,993	9,060	3,104	12,164	110.7	11,410
%	78.8	21.2	100	78.4	21.6	100	74.5	25.5	100		

*Full-Time Graduates = graduate students enrolled for 6 or more credit hours (prior to Fall 2019, 9 or more credit hours); Undergraduates = undergraduates students enrolled for 12 or more credit hours.

~ Includes Forever Buckeye, out-of-state students who are charged in-state tuition rates.

**YOUNGSTOWN STATE UNIVERSITY
PRELIMINARY ENROLLMENT SUMMARY
14TH DAY**

Fall 2024

September 10, 2024

STUDENT ADMISSION STATUS

	F a l l 2 0 2 2			F a l l 2 0 2 3			F a l l 2 0 2 4			% PREVIOUS YEAR	3-Year Average
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
Undergraduate											
Continuing	2,637	3,081	5,718	2,469	2,862	5,331	2,482	2,910	5,392	101.1	5,480
First Time in College after HS Graduation ²											
International	76	74	150	107	101	208	249	220	469	225.5	276
Domestic	615	797	1,412	646	723	1,369	612	701	1,313	95.9	1,365
Former Transfer	10	28	38	17	17	34	20	50	70	205.9	47
High School (CCP + Early College)	446	649	1,095	471	608	1,079	585	846	1,431	132.6	1,202
New Transfer	127	189	316	138	169	307	199	435	634	206.5	419
Non-Matriculation	3	5	8	4	7	11	3	6	9	81.8	9
Readmitted (Former YSU)	69	100	169	70	71	141	54	80	134	95.0	148
Reinstated	0	0	0	0	0	0	0	0	0	N/A	N/A
Transient & Former Transient	3	9	12	5	4	9	3	4	7	77.8	9
Special	0	2	2	2	1	3	0	2	2	66.7	2
Total Undergraduates	3,986	4,934	8,920	3,929	4,563	8,492	4,207	5,254	9,461	111.4	8,958
Graduate											
Continuing	541	971	1,512	687	1,061	1,748	811	1,228	2,039	116.6	1,766
First Time Graduate**	249	292	541	299	344	643	182	326	508	79.0	564
Non-Matriculation Graduate	21	46	67	20	61	81	30	61	91	112.3	80
Readmitted (Former YSU-Grad)	15	13	28	11	13	24	16	34	50	208.3	34
Readmitted Non Matric-Grad	0	3	3	0	1	1	5	10	15	1500.0	6
Readmitted (Former YSU)	1	0	1	3	1	4	0	0	0		2
Total Graduates	827	1,325	2,152	1,020	1,481	2,501	1,044	1,659	2,703	108.1	2,452
Grand Total	4,813	6,259	11,072	4,949	6,044	10,993	5,251	6,913	12,164	110.7	11,410

² First Time in College after HS Graduation in this section reflects the admission status of the student and includes degree seeking and non-degree students.

**First Time Graduate reflects new graduate students, as well as graduate students who changed majors, or were required to re-apply for admission to Graduate School after an absence.

SPECIAL POPULATIONS Headcount

	F a l l 2 0 2 2			F a l l 2 0 2 3			F a l l 2 0 2 4			% PREVIOUS YEAR	3-Year Average
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
Academic Online Partnerships	390	781	1,171	496	935	1,431	520	1,155	1,675	117.1	1,426
College Credit Plus	376	506	882	379	457	836	488	691	1,179	141.0	966
Early College	70	143	213	92	151	243	97	155	252	103.7	236
First-Generation Undergraduates	1,758	2,502	4,260	1,704	2,272	3,976	1,330	1,912	3,242	81.5	3,826
Honors/Scholars	552	692	1,244	616	684	1,300	672	727	1,399	107.6	1,314
Study Abroad (Full Term)	2	4	6	3	2	5	3	3	6	120.0	6
Under 25 Years Old (excluding HS stdts)	3,414	4,089	7,503	3,392	3,822	7,214	3,444	3,970	7,414	102.8	7,377
25 Years of Age or Older	953	1,519	2,472	1,082	1,613	2,695	1,220	2,097	3,317	123.1	2,828
Associate Degrees	133	77	210	117	125	242	264	505	769	317.8	407
EGCC Transfers	N/A	N/A	N/A	N/A	N/A	N/A	111	364	475	N/A	N/A

**Cross registered students are YSU students who are exclusively enrolled in coursework at another consortial institution during the specified term.

**YOUNGSTOWN STATE UNIVERSITY
PRELIMINARY ENROLLMENT SUMMARY
14TH DAY**

Fall 2024

September 10, 2024

RACIAL/ETHNIC BACKGROUND

	F a l l 2 0 2 2			F a l l 2 0 2 3			F a l l 2 0 2 4			% PREVIOUS YEAR	3-Year Average
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
American Indian/Alaskan Native	6	9	15	7	15	22	8	12	20	90.9	19
Asian	77	96	173	85	89	174	91	108	199	114.4	182
Black/African American	318	578	896	339	553	892	389	634	1,023	114.7	937
Hawaiian/Pacific Islander	1	5	6		3	3	0	6	6	200.0	5
Hispanic/Latinx	207	290	497	223	277	500	206	354	560	112.0	519
Minorities	609	978	1,587	654	937	1,591	694	1,114	1,808	113.6	1,662
White	3,532	4,617	8,149	3,367	4,293	7,660	3,400	4,676	8,076	105.4	7,962
Multi-Racial	146	221	367	153	215	368	150	256	406	110.3	380
International	311	250	561	562	391	953	763	609	1,372	144.0	962
Unspecified	215	193	408	213	208	421	242	260	502	119.2	444
TOTAL	4,813	6,259	11,072	4,949	6,044	10,993	5,249	6,915	12,164	110.7	11,410

Due to minor changes in the permanent records system, the above distribution may vary slightly from distributions reported elsewhere. International students with Permanent Resident, Refugee, or Political Asylum visas are listed under appropriate racial/ethnic background for term specified.

HEADCOUNT AND FTE ENROLLMENT - Fall Terms

YEAR	Total Headcount	Y S U ' s F T E				FTE % OF HEADCOUNT
		Undergrad	Graduate	Total		
2014	12,551	9,499	+ 650	= 10,149	80.9	
2015	12,471	9,342	+ 692	= 10,034	80.5	
2016	12,756	9,640	+ 749	= 10,389	81.4	
2017	12,644	9,722	+ 710	= 10,432	82.5	
2018	12,696	9,901	+ 665	= 10,566	83.2	
2019	12,155	9,519	+ 666	= 10,185	83.8	
2020	11,788	8,975	+ 764	= 9,739	82.6	
2021	11,298	8,052	+ 979	= 9,031	79.9	
2022	11,072	7,568	+ 1,105	= 8,673	78.3	
2023	10,993	7,206	+ 1,267	= 8,474	77.1	
2024	12,164	7,780	+ 1,326	= 9,106	74.9	

YSU's Full-Time-Equivalent (FTE) = **Student** credit hours by rank of student (undergraduate vs. graduate) divided by **15**.

SUBSIDY-MODEL FTE STATISTICS

F a l l 2 0 2 4

ODHE Full-Time Equivalent (FTE) is based on completed course credit hours divided by 30**

Beeghly College of Lib Arts, Soc Sci & Educ.
Bitonte College of Health & Human Svc.
Cliffe College of Creative Arts
Science, Technology, Engineering & Math
Sokolov Honors College
Williamson College of Business Administration
Student Success
TOTAL

Arts & Humanities	Bus, Educ, & Soc Sci	Sci, Tech, Math & Engr	Doctorate	TOTAL
387.8	465.2	250.2	73.4	1176.6
-	336.9	525.6	23.5	886.0
211.5	9.0	-	-	220.5
-	43.3	1323.0	2.4	1368.7
4.5	16.1	-	-	20.6
169.9	649.9	5.8	-	825.6
-	55.1	-	-	55.1
773.7	1575.5	2104.6	99.3	4553.1

Subsidy eligibility is based on the award of academic credit and is unable to be determined as of the publication of this document

** (ODHE) Ohio Department of Higher Education's Subsidy-Based Full-Time-Equivalent (FTE) = Student credit hours divided by 30 for institutions with semester academic calendars.

FTE BY STUDENT LEVEL

Student Revenue Category

Instructional Fee, Undergraduate¹
Instructional Fee, Graduate
Instructional Fee, Doctoral
Penguin Tuition Promise¹ 2018-19
Penguin Tuition Promise¹ 2019-20
Penguin Tuition Promise¹ 2020-21
Penguin Tuition Promise¹ 2021-22
Penguin Tuition Promise¹ 2022-23
Penguin Tuition Promise¹ 2023-24
Penguin Tuition Promise¹ 2024-25
College Credit Plus (Total)²
Youngstown Early College
AOP Undergraduate Nursing
AOP Graduate Education
AOP Graduate MBA
AOP Graduate Nursing

Fall Term		
2022	2023	2024
7,177.0	6,825.1	7,245.8
907.3	1,043.1	1,092.3
197.8	224.2	234.1
626.3	43.2	2.0
1,245.7	666.9	92.2
1,492.3	1,132.0	580.5
1,704.4	1,384.3	1,094.7
1,830.3	1,648.6	1,327.3
N/A	1,812.5	1,602.6
N/A	N/A	1,908.4
290.1	275.3	422.7
100.8	106.1	111.0
40.9	50.9	87.0
137.7	170.3	179.9
215.4	220.8	234.0
105.7	124.9	170.1

Surcharges

Affordable Tuition Advantage³-Undergraduate
Affordable Tuition Advantage³-Graduate
Affordable Tuition Advantage³-Doctoral
Nonregional⁴-Undergraduate
Nonregional⁴-Graduate
Nonregional⁴-Doctoral
Distance Learning⁵-Undergraduate
Distance Learning⁵-Graduate
Non-Resident Graduate w/Undergrad degree Ohio
MFA or MPH Non Resident Graduate
AOP Non Resident-Undergraduate
AOP Non Resident-Graduate
Saudi Arabia Cultural Mission⁶

Fall Term		
2022	2023	2024
1,485.0	1,561.3	1,935.8
163.0	275.1	244.9
23.9	27.4	28.0
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
3.7	6.5	78.6
3.0	3.8	6.7
32.9	29.3	34.1
2.0	1.2	0.8
8.8	15.5	27.5
91.9	87.0	103.3
11.5	5.1	0.8

Surcharges - fees in addition to student revenue applicable for various classifications/categories.

Self-Pay College Credit Plus²

Fall Term		
2022	2023	2024
1.1	1.7	7.5

¹Penguin Tuition Promise students also pay Instructional and General Fees.

²College Credit Plus (Total) includes FTE for students whose tuition is paid by the state as well as FTE for specific course credit hours paid for by the student.

³Prior to Fall 2021, Affordable Tuition Advantage a surcharge paid by students who are not legal residents of Ohio. This area includes the counties of: Allegheny, Armstrong, Beaver, Butler, Clarion, Crawford, Erie, Fayette, Forest, Greene, Indiana, Jefferson, Lawrence, Mercer, Venango, Warren, Washington, Westmoreland, Pennsylvania; Chautaugua, New York; Brooke, Hancock, Marshall, and Ohio, West Virginia. Effective Fall 2021, the Affordable Tuition Advantage will be assessed on all non-Ohio resident students.

⁴Prior to Fall 2021, Nonregional is a surcharge paid by students who are not legal residents of Ohio and who do not reside in one of the counties listed in the Affordable Tuition Advantage area. Effective Fall 2021, the Affordable Tuition Advantage will be assessed on all non-Ohio resident students.

⁵Distance Learning is a surcharge paid by students who are not legal residents of Ohio and who are enrolled in a Distance Learning program.

⁶Saudi Arabia Cultural Mission students receive a reduction per credit hour.

AOP - Academic Online Partnerships



SUMMARY OF PERSONNEL ACTIONS
Athletic Employees
4/16/2024 through 7/15/2024

Separations – 10

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 8
- Professional Administrative Externally Funded – 1

Appointments – 13

Replacement Positions – 13

- Professional Administrative Excluded – 13

Reclassification/Position Adjustments – 2

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 1

Promotions – 2

- Professional Administrative Excluded – 2

Salary Adjustments – 18

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 17

Transfers – 1

- Professional Administrative Excluded – 1

Multi-Year Appointments – 2

- Professional Administrative Excluded – 2

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Eddy, Connie	APAS	Coordinator	Ticket Office	5/31/2024	1.00	\$ 47,277.82	Retired
Bielke, Halle	Excluded	Assistant Coach	Lacrosse - Women's	7/1/2024	1.00	\$ 35,000.00	Non-renewal
Glover, Malika	Excluded	Assistant Coach	Basketball - Women's	5/21/2024	1.00	\$ 54,881.10	Non-renewal
Hendrickson, Claire	Excluded	Assistant Coach for Sports Performance	Training Room	6/3/2024	1.00	\$ 45,900.00	Resignation
Jewell, Teonna	Excluded	Assistant Coach	Basketball - Women's	5/21/2024	1.00	\$ 65,000.00	Non-renewal
Lundgren, Keith	Excluded	Assistant Coach	Volleyball	6/8/2024	1.00	\$ 35,700.00	Non-renewal
Nicolais, John	Excluded	Associate Head Coach	Basketball - Women's	5/20/2024	1.00	\$ 61,201.53	Resignation
Purcell, Caileigh	Excluded	Assistant Coach	Swimming & Diving - Women'	4/20/2024	1.00	\$ 35,700.00	Non-renewal
Zilles, Sara	Excluded	Assistant Coach	Softball	7/12/2024	1.00	\$ 48,771.89	Resigned
McFadden, Colten	Externally Funded	Assistant Director Athletics Sales and Development	Athletic Administration	6/14/2024	1.00	\$ 48,450.00	Resigned

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Booth, Peyton	Excluded	Assistant Coach	Basketball - Women's	4/16/2024	1.00	\$ 75,000.00
Clayton, Madison	Excluded	Assistant Coach	Volleyball	5/16/2024	1.00	\$ 40,000.00
Davidson, Courtney	Excluded	Assistant Coach	Basketball - Women's	4/16/2024	1.00	\$ 70,000.00
Farmer, Taylor	Excluded	Assistant Coach	Softball	7/8/2024	1.00	\$ 30,600.00
Faulkner, Evan	Excluded	Assistant Coach	Basketball - Men's	4/23/2024	1.00	\$ 82,000.00
Foust, Kiersten	Excluded	Assistant Coach	Lacrosse - Women's	7/8/2024	1.00	\$ 40,000.00
Frederick, Noah	Excluded	Assistant Coach	Swimming & Diving - Women's	6/17/2024	1.00	\$ 35,700.00
Gore, Shayna	Excluded	Assistant Coach	Basketball - Women's	5/1/2024	1.00	\$ 55,000.00
Hultberg, Autumn	Excluded	Assistant Coach Sports Performance	Training Room	7/8/2024	1.00	\$ 45,900.00
Johnson, Anthony	Excluded	Assistant Coach	Basketball - Men's	4/22/2024	1.00	\$ 78,000.00
Richmond, Mark	Excluded	Assistant Coach	Basketball - Men's	5/1/2024	1.00	\$ 67,000.00
Wilson, Grace	Excluded	Assistant Coach	Volleyball	6/3/2024	1.00	\$ 55,952.81
Osborne, Jerry	Excluded	Assistant Coach	Basketball - Men's	5/1/2024	1.00	\$ 89,000.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
POSITION ADJUSTMENTS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD FTE	NEW SALARY	PREVIOUS SALARY
Nicholson, Cassidy	APAS / Excluded	Coordinator/ Executive Assistant	Ticket Office/ General Counsel	5/16/2024	1.00	\$ 50,000.00	\$ 52,020.00
Penniman, Richard	Excluded	Assistant Coach	Track - Women's	7/1/2024	0.50/ 0.25	\$ 15,300.00	\$ 7,278.27

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
PROMOTIONS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Charpie, Trevor	Excluded	Head Coach/Assistant Coach	Baseball	7/1/2024	1.00	\$ 71,400.00	\$ 25,497.12
Nolfi, Rocco	Excluded/ APAS	Assistant Coach/Special Assistant to the Executive Director of Athletics	Basketball - Men's/ Athletic Administration	5/16/2024	1.00	\$ 70,000.00	\$ 35,568.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Smith, Drae	APAS	Assistant Director of Athletic Communications and Event Management	Athletic Facilities Rental	7/1/2024	1.00	\$ 43,888.00	\$ 41,216.23
Calhoun, Nicklas	Excluded	Assistant Coach for Strength and Conditioning	Athletic Administration	5/16/2024	1.00	\$ 43,000.00	\$ 36,414.00
Campbell, Brian	Excluded	Head Coach	Softball	7/1/2024	1.00	\$ 67,231.18	\$ 63,992.92
Duncan, Kody	Excluded	Head Coach	Tennis - Men's	7/1/2024	1.00	\$ 51,510.00	\$ 50,000.00
Glass, Jacob	Excluded	Assistant Coach Throws	Track - Men's	7/1/2024	1.00	\$ 47,085.24	\$ 45,257.00
Gorby, Brian	Excluded	Head Coach	Track - Men's	7/1/2024	1.00	\$ 77,468.98	\$ 74,969.98
Joy, Tony	Excluded	Head Coach	Golf - Men's	7/1/2024	1.00	\$ 42,032.16	\$ 40,800.00
Kuberski, Douglas	Excluded	Head Coach	Women's Bowling	7/1/2024	1.00	\$ 55,034.63	\$ 48,955.52
Miklos, Nathan	Excluded	Head Coach	Golf - Women's	7/1/2024	1.00	\$ 46,478.34	\$ 44,313.31
Morales, Arnaldo	Excluded	Assistant Coach	Track - Men's	7/1/2024	1.00	\$ 46,103.57	\$ 44,313.31
Pacanowski, Jason	Excluded	Assistant Coach and Director of Player Development	Basketball - Women's	7/1/2024	1.00	\$ 43,888.00	\$ 42,242.32
Preto, Mark	Excluded	Assistant Coach Video	Football	7/1/2024	1.00	\$ 43,888.00	\$ 42,168.00
Reese, Daniel	Excluded	Assistant Coach	Basketball - Men's	5/1/2024	1.00	\$ 80,760.27	\$ 68,868.36
Sopel, Mickael	Excluded	Head Coach	Tennis - Women's	7/1/2024	1.00	\$ 61,095.29	\$ 58,723.34
Zilles, Sara	Excluded	Assistant Coach	Softball	7/1/2024	1.00	\$ 48,771.89	\$ 42,815.58
Burk, Tyler	Excluded	Assistant Director of Compliance	Athletic Administration	6/16/2024	1.00	\$ 51,000.00	\$ 45,936.26
George, Mary	Excluded	Assistant Athletic Director Sports Performance	Training Room	7/1/2024	1.00	\$ 71,425.62	\$ 65,025.00
Kroynovich, Kyle	Excluded	Business Manager Athletics	Athletic Facilities Rental	5/16/2024	1.00	\$ 52,000.00	\$ 46,818.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
TRANSFERS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Faulkner, Evan	Excluded	Director of Operations/ Assistant Coach	Basketball - Men's	5/16/2024	1.00	\$ 82,000.00	\$ 82,000.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
MULTI-YEAR APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY
Campbell, Brian	Excluded	Head Coach, Softball	Softball	7/1/2024 - 6/30/2027	1.00	\$ 63,992.92
Gorby, Brian	Excluded	Head Coach, Track	Track	7/1/2024 - 6/30/2027	1.00	\$ 74,969.98

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
2022-23 FINANCIAL ANALYSIS
EXPENDITURES**

MISSOURI VALLEY CONFERENCE / MVFC

	Men's Basketball Expenses	Women's Basketball Expenses	Football Expenses	Total Expenses
Average	2,875,944	1,671,442	5,925,291	22,483,049
YSU	2,017,741	1,294,847	4,705,366	20,275,708
<i>Difference</i>	<i>(858,203)</i>	<i>(376,595)</i>	<i>(1,219,925)</i>	<i>(2,207,341)</i>

MID AMERICAN CONFERENCE

	Men's Basketball Expenses	Women's Basketball Expenses	Football Expenses	Total Expenses
Average	2,700,527	1,766,016	9,543,777	32,680,380
YSU	2,017,741	1,294,847	4,705,366	20,275,708
<i>Difference</i>	<i>(682,786)</i>	<i>(471,169)</i>	<i>(4,838,411)</i>	<i>(12,404,672)</i>

HORIZON LEAGUE

	Men's Basketball Expenses	Women's Basketball Expenses	Total Expenses	League Sponsored Sports
Average	2,652,474	1,642,675	15,344,554	9,063,037
YSU	2,017,741	1,294,847	20,275,708	9,410,855
<i>Difference</i>	<i>(634,733)</i>	<i>(347,828)</i>	<i>4,931,154</i>	<i>347,818</i>

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
2022-23 FINANCIAL ANALYSIS
REVENUES**

MISSOURI VALLEY CONFERENCE / MVFC

	Total Football Expenses	Total Earned Football Revenue	% of Earned Income vs. Total Expenses	Total Institutional Investment
Average	5,925,291	1,221,691	21%	4,703,600
YSU	4,705,366	2,138,177	46%	2,567,189
<i>Difference</i>	<i>(1,219,925)</i>	<i>916,486</i>	<i>25%</i>	<i>(2,136,411)</i>

HORIZON LEAGUE – MEN’S BASKETBALL

	Total Men’s Basketball Expenses	Total Earned Men’s Basketball Revenue	% of Earned Income vs. Total Expenses	Total Institutional Investment
Average	2,652,474	704,959	27%	1,947,515
YSU	2,017,741	597,577	30%	1,420,164
<i>Difference</i>	<i>(634,733)</i>	<i>(107,382)</i>	<i>3%</i>	<i>(527,351)</i>

HORIZON LEAGUE - TOTAL

	Total Athletically Generated Revenue	Total Expenses	% of Income vs. Total Expenses	Total Institutional Investment
Average	3,158,147	15,344,554	21%	12,186,407
YSU	5,493,960	20,275,708	28%	14,781,748
<i>Difference</i>	<i>2,335,813</i>	<i>4,931,154</i>	<i>7%</i>	<i>2,595,341</i>

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
2022-23 FINANCIAL ANALYSIS

MVFC / MID AMERICAN / HORIZON LEAGUE

	2022-23 Unallocated Expenses	2022-23 Total Expenses
Average	6,594,270	23,392,225
YSU	5,398,860	20,275,708
<i>Difference</i>	<i>(1,195,410)</i>	<i>(3,116,517)</i>

	Spending Per Student-Athlete	Spending Per Student-Athlete (Less Scholarships)
MVFC Average	53,592	40,712
YSU	42,066	30,985
<i>Difference</i>	<i>(11,526)</i>	<i>(9,727)</i>
MAC Average	72,614	54,823
YSU	42,066	30,985
<i>Difference</i>	<i>(30,548)</i>	<i>(23,838)</i>

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
2022-23 FINANCIAL ANALYSIS

MVC / MID AMERICAN / HORIZON LEAGUE

Men's Sports	YSU Rank	Total Sponsored		Peer Average Expenses	YSU Expenses	Difference
Baseball	20	22		1,091,575	685,489	(406,086)
Basketball	29	30		2,699,267	2,017,741	(681,526)
Track & Field / Cross	8	21		547,254	653,905	106,651
Football	17	21		7,532,712	4,705,366	(2,827,346)
Golf	20	25		325,643	234,971	(90,672)
Swimming	6	10		480,218	445,557	(34,661)
Tennis	10	11		366,874	216,563	(150,311)
Total Men				13,043,543	8,959,592	(4,083,951)

Women's Sports	YSU Rank	Total Sponsored		Peer Average Expenses	YSU Expenses	Difference
Basketball	30	30		1,702,250	1,294,847	(407,403)
Bowling	1	2		121,949	313,828	191,879
Track & Field / Cross	14	30		799,314	798,360	(954)
Golf	20	25		369,907	262,091	(107,816)
Lacrosse	6	7		638,012	446,799	(191,213)
Soccer	23	30		794,935	664,381	(130,554)
Softball	23	27		796,389	578,721	(217,668)
Swimming	13	19		725,484	568,910	(156,574)
Tennis	13	19		421,307	347,301	(74,006)
Volleyball	24	29		820,674	642,018	(178,656)
Total Women				7,190,221	5,917,256	(1,272,965)

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
FOOTBALL

	MVFC RANK TOTAL EXPENSES	MVFC RANK TOTAL SALARIES	TOTAL # OF MVFC INSTITUTIONS IN SURVEY	% OF TOTAL ATHLETIC DEPARTMENT BUDGET
2022-23	7	4	11	25%
2021-22	8	8	11	26%
2020-21	6	7	11	29%
2019-20	6	7	11	27%
2018-19	6	6	11	26%
2017-18	6	6	11	26%
2016-17	5	4	10	27%
2015-16	5	4	10	27%
2014-15	2	4	10	27%
2013-14	3	3	10	28%
2012-13	3	1	10	30%
2011-12	2	1	10	30%
2010-11	3	1	10	29%
2009-10	3	1	9	27%
2008-09	4	4	9	26%
2007-08	4	4	9	24%
2006-07	4		9	26%
2005-06	3		7	26%
2004-05	1		7	26%
2003-04	1		7	26%
2002-03	1		7	26%
2001-02	2		7	24%
2000-01	1		7	24%

Note: The Total # of MVFC Institutions in Survey figure represents the number MVFC that we received their NCAA Financial Report and not necessarily when each institution entered the conference. The original 7 institutions include Illinois State, Indiana State, Missouri State, Northern Iowa, Western Illinois, and Youngstown State. North Dakota State and South Dakota State began competing in 2008. South Dakota entered the conference in 2012 and North Dakota followed in 2020. Murray State entered the conference in 2023 while Western Illinois departed the conference after the 2023 season.

Note: The rankings above are based upon the NCAA Financial Report. For an unknown reason, some institutions report different figures on this report than they report on the EADA Survey. This difference can change our ranking from one table to the next in this presentation.

Source: NCAA Financial Reports

YOUNGSTOWN STATE UNIVERSITY

INTERCOLLEGIATE ATHLETICS

	YSU HORIZON LEAGUE MCCAFFERTY FINISH	TOTAL # OF HORIZON LEAGUE INSTITUTIONS	TOTAL MCCAFFERTY POINTS SCORED BY YSU
2023-24	2	11	50
2022-23	1	11	56
2021-22	2	12	52
2020-21	1	12	45
2019-20	COVID	COVID	COVID
2018-19	4	10	37
2017-18	5	10	30
2016-17	2	10	44
2015-16	4	10	34
2014-15	3	9	45
2013-14	2	9	43
2012-13	7	9	31
2011-12	10	10	23
2010-11	8	10	17
2009-10	8	10	17
2008-09	8	10	22
2007-08	6	10	26
2006-07	9	9	14
2005-06	5	9	30
2004-05	8	9	26
2003-04	9	9	20
2002-03	7	9	22
2001-02	8	9	15

Explanation of policy modification:**3356-2-03 Discrimination/Harassment.**

Ohio SB94 Ohio Campus Act required additions to our current discrimination/harassment policy, including: the establishment of a task force on combating antisemitism, Islamophobia, anti-Christian discrimination and hatred, harassment, bullying or violence towards others on the basis of their actual or assumed religious identity; annual reporting to the chancellor all harassment and intimidation reports that are submitted to the federal government under the “Jeanne Clery Disclosure of Campus Security policy and Campus Crime Statistics Act; all other additions to the policy are provisions/procedures already established as practice but were not included as part of the official policy.

**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
September 19, 2024
YR 2025-**

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; [September 2024](#)
Board Committee: University Affairs
Effective Date: ~~December 7, 2023~~ [September 19, 2024](#)
Next Review: ~~2028~~ [2029](#)

(A) Policy statement. Youngstown state university (university) does not discriminate on the basis of sex (including pregnancy), race, color, religion, national origin, [ethnicity](#), 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” defines and 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, [ethnicity](#), 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. [Complaints and reports of threats may also be filed anonymously through the university's online reporting system.](#)
 - (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. [Communication to all parties may include educational information on the university's policy against harassment and intimidation.](#)
- (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.

(1) 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.

(2) The university shall publicize on its website any time, place or manner restrictions it places on expressive activities, as defined in 3345.0211 of the Revised Code.

(3) The university, by and through its Clery officer, shall submit an annual report to the chancellor of all harassment and intimidation reports submitted to the federal government consistent with the "Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act," 20U.S.C. 1092(f).

- (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 (faculty, staff and administrators, whether full-time, part-time, intermittent, or occasional service) 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) The university police department in conjunction with the office of human resources shall provide training for all university administrators, faculty, and staff which shall address how to respond to hate incidents or incidents of harassment that occur during a class or event held at the university at the time the incident occurs. This training may be provided in person or online.

(32) 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.”

(44) The University shall create a campus task force on combating antisemitism, Islamophobia, anti-Christian discrimination, and hatred harassment, bullying, or violence towards others on the basis of their actual religious identity or what is assumed to be their religious identity at the university.

(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.)

Explanation of policy modification:**3356-7-01 Conflicts of Interest and Conflicts of Commitment.**

- The new title of 3356-7-01 will be Conflicts of Interest.
- (A): Conflicts of commitment language was removed.
- (B): Conflicts of commitment language was removed.
- (C)(2): Conflicts of commitment language moved to 3356-7-18, Outside consulting/employment services - faculty.
- Former (D): Self-authored material language moved to 3356-7-18, Outside consulting/employment services - faculty.
- New (D): Clarified employee responsibilities concerning conflict of interest certification form.
- New (E) titled “Additional Types of Conflicts of Interest. Addresses: 1) Use of university resources, 2) Outside consulting/employment, and 3) Faculty self-authored materials.
- All sections under Former Section (G) have been addressed in this or other policies:
 - Former (G)(1)(a), (b) and (c) addressed by 3356-7-18, Outside consulting/employment services – faculty and 3356-7-34, and Outside consulting services/employment by full-time university employees.
 - Former (G)(1)(d) addressed by 3356-4-19, Use of university equipment.
 - Former (G)(1)(e) and (f) addressed by new (D)(4).
 - Former (G)(2), (3) and (4) addressed by new (D)(5), and (6).
- New (F): Added language concerning referral to human resources.

Board of Trustees Meeting**September 19, 2024****YR 2025-**

**RESOLUTION TO MODIFY
CONFLICTS OF INTEREST AND CONFLICTS OF COMMITMENT POLICY,
3356-7-01**

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
September 19, 2024
YR 2025-**

3356-7-01 Conflicts of interest ~~and conflicts of commitment.~~

Responsible Division/Office: Controller's Office
Responsible Officer: VP for Finance and Business Operations
Revision History: August 1997; December 2010; September 2012;
March 2018; December 2019; [September 2024](#)
Board Committee: University Affairs
Effective Date: ~~December 5, 2019~~[September 19, 2024](#)
Next Review: ~~2024~~[2029](#)

- (A) Policy statement. All [university officials and](#) employees have a fundamental responsibility to act in the best interests of Youngstown state university ("YSU or university") and are to avoid conflicts of interest ~~and conflicts of commitment~~ in the conduct of university business. As part of this responsibility, the university expects all [university officials and](#) employees to apply their time and effort appropriately and to avoid any situation which conflicts with or gives the appearance of conflict in objectivity or job performance.
- (B) Purpose. To educate university [officials and](#) employees about conflicts of interest ~~and conflicts of commitment~~ and to provide guidance on addressing, ~~and~~ managing [and disclosing](#) such conflict.
- (C) Guidelines.
- (1) A conflict of interest typically exists when financial, professional, or other personal considerations directly or indirectly affect or benefit, or have the appearance of affecting or benefiting, an employee or the employee's family or business associates. Employees are expected to avoid participating in decisions or actions on behalf of the university which may result in or appear to result in such benefit.
- ~~(2) A conflict of commitment typically exists when an employee engages in outside activities, either paid or unpaid, that interferes with the performance of university job duties and responsibilities. Employees are expected to avoid any situation which compromises, or appears to compromise, their loyalty to the university and commitment to their university responsibilities.~~

~~Full-time faculty and administrative appointments should be regarded as full-time employment responsibilities to the university. All outside activities, whether for compensation or otherwise, must not be performed at the expense of the individual's primary responsibilities to the university.~~

Commented [KMK1]: Moved to 3356-7-18.

~~(3)~~(2) ~~State ethics laws.~~ Ohio ethics laws and related statutes.

- (a) Section 102.03 of the Revised Code prohibits employees from soliciting, ~~or~~ accepting or influencing one to give anything of value when it comes from a party who is interested in a pending matter or doing or seeking to do business with the university.
- (b) Sections 2921.42 and 2921.43 of the Revised Code prohibit public employees from having an unlawful interest in a public contract and from accepting payment from another entity for the performance of one's YSU duties.
 - (i) These statutes also prohibit a public employee's family and business associates from having an unlawful interest in a public contract.
 - (ii) The Revised Code provides certain exceptions to these prohibitions; however, all exceptions must be approved in advance through procurement services (the office of contract compliance).
- (c) An employee must report any potential conflict on the ~~"Conflict of Interest Certification Form."~~ conflict of interest certification form ("form"). The following procedures are designed to ensure integrity in the conduct of university business.

