



YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44555

April 12, 1979

TO THE TRUSTEES OF
YOUNGSTOWN STATE UNIVERSITY

This notice is to advise that the next regular meeting of the Board of Trustees will be held on Saturday, April 28, 1979, in the Board Room in Tod Administration Building at 9:30 a.m.

Copies of the Agenda for the Meeting will be furnished by the President's office.

A handwritten signature in cursive script that reads "Hugh W. Manchester".

HUGH W. MANCHESTER
Secretary to the
Board of Trustees of
Youngstown State University

HWM:EVT

Copies of the above notice were mailed on April 12, 1979 to each of the nine Trustees and to the President, as listed on the reverse side of this page; and a copy was also mailed on the same date to each of the four others listed on the reverse side of this page.

A handwritten signature in cursive script that reads "Hugh W. Manchester".

Hugh W. Manchester

TRUSTEES AND THE PRESIDENT

Dr. Thomas D. Y. Fok Thomas Fok & Associates, Ltd. 3896 Mahoning Avenue Youngstown, Ohio 44515	William G. Mittler, Advertising Mgr. Youngstown Vindicator Vindicator Square & W. Boardman Youngstown, Ohio 44503
Dr. John F. Geletka, D. D. S. 5600 Mahoning Avenue Youngstown (Austintown) Ohio 44515	Attorney John M. Newman Newman, Olson & Kerr 1010 Union National Bank Building Youngstown, Ohio 44503
Mr. Edgar Giddens 448 Cleveland Street Youngstown, Ohio 44511	Mr. Fred C. Shutrump, Jr., Pres. Shutrump and Associates 3749 Mahoning Avenue Youngstown, Ohio 44515
Mrs. Ann Isroff 11 Wildfern Drive Youngstown, Ohio 44505	Mr. Frank C. Watson, President Youngstown Welding and Engineering Co. 3700 Oakwood Avenue Youngstown, Ohio 44515
Mr. William J. Lyden, Bus. Mgr. International Brotherhood of Electrical Workers 291 McClurg Road Youngstown, Ohio 44512	Dr. John J. Coffelt, President Youngstown State University 410 Wick Avenue Youngstown, Ohio 44555
- - - - -	
Dr. David J. Robinson, President YSU-OEA Youngstown State University 410 Wick Avenue Youngstown, Ohio 44555	Attorney Edward A. Flask 424 City Centre One Youngstown, Ohio 44503
Theodore R. Cubbison, Esq. Director Legal Services Youngstown State University 410 Wick Avenue Youngstown, Ohio 44555	Mr. Stephen Klim, President YSU Chapter of OCSEA Youngstown State University 410 Wick Avenue Youngstown, Ohio 44555

TO: RICHARD J. OWEN, Librarian

FROM: Hugh W. Manchester
Secretary to the Board of *HWM*
Trustees

DATE: April 28, 1979

SUBJECT: Minutes of Meeting of Board of Trustees
of Youngstown State University held on
February 10, 1979

I am enclosing a xerox copy of the official Minutes of the Board meeting referred to above. The original Minutes were approved, signed and attested at today's meeting of the Board of Trustees.

HWM:EVT

Xc: President Coffelt
Vice President Edgar
Vice President Alderman
William J. Lyden



YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44555

April 28, 1979

Dr. David J. Robinson, President
YSU Chapter of OEA
Youngstown State University
410 Wick Avenue
Youngstown, Ohio 44555

Dear Dr. Robinson:

Enclosed for your records find a copy of the Minutes of the Meeting of the Board of Trustees of Youngstown State University, which was held on February 10, 1979. The Minutes were approved at today's meeting of the Board and have now been signed by the Chairman and attested.

Yours very truly,

Hugh W. Manchester

HUGH W. MANCHESTER
Secretary to the Board of Trustees

HWM:EVI
Enc.

Xc: Dr. John J. Coffelt,
President



YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44555

April 28, 1979

Mr. Stephen Klim, President
YSU Chapter of OCSEA
Youngstown State University
410 Wick Avenue
Youngstown, Ohio 44555

Dear Mr. Klim:

Enclosed for your records find a copy of the Minutes of the Meeting of the Board of Trustees of Youngstown State University, which was held on February 10, 1979. The Minutes were approved at today's meeting of the Board and have now been signed by the Chairman and attested.

Yours very truly,

A handwritten signature in cursive script that reads "Hugh W. Manchester".

HUGH W. MANCHESTER
Secretary to the Board of Trustees

HWM:EVT
Enclosure

xc: Dr. John J. Coffelt,
President

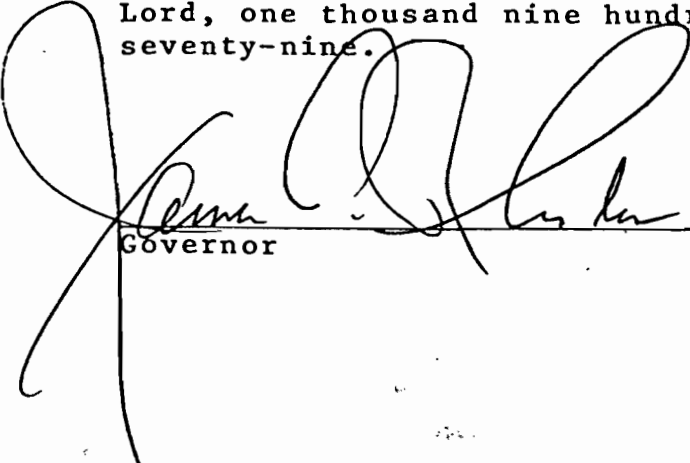
Executive Department

OFFICE OF THE GOVERNOR

Columbus

I, James A. Rhodes, Governor of the State of Ohio, do hereby appoint Paul M. Dutton, Canfield, Mahoning County, Ohio, as a Member, Youngstown State University Board of Trustees, for a term beginning May 2, 1979, and ending at the close of business May 1, 1988, vice John M. Newman, whose term expired.

IN WITNESS WHEREOF, I have hereunto subscribed my name and caused the Great Seal of the State of Ohio to be affixed at Columbus, this 24th day of April, in they year of our Lord, one thousand nine hundred and seventy-nine.



Governor

OATH OF OFFICE

I, Paul M. Dutton, Promise and swear to support the Constitution of the United States and the Constitution of the State of Ohio, and to faithfully discharge the duties of the Office of Member, Youngstown State University Board of Trustees,

to which I have been appointed by Governor James A. Rhodes for the term designated. This I shall do as I shall answer unto God.

Paul M. Dutton

STATE OF OHIO

County of MAHONING, ss:

Personally sworn to before me, a Notary Public in and for said County, and subscribed to in my presence this 27th day of April, 1979.

George W. Woodman
NOTARY PUBLIC
My Commission Expires
Section 147.08 R. C.

MINUTES OF MEETING

of

BOARD OF TRUSTEES

of

YOUNGSTOWN STATE UNIVERSITY

Tod Administration Building
Saturday, April 28, 1979

Pursuant to Resolution YR 1979-26 and to Notices mailed on April 12, 1979, by the Secretary to the Board to each Trustee, copies of which precede these Minutes (with copies to the President of the University, the Presidents of the YSU Chapter of the OEA and the YSU Chapter of OCSEA, to Edward A. Flask, Special Counsel to the Attorney General of Ohio, and to the Director of Legal Services of the University) a regular meeting (Sixty-sixth) of the Board of Trustees of Youngstown State University convened on Saturday, April 28, 1979 in the Board Room in the Tod Administration Building at 9:30 a.m.

All nine (9) Trustees were present at the meeting, to-wit: William J. Lyden, Chairman, Dr. Thomas D. Y. Fok, Dr. John F. Geletka, Edgar Giddens, Mrs. Ann L. Isroff, William G. Mittler, John M. Newman, Fred C. Shutrump, Jr. and Frank C. Watson.

Also present were Paul M. Dutton, Dr. John J. Coffelt, President, Dr. Earl E. Edgar, Vice President for Academic Affairs, Dr. Neil D. Humphrey, Vice President for Financial Affairs, Dr. Taylor Alderman, Vice President for Personnel, Edmund J. Salata, Dean of Administrative Affairs, Dr. Lawrence E. Looby, Associate Vice President for Public Services, Philip A. Snyder, Director of University Relations, Edward A. Flask, Special Counsel to the Attorney General, Hugh W. Manchester, Secretary to the Board of Trustees, and Miss Patricia Davis, Secretary to the President. Also present were approximately 14 Deans and members of the faculty, students and representatives of the news media.

Mr. Lyden presided as Chairman of the Board.

ITEM I - Proof of Notice of Meeting

Evidence was available to establish that due notice of the meeting had been sent on April 12, 1979 by the Secretary to each of the nine Trustees and to the President, and that copies had also been sent to the Presidents of the Youngstown Chapter of OEA and the YSU Chapter of OCSEA, to Edward A. Flask, Special Counsel to the Attorney General and to Theodore A. Cubbison, Director of Legal Services. Such evidence precedes these Minutes.

ITEM II - Minutes of the Meeting held February 10, 1979

Copies of the draft of the Minutes of the Sixty-fifth Meeting of the Board of Trustees, held on February 10, 1979, had been mailed to each Trustee, to the President, the three Vice Presidents, the Dean of Administrative Affairs, the State Examiner, the Special Counsel to the Attorney General and the Director of Legal Services. There being no corrections or changes suggested, the Minutes were signed by the Chairman and attested by the Secretary.

Mr. Lyden then recognized and introduced Mr. Paul M. Dutton of Canfield, an Attorney and former graduate of this University, who on April 24, 1979, had been appointed by Governor James A. Rhodes as a Member of the Youngstown State University Board of Trustees for a term which will begin May 2, 1979 and end May 1, 1988, to succeed John M. Newman, whose term will expire on May 1, 1979. A copy of Mr. Dutton's Appointment, and of his Oath of Office, which was duly sworn to and subscribed on April 27, 1979, precedes these Minutes.

Dr. Coffelt then recognized and introduced Mr. Edward A. Flask, an Attorney of Manos, Flask & Policy, who had been appointed by William J. Brown, Attorney General of Ohio, as Special Counsel to the Attorney General to represent Youngstown State University and to assist on such matters as may be requested, effective March 1, 1979, this being the first meeting of the Board since his appointment.

ITEM III - Recommendations of the President of the University

1. Resolution to Ratify Faculty/Staff Appointments

Four faculty/staff appointments and promotions made since the February 10, 1979 meeting of the Board were reported.

After a Motion made by Mrs. Isroff had been seconded by Mr. Mittler and had received the affirmative vote of each Trustee present, the Chairman declared the following Resolution carried:

WHEREAS, the Policies of the Board of Trustees direct the President to appoint such employees as are necessary to effectively carry out the operation of the University, and

YR 1979-28

WHEREAS, new appointments have been made subsequent to the February 10, 1979 regular meeting of the Board of Trustees, and,

WHEREAS, such appointments are in accordance with the 1978-79 budget and with the University policy on Equal Employment Opportunity.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees hereby ratify and confirm the appointments as listed in Exhibit A attached hereto.

2. Resolution on Promotion in Academic Rank for 1979-80

It was reported by Drs. Coffelt and Edgar that the proceedings with respect to Promotions as provided in the Agreement with YSU-OEA had been followed, with the result that recommendations were being made that the Board approve the Promotions of 13 faculty persons to the Rank of Professor, 15 faculty persons to the Rank of Associate Professor and 5 faculty persons to the Rank of Assistant Professor, as well as the promotions of two Administrative persons to the Rank of Professor and of one Administrative person to the Rank of Associate Professor.

After a Motion made by Mr. Newman had been seconded by Mr. Watson and had received the affirmative vote of each Trustee present, the Chairman declared the following Resolution had been carried:

WHEREAS, Article XII of the Agreement between Youngstown State University and Youngstown State University Chapter of the Ohio Education Association (YSU-OEA) provides for review of promotion applications by School/College promotion committees; and

YR 1979-29

WHEREAS, School/College promotion committees, after careful consideration of each individual, have recommended promotion in academic rank for certain University employees; and

WHEREAS, the Vice President for Academic Affairs has received and reviewed the recommendations of the School/College promotion committees, and his recommendations have been approved by the President of the University; and

WHEREAS, the costs of these recommendations will be within the funds provided for this purpose.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Youngstown State University ratify and approve promotions in academic rank for nine-month faculty as recommended in Exhibit B attached hereto, such promotions to become effective with 1979-80 contracts.

AND BE IT FURTHER RESOLVED, the Board of Trustees of Youngstown State University ratify and approve promotions in academic rank for academic administrators as recommended in Exhibit C attached hereto, such promotions to become effective with the 1979-80 contracts.

3. Proposed Changes in By-Laws of the Academic Senate

Because further changes in the By-laws of the Academic Senate were being considered, any action on the changes in such By-Laws (suggested with the Agenda for this meeting (Exhibits E and F) was postponed until a later meeting of the Board.

4. Resolution Authorizing a Two-Year Program in Labor Studies Leading to the Associate in Labor Studies Degree

Dr. Edgar reported that at its meeting of January 19, 1979, the Academic Senate approved the establishment of a two-year program in Labor Studies. If approved by this Board, the program proposal (attached hereto as Exhibit G) would be forwarded to the Ohio Board of Regents for its final approval. Total program costs were estimated at from \$20,805.00 to \$26,675.00 per year over a three year period.

Dr. Coffelt recommended approval of the program. After a full discussion in which it developed that any duly matriculated student could select the program and after a Motion by

Mr. Shutrump had been seconded by Dr. Fok and had received the affirmative vote of each Trustee, the Chairman declared the following Resolution carried:

BE IT RESOLVED, that Youngstown State University is authorized to offer, through the College of Applied Science and Technology, a two year program in Labor Studies, leading to the degree Associate in Labor Studies. YR 1979-30

5. Resolution authorizing the award of the Bachelor of Science in Nursing (BSN) Degree to recognize completion of the upper division baccalaureate program for Registered Nurses

It was reported that at its meeting on March 2, 1979, the Academic Senate approved the award of the Bachelor of Science in Nursing (BSN) Degree to recognize completion by Registered Nurses of the revised upper division baccalaureate program in Nursing. If approved by this Board, the new degree proposal (a copy of which is attached as Exhibit H) will be forwarded to the Ohio Board of Regents for its final approval.

Additional costs, estimated at \$17,560.00 in 1979-80, \$4,615.00 in 1980-81 and \$10,474.00 in 1981-82 will be covered by a grant.

After discussion, and upon a Motion by Mr. Newman, which was seconded by Dr. Geletka and which received the affirmative vote of each Trustee, the Chairman declared the following Resolution carried:

BE IT RESOLVED, that Youngstown State University is authorized to award the Bachelor of Science in Nursing (BSN) Degree to recognize completion by Registered Nurses of the revised upper division baccalaureate program in Nursing offered by the Department of Nursing in the College of Applied Science and Technology. YR 1979-31

ITEM IV - REPORT OF THE PRESIDENT OF THE UNIVERSITY

Dr. Coffelt reported to the Board as to the following nine matters:

1. Spring Quarter Enrollment

Spring quarter enrollment (13,508 Headcount, 10,190.7 F.T.E.) is about 3% below Spring of 1978. This is consistent

with the national trend. A faculty task force is studying means to improve student retention.

2. Audits

Concern because of delay in completion of audits by our Auditors-in-Residence is growing. Efforts are underway internally to minimize possible problems which could accrue because of such delay.

3. Successor to Bishop William Hughes on Board of Northeastern Educational Television of Ohio, Inc.

Superintendent Emanuel Catsoules will succeed Bishop William Hughes, who has resigned from the Board of Northeastern Educational Television of Ohio, Inc.

4. Incorporation of the YSU Alumni Association

Incorporation of the YSU Alumni Association was completed by the filing of its Articles on December 18, 1978 and exemption status under IRS Sec. 501 (c)(3) is being sought. As of March 1, 1979 it had 1128 dues paying members--about half way toward its goal.

5. Academic Calendar for 1979-1980

The Academic Calendar for 1979-1980 has been completed. A copy is attached to these Minutes. Commencements are scheduled for March 29, 1980, June 21, 1980 and August 23, 1980, and it may be convenient to schedule future meetings of the Board of Trustees on such dates.

6. Appropriation Bills now pending

Appropriation Bills now pending in the General Assembly may include provisions which will freeze tuition charges at present levels for the next biennium. If adopted it will create more budget problems at YSU because of its present low tuition charges.

7. The Mid-Continent Conference

The Mid-Continent Conference is reduced to five members because Akron State University is withdrawing. A future meeting will consider the effects of possibly becoming Division I teams. Eight Ohio institutions have indicated possible interest in creating an Association for Womens Athletics, organized into a State region rather than on other regional lines.

8. Workshop for Trustees

An All Ohio 23-hour University Trustees Workshop is scheduled for April 29-30, 1979 in Columbus, Ohio.

9. Litigation

At Dr. Coffelt's request, Mr. Cubbison reported:

(a) The CNA Liability Insurance Policy, which is furnished at the expense of Youngstown Educational Foundation, does not exclude liability for "tortious" acts, but it does exclude liability for claims for bodily injury. The protection provided by such policy is about as much as can be presently obtained. Should HB 311 or SB 76, now pending, be adopted, some further protection against liability may be possible.

(b) Of seven actions, involving the University which were pending when Mr. Flask succeeded Mr. Ingram as Special Counsel to the Attorney General, arrangements have been made to have Mr. Ingram continue to act for the University in four cases. Mr. Ingram's files on the other three cases have been transferred to Mr. Flask.

(c) Several new actions have been filed--one by a music student who complained she learned nothing, and one by a civil service employee to enjoin payments by YSU of a Service fee to OCSEA.

ITEM V - REPORT OF THE VICE PRESIDENT FOR ACADEMIC AFFAIRS

Dr. Edgar reported concerning two matters, as follows:

1. Vocational Home Economics

The Home Economics Department was visited on April 4 by a team of five teacher educators and a representative from the State Department of Education. Such team indicated it would recommend a three year approval of vocational certification. Such certification would mean that YSU graduates would be eligible to teach in vocationally funded secondary schools.

