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Board of Trustees Committee **Meeting Minutes**

Youngstown State University - Board of Trustees
Dec 1, 2021 at 10:00 AM EST
Presidents' Suites, Kilcawley Center

Attendance

Members Present:

Charles T. George, James E. "Ted" Roberts, J.D., John R Jakubek, Joseph J. Kerola, Elsa Khan, Helen Lafferty, Galatiani G. Lopuchovsky, Anita A. Hackstedde, M.D., Michael A. Peterson, Molly S. Seals, Eric A. Spiegel

Members Absent:

Allen L. Ryan, Jr., J.D.

Guests Present:

Jeffery Allen, Kevin Ball, Carol Bennett, Joy Pokabla Byers, Ron Cole, John Colla, Amy Cossentino, Cindy Covelli, Katrine Davidson, Becky Geltz, Jeanne Herman, John Hyden, Holly Jacobs, Nicole Kent-Strollo, Betty Jo Licata, Keith Martinez, Neal McNally, Kelli Miller, Ross Morrone, Sarah Parker, Phyllis Paul, Jennifer Pintar, Elaine Ruse, Mike Sherman, Brien Smith, Shannon Tirone, Jim Tressel, Shawn Varso, Rich White, Sharyn Zembower

I. Meeting Schedule

BOT Meeting Schedule, Dec. 1-2, 2021 (see Appendix)

II. INVESTMENT SUBCOMMITTEE

Allen L. Ryan, Jr., Chair

Charles T. George, Vice Chair

Joseph J. Kerola

Victoria M. Woods

Vice Chair George led the meeting in Chair Ryan's absence.

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the subcommittee's meeting held Sept. 1, 2021, were provided to the trustees prior to the meeting.

Motion: To approve minutes of the Sept. 1, 2021, meeting of the Investment Subcommittee. Motion moved by Joseph J. Kerola and motion seconded by Michael A. Peterson. The subcommittee unanimously approved the motion.

B. Old Business

No Old Business

C. Investment Subcommittee Items

1. Investment Subcommittee Discussion Item

- a. December 1, 2021 Quarterly Portfolio Asset Allocation and Investment Performance Review (Presenters: Sarah Parker and John Colla, Clearstead.) Clearstead Investment Report (see Appendix)

Sarah Parker and John Colla from Clearstead reviewed the university's quarterly asset allocation and investment performance, noting that YSU's portfolio continues to outpace benchmarks on a year-to-year basis. They also recommended rebalancing the university's Non-endowment Long-Term Investment Pool, including trimming large cap U.S. equities and reallocating to fixed income funds, and trimming liquid alternative managers and reallocating to the Watherlow Fund.

2. Investment Subcommittee Action Item

- a. Resolution to Approve Clearstead's Recommendation to Rebalance the Non-endowment Long-Term Investment Pool (see Appendix)

Motion: To Approve a Resolution to Approve Clearstead's Recommendation to Rebalance the Non-endowment Long-Term Investment Pool. Motion moved by Molly S. Seals and motion seconded by Joseph J. Kerola. The resolution was unanimously approved.

3. Background Materials

No material this quarter.

D. New Business

No New Business

E. Adjournment

*** *End of Investment Subcommittee* ***

III. **AUDIT SUBCOMMITTEE**

Michael A. Peterson, Chair
Molly S. Seals, Vice Chair
John R. Jakubek
James E. "Ted" Roberts
Galatiani G. Lopuchovsky

A. **Disposition of the Minutes for the Previous Meeting**

Draft copies of the minutes of the subcommittee's meeting held Sept. 1, 2021, were provided to the trustees prior to the meeting.

Motion: To approve minutes of the Audit Subcommittee's Sept. 21, 2021, meeting. Motion moved by Molly S. Seals and motion seconded by Joseph Kerola. The subcommittee unanimously approved the motion.