~~(D) — Use of self-authored material in a course taught by the author/co-author. Educational materials authored by instructors can be valuable and unique course resources. However, in order to avoid even the appearance of a conflict of interest, no university employee is to receive private gain arising from the sale of textbooks or other materials used in a Youngstown state university course in which the employee is an instructor. Therefore, an employee/instructor, including~~

full and part-time faculty, who wishes to use self-authored materials must:

- ~~(1) Waive royalties or other type of personal gain, or~~
- ~~(2) Designate the university or a recognized professional organization or honorary to receive such royalties or gain. This option must ensure that there will be no potential for future personal gain by the employee.~~
- ~~(3) Both of these options require an instructor to submit documentation of adherence to the above requirements to the appropriate dean and the provost/vice president for academic affairs. Written approval must be received from the appropriate dean and the provost/vice president of academic affairs prior to the use of self-authored materials. The written request and approval must identify the instructor, the course(s), the educational materials, the options being utilized, and will be retained by the appropriate dean.~~

- ~~(4) Employee/instructors are prohibited from bypassing these requirements through arrangements between or among fellow employees/instructors for the use of each other's self-authored materials for private gain.~~

Commented [KMK2]: Moved to 3356-7-18.

(E)(D) Annual reporting requirements: [Procedures.](#)

- (1) All employees:
 - (a) Authorized to sign for expenditures;
 - (b) Involved in making or influencing purchasing decisions on behalf of the university; or
 - ~~(c) Whose family or business associates or oneself is doing business with the university shall annually complete the form.~~
- ~~(2) The office of procurement is responsible for sending the form to the employees referenced in (a) and (b) above. The employees referenced in (c) above have an ongoing duty to report as needed.~~
- ~~(d) Are required to complete a "Conflict of Interest Certification Form" annually.~~
- (3) Employees must disclose the names of all current and potential

vendors with whom the university does or may do business with and with whom the employee, the employee's family member or the employee's business associate(s) has a financial or fiduciary interest, regardless of whether the employee makes the purchase or not.

(4) Employees must disclose if they received gifts or entertainment of more than nominal value from suppliers of goods or services or from persons associated or seeking association with the university.

~~(2)~~(5) The employee Employees shall submit the completed form to their immediate supervisor for review and signature. If disclosures are made on the form, then each reviewer shall forward to the next level. This process continues until the form is reviewed and signed by the appropriate vice president/provost. Completed forms shall be forwarded to procurement services.

~~(3)~~(6) The contract compliance officer and the controller director of procurement services will review these the completed forms and make any determinations necessary. ~~The forms are retained in the office of contract compliance and will be shared with other offices as appropriate.~~ The office of procurement services will share the forms with other officers as appropriate and maintain the forms and information in accordance with university retention schedules.

~~(4)~~(7) Employees are under a continuing obligation to update information on the form as circumstances change.

~~(F)~~(E) Additional Types of Conflicts of Interest:

(1) Use of university resources. University resources are to be used only in the interest of the university. Employees may not use university resources, facilities, personnel, equipment or confidential information as part of their outside consulting activities or for any other non-university purpose (see university policy, rule 3356-4-19 of the Administrative Code, "Use of university equipment").

(2) Outside consulting/employment. Refer to university policies 3356-7-18, "Outside consulting/employment services – faculty" and 3356-7-34, "Outside consulting services/employment by full-time university employees").

(3) Faculty self-authored materials. Refer to university policy 3356-7-18, “Outside consulting/employment services – faculty”.

- ~~(G) Additional disclosure requirements. Any employee, whether or not they meet the criteria of paragraphs (E)(1)(a) to (E)(1)(c) of this rule, must also complete the “Conflict of Interest Certification Form” in order to make the following disclosures:~~
- ~~(1) Employees are also required, annually or as soon as possible, to disclose to their department head any of the following:
 - ~~(a) Any employment at the university in addition to primary employment (i.e., part-time teaching position, etc.).~~
 - ~~(b) Outside employment that may interfere or conflict with the primary employment of the university.~~
 - ~~(c) Other interests or activities that require commitments of time that may interfere with meeting university obligations.~~
 - ~~(d) Use of supplies, equipment, or university resources for non-university purposes.~~
 - ~~(e) Receipt of gifts or entertainment of more than nominal value from suppliers of goods or services.~~
 - ~~(f) Receipt of gifts or entertainment of more than nominal value from persons associated or seeking association with the university.~~~~
 - ~~(2) The appropriate department head will review the disclosed information to determine whether a conflict of interest or commitment, the appearance of a conflict, or the potential for a conflict exists. If the department head is uncertain as to whether a specific situation constitutes a conflict of interest, they will consult with their supervisor.~~
 - ~~(3) If it is determined that a conflict of interest, the appearance of a conflict of interest, or the potential for a conflict of interest, does exist, the department head and employee will together develop a~~

~~written statement of action to protect the university by managing, reducing, or eliminating the conflict situation. If the statement is mutually agreed upon, a copy will be submitted to the next highest level of authority for approval.~~

~~(4) If the department head and employee cannot mutually agree upon a statement of action, or if the statement of action is not approved by the next highest level of authority, the situation will be referred to the appropriate dean/executive director or vice president for final determination.~~

~~(S)(F)~~ An employee unsure of the applicability of this policy should consult with the office of procurement, ~~the controller or the office of contract compliance~~. The office of procurement may refer an employee to human resources to complete an outside employment/consulting form or for further actions.

~~(H)(G)~~ Policy violations. ~~Violations of Failure to adhere to~~ this policy, including but not limited to failure to ~~disclosure~~ disclose required information or the knowing submission of an incomplete, erroneous, or misleading ~~“Conflict of Interest Certification Form” form~~ form may result in corrective action/discipline up to and including termination. ~~in accordance with applicable disciplinary policies and collective bargaining agreements.~~

Explanation of policy modification:

3356-7-18 Outside consulting/employment services - faculty.

- Conflict of commitment language is being moved from 3356-7-01 Conflicts of interest to this policy as it addresses conflicts of commitment.
- The language concerning use of self-authored materials by faculty is being moved from 3356-7-01 Conflicts of interest to this policy. Self-authored materials are a type of outside consulting/employment and the language is more appropriate in 3356-7-18 Outside consulting/employment services – faculty.
- These changes are consistent with the modifications made to 3356-7-01 Conflicts of interest.

**RESOLUTION TO MODIFY
OUTSIDE CONSULTING/EMPLOYMENT SERVICES - FACULTY POLICY,
3356-7-18**

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
September 19, 2024
YR 2025-**

3356-7-18 Outside consulting/employment services – faculty.

Responsible Division/Office: Legal Affairs/Human Resources; Office of Academic Affairs
Responsible Officer: VP for Legal Affairs and Human Resources; Provost/VP for Academic Affairs
Revision History: April 1999; December 2013; December 2019; September 2022; [September 2024](#)
Board Committee: University Affairs
Effective Date: ~~September 21, 2022~~ [September 19, 2024](#)
Next Review: ~~2027~~[2029](#)

- (A) Policy statement. The university supports faculty participation in activities in the government, industry, and other private institutions that generally serve the academic interest of the university. Students, the university, and the state of Ohio generally benefit from experiences faculty bring to the classroom and the recognition that such experiences bring to the faculty and university. Therefore, faculty may provide professional consulting services to entities or individuals outside the university and receive compensation for such services as long as the services do not create a conflict of commitment with the performance of their university duties, compete with the interests and work of the university, or violate any university policy or state or federal statute or applicable research or grant-funding guidelines.
- (B) Purpose. The purpose of this policy is to establish guidelines under which faculty may engage in outside paid consulting services and the reporting requirements which arise when faculty engage in such services outside of their university duties and in their areas of general professional expertise.
- (C) Scope. This policy applies to all full-time faculty who perform the duties of an educator, instructor, or professor and whose primary position does not involve the performance of or authority to perform administrative or supervisory functions. This policy does not apply to external professional activities that are expected of faculty in their professional roles, such as work on peer review panels and advisory bodies for other universities or publishers. This policy does not apply to employees covered by rule 3356-7-34 of the Administrative Code (university policy 3356-7-34,

“Outside consulting services/employment – full-time university employees”).

- (D) Definition. In general, “consulting” is defined as professional activity related to the person’s field or discipline, where a fee-for-service or equivalent relationship with a third party exists.
- (E) Parameters.
 - (1) Ohio ethics laws and related statutes:
 - (a) The prohibitions contained in Ohio ethics law in divisions (D) and (E) of section 102.03 of the Revised Code do not apply to faculty who are educators and whose position does not involve administrative or supervisory functions.

Divisions (D) and (E) of section 102.03 of the Revised Code prohibit employees from soliciting, accepting, or using their position to secure anything of value if the thing of value is of such a character as to have a substantial and improper influence upon the employee with respect to their duties.
 - (b) Sections 102.04 and 2921.43 of the Revised Code prohibit all faculty, regardless of whether they perform administrative or supervisory duties, from receiving payment from a third party for the performance of their official duties.
 - (c) Section 2921.42 of the Revised Code prohibits all faculty from having an unlawful interest in a public contract (i.e., authorizing or influencing the university to enter into a contract that benefits the employee, family, or business associates, or simply benefitting from a contract with the university unless the exceptions in division (C) of section 2921.42 of the Revised Code are met).
 - (2) Faculty providing consulting services should also refer to rules 3356-7-01, 3356-5-12, and 3356-4-19 of the Administrative Code (university policies 3356-7-01, “Conflicts of interest and conflicts

of commitment”; 3356-5-12, “Licensing of university names and marks”; and 3356-4-19, “Use of university equipment”).

- (3) Generally, the proportion of a faculty member’s professional effort devoted to consulting should not exceed one business day per week. Acceptance of a faculty appointment at the university requires that the faculty member make a commitment to the university consistent with the faculty appointment and academic rank.

Outside consulting should not conflict with the overriding commitment made to the university. [A conflict of commitment typically exists when a faculty member engages in outside activities, either paid or unpaid, that interfere with the performance of university job duties and responsibilities. Faculty members are expected to avoid any situation which compromises, or appears to compromise, their loyalty to the university and commitment to their university responsibilities. Full-time faculty appointments should be regarded as full-time employment responsibilities to the university. All outside activities, whether for compensation or otherwise, must not be performed at the expense of the individual’s primary responsibilities to the university.](#)

Commented [KK1]: Moved from 3356-7-01.

Outside activities that should not interfere with the faculty members’ commitment to the university include, but are not limited to, other public or private employment, consulting, teaching, research, or memberships on corporate boards.

- (4) University facilities, supplies, equipment, and resources, including letterhead (collectively referred to as “resources”) may not be utilized when providing consulting services without appropriate compensation and prior written approval of the vice president for finance and business operations and the provost. Faculty shall not use the university name or the fact that they are affiliated with the university in a manner that suggests that the university approves the product or service that is the subject of the consulting or that would suggest university involvement or approval of the consulting activity, purpose or findings.
- (5) Under Ohio law, the university owns any intellectual property that results from research or investigation conducted by employees

within the scope of their employment or with funding, equipment, or infrastructure provided by or through the university. Approval for the use of university resources does not negate the university's rights to and interest in discoveries, inventions, or patents pursuant to Ohio law.

- (6) Consulting services may not be offered for activities provided by the university as part of its operations unless otherwise approved in consultation with the provost. Faculty may not enter into consulting arrangements that compete with the interests and work of the university.

(F) Procedures.

- (1) Faculty shall annually complete the outside consulting/employment disclosure form (form), regardless of whether or not they engage in outside consulting/employment.
- (2) Faculty shall submit the completed form to their chairperson for review and approval/disapproval at least thirty days prior to the commencement of the consulting/employment services. The chairperson shall complete their review and forward the form to the office of human resources.
- (3) The office of human resources will forward a copy of the completed form to the signatories and will also provide copies of the form to the office of research services in order to assist with conflict checks in that office. The office of human resources will maintain the forms and information in accordance with university retention schedules.
- (4) The form must be completed on an annual basis for each new and ongoing employment or consulting arrangement. Faculty are under a continuing duty to update the form when circumstances change.

(G) Faculty self-authored materials. Use of self-authored material in a course taught by the author/co-author. Educational materials authored by instructors can be valuable and unique course resources. However, in order to avoid even the appearance of a conflict of interest, no university employee is to receive private gain arising from the sale of textbooks or

other materials used in a Youngstown state university course in which the employee is an instructor. Therefore, an employee/instructor, including full and part-time faculty, who wishes to use self-authored materials must:

- (1) Waive royalties or other type of personal gain, or
- (2) Designate the university or a recognized professional organization or honorary to receive such royalties or gain. This option must ensure that there will be no potential for future personal gain by the employee.
- (3) Both of these options require an instructor to submit documentation of adherence to the above requirements to the appropriate dean and the provost/vice president for academic affairs. Written approval must be received from the appropriate dean and the provost/vice president of academic affairs prior to the use of self-authored materials. The written request and approval must identify the instructor, the course(s), the educational materials, the options being utilized, and will be retained by the appropriate dean.
- (4) Employee/instructors are prohibited from bypassing these requirements through arrangements between or among fellow employees/instructors for the use of each other's self-authored materials for private gain.

Commented [KK2]: Moved from 3356-7-01.

~~(G)~~(H) Policy violations.

- (1) Faculty are responsible for any damages or claims for damages which may arise in connection with their outside consulting activities. The limited immunity conferred by section 9.86 of the Revised Code does not apply to consulting activities.
- (2) Failure to adhere to this policy, including but not limited to failure to properly report outside consulting services/employment may result in corrective action/discipline up to and including termination.

**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 June 7, 2024, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2024-2025 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; 3356-7-36, Hiring and Selection Process, Evaluation and Compensation for Intercollegiate Athletic Coaches; and 3356-7-46, Supplemental Pay Assignments for Full and Part-time Faculty and Professional/Administrative Staff and Secondary Appointments for Full-time Faculty;

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
September 19, 2024
YR 2025-**



SUMMARY OF PERSONNEL ACTIONS

Faculty

4/16/2024 through 7/15/2024

Separations – 20

- Faculty Tenured – 14
- Faculty Term – 6

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/PROGRAM	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Term Appointments							
Case, Wendy	Faculty	Lecturer	Dana School of Music	5/31/2024	1	\$ 50,937.98	NON-RENEWAL
Gessler, Elyse	Faculty	Lecturer	Communication	7/15/2024	1	\$ 45,349.66	RESIGNED
Thuiyahannadi, Subash	Faculty	Lecturer	Electrical Engineering	7/15/2024	1	\$ 26,666.64	RESIGNED
Grubb, Max	Faculty	Senior Lecturer	Communication	6/22/2024	1	\$ 62,796.98	DEATH
Pontikos, Michael	Faculty	Senior Lecturer	Marketing	5/31/2024	1	\$ 51,919.60	NON-RENEWAL
Zetts, Mark	Faculty	Senior Lecturer	Health Professions	5/31/2024	1	\$ 67,335.34	RETIRED
Tenured Appointments							
Adu-Poku, Samuel	Faculty	Professor	Art	5/19/2024	1	\$ 89,044.32	VSRP
Butler, Michael	Faculty	Associate Professor and Director of Bands	Dana School of Music	6/30/2024	1	\$ 71,814.65	VSRP
Cahn-Lipman, Kivie	Faculty	Associate Professor	Dana School of Music	5/19/2024	1	\$ 70,406.52	VSRP
Campbell, Craig	Faculty	Professor	Geography	6/30/2024	1	\$ 94,437.77	VSRP
Clutter, Susan	Faculty	Professor	Forensic Science	6/30/2024	1	\$ 85,493.75	RESIGNED
Ekoniak, Michael	Faculty	Assistant Professor	Electrical Engineering	5/31/2024	1	\$ 72,470.96	NON-RENEWAL
Farris, Johnathan	Faculty	Associate Professor	Art	5/19/2024	1	\$ 70,106.52	VSRP
Lee, Hae-Jong	Faculty	Associate Professor	Dana School of Music	5/19/2024	1	\$ 77,110.70	VSRP
McCormick, Missy	Faculty	Associate Professor	Art	5/19/2024	1	\$ 76,044.04	VSRP
Mir, Mustansir	Faculty	Professor	Philosophy & Religious Studies	5/31/2024	1	\$ 115,651.07	RETIRED
O'Dell, Valerie	Faculty	Professor	Nursing	5/31/2024	1	\$ 87,051.38	RETIRED
Umble, Kathryn	Faculty	Professor	Dana School of Music	5/19/2024	1	\$ 87,493.15	VSRP
Wingler, Eric	Faculty	Professor	Mathematics & Statistics	7/1/2024	1	\$ 109,185.34	RETIRED
Yudha, Cicilia	Faculty	Associate Professor	Dana School of Music	5/19/2024	1	\$ 76,044.44	VSRP



SUMMARY OF PERSONNEL ACTIONS
Professional Administrative - (Excludes Athletics)
4/16/2024 through 7/15/2024

Separations – 22

- Professional Administrative Staff – 10
- Professional Administrative Excluded – 9
- Professional Administrative Externally Funded – 3

Appointments – 15

Replacement Positions – 12

- Professional Administrative Staff – 6
- Professional Administrative Excluded – 2
- Professional Administrative Externally Funded – 4

New Positions – 3

- Professional Administrative Staff – 3

Reclassifications/Position Adjustments – 4

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 2
- Professional Administrative Externally Funded – 1

Promotions – 7

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 6

Salary Adjustments – 17

- Professional Administrative Staff – 15
- Professional Administrative Excluded – 2

Transfers – 1

- Professional Administrative Staff – 1

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Alexander, Anne	APAS	Academic Advisor 2	Student Success	5/31/2024	1.00	\$ 38,093.33	Resigned
Hearn, Jonathan	APAS	Academic Advisor 1	Dean - STEM	7/5/2024	1.00	\$ 38,760.00	Resigned
Herzberger, Brent	APAS	Technology Trainer	IT Training Services	6/15/2024	1.00	\$ 48,000.00	Resigned
Hettinger, Christopher	APAS	Coordinator Competitive Sports and Summer Camps	Club Sports	5/15/2024	1.00	\$ 41,820.00	Resigned
Lally, Anne	APAS	Assistant Director	Psychology	4/30/2024	1.00	\$ 82,538.00	Retired
Lampley-Laster, LeAnn	APAS	Capital Funds Analyst	Facilities Maintenance	5/3/2024	1.00	\$ 52,153.80	Resigned
Osman, Alyssa	APAS	Coordinator Social Media and Communications	Marketing & Communications	5/10/2024	1.00	\$ 40,900.00	Resigned
Rawat, Dil	APAS	Web Developer 1	Marketing & Communications	5/24/2024	1.00	\$ 39,703.74	Resigned
Scott, Aaron	APAS	Coordinator	Undergraduate Admissions	6/28/2024	1.00	\$ 40,500.00	Resigned
Shargo, Megan	APAS	Coordinator Continuous Improvement	Institute for Teaching & Learning	5/22/2024	1.00	\$ 50,386.00	Resigned
Adams, Cameron	Excluded	Associate Director	Andrews Student Recreation & Wellness Center	4/19/2024	1.00	\$ 58,140.00	Resigned
Allen, Jeffery	Excluded	Dean	Dean Bitonte College Health & Human Services	6/12/2024	1.00	\$ 184,801.05	Non-Renewal
Hoffman, Patrick	Excluded	Director	Financial Aid and Scholarships	5/15/2024	1.00	\$ 88,740.00	Resigned
Kraus, Erika	Excluded	Associate Director International Admissions and Recruitment	International Programs Office	6/14/2024	1.00	\$ 61,799.00	Resigned

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Muir, Lauren	Excluded	Associate Bursar	University Bursar	4/30/2024	1.00	\$ 65,545.20	Resigned
Sanders, Charles	Excluded	Associate Director Systems Support Services	Undergraduate Admissions	4/23/2024	1.00	\$ 71,400.00	Resigned
Smith, Brien	Excluded	Special Assistant to the President	Provost VP - Academic Affairs	5/3/2024	1.00	\$ 264,001.50	Resigned
Wilkinson, Kelly	Excluded	Dean	Dean - WCBA	7/12/2024	1.00	\$ 191,017.44	Resigned
Yacovone, Mary	Excluded	Chair and Professor	Health Professions	6/30/2024	0.00	\$ 108,458.38	Retired
Borum, Josilyn	Externally Funded	Instruction Specialist	Rich Center for Autism	5/31/2024	1.00	\$ 25,000.00	Resigned
Leskovec, Alexandra	Externally Funded	Classroom Mentor Lead Instruction Specialist	Rich Center for Autism	6/5/2024	1.00	\$ 39,495.25	Resigned
Prokop, Andrew	Externally Funded	Project Technician Hybrid Direct Energy Deposition Additive Manufacturing	Civil Environmental & Chemical Engineering	6/28/2024	1.00	\$ 67,626.00	Resigned

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Barclay, Shayla	APAS	Senior Financial Analyst	Financial Aid and Scholarships	4/16/2024	1.00	\$ 49,000.00
Byrne, Christopher	APAS	Senior Academic Advisor 1	Dean Cliffe College of Creative Arts	6/3/2024	1.00	\$ 50,355.00
Chapman, Madison*	APAS	Coordinator Social Media Creative Content	Marketing & Communications	5/16/2024	1.00	\$ 39,000.00
Herman, Amelina*	APAS	International Student and Scholar Advisor	International Programs Office	5/6/2024	1.00	\$ 45,693.00
Horvat, Lillian	APAS	Coordinator	Career Exploration & Development	6/3/2024	1.00	\$ 39,250.00
Jarrett, Joel	APAS	Coordinator	Undergraduate Admissions	6/3/2024	1.00	\$ 40,000.00
Nelson, Elisabeth	APAS	Program Support Specialist	College Access and Transition	6/24/2024	1.00	\$ 42,000.00
Venters, Chelsee*	APAS	Coordinator Nursing Clinical Scheduling and Placement	Nursing	7/8/2024	1.00	\$ 49,000.00
Woodruff, Evan	APAS	Academic Advisor 1	Dean - STEM	6/3/2024	1.00	\$ 38,000.00
Carlini, Jayne	Excluded	Executive Assistant	General Counsel	6/3/2024	1.00	\$ 55,632.00
Licata, Betty Jo	Excluded	Interim Dean	Dean - WCBA	7/15/2024	1.00	\$ 181,000.00
Pownell, Steven	Externally Funded	Program Manager Workforce Training for Advanced Manufacturing	Excellence Training Center	5/16/2024	1.00	\$ 77,000.00
Ritter, Alyssa	Externally Funded	Instruction Specialist	Rich Center for Autism	7/8/2024	1.00	\$ 28,000.00
Tingler, Kelsey	Externally Funded	Instruction Specialist	Rich Center for Autism	7/8/2024	1.00	\$ 28,000.00
Cambouris, Jonathan	Externally Funded	Museum Administrator	Industry & Labor Steel Museum	5/1/2024	0.55	\$ 30,000.00
<i>*New Positions</i>						

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE / PREVIOUS POSITION TITLE	NEW DEPARTMENT / PREVIOUS DEPARTMENT	CONTRACT / APPOINTMENT DATES	NEW FTE / OLD FTE	NEW SALARY	PREVIOUS SALARY
Frey, Rachel	APAS	Senior Counselor Penguin Service Center / Counselor Penguin Service Center	Registration & Records	3/1/2024	1.00	\$ 47,958.76	\$ 43,598.88
Memaj, Eron	Excluded	Executive Director/Director, International Studies and Programs	International Programs Office	7/1/2024	1.00	\$ 107,000.00	\$ 107,000.00
Michaliszyn, Sara	Excluded	Interim Dean/Associate Dean	Health & Human Services	6/13/2024	1.00	\$ 150,000.00	\$ 122,767.20
Chapman, Chaste	Externally Funded	Instruction Specialist	Rich Center for Autism	5/1/2024	1.00/ 0.60	\$ 22,678.43	\$ 13,607.06

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
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
Ferguson, Robert	APAS /ACE	Information Security Engineer/ Information Security Technician2	IT Security Services	6/30/2024	1.00	\$ 75,618.40	\$ 68,744.00
Casciano, Dina	Excluded/APAS	Manager General Accounting/ Senior Financial Analyst	Controller's Office	6/16/2024	1.00	\$ 61,000.00	\$ 55,931.68
Hackstedde, Michael	Excluded	Associate Controller General Accounting & Director of Payroll Operations/ Interim Associate Controller General Accounting & Director of Payroll Operations	Controller's Office	6/16/2024	1.00	\$ 83,000.00	\$ 80,000.00
Harrington, Timothy	Excluded	Special Assistant to the President Strategic Communications/ Executive Assistant to the President	University Relations/ President	7/16/2024	1.00	\$140,000.00	\$ 93,840.00
Hoffmaster, Steven	Excluded	Associate Vice President Finance and Controller/ Interim Associate Vice President Finance and Controller	Controller's Office	7/1/2024	1.00	\$125,000.00	\$ 120,000.00
Keeler, Sarah	Excluded	Vice President/ Special Assistant for Government Affairs	Government Affairs	6/10/2024	1.00	\$170,000.00	\$ 140,000.00
Pintar, Jennifer	Excluded	Provost and Vice President of Academic Affairs/ Interim Provost & Vice President of Academic Affairs	Provost VP - Academic Affairs	6/10/2024	1.00	\$265,000.00	\$ 220,000.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Duffy, Scott	APAS	Coordinator Restricted Accounting	Controller's Office	1/1/2024	1.00	\$ 48,720.00	1.00	\$ 46,400.00
Erjavec, Veronica	APAS	Coordinator	Housing	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 37,560.02
Hale, Taryn	APAS	Assistant Director	Registration & Records	7/1/2024	1.00	\$ 51,358.72	1.00	\$ 50,358.72
Henning, Karen	APAS	Senior Academic Advisor 2	Dean - BCLASSE	7/1/2024	1.00	\$ 67,022.29	1.00	\$ 66,022.29
Kleemook, Justin	APAS	Coordinator	Dean - STEM	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 43,860.00
Korda, Dalton	APAS	Assistant Director Operations and Events Services	Kilcawley Center	7/1/2024	1.00	\$ 44,696.80	1.00	\$ 43,696.80
Levonyak, Alexis	APAS	Success Coordinator	First Year Student Services	5/16/2024	1.00	\$ 43,500.00	1.00	\$ 43,000.00
Levonyak, Alexis	APAS	Success Coordinator	First Year Student Services	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 43,500.00
Markowski, Dale	APAS	Coordinator	Housing	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 37,560.02
Moorer, Susan	APAS	Assistant Director	Belonging, Empowerment & Engagement	7/1/2024	1.00	\$ 68,681.87	1.00	\$ 67,681.87
Scott, Aaron	APAS	Coordinator	Undergraduate Admissions	5/16/2024	1.00	\$ 40,500.00	1.00	\$ 40,000.00
Urmson Jeffries, Angie	APAS	Senior Coordinator	Dean-College of Graduate Studies	7/1/2024	1.00	\$ 44,998.95	1.00	\$ 43,998.95
VanSuch, Theresa	APAS	Coordinator for Grants Accounting	Controller's Office	7/1/2024	1.00	\$ 62,031.04	1.00	\$ 61,031.04

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Ware, Johnny	APAS	Assistant Director	Honors College	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 43,778.94
Wynn Buchanan, April	APAS	Coordinator	University Courtyard	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 40,000.00
Berlinski, Claudia	Excluded	Director	McDonough Museum	7/1/2024	1.00	\$ 76,462.38	1.00	\$ 73,982.73
D'Amico, William	Excluded	Associate Director	Undergraduate Admissions	5/16/2024	1.00	\$ 73,000.00	1.00	\$ 63,360.36

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
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
Burdette, Molly	APAS	Assistant Director Degree Completion and Transfer Optimization/Assistant Director Degree Completion and Credentialing Facilitator	Undergraduate Admissions/Registration & Records	6/16/2024	1.00	\$ 59,302.80	\$ 59,302.80



SUMMARY OF PERSONNEL ACTIONS
Athletic Employees
4/16/2024 through 7/15/2024

Separations – 10

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 8
- Professional Administrative Externally Funded – 1

Appointments – 13

Replacement Positions – 13

- Professional Administrative Excluded – 13

Reclassification/Position Adjustments – 2

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 1

Promotions – 2

- Professional Administrative Excluded – 2

Salary Adjustments – 18

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 17

Transfers – 1

- Professional Administrative Excluded – 1

Multi-Year Appointments – 2

- Professional Administrative Excluded – 2

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Eddy, Connie	APAS	Coordinator	Ticket Office	5/31/2024	1.00	\$ 47,277.82	Retired
Bielke, Halle	Excluded	Assistant Coach	Lacrosse - Women's	7/1/2024	1.00	\$ 35,000.00	Non-renewal
Glover, Malika	Excluded	Assistant Coach	Basketball - Women's	5/21/2024	1.00	\$ 54,881.10	Non-renewal
Hendrickson, Claire	Excluded	Assistant Coach for Sports Performance	Training Room	6/3/2024	1.00	\$ 45,900.00	Resignation
Jewell, Teonna	Excluded	Assistant Coach	Basketball - Women's	5/21/2024	1.00	\$ 65,000.00	Non-renewal
Lundgren, Keith	Excluded	Assistant Coach	Volleyball	6/8/2024	1.00	\$ 35,700.00	Non-renewal
Nicolais, John	Excluded	Associate Head Coach	Basketball - Women's	5/20/2024	1.00	\$ 61,201.53	Resignation
Purcell, Caileigh	Excluded	Assistant Coach	Swimming & Diving - Women'	4/20/2024	1.00	\$ 35,700.00	Non-renewal
Zilles, Sara	Excluded	Assistant Coach	Softball	7/12/2024	1.00	\$ 48,771.89	Resigned
McFadden, Colten	Externally Funded	Assistant Director Athletics Sales and Development	Athletic Administration	6/14/2024	1.00	\$ 48,450.00	Resigned

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Booth, Peyton	Excluded	Assistant Coach	Basketball - Women's	4/16/2024	1.00	\$ 75,000.00
Clayton, Madison	Excluded	Assistant Coach	Volleyball	5/16/2024	1.00	\$ 40,000.00
Davidson, Courtney	Excluded	Assistant Coach	Basketball - Women's	4/16/2024	1.00	\$ 70,000.00
Farmer, Taylor	Excluded	Assistant Coach	Softball	7/8/2024	1.00	\$ 30,600.00
Faulkner, Evan	Excluded	Assistant Coach	Basketball - Men's	4/23/2024	1.00	\$ 82,000.00
Foust, Kiersten	Excluded	Assistant Coach	Lacrosse - Women's	7/8/2024	1.00	\$ 40,000.00
Frederick, Noah	Excluded	Assistant Coach	Swimming & Diving - Women's	6/17/2024	1.00	\$ 35,700.00
Gore, Shayna	Excluded	Assistant Coach	Basketball - Women's	5/1/2024	1.00	\$ 55,000.00
Hultberg, Autumn	Excluded	Assistant Coach Sports Performance	Training Room	7/8/2024	1.00	\$ 45,900.00
Johnson, Anthony	Excluded	Assistant Coach	Basketball - Men's	4/22/2024	1.00	\$ 78,000.00
Richmond, Mark	Excluded	Assistant Coach	Basketball - Men's	5/1/2024	1.00	\$ 67,000.00
Wilson, Grace	Excluded	Assistant Coach	Volleyball	6/3/2024	1.00	\$ 55,952.81
Osborne, Jerry	Excluded	Assistant Coach	Basketball - Men's	5/1/2024	1.00	\$ 89,000.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
POSITION ADJUSTMENTS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD FTE	NEW SALARY	PREVIOUS SALARY
Nicholson, Cassidy	APAS / Excluded	Coordinator/ Executive Assistant	Ticket Office/ General Counsel	5/16/2024	1.00	\$ 50,000.00	\$ 52,020.00
Penniman, Richard	Excluded	Assistant Coach	Track - Women's	7/1/2024	0.50/ 0.25	\$ 15,300.00	\$ 7,278.27

