



**BOARD OF TRUSTEES  
UNIVERSITY AFFAIRS COMMITTEE**

**John R. Jakubek, Chair  
Capri S. Cafaro, Vice Chair  
All Trustees are Members**

**Wednesday, March 4, 2020  
3:30 p.m. or immediately following  
previous meeting**

**Kilcawley Center  
President's Suites**

**AGENDA**

- A. Disposition of Minutes for Meeting Held December 4, 2019**
- B. Old Business**
- C. Committee Items**

**1. Intercollegiate Athletics Action Item**

**Tab C.1.a.**

**a. Resolution to Ratify Personnel Actions**

University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for intercollegiate athletics staff and coaching positions, for October 16, 2019, through January 15, 2020. Personnel actions for intercollegiate athletics staff and coaching are contingent upon approval of the Board of Trustees.

Ron Strollo, Executive Director of Athletics, will report.

**2. Intercollegiate Athletics Discussion Item**

**Tab C.2.a.**

**a. Overview on Intercollegiate Athletics**

Ron Strollo, Executive Director of Athletics, will report.

**3. University Affairs Discussion Item**

**a. Litigation, Personnel and Collective Bargaining Update**

Holly Jacobs, Vice President for Legal Affairs and Human Resources, will provide a summary of current litigation and personnel matters, as well as a collective bargaining update.

#### **4. University Affairs Action Items**

- a. \*Consent Items** - Cynthia Kravitz, Associate Vice President and Chief Human Resources Officer, will report.

**Tab C.4.a.1. 1. Resolution to Modify Public Use of University Grounds for Expressive Activity Policy, 3356-4-21**

**Tab C.4.a.2. 2. Resolution to Modify Military (Uniformed Service) Leave Policy, 3356-7-12**

**Tab C.4.a.3. 3. Resolution to Modify Acting President Policy, 3356-9-04**

**Tab C.4.b. b. Resolution to Ratify Personnel Actions**

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, for October 16, 2019, through January 15, 2020. Personnel actions for faculty and professional/administrative staff are contingent upon approval of the Board of Trustees.

Cynthia Kravitz, Associate Vice President and Chief Human Resources Officer, will report.

**D. New Business**

**E. Adjournment**

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



**YOUNGSTOWN  
STATE  
UNIVERSITY**

**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 December 5, 2019, meeting of the Board of Trustees; and

**WHEREAS**, such personnel actions are in accordance with the 2019-2020 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-7-36, Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches; 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University; and 3356-7-42, Selection of Professional/Administrative Staff;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions as listed in Exhibit \_\_\_ attached hereto.

**Board of Trustees Meeting  
March 5, 2020  
YR 2020-**

**SUMMARY OF PERSONNEL ACTIONS**  
**Athletics Employees**  
**10/16/19 through 1/15/20**

**Appointments – 1**

**New Positions – 1** *(Notated with an asterisk \*)*

- Professional Administrative Excluded – 1

**Separations – 2**

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

**Salary Adjustments – 5**

- Professional Administrative Excluded – 4
- Professional Administrative Externally Funded – 1

**YOUNGSTOWN STATE UNIVERSITY  
ATHLETICS EMPLOYEES  
PERSONNEL ACTIONS 10/16/19 THROUGH 1/15/20  
APPOINTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>
Clarkson, Kendyl*	Excluded	Assistant Coach Women's Lacrosse	Lacrosse - Women's	1/2/2020	1.00	\$ 35,000.00
<i>*New Positions</i>						

**YOUNGSTOWN STATE UNIVERSITY  
ATHLETICS EMPLOYEES  
PERSONNEL ACTIONS 10/16/19 THROUGH 1/15/20  
SEPARATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>DATE OF SEPARATON</b>	<b>FTE</b>	<b>SALARY</b>
Slepko, Julia	APAS	Assistant Athletic Trainer	Training Room	12/27/2019	1.00	\$ 41,001.96
Sklenar, Brian	Excluded	Assistant Strength Coach	Training Room	11/22/2019	1.00	\$ 34,697.14

**YOUNGSTOWN STATE UNIVERSITY  
ATHLETICS EMPLOYEES  
PERSONNEL ACTIONS 10/16/19 THROUGH 1/15/20  
SALARY ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>NEW FTE</b>	<b>NEW SALARY</b>	<b>OLD FTE</b>	<b>PREVIOUS SALARY</b>
Pacanowski, Jason	Excluded	Assistant Coach Women's Basketball	Basketball - Women's	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 24,286.00
Preto, Mark	Excluded	Assistant Coach Football Video	Football	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 35,541.90
Reeves, Amber	Excluded	Assistant Coach Director of Operations	Basketball - Women's	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 30,805.00
Sommers, Matthew	Excluded	Assistant Coach Strength Conditioning	Training Room	1/1/2020	1.00	\$ 34,697.00	1.00	\$ 31,695.00
Spiegel, Allan	Externally Funded	Special Assistant to Executive Director of Athletics	Athletic Administration	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 29,948.00

**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
IMPACT ON CAMPUS  
TEN YEAR "SNAP SHOT"**

	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>
<b>ENROLLMENT:</b>										
# OF STUDENT-ATHLETES	425	404	400	377	376	356	359	362	353	352
TOTAL SUBSIDY ELIGIBLE FTE	8,890	8,946	9,089	9,078	9,266	9,837	10,193	10,844	11,307	11,137
% WHO ARE STUDENT-ATHLETES	5%	5%	4%	4%	4%	4%	4%	3%	3%	3%
<b>INTERNATIONAL ENROLLMENT:</b>										
STUDENT-ATHLETES	44	40	42	34	31	26	24	18	22	17
GENERAL STUDENT BODY	336	356	195	117	120	111	112	97	76	77
% WHO ARE STUDENT-ATHLETES	13%	11%	22%	29%	26%	23%	21%	19%	29%	22%
<b>OUT-OF-STATE ENROLLMENT:</b>										
STUDENT-ATHLETES	164	168	169	156	162	160	142	122	117	125
GENERAL STUDENT BODY	697	772	643	577	525	498	578	563	540	494
% WHO ARE STUDENT-ATHLETES	24%	22%	26%	27%	31%	32%	25%	22%	22%	25%
<b>MINORITY ENROLLMENT:</b>										
STUDENT-ATHLETES	133	132	124	122	127	108	97	95	81	95
GENERAL STUDENT BODY	1,622	2,086	1,773	1,640	1,626	1,796	1,979	2,119	2,151	1,901
% WHO ARE STUDENT-ATHLETES	8%	6%	7%	7%	8%	6%	5%	4%	4%	5%
% OF MINORITY STUDENT-ATHLETES	29%	31%	28%	29%	30%	26%	26%	25%	21%	25%
<b>ATHLETIC AID RECIPIENTS:</b>										
FULL ATHLETIC SCHOLARSHIPS	81	74	69	109	119	123	117	111	113	119
PARTIAL ATHLETIC SCHOLARSHIPS	306	287	281	242	194	224	214	162	165	158
NO ATHLETIC SCHOLARSHIPS	111	99	105	93	116	92	94	104	100	130
<i>NOTE: INCLUDES 5TH YEAR AID &amp; CHEERLEADERS</i>										
<b>ATHLETIC AID RECIPIENTS BY %:</b>										
FULL ATHLETIC SCHOLARSHIPS	16%	16%	15%	25%	28%	28%	28%	29%	30%	29%
PARTIAL ATHLETIC SCHOLARSHIPS	61%	62%	62%	55%	45%	51%	50%	43%	44%	39%
NO ATHLETIC SCHOLARSHIPS	22%	22%	23%	21%	27%	21%	22%	28%	26%	32%
<i>NOTE: INCLUDES 5TH YEAR AID &amp; CHEERLEADERS</i>										
<b>HOUSING:</b>										
STUDENT-ATHLETES LIVING "ON-CAMPUS"	260	256	164	183	201	185	176	203	205	201
CAPACITY OF "ON CAMPUS" HOUSING	1,221	1,221	1,206	1,206	1,206	1,206	1,206	1,206	1,206	1,206
% OCCUPIED BY STUDENT-ATHLETES	21%	21%	14%	15%	17%	15%	15%	17%	17%	17%
S/A'S "ON CAMPUS" NOT ON ROOM SCHOLARSHIPS	191	195	122	98	115	101	84	113	116	107
S/A'S "ON CAMPUS" ON FULL ROOM SCHOLARSHIPS	69	61	42	85	86	84	92	90	89	94



