

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

Tod Administration Building  
Friday, June 23, 1995

Pursuant to notice duly given, a regular meeting (the one hundred and seventy-third) of the Board of Trustees of Youngstown State University convened at 3:00 P.M., Friday, June 23, 1995, in the Board Room in Tod Administration Building.

All nine Trustees were present at the meeting, to-wit: Mr. Richard P. McLaughlin, Chairperson of the Board, who presided, Mr. Martin J. O'Connell, Mr. Edward A. Flask, Mr. Mark E. Lyden, Dr. Y. T. Chiu, Mr. Bruce R. Beeghly, Mrs. Eugenia C. Atkinson, Mr. George J. Limbert and Mr. Joseph S. Nohra. Also present was Student Trustee Scott Schulick. The Trustees noted with regret the recent resignation of Student Trustee David J. Harkleroad, who has completed his studies and taken employment with Coltec Industries.

Also present were: Dr. Leslie H. Cochran, President; Dr. James J. Scanlon, Provost; Dr. G. L. Mears, Executive Vice President; Dr. Charles A. McBriarty, Special Assistant to the President; Dr. Raymond E. Dye, Vice President - Student Affairs; Dr. Gordon Mapley, Associate Provost for Academic Administration; Ms. Shirley A. Carpenter, Executive Director - Human Resources; Mr. Richard L. Glunt, Executive Director - Budget and Finance; Mr. James D. Miller, Executive Director - Administrative Services; Mr. Vern Snyder, Executive Director - University Development; and Franklin S. Bennett, Jr., Secretary to the Board of Trustees. Also present were approximately 40 persons, including deans, members of the faculty, students, administrators and members of the news media.

The Chairperson called the meeting to order.

**ITEM I - OATH OF OFFICE TO TRUSTEE JOSEPH S. NOHRA**

The Chairperson reported that Governor Voinovich had appointed Mr. Joseph S. Nohra as a Trustee for the term expiring May, 2004. The Chairperson requested the Secretary to the Board to administer the Oath of Office to Mr. Nohra. Thereupon, the Secretary administered the Oath to Mr. Nohra, and Mr. Nohra was invited to take his seat with the Board of Trustees.

ITEM II - PROOF OF NOTICE OF MEETING.

Evidence was available to establish that on May 19, 1995, the Secretary mailed notice of the meeting to each of the nine Trustees, Student Trustee Schulick, and to the President. The Secretary also mailed copies of the notice to the presidents of the YSU-OEA, YSU-ACE, and YSU-APAS, to the Director of the YSU Alumni Association.

ITEM III - DISPOSITION OF MINUTES FOR REGULAR MEETING HELD MARCH 10, 1995.

Prior to the meeting, the Secretary had mailed draft copies of the minutes of the Board's regular meeting held on March 10, 1995, to each Trustee, the Student Trustee, and to the President. Upon motion made by Mrs. Atkinson, seconded by Mr. Lyden, the Board unanimously adopted the minutes of the regular meeting of March 10, 1995, as mailed.

ITEM IV - REPORT OF THE PRESIDENT OF THE UNIVERSITY.

Dr. Cochran provided the following informational reports:

1. YSU-Butler Institute of American Art Project Update. Dr. Cochran introduced Dr. Louis A. Zona, Executive Director of the Butler Institute of American Art (BIAA). Dr. Zona presented a status report on the planning stages of the joint project between the University and BIAA. Dr. Zona described the joint project which will result in the construction of an innovative high-technology facility, attached to the Butler museum, where students and artists could study and present art. The 19,000 square foot facility will cost approximately \$3.25 million.

2. Public/Private Academic Alliance. Dr. Cochran described the Memorandum of Agreement entered into by Lake Erie College, Walsh University, Thiel College, Westminster College, and Youngstown State University. By their Agreement, the institutions have formed the "Northeast Ohio/Western Pennsylvania Academic Alliance" for the purposes of exploring and developing cooperative ventures, exchange programs, educational projects, and partnership activities that enrich and improve effectiveness of programs, activities, and services to faculty, students and staff of the participating institutions.

3. Joint City-University Commission Update. Dr. Cochran described the status of ongoing discussions among officials of the University and the City of Youngstown exploring areas and ways in which the parties can work together.

4. Sea World Proclamation. Dr. Cochran distributed a Proclamation to be delivered on June 24, 1995 by the YSU

5. mascots, Pete and Penny Penguin, to the Penguins residing at Sea World in Aurora, Ohio.

5. Capital Fund Campaign Material. Dr. Cochran distributed the 33-page booklet outlining the case for the Capital Fund Campaign.

6. Introduction of President's Administrative Assistant. Dr. Cochran introduced Ms. Karen Green, the new Administrative Assistant to the President.

ITEM V - REPORTS OF THE COMMITTEES OF THE BOARD OF TRUSTEES.

The Board considered the following committee reports and recommendations:

1. Academic Affairs Committee

Dr. Scanlon noted that the University's new mission and goals statement emphasizes the importance of the University's connection with its community, with a focus on public service activity. Reinforcing its commitment to public service, YSU has established Distinguished Professorship Awards for Public Service, added to the existing categories of Teaching and Scholarship.

The Chairperson recognized Dr. Chiu, Chairperson of the Academic Affairs Committee, who stated that the Academic Affairs Committee had two resolutions for consideration. He then moved for adoption of the following Resolution:

Resolution to Ratify  
Conferral of Honorary Degrees

YR 1995-32

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

The motion was seconded by Mr. Flask. Following discussion, the motion received the affirmative vote of all Trustees present. The Chairperson declared the motion carried and the Resolution adopted. Dr. Chiu then moved for adoption of the following Resolution:

Resolution to Ratify Changes in the Bylaws  
of the University Academic Senate

YR 1995-33

WHEREAS, the Board of Trustees of Youngstown State University has previously approved the Charter and Bylaws of the Academic Senate by resolution, with the understanding that, in compliance with the authority and responsibilities vested in the Board by law, the Charter, Bylaws and all actions of the Academic Senate are subject to the Board's right to review and approve, or reject; and

WHEREAS, the Academic Senate has seen fit to amend its Bylaws, as attached hereto as Exhibit A; and

WHEREAS, such amendments are to expedite the workings of the Academic Senate and the President and the Provost have concurred in the above mentioned amendments;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the aforesaid amendment to the Bylaws of the Youngstown State University Academic Senate.

The motion was seconded by Mr. Flask. Following discussion, the motion received the affirmative vote of all Trustees present. The Chairperson declared the motion carried and the Resolution adopted.

2. Affirmative Action Committee

The Chairperson recognized Mr. Limbert, Chairperson of the Affirmative Action Committee, who stated that the Affirmative Action Committee had no report or matters for consideration by the Board.

3. Budget and Finance Committee

Dr. Mears stated that in light of the fact that a fiscal year 1995-96 budget has not yet been approved by the state, the Budget and Finance Committee was recommending Board action authorizing the development of an FY 1995-96 University budget in accordance with several assumptions, including enrollment head count of 13,600. The Budget and Finance Committee was also recommending Board action authorizing interim spending authority, at a level not to exceed FY 1994-95 Operating Budget Levels,

pending future final approval of a FY 1995-96 Budget. Dr. Mears reviewed the Executive Summary of Projected Budget Reductions and Priority Investments included with the Board's agenda.

The Chairperson recognized Mr. Lyden, Chairperson of the Budget and Finance Committee, who stated that the Budget and Finance Committee was recommending two resolutions for adoption by the Board. He then moved for adoption of the following Resolution:

Resolution Concerning the Development of the  
FY 1995-96 Budget and to Authorize Interim Budget Authority

YR 1995-34

WHEREAS, the State of Ohio has not yet adopted an operating budget for the FY 1996-FY 1997 biennium; and

WHEREAS, the impending retirement of a significant number of employees in the STRS and PERS Early Retirement Incentive Programs presents a major opportunity for organizational restructuring; and

WHEREAS, the development of the FY 1995-96 Current General Fund budget must take into account the level of state support and a revised organizational structure and has therefore been delayed;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize the development of the FY 1995-96 budget in general accord with the assumptions noted in the attached Exhibit B and that a completed budget will be presented for review and approval at the September, 1995 meeting of the Board of Trustees; and

BE IT ALSO RESOLVED, that the Board of Trustees of Youngstown State University does authorize interim spending authority at a level not to exceed the FY 1994-95 operating budget levels, pending approval of a FY 1995-96 Current General Fund and Auxiliary Services budgets.

The motion was seconded by Mr. Nohra. Following discussion, the motion received the affirmative vote of all Trustees present. The Chairperson declared the motion carried and the Resolution adopted. Mr. Lyden then moved for adoption of the following Resolution:

Resolution to Adopt Annual  
Operating Budget Guidelines

YR 1995-35

WHEREAS, the Board of Trustees of Youngstown State University is charged with the proper operation of the University; and

WHEREAS, the Board of Trustees delegates many of its powers for operation of the University including fiscal control to the President and his/her designees;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby delegate the operational responsibility for budget control to the President and his/her designee as authorized in the attached Exhibit C, Annual Operating Budget Guidelines.

The motion was seconded by Mr. Beeghly. Following discussion, the motion received the affirmative vote of all Trustees present. The Chairperson declared the motion carried and the Resolution adopted.

4. Building and Property Committee

Mr. Mediate provided a brief report on the status of the Honors Residence, College of Education, Engineering Science, and Chemical Storage construction projects. All projects are on schedule.

Following Mr. Mediate's report, the Chairperson recognized Dr. Chiu, a member of the Building and Property Committee, who stated that the Building and Property Committee was recommending two resolutions for adoption by the Board. He then moved for adoption of the following Resolution:

Resolution to Approve FY 1996-97 and  
FY 1997-98 Capital Projects Request

YR 1995-36

WHEREAS, the Ohio Board of Regents solicits requests for capital projects from the state assisted universities; and

WHEREAS, Youngstown State University has conducted a review of the capital projects needs for the FY 1996-97 and FY 1997-98 biennium;

NOW, THEREFORE, BE IT RESOLVED, that the capital projects request as listed on the attached Exhibit D are approved by Youngstown State University Board of Trustees.

The motion was seconded by Mr. O'Connell. Following discussion, the motion received the affirmative vote of all Trustees present. The Chairperson declared the motion carried and the Resolution adopted. Dr. Chiu then moved for adoption of the following Resolution:

Resolution Authorizing Leasing Agreements  
for University-Owned Property

YR 1995-37

WHEREAS, Youngstown State University owns property that is suitable for commercial development; and

WHEREAS, Youngstown State University wishes to foster the development of appropriate commercial enterprises in the campus area;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University, in conformity with the provisions of ORC 123.01(A)(9) and ORC 123.77, does hereby authorize the President or his/her designee to enter into agreements for the lease of university owned property for commercial development, in accordance with sound business practices.

The motion was seconded by Mr. O'Connell. Following discussion, the motion received the affirmative vote of all Trustees present. The Chairperson declared the motion carried and the Resolution adopted.

5. Development Committee

Mr. Vern Snyder, Executive Director - University Development, provided a brief report. Mr. Snyder reported that compared to the same period for the previous year, Annual Fund unrestricted gifts were up 31%, general scholarship gifts were up 17%, and matching gifts were up 39%. Mr. Snyder stated that \$8.3 million had been pledged to the Capital Campaign, and noted that total pledges of \$131,000 had been received from faculty and staff to date.

Following Mr. Snyder's report, the Chairperson recognized Mr. Beeghly, Chairperson of the Development Committee,

who stated that the Development Committee was recommending one Resolution for adoption by the Board. He then moved for adoption of the following Resolution:

Resolution Accepting Gifts

YR 1995-38

WHEREAS, Resolution YR 1980-34 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 E attached hereto are being held pending acceptance and he recommends their acceptance;

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

The motion was seconded by Mrs. Atkinson. Following discussion, the motion received the affirmative vote of all Trustees present. The Chairperson declared the motion carried and the Resolution adopted.

6. Intercollegiate Athletics Committee

The Chairperson recognized Mr. Flask, Chairperson of the Intercollegiate Athletics Committee, who stated that the Intercollegiate Athletics Committee had no report or matters for consideration by the Board.

7. Personnel Relations Committee.

Ms. Shirley A. Carpenter, Executive Director - Human Resources, stated that in 1993 the Board authorized the implementation of a performance-based salary plan for Executive Directors, Vice Presidents, Deans and the Provost. A similar plan has been developed for professional/administrative employees excluded from collective bargaining. Ms. Carpenter stated that, because of the diversity among the divisions within the University, each division will determine its own standards for merit performance. Recommendations will come from department heads and executive directors to the appropriate vice president.



Upon the conclusion of Ms. Carpenter's report, the Chairperson recognized Mrs. Atkinson, Chairperson of the Personnel Relations Committee, who stated that the Personnel Relations Committee was recommending two resolutions for adoption by the Board. She then moved for adoption of the following Resolution:

Resolution to Ratify Faculty/Staff Appointments

YR 1995-39

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 March 10, 1995, meeting of the Board of Trustees; and

WHEREAS, such appointments are in accordance with the 1994-95 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 F attached hereto.

The motion was seconded by Mr. Beeghly. Following discussion, the motion received the affirmative vote of all Trustees present. The Chairperson declared the motion carried and the Resolution adopted.

Mrs. Atkinson then moved for adoption of the following Resolution:

Resolution to Confer Emeritus Status

YR 1995-40

WHEREAS, Article III, Section 27 of the Policies of the Board of Trustees provides for the conferral of emeritus status upon faculty and Professional/Administrative staff who retire from the University following at least ten years of meritorious service and are recommended by the President of the University;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Youngstown State University that those faculty and Professional/Administrative staff members listed on

Exhibit G attached hereto are hereby granted the emeritus title designated thereon.

The motion was seconded by Mr. Lyden. Following discussion, the motion received the affirmative vote of all Trustees present. The Chairperson declared the motion carried and the Resolution adopted.

#### 8. Student Affairs Committee

Dr. Raymond E. Dye, Vice President - Student Affairs, provided a brief report on the composition of the entering class of University Scholars, noting that while the vast majority of University Scholars come from within the YSU service area, the states of Washington, Vermont, Illinois, Alabama and others are represented in the entering class. Dr. Dye provided an update on financial aid noting that in the coming year federal grants of approximately \$18 million will be distributed among 9,392 YSU students. State grants of approximately \$3.4 million will be distributed to 3,864 YSU students. YSU Foundation grants of approximately \$5.5 million will be distributed to 4,163 students. Approximately \$2 million will be distributed to 1,550 YSU students in other forms of financial aid. Overall, a total of \$29.3 million will be distributed to 18,969 recipients, an increase of 10.5% over the previous year. Following the conclusion of Dr. Dye's report, the Chairperson recognized Mr. O'Connell, Chairperson of the Student Affairs Committee, who stated that the Committee had no matters for consideration by the Board.

#### 9. Executive Committee

Mr. McLaughlin stated that the Executive Committee had no report or matters for consideration by the Board.

#### 10. Nominating Committee.

The Chairperson recognized the Board Secretary who stated that at the last regular meeting of the Board held on March 10, 1995, the Nominating Committee had nominated and recommended the election of Mr. Richard P. McLaughlin as Chairperson of the Board, and Dr. Y. T. Chiu as Vice Chairperson of the Board, for the 1995-96 year. Mr. McLaughlin asked whether there were any other nominations from the Trustees for the offices of Chairperson or Vice Chairperson. There being no further nominations, Mr. Beeghly moved, and Mr. O'Connell seconded, that the nominations be closed. The Trustees thereupon voted unanimously to close nominations. The nominations being closed, the Trustees then voted unanimously to elect Mr. McLaughlin as Chairperson and Dr. Chiu as Vice Chairperson of the Board for the 1995-96 year.

ITEM VI - COMMUNICATIONS, MEMORIALS

There were no communications or memorials brought before the Board.

ITEM VII - UNFINISHED BUSINESS

There was no unfinished business considered by the Board.

ITEM VIII - NEW BUSINESS

There was no new business considered by the Board.

ITEM IX - TIME AND PLACE OF UPCOMING REGULAR MEETINGS

YR 1995-41

Upon motion made by Mr. Flask, seconded by Mr. Lyden, which received the affirmative vote of all Trustees present, the Trustees resolved to set the following dates and times for the upcoming regular meetings of the Board.

3:00 P.M., on Friday, September 8, 1995  
3:00 P.M., on Monday, December 11, 1995  
3:00 P.M., on Friday, March 8, 1996  
3:00 P.M., on Friday, June 21, 1996

ITEM X - EXECUTIVE SESSION

The Chairperson recognized Mr. Limbert who stated, "Mr. Chairperson, I move that the Board of Trustees of Youngstown State University vote by roll call to hold an Executive Session for the purpose of considering the employment and/or compensation of one or more University employees." The motion was seconded by Mr. Beeghly. The Chairperson then requested the Secretary to conduct a roll call vote on the motion to enter Executive Session, the results of which are as follows (YES being a vote in favor of the motion to enter Executive Session):

|                |     |               |     |
|----------------|-----|---------------|-----|
| Mr. O'Connell  | YES | Mr. Beeghly   | YES |
| Mr. McLaughlin | YES | Mrs. Atkinson | YES |
| Mr. Flask      | YES | Mr. Limbert   | YES |
| Mr. Lyden      | YES | Mr. Nohra     | YES |
| Dr. Chiu       | YES |               |     |

The vote being unanimous, the Chairperson declared the motion carried. The Board entered Executive Session and moved to the Manchester Room at approximately 4:05 P.M. Present in Executive Session were all nine Trustees, Student Trustee Schulick, the President and the Secretary to the Board. While in Executive

Session, the Board considered matters pertaining to the employment and compensation of certain University employees.

