



**YOUNGSTOWN  
STATE  
UNIVERSITY**

**BOARD OF TRUSTEES  
EXECUTIVE COMMITTEE\***  
**David C. Deibel, Chair**  
**Anita A. Hackstedde, Vice Chair**  
**James E. "Ted" Roberts**  
**John R. Jakubek**  
**Molly S. Seals**  
**Michael A. Peterson**

**Wednesday, December 4, 2019  
5:00 p.m. or immediately following  
previous meeting**

**Pollock House  
Main Dining Room**

**AGENDA**

- A. Disposition of Minutes for Meeting Held September 4, 2019**
- B. Old Business**
- C. Committee Items**
  - 1. Executive Discussion Item**
    - a) Presidential Goals**
  - 2. Executive Action Item**
    - Tab C.2.a a) Resolution to Approve Third Presidential Employment Agreement Extension and Second Amendment with Youngstown State University President James P. Tressel**
- D. New Business**
- E. Adjournment**



**RESOLUTION TO APPROVE THIRD PRESIDENTIAL EMPLOYMENT  
AGREEMENT EXTENSION AND SECOND AMENDMENT WITH  
YOUNGSTOWN STATE UNIVERSITY  
PRESIDENT JAMES P. TRESSEL**

**WHEREAS**, the Board of Trustees of Youngstown State University approved the Presidential Employment Agreement (“Presidential Employment Agreement”) executed by President James P. Tressel (“President”) and the Board’s Chairperson on December 1, 2016 with an effective date of July 1, 2017; and

**WHEREAS**, the President’s salary has remained the same since his first employment contract effective June 20, 2014 and will so remain, and

**WHEREAS**, the Presidential Employment Agreement provides for three (3) one-year renewals at the mutual option of the Board and the President; and

**WHEREAS**, the Board and the President entered into a First Presidential Employment Agreement Extension (July 1, 2018 - June 30, 2019), and a Second Presidential Employment Agreement Extension and Amendment (July 1, 2019 - June 30, 2020); and

**WHEREAS**, President Tressel has shown exceptional leadership during his tenure as President of Youngstown State University and the Board of Trustees recognizes his many accomplishments; and

**WHEREAS**, the Board of Trustees and President Tressel have met pursuant to *Section 3.0 Term of Appointment; Extension* of the Presidential Employment Agreement to discuss an extension; and

**WHEREAS**, the Board of Trustees and President Tressel mutually desire to extend and amend the Presidential Employment Agreement; and

**WHEREAS**, the Executive Committee of the Board of Trustees is recommending the approval of the Third Presidential Employment Agreement Extension and Second Amendment for an additional one (1) year term from July 1, 2020 through June 30, 2021.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the Third Presidential Employment Agreement Extension and Second Amendment and authorizes the Board’s Chairperson to execute same, shown as **Exhibit** \_\_\_ attached hereto.

**THIRD PRESIDENTIAL EMPLOYMENT AGREEMENT  
EXTENSION AND SECOND AMENDMENT**

This THIRD PRESIDENTIAL EMPLOYMENT AGREEMENT EXTENSION AND SECOND AMENDMENT (“Agreement”) is made by and between the Board of Trustees of Youngstown State University (the “Board”) and James P. Tressel (the “President”) and is effective as of the \_\_\_\_\_ day of \_\_\_\_\_, 2019 (the “Effective Date”).

**RECITALS:**

**WHEREAS**, the Board and the President entered into a Presidential Employment Agreement effective as of July 1, 2017 with an Initial Term ending June 30, 2018 (“Presidential Employment Agreement”); and

**WHEREAS**, the President’s salary has remained the same since his first employment contract effective June 20, 2014 and will so remain; and

**WHEREAS**, the Presidential Employment Agreement provides for three (3) one-year renewals at the mutual option of the Board and the President; and

**WHEREAS**, the Board and the President entered into a First Presidential Employment Agreement Extension (July 1, 2018 - June 30, 2019), and a Second Presidential Employment Agreement Extension and Amendment (July 1, 2019 - June 30, 2020); and

**WHEREAS**, the Board and the President mutually desire to extend and amend the Presidential Employment Agreement, as set forth below.