B. **Old Business**

No Old Business

C. **Committee Items**

1. Audit Subcommittee Discussion Items

- a. Required Communication with the Board of Trustees
(Presenters: Plante & Moran, PLLC) (see Appendix)

Representatives from YSU's external auditors, Plante Moran - Keith Martinez, managing partner, and Cindy Covelli, assurance manager – reported a clean audit with no material weaknesses and no significant deficiencies. The audit qualifies YSU as a "low-risk auditee." "Hats off," Martinez said, adding: "Excellent results; you should feel good."

- b. Audited Financial Report for Fiscal Years 2021 and 2020
(Presenters: Neal McNally, Vice President for Finance and Business Operations)
Single Audit Report - Years Ended June 30, 2021 and 2020
(see Appendix)

McNally presented the university's Audited Financial Report for Fiscal Years 2021 and 2020. McNally emphasized that some of the improvement reflected in the university's financial position is probably an anomaly because of the infusion of millions of dollars in federal COVID-19 relief funds this past fiscal year. So, while the university's financial position is strong, it is somewhat inflated due to the one-time federal funds, he added.

c. Special Session of the Board of Trustees with the External Auditors

Board Chair Jakubek announced that pursuant to Ohio Revised code Section 121.22(D)(2), the Board would move into a private session with representatives of the state auditor's office for purposes of discussing the audit. Everyone exited the meeting except for members of the Board and two representatives from Plante Moran - Keith Martinez, managing partner, and Cindy Covelli, assurance manager.

After the private session, guests re-entered the room and the meeting of the subcommittee resumed.

d. Ohio Senate Bill 6 Ratio Analysis for Fiscal Year 2021 (Presenter: Neal McNally, Vice President for Finance and Business Operations) Senate Bill 6 dashboard (see Appendix)

McNally reported that YSU's Senate Bill 6 composite score, a measurement used by the state of Ohio to gauge the financial health of public universities, hit 4.2 this past fiscal year. He reiterated, however, that YSU's improved score is largely due to the extraordinary level of federal COVID relief funds awarded last year to the university.

e. Audit Matrix Open Audit Recommendation Update (see Appendix)(Presenter: Kelli L. Miller, Director of Internal Audit.)

f. FY22 First Quarter Internal Audit Plan Update (see Appendix)

- g. Anonymous Reporting Hotline Stats Update (see Appendix)
- h. Enterprise Risk Management Update
- 2. Audit Subcommittee Action Item
 - a. No material this quarter.
- 3. Background Materials
 - a. No material this quarter.

D. New Business

No New Business

E. Adjournment

*** End of Audit Subcommittee***

IV. FINANCE AND FACILITIES COMMITTEE

Michael A. Peterson, Chair
Joseph J. Kerola, Vice Chair
All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the committee's meeting held Sept. 1, 2021, were provided to the trustees prior to the meeting.

Motion: To approve the minutes of the Sept. 1, 2021, meeting of the Finance and Facilities Committee. Motion moved by Charles T. George and motion seconded by Joseph J. Kerola. The motion was unanimously approved.

B. Old Business

No Old Business

C. Committee Items

- 1. Finance and Facilities Action Items
 - a. Resolution to Modify Student Employee Hourly Wage Rates ⁵
(Presenters: Neal McNally, Vice President for Finance and Business Operations) (see Appendix)

McNally said the adjustments were made in part due to the increased Ohio minimum wage on Jan. 1 to \$9.30 per hour. The resolution establishes three new hourly tiers intended to help address the shortage of student workers in certain departments on campus. McNally, recommended the adjustments, noting a correlation between on-campus employment and student success.

Motion: To Approve the Resolution to Modify Student Employee Hourly Wage Rates. Motion moved by Charles T. George and motion seconded by Molly S. Seals. The resolution was unanimously approved.

- b. Resolution to Approve the 2021 Affordability and Efficiency Report (Presenters: Neal McNally, Vice President for Finance and Business Operations) (see Appendix)

McNally said the report, required by the state of Ohio, identifies examples of and opportunities for cost savings and efficiencies across campus. Among the highlights of the 25-page report: creation of the new YSU Division of Workforce Education and Innovation, based in the new YSU Excellence Training Center; savings to students of more than \$750,000 through YSU's textbook affordability initiatives; and savings of more than \$3 million by using shared, joint contracts through the Inter-University Council.