The Board returned to the Board Room and resumed public session at approximately 5:25 P.M.

ITEM XI - ADJOURNMENT

Upon motion duly made and seconded, the meeting was duly adjourned by unanimous vote of the Trustees at approximately 5:27 P.M.

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Chairperson

ATTEST:

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Secretary to the Board of Trustees

The duties and responsibilities of all senators shall begin with a meeting scheduled for the second Wednesday in October, which shall be called by the Chair of the Senate, or, if unavailable, by a member of the Executive Committee. The first order of business for this meeting shall be the nomination of the Chair of the Senate and nomination of the members of the Charter and Bylaws Committee.

#### BYLAW 4 OTHER ELECTIONS

##### Section 1. Chair of the Senate.

- (a) All Senate members shall be eligible for election as Chair of the Senate.
- (b) Forms for nominating candidates for this office will be sent to all senators on the first work day of the academic year and returned by the first Wednesday of October. In addition, nominations may be made from the floor at the organizational meeting. All nominations must be confirmed. The Elections and Balloting Committee shall conduct a secret mail ballot, and shall announce the results not later than seven calendar days prior to the scheduled November Senate meeting.
- (c) The successful candidate shall have a majority of valid votes cast. If no candidate obtains a majority, a run-off election shall be held between the two candidates receiving the most votes. In the event of a tie, the run-off candidate will be determined by drawing lots. The term of office of the Chair AND VICE CHAIR will be for one year beginning ~~seven calendar days prior to the scheduled November meeting~~ JANUARY 1.
- (d) The runnerup shall be designated as the Vice Chair.

##### Section 2. The Elections and Balloting Committee

- (a) All faculty members eligible for Senate election in a given college shall be eligible for election to the Elections and Balloting Committee for that college.
- (b) The Elections and Balloting Committee shall be responsible for seeking nominations from the faculty of each college and for the proper conduct of the election in each college.
- (c) The term of office for the members of the Elections and Balloting Committee shall be two years, beginning September 15.

##### Section 3. The Charter and Bylaws Committee

- (a) Anyone eligible for Senate membership shall be eligible for election to the Charter and Bylaws Committee.
- (b) Candidates for this committee shall be nominated at the organizational meeting of the Senate, and elected by mail ballot.
- (c) The term of office for members of the Charter and Bylaws Committee shall be two years, beginning November 1.



EXECUTIVE SUMMARY OF PROJECTED BUDGET  
REDUCTIONS AND PRIORITY INVESTMENTS\*

|   | <u>1995-96</u> | <u>1996-97</u> | <u>1997-98</u> |
|---|----------------|----------------|----------------|
| <u>BUDGET REDUCTIONS</u>                |                |                |                |
| Vacant Positions                        | \$ 108,000     | 108,000        | 108,000        |
| PERS ERIP 1995-96                       | 402,000        | 530,000        | 530,000        |
| PERS ERIP 1996-97                       | 0              | 1,133,000      | 1,362,000      |
| Instructional Reductions 1995-96        | 600,000        | 600,000        | 600,000        |
| Instructional Reductions 1996-97        | 0              | 400,000        | 400,000        |
| Reductions - Athletics/Reserves         | 260,000        | 260,000        | 260,000        |
| 3% Base Reduction                       | 144,000        | 144,000        | 144,000        |
| <u>PRIORITY INVESTMENTS</u>             |                |                |                |
| Elimination of Use of Reserves          | \$1,000,000    | 1,000,000      | 1,000,000      |
| Student Scholarships                    | 400,000        | 500,000        | 600,000        |
| Maintenance/Utilities/Fixed Costs       | 170,000        | 200,000        | 240,000        |
| Library/Ohio Link                       | 30,000         | 100,000        | 100,000        |
| Gender Equity-Intercollegiate Athletics | 20,000         | 240,000        | 460,000        |
| Electronic Campus                       | 0              | 115,000        | 230,000        |
| Maintenance Personnel                   | 0              | 65,000         | 130,000        |
| Student Life                            | 0              | 75,000         | 150,000        |
| Administrative Equipment                | 0              | 200,000        | 300,000        |
| Institutional Contingency Reserve       | 0              | 200,000        | 500,000        |

\*NOTE: Projections, by their nature, are subject to change as circumstances may change. These projections should be considered to be guidelines, but may not be implemented in all their details.

YOUNGSTOWN STATE UNIVERSITY  
Current General Fund  
Revenue and Expenditure Projections  
Fiscal Year 1995-96

|  | 1994-95<br>Approved<br>Budget | 1995-96<br>Budget<br>Planning | 1995-96<br>Estimated<br>Budget |
|--|-------------------------------|-------------------------------|--------------------------------|
| <b>REVENUE</b>                         |                               |                               |                                |
| Student Tuition, Fees, & Charges       | \$40,275,000                  | (\$5,000) a                   | \$40,270,000                   |
| Instructional Subsidy                  | 42,276,000                    | 981,000 b                     | 43,257,000                     |
| Sales & Services of Educ. Activities   | 390,000                       | 0                             | 390,000                        |
| Investment Income                      | 750,000                       | 100,000                       | 850,000                        |
| Other Misc. Sources                    | 684,000                       | 100,000 c                     | 784,000                        |
| Budget Stabilization Reserve           | 150,000                       | 200,000                       | 350,000                        |
| Contingency Reserve                    | 0                             | 1,250,000                     | 1,250,000                      |
| Balance Forward                        | 1,600,000                     | (1,000,000)                   | 600,000                        |
| <b>TOTAL REVENUE</b>                   | <b>\$86,125,000</b>           | <b>\$1,626,000</b>            | <b>\$87,751,000</b>            |
| <b>EXPENDITURES</b>                    |                               |                               |                                |
| <b>Personal Services:</b>              |                               |                               |                                |
| Faculty Salaries & Fringes             | \$37,133,568                  | \$693,388 d                   | \$37,826,956                   |
| Staff Salaries & Fringes               | 29,324,704                    | 188,838 e                     | 29,513,542                     |
| <b>Total Personal Services</b>         | <b>\$66,458,272</b>           | <b>\$882,226</b>              | <b>\$67,340,498</b>            |
| <b>Operating Expenses:</b>             |                               |                               |                                |
| Supplies                               | \$1,827,481                   | (\$110,100) f                 | \$1,717,381                    |
| Travel                                 | 748,393                       | 0                             | 748,393                        |
| Information & Communication            | 1,280,260                     | (40,000) g                    | 1,240,260                      |
| Maint., Repairs, Utilities             | 4,759,590                     | 171,000 h                     | 4,930,590                      |
| Library Acquisitions                   | 1,300,000                     | 100,000 i                     | 1,400,000                      |
| Equipment                              | 507,406                       | 30,000 j                      | 537,406                        |
| Miscellaneous                          | 2,703,630                     | 141,000 k                     | 2,844,630                      |
| Student Aid                            | 300,000                       | 638,000 l                     | 938,000                        |
| Reserves for ERIP, Contingencies, etc. | 1,442,490                     | (170,748) m                   | 1,271,742                      |
| <b>Total Operating Expenses</b>        | <b>\$14,869,250</b>           | <b>\$759,152</b>              | <b>\$15,628,402</b>            |
| <b>Transfers:</b>                      |                               |                               |                                |
| Intercollegiate Athletics              | \$3,052,193                   | (\$33,193) n                  | \$3,019,000                    |
| Kilcawley Center                       | 1,095,285                     | 17,815 o                      | 1,113,100                      |
| Housing Debt Service                   | 650,000                       | 0                             | 650,000                        |
| <b>Total Transfers</b>                 | <b>\$4,797,478</b>            | <b>(\$15,378)</b>             | <b>\$4,782,100</b>             |
| <b>TOTAL EXPENDITURES</b>              | <b>\$86,125,000</b>           | <b>\$1,626,000</b>            | <b>\$87,751,000</b>            |

BUDGET OFFICE  
06/07/95

**YOUNGSTOWN STATE UNIVERSITY  
CURRENT GENERAL FUND  
BUDGET PLANNING FOR FY 96**

- a. Assumes Fall enrollment at 13,600 (1994-95 budget based on 14,600) and a 6% increase in tuition
- b. Assumes a 2% increase in actual subsidy
- c. Overhead charge of 2% of total budget to pure auxiliary services (Bookstore, Parking, Housing)
- d. Compensation increase per agreement (\$1,293,388)  
Reduction of 5 FTE full service faculty positions and 19 FTE limited service positions plus fringe benefits (\$600,000)
- e. Compensation increases per agreements (\$776,838)  
Other adjustment reductions (\$78,000)  
Salary and fringe benefit savings by not filling 15 PERS/ERIP and 3 current vacant staff positions (\$510,000)
- f. Reduction of 3% in non-fixed operating expenses for all but academic, library and police departments (\$110,000)
- g. Eliminate reserve for touch-tone system (\$40,000)
- h. Increases for:
 

|                                |          |
|--------------------------------|----------|
| Waste Removal                  | \$14,000 |
| Computer Maintenance Contracts | 55,000   |
| Utilities                      | 71,000   |
| Janitorial Service Contract    | 31,000   |
- i. Library acquisitions \$100,000 (4th year of 5)
- j. Library equipment for Ohio Link (\$30,000)
- k. Increase of \$30,000 for insurance plus \$111,000 in expenses formerly funded from end-of-year balances
- l. Increase of \$400,000 for scholarships plus \$238,000 funded from other sources in past years
- m. Reduction in STRS payments for the previous ERIP, plus other minor changes
- n. Compensation increases of \$63,693  
Gender Equity increase for women's intercollegiate athletics (\$20,000)  
Reduction in University support for scholarships (\$90,000)  
3% reduction in non-fixed operating expenses (\$27,000)
- o. Compensation increases of \$24,715  
3% reduction in non-fixed operating expenses (\$6,900)



YOUNGSTOWN STATE UNIVERSITY  
 Current General Fund  
 Revenue and Expenditure Projections  
 Fiscal Year 1996-97

|  | 1995-96<br>Estimated<br>Budget | 1996-97<br>Budget<br>Planning | 1996-97<br>Estimated<br>Budget |
|--|--------------------------------|-------------------------------|--------------------------------|
| <b>REVENUE</b>                         |                                |                               |                                |
| Student Tuition, Fees, & Charges       | \$40,270,000                   | \$1,830,000                   | a \$42,100,000                 |
| Instructional Subsidy                  | 43,257,000                     | 1,000,000                     | b 44,257,000                   |
| Sales & Services of Educ. Activities   | 390,000                        | 0                             | 390,000                        |
| Investment Income                      | 850,000                        | 0                             | 850,000                        |
| Other Misc. Sources                    | 784,000                        | 100,000                       | c 884,000                      |
| Budget Stabilization Reserve           | 350,000                        | (350,000)                     | 0                              |
| Contingency Reserve                    | 1,250,000                      | (996,000)                     | 254,000                        |
| Balance Forward                        | 600,000                        | (600,000)                     | d 0                            |
| <b>TOTAL REVENUE</b>                   | <b>\$87,751,000</b>            | <b>\$984,000</b>              | <b>\$88,735,000</b>            |
| <b>EXPENDITURES</b>                    |                                |                               |                                |
| <b>Personal Services:</b>              |                                |                               |                                |
| Faculty Salaries & Fringes             | \$37,826,956                   | \$356,540                     | e \$38,183,496                 |
| Staff Salaries & Fringes               | 29,513,542                     | (490,730)                     | f 29,022,812                   |
| <b>Total Personal Services</b>         | <b>\$67,340,498</b>            | <b>(\$134,190)</b>            | <b>\$67,206,308</b>            |
| <b>Operating Expenses:</b>             |                                |                               |                                |
| Supplies                               | \$1,717,381                    | \$0                           | \$1,717,381                    |
| Travel                                 | 748,393                        | 0                             | 748,393                        |
| Information & Communication            | 1,240,260                      | 0                             | 1,240,260                      |
| Maint., Repairs, Utilities             | 4,930,590                      | 116,000                       | g 5,046,590                    |
| Library Acquisitions                   | 1,400,000                      | 100,000                       | h 1,500,000                    |
| Equipment                              | 537,406                        | 270,000                       | i 807,406                      |
| Miscellaneous                          | 2,844,630                      | 75,000                        | j 2,919,630                    |
| Student Aid                            | 938,000                        | 100,000                       | k 1,038,000                    |
| Reserves for ERIP, Contingencies, etc. | 1,271,742                      | 51,905                        | l 1,323,647                    |
| <b>Total Operating Expenses</b>        | <b>\$15,628,402</b>            | <b>\$712,905</b>              | <b>\$16,341,307</b>            |
| <b>Transfers:</b>                      |                                |                               |                                |
| Intercollegiate Athletics              | \$3,019,000                    | \$280,000                     | m \$3,299,000                  |
| Kilcawley Center                       | 1,113,100                      | 25,285                        | n 1,138,385                    |
| Housing Debt Service                   | 650,000                        | 100,000                       | 750,000                        |
| <b>Total Transfers</b>                 | <b>\$4,782,100</b>             | <b>\$405,285</b>              | <b>\$5,187,385</b>             |
| <b>TOTAL EXPENDITURES</b>              | <b>\$87,751,000</b>            | <b>\$984,000</b>              | <b>\$88,735,000</b>            |


BUDGET OFFICE  
06/07/95



**AGENDA ITEMS FOR BOARD OF TRUSTEES'  
MEETING ON AUGUST 30 AND 31**

- **Student Recruitment Priorities**
  - Demographic Trends
  - Enrollment Patterns
  - Freshmen Profile
  - Retention Rate and Comparisons
  - Recruitment Strategies
  
- **Budget Plans and Perspectives**
  - Budget Stabilization, Investments, and Priorities
  - ERIP Replacement, Reallocation and Reduction Plans
  - Planned FY 1995-96 Budget
  - Divisional and College-Based Budgeting
  
- **1995-96 Strategic Academic and Institutional Objectives**
  - Target Enrollment Enhancements
  - Institutional Priorities
  - Academic Directions
  
- **Development Initiatives**
  - Critical Events for 1995-96
  - Campaign Naming Proposals
  - Campaign Update
  
- **Intercollegiate Athletic Agenda**
  - Penguin Sports Network
  - Gender Equity Plan
  - NCAA Options
  
- **Board of Regents Issues**
  - General Relationships
  - Master Plan
  - Instructional Subsidy Review
  
- **Institutional Items**
  - Administrative Search Procedures
  - Off-campus Board Meetings
  - Public Comment at Board Meetings

MEMO TO: DR. DAVID A. GENAWAY, Librarian ✓  
DR. VERNON F. HAYNES, President, YSU-OEA  
MS. TINA WENTZ, President, YSU-ACE  
MS. LYNNE R. HOWELL, President, YSU-APAS  
MS. LORI A. FACTOR, Exec. Director, YSU Alumni Assoc.

FROM: FRANKLIN S. BENNETT, JR.   
Secretary to the Board of Trustees

DATE: September 8, 1995

RE: Minutes of Regular Meeting of the Board of Trustees held  
on June 23, 1995

I enclose a photocopy of the original Minutes of the  
Regular Meeting of the Youngstown State University Board held on  
June 23, 1995.

The original Minutes were approved, signed and attested  
at today's meeting of the Board of Trustees.

xc: Dr. Leslie H. Cochran, President  
Dr. James J. Scanlon, Provost  
Ms. Shirley A. Carpenter, Executive Director - Human Resources



YOUNGSTOWN STATE UNIVERSITY

BOARD OF TRUSTEES' MEETING

Friday, September 8, 1995  
3:00 p.m.

