

MINUTES OF REGULAR MEETING
OF
BOARD OF TRUSTEES
OF
YOUNGSTOWN STATE UNIVERSITY

Tod Hall
Wednesday, March 12, 2014

Pursuant to notice duly given, a regular meeting (the three hundred twenty-sixth) of the Board of Trustees of Youngstown State University convened at 3:00 p.m., on Wednesday, March 12, 2014, in the Board Room in Tod Hall.

Ten trustees were present at the meeting, to-wit: Dr. Sudershan K. Garg, chairperson of the board, who presided, Mr. Harry Meshel, Mrs. Carole S. Weimer, Mr. Leonard D. Schiavone, Ms. Delores E. Crawford, Mr. David C. Deibel, Mr. James B. Greene, Mr. James E. Roberts, Ms. Melissa M. Wasser and Mr. Eric A. Shehadi. Dr. John R. Jakubek was absent.

Also present were: Dr. Randy J. Dunn, President of the university; Dr. Ikram Khawaja, Provost and Vice President for Academic Affairs; Mr. Eugene P. Grilli, Vice President for Finance and Administration; Mr. John Fahey, Vice President for Student Affairs; Mr. R. Scott Evans, Vice President for University Advancement; Ms. Holly A. Jacobs, University General Counsel and Mr. Franklin S. Bennett, Jr., Secretary to the Board of Trustees. Also present were approximately 30 persons, including deans, members of the faculty, students, administrators, and members of the news media.

ITEM I – PROOF OF NOTICE OF MEETING.

Evidence was available to establish that pursuant to Article II, Section 1, of the board's *Bylaws*; written notice of today's regular meeting was timely provided to each of the trustees, the student trustees, and to the president.

ITEM II – DISPOSITION OF MINUTES FOR MEETINGS HELD DECEMBER 18, 2013, FEBRUARY 17, 2014, FEBRUARY 26, 2014 AND MARCH 5, 2014.

Prior to the meeting, the secretary had provided draft copies of the minutes of the board's regular meeting held December 18, 2013 (#322), emergency meeting held February 17, 2014 (#323) and special meetings held February 26, 2014 (#324) and March 5, 2014 (#325) to each trustee, the student trustees and the president. There being no additions, corrections, or revisions thereto, the minutes of the said meetings were approved as provided.

ITEM III – REPORT OF THE PRESIDENT OF THE UNIVERSITY.

Dr. Dunn stated that he would forego his normal report and extended his thanks and appreciation to the board of trustees.

ITEM IV – REPORTS OF THE COMMITTEES OF THE BOARD.

The chairperson stated that he had been asked to remove from the consent agenda the resolution recommended by the Finance & Facilities Committee listed in the agenda as Item E.3.c. and three resolutions recommended by the University Affairs Committee listed in the agenda as Items E.4.d., E.4.e. and E.4.f. There being no objection to adoption by consent of the remaining proposed resolutions listed in the agenda, the chairperson stated that those recommended resolutions would be considered for adoption by consent. The board considered the following committee reports and recommendations:

1. Academic Quality and Student Success Committee

The chairperson noted that the Academic Quality and Student Success Committee was recommending one resolution for adoption by the board. There being no objection thereto, the chairperson declared the following resolutions adopted by general consent:

Resolution to Authorize
Recommendation of Candidates for Honorary Degrees

YR 2014-38

WHEREAS, the Policies of the Board of Trustees provide for the recommendation of candidates for honorary degrees for the next academic year who are reviewed and recommended by the Academic Events Committee, the Provost/Vice President of Academic Affairs, and the President of the University;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize that the selection for honorary degrees in the 2014-2015 academic year be granted from the candidates listed in the roster attached hereto.

2. Institutional Engagement Committee.

The chairperson noted that the Institutional Engagement Committee was recommending two resolutions for adoption by the board. There being no objection thereto, the chairperson declared the following resolutions adopted by general consent:

Resolution to Accept Development Gifts

YR 2014-39

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

WHEREAS, the President has reported that the gifts as listed in Exhibit A attached hereto are being held pending acceptance and she recommends their acceptance;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby accept these gifts on behalf of Youngstown State University and requests that the President acknowledge the acceptance of these gifts and express our gratitude to the donors for their generosity in support of the University.

Resolution to Name

The Judith Rae Solomon Gallery in the College of Creative Arts and Communication

YR 2014-40

WHEREAS, Youngstown State University and the College of Creative Arts and Communication are committed to providing a dynamic learning environment for students in the creative and communication arts; and,

WHEREAS, visual arts exhibitions within the College of Creative Arts and Communication reach beyond the University community to strengthen and broaden the aesthetic, intellectual, and cultural horizons of students and citizens alike; and,

WHEREAS, Martin G. Solomon is a successful business owner and longstanding corporate benefactor to Youngstown State University, having donated \$200,000 since 1994 for the Andrews Recreation and Wellness Center, the Williamson College of Business Administration, and the Watson and Tressel Training Site; and,

WHEREAS, Martin and his wife, Susan Solomon, are members of the President's Council and patrons of the visual arts at Youngstown State University, having donated two prominent works of art to the College of Creative Arts and Communication; and,

WHEREAS, Martin and Susan have recently made a personal pledge of \$150,000 to the College of Creative Arts and Communication; and,

WHEREAS, their generous gift will be utilized for physical improvements to Bliss Hall Gallery and to establish a supporting endowment for programming and maintenance related to the Gallery, as well as for the overall needs of the College of Creative Arts and Communication; and,

WHEREAS, the Solomons would like to honor Martin's sister, Judith Rae Solomon, for her lifelong devotion to the visual and performing arts in the Mahoning Valley community as a patron, volunteer and board member for many arts organizations, including Youngstown State University's John J. McDonough Museum of Art; and,

WHEREAS, the University and the Board of Trustees wish to provide appropriate recognition to Martin and Susan Solomon for their significant contributions and commitment to Youngstown State University;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University designate Bliss Hall Gallery in the College of Creative Arts and Communication as The Judith Rae Solomon Gallery; and,

BE IT FURTHER RESOLVED, that a copy of this Resolution be presented to Martin and Susan Solomon and Judith Rae Solomon.

3. Finance and Facilities Committee.

The chairperson noted that the Finance and Facilities Committee was recommending six resolutions for adoption by the board. The chairperson noted that the committee recommended the adoption by the board of trustees of one resolution that has been removed from the consent agenda and will be voted upon separately by the trustees:

Agenda Item E.3.c.:

Resolution to Approve
Changes in Tuition and Fees for the 2014 – 15 Academic and Fiscal Year

YR 2014-41

WHEREAS, Ohio law provides that Boards of Trustees of state-assisted institutions of higher education shall supplement state subsidies by income from charges to students, including an "instructional fee" for educational and associated operational support of the institution and a "general fee" for non-instructional services, and that these two fees shall encompass all charges for services assessed uniformly to all enrolled students and shall be identified as "tuition"; and

WHEREAS, Ohio law also provides that each Board may establish special purpose fees, service charges, fines and penalties and that a tuition surcharge shall be paid by all students who are not residents of Ohio; and

WHEREAS, Ohio law provides that the University shall separately identify the Instructional Fee, the General Fee, the Tuition Charge, and the Tuition Surcharge; and

WHEREAS, Ohio law provides that fees charged for instruction shall not be considered to be a price for service but shall be considered to be an integral part of the state government financing program in support of higher education opportunity for students; and

NOW, THEREFORE, BE IT RESOLVED, that unless otherwise noted herein, this Resolution shall replace all previously adopted Resolutions pertaining to tuition, fees and/or other charges; and

BE IT ALSO RESOLVED, that the Board of Trustees of Youngstown State University does hereby declare the "tuition charge" shall be the sum of the Instructional Fee, General Fee, and the Information Services Fee, and does hereby establish the tuition charge and other fees as included in Exhibit D, to become effective Fall Term 2014 and to remain in effect until changed by the Board of Trustees, except as may be specifically noted otherwise; and

BE IT FURTHER RESOLVED that the President of Youngstown State University or his designee shall have the authority to approve:

1. Fees of noncredit courses, institutes, and workshops offered or coordinated through the Metro College and the University Outreach department;
2. Ticket prices for admission of the public to intercollegiate athletic games and to student music or dramatic productions;
3. Service charges for loans to students;
4. A special fee for programs under contract (e.g., a training program). It shall be understood that such special fees, if authorized, shall provide for all related costs of the program and that the budget for such a fund shall be subject to approval in the same manner as other University operating budgets; and
5. Fees for credit courses offered by the Metro College under contract to established groups as provided for in Resolution YR 2001-03.

In all cases, the revenue generated by such fees and charges shall be expended in conformity with appropriately approved budgets. It shall be understood that: (a) prices of books and other items for sale in the Bookstore, Kilcawley Center, and through vending machines shall be established in conformity with good business practices by the managers of those units; (b) charges for unreturned or damaged equipment checked out to a student shall be established by the cognizant University staff person and the charge shall be sufficient to recover replacement costs and with a charge to cover processing costs; (c) for such charges as noted in (a) and (b) above, the approval of neither the President nor the Board of Trustees shall be required; and (d) the President or his designees shall have the authority to designate parking facilities by location or by time which may be utilized either without charge or for a reduced charge.

Fines which are authorized in this resolution may be assessed against non-students who are authorized to use University services as well as against students; and the

rates detailed in this resolution shall replace the rates in any other resolution in conflict, and it shall continue to be the policy of this Board to review and adopt all fees, service charges, and fines annually, usually at the December meeting of the Board, in order that students and others are informed as to rates for the coming year and budgets may be finalized. It is understood that charges, fines, penalties, and assessments to students and non-students will not be waived except as specifically authorized by proper authority. The President or his/her designee shall review and, as appropriate, authorize persons or departments to grant waivers with the specific understanding that no waivers will be granted that are in violation of Ohio law or the policies of Youngstown State University.

If a student is permitted to withdraw from the University or if a student reduces his or her academic load, a refund of the tuition charge, and of the nonresident tuition surcharge, where applicable, shall be made in conformity with the following schedules. If the withdrawal is after the prescribed time limits, all tuition and other applicable fees and charges are forfeited. All applicable fees, fines, and penalties due must be paid before the refund is paid.

Length of Course	100% refund	No refund
6 weeks or more:	through 14th day of term.	15th day of term and later.
Less than 6 weeks:	15% of course duration.	greater than 15% of course duration.

Following discussion on the committee’s recommendation, the chairperson requested the secretary to conduct a roll call vote on the adoption of the resolution, the results of which are as follows (YES being a vote in favor of adopting the recommended resolution):

Dr. Garg	YES	Mr. Meshel	NO
Mrs. Weimer	YES	Mr. Schiavone	YES
Ms. Crawford	YES	Mr. Deibel	YES
Mr. Greene	YES	Mr. Roberts	YES

A majority of the trustees having voted in favor of adopting the resolution, the chairperson declared the resolution adopted.

There being no objection thereto, the chairperson declared the following five resolutions adopted by general consent:

Resolution to Approve
Closed Circuit Television System Use Policy, 4010.02

YR 2014-42

WHEREAS, the Institutional Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the creation of an Institutional Policy governing Closed Circuit Television System Use, policy number 4010.02 of the University Guidebook, shown as Exhibit B attached hereto.

Resolution to Modify
University Websites Policy, 5015.01

YR 2014-43

WHEREAS, the Institutional Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the Institutional Policy governing University Websites, policy number 5015.01 of the University Guidebook, shown as Exhibit C attached hereto. A copy of the policy indicating changes to be made is also attached.