**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
IMPACT ON CAMPUS  
TEN YEAR "SNAP SHOT"**

	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>
<b>CUMULATIVE GRADE POINT AVERAGES (GPA):</b>										
STUDENT-ATHLETES (AS OF SPRING SEMESTER)	3.19	3.17	3.12	3.11	3.10	3.17	3.09	3.04	3.06	3.05
GENERAL STUDENT BODY	3.13	3.11	3.10	3.06	3.02	3.01	2.98	2.95	2.93	2.93
<i>DIFFERENCE</i>	<i>0.06</i>	<i>0.06</i>	<i>0.02</i>	<i>0.05</i>	<i>0.08</i>	<i>0.16</i>	<i>0.11</i>	<i>0.09</i>	<i>0.13</i>	<i>0.13</i>
<b>FOUR YEAR COHORT GRADUATION RATES:</b>										
STUDENT-ATHLETES	61	60	63	61	64	65	62	59	56	58
GENERAL STUDENT BODY	33	33	32	32	34	34	35	36	36	36
<i>DIFFERENCE</i>	<i>28</i>	<i>27</i>	<i>31</i>	<i>29</i>	<i>30</i>	<i>31</i>	<i>27</i>	<i>23</i>	<i>20</i>	<i>22</i>
<b>SIX YEAR (SINGLE) GRADUATION RATES:</b>										
STUDENT-ATHLETES	52	54	72	59	49	65	69	71	54	52
GENERAL STUDENT BODY	37	35	31	31	33	33	32	35	37	36
<i>DIFFERENCE</i>	<i>15</i>	<i>19</i>	<i>41</i>	<i>28</i>	<i>16</i>	<i>32</i>	<i>37</i>	<i>36</i>	<i>17</i>	<i>16</i>
<b>GRADUATION RATES WHO EXHAUST ELIGIBILITY:</b>										
	95	95	96	95	93	93	93	93	93	94
<b>UNIVERSITY - FOUR YEAR COHORT GRADUATION RATES:</b>										
AFRICAN-AMERICAN	10	9	9	8	9	10	12	13	14	15
WHITE	40	39	38	38	38	39	39	39	39	39
<b>ATHLETES - FOUR YEAR COHORT GRADUATION RATES:</b>										
AFRICAN-AMERICAN	45	43	38	35	46	53	58	60	51	53
WHITE	65	66	70	67	69	70	63	59	56	57

**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
IMPACT ON CAMPUS  
TEN YEAR "SNAP SHOT"**

	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>
<b># OF CAMPUS VISITORS:</b>										
ATHLETICS	320,871	320,103	325,310	258,348	267,543					
ENTIRE UNIVERSITY	772,442	654,749	634,462	477,187	534,123					
%	42%	49%	51%	54%	50%					
<b># OF YOUTH CAMP ATTENDEES</b>			3,449	2,810	3,133	2,987	2,483	2,465	2,327	2,033
<b>COMMUNITY SERVICE EVENTS / OUTREACH:</b>										
EVENTS	78	83	145	143	118	163	106	100	105	111
HOURS	83	999	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PATRONS	N/A	N/A	11,023	21,096	24,798	20,388	12,387	10,802	14,811	14,190
<b>TOTAL ATTENDANCE:</b>										
WOMEN'S BASKETBALL	25,718	23,298	25,290	25,998	22,775	23,598	22,071	13,320	12,558	11,037
MEN'S BASKETBALL	32,043	35,930	34,852	28,195	30,587	34,898	41,663	34,536	36,176	37,470
FOOTBALL	69,322	85,220	99,508	89,125	84,669	94,542	84,229	82,866	90,660	70,270
TOTAL	127,083	144,448	159,650	143,318	138,031	153,038	147,963	130,722	139,394	118,777
<b>TOTAL NUMBER OF EVENTS:</b>										
WOMEN'S BASKETBALL	17	15	15	18	15	18	15	12	13	13
MEN'S BASKETBALL	13	12	14	14	15	15	17	12	16	15
FOOTBALL	6	6	8	6	7	7	6	6	6	5
TOTAL	36	33	37	38	37	40	38	30	35	33
<b>TOTAL ATTENDANCE PER EVENT:</b>										
WOMEN'S BASKETBALL	1,513	1,553	1,686	1,444	1,518	1,311	1,471	1,110	966	849
MEN'S BASKETBALL	2,465	2,994	2,489	2,014	2,039	2,327	2,451	2,878	2,261	2,498
FOOTBALL	11,554	14,203	12,439	14,854	12,096	13,506	14,038	13,811	15,110	14,054
TOTAL	3,530	4,377	4,315	3,772	3,731	3,826	3,894	4,357	3,983	3,599
<b>TOTAL VICTORIES:</b>										
FOOTBALL	4	6	12	5	7	8	7	6	3	6
MEN'S BASKETBALL	12	8	13	11	11	15	18	16	9	8
WOMEN'S BASKETBALL	22	16	9	21	21	15	23	10	6	0
<b>NUMBER OF TEAMS FINISHING IN TOP HALF OF LEAGUE</b>	10	9	12	11	11	14	11	9	7	6
<b>% OF TEAMS FINISHING IN TOP HALF OF LEAGUE</b>	56%	50%	67%	61%	61%	78%	61%	50%	39%	33%
<b>ECONOMIC VALUE OF EARNED MARKETING \$:</b>										
ATHLETICS										
ENTIRE UNIVERSITY										
%										

