

MINUTES OF MEETING  
of  
BOARD OF TRUSTEES  
of  
YOUNGSTOWN STATE UNIVERSITY

Tod Administration Building  
Friday, February 8, 1985

Pursuant to Resolution YR 1985-53 and to Notices mailed on the 22nd day of January, 1985 by the Secretary to the Board to each Trustee, a copy of which precedes these Minutes (with copies to the President of the University, the Presidents of the YSU Chapter of the OEA and the YSU Chapter of OCSEA, to Alan R. Kretzer, Special Counsel appointed by the Attorney General of Ohio, to the Legal Services Officer of the University and to the Executive Director of YSU Alumni Association) a regular meeting (one-hundred and second) of the Board of Trustees of Youngstown State University convened in the Board Room in the Tod Administration Building.

All nine Trustees were present at the meeting, to-wit: Earl W. Brauninger, Paul M. Dutton, Dr. John F. Geletka, Edgar Giddens, William J. Lyden, Mrs. Emily P. Mackall, William G. Mittler, Dr. Earnest Perry, and Frank C. Watson.

Also present were Dr. Neil D. Humphrey, President, Dr. Bernard T. Gillis, Provost, Dr. Taylor Alderman, Vice President Personnel Services, Edmund J. Salata, Executive Director of Facilities, Dr. Lawrence E. Looby, Vice President for Institutional Advancement, Dr. Charles A. McBriarty, Vice President, Student Services, Philip A. Snyder, Director University Relations, Franklin S. Bennett, Secretary to the Board of Trustees, and Patricia D. Martin, Secretary to the President. Also present were approximately 38 deans, members of the faculty, students and members of the news media.

Frank C. Watson, Chairman of the Board, presided.

ITEM I - Proof of Notice of Meeting

Evidence was available to establish that due notice of the meeting had been mailed on January 22, 1985 by the Secretary, to each of the nine Trustees and to the President, and that copies had also been mailed to the Presidents of the YSU chapter of OEA, to Alan R. Kretzer, Special Counsel, to Theodore R. Cubbison, Legal Services Officer and to Ms. Patricia Tkacik, Director, YSU Alumni Association. Such evidence precedes these Minutes.

ITEM II - Minutes of Meeting Held on December 14, 1984

Copies of the draft of the Minutes of the Meeting of the Board of Trustees held on December 14, 1984 had been mailed to each Trustee, to the President, Provost, Vice President Personnel Services, the Executive Director of Facilities, the State Examiner, the Special Counsel and the Legal Services Officer.

ITEM III - Recommendations of the President of the University

Dr. Humphrey recommended that three Resolutions be adopted by the Trustees.

1. Resolution to Ratify Faculty/Staff Appointments

After a Motion which was made by Mr. Lyden and seconded by Mr. Brauninger, had received the affirmative vote of each Trustee present, the Chairman declared the following Resolution duly adopted:

WHEREAS, the Policies of the Board of Trustees direct the President to appoint such employees as are necessary to effectively carry out the operation of the University; and YR 1985-54

WHEREAS, new appointments have been made subsequent to the December 14, 1984 regular meeting of the Board of Trustees; and

WHEREAS, such appointments are in accordance with the 1984-85 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 A attached hereto.

2. Resolution Accepting Gifts

After a Motion, which was made by Dr. Perry and seconded by Mr. Giddens, had received the affirmative vote of each Trustee present, the Chairman declared the following Resolution duly adopted:

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 YR 1985-55

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

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

3. Resolution Concerning Administration of the University

After a Motion which was made by Mr. Brauninger and seconded by Dr. Geletka, and had received the affirmative vote of each Trustee present, the Chairman declared the following Resolution duly adopted:

WHEREAS, in June, 1984, when a limited reorganization of the University occurred to accommodate the needs of the new administration, the assignment of development and marketing responsibilities was not resolved; and YR 1985-56

WHEREAS, further study has brought this matter to a conclusion and implementation may now be effected subject to Board of Trustees' approval;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby approve the reassignments of responsibilities as indicated on the organizational charts attached as Exhibit C and does hereby amend Article I, Section 6, and Article VII, Sections 1 and 2, and add a new Section 18 to Article IX of the Policies of the Board of Trustees of Youngstown State University as included in the attached Exhibit D.

BE IT FURTHER RESOLVED, that the President is authorized to effect these changes as rapidly as practicable and to make such adjustments in personnel assignments as are required; subject, of course, to existing contractual obligations and the observance of approved budgetary procedures.

ITEM IV - Reports of the President and Other Officers of the University

1. Dr. Humphrey, President of the University, reported concerning the following matters:

A. Safety on Campus - Improved Lighting

In an effort to improve the safety and the perception of safety on campus, the University has been improving the lighting on campus for the past several years as money became available. A test of new lighting in one section of the Wick Avenue deck has recently been completed whereby the 150 watt fixtures were replaced with 350 watt lights and the fixture was lowered. The test has convinced the administration that a significant improvement can be made; consequently, the Board's Building and Property Committee approved expenditure of \$90,000 from the Parking Facilities Improvement Fund in order to revise the lighting in the entire deck.

B. Stambaugh Stadium - Use By High Schools

The costs associated with provision of services for high school football games in Stambaugh Stadium have been reviewed and the Building and Property Committee has approved a fee of \$2,000 per game for the 1985 season. This is the same fee as charged in 1984 and 1983. We are pleased that this has worked out well for the high schools.

C. Memorial Day - Change the Date of Observance

The YSU schedule for 1984-85 calls for Memorial Day to be observed on May 30, 1985. State law has recently been changed and Memorial Day will be observed Monday, May 27, 1985. Under the new law, Memorial Day will be observed the last Monday in May.

2. Dr. Gillis, Provost, reported concerning the following matters:

A. Tenure Actions

A list of the tenure actions processed in accord with the YSU/YSU-OEA Agreement was given to each Trustee. Tenure for the seven faculty members will be effective upon their contracting for the next academic year. The number of tenured faculty has remained stable over the recent years and distributions are improving.

B. Computer Services Long-Range Plan

The Computer Services Long-Range Plan has almost been completed. It has been exposed through several drafts to the chief administrative officer of the University, the Computer Advisory Committee, the Computer Services Committee of the Academic Senate, and it has been reviewed by consultant James L. Moss. As a result of these reviews, amendments will be made, and the report will be distributed widely within the University.

C. Williamson School of Business Administration Accreditation

The Dean of the School, Dr. H. Robert Dodge, is developing a workable strategy to work toward accreditation by the American Assembly of Collegiate Schools of Business. That strategy and timetable will be brought to the Committee on Academic Affairs of the Board when complete.

D. Conferral of Honorary Degree

The commencement speaker for Winter Graduation ceremonies is Mrs. Carmen E. Turner, and there was agreement she would be awarded an honorary degree. A resolution will be recommended by the Academic Affairs Committee of the Board.

E. Certification in Vocational Business and Office Education

The State Board of Education has informed the University of its approval on December 10, 1984 to offer certification in the area of vocational business and office education.

F. Master of Health Services

A prospectus providing more detail on the University's proposed degree of Master of Health Services has been sent to the Ohio Board of Regents in response to a request for additional information.

G. Initial Draft - Procedure for Approval of New Academic Programs

The initial draft of a procedure for approval of new academic programs at Youngstown State University has been sent to the Deans for comment and suggestions. It will be refined for adoption, and its use will be coordinated with other existing protocols. It is designed to give ample exposure of planned programs to the Board of Trustees.

H. Faculty Honors, Publications, and Grant Awards

Recent faculty honors and publications include:

Speaking in the Mordern Organization

Skills and Strategies, Lawrence W. Hugenberg and Donald D. Yoder. Scott, Foresman Co., 1985.

Dr. Bernard T. Gillis was elected to the Youngstown Hospital Association Board of Trustees on December 14, 1984, and elected a Director of the Canfield Community Club on January 4, 1985.

I. Black History Month

Mr. Alfred L. Bright, Director of Black Studies, will present an outline of the activities scheduled for Youngstown State University's Black History Month.

Dr. Gillis then introduced Mr. Bright to the Board. Mr. Bright commented further on the anticipated activities and thanked the Board for its continued support of this program.

J. Continued Accreditation of Respiratory Therapy Program.

The Committee on Allied Health Education and Accreditation during its meeting on January 16, 1985, voted to award continuing accreditation to the Respiratory Therapy program of Youngstown State University for a period of five years.

K. Faculty Improvement Leaves

The President has announced the names of Faculty Improvement Leave recipients in accord with the provisions of the YSU/YSU-OEA Agreement. These names were provided each Board member.