Resolution to Approve
Interfund Transfers

YR 2014-44

WHEREAS, Policy Number 3010.01, Budget Transfers, of the University Guidebook, requires Board of Trustees approval for interfund transfers of \$100,000 or more for operating purposes or for any purpose other than a specific capital improvement project and for capital improvements or construction projects of \$500,000 or more;

WHEREAS, certain accounting adjustments and transfers outside the operating budget are necessary;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve transfers outside the operating budget, as detailed in Exhibit E.

Resolution to Approve the
Scope of the Melnick Hall Renovation Project

YR 2014-45

WHEREAS, House Bill 482 appropriated \$2,500,000 in state capital funds specifically for the renovation of Melnick Hall on the campus of Youngstown State University; and

WHEREAS, the scope of the Melnick Hall project shall include basic improvements to the building, including the replacement of the existing roof and the addition of an elevator; and

WHEREAS, the scope of the project shall also include renovations allowing for the relocation of the WYSU radio station to Melnick Hall; and

WHEREAS, the relocation of the WYSU radio station will facilitate the relocation of the Melnick Medical Museum to Cushwa Hall; and

WHEREAS, the scope of the project shall allow for the creation of other usable space that may be utilized as, but not limited to, temporary swing space; and

WHEREAS, the project budget shall include, but not be limited to, available state capital appropriations and philanthropic gifts that may be appropriate for related construction or equipment needs.

NOW, THEREFORE, BE IT RESOLVED, that the Melnick Hall project, as described above is hereby approved by the Youngstown State University Board of Trustees.

Resolution to Approve
Recommended Rebalancing of Long-Term Investment Pool Targets and Ranges

YR 2014-46

WHEREAS, the University’s Asset Allocation Guidelines prescribe a set of targets and allocation ranges for long-term asset classes, including equity, fixed income and cash; and

WHEREAS, the University’s investment advisors, Hartland & Co. have recommended changes to said targets and ranges as a way of rebalancing the University’s long-term investment portfolio; and

WHEREAS, the recommended changes are consistent with the University’s long-term investment strategy.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the recommended targets and allocation ranges per the chart below.

Long-Term / Reserves Pool

<u>Asset Class / Investment Strategy</u>	<u>Pool Target</u>	<u>Allocation % - pool</u>	<u>% Total</u>
Total Domestic Equity	27%	0 - 35%	
Total International Equity	8%	0 - 15%	
Total Equity	35%	0 - 45%	
Total ST Fixed Income	40%	35 - 55%	
Total Int. Fixed Income	25%	20 - 40%	
Cash	0%	0 - 5%	
Total	100%	100%	50 - 75%

Mr. Schiavone reported that the Audit Subcommittee met earlier in the month. The subcommittee discussed the use of university procurement cards, progress toward the Strategic Plan sustainability cornerstone and received reports from the Packer Thomas firm, the university’s internal auditors.

Ms. Crawford reported that the Investment Subcommittee also met earlier in the month and received reports from the Hartland & Co., the university’s investment advisors regarding the university’s endowment and non-endowment investments. Ms. Crawford noted that the Resolution to Approve Recommended Rebalancing of Long-Term Investment Pool Targets and Ranges arose from Hartland’s recommendation to the Audit Subcommittee.

Ms. Crawford departed the meeting at 3:20 p.m.

4. University Affairs Committee.

The chairperson noted that the University Affairs Committee was recommending seven resolutions for adoption by the board. The chairperson noted that the committee recommended the adoption by the board of trustees of three resolutions that have been removed from the consent agenda and will be voted upon separately by the trustees:

Agenda Item E.4.d.:

Resolution to Approve the Creation and
Recruitment of a Student Support Specialist for the Office of Distance Education

YR 2014-47

WHEREAS, Youngstown State University's Office of Distance Education currently has seven fully-online programs, with two new programs being launched in Fall 2014; and

WHEREAS, the Office of Distance Education requires a Student Support Specialist to assist in the recruitment and retention of students who will be earning degrees completely online; and

WHEREAS, the person in this position will support students in their educational pursuit each semester from enrollment until they have reached their academic goals, including, but not limited to, student services, registration, program changes, tracking cohorts, transfer credits, and monitoring academic progress; and

WHEREAS, the position of Student Support Specialist is important to the future growth of YSU's distance education program;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize the approval to conduct a search for the position of Student Support Specialist for the Office of Distance Education.

Following discussion on the committee's recommendation, the chairperson requested the secretary to conduct a roll call vote on the adoption of the resolution, the results of which are as follows (YES being a vote in favor of adopting the recommended resolution):

Dr. Garg	YES	Mr. Meshel	YES
Mrs. Weimer	YES	Mr. Schiavone	YES
Mr. Deibel	YES	Mr. Greene	YES
Mr. Roberts	NO		

A majority of the trustees having voted in favor of adopting the resolution, the chairperson declared the resolution adopted.

Following discussion on the committee's recommendation, a majority of the trustees voted in favor of adopting the resolution and the chairperson declared the resolution adopted.

Agenda Item E.4.e.:

Resolution to Approve the Creation and Recruitment
Of an Associate Director of Open Source Systems and Web Programming

YR 2014-48

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize the University to recruit an Associate Director of Open Source Systems and Web Programming.

Following discussion on the committee's recommendation, the chairperson requested the secretary to conduct a roll call vote on the adoption of the resolution, the results of which are as follows (YES being a vote in favor of adopting the recommended resolution):

Dr. Garg	YES	Mr. Meshel	NO
Mrs. Weimer	NO	Mr. Schiavone	YES
Mr. Deibel	YES	Mr. Greene	YES
Mr. Roberts	YES		

A majority of the trustees having voted in favor of adopting the resolution, the chairperson declared the resolution adopted.

Following discussion on the committee's recommendation, a majority of the trustees voted in favor of adopting the resolution and the chairperson declared the resolution adopted.

Agenda Item E.4.f.:

Resolution to Approve the Creation and Recruitment
Of an Associate Director of Institutional Research and Analytics

YR 2014-49

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize the University to recruit an Associate Director of Institutional Research and Analytics.

Following discussion on the committee's recommendation, the chairperson requested the secretary to conduct a roll call vote on the adoption of the resolution, the results of which are as follows (YES being a vote in favor of adopting the recommended resolution):

Dr. Garg	YES	Mr. Meshel	NO
Mrs. Weimer	NO	Mr. Schiavone	YES
Mr. Deibel	YES	Mr. Greene	YES
Mr. Roberts	NO		

A majority of the trustees having voted in favor of adopting the resolution, the chairperson declared the resolution adopted.

There being no objection thereto, the chairperson declared the following four resolutions adopted by general consent:

Resolution to Modify
Designation of Movable University Holidays Policy, 7007.01

YR 2014-50

WHEREAS, the Institutional Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the Institutional Policy governing Designation of Moveable University Holidays, policy number 7007.01 of the *University Guidebook*, shown as Exhibit F attached hereto. A copy of the policy indicating changes to be made is also attached.

Resolution to Modify
Compensation and Salary Studies/Plans Policy, 7020.01

YR 2014-51

WHEREAS, the Institutional Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the Institutional Policy governing Compensation and Salary Studies, policy number 7020.01 of the *University Guidebook*, to be retitled as Compensation and Salary Studies/Plans, shown as Exhibit G attached hereto. A copy of the policy indicating changes to be made is also attached.

Resolution to Modify
Acting President Policy, 9004.01

YR 2014-52

WHEREAS, the Institutional Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the Institutional Policy governing Acting President, policy number 9004.01 of the *University Guidebook*, shown as Exhibit H attached hereto. A copy of the policy indicating changes to be made is also attached.

Resolution to Ratify Appointments

YR 2014-53

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

WHEREAS, new appointments have been made subsequent to the December 18, 2013, meeting of the Board of Trustees; and

WHEREAS, such appointments are in accordance with the 2013-2014 Budget and with the University policy on Equal Employment Opportunity;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the appointments as listed in Exhibit I attached hereto.

Mrs. Weimer reported that the Collective Bargaining and Negotiations Subcommittee met on February 18th and received a brief update on the status of collective bargaining negotiations with the YSU-OEA and YSU-ACE employee bargaining units.

Ms. Deibel reported that the Intercollegiate Athletics Subcommittee also met on February 18th and received a report regarding the NCAA Rules Education and an update on the ICE Miller compliance recommendations implementation.

5. Trusteeship Committee.

A. Nomination of 2014-2015 Board Officers. The chairperson reported that in accordance with Article III, Section 9, Paragraph c., Subparagraph 2. of the board's *Bylaws*, the Trusteeship Committee had met and today makes its report to the board regarding its nominations of officers for the year starting this June. The chairperson stated today's report would constitute a first reading only, and that voting on the election of officers would take place at the board's June regular meeting. The Trusteeship Committee's recommendations for the 2014-2015 board officers are:

Chairperson	Mrs. Carole S. Weimer
Vice Chairperson	Mr. Leonard D. Schiavone
Secretary	Mr. Franklin S. Bennett, Jr.

ITEM V – COMMUNICATIONS AND MEMORIALS

The chairperson recognized the secretary to the board who read aloud the following resolution:

Resolution of Appreciation – Melissa M. Wasser

YR 2011-54

WHEREAS, Melissa M. Wasser was appointed a Student Trustee of Youngstown State University in 2012 by Governor John Kasich; and

WHEREAS, during her term as Student Trustee, Ms. Wasser served on the Academic Quality and Student Success, Institutional Engagement, Finance and Facilities, and University Affairs Committees of the Board of Trustees of Youngstown State University; and

WHEREAS, Ms. Wasser served as a Board and student body representative to the 2013 Presidential Search Advisory Committee; and

WHEREAS, Ms. Wasser served as Student Trustee while at the same time maintaining a rigorous academic, sorority, campus life and community service regimen as a member of the University Scholars program, the Delta Zeta sorority and YSU Student Government; and

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

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

WHEREAS, its members wish to thank Ms. Wasser for the candor and perspective that she brought to the Board of Trustees of Youngstown State University;

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

BE IT FURTHER RESOLVED that a copy of this Resolution be furnished to Ms. Wasser.

Following discussion, and upon motion made by Mrs. Weimer, seconded by Mr. Meshel, the trustees voted unanimously in favor of adoption of the resolution and the chairperson declared the motion carried and the resolution adopted. Ms. Wasser expressed her appreciation and thanks to the trustees, administration, students and staff of Youngstown State University.

ITEM VI – UNFINISHED BUSINESS

The board considered no unfinished business.

ITEM VII – NEW BUSINESS

Upon the request of the chairperson the secretary the chairperson the secretary read aloud the following proposed resolution:

Resolution Appointing Interim President

YR 2014-55

WHEREAS, the term of Dr. Randy J. Dunn as President of Youngstown State University will conclude on March 21, 2014; and

WHEREAS, a search process has begun to identify a successor to Dr. Dunn as President of Youngstown State University; and

WHEREAS, the office of President of Youngstown State University would be otherwise unoccupied after March 21, 2014; and

WHEREAS, it is in the best interests of the University, its employees, staff and students that an Interim President be appointed for the period March 22, 2014, until a successor President takes office or as otherwise may be determined by the Board of Trustees.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Youngstown State University hereby appoints Dr. Ikram Khawaja as Interim President of Youngstown State University commencing March 22, 2014, and continuing thereafter until a successor President takes office or as otherwise may be determined by the Board of Trustees; and

BE IT FURTHER RESOLVED that Dr. Khawaja as Interim President will possess all of the powers and authorities granted to the President of Youngstown State University through the Bylaws of the Board of Trustees of Youngstown State University and the Institutional Policies set forth in the University Guidebook.