Tod Hall  
Board Room

AGENDA

- A. Oath of Office of New Trustees
- B. Roll Call
- C. Proof of Notice of Meeting
- D. Disposition of Minutes for Regular Meeting held June 23, 1995
- E. Recommendation of the President of the University
  - 1. Resolution Transferring Intellectual Property Rights
- F. Report of the President of the University
  - 1. Institutional Priorities for 1995-96
  - 2. Formation of Leadership Teams
  - 3. Divisional and College-Based Budgeting
- G. Approval of Board of Trustees Committee Assignments
- H. Report of the Committees of the Board
  - 1. Academic Affairs Committee
    - a. Staff Report
    - b. Resolution to Ratify Conferral of Honorary Degree
  - 2. Affirmative Action Committee
    - a. Staff Report
  - 3. Budget and Finance Committee
    - a. Staff Report
    - b. Resolution Concerning Fiscal Year 1995-96 Annual Budget
  - 4. Building and Property Committee
    - a. Staff Report
    - b. Resolution to Name Residential Honors Facility
  - 5. Development Committee
    - a. Staff Report
    - b. Resolution to Accept Gifts
  - 6. Intercollegiate Athletics Committee
    - a. Staff Report
    - b. Resolution to Approve the Gender Equity Budget Plan for Intercollegiate Athletics
  - 7. Personnel Relations Committee
    - a. Staff Report
    - b. Resolution to Ratify Faculty/Staff Appointments
    - c. Resolution to Adopt a Conflict of Interest Policy
  - 8. Student Affairs Committee
    - a. Staff Report
  - 9. Executive Committee
- I. Communications and Memorials
- J. Unfinished Business
- K. New Business
  - 1. Resolutions of Appreciation
- L. Time and Place of Next Regular Meeting by Resolution
  - Meeting Dates: 3 p.m., Monday, December 11, 1995
  - 3 p.m., Friday, March 8, 1996
  - 3 p.m., Friday, June 21, 1996
- M. Adjournment



**RESOLUTION TRANSFERRING  
INTELLECTUAL PROPERTY RIGHTS**

**WHEREAS**, Dr. Yean-Jenq Huang ("Huang") was engaged by the YSU-Technology Development Corporation ("TDC") in various capacities from January, 1992 until September, 1994; and

**WHEREAS**, during the time of his engagement with the TDC, Huang conducted certain research and other work at the College of Engineering, and may have used other University resources and facilities; and

**WHEREAS**, Huang's work during the time of his engagement with the TDC may have resulted in the development or enhancement of certain discoveries or inventions, as described in Ohio Revised Code Section 3345.14, including computer software and trade secrets ("Intellectual Property"); and

**WHEREAS**, the University has evaluated such potential Intellectual Property and any ownership interest the University may have with respect to such Intellectual Property; and

**WHEREAS**, based upon this evaluation, the Board of Trustees of Youngstown State University has determined that it is in the best interest of the University to assign and transfer any actual or potential ownership interest in such Intellectual Property to the Aluminum Extrusion Network ("AEN");

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University, pursuant to Ohio Revised Code Section 3345.14 and Article IV of the Policy of the Board of Trustees, does hereby assign and transfer any actual or potential ownership interest the University has or may have with respect to any Intellectual Property that may have been developed by Huang during the course of his engagement with the TDC, to the AEN.



August 21, 1995

Robert J. Herberger, Esq.  
McLaughlin, McNally & Carlin  
500 City Centre One  
P. O. Box 507  
Youngstown, Ohio 44501-0507

Re: Aluminum Extrusion Network, et al. v. Yean-Jeng Huang, Ph.D.

Dear Bob:

Thank you for your letter of July 28, 1995 regarding potential ownership interests the University may have in the intellectual property which is the subject of litigation between the Aluminum Extrusion Network and Dr. Huang. I have consulted with Dean Stevens on this matter and determined that it is not in the best interests of the University to assert any ownership interest it may have in the intellectual property at issue.

Accordingly, I will be recommending to the University's Trustees at the September 8th Board meeting that the Board assign any intellectual property interest the University may have in this case to the Aluminum Extrusion Network. This assignment would be made pursuant to Board Policy and Ohio Revised Code § 3345.14.

Thank you for bringing this matter to my attention. Please call me if you have any questions or comments about my intentions in this regard.

Sincerely,

A handwritten signature in black ink, appearing to be 'L. Cochran', written over a horizontal line.

Leslie H. Cochran  
President

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

RECEIVED

JUL 31 1995

OFFICE OF  
THE PRESIDENT

**McLaughlin, McNally & Carlin** ATTORNEYS

500 City Centre One . PO Box 507 . Youngstown, Ohio 44501-0507 . Area Code 216 . Telephone 744-4481/394-7555 . Fax 744-0444

July 28, 1995

Richard P. McLaughlin  
John A. McNally, III\*  
Clair M. Carlin\*  
Robert J. Herberger\*\*  
Thomas M. Vasvari  
Lisa R. Wallace  
*\*Also licensed in Pennsylvania*  
*\*\*Registered Patent Attorney*

Leslie H. Cochran, Ed.D., President  
Youngstown State University  
410 Wick Avenue  
Youngstown, Ohio 44555

Ms. Melanie C. Griffith  
National Technology Transfer Center  
Wheeling Jesuit College  
316 Washington Avenue  
Wheeling, West Virginia 26003

Mr. Daniel R. Markley  
Edison Material Technology Center  
3171 Research Blvd.  
Kettering, Ohio 45420-4006

Robert Glidden, Ph.D., President  
Ohio Univeresity  
Athens, Ohio 45701

**RE: Aluminum Extrusion Network, et al. v.  
Yean-Jenq Huang, Ph.D.**

Gentlemen/Madam:

As you know, this law firm represents the Aluminum Extrusion Network of the Greater Mahoning Valley, Inc., (the "AEN") an independent Ohio non-profit corporation consisting of extruders and tool and die makers in the Mahoning Valley.

The AEN is party to grants from the Edison Material Techonology Center ("EMTEC") and National Technology Transfer Center ("NTTC"). These EMTEC/NTTC grants deal with developing, refining and applying technology developed in the laboratory to shop floor practices to optimize extrusion process parameters, improve die-tooling design techniques, increase productivity and ensure a high quality product for the aluminum extrusion industry. Yean-Jenq Huang, Ph.,D., was employed by the YSU Technology Development Corporation pursuant to the grant to serve as the principal investigator to the AEN in this project. He was employed by the TDC in January, 1992, and worked in that capacity until approximately September, 1994. At that time, he left the project and, in the opinion of the AEN, took with him the source code and certain intellectual property developed during that time frame. AEN has filed a complaint in the United States District Court, Cleveland, Ohio, seeking to restrain him from using that

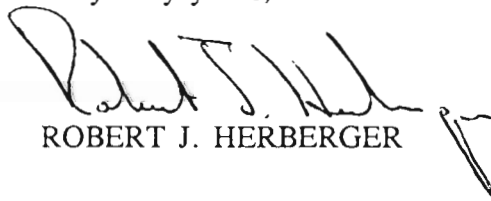
Dr. Leslie H. Cochran  
Ms. Melanie C. Griffith  
Mr. Daniel R. Markley  
Dr. Robert Glidden  
July 28, 1995  
Page 2.

intellectual property and to secure back the rights to the property. Under Court auspices, the parties have gone through intensive and considerable mediation activity in an effort to amicably resolve this dispute without actual litigation. However, we are informed most recently that Dr. Huang is proceeding with the litigation and that a settlement is not possible.

It may be that your organization possesses a claim of ownership to the intellectual property which is the subject of this litigation. If you wish to assert any such claim, it may be in your best interest to join in this lawsuit which has previously been filed by the AEN. Our understanding is that the AEN would have until August 21, 1995, to amend its Complaint to include any additional parties or actions. You may want to furnish this letter to your counsel so that he/she may adequately advise you of your options.

In the meantime, of course, if you have any questions, please let me know.

Very truly yours,



ROBERT J. HERBERGER

RJH:mm





**RESOLUTION TO RATIFY CONFERRAL  
OF HONORARY DEGREE**

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

**Board of Trustees Meeting  
September 8, 1995  
YR 1996-**

**Agenda Item H.1.b.**



**RESOLUTION CONCERNING  
FISCAL YEAR 1995-96 ANNUAL BUDGET**

**WHEREAS**, the proposed Fiscal Year 1995-96 Annual Budget has been reviewed by the Budget and Finance Committee of the Board;

**NOW, THEREFORE, BE IT RESOLVED**, that the Fiscal Year 1995-96 Annual Budget for Youngstown State University as presented to the Budget and Finance Committee be approved; and that approval includes:

1. Salaries for OPBA members, exempt classified civil service staff, exempt professional/administrative staff, YSU-OEA members and YSU-ACE members shall be as included in the subsidiary document *Salary Working Papers, 1995-96*;
2. Salaries for limited-service faculty at workload hour rates of \$425 for those with baccalaureates, \$525 for those with masters, and \$700 for those doctorates;
3. Salaries for graduate assistants are budgeted as follows:
  - a. in the Biology, Chemistry, and Mathematics departments and all College of Engineering departments - \$7,500 each (\$15,000 per FTE);
  - b. all other instructional departments - \$6,000 each (\$12,000 per FTE);
  - c. plus waiver of tuition and nonresident tuition surcharge for the academic year;
4. Wage rates of \$6 per hour for research assistants, \$5.25 per hour for students supervising other student employees as approved by the Executive Vice President, and \$4.50 per hour for all other student employees;
5. The authority to approve expenditures and transfers as described in the budget document, noting that absolute position control shall be in effect and each pay period either the incumbent is paid or one-half of the proportional amount for that full-time position is transferred to the Unallocated Reserve and the remaining one-half is transferred to the Current General Fund Contingency Reserve, except that the President shall have the authority to approve the transfer of monies budgeted for a position to another position which is either a temporary replacement or a new position created to recognize a change in classification;

6. Exemption of all professional/administrative positions from the overtime provisions of Section 124.18 of the *Ohio Revised Code*;
7. Contract duration for Professional/Administrative staff who serve on multi-year contracts under the provisions of Article III, Section 17.3 of the *Policies of the Board of Trustees* are designated in the *Salary Working Papers, 1995-96*, by years of contract; and

**BE IT FURTHER RESOLVED**, that although designated University officers have authority to transfer monies from budgeted "contingency reserves" within their budgeted areas of administrative responsibility, it shall require the approval of the Board of Trustees for transfer of money from the "Unallocated Reserve" in any fund.



**RESOLUTION TO NAME RESIDENTIAL  
HONORS FACILITY**

**WHEREAS**, Youngstown State University is nearing completion of the Residential Honors Facility designed to enhance the living/learning environment; and

**WHEREAS**, Mr. and Mrs. William M. Cafaro and The Cafaro Company has provided a major gift to enhance the Residential Honors Facility; and

**WHEREAS**, it is appropriate that Youngstown State University acknowledge the contribution of Mr. and Mrs. William M. Cafaro and The Cafaro Company to the completion of the Facility;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby designate the Residential Honors Facility as Cafaro House.

**Board of Trustees Meeting  
September 8, 1995  
YR 1996-**

**Agenda Item H.4.b.**



## RESOLUTION TO ACCEPT GIFTS

**WHEREAS**, Resolution YR 1980-34 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 he recommends their acceptance;

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

**Board of Trustees Meeting  
September 8, 1995  
YR 1996-**

**Agenda Item H.5.b.**



**EXECUTIVE SUMMARY  
GIFTS  
FOR THE PERIOD APRIL 1 - JUNE 30, 1995**

**UNIVERSITY DEVELOPMENT (SEE ATTACHMENT 1):**

|                | <b>NUMBER RECEIVED</b> | <b>TOTAL</b>        |
|----------------|------------------------|---------------------|
| CASH           | 380                    | \$155,569.58        |
| NON-CASH GIFTS | 19                     | <u>135,856.20</u>   |
| TOTAL          | 399                    | <u>\$291,425.78</u> |

---

**WYSU-FM GIFT LIST (SEE ATTACHMENT 2):**

|       | <b>NUMBER RECEIVED</b> | <b>TOTAL</b>        |
|-------|------------------------|---------------------|
| CASH  | 736                    | <u>\$ 41,422.50</u> |
| TOTAL | 736                    | <u>\$ 41,422.50</u> |



**YOUNGSTOWN STATE UNIVERSITY BOARD OF TRUSTEES  
UNIVERSITY DEVELOPMENT GIFT LIST  
FOR THE PERIOD OF APRIL 1 - JUNE 30, 1995**

| <u>DESCRIPTION</u> | <u>NUMBER OF GIFTS</u> | <u>TOTAL</u>        |
|--------------------|------------------------|---------------------|
| Cash               | 380                    | \$155,569.58        |
| Non-Cash Gifts     | <u>19</u>              | <u>135,856.20</u>   |
| <b>Total</b>       | <b>399</b>             | <b>\$291,425.78</b> |

**RANKING OF CASH GIFTS:**

|                   | <u>NUMBER RECEIVED</u> | <u>TOTAL</u>         |
|-------------------|------------------------|----------------------|
| \$5,000+          | 3                      | \$ 114,000.00        |
| \$1,000 - \$4,999 | 8                      | 13,120.00            |
| \$500 - \$999     | 13                     | 7,670.00             |
| Below \$500       | <u>356</u>             | <u>20,779.58</u>     |
| <b>Total</b>      | <b>380</b>             | <b>\$ 155,569.58</b> |

## CASH CONTRIBUTIONS BY RANK

### **\$5,000+**

The Cafaro Company  
Edward W. & Alice R. Powers Trust  
Penguin Club

### **\$1,000 - \$4,999**

Columbiana Buick-Oldsmobile-Cadillac  
Garoni Property Management  
GE Foundation  
Humility of Mary Health Care Corporation  
Mahoning Valley Chapter of OSCPAs  
Martha Holden Jennings Foundation  
Sisters of the Humility of Mary  
Youngstown Foundation

### **\$500 - \$999**

Canfield Associates, Inc.  
Rev. Dr. Paul Coleman  
Foley Medical, Inc.  
Blair & Gail Mooney  
Michael F. Murphy, Jr.  
Penn-Ohio Section of A.I.M.E.  
John B. & Susan Russo  
Thomas B. Sapienza  
Sharon Regional Health System  
Mary E. Shoup  
W. W. Grainger, Inc.  
Robert R. Weaver  
Theodore F. Yurek



## Below \$500

Anonymous  
Dominick J. Aimino  
Ajax Magnethermic  
Deborah Alexander  
Dr. Charlotte Anderson  
Nancy Andrew  
Armstrong World Industries, Inc.  
John L. & Cynthia Asimakopoulos  
Robert D. & Sherry L. Ault  
Douglas M. Bahrey  
Marcia K. Bailey  
Janet G. Baker  
Phyllis J. Bako  
John A. & Barbara Balog  
Juanita E. Barber  
Robert J. Barnett  
Rebecca Barnhouse  
Lance H. Barret  
Leona P. Barrow  
George R. Basto  
Alan R. Baxter, CPA  
Beaver Township Ruritan Club, Inc.  
Karla Beckman & David G. Johnson  
Edward R. Bee  
Ronald W. Beil  
Audrey L. Bennett  
William D. Bennett  
Jerry A. & Jeannette Bernard  
Pat & Sherri Billett  
Robert M. Birskovich  
Katherine A. Blickensderfer  
Fred & Judy Blue  
Mark Borys  
Paul C. & Jayne Boucherle  
Thomas E. Bova  
Joseph F. Boyle  
Michael J. Bozzo  
BP Oil  
Joy L. Braden  
Kathryn V. Brandt  
Martha L. Brenner  
Gary D. Brienza  
Carol A. Brill  
Robert E. & Rita M. Bruderly  
Jane C. Buchwalter  
Kevin D. Buckley  
Cheryl L. Bugnone  
Dr. & Mrs. W. H. Bunn, Jr.  
Bob & Betty Burse  
Karen D. Campf  
William B. Sr. & Mildred Carson  
Certified Roofing Specialists, Inc.  
Joseph G. & Sophie Ceryan  
Mary E. Choppa  
James L. Christofil  
David J. & Judith H. Clovsky  
Louis Coccia, III  
Judith A. Cocucci  
Ralph E. & Sylvia J. Collins  
Commercial Intertech Corporation  
Compco Metal Products  
Kenneth D. Conatser  
Thomas M. Conroy  
Donald G. Cook  
Michael F. & Michele A. Corso  
George G. & Julie Cover  
Cynthia A. Covert  
Jack & Jean E. Cramb  
Richard A. Crepage  
Richard J. & Patricia Dalleske  
Susan R. Dattilio  
David C. Daum  
June A. Davies  
Antoinette M. DeAngelis  
Joseph R. DeDomenic  
Thomas L. & June E. Deley  
Dennis & Carol A. Dello Stritto  
Nicholas J. DeMaiolo  
Susan L. DeMaiolo  
Dr. Theodosius L. & Dorothy Demen  
Joy DeSalvo  
Robert M. Detelich  
George J. & Raquel A. Diamond  
Ralph & Alice Dillon  
Lt. Col. Phil M. & Lucy L. DiPiero  
Donald & Barbara Dolwick  
Barbara P. & James K. Donnell  
Charlotte A. Donofrio

Gene & Janet Donofrio  
Paula S. Duebelt  
Matthew P. Dugan  
William R. Dunmire, Sr.  
Robert L. Edeburn  
John V. & Jean Edwards  
Electrical League of Eastern Ohio, Inc.  
Kent J. Engelhardt & Beth Hargreaves  
Vivian J. Evans  
Carolyn J. Evans  
Thomas M. Fabek  
Andrea & Gerald Facciani  
Rev. Gerald L. Fennell  
Donald J. Ference  
Tom S. Flores  
FMC Corp./Agricultural Chemical Group  
Margaret J. Ford  
Gary L. Fritch  
Kathleen V. Funtulis  
Julienne D. Gagliardi  
David A. Gano  
Thomas Gay  
Michele M. Gentilcore  
The Geon Company  
Renee R. Gessner  
John Gilchrist  
Silvia & Al Glass  
Dr. & Mrs. Ronald L. Gould  
Louis M. Greco  
Drs. William H. & Betty T. Greenway  
Joe L. Gregory  
Grover Griggs  
James J. & Minie R. Groth  
Salvador V. Gurgiolo  
Dawn M. Hamilton  
George F. Handel  
Clyde T. Hankey  
Curtis L. & Virginia W. Hanni  
John E. Harkins  
Harvey H. Haynam, Jr.  
William J. Helwig  
Helene I. Herbert  
Marilyn J. Herron  
Louis & Kay Heyer  
Vicki A. Hockensmith  
Patrick J. Holmes