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
PROMOTIONS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Charpie, Trevor	Excluded	Head Coach/Assistant Coach	Baseball	7/1/2024	1.00	\$ 71,400.00	\$ 25,497.12
Nolfi, Rocco	Excluded/ APAS	Assistant Coach/Special Assistant to the Executive Director of Athletics	Basketball - Men's/ Athletic Administration	5/16/2024	1.00	\$ 70,000.00	\$ 35,568.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Smith, Drae	APAS	Assistant Director of Athletic Communications and Event Management	Athletic Facilities Rental	7/1/2024	1.00	\$ 43,888.00	\$ 41,216.23
Calhoun, Nicklas	Excluded	Assistant Coach for Strength and Conditioning	Athletic Administration	5/16/2024	1.00	\$ 43,000.00	\$ 36,414.00
Campbell, Brian	Excluded	Head Coach	Softball	7/1/2024	1.00	\$ 67,231.18	\$ 63,992.92
Duncan, Kody	Excluded	Head Coach	Tennis - Men's	7/1/2024	1.00	\$ 51,510.00	\$ 50,000.00
Glass, Jacob	Excluded	Assistant Coach Throws	Track - Men's	7/1/2024	1.00	\$ 47,085.24	\$ 45,257.00
Gorby, Brian	Excluded	Head Coach	Track - Men's	7/1/2024	1.00	\$ 77,468.98	\$ 74,969.98
Joy, Tony	Excluded	Head Coach	Golf - Men's	7/1/2024	1.00	\$ 42,032.16	\$ 40,800.00
Kuberski, Douglas	Excluded	Head Coach	Women's Bowling	7/1/2024	1.00	\$ 55,034.63	\$ 48,955.52
Miklos, Nathan	Excluded	Head Coach	Golf - Women's	7/1/2024	1.00	\$ 46,478.34	\$ 44,313.31
Morales, Arnaldo	Excluded	Assistant Coach	Track - Men's	7/1/2024	1.00	\$ 46,103.57	\$ 44,313.31
Pacanowski, Jason	Excluded	Assistant Coach and Director of Player Development	Basketball - Women's	7/1/2024	1.00	\$ 43,888.00	\$ 42,242.32
Preto, Mark	Excluded	Assistant Coach Video	Football	7/1/2024	1.00	\$ 43,888.00	\$ 42,168.00
Reese, Daniel	Excluded	Assistant Coach	Basketball - Men's	5/1/2024	1.00	\$ 80,760.27	\$ 68,868.36
Sopel, Mickael	Excluded	Head Coach	Tennis - Women's	7/1/2024	1.00	\$ 61,095.29	\$ 58,723.34
Zilles, Sara	Excluded	Assistant Coach	Softball	7/1/2024	1.00	\$ 48,771.89	\$ 42,815.58
Burk, Tyler	Excluded	Assistant Director of Compliance	Athletic Administration	6/16/2024	1.00	\$ 51,000.00	\$ 45,936.26
George, Mary	Excluded	Assistant Athletic Director Sports Performance	Training Room	7/1/2024	1.00	\$ 71,425.62	\$ 65,025.00
Kroynovich, Kyle	Excluded	Business Manager Athletics	Athletic Facilities Rental	5/16/2024	1.00	\$ 52,000.00	\$ 46,818.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
TRANSFERS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Faulkner, Evan	Excluded	Director of Operations/ Assistant Coach	Basketball - Men's	5/16/2024	1.00	\$ 82,000.00	\$ 82,000.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
MULTI-YEAR APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY
Campbell, Brian	Excluded	Head Coach, Softball	Softball	7/1/2024 - 6/30/2027	1.00	\$ 63,992.92
Gorby, Brian	Excluded	Head Coach, Track	Track	7/1/2024 - 6/30/2027	1.00	\$ 74,969.98



SUMMARY OF PERSONNEL ACTIONS
Supplemental and Secondary Pay Assignments
4/16/2024 through 7/15/2024

Supplemental Pay Assignments – 107

General/Restricted Funded Assignments – 65

- Professional Administrative Staff – 9
- Professional Administrative Excluded – 6
- Professional Administrative Externally Funded – 2
- Full-time Faculty – 33
- Part-time Faculty – 15

Grant Funded Assignments – 42

- Professional Administrative Staff – 3
- Professional Administrative Excluded/Dean – 1
- Professional Administrative Externally Funded – 3
- Full-time Faculty – 33
- Department Chair – 2

Faculty Secondary Appointments – 57

- Full-time Faculty – 54
- Department Chair – 3

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GENERAL FUND SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Stanger	James	Excluded	Financial Aid & Scholarship	4/24/2024	05/01/24-10/31/24	\$4,200.00
Ren	Xiaomei	Faculty	Engineering	5/5/2024	06/07/24-08/07/24	\$13,600.00
McCormick	Daniel	APAS	Communications	5/9/2024	5/4/2024	\$787.50
Welch	Holly	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	05/13/24-06/30/24	\$1,125.00
Kightlinger	Therese	Excluded	BCLASSE - Deans Office	5/8/2024	02/01/24-05/03/24	\$3,500.00
Campagna	Anna	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/04/24-05/3/24	\$300.00
Durse	Melissa	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$500.00
Guarnieri	Diane	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$300.00
Infante	Ronald	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$500.00
Jesko	Bernadette	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$200.00
Johnson	Janis	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$200.00
Tomko	Ronald	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$300.00
Toy	Lisa	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$200.00
Forbes	Joanna	Faculty	Distance Education	5/8/2024	1/16/24-5-15-24	\$2,000.00
Vuksanovich	Brian	Faculty	Excellence Training Center	5/10/2024	5/2/24-5/10/24	\$1,600.00
Seanger	Christina	Associate Dean	WCBA Dean	5/23/2024	6/1/24-8/25/24	\$2,000.00
Cody	Kathy	APAS	College of Graduate Studies	5/23/2024	5/1/24-9/30/24	\$5,152.40
Oltmanns	Caroline	Faculty	Dana School of Music	6/4/2024	6/9/24-6/14/24	\$200.00
Meadows	Dana	Part-time Faculty	Centofanti School of Nursing	5/28/2024	5/24/24-8/25/24	\$2,250.00
Carruci	Christine	Part-time Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$100.00
Morgan	David	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$1,000.00
Schaft	Glen	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$500.00
Umble	James	Part-time Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$500.00
Ferguson	Kate	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$750.00
Butler	Michael	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$750.00
Yun	Misook	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$750.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GENERAL FUND SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Hinz	Jessie	Faculty	Management and Marketing	6/5/2024	5/16/24-8/15/24	\$7,000.00
Zhang	Rongyao	Faculty	Lariccia School of Accounting & Finance	6/5/2024	5/16/24-8/15/24	\$7,000.00
Helsel	Bryan	Faculty	Dana School of Music	6/5/2024	6/9/24-6/14/24	\$750.00
Larwin	Karen	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$250.00
Larwin	Karen	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$500.00
Beese	Jane	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$250.00
Reid	Linda	Part-time Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$250.00
Jeffords	Charles	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$500.00
Jeffords	Charles	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$750.00
Isaacs	Diana	Part-time Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$375.00
Jerome	John	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$375.00
Thomas	Wendy	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$750.00
Peck	Teresa	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$750.00
McClusky	Paula	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,000.00
Wright	Melody	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Thomas	Wendy	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Mikula	Vincent	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Cummins	Lauren	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Basich	Christopher	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Forbes	Joanna	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$700.00
Song	Doori	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,100.00
Powe	Nicolette	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,600.00
Yang	Xiaolou	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$3,100.00
Bateman	Patrick	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$12,100.00
Billock	Michael	APAS	International Programs Office	6/11/2024	6/17/24-8/17/24	\$1,922.40
D'Amato	Joseph	Excluded	International Programs Office	6/11/2024	6/17/24-8/17/24	\$1,200.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GENERAL FUND SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Bowlin	David	Part-time Faculty	Teacher Education Leadership Studies	6/11/2024	6/10/2024	\$2,000.00
Fowler	Francois	Faculty	Dana School of Music	6/12/2024	6/10/24-6/14/204	\$200.00
Vuksanovich	Brian	Faculty	Computer Science	6/26/2024	6/13, 6/14, 6/20, 6/21/24	\$1,600.00
Brown	Emilie	APAS	STEM	6/10/2024	7/1/24-6/30/25	\$20,000.00
Hrusovski	Sherri	Excluded	STEM	6/10/2024	7/1/24-6/30/25	\$25,000.00
Kleemook	Justin	APAS	STEM	6/10/2024	7/1/24-6/30/25	\$7,000.00
Tran	Quan	APAS	STEM	6/10/2024	7/1/24-6/30/25	\$13,000.00
Saenger	Christina	Associate Dean	WCBA Dean	6/17/2024	8/26/24-8/25/24	\$6,000.00
Reichert	Lisa	APAS	Controllers Office	6/20/2024	7/1/24-11/30/24	\$3,125.00
Forchione	Robert	APAS	ITS Application	6/26/2024	6/1/24-05/31/25	\$6,600.00
Candel	Anthony	Externally Funded	Rich Center for Autism	7/3/2024	7/16/24-06/15/25	\$2,500.00
Corpa	Joseph	Externally Funded	Rich Center for Autism	7/3/2024	7/16/24-06/15/25	\$4,500.00
Brewer	Jonathan	APAS	Cliffe College of Creative Arts	7/9/2024	7/10/24-8/12/24	\$500.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GRANT FUNDED SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Jackson-Leftwich	Cryshanna	Faculty	Mathematics and Statistics	4/18/2024	05/16/24-06/30/24	\$3,000.00
Rogers	Richard	Faculty	Criminal Justice and Consumer Science	4/18/2024	05/16/24-06/15/24	\$8,139.00
Miller	Kenneth	Faculty	Psychological Services and Counseling	4/19/2024	05/16/24-06/15/24	\$8,256.00
VanVoorhis	Richard	Faculty	Psychological Services and Counseling	4/19/2024	05/16/24-06/15/24	\$9,331.00
Vuksanovich	Brian	Faculty	SCSiet	4/24/2024	05/16/24-07/15/24	\$9342.62
Brozina	S. Cory	Faculty	Rayen School of Engineering	5/1/2024	05/16/24-06/15/24	\$9,082.78
Brozina	S. Cory	Faculty	Rayen School of Engineering	5/1/2024	06/16/24-08/15/24	\$18,165.57
Cortes	Pedro	Faculty	Engineering	5/1/2024	07/16/24-08/15/24	\$9,974.67
Genna	Douglas	Faculty	Chemical and Biological Sciences	5/1/2024	06/01/24-06/30/24	\$8,981.00
Genna	Douglas	Faculty	Chemical and Biological Sciences	5/1/2024	07/01/24-07/31/24	\$8,981.00
Lazar	Alina	Faculty	SCIET	5/7/2024	05/16/24-08/15/24	\$35,613.24
Rogers	Richard	Faculty	Criminal Justice and Consumer Science	5/9/2024	6/16/24-8/15/24	\$16,277.99
Yelamanchi	Bharat	Faculty	Rayen School of Engineering	5/9/2024	5/16/24-6/15/24	\$6,888.89
Seok Gi	Lee	Faculty	Rayen School of Engineering	5/14/2024	05/16/24-05/31/24	\$4,242.50
Balaz	Snjezana	Faculty	Physics	5/16/2024	05/23/24-05/23/24	\$150.00
Arslanyilmaz	Abdu	Department Chair	CSIS	5/20/2024	05/16/24-5/31/24	\$5,491.72
Arslanyilmaz	Abdu	Department Chair	CSIS	5/20/2024	07/16/23-8/15/23	\$9,707.61
Cooper	Chet	Faculty	Chemical and Biological Sciences	5/21/2024	05/16/24-06/30/24	\$15,682.28
Martin	Holly	Faculty	Engineering	5/23/2024	06/01/24-06/30/24	\$8,921.34
Tran	Quan	APAS	STEM	5/23/2024	5/28/24-6/18/24	\$400.00
Villone	Edward	APAS	Criminal Justice and Consumer Science	5/24/2024	7/1/24-8/31/24	\$10,000.00
Deschenes	Richard	Faculty	Civil and Chemical engineering	6/4/2024	6/1/24-6/30/24	\$8,485.62
Soloman	Constantin	Faculty	Rayen School of Engineering	6/4/2024	7/16/24-8/15/24	\$9,464.81
Matanin	Marcia	Faculty	TELS	6/5/2024	5/16/24-6/30/24	\$1,000.00
Haake	Eric	Faculty	Mechanical Engineering	6/24/2024	6/16/24-6/30/24	\$1,586.66
Zapka	Jason	Faculty	CSIET	6/24/2024	6/16/24-6/30/24	\$2,071.27

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GRANT FUNDED SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Sharma	Suresh	Faculty	Rayen School of Engineering	6/26/2024	6/16/24-6/30/24	\$4,373.00
Yelamanchi	Bharat	Faculty	Rayen School of Engineering	7/8/2024	6/16/24-06/30/24	\$3,444.44
Borra	Venkata Shesha Vamsi	Faculty	Rayen School of Engineering	7/12/2024	5/16/24-6/30/24	\$12,684.47
Prieto-Langarica	Alicia	Faculty	Mathematics and Statistics	7/12/2024	05/16/24-06/30/24	\$6,595.50
Prieto Langarica	Alicia	Faculty	Mathematics and Statistics	6/12/2024	7/1/24-07/15/24	\$1,250.00
Steelant	Wim	Dean	STEM	6/11/2024	7/1/24-6/30/25	\$30,000.00
Ruller	Jackie	Externally Funded	STEM	6/11/2024	7/1/24-6/30/25	\$20,000.00
Crescimanno	Michael	Faculty	PAGES	7/2/2024	07/01/24-07/31/24	\$10,370.34
Yelamanchi	Bharat	Faculty	Rayen School of Engineering	7/8/2024	7/1/24-7/15/24	\$3,444.44
Villone	Edward	APAS	Police Academy	7/9/2024	7/1/24-09/1/24	\$10,000.00
Wallace	Mandy	Faculty	TELS	7/10/2024	7/1/24-08/15/24	\$6,432.00
Vuksanovich	Brian	Faculty	SCSIET	7/11/2024	7/16/24-8/15/24	\$9,342.62
Martin	Holly	Faculty	Rayen School of Engineering	7/12/2024	07/16/24-08/15/24	\$8,921.34
Borra	Venkata Shesha Vamsi	Faculty	Rayen School of Engineering	7/12/2024	7/1/24-7/31/24	\$8,958.00
Rea	Allison	Externally Funded	STEM	7/15/2024	7/1/24-9/15/24	\$3,750.00
Rea	Allison	Externally Funded	STEM	7/15/2024	9/16/24-12/31/24	\$5,250.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
4/16/2024 - 7/15/2024
FACULTY SECONDARY APPOINTMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	DEPARTMENT	JOB TITLE	BEGIN DATE	END DATE	PAYMENT AMOUNT
Arslanyilmaz	Abdu	Department Chair	School of Computer Science, Information, and Engineering Technology	James P. Tressel Endowed Chair in Leadership	7/1/2024	6/30/2025	\$12,000.00
Bagley	Morgan	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Coordinator, Clinical Education	5/13/2024	8/17/2024	\$1,000.00
Bateman	Patrick	Faculty	Management and Marketing	Project Manager - Curriculum Chair	6/1/2023	5/31/2024	\$10,000.00
Bileci	Meghan	Faculty	Social Work	MSW Partnership Coordinator	5/4/2024	8/25/2024	\$2,250.00
Blank	Sheila	Faculty	Centofanti School of Nursing	Interdisciplinary Initiatives Coordinator	5/4/2024	5/4/2025	\$11,000.00
Brozina	S. Cory	Faculty	Rayen College of Engineering	Associate Director, Rayen School of Engineering	7/1/2024	6/30/2025	\$10,000.00
Campbell	Matthew	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Program Director	5/13/2024	8/17/2024	\$2,250.00
Coldren	Jeffrey	Department Chair	Psychological Sciences and Counseling	Coordinator, BCOE Teacher Data System	7/1/2024	6/30/2025	\$9,000.00
Colwell	Kelly	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Cooper, Jr.	Chester	Faculty	Chemical and Biological Sciences	YSU Faculty Athletic Representative	5/5/2024	8/24/2024	\$2,250.08
Cummins	Lauren	Faculty	Teacher Education and Leadership Studies	Coordinator, Curriculum & Instruction	6/18/2024	8/17/2024	\$2,500.00
Davis	Ronald	Faculty	Social Work	BSW Program Coordinator	5/4/2024	8/25/2024	\$2,250.00
Earnhardt	Adam	Faculty	Provost VP- Academic Affairs	Coordinator, General Education	5/6/2024	8/23/2024	\$14,790.00
Flinn	Barbara	Faculty	English & World Languages	English Composition Coordinator, Summer	5/12/2024	8/16/2024	\$3,500.00
Fowler	Kendra	Faculty	Management and Marketing	BSBA Assessment Coordinator	5/31/2024	5/30/2025	\$4,500.00
Fuller	Adam	Faculty	Humanities and Social Sciences	Clayman Professor of Judaic and Holocaust Studies	10/16/2023	8/15/2024	\$9,000.00
Hardy	Lucas	Faculty	English and World Languages	Graduate Director, EWL	5/20/2024	8/23/2024	\$1,000.00
Heasley	Randi	Faculty	Centofanti School of Nursing	BSN Coordinator	5/4/2024	8/25/2024	\$2,500.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
4/16/2024 - 7/15/2024
FACULTY SECONDARY APPOINTMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	DEPARTMENT	JOB TITLE	BEGIN DATE	END DATE	PAYMENT AMOUNT
Hoyson	Patricia	Faculty	Centofanti School of Nursing	FNP Coordinator	5/4/2024	8/25/2024	\$1,000.00
Iagulli	Lauren	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Kellar	Garrett	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Korenic	Robert	Faculty	School of Computer Science, Information, & Engineering Technology	Associate Director, School of CSJET	7/1/2024	6/30/2025	\$10,000.00
Kress	Victoria	Faculty	Psychological Sciences & Counseling	Director, Community Counseling Clinic	5/13/2024	8/17/2024	\$1,500.00
Larwin	Karen	Faculty	Teacher Education & Leadership Studies	IRB Chair	8/16/2023	8/15/2024	\$2,000.00
Learman	Kenneth	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Program Director for Ph.D. in Health Sciences Program	5/13/2024	8/17/2024	\$3,000.00
Li	Frank	Department Chair	Rayen School of Engineering	Eynon-Beyer Memorial Chair in Metallurgy	8/19/2024	5/19/2025	\$10,000.00
Marotti	Sarah	Faculty	Centofanti School of Nursing	ADN Coordinator	5/4/2024	8/25/2024	\$1,500.00
Matanin	Marcia	Faculty	Teacher Education & Leadership Studies	Coordinator BCOE Partnerships and Accreditation	7/1/2024	12/31/2024	\$15,000.00
Mincher	Jeanine	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Morgan	Charles	Faculty	Social Work	BSW Coordinator - Lakeland Partnership	5/4/2024	8/25/2024	\$2,250.00
O'Connell-Spalla	Joan	Faculty	Health Professions	Program Director	5/4/2024	6/1/2024	\$1,000.00
Ovaska	Tomi	Faculty	Economics	Paul J. Thomas Endowed Chair Economics	7/1/2024	6/30/2025	\$15,000.00
Pallante	Martha	Faculty	Humanities and Social Sciences	Charles Darling Distinguished Chair in American Social History	8/16/2023	8/15/2024	\$27,218.75
Powe	Nicolette	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Program Director	5/13/2024	8/17/2024	\$2,250.00
Rowlands	Zara	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Shields	Cynthia	Faculty	Centofanti School of Nursing	AG-ACNP coordinator	5/4/2024	8/25/2024	\$500.00
Shortreed	Mary	Faculty	Centofanti School of Nursing	RN to BSN Coordinator	5/4/2024	8/25/2024	\$2,500.00
Stefan	Silvia	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$1,000.00
Thomas	Wendy	Faculty	Centofanti School of Nursing	Graduate Program Director	5/4/2024	8/25/2024	\$2,500.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
4/16/2024 - 7/15/2024
FACULTY SECONDARY APPOINTMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	DEPARTMENT	JOB TITLE	BEGIN DATE	END DATE	PAYMENT AMOUNT
Vopat	Mark	Faculty	Humanities and Social Sciences	Coordinator, Philosophy and Religious Studies Program	5/6/2024	8/16/2024	\$1,500.00
Woods	Sherri	Faculty	Social Work	MSW Coordinator	5/4/2024	8/25/2024	\$2,250.00
Wyant	Karla	Faculty	Social Work	BSW Program Coordinator	5/4/2024	8/24/2024	\$2,250.00
Van Dussen	Daniel	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Program Director	5/13/2024	8/17/2024	\$2,250.00
Zhang	Yiyang	Faculty	Laricca School of Accounting & Finance	Laricca Family Professorship	7/1/2024	6/30/2025	\$15,000.00
Weaver	Amy	Faculty	Centofanti School of Nursing	Faculty Coordinator for Community Engagement	5/6/2024	8/17/2024	\$6,334.75
Jackson-Leftwich	Cryshanna	Faculty	Humanities and Social Sciences	Coordinator of the Political Science Program	5/6/2024	8/16/2024	\$1,500.00
Cerney	Dawna	Faculty	Humanities and Social Sciences	BCLASSE Program & Internship Coordinator	5/6/2024	8/16/2024	\$1,000.00
Flinn	Barbara	Faculty	English & World Languages	YSU Faculty Athletic Representative	5/5/2024	8/24/2024	\$2,250.08
Riblet	Rebecca	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Physical Therapy Clinical Education/ Penguin PT	5/13/2024	8/17/2024	\$2,250.00
Andrews	Corey	Faculty	English and World Languages	Coordinator	5/20/2024	8/23/2024	\$1,000.00
Lindberg	Matthew	Faculty	Psychological Sciences & Counseling	BCLASSE Program and Internship Coordinator	6/1/2024	8/16/2024	\$1,000.00
Keown	Daniel	Faculty	Dana School of Music & University Theatre	Music Partnership Coordinator	5/4/2024	8/16/2024	\$2,250.00
Conti-Maravillas	Maria	Faculty	English and World Languages	Composition Program Planning and Strategy	6/10/2024	8/16/2024	\$3,500.00
Nelson	Michelle	Faculty	Art	G+ID Coordinator	5/4/2024	8/25/2024	\$3,500.00
Jackson	Carrie	Faculty	Psychological Sciences & Counseling	Program Director of the School Psychology Program	6/10/2024	8/16/2024	\$5,000.00
Earnhardt	Adam	Faculty	Jambar	Advisor	5/15/2024	8/21/2024	\$2,800.00
Islam	Anwarul	Faculty	Rayen School of Engineering	Executive Director STEM Academic Affairs and Accreditation	7/1/2024	6/30/2025	\$30,000.00

Human Resources Update

September 2024

Human Resources

The Office of Human Resources completed manager surveys, salary updates, and exemption status reviews for university salaried employees to comply with the Department of Labor's (DOL) July 1, 2024, changes to overtime regulations under the Fair Labor Standards Act. The Office of Human Resources is currently gathering data and planning for the second proposed increase to the overtime threshold currently scheduled to take effect January 1, 2025, pending the outcome of challenges to the current rule.

Equal Opportunity and Title IX

Title IX Training is underway for all incoming students, athletic teams, tutors, graduate assistants, housing and residence life staff, fraternities, sororities and other groups on campus. In addition, our Title IX staff will visit classes, by invitation, to provide information and resources to our students.

All new employees receive the federally mandated Title IX and Equal Opportunity training at our bi-weekly new employee orientation. Our new faculty participated in the training at their orientation.

As part of ODHE's Changing Campus Culture Initiative, the Office of Title IX is required to administer a climate survey regarding the issues involved in Title IX. We anticipate sending the survey in October.

Benefits and Wellness

The 2024 Employee Benefits Fair will be held in Beeghley College of Education building in McKay Auditorium on September 19, 2024. All YSU healthcare and retirement service providers will be in attendance. This year, we are providing the opportunity to complete the Annual Health Screening during the fair, and flu shots will be available.

YSU's annual open enrollment allows eligible employees to change their health, dental, vision and supplemental life insurance. During this two-week period, employees may add/remove dependents, add/ remove coverage, change medical plans, or enroll in the flexible spending accounts. Changes during this time will be effective January 1, 2024.

Monthly wellness challenges continue through October. Benefit eligible employees who participate in the challenges receive incentive points for completing tasks/challenges.

Human Resources Update

September 2024

Participants who complete the monthly challenge have the opportunity win a gift bag containing items that support the themed challenge.

Training

Employees are required to complete the Auditor of State's Fraud Reporting and Training by October 22, 2024. Employees have the opportunity to complete the training in person or virtually and compliance will be monitored by the Benefits and Training Office.

Manager Training Series #4, Corrective Action and #5 Family Medical Leaves of Absences. will be offered in September and October, respectively.

Labor and Employee Relations

ACE:

- Working on new seniority system for ACE; retention points vs. seniority based on service time. Several LOUs for increased starting rates are pending (Air Quality Tech, Custodial Tech 3, and Electrician).

APAS:

- Negotiations are finished. Manager training on changes was provided. Working on clean copy of CBA and printing hard copy of CBA. Will begin work on reviewing Appendices A, B, C, and D as agreed upon during negotiations.

FOP:

- Grievance #85 (Mandated Overtime) was heard and granted.

YSU/OEA:

- Pre-D Meeting held concerning Lecturer. Discipline is pending.
- Reviewing faculty start rates in designated areas.

Current Postings 9/1/2024

<u>Full-time Faculty</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Assistant Professor, Chemical Engineering (Tenure-Track)	Academic Affairs	Rayen School of Engineering
Lecturer, Medical Laboratory Science Programs (Term)	Academic Affairs	Health Professions
Assistant Professor, Electrical and Computer Engineering (Tenure-Track)	Academic Affairs	Rayen School of Engineering
Lecturer, Management (Term)	Academic Affairs	Management & Marketing
Assistant Professor, Plant Molecular Ecology – Chemical and Biological Sciences (Tenure-Track)	Academic Affairs	Chemical & Biological Sciences
Assistant Professor, Forensic Biology – Chemical and Biological Sciences (Tenure-Track)	Academic Affairs	Chemical & Biological Sciences
Assistant Professor, Computer Science and Information Systems (Tenure-Track)	Academic Affairs	Computer Science and Information Systems
Assistant Professor, Mechanical Engineering (Tenure-Track)	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/Major</u>
Part-time Faculty, STEM Careers	Academic Affairs	Dean - STEM
Part-time Faculty, Master in Athletic Training	Academic Affairs	Master of Athletic Training
Part-time Faculty, Radiologic Technology – Health Professions (Term)	Academic Affairs	Health Professions
Part-time Faculty, Healthcare Administration – Health Professions (Term)	Academic Affairs	Health Professions
Part-time Faculty, Sociology	Academic Affairs	Sociology & Anthropology
Part-time Faculty, Paralegal	Academic Affairs	Philosophy & Religious Studies
Part-time Faculty, Mathematics	Academic Affairs	Mathematics & Statistics

Current Postings 9/1/2024

Part-time Faculty, Student Teaching/Pre-Clinical Supervisor- Teacher Education	Academic Affairs	Teacher Education
Part-time Faculty, Higher Education Administration – Teacher Education	Academic Affairs	Teacher Education
<u>Part-time Faculty Continued</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department/Major</u>
Part-time Faculty, Teacher Education and Leadership Studies	Academic Affairs	Teacher Ed & Leadership Studies
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, 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
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

Current Postings 9/1/2024

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
<u>Part-time Faculty Continued</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department/Major</u>
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
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

Current Postings 9/1/2024

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
<u>Part-time Faculty Continued</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department/Major</u>
Part-Time Faculty, Communication - Journalism and 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
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 9/1/2024

Professional Administrative		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Assistant Coach, Swimming	President	Swimming & Diving - Women's
Assistant Director	Academic Affairs	Honors College
Assistant Director	Student Affairs & Inst Effectiveness	Undergraduate Admissions
Manager, CDC REACH	Academic Affairs	Master of Public Health
Assistant Athletic Director, Athletic Academic Services	President	Academic Counseling
Coordinator, Registration	Student Affairs & Inst Effectiveness	Registration & Records
Coordinator, Choose Ohio First Scholarship Program and STEM Scholarship	Academic Affairs	Dean - STEM
Executive Assistant to the Provost	Academic Affairs	Provost VP - Academic Affairs
Academic Advisor 2	Academic Affairs	Dean - WCBA
Project Technician - Hybrid DED Additive Manufacturing and Foundry 4.0	Academic Affairs	Civil Environmental & Chemical Engr
Web Developer	Student Affairs & Inst Effectiveness	Marketing & Communications
Assistant Coach, Softball	President	Softball
Assistant Coach, Sports Performance	President	Training Room
Website Engineer	Student Affairs & Inst Effectiveness	Marketing & Communications
Assistant Registrar	Student Affairs & Inst Effectiveness	Registration & Records
Coordinator, STEM K-12 Access and Outreach	Academic Affairs	Dean - STEM
Coordinator, Career, Internships & Co-Ops	Academic Affairs	Dean - STEM
Director	Student Affairs & Inst Effectiveness	Institutional Research & Analytics
Associate Director, International Admissions	Student Affairs & Inst Effectiveness	International Programs Office
Instruction Specialist	Academic Affairs	Rich Center for Autism
Coordinator, Continuous Improvement	Academic Affairs	Institute for Teaching & Learning
Capital Funds Analyst	Finance & Business Operations	Facilities Maintenance
Reference Librarian, Health and Human Services	Academic Affairs	Maag Library
Network Engineer	Finance & Business Operations	IT Infrastructure Services
Systems Engineer	Finance & Business Operations	IT Infrastructure Services
Coordinator, Regional Admissions (10 month)	Student Affairs & Inst Effectiveness	Undergraduate Admissions

Current Postings 9/1/2024

Academic Advisor 1	Academic Affairs	Dean Bitonte Col Health & Human
<u>Professional Administrative Continued</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Financial Aid Counselor	Student Affairs & Inst Effectiveness	Financial Aid and Scholarships
University Architect	Finance & Business Operations	Facilities Maintenance
<u>Classified</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Receiving and Distribution Supervisor	Finance & Business Operations	Delivery Services
Business Operations Specialist 2	Academic Affairs	Dean - STEM
Locksmith	Finance & Business Operations	Facilities Maintenance
Boiler Technician	Finance & Business Operations	Facilities Maintenance
Academic Operations Specialist 2	Academic Affairs	Dean - STEM
Library Assistant	Academic Affairs	Maag Library
Maintenance Repair Worker 2	Finance & Business Operations	Facilities Maintenance
Academic Operations Specialist 1	Academic Affairs	Dean-College of Graduate Studies
Museum Specialist	Academic Affairs	Smith Museum Operation
Parking Facilities Attendant (.75)	Finance & Business Operations	Parking Services
Parking Facilities Attendant (Intermittent)	Finance & Business Operations	Parking Services
Electrician	Finance & Business Operations	Facilities Maintenance
Police Officer 1	Finance & Business Operations	YSU Police
<u>Unclassified</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Activity Leader - Multiple Locations	Academic Affairs	Community Engagement
Academic Leader - Multiple Locations	Academic Affairs	Community Engagement



SUMMARY OF PERSONNEL ACTIONS

Classified Employees

4/16/2024 through 7/15/2024

Separations – 9

- Classified Civil Service – 6
- Classified Excluded – 1
- FOP – 1
- FOP Excluded – 1

Appointments – 13

- Classified Civil Service – 10
- Classified Excluded – 3

Reclassifications/Position Adjustments – 9

- Classified Civil Service – 6
- Classified Excluded – 2
- Classified Externally Funded – 1

Promotions – 1

- Classified Excluded – 1

Salary Adjustments – 2

- Classified Civil Service – 1
- Classified Excluded – 1

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	FTE	SALARY	SEPARATION TYPE
Adams, Maureen	ACE	Academic Operations Specialist 2	Mathematics & Statistics	6/30/2024	1.00	\$ 56,908.80	Retired
Bogunia, John	ACE	Maintenance Repair Worker 2	Facilities Maintenance	4/26/2024	1.00	\$ 44,179.20	Resigned
Cole, Nicolene	ACE	Academic Operations Specialist 2	Teacher Education	5/3/2024	1.00	\$ 55,390.40	Retired
Kuhns, Brian	ACE	Locksmith	Facilities Maintenance	5/17/2024	1.00	\$ 41,932.80	Resigned
Modarelli, Jeanette	ACE	Records Technician 3	Registration & Records	5/31/2024	1.00	\$ 59,508.80	Retired
Varley, Michael	ACE	Boiler Technician	Facilities Maintenance	6/17/2024	1.00	\$ 54,828.80	Resigned
King, Jaime	Excluded	Academic Leader	Community Engagement	6/30/2024	0.50	\$ 21,216.00	Resigned
Wolfe, Chelsea	FOP	University Police Officer 2	YSU Police	6/12/2024	1.00	\$ 50,232.00	Resigned
Gillam, Dania	FOP Excluded	Intermittent University Police Officer 1	YSU Police	4/30/2024	0.25	\$ 22,547.20	Resigned

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Bova, Michele	ACE	Academic Operations Specialist 2	Teacher Education	7/8/2024	1.00	\$ 35,360.00
Cashbaugh, Steve	ACE	Groundskeeper 2	Grounds	5/6/2024	1.00	\$ 34,694.40
Fritch, Ryan	ACE	Technology Support Technician 1	IT Customer Services	7/15/2024	1.00	\$ 45,926.40
Hughes, Jaheem	ACE	Technology Support Technician 1	IT Customer Services	6/3/2024	1.00	\$ 45,926.40
Ianazone, Michael	ACE	Business Operations Specialist 2	Registration & Records	6/17/2024	1.00	\$ 35,360.00
Jackson, Jennifer	ACE	Business Operations Specialist 2	Undergraduate Admissions	6/17/2024	1.00	\$ 35,360.00
Krasinski, Vincent	ACE	Technology Support Technician 1	IT Customer Services	5/20/2024	1.00	\$ 45,926.40
Leonard, Theresa	ACE	Academic Operations Specialist 2	Dean Bitonte College Health & Human Services	5/20/2024	1.00	\$ 35,360.00
Monroe, Alyse	ACE	Business Operations Specialist 2	Dean - STEM	6/17/2024	1.00	\$ 35,360.00
Neiheisel, Joshua	ACE	Technology Support Technician 1	IT Customer Services	5/20/2024	1.00	\$ 45,926.40
Krause, Sabrina	Excluded	Museum Specialist (Intermittent)	Industry & Labor Steel Museum	5/20/2024	0.25	\$ 14,310.40
Scarl, Nicholas	Excluded	Researcher (Intermittent)	Chemistry	6/17/2024	0.25	\$ 20,800.00
Chiovitti, Michael	Excluded	Human Resources Generalist	Human Resources	4/22/2024	1.00	\$ 42,868.80

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
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
Blank, Megan	ACE	Technology Support Technician 2/ Technology Support Technician 1	IT Customer Services	4/21/2024	1.00	\$ 48,734.40	\$ 45,926.40
Clements, Daniel	ACE	Service Desk Technician	IT Customer Services	4/7/2024	1.00	\$ 51,646.40	\$ 49,192.00
Corley, Dionne	ACE	Customer Service Assistant 2/ Customer Service Assistant 1	Undergraduate Admissions	3/24/2024	1.00	\$ 38,022.40	\$ 36,212.80
Dittrich, James	ACE	Website Engineer/Web Programmer	Marketing & Communications	4/7/2024	1.00	\$ 68,036.80	\$ 61,859.20
Parsons, Amanda	ACE	Business Operations Specialist 2/ Customer Service Assistant 2	Undergraduate Admissions	4/21/2024	1.00	\$ 56,201.60	\$ 53,539.20
Richards, Steven	ACE	Laboratory Specialist 2	Dean - STEM	7/1/2024	1.00	\$ 69,368.00	\$ 63,065.60
Buchenic, Rebecca	Excluded	Temporary Site Coordinator/ Academic Leader	Community Engagement	5/16/2024	0.65/ 0.50	\$ 21,840.00	\$ 21,216.00
Wallace, Jesse	Excluded	Power Plant Energy Management Supervisor	Central Utility Plant & Distribution	7/14/2024	1.00	\$ 77,376.00	\$ 70,345.60
Shirilla, Erica	Externally Funded	Office Administrator Workforce Training DWEI	Center for Workforce Education & Innovation	7/1/2024	1.00	\$ 50,731.20	\$ 46,113.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
PROMOTIONS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
DeBernardo, Erin	Excluded	Layout Design Supervisor/Marketing and Creative Services Specialist	Marketing & Communications	12/31/2023	1.00	\$ 59,820.80	\$ 56,971.20

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Toth, Shaun	ACE	Electrician	Facilities Maintenance	6/2/2024	1.00	\$ 51,480.00	1.00	\$ 50,211.20
Krause, Sabrina	Excluded	Museum Specialist (Intermittent)	Industry & Labor Steel Museum	6/2/2024	0.25	\$ 16,837.60	0.25	\$ 14,310.40



YOUNGSTOWN STATE UNIVERSITY

1 Tressel Way, Youngstown, OH 44555

TO: Board of Trustees, Youngstown State University

FROM: Dana Lantz, Executive Director, Equal Opportunity and Human resources

RE: 3356-7-55 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for the September 2024 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 April 16, 2024, through and including July 15, 2024.