**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
IMPACT ON CAMPUS  
TEN YEAR "SNAP SHOT"**

	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>
<b>BUDGET VS. UNIVERSITY:</b>										
ATHLETICS	15,647,745	15,174,959	14,829,700	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715	10,467,751
ENTIRE UNIVERSITY (GENERAL FUND + AUXILIARIES)	180,177,652	175,888,462	169,779,488	176,900,000	173,100,000	177,200,000	178,700,000	181,000,000	178,100,000	173,800,000
%	9%	9%	9%	8%	8%	8%	7%	6%	7%	6%
<b>BUDGETED SCHOLARSHIPS VS. TOTAL BUDGET:</b>										
TOTAL SCHOLARSHIP BUDGET	5,169,949	5,022,940	4,833,691	4,711,038	4,552,066	4,357,660	4,180,573	3,928,287	3,861,426	3,660,734
TOTAL ATHLETIC BUDGET	15,647,745	15,174,959	14,829,700	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715	10,467,751
% OF SCHOLARSHIP VS. TOTAL BUDGET	33%	33%	33%	32%	32%	32%	35%	34%	32%	35%
<b>BUDGETED REVENUE:</b>										
TOTAL ATHLETICS BUDGET	15,647,745	15,174,959	14,829,700	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715	10,467,751
GENERATED BY ATHLETICS	3,816,650	3,631,650	3,536,500	3,471,500	3,187,500	3,088,500	2,900,789	2,907,541	2,924,586	2,766,187
NONMANDATORY TRANSFER	11,831,095	11,543,309	11,293,200	11,064,728	10,843,986	10,451,869	9,058,167	8,799,129	8,977,129	7,701,564
<b>ACTUAL ATHLETIC "REVENUE":</b>										
EARNED REVENUE (INCLUDING DONATIONS)	3,549,485	3,747,555	3,524,764	3,881,598	3,363,669	3,320,585	2,916,270	3,024,063	2,753,632	2,513,304
TUITION AND FEES	8,920,224	8,201,428	7,033,684	6,959,442	6,789,325	6,394,835	5,955,862	5,413,130	5,108,153	4,925,742
STATE SHARE OF INSTRUCTION	1,395,946	1,179,981	1,092,198	1,017,941	869,688	866,516	872,093	787,456	785,166	882,707
TOTAL	13,865,655	13,128,964	11,650,646	11,858,981	11,022,682	10,581,936	9,744,225	9,224,649	8,646,951	8,321,753
<b>ACTUAL ATHLETIC "REVENUE" VS. TOTAL BUDGET:</b>										
TOTAL ATHLETICS BUDGET	15,647,745	15,174,959	14,829,700	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715	10,467,751
TOTAL ACTUAL ATHLETIC "REVENUE"	13,865,655	13,128,964	11,650,646	11,858,981	11,022,682	10,581,936	9,744,225	9,224,649	8,646,951	8,321,753
NET	1,782,090	2,045,995	3,179,054	2,677,247	3,008,804	2,958,433	2,214,731	2,482,021	3,254,764	2,145,998
<b>ACTUAL ATHLETIC "REVENUE" BY CATEGORY:</b>										
FOOTBALL TICKET SALES	344,693	423,286	370,715	408,812	363,089	414,786	380,671	335,020	358,998	286,948
BASKETBALL TICKET SALES	132,256	132,261	133,727	119,559	123,765	124,896	132,174	125,989	108,456	115,038
GUARANTEES	808,000	928,000	717,000	1,042,000	750,000	870,000	621,000	768,000	606,000	495,000
PROGRAM SALES	4,079	6,058	6,067	5,714	5,131	7,583	6,298	7,495	7,566	5,463
ADVERTISING / ROYALTIES	750,320	689,334	608,161	577,453	540,098	475,715	446,832	416,723	411,656	393,806
SCHOLARSHIP LOGES	409,284	429,973	429,973	394,006	429,973	389,973	357,769	429,721	425,073	404,223
NCAA DISTRIBUTIONS	1,017,093	1,016,628	803,229	930,597	799,855	646,019	602,250	615,478	574,597	523,482
FOOTBALL TAILGATE / MISCELLANEOUS	165,451	154,572	181,027	144,202	135,418	137,400	120,926	96,528	95,965	91,294
MEDICAL, CONCESSION, & VENDING COMMISSIONS	79,342	113,948	111,985	107,225	110,416	121,520	126,568	123,130	127,200	121,706
TOTAL	3,710,518	3,894,060	3,361,884	3,729,568	3,257,745	3,187,893	2,794,487	2,918,084	2,715,511	2,436,961
<b>PENGUIN CLUB MEMBERSHIPS:</b>										
BASKETBALL	113,475	121,400	94,550	90,275	93,735	83,073	73,096	67,009	70,195	71,055
OLYMPIC	36,008	33,927	36,397	38,877	38,937	37,077	44,178	43,590	42,480	40,714
FOOTBALL	293,584	282,109	285,634	305,095	259,295	260,506	234,535	218,996	216,224	203,125
TOTAL	443,067	437,436	416,581	434,247	391,967	380,656	351,809	329,595	328,899	314,894
<b>ENDOWMENTS - CORPUS VALUE</b>	<b>9,136,817</b>	<b>8,998,329</b>	<b>8,156,988</b>	<b>7,092,286</b>	<b>7,252,178</b>	<b>7,247,226</b>	<b>6,075,449</b>	<b>5,418,341</b>	<b>4,720,626</b>	<b>4,129,174</b>
<b>ENDOWMENTS - ANNUAL INCOME</b>	<b>275,190</b>	<b>257,865</b>	<b>267,398</b>	<b>250,506</b>	<b>229,251</b>	<b>226,672</b>	<b>244,522</b>	<b>203,025</b>	<b>174,095</b>	<b>169,404</b>
<b>ENDOWMENTS - NUMBER</b>	<b>148</b>	<b>143</b>	<b>133</b>	<b>119</b>	<b>105</b>	<b>98</b>	<b>91</b>	<b>87</b>	<b>83</b>	<b>80</b>