2. Raymond J. Wean Lectureship Program

Fred Voelpel, who is a well known Scenic Designer, Lighting Designer, Costume Designer and Artist in Residence, is on Campus under the Raymond J. Wean Lectureship Program, to conduct exhibits, sessions and seminars in his specialized fields between April 8 and May 11, 1979.

ITEM VI - REPORT OF THE VICE PRESIDENT FOR FINANCIAL AFFAIRS

Dr. Humphrey reported as to seven matters, as follows:

1. Income and Expenses

Income and expenses for nine months ended March 31 are within budget estimates, as to both revenues and expenditures.

2. Delinquency Rates as to Student Loans

As of June 30, 1977, the delinquency rate at YSU was only 9.8%. This compared with 18.05% for Ohio and 16.86% nationally.

3. Grant from Koppers Company Foundation

A \$7500.00 grant from Koppers Company Foundation will provide scholarships of \$750.00 to \$2,000.00 per year for needy students in chemical, mechanical or electrical engineering.

4. Gift from Mildred Graebing (Mrs. Harry A.)

A recent gift from Mildred Graebing (Mrs. Harry A.) of \$15,000.00 for a Mary E. Pinney Scholarship, makes an aggregate of \$50,000.00 donated by Mrs. Graebing for scholarships.

5. Janitorial Services furnished under Contract

Rebidding for extension of such services is under way.

6. Contract governing Deposit of University Funds

Contract governing deposit of University Funds now covered by agreement with The Dollar Savings and Trust Company, will expire June 30, 1979. Specifications for rebidding will be submitted to the Budget and Finance Committee at the close of this Board meeting.

7. Insurance Program

Preparation of specifications for new bids are in the final stages.

ITEM VII - REPORT OF THE VICE PRESIDENT FOR PERSONNEL

Dr. Alderman reported concerning two matters, as follows:

1. Grievance #99

Grievance #99 involved request by a tenured faculty member to remove from his personnel file a formal evaluation report made in response to his earlier request for promotion. Questions

involve interpretation of portions of the Agreement with YSU-OEA. An arbitrator ruled that the Report could be removed because the Application for promotion was not in fact filed.

2. Insurance Premium Increases

On March 5, 1979, the Budget and Finance Committee met with Mr. Davidson of Carlin-Black/Mercer relative to the premium rate situation as to group life, accidental death and disability, major medical and basic medical insurance for employees, presently carried by the Equitable Life Assurance Society. As a result of action then taken, new bids for such insurance were solicited in late March, opened this past week and are now under review by Carlin-Black/Mercer. Report of the Consultant is expected on May 14, and formal recommendations to the Trustees will be made thereafter.

It is possible that a Special Meeting of Trustees may be needed prior to the regular meeting scheduled for June 16, 1979, to act on two pending matters, the faculty agreement and the insurance agreement.

ITEM VIII - REPORT OF THE DEAN OF ADMINISTRATIVE AFFAIRS

Dean Salata reported concerning seven matters as follows:

1. Wick Avenue Pedestrian Bridge

Bids received February 27, 1979 were in excess of the budget projected. Rebids opened March 20 included low bids which reduced construction costs to an aggregate (five contracts) of \$819,307.00. This plus estimates of Architects and Engineering Fees, costs of surveys and boring, and a contingency of \$31,118 are within the \$940,000 available funds. The Building Committee on March 24, 1979 authorized release of \$640,000.00 and \$300,000 will be available from State Funds (HB 810). Contractors commenced work under letters of intent issued by Ohio Department of Administrative Service. Expected completion dates are September 17, 1979 for the general, electrical and mechanical contracts, and October 19, 1979 for the Plumbing and HVAC contracts.

2. Health and Physical Education/All-Sports Complex

Low bids for the foundation and underground utilities contracts (Charles Shutrump & Sons-\$353,500 for General Contract; Conti Plumbing & Heating-\$247,000 for Mechanical Contract; and Mid-States Electric-\$55,790 for Electrical Contract) which aggregate \$656,290, were approved by the Building Committee on March 24. State Funds will be used (HB 618 and HB 810). Contractors are

now at work on Letters of Intent, with completion scheduled for July 13, 1979. Bids for the balance of the project are to be received about June 28, 1979.

3. Central Core Irrigation

The only bid, received on March 20, 1979, was excessive, and was rejected by the State Architect. New bids will be received May 1, 1979.

4. Removal of Handicapped Barriers

Design services to comply with Sec. 504 of the Rehabilitation Act of 1973 is furnished by Nelson A. Harris & Assoc. of Youngstown. Plans are expected in June 1979 and construction should be completed in October 1979.

5. Exchange of Property

Exchange of property with Holy Trinity Orthodox Church is delayed pending approval by the General Assembly of Ohio. Hearing was held on April 18 by the Local Government Committee of the House, and approval by the House is expected within a few weeks. The Senate has approved. (SB 28).

6. Land Acquisition East of Wick Avenue

A map was exhibited showing parcels owned East of Wick Avenue and the status of 32 parcels recently involved per authority conferred by YR 1979-11 (August 26, 1978) as follows:

Parcels Acquired	8
Board of Regents:	
Approved for closing	7
Pending Regents' approval	1
Outstanding Offers	5
Appraisals in Process	<u>11</u>
Parcels	32
Balance in Acquisition Fund (as of 4/20/79)	\$374,262.07
Estimated costs re parcels in process	326,940.00
Balance available for other acquisitions	\$ 47,322.00

Six of the eight parcels acquired, not previously reported, and cost of each are as follows:

604 Audubon St. City Lot No. 14254	\$16,000.00
612 Audubon St. City Lot No. 14250	14,000.00
107 Grove St. City Lot No. 3692	8,500.00
120 Grove St. City Lot No. 3480	15,000.00
338 Walnut St. City Lot No. 3479 pt.	13,000.00
527 N. Walnut St. City Lot No. 11793 pt.	6,500.00

7. 1979-85 Capital Plan OBOR Recommendations

The Ohio Board of Regents' recommendations for Capital Improvements for Youngstown State University for the next three bienniums are as follows:

	<u>1979-81</u>	<u>1981-83</u>	<u>1983-85</u>
School of Business Remodeling	\$1,000,000		
Utilities & Renovations	1,000,000	\$1,500,000	\$2,500,000
Ward Beecher Hall Addition		5,000,000	
Total	\$2,000,000	\$6,500,000	\$2,500,000

The proposed improvements were described in detail, and Dr. Coffelt's concerns as to the needs for additional Capital Funds were also reported.

ITEM IX - REPORTS OF COMMITTEES OF THE BOARD

There were no Committee reports.

ITEM X - COMMUNICATIONS

A list of communications, copies of which were submitted to each Trustee, is as follows:

Enrollment Report, Spring 1979.....	1
Memorandum of President Coffelt, dated April 10, 1979 regarding lag in completion of external financial audits.....	2

Letter of President Guzzetta, University of Akron, dated April 2, 1979 regarding NETO Board of Directors.....	3
Materials regarding Youngstown State University Alumni Association.....	4
1979-80 Final Calendar.....	5
Ohio Ethics Commission, Financial Disclosure Statement, 1978, of President Coffelt.....	6
Correspondence regarding the University's CNA liability insurance policy.....	7
Memorandum of Attorney Cubbison, dated April 2, 1979, regarding pending litigation and claims.....	8
Correspondence of Attorney Ingram regarding pending cases.....	9
Letter of Agreement between Office of the Attorney General and Attorney Edward A. Flask of Manos, Flask & Policy.....	10
Correspondence regarding Promotion in Faculty Rank for 1979-80.....	11
Financial Report, for nine months ending March 31, 1979.....	12
Correspondence regarding certain student financial aid programs.....	13
Letter of Vice President Humphrey to Mayor Richley, dated April 9, 1979, regarding traffic problem on Wick Avenue between Spring Street and Lincoln Avenue.....	14
Letter of Vice President Humphrey dated February 27, 1979, regarding Koppers Scholarships.....	15
Letter of Vice President Alderman to Equitable Life, dated March 5, 1979 regarding bidding of insurance coverages.....	16
Correspondence and Arbitrator's Award regarding Faculty Grievance #99 (removal of evaluation from personnel file).....	17

ITEM XI - NEW BUSINESS

1. Nominating Committee

Mr. Lyden announced the appointment of William G. Mittler as Chairman and Fred C. Shutrump, Jr. and Dr. John F. Geletka as members of the Nominating Committee.

2. Medical College (Trustee)

John Newman presently represents Youngstown State University as a Trustee of the Northeastern Ohio Universities College of Medicine, pursuant to Sec. 3350.10 of the Revised Code of Ohio.

On Motion by Mrs. Isroff, seconded by Mr. Mittler and unanimously carried, the following Resolution was adopted:

RESOLVED that the Trustees of Youngstown State University do hereby name Dr. John F. Geletka, of Youngstown, to serve as one of the Trustees of the Northeastern Ohio Universities College of Medicine, to succeed John M. Newman whose term as Trustee is about to expire, pursuant to the provisions of Section 3350.10 of the Ohio Revised Code. YR 1979-32

3. AGB Meeting

Mrs. Isroff reported concerning a recent meeting in Miami Beach, Florida of Trustees from various Governing Boards at which concerns as to general declines in enrollments and great increase in litigation involving Colleges and Universities were discussed.

4. Mrs. Isroff then read and moved for adoption the following Resolution:

WHEREAS, JOHN M. NEWMAN, a graduate and former Trustee of The Youngstown University and an outstanding Attorney in the Community, was appointed a member of this Board of Trustees in July, 1970, and his full nine-year term is about to expire; and YR 1979-33

WHEREAS, his dedication in fostering the best interests of the University, as well as the community it serves, and his great assistance to other members of this Board are deeply appreciated, and

WHEREAS, he has been liberal in contributing his time, talent and devotion to the affairs of the University; has served on all of the

Board's Committees; as its Vice Chairman and twice as its Chairman; has also represented Youngstown State University as a Trustee of the Northeastern Ohio Universities College of Medicine; was an active participant in organizing the Cushwa Center for Industrial Development; and for many years has been the Secretary and a Trustee of the Youngstown Educational Foundation, and

WHEREAS, his wise talents and assistance as well as his exemplary performance as a Trustee have been deeply appreciated by the members of this Board, and will be missed in the future.

NOW, THEREFORE, be it RESOLVED that this Resolution be duly recorded on the records of this Board and that a copy be furnished to Mr. Newman.

The Motion was seconded by Mr. Watson, and after vote by the Trustees was declared duly carried by the Chairman.

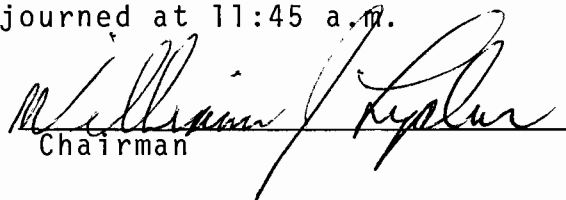
Dr. Coffelt spoke of Mr. Newman's assistance to him and said he had been a tower of strength.

ITEM XII - TIME AND PLACE OF NEXT REGULAR MEETING OF TRUSTEES

There being no further business on Motion made by Mrs. Isroff, seconded by Mr. Mitler which was carried by the affirmative vote of each Trustee present, the Chairman declared the following Resolution adopted:

RESOLVED that the next regular meeting of the Board of Trustees of Youngstown State University be held in the Board Room in Tod Administration Building on Saturday, June 16, 1979, at noon, following the Spring Commencement exercises. YR 1979-34

The meeting was duly adjourned at 11:45 a.m.


Chairman

ATTEST:


Secretary to the Board of Trustees

YOUNGSTOWN STATE UNIVERSITY
 RESOLUTION FOR NEW APPOINTMENTS AND PROMOTIONS
 AS OF April 28, 1979

<u>NAME</u>	<u>TITLE</u>	<u>DEPARTMENT</u>	<u>DATE OF EMPL.</u>	<u>ANNUAL SALARY</u>	<u>CONTRACT MONTHS</u>	<u>COMMENTS</u>
Clare, Albert F., Jr.	Asst. Director for Systems Development	Computer Center	April 17, 1979	\$ 4,782 (12-Mon.base: 23,026)	12	
Lange, Ridgley E.	Instructor	Mathematical and Computer Sciences Department	September 15, 1979	\$13,500	9	
Sullivan, Marcia P.	Associate Professor	Nursing Department	March 26, 1979	\$ 5,538 (9-Mon.base: 18,000)	9	
Scacchetti, Diane A.	Secretary	Vice President for Personnel	April 1, 1979	\$ 2,781 (12-Mon.base: 11,124)	12	Promotion; position formerly held by Mrs. Swan.

RECOMMENDED FACULTY PROMOTIONS IN ACADEMIC RANK FOR 1979-80

<u>To Professor</u>	<u>Department</u>
1. Domenico Aliberti	Foreign Languages
2. Ralph Burkholder	Marketing
3. Robert Fleming	Music
4. Aili Hakojarvi	Home Economics
5. James Henke	English
6. Sally Hotchkiss	Psychology
7. Vern Kagarice	Music
8. Raymond Kramer	Electrical Engineering
9. Richard Magner	Accounting & Finance
10. Margarita Metzger	Foreign Languages
11. Dean Roussos	Marketing
12. John White	Sociology & Anthropology
13. Warren Young	Physics & Astronomy

<u>To Associate Professor</u>	<u>Department</u>
1. Donald Arnett	Mechanical Engineering
2. Richard Bee	Economics
3. Marilyn Biles	Mathematics
4. Thomas Copeland	English
5. Ramaswami Dandapani	Mathematics
6. Charles Darling	History
7. Barbara Engelhardt	Nursing
8. Fred Feitler	Secondary Education
9. Dorothy Hille	Business Education & Technology
10. Ahalya Krishnan	Psychology
11. David Robinson	Speech
12. Chester Rufh	Biological Sciences
13. Daniel Suchora	Engineering Technology
14. Sara Throop	Elementary Education
15. Mario Veccia	Foreign Languages

<u>To Assistant Professor</u>	<u>Department</u>
1. Sarah B. Clark	English
2. Daniel DiEdwardo	Health & Physical Education
3. Jane Kestner	Psychology
4. Virginia Shale	Speech
5. Marylou Wedekind	Health & Physical Education

3/29/79
Vice President for Academic Affairs

RECOMMENDED ADMINISTRATIVE PROMOTIONS IN ACADEMIC RANK
FOR 1979-80

To Professor

1. Frank J. Seibold
2. John J. Yemma

Department

Advertising and Public Relations
Allied Health/Biological Sciences

To Associate Professor

1. Brendan P. Minogue

Department

Philosophy and Religious Studies

Present

Section 1. Nominees.
The number of nominees shall be at least twice the number to be elected and nominated by members of the Senate at a meeting of the Senate at which this is an announced agenda.

Section 2. Tellers

- (a) For each election or balloting the Election and Balloting Committee shall appoint tellers in sufficient numbers to expeditiously conduct the elections and balloting.
- (b) At a meeting of the Senate in which a written ballot is used in voting, the Chairman of the Elections and Balloting Committee, or a member of that committee, or in their absence, the Chairman of the Senate, shall appoint a sufficient number of tellers who shall distribute blank ballots, collect and tally the same, and report the results to the Chairman of the Senate, who shall announce the results.

Section 3. Ballots

- (a) The Elections and Balloting Committee shall be responsible for the preparation of all ballots and their distribution to the appropriate electorate. Unless otherwise specified, all balloting shall be completed within ten days from the date of mailing and shall be by closed mail ballot.

Proposed

Section 1. General Policies.

- (a) All disputes relative to counting and reporting of ballots shall be resolved by the Elections and Balloting Committee and their determination shall be final. Disputes arising from procedural matters shall be referred to the Charter and ByLaws Committee for its interpretation.
- (b) No person shall collect or count ballots in any election where he or she is a candidate.
- (c) In those cases where a nominating ballot is held, all persons nominated shall have the opportunity to appear on a subsequent electoral ballot. In all elections, every effort will be made to secure at least twice the number of nominees as there are positions.
- (d) In any run-off election, there will be at least twice as many candidates as seats to be filled. In the event that a run-off election between two candidates results in a tie, the tellers shall draw lots to resolve the election. This procedure will be stated in their report.

Section 2. Tellers.

- (a) For each election or balloting the Election and Balloting Committee may appoint tellers in sufficient numbers to expeditiously conduct the elections and balloting.
- (b) At a meeting of the Academic Senate when a written ballot is utilized, the Chairman of the Elections and Balloting Committee, or a member of that committee, or in their absence, the Chairman of the Senate, shall appoint sufficient tellers to distribute ballots, collect and tally the same, and report the results to the Chairman of the Senate, who shall announce the results.

Section 3. Ballots

- (a) The Elections and Balloting Committee shall be responsible for the preparation of all ballots and their distribution to the appropriate electorate. Unless otherwise specified, all balloting shall be completed within ten calendar days from the date of mailing and shall be by closed mail ballot.

ByLaw 2 - continued

Section 3. - continued

- (b) On election ballots, the names of the nominees shall be listed in alphabetical order, with a statement of the maximum for which to vote, which shall be the number to be elected, and instructions for returning of the ballots in an enclosed unmarked envelope. The elector shall seal the marked ballot in the unmarked envelope and shall sign a removable slip on the outside of the envelope.

Section 3. - continued

- (b) On all election ballots, with the exception to those for At-Large Senators, the names shall be listed in alphabetical order. On ballots for At-Large Senators the ordering of names shall be in the following sequence.