L. Change in Admission Policy for Baccalaureate Program in Nursing - Registered Nurse Track

In accord with the Board of Trustees Policy, Article VIII, Section 1.2, the Department of Nursing has recommended changes in the requirements for admission to the baccalaureate program in Nursing specifically for those who already have a registered nurse diploma. Those recommendations have been approved by the faculty, by the Dean of the College of Applied Science and Technology, by the Provost, and by the President and are reported herewith prior to the filing of these changes as part of the Ohio Administrative Code. The changes were provided each Board member for information.

3. Dr. Alderman, Vice President Personnel Services, reported on the following matters:

A. State Employment Relations Board

Some three weeks ago, the Board received a written report concerning the hearings on unit determination being held in Columbus before the State Employment Relations Board. The hearings are to determine the scope of a bargaining unit covering members of the classified civil service staff at the University. A petition was filed with the Board last September seeking recognition of a local affiliate of the OEA as the exclusive bargaining agent for the classified staff.

Three days of hearings have now been completed in Columbus, and three additional days are scheduled at the end of the month. The major thrust of the hearings involves some 35 contested staff members. The University's position is that the persons in these positions should be excluded from the bargaining unit because they are confidential or supervisory staff. The OEA's position is that they do not meet the statutory definition of these categories, and thus should be included in the unit.

It is hoped that the hearings will be completed at the end of the three days of hearings now scheduled. Following the completion of the hearings, there will be submission of

post-hearing briefs, the preparation of a recommended determination by the hearing officer, an opportunity for each party to object to the proposed determination, consideration of the matter by the Board itself, a second proposed determination, a second opportunity to offer objections, and ultimately a final and unappealable resolution of the matter by the Board. It remains unclear when the Board can expect this matter to be resolved.

The hearings involve an extensive amount of staff time, including preparation, travel time to and from Columbus, as well as the lost time of staff who must appear as witnesses at the hearing. Attorney Kretzer offered a Motion on behalf of the University that the hearings be held here in Youngstown. He was strongly supported in this Motion by the counsel for the OEA. The Motion was denied by the Hearing Officer, who noted simply that the Board could not afford to hold hearings at the site of the public employer under consideration.

The Administration will keep the Board posted on this as it develops.

#### B. Professional/Administrative Staff

The University Chapter of the OEA, which represents the full-service faculty, has conducted a poll of the 75 unclassified administrative staff who are believed to be eligible to engage in collective bargaining under the provisions of the Ohio Code. The results of the poll indicate some sentiment favoring organization for purposes of bargaining for this group, as well as some sentiment for being part of the same bargaining unit as the faculty.

The Constitution and Bylaws of the YSU-OEA currently do not permit members of the professional/administrative staff to belong to the organization. Thus, the Executive Committee of the YSU-OEA has recommended changes in the Constitution and Bylaws which would permit the professional/administrative staff to join the YSU-OEA, to hold office, and to serve on committees. The membership of the YSU-OEA is currently voting on these proposed changes, with ballots scheduled to be counted on February 20. A two-thirds majority of those voting is required for approval of the proposed changes.

The Board will recall that a somewhat related proposal was reviewed last year. It would have opened membership in the YSU-OEA to classified civil service staff as well as



professional/administrative staff. In a vote last summer, the proposal failed to achieve the required two-thirds support.

If the faculty approve the proposal currently under review, it is assumed that the YSU-OEA will seek to demonstrate formally that a majority of the professional/administrative staff wish to be represented in collective bargaining by them, to secure official recognition as bargaining agent from the State Employment Relations Board, and in 1986 to negotiate an agreement which would govern the terms and conditions of employment of the new bargaining unit.

In accordance with the provisions of the law, the University has maintained and will continue to maintain a posture of strict neutrality on this matter.

#### C. Campus Security

Last October the Board of Trustees approved the funding of two additional police officers to enable the department to assure that at least one woman officer would be assigned to each shift. The positions have been posted, and candidates are being reviewed. However, the Administration has encountered two difficulties relating to this situation. First, a grievance has been filed by the NOPBA, the representative of the officers, on the matter of scheduling as it relates to seniority. If the interpretation of the Agreement argued by the NOPBA is sustained, the University would presumably not have the flexibility needed to assure the scheduling of women officers on all shifts. A third-step disposition of the grievance will be issued on Monday. The other problem involves the affirmative action aspects of personnel assignments based upon sex. Generally, an employer cannot base assignments upon sex unless a bona fide need to do so can be demonstrated and is approved. The Administration is in the process of reviewing data on the need to have a woman officer on each shift, and when that is completed, we expect to seek the concurrence of the Ohio Civil Rights Commission that the University's needs justify an exception to the general rule that sex not be a basis for making personnel assignments.

The University will defer filling the vacant positions until both of these problems have been resolved.

#### D. Complaints

Four complaints filed with State agencies have recently been resolved, all supporting the University's position:

1. A faculty member with a physical handicap filed charges with the Ohio Civil Rights Commission that his not having been promoted in rank involved illegal discrimination against him because of his handicap. The Commission has dismissed the charge, accepting the hearing officer's conclusion that there is "no probable cause" that discrimination influenced the review of the faculty member for promotion. (A very similar charge by the complainant, related to a subsequent year in which he was not promoted, has not been resolved.)

2. The Civil Rights Commission has also reviewed a request for reconsideration of an earlier complaint filed by a former limited-service faculty member who had charged discrimination on the basis of her sex and age. In her second complaint, she added the charge of retaliation; that is, that the University was further discriminating against her by not hiring her in retaliation against her for having filed charges in the first place. The Commission has, following a reconsideration investigation, reconfirmed that there was no evidence of discrimination or retaliation against this individual. (A third complaint filed by this individual, similar to the first two, has not yet been resolved.)

3. A number of faculty members last year filed an unfair labor practice charge against the University because of the withholding of a "fair share fee" from the salaries of faculty who do not belong to the YSU-OEA. The "fair share fee" is consistent with the terms of the Agreement currently in effect, and is believed to be consistent with the provisions of the Ohio Collective Bargaining Law. The State Employment Relations Board has dismissed the charge, finding "no probable cause" that the University is in violation of the law.

4. A request for investigation was filed with the State Personnel Board of Review by a non-employee of the University; a white male who charged reverse discrimination because he was not appointed to a position he applied for last summer. The person appointed was a black female. The Administrative Law Judge has found that the appointment conforms to Civil Service Law and procedures, and has noted that the State Personnel Board of Review does not have jurisdiction in matters involving illegal discrimination. The Hearing Officer has recommended that the investigation be terminated. The full Board is expected to rule on the matter shortly.

4. Dr. McBriarty, Vice President Student Services, had no report.

5. Dr. Looby, Vice President for Institutional Advancement, reported on the following matter:

A. Executive Director - YSU Alumni Association

Dr. Looby reported to the Board that Ms. Patricia Tkacik has been employed by the YSU Alumni Association and is now its new Executive Director. Dr. Looby stated that Ms. Tkacik is a YSU alumna who graduated in 1983 from the Williamson School of Business Administration in Marketing, summa cum laude, with a 4.0 grade point average.

Dr. Looby then introduced Ms. Tkacik to the Board and she commented on her genuine pleasure of returning to the Youngstown scene and especially the campus.

6. Mr. Salata, Executive Director of Facilities, reported concerning the following matters:

A. Bliss Hall Renovations

This project is \$2,660,000 and Raymond J. Jaminet & Associates and James Olsavsky will be the project associated architects. Project organization briefings are being held so that planning can begin at the earliest possible time.

B. Harry Meshel Hall

This project is approximately 35% completed. The exterior sheeting is 45% completed. The project was scheduled for completion in December of 1985 but the contractor feels that completion now will hopefully be in September of 1985.

C. Ward Beecher Renovations

This project is approximately 20% completed. The painting and floor covering of the physics area is 80% completed. Plumbing work in the Physics Department is 70% completed. The completion date set for this project is the Fall of 1986.

D. The Convocation Center

The associated architect on this project, Mr. K. Anthony Hayek, has experienced a delay due to a change in the firm

performing the market analysis. This will not change the reported due date of June 1985.

E. Industrial History Museum

Work on this project program is underway. Dr. William Jenkins, of our History Department, is assisting in developing the program and expediting the project.

ITEM V - Reports of the Committees of the Board

1. Personnel Relations Committee

Mr. Mittler reported that the Committee was recommending six Resolutions for adoption by the Board. He then read and moved for adoption the following Resolution:

a. Resolution to Ratify Payment to Employees

WHEREAS, under the authority of Article I, Section 2 of the Policies of the Board of Trustees, the President closed the University because of inclement weather for the period 7:00 a.m., January 17, 1985 to 7:00 a.m. on January 18, 1985 and for the period 5:00 p.m., January 25, 1985 to midnight on January 26, 1985; and

WHEREAS, the University has paid classified Civil Service employees who did not work but were available for duty during the periods the University was closed, and has paid overtime rates in addition to regular pay to those employees who were required to work during the periods the University was closed, in accordance with the Rules of the Ohio Department of Administrative Services;

THEREFORE, BE IT RESOLVED, by the Board of Trustees of Youngstown State University that said payment to employees is hereby ratified and approved.