Motion: To Approve the Resolution to Approve the 2021 Affordability and Efficiency Report. Motion moved by John R Jakubek and motion seconded by Charles T. George. The resolution was unanimously approved.

- c. Resolution to Approve Interfund Transfers (see Appendix)
(Presenters: Katrena Davidson, Associate VP and Controller)

Motion: To Approve a Resolution to Approve Interfund Transfers. Motion moved by Joseph J. Kerola and motion seconded by Anita A. Hackstedde, M.D. The resolution was unanimously approved.

2. Finance and Facilities Discussion Items

- a. Quarterly Update on the FY 2022 Operating Budget
(Presenters: Neal McNally, Vice President for Finance and Business Operations)

Budget to Actual Report (see Appendix)

McNally provided an update on the first quarter operating budget, indicating that the budget is on target in all categories. While the report is positive, McNally emphasized that the budget relies on one-time federal COVID-19 relief funding.

- b. Planning and Construction Projects Update (Presenters: John Hyden, Associate Vice President, University Facilities, and Rich White, Director of Planning and Construction)
Projects Update (see Appendix)

John Hyden, associate vice president of Facilities, and Rich White, director of Planning and Construction, updated the committee on various construction projects on campus. White noted that renovations to the greenhouse in Ward Beecher Hall will be finished in January. He also said several other projects are in development for 2022, including renovations to building envelopes, Moser Hall, elevators and Fok Hall.

Hyden also updated committee members on several initiatives in place to mitigate COVID-19, including upgraded air filtration throughout campus, UV lighting within air handling systems to kill virus and needlepoint ionization in dorm rooms. He said the university also continues to test air samples regularly throughout campus. Of the more than 300 samples taken to date, none have indicated any level of COVID-19. He also reported on the ongoing wastewater testing program in university residence halls. Protocols are in place so that if elevated levels are detected, residents are notified and potentially tested. Hyden said, in fact,

that recent samples out of Kilcawley House residence hall showed elevated readings; therefore, all residents are being tested. He said the elevated levels do not necessarily indicate an outbreak, and he noted there are no known cases of COVID-19 among residents. “We have no reason to be alarmed, but this is one of the precautions we have in place, and it’s working as we anticipated,” he added.

- c. Report on Facilities Maintenance Projects (Presenters: Rich White, Director of Planning and Construction) Deferred Maintenance Update (see Appendix)

White and Hyden reported on deferred maintenance projects across campus that, based on a 2019 study, adds up to about \$200 million. White said the state of Ohio allocates to YSU about \$10.5 million every two years in state capital dollars to address deferred maintenance. Hyden added that deferred maintenance is a problem at public universities throughout the state. “We’re keeping our head above water and, compared to other institutions, I think we’re doing relatively OK,” he said. Hyden also reported on the ongoing study regarding a possible new student center at YSU, including campus forums and trips to other campus student centers.

- d. Report of Audit Subcommittee
Trustee Peterson, chair of the Audit Subcommittee, reported the subcommittee on Dec. 1, 2021, met with representatives from YSU’s external auditors, Plante Moran, who reported a clean audit with no material weaknesses and no significant deficiencies. The audit qualifies YSU as a “low-risk auditee.” Peterson said the subcommittee also reviewed the university’s Audited Financial Report for Fiscal Years 2021 and 2020 and its Senate Bill 6 ratios, as well as several reports from Kelli Miller, director of Internal Audit.
- e. Report of Investment Subcommittee ()
Trustee George, in the absence of Subcommittee Chair Ryan, reported that the Investment Subcommittee met on Dec. 1, 2021, and approved a Resolution to Rebalance the University’s

Non-endowment Long-Term Investment Pool. The rebalancing includes trimming large cap U.S. equities and reallocating to fixed income funds, and trimming liquid alternative managers and reallocating to the Weatherlow Fund. The subcommittee approved the rebalancing measure after Sarah Parker and John Colla from Clearstead reviewed the university's quarterly asset allocation and investment performance. They noted that YSU's portfolio continues to outpace benchmarks on a year-to-year basis.