1st year (1978-79) A B C D E F G H
I J K L M N O P Q R S T U V W X Y Z
2nd year (1979-80) E F G H I J K L
M N O P Q R S T U V W X Y Z A B C D
3rd year (1980-81) I J K L M N O P
Q R S T U V W X Y Z A B C D E F G H
4th year (1981-82) M N O P Q R S T
U V W X Y Z A B C D E F G H I J K L
5th year (1982-83) R S T U V W X Y
Z A B C D E F G H I J K L M N O P Q
6th year (1983-84) V W X Y Z A B C
D E F G H I J K L M N O P Q R S T U
7th year (1984-85) A B C D E F G H
I J K L M N O P Q R S T U V W X Y Z
8th year (1985-86) repeat of the
above sequence.

ByLaws 4

Present

Section 1. Chairman of the Senate

- (c) The term of office for the chairman shall be for one year beginning with June.

Section 3. The Charter and ByLaws Committee

- (c) The term of office for members of the Charter and ByLaws Committee shall be for two years beginning with June 1. The continuity of election shall continue in alternate years as established by the predecessor Senate. Accordingly, the members currently serving on the Constitution and ByLaws Committee who have one year of term remaining shall continue as members of the Charter and ByLaws Committee

Section 4. The Executive Committee

- (a) (3) The term of office for elected faculty members of the Executive Committee shall be for three years beginning with June 1. The continuity of the election of the various college representatives shall continue on the staggered three-year basis as established by the predecessor Senate. Accordingly, the members currently serving on the predecessor Committee who have not completed their term shall continue as members of the Executive Committee.

Proposed

Section 1. Chairman of the Senate

- (c) Successful candidates shall have a majority of valid votes cast. The term of office for the chairman shall be for one year beginning with June 1.

Section 3. The Charter and ByLaws Committee

- (c) Successful candidates shall have a majority of valid votes cast. The term of office for members of the Charter and ByLaws Committee shall be for two years beginning with June 1. The continuity of election shall continue in alternate years as established by the predecessor Senate. Accordingly, the members currently serving on the Constitution and ByLaws Committee who have one year of term remaining shall continue as members of the Charter and ByLaws Committee.

Section 4. The Executive Committee.

- (a) (3) Successful candidates shall have a majority of valid votes cast. The term of office for elected faculty members of the Executive Committee shall be for three years beginning with June 1. The continuity of the election of the various college representatives shall continue on the staggered three-year basis as established by the predecessor Senate. Accordingly, the members currently serving on the predecessor Committee who have not completed their terms shall continue as members of the Executive Committee.

Present

All Senate Committees shall meet at least once during every quarter of the academic year, shall record minutes of their meetings, and shall distribute copies of their approved minutes to the Executive Committee, the University Librarian, and any other persons designated by the Executive Committee.

Proposed

- Section 1. All Senate Committees shall meet at least once during every quarter of the academic year, shall record minutes of their meetings, and shall distribute copies of their approved minutes to the Executive Committee, the University Librarian, and any other persons designated by the Executive Committee.
- Section 2. In all cases where other specific rules have not been approved by the Senate, Robert's Rules of Order will apply to all committee business.

A PROPOSAL FOR A PROGRAM IN
LABOR STUDIES TECHNOLOGY
LEADING TO
AN ASSOCIATE IN LABOR STUDIES DEGREE

Respectfully Submitted to
THE BOARD OF TRUSTEES
April 28, 1979

By
Youngstown State University
Youngstown, Ohio

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TABLE OF CONTENTS

I.	DESIGNATION OF PROGRAM AND PURPOSE.....	1
II.	SUMMARY AND CLASSIFICATION OF CURRICULUM.....	1
III.	CATALOG DESCRIPTION OF COURSES.....	3
IV.	PROGRAM ADMINISTRATION.....	4
V.	EVIDENCE OF NEED.....	4
VI.	PROSPECTIVE ENROLLMENT.....	5
VII.	FACILITIES AND EQUIPMENT AVAILABLE.....	5
VIII.	FACULTY.....	6
IX.	PROJECTED FINANCIAL NEEDS.....	6
X.	CONSULTATION WITH NEARBY CAMPUS.....	6
XI.	USE OF CONSULTANTS AND ADVISORY COMMITTEES.....	6
XII.	TOTAL FTE ENROLLMENT AT YSU.....	7
XIII.	LIST OF ASSOCIATE DEGREE PROGRAMS.....	7
XIV.	CURRENT STATUS OF ACCREDITATION.....	8
XV.	STUDENT SERVICE PROGRAMS.....	8
	APPENDIX A.....	10
	APPENDIX B.....	14
	APPENDIX C.....	16

LABOR STUDIES TECHNOLOGY

I. DESIGNATION OF PROGRAM AND PURPOSE

The College of Applied Science and Technology proposes to offer a two-year program in Labor Studies Technology leading to an Associate in Labor Studies degree to become operational in the Fall Quarter 1979 when the first students will be admitted.

The purposes of this new degree program are:

1. To improve the leadership and citizenship skills and potential of prospective local union leaders.
2. To increase competency of union members for self-advancement, as well as to improve eligibility for election and appointment to positions of greater responsibility.
3. To provide educational opportunity for individual growth through a broader understanding of societal problems and the role that unions and workers should play in their solution.

II. SUMMARY AND CLASSIFICATION OF CURRICULUM

The curriculum which follows has been developed to comply with the Board of Regents criteria and is closely patterned after the curriculum discussed in the joint meetings arranged by the Board of Regents that preceded the granting of preliminary staff approval.

SUMMARY AND CLASSIFICATION OF COURSES IN
LABOR STUDIES TECHNOLOGY

<u>FIRST QUARTER</u>	Clock Hours		Credit Hours			
	<u>Class</u>	<u>Lab</u>	<u>Basic</u>	<u>Non-Tech</u>	<u>Tech</u>	
Engl 550-Basic Composition I	4			4		
Psych 560-General Psychology	4		4			
L.S. 501-Intro. to Organized Labor	4				4	
L.S. 510-Leadership Skills	3				3	
	<u>15</u>		<u>4</u>	<u>4</u>	<u>7</u>	15 q.h.
<u>SECOND QUARTER</u>						
Engl 551-Basic Composition II	4			4		
Econ 520-Prin. of Economics I	3		3			
L.S. 515-Labor Law	3				3	
PolSc 600-Elements of Politics	3		3			
Soc 500-Fund. of Sociology	4		4			
	<u>17</u>		<u>10</u>	<u>4</u>	<u>3</u>	17 q.h.
<u>THIRD QUARTER</u>						
Econ 621-Prin. of Economics II	3		3			
Acctg 605-Elementary Accounting	5				5	
L.S. 530-Negotiations	4				4	
Math Elective	5		5			
	<u>17</u>		<u>8</u>	—	<u>9</u>	17 q.h.
<u>FOURTH QUARTER</u>						
L.S. 610-Admin. of Unions	3				3	
Spch 652-Bus. & Prof. Speaking	3				3	
Science Elective	4		4			
Humanities Elective	4			4		
Elective	3			3		
	<u>17</u>		<u>4</u>	<u>7</u>	<u>6</u>	17 q.h.
<u>FIFTH QUARTER</u>						
L.S. 620-Contract Administration	3				3	
Mgmt 725-Fund. of Management	4				4	
H&PE 590-Health Education	3			3		
Hist 743-Labor in Amer. History	4				4	
Elective	3			3		
	<u>17</u>		—	<u>6</u>	<u>11</u>	17 q.h.
<u>SIXTH QUARTER</u>						
L.S. 630-Grievance Procedure	3				3	
L.S. 640-Labor Studies Seminar	1-4				1-4	
Technical Elective	4				4	
Elective	4-7			4-7		
	<u>15</u>		—	<u>4-7</u>	<u>8-11</u>	15 q.h.
GRAND TOTAL			26	25-38	44-47	98 q.h.

III. CATALOG DESCRIPTION OF COURSES

L.S. 501. Introduction to Organized Labor. An overview of the Labor Studies program designed to introduce the student to the many facets of the labor movement; growth of the working class, the industrial revolution, the development of unions. Cross-listed and identical with History 501. 4 q.h.

L.S. 510. Union Leadership Skills. An introduction to basic leadership skills with emphasis on human relations, motivation, communication skills, decision-making, problem solving, parliamentary procedure. 3 q.h.

L.S. 515. Labor Law. A preliminary study of the legal agencies of government as they relate to the labor movement. Federal and state labor law — statutory and common — and how it applies to unions, employees, and employers. Prereq: LS 501. 3 q.h.

L.S. 530. Negotiations. Review of the background of collective bargaining; bargaining goals (union and management); legal basis; wages-prices-profits-productivity; preparation of collective bargaining proposals, responsibilities of the parties in the bargaining process; strike procedures in bargaining. Prereq: LS 515. 4 q.h.

L.S. 610. Administration of Unions. A general study of the characteristics of democratic leadership; jurisdictional lines, finances; administration (local, international, elections, constitutional conventions, membership); checks and balances; federations; political action. Prereq. or concurrent with: LS 501. 3 q.h.

L.S. 620. Contract Administration. Study of contract content: fringe benefit areas and non-fringe areas of the contract; working conditions; training local union representatives to administer the contract, human relations at the workplace; fair representation; the grievance procedure and its function. Prereq: LS 515. 3 q.h.

L.S. 630. The Grievance Procedure. The grievance procedure as a part of collective bargaining; fair representation; skills required in grievance-handling; practice in grievance writing; arguing the case at lower, intermediate, and arbitration levels. Prereq: LS 515. 3 q.h.

L.S. 640. Labor Studies Seminar. Study of selected issues and problems on the basis of interest and need. May be repeated for a maximum of 12 q.h. Prereq or concurrent with: LS 501. 1-4 q.h.

IV. PROGRAM ADMINISTRATION

This proposed program in Labor Studies Technology will be administered by the College of Applied Science and Technology which administers all two-year programs at Youngstown State University.

V. EVIDENCE OF NEED

Youngstown State University is located in the heavily industrialized Youngstown-Warren Metropolitan Area with a population in excess of 500,000. Most employment opportunities are in unionized industries. A number of the collective bargaining agreements contain tuition remission provisions to encourage workers to improve themselves. This program will enable persons aspiring to be labor leaders to enhance their opportunities.

In cooperation with the various labor unions, a survey was made in the surrounding area to determine interest among union members. A copy of the survey instrument is attached as Appendix A. The results of the survey showed strong support for a Labor Studies program.

Graduates of this program, as well as individuals only completing the Labor Studies courses, will find numerous opportunities to utilize their newly acquired skills as they participate in activities of their union. These opportunities exist both in elective union positions and appointive positions. Graduates will also find positions on the management team in labor relations positions.

VI. PROSPECTIVE ENROLLMENT

A survey of 393 union members in the Mahoning-Trumbull area resulted in 136 responses. Of these respondents, 63 indicated an interest to pursue the associate degree program, 89 indicated a desire to participate in selected Labor Studies courses, and 120 indicated they would encourage other members of their local to participate. This was a random sample of the more than 50,000 labor union members in this area. An initial enrollment of about 30 students is anticipated. Course offerings will be expanded to meet the needs of interested individuals as enrollments increase.

VII. FACILITIES AND EQUIPMENT AVAILABLE

Present facilities are adequate to accommodate this program. Adequate instructional equipment is on hand. There is no foreseen additional need for facilities and equipment arising as a result of operating this program.

VIII. FACULTY

The present full-service faculty of the University supplemented by part-time faculty as the need arises will be utilized in teaching the new courses. The Coordinator of the Labor Studies Technology program is a full-service faculty member who participated in the development of the program. A number of full-service faculty members, who are fully qualified to teach the various labor studies courses, have been identified and are anxious to teach in this program.

IX. PROJECTED FINANCIAL NEEDS

The cost of operating this program will be met from student tuition and state subsidy. Any future staff needs will be similarly financed.

X. CONSULTATION WITH NEARBY CAMPUS

The six institutions that were given preliminary staff approval had extensive discussions under the guidance of the Board of Regents prior to being granted preliminary staff approval. Since that time, close liaison has been maintained especially with the Community and Technical College of the University of Toledo.

XI. USE OF CONSULTANTS AND ADVISORY COMMITTEES

Formal consulting services were not utilized in the development of this program. However, the state level meetings under the auspices of the Board of Regents provided valuable assistance and background materials that were used in developing the program.

An Advisory Committee of interested individuals in local unions assisted in developing the program. A list of the Advisory Committee is

attached as Appendix B. This committee made a careful review of the curriculum and the new courses included in the program. The committee's input was incorporated to make the program fully meaningful to the prospective students. The minutes of the Committee's meetings are attached as Appendix C.

XII. TOTAL FTE ENROLLMENT AT YSU

During the fall quarter of 1978, the total FTE enrollment at Youngstown State University was 11,629. The College of Applied Science and Technology had a head count enrollment of 4,708 students.

XIII. LIST OF ASSOCIATE DEGREE PROGRAMS

The following is a list of the associate degree programs currently offered by the College of Applied Science and Technology.

Associate in Arts Degree with concentration in:

- Business Administration
- Business and Secretarial Studies
- Engineering and Mathematical Sciences
- Humanities
- Science or Mathematics
- Social Studies

Associate in Applied Business Degree:

- Accounting Technology
- Advertising Technology
- Business Management Technology
- Court/Conference Reporting
- Graphics Technology
- Marketing Technology
- Real Estate Technology
- Secretarial Studies
- Transportation Management Technology

Associate in Applied Science Degree

Child Care Technology
Civil Engineering Technology
Computer Technology
Dental Hygiene Technology
Dietary Technology
Drafting/Design Technology
Electrical Engineering Technology
Emergency Medical Technology
Mechanical Engineering Technology
Medical Assisting
Medical Laboratory Technology
Nursing
Police Science Technology
Respiratory Therapy Technology
Social Service Technology

XIV. CURRENT STATUS OF ACCREDITATION

Youngstown State University is fully accredited by the North Central Association of Colleges and Secondary Schools.

XV. STUDENT SERVICE PROGRAMS

The Youngstown State University has established a Student Development Office to provide developmental services for academically needy and disadvantaged students. The purpose of these services is to help students who have experienced gaps in their secondary school education. Through developmental teaching, tutoring, and counseling, and through study in learning laboratories, attempts are made to help students fill these gaps so that they can compete more readily for success with other college students.

The Testing and Counseling Center provides testing and professional counseling to all students enrolled for credit at Youngstown State University. Students may come to the Center for assistance in identifying aptitudes, interests, and personality traits for consideration in the

choice of an educational or vocational goal. The College of Applied Science and Technology also provides academic advisement of students by professionally trained academic advisors.

Career placement assistance in business, industry, government, private agencies, and education is available to students in the Career Planning and Placement Office. The facilities and services of the Placement Office are for all students from associate through graduate levels and for alumni. For graduating students opportunities are provided for interviews with on-campus representatives. More than 300 interviewers come to the University each fall and spring to interview degree candidates.

The office of Student Financial Aids is also part of the Youngstown State University. Not all students can afford the cost of college, and it is primarily for this reason that the Student Financial Aids office exists. Financial aid is generally available in three forms — gift aid, loans, and employment. Gift aid includes scholarships and awards in addition to the grant programs sponsored by the State of Ohio and the federal government. Student employment consists of part-time employment on campus and of participation in the College-Work-Study program which is sponsored jointly by the federal government and the University.

APPENDIX A



YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44555

Your help is needed in a project which holds potential for great benefit to the members and leadership of local labor unions. The project is one of determining whether Youngstown State University should offer an associate degree program in Labor Studies. Such programs have proven to be highly successful and popular with union members in other states.

A possible two-year associate degree program in Labor Studies would include topics such as:

Special

Introduction to Organized Labor
Union Leadership Skills
Collective Bargaining -
 a) Negotiations
 b) Contract Administration
 c) Arbitration
Labor Law
Administration of Unions
Labor History
Time Study
Employee Health and Safety

General

Writing Skills
Effective Speaking
Mathematics
Economics
Accounting
American Government
Political Systems
Psychology

The purpose of the Labor Studies program at Youngstown State University is to recognize the particular educational needs of the more than 55,000 union members who live within a reasonable commuting distance of the campus and the organizations which represent them by providing:

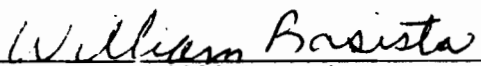
1. training to equip members of labor organizations with technical skills needed for effective leadership in their union and civic responsibilities, especially those arising in urban areas.

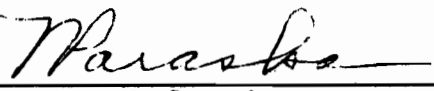
2. educational opportunities for individualized growth, advancement, and careers in the labor movement;
3. a broader understanding and perspective of economic, social, and political problems of our society and the role which unions and workers play in it.

You have been selected to represent your Union as a participant in a survey. Thus, will you please complete the attached questionnaire and return it in the enclosed envelope as soon as possible. You do not have to sign your name or in any way identify yourself, so please be completely objective and respond to every item as indicated.

Thank you for your valuable assistance.

Sincerely,


Mr. William Basista
Chmn., Labor Studies Adv. Comm.


N. Paraska
Dean, College of Applied Science and
Technology

The following is a list of members of the Labor Studies Advisory Committee and their respective locals.