**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
IMPACT ON CAMPUS  
TEN YEAR "SNAP SHOT"**

	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>
<b>TOTAL ATHLETIC EXPENDITURES VS. PEERS:</b>										
AVERAGE OF MAC, HORIZON LEAGUE, & MVFC		20,979,423	20,840,078	20,179,266	19,539,434	18,444,915	17,699,614	16,804,059	15,649,846	15,213,450
YOUNGSTOWN STATE UNIVERSITY		15,876,225	15,410,657	14,928,633	14,946,755	14,385,066	13,632,988	12,546,717	12,468,802	11,842,751
DIFFERENCE		5,103,198	5,429,421	5,250,633	4,592,679	4,059,849	4,066,626	4,257,342	3,181,044	3,370,699
<b>TOTAL "UNALLOCATED" EXPENDITURES VS. PEERS:</b>										
AVERAGE OF MAC, HORIZON LEAGUE, & MVFC		6,309,752	6,400,274	6,269,630	6,053,953	5,734,234	5,474,374	5,169,766	4,743,112	4,707,536
YOUNGSTOWN STATE UNIVERSITY		4,381,846	3,985,676	4,045,572	4,159,490	4,213,970	3,443,493	3,426,364	3,629,763	3,476,850
DIFFERENCE		1,927,906	2,414,598	2,224,058	1,894,463	1,520,264	2,030,881	1,743,402	1,113,349	1,230,686
<b>SPENDING PER STUDENT-ATHLETE</b>										
AVERAGE OF THE HORIZON LEAGUE				42,519	42,837	39,331				
AVERAGE OF THE MAC				66,803	63,624	59,160				
AVERAGE OF THE MVFC				47,238	42,769	39,804				
AVERAGE OF ALL 3 CONFERENCES				52,187	49,743	46,098				
YOUNGSTOWN STATE UNIVERSITY				39,752	40,407	37,975				
DIFFERENCE BETWEEN AVERAGE AND YSU				12,435	9,336	8,123				
<b>SPENDING PER STUDENT-ATHLETE (NO SCHOLARSHIPS)</b>										
AVERAGE OF THE HORIZON LEAGUE				31,147	31,880	28,379				
AVERAGE OF THE MAC				50,247	47,305	43,799				
AVERAGE OF THE MVFC				36,664	32,442	29,901				
AVERAGE OF ALL 3 CONFERENCES				39,353	37,209	34,026				
YOUNGSTOWN STATE UNIVERSITY				28,079	29,144	26,381				
DIFFERENCE BETWEEN AVERAGE AND YSU				11,274	8,065	7,645				
<b>INSTITUTIONAL FUNDING PER STUDENT-ATHLETE</b>										
AVERAGE OF THE HORIZON LEAGUE				33,591	31,588	29,992				
AVERAGE OF THE MAC				45,854	44,329	41,286				
AVERAGE OF THE MVFC				28,330	25,360	23,203				
AVERAGE OF ALL 3 CONFERENCES				35,925	33,759	31,494				
YOUNGSTOWN STATE UNIVERSITY				28,550	28,331	27,814				
DIFFERENCE BETWEEN AVERAGE AND YSU				7,375	5,428	3,680				

**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
IMPACT ON CAMPUS  
TEN YEAR "SNAP SHOT"**

	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>
<b>TITLE IX - # OF STUDENT-ATHLETES PARTICIPANTS:</b>										
MEN	243	232	219	212	216	201	193	199	194	194
WOMEN	182	172	181	165	160	155	166	163	159	158
TOTAL	425	404	400	377	376	356	359	362	353	352
<b>TITLE IX - PERCENTAGE OF STUDENT-ATHLETES:</b>										
MEN	57%	57%	55%	56%	57%	56%	54%	55%	55%	55%
WOMEN	43%	43%	45%	44%	43%	44%	46%	45%	45%	45%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>TITLE IX - # OF GENERAL STUDENT BODY:</b>										
MEN	5,450	5,508	5,370	5,319	5,371	5,736	6,021	6,351	6,351	5,026
WOMEN	6,081	5,878	6,025	5,857	5,982	6,442	6,635	7,018	7,018	5,320
TOTAL	11,531	11,386	11,395	11,176	11,353	12,178	12,656	13,369	13,369	10,346
<b>TITLE IX - PERCENTAGE OF GENERAL STUDENT BODY:</b>										
MEN	47%	48%	47%	48%	47%	47%	48%	48%	48%	49%
WOMEN	53%	52%	53%	52%	53%	53%	52%	52%	52%	51%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>TITLE IX - PERCENTAGE OF STUDENT AID EXPENDED:</b>										
MEN	59%	58%	56%	57%	58%	55%	56%	57%	54%	54%
WOMEN	41%	42%	44%	43%	42%	45%	44%	43%	46%	46%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>TITLE IX - EQUIPMENT, UNIFORMS, AND SUPPLIES:</b>										
MEN	313,169	407,078	368,442	283,486	283,288	304,656	312,764	215,666	295,012	207,558
WOMEN	200,126	181,248	192,855	166,772	134,826	139,648	168,631	129,589	113,025	99,908
DIFFERENCE	(113,043)	(225,830)	(175,587)	(116,714)	(148,462)	(165,008)	(144,133)	(86,077)	(181,987)	(107,650)
<b>TITLE IX - TRAVEL AND MEALS:</b>										
MEN	939,711	896,377	886,673	819,977	886,348	810,348	845,994	737,257	643,866	666,957
WOMEN	562,587	563,346	620,098	489,651	473,813	423,118	465,783	399,081	376,400	320,025
DIFFERENCE	(377,124)	(333,031)	(266,575)	(330,326)	(412,535)	(387,230)	(380,211)	(338,176)	(267,466)	(346,932)
<b>TITLE IX - ACCESS TO COACHING (FTE):</b>										
MEN COACHES	21.625	20.875	20.875	20.875	21.250	21.000	20.630	20.130	20.130	20.250
WOMEN COACHES	17.375	16.625	16.375	15.625	18.250	18.250	17.880	16.320	16.320	16.190
DIFFERENCE	(4.250)	(4.250)	(4.500)	(5.250)	(3.000)	(2.750)	(2.750)	(3.810)	(3.810)	(4.060)
<b>TITLE IX - RECRUITING:</b>										
MEN	222,012	255,167	234,735	247,145	222,479	224,326	221,720	160,240	141,600	146,405
WOMEN	133,651	127,796	121,645	98,155	94,035	86,746	85,394	96,243	85,520	94,258
DIFFERENCE	(88,361)	(127,371)	(113,090)	(148,990)	(128,444)	(137,580)	(136,326)	(63,997)	(56,080)	(52,147)



**RESOLUTION TO MODIFY  
PUBLIC USE OF UNIVERSITY GROUNDS FOR EXPRESSIVE  
ACTIVITY POLICY, 3356-4-21**

**WHEREAS**, University Policies are 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; and

**WHEREAS**, the Public Use of University Grounds for Expressive Activity policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Public Use of University Grounds for Expressive Activity, policy number 3356-4-21, shown as Exhibit \_\_ attached hereto. A copy of the policy indicating changes to be made is also attached.

