

# YSU Board of Trustees Minutes Special Meeting Oct. 25, 2021 Presidential Suites, Kilcawley Center

### I. Call to Order and Roll Call

The following members were present and participated in the meeting:

- Dr. Jakubek
- Dr. Hackstedde
- Mr. Roberts
- Mr. Ryan
- Ms. Seals
- Mr. George
- Ms. Khan
- Ms. Lopuchovsky
- Mr. Kerola
- Mr. Peterson
- Ms. Cafaro
- Ms. Lafferty national/global trustee (via electronic connection)
- Mr. Spiegel national/global trustee (via electronic connection)

# II. Proof of Notice of the Meeting

Secretary Seals indicated that pursuant to Article II, Section 2, of the board's Bylaws, notice of the regular meeting was timely provided to each of the trustees, the student trustees, the national/global trustees and to the president, as well as publicly noticed on the Board of Trustees website and to the news media.

# **III. Disposition of Minutes**

Secretary Seals indicated that the minutes of the Sept. 1 and 2, 2021, meetings of the board will be considered for approval at board's next regular meetings in December.

#### IV. Report of the President of the University

President Tressel remarked that there was at times standing-room-only during the Board Advance and that he appreciated the involvement of the trustees with the panelists discussing the Future State of Youngstown State University.

Clearly there are challenges, but many opportunities exist to attract students from new market areas to innovative academic programs and to increase the persistence, progress and completion of students that have already committed to and enrolled at YSU—we must be substantially committed to their success.

Absent new net resources, we will be required to disinvest to be able to redistribute resources to academic program growth areas. The faculty have the primary role in assuring YSU has an academic portfolio that attracts students as well as having high quality instruction and clearly developed degree program pathways for students to complete degrees and have an educational experience that supports them to excel in their careers and engage with their communities.

We look forward to continuing to engage with the faculty in the Academic Program Enhancement and Effectiveness and Curricular Efficiency Initiatives that must collectively change behaviors to chart a course to a sustainable future. In other words, we must offer only the necessary courses for students to complete degree programs; the courses offered must have adequate enrollment to be offered; and we must engage in such a manner that students are experiencing interactions to the greatest extent possible with full-time faculty to optimize the student experience.

### V. Reports of the Committees of the Board

#### A. Executive Committee

The Board of Trustees Executive Committee convened to continue discussing a sustainable future for YSU. This was a follow-on to three such discussions convened during the previous academic year. Three expert panelists were available to engage with the Board, including responding to questions from the attendees, as a sustainable future was envisioned.

In opening the session, Vice President and Board Professional Mike Sherman suggested we consider perspectives advanced by Dr. David J. Staley, who in Alternative Universities: Speculative Design for Innovation in Higher Education, who suggests that higher education suffers from a "deficit of differentiation;" that is, consider if your institution is suitably differentiated for the success that is envisioned to achieve. By inference, Staley would suggest that we consider YSU as in a continuous state of "becoming" through creativity and innovation, the objective being to adjust to changing circumstances that create opportunities to achieve the mission and realize the vision by practicing the values, while emphasizing YSU is an Institution of Opportunity: YSU Inspire Individuals; Enhance Futures; and Enriches Lives. The Board also discussed how the Advance linked with the key decisions facing the Board, gave feedback and discussed ways to improve future Advances.

The <u>Board of Trustees website</u> now includes information pertinent to this <u>Advance</u> as well as the previous <u>Future State</u> conversations.

It is anticipated another YSU Future State conversation will be convened during the next semester that will have a "collective impact with the community" theme: exploring how YSU is envisioned to serve the community via interactions with workforce innovation and education.

#### VI. Communications , Memorials and News Update None

#### VII. Unfinished Business None

#### **VIII. New Business**

#### A. Executive Session

Chair Jakubek moved, Trustee George seconded that the board entered executive session to discuss collective bargaining agreements with one or more of the university's bargaining units and consider other matters that may properly come before the board.

Roll Call: Yes - Dr. Jakubek, Dr. Hackstedde, Mr. Roberts, Mr. Ryan, Ms. Seals, Mr. George, Mr. Kerola, Mr. Peterson, Ms. Cafaro, Ms. Lafferty, Mr. Spiegel. No – None.