Mr. Dan Altemese	Mahoning Council of Educators
Mr. William Basista	Local 2377
Mr. Dannie Brott	Teamsters Local 377
Mr. James Culver	Recording Sec'y Trumbull Co. Federation of Labor
Mr. Joseph Fiorino	Trumbull Co. Federation of Labor
Mr. Michael J. Mangan	District 26 Staff Representative
Mr. James F. Moore	Building Trades Council
Mr. Robert Price	UAW Local 1112
Dr. Thomas A. Shipka	YSU-OEA
Dr. William O. Swan	Labor Studies Program Coordinator
Mr. Thomas L. Weekley	UAW Local 1714

LABOR STUDIES QUESTIONNAIRE

- | | <u>Yes</u> | <u>Uncertain</u> | <u>No</u> |
|--|------------|------------------------------|--------------------|
| 1. Do you believe that a college degree program in Labor Studies would serve a useful purpose? | () | () | () |
| (If your answer to question number 1 is "no", skip to question number 2. If you choose "yes" or "uncertain", please answer all questions). | | | |
| 2. Would you participate in a Labor Studies program if one were offered: | | | |
| a) as an associate degree candidate? | () | () | () |
| b) for selected courses? | () | () | () |
| c) would you encourage members of your local to participate? | () | () | () |
| 3. I would prefer classes on: | | | |
| weekdays (Monday through Friday) | | | |
| a) mornings | () | () | () |
| b) afternoons | () | () | () |
| c) evenings | () | () | () |
| weekends | | | |
| a) Saturday mornings | () | () | () |
| b) Saturday afternoons | () | () | () |
| 4. Please check those topics which you feel are most important to a Labor Studies program: | | | |
| <u>Special</u> | | <u>General</u> | |
| () Introduction to Organized Labor | | () Writing Skills | |
| () Union Leadership Skills | | () Effective Speaking | |
| () Collective Bargaining | | () Mathematics | |
| () a) Negotiations | | () Economics | |
| () b) Contract Administration | | () Accounting | |
| () c) Arbitration | | () American Government | |
| () Labor Law | | () Political Systems | |
| () Administration of Unions | | () Psychology | |
| () Labor History | | | |
| () Time Study | | | |
| () Employee Health and Safety | | | |
| 5. Please add other topics not listed above which you feel are important in a Labor Studies program: | | | |
| 6. Is your work subject to shift rotation? | () | | () |
| 7. The name of your Union _____ | | | |
| 8. The number of your Local _____ | | 9. Years of membership _____ | |
| 10. Personal characteristics: | | | |
| Age (Circle appropriate answer) | Under 25 | 25-34 | 35-45 Over 45 |
| Education (Check highest level attained) | | | |
| () less than high school | | | |
| () some high school | | | |
| () high school graduate or GED | | | |
| () some college | | | |
| () college graduate | | | |
| 11. List offices held in Union (past or present): | | | |
| 12. Please return the questionnaire in the enclosed self-addressed envelope to: | | | |

N. Paraska
 Dean, College of Applied Science & Technology
 Youngstown State University
 410 Wick Avenue
 Youngstown, Ohio 44555

APPENDIX B

LABOR STUDIES TECHNOLOGY

Advisory Committee

1. Altemese, Dan
485 Brookfield Avenue
Youngstown, Ohio 44512
Home Phone: 758-6293
(Mahoning Council of
Educators)
2. Basista, William
4455 Norquest Boulevard
Youngstown, Ohio 44515
Home Phone: 792-3138
(Local 2377)
3. Brott, Dannie
1223 Teamsters Drive
Youngstown, Ohio 44502
Work Phone: 743-3114
(Teamsters Local 377)
4. Culver, James
235 Maryland Street
Warren, Ohio 44483
Home Phone: 394-6711
5. Fiorino, Joseph
2982 Ivy Hill Circle
Cortland, Ohio 44410
Work Phone: 392-3416
(Trumbull County Federation
of Labor)
6. Mangan, Michael J.
300 Realty Building
Youngstown, Ohio 44503
Work Phone: 747-1961
(District 26 Staff Representative)
7. Moore, James F.
348 W. Rayen Avenue
Youngstown, Ohio 44502
Work Phone: 746-0551
(Bldg. Trades Council)
8. Price, Robert
2054 Hemlock Court
Youngstown, Ohio 44515
Home Phone: 792-9831
(UAW Local 1112)
9. Shipka, Thomas A.
115 Upland Avenue
Youngstown, Ohio 44505
Home Phone: 747-8237
(YSU-OEA)
10. Swan, William O.
RD #1
Pulaski, Pa. 16143
Home Phone: (412) 964-9972
(L.S. Program Coordinator)
11. Weekley, Thomas L.
6138 Mill Creek Blvd.
Youngstown, Ohio 44512
Home Phone: 758-7316
Work Phone: 824-2527
Plant: 824-2737
(UAW Local 1714)
12. Mitchell, Charles
Education Director
UAW - Region 2
601 Rockwell Avenue
Room 301
Cleveland, Ohio 44114

APPENDIX C

Labor Studies Technology
Advisory Committee
Meeting Minutes

The first meeting of the Labor Studies Technology Advisory Committee was held at 12:00 noon on October 21, 1976 in Room 220 of Kilcawley Center.

Present: D. Altemese, W. Basista, R. Price, W. Swan, T. Weekley, C. Mitchell,
N. Paraska

1. A luncheon was held from 12:15 p.m. to 1:00 p.m.
2. Members of the committee were introduced and explained their union positions and responsibilities.
3. Nominations were opened and the following persons were elected to the indicated positions:
 - a) Chairman ----- W. Basista
 - b) Vice Chairman ----- R. Price
 - c) Secretary ----- W. Swan
4. A statement of the purposes of the Labor Studies Advisory Committee was disseminated, discussed, and adopted.
5. A questionnaire that will be used to survey a random sample of union members in the greater Youngstown area was discussed, as well as a cover letter that will be enclosed with the questionnaire. The questionnaire was approved as amended (Item 3 was deleted).
6. The names and addresses of recipients of the questionnaire will be supplied to Dean Paraska by the various union locals. A return envelope (stamped) will be enclosed.
7. The next meeting was set for 3:00 p.m. Thursday, December 2, 1976 in Room 2067 of the College of Applied Science and Technology (parking directions are attached).
8. The meeting adjourned at 2:20 p.m.

Submitted by:

W. Swan

W. Swan
Secretary

Functions of the Labor Studies Technology Advisory Committee:

1. To assist the University in conducting surveys to determine the need for Labor Studies programs and the level of interest among the labor members of the community.
2. To determine the number of individuals currently employed who would avail themselves of this program to upgrade themselves professionally.
3. To assist the University in developing a curriculum and to advise on its adequacy and appropriateness in meeting the needs of the community.
4. To assist in publicizing the program and in recruitment of good students into the program.
5. To assist in placement of graduates.
6. To advise the University on effectiveness of instruction based on observation of graduates of this program.
7. To assist in obtaining qualified faculty, especially for limited-service teaching.

Labor Studies Technology
Advisory Committee
Meeting Minutes

The second meeting of the Labor Studies Technology Advisory Committee was held at 3:00 p.m. on December 2, 1976 in Room 2067 of C.A.S.T.

Present: D. Altemese, W. Basista, M. Mangan, N. Paraska, W. Swan, T. Weekley

Chairman Basista presided:

1. Dean Paraska reported on the results of the questionnaire survey which were currently available (see attachment #1).
2. Dean Paraska indicated that the Board of Regent's meeting in Columbus (which will deal with the Labor Studies program) was rescheduled for January 6, 1977; a number of Advisory Committee members will attend the meeting with Dean Paraska. Dean Paraska will get in touch with those planning to attend and arrange for transportation.
3. M. Mangan relayed a series of questions from District 26 Director Leseganich to the Advisory Committee in regard to the proposed Labor Studies program (see attachment #2). The questions were discussed generally and it was agreed that a written response thereto would be prepared for consideration at the next Advisory Committee meeting.
4. A general discussion of program costs and potential student interest followed.
5. The next meeting will be called by Dean Paraska following the January 6, 1977 meeting in Columbus. Tentatively the meeting will be on a Thursday at 3:00 p.m. since this seems to be convenient to the Committee members.
6. The meeting adjourned at 4:20 p.m.

Submitted by:

W. Swan
W. Swan
Secretary

WS:eb

RESULTS OF QUESTIONNAIRE

393 Questionnaires Sent
121 Returned

	<u>YES</u>	<u>UNCERTAIN</u>	<u>NO</u>
1. Do you believe that a college degree program in Labor Studies would serve a useful purpose?	104	8	0
2. Would you participate in a Labor Studies program if one were offered?			
a) as an associate degree candidate?	55	29	8
b) for selected courses?	73	13	0
c) would you encourage members of your local to participate?	100	2	0
3. I would prefer classes on:			
<u>weekdays</u> (Monday thru Friday)			
a) mornings	22	8	17
b) afternoons	15	11	15
c) evenings	69	6	8
<u>weekends</u>			
a) Saturday mornings	41	7	25
b) Saturday afternoons	17	6	31

4. Please check those topics which you feel are most important to a Labor Studies program.

SPECIAL

Introduction to Organized Labor	61
Union Leadership Skills	97
Negotiations	98
Contract Administration	91
Arbitration	83
Labor Law	88
Administration on Unions	60
Labor History	52
Time Study	57
Employee Health and Safety	81

GENERAL

Writing Skills	72
Effective Speaking	94
Mathematics	28
Economics	52
Accounting	29
Political Systems	66
Psychology	75

Attachment #2

1. Curriculum: Who develops the program and what are its objectives?
2. Instruction: Who selects the instructors and where do they come from?
3. Cost: What are the costs to the student per course, per credit hour and per total program?
4. College Credits: What is the value of the college credits accrued through participation in this program?
 - (a) May they lead to a two-year degree in Labor Studies?
 - (b) Are they transferrable to be used towards a four-year Bachelor of Arts degree, a Bachelor of Science degree or to other colleges within the university?
 - (c) Are they transferrable into degree programs at other colleges and universities in Ohio or elsewhere?
5. What are specific ways that participation in this program will aid trade unionists in protecting the collective bargaining rights of the membership whom they serve?

LABOR STUDIES TECHNOLOGY
ADVISORY COMMITTEE
MEETING MINUTES

The third meeting of the Labor Studies Technology Advisory Committee was held at 3:00 p.m. on February 24, 1977 in Room 2067, C.A.S.T. Building.

Present: D. Altamese, W. Basista, C. Mitchell, N. Paraska, R. Price,
W. Swan, T. Weekley.

1. The meeting was called to order at 3:10 p.m.
2. The minutes of the previous meeting were approved. (The questions raised by M. Mangan had been responded to by N. Paraska. A copy of his response is attached to these minutes).
3. The January 6, 1977 meeting in Columbus with Dr. Lerner was reported on by R. Price and N. Paraska. Subsequent to that meeting Dr. Lerner sent a letter to N. Paraska in which he approved the development of the Labor Studies programs (see attached copy).
4. A general discussion of the proposed curriculum followed. A list of suggested electives in various areas useful to industrial employees and union leaders will be added to program advisement sheets.
5. T. Weekley moved and R. Price seconded a motion to approve the suggested curriculum for the Labor Studies program. The motion was approved. (A copy of the curriculum and course descriptions is attached).
6. W. Basista requested that a copy of the minutes of this meeting be sent to Director Leseganich.
7. Meeting adjourned at 4:10 p.m.

Submitted by:

W. Swan (sb.)
W. Swan
Secretary

WS:eb

Attachment #2

1. Curriculum: Who develops the program and what are its objectives?
2. Instruction: Who selects the instructors and where do they come from?
3. Cost: What are the costs to the student per course, per credit hour and per total program?
4. College Credits: What is the value of the college credits accrued through participation in this program?
 - (a) May they lead to a two-year degree in Labor Studies?
 - (b) Are they transferrable to be used towards a four-year Bachelor of Arts degree, a Bachelor of Science degree or to other colleges within the university?
 - (c) Are they transferrable into degree programs at other colleges and universities in Ohio or elsewhere?
5. What are specific ways that participation in this program will aid trade unionists in protecting the collective bargaining rights of the membership whom they serve?

Information Requested by Mr. Leseganich

1. The program will be developed by Youngstown State University with the assistance and advice of the Advisory Committee. Its objectives are:
 - a) training to equip members of labor organizations with technical skills needed for effective leadership in their union and civic responsibilities, especially those arising in urban areas.
 - b) educational opportunities for individualized growth, advancement, and careers in the labor movement;
 - c) a broader understanding and perspective of economic, social, and political problems of our society and the role which unions and workers play in it.
2. The coordinator of the Labor Studies program will select instructors, again with the advice of the Advisory Committee. They will come from within the University if qualified instructors are available or from the labor community on a part-time basis.
3. The present tuition per credit hour is \$18 for part-time students. The cost per course would be \$54 or \$72 depending on the credit hours per course. The cost for the total program would be approximately \$1728 based on current tuition fees.
4.
 - a) The program will be designed to lead to an associate degree in Labor Studies.
 - b) The credits earned in the associate degree program will be transferrable towards a four-year degree. If there are students who pursue a baccalaureate degree in Labor Studies the credits should be 100% transferrable. It is expected that a baccalaureate program in Labor Studies will be developed at Youngstown State University after the associate degree program becomes operational.
 - c) The credits earned will be transferrable into degree programs at other colleges and universities; if the transfer is into a Labor Studies program the credits should be 100% applicable.
5. Participation in this program will enable union members to more effectively take on responsibilities as officers of unions. This would include collective bargaining process, administration of collective bargaining agreements, processing of grievances and administration of union locals.

NP:eb

RECEIVED

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MEMORANDUM TO: Dean Robert C. Weyrick, Community and Technical College,
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Dr. Alfred M. Livingston, Cuyahoga Community College
Dr. M. Douglas Reed, Director, Hamilton Campus,
Miami University
Dr. David H. Ponitz, President, Sinclair Community College
Dr. Frank A. Thomas, Jr. Dean, Community and Technical
College, The University of Toledo
v Dr. Nicholas Paraska, Dean, College of Applied Science and
Technology, Youngstown State University

FROM: Dr. Max J. Lerner
Vice Chancellor for Two-Year Campuses *MJL*

DATE: January 11, 1977

SUBJECT: LABOR STUDIES ASSOCIATE DEGREE PROGRAMS

I sincerely appreciate the information you provided on January 6 to the state Ad Hoc Committee on Labor Studies Associate Degree Programs.

I feel that the results of the surveys prove there is a need in each of the six communities for this program. As a result of some follow-up conversations, I believe you should proceed to develop a formal proposal to offer this degree. You have all received conditional preliminary staff approval to develop this proposal.

Because of the emotions surrounding this degree offering, I want to obtain some input from the Board of Regents' members. I plan to discuss this matter with them in more detail at the morning meeting on January 21. It is my opinion that we have sufficient support for this concept throughout the state and that members of the Board will not oppose it.

MJL:rcm

Labor Studies Technology
Advisory Committee
Meeting Minutes

The fourth meeting of the Labor Studies Technology Advisory Committee was held at 12:00 noon on March 21, 1979, in Room 220, Kilcawley Center.

Present: D. Altamese, W. Basista, C. Mitchell, N. Paraska, R. Price,
W. Swan, T. Shipka

1. Luncheon was served at noon and the business meeting began at 12:55 p.m.
2. Minutes were read and, upon motion by Altamese and second by Price, were approved.
3. Paraska reported on the problems he had encountered in obtaining approval for the Labor Studies program at Youngstown State University, for example: cross-listing of courses with the History Department, adding electives, and changing credit hours. Paraska indicated the Labor Studies program will be presented to the Board of Trustees for approval in April and, subsequently in April, to the Ohio Board of Regents for approval at the May meeting.

Questions re Paraska's report were raised on curriculum and course schedules for the fall quarter. By consensus L.S. 510 will be offered Tuesday and Thursday evenings from 6:10 p.m. until 7:30 p.m., and L.S. 501 will be offered the same evenings from 7:40 p.m. until 9:20 p.m.

Upon motion by Price and second by Mitchell, Paraska's report was accepted.

4. Paraska was directed to find appropriate replacements for those members of the Labor Studies Advisory Committee who have been transferred or who have failed to attend meetings.
5. Publicity for the Labor Studies program was discussed with the following results:
 - All available means for publicizing the program should be utilized;
 - Local union media will be used;
 - There should be mailings to locals through Director Leseganich and AFL-CIO Council President Baxter;
 - Brochures will be developed;
 - Bulletin board announcements will be prepared;

Page 2
Labor Studies Minutes
March 21, 1979

- A press conference by President Coffelt after the Board of Trustees approves the program is highly desirable;
 - Use of the AFL-CIO Focus was discussed and recommended;
 - S. Camen, J. Smith, and Director Leseganich should be contacted for assistance.
6. Resource people for teaching and advising were discussed and a list will be prepared.
7. The meeting adjourned at 1:40 p.m.

Submitted by:

W. Swan

W. Swan
Secretary

WS:gy

A PROPOSAL FOR A PROGRAM
IN
NURSING
LEADING TO
BACHELOR OF SCIENCE IN NURSING DEGREE
FOR
REGISTERED NURSES

Respectfully Submitted to
THE BOARD OF TRUSTEES
April 28, 1979

By
Youngstown State University
Youngstown, Ohio

A PROPOSAL FOR A PROGRAM
IN
NURSING
LEADING TO
BACHELOR OF SCIENCE IN NURSING DEGREE
FOR
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TABLE OF CONTENTS

I.	PROGRAM OVERVIEW AND PURPOSE	1
II.	EVIDENCE OF NEED	3
III.	ENROLLMENT: CURRENT AND PROSPECTIVE	5
IV.	PHILOSOPHY OF PROGRAM	6
V.	CONCEPTUAL FRAMEWORK	8
VI.	SUMMARY AND CLASSIFICATION OF CURRICULUM	9
VII.	COURSE DESCRIPTIONS	11
VIII.	ADMINISTRATIVE ARRANGEMENT	13
IX.	BACCALAUREATE DEGREE PROGRAMS	14
X.	CONSULTATION	15
XI.	ACCREDITATION	17
	APPENDIX A: Nursing Education Survey Report - MSAHEN ...	19
	APPENDIX B: Baccalaureate Nursing Student Profile	39
	APPENDIX C: Letters of Support for Consortium	45
	APPENDIX D: NLN Consultation Report Letters	58

I

PROGRAM OVERVIEW AND PURPOSE

The Nursing Department of Youngstown State University proposes to award the Bachelor of Science in Nursing (BSN) to recognize completion of our revised upper-division undergraduate nursing program designed for registered nurses. Since 1971, we have been offering the upper-division nursing program which has been recognized by the Bachelor of Science in Applied Science (BSAS) degree with a Major in Nursing. This program lacked many essentials necessary to obtain accreditation from the National League for Nursing (NLN). We have revised this program as described herein to justify the award of the BSN degree and fulfill NLN accreditation criteria.