3. Background Materials

a. Budget and Interfund Transfers for the Quarter Ending September 30, 2021 Reportable under Policy Number 3356-3-11.1, Budget Transfers (see Appendix)

b. First Quarter Diversity and EDGE Spend Report (see Appendix)

c. Report on Endowment Funds as of September 30, 2021 (see Appendix)

d. 2021-22 Annual Insurance Report (see Appendix)

D. **New Business**

No New Business

E. **Adjournment**

****End of Finance and Facilities Committee****

v. **GOVERNANCE COMMITTEE**

John R Jakubek, Chair
Charles T. George, Vice Chair
All Trustees Are Members

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the committee's meeting held Sept. 1, 2021, were provided to the trustees prior to the meeting.

Motion: To approve the minutes of the Sept. 1, 2021, meeting of the Governance Committee. Motion moved by Anita A. Hackstedde, M.D. and motion seconded by Joseph J. Kerola. The motion was unanimously approved.

B. Old Business

No Old Business

C. Committee Items

1. Governance Committee Action Items

- a. Endorse the International Student Enrollment and Student Success Goals and Strategies (Presenters: Nate Myers, Associate Provost for International Programs, Mike Sherman, Vice President for Institutional Effectiveness & Board Professional)

Internationalization Strategy September 2021 Overall for Comment Academic Senate and BOT December 2021 Committee Meeting (see Appendix)

International Support Area Services Plan Under Development for BOT December 2021 (see Appendix)

Renewed U.S. Commitment to International Education (see Appendix)

The committee endorsed the International Student Enrollment and Student Success Goals and Strategy. The 15-page plan addresses strategies for YSU to turn around declines in international enrollments that universities nationwide have experienced during the pandemic, said Nate Myers, associate provost for International Programs. He said YSU hopes to enroll 130 to 140 international freshmen every year from around the world. Having these students on campus as part of the general student population is “hugely beneficial” for all students, he said. “Those kinds of experiences are hugely formative” and will contribute to students’ multicultural experiences, he added.

Myers also reported that YSU was selected to receive the 2021 President’s “E” Award for its ongoing efforts to enroll international students, the only university in the nation to earn the recognition. The award is the highest recognition any U.S. entity can receive for making a significant contribution to strengthening the economy by sharing American ingenuity outside of the country.

b. Consider Revisions of the By Laws of the Board of Trustees

Presenters: Holly Jacobs, Vice President and General Counsel, and Mike Sherman, Vice President for Institutional Effectiveness and Board Professional)

Summary of Proposed Changes to the ByLaws (see Appendix)
YSU BOT Bylaws possible adjustments after optimized and in word (see Appendix)

BOT Committee Structures for Other Public Institutions in Ohio (see Appendix)

Status of BOT Committee Structures of Other Ohio Public Universities as Related to Intercollegiate Athletics (see Appendix)

HB 100: 2022-2023 Biennial Budget Virtual Meetings (Temporary Law-for discussion as related to this topic) (see Appendix)

3356-6-03 Governance of intercollegiate athletics (see Appendix)

3356-6-02 Intercollegiate athletics program - student-athletes (see Appendix)

The committee reviewed on first reading revisions to its bylaws that include: creating a stand-alone Investment Committee, rather than a subcommittee; adding “health and wellness of the campus” to the duties of the Finance and Facilities Committee; establishing an Intercollegiate Athletics Committee; and adding language indicating that the board may meet off campus or virtually under extenuating circumstances.

Motion: To consider the committee's discussion and review of the bylaws as the first reading to review the bylaws of the Board of Trustees. Motion moved by Charles T. George and motion seconded by Molly S. Seals. The motion was unanimously approved.

