

BOARD OF TRUSTEES



AGENDA

Thursday, March 5, 2020



BOARD OF TRUSTEES' MEETING

**Thursday, March 5, 2020
10:00 a.m.**

**Tod Hall
Board Meeting Room**

AGENDA

- A. Roll Call
- B. Proof of Notice of Meetings
- C. Disposition of Minutes
- D. Report of the President of the University
- E. Report of the Committees of the Board
 1. Academic Excellence and Student Success Committee
 - a. National Champion YSU Ethics Bowl Advisors and Team: Dr. Alan Tomhave, Dr. Mark Vopat, Samantha Fritz, Jacob Tomory, Moataz Abdelrasoul, Eva Lamberson, and Michael Factor
Faculty Presentation: Dr. Gary Walker; Chairperson; Department of Biological Sciences
Faculty Presentation: Dr. Kristin Bruns; Assistant Professor; Department of Counseling, School Psychology, and Educational Leadership
Student Presentation: Marcy A. Grossman; WCBA Graduate Student
Student Presentation: Y-CAHT, YSU Coalition Against Human Trafficking
 - b. Youngstown State University Board of Trustees' Resolution Defining Serious Misconduct and Endorsing University Responses and Actions Regarding Circumstances Associated with Serious Misconduct
 - c. Resolution to Modify Appointment of Graduate Assistants, Graduate Research Assistants, Graduate Assistant Interns, and Teaching Assistants Policy, 3356-9-03.1
 - d. Resolution to Authorize Conferral of Honorary Degree – Dr. Thomas Shipka
 2. Institutional Engagement Committee
 - a. Resolution to Accept WYSU Memberships
 - b. Resolution to Accept Gift of Real Estate
 3. Finance and Facilities Committee
 - a. Resolution to Approve Proposed Housing Rates Changes for Fiscal Year 2021
 - b. Resolution to Approve Interfund Transfers
 - c. Resolution to Modify and Retitle Deposit of University Funds Policy, 3356-3-07
 - d. Resolution to Modify Surplus Property Policy, 3356-4-02
 - e. Report of the Audit Subcommittee, Michael A. Peterson, Chair
 - f. Report of the Investment Subcommittee, Capri S. Cafaro, Chair
 4. University Affairs Committee
 - a. Resolution to Ratify Personnel Actions – Intercollegiate Athletics
 - b. Resolution to Modify Public Use of University Grounds for Expressive Activity Policy, 3356-4-21
 - c. Resolution to Modify Military (Uniformed Service) Leave Policy, 3356-7-12
 - d. Resolution to Modify Acting President Policy, 3356-9-04
 - e. Resolution to Ratify Personnel Actions – Faculty and PA Staff

- 5. Executive Committee
 - a. Youngstown State University Board of Trustees' Resolution Related to Strategic Allocation, Reallocation, and Distribution of Resources to Take Charge of Our Future
- 6. Governance Committee
 - a. Nomination of 2020-2021 Board Officers
 - b. Nomination of Global Trustee
- F. Communications, Memorials, and News Updates
 - a. Resolution of Appreciation – David C. Deibel
 - b. Resolution of Appreciation – Rocco L. Core
- G. Unfinished Business
- H. New Business
- I. Chairperson's Remarks
- J. Dates and Times of Upcoming Regular Meetings of the Board
 - Tentative Meeting Dates: 10 a.m., Thursday, June 4, 2020
 - 10 a.m., Thursday, September 3, 2020
 - 10 a.m., Thursday, December 3, 2020
- K. Adjournment

DIVIDER

ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE



**YOUNGSTOWN STATE UNIVERSITY
BOARD OF TRUSTEES'
RESOLUTION DEFINING SERIOUS MISCONDUCT AND ENDORSING
UNIVERSITY RESPONSES AND ACTIONS REGARDING CIRCUMSTANCES
ASSOCIATED WITH SERIOUS MISCONDUCT**

WHEREAS, the Board of Trustees instructed administration to propose enhanced policies and procedures related to "...serious misconduct, including but not limited to, sexual misconduct and acts of violence..." no later than March, 2020; and

WHEREAS, as enhancements to such policies and procedures were being considered, those enhancements were to be presented to and feedback received from Undergraduate Student Government, the Student Athlete Advisory Committee, the Graduate Council that includes graduate student representatives, and the Academic Senate and were to be adjusted in consideration of the feedback (as is the case) particularly from the perspective of creating a safe and secure campus and an accepting and inclusive campus culture for all students, employees, and visitors; and

WHEREAS, the University has taken under consideration instituting a Serious Misconduct Rule; and

WHEREAS, it is important to have clear standards in reporting the academic and conduct standing of students, including student athletes; and

WHEREAS, there has been and will continue to be a robust educational and organizational development approach for the entire campus community, regarding sexual misconduct and harassment and serious misconduct; and

WHEREAS, it is critical for the admissions and athletic departments to have knowledge of students' history of serious misconduct prior to coming to Youngstown State University.

NOW, THEREFORE BE IT RESOLVED THAT,

- Serious misconduct is defined as, "any act of sexual assault, domestic violence, dating violence, stalking, sexual exploitation, any assault that employs the use of a deadly weapon as defined in Ohio Revised Code 2923.11 (A) or causes serious bodily injury; and
- The definition of serious misconduct will be included in both the Student Code of Conduct as well as the Department of Intercollegiate Athletics policy on athletic participation and transfers; and
- The Serious Misconduct Rule will require that both transfer and current students who have been convicted of or pled guilty to or no contest to a felony or misdemeanor involving serious misconduct, or has been subject to official



university disciplinary action due to serious misconduct shall be required to report such and will be subject to heightened scrutiny for admission and participation in intercollegiate athletics and extracurricular activities; and

- The definition of sexual misconduct in the Code of Student Conduct and the University Policy on Sexual Misconduct 3356-2-03.1 will be made consistent; and
- Students transferring from another school will be required to report findings of serious misconduct and a determination will be made if circumstances warrant additional parameters; and
- Additional parameters will be placed upon students returning from suspension for violations of serious misconduct, including conduct probation with loss of good standing for one calendar year preventing the student from participating in any extracurricular functions including athletics, student organizations, and student employment. After one year, students may petition the Vice President for Student Affairs for permission to participate in extracurricular activities and employment. Coaches may petition for student athletes through the process set forth below; and
- Should there be NCAA eligibility, a waiver of the Serious Misconduct Rule, may be granted. The respective head coach may petition a review committee that will make a recommendation to the Executive Director of Intercollegiate Athletics and the Vice President of Student Affairs who will make the final decision; and that
 - A process to consider such a petition will be developed; and
 - The review committee will consist of the Provost and Vice President for Academic Affairs, Director of Title IX and Associate Director of Student Conduct; and
- For the application of the Student Code of Conduct there will be a Responsible Action Exemption (Bystander Intervention) that will apply in serious misconduct cases; and
- Appropriate language will reflect both expulsion and suspension on an Addendum to the official transcript; and
- A standardized narrative response will be developed and consistently utilized to answer any question related to academic standing or conduct standing reported through the NCAA; and

BE IT FURTHER RESOLVED, that the Code of Student Conduct, the Department of Intercollegiate Athletics Handbook, and any other departmental or unit process or procedures documents be adjusted to reflect the above elements of this Resolution, including any other adjustments necessary to effectuate the intent of this Resolution, as clarified, if necessary, by the president and be in place by March 23, 2020.