Lois M. Hopkins  
Gary L. & Donna Horvath  
Kirk R. & Maureen R. Hough  
Lisa M. Hovance  
Kenneth W. & Laurie Howley  
Thomas A. & Sally Howley  
Sherri L. Hrusovski  
James E. Hulton  
Robert J. Iannizzaro  
Mark J. & Susan Izzo  
Susan Dene Jacobson  
David M. Johns  
Mr. & Mrs. Clifford O. Johnson  
Sandra Johnson  
Elizabeth S. Jones  
James A. Joseph  
Margit & Arthur Jurman  
Troy Kahler  
Thomas J. Kane  
Elsie Kanocz  
Joan R. Keith  
C. K. & Donna S. Kellough  
Kenneth A. & Norene F. Kenyhercz  
Ruth R. Kizar  
Karen A. Kollar  
Joseph W. Kresovsky  
Linda M. Krieger  
Elaine M. Kubuj  
Kenneth M. & Dawn Kuhn  
Kevan L. & Sheryll D. Larson  
John C. & Mary Laughlin  
Mr. & Mrs. Phil Laughlin  
Scott C. Lehman  
Sallie L. & Donald Lepore  
Dr. Saul Lerner  
Joanne S. Lewis  
John D. Lewis  
Laureen D. Lewis  
Mary Jane Lewis  
Libbey-Owens-Ford Company  
Chrisellen M. Lindsay  
Merle V. Linsenbigler  
Cathleen M. Litke  
Lucinda Lopriore  
Joseph B. Losoncy  
James A. Jr. & Marjorie G. Lowery

Donna J. Lowman  
Deborah L. Lowther  
Bobby Joe Lumpkin  
Shirley A. Lyon  
Darlene Mager & Dean Ball  
Joseph E. & Evelyn M. Mahoney  
Mahoning County Association of  
Elementary School Administrators  
Mr. & Mrs. Stephen Makar  
Anne Mallin, Mary Fecko,  
John Demetra & Family  
Richard K. Malone  
Genevra Mann  
Marion Merrill Dow, Inc.  
Martin Marietta Energy Systems  
Bernadette M. Martyak-Kish  
Thomas J. Mastramico  
Doris L. Mathews  
C. Philip Maus  
Dr. Charles & Eileen McBriarty  
Tammie L. McCale  
John J. & Judith McCann  
Marlene A. McCombs  
Edna K. McDonald  
Ann F. McGearry  
Russ & Melinda McQuaide  
Vincent A. & Tina Mediate  
James R. & Marianne G. Mellinger  
Arseny A. & Gladys M. Melnick  
Howard & Jacie Mettee  
Janice M. & Thomas L. Millican  
Helen M. Mines  
Shirley M. Minnozzi  
Minuteman Press, Inc.  
Audrey J. & Steve Mislay  
Ronald P. Mitrovich  
John T. Sr. & Lorraine J. Molnar  
Dr. Virginia Monseau  
P. Steven & Mary Beth Mulder  
George J. Murphy, Jr.  
Charlene M. Murray  
Micheal G. & Janet M. Murray  
John S. & Genevieve M. Naples  
Renee A. Naples  
James A. Jr. & Donna Napoli  
Georgia Dann Neel

Virgil Nicastro  
Carl D. Nocera  
Mary Beth Nolan  
Bernadette Nolfi  
Northern Trust Company  
Norton Company  
James L. Notman  
Ohio Edison Company  
Carol A. Opatken  
Thomas L. & Sandra L. Orr  
Terry L. Pack  
Mark A. & Nancy L. Pallo  
Warne J. Palmer  
Gabriel Palmer-Fernandez  
Linda M. Papagna  
Irene Parthemos  
Theodore Pawcio, Jr.  
James A. Pepperney & Christy Countryman  
Christopher S. & Julie A. Peteritis  
Robert W. Peterson  
William M. Petro  
Michael J. Petrucci  
William & Mildred Polovischak  
Pompano Beach Fishing Rodeo, Inc.  
Jacob J. Sr. & Janice Popovich  
Charles T. Powers  
Paul & Ruth Pulse  
Patricia J. Raffety  
Alfred P. & Joann M. Raghanti  
Linda S. Raley  
Susan R. Randall  
Kennedy C. Ray  
Jane M. Reid  
Laverne D. Reilly  
Cathy J. Reppy  
Ruth G. Richards  
Adrienne M. Richards  
Liliana R. Ricotti  
Doris H. Riendeau  
William T. Ritter  
Mr. & Mrs. Bradley W. Roach  
Gary B. & Barbara A. Roberts  
Richard J. Rollo  
Hassan A. Ronaghy  
Dominic L. & Constance Rosselli  
Alese A. Rotella

Charles V. Jr. & Diane C. Rudge  
James N. & Joan D. Ruffing  
Larry & Rona Rupp & Family  
Dr. Gary Salvner  
Marcelino & Pauline Sanchez  
Joseph R. Santagata, Sr.  
Kenneth C. & Clara L. Schafer  
James J. Schramer & Julia M. Gergits  
Scott R. Schulick  
Mr. & Mrs. August J. Selak  
Michael S. & Jeanne L. Senchak  
M. D. & Paul Sepesy  
Helen Shagrin  
Terry C. Shannon  
Bruce E. & Carol Sherman  
Richard S. & Lucille Sibbet  
Marvin A. Simon  
Cynthia L. & Homer L. Skinner  
Chris A. Skruck  
John A. & Sandra J. Slanina  
Robert L. Smallwood  
Graycie C. Smith  
Stephen L. & Marilyn Sniderman  
Charlene K. Sokal  
Charles & Margaret Solomon  
Frances Solomon  
Robert & Peg Spencer  
Dr. & Mrs. Edward J. Starinchak  
Edward A. & Gerri Steigerwald  
Sandra W. Stephan  
Anita M. Stothard  
Margaret E. Strouss  
Miss Elyn Summers  
Karen M. & Raymond Supancic  
Geoffrey W. Svrbely  
Suzanne K. Swan, M.D.  
Dr. Ronald G. & Pamela J. Tabak  
Barbara Tannenbaum  
Sidney Taub  
Texas Instruments  
Dale R. Thomae  
Barbara A. Timmins  
Betty J. Titus

Joseph W. Toti, Esq.  
Ronlad J. Totten  
Trumbull Co. Convention & Visitors Bureau  
TRW  
Peter E. & Annette Tsvetanoff  
USX Foundation, Inc.  
Joseph J. Vargo  
Judith J. Varveris  
Nellie Vasvari  
Millie L. Vereckey  
Anthony Verostko  
Douglas J. & Sandra Wachter  
Bruce N. Waller  
Joe & Martha Wanner & Family  
Charlotte M. Weden  
Galen P. Weingart  
Westvaco  
Kathleen T. Wetzl  
Thomas Wetzl & Winifred Hickox  
Laura L. White, R.N.  
Maureen E. & Bernard White  
E. A. Wick, Jr.  
Beverly J. Williams  
John F. & Elizabeth A. Williams  
Richard A. & Gayle E. Williams  
Lynn Williamson  
Kera L. Wilson  
Edward F. & Sally K. Winsen  
Lilian Wintner & Family  
Norma Jean Wise  
David J. Wittenauer  
Barbara B. & Bruce M. Wolf  
W. Dallas & Velma H. Woodall  
Carol A. Workman  
John J. & Linda L. Wray  
Thomas C. Wrenn  
Lyn E. Yakubov  
Anthony A. & Concetta Young  
Gerald A. & Claudia J. Zapka  
Michael P. Zappa  
Neven Zelich  
Judith W. Zimmer  
Thomas G. Zogakis

**Total Cash Contributions**

**\$155,569.58**

## NON-CASH CONTRIBUTIONS

|                                     |                     |   |
|-------------------------------------|---------------------|---|
| Arby's YSU                          | \$ 50.00            | Savings Bond  |
| Broome Engineering                  | 116,000.00          | Fine Pitch Surface Mount Component Placement System   |
| Cenco Scientific                    | 200.00              | Two \$100 Gift Certificates   |
| Commercial Intertech Corporation    | 200.00              | Four \$50 Savings Bonds   |
| East Ohio Gas                       | 100.00              | Two \$50 Savings Bonds  |
| Fisher Scientific                   | 250.00              | Gift Certificate  |
| GF Office Furniture, Ltd.           | 12,000.00           | Custom Wood Lateral File, Maple Hutch, and Wood Reception Counter   |
| Insight Press                       | 40.00               | Two Books   |
| Jo-Ru, Inc.                         | 1,429.20            | Concrete for erecting flag poles near Stambaugh Stadium   |
| Keynote Productions, Inc.           | 3,268.00            | Multi-track Audio recording time, Audio mixing/editing/dubbing time, 4 reels of Ampex Recording Tapes, 4 Digital Audio Recording Tapes, 6 Reference Audio Cassettes |
| Klinger Educational Products Corp.  | 282.00              | Three Diffraction Gratings  |
| Mahoning Valley Assn. of Prof. Eng. | 50.00               | Savings Bond  |
| Metrologic                          | 250.00              | Five Laser Pointers   |
| Pasco Scientific                    | 78.00               | One Fan Cart  |
| Schwebel's Bakery                   | 374.00              | \$200 and 500 Buttons   |
| Vernier Software                    | 50.00               | Gift Certificate  |
| VWR-Sargent Welch                   | 150.00              | Chart, Adhesion Plates, Vessels   |
| Warren General Hospital             | 1,000.00            | Two Water Baths and an Ultraviolet Spectrophotometer  |
| YSU Student Government              | <u>85.00</u>        | Volunteering for the Phonathon  |
| <b>Total Non-Cash Contributions</b> | <b>\$135,856.20</b> |   |



**YSU BOARD OF TRUSTEES**  
**University Development**

**Gift List to WYSU-FM**  
**For Period 4-1-95 through 6-30-95**

|                                  |               |                    |
|----------------------------------|---------------|--------------------|
| Total Number of Gifts Reported   |               | 736                |
| Total Amount Received            |               | \$41,422.50        |
| Ranking of Gifts \$500 and below | <u>Number</u> | <u>Total</u>       |
| \$500 and below                  | 736           | \$41,422.50        |
| <b>TOTAL</b>                     |               | <b>\$41,422.50</b> |

**GIFT LIST TO WYSU-FM  
FOR THE PERIOD OF 4-1-95 THROUGH 6-30-95**

**\$500 AND UNDER**

Anonymous

Randy J. Abel

William G. Abel, Jr

Helen J. Adamiak

Martha I. Aiken

V. Aker

Mr. & Mrs. Robert R. Albert

Brian & Nancy Bizzarri Alleman

Catherine Altany

Mary Jane Amsbary

Judy Anderson

Dr. Kelley P. Anderson

Jack S. Andrews

Jane Andrews

Mr. & Mrs. John J. Angelilli

Christine Anness

Heather F. Antonucci

Robert J. Antonucci

Mr. & Mrs. Dominic J. Arcari

Gail A. Arneson

Ashtabula Area Orchestra Society

Robert Atha

Dennis A. Atkins

Mrs. Marilyn J. Badger

Paul L. Bahr

Robert Baldwin

Allan Ballinger

Sr. Julia Baluch

Judith M. Barabas

Raymond A. Barnhart

Rebecca Barnhouse

Dr. David M. Baroff

Linda Barr

Mildred Barta

Shirley A. Bartlett

William W. Bartley

James H. Barton

Leonard Batcha

James Battafarano

William D. Baughman

Carl Bauman

Patricia Baumgarner

Dr. Mary J. Beaubien

Nada Beck

Joanne F. Beeghly

James & Susan Beil

William A. Benedikt

Eric J. Benjamin

Rev. George C. Benson

Rocco Bernard

Nicholas Besser, Jr.

Jackie Bibo

Kenneth Birath

Fran Black

Cheri Blackann

Dr. Cecil D. Bloomberg

Dr. & Mrs. Joseph H. Bolotin

Cynthia Booher

Elizabeth Booher

Tom Booher

Teresa Boran

Dr. Bege K. Bowers

Lloyd F. Boyer, Jr.

Dr. Beverly Branch

Mary Brincko

Sally Brisker

Ruth E. Broad

Dorothy L. Brown

Maureen Tighe Brown

Rebecca L. Brown

William C. Buckley

Lynda Bumback & Mike Shepherd

Mike Bunn

Barry A. Burke

Ted E. Burke

Mr. & Mrs. Charles R. Bursley

Dr. Jane F. Butterworth

William Calvin

Jennifer Campbell

Gary L. Cappedge



Herman J. Carach

Robert M. Carfield, Jr.