Following discussion, and upon motion made by Mrs. Weimer, seconded by Mr. Schiavone, the board of trustees voted unanimously in favor of adopting the resolution and the chairperson declared the resolution adopted.

Upon the request of the chairperson the secretary the chairperson the secretary read aloud the following proposed resolution:

Resolution to Ratify and Approve
Presidential Search Consultant Professional Services Agreement

YR 2014-56

WHEREAS, the term of Dr. Randy J. Dunn as President of Youngstown State University will conclude on March 21, 2014; and

WHEREAS, a search process has begun to identify a successor to Dr. Dunn as President of Youngstown State University; and

WHEREAS, on February 26, 2014, the Board of Trustees authorized its chairperson to execute an agreement with AGB Search, Inc., for consulting services pertaining to the search for a president at no fee for AGB Search's professional services; and

WHEREAS, Chairperson Garg has executed such an agreement with AGB Search, Inc.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Youngstown State University does hereby ratify and approve the professional services agreement executed by AGB Search, Inc. and Chairperson Garg attached hereto as Exhibit J.

Following discussion, and upon motion made by Mr. Schiavone, seconded by Mrs. Weimer, the board of trustees voted unanimously in favor of adopting the resolution and the chairperson declared the resolution adopted.

Upon the request of the chairperson the secretary the chairperson the secretary read aloud the following proposed resolution:

Resolution to Appoint
Presidential Search Advisory Committee

YR 2014-57

WHEREAS, the term of Dr. Randy J. Dunn as President of Youngstown State University will conclude on March 22, 2014; and

WHEREAS, identification and appointment of the president is the most important task to be undertaken by a university board of trustees; and

WHEREAS, it is necessary that the selection process for a new president of Youngstown State University move at an efficient and accelerated pace.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Youngstown State University shall serve as the 2014 Presidential Search Advisory Committee; and

BE IT FURTHER RESOLVED that students, faculty, staff and the greater community be given ample opportunity to provide input to Committee during the presidential search process.

Following discussion, and upon motion made by Mr. Greene, seconded by Mr. Deibel, the board of trustees voted unanimously in favor of adopting the resolution and the chairperson declared the

resolution adopted. Dr. Garg stated that he would chair the Presidential Search Advisory Committee with Dr. Jakubek serving as first vice chair and Mrs. Weimer serving as second vice chair.

ITEM VIII – CHAIRPERSON’S REMARKS

Dr. Garg stated that March 21 would be Dr. Dunn’s last day as YSU President following the submission of his notice of resignation on February 17, 2014. Dr. Garg stated that the board has full confidence in Dr. Khawaja as Interim President. Dr. Garg described the search process and timetable.

ITEM IX – TIME AND PLACE OF UPCOMING REGULAR MEETINGS

Upon motion duly made and seconded, which received the affirmative vote of all trustees present, the trustees resolved to set the following dates and times for the next regular meetings of the board to be held in the Board Room in Tod Hall:

- 3:00 p.m., Wednesday, June 18, 2014
- 3:00 p.m., Wednesday, September 24, 2014
- 3:00 p.m., Wednesday, December 17, 2014

ITEM X – ADJOURNMENT

There being no further business to before the board of trustees, and upon motion duly made and seconded, the meeting was duly adjourned by unanimous vote of the trustees at 3:50 p.m.

Chairperson

ATTEST:

Secretary to the Board of Trustees

**UNIVERSITY GIFTS
EXECUTIVE SUMMARY
Fiscal Year 2013-2014
July 1, 2013-December 31, 2013**

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**YOUNGSTOWN STATE UNIVERSITY
DEVELOPMENT REPORT
Cash and Pledges
FY2013 YTD
July 1, 2012 – December 31, 2012**

	Cash/Property	Pledges	Total
Unrestricted	\$ 237,120	\$ 79,237	\$ 316,357
Restricted	\$ 1,570,046	\$ 1,824,674	\$ 3,394,720
Endowment	\$ 58,806	\$ 14,857	\$ 73,663
Total	<u>\$ 1,865,972*</u>	<u>\$ 1,918,768</u>	<u>\$ 3,784,740</u>

* Includes payments of \$1,033,861 on pledges from previous years.

These figures do not include \$3,175,000 in planned gifts, \$740,757 in designations to the YSU Foundation, \$67,248 in gifts in-kind, \$25,260 for Alumni Relations and \$117,205 for WYSU.

Pledge write-offs and adjustments for the period above totaled \$110,085 of prior year pledges.

Total \$3,784,740 minus \$1,033,861 in prior year pledge payments plus \$3,175,000 in planned gifts plus \$740,757 in contributions to the YSU Foundation equals grand total of **\$6,666,636**.

**YOUNGSTOWN STATE UNIVERSITY
DEVELOPMENT REPORT
Cash and Pledges
FY2014 YTD**

July 1, 2013 – December 31, 2013

	Cash/Property	Pledges	Total
Unrestricted	\$ 241,664	\$ 13,386	\$ 255,050
Restricted	\$ 2,488,668	\$ 95,428	\$ 2,584,096
Endowment	\$ 102,899	\$ 436,317	\$ 539,216
Total	<u>\$ 2,833,231*</u>	<u>\$ 545,131</u>	<u>\$ 3,378,362</u>

* Includes payments of \$2,014,656 on pledges from previous years.

These figures do not include \$869,185 in planned gifts, \$552,220 in designations to the YSU Foundation, \$73,453 in gifts in-kind, \$16,445 for Alumni Relations and \$120,361 for WYSU.

Pledge write-offs and adjustments for the period above totaled \$2,350 of prior year pledges and \$50 in current year pledges.

Total \$3,378,362 minus \$2,014,656 in prior year pledge payments plus \$869,185 in planned gifts plus \$552,220 in contributions to the YSU Foundation equals grand total of **\$2,785,111**.

Fundraising Progress by Capital Project Through December 31, 2013

- **Construction of the Veterans Resource Center**
 - **\$1,000,000 Total Project Budget (\$1M Bond Financed)**
 - **\$697,104 Cash + \$383,073 Pledges = \$1,026,077 Total Raised**
- **Renovation of Melnick Hall**
 - **\$5.3M Total Project Budget (\$2.5M State Capital Funds Committed)**
 - **\$876,685 Gifts/Conditional Pledges for the Project**
 - **\$400,000 Cash Secured for WYSU-FM Equipment**
- **Construction of the Athletic Fields (West of Fifth Avenue)**
 - **\$4,350,000 Project Budget (100% Bond Financed)**
 - **\$50,000 Cash + \$450,000 Pledges = \$500,000 Total Raised**

**UNIVERSITY GIFTS
EXECUTIVE SUMMARY
Fiscal Year 2012-2013
July 1, 2012-December 31, 2012**

Gifts Received	Number of Gifts	Amount
University Development	3,397	\$ 3,784,740
Total University Gifts	3,397	\$ 3,784,740
Alumni Relations	408	\$ 25,260
WYSU-FM	1085	\$ 117,205

NEW POLICY
UNIVERSITY GUIDEBOOK

Title of Policy:	Closed Circuit Television System Use
Responsible Division/Office:	YSU Police Department
Approving Officer:	Vice President for Finance and Administration
<i>Revision History:</i>	
Resolution Number(s):	YR 2014-
Board Committee:	Finance and Facilities
EFFECTIVE DATE:	March 12, 2014
Next Review:	2019

Policy: The purpose of this policy is to standardize the installation and regulate the use of closed circuit television (CCTV) and any other related surveillance systems at Youngstown State University in order to deter crime, enhance campus security, and assist the Youngstown State University Police Department (YSUPD) in its response to safety and security issues on University property.

Parameters:

1. The Youngstown State University Police Department (YSUPD) is responsible for implementation of this policy including the approval, placement, and monitoring of all CCTV surveillance systems (hereinafter referred to as CCTV system[s]) on University property.
2. This policy does not apply to the use of video or visual surveillance, monitoring or recording, covert or otherwise, by Youngstown State University Police Department (YSUPD) for criminal investigations or as authorized by a court of law.
3. This policy does not apply to the legitimate academic use of cameras or video recordings for educational or journalism purposes, the general use of Webcams by the University, or to the use of video recording for public performances, events, or interviews, or for University academic or research purposes.

Agenda Item E.3.a
Exhibit B

4. This policy does not imply or guarantee that the CCTV system will be monitored in real time.
5. The CCTV system will be utilized in a professional, ethical and legal manner.

Definitions:

1. Equipment means any item, system, technology device, or process, including software, used alone or in conjunction with a network, for the purpose of gathering, monitoring, recording or storing an image, images, and/or audio. Images and/or audio may be viewed in real-time and/or captured and preserved for possible review at a later date.
2. Monitoring is the process of observing or reviewing recordings that are captured by CCTV equipment either in real-time or that have been pre-recorded and are reviewed at a later date and time.
3. Recording is the process of capturing images and/or audio using CCTV systems and saving those images to a storage medium.
4. University property means all land, structures, or other real property owned, operated, leased or controlled by Youngstown State University. This includes both internal and external areas, including but not limited to common spaces, grounds, and parking lots.
5. Internet protocol (IP) is the communication protocol used in the collection and transmission of recordings on the CCTV network. All surveillance devices shall utilize open internet protocols and standards.
6. Public areas are defined as any portion of University property that is operated and controlled by Youngstown State University, including buildings and facilities, in which a person does not have a reasonable expectation of privacy.
7. Private areas are defined as any portion of University property where a person would have a reasonable expectation of privacy, e.g., restrooms, residence rooms, personal offices, or locker rooms, or any other area designated as a clothing changing area. Personal offices do not include reception, informational or waiting areas.
8. Restricted access areas are defined as University property that is not accessible to the general public. Restricted access areas may be accessible to University employees, but do not include private areas.

Procedures:

1. Any and all requests for use of CCTV systems and/or equipment will be made in writing to the Youngstown State University Chief of Police. The request will include the name of the college or department making the request, the purpose or reason for the request, and the desired installation area. YSUPD will review each proposal and recommended specific equipment and installations or repositioning as dictated by institutional needs and current technological standards. The review will consider security issues, institutional needs, technological standards, installation, wiring, networking, licensing, and cost. The Youngstown State University Chief of Police will make the final decision on new equipment installations and changes to equipment placement.
2. Cameras will only be permitted to be placed in public or restricted access areas and on University property. Cameras will not be placed in private areas or in a public area in order to view into private areas.
3. Any equipment currently in place as of the date of this policy will come under the control and authority of YSUPD. YSUPD will determine if the equipment currently in place meets with the institutional needs of the University and current technological standards for a CCTV recording system. YSUPD will determine if any new equipment is permitted or if any current equipment is to be replaced or removed. No equipment is permitted unless recorded and controlled by YSUPD or a specific exception is given by the YSUPD. If an exception is given, the college or department is still required to comply with all other terms of this Policy.
4. All equipment, where able, will utilize IP technology to transmit recordings, unless an exception is granted by YSUPD. All legacy equipment currently in use at Youngstown State University will be converted to University standard technology within twelve months from the date of this rule, unless an extension is granted by YSUPD.
5. When an incident is reported or circumstances raise safety or security issues, the YSUPD may authorize others to observe or review recordings or images.
6. In those areas that require on-site viewing or monitoring of CCTV equipment such as student residence halls, the director of the applicable office or department will designate an appropriate individual to serve as the contact with YSUPD regarding the equipment and will, at the beginning of the spring and fall semesters, provide a list to the YSUPD of persons authorized to view or monitor the CCTV equipment. Viewing of these images shall be done only in restricted areas unless an exception is granted by the YSUPD.