The board entered executive session at 1:03 p.m. The board exited executive session at 2:40 p.m.

#### IX. Action Item

Resolution Related to the YSU Future State: Crafting A Sustainable Future in Consideration of the Fall 2021 14th-Day Enrollment Report, Enrollment Trends, and Other Pertinent Factors. (Full resolution printed at the end of these meeting minutes.)

Moved by Trustee George, seconded by Trustee Peterson, and unanimously approved.

#### (See addendum for resolution and supplementary materials.)

#### X. Chairperson's remarks

Chair Jakubek said that enrollment declines at YSU over the last three years has caused the board and administration to focus on what steps need to be taken going forward to ensure sustainability. As a result, the administration, under Provost Brien Smith, will be working

with the academic leadership to look at various options, he said, specifically mentioning the APEEI, curricular efficiencies and "rigorous quality improvement academic portfolio optimization, including disinvestment for reinvestment of faculty positions that support the optimized academic portfolio. This is something that will be ongoing." He added, "We, the board, support the administration as well as Provost Smith and Associate Provost Pintar in respect to this work."

#### A. Additional comments by President

President Tressel noted that there has been much continued discussion on "how we can do a better job in retention, persistence and graduation of our students, how can we do a great job in the utilization of the time invested optimally of our workforces. There are a lot of different parts to work and get better at, obviously the attraction of students.. We know we have a lot of work in front of us; these are challenging times. But we happen to think that we're situated in a very good opportunistic moment to have the university serve the futures of our students, to create academic distinction and to also serve our region. It just takes a lot of work in a lot of different ways, and we have the right group to do it."

#### XII. Dates and Times of Upcoming Regular Meetings of the Board

Chair Jakubek said the board's next committee meetings are scheduled for Dec. 1, 2021, and the board's next regular meeting is Dec. 2, 2021.

#### XIII. Adjournment

# **ADDENDUM**



#### RESOLUTION RELATED TO THE YSU FUTURE STATE: CRAFTING A SUSTAINABLE FUTURE IN CONSIDERATION OF THE FALL 2021 14TH-DAY ENROLLMENT REPORT, ENROLLMENT TRENDS, AND OTHER PERTINENT FACTORS

WHEREAS, after significant campus involvement in the process, the Board of Trustees in June 2020 endorsed the Plan for Strategic Actions to Take Charge of Our Future ("Plan"); and

WHEREAS, the Board passed a resolution related to Academic Program Review implemented as Academic Program Enhancement and Effectiveness that now include curricular efficiencies and included in the Plan expectations associated with such a process with results that were reported to and approved by the Board in June and September, 2021, respectively, requiring taking the steps necessary to finalize the sunsetting of such programs; and

WHEREAS, the Board passed a resolution related to implementing student success support structures and included in the Plan expectations of implementing such support structures some of which have now occurred including the Student Success Seminar and the enhancement of the organization of student academic advising; And

WHEREAS, the Board passed a resolution related to aligning resources with strategic priorities and included in the Plan expectations that supported technology investments to enhance student recruiting for enrollment and student retention, persistence, progress and completion some of which have now occurred including implementation of Penguin Pass (degree audit technology) and CRMAdvise (holistic student advising technology) anticipating there will be an increase in persistence, progress and completion; and

WHEREAS, while academic excellence and student success are foundational to the success of the university, athletics and the physical environment are important assets associated with the viability and vitality of the university as previously resolved during the development of the Plan; and

WHEREAS, the Board endorsed a Resolution\* related to resources stating that, "...investment in ongoing commitments to personnel and the physical environment, without net new revenue, requires the reallocation of current resources, meaning if compensation increases, there will be cascading implications..."; and

WHEREAS, the Board endorsed a Voluntary Separation and Retirement Program, implemented this year pursuant to article 13.2b of the OEA collective bargaining agreement, that was designed to support institutional sustainable prosperity, a primary Board responsibility; and

WHEREAS, the Board has engaged the YSU community in three Future State Conversations during 2020-2021 and earlier today held a BOT Future State ADVANCE considering a sustainable future related to the inextricable interactions of academic vitality, enrollment, and sustainability; and

WHEREAS, the Board considered a Report regarding the 14th-day Enrollment for Fall 2021 (attached), identified in Article 13 of the Collective Bargaining Agreement with the Youngstown State University Chapter of the Ohio Education Association.