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: *Evan Faulkner*

Rationale for Request: "Currently only have two coaching staff member for men's basketball and the Transfer Portal is open and we are in the heaviest recruiting season for women's basketball."

Approval Date: 04/17/2024

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: *Anthony Johnson*

Rationale for Request: "Currently only have two coaching staff member for men's basketball and the Transfer Portal is open and we are in the heaviest recruiting season for men's basketball."

Approval Date: 04/17/2024

Position/Department: Assistant Coach, Women's Basketball / Intercollegiate Athletics

Candidate: *Shayna Gore*

Rationale for Request: "Currently only have one coaching staff member for women's basketball (Melissa Jackson) and the Transfer Portal is open and we are in the heaviest recruiting season for women's basketball."

Approval Date: 04/18/2024

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: *Mark Richmond*

Rationale for Request: "Currently only have two coaching staff member for men's basketball and the Transfer Portal is open and we are in the heaviest recruiting season for men's basketball."

Approval Date: 04/22/2024

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: *Dwaine Osborne*

Rationale for Request: "Currently only have two coaching staff member for men's basketball and the Transfer Portal is open and we are in the heaviest recruiting season for men's basketball."

Approval Date: 04/22/2024

Office of Human Resources

Tod Hall, Rm 359

330.941.1508 | Fax: 330.941.3716



YOUNGSTOWN STATE UNIVERSITY

1 Tressel Way, Youngstown, OH 44555

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: Rocco Nolfi

Rationale for Request: "With Rocco's experience we are confident in his ability to not only complete the job duties to the highest standard but also his ability to build relationships with students."

Approval Date: 05/10/2024

Position/Department: Head Coach, Baseball / Intercollegiate Athletics

Candidate: Donnie Watson

Rationale for Request: "With Donnie's experience we are confident in his ability to not only complete the job duties to the highest standard but also his ability to build relationships with students. The quick turnaround of the baseball program is a high priority item."

Approval Date: 05/22/2024

Position/Department: Associate Controller for General Accounting and Director of Payroll Operations / Finance and Business Operations

Candidate: Michael Hackstedde

Rationale for Request: "To create a seamless transition in a mission-critical and highly complex unit following the retirement of former controller Katrena Davidson on 3/31/24; and to foster staff retention by providing a career ladder opportunity for a proven employee."

Approval Date: 06/12/2024

Position/Department: Manager, General Accounting / Finance and Business Operations

Candidate: Dina Casciano

Rationale for Request: "To create a seamless transition in a mission-critical and highly complex unit following the retirement of former Controller, Katrena Davidson on March 31, 2024; and to foster staff retention by providing a career ladder opportunity for a proven employee."

Approval Date: 06/17/2024

Position/Department: Director of Advising, Cliffe College / Office of Academic Affairs

Candidate: Shannon Holdridge

Rationale for Request: "Our Academic Advising Office is more vulnerable now than it's been since 2016, which I first came to YSU. We're hired a new advisor (who will begin on June 3), but he'll need to get up-to-speed with our curriculum. Our Advising staff are at a deficit at a really pivotal time for us, and we need to focus all our energies on recruiting and retaining students. Over the last several years, we've had several searches for Academic Advisors, and all have been arduous, yielding basically one qualified candidate, if we were lucky. We are at an inflexion point and need Shannon's proven leadership in guide our Academic Advising office. She is the central piece of Cliffe Academic Advising, and at this critical juncture, we can ill afford the spend time searching a position. I'm respectfully requesting that we waive a search for our Director of Advising position and appoint Shannon Holdridge to the position."

Approval Date: 07/10/2024

Office of Human Resources

Tod Hall, Rm 359

330.941.1508 | Fax: 330.941.3716



YOUNGSTOWN STATE UNIVERSITY

1 Tressel Way, Youngstown, OH 44555

Position/Department: Head Coach, Baseball / Intercollegiate Athletics

Candidate: Trevor Charpie

Rationale for Request: “With Trevor's expertise we are confident in his ability to not only complete the job duties to the highest standard but also his ability to build relationships with students. With the transfer portal being open, it is critical to get Trevor hired ASAP to start the recruiting process and to retain some of our current student athletes.”

Approval Date: 07/01/2024

Office of Human Resources

Tod Hall, Rm 359

330.941.1508 | Fax: 330.941.3716

YEARS of SERVICE RECOGNITION

1/1/2024 - 12/31/2024

35 Years of Service

Michael Bowman - Student Counseling Services 7/2/2024

30 Years of Service

Jeffrey Coldren - Psychology 9/15/2024

Kent Engelhardt - Dana School of Music 9/15/2024

John Hyden - Facilities Maintenance 1/3/2024

Qi Jiang - Sociology & Anthropology 9/15/2024

Debbie Juruaz - Health Professions 9/15/2024

David Law - Accounting & Finance 1/3/2024

Marko Marinkovich - Campus Rec 3/15/2024

Thomas Morella - Ticket Office 7/1/2024

Caroline Oltmanns - Dana School of Music 9/15/2024

Michael Serra - Chemistry 9/15/2024

25 Years of Service

Christy Cameron - Kilcawley Center 7/1/2024

John Dalbec - IT Infrastructure Services 1/1/2024

Jay Gordon - English 9/15/2024

Barbara Greene - Procurement Services 9/13/2024

Karen Henning - Dean's Office BCLASSE 6/21/2024

Carl Johnston - Biology 9/15/2024

Therese Kightlinger - Student Field Experiences
9/15/2024

Jennifer Lesko - Training Room 7/1/2024

Stephen Lucivjansky - University Bursar 12/1/2024

David Olekshuk - IT Customer Services 10/25/2024

Jennifer Pintar - Provost VP - Academic Affairs
9/15/2024

Salvatore Sanders - Dean's Office - College of
Graduate Studies 4/1/2024

William Slipkovich - Facilities Maintenance
11/8/2024

20 Years of Service

Joseph Bielecki - Environmental & Occupational
Health & Safety 7/12/2024

Daniel Bondi - Rich Center for Autism 8/19/2024

Brian Bonhomme - History 8/16/2024

Jonathan Caguiat - Biology 8/16/2024

Deborah Campana - Registration & Records
8/23/2024

Antony Candel - Rich Center for Autism 8/11/2024

Patrick Durrell - Physics & Astronomy 8/16/2024

Tysa Egleton - Registration & Records 6/28/2024

Jaietta Jackson - Communication 8/16/2024

Holly Jacobs - General Counsel 7/26/2024

Jana Joseph - Rich Center for Autism 8/11/2024

G. Jay Kerns - Mathematics & Statistics 8/16/2024

Gina McGranahan - Accessibility Services 10/18/2024

Dorian Mermer - Communication 8/16/2024

Jill Mogg - Physics, Astronomy, Geology, &
Environmental Sciences 11/15/2024

Anne Monroe - Undergraduate Admissions 5/24/2024

Michelle Nelson - Art 8/16/2024

Patrice Orwell - Procurement Services 5/18/2024

Zara Rowlands - Health Professions 1/5/2024

Susan Sahli - Financial Aid & Scholarships 10/25/2024

Bradley Shellito - Geography 8/16/2024

Christina Texter - Alumni & Events Operations
5/24/2024

Xiaoli Zhu - Maag Library 7/1/2024

10 Years of Service

Sheila Blank - Nursing 8/13/2024

Laura Calgani - Nursing 8/13/2024

Jessica Chill - Distance Learning 5/16/2024

Kyosung Choo - Mechanical Engineering 8/13/2024

Gary Clark - Office of Research Services 10/1/2024

Joseph Corpa - Rich Center for Autism 8/18/2024

Dana Davis - Social Work 8/13/2024

Amanda Fehlbaum - Sociology & Anthropology
8/13/2024

Katherine Garlick - Theater & Dance 8/13/2024

Douglas Genna - Chemistry 8/13/2024

Daniel Keown - Dana School of Music 8/13/2024

Lucy Kerns - Mathematics & Statistics 8/13/2024

Peter Kimosop - Geography 8/13/2024

Joseph Liguori - IT Customer Services 1/27/2024

Matthew Lindberg - Psychology 8/18/2024

Thomas Madsen - Mathematics & Statistics
8/13/2024

Anthony Mancini - Rich Center for Autism
8/18/2024

Rachel McCartney - Center for Workforce
Education & Innovation 3/10/2024

Monica Merrill - Criminal Justice 8/13/2024

Nguyet Nguyen - Mathematics & Statistics
8/13/2024

John Rossi - Marketing 8/13/2024

Jae Joong Ryu - Mechanical Engineering 8/13/2024

Christina Saenger - Dean's Office WCBA 8/13/2024

Swati Sethi - Psychology 8/13/2024

YEARS of SERVICE RECOGNITION

1/1/2024 - 12/31/2024

Kimberly Verdone - Registration & Records

2/3/2024

Gina Villamizar - World Languages & Cultures

8/13/2024

Colleen Warren - Registration & Records 6/1/2024

Jason Zapka - School of Technology 8/13/2024

Human Resources 11.03.2023; Rev. 08.20.2024 Idm

**Youngstown State University Foundation
Gift Processing Summary**

	Fourth Quarter			Year-to-Date		
	<u>FY'24</u>	<u>FY'23</u>	<u>Difference 2024/2023</u>	<u>FY'24</u>	<u>FY'23</u>	<u>Difference 2024/2023</u>
Development (New Gifts and New Pledges):						
YSU	\$1,656,208.68	\$2,355,740.54	-\$699,531.86	\$6,392,714.36	\$11,765,176.54	-\$5,372,462.18
YSUF	\$2,421,075.70	\$565,692.85	\$1,855,382.85	\$6,223,281.64	\$5,438,003.87	\$785,277.77
Total Development (New Gifts and New Pledges)	\$4,077,284.38	\$2,921,433.39	\$1,155,850.99	\$12,615,996.00	\$17,203,180.41	-\$4,587,184.41
Planned Giving/Charitable Gift Annuities	\$130,000.00	\$160,000.00	-\$30,000.00	\$920,000.00	\$2,530,000.00	-\$1,610,000.00
Pledge Payments (For Pledges Currently or Previously Included as Development):						
YSU	\$518,055.00	\$191,748.00	\$326,307.00	\$2,597,684.11	\$1,783,054.61	\$814,629.50
YSUF	\$331,220.50	\$239,515.07	\$91,705.43	\$1,086,149.30	\$2,316,890.75	-\$1,230,741.45
Total Pledge Payments	\$849,275.50	\$431,263.07	\$418,012.43	\$3,683,833.41	\$4,099,945.36	-\$416,111.95
Number of Gifts						
New Gifts	609	721	-112	3,199	3,456	-257
Pledges	16	11	5	66	60	6
Payments	89	84	5	369	375	-6
Planned Gifts/Charitable Gift Annuities	3	4	-1	8	9	-1



To: Bill Johnson – President, Youngstown State University

From: Paul McFadden – President, YSU Foundation

Date: September 18, 2024

Subject: Requested Philanthropic Namings

Below is a list of requested philanthropic namings with the corresponding donor and gift amount. All these gifts comply with the University naming menu approved by the Board of Trustees.

Student Center

The Multi-Purpose/Banquet Room, in the Student Center. Gift \$1.5 million. Donor, the Gelbman Foundation.

Student Activities Suites, in the Student Center. Gift \$400,000. Donor, Dr. George Young.

Second Floor Lounge, in the Student Center. Gift \$250,000. Donor, Andrews Trust.

The Elm Street Entrance, in the Student Center. Gift \$250,000. Donor, the Hynes Finnegan Foundations.

The Pub/Black Box, in the Student Center. Gift \$250,000. Donor, Andrews Trust.

The Quad Entrance, to the Student Center. Gift \$200,000. Donor, the Hynes Finnegan Foundations.

Large Meeting Room on Upper Level, in the Student Center. Gift \$170,000. Donor, Jocelyne Kollay Linsalata.

The Fountain Entrance, in the Student Center. Gift \$150,000. Donor, Jocelyne Kollay Linsalata.

Basketball Court, (One of four) in the Andrews Recreation and Wellness Center. Gift \$100,000. Donors, Jim and Melissa DiBacco.

Small Meeting Room on Lower Level, in the Student Center. Gift \$50,000. Donor, Greg and Alice Greenwood.

Beeghly Center

The Arena (naming for 15 years), in Beeghly Center. Gift \$1 million. Donor, Tom Zidian.

East Side Stands, in Beeghly Center. Gift \$500,000. Donors, Bob Hendricks and Joe Kerola.

South Lobby, in Beeghly Center. Gift \$500,000. Donor, Window World.

On-Court Club, in Beeghly Center. Gift \$250,000. Donor, Andrews Trust.

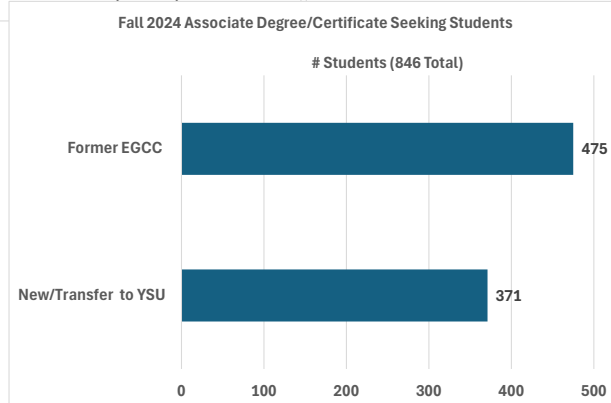
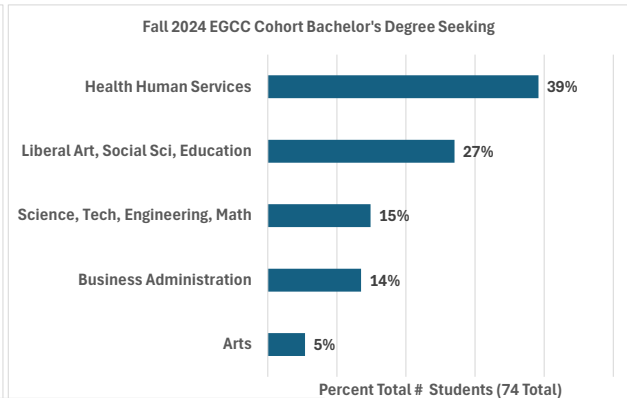
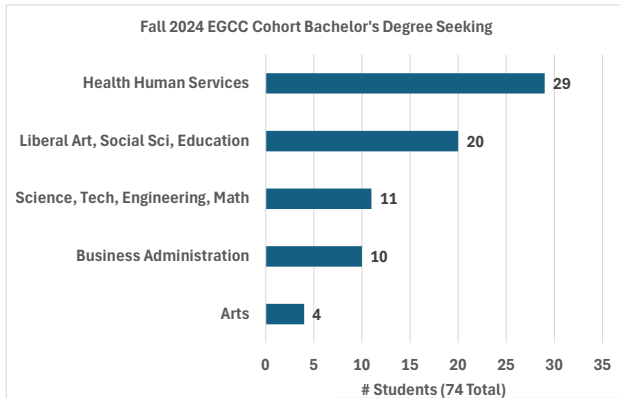
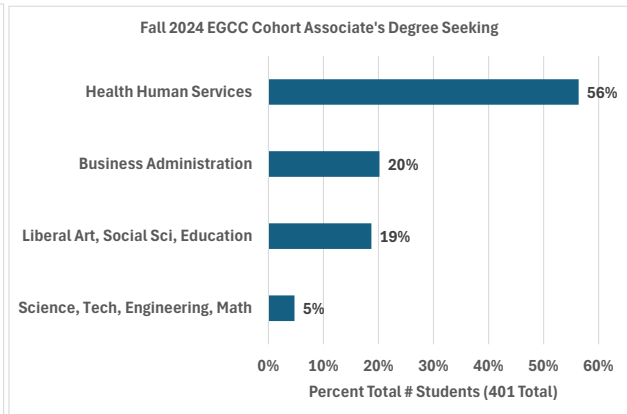
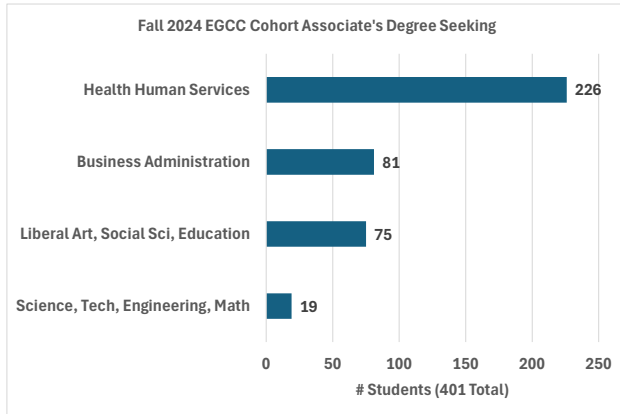
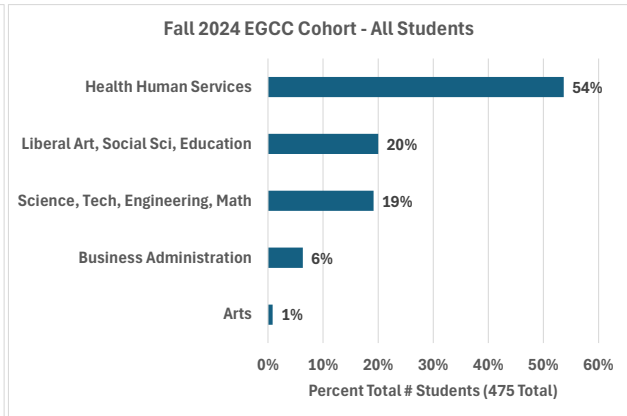
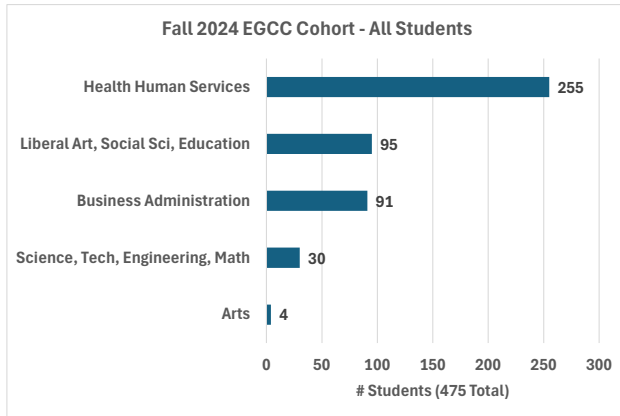
Men's Basketball Locker Room and Lounge, in Beeghly Center. Gift \$250,000. Donor, Compco Industries.

Women's Basketball Locker Room, in Beeghly Center. Gift \$100,000. Donor, Bill Sullivan.

Women's Basketball Lounge, in Beeghly Center. Gift \$100,000. Donor, Greg and Alice Greenwood.

Men's Head Coach Office, in Beeghly Center. Gift \$100,000. Donor, Atty. John Daliman.

YOUNGSTOWN STATE UNIVERSITY: EGCC COHORT FALL 2024



BOT Report
Sarah Keeler, Special Assistant
Office of Government Affairs
June 6-7, 2024

- Introduction of Mike Smullen, federal contract lobbyist
- State Capital Budget
 - \$10.8 million directly in the state capital budget
 - Nearly \$10 million for the Student Center project
 - Nearly \$1 million for IT upgrades
- Federal Appropriations Requests (pending)
 - \$10 million in the NDAA for the ManTech program at the Excellence Training Center
 - \$258,000 in the Labor Health and Human Services appropriations bill in the U.S. Senate
- Elected Officials
 - Host local, state, and federal lawmakers to campus
 - Four state lawmakers, and senior staff for Sen. Brown and Congressman Rulli
 - Visit state and federal lawmakers in Columbus and Washington, D.C.
 - Met with Congressman Joyce and Congressman Rulli in DC to discuss appropriations requests.
- Grants
 - Entered into a contract with KO Consulting for non-academic federal, state, and private grants
 - Working with federal and state elected officials on support for our workforce funding initiatives
- Greater Community Objectives
 - Youngstown Warren Regional Chamber's Public Policy Agenda
 - Strengthen community outreach and partnerships with prominent organizations within the Mahoning Valley and moving into the Upper Ohio Valley.
 - Western Reserve Port Authority, Columbiana County Port Authority, Eastgate Regional Council of Governments,
 - Liaison for active research and business organizations
 - Youngstown Business Incubator, America Makes, BRITE Energy Incubator

- Chairing campus committee to review Joint Use Agreements with community partners.
- IUC Objectives
 - Be a voice for Youngstown State at the IUC regarding policy and funding decisions
 - Work with the IUC on policy language that is favorable to YSU
 - SB 104 Regarding College Credit Plus
 - HB 660 Regards College Athlete Compensation for Name, Image, Likeness
- Campus Community Objectives
 - Advocate for legislative priorities, as per the President and the Board of Trustees
 - Starting the Operating Budget process

Status Report

ORC 3345.35 Curricular Efficiency

September 18, 2024

EXECUTIVE SUMMARY

By September 1, 2025 our Board of Trustees are required to evaluate all courses and programs the institution offers based on enrollment and duplication of its courses and programs with those of other state institutions of higher education within a geographic region, as determined by the chancellor of higher education. For courses and programs with low enrollment, as defined by the chancellor, the Board of Trustees shall provide a summary of recommended actions, including consideration of collaboration with other state institutions of higher education. For duplicative programs, as defined by the chancellor, the board of trustees shall evaluate the benefits of collaboration with other institutions of higher education to deliver the program.

PROJECT DETAILS

The ORC 3345.35 has very specific requirements for reporting. Data Warehouse Engineers are developing tools to provide data needed for the report and to assess our offerings each semester. We are currently in the third of three years for the next report to be submitted and will begin constructing the report as we get the 14th day enrollment reports during the Fall and Spring terms.

SCOPE

To date, we have reviewed lecture, seminar, and practicum courses. We will develop preliminary plans to (1) examine courses with other HEI classifications, and (2) assess associate degree courses that are not integrated with any bachelor degree curriculums.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Action Courses from last report	Review last report for follow through on the actions having been taken on specific courses	Discipline Deans
Reaching our goal number of courses	Use new tools created by Data Warehouse Engineers	Office of Academic Affairs

PROJECT MILESTONE TIMELINE

September – complete work with Data Warehouse Engineer to accurately assess data for low enrolled courses
October – review results from Fall term with Deans and Chairpersons
November – review follow through on the 159 “Action Courses” submitted with report in 2022
February - review results from Spring term with Deans and Chairpersons
March – complete ORC report
June – Submit ORC 3345.35 to Board of Trustees meeting for review
August – Submit ORC 3345.35 to the State

BREAKDOWN

Our undergraduate low enrolled lecture course offerings (17 or fewer) were reduced by 47% from Fall 2021 to Fall 2024. Our graduate low enrolled lecture course offerings (10 or fewer) were reduced by 34% from Fall 2021 to Fall 2023, but did see a slight increase this Fall. Our goal is to have 100 or fewer low enrolled undergraduate and 60 or fewer low enrolled graduate courses each semester this academic year.

	F2021	F2023	F2024
Undergrad	493	306	231
Graduate	165	109	122

Status Report

New Associate Degrees/Certifications

September 18, 2024



EXECUTIVE SUMMARY

Fifty-five new degrees and certifications were developed by faculty chairs, and deans and approved by HLC and/or ODHE, depending on requirements. Thirty-one degrees and certifications are currently being offered with two (Nursing's ADN and the Police Academy) face-to-face in Jefferson County. Nine degrees/certifications are in varying stages of being ready to be offered. Eight degrees/certifications are on hold as we seek discipline specific accreditation or are in need of a location and equipment to teach. Students in seven certifications completed but we will not be accepting new students.

PROJECT MILESTONE TIMELINE

Technical Phase (Current Phase)

- Accreditations, hiring of faculty and staff to support programs.

Implementation Phase (Current Phase)

- Work with the resources we currently have access to, make plans for the ones we hope to, and develop back up plans for different scenarios based on equipment and facility availability.

PROJECT DETAILS

The project is aimed at expanding our academic portfolio to serve students with varying educational and occupational goals.

Summer and Fall 2024 saw a total of 845 enrollments in certificate and associate degree programs. This represents a total of 769 students enrolled across the two semesters in associate degrees and 76 in certificates. Note that students may be counted twice if enrolled in both semesters.

BREAKDOWN

There are 76 students enrolled in the new certificate programs Summer and Fall 2024.

There were 106 (99% EGCC) and 266 (87% EGCC) students enrolled in online programs in Summer and Fall terms, respectively.

Summer 2024: enrolled (% EGCC transfer)

Program	ADN	Police	All other
F2F Yo	27 (0%)	24	119
F2F JCo	65 (100%)	(71%)	(66%)

Fall 2024: enrolled (% EGCC transfer)

Program	ADN	Police	All other
F2F Yo	105 (0%)	57	363
F2F JCo	114 (27%)	(39%)	(45%)

SCOPE

Identify market share and best ways to reach our target audience for each program. The focus is to grow these 48 new degrees and certificates to support the students and our region.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Determine target audiences for marketing of specific programs	Analysis of market share for online, face-to-face, and hybrid options per program	Ross Morrone
Achieve discipline specific accreditation for select programs	Work with deans and chairs to achieve required accreditations	Kevin Ball and respective Deans

Status Report

Academic Master Plan

September 18, 2024

EXECUTIVE SUMMARY

The Academic Master Plan (AMP) process was initiated Summer 2024 with the goal of creating a comprehensive strategy that aligns the university's academic initiatives with broader institutional objectives, including enrollment, retention, and faculty success. The AMP team conducted listening tours with all 18 academic departments to gather input on how success is measured and what support departments expect from the plan. In October, town hall meetings will be held to reveal survey data collected in September, and an outline of the AMP will be drafted for delivery to Academic Senate (November) and the Board of Trustees (December) 2024. The AMP will be finalized in 2025, with a flexible, evergreen structure that can adapt to future changes.

PROJECT DETAILS

The AMP is a collaborative initiative designed to ensure the long-term success of YSU's academic programs and support areas. It involves consultations with various stakeholders, including faculty, staff, students, and department heads, to gather insights on program success, resource needs, and future goals. Focus areas include enhancing faculty and student support, aligning enrollment strategies with market needs, and developing transparent policies for academic decision-making. The plan will evolve based on internal and external changes, making it adaptable to YSU's needs over time.

SCOPE

The AMP will focus on the development of policies and strategies to support academic departments, faculty, students, and staff at YSU. It will address key issues such as enrollment strategies, program success metrics, faculty development, and resource allocation.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Data from surveys may not reflect a clear consensus or actionable insights.	Analyze survey data thoroughly, supplement with focus groups, and adjust the plan accordingly.	Ross Morrone, Dr. Kevin Ball, Dr. Jennifer Pintar
Delays in drafting the outline or writing the full plan.	Set clear internal deadlines and ensure ongoing communication with all stakeholders.	Ross Morrone, Dr. Kevin Ball, Dr. Jennifer Pintar

PROJECT MILESTONE TIMELINE

August 2, 2024: Focus group with academic support areas.

September 2024: Listening tours with 18 academic departments.

October 2024: Town hall meetings and survey data reveal.

November 2024: Draft outline of the AMP.

December 2024: Present outline to the BOT.

January 2025 - Summer 2025: Finalize AMP and begin implementation of action items.

BREAKDOWN

Phase 1: Initial focus group with academic support areas (August 2024).

Phase 2: Listening tours with academic departments (September 2024).

Phase 3: Town halls and survey data collection/reveal (October 2024).

Phase 4: Drafting and presenting the outline to the BOT (November-December 2024).

Phase 5: Plan writing and implementation of immediate action items (January-Summer 2025).

Status Report

Focus+

September 18, 2024

EXECUTIVE SUMMARY

Focus+ is a program initiated in spring 2024 by the Office of Academic Affairs to support 12 academic programs at YSU that demonstrated market interest but faced low enrollment. Through market research and department consultations, the program identified opportunities to enhance the marketability of these programs, including issues like program "identity." New marketing materials, webpage updates, and digital campaigns were developed over the spring and summer, and implementation is scheduled for fall 2024. The project will continue by identifying additional programs for support in fall 2024 and spring 2025.

PROJECT DETAILS

Focus+ targets academic programs that show potential for growth based on market interest but lack corresponding enrollment numbers. OAA collaborated with departments to create strategic marketing improvements, including updated program descriptions, enhanced digital presence, and tailored marketing campaigns. The ongoing effort aims to elevate underperforming programs by leveraging market insights and improving visibility to prospective students.

SCOPE

The project scope includes analyzing market trends, identifying enrollment barriers, and improving program marketing and visibility.

PROJECT MILESTONE TIMELINE

Spring 2024: Initial 12 programs identified based on market research.
Spring-Summer 2024: Meetings with departments and development of marketing materials.
Fall 2024: Implementation of marketing strategies (webpage updates, digital campaigns).
Fall 2024: Begin identifying the next round of programs to enter Focus+.
Spring 2025: Continuation of the Focus+ process for new programs.

BREAKDOWN

Phase 1: Market research analysis and program identification (Spring 2024).
Phase 2: Individual department meetings to assess and discuss challenges and opportunities (Spring 2024).
Phase 3: Development of new marketing materials, web page redesign, and a digital marketing strategy (Summer 2024).
Phase 4: Implementation of marketing strategies and tracking performance (Fall 2024).
Phase 5: Identification of the next round of programs for Focus+ (Fall 2024-Spring 2025).

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Low engagement from departments during the implementation phase.	Regular meetings and updates to ensure departmental buy-in and alignment on marketing efforts.	Ross Morrone, Dr. Jennifer Pintar, Departments
The new marketing materials and campaigns do not generate immediate enrollment increases.	Continuous monitoring of enrollment trends and refinement of the marketing approach.	Ross Morrone
Delays in identifying new programs for Focus+	Begin early consultations with departments to expedite the selection process.	Ross Morrone, Dr. Jennifer Pintar, Departments

Status Report

Academic Hiring Process

September 18, 2024

EXECUTIVE SUMMARY

The Internal Academic Hiring Process was developed in spring 2024 to streamline and enhance the hiring of academic positions at YSU. This process ensures that hiring decisions are based on market research, budget availability, and strategic academic goals. It is automated to ensure communication between stakeholders, including requestors, budget officers, and Human Resources. The process applies to both new hires and replacement.

PROJECT DETAILS

The academic hiring process addresses key communication gaps and approval delays by automating steps and ensuring that each hiring request is evaluated based on market research, program viability, and available funds. For each academic hire, the process goes through three levels of approval:

1. **Market Research Approval:** Ensures that the position aligns with long-term program viability based on trends and market data.
2. **Budget Approval:** Confirms that OAA funds are available to support the hire.
3. **Provost Approval:** Final confirmation for the hire, whether it is a new position or a replacement for a retirement or resignation.

SCOPE

This process applies to all academic hiring at YSU, including both new and replacement positions. It ensures that positions are tied to program viability, budget availability, and broader strategic goals. The scope does not include non-academic staff hires or temporary faculty appointments.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Delays in communication between departments and approval stakeholders.	Regularly review the automated communication system to ensure no delays or breakdowns occur.	Ross Morrone
Budget constraints affecting approval timelines.	Coordinate closely with the OAA budget team to identify and resolve potential funding issues early in the process.	Ross Morrone, Terri Orlando, Dr. Jennifer Pintar

PROJECT MILESTONE TIMELINE

Spring 2024: Process development and approval.