**RESOLUTION TO MODIFY
APPOINTMENT OF GRADUATE ASSISTANTS, GRADUATE RESEARCH
ASSISTANTS, GRADUATE ASSISTANT INTERNS, AND TEACHING
ASSISTANTS, 3356-9-03.1**

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 Appointment of Graduate Assistants, Graduate Assistant Interns, and Teaching Assistants 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 Appointment of Graduate Assistants, Graduate Assistant Interns, and Teaching Assistants, policy number 3356-9-03.1, shown as **Exhibit A** attached hereto. A copy of the policy indicating changes to be made is also attached.

3356-9-03.1 Appointment of graduate assistants, graduate research assistants, graduate assistant interns, and teaching assistants.

Responsible Division/Office: College of Graduate Studies
Responsible Officer: Provost and VP for Academic Affairs
Revision History: January 2000; March 2010; June 2015; June 2016;
~~January~~ ~~June 2020~~ 17
Board Committee: Academic and Student Affairs
Effective Date: ~~March~~ ~~June 15~~ 4, 2020 17
Next Review: ~~2025~~ 2

- (A) Policy statement. While the president has overall responsibility for the management of the university, the responsibility for employment decisions of personnel is delegated to the provost and vice presidents. Each divisional executive officer is responsible for making personnel decisions within the described university procedures.
- (B) Purpose. The graduate assistantship program is predicated upon the concept that given an opportunity to assist the faculty, graduate students provide a service to the university and gain valuable academic experience, which is appropriately supported through the annual institutional budget process. Academics must drive our cost structure. How the assistantship enhances the student's education must be apparent.
- (C) Parameters.
- (1) ~~(1)~~—A graduate assistant (“GA”) will normally be assigned duties primarily focused on the conduct of research/scholarly activity. A GA may be assigned teaching duties, but should not be the instructor of record. A graduate research assistant (“GRA”) will only be assigned duties focused on the conduct of research/scholarly activity and will typically receive a twelve-month appointment. All other assistantships are typically two-semester appointments. A graduate assistant/intern (“GA/I”) is a special category of graduate assistant designated to provide opportunities for university offices or departments, community companies or agencies, or other appropriate external sponsors to involve graduate students as academic assistants/interns in real life experiences related to their fields of study.- A teaching assistant (“TA”) will only be assigned duties focused on instruction and may be the instructor of record for a regularly scheduled class.

- (2) Additional academic services to the academic program in which the student is enrolled may be appropriate for all assistantship appointments. GA, GRA, GA/I, and TA appointments are covered by this policy. A student appointed as a graduate assistant (GA, GRA, ~~TA and~~ GA/I and TA) will be paid a stipend and instructional fees required to complete a single degree program (up to 18 sh per semester and up to 12sh for the summer term), student transportation fee, out of state surcharge and music performance fees (if applicable) will be remitted.
- (2) Assistantship appointments previously providing only a stipend and remission of the transportation fee, and students awarded only the Graduate College Premiere Scholarship may be renewed until the assistantship/scholarship is terminated. ~~The department/agency of service will provide a stipend to the university which will be paid to the student through the normal stipend process for GA/I appointments.~~
- (3) The graduate dean is responsible for the administration of the program and appointment of graduate assistants, graduate research assistants, graduate assistant interns, and teaching assistants.
- (4) The graduate dean ~~may~~ shall make available the “Graduate Premiere Scholarship;” ~~which shall normally be provided to students receiving an assistantship.~~ The scholarship shall include up to thirty-six semester hours of instructional fees (for graduate courses required to complete a single degree program) for an academic year up to eighteen semester hours for each fall and spring semester. Scholarship awards may be provided for up to twelve semester hours of instructional fees for the summer term. The “Premiere Scholarship” shall include instructional fees, nonresident tuition surcharge, and applicable music performance fees.
- (4) The total number of graduate assistantships, teaching assistantships, ~~and “Graduate College Premiere Scholarships”~~ shall be allocated annually as a part of the institutional budget development process and will take into account the needs of new graduate programs as they are developed and implemented and the opportunities to increase enrollment and research through the growth of existing graduate programs. Colleges, departments, or external sources can also provide funds to support additional assistantships.

- (5) Additional assistantship positions may be created by the graduate dean when external funding has been obtained, ~~through the office of research~~. In such cases, payment for assistantships may be made at rates higher than normal university rates if the external funding agency has a predetermined payment schedule or allows higher rates of payment. Remission of fees may be funded by the Graduate College in cases where external funds have been obtained to fund the assistantship stipend.

(D) Procedures.

- (1) The dean of the College of Graduate Studies shall allocate graduate assistants approved within the university budget across the institution. ~~A~~The deans of the academic colleges and appropriate standing committees of the graduate council shall be consulted as part of the allocation process.
- (2) An academic department may recommend only full-time graduate students with regular (not provisional) status for an assistantship. Exceptions to this requirement may be granted only prior to appointment by the graduate dean with sufficient justification from the recommending department. A GA or TA with a teaching assignment may not have any undergraduate academic course deficiencies in any area that will be included in the assistant's teaching assignments.
- (3) Recommendation to appoint a GA, GRA, GA/I and/or TA, and recommendations to award a "Graduate College Premiere Scholarship," must be obtained from the academic dean. Applications with the appropriate recommendations for appointment are forwarded to the graduate dean, who makes the official appointment. Until the appointment has been made by the graduate dean, no department is authorized to communicate to any applicant for a graduate or teaching assistantship that an award will be made. A department is authorized to communicate that they are recommending a student for appointment as a GA, GRA, GA/I, or TA. The college of graduate studies supports the "April 15th Resolution" regarding graduate scholars, fellows, trainees and assistants of the council of graduate schools ("CGS"). Appointments and communications regarding appointments will adhere to said resolution as described on the CGS webpage.
- (4) Appointment as a GA, GRA, GA/I, or TA will normally occur for the fall or spring semester and be made prior to the beginning of the fall semester. Graduate research assistant ~~research assistant~~ appointments ~~beginning in~~ may begin in the summer term ~~will be~~

~~considered when justified. In cases where a spring semester appointment is made, the appointment will be for the semester only.~~ In cases in which an appointment becomes available in the middle of a semester due to the availability of external funding, the stipend will be prorated to accommodate the period of time covered. ~~Tuition may be covered by award of a “Graduate College Premiere Scholarship” for the full semester when funding is provided through an external award, which will fund the scholarship.~~ Regardless of funding source, the stipend may be prorated to accommodate situations where students fail to begin or complete their assistantship as scheduled. Transportation fees, instructional fees, out of state surcharge and applicable music performance fees are remitted for the full semester.