NOW THEREFORE, BE IT RESOLVED that in consideration of the 14th-day Enrollment Report for Fall 2021, the trend for decreasing enrollment in previous years and potentially, without significant successful actions to reduce the decline, similar or worse enrollment declines in future years, and because enrollment is related to the academic portfolio both of which directly influence sustainable prosperity of Youngstown State University, this Board of Trustees expects the following:

• Continued rigorous quality improvement and academic portfolio optimization via shared governance as has been exemplified which will continue via the Academic Program Enhancement & Effectiveness Initiative and the Curricular Effectiveness Initiative anticipating that:

• recommendations for grow+, grow, sustain, adjust and sunset are demonstrably clearly aligned with enrollment optimization as informed by the interactions of mission, market, and margin;

• there are significant reductions in small class sections, the numbers of course offerings are reduced to only the number essential for student progress and degree completion, thereby optimizing the interactions between class section number and class section fill-rates;

• the percent of undergraduate student credit hours of instruction taught by full-time faculty is increased to enhance the quality of the student experience via steps including but not limited to reducing the amount of time faculty are released from instruction;

• the numbers of majors relative to the faculty full-time equivalent in consideration of substantially reducing part-time instruction is achieved;

• the economic viability of maintaining all of the undergraduate and graduate level majors and degrees that currently exist is directly aligned with optimizing the academic portfolio and quality of instruction;

• the opportunities associated offering additional online courses and programs are thoroughly assessed and implemented as deemed appropriate; and

• While there is no net new revenue, there continues to be investment via disinvestment in faculty positions of the most appropriate classification to support the vitality of the optimized academic portfolio including:

• engagement in supporting faculty via the Institute for Teaching and Learning to enhance the quality of teaching for enhanced learning including attention to the diversity, equity and inclusion objectives;

• academic leadership is provided development opportunities to improve the effectiveness of each academic program; and

• The academic priorities are aligned with achieving distinction such as:

• the emergence of clearly identified areas of intentional research distinction with the scholarship of teaching as a distinction; and

• a redesigned transformative "general" educational experience that has the potential to be a model of distinction to be implemented no later than fall 2023 including minimizing and preferably eliminating stranded credit hours; and

• Continued diligence to align the activities of the academic support areas to advance the Plan and the academic agenda by:

refining and implementing mission, attributes and quality of service objectives;

• engaging in an assessment of the strategic distribution of resources across the academic support areas to optimize achieving the goals and objectives of the Plan, using already implemented processes for strategic position allocation as well as data already available to assess such resource allocations; and

### BE IT FURTHER RESOLVED THAT:

• Progress will be reported to the Board of Trustees at each subsequent meeting, including an update on such matters by the chair of the Academic Senate, until it is determined that such updates are no longer essential;

• At the December 2021 meeting of the Board of Trustees there will be more clearly identified objectives and timeframes for achieving academic program effectiveness and curricular efficiency;

• The president, provost and administration have the authority and full support of the Board to effectively implement these expectations considering the Board Resolution on Shared Governance as intersecting with administration's responsibilities associated with consequential decisionmaking; • To Take Charge of Our Future the academic leadership of each college will collaborate with the Office of Academic Affairs and at minimum, convene college-wide sessions of academic program faculty at least once per semester to implement the Plan; and

#### BE IT ALSO RESOLVED THAT:

• The Board expresses its confidence that faculty and staff engagement activating these expectations will impact and influence the objectives to be achieved: sustainable prosperity that is directly related to academic vitality that realizes optimal enrollment preserving fiscal integrity without which significant adjustments to the academic portfolio will be made.