The purpose of the revised baccalaureate program is to prepare Registered Nurses (RN's) for first level leadership positions in nursing and to provide graduates of the Associate Degree (AD) program the opportunity to earn a BSN degree in two additional years of full-time study. Registered nurses who are graduates of approved diploma nursing programs are evaluated on an individual basis and placement in the program is determined by credit-by-examination in accordance with established university policies. Graduates of AD programs who have lower division nursing credits will take validation tests for admission into upper division courses. Part-time plans of study are designed to meet the needs of the non-traditional student at Youngstown State University.

The concomitant objectives of the program include producing a nurse who formulates a philosophy of professional nursing practice while acquiring a baccalaureate level base essential for entry into graduate education in nursing. Ultimately, the program will increase upward mobility for registered nurses holding AD degrees and thereby increase the number of nurses holding BSN degrees in this region.

II

EVIDENCE OF NEED

The Ohio Commission on Nursing Needs and Resources has compiled state-wide statistics regarding the number and need for nurses at the various levels of preparation. These studies show a dearth of nurses at the Baccalaureate and higher degree levels.

A survey of registered nurses in Northeastern Ohio and Western Pennsylvania was completed and compiled in November, 1978. (Appendix A) This informational survey conducted by the Mahoning Shenango Area Health Educational Network (MSAHEN) was centered upon the registered nurses' perspective of their need for baccalaureate and graduate education in nursing. Questionnaires were distributed to nurses in nineteen hospitals and the faculty of seven schools of nursing and five schools of practical nursing.

The basic preparation of nurses was indicated as follows:

Diploma	76.7%
Associate Degree	13.7%
Bacc. in Nursing	9.5%
No response	<u>.1%</u>
Total	100.0%

This information continues to support a previous MSAHEN 1975 Task Force Study which stated that there was a very large number of diploma and associate degree graduates in the Youngstown area.

For the MSAHEN area, which surrounds Youngstown, a summary of the 1978 study shows:

1. 47% of those nurses responding are interested in pursuing the Baccalaureate degree in nursing.
2. 64% are interested in attending college part-time. 6.4% in attending full-time.
3. 18.2% (160 nurses) are already enrolled in college either part or full-time.
4. 39.1% have plans to start college.

In summary, the study reflects the large proportion of diploma and associate degree nurses in the area. Almost two-thirds of the respondents are interested in pursuing further education. There is recognition of the Bachelor of Science in Nursing Degree as a professional goal in nursing.

Within the department of Nursing at Youngstown State University, a study of the Baccalaureate Nursing Students was completed in 1978. (Appendix B) The records of 210 currently enrolled baccalaureate students showed that 62.8% were from Diploma Nursing Schools while 36.6% were graduates of Associate Degree Programs. The remaining .6% held baccalaureate degrees in allied health fields and were pursuing a degree in nursing as a second degree.

A second pertinent finding showed that 85% of the Baccalaureate nursing students lived within a 25 mile radius of the campus. This supports the MSAHEN November, 1978 study regarding regional need and potential enrollment.

Evidence of need for an accredited BSN program at Youngstown State University is further supported by the need for preparation at the graduate level. Our graduates with BSAS degrees have had difficulty with acceptance into Graduate study except on an individual basis. The BSN program would supply the link to permit more nurses upward mobility on a master's level through Akron and Kent Universities. The 1976 Master Plan for Higher Education in Ohio provides for a consortium for a Masters in Nursing to be three ways, i.e. Akron/Kent/Youngstown. The BSN program completes the under-graduate base for participation in the proposed consortium of graduate university education. (Dr. Ruppert letter of January 28, 1976 in Appendix C)

III

ENROLLMENT: CURRENT AND PROSPECTIVE

Youngstown State University has an FTE for the Fall Quarter, 1978 of 11,629. The College of Applied Science and Technology has a Fall, 1978 head count enrollment of 4,708. Of this number 184 are enrolled in the BSAS nursing program.

Based upon the MSAHEN, 1978 survey showing a large percentage of diploma (76.6) and Associate Degree (13.7) prepared nurses in the region, the prospective enrollment in this two year BSN completion program for Registered Nurses in is quite high. Extrapolating from the MSAHEN, 1978 Nursing Education Survey Report, the number of potential students in the community is estimated as 1,590.

Presently in the BSAS program 25 students graduated in 1978 bringing the total number of graduates of the BSAS program since 1973 to 162. There are currently 113 students enrolled in the BSAS program either part or full-time. The number of students that have or are taking the General Education requirements in preparation for the BSN curriculum is 70.

Since the revised curriculum is integrated and sequential with a maximum of 1:10 faculty-student ratio in the clinical experience, the number of students admitted would be limited to 30 or 40. As a result, admission to the program will be on a highly selective basis from among the applicants.

IV

PHILOSOPHY OF UPPER DIVISION BSN PROGRAM

(Abstract)

The Department of Nursing, as an integral part of Youngstown State University derives its overall functions and purposes from the philosophy, policy, and goals of the University. . . . Responding to the changing societal needs and the consequent changes in the health care system, the nursing faculty accept the following statements of belief:

Man as the central focus of nursing is viewed as an individual and as part of a social system. . . . Man's health and ability to keep maximum health is affected by reciprocal interaction and interdependence with his environment.

Health is a dynamic state of well-being and seen on a continuum . . . health professions need to understand and facilitate the health needs of the individual. . . .

Nursing as the largest care-giving component of the health professions is oriented around the client, man, as the center of all Nursing Activity. . . . Nursing is concerned with health needs, situations and services of the individual, family, community, and society. . . .

Nursing education is a process of synthesis, integration and application of a broad inter-disciplinary base of knowledge. . . . Baccalaureate education prepares the nurse as a generalist in three areas: practitioner, educator, researcher. . . . Students have the right to a liberal education and opportunity to change their nursing career goals from technical to professional levels. . . .

The emerging roles of the nurse lay within the generalistic preparation framework and emphasize promotion and health maintenance. . . . Nurses as intelligent participant-consumers have the ability to change based upon the unique client, family, community or society in its unique situation.

YOUNGSTOWN STATE UNIVERSITY
DEPARTMENT OF NURSING

BSN UPPER DIVISION NURSING PROGRAM
CONCEPTUAL FRAMEWORK

Major Concepts:	Man	Health	Nursing
Subconcepts:	Holistic Family Community	Health Continuum	Nursing Process Nursing Functions Leadership Roles
Theories:	Developmental	Stress-Adaptation	Nursing

VI

Summary and Classification of Courses in
the Upper-Division Curriculum for
Bachelor of Science in Nursing

JUNIOR YEAR			Clock Hrs.		Non Nursing	Credit Hrs.		Total Credit Hours
			Lec	Lab		Nursing	Nursing	
<u>Fall Quarter</u>								
Nur	700	Maintaining Homeostasis	4	---	---	4		4
Mngt	750	Human Behavior in Organization	4	---	4	---		4
Nur	701	Advanced Nursing Process I	6	---	---	6		6
Nur	701L	Advanced Nursing Process I Laboratory	---	6	---	2		2
			---	---	---	---		---
			<u>14</u>	<u>6</u>	<u>4</u>	<u>12</u>		<u>16</u>
<u>Winter Quarter</u>								
Speech	652	Business and Professional Speaking	3	---	3	---		3
Elec	---	Elective	3	---	3	---		3
Psych	707	Marriage and Family Relations or						
Soc	705	Family	4	---	4	---		4
Nur	702	Advanced Nursing Process II	6	---	---	6		6
Nur	702L	Advanced Nursing Process II Laboratory	---	6	---	2		2
			---	---	---	---		---
			<u>16</u>	<u>6</u>	<u>10</u>	<u>8</u>		<u>18</u>
<u>Spring Quarter</u>								
Pol Sc.	601	American National Government or						
Elec	---	Elective	4	---	4	---		4
		Any 600/700 level Humanities Course	4	---	4	---		4
Nur	703	Advanced Nursing I	5	---	---	5		5
Nur	703L	Advanced Nursing I Laboratory	---	6	---	2		2
			---	---	---	---		---
			<u>13</u>	<u>6</u>	<u>8</u>	<u>7</u>		<u>15</u>

SENIOR YEAR

			Clock Hrs.		Credit Hrs.		Total
			<u>Lec</u>	<u>Lab</u>	<u>Non</u>	<u>Nursing</u>	<u>Credit</u>
					<u>Nursing</u>	<u>Nursing</u>	<u>Hours</u>
<u>Fall Quarter</u>							
Mngt	735	Communication for Management and Business	4	---	4	---	4
			---	---	---	---	---
Psych	700	Social Psych (4) or					
Soc	700	Minority Gps. (5) or	4 or 5	---	4 or 5	--	4 or 5
Soc	709	Social Control (4)					
Nur	808	Advanced Nursing II	5	---	---	5	5
Nur	808L	Advanced Nursing II Laboratory	---	6	---	2	2
			---	---	---	---	---
			<u>13/14</u>	<u>6</u>	<u>8/9</u>	<u>7</u>	<u>15/16</u>
<u>Winter Quarter</u>							
Phil	600	Introduction to Philosophy or					
Phil	711	Ethical Theories					
		or					
Phil	713	Making of the Modern Mind	4	---		---	4
Psych	709	Psychology of Education	4	---		---	4
Nur	809	Advanced Nursing III	6	---	---	6	6
Nur	809L	Advanced Nursing III Laboratory	---	6	---	2	2
			---	---	---	---	---
			<u>14</u>	<u>6</u>	<u>8</u>	<u>8</u>	<u>16</u>
<u>Spring Quarter</u>							
Nur	810	Advanced Nursing IV	6	---	---	6	6
Nur	810L	Advanced Nursing IV Laboratory	---	6	---	2	2
			---	---	---	---	---
Nur	811	Nurse and Social Order	4	---	---	4	4
Nur	812	Independent Study	2	3	---	3	3
			<u>12</u>	<u>9</u>	<u>0</u>	<u>15</u>	<u>15</u>
GRAND TOTAL			82/83	39	38/39	57	95/96

March 1979

VII

NURSING COURSE DESCRIPTIONS
Revised Upper Division

700. Maintaining Homeostasis. Indepth view of selected major health problems, with implications for nursing assessment; analysis of the aging process.
Prereq.: Registered Nurses Only. (F) 4 q.h.

701. Advanced Nursing Process I. Expansion of nursing process with emphasis on assessment and nursing diagnosis with individuals experiencing maximum health at various life-cycle stages. Beginning understanding nursing research techniques. Multiple nursing leadership roles explored. Prereq.: Registered Nurses only upon satisfactory completion of validation tests. To be taken concurrently with Nursing 701L. (F) 6 q.h.

701L. Advanced Nursing Process Laboratory. Selected clinical experience provides opportunity for application of nursing process to healthy children and adults. Satisfactory achievement of clinical objectives requisite for passing 701L. Six hours of laboratory per week. To be taken concurrently with Nursing 701. (F) 2 q.h.

702. Advanced Nursing Process II. Expansion of nursing process continued with emphasis on planning, implementing, and evaluating with individuals experiencing maximum health at various life-cycle stages. Understanding nursing research techniques continued. Coordination role in nursing leadership explored. Prereq.: Nursing 701 and 701L. To be taken concurrently with Nursing 702L. (W) 6 q.h.

702L. Advanced Nursing Process II Laboratory. Continued clinical experience providing opportunity for more application of nursing process with healthy children and adults. Satisfactory achievement of clinical objectives requisite for passing 702L. Six hours of laboratory per week. To be taken concurrently with Nursing 702. (W) 2 q.h.

703. Advanced Nursing I. Utilization of nursing process with individuals with acutely diminished health and healthy family. Collaborative role in nursing leadership explored. Prereq.: Nursing 702 and 702L. To be taken concurrently with Nursing 703L. (S) 5 q.h.

703L. Advanced Nursing I Laboratory. Selected clinical experience providing opportunities for nursing process utilization to acutely ill children and adults and healthy family. Satisfactory achievement of clinical objectives requisite for passing 703L. Six hours of laboratory per week. To be taken concurrently with Nursing 703. (S) 2 q.h.

808. Advanced Nursing II. Utilization of nursing process with individuals with chronically diminished health and family with acutely diminished health. Continued study of collaborative nursing leadership role. Prereq.: Nursing 703 and 703L. To be taken concurrently with Nursing 808L. (F) 5 q.h.

808L. Advanced Nursing II Laboratory. Selected clinical experience providing opportunities for nursing process utilization to chronically ill children and adults and acutely ill family. Satisfactory achievement of clinical objectives is requisite for passing 808L. Six hours of laboratory per week. To be taken concurrently with Nursing 808.
(F) 2 q.h.

809. Advanced Nursing III. Focused on nursing process with individuals with depleted health, families with chronic diminished health, and healthy community. Underlying nursing leadership role as consultant. Nursing research data actively utilized. Prereq.: Nursing 808 and 808L. To be taken concurrently with Nursing 809L.
(W) 6 q.h.

809L. Advanced Nursing III Laboratory. Clinical experience provides opportunity for application of nursing process to children and adults with major life-threatening health problems; families with chronic health problems and community health. Satisfactory achievement of clinical objectives requisite for passing 809L. Six hours of laboratory per week. To be taken concurrently with Nursing 809.
(W) 2 q.h.

810. Advanced Nursing IV. Nursing process focused upon family with depleted health and community with diminished and depleted health. Underlying nursing leadership role as change agent and facilitator. Continued utilization of nursing research data. Prereq.: Nursing 809 and 809L. To be taken concurrently with Nursing 810L.
(S) 6 q.h.

810L. Advanced Nursing IV.Laboratory. Clinical experience provides opportunity for application of nursing process to families with depleted health and communities in diminished and depleted health. Satisfactory achievement of clinical objectives requisite for passing 810L. Six hours of laboratory per week. To be taken concurrently with Nursing 810.
(S) 2 q.h.

811. Nursing and Social Order. Current trends, issues, and problems in professional nursing practice. Within a historical perspective considers social factors influencing different philosophical approaches to nursing and its development. Emphasis on understanding the emerging nursing roles. Prereq.: Nursing 809 and 809L. Senior Standing. (S) 4 q.h.

812. Independent Study. Guided experience in clinical specialization, practice teaching, or application of administrative process in selected clinical settings classrooms or health agencies in which student identifies and develops a researchable problem. Two hour conference and three hours field situation per week. Prereq.: Nursing 809 and 809L. Senior Standing. (S) 3 q.h.

VIII
ADMINISTRATIVE ARRANGEMENT

Administration of the program will continue to be by the Nursing Department of the College of Applied Science and Technology. The director of the program is the Chairman of the Nursing Department.

The revised program is scheduled for implementation in the Fall Quarter, 1979 with three full-time faculty members. These faculty members hold Masters' in Nursing Degrees and will team-teach the revised Junior level nursing courses. Part-time instructors will be utilized as necessary for clinical instruction.

Budgetary provisions for the program are allotted on the same basis as are all other programs within the College of Applied Science and Technology. Current and newly appointed full-service faculty required for the implementation of the program will be carried under the normal Nursing Department budget within the financial structure of the university. Since there are other nursing programs already operative, the major facilities, equipment and instructional supplies required for the program are already available.

Numerous service programs to aid students during their collegiate experience are available through the Division of Student Affairs. Nursing students have the opportunity to participate in campus activities and in those aspects of the nursing program to which they can make a contribution.

Clinical and community agencies to be used by the nursing faculty to provide learning experience for the students are adequate and suitable for the objectives of the program. Legally binding written agreements with affiliating agencies are prepared by the Department of Nursing and signed by the administrative personnel of the university and the agency involved.

IX

BACCALAUREATE DEGREE PROGRAMS

Current baccalaureate degree programs offered by the
College of Applied Science and Technology are:

Allied Health Department

Medical Technology

Business Education and Technology Department

Business Education (offered in cooperation with School of Education)

Criminal Justice Department

Corrections

Law Enforcement Administration

Engineering Technology Department

Civil Engineering Technology

Computer Technology

Electrical Engineering Technology

Mechanical Engineering Technology

Home Economics Department

Food and Nutrition

Home Economics

CONSULTATION

Consultation for the BSN program for Registered Nurses is taking many forms and involves a matrix of inputs.

The nursing faculty has utilized national and regional nurse experts to aid in the development of a quality BSN program. In addition, faculty members have attended pertinent workshops and conferences, and have visited other Universities having similar programs.

Some of the past year's consultations include:

Metropolitan State University (on site visit) Denver, Colorado	June, 1978
Slippery Rock State College Slippery Rock, Pa.	June, 1978
Nurse Educators and Accreditation for BSN Programs for RN's (conference at) Slippery Rock, Pa.	June, 1978
Conceptual Framework Conference	June, 1978
Invitational Conference on Community Health Nursing for Educators and Service Directors Columbus, Ohio	September, 1978
NLN Council of Baccalaureate and Higher Degree Programs St. Louis, Missouri	November, 1978
Association of Career Mobility Programs St. Louis, Missouri	November, 1978
Regional Group for Nursing Needs and Resources Greensburg, Ohio	November, 1978

Since the National League for Nursing (NLN) is the professional accrediting body, their professional consultation services have been utilized extensively. Two NLN consultants have reviewed the proposed curriculum to date. Mrs. Arlyne Friesner reviewed the curriculum

Consultation continued

in the Fall of 1976 during the beginning stages of development. In June, 1978 Ms. Rhoda Epstein reviewed the progress and changes to date. Both consultants felt progress was in the right direction and had positive suggestions for continued program development. (Appendix D) Another league consultation visit is planned for the Fall Quarter, 1979. In addition, three faculty members visited NLN headquarters in September, 1978 to review accreditation materials from schools offering similar programs.