- (5) Graduate assistants (GA, GRA, GA/I, or TA) shall not hold full-time outside employment. Additional employment within the university is not permitted without the approval of the graduate dean.
- (6) A faculty member within the department to which the graduate assistant is assigned will be designated to be directly responsible for the supervision of the assistant. A mentor from an academic department who will ensure the appropriate educational experience of the assistantship or internship must be designated. This applies to GA, GRA, GA/I, and TA positions.
- (7) All teaching assistants must participate in a formal mentoring program in the department of instruction prior to being assigned independent teaching activities in that department.
- (8) Additional information about graduate assistants, graduate research assistants, graduate assistant interns, teaching assistants, and the “Graduate College Premiere Scholarship” may be found in the “Graduate Catalog Bulletin,” the “College of Graduate Studies Policy Book,” and the “Handbook for Graduate Assistants.”

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Responsible Officer: Provost and VP for Academic Affairs
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January 2020
Board Committee: Academic and Student Affairs
Effective Date: March 15, 2020
Next Review: 2025

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- (8) Additional information about graduate assistants, graduate research assistants, graduate assistant interns, teaching assistants, and the “Graduate College Premiere Scholarship” may be found in the “Graduate Catalog,” the “College of Graduate Studies Policy Book,” and the “Handbook for Graduate Assistants.”



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO AUTHORIZE
CONFERRAL OF HONORARY DEGREE**

BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize the conferral of a Doctor of Humane Letters (L.H.D.) degree, honoris causa, upon Thomas A. Shipka, with all the rights and privileges attendant thereto.

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

Agenda Item E.1.d

Thomas A. Shipka

1943-

Tom Shipka was born in Youngstown, Ohio, on February 17, 1943, one of four children of Anne Jopko Shipka and Albert J. Shipka. Tom's father, a steel worker, became President of United Steel Workers of America Local 2163, Assistant Director of USWA District 26, long-time President of the Greater Youngstown AFL-CIO Council, and a trustee of Youngstown State University. Tom grew up in Campbell where he participated in Little League and Pony League baseball and developed a life-long infatuation with motorcycles.

Tom attended Sacred Heart School (1949-1957) and Ursuline High School (1957-1961) in Youngstown. During his Ursuline years he was a drummer in two local bands, a basketball and football player, and class president. Ursuline named him Alumnus of the Year in 2003.

Tom started and completed his undergraduate years at John Carroll University (1961-1962, 1964-66) in Cleveland with a two-year interruption (1962-1964) to attend the Athenaeum of Ohio, a Roman Catholic Seminary in Cincinnati. At the Athenaeum he won the Oratorical Championship with a speech on Dr. Martin Luther King, Jr.'s *Letter from Birmingham Jail*. After completing his A.B. in philosophy in 1966, he earned a Ph.D. in philosophy at Boston College in 1969. His dissertation, "Social Conflict and Reconstruction," is an interdisciplinary appreciation of the role of social conflict and the individual reformer in desirable social change.

Tom began his YSU career immediately after graduate school in September, 1969.

At YSU Tom's university service over his 37-year full-time career was extensive.

- He served on countless committees at the department, college, and university level. These included search committees for a provost, a general counsel, the university librarian, and the University Professor of Islamic Studies; the Labor Management Review Panel which was formed at his request after the campus strike in 2005; the Academic Department Chairperson Task Force, which he chaired; the University Development Council; and many others.
- He also served as Arts and Sciences At-Large representative in the YSU Academic Senate for many years and chaired the Academic Senate for three years. During his years as Senate chair, he worked with the YSU Board of Trustees to secure domestic partner benefits for YSU employees and, at the request of Provost Tony Atwater, he negotiated a special discount membership for YSU employees, trustees, and benefactors in the Youngstown Club. He also represented YSU on the Ohio Faculty Council at the Ohio Board of Regents for six years and chaired the group for two years.
- He was an effective fund-raiser for the YSU academic sector, raising gifts alone or with others to endow the Dr. James Dale Ethics Center, the University Professor of Islamic Studies, The Shipka Speakers Series, the American Studies Program, and publication of a volume of poetry by Ohio-born poets during the Ohio bicentennial celebration, among others.

**Agenda Item E.1.d
Support Material**

- He was also an effective fund-raiser for athletics. He was the leading football season ticket salesman for many years and, with Dr. Larry Looby and Dr. Stephen Hanzely, he solicited contributions for the All-Sports Complex from YSU faculty and staff. In recognition of his efforts, he was selected to speak at the dedication of the All-Sports Complex as the representative of YSU faculty and staff and to select the first seats in the new Stambaugh Stadium in 1981. Later, in the nineties, with David Deibel, he organized seven post-season fund-raisers for Coach Jim Tressel and his staff.
- He coordinated the appointment of Dr. Isaiah Jackson, Music Director of the Youngstown Symphony, as Scholar-in-Residence in the College of Arts and Sciences at YSU from 2002-2006.
- For many years he served as the consultant on critical thinking to the YSU General Education Committee.
- For many years he served as master of ceremonies for the YSU Athletics Hall of Fame Induction Ceremony, the football team banquet, the Student-Athlete Awards Banquet, and the Ring/Scholarship Dinner, and he has been a member of the Athletics Hall of Fame Selection Committee since its formation.
- Starting in spring 2005, Tom began a series of regular commentaries on WYSU, the university's National Public Radio affiliate. From 2005 to 2015, he aired 162 commentaries on WYSU.
- As chair of the Department of Philosophy and Religious Studies for twenty years, Tom doubled the size of the full-time faculty, recruited outstanding faculty to YSU from the finest graduate programs in the nation, raised the bar significantly in research and publication, and fostered alliances with other YSU departments and programs, and with local hospitals and professional groups.

Tom's service to YSU has been acknowledged many times. He is a three-time recipient of the Distinguished Professor Award for achievements in teaching, scholarship, and service, a two-time recipient of the Watson Merit Award for outstanding administrative service, and a recipient of the Chairperson Leadership Award. In 2001 he was inducted into the YSU Athletics Hall of Fame as a contributor. Further, at the time of his retirement in 2006, the YSU Board of Trustees approved a resolution changing the title of the speakers series sponsored by his department from the Albert J. Shipka Speakers Series to the Dr. Thomas and Albert Shipka Speakers Series. Finally, in 2009 the university conferred upon him the prestigious Heritage Award.

Tom's many publications in philosophy include three books and dozens of articles on topics in philosophy, critical thinking, and secularism. The books are: "Philosophy: Paradox and Discovery," with Arthur J. Minton, a college text for introductory philosophy published by McGraw-Hill which went through five editions and which was used on hundreds of campuses, "Beliefs and Practices: Taking a Fresh Look," another college text for introductory philosophy, and "Commentaries: 162 Essays on YSU," a compilation of his WYSU work.