The Motion was seconded by Dr. Perry and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

Mr. Mittler next read and moved for adoption the following Resolution:

b. Resolution Concerning Insurance for Persons on Disability Retirement

WHEREAS, from 1967 until 1981, the University uniformly provided a "waiver of premium" provision which provided lifetime maintenance of group term life insurance for faculty and staff on disability retirement at no cost to the retiree; and YR 1985-58

WHEREAS, on August 29, 1981, in Resolution YR 1982-10, the Board of Trustees revised its policy to provide that the University maintain the cost of group term life insurance for disabled retirees for a period of five years or until age 60, whichever occurred first; and

WHEREAS, seven University employees were granted disability retirement during the period 1978 to 1981, and were advised at the time of their retirement that their group term life insurance would be maintained for them at no cost;

THEREFORE, BE IT RESOLVED, by the Board of Trustees of Youngstown State University, that the continued payment of insurance premiums on behalf of the seven individuals listed on Exhibit E appended hereto be and is hereby authorized and directed.

The Motion was seconded by Mr. Giddens and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

Mr. Mittler next read and moved for adoption the following Resolution:

c. Resolution to Ratify Personnel Policies

WHEREAS, on December 14, 1984 in Resolution YR 1985-59 YR 1985-37, the Board of Trustees

of Youngstown State University authorized and directed the President of the University to promulgate such personnel policies for full-time classified Civil Service employees as were necessitated by the expiration on December 31, 1984, of the Agreement between the University and the Ohio Civil Service Employees Association; and

WHEREAS, the President was directed further to advance such revisions of personnel policy which required action by the Board of Trustees to the Board at its next regular meeting for formal review;

THEREFORE, BE IT RESOLVED, by the Board of Trustees of Youngstown State University that the following revisions in personnel policy for full-time classified Civil Service employees be and are hereby ratified:

1. Insurance benefits defined in the Employee Benefit Plan handbook will be continued, including the provision that a classified Civil Service employee who is absent on Leave Without Pay because of illness or injury following exhaustion of Sick Leave will be covered at the University's expense for a period of up to one year;
2. The mandatory retirement age for classified Civil Service employees shall be seventy years, as provided in Ohio Revised Code 145.32;
3. Full-time classified Civil Service employees shall receive remission of the instructional fee for up to 24 quarter hours each

academic year and up to eight hours each summer session; eligible dependents of full-time classified Civil Service employees and retired classified Civil Service employees shall receive remission of the instructional fee as provided for by Article VIII, Section 2 of the Policies of the Board of Trustees;

4. The University will pay for uniforms when it directs classified Civil Service employees to wear uniforms while on duty;
5. The University will pay a bilingual pay supplement to eligible employees in accordance with O.R.C. 124.181; and
6. Full-time classified Civil Service employees will be entitled to fee remission for one course annually offered by the Department of Continuing Education, in accordance with the provisions of Article VIII, Section 4 of the Policies of the Board of Trustees.

The Motion was seconded by Mr. Lyden and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

Mr. Mittler next read and moved for adoption the following Resolution:

- d. Resolution to Ratify Revised Faculty Settlement

WHEREAS, the Board of Trustees of Youngstown State University on October 12, 1984, in Resolution YR 1985-24 authorized the President to enter into a tentative agreement with the Youngstown State University Chapter of the Ohio Education Association (YSU-OEA) concerning a revision of the faculty settlement for 1985-86, made necessary by a directive received by the Ohio State Teachers Retirement System; and

WHEREAS, such agreement was to be subject to formal ratification of final contract language by the Youngstown State University Board of Trustees following consultation with the YSU-OEA; and

WHEREAS, the YSU-OEA has approved contract language reflecting the provisions of Resolution YR 1985-24;

THEREFORE, BE IT RESOLVED, by the Board of Trustees of Youngstown State University that final contract language reflecting the revised provisions of the 1985-86 faculty salary settlement, appended hereto as Exhibit F, be and is hereby ratified.

The Motion was seconded by Mr. Brauninger and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

Mr. Mittler next read and moved for adoption the following Resolution:

e. Resolution on Marketable Computer Programs

WHEREAS, the Board of Trustees Policy, YR 1985-61 Article IV, Section 2, Copyrights: "The University encourages its employees to engage in professional writing of all kinds including scholarly articles, books, textbooks, and laboratory manuals. Such work shall belong to the author or authors except where the writing has been prepared as an assigned project. When prepared as an assigned pro-



ject, the copyright shall be held by the University and may be assigned by the University. No royalties may be charged by the author for copies of a publication which arises from an assigned project unless specifically permitted by action of the President or the Board."; and

WHEREAS, the YSU/YSU-OEA Agreement in Section 13.22 has devised a distribution of commercial profits resulting from research done or marketable computer programs developed by faculty: "In accordance with ORC 3345.14, commercial profits which result from research done, or marketable computer programs developed, at YSU shall be shared equally by YSU and the faculty member who conducts the research, unless the research is subsidized by an external agency which stipulates contrary terms as a condition of the support. This shall not apply to royalties, which shall go exclusively to the author."; and

WHEREAS, it is desirable to bring the Board of Trustees Policies and the YSU-OEA Agreement in compliance with respect to distribution of commercial profits resulting from research done or marketable computer programs developed by faculty or staff;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees Policy, Article IV, Section 2, Copyrights, be amended as shown on Exhibit G attached hereto.

The Motion was seconded by Dr. Geletka and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

Mr. Mittler next read and moved for adoption the following Resolution:

f. Resolution Concerning Acceptance of Gifts and Gratuities by University Staff

WHEREAS, it is believed desirable for the Board of Trustees to state in a formal manner the policy which has in fact been followed concerning the soliciting or acceptance of personal gifts and gratuities by University staff from vendors or potential vendors;

YR 1985-62

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby adopt Section 18 of Article IX, Policies of the Board of Trustees of Youngstown State University contained in Exhibit H.

The Motion was seconded by Mr. Brauninger and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

2. Building and Property Committee

Mr. Lyden reported that the Building and Property Committee was recommending one Resolution for adoption by the Board. He then read and moved for adoption the following Resolution:

a. Resolution Concerning Pollock House

WHEREAS, the Board of Trustees has previously approved the necessary planning for use of the Pollock House as a University Inn and preparation of the necessary Request for Proposal has gone forward whereby private investors and operating companies would be invited to bid on the rehabilitation of the Pollock House and its operation as an Inn; and

YR 1985-63

WHEREAS, James E. McMurray has announced plans to remodel the Voyager Motel property on Federal Plaza and open the Central Plaza Hotel in 1985; and

WHEREAS, Youngstown State University has no interest in taking an action which would be disadvantageous to this project as it is believed that the community's needs will be better served by the Central Plaza Hotel project;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby instruct President Humphrey to hold in abeyance all further work on the Pollock House project until the June meeting of the Board of Trustees, at which time a decision will be made concerning the Pollock House.

The Motion was seconded by Mr. Giddens and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

3. Budget and Finance Committee

Mr. Brauninger reported that the Budget and Finance Committee was recommending two Resolutions for adoption by the Board. He then read and moved for adoption the following Resolution:

a. Resolution Concerning Transfers from the Unallocated Reserve (1984-85 University Operations)

WHEREAS, the 1984-85 Operating Budget YR 1985-64 adopted by the Board of Trustees provides that transfers out of the Unallocated Reserve require approval of the Board of Trustees; and

WHEREAS, the continuing program for review of classified positions has resulted in the reclassification of six employees with an expectation that other employees will be reclassified; and

WHEREAS, it is necessary to employ temporary personnel to provide continuity of service in the absence of permanent employees due to illness and leaves; and

WHEREAS, travel funds for personnel in the Office of the Dean, College of Arts and Sciences were inadvertently underbudgeted; and

WHEREAS, the Minority Student Services Advisor position has been changed from a Classified Civil Service position to a Professional/Administrative position; and

WHEREAS, the Printing Supervisor 2 position in the Printing and Mail Services department has been changed from a Classified Civil Service position to a Professional/Administrative position with the title of Director of Central Services and the former position discontinued with resulting salary savings;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve transfers from the Unallocated Reserve-University Operations Budget in the total amount of \$53,165 as follows:

- \$10,000 to the Reserve for Salary Adjustments for the purpose of providing funds for reclassification of classified personnel;
- \$ 2,150 to the Chemical Engineering Department for the purpose of paying the salaries and fringe benefits for a temporary clerical worker while the regular employee was on sick leave;
- \$ 3,600 to the Foreign Languages Department for the purpose of paying the salaries and fringe benefits for a temporary clerical worker while the regular employee was on sick leave;
- \$ 3,450 to the Physics and Astronomy Department for the purpose of paying the salary and fringe benefits for a temporary Planetarium Lecturer while the regular Lecturer is on leave without pay;
- \$ 2,925 to the Counseling and Health Services Department

for the purpose of paying the salary and fringe benefits for a temporary clerical worker while the regular employee was on sick leave;

\$ 3,655 to the Office of the Dean, College of Arts and Sciences to supplement the travel account for Professional/Administrative employees and academic department chairpersons;

\$10,800 to the Special Student Services Office for the payment of salary and fringe benefits due to the change of a position from a Classified Civil Service position to a Professional/Administrative position; and

\$16,585 to the Central Stores Department for the payment of salary and fringe benefits due to the change of a position from a Classified Civil Service position to a Professional/Administrative position.