**NOW, THEREFORE**, the parties agree as follows:

1. **Mutual Extension**

The Board and the President mutually agree to extend the Presidential Employment Agreement for an additional term of one (1) year commencing on July 1, 2020 and terminating on June 30, 2021.

2. **Automobile**

Section 9.1 of the Presidential Employment Agreement shall be amended to increase the automobile allowance to \$750.00 per month. No other amendments to this section will be made.

3. **Return to Employment; Professional Leave**

The second sentence of the first paragraph of Section 20.1 of the Presidential Employment Agreement shall be amended by deleting the phrase “one (1) year” and replacing with “six-month.”

The first sentence of the fourth paragraph of Section 20.1 of the Presidential Employment Agreement shall be deleted in its entirety and replaced with the following:

“President may elect to assume an administrative appointment pursuant to this Section immediately after the Term or sabbatical / leave of absence to perform such duties as economic development, community relations and/or fundraising.”

The first sentence of the fifth paragraph of Section 20.1 of the Presidential Employment Agreement shall be deleted in its entirety and replaced with the following:

“The salary for Mr. Tressel performing such responsibilities will be set at One Hundred Thousand Dollars (\$100,000.00) annually and shall be subject to increases and other benefits as determined by the Board or University policies except for the salary set forth herein.”

4. **Effect of this Agreement**

This Third Presidential Employment Agreement Extension and Second Amendment is made pursuant to Article 3.1 of the Presidential Employment Agreement, and except as expressly stated herein, all other terms and conditions of the Presidential Employment Agreement shall remain the same and in full force and effect.

**IN WITNESS WHEREOF**, the parties have executed this Agreement as of the Effective Date first above written.

BOARD OF TRUSTEES OF  
YOUNGSTOWN STATE UNIVERSITY

\_\_\_\_\_  
DAVID C. DEIBEL, CHAIRPERSON

\_\_\_\_\_  
JAMES P. TRESSEL, PRESIDENT

Date: \_\_\_\_\_

Date: \_\_\_\_\_



**RESOLUTION RELATED TO IMPROVING  
RESPONSIVENESS TO SERIOUS MISCONDUCT**

**WHEREAS**, Youngstown State University is committed to creating a safe and secure campus environment and an accepting and inclusive campus culture for all students, employees and visitors; and

**WHEREAS**, Youngstown State University recognizes that violence on university and college campuses, including sexual assault, is an increasing issue of concern across the nation; and

**WHEREAS**, Youngstown State University has demonstrated its commitment to proactively address these concerns through the development and implementation of Title IX training and other programs on campus; and

**WHEREAS**, a student conduct process has been in place to adjudicate reported incidents of student misconduct.

**NOW, THEREFORE, BE IT RESOLVED**, that the Youngstown State University Board of Trustees requests the University administration develop additional policies and procedures related to the consequences and outcomes associated with findings of serious misconduct, including but not limited to, sexual misconduct and acts of violence, and

**BE IT FURTHER RESOLVED**, that the proposed policies and procedures incorporate best practices used by other universities, colleges and other entities that have already implemented similar rules, including the definition of serious misconduct, the administrative processes for enforcing the new policies and procedures and an appeals process in the case of unique and compelling circumstances; and

**BE IT FURTHER RESOLVED**, that in developing such proposed policies and procedures there be appropriate consultation with representative bodies of students, the Academic Senate, and University academic leadership; and that

The proposed policies and procedures be presented for consideration no later than the next Board meeting that also includes approaches to assure the campus is well educated on sexual harassment and misconduct via robust campus-wide engagement in Title IX education.

**Board of Trustees Meeting  
December 5, 2019  
YR 2020-**