Spring-Summer 2024: Implementation of automated communication and approval systems.

Summer 2024: Initial use of the process for both new and replacement hires.

Ongoing: Regular meetings to review and refine the process.

BREAKDOWN

Phase 1: Development of market research criteria and budget approval guidelines (Spring 2024).

Phase 2: Creation of an automated system for communication and approvals (Spring 2024).

Phase 3: Implementation and initial rollout (Summer 2024).

Phase 4: Ongoing process evaluation and updates through regular meetings.

Status Report

New Program Adoption Process

September 18, 2024

EXECUTIVE SUMMARY

The new program adoption process, launched in summer 2024, streamlines program approvals at YSU. It begins with departmental and dean approval, followed by market research, and then moves to the Office of Academic Affairs (OAA) for a soft approval. After presenting to deans and OAA administration for feedback, programs proceed through the final approval stages, ensuring market viability and proper support. The process continues to be refined for future program launches.

PROJECT DETAILS

This model is designed to prevent programs from moving forward without market viability or necessary financial backing. The process includes:

1. **Departmental & Dean Approval:** Initial approval from the department and college dean.
2. **Market Research:** Ross Morrone conducts research using Gray Decision Intelligence and RNL data to assess program viability and potential market demand.
3. **Soft Approval by OAA:** The program is brought to OAA for preliminary approval to proceed with the deans and administration.
4. **Presentation and Feedback:** The department presents the program to the deans and OAA administration, receives feedback, and makes necessary adjustments.
5. **Final Approval Process:** Once adjusted, the program proceeds through academic senate, HLC, and state approvals.

SCOPE

The new process applies to all new academic programs being considered for adoption at YSU. It ensures that each program is market-tested, financially supported, and prepared for a successful launch. It does not cover non-academic programs or modifications to existing programs.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Market research data may not fully align with department expectations or existing program goals.	Ensure early and transparent communication between market research teams and academic departments.	Ross Morrone
Insufficient funding for program marketing and launch.	Integrate marketing budget planning into the initial approval phases to ensure financial readiness.	Terri Orlando, Neal McNally

PROJECT MILESTONE TIMELINE

Summer 2024: Process initiation and first program presentation (GIS degree).

Late Summer 2024: Soft approval of GIS degree after presentation.

Fall 2024: Continued development and refinement of the process.

Ongoing: Expansion of the process for future program adoptions.

BREAKDOWN

Phase 1: Initial department and dean approval.

Phase 2: Market research using Gray Decision Intelligence and RNL (Summer 2024 onwards).

Phase 3: Soft approval from OAA and presentation to deans (Late summer 2024).

Phase 4: Adjustments based on feedback and progression through final approvals.

Phase 5: Further process development and application to other programs (Fall 2024 and beyond).

Status Report

YSU Programs Marketed by Risepoint

September 18, 2024

EXECUTIVE SUMMARY

Risepoint assists YSU in marketing select programs to those over the age of 25 to assist in meeting goals by the State of Ohio to reach students with some college, no degree.

Risepoint expects continued growth from the YSU portfolio, projecting a 22% compound annual growth rate (CAGR) from 2023-2026, potentially reaching 30% in a best-case scenario.

Key drivers include launching fifteen new bachelor's programs in 2025 and optimizing operations such as admissions, transcript evaluations, and measures to improve student retention.

PROJECT DETAILS

YSU and Risepoint are currently in the live market phase for the first 8 fully online undergraduate programs to welcome students in these programs beginning Spring 2025. Faculty members teaching in the remaining seven programs to be launched Fall 2025 will be working with Risepoint throughout the Fall 2024 and Spring 2025 terms to prepare curriculum, courses, and rotations to be ready for the Fall 2025 launch.

SCOPE

Undergraduate online bachelor programs are being launched to attract non-traditional students; active military; those with some college, no degree; and to reach the 30% of students who are choosing online education but are selecting out of state providers.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Increased competition from national universities	Maintain a competitive tuition and value proposition	OAA and CFO
Admissions, transcript evaluation, and student retention	Streamline processes and reduce friction in applications	OAA and Admissions
Staffing to support online courses	Discuss needs to support a growing online presence (Instructional designers, teaching and learning staff)	OAA, faculty who teach online, Distance Education staff, ITL

PROJECT MILESTONE TIMELINE

Current - The eight programs we are admitting for Spring 2025 are now available on our explore.yzu.edu website.

Fall 24/Spring 25 – Discuss staffing to support online courses and programs; Develop action plans to plan for proper support

Spring 2025 – Launch 8 programs listed below

Fall 2025 – Launch additional 7 programs (BSBA General, BSBA Management, BSBA Business Analytics and Economics Cybersecurity, Accounting, Public Health, Communication Studies)

BREAKDOWN

Programs launching Spring 2025

(26 enrolled as of 9/11/24):

Program (under 25/over 25 number enrolled)

- Bachelor in General Studies (0/5)
- BA Psychology (1/8)
- BA Sociology (1/1)
- BFA Graphic & Interactive Design (1/3)
- BSAS Allied Health (1/1)
- BSAS Criminal Justice (0/2)
- BS Computer Science (0/2)
- BS Respiratory Care – Degree Advancement

Status Report

Improved Communications

September 18, 2024



EXECUTIVE SUMMARY

The OAA established a goal to improve communications with academic faculty and staff. During August a two-day chair retreat was held off campus, a State of Academic Affairs was delivered, and an informative welcome email sent. In September, Jenn was keynote speaker for the Jefferson County Chamber of Commerce and 3 OAA members visited every department on campus to meet with faculty to discuss the Academic Master Plan. The faculty members for the Provost Leadership Group were selected and held their first meeting.

PROJECT DETAILS

The ORC 3345.35 has very specific requirements for reporting. Data Warehouse Engineers are developing tools to provide data needed for the report and to assess our offerings each semester. We are currently in the third of three years for the next report to be submitted and will begin constructing the report as we get the 14th day enrollment reports during the Fall and Spring terms.

SCOPE

OAA is testing different methods of communication that are sustainable and effective. Major deliverables will be improved sense of satisfaction with communication among academic faculty and staff.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Communication efforts not well received	Use Provost Leadership Group to test initial messaging	Jennifer Pintar
OAA communication strategies not consistent with university efforts	Use Tim Harrington's office to review messaging prior to distribution	Ross Morrone

PROJECT MILESTONE TIMELINE

Exploration Phase (Current Phase)

- Talk to faculty and staff about preferences

Creative Phase

- Work with team to establish new communication framework

Implementation Phase

- Work with Tim to coordinate methods that are perceived to be most effective

BREAKDOWN

Weekly

- Meetings with YSU-OEA

Monthly

- Meetings with Academic Senate chair

Annually

- Face to Face meetings with each department

As needed

- Newsletters/emails to address priority items

TBD

- Other methods as determined throughout this academic year

Status Report

College Viewbooks

September 18, 2024

EXECUTIVE SUMMARY

The College Viewbooks project, a new initiative at YSU, will produce focused viewbooks for the six academic colleges, including the Honors College. These viewbooks highlight the unique attributes of each college, including programs, research, teaching, and alumni outcomes. The project aims to address a gap in information about YSU majors and career opportunities and will serve as a key recruitment tool for departments. Awarded to the brand partner BD&E in response to a 2023 RFP, the project will develop 16-page, full-color viewbooks. The project supports the goals of the Academic Master Plan (AMP) and Strategic Enrollment Plan (SEP).

PROJECT DETAILS

The College Viewbooks project aims to create tailored marketing materials that provide in-depth information about each academic college at YSU. The viewbooks will highlight programs, faculty research, teaching excellence, and alumni outcomes. This project was initiated as part of the Focus+ initiative, which identified a need for more detailed information about majors and their associated career paths. The viewbooks will be available in both print and digital formats, providing flexibility for use at recruitment events and as part of broader marketing strategies. As part of the scope, new photography will be captured to fill YSU's photography library, supporting future marketing and communication needs.

SCOPE

The project focuses on creating college-specific viewbooks for YSU's six academic colleges, including the Honors College. The viewbooks will serve as a recruitment tool and informational resource for prospective students and their families.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Delays in gathering content from colleges.	Set internal deadlines and assign point people for content collection to ensure timely delivery.	Ross Morrone, BD&E
Delays in the design or production phase.	Regular check-ins with BD&E to monitor progress and address potential bottlenecks.	Ross Morrone

PROJECT MILESTONE TIMELINE

- Fall 2024:** Begin development with BD&E.
- Spring 2025:** Design phase for the viewbooks.
- Summer 2025:** Production of viewbooks.
- Fall 2025:** Delivery and use for recruitment cycle.

BREAKDOWN

- Phase 1:** Contract awarded to BD&E following 2023 RFP.
- Phase 2:** Development and collaboration with academic colleges to gather content (Fall 2024).
- Phase 3:** Design work by BD&E, including layout and photography integration (Spring 2025).
- Phase 4:** Production and printing (Summer 2025).
- Phase 5:** Distribution to departments and integration into recruitment events for Fall 2025.

Status Report

A.I.M. Program for First-Year Students

September 18, 2024



EXECUTIVE SUMMARY

The Office of Belonging, Empowerment, and Engagement is proud to introduce the A.I.M. Program for first-year students. This mentoring initiative is designed to help new students succeed by connecting them with mentors who provide support, guidance, and encouragement throughout their academic journey. Students are matched with mentors who will help them navigate both their academic and personal development.

PROJECT DETAILS

The A.I.M. Program is focused on helping students to:

- Build meaningful relationships with faculty and staff on campus.
- Connect with peers who share similar interests and goals.
- Access important campus and community resources.
- Discover volunteer opportunities that enhance academic skills and career readiness.
- Develop essential academic skills to navigate college successfully.
- Participate in campus events that enrich their overall university experience.
- Create an academic plan and social support network for long-term success.
- Receive mentorship that supports them throughout their first year, helping them stay on track academically and personally

SCOPE

The A.I.M. Program is a mentorship initiative aimed at first-year students, designed to support their academic and personal development. The program facilitates connections between students and mentors, focusing on relationship-building, academic skill development, and access to campus and community resources.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Monitor growth to match existing resources to meet demand	Continue to cultivate mentors to serve	Associate Provost & Dean

PROJECT MILESTONE TIMELINE

Evaluation and assessment of experiences at the conclusion of each semester to identify growth opportunities for the experience.

BREAKDOWN

Participation for 2024-2025

- As of September 2024, 41 students have signed up to participate in the A.I.M. program.
- 24 mentors have been confirmed for the program, each matched with students based on interests, career goals, and academic focus.

Planned Activities for Students and Mentors

Professional Development Workshops

- Sessions will focus on topics such as career readiness, leadership development, networking, and community engagement.

Social Events

- The program will host mixers, wellness check-ins, and bonding activities throughout the year to foster meaningful relationships between mentors and mentees.

Status Report

MENTORING PROGRAM (YESS)

September 18, 2024



EXECUTIVE SUMMARY

The YESS Institute (Youngstown State University Enrichment Summer Scholastic Institute) is an academic readiness program. Its goal is to support students as they transition from high school to college by equipping them with the tools, resources, and support needed to succeed academically and personally at Youngstown State University.

PROJECT DETAILS

The 2024 program will undergo a change for 2025 to reduce the time spent on campus to a one-week experience for participants.

SCOPE

The experiential learning and community engagement activities occurring within the areas of the Tressel Institute for Leadership & Teamwork, Office of Community Engagement and the Sokolov Honors College creates more opportunities for collaboration, support and expansion for all aspects of BEE, especially its mentoring programs.

PROJECT MILESTONE TIMELINE

- Summer 2024** – Realignment under Dr. Amy Cossentino
- Fall 2024** - Planning for Summer 2025
- Spring 2025** - Recruiting for Summer Program
- Summer 2025** - YESS Institute

BREAKDOWN

Reimagined Experience

The staff leading the YESS summer program will reimagine the experience for Summer 2025 with the input of other departments and the feedback from current students in the program.

Development of Recruitment Materials

The staff will develop new recruitment materials and begin the process of engaging with the high schools beginning at Counselor Day in December through spring.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Reducing the program to one week may increase student interest and participation. Need to be able to accommodate more students or consider offering two, one-week programs.	Develop 2025 program in collaboration to increase student participation but reduce the experience to one week	Associate Provost and Dean

SUPPORT MATERIALS

MENTORING PROGRAM (YESS)

September 18, 2024

YOUNGSTOWN STATE UNIVERSITY



Office of
Academic
Affairs

Campus wide, first-year students

Number of Students Participating in 2024:

- 14 students participated in the on-campus program.
- 18 students joined the virtual sessions.

Student Demographics

- High Schools Represented: Chaney High School, East High School, Youngstown Rayen Early College, Liberty High School, and Woodland Hills High School. Geographic Representation: Most students were from Youngstown, Ohio, with a few from Pittsburgh, Pennsylvania, and Florida.

Student Experience 2024

Academic Sessions: Students participated in sessions such as Intro to College Math, Writing & Literacy, Africana Studies, Career Exploration, Financial Literacy, and Leadership Development in collaboration with the Tressel Institute for Leadership and Teamwork.

Social Activities:

- A trip to Cleveland, Ohio to visit the Rock and Roll Hall of Fame, where students explored the cultural history of music. An outing to Austintown, Ohio for a movie giving students a chance to bond in a casual and fun setting.

Workshops: Leadership development, financial literacy, wellness, technology skills sessions were provided to prepare students for both academic and personal success.

Status Report

Faculty Led Study Abroad (FLSA) and Faculty Led Study Within (FLSW)

September 18, 2024



EXECUTIVE SUMMARY

The Faculty Led Study Abroad (FLSA) initiative focuses on providing immersive, transformative learning experiences for students, enhancing global awareness and problem-solving skills. This effort includes collaboration across multiple campus departments to ensure compliance and create a safe, educational experience for students.

PROJECT DETAILS

A campus-wide team, including the Sokolov Honors College and Distance Education staff, has created an FLSA Blackboard site for faculty. Faculty can access training materials, complete a knowledge quiz, and submit applications. The program includes a comprehensive review of processes, timelines, and compliance guidelines, and provides ongoing resources for faculty and students.

SCOPE

The Faculty Led Study Abroad (FLSA) initiative focuses on supporting faculty in creating immersive study abroad experiences that enhance students' global understanding and problem-solving skills. The program covers the development and implementation of a Blackboard site for faculty to access training, submit applications, and manage budgeting. Additionally, it includes the creation of similar Blackboard resources for students and Faculty Led Study Within programs. The scope extends to ensuring compliance with university policies and involves collaboration across key departments, including Environmental Safety, Police, Student Affairs, and Title IX, to prepare students for safe, educational experiences abroad. The project also involves continuous updates to training materials and resources as new information becomes available.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Ensuring timely compliance with all university procedures	Monitor master checklist to ensure faculty member is exercising oversight at each step of process	Honors College, Associate Provost & Dean

PROJECT MILESTONE TIMELINE

- Summer 2024** – FLSA Blackboard training site created
- September 24, 2024** – optional in person training offered to faculty
- Fall 2024** – development of FLSA Blackboard site or students
- Fall 2024** – development of Faculty Led Study Within Blackboard training site for faculty

BREAKDOWN

- Faculty Training:** 10 faculty requested access to the training, 8 completed it, and 3 FLSA applications were submitted.
- Process and Support:** The Blackboard site offers a centralized location for resources. A similar site is being developed for students, along with the Faculty Led Study Within site.
- Team Involvement:** A team comprising key campus leaders meets with FLSA students to prepare them for the experience.

SUPPORT MATERIALS

Faculty Led Study Abroad (FLSA) and Faculty Led Study Within (FLSW)

September 18, 2024



The FLSA team consisted of the following areas/individuals:

- Office of Academic Affairs
- Controller's Office
- Bursar
- Registrar

- Dean of Students
- Travel Services
- Environmental Health & Safety
- Campus Police
- Ron Shaklee, retired faculty member with over 30 years of experience with FLSA
- Sokolov Honors College

Status Report

Penguin Prep Program

September 18, 2024

YOUNGSTOWN STATE UNIVERSITY



Office of Academic Affairs

EXECUTIVE SUMMARY

The Penguin Prep Program is designed to provide skill development and support to students before and during their first year at the university. The program aims to enhance students' preparedness for college life and support their academic success. Through an immersive summer experience and ongoing mentorship, participants build crucial skills and relationships that will help them succeed throughout their college journey.

PROJECT DETAILS

The Penguin Prep Program targets high school students nominated by their schools to participate in a summer campus experience designed to build skills, develop relationships, and prepare them for their first semester of college. During the year, participants are paired with a peer mentor and a faculty/staff mentor, and they attend experiential learning opportunities and social events. Recruitment for the second cohort is already underway, with the first cohort students serving as future mentors.

SCOPE

The Penguin Prep Program focuses on skill-building and mentorship for students identified through a high school nomination process. The program includes a summer immersion experience, ongoing mentorship, and experiential learning opportunities throughout the academic year. It aims to empower students to thrive and achieve success, with scholarship incentives tied to achievement milestones. The program is focused on students from local Ohio and Western Pennsylvania schools who demonstrate potential but may benefit from additional support.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Level of student engagement throughout experience	Continual engagement with participants Assessment at Conclusion of Fall Semester	Associate Provost & Dean

PROJECT MILESTONE TIMELINE

June-August 2024: First cohort summer program with weekly skill-building meetings and immersive overnight experience.

October 2024: Recruitment begins for the second cohort.

May 15, 2025: Selection of second cohort completed.

June 2025: Summer Prep for the second cohort begins.

BREAKDOWN

Summer Program: Weekly meetings covered topics like time management, wellness, financial aid, and career exploration, with an immersive overnight experience focused on team building and skills workshops.

Fall Programming: Penguin Prep students meet with their mentors and engage in learning opportunities throughout the year.

Recruitment: The first cohort included 7 students, with recruitment already underway for the next class.

SUPPORT MATERIALS

Penguin Prep Program

September 18, 2024

YOUNGSTOWN STATE UNIVERSITY



Office of Academic Affairs

Summer Program

- The summer experience consisted of weekly meetings beginning the end of June through the first week of August. Topic areas led by staff across campus consisted of: Time Management & Learning Strategies, Wellness and Managing Stress, Career Exploration, Financial Aid 101, Resch Academic Success Center Resources, Studying to Learn.
- The overnight immersion experience in Cafaro House August 1-2 consisted of team building on the high ropes course at the Rec Center, learning skills workshop, preparing and delivering presentations and building social connections. The

summer experience was capped off with a luncheon at the MVR attended by all who contributed along with parents, grandparents and school officials.

Fall 2024 Programming

- Beginning fall semester, each Penguin Prep student will have at least 2 meetings with their mentors - an upperclass peer mentor and faculty/staff mentor. Experiential learning opportunities will be held throughout the year for the students, and all invited to all social/educational events that are hosted by Sokolov Honors College.

Recruitment

- Recruitment for the 2025 incoming class is already underway, and current Penguin Prep students will serve as future mentors.

Selection Process

- First-year students identified from a high school nomination process.
- Outreach began in the spring to local Ohio and Western Pennsylvania Schools. We received 17 applications with 9 not meeting the criteria (GPAs greater than 3.0) and 1 opting to participate in YSTAR.
- Of the 7 remaining, staff met with each student and a counselor/teacher at their high school. Six participated fully throughout the summer, and one participated when schedule permitted.

Status Report

Carnegie Foundation Elective Classification for Community Engagement Application

September 18, 2024



EXECUTIVE SUMMARY

A goal of the Youngstown State University Strategic Plan is to achieve the Carnegie Classification for Community Engagement. The Office of Community Engagement (OCE) was formed last year and is dedicated to the collaboration and creation of community partnerships to positively impact the region and serves as the one front door for community partners. Serving as the centralized coordinating structure to enhance communication, connect organizations with the appropriate campus resources to advance collaboration requests, and collect all of the community-based experiences from students, faculty, and staff, the OCE formed a Carnegie Team to complete the application.

PROJECT DETAILS

The Office of Community Engagement, through its Carnegie Team, is responsible for collecting and analyzing data to support the Carnegie Classification application. The team is focused on crafting the application's narrative and addressing areas that need development based on an institutional self-study. The project involves onboarding new community partners, conducting evaluations, and offering training for YSU PenguinPulse. Additionally, collaboration with the Institute for Teaching and Learning will provide a Faculty Development Series to support community-engaged learning.

SCOPE

The scope of this project focuses on achieving the Carnegie Classification for Community Engagement through strategic planning, data collection, and narrative development. The project will coordinate partnerships with community organizations, provide faculty development, and ensure that governance structures support community-engaged learning.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Time	Avoid taking on any new tasks or responsibilities for the next six months.	Associate Provost & Dean

PROJECT MILESTONE TIMELINE

Fall 2024: Data collection and analysis, rough draft preparation.

January 7-31, 2025: First rough draft out for review and comment.

February 2025: Second rough draft reviewed by a Carnegie Consultant.

March 1-31, 2025: Final review and edits.

April 1, 2025: Submission deadline.

BREAKDOWN

Data Collection & Analysis: Gathering and analyzing data for the Carnegie application.

Community Partnerships: Onboarding new partners, submitting grant applications, and conducting evaluations.

Training & Support: Conducting training sessions for YSU PenguinPulse and launching the Faculty Development Series.

Governance & Courses: Working with departments and colleges on governance documents and continuing to approve community-engaged learning courses through the Academic Senate.

Status Report

Tressel Institute for Leadership & Teamwork

September 18, 2024

YOUNGSTOWN STATE UNIVERSITY



Office of
Academic
Affairs

EXECUTIVE SUMMARY

The Tressel Institute for Leadership and Teamwork (TILT) is founded on the principles of gratitude, excellence, hope, love, and selflessness. Its mission is to empower students with the skills and knowledge needed to become leaders in their communities. The program offers five leadership modules, culminating in a badge and certificate upon completion. TILT's initiatives for the 2024-2025 academic year focus on curriculum development, community engagement, and leadership program expansion.

PROJECT DETAILS

Throughout summer 2024, TILT focused on aligning its curriculum and badge content with the Council for Advancement of Standards (CAS). The institute also participated in various summer programs, including Penguin Prep, IGNITE, and recruitment events. Current efforts include enhancing content with Guest Servant Leader recordings, developing mentorship and speaker series, and preparing for a pilot business partnership. Leadership and teamwork content is also integrated into first-year seminars and athletic FLIGHT courses, with semesterly assessments planned.

SCOPE

The TILT program covers leadership development for students through a structured curriculum of five modules. The project includes aligning its content with CAS standards, offering mentoring and leadership opportunities, and engaging students in both academic and extracurricular activities. TILT is also focused on expanding its reach through community engagement, pilot business partnerships, and planning for a Summer Leadership Institute for high school students.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Current resources (staffing and funding) can't support growth	Assess new requests before accepting the request	Associate Provost & Dean
Availability of funding	Explore other sources for revenue	Associate Provost & Dean

PROJECT MILESTONE TIMELINE

Summer 2024: Developed new curriculum and updated badge content.

2024-2025 Academic Year:

- Implementation of new curriculum.
- Planning for the Pilot Business Launch (May 2025).
- Preparation for 2025 Summer Leadership Institute for High School Students.

Ongoing: Guest Servant Leader recordings, speaker series development, and Cafaro House peer mentorship program.

BREAKDOWN

Curriculum Development: Aligning content with CAS and updating the leadership modules.

Summer Programs: Participation in Penguin Prep, BEE mentoring, and recruitment events.

Pilot and Future Planning: Preparing for a business pilot program, Cafaro House mentorship, and the 2025 Summer Leadership Institute.

Additional Initiatives: Development of a speaker series and ongoing assessments of new content.

Status Report

3356-8-06: Student Complaint Process

September 18, 2024

EXECUTIVE SUMMARY

Youngstown State University is committed to the continuous improvement of the services it provides to its students. Students who have complaints regarding the fairness or quality of service they have received from the university are encouraged to share their concerns pursuant to this policy so that the university may address these concerns in a timely and professional manner.

PROJECT MILESTONE TIMELINE

Fall 2024 - Convene Student Complaint Process Committee comprised of Dean of Students, Asst DOS/Conduct, Assoc Provost for Academic Affairs, Assoc Provost for Grad Studies, Chair of Academic Senate (or designee), AVP Facilities (or designee), SGA Representative to discuss current process, issues and recommendations consistent with current staff contracts.
Spring 2025 – Present updated draft to Provost and VP for Academic Affairs for approval
Summer 2025 – Present revised policy at June, BOT meeting

PROJECT DETAILS

The purpose of this policy is to establish an effective complaint resolution process for general student complaints and to allow the university to collect and track these complaints.

BREAKDOWN

Nature of Complaints / Trends

Building / Facility Complaint:

- Keys (difficulty obtaining); Temperature (specifically in classrooms)

Campus Office / Staff Member Complaint:

- Services; Processes; Staff

Instructor / Course Complaint:

- How they were talked to/treated/lack of understanding/poor attitude; Blackboard not being open/updated/no syllabus; Referral to conduct; Teaching style/ability; Delay in grading; Unfair exams/work is too challenging; No response to emails; Deviation from syllabus

Other:

- BOT/Search process; Advisement

SCOPE

Institutional. This formal web-based process, initiated in 2018, provides a mechanism for students to voice concerns. Re-evaluation of the process during the S25 semester is essential to reflect current divisional, departmental, and office reporting structures. It is also important to ensure appropriate communication occurs between students and administrators before filing a formal complaint.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Student concern for retaliation r/t filing a complaint	Documentation of process and ramifications for actions	Associate Provost
Unsubstantiated complaints	Consider meeting requirement to determine appropriateness of complaint	Dean of Students

SUPPORT MATERIALS

Student Complaint Aggregate Data F23, S24, X24

September 18, 2024

YOUNGSTOWN STATE UNIVERSITY



Office of
Academic
Affairs

	Building / Facility Complaint	Campus Office / Staff Member Complaint	Instructor / Course Complaint	IT / Computer / Network Complaint	Parking / Road Complaint	Other	Total Complaints
Fall 2023 (8/01/23- 12/31/23)	1	2	8	0	0	1	12
Spring 2024 (1/01/24- 5/31/24)	1	4	10	0	0	1	16
Summer 2023 (6/01/24- 7/31/24)	0	0	0	0	0	0	0
	2	6	18	0	0		

Data collected from Maxient 8/14/24 – NK

Status Report

Student Counseling Services (SCS)

September 18, 2024

YOUNGSTOWN STATE UNIVERSITY



Office of
Academic
Affairs

EXECUTIVE SUMMARY

The expansion of Student Counseling Services at YSU aims to meet the growing demand for mental health support among our diverse student population. With goals of increased enrollment and heightened awareness of mental health challenges, the historic approach of assessing and referring students into the community for counseling are no longer sufficient to address the needs of our community. This expansion will provide enhanced support, improve accessibility, foster a healthier campus environment, and lead to academic success. This project will be ongoing and assessed yearly.

PROJECT MILESTONE TIMELINE

Thrive Grant awarded to SCS for \$537,825 to expand mental health services on campus.

- **Spring 2024** – Facility Expansion.
- **2024**- Staff expansion to four full-time state licensed mental health counselors.
- **2024** – Graduate Counseling Internship program began.
- **2024-2025**- Creating a multifaceted labyrinth space on campus: A destination for mindfulness practice, community engagement, & experiential learning.

PROJECT DETAILS

Comprehensive enhancement of mental health support for the college community includes:

- Updated facilities, increased staffing, providing full clinical diagnostic assessments & ongoing MH treatment, outreach, data analysis & program evaluation.

SCOPE

Phase 1: Needs assessment, facility & staff expansion.

Phase 2: Collaboration with campus community, tech integration.

Phase 3: Outreach, education, & program development.

Phase 4: Monitoring, evaluation, continuous improvement.

CURRENT PROGRESS IN '22-'23

- Compared to 2022-2023, services increased by 119.2982% (an additional 272 clients).
- Compared to 2022-2023, counseling appointments increased by 218.2573% (an additional 1,578 appointments).
- 16.3% of athletes used Student Counseling Services one-on-one counseling.

PROJECT RISK ACTION PLAN

RISKS	ACTION PLAN	OWNER
Demand exceeds availability.	<ul style="list-style-type: none">• Expanding internship program to offer additional session times.• Tele-health services (accessibility).• Skills training outreach into the classroom.• Collaboration with Student Government.	Dr. Francine Packard, Director of Student Counseling Services.

**RESOLUTION TO MODIFY
TRAVEL ON BEHALF OF THE UNIVERSITY POLICY,
3356-3-05**

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
September 19, 2024
YR 2025-**

3356-3-05 Travel on behalf of the university.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: VP for Finance and Business Operations
Revision History: June 1994; December 2004; December 2009;
September 2014; September 2019;
[September 2024](#)
Board Committee: Finance and Facilities
Effective Date: **September 5~~20~~, ~~2019~~[2024](#)**
Next Review: ~~2024~~[2029](#)

- (A) Policy statement. The board of trustees authorizes the office of finance and administration to establish university travel guidelines for the expenditure of university funds for travel expenses incurred during the performance of official university business.
- (B) Purpose. The purpose of the university travel guidelines is to facilitate official university travel by university faculty, staff, students, candidates, and other nonemployees at the lowest practical and reasonable cost and by the most expedient means.
- (C) Parameters.
- (1) Official university travel is travel in furtherance of assignment and consistent with the mission of the university; travel from place of residence to work is not.
 - (2) Allowable travel expenses include all ordinary and necessary expenses incurred in furtherance of assignment consistent with the mission of the university.
 - (3) With appropriate approval, allowable expenses may be reimbursed for those individuals representing the university on official business.
 - (4) Exceptions to university travel guidelines must be obtained in writing prior to the travel in question from the president or his/her designee.

- (5) Information regarding university travel is available in written and electronic form on the YSU website.

**RESOLUTION TO MODIFY
OPERATING BUDGET APPROVAL AND MODIFICATION POLICY,
3356-3-11**

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
September 19, 2024
YR 2025-**

3356-3-11 Operating budget approval and modification.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: VP for Finance and Business Operations
Revision History: December 2004; December 2006;
December —2009; December 2014;
September 2019; [September 2024](#)
Board Committee: Finance and Facilities
Effective Date: **September 5~~20~~, 2019**[2024](#)
Next Review: ~~2024~~[2029](#)

- (A) Policy statement. The board of trustees will approve a balanced operating budget for each fiscal year prior to the beginning of that fiscal year (July first) and subsequent modification(s) to the overall spending level.
- (B) Purpose. Establish a policy to approve and modify the university's operating budget.
- (C) Scope.
- (1) The annual operating budget shall be a balanced ~~budget~~ with [projected](#) expenses aligned with anticipated revenue and shall be consistent with the strategic goals of the university.
 - (2) All ~~expenditures~~[expenses](#) in the university's general and auxiliary funds must be budgeted each fiscal year ~~prior to being spent~~.
 - (3) The operating budget may be revised at the discretion of the board of trustees.
- (D) Definitions.
- (1) Auxiliary funds – funds for enterprises that exist to furnish goods or services to students, faculty, ~~or~~ staff, [visitors](#) or incidentally to the general public. Auxiliary enterprises charge fees directly related to the cost of the goods or services (e.g., Kilcawley center, housing, and parking).

- (2) Budget modifications – increases or decreases to the overall level of the operating budget.
 - (3) Designated funds – unrestricted funds internally transferred by the board from an operating budget for a specific purpose and available for expenditure in the current ~~budget-fiscal~~ year and/or in succeeding-subsequent budget-fiscal years.
 - (4) General funds – current unrestricted funds primarily sourced from student tuition and fees and state of Ohio operating appropriations, ~~and expended~~ General funds support costs ~~for of~~ instruction, student services, institutional support, plant maintenance and operations, financial aid, etc.
 - (5) 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.
- (E) Procedures.
- (1) Budget approval.
 - (a) The administration will present the annual operating budget for board approval ~~at the June meeting~~ prior to the fiscal year that begins on beginning July first.
 - (b) When sufficient financial resources exist, the annual operating budget will include a transfer to the general fund operating reserve of at least five per cent of the increase in the general fund portion of the operating budget over the previous year. The board of trustees may approve a deviation from the transfer of five per cent of the increase in the general fund portion of the operating budget.
 - (2) Budget modifications. Revenue changes – budget modifications of five per cent or more that relate to changes in enrollment, levels of ~~support-funding~~ from the state of Ohio and/or any other revenue source ~~must~~ shall be approved by the board.

**RESOLUTION TO MODIFY
ACCEPTABLE USE OF UNIVERSITY TECHNOLOGY RESOURCES POLICY,
3356-4-09**

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
September 19, 2024
YR 2025-**

3356-4-09 Acceptable use of university technology resources.

Responsible Division/Office: Information Technology Services
Responsible Officer: VP for Finance and Business Operations
Revision History: August 1999; November 2010; December 2012;
March 2016; June 2021; March 2023; June 2023;
June 2024; [September 2024](#)
Board Committee: Finance and Facilities
Effective Date: [September 19, 2024](#) ~~June 7, 2024~~
Next Review: 2029

- (A) Policy statement. University technology resources are provided to the university community to support its academic and administrative functions in accordance with its teaching, research, and service missions. These resources are intended to be used for the educational and business purposes of the university in compliance with this policy.
- (B) Scope. This policy applies to all users and uses of university-owned technology resources (including those acquired through grant processes) as well as to any non-YSU and/or remote technology devices while connected to the YSU network. This policy also covers the use of generative AI technologies, such as language models, image generation models, and other AI-powered tools, whether provided by the university or obtained from external sources.
- (C) Parameters.
 - (1) Technology resources (computing, digital recordings, networking, data and network services) are provided to the university community in order to fulfill the mission of the university.
 - (2) While the university recognizes the importance of academic freedom and freedom of expression, as a public employer, the university also has a responsibility to comply with all federal and state laws and regulations, as well as the obligation to fulfill its mission.
 - (3) Use of university-owned technology to access resources other than those supporting the academic, administrative, educational,

research and services missions of the university or for more than limited, responsible personal use conforming to this policy is prohibited.