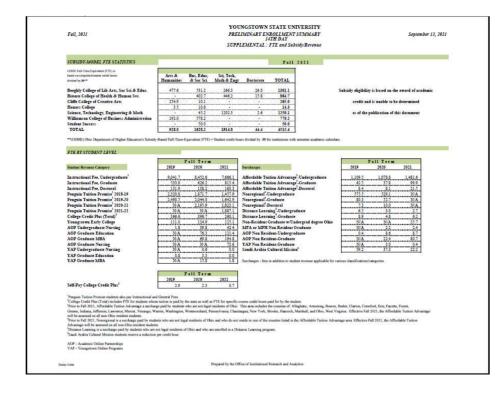
YR 2022-23 Oct. 25, 2021

Fall 2021	YOUNGS PRELIMIN	September 13, 2021		
HEADCOUNT STATISTICS				
	Fall 2019 Undergrad Grad TOTAL	Fall 2020 Undergrad Grad TOTAL	Fall 2021 Undergrad Grad TOTAL	96 PREVIOUS 3-Year YEAR Average
Beeghly College of Lib Arts, Soc Sci & Educ. Bitonte College of Fleahth & Human Svc. Cliffe College of Creative Arts Science, Technology, Engineering & Math Williamson College of Buriess Administration Student Success College of Gradante Studies	2,673 310 2,983 2,788 444 3,232 515 27 542 3,039 167 3,206 1,684 194 1,878 307 7 7	2.265         442         2.707           2.645         458         3.103           478         24         502           3.014         122         3.136           1.650         268         1.928           408         408         408	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	102.5         2,822           91.9         3,063           93.6         505           \$6,0         3,013           108.2         1,964           101.0         376           125.0         5
University Total	11,006 1,149 12,155	10,470 1,318 11,788	9,447 1,851 11,298	95.8 11,747
All terms reflect the 2020-2021 college receptiontions. First-Time Undergraduates <sup>1</sup> Freshmen Sophomore Junior Senior Senior "Statistical Undergraduates Undergraduate Total Graduate "Crads with ~24 Senister Hours Completed "Crads - than 24 Senister Hours Completed "Crads - than 24 Senister Hours Completed Professional Dectorate Graduate - Total University Total YSU's Full-Time-Equivalent (FTE) - "Dates midlen have no immachase degree goal. - Collage Graduate Studies suroliment dan is not compl "Jinst-Time Undegraduates in this senior reflect degree	ete until the end of the term due to irregular regis			35.9         1.770           92.5         58.6           95.5         1.877           93.1         2.733           92.4         1.046           96.2         10.365           154.4         1.228           181.5         118           195.6         75           140.4         1.439           95.5         11.747           92.7         9.652
RESIDENCY AND STUDENT LOAD				
	F a l l 2019 Full-Time* Part-Time TOTAL	F a l l 2020 Full-Time Part-Time TOTAL	F a l l 2021 Full-Time Part-Time TOTAL	PREVIOUS 3-Year YEAR Average
In State~ Out of State	7.809 2.306 10.115 1.888 152 2.040	7.543 2.299 9.842 1.788 158 1.946	7.153 2.142 9.295 1.810 193 2.003	94.4 9.751 102.9 1,996
Total	9,697 2,458 12,155	9,331 2,457 11,788	8,963 2,335 11,298	95.8 11,747
<b>%6</b> *Full-Time Graduates = graduate students enrolled for δ or		79.2 20.8 100 redit hours); Undergraduates str	79.3 20.7 100 adents enrolled for 12 or more credit hours.	
$\sim$ Includes Forever Buckeye, out-of-state students who are $\circ$	charged in-state tuition rates			13