**3356-4-21 Public use of university grounds for expressive activity.**

~~Previous Policy Number: 4019.01 (new)~~

Responsible Division/Office: Office of the President

Responsible Officer: President

Revision History: September 2014; March 2020

Board Committee: University Affairs

**Effective Date:** ~~September 24, 2014~~ **March 5, 2020**

Next Review: ~~2019~~25

---

- (A) Policy statement. Youngstown state university values the freedoms of speech, thought, expression and assembly both as constitutionally guaranteed rights and as part of the university's core educational, research, and public service mission. The university also recognizes that the exercise of these freedoms must be balanced with the rights of others to learn, work, and conduct business. Any speech or other expressive activities by persons under this policy should not be considered to be speech made by or on behalf of the university or to be endorsed by the university.
- (B) Purpose. To provide guidelines for the free and orderly exchange of ideas and to ensure that these activities do not imperil public safety, materially obstruct or damage university facilities, or interfere with the university's mission and functions.
- (C) Definition. Expressive activity is any lawful exercise of the right of free speech guaranteed by the constitution of the United States and the state of Ohio including but not limited to verbal or written expression or speech, peaceful assembly or protest, distribution of literature, carrying and displaying signs, and circulating petitions.
- (D) Parameters or guidelines.
- (1) Generally accessible outdoor areas.
    - (a) Any person or group may use any publically accessible outdoor area of the university's campus except parking lots and decks, garages, public streets, and driveways. Federal, state and local laws will be enforced as applicable. The

use of walkways or other common areas may not block the free passage of others or impede the regular operation of the university.

- (b) Use may include speaking, nonverbal expression, and distribution of literature, circulating petitions, and the display of signage. Amplification may be restricted during work or class hours or if the area is in use for an official university event, or a university-sponsored event.
  - (c) Prior approval is not necessary as long as the primary action is not to advertise or sell a commercial product.
  - (d) Those seeking access to the university for commercial solicitation or advertising purposes should consult university policy 3356-7-19, "Access to campus for purposes of commercial solicitation or advertising." Employees should consult university policy 3356-7-25 regarding political activities of employees.
  - (e) Facilities which are leased by the university and which do not have general access outdoor areas controlled by the university are not available for use under this policy.
- (2) Large groups.
- (a) Any person or group whose use of an outdoor area is expected or reasonably likely to draw more than one hundred people must notify the university's police department at (330) 941-3527 at least three business days before the date of the expressive activity and provide information as to the specific location to be used for the event, the estimated number of persons, and the name and contact information of at least one person who can be contacted regarding logistics of the event, and shall include at least one person who will be personally present. If three business days' notice is not provided, the person or group must contact the university's police department as soon as reasonably possible prior to the event.



- (b) Prior notice is necessary in order to ensure that there is sufficient space for the large group event, the large group event does not conflict with any other scheduled use of the outdoor area, and that sufficient university resources are available for crowd control and security.
  - (3) Student use.
    - (a) In addition to the right of access to generally accessible outdoor areas described above, any student, group of students, or registered student organization may seek to reserve the use of specific outdoor areas by contacting the office of student affairs at (330) 941-3532.
    - (b) A student or student organization request to reserve such area or space shall be made at least two business days prior to the use. A request will be granted unless it would conflict or interfere with a previously scheduled event or activity or violate this policy.
    - (c) A student or student organization that has reserved a specific area or space under this policy will have priority over any other persons seeking to use the area or space during the scheduled time period. Any decision denying a request shall be promptly communicated in writing to the requester and shall set forth the basis for the denial.
  - (4) Public bulletin boards. The university provides designated public bulletin boards for the purpose of posting materials. Refer to university policy 3356-4-17 regarding the display of posters and other printed materials.
  - (5) Neutrality. All decisions and actions of university employees and agents made under this policy shall be content neutral.
- (DE) Prohibited activities.
- (1) Any event or activity that disrupts the ability of the university to effectively and peacefully teach students, provide client services, or conduct any of its other business and support operations is prohibited. Examples include, but are not limited to, excessive

noise, impeding vehicle or pedestrian traffic, and conduct otherwise unlawful.

- (2) Damage to university property including, but not limited to, damage to grounds and landscaping, driving stakes or poles into the ground, hammering nails into buildings, fastening or attaching anything to sidewalks, paved areas, or any part of any building, structure, or fixture.
- (3) Distribution or solicitation by placing any material on vehicles in the parking lots, decks or garages.
- (4) Leaving trash, litter, materials, or pollutants in any area.

(EF) Enforcement.

- (1) The Youngstown state university police department shall enforce the provisions of this policy.
- (2) Any person who violates this policy may be subject to any order to leave university property and may be subject to arrest if that order is not promptly obeyed. Employees who violate this policy may be subject to discipline up to and including termination.

(FG) Dispute resolution. Any person or organization that believes unlawful, unreasonable, or arbitrary limitations have been imposed on their expressive activities under this policy may file a complaint with the office of general counsel at (330) 941-2340.

**3356-4-21 Public use of university grounds for expressive activity.**

Responsible Division/Office: Office of the President  
Responsible Officer: President  
Revision History: September 2014; March 2020  
Board Committee: University Affairs  
**Effective Date: March 5, 2020**  
Next Review: 2025

---

- (A) Policy statement. Youngstown state university values the freedoms of speech, thought, expression and assembly both as constitutionally guaranteed rights and as part of the university's core educational, research, and public service mission. The university also recognizes that the exercise of these freedoms must be balanced with the rights of others to learn, work, and conduct business. Any speech or other expressive activities by persons under this policy should not be considered to be speech made by or on behalf of the university or to be endorsed by the university.
- (B) Purpose. To provide guidelines for the free and orderly exchange of ideas and to ensure that these activities do not imperil public safety, materially obstruct or damage university facilities, or interfere with the university's mission and functions.
- (C) Definition. Expressive activity is any lawful exercise of the right of free speech guaranteed by the constitution of the United States and the state of Ohio including but not limited to verbal or written expression or speech, peaceful assembly or protest, distribution of literature, carrying and displaying signs, and circulating petitions.
- (D) Parameters or guidelines.
  - (1) Generally accessible outdoor areas.
    - (a) Any person or group may use any publically accessible outdoor area of the university's campus except parking lots and decks, garages, public streets, and driveways. Federal, state and local laws will be enforced as applicable. The use of walkways or other common areas may not block the

free passage of others or impede the regular operation of the university.

- (b) Use may include speaking, nonverbal expression, and distribution of literature, circulating petitions, and the display of signage. Amplification may be restricted during work or class hours or if the area is in use for an official university event, or a university-sponsored event.
  - (c) Prior approval is not necessary as long as the primary action is not to advertise or sell a commercial product.
  - (d) Those seeking access to the university for commercial solicitation or advertising purposes should consult university policy 3356-7-19, "Access to campus for purposes of commercial solicitation or advertising." Employees should consult university policy 3356-7-25 regarding political activities of employees.
  - (e) Facilities which are leased by the university and which do not have general access outdoor areas controlled by the university are not available for use under this policy.
- (2) Large groups.
- (a) Any person or group whose use of an outdoor area is expected or reasonably likely to draw more than one hundred people must notify the university's police department at (330) 941-3527 at least three business days before the date of the expressive activity and provide information as to the specific location to be used for the event, the estimated number of persons, and the name and contact information of at least one person who can be contacted regarding logistics of the event, and shall include at least one person who will be personally present. If three business days' notice is not provided, the person or group must contact the university's police department as soon as reasonably possible prior to the event.
  - (b) Prior notice is necessary in order to ensure that there is sufficient space for the large group event, the large group

event does not conflict with any other scheduled use of the outdoor area, and that sufficient university resources are available for crowd control and security.