The Motion was seconded by Mrs. Mackall and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

Mr. Brauninger next read and moved for adoption the following Resolution:

b. Resolution Concerning General Equipment Fund

WHEREAS, the Board of Trustees established a General Equipment reserve for previously unbudgeted equipment deemed necessary; and

YR 1985-65

WHEREAS, the continuing development of computerized systems in the various offices of the University has created an increased need for computer terminals and microcomputer equipment;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby approve use of \$32,400 and the following allocations from the General Equipment Reserve:

\$3,000 to the Budget and Institutional Studies Department for the purchase of a computer terminal and necessary furniture for its operation;

\$9,000 to the Registrars Office for the purchase of three computer terminals and necessary furniture for their operation;

\$3,000 to the Dean's Office, College of Arts and Sciences, for the acquisition of microcomputer equipment;

\$3,000 to the Admissions Office for the acquisition of microcomputer equipment;

\$7,200 to the Office of the Vice President-Student Services for the acquisition of microcomputer equipment; and

\$7,200 to the Scholarships and Financial Aid Department for the acquisition of microcomputer equipment; and

The Motion was seconded by Mr. Dutton and, after discussion, received the affirmative vote of all Trustees present.

The Chairman declared the Motion carried and the Resolution adopted.

4. Student Affairs Committee

Mr. Dutton reported that the Student Affairs Committee had no report.

5. Academic Affairs Committee

Mr. Giddens stated that the Academic Affairs Committee was recommending one Resolution for adoption by the Board. He then read and moved for adoption the following Resolution:

a. Resolution to Authorize Conferral of an Honorary Degree

BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize and direct the granting and conferral of the degree Doctor of Laws (LL.D.), honoris causa, upon Mrs. Carmen E. Turner, General Manager, Washington Metropolitan Area Transit Authority, with all of the rights and privileges attendant thereto. YR 1985-66

The Motion was seconded by Dr. Perry and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

6. Public Services Committee

Dr. Geletka reported that the Public Services Committee was recommending two Resolutions for adoption by the Board. He then read and moved for adoption the following Resolution:

a. Resolution to Amend Athletic Budget

WHEREAS, the 1984-85 Intercollegiate Athletics' revenues are \$79,276 less than anticipated due to a loss of \$52,000 in television revenues via the Ohio Valley Conference and the fact that Football ticket sales were \$27,276 less than budgeted; and YR 1985-67

WHEREAS, the Board has previously approved transfer of the unallocated re-

serve of \$11,764 to the Game Films account; and

WHEREAS, the administration has identified various expenditure code reductions totaling \$15,633 but has also verified the need for increases in other codes of \$7,790, resulting in a net reduction of only \$7,843;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize the amendment of the 1984-85 Intercollegiate Athletics budget as provided in Exhibit I whereby the total authorized expenditure is reduced \$7,843 to a total of \$1,966,621 and \$71,433 is transferred to the ICA operating budget from the ICA Contingency Reserve Fund.

The Motion was seconded by Dr. Perry and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

Dr. Geletka read and moved for adoption the following Resolution:

b. Resolution Concerning Sports Medicine

WHEREAS, the approved Sports Medicine budget for 1984-85 projected \$14,000 of revenue, \$12,817 of expenditures, and repayment of \$1,183 of the start-up capital of \$37,916 still owed; and YR 1985-68

WHEREAS, during the first six months of 1984-85, only \$7,029 of revenue has been received and over 80% of anticipated income is received the first six months, and expenditures have totaled \$5,797 and will equal or exceed that amount during the second six-month period; and

WHEREAS, the administration has reviewed this program and concludes that it should be discontinued and the loss of money reduced;



NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby direct that all expenditures from the Sports Medicine budget be discontinued effective immediately, the existing fund deficit, including any start-up capital still owed be covered by transfer from the ICA Contingency Reserve Fund, and the Sports Medicine Fund closed out.

The Motion was seconded by Mr. Brauninger and, after discussion, received the affirmative vote of all Trustees present. The Chairman declared the Motion carried and the Resolution adopted.

ITEM VI - Communications, Memorials

No formal communications or memorials were presented. A list of information had been furnished to each Trustee for information purposes prior to the meeting.

ITEM VII - Unfinished Business

There was no unfinished business.

ITEM VIII - New Business

Mr. Watson announced that the partial term of office of Mrs. Mackall as a Trustee on the Board of Trustees of the Northeastern Ohio Universities College of Medicine will expire May 1, 1985. He then read and moved for adoption the following Resolution:

Resolution Concerning Appointment to Board of Trustees of Northeastern Ohio Universities College of Medicine

WHEREAS, Ohio Revised Code Section 3350.10 provides that there shall be a nine-member Board of Trustees for the Northeastern Ohio Universities College of Medicine which shall include the Presidents of the University of Akron, Kent State University and Youngstown State University; ". . . one member each of the boards of trustees . . ." of the three institutions ". . . to be appointed by their respective boards of trustees for a term of six years ending on the first day

YR 1985-69

of May or until his term on his respective board expires, whichever occurs first; and one person each to be appointed by the board of trustees . . ." of the three institutions for a term of nine years; and

WHEREAS, Youngstown State University Trustee Emily Mackall has served a partial term on the Northeastern Ohio Universities College of Medicine Board of Trustees, which term expires May 1, 1985; and

WHEREAS, Trustee Mackall has effectively represented the interests of Youngstown State University and of Northeastern Ohio Universities College of Medicine;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby appoint Mrs. Emily Mackall as a trustee of Northeastern Ohio Universities College of Medicine for a six-year term starting May 1, 1985.

The Motion was seconded by Mr. Dutton and, after discussion, received the affirmative vote of all Trustees present; Mrs. Mackall abstaining. The Chairman declared the Motion carried and the Resolution adopted.

#### ITEM IX - Nominating Committee

Mr. Watson announced the appointment of the following Trustees to the Nominating Committee: Edgard Giddens, Chairman, William G. Mittler, and Frank C. Watson. Mr. Watson requested the Committee to meet and select its nominees prior to April 30, 1985 since Mr. Mittler's term will expire shortly thereafter.

#### ITEM X - Time and Place of Next Regular Meeting

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

"RESOLVED that the next regular meeting YR 1985-70  
of the Board of Trustees of Youngstown  
State University be held at 3:00 p.m. in

the Board Room in Tod Administration  
Building on Friday, June 7, 1985."

Mr. Watson stated that since the next meeting of the Board would occur after the expiration of Mr. Mittler's term of office as a Trustee, he wanted to thank Mr. Mittler personally and on behalf of all other Board members and the University staff, for his excellent record of nine years of loyal service to Youngstown State University. He observed that Mr. Mittler would be greatly missed. The entire Board of Trustees and all persons present applauded Mr. Watson's statement.

The meeting was duly adjourned at 4:15 p.m.