The committee took a break for lunch at 12:07 p.m. and resumed the meeting at 12:45 p.m.

2. Governance Committee Discussion Items

a. Fall 2021 Board of Trustees Preliminary Key Performance Indicators Update

Compilation of Fall 2021 Key Performance Indicators for Instructional Units (see Appendix)

Compilation of Fall 2021 Key Performance Indicators University Level BOT (see Appendix)

POSSIBLE Board of Trustees Key Performance Indicators and University Metrics (see Appendix)

b. Fall to Fall Attrition Analysis (Presenters: Brien Smith, Provost and Vice President for Academic Affairs, Claire Berardini, Associate Provost for Student Success)

Advising Redesign for Student Success BOT Update December 2021 (see Appendix)

Illustrations of Fall to Fall Attrition (2018 to 2019; 2019 to 2020; 2020 to 2021) (see Appendix)

Illustration of Fall 2020 to Fall 2021 Attrition (With Registration Holds) (see Appendix)

Illustration of Fall 2020 to Fall 2021 Attrition (No Registration Holds) (see Appendix)

Mike Sherman, vice president for Institutional Effectiveness and board professional, and Provost Smith, led a discussion about an initiative to redesign the student advising process on campus and in the colleges in the context of improving fall-to-fall and fall-to-spring persistence. Smith said student success is not a top down strategy. The best the administration can do, he said, is provide the technology platforms for success. He said faculty play a huge role working with students through the platforms. He also said YSU needs to develop an advising strategy that is cross disciplinary and campus-wide, not college-by-college, and that's what the redesign does. Sherman said that some initial steps in this regard are occurring by redesigning advising in the colleges so there is a more direct connection to the Division of Student Success and the innovative efforts facilitated with the colleges via Associate Provost for Student Success Claire Berardini.

c. Developing a Sequence of BOT Committee Topics Over Time

ORC Required Higher Ed Reports as of 10 6 21 (see Appendix)

The committee heard a report from Sherman listing 19 state-mandated reports that universities and colleges in Ohio must file every year. “And this isn’t all of them,” Sherman said, noting that there are other reports mandated through the state budget, as well as those mandated by the federal government and accrediting agencies. Sherman said the university is working toward an integrated system for business analytics and intelligence that can automate reporting to the greatest extent possible and enable sophisticated modeling in inquiries to improve institutional effectiveness.

D. **New Business**

No New Business

E. **Adjournment**

*** End of Governance Committee***

VI. **ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

Molly S. Seals, Chair

Joseph J. Kerola, Vice Chair

All Trustees are Members

A. **Disposition of the Minutes for the Previous Meeting**

Draft copies of the minutes of the committee's meeting held Sept. 1, 2021, were provided to the trustees prior to the meeting.

Motion: To approve the minutes of the Sept, 1, 2021, meeting of the Academic Excellence and Student Success Committee. Motion moved by Molly S. Seals and motion seconded by John R Jakubek. The motion was unanimously approved.

B. **Old Business**

No Old Business

C. **Committee Items**

Academic Excellence and Student Success Consent Agenda Items

D. **Motion:** To approve all three resolution's on the committee's consent agenda:

- Resolution to Modify Student Media Policy, 3356-8-02 (see Appendix)
- Resolution to Modify Privacy and Release of Student Education Records: The Family Education and Privacy Act (FERPA) Policy, 3356-8-04. (see Appendix)
- Resolution to Modify Objectivity in Research - Avoidance of Conflicts of Interest and/or Commitment in Sponsored Research Policy, 3356-10-17. (see Appendix)

Moved by Molly S. Seals and motion seconded by Anita A. Hackstedde, M.D. All three resolutions were unanimously approved.

2. Academic Excellence and Student Success Action Items

- a. Resolution to Approve Anti-Hazing Policy, 3356-8-08 (Presenters: Joy Polkabra Byers, Associate Vice President for Student Experience, Nicole Kent-Strollo, Dean of Students and Ombudsperson) (see Appendix)

Joy Polkabra Byers, associate vice president for Student Experience, reported that 4,500 students, faculty and staff have already completed the new anti-hazing training. "It's been well received," she said.