Consultation regarding free-standing programs, admission criteria, validation and assessment of clinical as well as theoretical competencies and accreditation reviews, has been sought from other career mobility programs. Consultation and correspondence is continuous with:

Otterbien College, Ohio
Bluffton College, Ohio
Wooster College, Massachusetts
Metropolitan State University, Colorado

Youngstown State University student suggestions and input have been given consideration throughout the program development. Their participation was made possible by means of questionnaires, periodic updates in classes and meetings with the Student Nurse Action Committee (SNAC)

The AD Advisory Committee firmly believes the BSN program to be a sound program of instruction and supports the need for the BSN registered nurse. Support has also come from the Mahoning Shenango Area Health Education Network, the Association of Career Mobility Programs, and from affiliated service facilities in the Youngstown area. These groups approve the BSN program for Registered Nurses and urge its early implementation.

XI
ACCREDITATION

Youngstown State University is fully accredited by the North Central Association of Colleges and Secondary Schools.

The Bachelor of Science in Nursing Program will seek National League for Nursing Accreditation in the Fall, 1981.

The program is scheduled for presentation to the NLN Board of Review at the December 7-11, 1981 meeting. This schedule meets the eligibility requirement for NLN accreditation, i.e. students will be at the completion of the senior year.

APPENDIX A:
NURSING EDUCATION SURVEY REPORT
November, 1978

Youngstown Mahoning Shenango Area Health Education Network
Submitted to Youngstown State University in partial
fulfillment of the MSAHEN contract with the
YSU Department of Nursing, DHEW Grant

Introduction

In June 1977, a survey of nurses in Northeastern Ohio and Western Pennsylvania was completed. The survey was conducted by the Kent State University School of Nursing in cooperation with the University of Akron College of Nursing, the Youngstown State University Department of Nursing, and the Mahoning Shenango Area Health Education Network. The geographical area for the survey included the counties adjacent to the metropolitan areas of Youngstown, Akron, and Canton.

The objective of the survey was to solicit information from registered nurses in respect to their need for baccalaureate and graduate education in nursing. It was felt that the educational needs of nurses in this region should be identified with a view to more effectively utilizing educational resources to meet these needs and to plan for the future. Several meetings were held in the spring of 1977 with the representative institutions and, following these sessions, a questionnaire was designed. (See copy)

The survey was initiated by the Kent State University School of Nursing which supported the cost of printing the questionnaire and conducting the computer analysis. Because funds were limited, a method of distribution was devised that would both be effective in terms of adequate return and still be within a very limited budget. Questionnaires were distributed through administrative and educational personnel in these counties, primarily directors of nursing services and schools of nursing. It was felt that this group could also encourage the returns to ensure an adequate sampling.

Methodology

Questionnaires, 10,000 in number, were prepared and distributed. MSAHEN assumed the responsibility for distributing 3,400 questionnaires to nineteen hospitals in the five-county MSAHEN region as well as to the ^{faculty of} seven schools of professional nursing and five schools of practical nursing. This is the approximate number of nurses employed in the schools and hospitals according to the MSAHEN Task Force Study of 1975.

Returns of the questionnaires according to counties are as follows:

<u>COUNTY OF EMPLOYMENT OR RESIDENCE</u>		
<u>County</u>	<u>Number</u>	<u>Percent</u>
1. Cuyahoga	2	.1
2. Summit	156	9.7
3. Portage	67	4.2
4. Mahoning	477	29.5
5. Columbiana	31	1.9
6. Tuscarawas	74	4.6
7. Ashtabula	50	3.1
8. Stark	269	16.7
9. Trumbull	260	16.1
10. Other	228	14.1
	<u>1,614</u>	<u>100.0</u>

In all, 1,614 questionnaires were returned. Of these, 880 represented the MSAHEN region including 768 from Trumbull, Mahoning, and Columbiana Counties in Ohio and approximately 112 from Lawrence and Mercer Counties in Pennsylvania. It was determined that the majority of the returns designated "Other" were from these two Pennsylvania counties that are a part of the MSAHEN area. Overall, the return for the MSAHEN region was 26 percent.

In the fall of 1977 and spring of 1978, the data were tabulated by computer at the Kent State University School of Nursing and, in the summer of 1978, the information was presented to the representatives of each participating institution. These data were then presented to the MSAHEN Nursing Education Committee for their review and comments.

QUESTIONNAIRE RESPONSES

The Nursing Education Survey Questionnaire was designed in three parts:

A. Demographic: Basic Nursing Education and Employment Status (Questions 1 - 10); B. Nursing Education Objectives in Relation to Baccalaureate and Graduate Education (Questions 11 - 20); and C. Attitudes Relevant to Baccalaureate and Graduate Programs in Nursing (Questions 21 - 43). The Demographic Information is prepared on the total of 1,614 responses without a separate categorization for the MSAHEN region. The remaining data are presented for both (1) the total 1,614 Northeastern Ohio responses and (2) the 880 MSAHEN region responses.

A. Demographic Information

A brief profile was requested on each nurse in relation to educational preparation, employment status, and age.

Northeastern Ohio	Number	Percent
1. Basic Preparation in Nursing		
a. Diploma	1,239	76.7
b. Associate degree	221	13.7
c. Baccalaureate degree in nursing	153	9.5
d. No response	1	.1
Total	1,614	100.0
2. Highest Educational Preparation*		
a. Diploma	1,137	70.4
b. Bachelors in nursing	172	10.6
c. Bachelors in nursing education	11	.7
d. Bachelors in other field	78	4.8

Northeastern Ohio	Number	Percent
2. Highest Educational Preparation* (continued)		
e. Masters in nursing	16	1.0
f. Masters in nursing education	9	.6
g. Masters in other field	24	1.5
h. Doctorate	1	.1
i. No response	166	10.3
Total	1,614	100.0
* This question failed to include a category for "associate degree," which may explain the high number of nurses who checked "no response."		
3. Years Employed as a Registered Nurse		
a. None	21	1.3
b. Less than 1 year	99	6.1
c. 1 to 3 years	292	18.1
d. 3 to 7 years	324	20.1
e. Over 7 years	878	54.4
Total	1,614	100.0
4. Age:		
a. Under 25	375	23.2
b. 25 - 30	404	25.0
c. 31 - 35	175	10.9
d. 36 - 40	158	9.8
e. 41 - 45	150	9.3
f. 46 - 50	160	9.9
g. 51 - 55	125	7.7
h. 56 - 60	46	2.9
i. Over 60	21	1.3
Total	1,614	100.0

Northeastern Ohio	Number	Percent
5. Sex		
a. Male	29	1.8
b. Female	1,584	98.1
c. No response	1	.1
Total	1,614	100.0
6. Employment Status		
a. Not employed	7	.4
b. Full time	1,242	77.0
c. Part time	361	22.4
d. No response	4	.2
Total	1,614	100.0
7. Present area of clinical practice:		
a. Geriatric	44	2.7
b. Gynecologic/Obstetric	155	9.6
c. Medical/Surgical	580	35.9
d. Pediatric	97	6.1
e. Psychiatric/Mental Health	60	3.7
f. Community Health	57	3.5
g. Other	576	35.7
h. No response	45	2.8
Total	1,614	100.0
8. Length of time in area of clinical practice:		
a. Less than six months	160	9.9
b. 6 months to 1 year	149	9.2
c. 1 - 3 years	387	24.0
d. 3 - 5 years	235	14.6

Northeastern Ohio	Number	Percent
8. Length of time in area of clinical practice: (continued)		
e. Over 5 years	643	39.8
f. No response	40	2.5
Total	1,614	100.0
9. Present type of position:		
a. Administrator or Assistant Administrator	33	2.0
b. Nurse Clinician	12	.7
c. Inservice Education	30	1.9
d. Supervisor or Assistant Supervisor	113	7.0
e. Instructor/Faculty	92	5.7
f. Head Nurse or Assistant Head Nurse	196	12.1
g. General Duty or Staff	1,029	63.8
h. Other	80	5.0
i. No response	29	1.8
Total	1,614	100.0
10. County of Employment or Residence: See listing on Page 2.		

In reviewing the demographic information, it would appear that, as shown in Question 1, "Basic Preparation in Nursing," the distribution of nurses by educational preparation is similar to that found in the MSAHEN area in the 1975 Task Force Study in that there is a very large number of diploma and associate degree graduates. The number of baccalaureate degree graduates in this survey, both in nursing and non-nursing, is significantly higher than in the MSAHEN area. This probably reflects respondents from the Akron-Kent area where there have been BSN programs for the last decade or two.

Question 2, "Highest Educational Preparation," also indicates a large majority at the diploma level. As shown above, the "No response" category is at the 10.3 percent level, probably reflecting the associate degree category which was unfortunately omitted in this question. However, Question 1 shows 13 percent prepared at the associate degree level.

Question 3 indicates that 25 percent of the nurses were employed less than three years, 20 percent employed three to seven years, and the remainder, 54 percent, employed more than seven years. The next question shows that almost half the respondents were thirty years of age or less. These questions were designed to identify the population of nurses that would be most likely to enroll in and complete a baccalaureate program.

The "Employment Status" showed a larger percentage of full-time to part-time nurses, 77 percent to 22 percent, as compared with a recent MSAHEN survey, Needs Assessment Report for Continuing Education for Nurses - October 1978, which recorded a ratio of 65 percent full time to 35 percent part time in the MSAHEN area.

Considering types of positions, the majority of respondents, 63.8 percent, are employed as staff nurses. The remaining hospital nurses, 18.7 percent, are in head nurse, administrative, supervisory, inservice, or clinician positions. Only 5.7 percent are faculty members. These latter groups make up positions, 24.7 percent, which usually require degree preparation, yet only 13 percent of the group have baccalaureate or graduate preparation in nursing and 5.4 percent have degrees in non-nursing fields. Again, the percentage of baccalaureate and graduate prepared nurses is greater than the number found in the MSAHEN area.

B. Nursing Education Objectives

The remaining questions were tallied for both the 1,614 Northeastern

Ohio responses and, of that total, the 880 MSAHEN responses. In reviewing these groups, it is apparent that there is little difference between them and that the nurses view their educational needs from the same perspective.

11. Are you interested in pursuing:	MSAHEN	%	NEO	%
a. Baccalaureate degree in nursing	416	47.3	751	46.5
b. Master's degree in nursing	130	14.8	254	15.8
c. Doctorate	17	1.9	29	1.8
d. No degree	294	33.4	530	32.8
e. No response	23	2.6	50	3.1
Total	880	100.0	1,614	100.0
12. Are you interested in attending college?				
a. Full time	56	6.4	94	5.8
b. Part time	567	64.4	1,069	66.2
c. Not at all	240	27.3	424	26.3
d. No response	17	1.9	27	1.7
Total	880	100.0	1,614	100.0
13. Are you now enrolled in college?				
a. Full time	11	1.3	17	1.1
b. Part time	149	16.9	249	15.4
c. Not at all	711	80.8	1,329	82.3
d. No response	9	1.0	19	1.2
Total	880	100.0	1,614	100.0
14. When do you plan to start college?				
a. Already enrolled	143	16.3	235	14.5
b. 1977-1978	88	10.0	160	9.9
c. 1978-1979	84	9.6	169	10.7
d. 1979-1980	30	3.4	63	3.9

14. When do you plan to start college? (continued)	MSAHEN	%	NEO	%
	e. Later	142	16.1	284
f. No plans	393	44.6	703	43.4
Total	880	100.0	1,614	100.0
15. How many days a week would you be able to attend class?				
a. One day	81	9.2	161	10.0
b. Two days	377	42.8	649	40.2
c. Three days	143	16.3	297	18.4
d. Four days	25	2.8	37	2.4
e. Five days	27	3.1	58	3.5
f. None	227	25.8	412	25.5
Total	880	100.0	1,614	100.0
16. Which days of the week do you prefer to attend class?				
a. Monday through Friday	606	68.9	1,119	69.3
b. Saturday and Sunday	40	4.6	77	4.8
c. None	190	21.5	335	20.8
d. No response	44	5.0	83	5.1
Total	880	100.0	1,614	100.0
17. What period of the day do you prefer to attend class?				
a. Morning	224	25.5	426	26.4
b. Afternoon	65	7.4	103	6.4
c. Evening	369	41.9	690	42.7
d. None	185	21.0	321	19.8
e. No response	37	4.2	74	4.7
Total	880	100.0	1,614	100.0

18. Why are you planning attend college?	MSAHEN	%	NEO	%
	a. To enter a field which requires a degree To get out of the rut To earn more money To achieve advancement	132	15.0	222
b. To become a better nurse To gain prestige Personal satisfaction	338	38.4	597	37.0
c. a. and b.	179	20.3	372	23.1
d. No response	231	26.3	423	26.2
Total	880	100.0	1,614	100.0
19. How will you plan to finance your education?				
a. Self Spouse or parent Private sources	540	61.3	860	53.3
b. Employer	17	1.9	94	5.8
c. Loans or scholarships	26	2.9	48	3.0
d. Other (specify)	84	9.7	232	14.4
d. No response	213	24.2	380	23.5
Total	880	100.0	1,614	100.0
20. What factors have prevented your enrollment to date?				
a. Distance to college	18	2.1	29	1.8
b. Finances	69	7.8	108	6.7
c. Absence of specific program	87	9.9	155	9.6
d. Family responsibilities	206	23.4	385	23.9
e. Other (specify)	112	12.7	208	12.9
f. No response	388	44.1	729	45.1
Total	880	100.0	1,614	100.0

Almost two-thirds of the MSAHEN nurses were interested in pursuing baccalaureate or graduate education in nursing, although almost the same percentage indicated part-time rather than full-time attendance. Respondents already enrolled in college totaled 18.2 percent, or 160 nurses, of which only eleven are full time. More than half of the nurses expected to enroll in the future. Most preferred classes two or three days per week, during the week, with almost half requesting evening courses and one quarter seeking morning classes. Although morning was only the second highest choice, there was a significant number of nurses, 224, who indicated this interest.

One contrast in the survey appears in Question 19 in which a larger percentage of MSAHEN area nurses expected to assume the cost of their education (self, spouse or parent, private sources) as compared with the Northeastern Ohio area. The NEO group indicated a greater expectation on their part for the employer and "others" to share the cost. As expected, both groups cited "family responsibilities" as an obstacle to attendance.

C. Attitudes Relevant to Baccalaureate And Graduate Programs in Nursing

The problems of assessing attitudes and preferences becomes apparent in reviewing the last set of questions; however, there appears to be a recognition of baccalaureate education as a professional or "generalist" goal as well as a preference for proficiency examinations as an acceptable method of validating previous knowledge. Nurses indicate a strong need for greater facilitation from associate degree and diploma programs to baccalaureate programs, and from the baccalaureate into the master's programs. Further, a number of responses support the concerns of nurses enrolled in programs part time, who have difficulty in coordinating classroom and clinical experiences with employment responsibilities.

	MSAHEN				NORTHEAST OHIO			
	AGREE	%	DISAGREE	%	AGREE	%	DISAGREE	%
21. A baccalaureate program in nursing should allow the student to become a generalist.	676	80.6	163	19.4	1,247	81.7	280	18.3
22. A baccalaureate program in nursing should allow the student to specialize in one area of nursing.	326	38.0	532	62.0	584	37.4	975	62.6
23. A student in a baccalaureate program should be able to select clinical experiences only in a field of interest to him.	266	31.2	587	68.8	435	27.9	1,126	72.1
24. A student in a baccalaureate program should be able to move through the curriculum at his/her own pace.	698	81.5	159	18.5	1,254	79.9	314	20.1
25. A baccalaureate program in nursing should offer proficiency exams in selected clinical nursing courses.	743	88.6	96	11.4	1,394	90.3	150	9.3
26. A student in a baccalaureate program in nursing should be able to take more than one clinical nursing course at the same time.	611	72.2	235	27.8	1,111	72.1	431	27.9
27. Registered nurse students enrolled in a baccalaureate program in nursing should be grouped together for clinical nursing courses.	656	77.9	186	22.1	1,185	76.7	361	23.3
28. Registered nurse students in a baccalaureate program do not need the same type of clinical supervision as a student.	719	83.8	139	16.2	1,318	83.9	253	16.1

	MSAHEN				NORTHEAST OHIO			
	AGREE	%	DISAGREE	%	AGREE	%	DISAGREE	%
29. Registered nurse students who are employed should be able to complete their clinical sequence in their own institution.	682	81.2	158	18.8	1,240	80.6	300	19.4
30. Nursing courses should be offered in the evening.	841	98.0	17	2.0	1,533	97.7	36	2.3
31. Nursing courses should be offered on Saturdays.	763	90.0	85	10.0	1,400	90.3	152	9.7
32. A separate curriculum should be established for the registered nurse student.	721	85.8	119	14.2	1,321	85.8	219	14.2
33. Nursing curricula should be sufficiently flexible so the student may meet the requirements on a part-time basis.	838	97.8	19	2.22	1,528	97.4	40	2.5
34. The registered nurse student in a baccalaureate program should be given academic credit for concurrent work experience by proficiency examinations.	824	95.8	36	4.2	1,504	96.0	63	3.9
35. Proficiency examinations should be available for selected courses.	826	96.6	29	3.4	1,514	97.0	49	3.1
36. The curriculum for the registered nurse student should include some opportunity to pursue individual interests in nursing.	837	97.5	21	2.5	1,526	97.5	38	2.4
37. There should be greater facilitation of movement from associate degree programs into a baccalaureate program.	708	84.7	128	15.3	1,318	86.4	207	13.6

	MSAHEN				NORTHEAST OHIO			
	AGREE	%	DISAGREE	%	AGREE	%	DISAGREE	%
38. There should be greater facilitation of movement from diploma programs into a baccalaureate program.	813	95.0	43	5.0	1,480	94.9	80	5.1
39. There should be greater facilitation of movement from baccalaureate programs into a master's program.	772	93.2	56	6.8	1,396	93.2	103	6.8
40. The registered nurse student graduating from an associate degree program should have a minimum of one year's work experience before entering a baccalaureate program.	606	71.0	248	29.0	1,091	70.3	461	29.7
41. The registered nurse student graduating from a diploma program should have a minimum of one year's work experience before entering a baccalaureate program.	373	43.0	494	57.0	683	43.6	881	56.3

N.B. In this table, the percentages were computed on the total number of responses minus the "no response" group.