- (4) Technology resources provided by the university are the property of the university. University-owned technology is not intended to supersede the need for technology purchases for personal purposes.
- (5) As the university is a public entity, information in an electronic form may also be subject to disclosure under the Ohio public records act to the same extent as if they existed on paper. All use is subject to the identification of each individual using technology resources (authentication).
- (6) Use of technology is subject to the requirements of legal and ethical behavior and is intended to promote a productive educational and work environment.

(D) Definitions.

- (1) “Generative AI” – refers to a category of artificial intelligence (AI) systems that are designed to generate new content, such as text, images, or other forms of data, based on patterns and information it has learned from existing data. Unlike traditional AI systems that follow explicit instructions or rules, generative AI has the ability to create novel outputs by learning from large datasets.
- (2) “Private institutional data” – defined in university policy 3356-4-13, “Sensitive information/information security” (rule 3356-4-13 of the Administrative Code) and encompasses information of a sensitive, confidential, or personally identifiable nature, such as social security numbers, student records, medical information, financial records, and research data with privacy concerns.
- (3) “Public data” – defined in university policy 3356-4-13, “Sensitive information/information security” (rule 3356-4-13 of the Administrative Code) and comprises nonsensitive, nonconfidential information that does not personally identify individuals,, including publicly available research publications, course catalogs, general university information, and nonsensitive statistical data.

- (E) User requirements. All users of the university-owned technology resources (computing, digital recordings, networking and data), regardless of affiliation with the university, must:
- (1) Use only those technology resources that they are authorized to use and use them only in the manner and to the extent authorized.
 - (2) Protect the confidentiality, integrity and availability of technology resources.
 - (3) Comply with all federal, Ohio, and other applicable law as well as applicable regulations, contracts, and licenses.
 - (4) Comply with all applicable policies at Youngstown state university (YSU).
 - (5) Respect the right of other technology users to be free from harassment or intimidation.
 - (6) Respect copyrights, intellectual property rights, and ownership of files and passwords.
 - (7) Respect the privacy of other users and their accounts, regardless of whether those accounts are securely protected.
 - (8) Respect the finite capacity of technology resources and limit use so as not to consume an unreasonable amount of or abuse those resources or to interfere unreasonably with the activity of other users or to disrupt the authorized activities of the university.
 - (9) Limit personal use of university technology resources so that such use does not interfere with one's responsibilities to the university.
 - (10) Not attempt to circumvent information technology security systems or the university "[IT Security Manual](#)."
 - (11) Not use any radio spectrum space on any YSU-owned or YSU-occupied property, unless it is part of an approved wireless services deployment by the university.
 - (12) Not use technology resources for personal commercial purposes or

for personal financial or other gain unless specifically approved by the university.

- (13) Not state or imply that they speak on behalf of the university without authorization to do so and not use university trademarks and logos without authorization to do so.

(F) User responsibilities.

- (1) By accepting employment, being admitted as a student, or asking for any guest technology resource privileges, users implicitly agree to adhere to this policy and agree to adhere to the university "[IT Security Manual](#)."
- (2) Users are responsible for any activity performed using their usernames and passwords except when account security is compromised by actions beyond the user's control.
- (3) Users are responsible for any activity performed on university-owned technology devices assigned to them except when the device is compromised by actions beyond the user's control.
- (4) There is no expectation of personal privacy when using university resources. See paragraph (G) of this rule.
- (5) Potential violations regarding use of technology resources should be reported to the appropriate information technology services manager(s) or information security officer.
- (6) Users are responsible for ensuring that critical data are backed up and available to be restored for systems not administered by information systems technology. This includes critical information contained on technology devices oriented to individual use (e.g., desktops, laptops, smart phones, and similar such devices).
- (7) Users are responsible for maintaining data in compliance with the university records retention plan.
- (8) Users are responsible for ensuring that sensitive information to which they have access is guarded against theft. (See university policy 3356-4-13, "Sensitive information/information security";

rule 3356-4-13 of the Administrative Code.)

- (9) Users are responsible for understanding whether the technology is in compliance with this policy prior to use.
 - (10) Personal use of computing resources not otherwise addressed in this policy or these procedures will generally be permitted if such use does not consume a significant amount of resources, does not interfere with the performance of an individual's job or other university responsibilities, and is otherwise in compliance with university policies.
 - (11) Students are responsible for compliance with academic integrity policies. These policies may include further restrictions on technology use by colleges, schools, departments, or instructors.
- (G) No expectation of privacy.
- (1) The university does not routinely monitor specific individual end-user usage of its technology resources. However, the university does routinely monitor technology resource usage in the normal operation and maintenance of the university's computing, network and data resources. This monitoring includes the caching and backing up of data and communications, the logging of activity, the monitoring of general usage patterns, the scanning of systems and networks for anomalies and vulnerabilities, the filtering of malicious traffic, and other activities that are necessary for the rapid and efficient delivery of services. Technology users should be aware that there is no expectation of privacy associated with the use of university technology resources.
 - (2) When authorized by the office of the general counsel, the university may also specifically monitor the activity and accounts of individual end-users of university technology resources, including login sessions, file systems, and communications.
 - (3) When authorized by the appropriate university administrator (president, vice president, or associate vice president reporting to the president), the university may access active end-user accounts, files, or communications used for university business when needed by a supervisor or assigned personnel for university business and

the end-user is unavailable. For inactive end-users, such as retirees or terminated employees, the end-user's former supervisor or the individual currently holding the supervisor position may request access. For inactive student end-users the provost may authorize access. For all other inactive end-users, the general counsel may authorize access.

- (4) The university, in its discretion, may disclose the results of any such general or individual monitoring, including the contents and records of individual communications, to appropriate university personnel, student conduct, or law enforcement agencies and may use those results in appropriate university disciplinary proceedings.
- (5) Personal computing devices:
 - (a) Personal computing devices (laptops, desktops, tablets, cellular phones) are restricted to the campus wireless network or the residence hall network.
 - (b) No personal computing devices will be allowed to connect to the wired campus network (excluding the residence hall network).
 - (c) Personal computing devices must comply with university "[IT Security Manual](#)" when using the campus wireless network or other provided university technology resource.
 - (d) Personal computing devices used to conduct university business are subject to public records requests.
 - (e) Personal hubs, routers, switches, or wireless access points are prohibited from being connected to either the university's wired or wireless network.
- (H) Email. University email (i.e. [username@ysu.edu](#)) is the only acceptable email for conducting university business. Email is an official means for communication at the university. Students, faculty, and staff are expected to check their official email address on a frequent and consistent basis in order to stay current with university communications.
- (I) Security. The university employs various measures (i.e., the university's

“[IT Security Manual](#)”) to protect the security of information technology resources and user accounts; however, users should be aware that the university cannot provide full security measures without user participation. Users should increase their technology security awareness and fully employ access restrictions for their accounts, including using strong passwords, guarding passwords diligently and changing passwords regularly to help safeguard their use of technology.

Special procedures exist and must be followed to ensure that accounts for employees are secured with passwords known to only the account holder. Passwords may be changed at the request of the area supervisor and approved by the supervisor’s vice president or the president.

- (J) Additional policy ramifications. Users must abide by all applicable restrictions, whether or not they are built into the computing system, network or information resource and whether or not they can be circumvented by technical or other means. Individuals who engage in electronic communications with persons in other states or countries or on other systems or networks may also be subject to the laws of those states and countries and the rules and policies of those technology systems and information resources.
- (K) Generative AI acceptable use guidance.
 - (1) Use of generative AI is encouraged for the purpose of advancing academic capabilities and university operations within the parameters set forth in the “YSU AI Principles Statement” (see [office of academic affairs website](#)) and potential further restricted by division, colleges, or departments.
 - (2) Any use of generative AI not in accordance with university guidance or the framework defined by academic instruction is strictly prohibited.
- (L) Examples of unacceptable use:
 - (1) As a further aid to policy compliance, the following non-exhaustive list is provided of activities that are prohibited.
 - (a) Using technology resources to engage in fraud, defamatory, abusive, unethical, indecent, obscene, pornographic and/or

unlawful activities is prohibited.

- (b) Using technology resources to procure, solicit, or transmit material that is in violation of sexual, racial or other harassment or hostile workplace laws is prohibited.
- (c) Any form of harassment by electronic means (e.g., email, videoconferencing, web access, phone, paging), whether through language, content, frequency or size of messages is prohibited. (Refer to university policies 3356-2-03, “Discrimination/harassment,” 3356-2-05, “Title IX sexual harassment policy,” and 3356-4-21, “Campus free speech”; rules 3356-2-03, 3356-2-05, and 3356-4-21 of the Administrative Code.)
- (d) Making fraudulent offers of products, items or services using any university technology resource is prohibited.
- (e) Using technology resources for unauthorized or inappropriate financial gain, unauthorized solicitation, or activities associated with a for-profit business, or engaging in an activity that involves a conflict of interest. (Refer to university policies 3356-7-01, “Conflicts of interest and conflicts of commitment” and 3356-7-19, “Access to campus for purposes of commercial solicitation or advertising”; rules 3356-7-01 and 3356-7-19 of the Administrative Code.)
- (f) Creating or forwarding chain letters, Ponzi, or other pyramid schemes is prohibited.
- (g) Broadcasting of unsolicited mail or messages is prohibited. Examples include chain letters, virus hoaxes, spam mail, and other email schemes that may cause excessive network traffic. Sending large numbers of electronic mail messages for official university purposes necessitates following the university’s procedures for the electronic distribution of information.
- (h) Sending junk mail or advertising material to individuals who did not specifically request such material (email spam)

is prohibited.

- (i) Violations of the rights of any person or company protected by copyright, trade secret, patent or other intellectual property, or similar laws or regulations, including but not limited to, the installation or distribution of pirated or other software products that are not appropriately licensed is prohibited.
- (j) Unauthorized copying and downloading of copyrighted material including, but not limited to, digitization and distribution of photographs from magazines, books or other copyrighted sources, copyrighted music and films and the installation of any copyrighted software for which an active license has not been procured is prohibited.
- (k) Circumventing user authentication or security of any host, network or account is prohibited. This includes, but is not limited to, monitoring by use of keylogging or session logging.
- (l) Revealing your account password to others or allowing use of your account by others is prohibited. This prohibition extends to family, other household members, friends and/or co-workers.
- (m) Attempting to log onto another user's account (secured or otherwise) is prohibited.
- (n) Sending electronic communications in such a way that masks the source or makes it appear to come from another source is prohibited.
- (o) Personal use beyond limited responsible use is prohibited.
- (p) Digital recordings of any sensitive nature, such as manager-employee personnel discussions/interactions or any discussions that email sensitive or protected data (i.e., FERPA, HIPAA, etc.), as well as recording of any meeting or conversation without full disclosure that the interaction is being recorded. All recordings become subject to the

public records law of Ohio, university policy 3356-9-07, “Public records” and 3356-9-09, “Records management” (rules 3356-9-07 and 3356-9-09 of the Administrative Code).

- (q) Use of TikTok, or any other social media application that freely harvests device and/or network data, is prohibited on YSU-owned devices.
 - (r) Submission of private institutional data to an open generative AI system.
 - (s) Procuring and installing any technology outside of IT Services purview, even if for academic research purposes, is prohibited. In order to maintain network security compliance, faculty, staff and students must ensure that all technology acquisitions and installations are approved and managed by IT Services.
- (2) Under no circumstances is an employee of Youngstown state university authorized to engage in any activity that is unethical or illegal under local, state or federal law while utilizing university-owned resources.
- (M) Enforcement.
- (1) The office of the chief information officer (CIO) may suspend and/or restrict either an individual’s or a device’s access to the university network resource if:
 - (a) It is deemed necessary to maintain the security or functionality of the network resource.
 - (b) It is deemed necessary to protect the university from potential liability.
 - (c) The account, system, or device is believed to have been either compromised or is in violation of this policy.
 - (2) The office of the CIO must immediately report the enforcement action and the justification for the action to the vice president of

student affairs, vice president for finance and administration, or provost (or their designee), as applicable. The university may permanently suspend all technology access of anyone using the university network resource until due process has been completed by student conduct, employee administrative discipline and/or law enforcement agencies.

(N) Exceptions.

- (1) The chief information officer, or designee, may approve exceptions to this policy on a case-by-case basis (with written authorization according to the university "[IT Security Manual](#)").
- (2) Faculty and staff who have a legitimate business or academic case for using TikTok or other prohibited applications can request an exception.

Approved exceptions require a departmental purchase of a dedicated YSU-owned device that does not comingle university data.

- (3) In regards to generative AI, faculty and staff can apply for exceptions by email to the CIO and provost. All exceptions will be reviewed by both parties and the submitter will receive a response within a reasonable amount of time.

- (O) Violations: An employee may be held financially liable for a data breach when using non-university storage or email. In addition, in the event of a data breach, the university may not defend or support any employee who uses unsupported information technology or unacceptable use of generative AI. [Violations of section \(L\) of this policy are subject to disciplinary action, up to and including immediate termination.](#)

Explanation to Rescind University Policy:**3356-3-07 Designation of the university's official bank.**

Rescission of this policy is recommended because it is unnecessary and redundant. Other existing university policies, namely 3356-3-01 Purchasing and 3356-3-04 Contract Compliance, sufficiently cover state rules and regulations with vendor contracts, including contracts with banking institutions. A standalone policy on the university's "official" bank is not warranted.

**RESOLUTION TO RESCIND
DESIGNATION OF THE UNIVERSITY'S OFFICIAL BANK POLICY, 3356-3-08-7**

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 rescind the modification of the University Policy stated above and attached hereto.

3356-3-07 Designation of the university's official bank.

Responsible Division/Office: Finance and Business Operations

Responsible Officer: VP for Finance and Business Operations

Revision History: September 1998; March 2007; June 2010;
March 2015; March 2020; September 2024

Board Committee: Finance and Facilities

Effective Date: September 19, 2024

Next Review:

- (A) Policy statement. The board of trustees shall designate a qualified local bank for all banking and treasury management services, including the depository of all university funds, in compliance with provisions of the Revised Code and all other applicable laws and regulations.
- (B) Purpose. To establish criteria for the selection and requirements of the banking institution selected to serve as the university's official depository and provider of banking and treasury management services to the university.
- (C) Scope. This policy governs the selection and designation of the university's official bank to provide all banking and treasury management services.
- (D) Definitions.
 - (1) "Local banks" include any state or national bank as defined in section 1101.01 of the Revised Code that has offices in the Youngstown metropolitan area.
 - (2) "Banking and treasury management services" include the deposit of university funds, including currency, coins, checks and money orders, as well as payments and receipts from wire transfers, automated clearing house transactions, debit/credit cards, and other types of financial services.
- (E) Parameters.
 - (1) The university's official depository will be awarded up to a ten-

year contract. A competitive selection process will be conducted every ten years or earlier.

- (2) At least quarterly, the vice president for finance and business operations shall cause to be prepared a report to the investment subcommittee of the board of trustees on the status of cash balances and non-endowment and endowment portfolios.

**RESOLUTION TO APPROVE PROPOSED HOUSING AND
COURTYARD ROOM RATES AND OTHER CHANGES**

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, University Housing is seeking to adjust certain housing rates and charges;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the proposed adjustments to rates, attached hereto.

**Board of Trustees Meeting
September 19, 2024
YR 2025-**

Housing & Residence Life Proposed Rate Changes, 2025-2026

In looking ahead, Housing & Residence Life proposes the following changes for consideration:

- Continuation of increase to the residence hall room & board rate for the incoming Penguin Tuition Promise cohort (\$5,750/semester and \$11,500/academic year). This rate reflects a board plan that will increase up to 6.08% per the CPI, in addition to room revenue increasing by 4.72% from the previous year. Overall, this new rate is a \$580 increase from last year, or overall increase of 5.31%.
 - Continuation of increase to room and board rates allow us meet increasing operational costs, as well as fiscally support strategic efforts to address significant maintenance and facilities-based deficiencies in our aging residence halls.
 - Included in our facilities master plan are efforts to continue to replace Kilcawley House windows (\$50,000 per floor), planned flooring upgrades to Lyden and Cafaro House (\$350,000) and continuation of savings allocated for room furniture upgrades in both Lyden and Cafaro Houses.
- In an effort to accommodate an increasing number of students who want to live on campus (driven significantly by our international student population), the number of singles offered into the 2025-2026 year will continue to be reduced. In addition, the single room upcharge will increase from \$1,250/semester to \$1,500/semester.
- In order to meet increasing operational costs and to support the value of the summer resident meal plan, our summer 2025 rate will increase 3.48% to \$2,500 per 7-week term.

International incoming student early arrival meal plan

Note: This meal plan was approved by the Board of Trustees at a previous meeting, but this is the first time it is included on the annual Housing Rates proposal worksheet.

- In order to welcome and support the basic nutritional needs of our incoming undergraduate international student population who arrive to campus earlier than other students for international student orientation, an early arrival international student meal plan has been established.
- This meal plan is charged directly to the student's account and information about it is shared by the Housing & Residence Life and International Student Scholar Services teams over the months leading up to these student's arrival on campus.
- Students are able to utilize this plan at Christman Dining, any on or off campus retail location, as well as Grub Hub food delivery and Giant Eagle, to purchase groceries and basic necessity items. Unused points from this plan roll into the following academic year (for Fall-arriving students) or Spring semester (for Spring-arriving students), so that students are able to fully maximize the value of these plans.
- Plan types are as follows:
 - Fall-arriving students early arrival meal plan cost is \$140, which includes \$70 Pete's and \$70 Flex
 - Spring-arriving students early arrival meal plan cost is \$100, which includes \$75 Pete's & \$25 Flex

University Courtyard Proposed Rate Changes, 2025-2026

- In order to support the increase in debt service payment and increasing operational costs as we continue to plan fiscally for many facilities-based upgrades, both short and longer-term (gutter and roofing systems replacement; phased in-unit HVAC replacement), monthly rates will increase by \$15 for each apartment type. FY26 rates will be as follows:
 - 1-BR apartment: \$910/month
 - 2-BR apartment: \$780/month
 - 4-BR apartment: \$685/month
- We will continue to provide a meal plan (\$25 Pete's Points and \$25 Flex Dollars) included in the 2025-2026 rates to showcase the dining options on/close to campus and to market the convenience that a campus meal plan provides.

YOUNGSTOWN STATE UNIVERSITY

Housing Charges FY2026

	AY 24-25	AY 25-26		
	FY2025	FY2026	FY2026	FY2026
Fee Description	Actual	Proposed	\$ Change	%Change
Room & Board (per academic year) F2026 Cohort		\$11,500.00	\$580.00	5.31%
<i>Room</i>		\$6,440.00	\$290.00	4.72%
<i>Board (12 meals plan)</i>		\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2025 Cohort	\$10,920.00	\$10,920.00		
<i>Room</i>	\$6,150.00	\$5,860.00	-\$290.00	-4.72%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2024 Cohort	\$10,384.00	\$10,384.00		
<i>Room</i>	\$5,614.00	\$5,324.00	-\$290.00	-5.17%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2023 Cohort	\$10,016.00	\$10,016.00		
<i>Room</i>	\$5,246.00	\$4,956.00	-\$290.00	-5.53%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2022 Cohort	\$9,775.00	\$9,775.00		
<i>Room</i>	\$5,005.00	\$4,715.00	-\$290.00	-5.79%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2021 Cohort	\$9,700.00	\$9,700.00		
<i>Room</i>	\$4,930.00	\$4,640.00	-\$290.00	-5.88%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Residence Hall Application Fee (academic year and/or summer)	\$35	\$35.00	\$0.00	0.00%
Residence Hall Pre-Payment (must be paid before room selection/assignment occurs and is ultimately deducted from bill)	\$250	\$250.00	\$0.00	0.00%
Single Room Upcharge (per semester)	\$1,250.00	\$1,500.00	\$250.00	20.00%
International Early Arrival Meal Plan				
Fall Arriving Students (\$70 Pete's & \$70 Flex)	\$140.00	\$140.00	\$0.00	0.00%
Spring Arriving Students (\$75 Pete's & \$25 Flex)	\$100.00	\$100.00	\$0.00	0.00%
<i>*Charged to student accounts for all incoming, new UG students each semester</i>				
Weller House Rates <i>*Inclusive of \$50 introductory meal plan (\$25 Pete's/\$25 Flex)</i>				
Weller House One-Bedroom Apartment academic year, room only	\$6,750/AY or \$750/month (summer)	\$6,750/AY or \$750/month (summer)	\$0.00	0.00%
Weller House Two-Bedroom Apartment academic year, room only	\$7,650/AY or \$850/month (summer)	\$7,650/AY or \$850/month (summer)	\$0.00	0.00%
Weller House Three-Bedroom Apartment (academic year, room only)	\$8,550/AY or \$950/month (summer)	\$8,550/AY or \$950/month (summer)	\$0.00	0.00%
Weller House Graduate Shared Apartment Rate (academic year, room only)	\$5,850/AY or \$650/month (summer)	\$5,850/AY or \$650/month (summer)	\$0.00	0.00%
<i>*Multi-bedroom apartments are available only to students (U/G or Grad) with a child(ren). Single-bedroom apartments available for Graduate student reservation.</i>				
<i>*Academic year contract (charge per AY = 9 months (4 months in Fall and 5 months of Spring)) Opportunity to extend into summer for 3 months at the monthly charge</i>				
<i>*If multi-bedroom units are still available come August of each year, occupancy will be opened up to Grad Students, who will be able to pay the Graduate shared apartment rate to secure one bedroom</i>				
Expanded Housing Rate (overoccupied rooms)	\$4,850	\$4,850.00	\$0.00	0.00%
Student Housing Outside of Contracted Period				
Nightly room rate (no meals)	\$30	\$40.00	\$10.00	33.33%
Flat fee room rate for winter break (no meals)	\$250	\$250.00	\$0.00	0.00%

Cancellation Fee				
Before May 13 (academic year) or December 16 (spring only)	\$0	\$0.00	\$0.00	0.00%
After May 13 (academic year) or December 16 (spring only)	\$250	\$250.00	\$0.00	0.00%
Summer				
	Summer 2024	Summer 2025		
Room and Board (meals included)	\$2416 per 7-week term	\$2,500 per 7-week term	\$84.00	3.48%
Weller House (prorated for current tenants, monthly, no meals)	See monthly Weller rates above	See monthly Weller rates above	\$0.00	0.00%
Summer Event Rates				
Rooms with community bathrooms (Lyden, Cafaro, Kilcawley)	\$40/night, per room	\$40/night, per room	\$0.00	0.00%
Rooms with private or semi-private bathrooms (Cafaro, Wick)	\$60/night, per room	\$60/night, per room	\$0.00	0.00%
Linens (for rental by summer event groups only)	\$25.00	\$25.00	\$0.00	0.00%
Bed Adjustment Fee	\$10.00	\$10.00	\$0.00	0.00%
Additional Staffing Fee (for groups with minors, or at request of group)	\$120/night/desk	\$120/night/desk	\$0.00	0.00%
Late Check-In or Check-Out Fee (price per hour beyond pre-arranged check-in or check-out time)	\$50/hour	\$50/hour	\$0.00	0.00%
Short Term Housing Rates (availability dependent upon overall occupancy)				
Weekly housing cost	\$250.00	\$250.00	\$0.00	0.00%
Monthly housing cost	\$900.00	\$900.00	\$0.00	0.00%
University Courtyard Rates (Per Month) <i>*Inclusive of \$50 introductory meal plan (\$25 Pete's/\$25 Flex)</i>				
1 Bed	\$895.00	\$910.00	\$15.00	1.68%
2 Bed	\$765.00	\$780.00	\$15.00	1.96%
4 Bed	\$670.00	\$685.00	\$15.00	2.24%
Courtyards Pre-Payment (must be paid before apartment bedroom selection/assignment occurs and is ultimately deducted from bill)	\$250.00	\$250.00	\$0.00	0.00%

UNIVERSITY COURTYARD DAMAGE AND CLEANING CHARGES FY2026

Following is a non-exclusive list of common damages/cleaning issues and the associated dollar amount that will be charged to the tenant. It is not a complete list because some incidents must be handled on a case-by-case basis. All amounts for charges assessed to tenants are due with the following months rent payment. If charges are assessed at move-out, fees will be deducted from the security deposit. No charges will be assessed without fully considering "reasonable wear and tear".

All prices subject to change at anytime without notification - Major repairs will be handled on a case-by-case basis.

Apartment Swipe Card	\$55.00
Mail Box / Bedroom Key Replacement	\$55.00 each key
Laundry Key	\$55.00
Screen Replacement	\$30.00
Fire Extinguisher Replacement	\$65.00 approx
Smoke Alarm Tampering	\$100.00 (plus replacement cost, if applicable)
Door Repair only (Minor niches-fill and paint)	\$45.00
Interior Door Replacement (door jamb replacement may be extra	\$120.00 approx.
Exterior (unit) Door Repair (Replacement)	\$350
Window Glass Replacement	\$50.00
Blind Bracket Replacement - large blind	\$20.00
Blind Bracket Replacement - small blind	\$10.00
Carpet Stains, tears or burns needing a replacement section	\$75.00-\$2,000 depending on damage
Carpet Deodorize	\$40.00-\$200.00 depending on damage
Carpet Cleaned (Bedroom only)	\$40.00
Carpet Cleaned in entire apartment	\$130.00- 150.00 (depending on unit type)
Vinyl flooring (kitchen/bath)	Vendor replacement costs
Removal of sticky or double-sided tape	\$10.00 per room
Pin holes (quantity over 8 pin holes)	\$10.00 per room
Cleaning (This fee will be charged for the following if they are not cleaned upon move-out; appliances (inside/outside), cabinets (inside/outside), counter tops, sinks, toilets, tub, floors swept/mopped, carpets, vacuumed, blinds dusted/wiped down, ceiling fan blades windows, bedroom and closets.	\$25.00 each room
Garbage Disposal Replacement due to resident neglect/damage	\$85.00 approx.
Drain Cleaning (due to resident neglect or failure to comply with maintenance	\$45.00
Garbage Removal (Per Bag)	\$30.00
Replace Door Knob (Interior)	\$20.00
Replace /rekey Dead Bolt (bedroom door)	\$35.00
Replace Door Stop	\$10.00
Clean Furniture	\$75.00
Furniture Replacement cost	
TV Stand	\$250.00 or vendor replacement costs
Coffee Table	\$260.00 or vendor replacement costs
Entertainment Stand	\$160.00 or vendor replacement costs
End Table	\$140.00 or vendor replacement costs
Livingroom Couch	\$450.00 or vendor replacement costs
Livingroom Chair	\$450.00 or vendor replacement costs
Mattress	\$250.00 or vendor replacement costs
Bed Frame	\$150.00 or vendor replacement costs
4-drawer chest	\$300.00 or vendor replacement costs
Desk Chair	\$100.00 or vendor replacement costs
Bar Stools	\$90.00 or vendor replacement costs
Computer Desk	\$250.00 or vendor replacement costs
Nightstand	\$140.00 or vendor replacement costs
Ceiling Fan	\$100.00 or vendor replacement costs
All light Fixtures/towel bars/toilet paper holder/toilet/faucets/ shower head	\$25.00/hr plus manufacturer replacement costs

H&RL Damage Billing Charge List FY2026	
Beds	
Bed (replacement cost)	240
Loft kits (replacement cost)	\$180.00
Rebunk beds	10.00/person
Mattress (replacement cost)	180
Carpet	
Clean Stain (Cleaning contractor)	35
Room clean (Steam Action)	75
Ceiling	
Plastic light cover	20
2'x2' tile	20
4'x2' tile	20
1'x1' tile	10
Paint ceiling (Lyden/Cafaro House 4th floor rooms)	\$65.00
Closets/Wardrobes	
Door Repair (chips)	20
Door Replacement	50
Shelf Replacement	20
Closet handle	10
Mirror	15
Towel rack	20
Desks	
Recover desk chair	90
Desk chair (replacement cost)	150
Desk top	35
Walls	
Baseboard damage	5.00 per foot
Small hole (ie nail hole, tack hole)	3.00 per hole
Paint 1 wall	50
Paint room	200
Patch Hole	65
Cable jack	10
Utility Cover	10
Doors	
Adhesive Removal	2.00 per sticker
Door stop	20
Lost keys	55
Number plate (replacement cost)	30
Refinish	50.00/side
Peep holes	10
Door knob (replacement cost)	20
Door Frame (paint)	35
Door (replacement cost)	250
Windows	
Broken window	75
Broken lock (replacement cost)	10
Repair Screen	15
Replace Screen	40
Replace Security Screen	125
Repair blinds (Lyden House)	25
Replace blinds (Lyden House)	65
Replace blind slat (Lyden House)	5
Restrooms	
Faucet aerators	5
Intentional clogging(includes cleaning fee)	60
Mirror	100
Paper towel dispenser (replacement cost)	50
Shower curtains	10

Soap Dispenser	25
Toilet tissue dispenser	25
Wastebasket	30
Stall doors	100
Emergency Equipment	
Fire alarm indicator	100
Refill/Replace 5lb CO2 Extinguisher	130
Refill/Replace Water pressure	80
Refill/Replace 10lb Dry Extinguisher	60
Smoke Sensor Damage (replacement cost)	180
Smoke Detector	100
Fire bubble	50
Heater/Air Conditioning Units	
Unit Switch	60
Radiator Cover Damage	40
Common Areas	
Wall lights	100
Round lights	100
Chrome defusers	85
Broken window	200
Large bulletin board	100
Ceiling light (2'x2')	125
Coffee Table (replacement cost)	260
Lobby Chair (replacement cost)	400
Lobby Chair (recover)	300
Lobby Couch (replacement cost)	800
Lobby Couch (recover)	600
Tables (repair)	35
Exit Sign (replacement cost)	100
Recover pool table	250
Trash can (replacement cost)	100
Miscellaneous	
Room Clean	50
Improper Checkout	35
Packing up room (includes Improper checkout)	60
Clean up vomit	65
Room waste basket	10
Mailbox key replacement	5
Replace vacuum	100
Toilet seat	25
Water fountain (replacement cost)	360
Pool Stick	15
Ping pong paddle	5
Motion sensors	75
Labor rate	20.00 per hour

YOUNGSTOWN STATE UNIVERSITY
FY 2024 Operating Performance
General & Auxiliary Funds
DRAFT - 8/30/24 (subject to audit adjustments)

	GENERAL FUNDS				AUXILIARY FUNDS				
	General Fund	Course Fees	College Fees	Program Fees	Andrews Rec Center	Housing Services	Athletics	Kilcawley Center	Parking Services
Revenue	\$153,475,464	\$2,587,665	\$2,125,150	\$315,069	\$99,512	\$11,247,679	\$4,909,362	\$757,038	\$1,994,642
Expenses	129,207,185	2,185,468	1,648,920	193,158	1,244,158	9,051,024	20,849,066	1,822,050	1,843,896
Transfers Out (In)	24,610,320	20,207	(13,537)	(1,183)	(1,225,315)	1,080,163	(15,939,704)	(1,076,712)	(770,755)
Total Exp & Transfers	153,817,505	2,205,675	1,635,383	191,975	18,843	10,131,187	4,909,362	745,338	1,073,141
Ending net balance	(\$342,041)	\$381,990	\$489,767	\$123,094	\$80,669	\$1,116,492	\$0	\$11,700	\$921,501
Proportionate reduction for Gen. Fund shortfall	N/A	-11%	-11%	-11%	-11%	-11%	N/A	-11%	-11%
Adjusted balances	\$0	\$340,183	\$436,164	\$109,622	\$71,840	\$994,297	\$0	\$10,419	\$820,647
<div style="border: 2px solid black; display: inline-block; padding: 5px 20px; background-color: #e0f0ff;"> \$2,783,172 </div>									

**RESOLUTION TO APPROVE
INTERFUND TRANSFERS RELATED TO
FY 2024 YEAR-END OPERATING PERFORMANCE**

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; 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 from the Operating Carry-Forward Fund, as detailed in the attached.