Motion: To Approve Resolution to Approve Anti-Hazing Policy, 3356-8-08. Motion moved by Michael A. Peterson and motion seconded by Joseph J. Kerola. The resolution was unanimously approved.

- b. Resolution to Approve the 2021 Remediation Report (Presenters: Brien N. Smith, Provost and Vice President for Academic Affairs, Thomas Wakefield, Chair, Department of Mathematics and Statistics) (see Appendix)

Motion: To Approve a Resolution to Approve the 2021 Remediation Report. Motion moved by Charles T. George and motion seconded by Michael A. Peterson. The resolution was unanimously approved.

3. Academic Excellence and Student Success Discussion Items

- a. YSU National Survey of Student Engagement (2018 and 2021) (see Appendix) (Presenters: Brien N. Smith, Provost and Vice President for Academic Affairs, Hillary Fuhrman, Associate Provost for Institute for Teaching and Learning)

Hillary Fuhrman, associate provost for the Institute for Teaching and Learning, reported on the 2018/2021 YSU National Survey of Student Engagement, a national survey of students at nearly 1,000 higher education institutions nationwide. Among first-year students who took the survey, YSU's results were highest compared to peer institutions in the quality of interactions with academic advisors, administrative staff and offices, student services staff and faculty. On the other hand, YSU performed low compared to peer institutions in the emphasis on encouraging contact among students from different backgrounds and discussions with people with different religious beliefs, economic backgrounds and people of a different race or ethnicity. The survey also showed that first-year students at YSU report positive advising experiences compared to peers. Only 3 percent of YSU's first-year students said they had not discussed academic interests, course selections or academic performance with an assigned advisor, compared to 10 percent at peer institutions. Considering the intersection of the survey with the pandemic, the results are encouraging and illustrates where the university can improve to better serve our students.

- b. Diversity Strategies and Initiatives Update (Presenters: Brien N. Smith, Provost and Vice President for Academic Affairs, Carol Bennett, Assistant Provost for Diversity and Inclusion) (see Appendix)

Carol Bennett, assistant provost for Diversity and Inclusion, provided an update on diversity strategies and initiatives on campus, including a new Human Resource Task Force to help create more diverse pools of candidates for open positions, the YSTAR summer academic institute, a new Student Advisory Board and improved relations with the Youngstown City Schools.

- c. Curricular Efficiencies & Academic Program Enhancement and Effectiveness Updates (Presenters: Brien N. Smith, Provost and Vice President for Academic Affairs, Jennifer Pintar, Associate Provost for Academic Administration)

Student Plans for Sunsetting programs (see Appendix); Curricular Efficiency and Oct 25 BOT Resolution Items (see Appendix); Curricular Efficiency Action Table December 2021 BOT (see Appendix);

Curricular Efficiency Timeline for BOT Update December 2021 (see Appendix); Curricular Efficiency Team December Workshop Agenda for BOT Update December 2021 (see Appendix); HLC Annual Continuous Improvement Cycle Slightly Modified (see Appendix); HLC Response to YSU Submitted Interim Report November 2021 (see Appendix)

Brien Smith, provost and vice president for Academic Affairs, and Jennifer Pintar, associate provost for Academic Administration, updated the committee on the APEEI continuous improvement process and other curricular efficiency initiatives, including several workshops. Focusing on alignment of the APEEI categories with the program evaluation system, optimizing release time for instructional enhancement and research distinction, and optimizing section sizes and fill-rates as well as improving space utilization. Pintar also reported on strategies to teach out academic programs that are being sunset, and the committee reviewed a letter indicating the Higher Learning Commission's acceptance that adequate progress is being made by YSU in the area of program review and that no additional reporting is required.