Lorenzo Carlisle

Wayne Carlton

Donald Carpenter

Mel & Mark Carroto

Gertrude Carson

Robert D. Carson

Ruth G. Cartwright

Louis Catalano

Martha Cempe

Dr. John N. Cernica

Thomas & Marilyn Chako

Mr. & Mrs. Richard E. Chamberlain

Chloe Channel

Mr. & Mrs. Stephen R. Chikosky

Mrs. Sam Ciminero

Gina Cimmento

John R. Clark

Lynn Clark

Shirley Clark

Elizabeth Cline

Mary A. Cline

Harry M. Coates

William Cochran

Sarah Cohen

Ilene Colby

Columbiana Podiatry Center

Atty. & Mrs. David C. Comstock

Kit & Bob Concilus

Constance Conger

William A. Conti

Marti Cook

Alice H. Cooper

Gary L. Coppedge

Mr. & Mrs. Brian Corbin

Bill Cossler

Dan Cox

Robert Crispin

Mike Crist

George R. Crites

Sidney F. Cross

Kate Cullum

Michael Cummings

Lois Curl

Mr. & Mrs. David E. Dale

Lisa S. D'Amore

Charles W. Darling

Dr. & Mrs. Oscar Darlington & Mitkit

Dr. & Mrs. Madhavarao S. Dasu

Cynthia Davis

Paul J. Davis

Dr. Thomas G. Dawson

Mr. & Mrs. Edward Daytner

Margaret E. Deatherage

Rosemary Decker

Michael Dedik

Richard N. DelBoccio

Karen DeMatteo

Marilyn DeSalvo

Dr. Thomas N. Detesco

Mark DeWalt

Rosemary DiCarlo

David Ditchey

Ron DiTullio

John S. Dolan

Henry C. Doll

Judge Gene Donofrio

Andy & Joanne Douglas

Alex Downie

Doug Downie

Richard L. Doyle

David Drake

Wade C. Driscoll

Patricia Droba

Sally Duncan

Mark S. Duncko

James A. Dunlap

James L. Dunlap

William R. Dunmire

Elsie L. Dursi

J. Bill Dye

Richard Dye

Joseph Eckles

Diana Edwards

Atty. James Ehrman

Jeanne Elser

Daniel Emanuel

Mr. & Mrs. Dean Emerick

Dr. Jim Esperon

June Esquibel

Mr. & Mrs. Robert E. Estes

David E. Evans

June A. Evans

Doug Everett

Ethel E. Ewing

Mr. & Mrs. William E. Farragher

Maria E. Farrell

Paul M. Farwell

Dominican Fathers

Lori A. Faust

Cynthia C. Felt

Mrs. Gerald L. Fennell

Nancy A. Ferguson

Martha & Denny Finneran

Michael Finney

Dr. Robert Fisher

Charlene B. Flesch

Richard E. Forrest

Marilyn K. Forthman

Clinton Foster

Preston Foster

Dale Fowler

Douglas Fowler

James H. Frampton

Sister Janet Frantz

Mr. & Mrs. David C. Frederick

Mr. & Mrs. Dean N. Frederickson

Mr. & Mrs. Donald French

Richard Friedberg

Friends of Music Association

Mrs. Richard Fuller

Carol A. Fulton

Mary & Michael Furillo

Irene M. Furlong

Louise J. Galbreath

Atty. Ronald G. Galip

Frank Galletta

Bill Galloway

Joe Gates

Gay Lee's Designer Fabrics

Sondra P. Gaylord

Albert W. Geiger

David C. Genaway

Mr. & Mrs. Glen George

Irwin Gertzog

Attorney Mark Gervelis

Juanita Gillis

Dorothy Ginsberg

Elizabeth Glasgow

Frances L. Goldman

Walter E. Good

Mr. & Mrs. William Good

Addison Goodell

Beill & Anita Gorman

Edward W. Gough

Stephanie Graber

Robert P. Grace

Beverly A. Granito

Tomar Green

Chris Greenamyer

Claudia Greenwood

Greg L. Greenwood

Dr. Joseph S. Gregori

Mary Ellen Gresham

Cathy Griffin

Carol S. Griffiths

John Grundy

Mrs. Barbara D. Gulgas

Sarah Gunn

Elaine Haberger

Mrs. Jackie Habuda

Richard M. Hahn

Robert Hahn

Sally Hale

Ann L. Hall

Mrs. Lester Hall

Gerry Halliday

Gail Halmstrom & Michael Mellesh

Irene A. Halverstadt

Nancy Halwyck

Lorraine A. Hanahan

Mrs. Laura Hancock

Ted Handel

Betty Handelman

Clyde T. Hankey

Frankie Harbol

Dr. & Mrs. E. Thomas Harnish

C. Earl Harris, Jr.

W. David Harrison

Florence Harshman

Sonja J. Harvischak

Mr. & Mrs. Vernon F. Haynes

Dr. Norma J. Hazelbaker

Mr. & Mrs. John S. Heald

Mr. & Mrs. Gary E. Heasley

Herta Heffner

William H. Heintzelman

Norma Heidman

Ardith E. Henderson

Hal Henderson

Robert Henderson

Elizabeth I. Hendricks

Robert K. Hendricks

Francis J. Hensler

Diva Higby

John Higgins

Kathy Higgins

Mary Ellen Higley

Alice T. Hill

Gordon W. Hill

Dr. & Mrs. Philip E. Hill

William R. Hiltie, III

Robert F. Hobart

Barbara Hofmaster

Karen Holby

Garry A. Hollingsworth

Carol L. Homrighausen

Patricia A. Hoover

Robert E. Hopkins

Hospice of The Valley

Nancy L. Hospidor

Clarke Houser

Robert J. Huck

Sister Mary Joanna Huegie

Mary M. Hughes

Margaret Hushalter

Aimee Huter

Robert D. Ingalls

Mr. & Mrs. James E. Itts

Dwight Jacobs

Terry A. Jacobs

Mary C. James

R. D. James

Hal Johnson

Linda A. Johnson

Michael Johnson

Raymond Johnson

Terri L. Johnson

Kathleen M. Jojacano

YOUNGSTOWN STATE UNIVERSITY  
CURRENT GENERAL FUND  
BUDGET PLANNING FOR FY 97

- a. Assumes fall enrollment at 13,600 and a 5% increase in tuition
- b. Assumes a \$1,000,000 increase in subsidy
- c. Additional 2% administrative charge to auxiliary services
- d. Balance Forward reduced to zero
- e. Includes reduction of 4 FTE full service faculty and 2 FTE limited service faculty positions (\$400,000)
- f. Includes net salary and fringe benefit savings by not filling an additional 41 PERS/ERIP positions (\$1,261,000), and adding 2 maintenance positions (\$65,000) and 2 positions for electronic campus (\$115,000)
- g. Increases for janitorial contracts (\$86,000) and utilities (\$30,000)
- h. Library acquisitions \$100,000 (5th year)
- i. \$200,000 for administrative equipment and \$70,000 for Ohio Link
- j. Student Life (\$75,000)
- k. Additional scholarships (\$100,000)
- l. Establish an institutional contingency for \$200,000 Reduction in STRS payments for the previous ERIP
- m. Gender Equity for women's intercollegiate athletics (\$220,000)  
Compensation adjustments of \$60,000
- n. Compensation adjustments of \$25,285

YOUNGSTOWN STATE UNIVERSITY  
 Current General Fund  
 Revenue and Expenditure Projections  
 Fiscal Year 1997-98

|  | 1996-97<br>Estimated<br>Budget | 1997-98<br>Budget<br>Planning | 1997-98<br>Estimated<br>Budget |
|--|--------------------------------|-------------------------------|--------------------------------|
| <b>REVENUE</b>                         |                                |                               |                                |
| Student Tuition, Fees, & Charges       | \$42,100,000                   | \$1,680,000                   | a \$43,780,000                 |
| Instructional Subsidy                  | 44,257,000                     | 925,000                       | b 45,182,000                   |
| Sales & Services of Educ. Activities   | 390,000                        | 0                             | 390,000                        |
| Investment Income                      | 850,000                        | 0                             | 850,000                        |
| Other Misc. Sources                    | 884,000                        | 100,000                       | c 984,000                      |
| Budget Stabilization Reserve           | 0                              | 0                             | 0                              |
| Contingency Reserve                    | 254,000                        | (254,000)                     | d 0                            |
| Balance Forward                        | 0                              | 0                             | 0                              |
| <b>TOTAL REVENUE</b>                   | <b>\$88,735,000</b>            | <b>\$2,451,000</b>            | <b>\$91,186,000</b>            |
| <b>EXPENDITURES</b>                    |                                |                               |                                |
| <b>Personal Services:</b>              |                                |                               |                                |
| Faculty Salaries & Fringes             | \$38,183,496                   | \$763,670                     | e \$38,947,166                 |
| Staff Salaries & Fringes               | 29,022,812                     | 538,580                       | f 29,561,392                   |
| <b>Total Personal Services</b>         | <b>\$67,206,308</b>            | <b>\$1,302,250</b>            | <b>\$68,508,558</b>            |
| <b>Operating Expenses:</b>             |                                |                               |                                |
| Supplies                               | \$1,717,381                    | \$0                           | \$1,717,381                    |
| Travel                                 | 748,393                        | 0                             | 748,393                        |
| Information & Communication            | 1,240,260                      | 0                             | 1,240,260                      |
| Maint., Repairs, Utilities             | 5,046,590                      | 47,000                        | g 5,093,590                    |
| Library Acquisitions                   | 1,500,000                      | 0                             | 1,500,000                      |
| Equipment                              | 807,406                        | 100,000                       | h 907,406                      |
| Miscellaneous                          | 2,919,630                      | 75,000                        | i 2,994,630                    |
| Student Aid                            | 1,038,000                      | 100,000                       | j 1,138,000                    |
| Reserves for ERIP, Contingencies, etc. | 1,323,647                      | 301,710                       | k 1,625,357                    |
| <b>Total Operating Expenses</b>        | <b>\$16,341,307</b>            | <b>\$623,710</b>              | <b>\$16,965,017</b>            |
| <b>Transfers:</b>                      |                                |                               |                                |
| Intercollegiate Athletics              | \$3,299,000                    | \$299,000                     | l \$3,598,000                  |
| Kilcawley Center                       | 1,138,385                      | 26,040                        | m 1,164,425                    |
| Housing Debt Service                   | 750,000                        | 200,000                       | 950,000                        |
| <b>Total Transfers</b>                 | <b>\$5,187,385</b>             | <b>\$525,040</b>              | <b>\$5,712,425</b>             |
| <b>TOTAL EXPENDITURES</b>              | <b>\$88,735,000</b>            | <b>\$2,451,000</b>            | <b>\$91,186,000</b>            |

BUDGET OFFICE  
06/07/95

YOUNGSTOWN STATE UNIVERSITY  
CURRENT GENERAL FUND  
BUDGET PLANNING FOR FY 98

- a. Assumes fall enrollment at 13,600 and a 4% increase in tuition
- b. Assumes a 2% increase in subsidy
- c. Additional 2% administrative charge to auxiliary services, resulting in a total of 6%
- d. Eliminate drawdown on the Contingency Reserve
- e. Compensation increases
- f. Compensation increases plus adding two maintenance positions (\$65,000) and two positions for electronic campus (\$115,000), less additional savings of \$229,000 from PERS ERIP positions
- g. Increases for utilities (\$40,000) and janitorial contracts (\$7,000)
- h. Administrative Equipment (\$100,000)
- i. Student Life (\$75,000)
- j. Additional scholarships (\$100,000)
- k. Institutional Contingency (\$300,000)
- l. Gender Equity for women's intercollegiate athletics (\$220,000) and compensation increases of \$79,000
- m. Compensation increases





## BUDGET ADMINISTRATION POLICY

The Board of Trustees, in furtherance of its duties, delegates to the President and his/her staff the operational responsibility for managing the University budget.

The President and his/her designee will manage the budget with the intention of providing maximum flexibility within the fiscal resources and full accountability for the funds. At no time will expenditures exceed income. Any adjustments that result in a budget increase will be done only on the approval of the Board of Trustees. Reallocations of funds within approved budgets may be done in conformity with guidelines approved by the Trustees.



## ANNUAL OPERATING BUDGET GUIDELINES

The Annual Operating Budget approved by the Board of Trustees is a management tool that outlines how anticipated funds will be expended. The following guidelines are intended to provide flexibility in the management of the resources that are available to the University, while also enabling the Board of Trustees to maintain its responsibility for fiscal accountability.

1. At no time will expenditures be permitted to exceed actual income. A shortfall in funding will result in a corresponding reduction of expenses.
2. Should income exceed that projected in the Annual Operating Budget those funds will not be expended without specific authorization of the Board of Trustees.
3. The President is authorized to manage all resources as deemed appropriate within the Board approved Annual Operating Budget. Resources can be transferred to meet changing demands and needs. Funds that become available from unfilled positions or unexpended accounts may be reallocated as appropriate. Significant reallocation of funds would be communicated to the Board of Trustees as follows:
  - Any reallocation totaling more than \$50,000 would be reported to the Budget and Finance Committee at its next regularly scheduled meeting.
  - A single reallocation totaling more than \$250,000 would be submitted to the Budget and Finance Committee for its review.
  - A single reallocation of more than \$250,000 would require the approval of the Board of Trustees.



STATE CAPITAL FUNDING  
PROPOSED PROJECTS

| 1996-1998 BIENNIUM:                                      | ESTIMATE                   |
|--|----------------------------|
| 1. College of Education/Auditorium . . . . .             | \$ 3,300,000               |
| 2. YSU/Butler Project . . . . .                          | 2,000,000                  |
| 3. Electronic Campus (Phase II) . . . . .                | 2,500,000                  |
| 4. Cushwa Hall Renovations (Academic) . . . . .          | 1,000,000                  |
| 5. Bliss Hall Renovations Phase III (Academic) . . . . . | 1,400,000                  |
| 6. Meshel Hall: Student Enrollment Center . . . . .      | <u>1,000,000</u>           |
| <b>TOTAL . . . . .</b>                                   | <b><u>\$11,200,000</u></b> |

6/1/95

Agenda Item E.4.b.  
Exhibit D



EXECUTIVE SUMMARY  
GIFTS  
FOR THE PERIOD JANUARY 1 - MARCH 31, 1995

UNIVERSITY DEVELOPMENT (SEE ATTACHMENT 1):

|                | NUMBER RECEIVED | TOTAL               |
|----------------|-----------------|---------------------|
| CASH           | 886             | \$ 87,289.94        |
| NON-CASH GIFTS | 5               | <u>5,222.00</u>     |
| TOTAL          | 891             | <u>\$ 92,511.94</u> |

---

WYSU-FM GIFT LIST (SEE ATTACHMENT 2):

|       | NUMBER RECEIVED | TOTAL               |
|-------|-----------------|---------------------|
| CASH  | 218             | <u>\$ 12,755.00</u> |
| TOTAL | 218             | <u>\$ 12,755.00</u> |



YOUNGSTOWN STATE UNIVERSITY BOARD OF TRUSTEES  
UNIVERSITY DEVELOPMENT GIFT LIST  
FOR THE PERIOD OF JANUARY 1 - MARCH 31, 1995

| <u>DESCRIPTION</u> | <u>NUMBER OF GIFTS</u> | <u>TOTAL</u>        |
|--------------------|------------------------|---------------------|
| Cash               | 886                    | \$ 87,289.94        |
| Non-cash Gifts     | <u>5</u>               | <u>5,222.00</u>     |
| <b>Total</b>       | <b>891</b>             | <b>\$ 92,511.94</b> |

**RANKING OF CASH GIFTS:**

|                   | <u>NUMBER RECEIVED</u> | <u>TOTAL</u>        |
|-------------------|------------------------|---------------------|
| \$5,000+          | 3                      | \$ 21,750.00        |
| \$1,000 - \$4,999 | 17                     | 20,281.02           |
| \$500 - \$999     | 15                     | 8,245.00            |
| Below \$500       | <u>851</u>             | <u>37,013.92</u>    |
| <b>Total</b>      | <b>886</b>             | <b>\$ 87,289.94</b> |

## CASH CONTRIBUTIONS BY RANK

### \$5,000+

The Boston Foundation  
Anne K. Christman  
Tauro Brothers Trucking Co.

### \$1,000 - \$4,999

Stephen Bacon  
Bank One  
Leslie H. & Linda S. Cochran  
Tomar Green  
Dick McLaughlin  
G. L. & Virginia Mears  
MS Consultants, Inc.  
Paul G. & Hannah C. Perantinides  
Margaret M. Sadler

Thomas A. Shipka, Ph.D.  
Julia Spitzer Memorial Trust  
Arnold D. Stambaugh Memorial Trust  
John E. & Bonita L. Sylvester  
Mr. & Mrs. S. M. Ulicny  
US Can Co.  
The Vindicator  
Warren P. Williamson, Jr. Fund

### \$500 - \$999

American Ref-Fuel, Inc.  
ATA Taekwondo Center  
Paul E. Beckman, Jr.  
Shirley A. Carpenter  
Fibus Family Foundation  
Mortgage Bankers Assn. of Eastern Ohio  
Leonard A. Olson  
Helen B. Reppenhagen

Rockwell International  
Roy W., Sr. & Lois M. Scarazzo  
Leonard D. & Gina M. Schiavone  
Paul & Christine Spigler  
Bristol-Myers Squibb Foundation  
Textron  
Barbara Tinkham

## Below \$500

Anonymous  
Loraine C. Abernathy  
Cathy A. Abruzzo  
Acri Promotional Advertising, Inc.  
Alexander Anthony Adams  
Michael Anthony Adler  
Dr. Kathleen Akpom  
Florence Nelle Alderfer  
Erica Dawn Alesi  
David & Barbara Alfredo  
John Joseph Ambrozy  
Patricia Marie Amendolea  
Ameritech  
David Edward Anderson  
John T. Anderson  
Marion Therese Anderson  
Lori B. Andrews  
Robert & Joy Angelo  
Sam Emmanuel Anthou  
Linda Mary Arens  
Dorothy D. Arnott  
Sally A. Ashelman  
Anthony Audia, Jr.  
Richard J. Augenstein  
Louise A. Aurilio  
Bruce Eric Bable  
Rebecca H. Babyak  
Robert Michael Bacha  
Susan Kay Bailes  
Stephen & Pamela Balent  
Matthew D. Baltes  
Dr. Virginia D. N. Banks  
Frank Patrick Barile  
Keith Michael Barkett  
Phyllis Ann Barolsky  
Donald L. Bartelmay  
Donald R. & Charlene J. Bartlett  
James P. Basista  
Thomas Andrew Basista  
John Joseph Bassetti  
Dr. & Mrs. Juanito E. Baylon & Family  
Andrew & Gloria Bayowski  
Lawrence Baytos  
David Gary Beadnell  
Steven Douglas Beatrice  
George Paul Beaver  
Janine Marie Bell  
Harry J. & Patricia A. Benetis  
Atty. Franklin S. Bennett, Jr.  
Michael S. Bentley  
John A. Bergman  
Dr. Richard F. & Susan F. Bestic  
Mary Jane Bezdek  
Jacqueline M. Bibo  
Jerry Phillip Bica  
Frank N. Bins  
Homer James Birch  
Ronald Scott Birchak  
Carl J. & Martha A. Bishop  
Carole Ann Bixler  
Black & Decker  
Danny Alan Blake  
Kimberly Kay Bland  
Gregory J. Blasiman  
Richard Gerard Blasko  
Donald Leroy Blosser  
Dawn Lia Blue  
William David Bole  
Lawrence Paul Bombara  
Patricia Gayle Bonaquist  
Jacqueline Katherine Borak  
Katherine M. Bosak  
Polly Boston  
Angeline Bousner  
Bege K. Bowers  
George Bozovich  
Jacquelyn W. Brauninger  
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| Arby's YSU           | \$ 200.00 |
| Sears, Roebuck & Co. | 150.00    |
| Senco Products, Inc. | 3,900.00  |
| Sparkle Supermarkets | 251.00    |

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| Wedgewood Pizza | <u>721.00</u> |
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Four \$50 Savings Bonds  
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 Fifteen \$10 Gift Certificates  
 13 286 Compaq Computers  
 168 2-liters of Pop, 28 Packages  
 of Cookies, 1,000 Napkins, 700  
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 100 Plastic Knives & Forks  
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|-----------------------------------|---------------|--------------------|
| Total Number of Gifts Reported    | 218           |                    |
| Total Amount Received             | \$12,755.00   |                    |
| Ranking of Gifts \$1000 and below | <u>Number</u> | <u>Total</u>       |
|                                   | 1             | \$ 1,000.00        |
| \$500 and below                   | 217           | \$ 11,755.00       |
| <b>TOTAL</b>                      |               | <b>\$12,755.00</b> |

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Charles and Susan Hudak

Mr. and Mrs. Richard R. Hueshen

Arthur L. Jensen

Fred J. and Mary Lucy Johns

Raymond Johnson

Roberta A. Johnson

Dr. and Mrs. Richard W. Jones

Randall C. Jones

Dr. and Mrs. Joseph E.T. Kavanaugh

Charles L. Keller

June M. Kerstetter

Richard J. Klivans

Dr. and Mrs. Chris Knight

Mr. and Mrs. William T. Kolleh

Kathleen M. Kougl

Mrs. Carol Krauss

Marilyn Kraynanski

Hyman Kretzer

Drs. D.G. and Indira Krishnarao

Daryl T. Kuban

Virginia A. LaMarca

Mr. and Mrs. John Larimer

Susan Lehtonen

William Leitkam

Dr. John R. Loch

The Most Reverend Donald L. Locke

Suzanne B. Lockhart

Dr. Mary Loud

Michael R. Magalotti

Mr. & Mrs. Lewis A. Mahoney

Mr. and Mrs. Rocco J. Maiorca

Raymond P. Manley

Louis Manno

Charles Y. Mansell

Fred Marinucci

Neil McCarthy

Bette L. McDeviti

Mr. and Mrs. Edward P. McMahan

Mr. and Mrs. William J. McMaster

Samuel W. McNaugher

James L. McNeal

Mr. and Mrs. Robert Meerman

Deborah L. Metzger

Barbara B. Miller

Dr. Brendan Minogue

Alan Mirkin

Mr. and Mrs. Greg Morales

Karl A. Morris

Harry L. Muir

Sister Mary Rose Mullin

Regina M. Nelson

John Noga

Steve S. Nolan

Mr. and Mrs. Stan Palumbo

Sister Therese Pavilonis

Mary Ann Pernotto

John C. Peterson

Laurel A. Phythyon

Agnes Pierson

Dale R. Pokorny

Jane H. Pollis

Patricia M. Privette

Mr. and Mrs. Edward Przelomski

Dr. and Mrs. Stanton Randolph

Rev. Jim Ray

Janice C. Reichenfeld

James R. Repucci

Linda Rice

R.S. Richards, M.D.