YOUNGSTOWN STATE UNIVERSITY
Interfund Transfers Requiring Board Approval
Related to Year-End FY 2024 Operating Performance

	<u>From</u>	<u>To</u>
Operating Carry-forward fund	\$2,783,172	
Strategic Uses:		
Innovation Fund (new)		\$60,000
Student Center Renovation		500,000
		<u>\$560,000</u>
Academic carry-forward funds:		
College fund		\$348,404
Course & Lab Materials fund		271,735
Program fund		87,565
		<u>\$707,704</u>
Auxiliary Plant Funds:		
Andrews Rec Center Plant Reserve		\$57,385
Housing Plant Reserve		794,235
Kilcawley Center Plant Reserve		8,323
Parking Services Plant Reserve		655,525
		<u>\$1,515,468</u>
Total	<u><u>\$2,783,172</u></u>	<u><u>\$2,783,172</u></u>

**RESOLUTION TO APPROVE
A REVISION TO ASSOCIATE DEGREE TUITION
FOR THE 2024-25 ACADEMIC AND FISCAL YEAR**

WHEREAS, Ohio law provides that Boards of Trustees of state-assisted institutions of higher education shall supplement state subsidies by income from charges to students, including an “instructional fee” for educational and associated operational support of the institution and a “general fee” for non-instructional services, and that these two fees shall encompass all charges for services assessed uniformly to all enrolled students and shall be identified as “tuition;” and

WHEREAS, the University initially introduced a fall 2024 associate degree tuition rate that differentiated between locations at the main Youngstown campus and a second location in Jefferson County, Ohio; and

WHEREAS, the ongoing dissolution of Eastern Gateway Community College has delayed the University’s ability to establish a second location in Jefferson County and has necessitated a revision to the University’s tuition for associate degree programs; and

WHEREAS, the difference between the University’s associate and bachelor's degree tuition constitutes a *waiver of fees* and is subject to the approval of the Chancellor of the Ohio Department of Higher Education, pursuant to section 381.270(B) of Amended Substitute House Bill 33.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the undergraduate tuition rates as depicted in the attached Exhibit A, made part hereof, effective for the fall 2024 and spring 2025 semesters.

**Board of Trustees Meeting
September 19, 2024
YR 2025-**

Exhibit A

YSU Undergraduate Tuition Rates*

<i>Rates effective fall 2024 per credit hour:</i>	
Associate degree, Jefferson County location	\$265.00
Associate degree, online programs	\$265.00
Associate degree, YSU main campus	\$265.00
Bachelors degree	\$460.19

**Tuition amounts shown include the instructional and general fees for undergraduate students in the fall 2024 Penguin Promise cohorts. The full-time bulk rate applies for students enrolled in 12-18 credit hours.*

**RESOLUTION TO APPROVE
TUITION FOR UNDERGRADUATE PROGRAMS
MARKETED BY RISEPOINT**

WHEREAS, Ohio law provides that Boards of Trustees of state-assisted institutions of higher education shall supplement state subsidies by income from charges to students, including an “instructional fee” for educational and associated operational support of the institution and a “general fee” for non-instructional services, and that these two fees shall encompass all charges for services assessed uniformly to all enrolled students and shall be identified as “tuition;” and

WHEREAS, the university has determined that a separate tuition rate is appropriate for online undergraduate programs that are marketed by Risepoint, the university’s online service partner; and

WHEREAS, the undergraduate tuition rate for online programs marketed by Risepoint shall comprise a unique cohort in the university’s *Penguin Promise* tuition guarantee program.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the tuition rate as depicted in the attached Exhibit A, made part hereof, effective for the spring 2025 semester.

**Board of Trustees Meeting
September 19, 2024
YR 2025-**

Exhibit A

Online bachelor degree programs*				
Fee Description	AY 2024	AY 2025		
	Actual	Proposed	\$ Change	% Change
In-state (per credit)	N/A	\$460.00	New spring 2025	
Non-resident (per credit)	N/A	\$465.00		

**Online Programs offered through YSU's agreement with Risepoint (formerly known as Academic Partnerships).*

Date	YSU Student Center Renovation - project timeline	Responsibility*
09/18/24	Project status update to the Board of Trustees Finance & Facilities Committee	YSU
10/15/24	YSU files FY24 audited financial statements with Ohio Auditor of State and begins updating the prelim. official statement (POS)	YSU
11/17/24	Kilcawley project advertises for bids	YSU
12/05/24	YSU Board authorizes issuance of Bonds	YSU
12/06/24	YSU submits application to ODHE for Fee Pledge approval	YSU
12/12/24	Working group kickoff call	All
12/16/24	Contact rating agencies to schedule rating call	PNC / YSU
12/19/24	Kilcawley project bids open	YSU
01/06/25	Distribute first draft of POS and bond documents / Distribute updated draft of Appendix A	BC / YSU
01/09/25	Request submitted to State Controlling Board to release capital appropriations (estimated date, 2025 schedule and deadlines not yet published)	YSU
01/13/25	Conference Call to discuss documents and timing / Begin preparation for rating agencies / Comments due to drafting parties	All
01/17/25	Distribute revised drafts of documents Draft of rating / credit outline materials	BC / UC / PNC
01/27/25	Conference call to discuss documents and timing Revised rating / credit outline Comments due on documents	All
02/03/25	Silvestri Hall lower level renovation begins for temp. relocation of Kilcawley staff	YSU
02/03/25	Clean documents sent to rating agencies / Finalize rating materials	PNC
02/10/25	State Controlling Board hearing to release capital appropriations (estimated date)	YSU
TBD	YSU receives fee pledge approval from ODHE Chancellor	YSU
02/13/25	Call with Moody's and S&P; and finalize BPA and POS	All
TBD	YSU Board of Trustees approves final bond resolution	YSU
02/17/25	Notice to Proceed to contractor (for submittals and ordering materials, not on site)	YSU
02/19/25	Due diligence call	All
02/26/25	Receive ratings and post POS	YSU / PNC / UC
03/05/25	Pricing of the Series 2025 Execute Bond Purchase Agreement	YSU / PNC
03/07/25	Silvestri Hall lower level renovation complete	YSU
03/17/25	Kilcawley staff relocated (working at both locations until 5/5/25)	YSU
03/19/25	Finalize OS and closing certificates	BC / UC
03/26/25	Close on Series 2025 Bonds	All
05/05/25	On-site construction begins	YSU
08/06/27	Kilcawley project substantial completion (Occupancy)	YSU
09/17/27	Kilcawley project final completion (Full Occupancy)	YSU

*YSU Youngstown State University

*BC Bond Counsel (appointed by Ohio Atty. General)

*YSU Construction milestones

*UC Underwriter's Counsel

*PNC Underwriter (PNC Capital Markets)

2024 Dining RFP Update - September 18, 2024

As the current dining contract established in 2013 is ending in May 2025, YSU is participating in a dining request for proposal (RFP). We are seeking nutritional, high quality, cost effective and innovative residential dining, retail, catering services and other amenities that meet the diverse needs of our students, faculty, staff, and guests. These services must be provided in a manner that will enhance academic and student life programs, and a food program that will meet the needs and concerns of the students, faculty, staff, and guests. The full achievement of this program's goals should result in an innovative and creative strategy that will reflect today's students' lifestyle. In addition, a reasonable financial return for all parties is necessary to promote cooperation and planning, to maintain and improve the facilities, provide equipment replacement and maintenance, and to support temporary retail and activation of the planned new Student Center. The selected contractor must work cooperatively with YSU to complement the missions and enhance campus life.

YSU hired (IHS) Innovated Hospitality Solutions to work closely with the YSU team to understand and assess the current dining service program (post Covid), develop and analyze a voice of campus/customer dining assessment survey, recruit potential dining providers, conduct visioning sessions with potential dining providers, and campus tours, identify recommendations and (KPI's) Key Performance Indicators to use in developing a customized RFP documentation, recommend alternative dining options during the student center renovation, conduct evaluation of submitted proposals, develop agendas for operator presentations, develop matrix for scoring proposals/presentations to be used by committee members, facilitate a final review session with core committee to make selection using feedback from both the Core and Steering Committees, and provide optional contract development and negotiations if requested.

The following committees are involved in the dining RFP process.

Core Committee: Provides overall decision making to include but not limited to developing timelines and schedules, gathering RFP data, developing RFP language, determining dining options during the Student Center renovation and participating in visioning sessions, pre-bid meetings and tours, dining provider presentations and site visits. Members include the following:

Ron Hagen (IHS); Gary Gunderson (IHS); Christy J Cameron (Student Experience/Budget Manager-YSU); John L Young (Student Experience-YSU); Barb Greene (Procurement-YSU); Alan Miller (Procurement-YSU); Olivia R Cupp (Housing & Residence Life-YSU); and Joy Polkabila Byers (Student Experience-YSU)

Dining RFP/ Steering Committee: Provides feedback on campus dining needs on behalf of campus constituents/community, recommends priorities, creates awareness and build support for dining initiatives across campus, provides feedback on dining providers' presentations, and tours other campus dining facilities and reviews data and results. Provides input into the Voice of Customer Survey and participates in vendor presentations and site visits when available. Members include the following:

Sophie Myers (Student – SGA-YSU); David A Metzler (Student – Athletics-YSU), Olivia R Cupp (Housing & Residence Life-YSU); Shannon Tirone (Alumni/President-YSU); Jennifer Tymkew (Athletics-YSU); Eron Memaj (IPO-YSU); Alan Miller (Procurement-YSU); Greg G Morgione (General Counsel-YSU); Barb Greene (Procurement-YSU); R.J. Markowitz (Student Experience-YSU); Christy J Cameron (Student Experience/Budget Manager-YSU); Gary Gunderson (IHS); Ron Hagen (IHS), and Joy Polkabila Byers (Student Experience-YSU); As of August 1, 2024 - Cas Jenkins (Student- Housing-YSU); and Christine Saenger (replaced Dean Wilkison – Business-YSU)

Attachments include the following:

- Dining Survey Summary
- Project timeline graphic
- Summary of Operator Visioning Sessions

Dining RFP completed tasks and timeline include the following:

09/1/23 – Core Group considered utilizing a consulting service for the RFP

09/19/23 to 10/09/23 – Interviewed Potential consultants and requested proposals

10/30/23 – Received proposals, reviewed proposals and checked references

11/27/23 – Selected IHS – Innovative Hospitality Solutions

01/02/24 – IHS Document and Information request, completed 01/19

01/10/24 – Kickoff meeting with IHS and Core Team

02/13/24 to 02/16/24 – IHS on campus meetings, and tour of facilities

02/13/24 to 02/16/24 – Voice of Customer Survey - Implemented Survey – 611 completed

03/04/24 – Email to potential Suppliers asking for interest in participating in RFP

03/20/24 to 03/21/24 – Conducted capability and visionary presentations by potential suppliers

03/26/24 – IHS issues Dining Assessment report

06/12/24 – Conduct Day of Discovery – Suppliers on Campus to tour facilities

07/01/24 – Issue Request for Proposal Document

07/09/24 – SP (Service Providers) Submit RFP Questions (3:00 p.m. EST)

07/15/24 – Responses to SP (Service Providers) Questions Issued by YSU

07/17/24 – SP (Service Providers) Confirms Intent to Submit a Proposal

08/23/24 – Proposals Due (3:00 p.m. EST)

09/06/24 – YSU Transmit Clarification Questions to SP (Service Provider)

10/14/24 to 10/17/24 – SP (Service Provider) Onsite Presentations at YSU

10/21/24 – YSU Transmit Clarification Questions to SP (Service Provider)

10/28/24 – SP (Service Provider) Respond to Clarification Questions

11/11/24 – Down Selection of Finalist(s)

11/18/24 – SP (Service Provider) Site Tours Week of November 18, 2024

12/02/24 – SP (Service Provider) Best and Final Proposals Week of December 2, 2024

12/09/24 – Final Negotiations Week of December 9, 2024

12/18/24 – Approximate Contract Award Date December 18, 2024

Contract Start Date June 1, 2025

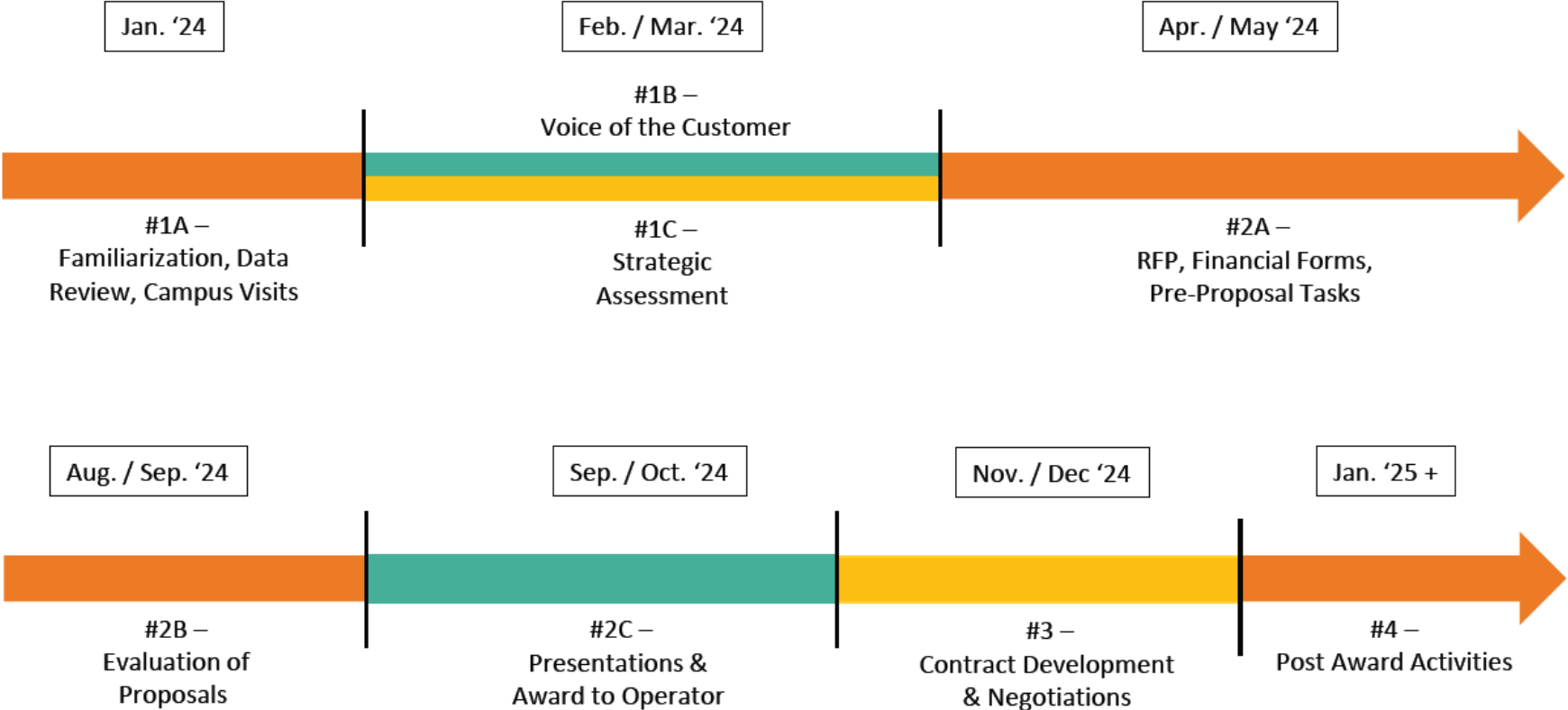
- Survey responses were collected from February 14th – February 26th.
- **611 responses** were collected.
 - 74% Completion Rate
 - 8m:11s average time spent on the survey
- 73% of responses came from students, and 27% were from Faculty & Staff.
- The **top four areas of importance** for both students and faculty/staff were:
 - Food Quality & Taste
 - Cleanliness
 - Prove Value
 - Food Variety
- Overall, **64%** of respondents rated dining services at YSU as either **Excellent** or **Good**.
 - Only 6% rated as **Poor**

Notable Areas for Improvement

Christman Dining Commons	Kilcawley Center
<ul style="list-style-type: none"> ▪ Variety of Food 	<ul style="list-style-type: none"> ▪ Price/Value of Food
<ul style="list-style-type: none"> ▪ Availability of Healthy Options 	<ul style="list-style-type: none"> ▪ Hours of Operation
<ul style="list-style-type: none"> ▪ Hours of Operation 	<ul style="list-style-type: none"> ▪ Quality & Taste of Food
<ul style="list-style-type: none"> ▪ Vegetarian & Vegan Selections 	<ul style="list-style-type: none"> ▪ Cleanliness

- **Christman Dining Commons**
 - **52%** of respondents were **Very Satisfied** or **Satisfied** with the services offered at Christman Dining Commons.
 - **14%** were **Not at all Satisfied**
 - The **top four (4) cuisines** that respondents would like to see at Christman Commons are:
 - Healthy Options (e.g. power bowls, smoothies, salads)
 - Fresh Fruits and Vegetables
 - European Cuisine (e.g. Italian, French, Mediterranean)
 - East Asian Cuisine (e.g. Chinese, Japanese, Korean)
- **Kilcawley Center**
 - Each Chartwells operated location had greater than **65% Very Satisfied or Satisfied** rating.
 - **Wendy's** had a combined **60% Very Satisfied or Satisfied**
- **Campus Coffee Bars**
 - Starbucks at Maag is the most visited coffee bar.
 - Each Coffee bar had a high satisfaction percentage, **83% or better, Very Satisfied and Satisfied** combined.
- **Technology**
 - 61% of respondents did not know **GRUBHUB** offers a student discount.
 - 41% of respondents did not know about the **YSU Dish Out Program**.

Project Timeline



Four operator visioning sessions were conducted on March 20th and 21st.

Purpose

- Learn current industry "best practices" implementation strategies, trends, and innovations addressing today's challenges managing student dining and retail programs and catering on rural campuses of similar size.
- Have an opportunity to verbally share goals and expected outcomes relating to dining, retail, and catering services at Youngstown State University.
- Create a forum for collaborative discussion regarding how the operator's successful programs and approaches can support Youngstown State University's long-term goals regarding innovative board programs, retail concepts, and quality catering services.

Participants

- Aladdin
- Aramark
- AVI
- Chartwells

Key Takeaways & Learnings

- Enhancement of meal plans and meal exchanges
- Enhancement of catering services
- Food insecurity initiatives
- Enhancement of technology and robotics
- Elevating awareness and accessibility of healthy eating options with onsite nutritionist support

Projects in Progress:

Building Envelope Renovations

YSU 2324-01

\$1.7M (Capital Funds) Domokur Architects

Building exterior repairs to Beeghly Center, Bliss Hall and Maag Library. This project is underway and will be complete by November 2024.

Student Center Renovation

YSU 2324-22

\$43M (Capital Funds/Local/Philanthropy) AE Works

We are well into the design process, and the project is moving forward. Bid advertisements will start November 17th with a bid opening on December 19th. We anticipate a contract and notice to proceed by February 2025.

Building Exterior Doors and Windows

YSU 2324-29

\$1.75M (Capital Funds) YSU Staff, Alex Downey and Sons

This project will address worn and damaged door and window systems on building exteriors across campus. This project is on schedule for a Fall 2024 completion.

Beeghly Center Seat Replacement

YSU 2324-34

\$1.8M (Local Funds) Farnham

This project will replace all the seating within the Beeghly Center main gym. The project is underway and will be ready for a Fall 2024 completion.

Athletics Digital Media Room

YSU 2324-36

\$425k (Local Funds) DPH Architecture, United Contractors

This project will convert a racquetball court into a digital media room in Stambaugh Stadium. The project is nearly complete with final inspections remaining.

Accessibility Services Relocation

YSU 2324-30

\$320k (Local Funds) Bostwick, B&B Contractors

This project will convert former classrooms on the 3rd floor of DeBartolo Hall to accommodate Accessibility Services. This project is underway and should be complete by late November/early December 2024.

M66 Parking Lot Construction

YSU 2526-1

\$890k (Local Funds) GPD Group, Marucci-Gaffney

A new parking lot will be constructed along Arlington Street. Bids were recently opened; a contract is being processed. This project will begin as soon as possible with a November completion.

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 2025:

Garfield Building Renovations Phase 1
YSU 2324-15

\$1.5M (Capital Funds) PrimeAE Group

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 pending.

Emergency Generator Upgrades
YSU 2324-19

\$1M (Capital Funds) YSU Staff

This project will upgrade and replace worn and failing emergency generators across campus. A bidding and construction schedule will be developed once YSU Engineering staff complete the bid documents. Start and completion dates have yet to be determined.

Additional Projects in Development:

- **Silvestri Hall Lower Level** – Renovation of the lower level of Silvestri Hall for Kilcawley Center staff.
- **Cafaro Suite Renovation** – Renovation of the Cafaro Suite in Cafaro Hall.
- **Building Exterior Door and Windows Phase 2**
- **Rich Center Renovation**

Information Security Services Update

Board of Trustees
Sept 2024



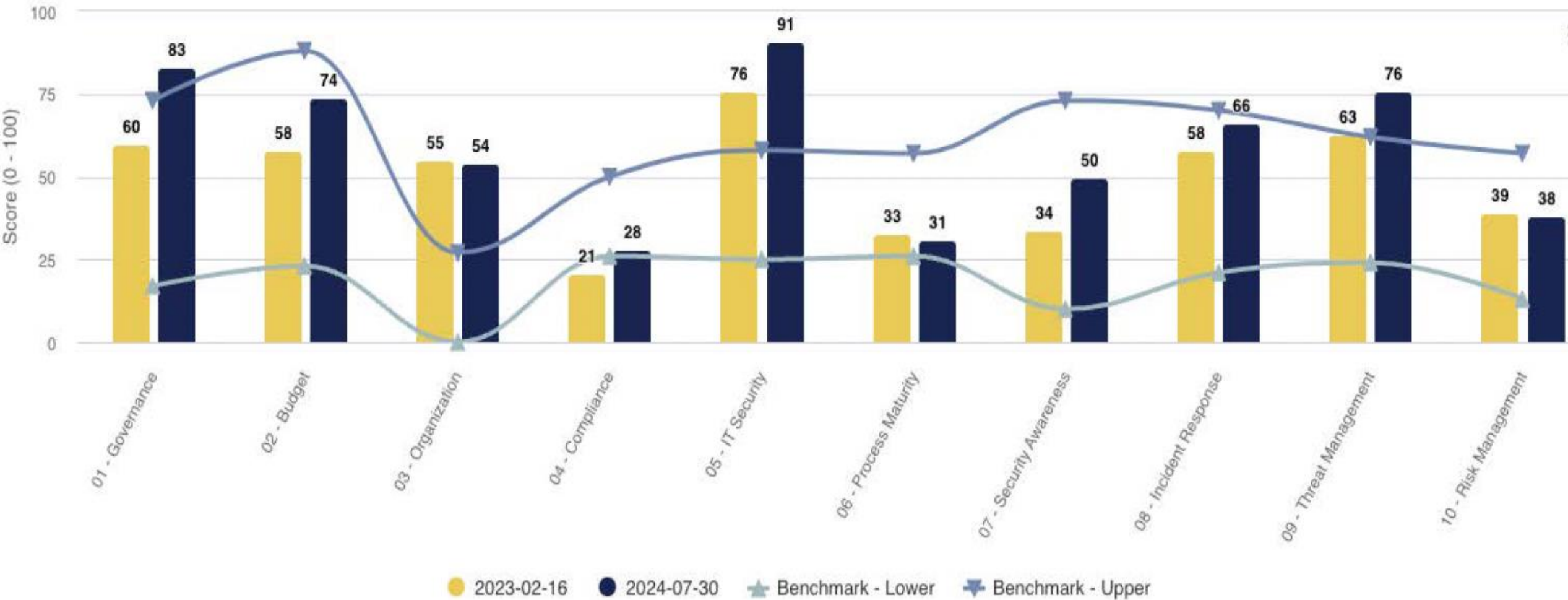
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STATE
UNIVERSITY**

Threat Landscape

- 79% increase in Ransomware attacks on Higher Education from 2022 to 2023 (Sophos Threat Landscape Report, 2023)
- Evolution of Ransomware into Double Extortion (FBI/CISA Advisory AA24-242A, 2024)
- 60% increase in sophisticated phishing attacks utilizing Artificial Intelligence (Industrial Cybersecurity Pulse, 2024)

Security Program Benchmark Report

Comparing 2023-02-16 (Baseline) to 2024-07-30 (Report)



● 2023-02-16 ● 2024-07-30 ★ Benchmark - Lower ★ Benchmark - Upper



Program Achievements

- Vulnerability Management
- Pen Test Remediation
- Security Awareness Program
- Fully certified IT Security Team



Program Goals

3 Month	6 Month	12 Month
Password Complexity	IT Change Control Process	IT Business Impact Analysis
Phishing Simulations	Audit and Removal of Stale Accounts	Evaluate Security Information and Event Management (SIEM) Solutions
Out-of-band Communications	Centralize Security Alerting Systems	Strengthen Email Security

Thank you!



**YOUNGSTOWN
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YOUNGSTOWN STATE UNIVERSITY
Reportable Budget and Interfund Transfers
Quarter Ended June 30, 2024

BUDGET TRANSFERS WITHIN THE OPERATING BUDGET (i.e., General Fund and Auxiliaries):

FROM	TO	AMOUNT	REASON
------	----	--------	--------

None.

TRANSFERS OUTSIDE OF THE OPERATING BUDGET:

FROM	TO	AMOUNT	REASON
------	----	--------	--------

Parking Services Plant Reserve (Auxiliary Plant Fund)	M-66 Surface Lot (Auxiliary Plant Fund)	\$900,201	Approved by Board in June.
--	--	-----------	----------------------------

FY2024 Year End Operating Performance Transfers			Transfers of current year residual funds totaling \$2,783,172 to Operating Carryforward fund.
---	--	--	---

General Funds		\$652,810	
Housing Services (Auxiliary Fund)		\$1,116,492	
Parking Services (Auxiliary Fund)		\$921,501	
Andrews Student Rec/Wellness Center (Auxiliary Fund)		\$80,669	
Kilcawley Center (Auxiliary Fund)		\$11,700	

Other Transfers			Includes Year End and 4th Quarter Transfers.
-----------------	--	--	--

Parking Services (Auxiliary Fund)	M30 & M60 Parking Deck Renovations (Auxiliary Plant Fund)	\$444,700	Transfer to project fund.
Various Funds (Auxiliary Plant Funds)	Housing Services Plant Reserve (Auxiliary Plant Fund)	\$128,113	Transfer residual project funds to Housing Services Plant Reserve.
Academic Affairs Renewals & Replacements (Unrestricted Plant Fund)	Various Funds (Unrestricted Plant Funds)	\$116,000	Transfer to Cushwa Hall Water Restoration project.

FROM	TO	AMOUNT	REASON
Housing Services Plant Reserve (Auxiliary Plant Fund)	Lyden Cooling Towers (Auxiliary Plant Fund)	\$110,000	Transfer to project fund.
Athletics (Auxiliary Operating)	Athletics Renovations (Auxiliary Plant Fund)	\$76,593	Transfer to Digital Media Studio project.
YSU Match FSEOG 23-24 (Restricted Fund)	General Fund	\$73,215	Transfer residual match funds to General Fund.
YSU Match FWS 23-24 (Restricted Fund)	General Fund	\$70,584	Transfer residual match funds to General Fund.
General Fund	Capital Facilities Project (Unrestricted Plant Fund)	\$57,696	Transfer administrative fees earned on locally administered state projects.
YSU Match FWS 23-24 (Restricted Fund)	YSU Match FWS 24-25 (Restricted Fund)	\$50,361	Transfer to fund required match.

Youngstown State University
Fiscal Year 2024 Fourth Quarter Diversity Spend Report
April 1, 2024 through June 30, 2024

	FY2024				FY2023			
	4th QTR	Percent of Addressable	YTD	Percent of Addressable	4th QTR	Percent of Addressable	YTD	Percent of Addressable
Diversity Spend - Goods and Services (excludes EDGE and construction)								
MBE	\$ 362,046	6.32%	\$ 1,270,252	5.82%	\$ 183,519	3.99%	\$ 742,626	3.67%
Disability Challenged	-	-	-	-	212,631	4.62%	653,740	3.23%
Recycled Materials	-	-	-	-	-	-	-	-
Veteran Owned	9,765	0.17%	79,972	0.37%	1,866	0.04%	85,080	0.42%
Woman Owned	81,312	1.42%	143,613	0.66%	23,528	0.51%	133,637	0.66%
Total Diversity Spend	\$ 453,123	7.91%	\$ 1,493,837	6.85%	\$ 421,544	9.17%	\$ 1,615,083	7.98%
Total Addressable Spend - Goods and Services	\$ 5,726,235	100.00%	\$ 21,817,683	100.00%	\$ 4,598,702	100.00%	\$ 20,246,320	100.00%
EDGE Spend - Goods, Services, and Construction*								
EDGE	\$ 168,361	2.19%	\$ 516,360	1.66%	\$ 78,306	1.38%	\$ 580,736	1.90%
Total EDGE Spend	\$ 168,361	2.19%	\$ 516,360	1.66%	\$ 78,306	1.38%	\$ 580,736	1.90%
Total Addressable Spend - Goods, Services, and Construction	\$ 7,683,491	100.00%	\$ 31,196,722	100.00%	\$ 5,686,539	100.00%	\$ 30,520,555	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)
April 1, 2024 through June 30, 2024

Minority Business Enterprise (MBE)			
Name	Address	Type of Contract	Purchases
AG PrintPromo Solutions	540 Graham Road, Cuyahoga Falls, Ohio 44221	Printing Services	\$ 432
Brown Enterprise Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Computer Supplies	351,295
Brown Enterprise Solutions/Staples - Tier 2	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Office Supplies	53
CDW Government Inc - Tier 2	230 N Milwaukee Ave, Vernon Hills, Illinois 60061	Computer & Audio/Visual Equipment	2,550
Consolidus, LLC - Tier 2	526 S Main St STE 804, Akron, Ohio 44311	Office & Promotional Supplies	3,060
Amazon - Tier 2	PO Box 81207, Seattle, Washington 98108-1207	Miscellaneous Supplies	4,657
	Subtotal - MBE		\$ 362,046
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	\$ 735
CDW Government Inc - Tier 2	230 N Milwaukee Ave, Vernon Hills, Illinois 60061	Computer & Audio/Visual Equipment	3,929
Protech-N-Shred	P.O. Box 85, Cortland, Ohio 44410	Document Shredding	5,101
	Subtotal - Veteran Owned		\$ 9,765
Woman Owned			
Name	Address	Type of Contract	Purchases
Brown Enterprise Solutions/Staples - Tier 2	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Office Supplies	\$ 710
Amazon - Tier 2	PO Box 81207, Seattle, Washington 98108-1207	Miscellaneous Supplies	2,008
KDC	2100 Babcock Blvd, Pittsburgh, Pennsylvania 15209	Maintenance Supplies	5,372
LED3 LLC	550 W Main Street, Canfield, Ohio 44406	Video Scoreboard	34,015
LM Cases	2720 Intertech Drive, Youngstown, Ohio 44509	Photo Supplies	11,612
CDW Government Inc - Tier 2	230 N Milwaukee Ave, Vernon Hills, Illinois 60061	Computer & Audio/Visual Equipment	10,566
Roar Postal Supplies & Solutions	10600 W. 108th Terrace, Overland Park, Kansas 66210	Postal Supplies	406
Ryan Carpet Sales & Services Inc.	70 Victoria Road, Austintown, Ohio 44515	Flooring	9,360
The Workroom	8782 Chesterton Drive, Poland, Ohio 44514	Window Coverings	1,308
Consolidus, LLC - Tier 2	526 S Main St STE 804, Akron, Ohio 44311	Office & Promotional Supplies	5,420
Union Eyes Optical Inc.	Suite B, 229 Churchill Hubbard Road, Youngstown, Ohio 44505	Public Safety Supplies	535
	Subtotal - Woman Owned		\$ 81,312
	Total Diversity Spend		\$ 453,123

Youngstown State University
EDGE Spend Detail Report
April 1, 2024 through June 30, 2024

Encouraging Diversity, Growth, and Equity (EDGE)

	Address	Project	Purchases
Contractor Connection	P.O. Box 35852, Canton, Ohio 44735	Lyden House Elevator	\$ 11,260
Western Reserve Mechanical	3041 South Main St., Niles, Ohio 44446	Repairs and Maintenance-Non Construction	38,982
WTW Architects	800 Waterfront Drive Suite A, Pittsburgh, Pennsylvania 15222	Kilcawley Center Renovations	
*R Engineering Team	3100 E 45th St #306, Cleveland, Ohio 44127	Kilcawley Center Renovations	34,884
*G Stephens	133 N Summit St, Akron, Ohio 44304	Kilcawley Center Renovations	28,787
*DERU Landscape Architecture	812 Huron Road East Suite 411, Cleveland, Ohio 44115	Kilcawley Center Renovations	13,448
*BCL Enterprise	5796 Treeside Drive, Liberty Township, Ohio 45044	Kilcawley Center Renovations	41,000
	Total EDGE Spend		\$ 168,361

*EDGE subcontractors

FY 2025 Schedule of Insurance

Property Coverage

Description of Coverage	Insurance Carrier	Limit of Liability	Deductible	Annual Cost
All Risk Property Coverage	IUC RMIC Self Insurance Pool	\$900,000	\$100,000	\$137,211.26
	Travelers	\$1,000,000,000 Various sublimits	\$1,000,000 (pool)	\$546,973.48
Automobile Physical Damage	IUC RMIC Self Insurance Pool	Actual Cash Value	Varies	\$2,914.50
Fine Arts including Library	Hamilton Insurance Lloyd's of London	\$350,000,000 library \$100,000,000 fine arts \$25,000,000 transit \$25,000,000 exhibition \$20,000,000 unscheduled	\$25,000	\$10,937.34
Terrorism, Active Assailant	Liberty Mutual Hamilton, Lloyds	\$100,000,000 \$500,000,000 excess \$100,000,000	\$10,000	\$7,098
Administrative Fees				\$27,740.93
				\$732,875.51

Casualty Coverage

Description of Coverage	Insurance Carrier	Limit of Liability	Deductible	Annual Cost
IUC-RMIC Casualty Pool	IUC RMIC Self Insurance Pool	\$2,500,000, and \$2M excess of \$8M	\$100,000	\$165,421.01
IUC General Liability	IUC RMIC	\$10,000,000	\$100,000	\$115,160.32
IUC Auto Liability	IUC RMIC	\$10,000,000	\$100,000	
IUC Educators Legal	IUC RMIC	\$10,000,000	\$100,000	
1st Excess General & Automobile Liability	United Educators	\$25,000,000 excess \$10,000,000		\$122,212.82
1st Excess Educators Legal Liability	United Educators	\$25,000,000 excess \$10,000,000		
Administrative Fees				\$55,868.31
Loss Control Funds				\$15,000
				\$473,662.45

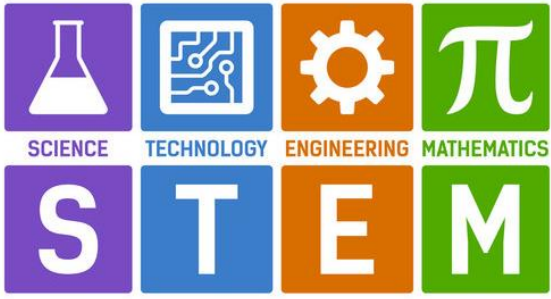
Other Group Coverages

Description of Coverage	Insurance Carrier	Limit of Liability	Deductible	Annual Cost
Crime	National Union (AIG)	\$5,000,000	\$100,000	\$13,214.18
Cyber Liability Breach Response	Syndicate at Lloyds (Beazley)	\$1,000,000	\$100,000	\$52,887.50
Excess Social Engineering	Syndicate at Lloyds (Beazley)	\$750,000		\$4,253.83
Fiduciary	Euclid Specialty	\$5,000,000 Various Sublimits	\$100,000 except \$300,000 class action \$300,000 fees	\$9,660.16
Foreign Package	AIG Worldsource	\$1,000,000/\$3,000,000	\$25,000	\$947.20
International Travel	ISOS			\$1,575.60
Medical Malpractice	Hudson Insurance Hudson Excess	\$1,000,000/\$3,000,000 \$2,000,000/\$2,000,000	\$25,000	\$19,540
Pollution	Syndicate at Lloyds (Beazley)	\$5,000,000 incident \$15,000,000 aggregate	\$50,000	\$11,106.00
Special Accident	Hiscox	\$20,000,000		Prepaid
				\$113,184.47

Office of Risk Management

Open Risk Priorities

- Data Security- work with IT security to ensure insurance coverage is appropriate and also report cyber claims as needed. Large improvements over the last couple years with a resulting lower annual cost.
- Mental Health of Students and Employees- ongoing focus with human resources and dean of students and counseling services.
- Campus Safety, Security, and Emergency Response- updating emergency response plan, coordinating training efforts, working with campus police on security issues and insurance coverages.