- d. Academic Senate Update (Presenters: Chester Cooper, Chairperson, Academic Senate) (see Appendix)

Chet Cooper, chair of the Academic Senate, reported on various activities of the Senate, including a failed no confidence vote in the administration's response to the COVID-19 pandemic. He also reported that the Senate voted 18-16 (one abstention) to reject a resolution calling to mandate COVID-19 vaccines for students and employees. He also reported that a resolution in opposition to the university's recent actions regarding the sunseting of academic programs and retrenchment of faculty recently passed the Senate by a vote of 22-11 (one abstention). [Note that the Senate currently has 83 members and only about 40 percent of members voted on the resolutions.] Cooper noted that there has been much stress on the campus community recently, including the reorganization of colleges, a faculty strike, budget issues and, of course, the pandemic. "We need to all take a step back, take a breath, communicate better," he

said. Of the academic programs that are being sunset, “data suggest they need to be sunset,” Cooper said, but the question becomes how and why did the programs get to the point that they should be sunset. “There are some outstanding individuals who are going to be leaving this institution” through the program eliminations and retrenchments, “and that’s where the pain and the emotion comes in.” Board Chair John Jakubek noted that Cooper had earlier stated that the program review process was one of the most open and participatory ever at YSU. “Those decisions were not taken lightly,” Jakubek added, “but some of these decisions have to be made.” Trustee Molly Seals said she believes the efficiency and effectiveness process now in place is itself an example of a shared governance process. Faculty’s participation in recruitment, enrollment and retention is also part of shared governance, she said. “We all play a role...We all can impact this,” she said. President Tressel said that the university allowed the number of academic courses and class sections to grow to less-than-optimal levels. “There’s enough improvement to go around,” he said. Trustee Roberts said he was impressed with data gathering that happened as part of the program review process and how the data was evaluated objectively and without emotion. He noted that the review process is designed to be ongoing. “This is the first year, and it’s the most difficult,” he said. The board’s focus, he said, is the overall health of the university – financial, academic and otherwise. Trustee Michael Peterson said the collective focus of everyone on campus must be on students. “You can’t have a team on offense and defense, and their goals are different, and then expect to be successful,” he added.

4. Background Materials

- a. Homecoming 2021 (see Appendix)
- b. Office of Research Services Quarterly Report (see Appendix)
- c. Current Accreditation Activity (see Appendix)
- d. Academic Programs Update (see Appendix)

D. New Business

No New Business

E. Adjournment

VII. INSTITUTIONAL ENGAGEMENT COMMITTEE

James E. "Ted" Roberts, Chair

Allen L. Ryan, Jr., Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the committee's meeting held Sept. 1, 2021, were provided to the trustees prior to the meeting.

Motion: To approve the minutes of the Sept. 1, 2021, meeting of the Institutional Engagement Committee. Motion moved by John R Jakubek and motion seconded by Charles T. George. The motion was unanimously approved.

B. Old Business

No Old Business

C. Committee Items

1. Institutional Engagement Consent Agenda Item

- a. Resolution to Modify University Publications Policy 3356-5-11 (see Appendix) (Presenter: Shannon Tirone, Associate Vice President University Relations)

Motion: To Approve the Resolution to Modify University Publications Policy 3356-5-11. Motion moved by John R Jakubek and motion seconded by Charles T. George. The resolution was unanimously approved.

2. Institutional Engagement Action Item

- a. Resolution to Accept WYSU Memberships (Presenters: Shannon Tirone, Associate Vice President University Relations) (see Appendix)

Motion: To Approve the Resolution to Accept WYSU Memberships Motion moved by Michael A. Peterson and motion seconded by Charles T. George. The resolution was unanimously approved.