7. Each department or college with CCTV equipment will designate an appropriate individual within the department or college to serve as a contact with the YSU PD regarding the equipment.
8. Each department or college will be responsible for the cost of the equipment within the department or college.
9. The Youngstown State University Chief of Police (Chief of Police) shall be notified of any future University construction, or any upgrading of existing University facilities prior to approval of the final designs of said facility if said facility is to include CCTV equipment. The Chief of Police or a designee appointed by the Chief of Police shall provide input into the placement of CCTV equipment during the design phase. The Youngstown State University Chief of Police will make the final decision on new equipment installations.
10. The Chief of Police shall be responsible for contracting any services for the responsibility of repair and service of all equipment.
11. Any complaints involving violations of this policy shall be made to the University's Office of General Counsel and/or the Chief of Police.

Retention and Release of Information:

1. Retention of all recorded information is the responsibility of YSUPD except in the case of exceptions granted by the Chief of Police.
2. It is the goal of the YSUPD to retain recordings in a secure location and for thirty days; however, there are numerous factors that can limit retention including but not limited to equipment capabilities. Specific image and/or audio files may be required to be kept for a longer period at the direction of the Office of General Counsel and/or YSUPD.
3. Recordings with information about a specific student are considered law enforcement records unless the University uses the recording for discipline purposes or makes the recording part of a student's education record.
4. Requests to view or to receive recording files from persons not authorized to access the system will be reviewed by the Office of General Counsel and the YSUPD. The files will be distributed in an appropriately secured method. A log shall be maintained by YSUPD indicating the date and time range of the files, camera views, and the identification of the person receiving the files.

5. The recordings are considered security records under Section 149.433 of the *Ohio Revised Code*, because they are used to protect and maintain the security of the University. A record kept by a public office that is a security record is not a public record under Section 149.433 of the *Ohio Revised Code* and is not subject to mandatory release or disclosure under that section. Any record requests, including subpoenas, will be directed to the Office of General Counsel for a response.

6. Any documentation, written or electronic, which identifies the location of all cameras installed on campus are considered security records under Section 149.433 of the *Ohio Revised Code*, because they are used to protect and maintain the security of the University. A record kept by a public office that is a security record is not a public record under Section 149.433 of the *Ohio Revised Code* and is not subject to mandatory release or disclosure under that section. Any record requests, including subpoenas, will be directed to the Office of General Counsel for a response.

REDLINE VERSION
UNIVERSITY GUIDEBOOK

Title of Policy:	University Websites
Responsible Division/Office:	Finance and Administration (Information Technology Services)
Approving Officer:	Vice President for Finance and Administration
<i>Revision History:</i>	December 2013; March 2014
Resolution Number:	FY 2010-55; FY 2014-12; FY 2014-
Board Committee:	Finance and Facilities
EFFECTIVE DATE:	March 12, 2014
Next Review:	2019

Policy: The official University web pages of Youngstown State University are considered publications of the University. All electronically published information must adhere to the same quality standards as other forms of published information. Each administrative unit, e.g., department or office, is responsible for content available publically on the Internet.

Definitions:

- **Official University Web Page.** An official University web page is any web page created by the University, its departments, colleges or other administrative offices for the official business of the University.
- **University Related Web Page.** A University related web page is any web page created by faculty, staff, students and/or registered student organizations that are either: 1) linked from an official University web page or 2) stored on one of the University controlled web servers.

Parameters:

- Administrative units of the University may develop and maintain official University web pages and are responsible for their content **subject to the following requirements:**
 - **Software used to develop official University web pages will be limited to packages approved by Information Technology Services (ITS).**
 - **Official University web pages must run on ITS servers or contracted for by ITS.**

- The Office of Marketing and Communications, Information Technology Services Department, and the Website Advisory Committee shall provide direction for content publically on the Internet, including adherence to design and content standards.
- All official and University related web pages must adhere to:
 - Applicable copyright laws (<http://www.copyright.gov/>)
 - The Ohio Revised Code
 - The Use of University Computing Resources (University Guidebook Policy 4009.01) (where appropriate)
 - University Accessibility Guidelines (http://web.ysu.edu/gen/ysu/Accessibility_Guidelines_m2997.html)
- The use of University symbols (i.e., YSU word mark, YSU logo, University seal, and Pete the Penguin) and related information should adhere to the information found in the Graphic Identity Standards.
- Registered student organizations use of the University name must adhere to Article V. Section F. Paragraph 16 of *The Code of Student Rights, Responsibilities, and Conduct*.
- Faculty, staff and student organizations may develop and maintain University related web pages. All websites being linked to an official University website, or those residing on a server maintained by the University, must abide by parameters as indicated in Guidebook Policy 4009.01, Use Of University Computing Resources.
- The following are examples of content prohibited from display on either official University web pages or University related web pages:
 - Unauthorized solicitation or endorsement for for-profit business ventures.
 - Activities that involve a conflict of interest. (Refer to University Guidebook Policies 7001.01, Conflicts of Interest and 7005.01, Solicitation and Distribution of Materials, Employees.)
 - Adult content (including banners).
 - Any content covered by University Guidebook Policy 4012.01, Sensitive Information Policy, such as credit card numbers.
 - Software or media (i.e., photographs, audio, video, etc.) not authorized for distribution, regardless of the purchase price or copyright status.
 - Authors are responsible for the content of their pages.
- The University may remove, from a University controlled server, any website found to be in violation of the guidelines set forth in this document.

Procedures

1. Divisions and departments of the University may develop and maintain official University websites or pages.
2. Prior to publishing official web pages, approvals must be secured through appropriate administrative channels (i.e., director or chair).
3. Administrative units, individuals and organizations requesting website space plus a separate login on the YSU servers or the University content management system must ~~complete and submit an online form request~~ contact the University Website Manager: webmaster@ysu.edu.
4. If a website is found to be in violation of the parameters in this policy, an effort will be made beforehand to discuss the violation(s) with the author.
- ~~5. Website authors may appeal any decisions to the YSU Website Advisory Committee.~~
- ~~6. If the appeal has legal implications, the Advisory Committee will consult with YSU General Counsel on the matter before making a decision.~~

UNIVERSITY GUIDEBOOK

Title of Policy:	University Websites
Responsible Division/Office:	Finance and Administration (Information Technology Services)
Approving Officer:	Vice President for Finance and Administration
<i>Revision History:</i>	December 2013; March 2014
Resolution Number:	FY 2010-55; FY 2014-12; FY 2014-
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2. Prior to publishing official web pages, approvals must be secured through appropriate administrative channels (i.e., director or chair).
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4. If a website is found to be in violation of the parameters in this policy, an effort will be made beforehand to discuss the violation(s) with the author.

YOUNGSTOWN STATE UNIVERSITY
Summary of Bulk-Rate Mandatory Costs to Attend¹
(See Schedules 2, 3 and 4 for detail)

	FY 2014 Actual	FY 2015		
		Proposed	\$ Change	% Change
UNDERGRADUATE (per semester)				
Resident	\$3,949.68	\$4,043.64	\$93.96	2.38%
Non-resident:				
Affordable Tuition Advantage ²	\$4,069.68	\$4,163.64	\$93.96	2.31%
Non-regional	\$6,949.68	\$7,043.64	\$93.96	1.35%
GRADUATE³ (per semester)				
Resident	\$5,282.52	\$5,440.80	\$158.28	3.00%
Non-resident:				
Affordable Tuition Advantage ²	\$5,402.52	\$5,560.80	\$158.28	2.93%
Non-regional	\$6,887.64	\$7,045.92	\$158.28	2.30%

NOTES:

1. Rates for specialized programs not included in this presentation.
2. The Affordable Tuition Advantage rate is offered to students from the following counties: Allegheny, Armstrong, Beaver, Butler, Clarion, Crawford, Erie, Fayette, Forest, Greene, Indiana, Jefferson, Lawrence, Mercer, Venango, Warren, Washington and Westmoreland counties in Pennsylvania; Chautauqua County in New York; and Brooke, Hancock, Marshall and Ohio counties in West Virginia.
3. Although the graduate bulk-rate band is from 12-16 hours, graduate students are considered full-time for academic purposes at 9 credit hours and above.

**YOUNGSTOWN STATE UNIVERSITY
Resident Undergraduate Tuition & Fees**

Schedule 2

Fee Description	FY 2014 Actual	FY 2015		
		Proposed	\$ Change	% Change
BULK-RATE TUITION & MANDATORY FEES				
Instructional Fee (per semester, 12-16 credit hours)	\$3,180.00	\$3,240.00	\$60.00	1.89%
General Fee (per semester, 12-16 credit hours)	\$655.20	\$683.64	\$28.44	4.34%
Information Services Fee (per semester, 12-16 credit hours)	\$114.48	\$120.00	\$5.52	4.82%
Full-time tuition & mandatory fees	\$3,949.68	\$4,043.64	\$93.96	2.38%
TUITION & MANDATORY FEES (outside bulk-rate)				
Instructional Fee (per credit hour, 1-11 hours)	\$265.00	\$270.00	\$5.00	1.89%
Credits in excess of bulk-rate per semester (per credit)	\$265.00	\$270.00	\$5.00	1.89%
General Fee (per credit hour, 1-11 hours)	\$54.60	\$56.97	\$2.37	4.34%
General Fee (per credit hour, over 16 hours)	\$50.34	\$52.71	\$2.37	4.71%
Information Services Fee (per credit hour)	\$9.54	\$10.00	\$0.46	4.82%
COLLEGE FEES				
Beeghly College of Education				
Undergrad with Junior Standing and Above (per credit hour)	\$8.00	\$8.00	\$0.00	0.00%
Undergrad with Junior Standing and Above (bulk rate, 12-16 hours)	\$96.00	\$96.00	\$0.00	0.00%
Bitonte College of Health & Human Services				
Undergrad with Junior Standing and Above (per credit hour)	\$12.50	\$12.50	\$0.00	0.00%
Undergrad with Junior Standing and Above (bulk rate, 12-16 hours)	\$150.00	\$150.00	\$0.00	0.00%
College of Science, Technology, Engineering & Mathematics				
Undergrad with Junior Standing and Above (per credit hour)	\$25.00	\$25.00	\$0.00	0.00%
Undergrad with Junior Standing and Above (bulk rate, 12-16 hours)	\$300.00	\$300.00	\$0.00	0.00%
College of Liberal Arts & Social Sciences				
Undergrad with Junior Standing and Above (per credit hour)	\$8.50	\$8.50	\$0.00	0.00%
Undergrad with Junior Standing and Above (bulk rate, 12-16 hours)	\$102.00	\$102.00	\$0.00	0.00%
College of Fine & Performing Arts				
Undergraduates, per credit hour	\$9.00	\$9.00	\$0.00	0.00%
Undergraduates, bulk rate, 12-16 hours	\$108.00	\$108.00	\$0.00	0.00%
Williamson College of Business Administration				
Undergrad with Junior Standing and Above (per credit hour)	\$16.00	\$16.00	\$0.00	0.00%
Undergrad with Junior Standing and Above (bulk rate, 12-16 hours)	\$192.00	\$192.00	\$0.00	0.00%