Paul W. Rienenrth, Jr.

Jamie L. Roberts

William Roberts

Mr. and Mrs. David J. Robinson

David A. Rogan

Jay L. Rogers

Daniel Rohn

Sandra D Roth

Deborah D. Ruberto

Nina J. Rutledge

Florence Saletro

Mr. and Mrs. Stephen J. Saluga, Jr.

Mr. and Mrs. Daniel Santelli

Victoria Schmeiser

Mr. and Mrs. James L. Schotten

Scott R. Schulick

David Schwebel

Sharon Shanks

Mr. and Mrs. Alex Shashaty

Mr. and Mrs. David A. Shaw

Homer L. Shaw

James H. Shea

Mr. and Mrs. Charles Sheppard

Mrs. Sharon L. Shinsky

Patrick S. Siciliano

Michael Silvestro

Shirley J. Sippola

Wendell Slaughenhaupt

Mr. and Mrs. Paul E. Smith

Margaret J. Snelbaker

Hilda Spack

William Speer

Dr. Leonard Spiegel

Cheryl M. Staib

Sister Dolores Staudt

Sister Elizabeth Staudt

Frank B. Stearns

Stephen S. Steglich

Mr. Jerome K. Stephens

Attorney Mary Jane Stephens

Revs. Stuart and Barbara Stephens

Mabel Stoddard

Martin Stolpe

Anne Stroia

Mr. and Mrs. Cyril F. Tudor

Mrs. Elaine S. Ulrich

Bettijane Walker

Warren Junior Military Band

Norma J. Watson

Nancy Watt

Rev. Candie E. Watters

Melvin Weeker

Howard T. Welser

Edward K. Wenzel

Eric J. Werner

Betty Louise Wimer

Mr. and Mrs. Mark F. Windnagel

Mrs. Samuel G. Woodings

**YOUNGSTOWN STATE UNIVERSITY  
RESOLUTION FOR NEW APPOINTMENTS AND PROMOTIONS  
AS OF JUNE 15, 1995**

| <u>NAME</u>           | <u>TITLE</u>                           | <u>DEPARTMENT</u>   | <u>DATE OF EMPL.</u> | <u>SALARY</u>               | <u>CONTRACT MONTHS</u> | <u>COMMENTS</u>                            |
|-----------------------|--|---|----------------------|-----------------------------|------------------------|--|
| Dr. Renee Alley       | Associate Professor                    | Educational Administration  | 09/15/95             | \$ 45,000                   | 9 MO                   | Probationary                               |
| Dr. Cynthia Anderson  | Vice President                         | Student Affairs   | 07/01/95             | 82,000                      | 12 MO                  | 2 Year Contract                            |
| Dr. Daniel Ayana      | Assistant Professor                    | History   | 09/15/95             | 34,500                      | 9 MO                   | Probationary (INS Authorization Required)  |
| Ms. Cynthia Brineat   | Assistant Professor                    | Philosophy & Religious Studies                                      | 09/15/95             | 32,000                      | 9 MO                   | Probationary                               |
| Ms. Joyce Brooks      | Tech Prep Coordinator                  | Office of the Provost   | 04/01/95             | 9,875*<br>(Base: \$39,500)  | 12 MO                  | Externally Funded<br>*(04/01/95--06/30/95) |
| Mr. Darrell Cain      | Housing Coordinator                    | Housing Services  | 08/15/95             | 21,227<br>(Base: \$24,100)  | 12 MO                  |  |
| Dr. James Carroll     | Assistant Professor                    | Physics & Astronomy   | 09/15/95             | 34,000                      | 9 MO                   |  |
| Ms. Melanie Congemi   | Assistant Men's/Women's<br>Track Coach | Intercollegiate Athletics   | 04/17/95             | 2,000<br>.4727 FTE          | 55 Days                | 04/17/95-06/30/95                          |
| Ms. Laurie Costantini | Research Assistant                     | Center for Urban Studies  | 05/01/95             | 3,667*<br>(Base: \$22,000)  | 12 MO                  | Externally Funded<br>*(05/01/95-06/30/95)  |
| Dr. Larry Curtin      | Assistant Professor                    | Chemistry   | 09/15/95             | 36,000                      | 9 MO                   | Probationary                               |
| Mr. Ronald Delacimo   | Assistant Golf Coach                   | Intercollegiate Athletics   | 04/17/95             | 2,000<br>.49 FTE            | 55 Days                | 04/17/95-06/30/95                          |
| Mr. Bassam Deeb       | Executive Director                     | Student Life  | 07/01/95             | 59,000                      | 12 MO                  | 3 Year Contract                            |
| Ms. Donna Esterly     | Executive Director                     | Computing and Information Systems                                   | 07/01/95             | 65,000                      | 12 MO                  | 3 Year Contract                            |
| Mr. Ricky George      | Research Assistant                     | (.5)Center for Urban Studies/<br>(.5)Center for Human Services Dev. | 04/03/95             | 5,000*<br>(Base: \$20,000)  | 12 MO                  | Externally funded<br>*(04/03/95-06/30/95)  |
| Ms. Karen Green       | Administrative Assistant               | Office of the President   | 06/05/95             | 39,846*<br>(Base: \$37,000) | 12MO                   | *06/05/95--06/30/96                        |
| Ms. Cynthia Grier     | Research Assistant                     | Center for Urban Studies  | 04/24/95             | 4,231*<br>(Base: \$22,000)  | 12 MO                  | Externally funded<br>*(04/24/95-06/30/95)  |
| Dr. Thomas Hanchett   | Assistant Professor                    | History   | 09/15/95             | 34,000                      | 9 MO                   | Probationary                               |
| Mr. Phil Hirsch       | Executive Director                     | Administrative Services   | 07/01/95             | 77,500                      | 12 MO                  | 3 Year Contract                            |

**YOUNGSTOWN STATE UNIVERSITY  
RESOLUTION FOR NEW APPOINTMENTS AND PROMOTIONS  
AS OF June 12, 1995**

| <u>NAME</u>          | <u>TITLE</u>   | <u>DEPARTMENT</u>                  | <u>DATE OF EMPL.</u> | <u>SALARY</u>               | <u>CONTRACT MONTHS</u> | <u>COMMENTS</u>                                |
|----------------------|--|------------------------------------|----------------------|-----------------------------|------------------------|--|
| Mr. Darron Henry     | Financial Aid Counselor—Fed. Prog.                           | Financial Aid & Scholarships       | 06/05/95             | 28,000*<br>(Base: \$26,000) | 12 MO                  | *06/05/95—06/30/96                             |
| Mr. John Holcomb     | Instructor   | Mathematics                        | 09/15/95             | 30,000                      | 9 MO                   | Term   |
| Ms. Akhande Khan     | Staff Auditor  | Internal Audit                     | 03/01/95             | 11,038<br>(Base: \$33,116)  | 12 MO                  |  |
| Dr. Thomas Kim       | Assistant Professor  | Chemistry                          | 09/15/95             | 34,500                      | 9 MO                   | Probationary                                   |
| Mr. Eric Lewandowski | Director   | Grants and Sponsored Programs      | 07/01/95             | 52,000                      | 12 MO                  | Multiple Year Contract; 07/01/95-06/30/98      |
| Dr. Betty Jo Licata  | Dean and Professor   | College of Business Administration | 07/01/95             | 94,000                      | 12 MO                  | Multiple Year Contract; 07/01/95-06/30/98      |
| Dr. Sherri Lovelace  | Assistant Professor<br>Instructor                            | Chemistry<br>Mathematics           | 09/15/95<br>09/15/95 | 34,500<br>29,000            | 9 MO<br>9 MO           | Probationary<br>Ms. Bernadette Mullins<br>Term |
| Mr. Jim Miller       | Executive Director   | Campus 2000                        | 07/01/95             |                             | 12 MO                  |  |
| Ms. Edna Neely       | Asst. Dir. of Registration & Records                         | Enrollment Services                | 07/10/95             | 31,385<br>(Base: \$32,000)  | 12 MO                  |  |
| Dr. Debbie Pomponio  | Associate to Executive V.P. and<br>Budget Director Designate | Executive Vice President           | 07/01/95             | 41,000                      | 12 MO                  |  |
| Dr. Rochelle Ruffer  | Assistant Professor  | Economics                          | 09/15/95             | 35,000                      | 9 MO                   | Probationary                                   |
| Ms. K. J. Satrum     | Executive Director   | Student Services                   | 07/01/95             | 66,000                      | 12 MO                  | 3 Year Contract                                |
| Ms. Susan Scavelli   | Research Assistant   | Center for Urban Studies           | 04/03/95             | 5,500*<br>(Base: \$22,000)  | 12 MO                  | Externally Funded<br>*(04/03/95-06/30/95)      |
| Dr. Jeffrey Smiley   | Assistant Professor  | Chemistry                          | 09/15/95             | 34,500                      | 9 MO                   | Temporary                                      |
| Mr. Thomas Smotzer   | Instructor   | Mathematics                        | 09/15/95             | 29,000                      | 9 MO                   | Term   |
| Ms. Norma Stefanik   | Staff Architect  | University Facilities              | 04/17/95             | 8,462<br>(Base: \$40,000)   | 12 MO                  |  |
| Ms. Angela Steffy    | Coordinator - SCOPE  | Student Affairs                    | 05/01/95             | 2,400<br>.50 FTE            | 2 MO                   | 05/01/95-06/30/95                              |



**YOUNGSTOWN STATE UNIVERSITY  
RESOLUTION FOR NEW APPOINTMENTS AND PROMOTIONS  
AS OF JUNE 12, 1995**

|                    |                                  |                            |          |                            |                  |  |
|--------------------|----------------------------------|----------------------------|----------|----------------------------|------------------|--|
| Mr. Michael Walker | Research Assistant/Urban Planner | Center for Urban Studies   | 02/16/95 | 8,748*<br>(Base: \$23,690) | 96 Days          | Contract Extension<br>*(02/16/95-06/30/95) |
| Dr. Linda Wesson   | Associate Professor              | Educational Administration | 09/15/95 | 59,000                     | 9 MO             | Probationary                               |
| Dr. Mark Womble    | Assistant Professor              | Biological Sciences        | 09/15/95 | 35,100                     | 9 MO             | Probationary                               |
| Dr. Peter Woodlock | Associate Professor              | Accounting & Finance       | 09/15/95 | 62,000                     | 9 MO<br>CONTRACT | Probationary                               |

**ACADEMIC DEPARTMENT CHAIRS ELECTED FOR 5 YEAR TERMS**

| <u>NAME</u>         | <u>TITLE</u>        | <u>DEPARTMENT</u>              | <u>DATE OF EMPL.</u> | <u>SALARY</u> | <u>MONTHS</u> | <u>COMMENTS</u> |
|---------------------|---------------------|--------------------------------|----------------------|---------------|---------------|-----------------|
| Dr. Robert Beebe    | Professor           | Educational Administration     | 09/01/95             |               | 12 MO         |                 |
| Dr. James Conser    | Associate Professor | Criminal Justice               | 09/01/95             |               | 12 MO         |                 |
| Dr. Joan DiGiulio   | Professor           | Social Work                    | 07/01/95             |               | 12 MO         |                 |
| Dr. Ram Kasuganti   | Professor           | Management                     | 09/01/95             |               | 12 MO         |                 |
| Dr. Daryl Mincey    | Professor           | Chemistry                      | 07/01/95             |               | 12 MO         |                 |
| Dr. Chris Schueller | Associate Professor | Computer & Information Science | 09/01/95             |               | 12 MO         |                 |
| Dr. James Tackett   | Professor           | Accounting & Finance           | 09/01/95             |               | 12 MO         |                 |
| Dr. John White      | Professor           | Sociology & Anthropology       | 09/01/95             |               | 12 MO         |                 |

## EMERITUS RECOMMENDATIONS

### NAME

### TITLE

|                         |                                    |
|-------------------------|------------------------------------|
| Peter A. Baldino, Jr.   | Professor Emeritus                 |
| Patricia A. Bleidt      | Director Emeritus                  |
| William R. Cochran      | Professor Emeritus                 |
| William T. Collins, Jr. | Director Emeritus                  |
| James E. Dale           | Professor Emeritus                 |
| Charles W. Darling      | Professor Emeritus                 |
| Thaddeus M. Dillon      | Professor Emeritus                 |
| Thomas N. Dobbelstein   | Professor and Chairperson Emeritus |
| Jack Frankenburg        | Administrator Emeritus             |
| Henry A. Garono         | Director Emeritus                  |
| Thomas Gay              | Professor Emeritus                 |
| C. Earl Harris          | Professor Emeritus                 |
| Margaret C. Horvath     | Professor Emeritus                 |
| Donald E. Hovey         | Professor Emeritus                 |
| James A. Houck          | Professor Emeritus                 |
| Dorothy M. Kennedy      | Professor Emeritus                 |
| Albert J. Klein         | Professor Emeritus                 |
| James J. Lepore         | Professor Emeritus                 |
| Patricia D. Martin      | Administrator Emeritus             |
| Richard C. Phillips     | Professor Emeritus                 |
| Staman F. Rodfong       | Professor Emeritus                 |
| Robert K. Smith         | Professor Emeritus                 |
| Leonard B. Speigel      | Professor Emeritus                 |
| Nicholas Sturm          | Professor Emeritus                 |
| Calvin J. Swank         | Professor Emeritus                 |
| Robert J. Wolanin       | Professor Emeritus                 |

6/95

Elizabeth J. Jones

Kris Jones

Lois M. Jones

Thelma Jordon

Linda L. Joyce

Plato Kalfas

Timothy M. Kalil

Paul Kalinchak

Father William Karg

Helen M. Kayes

Fern A. Kelly

Michael P. Kelly

Bob & Paula Kempe

Dorothy Kennedy

William F. Kerr

Chaya Kessler

Gerald Kessler

Hubert Keylor

Dr. James Kiriazis

Leslie A. Kiske

Mr. & Mrs. Richard E. Kleeman

James E. Kling

Lewis H. Kness

Verna Kness

William R. Koch

Mark Kocur

Martha Kohonov

Mr. & Mrs. Charles A. Kollar

Brian & Debra Kollat

Marcia Koren

Mr. & Mrs. Ray Koski

Kathi A. Kovacic

Andrew Kozusko

Darlene & Tom Kozusko

Phyllis M. Kramer

Marilyn Kregar

Michael S. Krishenko

Francis Krygowski

Donald E. Kuhn

John J. Kuhn

Jean C. Kukura

Katherine Kumbler

Dorothy E. Kundus

Samia Kupensky

Donald Kurtz

Jack Kuti

Cindy Kutsko

Andrew Kuttey

Martin Kuuela

Mrs. Phyllis S. Lach

Daniel Laginya

Charlotte A. Lanz

Robert LaPointe

James Laslow

James E. Latham

John K. Latsko

Joyce A. Latura

Mr. & Mrs. Harold R. Layton

Mr. & Mrs. Frank Lazzeri

Glorianne Leck

Mr. & Mrs. Chung Lee

Mr. & Mrs. Christopher J. Leeper

Jerome M. Lefkort

Susan Lehtonen

Raymond Lepore

Douglas G. Lewis

Terri Lezitt

Bob & Mary Ann Limmer

Kaye L. Lind

Loretta M. Liptak

John Liscio

Dorothy H. Lisko

Greg Little

Ruth D. Llenfielde

John R. Loch

Kenneth Loeffler

Joseph Loftus

Heather Logan

Tom & June Logan

Margaret C. Lorimer

Dorothy Love

Donna H. Lowman

Mrs Merlin J. Luce

Judith Lukin

Dr. Dennis R. Lunne

Alice Lynd

P. J. Macali

Roderic MacDonald

Deborah E. Mahan

Ronald E. Mahon

Vivian M. Mahon

Mahoning Valley Parent Magazine

Natalie Majoros

Elaine Makacz

Joseph F. Malmisur

John A. Mancino

John W. Manhollan

Genevra Mann

Barbara E. Maple

Robert Marilla

Carol A. Marino

Kathleen O. Markovich

Mr. & Mrs. Irwin Marks

Evan Markulin

Chief John Marriott

Fred Martin

Joe Martin

Scott C. Martin

Theresa E. Martin-Davenport

John H. Matesevac

Donald Mathie

Frances May

Marcellene H. Mayhall

Danny McCauley

Michael J. McCleery

Rev. Jane L. McDermott

Josephine McElroy

Paul J. McFadden

Richard P. McFeathers

Timothy McGarry

James & Ria McIlduff

Paula J. McKenney

David E. McKillop

Alec McLane

Bonnie McManus

Nancy Meacham

Dr. John C. Melnick

Dr. Isadore Mendel

Susan Mentzer

Jimon C. Merrills

Linda K. Meyer

Gloria H. Michaels

Wesley R. Midgley

Darlene R. Miller

David C. Miller

Harriet Miller

James E. Miller

Marge Minghetti & John Polanski

Natalie Majoros

Elaine Makacz

Joseph F. Malmisur

John A. Mancino

John W. Manhollan

Genevra Mann

Barbara E. Maple

Robert Marilla

Carol A. Marino

Kathleen O. Markovich

Mr. & Mrs. Irwin Marks

Evan Markulin

Chief John Marriott

Fred Martin

Joe Martin

Scott C. Martin

Theresa E. Martin-Davenport

John H. Matesevac

Donald Mathie

Frances May

Marcellene H. Mayhall

Danny McCauley

Michael J. McCleery

Rev. Jane L. McDermott

Josephine McElroy

Paul J. McFadden

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Alec McLane

Bonnie McManus

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Gloria H. Michaels

Wesley R. Midgley

Darlene R. Miller

David C. Miller

Harriet Miller

James E. Miller

Marge Minghetti & John Polanski

Laurie Miraglia

Mary Mislav

William Mitchell

Mr. Jim Moats

Curt Moll

Ms. Betty Moore

Marilyn Moore

Samuel R. Moore, Jr.