When hired at YSU, Tom was one of some two hundred new faculty members whom YSU recruited after it joined the public system of higher education in Ohio in 1967. In 1971,

after two questionable faculty firings and an announcement of an ill-conceived retrenchment decision, Tom joined a group of faculty to explore unionization. Tom chaired the organizing committee which successfully spearheaded unionization in 1971-1972. He was president and chief negotiator of the faculty union during the negotiation of the first contract in the fall, winter, and spring of 1972-1973 and he served as president or chief negotiator or both until 1986 when he became chair of the Department of Philosophy and Religious Studies, an administrative position. YSU was the first public institution in Ohio to unionize.

During his years of campus union leadership, Tom was also active in the higher education divisions of the Ohio Education Association and the National Education Association. He chaired the Higher Education Councils of both organizations as well as the NEA Higher Education Caucus and served on several NEA Task Forces. He was a member of the inaugural editorial board, issue editor of, and regular contributor to *Thought & Action*, the NEA journal of higher education. Tom helped faculties at dozens of colleges and university across the nation to unionize and he was a regular speaker at conferences on collective bargaining in higher education. He also wrote two house publications on evaluation of faculty for the NEA and dozens of articles, chapters, and book reviews on topics in academic labor relations. Further, he worked as a labor relations consultant to dozens of organizations across the nation and locally, including The Association of Pennsylvania State College and University Faculty, police officers' unions in Youngstown and Ashtabula, and the radio/television employees' union (NABET) at WFMJ in Youngstown. The OEA conferred three service awards on Tom over the years for his service to its higher education members and the NEA conferred the Davenport Award on Tom in 1993 for his service to its higher education members.

In addition to his teaching, research, and university service activities at YSU and his union activities, Tom was active in the community. He directed election campaigns in his congressional district for Governor John J. Gilligan, Representative Charles J. Carney, and Governor Richard F. Celeste. He was also a board member and chair of the Western Reserve Transit Authority, a board member of the Northeastern Ohio Legal Services Program, a co-founder and board member of the Citizens League of Greater Youngstown, a board member of the Mahoning County Nutritional Program for the Elderly, a member of the Ohio PEACE Commission which evaluated the State public sector collective bargaining law during the first two years of its implementation, a board member of the Public Library of Youngstown and Mahoning County, and board member of the Mill Creek MetroParks, among others.

In 1967 Tom married Katie Kane Shipka, a high school classmate and a YSU graduate, and they have two children, Anne Louise, born in Boston in 1968, and Andrew, born in Youngstown in 1978, both of whom are YSU graduates. Kate is a retired medical librarian at St. Elizabeth Hospital and an active volunteer at the Mill Creek Metroparks. Anne Louise is married to Atty. Richard N. White and they have a son, Brian, who was born in 2002. They live in Poland, Ohio. Anne Louise is on the staff at the Mahoning County Board for Developmental Disabilities. Andrew works for Kent State University where he puts programs and courses online and he and his partner, Jenny Ramirez, live in Mogadore, Ohio.

In 2014, Tom and Katie endowed a scholarship at YSU for a student-athlete.

After retirement from full-time service at YSU, Tom stayed on to teach philosophy part-time for nine additional years. His teaching career encompassed three years as a graduate assistant at Boston College, thirty-seven years of full-time teaching at YSU, and nine years of part-time teaching at YSU. Over these forty-nine years, he had 13,000 students.

DIVIDER

**INSTITUTIONAL ENGAGEMENT
COMMITTEE**



RESOLUTION TO ACCEPT WYSU MEMBERSHIPS

WHEREAS, Board policy provides that the President shall compile a list of memberships to the University for each meeting of the Board of Trustees and present the list accompanied by his recommendation for action by the Board; and

WHEREAS, the President has reported that the memberships as listed in **Exhibit B** attached hereto are being held pending acceptance and he recommends their acceptance;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby accept these memberships on behalf of Youngstown State University and requests that the President acknowledge the acceptance of these memberships.

**UNIVERSITY MEMBERSHIPS
EXECUTIVE SUMMARY**

WYSU-FM Board Report				
Fiscal Year 2019, 2nd quarter				
July 1, 2018 - December 31, 2018				
Gifts \$1,000 - \$9,999	13	\$17,260		
Gifts \$500 - \$999	11	\$6,175		
Gifts Below \$500	1005	\$103,025		
Total WYSU-FM	1029	\$126,460		
** \$6,061 in Annual Fund Gifts to WYSU are not included in these totals.				



RESOLUTION TO ACCEPT GIFT OF REAL ESTATE

WHEREAS, Youngstown State University Board of Trustees policy provides that the Board of Trustees may be the recipient of gifts of real estate as determined by the President and as recommended to the Institutional Engagement Committee of the Board of Trustees; and

WHEREAS, the Youngstown State University Foundation owns real estate located within the University's campus as identified on the property map ("Real Estate") attached hereto as **Exhibit C**; and

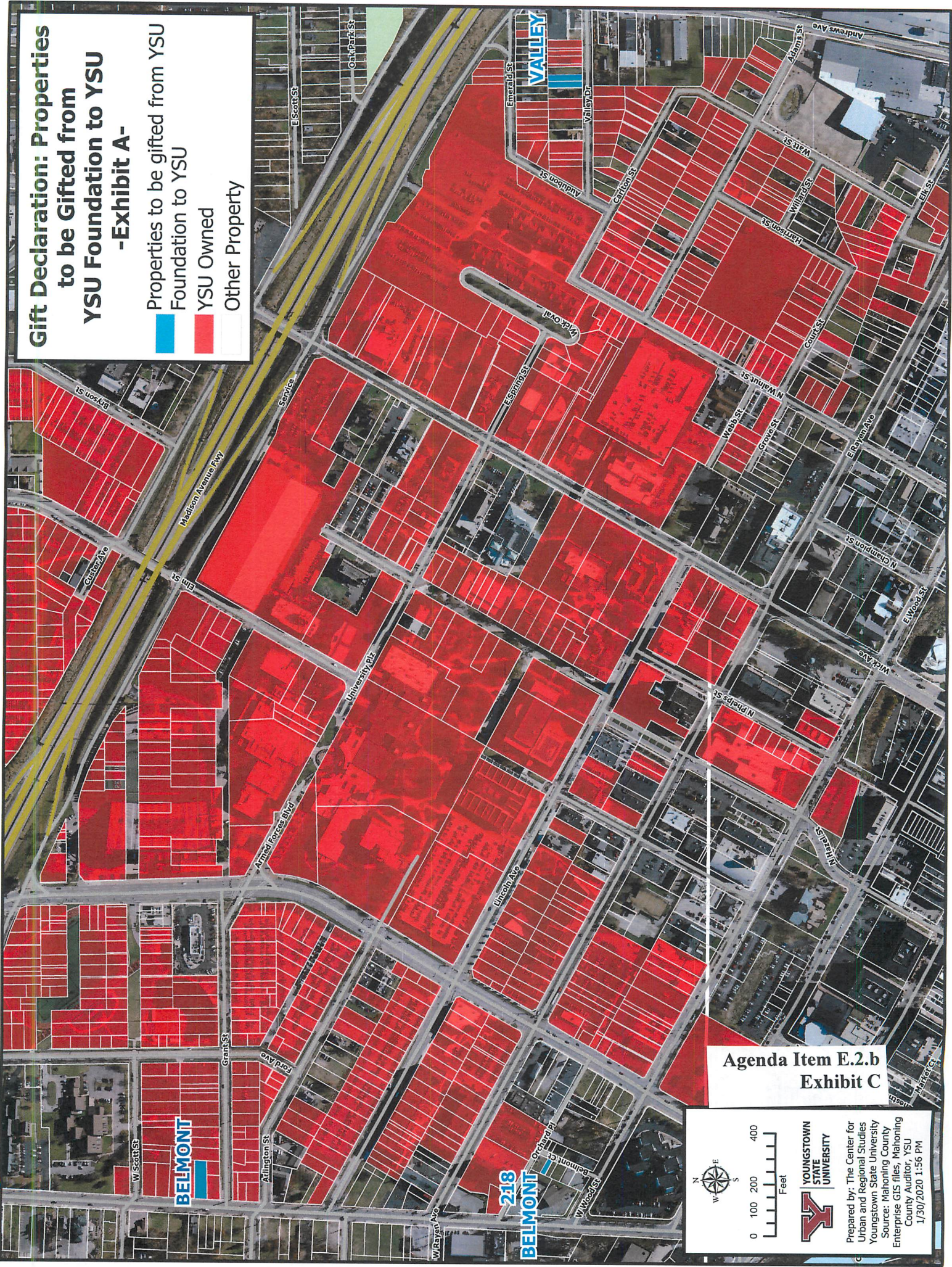
WHEREAS, the Youngstown State University Foundation seeks to gift the Real Estate to the Board of Trustees for use by the University; and