YOUNGSTOWN STATE UNIVERSITY
Resident Graduate Tuition & Fees

Schedule 3

Fee Description	FY 2014 Actual	FY 2015		
		Proposed	\$ Change	% Change
BULK-RATE TUITION & MANDATORY FEES				
Instructional Fee (per semester, 12-16 credit hours)	\$4,512.84	\$4,637.16	\$124.32	2.75%
General Fee (per semester, 12-16 credit hours)	\$655.20	\$683.64	\$28.44	4.34%
Information Services Fee (per semester, 12-16 credit hours)	\$114.48	\$120.00	\$5.52	4.82%
Full-time tuition & mandatory fees	\$5,282.52	\$5,440.80	\$158.28	3.00%
TUITION & MANDATORY FEES (outside bulk-rate)				
Instructional Fee (per credit hour, 1-11 hours)	\$376.07	\$386.43	\$10.36	2.75%
Credits in excess of bulk-rate per semester (per credit)	\$376.07	\$386.43	\$10.36	2.75%
General Fee (per credit hour, 1-11 hours)	\$54.60	\$56.97	\$2.37	4.34%
General Fee (per credit hour, over 16 hours)	\$50.34	\$52.71	\$2.37	4.71%
Information Services Fee (per credit hour)	\$9.54	\$10.00	\$0.46	4.82%
ADDITIONAL GRADUATE FEES				
Master of Public Health¹ (per credit hour)	\$543.00	TBD	TBD	TBD
Master of Fine Arts¹ (per credit hour)	\$531.00	TBD	TBD	TBD
Nurse Anesthetist Program Fee² (per semester)	\$2,642.86	TBD	TBD	TBD
Graduate Workshops (per credit hour)				
Resident	\$138.53	\$142.69	\$4.16	3.00%
Non-Resident	\$148.53	\$152.69	\$4.16	2.80%

1. The MPH and MFA fees are set by consortia of several Ohio public universities of which YSU is a member.

2. Nurse Anesthetist fee is set by the St. Elizabeth Health Center School for Nurse Anesthetists.

YOUNGSTOWN STATE UNIVERSITY
Non-Resident Tuition Surcharge

	FY 2014 Actual	FY 2015		
		Proposed	\$ Change	%Change
UNDERGRADUATE				
Affordable Tuition Advantage¹				
Part-time (per credit, 1-11 credits)	\$10.00	\$10.00	\$0.00	0.00%
Full-time (per semester, within bulk)	\$120.00	\$120.00	\$0.00	0.00%
Credits in excess of bulk (per credit)	\$10.00	\$10.00	\$0.00	0.00%
Non-Regional				
Part-time (per credit, 1-11 credits)	\$250.00	\$250.00	\$0.00	0.00%
Full-time (per semester, within bulk)	\$3,000.00	\$3,000.00	\$0.00	0.00%
Credits in excess of bulk (per credit)	\$250.00	\$250.00	\$0.00	0.00%
GRADUATE²				
Affordable Tuition Advantage¹				
Below bulk-rate (per credit, 1-11 credits)	\$10.00	\$10.00	\$0.00	0.00%
Within bulk-rate (per semester)	\$120.00	\$120.00	\$0.00	0.00%
Credits in excess of bulk (per credit)	\$10.00	\$10.00	\$0.00	0.00%
Non-Regional				
Below bulk-rate (per credit, 1-11 credits)	\$133.76	\$133.76	\$0.00	0.00%
Within bulk-rate (per semester)	\$1,605.12	\$1,605.12	\$0.00	0.00%
Credits in excess of bulk (per credit)	\$133.76	\$133.76	\$0.00	0.00%

Note:

1. The Affordable Tuition Advantage rate is offered to students from the following counties: Allegheny, Armstrong, Beaver, Butler, Clarion, Crawford, Erie, Fayette, Forest, Greene, Indiana, Jefferson, Lawrence, Mercer, Venango, Warren, Washington and Westmoreland counties in Pennsylvania; Chautauqua County in New York; and Brooke, Hancock, Marshall and Ohio counties in West Virginia.

2. Although the graduate bulk-rate band is 12-16 hours, graduate students are full-time for academic purposes at 9 credit hours and above.

YOUNGSTOWN STATE UNIVERSITY
Non-Resident Tuition Surcharge

GRADUATE ²	FY 2014	FY 2016 ¹		
	Actual	Proposed	\$ Change	%Change
Non-Regional				
Below bulk-rate (per credit, 1-11 credits)	\$133.76	\$258.76	\$125.00	93.45%
Within bulk-rate (per semester)	\$1,605.12	\$3,105.12	\$1,500.00	93.45%
Credits in excess of bulk (per credit)	\$133.76	\$258.76	\$125.00	93.45%

Note:

1. Early approval is requested to modify this fee in FY 2016 in order to allow adequate time to communicate changes to current and prospective non-resident students from outside the Affordable Tuition Advantage region.
2. Although the graduate bulk-rate band is 12-16 hours, graduate students are full-time for academic purposes at 9 credit hours and above.

YOUNGSTOWN STATE UNIVERSITY
Distance Education Program Fees

Fee Description	FY 2014	FY 2015		
	Actual	Proposed	\$ Change	% Change
UNDERGRADUATE				
BULK-RATE TUITION & MANDATORY FEES				
Instructional Fee (per semester, 12-16 credit hours)	\$3,180.00	\$3,240.00	\$60.00	1.89%
Program Fee (per semester, 12-16 credit hours)	\$480.00	\$480.00	\$0.00	0.00%
Information Services Fee (per semester, 12-16 credit hours)	\$114.48	\$120.00	\$5.52	4.82%
Full-time tuition & mandatory fees	<u>\$3,774.48</u>	<u>\$3,840.00</u>	<u>\$65.52</u>	<u>1.74%</u>
TUITION & MANDATORY FEES (outside bulk-rate)				
Instructional Fee (per credit hour, 1-11 hours)	\$265.00	\$270.00	\$5.00	1.89%
Program Fee (per credit hour, 1-11 hours)	\$40.00	\$40.00	\$0.00	0.00%
Information Services Fee (per credit hour)	\$9.54	\$10.00	\$0.46	4.82%
GRADUATE				
BULK-RATE TUITION & MANDATORY FEES				
Instructional Fee (per semester, 12-16 credit hours)	\$4,512.84	\$4,637.16	\$124.32	2.75%
Program Fee (per semester, 12-16 credit hours)	\$480.00	\$480.00	\$0.00	0.00%
Information Services Fee (per semester, 12-16 credit hours)	\$114.48	\$120.00	\$5.52	4.82%
Full-time tuition & mandatory fees	<u>\$5,107.32</u>	<u>\$5,237.16</u>	<u>\$129.84</u>	<u>2.54%</u>
TUITION & MANDATORY FEES (outside bulk-rate)				
Instructional Fee (per credit hour, 1-11 hours)	\$376.07	\$386.43	\$10.36	2.75%
Program Fee (per credit hour, 1-11 hours)	\$40.00	\$40.00	\$0.00	0.00%
Information Services Fee (per credit hour)	\$9.54	\$10.00	\$0.46	4.82%
NONRESIDENT SURCHARGE				
Bulk-Rate for Undergraduate and Graduate				
Level 1 (per semester, 12-16 credit hours)	\$3,122.40	\$3,122.40	\$0.00	0.00%
Level 2 (per semester, 12-16 credit hours)	\$3,194.40	\$3,194.40	\$0.00	0.00%
Level 3 (per semester, 12-16 credit hours)	\$3,338.40	\$3,338.40	\$0.00	0.00%
Level 4 (per semester, 12-16 credit hours)	\$3,518.40	\$3,518.40	\$0.00	0.00%
Level 5 (per semester, 12-16 credit hours)	\$3,698.40	\$3,698.40	\$0.00	0.00%
NONRESIDENT SURCHARGE				
Outside Bulk-Rate for Undergraduate and Graduate				
Level 1 (per credit hour, 1-11 hours)	\$260.20	\$260.20	\$0.00	0.00%
Level 2 (per credit hour, 1-11 hours)	\$266.20	\$266.20	\$0.00	0.00%
Level 3 (per credit hour, 1-11 hours)	\$278.20	\$278.20	\$0.00	0.00%
Level 4 (per credit hour, 1-11 hours)	\$293.20	\$293.20	\$0.00	0.00%
Level 5 (per credit hour, 1-11 hours)	\$308.20	\$308.20	\$0.00	0.00%

YOUNGSTOWN STATE UNIVERSITY
Housing Charges

Fee Description	FY 2014 Actual	FY 2015		
		Proposed	\$ Change	%Change
Room & Board (per academic year)	\$8,475	\$8,645	\$170.00	2.01%
Residence Hall Security Deposit (academic year and/or summer)	\$200	\$200	\$0.00	0.00%
Single Room Surcharge	\$875	\$875	\$0.00	0.00%
Weller House Apartments (per Academic Year-room only)	\$6,890	\$7,000	\$110.00	1.60%
Student Housing During Academic Breaks				
1 - 3 days (no meals, per day)	\$25	\$25	\$0.00	0.00%
Per week (7 meals per week)	\$200	\$200	\$0.00	0.00%
Summer				
Room and Board (10 meals per week)	\$245	\$250	\$5.00	2.04%
Apartments (room only, per person, per week)	\$200	\$200	\$0.00	0.00%

YOUNGSTOWN STATE UNIVERSITY
Other Fees, Charges and Fines

Schedule 7

Fee Description	FY 2014 Actual	FY 2015 Proposed	Change
ACT Test Fee	\$40.00	\$40.00	\$0.00
Applied Music Fee (per credit, plus tuition)	\$75.00	\$75.00	\$0.00
Beeghly College of Education Graduate Regional Delivery Fees:			
Level 1 (per credit hour)	\$10.00	\$10.00	\$0.00
Level 2 (per credit hour)	\$20.00	\$20.00	\$0.00
Level 3 (per credit hour)	\$35.00	\$35.00	\$0.00
Level 4 (per credit hour)	\$60.00	\$60.00	\$0.00
Level 5 (per credit hour)	\$75.00	\$75.00	\$0.00
Level 6 (per credit hour)	\$100.00	\$100.00	\$0.00
Level 7 (per credit hour)	\$125.00	\$125.00	\$0.00
Level 8 (per credit hour)	\$160.00	\$160.00	\$0.00
Bookstore Textbook Rental Fees:			
Late Return Fee	\$35.00	\$35.00	\$0.00
Replacement Fee	Retail price less rental fee paid		\$0.00
Check Replacement Fee	\$25.00	\$25.00	\$0.00
Child Preschool Lab Fee (per semester)	\$150.00	\$150.00	\$0.00
College Level Examination Program Test Fee (CLEP)	\$25.00	\$25.00	\$0.00
Community Counseling Clinic Client Fees (per client):			
Level 1	\$1.00	\$1.00	\$0.00
Level 2	\$5.00	\$5.00	\$0.00
Level 3	\$10.00	\$10.00	\$0.00
College in High School (per credit hour)	\$49.00	\$49.00	\$0.00
Computer-based Placement Re-Test Fee (per test)	\$20.00	\$20.00	\$0.00
Counseling Prep Comprehensive Exam	\$40.00	\$40.00	\$0.00
Course Fees (per course)			
Lab & Materials Fee Level 1	\$35.00	\$35.00	\$0.00
Lab & Materials Fee Level 2	\$50.00	\$50.00	\$0.00
Lab & Materials Fee Level 3	\$65.00	\$65.00	\$0.00
Lab & Materials Fee Level 4 (gross anatomy)	\$187.00	\$187.00	\$0.00
Lab & Materials Fee Level 7	\$20.00	\$20.00	\$0.00
Lab & Materials Fee Level 8	\$85.00	\$85.00	\$0.00
Lab & Materials Fee Level 9	\$25.00	\$25.00	\$0.00
Lab & Materials Fee Level 10 (nursing clinical)	\$200.00	\$200.00	\$0.00
Lab & Materials Fee Level 11 (Co-Op)	\$350.00	\$350.00	\$0.00
Lab & Materials Fee Level 12	\$300.00	\$300.00	\$0.00
Lab & Materials Fee Level 13	N/A	\$100.00	New
Credit by Examination (per credit)	\$20.00	\$20.00	\$0.00
Credit Card Convenience Fee (student accounts only)	2.75%	2.75%	0.00%
Duplicate Diploma Fee	\$40.00	\$40.00	\$0.00
Equipment & Materials Replacement Fee	Market value	Market value	\$0.00
Federal Background Check	\$28.00	\$28.00	\$0.00
Fingerprinting Web Check Fee (per occurrence)	\$37.00	\$37.00	\$0.00
Graduate Student Application Fee	\$40.00	\$40.00	\$0.00
Graduation Fee	\$65.00	\$65.00	\$0.00
HPE Equipment Replacement Fee	Market value	Market value	\$0.00
Installment Plan Fee (maximum)	\$45.00	\$45.00	\$0.00
International Student Credential Evaluation Fee-Graduate	\$45.00	\$45.00	\$0.00
International Student Credential Evaluation Fee-Undergrad.	\$75.00	\$75.00	\$0.00