Fall 2021		Septemb	September 13, 2021								
STUDENT ADMISSION STATUS											
	F a Men	Vomen	TOTAL	F Men	all 202 Women	10 TOTAL	F	all 201 Women	TOTAL	PREVIOUS YEAR	3-Year Average
Undergraduate Continuing First Time in College after HS Graduation <sup>2</sup> Former Transfer High School (CCF + Early College) New Transfer Nos-Matriculation Readmitted (Former YSU) Reinstated Transient & Former Transient Total Undergraduates	3,387 	3,760 1.065 29 769 243 3 84 18 15 5,986	7,147 1,939 50 1,221 420 5 155 47 22 11,006	3,133 811 14 491 169 	3,656 973 24 813 213 4 68 15 15 5,768	6.789 1.784 38 1.304 382 7 1.32 31 3 10.470	2,851 717 12 388 137 	3,407 869 33 679 205 	6,258 1,586 45 1,067 342 9 131 1 8 9,447	92.2 88.9 118.4 81.8 89.5 128.6 99.2 3.2 266.7 90.2	6.731 1.770 44 1.197 381 7 139 26 11 10.308
Graduate Continuing First Time Graduate** Nos-Matriculation Graduate Readmitted (Former YSU-Grad) Readmitted (Former YSU) Total Graduates	<u>318</u> <u>112</u> <u>5</u> <u>0</u> <u>0</u> <u>12</u> <u>447</u>	494 173 12 0 2 21 702	812 285 17 0 2 33 1,149	309 154 6 3 1 1 474	542 272 18 9 3 0 844	851 426 24 12 	446 172 11 3 	872 319 16 4 4 2 1,217	1,318 491 27 7 6 2 1,851	154.9 115.3 112.5 58.3 150.0 200.0 140.4	994 401 23 6 4 12 1,439
Grand Total	5,467	6,688	12,155	5,176	6,612	11,788	4,809	6,489	11,298	95.8	11,747
<sup>2</sup> First Time in College after HS Graduation in this section **First Time Graduate reflects new graduate students, as SPECLAL POPULATIONS Headcount	well as graduate stude		ed majors, or w	ere required to re		ssion to Graduat		absence. a 1 1 2 0 2 Women	1 TOTAL	PREVIOUS VEAR	3-Year Average
Academic Online Partnerships Youngstown Online Programs College Credit Plus Early College First-Generation Undergraduates HonoryScholars Study Abroad (Pull Term) Under 25 Years Old (excluding HS stdts) 25 Years of Age or Older	0 366 85 2.015 356 2 4.068 949	5 3 611 159 2.793 706 3 4,691 1,226	5 977 244 4,808 1,262 5 8,759 2,175	127 23 408 83 1.855 555 0 3,814 871	273 29 652 161 2.664 723 0 4.505 1,294	400 52 244 4,519 1,278 0 8,319 2,165	<u>331</u> <u>303</u> 85 <u>1,788</u> 505 0 <u>3,542</u> 879	690 2 500 179 2.641 664 0 4,308 1,502	1,021 5 264 4,429 1,169 0 7,850 2,381	255.3 9.6 75.8 108.2 98.0 91.5 <u>N/A</u> 94.4 110.0	475 20 947 251 4,585 1,236 2 8,309 2,240

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Fall 2021	YOUNGSTOWN STATE UNIVERSITY PRELIMINARY ENROLLMENT SUMMARY 14TH DAY							
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For Immediate Release Oct. 25, 2021

# YSU Board of Trustees holds special meeting on campus

In light of continued decreases in enrollment and the resulting projected budgetary impact, the Youngstown State University Board of Trustees today expressed their support of the university administration working with the academic leadership and faculty to take the steps necessary to sustain the academic and fiscal future of the institution.

"The demographic trends that we've anticipated are proving true as our enrollment declined significantly this year and is projected to continue into future years," said John Jakubek, board chair.

"Those realities, impacted even more by the disruptions of the COVID-19 pandemic, mean that we must take steps to Take Charge of Our Future to reduce the decline and ensure the continued delivery of high quality, distinctive academic programs."

YSU's enrollment has declined by 1,398 students or 11 percent in the last three years and now stands at an all-time low of 11,298, due in part to continued declines in high school graduates across the region, which expectedly is having a significant and negative impact on University revenues. Notably, the decline in enrollment is also contributed to by increasingly larger numbers of student graduating in recent years.