- (3) Student use.
    - (a) In addition to the right of access to generally accessible outdoor areas described above, any student, group of students, or registered student organization may seek to reserve the use of specific outdoor areas by contacting the office of student affairs at (330) 941-3532.
    - (b) A student or student organization request to reserve such area or space shall be made at least two business days prior to the use. A request will be granted unless it would conflict or interfere with a previously scheduled event or activity or violate this policy.
    - (c) A student or student organization that has reserved a specific area or space under this policy will have priority over any other persons seeking to use the area or space during the scheduled time period. Any decision denying a request shall be promptly communicated in writing to the requester and shall set forth the basis for the denial.
  - (4) Public bulletin boards. The university provides designated public bulletin boards for the purpose of posting materials. Refer to university policy 3356-4-17 regarding the display of posters and other printed materials.
  - (5) Neutrality. All decisions and actions of university employees and agents made under this policy shall be content neutral.
- (E) Prohibited activities.
- (1) Any event or activity that disrupts the ability of the university to effectively and peacefully teach students, provide client services, or conduct any of its other business and support operations is prohibited. Examples include, but are not limited to, excessive noise, impeding vehicle or pedestrian traffic, and conduct otherwise unlawful.

- (2) Damage to university property including, but not limited to, damage to grounds and landscaping, driving stakes or poles into the ground, hammering nails into buildings, fastening or attaching anything to sidewalks, paved areas, or any part of any building, structure, or fixture.
  - (3) Distribution or solicitation by placing any material on vehicles in the parking lots, decks or garages.
  - (4) Leaving trash, litter, materials, or pollutants in any area.
- (F) Enforcement.
- (1) The Youngstown state university police department shall enforce the provisions of this policy.
  - (2) Any person who violates this policy may be subject to any order to leave university property and may be subject to arrest if that order is not promptly obeyed. Employees who violate this policy may be subject to discipline up to and including termination.
- (G) Dispute resolution. Any person or organization that believes unlawful, unreasonable, or arbitrary limitations have been imposed on their expressive activities under this policy may file a complaint with the office of general counsel at (330) 941-2340.



**RESOLUTION TO MODIFY  
MILITARY (UNIFORMED SERVICE) LEAVE POLICY, 3356-7-12**

**WHEREAS**, University Policies are 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; and

**WHEREAS**, the Military (Uniformed Service) Leave policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Military (Uniformed Service) Leave, policy number 3356-7-12, shown as Exhibit \_\_ attached hereto. A copy of the policy indicating changes to be made is also attached.

**3356-7-12 Military (uniformed service) leave.**

~~Previous Policy Number: 7002.08~~

Responsible Division/Office: ~~Human Resources~~ Legal Affairs and Human Resources

Responsible Officer: ~~VP for Finance and Administration~~ Vice President for Legal Affairs and Human Resources

Revision History: October 1998; December 2010; March 2015, March 2020

Board Committee: University Affairs

**Effective Date:** ~~March 11, 2015~~ **March 5, 2020**

Next Review: ~~2020~~ 2025

---

- (A) Policy statement. Youngstown state university recognizes the need to have a policy that addresses the employment and reemployment rights of full and part-time employees who serve in the ~~military~~uniformed services. It is the policy of the university to comply with the Uniformed Services Employment and Reemployment Act of 1994 (“USERRA”), as revised, and applicable state laws which protect job rights and benefits for veterans and members of the reserves.
- (B) Purpose. The purpose of this policy is to demonstrate the university’s support for its employees who are part of the uniformed services and to outline the rights and responsibilities of such employees.
- (C) Scope. This policy applies to permanent public employees who are performing service in the uniformed services as defined in section 5923.05 of the Revised Code. ~~included in the paragraph (D) of this policy.~~
- (D) Definitions. -As defined in section 5923.05 of the Revised Code:;
- (1) “Uniformed services” means the armed forces; the Ohio organized militia; when engaged in active duty for training, inactive duty training, or full-time national guard duty; the commissioned corps of the public health service; and any other category of persons designated by the president of the United States in time of war or emergency.<sup>22</sup>



- (2) “Permanent public employee” means any person holding a position in public employment that requires working a regular schedule of twenty-six consecutive biweekly pay periods, or any other regular schedule of comparable pay periods, which is not limited to a specific season or duration. Permanent public employee does not include student help; intermittent, seasonal, or external interim employees or individual covered by personal services contracts.

(E) Parameters.

- (1) Employees defined in this policy are eligible for uniformed services benefits and reemployment rights in accordance with state and federal law.
- (2) Leaves of absence for service in the uniformed services shall be granted in accordance with Chapters 5903. and 5923. of the Revised Code and Chapter 123:1-34 of the Administrative Code.
- (3) Reinstatement and reemployment of employees in the uniformed services shall be in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994 (38 U.S.C. 4301, et seq.) and Chapter 123:1-34 of the Administrative Code.
- (4) Generally, permanent public employees, as defined in section 5923.05 of the Revised Code, who are members of uniformed services, as defined in paragraph (A) of this rule, are entitled to a leave with pay for such time as they are performing service in the uniformed services for up to one month days in any calendar year. Paid leave may not exceed one hundred seventy-six hours in any calendar year.
- (5) Any permanent public employee called to the uniformed services for a period in excess of one month (one hundred seventy-six hours) because of an executive order issued by the president of the United States or because of an act of congress or because of an order to perform duty issued by the governor, pursuant to section 5919.29 or 5923.21 of the Revised Code, may receive during this period the difference between the employee’s gross monthly wage or salary from the university and his/her gross uniformed service pay and allowances received in a particular month.

- (6) Leave without pay will be granted in the event of voluntary or involuntary induction into uniformed service and in compliance with federal and state statutes.
- (7) Employees on uniformed service leave without pay beyond thirty days have the right to elect continuation of health care coverage for up to eighteen months, but will be responsible for the full premium for the coverage elected. Employees on uniformed service leave without pay for up to thirty days will be given the option of making direct payments of the employee's share of the health insurance premium.
- (8) Employees who accrue more than five years of cumulative uniformed service leaves of absence are excluded from university reemployment and fringe benefit rights, except as provided in 38 U.S.C. 4312, as amended.