YOUNGSTOWN STATE UNIVERSITY
Other Fees, Charges and Fines

Schedule 7

Fee Description	FY 2014 Actual	FY 2015 Proposed	Change
Late Class Add Fee (per course)	\$50.00	\$50.00	\$0.00
Late Graduation Application Fee (after 3rd week)	\$38.50	\$38.50	\$0.00
Late Payment Fee	\$50.00	\$50.00	\$0.00
Late Registration Fee	\$75.00	\$75.00	\$0.00
Library Fines:			
Replacement Processing Fee	\$10.00	\$10.00	\$0.00
Overdue InterLibrary Loan Material (per day)	\$0.05	\$0.05	\$0.00
Overdue Maag/Depository Material (per day)	\$0.10	\$0.10	\$0.00
Overdue Textbook (\$0.55 per day, maximum fine \$100)	\$0.55	\$0.55	\$0.00
Overdue OhioLINK Material (per day)	\$0.50	\$0.50	\$0.00
Overdue Reserve Material (per day)	\$0.55	\$0.55	\$0.00
Overdue Closed Reserve Material (per hour)	\$0.55	\$0.55	\$0.00
Library Material Replacement Fee	Market Value	Market Value	\$0.00
OhioLINK Material Replacement Fee	\$110.00	\$110.00	\$0.00
Library Study Carrel Rental	\$25.00	\$25.00	\$0.00
MAT Test Fee	\$75.00	\$75.00	\$0.00
MBA Program Fee (per credit hour)	\$40.00	\$40.00	\$0.00
Ohio Attorney General Payment Fee	N/A	Variable	New
Parking & Transportation Fees:			
Transportation Fees:			
Students, Fall & Spring Terms, mandatory if enrolled in 6 or more credits	\$115.00	\$115.00	\$0.00
Students, Summer Term, mandatory if enrolled in 6 or more credits	\$58.00	\$58.00	\$0.00
Parking Permits:			
Students, Fall & Spring Terms, optional if enrolled in 0-5 credits	\$115.00	\$115.00	\$0.00
Students, Summer Term, optional if enrolled in 0-5 credits	\$58.00	\$58.00	\$0.00
Employees, per semester	\$85.00	\$85.00	\$0.00
Contract employees, per semester, Fall & Spring	\$115.00	\$115.00	\$0.00
Contract employees, Summer term	\$58.00	\$58.00	\$0.00
Control Card Replacement	\$5.00	\$5.00	\$0.00
Visitors, Daily/Special Event (per day)	\$5.00	\$5.00	\$0.00
Visitors, Weekly/Special Event (per week)	\$20.00	\$20.00	\$0.00
Parking Violations:			
Class I (minor violation, 1st offense)	\$25.00	\$25.00	\$0.00
Class I (minor violation, 2nd offense)	\$30.00	\$30.00	\$0.00
Class I (minor violation, 3rd offense)	\$35.00	\$35.00	\$0.00
Class II (major violations)	\$100.00	\$100.00	\$0.00
Class III (legal violations)	\$150.00	\$150.00	\$0.00
PC Data Recovery Service Fee	\$100.00	\$100.00	\$0.00
PC Remediation Service Fee	\$75.00	\$75.00	\$0.00
Peace Officers Training Academy	\$300.00	\$300.00	\$0.00
Photo I.D. Replacement Charge	\$25.00	\$25.00	\$0.00
Physical Therapy Doctoral Acceptance Deposit	\$500.00	\$500.00	\$0.00
Processing/Matriculation Fee (per semester)	\$80.00	\$80.00	\$0.00
Proficiency Examination (per course)	\$45.00	\$45.00	\$0.00
Quantity Foods Luncheon	\$8.50	\$8.50	\$0.00
Quantity Foods Dinner	\$10.00	\$10.00	\$0.00
Reading Tutoring Fee	\$38.00	\$38.00	\$0.00
Returned Check or Credit Card Fee	\$30.00	\$30.00	\$0.00

YOUNGSTOWN STATE UNIVERSITY
Other Fees, Charges and Fines

Schedule 7

Fee Description	FY 2014 Actual	FY 2015 Proposed	Change
Rich Autism Center Pre-School Program (per week)	\$125.00	\$125.00	\$0.00
Student Locker Rental (per year)	\$25.00	\$25.00	\$0.00
Study Abroad Fee:			
Level 1 (YSU faculty-led short-term field study)	\$45.00	\$45.00	\$0.00
Level 2 (College Consortium in International Studies)	\$75.00	\$75.00	\$0.00
Level 3 (YSU direct agreement or exchange program)	\$150.00	\$150.00	\$0.00
Thesis Binding Fee	\$25.00	\$25.00	\$0.00
Transcript Fee	\$6.00	\$6.00	\$0.00
Transcript Rush Fee (same-day processing)	\$12.00	\$12.00	\$0.00
Transcript Rush Fee (overnight express)	\$35.00	\$35.00	\$0.00
Transfer Processing/Matriculation Fee	\$25.00	\$35.00	\$10.00
Undergraduate Application Fee (first time applicant)	\$40.00	\$40.00	\$0.00
Youngstown Early College (per credit hour)	\$105.31	\$106.00	\$0.69
Youngstown Early College (full-time bulk rate, 12-16 hours)	\$1,263.72	\$1,272.00	\$8.28



YOUNGSTOWN STATE UNIVERSITY
Interfund Transfers Requiring Board Approval
Transfers Outside of the Operating Budget
Requested Transfers for Third Quarter 2014

FROM	TO	AMOUNT	REASON
General Fund Operating Reserve (Quasi-Endowment Fund)	Health Care Reserve (Quasi-Endowment Fund)	\$2,215,441	Transfer to isolate the positive variance between actual FY2013 health care expenses and the fully insured equivalent funding estimate, as required by existing labor agreements.

UNIVERSITY GUIDEBOOK

Title of Policy:	Designation of Moveable University Holidays
Responsible Division/Office:	Human Resources
Approving Officer:	Vice President for Finance and Administration
<i>Revision History:</i>	March 1998; December 2009; March 2014
Resolution Number(s):	YR 1998-57; YR 2010-37; YR 2014-
Board Committee:	University Affairs
EFFECTIVE DATE:	March 12, 2014
Next Review:	2019

Policy: The Board of Trustees has been authorized by Section 124.19 of the *Ohio Revised Code* to observe certain paid holidays on days other than their customary date of observance. Pursuant to State law, the Board authorizes the President to move observance of these movable paid holidays to days that most favorably meet the needs of the University community.

Parameters: The movable paid holidays include:

- Martin Luther King, Jr. Day (third Monday in January)
- Presidents' Day (third Monday in February)
- Columbus Day (second Monday in October)

Procedures:

1. The President, on the recommendation of the Provost, will designate which of the paid holidays will be moved to better meet the needs of the academic calendar.
2. Annually, the Office of Human Resources will issue a complete listing of the paid University holidays to the Board of Trustees and members of the University community.

REDLINE VERSION
UNIVERSITY GUIDEBOOK

Title of Policy:	Designation of Moveable University Holidays
Responsible Division/Office:	Human Resources
Approving Officer:	Vice President for Finance and Administration
<i>Revision History:</i>	March 1998; December 2009; March 2014
Resolution Number(s):	YR 1998-57; YR 2010-37; YR 2014-
Board Committee:	University Affairs
EFFECTIVE DATE:	March 12, 2014
Next Review:	2019

Policy: The Board of Trustees has been authorized by Section 124.19 of the *Ohio Revised Code* to observe certain paid holidays on days other than their **customary date of observance specified in this Section**. **In turn** Pursuant to State law, the Board authorizes the President to **make move observance of these movable paid holidays to days any changes** that most favorably meet the needs of the University community.

Parameters: The movable paid holidays include:

- Martin Luther King, Jr. Day (third Monday in January)
- Presidents' Day (third Monday in February)
- Columbus Day (second Monday in October)

Procedures:

1. The President, on the recommendation of the Provost, will designate which of the paid holidays will be moved to better meet the needs of the academic calendar.
2. Annually, the Office of Human Resources will **distribute issue** a complete listing of the paid University holidays to the Board of Trustees and members of the University community.

UNIVERSITY GUIDEBOOK

Title of Policy:	Compensation and Salary Studies/Plans
Responsible Division/Office:	Human Resources
Approving Officer:	Vice President for Finance and Administration
<i>Revision History:</i>	October 1998; December 2009; March 2014
Resolution Number(s):	YR 1999-112; YR 2010-37; YR 2014-
Board Committee:	University Affairs
EFFECTIVE DATE:	March 12, 2014
Next Review:	2019

Policy: The Board of Trustees recognizes the need to have appropriate compensation and salary plans for all employees and employee groups, and has authorized the President, or his/her designee, to develop such plans.

Definition: Employee groups include faculty, professional/administrative staff, and classified civil service staff.

Parameters:

- Compensation and salary studies will be based upon external comparable markets and employee groups as determined by the University.
- Compensation and salary plans will attempt to provide internal parity for positions with comparable skills, duties and responsibilities.
- Compensation and salary made available to employees will be consistent with the fiscal ability of the University to support such plans.

Procedure:

The President will periodically designate the individual(s) responsible for reviewing compensation and salary of employee groups.

REDLINE VERSION
UNIVERSITY GUIDEBOOK

Title of Policy:	Compensation and Salary Studies/Plans
Responsible Division/Office:	Human Resources
Approving Officer:	Vice President for Finance and Administration
<i>Revision History:</i>	October 1998; December 2009; March 2014
Resolution Number(s):	YR 1999-112; YR 2010-37; YR 2014-
Board Committee:	University Affairs
EFFECTIVE DATE:	March 12, 2014
Next Review:	2019

Policy: The Board of Trustees recognizes the need to have appropriate compensation **and salary** plans for all employees and employee groups, and has authorized the President, or **his/her** designee, to develop such plans.

Definition: Employee groups include faculty, professional/administrative staff, and classified civil service staff.

Parameters:

- Compensation and salary studies will be based upon **external** comparable markets **and employee groups** as determined by the University ~~that are applicable to the institution and respective employee groups.~~
- Compensation and salary plans will attempt to provide **internal** parity for positions with comparable **skills**, duties and responsibilities.
- Compensation and salary made available to employees will be consistent with the fiscal ability of the University to support such plans.

Procedure:

The President will periodically designate the individual(s) responsible for reviewing compensation and salary of employee groups.