SUMMARY

The questionnaire responses were discussed by the MSAHEN Nursing Education Committee in October 1978. At that time, recognizing the continuing request by many nurses for part-time enrollment, the Chairperson of the Youngstown State University Department of Nursing requested recommendations from directors of nursing service concerning the curriculum patterns that are now being developed. It is the goal of both the employers and educators that registered nurse students should pursue their education as expeditiously as possible and it appears that continued dialogue between educators and nursing service directors will be essential during this period of development.

Certain reservations must be noted as this survey information is utilized in assessing the needs of the registered nurse population:

1. There are approximately 5,600 registered nurses in the MSAHEN area of which this 880 response represents 16 percent. The survey was limited to nurses in two settings: hospitals and schools of nursing. Nurses in other employment settings and nurses who are not employed did not have access to the survey, even though they are potential students.
2. There are certain inconsistencies in the responses, for example:
 - A majority of 68.9 percent prefer classes Monday through Friday and only 4.6 percent request weekends (Question 6), yet 90.0 percent (Question 31) want classes on Saturday.
 - Although 44.6 percent have "no plans" to enter college now or later (Question 14), these 393 nurses continued to answer questions related to students pursuing a degree.

Despite the limitations of the survey, 1,614 nurses were motivated to complete the questionnaire so that their voices would be heard. This survey

supports the conclusion of the Task Force Study 1975 that there is a critical need for baccalaureate nursing education programs that will provide entry for registered nurses.

References:

Task Force Study on Nursing Education, May 1975.
Youngstown: Mahoning Shenango Area Health Education Network.

Needs Assessment Report for Continuing Education for Nurses, October 1978.
Youngstown: Mahoning Shenango Area Health Education Network

NURSING EDUCATION SURVEY

1977

I. The following questions pertain to your basic nursing education and nursing status. Please circle the appropriate response or responses.

1. What was your basic preparation in nursing?

- a. diploma
- b. associate degree
- c. baccalaureate degree in nursing

2. What is your highest degree?

- a. diploma
- b. bachelors in nursing
- c. bachelors in nursing education
- d. bachelors in other field
- e. masters in nursing
- f. masters in nursing education
- g. masters in other field
- h. Doctorate

3. How many years have you worked as a registered nurse?

- a. none
- b. less than 1 year
- c. 1 to 3 years
- d. 3 to 7 years
- e. over 7 years

4. What is your age?

- a. Under 25
- b. 25-30
- c. 31-35
- d. 36-40
- e. 41-45
- f. 46-50
- g. 51-55
- h. 56-60
- i. over 60

5. What is your sex?

- a. Male
- b. Female

6. Are you employed in nursing?

- a. No
- b. Full time
- c. Part time

7. (If the answer to question 6 is no, omit questions 7 through 9).

Present area of clinical practice:

- a. Geriatric
- b. Gynecologic/Obstetric
- c. Medical/Surgical
- d. Pediatric
- e. Psychiatric/Mental Health
- f. Community Health
- g. Other (specify) _____

8. How long have you been in present area of clinical practice?

- a. less than 6 months
- b. 6 months to 1 year
- c. 1-3 years
- d. 3-5 years
- e. over 5 years

9. Present type of position:

- a. Administrator or Assistant Administrator
- b. Nurse Clinician
- c. Inservice Education
- d. Supervisor or Assistant Supervisor
- e. Instructor/Faculty
- f. Head Nurse or Assistant Head Nurse
- g. General Duty or Staff
- h. Other (specify) _____

10. What is your county of employment (or residence) _____?

II. The following questions relate to your nursing objectives. Please circle the appropriate response or responses.

11. Are you interested in pursuing:
 - a. Baccalaureate degree in nursing
 - b. Master's degree in nursing
 - c. Doctorate
 - d. No degree
12. Are you interested in attending college?
 - a. Full time
 - b. Part time
 - c. Not at all
13. Are you now enrolled in college?
 - a. Full time
 - b. Part time
 - c. Not at all
14. When do you plan to start college?
 - a. Already enrolled
 - b. 1977-1978
 - c. 1978-1979
 - d. 1979-1980
 - e. Later
 - f. No plans
15. How many days a week would you be able to attend class?
 - a. One day
 - b. Two days
 - c. Three days
 - d. Four days
 - e. Five days
 - f. None
16. Which days of the week do you prefer to attend class?
 - a. Monday through Friday
 - b. Saturday and Sunday
 - c. None
17. What period of the day do you prefer to attend class?
 - a. Morning
 - b. Afternoon
 - c. Evening
 - d. None
18. Why are you planning to attend college?
 - a. To become a better nurse
 - b. To enter a field which requires a degree
 - c. To get out of the rut
 - d. To earn more money
 - e. To achieve advancement
 - f. To gain prestige
 - g. Personal satisfaction
19. How will you plan to finance your education?
 - a. Self
 - b. Employer
 - c. Spouse or parent
 - d. Private sources
 - e. Loans or scholarships
 - f. Other (specify) _____
20. What factors have prevented your enrollment to date?
 - a. Distance to college
 - b. Finances
 - c. Absence of specific program
 - d. Family responsibilities
 - e. Other (specify) _____

III. The following statements reflect attitudes relevant to baccalaureate programs in nursing. Please circle the appropriate response number.

	Strongly Agree	Agree	Disagree	Strongly Disagree
21. A baccalaureate program in nursing should allow the student to become a generalist.	4	3	2	1
22. A baccalaureate program in nursing should allow the student to specialize in one area of nursing.	4	3	2	1
23. A student in a baccalaureate program should be able to select clinical experiences only in a field of interest to him.	4	3	2	1
24. A student in a baccalaureate program should be able to move through the curriculum at his/her own pace.	4	3	2	1
25. A baccalaureate program in nursing should offer proficiency exams in selected clinical nursing courses.	4	3	2	1
26. A student in a baccalaureate program in nursing should be able to take more than one clinical nursing course at the same time.	4	3	2	1
27. Registered nurse students enrolled in a baccalaureate program in nursing should be grouped together for clinical nursing courses.	4	3	2	1
28. Registered nurse students in a baccalaureate program do not need the same type of clinical supervision as a student.	4	3	2	1
29. Registered nurse students who are employed should be able to complete their clinical sequence in their own institution.	4	3	2	1
30. Nursing courses should be offered in the evening.	4	3	2	1
31. Nursing courses should be offered on Saturday.	4	3	2	1
32. A separate curriculum should be established for the registered nurse student.	4	3	2	1
33. Nursing curricula should be sufficiently flexible so the student may meet the requirements on a part-time basis.	4	3	2	1
34. The registered nurse student in a baccalaureate program should be given academic credit for concurrent work experience by proficiency examinations.	4	3	2	1
35. Proficiency examinations should be available for selected courses.	4	3	2	1
36. The curriculum for the registered nurse student should include some opportunity to pursue individual interests in nursing.	4	3	2	1
37. There should be greater facilitation of movement from associate degree programs into a baccalaureate program.	4	3	2	1
38. There should be greater facilitation of movement from diploma programs into a baccalaureate program.	4	3	2	1
39. There should be greater facilitation of movement from baccalaureate programs into a master's program.	4	3	2	1
40. The registered nurse student graduating from an associate degree program should have a minimum of one year's work experience before entering a baccalaureate program.	4	3	2	1
41. The registered nurse student graduating from a diploma program should have a minimum of one year's work experience before entering a baccalaureate program.	4	3	2	1

42. If you are a graduate or nursing faculty, please indicate:

Agency where employed _____

School of Nursing faculty _____

Recent graduate _____

43. Any other comments?

APPENDIX B:
BACCALAUREATE NURSING STUDENT PROFILE

A RESEARCH PROFILE OF TODAY'S
BACCALAUREATE NURSING STUDENT

by Joan M. Zorn, RN
Student Adviser, Dept. of Nursing
Youngstown State University

Recent research about today's baccalaureate nursing students at Youngstown State University, a major state supported university in northeastern Ohio, reveals some rather interesting facts about the typical nursing student in the contemporary baccalaureate program.

In a survey conducted in the latter part of this past summer (1978) the records of 210 baccalaureate students showed most enrollees to be part-time students and full-time working nurses. What's more, the number of part-time students attending evening classes outnumbered their day time student counterparts by more than two to one.

The actual survey results showed the following attendance breakdown:

<u>Category</u>		<u>Number</u>
Part-time Day Students	=	54
Part-time Evening Students	=	126
Full-time Day Students	=	16
Full-time Evening Students	=	9
	TOTAL	<u>205</u>
Students in process		5
	GRAND TOTAL	<u>210</u>

(Students in process refers to students just entering the program.)

Another interesting finding of the 210 students surveyed was that 62.8 per cent indicated they came from diploma nursing schools, while 36.6 per cent said they were graduates of associate degree programs. The remaining .6 per cent indicated they were baccalaureate graduates of allied health fields and were pursuing a degree in nursing as a second degree.

Among the other interesting findings that emerged about the atypical baccalaureate nursing student was that he/she was married and was working in a hospital setting. Considering the number of hospitals in northeastern Ohio this in itself is not unusual. However, with the growing number of nurses working in various community agencies, nursing homes and doctor's offices, the fact that this described one out of every three students in the baccalaureate program was unusual.

A closer look at the working and marital status reveals these combinations:

<u>Status</u>		<u>Number</u>
Working Hospital Single	=	55
Working Hospital Married	=	67
Working (Not in Hosp.) Single	=	16
Working (Not in Hosp.) Married	=	21
Not working Single	=	8
Not working Married	=	29
No response	=	14
Total	=	<u>210</u>

Note the comparison of the number of baccalaureate students working as compared to those unemployed and then the comparison of the number of married and single students:

Working	=	159
Not Working	=	37
No Response	=	14
Total	=	<u>210</u>
Married	=	117
Single	=	79
No Response	=	14
Total	=	<u>210</u>

The average age of the 210 baccalaureate students surveyed was 32 years 7 months. The percentage of male students in the baccalaureate nursing program came to 5 per cent.

In terms of academic achievement, the comprehensive survey showed 175 students or 83.3 per cent had an over-all grade point average of 2.6 or higher--on a four point scale. "Over-all" meaning the accum of all university credit hours taken on the Baccalaureate level. Approximately 4 per cent of the respondents had point averages that ranged between 2.519 and 2.59. Bringing up the bottom of the group, 12.3 per cent had grade point averages of 2.50 or lower.

Of the students in that bottom group of 12.3%, the number of diploma grads slightly outnumbered the associate degree grads--but not by much--just 14 to 12 (in actual numbers).

A point average of 2.0 is required to graduate from YSU, and this is also the GPA required for the current baccalaureate nursing program. The revised GPA, soon to be adopted, will be 2.5 for nursing.

There are other similarities and differences in the 210 students surveyed, as 41.9 per cent of the baccalaureate candidates indicated they had completed all or part of their nursing course requirements--while the remaining 58.1 per cent had yet to complete any nursing courses on the baccalaureate level.

In terms of social organizations and clubs, the majority of students indicated they were involved in some type of community or activity such as Red Cross, CPR Instruction, PTA, Jr. League,

Garden Club, Blood Bank or volunteer work. About one third said they held leadership or officer positions in the various community and social organizations.

The last interesting finding of this research study was that approximately 85% of the students attending YSU Bacc. Nursing Program lived within a 25 mile radius of the campus. The YSU Department of Nursing finds itself in the unique position of being surrounded by five other state institutions all offering baccalaureate nursing programs--and all within an hour to an hour and a half from YSU. (There are also three diploma nursing schools within thirty minutes of the campus.)

. Cleveland
State

. Slippery Rock
State

. Youngstown
State

. Akron
State

. Kent
State

. U. of Pitt.
(State)

Perhaps this is why such a high per centage of the YSU nursing students live within the immediate five county area surrounding the Youngstown State University campus. Still, inspite of such nearby institutions that are all in essence competing for students, the YSU baccalaureate program has a substantial student enrollment--which is attributable to the quality of the program and the need within the

community. This is further substantiated by a report by the Ohio Nurses Association¹ and a study recently done by the Mahoning Shenango Area Health Education Network that reported similar conclusions regarding need and enrollment.²

This research study was made possible through a DHEW grant to the Department of Nursing at YSU, and its findings are currently being utilized in the long range planning and curriculum development of the nursing program at Youngstown State University. The findings are also being used as part of the data base upon which the YSU Department of Nursing continues its efforts to meet the educational and career mobility needs of today's and tomorrow's baccalaureate nursing students in the greater metropolitan Youngstown, Ohio area.

1
Ohio Nurses Association Nursing Education Committee, "ONA Nursing Education Committee Visit to Youngstown State University's Upper Division Nursing Major for RN's," Youngstown, 1973, pp. 1-2 (Mimeographed).

2
Nursing Education Survey Report, November 1978 Youngstown: Mahoning Shenango Area Health Education Network, p. 2 and 16. Submitted to YSU in partial fulfillment of the MSAHEN contract with the YSU Department of Nursing, DHEW grant.

APPENDIX C:
LETTERS OF SUPPORT



OHIO BOARD of REGENTS

30 East Broad Street, 36th Floor
Columbus, Ohio 43215

(614) 466-6000

Dr. James A. (Dolph) Norton, Chancellor

Marvin L. Warner, Chairman
Robert F. Doolittle, Vice Chairman
Marjorie E. Fawcett, Secretary
Paul E. Belcher
James J. Flannery
Donald L. Huber
Mary Ellen Ludlum
William C. Safford
James W. Shocknessy

January 28, 1976

Ms. Gilda M. DeCapita
Chairman, Nursing Department
Youngstown State University
Youngstown, Ohio 44503

Dear Ms. DeCapita:

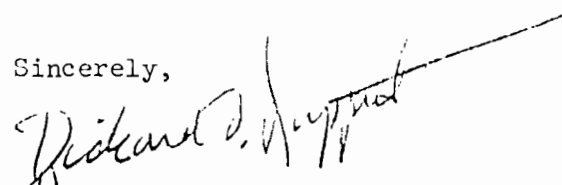
I was very pleased to meet with you and your faculty members and members of the medical and nursing profession of the community last Friday. Your faculty appeared to be developing the steps for a quality program with excellent planning for the registered nurses in your area. I would hope that you would continue to work with the community and to coordinate your activities with Akron University and Kent State University.

As I have indicated, when your program is developed, I look forward to your coordinating with the master's program at the Akron and Kent institutions. I would also hope that from the beginning you would design a program leading to a B.S.N. degree.

I will anticipate receiving the complete proposal in order that it might be reviewed and presented to the Board of Regents for preliminary approval of your program. I would see no reason why we should not be able to move forward as quickly as possible.

If I can be of any assistance to you in the development of this program, please feel free to call.

Sincerely,


Richard D. Ruppert, M.D.
Vice-Chancellor for Health Affairs

RDR:mlw



OHIO BOARD of REGENTS

30 East Broad Street, 36th Floor
Columbus, Ohio 43215

(614) 466-6000

Dr. James A. (Dolph) Norton, Chancellor

Marvin L. Warner, Chairman
Robert F. Doolittle, Vice Chairman
David G. Hill, Vice Chairman
Paul E. Belcher, Secretary
Thomas L. Conlan
James J. Flannery
Donald L. Huber
Mary Ellen Ludlum

October 10, 1975

Miss Gilda M. DeCapita
Chairman, Department of Nursing
Youngstown State University
Youngstown, Ohio 44503

Dear Miss DeCapita:

The Ohio Board of Regents would support your development of a baccalaureate nursing degree. The program which you propose is, in effect, an upward mobility program which will permit registered nurses to acquire a greater degree of competence and expertise, and ultimately receive a Bachelor of Science in Nursing degree. The northeastern section of Ohio is in need of a commitment in upward mobility programs in nursing, and we are pleased to know that Youngstown State University is moving in this direction.

We look forward to discussing the development of this program with you as you proceed towards accreditation by both state and national organizations. We fully support your proposal to the Division of Nursing, Department of Health, Education and Welfare, Special Projects Grants.

Sincerely,

Richard D. Ruppert, M.D.
Vice-Chancellor for Health Affairs

RDR:lm



YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44603

November 12, 1976

Dr. Lillian J. DeYoung
Dean, College of Nursing
University of Akron
302 East Buchtel Avenue
Akron, Ohio 44325

Dear Dr. DeYoung:

The Department of Nursing at Youngstown State University strongly supports the Akron/Kent joint graduate nursing education program planned for implementation in the Fall of 1977.

The nurse population in northeastern Ohio and in the regions served by Youngstown State University has been assessed by surveys conducted independently by both the Mahoning Shenango Area Health Education Network and the Department of Nursing at Youngstown State University. These surveys revealed that the educational preparation of registered nurses in this area is limited at both the baccalaureate and master's level. The need for nurses prepared at the graduate level who can assume positions as clinical specialists, teachers, and nursing administrators in this region is documented in these surveys. The increasing enrollment of registered nurses in Youngstown State University's upper division, undergraduate nursing program attests to this community's need.

The proposed Akron/Kent program with its clinical components in Psychiatric Nursing and Family Health Nursing would greatly service those baccalaureate graduates who seek graduate education for careers in teaching, research, administration and clinical specializations. Furthermore, Youngstown State University proposes to strengthen its upper division baccalaureate major to gain NLN accreditation and, thereby, be in a position to participate as a member of the Northeast Ohio Consortium of graduate nursing education.

Since Akron and Kent Universities currently offer state and nationally accredited programs at the baccalaureate level, we feel certain that their plan to implement a common core curriculum as a theoretical basis for horizontal career mobility on the master's level would provide our graduates the opportunity to pursue quality programs in Psychiatric and Family Health Nursing.