WHEREAS, the President recommends that the Board of Trustees accept the gift of Real Estate from the Youngstown State University Foundation.


NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby accept the gift of Real Estate from the Youngstown State University Foundation.

Gift Declaration: Properties to be Gifted from YSU Foundation to YSU -Exhibit A-


Properties to be gifted from YSU Foundation to YSU
 YSU Owned
 Other Property



**Agenda Item E.2.b
Exhibit C**



 0 100 200 400 Feet



 Prepared by: The Center for Urban and Regional Studies
 Youngstown State University
 Source: Marioning County Enterprise GIS files, Marioning County Auditor, YSU
 1/30/2020 1:56 PM

DIVIDER

FINANCE & FACILITIES COMMITTEE



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO APPROVE PROPOSED HOUSING RATE CHANGES
FOR FISCAL YEAR 2021**

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 for the start of fiscal year 2021;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the proposed adjustments to rates, as shown in **Exhibit D**, attached hereto.

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

Agenda Item E.3.a

YOUNGSTOWN STATE UNIVERSITY

Housing Charges FY2021

	FY2020	FY2021	FY2021	FY2021
Fee Description	Actual	Proposed	\$ Change	%Change
Room & Board (per academic year) F2020 Cohort		\$9,700.00	NEW	NEW
<i>Room</i>		\$5,772	NEW	NEW
<i>Board (12 meals plan)</i>		\$3,928	NEW	NEW
Room & Board (per academic year) F2019 Cohort	\$9,700.00	\$9,700.00	\$0.00	0.00%
<i>Room</i>	\$5,886	\$5,772	(\$114.00)	-2.00%
<i>Board (12 meals plan)</i>	\$3,814	\$3,928	\$114.00	3.00%
Room & Board (per academic year) F2018 Cohort & Continuing Students	\$9,400	\$9,400	\$0.00	0.00%
<i>Room</i>	\$5,586	\$5,472	(\$114.00)	-2.00%
<i>Board (12 or 8 meal plans)</i>	\$3,814	\$3,928	\$114.00	3.00%
Residence Hall Application Fee (academic year and/or summer)	\$35	\$35	\$0.00	0.00%
Single Room Upcharge (per semester)	\$1,440	\$1,440	\$0.00	0.00%
Weller House Single Apartment (academic year, room only)	\$8,000	see attached	\$0.00	0.00%
Weller House Shared Apartment (academic year, room only)	\$7,500	see attached	\$0.00	0.00%
Weller House Family Apartment (academic year, room only)	\$10,000	see attached	\$0.00	0.00%
Expanded Housing Rate (overoccupied rooms)	\$4,100	\$4,100	\$0.00	0.00%
Student Housing During Academic Break (winter only)				
1 - 3 days (no meals, per day)	\$27	n/a		
Per week (no meals)	\$185	n/a		

Room rate (no meals)		\$250	NEW	NEW
Cancellation Fee				
Before April 1 (academic year) or December 15 (spring only)	\$0	\$0	\$0.00	0.00%
After April 1 and before June 15 (academic year)	\$250	\$250	\$0.00	0.00%
After June 15 and before August 1 (academic year) or after January 5 and before move-in day (spring only)	\$300	\$300	\$0.00	0.00%
After August 1 and before move-in day (academic year/fall only)	\$350	\$350	\$0.00	0.00%
Summer				
Room and Board (per week, meals included)	\$340	\$340	\$0.00	0.00%
Weller House (prorated for current tenants, monthly, no meals)	\$400	see attached	\$0.00	0.00%
Summer Event and Guest Housing Rates				
<i>Rooms with shared bathrooms</i>				\$0
One night only, shared bedroom (per person)	\$23.00	n/a	\$0.00	0%
One night only, private bedroom (per person)	\$28.00	n/a	\$0.00	0%
Two or more nights, shared bedroom (per person)	\$20.00	see attached	\$0.00	0%
Two or more nights, private bedroom (per person)	\$25.00	n/a	\$0.00	0%
<i>Rooms with private bathrooms</i>				
Shared bedroom (per room)	\$35.00	see attached	\$0.00	0%
Private bedroom (per room)	\$45.00	n/a	\$0.00	0%
<i>Apartment-style housing</i>				
Studio/single bedroom (per apartment, 2 week min. during academic year)	\$40.00	n/a	\$0.00	0%
Linens (for rental by summer event groups only)	\$25.00	\$25.00	\$0.00	0%

Justification for FY21 University Housing Rate Change

With the regular addition of local student housing properties over the past few years, the competition for occupants in the residence halls has increased. In an effort to ensure that we maintain our highest occupancy possible, it is important that our rates accurately reflect the condition of our facilities within the local student housing market. We are therefore proposing the following changes:

1. Reduction and standardization of rent prices on all Weller House apartments.
 - a. Weller House apartments, while recently updated, do not compare to local apartments in either size or overall facilities and amenities. However, rent prices are higher than other local apartments.
 - b. The department began to use Weller House as graduate and family housing several years ago, yet did not create a rate structure to meet the needs of this population. Rates were based on occupants and/or bedrooms, where we are proposing a flat rate structure per apartment, along with set approved combinations of occupants (adults, children).
 - c. There are several inconsistent rates for the apartments, including a lower summer rate (\$400 flat) and a discounted rate for campus guests, despite offering the same facilities and amenities year-round and to all occupants.
2. Creation of a flat rate for winter break occupants in traditional residence halls.
 - a. Very few students require winter break housing, but those who do typically have no other home to return to at this time. Therefore, the previous daily rate charge for this period of time could present a financial burden to students (\$783 for this past winter break). Therefore, we propose to significantly reduce the cost of staying for the month to a minimum rent charge (\$250). This also reflects the fact that we do not provide any meal or meal plan during this time.
 - b. Due to the fact that we previously allowed students to stay and pay for a day at a time, we had some students who were choosing to leave for break late or return from break early simply because they could afford to pay to do so. However, having students in the building beyond the time when staff are released for their own break represents a liability and safety risk. Therefore, by removing the option for a daily rate charge, students will be deterred from this practice.