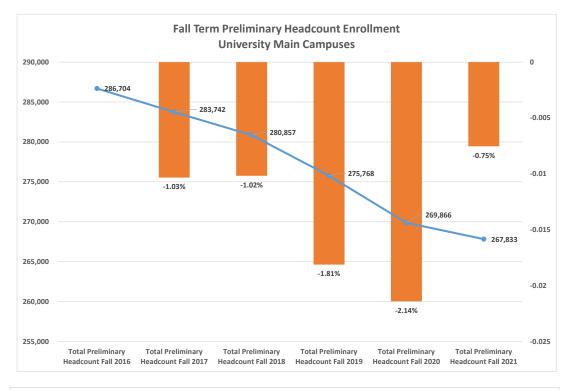
"While the challenges are real and many, they are not unexpected," YSU President Jim Tressel said. "We have worked hard over the past several years, through our strategic planning and academic program review processes, to position ourselves to make informed decisions and take deliberate actions that we believe will make YSU a stronger and more sustainable institution for years to come."

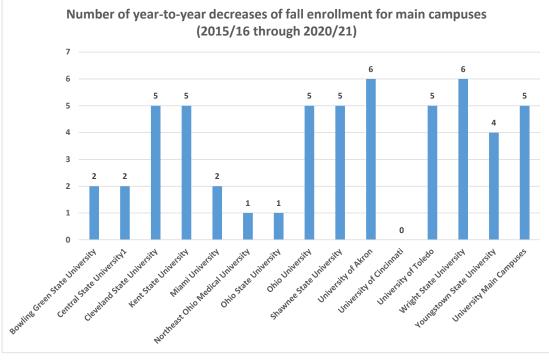
Board members met this morning on campus and engaged in a lengthy discussion that focused on the academic vibrancy and sustainable prosperity of YSU over the next 10 to 20 years. The discussion included a panel of higher education experts knowledgeable about student enrollment trends, optimizing the academic portfolio, and innovation in higher education.

After the meeting, the board approved a resolution that calls for continued rigorous quality improvement and academic portfolio optimization including disinvestment for reinvestment in faculty positions that support the optimized academic portfolio, a focus on academic priorities aligned with achieving strategic distinction, and continued diligence to align the activities of the academic support areas to advance the academic agenda.

Provost Brien Smith said much work has been done over the past several months and years to better position YSU for the downward enrollment trend, including implementation of the Plan for Strategic Actions Take Charge of Our Future endorsed by the Board of Trustees in June 2020.

#### Enrollment at YSU and Other Ohio Public University Main Campuses October 25, 2021 Board of Trustees Advance & Meeting





	Percent Change 2015 - 2016	Percent Change 2016 - 2017	Percent Change 2017 - 2018	Percent Change 2018 - 2019	Percent Change 2019 - 2020	Percent Change 2020 - 2021
University Main Campuses						
					2.227	
Bowling Green State University	4.36%	-1.64%	1.05%	1.09%	2.33%	-2.73%
Central State University <sup>1</sup>	-3.44%	2.41%	17.66%	-3.14%	97.79%	50.31%
Cleveland State University	-1.80%	-2.02%	-1.70%	-4.14%	-1.75%	0.59%
Kent State University	0.43%	-3.66%	-3.20%	-1.25%	-3.19%	-1.23%
Miami University	3.54%	0.14%	1.10%	-0.77%	-4.31%	2.14%
Northeast Ohio Medical University	4.01%	-3.02%	1.29%	1.70%	2.61%	2.85%
Ohio State University	1.40%	0.60%	2.23%	0.36%	-0.04%	0.50%
Ohio University	2.02%	-0.47%	-3.28%	-4.88%	-6.21%	-3.61%
Shawnee State University	-2.81%	-5.62%	-8.48%	11.76%	-4.28%	-10.04%
University of Akron	-8.43%	-4.34%	-7.73%	-5.27%	-8.89%	-9.59%
University of Cincinnati	1.52%	1.55%	2.31%	1.74%	0.78%	3.22%
University of Toledo	1.31%	-0.33%	-1.34%	-2.57%	-6.73%	-7.48%
Wright State University	-2.43%	-4.67%	-9.84%	-13.21%	-12.20%	-5.90%
Youngstown State University	2.29%	-0.88%	0.41%	-4.26%	-3.02%	-4.16%
University Main Campuses	0.43%	-1.03%	-1.02%	-1.81%	-2.14%	-0.75%
Source: 15th Day Headcount reports, Ohio Depa	artment of Higher Fd	ucation				
Prepared by: Becky Geltz, Institutional Research						