UNIVERSITY GUIDEBOOK

Title of Policy:	Acting President
Responsible Division/Office:	Office of the President
Approving Officer:	President
<i>Revision History:</i>	January 1999; February 2009; March 2014
Resolution Number(s):	YR 1999-68; YR 2009-33; YR 2014-
Board Committee:	University Affairs
EFFECTIVE DATE:	March 12, 2014
Next Review:	2019

Policy: Whenever the President intends to be absent from the University for five working days or more an Executive Officer of the University will be designated as Acting President.

Definition: In addition to the President, the Executive Officers of the University include the Provost/Vice President for Academic Affairs, the Vice President for Finance and Administration, the Vice President for University Advancement, the Vice President for Student Affairs, and the University General Counsel.

Parameters:

- The President will prepare the appropriate notification to send to the Board of Trustees with a copy to the Executive Officer designated to serve as Acting President. Such notification will include any parameters or cautions deemed appropriate by the President.
- The Acting President shall have authority to act on behalf of the President in conformity with the notification of designation.

Agenda Item E.4.c
Exhibit H

REDLINE VERSION
UNIVERSITY GUIDEBOOK

Title of Policy:	Acting President
Responsible Division/Office:	Office of the President
Approving Officer:	President
<i>Revision History:</i>	January 1999; February 2009; March 2014
Resolution Number(s):	YR 1999-68; YR 2009-33; YR 2014-
Board Committee:	University Affairs
EFFECTIVE DATE:	March 12, 2014
Next Review:	2019

Policy: Whenever the President intends to be absent from the University for ~~three~~ **five** working days or more an Executive Officer of the University will be designated as Acting President.

Definition: In addition to the President, the Executive Officers of the University include the Provost/Vice President for Academic Affairs, the Vice President for Finance and Administration, the Vice President for University Advancement, the Vice President for Student Affairs, and the University General Counsel.

Parameters:

- The President will prepare the appropriate notification to send to the Board of Trustees with a copy to the Executive Officer designated to serve as Acting President. Such notification will include any parameters or cautions deemed appropriate by the President.
- The Acting President shall have authority to act on behalf of the President in conformity with the notification of designation.

SUMMARY OF PERSONNEL ACTIONS

Appointments – 7

New Positions - 3

- Professional/Administrative - 3
 - Academic Advisor, CLASS
 - Associate VP for Enrollment Planning and Management, Student Affairs
 - Associate Dean, CLASS (part-time)

Replacement Positions - 4

- Professional/Administrative - 3
- Classified Civil Service - 1

Separations – 14

Retirement - 4

- Classified Civil Service - 1
- Professional/Administrative - 3

Resignation - 6

- Professional/Administrative - 4
- Classified Civil Service - 2

Layoff - 2

- Classified Civil Service - 2

Non-renewal - 2

- Professional/Administrative - 2

SUMMARY OF PERSONNEL ACTIONS

Externally Funded Positions

Appointments – 7

New - 1

- **Professional Administrative - 1**
 - OPMIC Project Manager, STEM

Replacement Positions - 6

- Professional/Administrative - 6

Separations – 3

Retirement - 1

- Professional/Administrative - 1

Resignations - 1

- Professional/Administrative - 1

Position Ended - 1

- Professional/Administrative - 1

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL/ADMINISTRATIVE (APAS)
PERSONNEL ACTIONS**

APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME	GENDER/RACE*	POSITION NEW or REPLACEMENT (Vacated Salary)	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY/ FTE	COMMENTS
Ms. Natalie Kiriazis	F/C	New	Academic Advisor	CLASS	11/13/2013	\$32,338 1.0	\$32,338 increase
Ms. Alexis Hall	F/C	Replacement \$29,000	Housing Coordinator	Housing & Resident Life	2/1/2014	\$27,670 1.0	\$1,330 decrease
Mr. Edward Goist	M/C	Replacement \$55,308	Senior Development Officer	Development	2/3/2014	\$60,000 1.0	\$4,692 increase
PROMOTIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	PREVIOUS POSITION	PREVIOUS SALARY	COMMENTS
None.							
TRANSFERS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME			TITLE	DEPARTMENT	EFFECTIVE DATE		COMMENTS
None.							
DEMOTIONS FOR INFORMATION ONLY (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	EFFECTIVE DATE	PREVIOUS SALARY	COMMENTS
None.							
RECLASSIFICATIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	EFFECTIVE DATE	PREVIOUS SALARY	COMMENTS
Ms. Christine Adams		\$42,868	Government Documents Librarian	Maag Library	2/1/2014	\$38,164	\$4,704 increase
Ms. Lenora Greene		\$47,610	Assistant Director	English Language Institute	12/1/2013	\$45,343	\$2,267 increase
Dr. Dingqiang Li		\$58,945	Instrumentation Scientist	Chemistry	7/1/2013	\$56,137	\$2,808 increase

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL/ADMINISTRATIVE (APAS)
PERSONNEL ACTIONS**

SALARY ADJUSTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)

NAME		NEW SALARY	TITLE	DEPARTMENT	EFFECTIVE DATE	PREVIOUS SALARY	COMMENTS
None.							

SEPARATIONS

NAME	GENDER/RACE*		TITLE	DEPARTMENT	SEPARATION DATE		COMMENTS
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Retirements

None.							
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Resignations

Mr. Jeffrey Butts	M/C		Research Associate	Center for Islamic Studies	12/4/2013	\$37,645	Resignation
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A = Asian or Pacific Islander, origins in any of the original peoples of the Far East, Southeast Asia, Pacific Islands, or Indian subcontinent.

B = Black (not of Hispanic origin), origins in any of the black racial groups.

C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.

H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.

N = American Indian or Alaskan Native, origins in any of the original peoples of North America.

U = Unidentified

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL/ADMINISTRATIVE (Coaches)
PERSONNEL ACTIONS**

APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME	GENDER/RACE*	POSITION NEW or REPLACEMENT (Vacated Salary)	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY/ FTE	COMMENTS
Mr. Jonatan Berhane	M/B	Replacement \$18,099	Assistant Tennis Coach	Intercollegiate Athletics	1/16/2014	\$18,099 .75	
PROMOTIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							
TRANSFERS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							
DEMOTIONS FOR INFORMATION ONLY (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							
RECLASSIFICATIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							
SALARY ADJUSTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL/ADMINISTRATIVE (Coaches)
PERSONNEL ACTIONS**

SEPARATIONS							
NAME	GENDER/RACE*		TITLE	DEPARTMENT	SEPARATION DATE		COMMENTS
Retirements							
None.							
Resignations							
Mr. Mark Mangino	M/C		Assistant Football Coach	Intercollegiate Athletics	1/8/2014	\$66,487	Resignation
Mr. Kurt Beathard	M/C		Assistant Football Coach	Intercollegiate Athletics	1/15/2013	\$45,900	Resignation

A = Asian or Pacific Islander, origins in any of the original peoples of the Far East, Southeast Asia, Pacific Islands, or Indian subcontinent.

B = Black (not of Hispanic origin), origins in any of the black racial groups.

C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.

H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.

N = American Indian or Alaskan Native, origins in any of the original peoples of North America.

U = Unidentified

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED PERSONNEL ACTIONS**

APPOINTMENTS FOR INFORMATION ONLY

NAME	GENDER/RACE*	POSITION NEW or REPLACEMENT (Vacated Salary)	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY/ FTE	COMMENTS
Ms. Joyce O'Connell	F/C	Replacement	Administrative Assistant 1	Teacher Education	1/13/2014		Temporary

PROMOTIONS FOR INFORMATION ONLY

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

TRANSFERS FOR INFORMATION ONLY

NAME			TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
Ms. Christine Bosela			Account Clerk 2	Payroll	12/12/2013		
Ms. Laura Robich			Administrative Assistant 1	Nursing	12/4/2013		
Ms. April Vosch			Secretary 1	English	12/12/2013		
Ms. Lora Graneto			Secretary	STEM	12/12/2013		
Ms. Cheryl Beil			Administrative Assistant 2	Dean's Office - WCBA	12/12/2013		
Ms. Ladonna Zocolo			Account Clerk 2	Development	12/12/2013		

DEMOTIONS FOR INFORMATION ONLY

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

RECLASSIFICATIONS FOR INFORMATION ONLY

NAME		NEW SALARY	TITLE	DEPARTMENT	EFFECTIVE DATE	PREVIOUS SALARY	COMMENTS
None.							

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED PERSONNEL ACTIONS**

SALARY ADJUSTMENTS INFORMATION ONLY

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
Mr. Travis McDade		\$43,659	Police Officer 2	YSU Police	10/20/2013	\$40,019	
Mr. Joseph Schialdone		\$43,659	Police Officer 2	YSU Police	10/20/2013	\$40,019	
Mr. Frank Betsa		\$82,243	Data Security Supervisor	Network Services	11/01/2013	\$77,792	Working out of classification

SEPARATIONS

NAME	GENDER/RACE*		TITLE	DEPARTMENT	SEPARATION DATE		COMMENTS
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Retirements

Mr. Terrance Blunt	M/C		Administrative Assistant 2	Media & Academic Computing	12/31/2013		
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Separations

Ms. Tasha Lambert	F/C		Administrative Assistant 1	Nursing	12/12/2013		Resignation
Mr. Jeffrey Logan	M/C		Network Administrator 2	Media and Academic Computing	1/11/2014		Resignation
Ms. Gemini McCormick	F/C		Account Clerk 2	Payroll	12/28/2013		Layoff
Ms. Monica Temnick	F/C		Administrative Assistant 2	Dean's Office WCBA	12/28/2013		Layoff

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H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.

N = American Indian or Alaskan Native, origins in any of the original peoples of North America.

U = Unidentified

**YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS**

APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL

NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT</i> <i>(Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATE	SALARY/ FTE	COMMENTS
None.							

PROMOTIONS FOR BOARD OF TRUSTEE APPROVAL

NAME		SALARY INCREASE	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
None.							

TRANSFERS FOR BOARD OF TRUSTEE APPROVAL

NAME			TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
None.							

SEPARATIONS

NAME	GENDER/RACE*	CATEGORY OF EMPLOYMENT	TITLE	DEPARTMENT	SEPARATION DATE	VACANT POSITION BUDGETED SALARY	COMMENTS
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Retirements

None.							
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Resignations

None.							
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**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL/ADMINISTRATIVE
PERSONNEL ACTIONS**

APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME	GENDER/RACE*	POSITION NEW or REPLACEMENT (Vacated Salary)	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY/ FTE	COMMENTS
Mr. Gary Swegan	M/C	New	Associate VP for Enrollment Planning and Management	Student Affairs	11/18/2013	\$137,000 1.0	\$137,000 increase
Ms. Jane Kestner	F/C	New	Associate Dean	CLASS	1/2/2014	\$64,556 .50	Replaced \$129,113 full time with part time
Ms. Kimberly Verdone	F/C	Replacment \$73,481	Director	Degree Audit Services	2/1/2014	\$55,000 1.0	\$18,481 decrease

PROMOTIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS

TRANSFERS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME			TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
None.							