Additionally, we are making the following changes:

- We are holding room and board charges steady for the incoming Penguin Promise cohort (\$4,850 per semester, \$9,700 per academic year). While board charges are expected to increase, as they do annually, we will absorb the offset through a reduction in board revenue (a loss of \$114 per resident).
- While our staff will still assess and record damages to all residence hall spaces at the close of each semester, we will no longer bill minimal “damage charges.” This will reduce the amount of time our staff spends inputting these charges, communicating charges with students, and settling disputes over charges. Additionally, it shows students that we’re not going to charge them for minor things that we’ll likely be cleaning/fixing through our standard room flip procedures.

Weller House Rate Model and Proposed Changes for FY21

Previous Pricing Model (2019-2020)

- Single apartment (all sizes):
 - \$8,000 for academic year
 - \$400 per month for summer
 - \$400 per month for non-students
 - \$575 per month
 - \$200 per week
 - \$30 per day
- Double apartment (all sizes):
 - \$7,000 per person for academic year
 - \$400 per person per month for summer
 - \$400 per month for non-students
 - \$575 per month
 - \$200 per week
 - \$30 per day
- Family apartment (size unclear):
 - \$10,000 per academic year
 - \$400 per person per month for summer
 - \$400 per month for non-students
 - \$575 per month
 - \$200 per week
 - \$30 per day

Proposed Pricing Model (2020-2021)

**Daily rates not available*

- One-bedroom apartment (small): includes 203, 204, 308, 309, 310, 311, and 315
 - \$600 per month
 - \$150 per week
- One-bedroom apartment (large): includes 201, 206, 314, and 316
 - \$650 per month
 - \$165 per week
- Two-bedroom apartment (small): includes 202
 - \$750 per month
 - \$190 per week
- Two-bedroom apartment (large): includes 117 and 312
 - \$800 per month
 - \$200 per week
- Three-bedroom apartment: includes 207
 - \$900 per month
 - \$225 per week

Summer Events Proposed Rate Changes FY21

Previous Pricing Model (Summer 2020)

- Rooms with shared bathrooms (Lyden, Cafaro, Kilcawley, Wick)
 - One night stay
 - \$23 per night, per person, multiple occupancy
 - \$28 per night, single occupancy
 - Multiple night stay
 - \$20 per night, per person, multiple occupancy
 - \$25 per night, single occupancy
- Rooms with private bathrooms (Cafaro, Wick)
 - \$35 per night, per person, multiple occupancy
 - \$45 per night, single occupancy
- Apartment-style housing (Weller)
 - \$40 per night, per person
- Linen set
 - \$25 per set

Proposed Pricing Model (Summer 2021)

- Rooms with community bathrooms (Lyden, Cafaro, Kilcawley)
 - \$40 per night, per room
- Rooms with private or semi-private bathrooms (Cafaro, Wick)
 - \$60 per night, per room
- Apartment-style housing (Weller- as available)
 - One-bedroom apartment (small):
 - \$150- \$225 per week, based on apartment size
- Linen set
 - \$25 per set
- Bed adjustment fee
 - \$10 per bed
- Additional staffing fee (for groups with minors, or at request of group)
 - \$120 per night per desk
- Late check-in or check-out fee
 - \$50 per hour beyond pre-arranged check-in or check-out time



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO APPROVE
INTERFUND TRANSFERS**

WHEREAS, University Policy Number 3356-3-11.1, Budget Transfers, requires Board of Trustees approval for inter-fund transfers of \$100,000 or more for operating purposes or for any purpose other than a specific capital improvement project, for capital improvements or construction projects of \$500,000 or more, and for transfers out of operating reserves regardless of amount; and

WHEREAS, certain accounting and budget adjustments and transfers outside the operating budget are necessary during the course of a fiscal year and at the end of a fiscal year.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the transfer of funds, as detailed in **Exhibit E**.



YOUNGSTOWN STATE UNIVERSITY
Interfund Transfers Requiring Board Approval
Transfers Outside of the Operating Budget
Requested Transfers for Third Quarter FY2020

FROM	TO	AMOUNT	REASON
Faculty ESP Plan (Designated Fund)	General Fund	\$301,685	Transfer residual funds back to the General Fund.
Parking Services Plant Reserve (Auxiliary Plant Fund)	Parking Project Funds (Auxiliary Plant Funds)	\$600,000	Transfers of up to \$600,000 to fund major renovations to parking lots including the M-70, the F-1, the R-4 and the F-80.



**RESOLUTION TO MODIFY AND RETITLE
DEPOSIT OF UNIVERSITY FUNDS POLICY, 3356-3-07**

WHEREAS, University Policies are being reviewed and re-conceptualized 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;

WHEREAS, the Deposit of University Funds 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 governing Deposit of University Funds, policy number 3356-3-07, to be retitled as Designation of the University's Official Bank, shown as **Exhibit F** attached hereto. A copy of the policy indicating changes to be made is also attached.

3356-3-07 ~~Deposit of~~ Designation of the university's ^[NM4] official bank.
~~university funds.~~

Previous Policy Number: ~~3006.01~~

Responsible Division/Office: ~~Finance and Administration~~ Finance and Business Operations

Responsible Officer: ~~VP for Finance and Administration~~ Vice President for Finance and Business Operations

Revision History: September 1998; March 2007; June 2010;
March 2015, March 2020

Board Committee: Finance and Facilities

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

Next Review: ~~2020~~ 2025

-
- (A) Policy statement. The board of trustees shall designate a qualified local banking institution ~~bank as the official~~ for all banking ^[NM2] and treasury management services, including the depository of all university depository for university funds, and all monies due and payable to the university shall be deposited with this designated institution in funds, in compliance with provisions of the Ohio Revised Code and all other applicable laws and regulations.
- (B) Purpose. To establish criteria for the selection and requirements of the ~~university's banking institution~~ 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. ~~deposit of university funds including currency, coins, checks and money orders, as well as receipts from wire transfers, automated clearing house (ACH) and debit/credit cards.~~

^[NM3]

(~~E~~D) Definitions.