Sincerely,

(Miss) Gilda M. DeCapita, Chairman
Department of Nursing

GMD/ss

cc: Dr. Nicholas Paraska
Dr. Leon Rand

STATE OF OHIO
BOARD OF NURSING EDUCATION AND NURSE REGISTRATION

180 E. BROAD STREET, SUITE 1130
COLUMBUS, OHIO 43215

TEL. AREA CODE 614
466-3947



October 9, 1975

Department of Health, Education
and Welfare
Public Health Service
National Institute of Health
9000 Rockville Pike
Bethesda, Maryland 20014

Dear Sirs:

The Nursing Department of Youngstown State University has informed us that they are submitting a proposal for a special project grant to revise and strengthen the articulating upper division baccalaureate nursing curriculum.

The Board of Nursing Education and Nurse Registration fully supports this school's efforts at improving its program. Such a program is vitally needed in the Youngstown area. We urge you to grant the funds which they are requesting.

Sincerely,

Myra C. F. Freet, R.N.

Myra C. F. Freet, R.N.
Executive Secretary

MF/kw

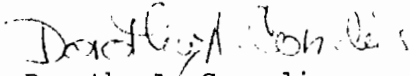
October 2, 1975

Gilda M. DeCapita, Chairman
Department of Nursing
Youngstown State University
Youngstown OH 44503

Dear Miss DeCapita:

We are pleased to respond to the letter in which you explained the Youngstown State University proposal to revise and strengthen its articulating upper division baccalaureate nursing curriculum. The Ohio Nurses Association supports the development of sound baccalaureate nursing programs which qualify for national accreditation and we would certainly support your efforts to achieve these goals.

Sincerely,



Dorothy A. Cornelius
Executive Director

DAC:jlm

ohio nurses association

614/237-5414 • 4000 east main street • p.o. box 13169 • columbus, ohio 43213



The Youngstown Hospital Association
Y O U N G S T O W N , O H I O 4 4 5 0 1

September 29, 1975

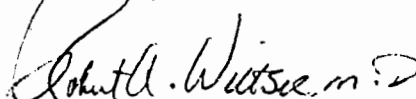
Miss Gilda DeCapita, R. N.
Chairman, Department of Nursing
Youngstown State University
Youngstown, Ohio 44503

Dear Miss DeCapita:

I am writing in support of your application to the Division of Nursing, Department of HEW, Special Projects Grant, for funding of a project needed to strengthen the upper division baccalaureate nursing curriculum at YSU.

As a representative of the largest acute care general hospital in the Youngstown area, I feel strongly that both the quantity and quality of baccalaureate nursing graduates available to the health care system in our region requires improvement and would strongly endorse your present project as a step toward this goal.

Sincerely,


Robert A. Wiltsie, M. D.
Medical Director

RAW:rm

ST. ELIZABETH HOSPITAL

1044 BELMONT AVENUE

YOUNGSTOWN, OHIO 44505

September 29, 1975

Miss Gilda M. DeCapita
Chairman
Department of Nursing
Youngstown State University
410 Wick Avenue
Youngstown, Ohio 44503

Dear Miss DeCapita:

I would like to support the proposal of the Nursing Department of Youngstown State University for a Special Projects Grant, under the Division of Nursing, Department of Health, Education, and Welfare for funds to revise and strengthen its articulating upper division baccalaureate nursing curriculum.

A recent survey conducted by the committee of Continuing Education on Nursing of the Mahoning Shenago Area Health Education Network revealed that the educational preparation of registered nurses in the area is limited at the baccalaureate and master's level.

Also, the recent report of the Ohio Commission on Nursing, a study of Nursing Needs and Resources in Ohio, established the highest priority recommendation that there be an increase in the number of nurses prepared at the graduate level. The Commission also recommended that by 1985, the basic nursing educational programs prepare two types of nurses: Type I, technical; Type II, professional.

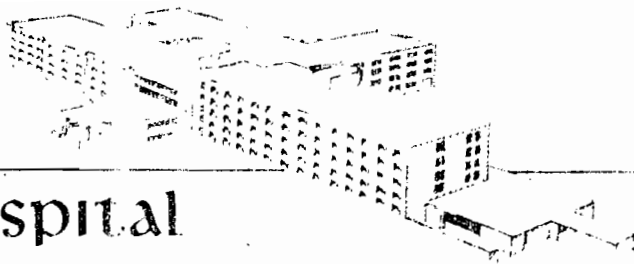
Since the resources in this area are significantly lower than that reported at the state and national levels, a concerted effort must be made to assist nurses, and especially Youngstown State University to strengthen its upper division nursing program.

I would, therefore, recommend that the Nursing Department of Youngstown State University receive funds to improve nursing education in this community.

Sincerely yours,

Sister Mary Carl Kotheimer
Sister Mary Carl Kotheimer, H.M.
Director of Nursing Service

md



Saint Joseph Riverside Hospital

400 TOD AVE., N.W. / WARREN, OHIO 44485 / (216) 841-4000

October 3, 1975

Miss Gilda M. DeCapita
Chairman, Department of Nursing
Youngstown State University
Youngstown, Ohio 44503

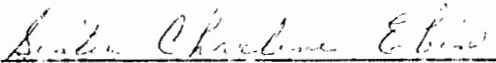
Dear Miss G. DeCapita:

I would like to support the proposal you are submitting to the Division of Nursing, Department of Health, Education, and Welfare, Special Projects Grants seeking funds to revise and strengthen the upper division baccalaureate nursing curriculum.

Education preparation of the Registered Nurse is so vital for today's health care of the public. To facilitate the career mobility for Associate Degree and Diploma School Graduates, and to achieve the goal of national accreditation of the upper division baccalaureate program would reassure the public that every effort is being made by the Youngstown State University to strengthen as well as provide the best possible educational program for nurses in this area.

I whole heartedly endorse your proposal for I know what benefit such a program will have for the public health of this area.

Sincerely,



Director of Nursing Service

SC/lf



TRUMBULL MEMORIAL HOSPITAL

1350 EAST MARKET ST., WARREN, OHIO 44482, PHONE: (216) 399-6461

ATRICIA A. EDDY, R.N.
Director, Nursing Service

BENJAMIN F. WEBSTER
Executive Director

October 6, 1975

Miss Gilda M. DeCapita
Chairman
Department of Nursing
Youngstown State University
Youngstown, Ohio 44503

Dear Miss DeCapita:

This letter is written to endorse the application for support for your proposal in seeking Federal funds for the purpose of revising and strengthening your upper division baccalaureate nursing curriculum.

My interest as a director of nursing service in supporting your proposal is twofold. First, having a diploma school of nursing affiliated with our hospital, it would be most beneficial for our students to have the availability of an accredited upper division baccalaureate program in the immediate area. Secondly, the report of the Special Task Force on Nursing Education of the Mahoning Shenango Area Health Education Network prepared in May of this year critically demonstrates the need for baccalaureate-prepared nurses in our area. The current demands for nurse clinicians and those with management capabilities continues to rise, yet, nurses adequately prepared to meet these needs continue to be available on a minimal scale only.

Trumbull Memorial Hospital is committed to pursue excellence in providing high quality health care and, therefore, welcomes the opportunity to strengthen this endeavor. Development of an outstanding upper division nursing program may be one of the means necessary by which our goals can be better attained.

Sincerely,

Patricia A. Eddy, R.N.
Director
Nursing Service

PAE/dg
c/H.Ludwig

Warren General Hospital Association, Inc.

WARREN, OHIO 44784

October 1, 1975

667 Eastland Ave., S. E.
Telephone 399-7541

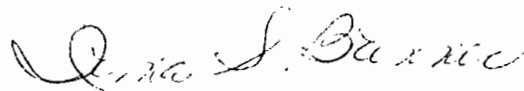
Miss Gilda M. DeCapita, Chairman
Department of Nursing
Youngstown State University
410 Wick Avenue
Youngstown, Ohio 44503

Dear Miss DeCapita:

As a director of nursing administration, I, personally, support the need for upper division baccalaureate nursing curriculum at Youngstown State University. There is a great need for nurses on a baccalaureate level in our area.

I hope that Youngstown State University will be favorably considered by the Department of Health, Education and Welfare in their efforts to secure funding from Special Project Grants.

Very truly yours,



(Mrs.) Irma S. Brenner, R.N., B.S.
Director Nursing Administration

ISB/irw

Ohio Department of Mental Health
and Mental Retardation

James A. Rhodes, Governor
Timothy B. Moritz, M.D., Director
Gordon F. Ogram, M.D., Commissioner, Mental Health



District 11
Mrs. Lucy W. HESS, R.N., District Manager

880 East Indianola Avenue / Youngstown, Ohio 44502
(216) 788-2481

September 29, 1975

Gilda M. DeCapita, R.N. - Chairman
Department of Nursing
Youngstown State University
410 Wick Avenue
Youngstown, Ohio 44503

Dear Miss DeCapita:

Youngstown State University's plan through your Department to revise and strengthen its articulating upper division baccalaureate nursing curriculum is of great interest to me.

The need for baccalaureate level nurses is great in our area. I am particularly aware of this as I work with the community in general.

I applaud you and others who have worked toward this goal and am pleased you have requested my endorsement which I give gladly.

Sincerely,

A handwritten signature in cursive script that reads "Lucy W. Hess".

Lucy W. Hess, R.N. - Manager
District XI Office ODMH

LWH:sjn

APPENDIX D:
NLN CONSULTATION REPORT LETTERS

APR 18 1977



national league for nursing · ten columbus circle · new york, new york 10019 · 212 · 582-1022

April 14, 1977

Miss Gilda Capita
Chairman, Department of Nursing
Youngstown State University
410 Wick Avenue
Youngstown, Ohio 44555

Dear Gilda:

I wish to express my appreciation for the many courtesies shown to me during my consultation visit to your school. I found the visit to be most enjoyable and productive.

The following is a summary of the suggestions and recommendations that were discussed:

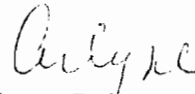
- the administration appears to be committed toward the development of a quality program.
- the faculty appear to be hard working and united in their approach to the curriculum.
- one of the major priorities for the program is to ensure that all faculty are qualified both educationally and experientially to teach in the nursing program and in addition that all faculty participate in the activities and decision making of the nursing school and the college.
- the faculty needs to explore its beliefs and values relating to professional and technical education, the nature of man, society, health, nursing, and other issues that must be delineated in the philosophy. Terminal behavioral competencies should be developed from the philosophy and a conceptual framework should be written which structures the curriculum so that the terminal competencies and the philosophy can be operationalized.
- level objectives should be developed from terminal objectives and the major strands of the conceptual framework. Course objectives flow from level objectives.

Miss Gilda Capita
Page-2-
April 14, 1977

- position papers on terms and concepts that have multiple meanings, such as leadership, and the emerging role of the nurse should be developed and input from the advisory committee on the development of some of these papers should be encouraged.
- a systematic plan for the evaluation of the total program including curriculum, students and faculty should be delineated.
- the major in nursing should be concentrated in the upper division. This is an important criteria to meet accreditation standards.
- theoretical and clinical tests should be developed that will assess and validate entering competencies of RN students.
- efforts should continue to increase understanding in the community of the goals of professional nursing education and the way in which graduates should be utilized in service agencies. The advisory committee can play an important part in this public relations effort.

Please do not hesitate to call on me if I can be of any further assistance.

Sincerely yours,



Arlyne Friesner, R.N., Ed.D.
Consultant in Nursing Education
Division of Baccalaureate
and Higher Degree Programs

AF:mw

JUN 23 1977



national league for nursing · ten columbus circle · new york, new york 10019 · 212 · 582-1022

June 20, 1977

Miss Gilda DeCapita, Chairman
Department of Nursing
Youngstown State University
410 Wick Avenue
Youngstown, Ohio 44555

Dear Gilda:

Please accept my sincere appreciation for the many courtesies and gracious hospitality shown to me during my consultation visit to your school.

The following is a summary of our discussions. Further details are available on the tapes that were made during the visit.

- faculty have developed position papers on concepts and terms that have multiple interpretations. These statements should be used as a basis for further development and expansion of the philosophy.
- terminal behaviors should be developed which flow from the philosophy and which clearly state the expected competencies of the graduate.
- a conceptual framework that provides structure for the curriculum and that describes in a narrative form the major concepts, sub-concepts, theories and major curriculum threads which give substance to the philosophy and terminal behaviors should be delineated.
- level objectives which flow from terminal objectives should be identified and should provide the basis for the development of course objectives.

Miss Gilda DeCapita, Chairman

Page-2

June 20, 1977

- a rationale for the curriculum should be developed which shows the progression and sequencing of courses and which indicates how courses operationalize the philosophy, terminal objectives, conceptual framework and level objectives. Allocation of credit for courses should be described.
- suggestions were given for the development of a systematic plan for the evaluation of the total program.
- faculty should continue in their efforts to develop validation tools for entering competencies and should explore ways of evaluating clinical performance.
- efforts should continue to recruit faculty who are educationally and experientially prepared to teach in the program.
- as the associate degree program and the baccalaureate degree program have separate goals and are different in scope, two separate faculties would appear to be most conducive to curriculum development and implementation.

Please feel free to call on me if I can be of any further assistance. I enjoyed meeting your delightful family.

Sincerely,



Arlyne Friesner, R.N., Ed.D.
Consultant in Nursing Education
Division of Baccalaureate
and Higher Degree Programs

Enc: Criteria
AF:mw

RECEIVED

JUN 26 1978

DEPT. OF NURSING

national league for nursing · ten columbus circle · new york, new york 10019 · 212 · 582-1022

June 21, 1978

Miss Gilda DeCapita, Chairman
Department of Nursing
Youngstown State University
410 Wick Avenue
Youngstown, Ohio 44555

Dear Gilda:

I want to extend my warmest thanks for the gracious hospitality extended to me during the consultation visit.

Below is a summary of the major areas of discussion and recommendations.

Organization and Administration

An organizational pattern for the program(s) needs to be decided upon and delineated. Decisions need to be made as to whether the baccalaureate program will articulate directly with the associate degree program or will be free-standing and whether the faculty will operate as one organizational unit or two, including committee structure, administrative leadership, decision making etc.

Faculty

Faculty need to be sufficient in number to provide for the development, implementation and evaluation of the curriculum as well as all other elements of the faculty role as delineated in the Criteria pp. 11-12 and including participation in research and other scholarly activities. Because the knowledges and skills are new for the R.N. and because they are practicing baccalaureate level behaviors for the first time, the same degree of supervision and assistance is needed as when any new behaviors are learned. Because the assistance in transferring knowledge to practice is the critical element in nursing education, those faculty teaching in the clinical area need to be at least as well prepared as those in the classroom. The minimum preparation for faculty is the masters degree in nursing. The movement toward utilization of an increased number of full-service faculty is a wise one. Your goal of 75% full service to 25% limited service seems workable. At the present time your faculty-student ratio of approximately 1-25 does not provide for adequate selection of experiences, clinical teaching opportunities or evaluation of student outcomes.

Curriculum

An assessment process to determine entering competencies of the registered nurse needs to be developed. You first need to identify the expected entry competencies of your applicants. You may use the exit behaviors of your own program or a nationally recognized set of competencies. These will include theoretical and clinical behaviors, and any courses you deem pre-requisite to your nursing program. An assessment process to validate each of these competencies needs to be developed. Any tools or processes need to relate directly to the competency being measured.

Applicants need to demonstrate competency in all areas expected so that the baccalaureate program can be assured of a common base. Policies need to be developed relative to applicants who fail one or more parts of the assessment process. Reassess the number of credits to be granted through this process in order to assure and upper division major in nursing.

- Review your curricular documents to assure consistency of terminology and concepts both within and between documents. Right now you have tried to include "everything" which makes the rest of the process a confusing and cumbersome one. Select the major concepts to be used as the overall framework and umbrella. Others may become supporting concepts or introduced to support the major elements through the horizontal and vertical threads.
- The philosophy should include your beliefs about man, society, health, illness and nursing, including the emerging role, the leadership role, research role and collaborative role of the nurse.
- The terminal objectives will stem directly from the philosophy and incorporate all the behaviors expected of the graduate and be readily distinguishable from the A.D. level objectives. The level objectives stem directly from the terminal objectives. They should show increasingly higher levels of competence and reflect all the variables and components described in the conceptual framework. The course objectives reflect further specificity and stem directly from the level objectives. Make sure the program reflects content and experiences along the entire wellness-illness continuum, with all ages and in a variety of settings.

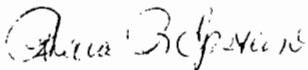
Once the curriculum is developed, it would be helpful to provide for a variety of part-time patterns, with students selecting one of these. You could develop a two year, three year, four year and five year plan. This would assure sequential learning for the student, and opportunity to plan for faculty needs and loads, and an opportunity for students to plan their own schedules for the entire program.

Your plan for the systematic evaluation of the program (with modifications) is well developed and inclusive. Tools and methodologies now need to be selected or developed to operationalize the plan.

Give consideration to establishing an advisory committee specifically for the baccalaureate program. This could include members from agencies used by the baccalaureate students as well as consumers or other community leaders. Their role should be an advisory one with some efforts devoted to developing opportunities for appropriate use of the baccalaureate graduate.

I think the above summarizes the major elements discussed. I'm sure the tape recorder captured anything I may have omitted. If I can be of further assistance please do not hesitate to contact me.

Sincerely,



Rhoda B. Epstein, R.N., M.S.
Consultant in Nursing Education
Division of Baccalaureate
and Higher Degree Programs

REB/av



YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44555

May 16, 1979

Trustees of
Youngstown State University

Enclosed is draft of Minutes of Meeting of the Trustees
held on April 28, 1979.

Yours very truly

HUGH W. MANCHESTER

HWM:EVT
Enclosure

Copies to: Each of Nine Trustees and Mr. Newman
Dr. John J. Coffelt, President
Dr. Earl E. Edgar, Vice President
Dr. Neil D. Humphrey, Vice President
Dr. Taylor Alderman, Vice President
Dean E. Salata, Administrative Affairs
Edward A. Flask, Attorney
Theodore R. Cubbison, Director Legal Services
Mr. Fred W. Rich, State Examiner