STEM & Workforce Education & Innovation

1st Progress Report

on Key Performance Indicators and Initiatives



Wim Steelant, August 29, 2024

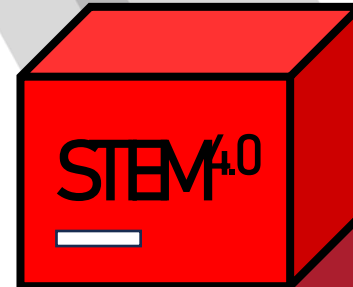
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College of
Science, Technology,
Engineering &
Mathematics



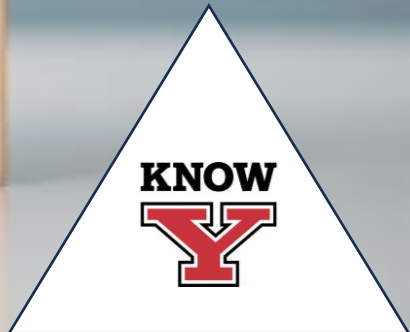
Workforce
Education & Innovation
Youngstown State University



Key Performance Indicators



1st Report; August 29, 2024

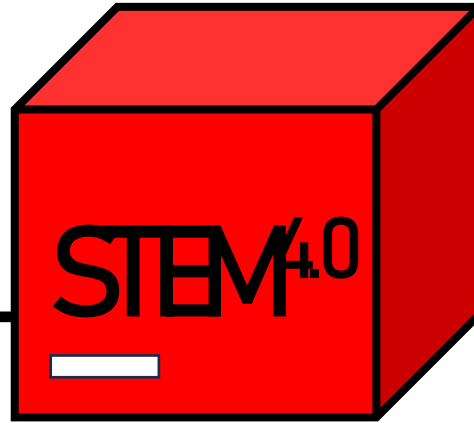


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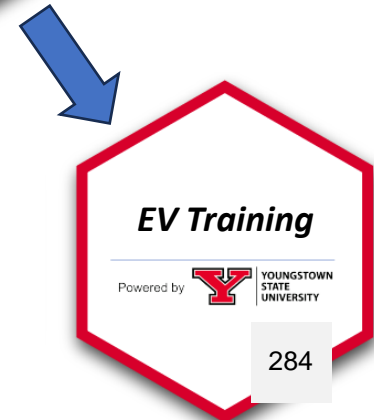
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KPI's of Success

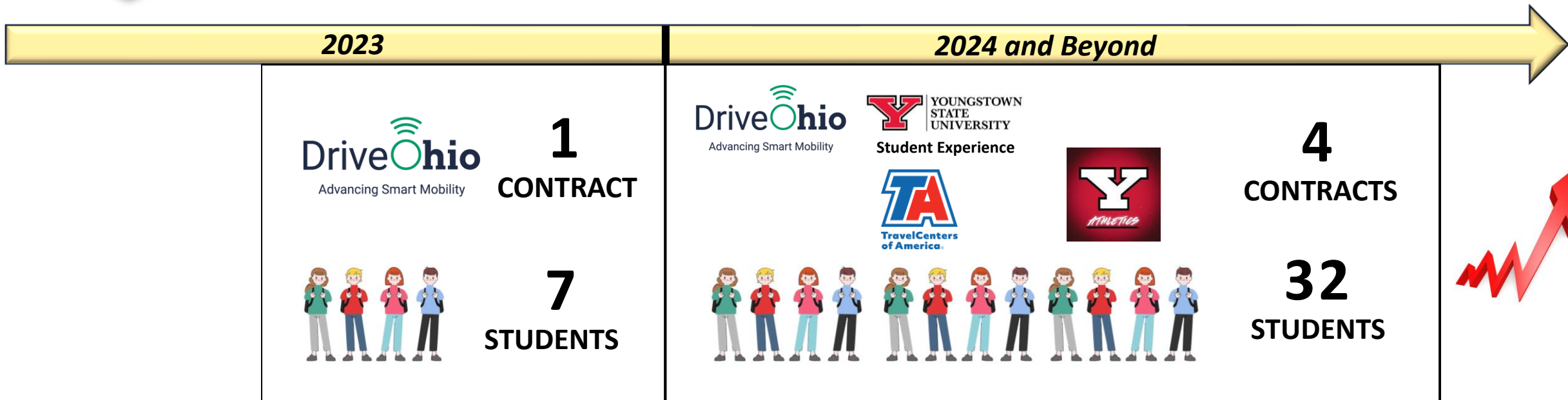
WEI Synchronized with
YSU Strategic Plan: Taking Charge of our Future: 2020 and Beyond



GOAL: IMPLEMENT BEST PRACTICES THAT ADDRESS STUDENT NEEDS THROUGHOUT THE STUDENT LIFE CYCLE TO INCREASE PERSISTENCE, COMPLETION AND POSTGRADUATE SUCCESS

Strategy: Enhance student experiences through implementation of specific initiatives designed to actively engage them in co-curricular and extra-curricular activities

YSU DataMine partners student teams (teams consist of students pursuing different majors) with corporate mentors to work on real-world data analytics projects. This partnership continues to expand with increased student participation.



KPI's of Success

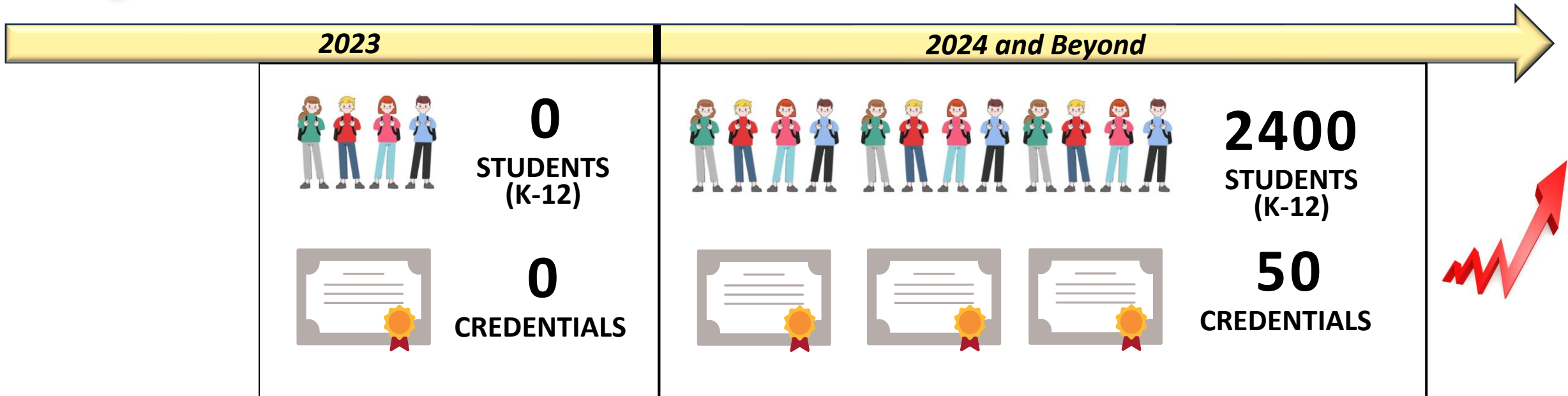
WEI Synchronized with
YSU Strategic Plan: Taking Charge of our Future: 2020 and Beyond



GOAL: DEVELOP A RECRUITMENT AND ENROLLMENT STRATEGY THAT ALLIGNS WITH A COMPLETION STRATEGY

Strategy: Expand and Enhance outreach and engagement with students prior to enrollment

The Williamson Innovation Park will allow YSU Students, K-12 and workforce students to be engaged in hands-on experiences and credentialing. STEM roughly converts about 30% of all K-12 students that have engaged with us into attending YSU students.



INFORMATION CARD

YOUNGSTOWN STATE UNIVERSITY



College of
Science, Technology,
Engineering &
Mathematics



Personnel

Principal Lead: *Emilie Brown*

Function: *Program Coordinator K-12* **Salary*:** *N/A*

Other: *New Hire* **Function:** *K-12 Coordinator Outreach and Scholarships* **Salary*:** *\$43,000*

Assists: *Sherri Hrusovski, David Janofa, Jackie Ruller, Emilie Brown*

Affiliated Funding

Awarded \$98,210

Title: *Williamson Innovation Park Program* (Champion Funds (\$3,000,000 Endowment))

FOAP: *247135-140602-XXXXXX-12*

Available Balance: *\$141,691*

Intended use: *Personnel only*

Title: *Williamson Innovation Park Program* and

FOAP: *247141-140602-XXXXXX*

Available Balance: *\$98,210*

Intended use: *Program*

New 8/20/2024

* Without 40% Fringe Benefits (FB)



KPI's of Success

WEI Synchronized with
YSU Strategic Plan: Taking Charge of our Future: 2020 and Beyond

GOAL: CONDUCT AND SUPPORT RESEARCH THAT PROVIDES RELEVANT AND MEANINGFUL EDUCATIONAL EXPERIENCES FOR STUDENTS AND FACULTY THAT ADDS VALUE TO AREA CITIZENS AND REGIONAL PARTNERS



Awarded +\$200,000
Awarded: \$400,000

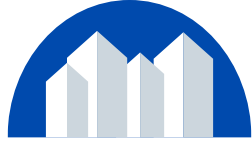
Strategy: Identify and support research that focuses on the development of a scholarship, in alignment with the Excellence Training Center (ETC) at Kohli and community engagement

2024 and Beyond

7345+
PEOPLE



The Excellence Training Center has hosted 151 different events that have brought in more than 7000 people since the Grand Opening.



319
COMPANIES

Throughout the Mahoning, Trumbull, Columbiana and multiple neighboring counties, over 300 unique companies have come through the facility.

Data as of 8/1/2024

949
WORKFORCE
CREDENTIALS



issued at the ETC
168 K-12 Certificates of Participation
Totaling 1117 credentials since July 2021

199

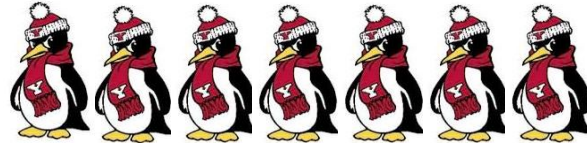
Online Classes



The Excellence Training Center has had over 150 Advanced Manufacturing online classes

2019+

YSU Students have taken classes at the ETC



The ETC has hosted 88 for-credit classes including STEM First Year Engineering, FANUC Robotics and Machining.

2195
K-12 STUDENTS



More than 2000 students from area schools have toured the ETC exploring STEM degree opportunities and alternative educational pathways.

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UNIVERSITY



12
SCHOOL
DISTRICTS

Bridge the GAP between K-12 and STEM^{4.0}

KPI's of Success

WEI Synchronized with
YSU Strategic Plan: Taking Charge of our Future: 2020 and Beyond

GOAL: CONDUCT AND SUPPORT RESEARCH THAT PROVIDES RELEVANT AND MEANINGFUL EDUCATIONAL EXPERIENCES FOR STUDENTS AND FACULTY THAT ADDS VALUE TO AREA CITIZENS AND REGIONAL PARTNERS

Strategy: Identify areas of research, service, and scholarship, in alignment with the Excellence Training Center (ETC) at Kohli Hall, that focus on research and community engagement



Current Overview

TIES – IBM

Awarded \$13,792
Submitted: +\$800,000

and Beyond

Data as of 8/1/2024

The IT Workforce Accelerator Training Center is in a ramp-up phase and great progress has been made on the modernization of the space with the first floor now outfitted with technology and furniture. The team looks forward to hosting a Grand Opening in the fall of 2024. By continuing to implement targeted strategies and address areas of improvement, we are poised to maintain our momentum and provide valuable IT-related credential programs to an even broader audience in the coming quarters.



55
VISITORS

The IT Workforce Accelerator has hosted 3 different events that have brought in more than 50 people.

A Grand Opening is scheduled for Fall 2024.

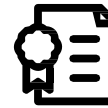


17
COMPANIES

Even before our official launch, over 15 unique companies have visited from Mahoning, Trumbull, Columbiana, and other neighboring counties.



489
CREDENTIALS
ISSUED
through ITWA



90
CREDENTIALS
ISSUED
through ITWA/WCBA
Ohio EIP collaboration



113
STUDENTS
HAVE TAKEN
CLASSES

ITWA offers over 50 Workforce Development or Non-credit courses.



YOUNGSTOWN
STATE
UNIVERSITY

KPI's of Success

WEI Synchronized with
YSU Strategic Plan: Taking Charge of our Future: 2020 and Beyond



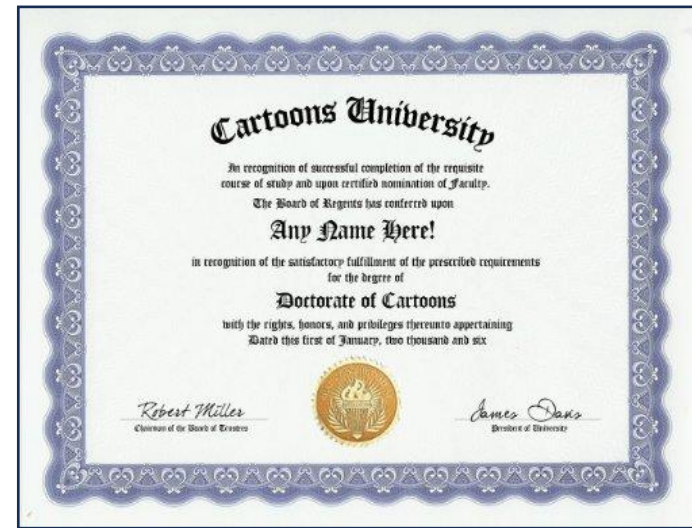
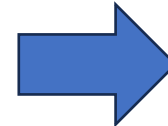
Workforce
Education & Innovation
Youngstown State University

GOAL: DEVELOP A CULTURE OF ASSESSMENT THAT ENSURES THE QUALITY OF ACADEMIC PROGRAM MAJORS, MINORS, AND OTHER CREDENTIALS

Strategy: Develop a mechanism to continually identify, assess, and implement new academic programs, badges, credentials, certifications or coursework integration

GOAL: ESTABLISH UNIVERSAL LEARNING OUTCOMES TO ENHANCE THE VALUE OF A YSU DEGREE

Strategy: *Revise General Education Requirements to reflect the learning outcomes approved by Academic Senate*



Transition Flow Chart of Different Types of Credentials into the (STEM) Curriculum



Outside Feeders

- Companies
David Janofa, Sherri Hrusovski
- Career & Tech Centers
David Janofa, Sherri Hrusovski
- High Schools (School Districts)
David Janofa, Sherri Hrusovski, Emilie Brown
- TechCred/Techprep
David Janofa, Sherri Hrusovski
- Ohio Employment Agency
David Janofa, Sherri Hrusovski, Erica Shirilla
- JobsOhio
David Janofa, Wim Steelant
- Other

Converts Directly

YSU WEI

- Industry credentials
Jackie Ruller
- Other credentials
Lindsey Ekstrand, Erica Shirilla

YSU STEM Programs

Department Chairs, Coordinators and Faculty

Credits towards:

General Education Requirement

Embed specific credentials that count towards GERs for all STEM programs

Associate degrees

*Information technology
Civil and Construction Engineering Technology
Electrical Engineering Technology
Mechanical Engineering Technology
Welding; Machining*

Bachelor degrees

Applies to all STEM programs but mostly Engineering and Engineering Technology

Credential Equate Committee (CEC)

This committee equates all possible credentials towards academic credit and should consist of all program coordinators, chairs and the STEM Accreditation Director. This will ensure uniformity, consistency as well as ensuring that all accreditation standards such as ABET, ACS and HLC are followed.



Department of
Higher Education



Transfer Credit Ohio

“Dr. Wiseman”

“ITAG” or Industry-Recognized Credential Transfer Assurance Guides



Initiative that guarantees awarding college credit

for

students earning Industry-recognized credentials



Currently 22 “IRCs” recognized by the State
(See Appendix A for a current list of IRCs recognized by the State)



**YOUNGSTOWN
STATE
UNIVERSITY**



Industry-Recognized Credentials



**Department of
Higher Education**

College Credit

Career & Tech Centers

TechCred/Employers

High School

Other

"Fred"



→ **Colleges have to 'equate' the IRCs into College credit**



**YOUNGSTOWN
STATE
UNIVERSITY**

Industry-Recognized Credentials



**Department of
Higher Education**

College Credit

➔ **Colleges have to 'equate' the IRCs into College credit**



**YOUNGSTOWN
STATE UNIVERSITY**

Credential	Credential Name	YSU Appr Course	YSU Course Name
ITEET022	PLCs and automation	EET 3712+L (3 Cr)	Programmable Logic Controllers
ITMET005	Computer Aided Design	CCET 1503, 1504 (3 Cr)	CAD Technology & Drafting and Plan Reading
ITITN002	CompTia Network+	CSIS 3723 (3 Cr)	Networking concepts and administration
ITLPRN001	Practical Nursing	NURS 2610 & 2645 or (min 10 Cr) NURS 2610 & 2620	Contemporary Nursing, Nursing 1 Foundations of Nursing Professional Nursing 1
ITCF001	Sanitation and Safety	FNUT 1512 (1-2 Cr)	Food Safety and Sanitation
ITECE001	Intro to early childhood education	CHFM 1514 (3 Cr)	Introduction to Early childhood Education
ITECE002	Health, safety and nutrition		
ITECE004	Observation and assessment		



**YOUNGSTOWN
STATE
UNIVERSITY**

Industry-Recognized Credentials



**Department of
Higher Education**

College Credit



**YOUNGSTOWN
STATE UNIVERSITY**

➔ *Colleges can create IRCs and submit to the State for approval*

Credential	Credential Name	YSU Appr Course	YSU Course Name
ITIR001	Industrial Robotics	Submit Fall 2024	TBD

Next steps

➔ *Identify and convert some of our credentials to IRCs that can serve as GER courses serving YSU*

➔ *Marketing of the IRCs that count towards college credit at YSU*

What we have here is failure to procrastinate & communicate



Challenge

➔ *Automatic transcription*



UPDATE NEW PROJECTS



YOUNGSTOWN
STATE
UNIVERSITY

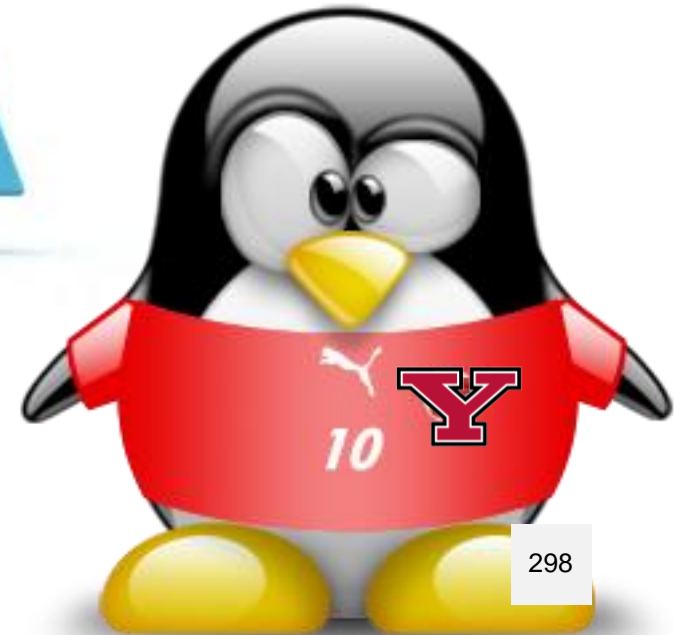
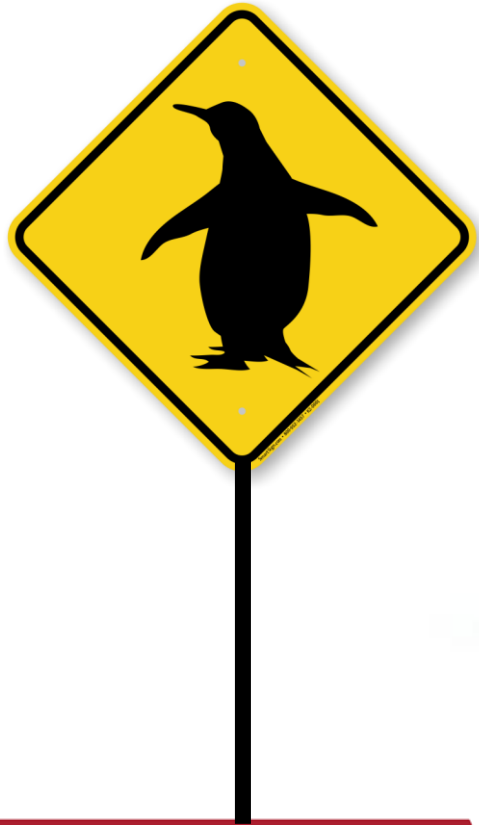


- ➔ *Director of Driving School: Brian Beckett*
- ➔ *Homebase will be Youngstown, with offerings in Steubenville*
- ➔ *Working out the details for donated trucks*
- ➔ *Working out the details for fuel donation and truck maintenance*
- ➔ *Hoping to start late Fall Semester 2024*



- ➔ *Working on curriculum to start as an AIS degree*
- ➔ *Concurrently, submit an AAS in Aviation to the State*
- ➔ *AAS would include private and commercial pathways*
- ➔ *Hoping to start late Spring Semester 2025*





YOUNGSTOWN
STATE
UNIVERSITY

Industry Recognized Credential Transfer Assurance Guide (ITAG) Guidance Document

This ITAG Guidance Document provides an overview of all current Industry Recognized Credential Transfer Assurance Guides (ITAGs) that have been established by the Ohio Department of Higher Education (ODHE). ITAGs are a statewide transfer initiative that guarantees the awarding of college credit at Ohio public institutions of higher education to students who have earned agreed-upon industry-recognized credentials.

ITAGs

This tab includes information on all current ITAGs, arranged by career field. ITAGs which fall outside of any of the main career fields are included in the "Other" category at the bottom of the list.

Information provided includes the name of the ITAG, the name of the associated credential, the credentialing body, the name of the credentialing exam, and the number of credit hours awarded for the credential.

If an ITAG shares an identical set of learning outcomes with a Transfer Assurance Guide (TAG) course and/or a Career-Technical Assurance Guide (CTAG) course, the course numbers for the relevant TAG and/or CTAG course are listed. TAG courses guarantee transfer of pre-major and beginning major courses between Ohio public colleges and universities, while CTAG courses award college credit to students who have successfully completed aligned career-technical coursework at an Ohio public high school or career center. Requirements for TAG and CTAG eligibility and additional information about all TAG and CTAG courses listed in this document can be found on the Transfer Credit Ohio website.

Instructions for both students and institutions to verify that the student holds an eligible credential are also provided. These instructions will vary depending on the procedures established by the respective credentialing body. Additional requirements for eligibility are also summarized.

Career Field	Course Name	Credential Name	YSU Approved Course	Credential Issuer	Credentialing Exam	Credit Hours
Business Technology	ITMSOS001 – Introduction to Microsoft PowerPoint	Microsoft PowerPoint Associate Level Certification		Microsoft	MO-300	1 semester hour
	ITMSOS002 – Introduction to Microsoft Excel	Microsoft Excel Associate Level Certification		Microsoft	MO-200	1 semester hour
	ITMSOS003 – Introduction to Microsoft Word	Microsoft Word Associate Level Certification		Microsoft	MO-100	1 semester hour
	ITMSOS004 – Introduction to Microsoft Access	Microsoft Access Advanced Level Certification		Microsoft	MO-500	1-2 semester hours
	ITAIE002 – Hydraulics and Pneumatics	Festo Level 1: Fundamentals Fluid Power Hydraulics and Level 1: Fundamentals Fluid Power Pneumatics		Festo	Festo Level 1: Fundamentals Fluid Power - Hydraulics and Level 1: Fundamentals Fluid Power - Pneumatics	3-4 semester hours
		NIMS Industrial Technology Maintenance Standard, Role: Hydraulic Systems Specialist, Duty Area 1: Hydraulic Systems and Industrial Technology Maintenance Standard, Role: Pneumatic Systems Specialist, Duty Area 1: Pneumatic Systems		NIMS	NIMS Industrial Technology Maintenance Standard, Role: Hydraulic Systems Specialist, Duty Area 1: Hydraulic Systems and Industrial Technology Maintenance Standard, Role: Pneumatic Systems Specialist, Duty Area 1: Pneumatic Systems	
		IFPS Mobile Hydraulic Mechanic and Industrial Pneumatic Mechanic		IFPS	IFPS Mobile Hydraulic Mechanic and Industrial Pneumatic Mechanic	

Career Field	Course Name	Credential Name	YSU Approved Course	Credential Issuer	Credentialing Exam	Credit Hours
Engineering and Manufacturing		IFPS Industrial Hydraulic Mechanic and Industrial Pneumatic Mechanic		IFPS	IFPS Industrial Hydraulic Mechanic and Industrial Pneumatic Mechanic	
	ITEET022 – Programmable Logic Controllers	Siemens SCE Certificate in Automation and Certificate in Advanced Automation	EET 3712 AND LAB	Siemens	SCE Automation Fundamentals Certification Test for Students: PLC (all 3 parts) and SCE Advanced Automation Fundamentals Certification Test for Students: PLC (all 5 parts)	3 semester hours
		Rockwell Automation Studio 5000 Logix Programmer Certificate	EET 3712 AND LAB	Rockwell Automation	Logix Programmer Assessment (upon completion of the 4 courses in the curriculum)	
		Mitsubishi Electric PLC & HMI	EET 3712 AND LAB	Mitsubishi	Mitsubishi Electric PLC & HMI	
	ITMET005 – Computer Aided Drafting/Design	Autodesk Certified Associate in CAD for Mechanical Design	CCET 1503 AND CCET 1504	Autodesk	Autodesk Certified Associate in CAD for Mechanical Design certification exam	3 semester hours
		Autodesk Certified Associate in Inventor for Mechanical Design	CCET 1503 AND CCET 1504	Autodesk	Autodesk Certified Associate in Inventor for Mechanical Design certification exam	
		Certified SOLIDWORKS Associate in Mechanical Design	CCET 1503 AND CCET 1504	SOLIDWORKS	CSWA-MD	

Career Field	Course Name	Credential Name	YSU Approved Course	Credential Issuer	Credentialing Exam	Credit Hours
		Certified SOLIDWORKS Professional in Mechanical Design	CCET 1503 AND CCET 1504	SOLIDWORKS	CSWA-MD and CSWP-MD (Segments 1-3)	
	ITWLD001 – Basic and Advanced Shielded Metal Arc Welding (SMAW)	AWS D1.1 1" Plate 3G and 4G SMAW Certifications or Qualifications		American Welding Society (AWS)	AWS D1.1 Structural Welding Code 3G Plate Test and AWS D1.1 Structural Welding Code 4G Plate Test	4-6 semester hours
	ITWLD002 – Basic and Advanced Gas Tungsten Arc Welding (GTAW)	AWS D1.1 Steel Structural Welding Code 3F GTAW, AWS D1.2 Aluminum Structural Welding Code 3F GTAW, and AWS D1.6 Stainless Steel Structural Welding Code 3F GTAW Certifications or Qualifications		American Welding Society (AWS)	AWS D1.1, D.2, and D1.6 Structural Welding Code 3F Plate Tests	4-6 semester hours
	ITWLD003 – Basic and Advanced Gas Metal Arc Welding (GMAW)	AWS D1.1 1" Plate 3G and 4G GMAW Certifications or Qualifications		American Welding Society (AWS)	AWS D1.1 Structural Welding Code 3G Plate Test and AWS D1.1 Structural Welding Code 4G Plate Test	4-6 semester hours
	ITIR001 - Industrial Robotics	FANUC Certified Robot Operator with ROBOGUIDE	SUBMIT IN FALL 2024	NOCTI	FANUC Certified Robot Operator with ROBOGUIDE 9147	3 semester hours
Healthcare	ITLPRN001 – Practical Nursing	Licensed Practical Nurse (LPN)	NURS 2610 AND 2645 OR 2610 AND 2620	Ohio Board of Nursing	NCLEX-PN	Minimum of 10 semester hours
	ITPMRN001 – Paramedic-to-RN	National Registered Paramedic Certification		National Registry of Emergency Medical Technicians (NREMT)	NREMT Paramedic Certification Examinations (Cognitive & Psychomotor)	8-10 semester hours
	ITITN002 – Introduction to Networking (CompTIA Network+)	CompTIA Network+	CSIS 3723	CompTIA	N10-008	3 semester hours

Career Field	Course Name	Credential Name	YSU Approved Course	Credential Issuer	Credentialing Exam	Credit Hours
Information Technology and Cybersecurity	ITITN017 – Cisco I CCNA 7: Introduction to Networks	Cisco Certified Technician Routing and Switching (CCT)		Cisco	100-490 RSTECH	3-4 semester hours
	ITITN017 – Cisco I CCNA 7: Introduction to Networks ITITN018 – Cisco II CCNA 7: Switching, Routing, and Wireless Essentials (SRWE) ITIN019 – Cisco III CCNA 7: Enterprise Networking, Security, and Automation (ENSA)	Cisco Certified Network Associate (CCNA)		Cisco	200-301	9-12 semester hours (3-4 semester hours per course)
	ITITS015 – Information Technology Security (CompTIA Security+)	CompTIA Security+		CompTIA	SY0-601	3 semester hours
	ITCYBR002 – Ethical Hacker	Certified Ethical Hacker		EC-Council	Certified Ethical Hacker (312-50)	3-4 semester hours
Transportation	ITAIR007 – Private Pilot Flight Instruction	Federal Aviation Administration (FAA) Private Pilot-Airplane License		Federal Aviation Administration (FAA)	FAA Private Pilot-Airplane practical test	Minimum of 5 semester hours
	ITAUT005 – Introduction to Automotive Service and Repair	ASE - Automobile & Light Truck Certification		Automotive Service Excellence (ASE)	Any single A1-A8 exam	2 semester hours
Other	ITAIR006 – Uncrewed Aircraft Systems	sUAS Safety Certification Level 1		Unmanned Safety Institute (USI)	sUAS Safety Certification Level 1 exam	3 semester hours
	ITCF001 – Sanitation and Safety (ServSafe® Manager)	ServSafe® Manager Certification	FNUT 1512	National Restaurant Association (NRA)	ServSafe® Manager Certification exam	1-2 semester hours

Career Field	Course Name	Credential Name	YSU Approved Course	Credential Issuer	Credentialing Exam	Credit Hours
	ITECE001 – Introduction to Early Childhood Education ITECE002 – Health, Safety, & Nutrition ITECE004 – Observation and Assessment	Child Development Associate (CDA)	CHFM 1514	Council for Professional Recognition	Child Development Associate (CDA) exam: written exam, portfolio review, observation of skills	3 semester hours 2-3 semester hours 2-3 semester hours