- (1) Local banking institutions include any state or national bank as defined ~~in~~ by section 1101.01 of the Ohio 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. ^[NM4]

(~~E~~E) Parameters.

- (1) The university's official depository bank will be awarded up to a ~~five~~ten^[NM5]-year contract, ~~with options to renew for an additional five years in one-year increments, with a~~ A competitive selection process will be conducted every ten years or earlier.
- (2) At least quarterly, ~~T~~the vice president for finance and administration-business operations shall cause to be prepared ^[NM6a] ~~or designee will~~ report to the investment subcommittee of the board of trustees ~~at least quarterly~~ on the status of cash balances, and non-endowment and endowment portfolios.

3356-3-07 Designation of the university's official bank.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: Vice President for Finance and Business
Operations
Revision History: September 1998; March 2007; June 2010;
March 2015, March 2020
Board Committee: Finance and Facilities
Effective Date: **March 5, 2020**
Next Review: 2025

- (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 Ohio 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 by section 1101.01 of the Ohio 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 bank 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 MODIFY
SURPLUS PROPERTY POLICY, 3356-4-02**

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 Surplus Property 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 Surplus Property, policy number 3356-4-02, shown as **Exhibit G** attached hereto. A copy of the policy indicating changes to be made is also attached.

3356-4-02 Surplus property.

~~Previous Policy Number: 4002.01~~

Responsible Division/Office: ~~Office of Support Services~~ Finance and Business Operations

Responsible Officer: ~~VP for Finance and Administration~~ Vice President for Finance and Business Operations

Revision History: August 1997; June 2010; March 2015; March 2020

Board Committee: Finance and Facilities

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

Next Review: ~~2020~~ 2025

- (A) Policy statement. Property such as equipment or furnishings which is no longer needed may be declared and disposed of in the best interest of the university.
- (B) Purpose. To establish procedures for the responsible disposal of surplus property.
- (C) Scope. This policy is applicable to university-owned assets.
- (D) Parameters. Proper repurposing or disposal of university-owned assets is permitted in accordance with the following parameters:
 - (1) The office of support services has the responsibility of controlling surplus university property and facilitating its disposition.
 - (2) All dispositions must be in conformance with federal, state, and local laws and regulations, including applicable grant and/or contract guidelines.
 - (3) Only the office of support services is authorized to sell, gift, or dispose of surplus university property, including scrap materials.

**Agenda Item E.3.d
Exhibit G**

- (E) Procedures.

- (1) ~~(1)~~ — When it is determined that departmental property is no longer needed, the chairperson/director shall release it to the office of
- (2) support services by completing the appropriate section of the “Inventory Control” form. (These forms may be obtained from the office of support services.)
- (2) Any technology-based component or equipment which is determined to be surplus, such as a central processing unit (“CPU”) contained within a computer, equipment with magnetic or electronic memory (digital cameras, external hard drives, etc.) and/or equipment with components which can perform electronic data storage (printers, scanners, and copies), shall be turned over to the information technology services division.
- (3) Technology services shall either maintain an inventory of the technology-based components or equipment for redeployment within the university or prepare the component or equipment as surplus property for transfer to the office of support services. Prior to the transfer as surplus property, the information technology division shall process the property and certify it is cleansed. Information technology services shall be the sole authority for determining and communicating to office of support services the permissible disposition of technology equipment.
- (4) Disposable media for data storage that are not solid state (paper, floppy drives, zip drives, CDs, DVDs, and future such media) are not considered technology-based equipment or components for the purpose of this policy.
- (5) To facilitate the intra-university transfer of surplus property, the office of support services is responsible for maintaining an inventory of such property and periodically notifying the campus community of its availability.
- (6) Requests for surplus property are made through the office of support services.

- (7) When it is determined to be in the best interest of the university, the office of support services may dispose of such property by:
- (a) Selling by sealed bid, at auction, or at predetermined price;
 - (b) Gifting to other educational, governmental, or 501(c)(3) agency; or
 - (c) Discarding.

Proceeds from sales shall be deposited into the appropriate account.

3356-4-02 Surplus property.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: Vice President for Finance and Business
Operations
Revision History: August 1997; June 2010; March 2015; March 2020
Board Committee: Finance and Facilities
Effective Date: March 5, 2020
Next Review: 2025

- (A) Policy statement. Property such as equipment or furnishings which is no longer needed may be declared and disposed of in the best interest of the university.
- (B) Purpose. To establish procedures for the responsible disposal of surplus property.
- (C) Scope. This policy is applicable to university-owned assets.
- (D) Parameters. Proper repurposing or disposal of university-owned assets is permitted in accordance with the following parameters:
 - (1) The office of support services has the responsibility of controlling surplus university property and facilitating its disposition.
 - (2) All dispositions must be in conformance with federal, state, and local laws and regulations, including applicable grant and/or contract guidelines.
 - (3) Only the office of support services is authorized to sell, gift, or dispose of surplus university property, including scrap materials.
- (E) Procedures.
 - (1) When it is determined that departmental property is no longer needed, the chairperson/director shall release it to the office of support services by completing the appropriate section of the

“Inventory Control” form. (These forms may be obtained from the office of support services.)

- (2) Any technology-based component or equipment which is determined to be surplus, such as a central processing unit (“CPU”) contained within a computer, equipment with magnetic or electronic memory (digital cameras, external hard drives, etc.) and/or equipment with components which can perform electronic data storage (printers, scanners, and copies), shall be turned over to the information technology services division.
- (3) Technology services shall either maintain an inventory of the technology-based components or equipment for redeployment within the university or prepare the component or equipment as surplus property for transfer to the office of support services. Prior to the transfer as surplus property, the information technology division shall process the property and certify it is cleansed. Information technology services shall be the sole authority for determining and communicating to office of support services the permissible disposition of technology equipment.
- (4) Disposable media for data storage that are not solid state (paper, floppy drives, zip drives, CDs, DVDs, and future such media) are not considered technology-based equipment or components for the purpose of this policy.
- (5) To facilitate the intra-university transfer of surplus property, the office of support services is responsible for maintaining an inventory of such property and periodically notifying the campus community of its availability.
- (6) Requests for surplus property are made through the office of support services.
- (7) When it is determined to be in the best interest of the university, the office of support services may dispose of such property by:
 - (a) Selling by sealed bid, at auction, or at predetermined price;

- (b) Gifting to other educational, governmental, or 501(c)(3) agency; or
- (c) Discarding.

Proceeds from sales shall be deposited into the appropriate account.

DIVIDER

**UNIVERSITY AFFAIRS
COMMITTEE**



**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 H** attached hereto.

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**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
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**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATON	FTE	SALARY
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**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
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



**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 I** 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 J** 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.²²

**Agenda Item E.4.c
Exhibit J**

(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-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.

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.



**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 K** attached hereto. A copy of the policy indicating changes to be made is also attached.

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.

**Agenda Item E.4.d
Exhibit K**

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 L** attached hereto.

