



**MINUTES OF SPECIAL MEETING
OF
BOARD OF TRUSTEES
OF
YOUNGSTOWN STATE UNIVERSITY**

Constantini Classroom
Stambaugh Stadium
Monday, October 5, 2020

Pursuant to notice duly given, a special meeting (the three hundred seventy-first) of the Board of Trustees of Youngstown State University convened at 5:20 p.m., on Monday, October 5, 2020, through the Cisco WebEx Video application.

All eleven trustees and two National/Global trustees were present for the online meeting, to-wit:

Participating virtually from the Constantini Classroom in Stambaugh Stadium were: Mr. Dr. Anita A. Hackstedde, chairperson of the board who presided; Dr. John J. Jakubek, Vice Chair, Mr. Charles George, Secretary to the Board, Mr. Joseph J. Kerola, Ms. Victoria M. Woods, Ms. Galatiani G. Lopuchovsky. Also present were Mr. James P. Tressel, President of the University; and Dr. Mike Sherman, VP for Institutional Effectiveness and Board Professional. Mr. James E. Roberts, Ms. Molly S. Seals, Mr. Michael Peterson, Ms. Capri S. Cafaro and National/Global Trustees Mr. Eric A. Spiegel and Dr. Helen K. Lafferty participated from their place of residence. Mr. Allen L. Ryan, Jr., participated from his place of business.

Participating from the Leaders' Conference Room in Tod Hall were: Dr. Brien Smith, Provost and Vice President for Academic Affairs; Mr. Neal McNally, Vice President for Finance and Administration; Ms. Holly A. Jacobs, Vice President and University General Counsel; Dr. Eddie J. Howard, Jr., Vice President for Student Affairs; Mrs. Cynthia Kravitz, AVP and CHRO; Ms. Shannon Tirone, AVP University Relations; Mr. Kevin Kralj, Director, Employee Labor Relations; Attys. Seth Briskin and George Crisci participated from their place of business.

Students, Faculty, Staff and other interested public individuals and parties were also able to observe the meeting through online access.

The chairperson called the meeting to order and presided.

ITEM I – PROOF OF NOTICE OF MEETING

Evidence was available to establish that pursuant to Article II, Section 2, of the Board's *Bylaws*; notice of today's special meeting was timely provided to each of the trustees, the student trustees, the national/global trustees and to the president.

ITEM II - DISPOSITION OF MINUTES FOR MEETING HELD SEPTEMBER 2, 2020

The chairperson stated that disposition of the minutes of the board's regular meeting held September 2, 2020 (#370) would be deferred until the next regular meeting of the board of trustees.

ITEM III - REPORTS OF THE COMMITTEES OF THE BOARD

The board considered the following committee reports and recommendations.

The board Chair, Anita Hackstedde recognized Charles George, Chairperson of the University Affairs Committee, who read aloud the following resolution being recommended by the committee for adoption by the board of trustees:

RESOLUTION TO REJECT FACT FINDER'S REPORT AND RECOMMENDATION OF THE FACULTY COLLECTIVE BARGAINING AGREEMENT

YR 2021-21

WHEREAS, the Youngstown State University Chapter of the Ohio Education Association and the Administration have been engaged in good faith negotiations of the collective bargaining agreement since approximately December of 2019; and

WHEREAS, the current collective bargaining agreement covers August 17, 2017 through August 17, 2020; and

WHEREAS, the parties selected Betty R. Widgeon as the Fact Finder and have engaged in the Fact Finding process as part of the negotiations process pursuant to the Ohio Revised Code Section 4117.14 and the Alternative Dispute Settlement Procedure agreed to on January 22, 2020; and

WHEREAS, the Fact Finder issued a Report and Recommendation on September 25, 2020; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby reject by a 8/1 vote the Fact Finder's Report and Recommendation.; and

FURTHER BE IT RESOLVED, that the Board of Trustees is directing the Administration negotiating team to return to the table to work toward resolution of the issues in an attempt to present to the Board of Trustees a Tentative Agreement.

After the secretary had read the recommended resolution, the chairperson requested the secretary to conduct a roll call vote on the adoption of the resolution, the results of the results of that vote are as follows:

Ms. Cafaro YES	Mr. Roberts NO
Dr. Hackstedde YES	Mr. Ryan YES
Dr. Jakubek YES	Ms. Seals YES
Mr. Kerola YES	Mr. George YES
Mr. Peterson YES	

The vote being 8-1 in favor of the committee recommendation, the chairperson declared the resolution adopted.