Frank C. Watson  
Chairman

ATTEST:

James S. Bennett  
Secretary to the Board  
of Trustees

YOUNGSTOWN STATE UNIVERSITY  
 RESOLUTION FOR NEW APPOINTMENTS AND PROMOTIONS  
 AS OF February 8, 1985

<u>NAME</u>	<u>TITLE</u>	<u>DEPARTMENT</u>	<u>DATE OF EMPL.</u>	<u>SALARY</u>	<u>CONTRACT MONTHS</u>	<u>COMMENTS</u>
Repetski, Michael J.	Coordinator of Electronics Maintenance Services	Electronics Maintenance Services	1/25/85	\$10,556	12 (12-Month Base: \$24,725)	Position reassigned from Classified Civil Service to P/A status.
Partridge, Mary Lou	Director, Central Services	Central Services	1/02/85	\$13,268	12 (12-Month Base: \$26,950)	Position reassigned from Classified Civil Service to P/A status.
Cossler, William H.	OTTO Technology Transfer Agent	Cushwa Center for Industrial Development	12/17/84	\$11,846	12 (12-Month Base: \$22,000)	Externally funded through 6/30/85.
Lanier, Jo Ann	Assistant Professor	Dana School of Music	1/02/85	\$13,010	9 ( 9-Month Base: \$21,500)	
Schilling, William R.	Instructor	Speech Communication and Theatre	1/02/85	\$11,346	9 ( 9-Month Base: \$18,750)	Temporary/Terminal through 6/15/85.
Twyman, Edward	Minority Student Services Advisor	Special Student Services	2/11/85	\$ 6,538	12 (12-Month Base: \$17,000)	

**YOUNGSTOWN STATE UNIVERSITY  
BOARD OF TRUSTEES**

**RESOLUTION ACCEPTING GIFTS  
AS OF FEBRUARY 8, 1985**

<u>DONOR</u>	<u>AM'T. AND/OR DESCRIPTION</u>	<u>RESTRICTION OR PURPOSE OF GIFT</u>
Estate of Julia Spitzer	\$ 1,790	YSU Scholarship Fund
Mrs. Glenn Graff	300	YSU Scholarship Fund
J. Ford Crandall Foundation	\$ 15,000	YSU Scholarship Fund
IBM	50	Unrestricted
Carol Morrison	25	WSBA Accounting and Finance Department
Patricia Prince	25	WSBA Accounting and Finance Department
Philip Dennison	25	WSBA Accounting and Finance Department
Walter E. Watson Trust	2,000	Faculty Awards
May Stores Foundation	2,500	YSU Scholarship Fund
Mahoning National Bank	285	Athletic Department
Dr. Thomas Kenyhercz	500	Chemistry Department
Zimmer's	Addressograph Multigraph Valued at \$2,000	University
Syro Steel Co.	(2) MTS Activators & Spiral Washer Kits Valued at \$16,694	School of Engineering

<u>DONOR</u>	<u>AM'T. AND/OR DESCRIPTION</u>	<u>RESTRICTION OR PURPOSE OF GIFT</u>
Patricia Weickenand	\$ 25	WYSU
J.J. Koss	20	"
Gary Dunn	25	"
Catherine Carroll	20	"
Norman Giust	35	"
Fred Ullom	15	"
Bernard Yozwiak	50	"
Fred Fusco	20	"
Virginia Gregor	50	"
Roy Schmidt	20	"
Mercedes Cooney	30	"
John Anderson	30	"
Michael Cutsumbis	30	"
Frank Krygowski	20	"
John Long	20	"
Ivis Boyer	100	"
Karen Chikosky	5	"
Carl Bauman	10	"
Greenville Couples Bridge Club	12	"
John Toelken	25	"
Mrs. D. W. Smith	40	"
John Cafaro	500	"
Alice Cooper	20	"
Antonio Pilolli	25	"
Rudolf Rainer	25	"
Harold State	25	"
Dan Scudier	50	"
Rabbi Powers	50	"
Charles Barker	25	"
Grace & Richard Rymer	160	"
Vincent Forte	40	"
William Gorman	10	"

<u>DONOR</u>	<u>AM'T. AND/OR DESCRIPTION</u>	<u>RESTRICTION OR PURPOSE OF GIFT</u>
Ardith Henderson	\$ 10	"
W. N. Hubin	50	"
Edward Rienarth	25	"
Scott Silvis	100	"
Don Westenbarger	20	"
Steven Chickosky	10	"
Robert Crispin	35	"
Dan Olson	50	"
John Perrachione	30	"
William Granfield	35	"
Ludwig Koukal	50	"
Ronald Mandell	20	"
Fredricka Moore	50	"
Wallace Myers	25	"
W. Terry Patrick	50	"
Ronneburg Brewery	500	"
Robert Rupeka	25	"
Julian Senko	15	"
Westington Electric	100	"
Nathan N. Ginsburg, M.D.	25	"
Nancy Stillwagon	35	"

WYSU-FM	\$ 2,792
Other	22,500
Total Cash	<u>25,292</u>

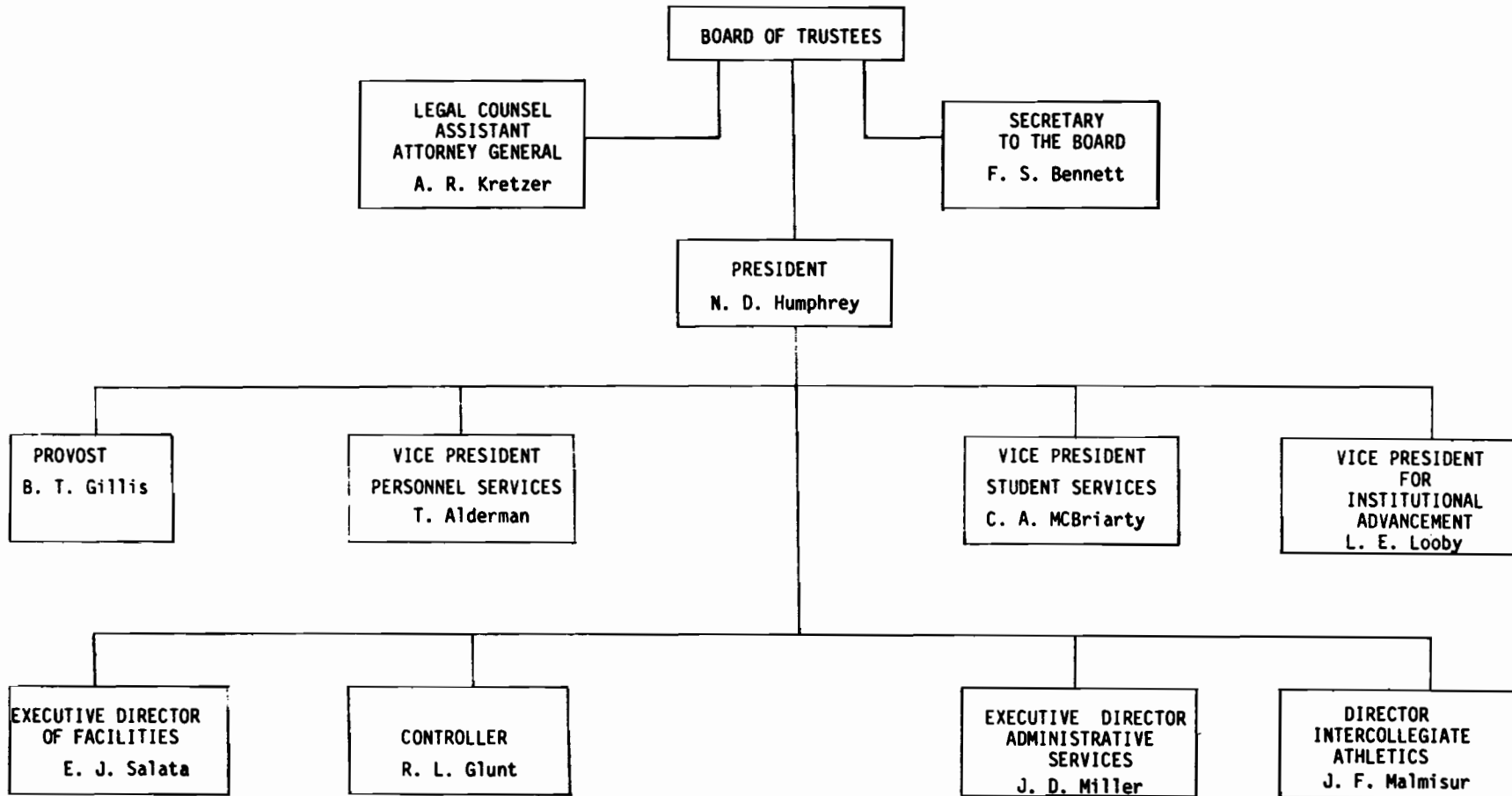
Non-cash Items:

Addressograph copier, value-\$2,000

2 MTS Activators and Spiral Washer  
Kits, value-\$16,694

Agenda Item D.2.  
Exhibit B

YOUNGSTOWN STATE UNIVERSITY



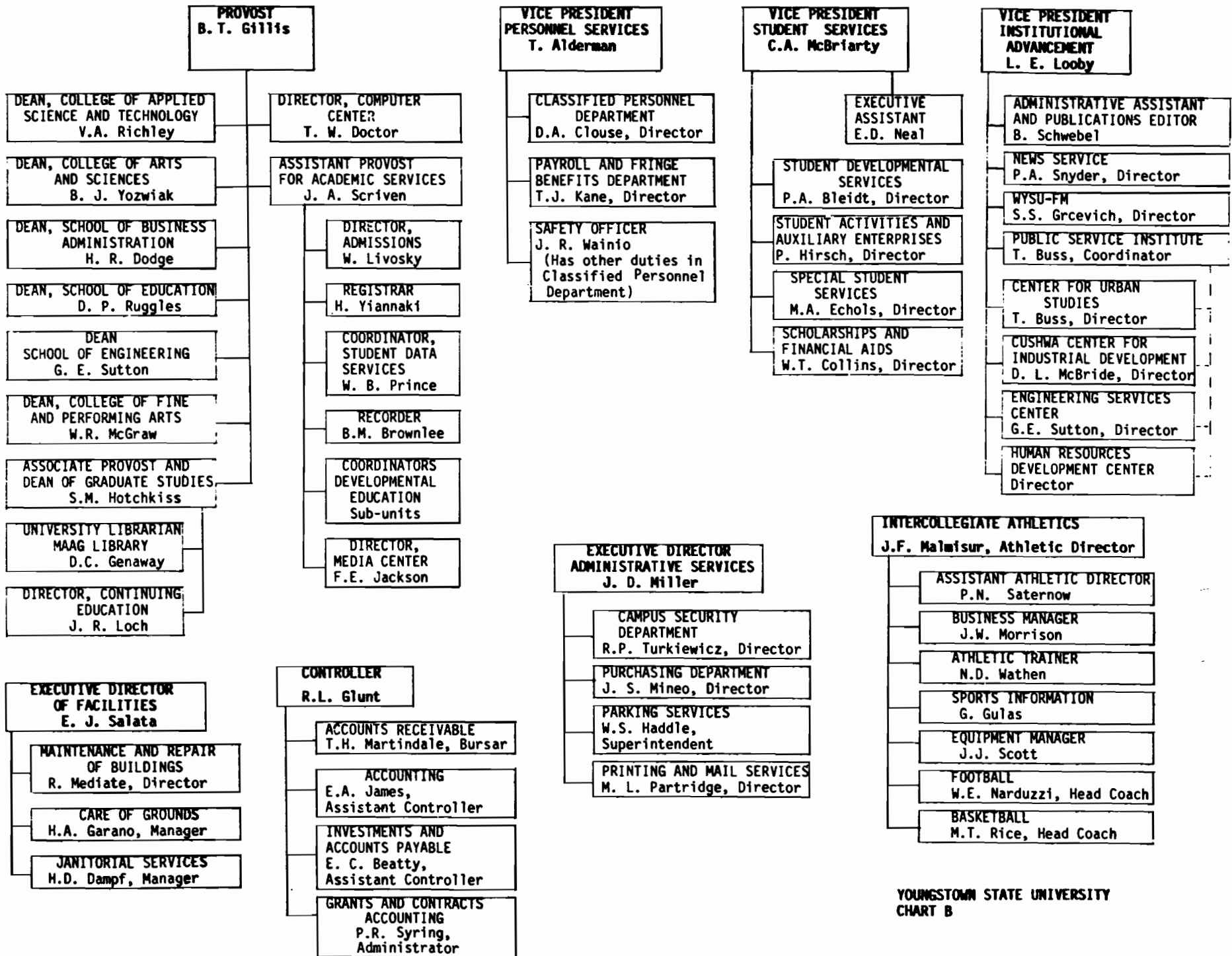
The following staff units are included in the Office of the President:

- Budget and Institutional Studies (G. L. Mears, Director)
- Internal Audit (E. Greaf, Director)
- Affirmative Action ( B. Bacon, Director)
- Legal Services (T. R. Cubbison, Legal Services Officer)
- Assistant to the President - Legislative Relations (Vacant)

**CHART A**

Organizational Chart as of February 15, 1985.  
See Chart B for units reporting to those in Chart A.





Policies of the Board of Trustees of Youngstown State University

Article I. ADMINISTRATION OF THE UNIVERSITY

**Section 6. Vice President-Public-Services FOR INSTITUTIONAL ADVANCEMENT**

The Vice President-Public-Services FOR INSTITUTIONAL ADVANCEMENT shall be employed by the Board upon recommendation of the President and shall serve at the discretion of the President. He shall hold a professional/administrative appointment subject to the stated terms of a contract of employment.

The Vice President-Public-Services FOR INSTITUTIONAL ADVANCEMENT is responsible to the President for: DEVELOPMENT, THAT IS, FUND RAISING FROM INDIVIDUALS, CORPORATIONS, AND FOUNDATIONS OTHER THAN THE YOUNGSTOWN STATE UNIVERSITY FOUNDATION; FOR COORDINATION OF ALL MARKETING ACTIVITIES; FOR ADMINISTRATION OF THE NEWS SERVICE AND PUBLICATIONS UNITS, WYSU-FM, AND THE PUBLIC SERVICE INSTITUTE. ~~those-activities-which-are-primarily-public service-in-nature,-including-but-not-limited-to:-Intercollegiate-Athletics, the-Department-of-University-Relations,-the-Department-of Telecommunications,-the-Center-for-Urban-Studies,-and-the-Cushwa-Center-for Industrial-Development.~~ He shall serve as liaison with the Northeastern Educational Television of Ohio, Inc. (NETO), and the Youngstown State University Alumni Association. ~~He-shall-assist-the-President-in-the development-of-financial-support-and-in-legislative-relations.~~

## Policies of the Board of Trustees of Youngstown State University

### Article VII. UNIVERSITY RELATIONS

#### Section 1. ~~Office of University Relations~~ NEWS SERVICE

It shall be the responsibility of the President to promote the relationship of the University with all its publics; ~~but especially with the people of the City of Youngstown, and of Mahoning, Columbiana, and Trumbull counties.~~ All news RELEASES about the University including ~~appointments, promotions, and information of importance~~ shall be released ~~by the President~~ through the ~~Office of University Relations~~ NEWS SERVICE. The ~~University~~ NEWS SERVICE shall provide for planned news releases in order to assure equal coverage by all news media ~~W~~ WITHIN THE PRESUMED SERVICE AREA OF THE UNIVERSITY.

#### Section 2. Advertisement Policy

It shall be the policy of Youngstown State University not to directly, or by implication, misrepresent the services it renders. All advertisements and promotional literature used shall be truthful, informative, and constructive and avoid conveying any false, misleading, or exaggerated impressions with respect to the University, its personnel, its courses and services, or the occupational opportunities for its graduates.

The true purpose and nature of Youngstown State University's offerings shall constitute a clear statement of a bonafide offer and announcement. All advertising copy and promotional literature, PUBLICATIONS, AND MATERIALS of whatever nature shall be submitted to the Office of ~~University Relations~~ THE VICE PRESIDENT FOR INSTITUTIONAL ADVANCEMENT for review before its publication OR PURCHASE.

Policies of the Board of Trustees of Youngstown State University

Article IX. Miscellaneous

**SECTION 18. PUBLIC SERVICE INSTITUTE**

THE PRESIDENT IS AUTHORIZED TO ESTABLISH A PUBLIC SERVICE INSTITUTE WHICH SHALL INCLUDE SEPARATE BUT COORDINATED UNITS CALLED CENTERS. THE INSTITUTE SHALL ASSIST THE CENTERS BY PROVISION OF THOSE COMMON SERVICES NEEDED BY THE CENTERS. THE PURPOSE OF THE INSTITUTE SHALL BE TO FACILITATE THE PUBLIC SERVICE AND APPLIED RESEARCH ACTIVITIES OF THE UNIVERSITY, ITS FACULTY AND STAFF, AS CONTRASTED TO THE FACULTY RESEARCH ACTIVITIES COORDINATED BY THE ASSOCIATE PROVOST AND DEAN OF GRADUATE STUDIES. THE INSTITUTE SHALL CONSIST OF THE URBAN STUDIES CENTER, THE CUSHWA CENTER FOR INDUSTRIAL DEVELOPMENT, THE ENGINEERING SERVICES CENTER, AND THE HUMAN RESOURCE DEVELOPMENT CENTER. THE PRESIDENT MAY, THROUGH REGULAR BUDGET PROCEDURES, ADD TO OR SUBTRACT FROM THIS LIST. IT IS THE INTENT OF THE BOARD OF TRUSTEES THAT THE INSTITUTE BE FUNDED FROM GRANTS AND CONTRACTS TO THE MAXIMUM EXTENT PRACTICABLE.