William Moore

Clyde Morris

Dr. Jane Morris

Nancy Morris

Sue Motzer

Sandra Moyer

Cathy Muder

Fred W. Muder

William J. Mullen

Barbara B. Mummey

D. Todd Murdock

Paul Nachim

Martin B. Nadenichek

Mary Ann Nagel

Camelle A. Neelf

Linda Nehls

Mary Jane Nelson

Neo-Therapeutic Management Services, Inc

Newman Center

Bernadette Nolfi

Pauline Nord

Anne Norling

Jeff Norman

Rebecca Taylor Norton

Bonnie Nosal

Carol O'Brien

Dr. Gene O'Brien

Raymond O'Cock

Joseph S. Ohr

Monica F. Ondrusko

Michael R. Opincar

Richard C. Organ

Elizabeth Osgood

Victoria L. Ostheimer

Outspoken Wheelman Organization

Susan E. Paczak

A. Ronald Padoll

William A. Pallante

Albert G. Pallotta

Dr. William G. Palmer

Bill Palomaki

Stan Palumbo

Victor Parrott

Louis Paskoff

Mrs. Roy Passarelli

David M. Patrone

Donna Pawlicki

Margaret Pearce

John R. Peluso

Crystal D. Penn

Michael L. Penna

Laura Peretic

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Petrini Realty & Insurance Company

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Polish Arts Club

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Michael V. Powers

Richard Prest

Joanne Prewett

Herbert H. Pridham

Mary Ann Prince

Larry Proper

Mr. & Mrs. Ed Ptaszek

Dr. George B. Pugh

Mary S. Pullin

Joe & Pat Purser

Lori Quaranta

Martha L. Ratell

Rev. Jim Ray

Patricia Reeder

John Regule

Paul & Lucy Repko

Michael E. Resek



1117  
Jack Respoli

Glen L. Rhodes

Albert Rich

Edward B. Richards

Patrick Rickard

Edward S. Rienarth

Scott Robinson

Frank A. Rocco, Jr

John N. Roche

Jill A. Rock

Ramon L. Rodehaver

Rohrer Machinery, Inc.

David K. Ross

Wanetta Rosselle

Richard Roston

Martin Roth

Terry Roth

Mrs. Calvin Routh

Mr. & Mrs. Alfred Ruck, Jr.

Rev. Ken E. Rudkin

Charles Rumberg

Deborah D. Rumble

Susan & John Russo

Tom Russo

Mrs. Kenneth G. Rust, Jr.

Mr. & Mrs. Richard W Rymer

Bob & Carol Sacherman

John E. Sakas

Janet M. Sanders

Mr. & Mrs. Morton Sands

Mary Lee Sandusky

Frank Santagata

John E. Sarkissian

Dr. & Mrs. Lowell Satre

Dave & Kathy Sauline

Susan M. Savastuk

Richard Scarsella

Mary Alice B. Schaff

Ida Scheetz

Karen Scher

Victoria Schmeisser

Hildegard Schnuttgen

Janice W. Scholl

Ray L. Scholl

Thomas A. Schroth

Mrs. Leonard M. Schrum

Kriss Schueller

Joan Schwartzman

Mary Louise Schwarz

Daniel & Sara Scudier

Linda A. Seeley

Mary Anne Seman

Jay Senco

Gary Sexton

Jeffrey Sheban

Judy Shepard

Joseph T. Sherich

Young Fook Shin

Dr. Thomas A. Shipka

Raymond J. Shively

Dr. & Mrs. Edward A. Shorten

David Shriver

Gladys Sibley

Mark Sicafuse

Sigma Alph Iota

Edward T. Simchic

Arthur F. Simmen

Karen E. Simon

Susan E. Simon

Charles & Barbara Singler

Sisters of The Humility of Mary

John A. Slanina

Ann E. Slaughter

Dr. & Mrs. Morris Slaven

Alice Slusher

Charles K. Smart

Lynda J. Smith

Mark & Grace Smith

Mr. & Mrs. Laurence Sniderman

C. Vernon Snyder

Edward Soller

Dr. Karl Soller

Mr. & Mrs. Robert Soman

Mr. & Mrs. John T. Sontich

Dr. Peter C. Sotus

Karen Spak

Elan Spitaler

Claire Springer

Ilga Sprogis

Jim E. Squatrito

George Stafira

Mrs. Donna Jean Stamoolis

St. Anthony's Church

Tommyan Metz Starr

Jim Stein

David T. Stephens

Susan Stevens

James R. Stewart

Dr. Donald G. Stitt

Mary Stoia

Mr. & Mrs. James Stone

Karen Stout

Edward R. Stride

Richard Sudders

Ed Suit

Dr. George E. Sutton

Jean A. Sweetzer

Florence Swierz

Esther M. Szakack

Leslie v. Szirmay

Florence Talkington

Lois M. Tamplin

Eugene Tareshawty

Francis C. Tartan, Jr.

Celia J. Taylor

Mr. & Mrs. Robert H. Taylor

Joanne Teets

Edward Telega

Susan M. Telega

Linda Tessier

Sharon Texter

Leonard T. Thomae

Mary W. Thompson

Nancy Tidrick

Brother Timothy

Judith Tipple

Nancy Tipple

Orpha Towers

Esther J. Towns

Germaine Troiano

Father Fred E. Trucksis

Klara Trusova

William C. Tucker

James Tuscatt

Anne Ungard

Sara Van Antwerp

Robert Van Dale

Kreig W. Vens

Robert Van Dale

Kreig W. Vens

Frank G. Verterano

Jeannie Villa

Vere Villian

Luis E. Villoplana

Ruth A. Wack

Emily Walker

Thomas W. Walker

Jack & Nana Walsh

Frank Wanat

Paul M. Ward

R. David Wardale

Warren Symphony Society, Inc.

Dr. & Mrs. C. Watanakunakorn

Thomas D. Watts

Robert Weaver

Drs. Kurt J. & Margot Wegner

Daniel Weimer

Thomas & Jeanne Wellman

Elaine Welsh

William C. Weltman

Hugh & Anita Wesler

David C. West

Dyann Whaley

Michael Wherry

Samuel H. White

Mrs. Robert F. Whorten

Barbara Wigle

George C. Wilkinson

Heidi Will

David E. Williams

Edward Williams

Janet L. Williams

Lawrence Williams & Victoria Thompson

Peggy Williams

Robert R. Williamson

Reese M. Wills

Kathy Wilson

Lynne Wilson

Ted Wilson

Karen R. Winkelvoss

Marc Witte

Arthur D. Wolfcale

David Wolfe

Judith Wootten

Elinor O. Wright

Joe & Melinda Yaksich

Jeanette Yasgur

Carey Yelin

Dr. Warren M. Young

Harold A. Zealley

Bart Zorn



**RESOLUTION TO APPROVE THE  
GENDER EQUITY BUDGET PLAN  
FOR INTERCOLLEGIATE ATHLETICS**

**WHEREAS**, the Board of Trustees has publicly expressed its support for the Women's Intercollegiate Athletics program; and

**WHEREAS**, the Board of Trustees approved a five-year gender equity plan for Intercollegiate Athletics on September 16, 1994; and

**WHEREAS**, the Board is committed to providing sufficient financial resources to implement that plan;

**NOW, THEREFORE, BE IT RESOLVED**, that the Gender Equity Budget Plan as attached in Exhibit B be approved by the Youngstown State University Board of Trustees.

**Board of Trustees Meeting  
September 8, 1995  
YR 1996-**

**Agenda Item H.6.b.**



## GENDER EQUITY BUDGET PLAN

|   | 1994-95         | 1995-96         | 1996-97          | 1997-98          | 1998-99         | Total Investment |
|---|-----------------|-----------------|------------------|------------------|-----------------|------------------|
| New Women's Sports  |                 |                 |                  |                  |                 | \$40,000         |
| Golf Coach  |                 |                 | \$10,000         |                  |                 |                  |
| Head Coach Swimming   |                 |                 | 15,000           |                  |                 |                  |
| Head Coach Soccer   |                 |                 | 5,000            | \$10,000         |                 |                  |
| New Support Staff   |                 |                 |                  |                  |                 | 89,000           |
| New Staff   | \$20,000        | \$15,000        |                  |                  |                 |                  |
| Assistant Trainer   |                 |                 | 22,000           |                  |                 |                  |
| Assistant SWA   |                 |                 | 22,000           |                  |                 |                  |
| Assistant Equipment Manager   |                 |                 |                  | 10,000           |                 |                  |
| Increase Head Softball Coach to full-time   |                 |                 | 15,000           |                  |                 | 15,000           |
| Fringes   |                 | 5,000           | 25,000           | 5,000            |                 | 35,000           |
| Athletic equipment, recruiting, and travel for new and existing sports  |                 |                 | 56,000           | 117,000          | \$20,000        | 193,000          |
| Administrative cost for the operation of existing and new sports:   |                 |                 |                  |                  |                 | 148,000          |
| Office supplies and equipment, telephone (long distance and equipment), student help, NCAA compliance support |                 |                 | 70,000           | 78,000           |                 |                  |
| Women's Scholarships  |                 |                 | 120,000          | 56,000           |                 | 176,000          |
| <b>Annual Total</b>   | <b>\$20,000</b> | <b>\$20,000</b> | <b>\$360,000</b> | <b>\$276,000</b> | <b>\$20,000</b> | <b>\$696,000</b> |



**RESOLUTION TO RATIFY  
FACULTY/STAFF APPOINTMENTS**

**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 June 23, 1995 meeting of the Board of Trustees; and

**WHEREAS**, such appointments are in accordance with the 1995-96 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 C attached hereto.

**Board of Trustees Meeting  
September 8, 1995  
YR 1996-**

**Agenda Item H.7.b.**



**RESOLUTION FOR NEW APPOINTMENTS, PROMOTIONS, AND OTHER PERSONNEL ACTIONS  
AS OF August 14, 1995**

| <u>NAME</u>                 | <u>TITLE</u>                             | <u>DEPARTMENT</u>              | <u>DATE OF EMPLOYMENT</u> | <u>SALARY</u>                                      | <u>CONTRACT MONTHS</u> | <u>COMMENTS</u>            |
|-----------------------------|--|--------------------------------|---------------------------|--|------------------------|----------------------------|
| Mr. William Blake           | Director of Student Activities           | Student Life                   | 08/01/95                  | \$33,917<br><small>(12-Mo. Base: \$37,000)</small> | 12 Mo                  |                            |
| Mr. Adrian Brown            | Assistant Men's Basketball Coach         | Intercollegiate Athletics      | 08/01/95                  | 16,000   | N/A                    | .75 FTE                    |
| Mr. Steven Brown            | Instructor                               | English                        | 09/15/95                  | 27,000   | 9 Mo                   | Term/Contingent            |
| Mr. Darrell Cain            | Housing Coordinator                      | Housing Services               | 08/15/95                  | 21,227<br><small>(12-Mo. Base: \$24,100)</small>   | 12 Mo                  |                            |
| Mr. Ramzi Chaybayta         | Information Specialist                   | Affirmative Action             | 07/01/95                  | 23,142   | 12 Mo                  | From .75 FTE to Full-time  |
| Dr. Deborah Cibelli         | Assistant Professor                      | Art                            | 09/15/95                  | 32,000   | 9 Mo                   | Temporary                  |
| Ms. Julie Croft             | Head Softball Coach                      | Intercollegiate Athletics      | 08/01/95                  | 12,000   | 12 Mo                  | .75 FTE; 08/01/95—06/30/96 |
| Ms. Katrena Davidson        | Director                                 | Internal Audit                 | 07/01/95                  | 42,459   | 12 Mo                  | From Acting Director       |
| Mr. Robert A. Farr, Jr.     | Assistant Professor                      | Allied Health                  | 09/15/95                  | 50,000   | 9 Mo                   | Probationary/Contingent    |
| Ms. Karen Diekerson         | Financial Aid Counselor—Special Programs | Financial Aid and Scholarships | 07/05/95                  | 28,777   | 12 Mo                  |                            |
| Ms. Joan Fahy               | Academic Advisor                         | Criminal Justice               | 08/01/95                  | 4,875  | N/A                    | .262 FTE                   |
| Ms. Laurie Schreiber Garton | Instructor                               | Civil & Environmental Engr     | 01/02/96                  | 23,800<br><small>(12-Mo. Base: \$29,000)</small>   | 6 Mo                   | Term/Contingent            |
| Attorney Elaine B. Greaves  | Instructor                               | Criminal Justice               | 09/15/95                  | 32,500   | 9 Mo                   | Temporary                  |
| Ms. Patricia Hauschildt     | Instructor                               | Secondary Education            | 09/15/95                  | 28,000   | 9 Mo                   | Term/Contingent            |
| Mr. David Holben            | Instructor                               | Human Ecology                  | 01/02/96                  | 18,918<br><small>(9-Mo. Base: \$31,000)</small>    | 6 Mo                   | Term/Contingent            |

**RESOLUTION FOR NEW APPOINTMENTS, PROMOTIONS, AND OTHER PERSONNEL ACTIONS  
AS OF August 14, 1995**

| <u>NAME</u>            | <u>TITLE</u>   | <u>DEPARTMENT</u>                             | <u>DATE OF EMPLOYMENT</u> | <u>SALARY</u>                                    | <u>CONTRACT MONTHS</u> | <u>COMMENTS</u>                |
|------------------------|--|---|---------------------------|--|------------------------|--------------------------------|
| Ms. Sylvia Hyre        | Director   | Center for International Studies and Programs | 07/01/95                  | \$ 40,812  | 12 Mo                  | Promotion                      |
| Ms. Elaine Jacobs      | Assistant to Senior Women Administrator/Assistant Softball Coach | Intercollegiate Athletics                     | 07/01/95                  | 21,333   | 12 Mo                  |                                |
| Ms. Rebecca Mettee     | Research Laboratory Technician                                   | Biological Sciences                           | 09/04/95                  | 6,324<br><small>(12 Mo. Base: \$19,340)</small>  | 12 Mo                  | ExF; 09/04/95—12/29/95         |
| Mr. Thomas Morella     | Ticket Manager   | Intercollegiate Athletics                     | 07/01/95                  | 24,000   | 12 Mo                  | From Part-time to Full-time    |
| Mr. Billy Mothershead  | Financial Aid Counselor—Federal Programs                         | Financial Aid and Scholarships                | 07/05/95                  | 24,312<br><small>(12 Mo. Base: \$24,500)</small> | 12 Mo                  |                                |
| Dr. Bernadette Mullins | Assistant Professor  | Mathematics                                   | 09/15/95                  | 34,000   | 9 Mo                   | Probationary                   |
| Dr. David N. Pugh      | Assistant Professor  | Social Work                                   | 09/15/95                  | 37,000   | 9 Mo                   | Probationary                   |
| Dr. Jay A. Schneider   | Assistant Professor  | Geology                                       | 09/15/95                  | 33,720   | 9 Mo                   | Temporary                      |
| Dr. Elvin B. Shields   | Assistant Professor  | Mechanical Engineering                        | 09/15/95                  | 46,000   | 9 Mo                   | Probationary                   |
| Mr. Wade W. Smith, Jr. | Instructor   | Criminal Justice                              | 09/15/95                  | 31,500   | 9 Mo                   | Temporary                      |
| Dr. Thomas Smotzer     | Assistant Professor  | Mathematics                                   | 09/15/95                  | 34,000   | 9 Mo                   | Temporary                      |
| Mr. Edward Strauss     | Assistant Track/Cross Country and Video Coach                    | Intercollegiate Athletics                     | 08/01/95                  | 14,000   | 12 Mo                  | .50 FTE; 08/01/95—06/30/96     |
| Mr. Anthony Tocco      | Research Assistant   | Physics and Astronomy                         | 06/19/95                  | 2,400  | 12 Mo                  | ExF; .475 FTE, 6/19/95—9/15/95 |
| Dr. Gary R. Walker     | Assistant Professor  | Biological Sciences                           | 09/15/95                  | 35,500   | 9 Mo                   | Probationary                   |



**RESOLUTION TO ADOPT A  
CONFLICT OF INTEREST POLICY**

**WHEREAS**, Youngstown State University is committed to operating legally, ethically and morally in all matters; and

**WHEREAS**, eligibility for receipt of certain grants and contracts requires that the University establish a Conflict of Interest Policy;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees does hereby adopt the Conflict of Interest Policy as listed in Exhibit D to be effective immediately.