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The Chairperson asked whether any trustee had an objection to the approval by unanimous consent of the resolution recommended for adoption by the committee of the board. There being no objection thereto, the chairperson declared the following resolution adopted by general consent:

**RESOLUTION TO APPROVE THE SELECTION OF THE EXECUTIVE DIRECTOR,
STRATEGIC WORKFORCE EDUCATION AND INNOVATION**

YR 2021-22

WHEREAS, the Ohio Department of Higher Education has offered the challenge of producing one million certificates/badges/credentials by 2030, and the obvious needs of the region to provide workforce for new and exciting opportunities; and

WHEREAS, Youngstown State University has been utilizing the services of Jennifer Oddo on the basis of an independent contractor to develop our YSU IT Workforce Accelerator along with other innovative projects; and

WHEREAS, Ms. Oddo has proven herself to the Provost and President of Youngstown State University to have the best interests of the University in the work that she has performed, and has demonstrated she can lead these important initiatives; and

WHEREAS, it was determined to create the position of Executive Director for Strategic Workforce Education and Innovation, and to have Ms. Oddo fill that position to continue the excellent work she has begun; and

WHEREAS, this position is responsible for the design, marketing, and leadership of workforce education programs and initiatives; works in partnership with the Provost to determine vision, strategy, short and long-range goals, operating budgets, and effective

governance policies that align with the mission, core values, and purposes of the university; develops public/private partnerships to advance the workforce education and training needs and outcomes for degree and non-degree pathways through an interdisciplinary approach; and

WHEREAS, this position is eligible for a multi-year appointment pursuant to University Policy 3356-9-02 and requires that the Board approve this appointment prior to the employment start date; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the multi-year appointment of Ms. Jennifer Oddo as the Executive Director, Strategic Workforce Education and Innovation at Youngstown State University, effective October 19, 2020 through October 31, 2022.

ITEM IV – COMMUNICATIONS AND MEMORIALS

President Tressel mentioned the recent passing of two international students from Sierra Leone. Muctar Kamara and Nekian Sesay.

ITEM V – UNFINISHED BUSINESS

The board considered no unfinished business.

ITEM VI – NEW BUSINESS

The board considered no new business.

ITEM VII – CHAIRPERSON'S REMARKS

As we approach the mid-point of the Fall semester, the board thanks all students and employees who have done such a fantastic job keeping the campus safe during the pandemic. Maintaining social distancing, wearing those masks, keeping your hands sanitized. It's been a great effort by everyone. Keep up the good work, and let's make the last half of this semester as successful as the first half. Today's meeting of the board focused squarely on continuing negotiations with our faculty and our classified staff unions. While there remains significant work on both contracts, we remain optimistic that both can be resolved in a fair and equitable manner, and without disruption to the semester. Let me also remind everyone that the board has the responsibility for the financial integrity of the university and, from this perspective, our view comes from that of long-term sustainability, academic vibrancy and the vitality of the region. We have bargaining sessions scheduled for this week, and we look forward to getting together and setting both agreements. Part of the negotiating process with our faculty involved bringing in a fact finder to help resolve some of the outstanding issues. While the faculty approved the fact finders report, today the Board of Trustees voted to reject it. President Tressel will provide some further details about the report in his remarks. While we disagree with our faculty colleagues on the report, we do believe there is plenty of room for compromise and agreement. The Union leadership has expressed the belief that we can work out differences in the report, and we agree. I want to thank everyone on all sides of the negotiations for their hard work in support of our students and our university community. Thanks again to everyone for making this semester a success, despite the very real challenges we face. Be safe and stay well.

ITEM VIII - REPORT OF THE PRESIDENT OF THE UNIVERSITY

There is plenty of thanks to go around across campus for our successful start to the semester. Suffice it to say, we have had so many people pull together over the course of the last few months to keep our operations up and running, to maintain instruction and to continue working for the success of our students. As Chair Hackstedde mentioned, we are all optimistic about our ongoing contract negotiations with our faculty and our classified staff and look forward to continued discussions this week. As Chair Hackstedde also mentioned, as part of the process, the board today voted on the fact Finders' report for the faculty contract. It's fair to say that we had several objections and disagreements with recommendations included in the report. First and foremost, the report shows a lack of appreciation for the tenuous financial circumstances facing YSU and all of higher education at this time. While the pandemic's impact on the university's fiscal year budget has not been as severe as initially projected, our state funding was still cut by \$1.4 million and our tuition revenue fell by about \$3.0 million. So, the financial impact of the report – which, by the way, recommends a 6 percent pay increase – is significant, amounting to \$4.2 million over three years. Our other major objection is that the report's recommendations are unclear, ambiguous and lack any significant analysis or explanation. That was very disappointing, especially when you consider the time both parties engaged in explaining the issues as well as the cost of the report. For those reasons, and many others, we felt the fact finder left us and the board with no choice but to reject it the report. That said, we have further talks scheduled and are hopeful that we can come to a resolution. Meanwhile, I want to again thank everyone for their commitment to making the campus safe during the pandemic. And I especially want students to know that the university administration, our faculty and our staff are committed to ensuring a successful and uninterrupted completion of the Fall semester. Be safe, stay healthy and, as always...Go Penguins!

ITEM IX – TIME AND PLACE OF UPCOMING REGULAR MEETINGS

Chairperson Hackstedde said that the next regular meeting of the YSU board of trustees is scheduled to take place at 10:00 a.m. on Thursday, December 3, 2020, in the Board Room in Tod Hall, although it is possible that the meeting may be conducted virtually, as was today's special meeting.

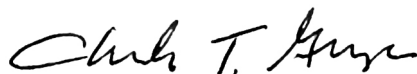
ITEM X – ADJOURNMENT

There being no further business to come before the board of trustees, and upon motion duly made and seconded, the meeting was duly adjourned by unanimous vote of all trustees at 5:37 pm.



Chairperson

ATTEST:



Secretary to the Board of Trustees