EMPLOYEES ON DISABILITY  
PRIOR TO AUGUST 29, 1981-  
BOARD RESOLUTION

<u>NAME</u>	<u>DEPARTMENT</u>	<u>AMOUNT OF LIFE INSURANCE</u>
Anne Varone	Janitorial Svcs.	\$22,000.00
Anna Mysiw	Janitorial Svcs.	22,000.00
George Kastner	Power Plant	37,000.00
Nan P. Ball	Records	28,000.00
Carol Butler	Nursing	30,000.00
Richard Owen	Library	53,000.00
Lee Robinson	Building Maintenance	32,000.00

4.1. Salary Ranges for Ranks: There shall be four (4) ranks among the full-service teaching faculty. For 1984-85, each rank shall have a salary range for 9-month contracts as follows:

	<u>Minimum:</u>	<u>Maximum:</u>
Professor	\$25,925	\$43,035
Associate Professor	22,156	36,779
Assistant Professor	18,938	31,437
Instructor	16,180	26,859

For 1985-86, each rank shall have a salary range for 9-month contracts as follows:

	<u>Minimum:</u>	<u>Maximum:</u>
Professor	\$27,227	\$45,198
Associate Professor	23,271	38,630
Assistant Professor	19,890	33,017
Instructor 1	17,000	28,220
Instructor 2	16,180	26,859

"Instructor 1" refers to faculty who hold an earned doctorate from an accredited institution of higher education in a relevant academic field; "Instructor 2" refers to faculty who do not hold such an earned doctorate.

4.2.a. The salary ranges specified in Article 4.1 above for 1984-85 shall apply to faculty contract salaries prior to the implementation of the STRS "Salary Reduction Pick-Up" established in Article 4.2.b. The salary ranges for 1985-86 shall apply to salaries after reduction to 91.25% of stated contract salary in accordance with the provisions of the STRS "Salary Reduction Pick-Up."

4.2.b. In 1984-85, each member of the bargaining unit shall receive an increase in salary of 8% of his or her 1983-84 9-month contract salary, subject to the salary minima and maxima specified in Article 4.1 above. In 1985-86, each member of the bargaining unit shall receive an increase of 9.59% (i.e.  $\left[ \frac{1}{1 - .0875} - 1 \right] \times 100\%$ ) of his or her 1984-85 9-month contract salary, subject to the salary minima and maxima specified in Article 4.1 above. Should the STRS rate for employee contributions be increased during the 1985-86 academic year, then each member of the bargaining unit shall receive an increase in his or her 1984-85 9-month contract salary equal to  $\left[ \frac{1}{1 - R} - 1 \right] \times 100\%$ , where R equals the STRS employee contribution rate expressed as a decimal, and subject to the salary minima and maxima specified in Article 4.1 above. The effective date of this salary increase shall coincide with the implementation date of the STRS rate increase. Pay for teaching during Summer, 1985 will be based on 1985-86 9-month contract salaries. Effective September 15, 1984, the University will implement a "Salary Reduction Pick-Up" in accordance with the rules of the Internal Revenue Service and applicable rulings of the Ohio Attorney General. The "Salary Reduction Pick-Up" will consist of a restatement of the 1984-85 and all subsequent contract salaries. The restated salary will consist of 91.25% (or  $\left[ 1 - R \right] \times 100\%$ , in case of a rate increase) of contract salary; the University will then contribute to STRS the remaining 8.75% (or  $R \times 100\%$ , in case of a rate increase) of the contract salary as the employee contribution to STRS. The "Salary Reduction Pick-Up" shall apply uniformly to all members of the bargaining unit and shall be a condition of employment for all members of the bargaining unit. The "Salary Reduction Pick-Up" shall be applied to any other payments made by the University during the term of this Agreement, excluding Distinguished Professorship Awards.

4.11. Overload Pay: A faculty member who is assigned and completes an overload assignment as defined in Article 13 (WORKLOAD) shall be paid \$400 for each WH of overload performed in 1984-85 and \$500 for each WH of overload performed in 1985-86. Payment will be made on the June 15 payday of the academic year in which the overload was completed.

The language above reflects the "Recommended Final Settlement" served by the Fact-Finder on 5/19/84 and ratified by the University on 5/25/84, as clarified by Youngstown State University Board of Trustees Resolution YR1985-24 on 10/12/84, following a review of correspondence with STRS.

The language above reflects the "Final Recommended Settlement" served by the Fact-Finder on 5/19/84 and ratified by the YSU-OEA on 5/24/84, and as clarified and approved by the YSU-OEA on 10/19/84, following a review of Youngstown State University Board of Trustees Resolution YR1985-24 and relevant correspondence from STRS.

APPROVAL RECOMMENDED:

APPROVED:

\_\_\_\_\_  
TAYLOR ALDERMAN  
Vice President--Personnel Services

\_\_\_\_\_  
STEPHEN HANZELY  
Chief Negotiator, YSU-OEA

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
NEIL D. HUMPHREY  
President

\_\_\_\_\_  
THOMAS A. SHIPKA  
President, YSU-OEA

\_\_\_\_\_  
(Date)

\_\_\_\_\_  
(Date)

Agenda Item F.1.d.  
Exhibit F



## Section 2. Copyrights

The University encourages its employees to engage in professional writing of all kinds including scholarly articles, books, textbooks, and laboratory manuals. Such work shall belong to the author or authors except where the writing has been prepared as an assigned project. When prepared as an assigned project, the copyright shall be held by the University and may be assigned by the University. No royalties may be charged by the author for copies of a publication which arises from an assigned project unless specifically permitted by action of the President or the Board. IN ACCORDANCE WITH ORC 3345.14, COMMERCIAL PROFITS WHICH RESULT FROM RESEARCH DONE OR MARKETABLE COMPUTER PROGRAMS DEVELOPED, AT YOUNGSTOWN STATE UNIVERSITY SHALL BE SHARED EQUALLY BY YOUNGSTOWN STATE UNIVERSITY AND THE FACULTY MEMBER OR STAFF MEMBER WHO CONDUCTS THE RESEARCH, UNLESS THE RESEARCH IS SUBSIDIZED BY AN EXTERNAL AGENCY WHICH STIPULATES CONTRARY TERMS AS A CONDITION OF THE SUPPORT. THIS SHALL NOT APPLY TO ROYALTIES, WHICH SHALL GO EXCLUSIVELY TO THE AUTHOR UNLESS IT IS AN ASSIGNED PROJECT AS INDICATED ABOVE.

Policies of the Board of Trustees of Youngstown State University

Article IX, Miscellaneous

SECTION 18. ACCCEPTANCE OF GIFTS AND GRATUITIES BY UNIVERSITY STAFF

AS PUBLIC SERVANTS, UNIVERSITY STAFF SHOULD AVOID ANY ACTIVITY THAT MIGHT REFLECT UNFAVORABLY ON THEIR OWN OR THE UNIVERSITY'S STEWARDSHIP OF PUBLIC RESOURCES. IT IS ESSENTIAL THAT UNIVERSITY STAFF AVOID CONFLICTS OF INTEREST OR EVEN THE APPEARANCE OF A CONFLICT OF INTEREST. UNIVERSITY EMPLOYEES ARE, THEREFORE, PROHIBITED FROM SOLICITING OR ACCEPTING ANY GIFT, GRATUITY, OR SERVICES FROM A VENDOR OR POTENTIAL VENDOR OF GOODS OR SERVICES TO THE UNIVERSITY. THIS POLICY DOES NOT APPLY TO ENTERTAINMENT OR MEALS THAT ARE INCIDENTAL TO AND APPROPRIATE FOR A BUSINESS MEETING, AND DOES NOT PROHIBIT ACCEPTANCE OF TOKENS (E.G., CALENDARS, PENS, ETC., WHICH CARRY ADVERTISING AND ARE INTENDED FOR BROAD DISTRIBUTION); HOWEVER, HIGH ETHICAL STANDARDS ARE IN THE BEST INTEREST OF BOTH THE UNIVERSITY AND ITS VENDORS.

Auxiliary Enterprises  
Intercollegiate Athletics (Summary) - 12500

Departmental Budget  
Fiscal Year Ending June 30, 1985

	1984-85 Approved Budget	1984-85 Revised Budget	Difference
Balance Forward	\$ 55,000	\$ 55,000	-0-
<u>Income</u>			
General Fee Allocation	1,274,000	1,274,000	-0-
Athletic Departments:			
Football Ticket Sales	144,795	117,519	\$(27,276)
Basketball Ticket Sales	113,852	113,852	-0-
Guarantees	52,500	52,500	-0-
Program Advertising	17,000	17,000	-0-
Program Sales	9,000	9,000	-0-
Ohio Valley Conference	52,000	-0-	(52,000)
Concessions/Vending	52,000	52,000	-0-
Scoreboard Messages	7,000	7,000	-0-
Miscellaneous	9,500	9,500	-0-
Employee Fringe Transfer	23,000	23,000	-0-
TOTAL	<u>\$ 480,647</u>	<u>\$ 401,371</u>	<u>\$(79,276)</u>
Non-Mandatory Transfers:			
Scoreboard	\$ 18,000	\$ 18,000	-0-
Stadium Seat Supplement	10,875	10,875	-0-
Penguin Club Contribution	20,152	20,152	-0-
Intercollegiate Athletic Department Operating Contingency	-0-	71,433	71,433
TOTAL	<u>\$ 49,027</u>	<u>\$ 120,460</u>	<u>\$ 71,433</u>
Discount/Complimentary Admission Tickets	\$ 115,790	\$ 115,790	-0-
TOTAL RESOURCES	<u>\$1,974,464</u>	<u>\$1,966,621</u>	<u>\$( 7,843)</u>