**3356-7-12      Military (uniformed service) leave.**

Responsible Division/Office: Legal Affairs and Human Resources  
Responsible Officer: Vice President for Legal Affairs and Human Resources  
Revision History: October 1998; December 2010; March 2015, March 2020  
Board Committee: University Affairs  
**Effective Date: March 5, 2020**  
Next Review: 2025

---

- (A) Policy statement. Youngstown state university recognizes the need to have a policy that addresses the employment and reemployment rights of full and part-time employees who serve in the uniformed services. It is the policy of the university to comply with the Uniformed Services Employment and Reemployment Act of 1994 (“USERRA”), as revised, and applicable state laws which protect job rights and benefits for veterans and members of the reserves.
- (B) Purpose. The purpose of this policy is to demonstrate the university’s support for its employees who are part of the uniformed services and to outline the rights and responsibilities of such employees.
- (C) Scope. This policy applies to permanent public employees who are performing service in the uniformed services as defined in section 5923.05 of the Revised Code.
- (D) Definitions. As defined in section 5923.05 of the Revised Code:
  - (1) “Uniformed services” means the armed forces; the Ohio organized militia when engaged in active duty for training, inactive duty training, or full-time national guard duty, the commissioned corps of the public health service, and any other category of persons designated by the president of the United States in time of war or emergency.
  - (2) “Permanent public employee” means any person holding a position in public employment that requires working a regular schedule of twenty-six consecutive biweekly pay periods, or any other regular

schedule of comparable pay periods, which is not limited to a specific season or duration. Permanent public employee does not include student help; intermittent, seasonal, or external interim employees or individual covered by personal services contracts.

(E) Parameters.

- (1) Employees defined in this policy are eligible for uniformed services benefits and reemployment rights in accordance with state and federal law.
- (2) Leaves of absence for service in the uniformed services shall be granted in accordance with Chapters 5903. and 5923. of the Revised Code and Chapter 123:1-34 of the Administrative Code.
- (3) Reinstatement and reemployment of employees in the uniformed services shall be in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994 (38 U.S.C. 4301, et seq.) and Chapter 123:1-34 of the Administrative Code.
- (4) Generally, permanent public employees, as defined in section 5923.05 of the Revised Code, who are members of uniformed services, as defined in paragraph (D) of this rule, are entitled to a leave with pay for such time as they are performing service in the uniformed services for up to one month days in any calendar year. Paid leave may not exceed one hundred seventy-six hours in any calendar year.
- (5) Any permanent public employee called to the uniformed services for a period in excess of one month (one hundred seventy-six hours) because of an executive order issued by the president of the United States or because of an act of congress or because of an order to perform duty issued by the governor, pursuant to section 5919.29 or 5923.21 of the Revised Code, may receive during this period the difference between the employee's gross monthly wage or salary from the university and his/her gross uniformed service pay and allowances received in a particular month.
- (6) Leave without pay will be granted in the event of voluntary or involuntary induction into uniformed service and in compliance with federal and state statutes.

- (7) Employees on uniformed service leave without pay beyond thirty days have the right to elect continuation of health care coverage for up to eighteen months, but will be responsible for the full premium for the coverage elected. Employees on uniformed service leave without pay for up to thirty days will be given the option of making direct payments of the employee's share of the health insurance premium.
- (8) Employees who accrue more than five years of cumulative uniformed service leaves of absence are excluded from university reemployment and fringe benefit rights, except as provided in 38 U.S.C. 4312, as amended.



**YOUNGSTOWN  
STATE  
UNIVERSITY**

**RESOLUTION TO MODIFY  
ACTING PRESIDENT POLICY, 3356-9-04**

**WHEREAS**, University Policies are 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; and

**WHEREAS**, the Acting President policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Acting President, policy number 3356-9-04, shown as Exhibit \_\_ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting  
March 5, 2020  
YR 2020-**

**3356-9-04 Acting president.**

~~Previous Policy Number: 9004.01~~

Responsible Division/Office: Office of the President

Responsible Officer: President

Revision History: January 1999; February 2009; March 2014;  
March 2020

Board Committee: University Affairs

Effective Date: ~~March 125, 2014~~20

Next Review: ~~2019~~25

---

- (A) Policy statement. Whenever the president intends to be absent from the university for five working days or more, an executive officer of the university will be designated as acting president.
- (B) Definition. In addition to the president, the executive officers of the university include the provost/vice president for academic affairs, the vice president for finance and ~~administration~~business operations, the vice president for ~~university advancement~~institutional effectiveness and board professional, the vice president for student affairs, and the ~~university general counsel~~vice-president for legal affairs and human resources.
- (C) Parameters.
- (1) The president will prepare the appropriate notification to send to the board of trustees with a copy to the executive officer designated to serve as acting president. Such notification will include any parameters or cautions deemed appropriate by the president.
  - (2) The acting president shall have authority to act on behalf of the president in conformity with the notification of designation.

**3356-9-04     Acting president.**

Responsible Division/Office: Office of the President  
Responsible Officer: President  
Revision History: January 1999; February 2009; March 2014;  
March 2020  
Board Committee: University Affairs  
**Effective Date: March 5, 2020**  
Next Review: 2025

---

- (A) Policy statement. Whenever the president intends to be absent from the university for five working days or more, an executive officer of the university will be designated as acting president.
- (B) Definition. In addition to the president, the executive officers of the university include the provost/vice president for academic affairs, the vice president for finance and business operations, the vice president for institutional effectiveness and board professional, the vice president for student affairs, and the vice-president for legal affairs and human resources.
- (C) Parameters.
- (1) The president will prepare the appropriate notification to send to the board of trustees with a copy to the executive officer designated to serve as acting president. Such notification will include any parameters or cautions deemed appropriate by the president.
  - (2) The acting president shall have authority to act on behalf of the president in conformity with the notification of designation.





**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 December 5, 2019, meeting of the Board of Trustees; and

**WHEREAS**, such personnel actions are in accordance with the 2019-2020 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University; 3356-7-42, Selection of Professional/Administrative Staff; and 3356-7-43, Externally Funded Professional/Administrative Staff;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions as listed in Exhibit \_\_\_ attached hereto.