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

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Eisnagle, 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
*New Positions						

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

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATON	FTE	SALARY
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**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
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
Carfolo, 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**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
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**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
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**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
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

DIVIDER

EXECUTIVE COMMITTEE



**YOUNGSTOWN STATE UNIVERSITY
BOARD OF TRUSTEES'**

**RESOLUTION RELATED TO STRATEGIC ALLOCATION, REALLOCATION,
AND DISTRIBUTION OF RESOURCES TO TAKE CHARGE OF OUR FUTURE**

WHEREAS, the Youngstown State University community has engaged in collaborative consultation to develop the next strategic plan: *Plan for Strategic Actions to Take Charge of Our Future*; and

WHEREAS, the Board of Trustees has provided direction via various resolutions that endorses a planning process, focuses on effectiveness, and considers both sustainability and community engagement, as well as "Taking Charge of Our Future" to create a vibrant institution and to assure a sustainable future; and

WHEREAS, there are significant changes in the higher education landscape, including demographics, perceptions regarding the value of a Bachelor's degree, state funding uncertainty, and student sources of funding shifting more and more towards loans that must be repaid; and

WHEREAS, the system and culture of higher education has traditionally existed in the forms of buildings, amenities, people, debt and other items creating long-term obligations of continuously increasing and on-going costs; and

WHEREAS, tuition and fees did not increase over many years that now constrains spending that creates challenges while creating a degree with high value, an important attribute of a degree from Youngstown State University; and

WHEREAS, to plan for a vibrant and sustainable future, reasonable consideration of an appropriately sized, scaled, and scoped institution is warranted.

NOW THEREFORE BE IT RESOLVED that the physical environment, academic and student success and experience programs are essential to success, and our faculty and staff are valuable assets and as such should be appropriately reflected in future budgets; and

BE IT FURTHER RESOLVED that the investment in the physical environment and in the Athletics program are critical components to the university's ability to attract students and which, have strategic purpose and benefit that support the attractiveness and visibility of the campus and university; and

BE IT FURTHER RESOLVED, that the Board of Trustees acknowledges the roles that faculty and staff have in contributing to educational excellence and program vitality, so long as academic programs have appropriate enrollment; and

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



BE IT FURTHER RESOLVED, that the Board of Trustees endorses the use of an external resource to assist with the academic program effectiveness and enhancement initiative (program prioritization) in consideration of the optimal use of instructional resources as well as the quality, distinction, and sustainability of the academic programs; and

BE IT FURTHER RESOLVED that the investment in ongoing commitments to personnel and the physical environment, without net new revenue, requires the reallocation of current resources, meaning that if compensation increases, there will be cascading implications, and

BE IT FURTHER RESOLVED that administration should consider such perspectives as it plans the FY 2021 budget and beyond, particularly considering any factors that might unnecessarily and substantially exaggerate declines in enrollment, efficiencies of the organizational structure of academic and support areas to reduce expenses, as well as aligning resources with strategic priorities, particularly those related to student success including creating coaching, ease of degree completion, case-load advising and mental health counseling as priorities that will contribute to increased persistence; collectively, contributing to the financial wellbeing of the university; and

BE IT FURTHER RESOLVED the University's annual operating budgets shall be balanced given the interactions of institutional and personnel expenses as related to attributes of institutional success, and must be linked to a vibrant and sustainable future.

DIVIDER

INFORMATION



RESOLUTION OF APPRECIATION

WHEREAS, David Charles Deibel received a degree in engineering from Youngstown State University; and

WHEREAS, on June 7, 2011, Ohio Governor John R. Kasich, Jr. appointed Mr. Deibel as a Trustee of Youngstown State University; and

WHEREAS, for the following nine years Mr. Deibel served faithfully as a Trustee of Youngstown State University, and generously devoted his time, talents, skills and efforts to the best interests of the University, its students, faculty and staff; and

WHEREAS, during his tenure on the Board, Mr. Deibel served with distinction as a member of the Academic Excellence and Student Success Committee, Executive Committee, Finance and Facilities Committee, Institutional Engagement Committee, University Affairs Committee and Governance Committee as well as presidential search and ad hoc committees and subcommittees of the Board of Trustees of Youngstown State University, and

WHEREAS, from June 2018 to June 2019, Mr. Deibel served as Vice Chairperson of the Board of Trustees, and from June 2019 to June 2020, served as Chairperson of the Board of Trustees of Youngstown State University; and

WHEREAS, Mr. Deibel's commitment to the University is clearly evidenced by his induction to the YSU Athletics Hall of Fame twenty years ago; his long-time membership in the YSU Penguin Club, having served as its president in 1987 and 1988; his near-perfect attendance at hundreds of meetings of the YSU Board of Trustees and its committees and his unfailing presence and participation at meetings and gatherings of the greater University and Youngstown communities, all while serving as the President of Boardman Steel, Inc; and

WHEREAS, during his term as a trustee of Youngstown State University, Mr. Deibel served as a mentor and friend to three YSU presidents and brought steady leadership and perspective to the Board, always combined with an unfailing sense of humor and ready smile; and

NOW, THEREFORE, BE IT RESOLVED, that the members of the Board of Trustees express their appreciation to Dave Deibel for his devotion, dedication and efforts to promote the welfare and best interests of the students, faculty, and staff of Youngstown State University and the community which it serves; and

BE IT FURTHER RESOLVED that a copy of this Resolution be furnished to Mr. Deibel.

Board of Trustees Meeting

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RESOLUTION OF APPRECIATION

WHEREAS, Rocco Lawrence Core was appointed a Student Trustee of Youngstown State University on August 2, 2018, by Governor John R. Kasich; and

WHEREAS, during his term as Student Trustee, Mr. Core served on the Academic Excellence and Student Success, Institutional Engagement, Finance and Facilities, Governance, and University Affairs Committees as well as the Audit and Investment Subcommittees of the Board of Trustees of Youngstown State University; and

WHEREAS, Mr. Core served as Student Trustee while at the same time maintaining a rigorous academic and work regimen and campus leadership positions; and

WHEREAS, as a Student Trustee, Mr. Core served Youngstown State University, its faculty, staff, and especially its students, with distinction, bringing to the Board of Trustees a thoughtful, articulate and respected perspective on student issues and concerns; and

WHEREAS, Mr. Core's term as Student Trustee has proved mutually enriching to him and to the Board of Trustees, exemplifying the value of the Student Trustee experience both to the student and to the University; and

WHEREAS, its members wish to thank Rocco Core for the leadership and perspective that he brought to the Board of Trustees of Youngstown State University;

NOW, THEREFORE, BE IT RESOLVED, that the members of the Board of Trustees express their appreciation to Rocco L. Core for his dedication and efforts to promote the welfare and best interests of the students, faculty, and staff of Youngstown State University and the community which it serves; and

BE IT FURTHER RESOLVED that a copy of this Resolution be furnished to Mr. Core.

Board of Trustees Meeting

March 5, 2020

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