Auxiliary Enterprises  
Intercollegiate Athletics (Summary) - 12500

Departmental Budget  
Fiscal Year Ending June 30, 1985

	<u>Standard Object Code</u>	<u>1984-85 Approved Budget</u>	<u>1984-85 Revised Budget</u>	<u>Difference</u>
<u>PERSONAL SERVICES</u>				
Salaries:				
Professional/Administrative-FT	120	\$ 519,405	\$ 519,405	\$ -0-
Professional/Administrative-PT	121	42,047	42,047	-0-
Civil Service - Classified	130	80,330	80,330	-0-
C.S. Classified-Part-Time/Temp.	131	3,988	3,988	-0-
Student Wages	140	5,877	5,877	-0-
Student Stipends	185	29,175	29,175	-0-
Supplementary Payment	191	4,300	4,300	-0-
Occasional Service Payment	195	9,695	9,695	-0-
TOTAL SALARIES		\$ 694,817	\$ 694,817	-0-
Fringe Benefits		166,241	166,241	-0-
TOTAL PERSONAL SERVICES		\$ 861,058	\$ 861,058	-0-
<u>OPERATING EXPENSES</u>				
Office Supplies	310	8,000	8,000	-0-
Athletic Supplies	360	46,158	43,607	(2,551)
Medical/Training Supplies	363	9,139	9,139	-0-
Travel	410	19,028	13,988	(5,040)
Recruiting Students	430	42,250	42,150	( 100)
Athletic Scouting	442	3,400	3,400	-0-
Team Travel	447	205,214	213,004	7,790
Athletic Events-Food Service	448	5,850	4,950	( 900)
Subscriptions	510	600	438	( 162)
Dues & Memberships	520	660	660	-0-
Publication of University Materials	530	25,500	25,500	-0-
Public Relations & Advertising	540	7,500	5,059	(2,441)
Game Films	541	3,250	15,014	11,764
Telephone - Local	550	12,600	12,600	-0-
Telephone - Long Distance	551	15,000	15,000	-0-
Postage & Freight	570	8,500	8,500	-0-
Complimentary Admission Tickets	580	73,585	73,585	-0-
Discounted Tickets	581	33,975	33,975	-0-
Maintenance & Repair - Movable Equip.	620	2,950	1,651	(1,299)
Dry Cleaning & Laundry	623	7,250	7,250	-0-
Rentals - Facilities	640	11,800	11,800	-0-
Insurance	710	8,000	8,000	-0-
Independent Contractor	720	25,870	24,080	(1,790)
Security Services	725	11,495	11,495	-0-
Student Aid/Scholarships	740	443,838	442,488	(1,350)
Awards	743	6,000	6,000	-0-
Guarantees - Athletic Events	782	23,000	23,000	-0-
Complimentary Tickets - Contracted Opponents	783	8,230	8,230	-0-
Pre-Season Practice	794	30,000	30,000	-0-
Office Machines	946	3,000	3,000	-0-
Reserve	999	11,764	-0-	(11,764)
TOTAL OPERATING EXPENSES		\$1,113,406	\$1,105,563	\$ (7,843)
TOTAL DEPARTMENTAL BUDGET		\$1,974,464	\$1,966,621	\$ (7,843)



**YOUNGSTOWN STATE UNIVERSITY**  
YOUNGSTOWN, OHIO 44555

February 26, 1985

TO THE TRUSTEES OF  
YOUNGSTOWN STATE UNIVERSITY

Enclosed is a copy of draft of Minutes of the  
meeting of the Board of Trustees held on February 8, 1985.

Yours very truly,

*Franklin S. Bennett*  
Secretary to the Board of Trustees

FSB:EVT  
Enc.  
Copy to:  
Each of Nine Trustees  
Dr. Neil D. Humphrey, President  
Dr. Bernard T. Gillis, Provost  
Dr. Taylor Alderman, Vice President  
Personnel Services  
Edmund J. Salata, Executive Director  
of Facilities  
Attorney Alan R. Kretzer, Legal Counsel  
Attorney Theodore R. Cubbison, Legal  
Services Officer



# YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44555

January 22, 1985

TO THE TRUSTEES OF  
YOUNGSTOWN STATE UNIVERSITY

This notice is to advise that the next regular meeting of the Board of Trustees will be held at 3:00 P.M. on Friday, February 8, 1985 in the Board Room in Tod Administration Building.

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

Very truly yours,

*Franklin S. Bennett*

Secretary to the Board of Trustees

FSB:EVT

Copies of the above notice were mailed on January 22, 1985 to each of the Nine Trustees and the President, as listed on the reverse side of this page, and a copy was also mailed on the same date to each of the four others listed on the reverse side of this page.

*Franklin S. Bennett*  
Secretary to the Board of Trustees

TRUSTEES AND THE PRESIDENT

Mr. Earl W. Brauninger, Chairman and CEO  
Bank One of Eastern Ohio, N. A.  
P. O. Box 300  
Youngstown, Ohio 44503

Attorney Paul M. Dutton  
Mitchell, Mitchell & Reed  
709 Bank One Bldg.  
Youngstown, Ohio 44503

Dr. John F. Geletka  
5600 Mahoning Avenue  
Austintown, Ohio 44515

Mr. Edgar Giddens  
448 Cleveland Street  
Youngstown, Ohio 44511

Mr. William J. Lyden, Business Manager  
International Brotherhood of Electrical  
Workers Union Local 64  
291 McClurg Road  
Youngstown, Ohio 44512

Dr. Thomas A. Shipka, President  
YSU-OEA  
Youngstown State University  
410 Wick Avenue  
Youngstown, Ohio 44555

Mrs. Patricia A. Tkacik, Executive  
Director-YSU Alumni Association  
Youngstown State University  
410 Wick Avenue  
Youngstown, Ohio 44555

Mr. Emily P. Mackall  
9842 State Route 170  
Rogers, Ohio 44455

Mr. William G. Mittler  
4030 Hudson Drive  
Youngstown, Ohio 44512

Dr. Earnest Perry  
1320 Belmont Avenue—Suite #2  
Youngstown, Ohio 44504

Mr. Frank C. Watson, President  
Youngstown Welding & Engineering Co.  
Box 2461  
Youngstown, Ohio 44509

Dr. Neil D. Humphrey, President  
Youngstown State University  
410 Wick Avenue  
Youngstown, Ohio 44555

Attorney Alan R. Kretzer  
Legal Counsel  
1200 Wick Building  
Youngstown, Ohio 44503

Theodore R. Cubbison, Esquire  
Legal Services Officer  
Youngstown State University  
410 Wick Avenue  
Youngstown, Ohio 44555

MEMO TO: DR. DAVID C. GENAWAY

Librarian

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

DATE: June 7, 1985

RE: Minutes of Meeting of the Board  
of Trustees of Youngstown State  
University held on February 8,  
1985.

I am enclosing a xerox copy of the  
original Minutes of the Board of Trustees meeting referred to above.

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

F.S.B.

XC: DR NEIL D. HUMPHREY, President  
DR. BERNARD T. GILLIS, Provost  
FRANK C. WATSON, Chairman of the  
Board





# YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44555

June 7, 1985

Dr. Thomas A. Shipka, President  
YSU-OEA  
Youngstown State University  
410 Wick Avenue  
Youngstown, Ohio 44555

Dear Dr. Shipka:

Enclosed for your records find a copy of the Minutes of the meeting of the Board of Trustees of Youngstown State University held February 8, 1985.

Such Minutes were approved at today's meeting of the Board and have now been signed by the Chairman and attested.

Yours very truly,

*Franklin S. Bennett*

Secretary to the Board of Trustees

FSB:EVT

Enc.

xc: Dr. Neil D. Humphrey  
Dr. Taylor Alderman



# YOUNGSTOWN STATE UNIVERSITY

YOUNGSTOWN, OHIO 44555

June 7, 1985

Miss Patricia A. Tkacik, Director  
Youngstown State University Alumni Association  
410 Wick Avenue  
Youngstown, Ohio 44555

Dear Miss Tkacik:

Enclosed for your records find a copy of the Minutes of the meeting of the Board of Trustees of Youngstown State University held February 8, 1985.

Such Minutes were approved at today's meeting of the Board and have now been signed by the Chairman and attested.

Yours very truly,

*Franklin S. Bennett*  
Secretary to the Board of Trustees

FSB:EVT

Enc.

xc: Dr. Neil D. Humphrey