**Board of Trustees Meeting  
March 5, 2020  
YR 2020-**

**SUMMARY OF PERSONNEL ACTIONS**  
**Professional Administrative and Faculty Employees**  
**10/16/19 through 1/15/20**

**Appointments – 11**

**New Positions – 4** *(Notated with an asterisk \*)*

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

**Replacement Positions – 7**

- Professional Administrative Staff – 4
- Professional Administrative Excluded – 1
- Faculty – 2

**Separations – 11**

- Professional Administrative Staff – 5
- Professional Administrative Externally Funded – 2
- Faculty – 4

**Reclassifications/Position Adjustments – 5**

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

**Promotions – 3**

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

**Salary Adjustments – 11**

- Professional Administrative Staff – 8
- Professional Administrative Externally Funded – 3

**Transfers – 1**

- Professional Administrative Staff – 1

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/19 THROUGH 1/15/20  
APPOINTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>
Eisnaugle, Sarah	APAS	Program Coordinator OCAT	College Access and Transition	10/23/2019	1.00	\$ 43,800.00
Holdridge, Shannon	APAS	Academic Advisor 2	Dean - Coll of Creative Arts & Comm	12/16/2019	1.00	\$ 46,000.00
Jones, Kelsey	APAS	Coordinator International Student Services	International Programs Office	11/18/2019	1.00	\$ 40,600.00
Soles, Jennifer	APAS	TEMP Academic Advisor PT	Dean - Business Administration	1/6/2020	0.75	\$ 24,253.50
Bennett, Carol*	Excluded	Assistant Provost Diversity Inclusion	Provost VP - Academic Affairs	10/16/2019	1.00	\$ 110,000.00
Gentile, Julie	Excluded	Director	Envir Occupational Health & Safety	12/16/2019	1.00	\$ 68,000.00
Wargacki, James*	Externally Funded	Operations Manager ETC	Excellence Training Center	12/16/2019	1.00	\$ 71,000.00
Caven, Robert*	Faculty	Lecturer	Electrical & Computer Engineering	1/1/2020	1.00	\$ 29,000.00
Mueez, Farhana*	Faculty	Lecturer	Health Professions	1/1/2020	1.00	\$ 26,000.00
Panaitof, Stefania	Faculty	Assistant Professor	Biological Sciences	1/1/2020	1.00	\$ 31,500.00
Peterson, Willie	Faculty	Lecturer	Social Work	1/1/2020	1.00	\$ 20,744.50
<b>*New Positions</b>						

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/19 THROUGH 1/15/20  
SEPARATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>DATE OF SEPARATON</b>	<b>FTE</b>	<b>SALARY</b>
Cala, Catherine	APAS	Asst Director Alumni Engagement	Alumni & Events Operations	12/31/2019	1.00	\$ 65,168.40
Slepko, Julia	APAS	Assistant Athletic Trainer	Training Room	12/27/2019	1.00	\$ 41,001.96
Swann, William	APAS	Tech Support Instruct Design	Distance Learning	11/30/2019	1.00	\$ 58,824.42
Swinning, Hilary	APAS	Housing Coordinator	Housing & Residence Life	12/15/2019	1.00	\$ 32,640.00
Wade, Megan	APAS	Coordinator SCO	Veterans Affairs	11/15/2019	1.00	\$ 51,478.07
Learn, Julie	Externally Funded	Instruction Specialist	Rich Center for Autism	12/31/2019	1.00	\$ 22,329.84
Filipowicz, Paul	Externally Funded	School Nurse	Rich Center for Autism	12/3/2019	0.40	\$ 23,076.48
Conner, Brett	Faculty	Associate Professor	Mech Ind & Manufacturing Engineering	12/15/2019	1.00	\$ 95,090.00
Davis, David	Faculty	Lecturer - Journalism Fellow	Communication	11/29/2019	1.00	\$ 56,304.00
Jalali, Jalal	Faculty	Professor	Electrical & Computer Engineering	12/31/2019	1.00	\$ 119,994.00
Wetzel, Jane	Faculty	Associate Professor	Physical Therapy	12/31/2019	1.00	\$ 83,915.57

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/19 THROUGH 1/15/20  
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Greco, Michael	APAS	Assistant Director STS	Ctr for Student Progress	5/1/2019	1.00	\$ 50,000.00	\$ 44,058.57
Wormley, Jeffrey	APAS	Project Manager/ Interim Manager CTS	IT Customer Services	11/1/2020	1.00	\$ 66,963.00	\$ 74,307.00
Clowes, Josephine	Excluded	Executive Assistant - Provost/ Executive Secretary 2	Provost VP - Academic Affairs	11/1/2019	1.00	\$ 66,664.00	\$ 66,248.00
Carfalo, Melanie	Externally Funded	Executive Director	Rich Center for Autism	7/1/2019	1.00	\$ 95,931.00	\$ 87,210.00
Vopat, Mark	Faculty	Professor/ Professor and Acting Chair	Philosophy & Religious Studies	1/1/2020	1.00	\$ 82,446.75	\$ 100,128.75

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/19 THROUGH 1/15/20  
PROMOTIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>CONTRACT APPT. DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
D'Amato, Joseph	APAS	Assistant Director/ Interim Assistant Director	English Language Institute	1/1/2020	1.00	\$ 51,000.00	\$ 51,000.00
Rogner, William	Excluded	Campus Safety Emergency Management Officer/ Police Officer 2	University Relations/ YSU Police	10/16/2019	1.00	\$ 47,569.60	\$ 47,569.60
Wells, Tasha	Excluded	Manager Campus Tech Support/ Systems Engineer	IT Customer Services/ IT Infrastructure Services	11/1/2019	1.00	\$ 76,500.00	\$ 66,938.94

**YOUNGSTOWN STATE UNIVERSITY**  
**PROFESSIONAL ADMINISTRATIVE AND FACULTY**  
**PERSONNEL ACTIONS 10/16/19 THROUGH 1/15/20**  
**SALARY ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>NEW FTE</b>	<b>NEW SALARY</b>	<b>OLD FTE</b>	<b>PREVIOUS SALARY</b>
Baker, Stephanie	APAS	Housing Coordinator	Housing & Residence Life	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 32,640.00
Casciano, Dina	APAS	Senior Financial Analyst	Controller's Office	11/1/2019	1.00	\$ 50,979.80	1.00	\$ 50,479.80
Duchon, Brian	APAS	Counselor Financial Aid	Financial Aid and Scholarships	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 33,660.00
Haskins, Jacob	APAS	Housing Coordinator	Housing & Residence Life	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 32,640.00
Noday, Linda	APAS	Coordinator	Disability Services	1/1/2020	0.50	\$ 17,850.00	1.00	\$ 35,700.00
Pfingstl, Rebecca	APAS	Career Academic Advisor 1	Career & Academic Advising	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 34,000.00
Russo, Carmen	APAS	Counselor Penguin Svc Ctr	Registration & Records	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 34,170.00
Thompson, Kimberly	APAS	Counselor Financial Aid	Financial Aid and Scholarships	1/1/2020	1.00	\$ 35,568.00	1.00	\$ 33,660.00
Considine, Brendan	Externally Funded	Class Supervisor Technology Coordinator	Rich Center for Autism	12/1/2019	1.00	\$ 50,854.24	1.00	\$ 47,975.70
Mancini, Anthony	Externally Funded	Instruction Specialist 1	Rich Center for Autism	9/1/2019	1.00	\$ 26,506.70	1.00	\$ 25,006.32
Porch, Erica	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	9/1/2019	1.00	\$ 31,157.58	1.00	\$ 29,393.34

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/19 THROUGH 1/15/20  
TRANSFERS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Johnson, Jacquelyn	APAS	Asst Director Diversity Programs/ Assistant Director	Housing & Residence Life/ Undergraduate Admissions	11/1/2019	1.00	\$ 56,059.04	\$ 56,059.04