DEMOTIONS FOR INFORMATION ONLY (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL/ADMINISTRATIVE
PERSONNEL ACTIONS**

RECLASSIFICATIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	EFFECTIVE DATE	PREVIOUS SALARY	COMMENTS
Mr. Richard White		\$77,787	Director of Planning and Construction	Facilities	3/16/2013	\$74,082	\$3,705 increase

SALARY ADJUSTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	EFFECTIVE DATE	PREVIOUS SALARY	COMMENTS
Mr. Randall Ziobert		\$72,924	Associate Director and Network Administrator	Media and Academic Computing	11/16/2013	\$66,294	\$6,630 increase

SEPARATIONS							
NAME	GENDER/RACE*	CATEGORY OF EMPLOYMENT	TITLE	DEPARTMENT	SEPARATION DATE	VACANT POSITION BUDGETED SALARY	COMMENTS

Retirements

Mr. Marty Bramlett	M/C	P/A	Director, Labor Relations	Human Resources	12/31/2013	\$91,800	
Ms. Carol Trube	F/C	P/A	Manager of Classification and Compensation	Human Resources	12/31/2013	\$58,381	
Ms. Justine Weintz	F/C	P/A	Director of Graduate Admissions	Graduate Studies and Research	12/31/2013	\$78,456	

SEPARATIONS

Ms. Kathleen Furguson	F/C	P/A	Fringe Benefits Specialist	Human Resources	11/30/2013	\$70,104	Non-renewal
Mr. Jason Rakers	M/C	P/A	Senior Network Technology Architect	Network Services	11/30/2013	\$98,065	Resignation
Ms. Rebecca Keck	F/C	P/A	Director, SMARTS	SMARTS	12/4/2013	\$71,249	Elimination of Position

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**AGREEMENT FOR CONSULTING SERVICES OF
AGB SEARCH, LLC**

This Agreement is made by and between Board of Trustees, Youngstown State University (hereinafter "University"), a state university as defined in Ohio Revised Code Section 3345.011, with its main campus located in Youngstown, Ohio and with its administration office at One University Plaza, Youngstown, Ohio 44555-0001, and AGB Search, LLC, Independent Contractors (hereinafter "IC") with offices at 1133 20th Street, N.W., Suite 300, Washington, D.C. 20036 and is effective on the date executed by the University.

In consideration for the mutual promises contained herein, the above-named parties agree as follows:

Section One. SCOPE OF SERVICES. IC shall be considered an independent contractor. IC shall consult with the University to support the search and all services in order to enable the University to search for and install a new President of Youngstown State University. Specifically, Dr. James Ferrare along with other AGB Search staff, as appropriate, shall provide the following services:

1. Assist the Search Committee in reaching agreement on search goals and presidential priorities and attributes;
2. Partner with the Search Committee Chair in organizing and facilitating Search Committee meetings;
3. Assist in coordinating the entire search process;
4. Assume major responsibility in recruiting and cultivating candidates;
5. Assist in developing and engaging an effective candidate screening procedure;
6. Provide due diligence on candidates identified on a short list and those identified as semi-finalists and finalists;
7. Counsel regarding off-site and final candidate interview schedules and procedures;
8. Provide drafts of correspondence and communication to the Search Committee, University community and candidates;
9. Guide the preparation and implementation of a transition plan for the new President, University administration and candidates;
10. Handle all search-related administrative services, all of which will be provided at the offices of IC or on a secure web site hosted by IC, to which only members of the Search Committee and IC staff positions will have access and will handle all correspondence and contact with the candidates other than as agreed to with the Search Committee Chair; and
11. Prepare a draft prospectus for the University, use by IC to inform candidates and potential candidates about the University, its history, its opportunities and challenges; this draft will be subject to editing and modification by the Search Committee, and the University shall solely be responsible for the final version which it endorses for use by IC in connection with the Presidential Search.

IC does not participate in the negotiation of an employment agreement unless there is an express agreement to do so which is not included in this Agreement. Should the parties later desire such, the parties will draft a written Addendum to this Agreement.

Should a candidate that the IC assists to place at the University leave within twelve months of the start date, the IC will reinitiate, for Out-of-pocket expenses only and no additional Professional Fee, a search for the same position as the original placement, subject to the following conditions: 1) the placement's departure is "for cause", as defined in the employment agreement between the University and the new hire (which definition shall be reasonably acceptable to the IC, 2) or the result of his/her inability to carry out the position's responsibilities for any reason, including the placement's resignation.

Further, the IC will not recruit, nor cause to be recruited any person reporting to the placement for a period of one year after the completion of the assignment, unless the IC receives approval from the University.

The IC will also not recruit the placement hired into the position of President of Youngstown State University.

Section Two. PAYMENT.

IC shall be reimbursed for Out-of-pocket Expenses only, such as reasonable candidate and IC travel-related expenses, as well as advertising fees, fees charged by investigative firms for candidate background checks (typically in the amount of \$200 per candidate) and expenses incurred by candidates who are interviewed for the position by IC and/or the Search Committee. The IC agrees to make every effort to minimize travel related expenses by combining required travel with other client engagements.

These Out-of-pocket Expenses are reimbursed to the IC at the actual cost paid. The cost for a private investigator to perform extensive (beyond the typical \$250) background checks which would be considered beyond ordinary reference checking, can be arranged through the IC, if agreed to by the University, and will be billed directly to the University. The IC does not warrant the accuracy or completeness of the background check that are conducted by third-party service providers.

IC shall submit an invoice and itemized statement for reimbursement of the Out-of-pocket Expenses on a monthly basis. The statements shall include a description of the expense, the cost associated, the date the expense occurred, and the reimbursement amount due. In addition to the statement, the IC must attach the actual receipts for all reimbursement pursuant to the expense reimbursement.

The IC shall submit invoices for the out-of pocket expenses to: Dr. Sudershan K. Garg, Chair, Board of Trustees, Youngstown State University, One University Plaza, Youngstown, OH 44555.

Section Three. BENEFITS. IC and its agents and employees shall not receive any other

compensation or be entitled to sick leave, vacation leave, PERS contribution, life insurance health insurance, Worker's Compensation or any other benefits available to a University employee.

Section Four. TAXES/HOLD HARMLESS. The University shall not deduct or withhold any federal, state, city or other lawful taxes from any payments made to IC. IC and its agents and employees shall hold the University harmless in the event any claim is made by any taxing authority as a result of its failure to withhold any federal, state, city or other lawful taxes.

Section Five. WAIVERS. IC and its agents and employees hereby waive any right to assert any claim against the University or the State of Ohio for any benefit under any civil service statute or rule.

Section Six. TERM OF AGREEMENT. All services rendered pursuant to this Agreement shall be commenced on the date of execution by the University and shall be completed on or before June 30, 2014, unless mutually agreed otherwise.

Section Seven. SUBJECT TO APPROPRIATION. It is understood that any and all expenditures of University funds are contingent on the availability of lawful appropriations by the Ohio General Assembly. If the University determines at any time that the General Assembly failed to continue funding for the payments and/or other obligations that may be due hereunder, then the University's obligations under the Agreement are terminated as of the date that the funding expired without further obligation of the University.

Section Eight. FINDINGS FOR RECOVERY (R.C. 9.24). IC warrants that it is not subject to an "unresolved" finding for recovery under O.R.C. 9.24. If the warranty is deemed to be false, this Agreement is void *ab initio* and the IC must immediately repay to the University any funds paid under this Agreement.

Section Nine. TERMINATION OF AGREEMENT. The University may terminate this Agreement at any time, for any reason, by providing written notice to the IC via U.S. Mail to Dr. James Ferrare, Managing Principal, AGB Search, LLC, 1133 20th Street, N.W., Suite 300, Washington, D.C. 20036. The University shall be responsible for paying out-of-pocket expenses incurred by AGB Search referred to in **Section Two: Payment**, up to the date of termination. The IC may terminate the agreement only upon mutual agreement of the parties as to the conditions of the termination.

Section Ten. MODIFICATION OF AGREEMENT. This Agreement may be modified only by mutual agreement of the parties and only in writing.

Section Eleven. SEVERABILITY. The provisions of this Agreement are severable and independent, and if any such provision shall be determined to be unenforceable in whole or in part, the remaining provisions and any partially enforceable provision shall, to the extent enforceable in any jurisdiction, nevertheless be binding and enforceable.

Section Twelve. GOVERNING LAW. This Agreement and any claims arising in any way out

of this Agreement shall be governed by the laws of the State of Ohio. Any provision of this Agreement prohibited by the laws of Ohio shall be deemed void and of no effect. Any litigation arising out of or relating in any way to this Agreement or the performance there under shall be brought only in the Courts of Ohio, and IC hereby irrevocably consents to such jurisdiction.

Section Thirteen. EQUAL OPPORTUNITY. Pursuant to Section 125.111 of the Ohio Revised Code, IC agrees that IC and any person acting on behalf of IC will not discriminate, by reason of race, creed, color, religion, sex, age, handicap, national origin, and ancestry against any citizen of this state in the employment of any person qualified and available to perform the work under this Agreement. IC further agrees that IC and any person acting on behalf of IC shall not, in any manner, discriminate against, intimidate, or retaliate against any employee hired for the performance of work under this Agreement on account of race, creed, color, religion, sex, age, handicap, national origin, Vietnam-era veteran status or ancestry.

Section Fourteen. CERTIFICATION OF COMPLIANCE WITH OHIO'S ETHICS LAWS. IC and its agents and employees agree to refrain from conflicts of interest and to comply with Chapter 102 of the Ohio Revised Code, Ohio's applicable public employee ethics laws.

Section Fifteen. PUBLIC OFFICIAL. By signing this Agreement, IC certifies that the employees and owners of IC are not public officials or employees of the state, county, municipality or township government as defined in Section 102.01 of the Revised Code.

Section Sixteen. RECORD RETENTION. By signing this Agreement, IC agrees to grant access to state and federal authorities and auditors to any IC books, documents, papers, facilities and records pertinent to this Agreement only.

Section Seventeen. CONFIDENTIALITY. IC and its agents and employees agree to maintain the confidentiality of information and records which state and federal laws, rules and regulations require to be confidential and which the University considers to be confidential. The University requests that IC maintain all information and materials, including, but not limited to candidate identities and background information in complete confidence. No information or materials shall be released to any other persons except to those involved in the process. IC agrees not to disclose any information related to this search process, unless required to do so by the public records laws, in which case you will notify the Search Committee within five (5) business days of receipt of a request for information. Both the IC and the University agree to comply with state and federal public records laws. No information will be released without prior knowledge of the University.

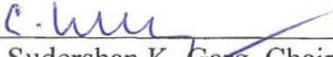
Section Eighteen. ASSIGNMENT. No assignment of rights or delegation of duties under this Agreement shall be made by IC without the express written consent of the University.

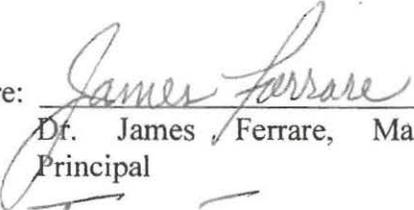
Section Nineteen. DRUG FREE WORKPLACE COMPLIANCE. By signing this Agreement, IC agrees to comply with all applicable federal, state and local laws regarding smoke-free and drug-free work places and shall make a good faith effort to ensure that any of its employees or permitted subcontractors engaged in the work being performed hereunder do not purchase, transfer, use or possess illegal drugs or alcohol or abuse prescription drugs in any way.

Section Twenty. ENTIRE AGREEMENT. This Agreement shall constitute the entire agreement between the parties for the services set forth in Section One. This Agreement supersedes any and all agreements, either oral or in writing, between the parties hereto with respect to the subject matter hereof.

Youngstown State University

AGB Search, LLC

Signature: 
Dr. Sudershan K. Garg, Chairperson

Signature: 
Dr. James Ferrare, Managing
Principal

Printed: James Ferrare

Title: Managing Principal

Date: MARCH 12, 2014

Date: 3/4/14

FED. TAX. ID. #: 27-1963417