**Board of Trustees Meeting  
September 8, 1995  
YR 1996-**

**Agenda Item H.7.c.**



## CONFLICT OF INTEREST POLICY

The Youngstown State University Board of Trustees authorizes the establishment of the University Conflict of Interest Procedures to ensure compliance with applicable federal and state statutes, and regulations of non governmental funding agencies. This policy applies to all faculty and staff members or other university affiliated individuals who apply for, receive, or who are currently engaged with a grant, contract, cooperative agreement, subgrant, subcontract, or subcooperative agreement to Youngstown State University which is funded in whole or part from federal, state, or non governmental sources. It also applies to subgrants or subcontracts of federal pass through funds from the University to a subcontractor.

The University Conflict of Interest Procedures shall be designed to promote objectivity in research and other sponsored activities so as to insure that the design, conduct, and reporting of the project are neither compromised nor appear to be compromised by any significant financial interest of the responsible faculty or staff member. The administration is authorized to implement and appropriately update the procedures to effectuate this Policy as may be necessary to comply with changes made by federal, state, or non-governmental agencies.

September 8, 1995

**Agenda Item H.7.c.**  
**Exhibit D**

## YOUNGSTOWN STATE UNIVERSITY CONFLICT OF INTEREST PROCEDURES\*

### A. Applicability

In order to implement Conflict of Interest policy adopted by the Youngstown State University Board of Trustees, in compliance with federal regulations, these procedures apply to all faculty and staff members or other university affiliated individuals who apply for, receive, or who are currently working on a grant, contract, cooperative agreement, subgrant, subcontract, or sub-cooperative agreement to Youngstown State University which is funded in whole or in part by federal funds. Faculty and staff members or other university affiliated individuals who apply for, receive, or are currently working on projects which are funded from non-federal external sources are strongly encouraged to comply with Board policy as implemented through these procedures.

### B. Purpose

These procedures promote objectivity in research and other sponsored activities by defining special standards of conduct appropriate for each faculty and staff member participating in a sponsored project. The intent is to ensure that the design, conduct, and reporting of the project are neither compromised nor appear to be compromised by any *significant financial interest* (as defined in Section D of this document) of the responsible faculty and staff members.

### C. Background

The increasingly complex relationships among universities, government agencies, and industry call for increased attention to standards of conduct in federally funded and other externally sponsored activities. The clarification and application of such standards must be sensitive to the need to serve both project requirements and the public interest. Protection of the integrity of the cooperating institutions as agencies of higher education requires that both real and perceived conflicts of interest be avoided.

The transfer of technical knowledge and skill from the university to industry contributes to technological advance. Likewise, consulting relationships between university employees and industry serve the interests of research and education in the university. Such relationships are desirable, but certain potential conflicts should be recognized.

When a faculty or staff member engages in a federally or externally sponsored project, the faculty or staff member's conduct is subject to the provisions of state and federal statute and/or code and the requirements of the granting organization. When he or she consults for a business, non-profit agency, government agency, or other non-University contractor or prospective contractor, in the same technical field as the externally sponsored project, care must be taken to avoid biasing the design, conduct, or reporting of the sponsored project. If performing consulting services, the staff member must make full disclosure of such interests to the university and to the contractor insofar as they may appear to relate to the work at the

University or for the contractor. Conflict of interest problems could arise, for example, if a staff member participates in an evaluation for a government agency or its contractor of some technical aspect of the work of another organization with which he or she has a consulting or employment relationship or *significant financial interest*, or, alternatively, in an evaluation of a competitor to such an organization.

#### **D. Definitions**

"Project" means any externally funded scholarly activity such as basic, applied, or developmental research, instructional or curricular activities, student aid, career development, or other activity conducted by faculty or staff members on behalf of the university.

"Investigator" means the principal investigator, co-investigators, and any other person (e.g., technicians, students, research associates) at the university who is responsible, in whole or in part, for the design, conduct, or reporting of the project.

"Financial interest" means anything of monetary value including, but not limited to, salary or other payments for service such as consulting fees or honoraria; equity interests such as stocks, stock options, or other ownership interests; and intellectual property rights such as patents, copyrights and royalties from such rights.

"*Significant financial interest*" means a financial interest which leads to or may appear to lead to a conflict of interest. However, a financial interest is not a *significant financial interest* if:

1. salary, royalties, promotion in rank, or other remuneration are from the University;
2. income is from seminars, lectures, or teaching engagements sponsored by public or nonprofit entities;
3. income is from service on advisory committees or review panels for public or nonprofit entities;
4. the financial interest arises solely by reason of investment in a business by a mutual, pension, or other institutional investment fund over which the employee does not exercise control;
5. the financial interest is in a business and the value of such financial interests when aggregated for the investigator, the investigator's spouse, and the investigator's children does not
  - a. exceed \$5,000 per annum of salary, fees or other continuing payments, or;
  - b. constitute an equity interest of \$5,000 or more or;
  - c. represent more than five (5%) percent ownership interest for any one enterprise or entity.
6. the financial interest is an ownership interest in a business which is the applicant organization under Phase I of a Small Business Innovative Research (SBIR) program or Phase I of a Small Business Technology Transfer (STTR) program and the university is a subcontractor under the business' application.

"Conflict of Interest" means an action, omission, or situation which may or may not appear to compromise the objectivity or integrity of an investigator's design, conduct or reporting of a project.

#### **E. Conflict Situations**

When an investigator engaging in externally sponsored work has a financial interest in a business or with a non-profit agency, it is important to avoid actual or apparent conflicts between obligations to the project sponsor, the University, and these outside interests. A *conflict of interest* occurs when an investigator compromises or appears to compromise the conduct of a project because of an outside relationship that directly or indirectly affects the financial interests of the investigator, the investigator's spouse or the investigator's children.

Situations in which conflicts of interest may arise or may be perceived to arise include:

- a. undertaking an externally funded project when the investigator has a *significant financial interest* which may or may be perceived to bias the design, conduct, or reporting of the project;
- b. purchase of any items or services using project funds from an organization in which the investigator has a *significant financial interest*;
- c. transmission to a business or non-profit agency or any other use for personal gain of externally sponsored work products or proprietary information that are not made generally available. This does not preclude appropriate licensing arrangements for inventions, or consulting in the area of an externally sponsored project where there is significant additional work by the staff member independent of the externally sponsored project;
- d. unauthorized use for financial gain or personal advantage of privileged or confidential information acquired in connection with externally sponsored activities;
- e. influencing or attempting to influence the negotiation of grants or contracts between the university and private organizations in which the investigator has a *significant financial interest*;
- f. acceptance of gratuities or special favors from private firms with which the university does business in connection with an externally sponsored project or offering gratuities or special favors to representatives of external organizations;
- g. a consulting arrangement with any organization or individual having an economic interest in the results of an externally funded project;
- h. receiving an externally funded project from a sponsor for which the investigator serves on the sponsor's board of directors or as an officer with fiscal responsibility.

#### **F. Disclosure of Significant Financial Interests**

Disclosure of *significant financial interests* is intended to protect the integrity of the design, conduct, and reporting of project activities by effectively managing, reducing or

eliminating those *significant financial interests* which cause or appear to cause a *conflict of interest* on the part of an investigator. Successful implementation of Board of Trustees policy, through these procedures, assumes a shared responsibility by all investigators and the administration of the University. Investigators are expected to comply with all the disclosure requirements described below. Once proposed activities have been administratively approved and a plan of action addressing potential conflicts has been determined, University officers have the responsibility to vigorously defend the activity so long as the investigator complies with the plan of action, the disclosure requirements, other University policies, and the law.

Any investigator applying for or conducting any project shall make prompt, written disclosure of any significant financial interests or conflict situation (see Section E) to the Director, Office of Grants and Sponsored Programs. Investigators applying for or conducting non-federally funded projects are encouraged to disclose any *significant financial interests* or conflict situation as above.

Investigators applying for an externally funded project shall complete a Conflict of Interest Statement indicating that either no *significant financial interest* exists or that the investigator has filed a written disclosure with the Director. This form shall be included with the Authorization to Seek Off-Campus Funds form and be circulated as part of the approval process for all proposals.

The Director shall review the disclosure and make an initial determination whether or not a *significant financial interest*, and/or a potential conflict situation, as defined above, exists. If the disclosed financial interest is determined not to be a *significant financial interest*, and no other evidence of a potential conflict of interest is disclosed, then the Director shall provide written documentation of this determination which shall be retained with the other project records and shall so advise the investigator, the chair, the appropriate college dean and the dean of Graduate Studies. If an investigator fails to complete this form, fails to return it, or fails to disclose a *significant financial interest* to the Director, the Director and the Dean of Graduate Studies shall not submit the proposal, withdraw the proposal, if already submitted, or decline an award if a disclosure is not made or if a conflict of interest is not resolved.

If the Director determines that a *significant financial interest*, or any other potential conflict of interest as defined above, may exist, the Director shall promptly notify the Dean of Graduate Studies in writing. The Dean of Graduate Studies shall consult with the dean of the college and the University General Counsel. They shall review the disclosure, consult with the investigators, and seek any additional information to determine whether a *significant financial interest*, and thereby a possible conflict situation, exists. If they determine that a *significant financial interest* or any other potential *conflict of interest* exists, they shall determine a plan of action consisting of the conditions or restrictions which shall be required by the university to manage, reduce, or eliminate such actual or apparent conflict of interest. If the plan is accepted by all parties, the Dean of Graduate Studies shall notify all parties and the Provost of the final determination.

If they are unable to agree on a mutually acceptable method for managing, reducing, or eliminating the *significant financial interest*, then the Dean of Graduate Studies shall refer the disclosure to the Provost who shall consult with the University General Counsel prior to convening a "University Conflict of Interest Review Committee" for final determination.



Examples of the conditions or restrictions that might be imposed include:

1. public disclosure of the *significant financial interest*;
2. monitoring of the project by independent reviewers;
3. modification of the project plan;
4. disqualification of the investigator from participation in all or a portion of the project;
5. withdrawal of the proposal or declination of an award;
6. divestiture of the *significant financial interest*;
7. severance of the relationship(s) that create actual or potential conflicts or;
8. notify the sponsor that a *significant financial interest* exists.

The Provost shall notify the investigator, the investigator's chairperson and dean and the Dean of Graduate Studies of the final determination.

During the course of an award, investigators shall update the Conflict of Interest Statement at least annually. If an investigator acquires a new reportable *significant financial interest* of Grants and Sponsored Programs, the investigator shall submit a revised or new Conflict of Interest Statement to the Director within five (5) working days after acquisition.

Prior to accepting an award, the Director shall ensure that any potential conflicts of interest have been satisfactorily managed, reduced or eliminated in accordance with these procedures. If it is determined that a conflict can not be satisfactorily managed, reduced, or eliminated, the Dean of Graduate Studies shall disclose the existence of a conflict to the sponsoring agency before accepting the award.

If a sponsor requires disclosure of a *significant financial interest* or any potential or actual *conflict of interest* the Dean of Graduate Studies shall make such disclosures as required by the sponsor.

### **G. Reporting Requirements**

The Dean of Graduate Studies shall submit a written report to the Provost detailing the number, nature, and resolution of *significant financial interest* and/or *conflict of interest* disclosures within sixty (60) days after the close of each fiscal year.

### **H. Related Sections of the Ohio Revised Code and Federal Statutes and Regulations**

Among others, federal regulations and statutes as well as the following sections of the Ohio Revised Code govern conduct related to a staff member's conduct in carrying out his or her assigned duties for the University:

1. Conflict of Interest Statutes (18U.S.C. sec. 201 et seq.)
2. Executive Order No. 12674, April 12, 1989; "Principles of Ethical Conduct for Government Officials and Employees"
3. Ohio Revised Code Section 102: Ethics
4. Ohio Revised Code Section 2921: Offenses against Justice and Public Administration

5. Public Health Service Grants Policy Statement
6. National Science Foundation Grants Policy Manual
7. 42 Code of Federal Regulations part 50 and 45 Code of Federal Regulations subtitle A part 94

## **I. Possible Disciplinary Actions for Violations of Board of Trustees Policy**

The University expects investigators to comply fully and promptly with all the requirements of Board policy as described in these procedures. Examples of breaches of policy and procedures include failure to file, intentionally filing an incomplete, erroneous, or misleading disclosure form, or failing to provide additional information as required by the Director or Dean of Graduate Studies.

In addition to any potential legal penalty(ies), the university may take appropriate disciplinary actions against individuals who violate these procedures. This disciplinary action may include, but not be limited to, oral or written reprimands, or termination of employment. Violations of these procedures may affect promotion and tenure decisions, and eligibility for research professorships, reassigned time, or URC Research funds. All disciplinary actions shall be consistent with applicable provisions of the current agreements with YSU-OEA and other campus unions. If the sponsor requires disclosure of any disciplinary actions taken for violations of these procedures, the Dean of Graduate Studies shall make such disclosures in a timely manner.

## **J. Records Retention**

The Director and the Dean of Graduate Studies shall ensure that the required records, identifiable to each award, are retained for a period of not less than three (3) years after the termination of the award or until three (3) years after the resolution of any sponsor action involving these records whichever is longer. Records for proposals which are not funded by sponsoring agencies will be retained for a period of one (1) year after the decision of the sponsoring agency.

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\*Based in part upon:

On Preventing Conflicts of Interest in Government-Sponsored Research at Universities, A Joint Statement of the Council of the American Association of University Professors and The American Council on Education, 1785 Massachusetts Avenue, N.W., Washington, DC 20036, December, 1964.

Principles to Govern College and University Compensation Policies for Faculty Engaged in Sponsored Research, Association of American Universities, the American Council on Education, and the National Association of State Universities and Land-Grant Colleges, April, 1978.

Guidelines for Dealing with Faculty Conflicts of Commitment and Conflicts of Interest in Research, Association of American Medical Colleges, February, 1990.

Framework Document for the Managing of Financial Conflicts of Interest, Association of American Universities, 1993.

Conflict of Interest Policies from Wright State University and the University of Toledo.

**YOUNGSTOWN STATE UNIVERSITY  
CONFLICT OF INTEREST STATEMENT  
Proposal No. 94-XXX-XX**

- THIS PROJECT INVOLVES FEDERAL FUNDS.

If this block is checked, completion of this section is required by federal regulations and under the policies of Youngstown State University.

- I **DO NOT** HAVE ANY SIGNIFICANT FINANCIAL INTEREST WHICH MIGHT, OR MIGHT BE PERCEIVED, TO BIAS THE DESIGN, CONDUCT, OR REPORTING OF THIS PROJECT.
- I **DO** HAVE A SIGNIFICANT FINANCIAL INTEREST WHICH MIGHT, OR MIGHT BE PERCEIVED, TO BIAS THE DESIGN, CONDUCT OR REPORTING OF THIS PROJECT. I HAVE FILED A FINANCIAL DISCLOSURE WITH THE DIRECTOR, OFFICE OF RESEARCH AND SPONSORED PROGRAMS.

- THIS PROJECT DOES NOT INVOLVE FEDERAL FUNDS.

If this block is checked, completion of this section if voluntary.

- I **DO NOT** HAVE ANY SIGNIFICANT FINANCIAL INTEREST WHICH MIGHT, OR MIGHT BE PERCEIVED, TO BIAS THE DESIGN, CONDUCT, OR REPORTING OF THIS PROJECT.
- I **DO** HAVE A SIGNIFICANT FINANCIAL INTEREST WHICH MIGHT, OR MIGHT BE PERCEIVED, TO BIAS THE DESIGN, CONDUCT OR REPORTING OF THIS PROJECT. I HAVE FILED A FINANCIAL DISCLOSURE WITH THE DIRECTOR, OFFICE OF RESEARCH AND SPONSORED PROGRAMS.

\_\_\_\_\_  
Signature of the Investigator

\_\_\_\_\_  
Date