3. Institutional Engagement Discussion Items

- a. YSU Foundation Quarterly Gift Report (Presenter: Paul McFadden, President YSU Foundation) (see Appendix)

Paul McFadden, president of the YSU Foundation, reported that the Foundation has received 595 outright gifts and 10 pledges totaling \$6.4 million, pledge payments totaling \$512,357 and six new planned gift commitments totaling \$1.6 million in the first quarter of Fiscal Year 2022. McFadden also said that the Foundation is providing \$9.3 million this academic year, and \$11.1 million next year, in student scholarships, which President Tressel said is a big reason why debt is decreasing for YSU students. Trustee Roberts noted that, while the university is taking steps to be more efficient and effective, it is also getting increased support from the Foundation. The donations, he said, reflect the community's support and confidence in YSU. "Donors donate to entities that have strong leadership and are going in the right direction," McFadden said.

- b. Division of Workforce Education & Innovation Update (Presenters: Jennifer Oddo, Executive Director, Strategic Workforce Education and Innovation) (see Appendix)

Jennifer Oddo, executive director of Strategic Workforce Education and Innovation, highlighted several initiatives, including: a \$180,000 grant from the Governor's Office of Workforce Transformation to pilot a 5G Readiness Training program; the U.S. Department of Energy commissioned YSU, Oakridge National Labs and Brite Energy Innovators to develop a regional and national roadmap of energy storage workforce needs and the creation of a model for a national training and innovation center; the Aerospace Defense Center, a collaboration of YSU, Youngstown Business Incubator, America Makes and the University of Texas El Paso, in which students support aerospace hypersonic defense projects. She said she is also collaborating with several academic programs to consider how certificates and other credentials might be packaged via course work for workforce development and career up-scaling.

- c. Integrated Marketing and Enrollment Strategy
(Presenters: Ross Morrone, Chief Marketing Officer, Marketing and Communications, Elaine Ruse, Associate Vice President, Student Enrollment and Business Services, Christine Hubert, Director, Undergraduate Admissions) (see Appendix)

Elaine Ruse, associate vice president of Student Enrollment and Business Services, Christine Hubert, director of Undergraduate Admissions, and Ross Morrone, chief marketing officer, updated the board of the university's enhanced integrated marketing and enrollment strategy. The report illustrated that a newly implemented marketing strategy gained 25 million impressions over five-months; more applications from targeted northeastern Ohio counties and that school counselors in the Cleveland area indicated that YSU is being noticed. The report centered on building awareness, engaging prospective students, getting them to complete applications and get admitted, attend orientation and enroll. Hubert said YSU reaches out to prospective students when they are high school sophomores, opens up applications earlier than other area universities, makes it easy for students to upload application materials, engages students with financial aid information, Experience Y Day programs and connects with school counselors on a regular basis.

4. Background Materials

D. **New Business**

No New Business

E. **Adjournment**

****End of Institutional Engagement Committee****

VIII. UNIVERSITY AFFAIRS COMMITTEE

Charles T. George, Chair

Anita A. Hackstedde, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the committee's meeting held Sept. 1, 2021, were provided to the trustees prior to the meeting.

Motion: To approve the minutes of the Sept. 1, 2021, meeting of the University Affairs Committee. Motion moved by Molly S. Seals and motion seconded by Anita A. Hackstedde. The motion was unanimously approved.

B. Old Business

No Old Business

C. Committee Items

1. Intercollegiate Athletics Action Item

- a. Resolution to Ratify Personnel Appointments - Athletics (Presenters: Ron Strollo, Executive Director of Athletics) (see Appendix)

Motion: To Approve a Resolution to Ratify Personnel Appointments - Athletics. Motion moved by Anita A. Hackstedde and motion seconded by Michael A. Peterson. The resolution was unanimously approved.

2. Intercollegiate Athletics Discussion Item

- a. Student Athlete Wellness and Performance Excellence (Presenters: Tory Lindley, Deputy Athletics Director, Nicole Kent-Strollo, Dean of Students and Ombudsperson) (see Appendix)

Tory Lindley, deputy athletic director, and Nicole Kent-Strollo, dean of Students and ombudsperson, reported on Student Athlete Wellness and Performance Excellence, including the reorganization of Intercollegiate Athletics and the hiring of Lindley, former president of the National Athletic Trainers Association.

3. University Affairs Consent Agenda Items

Motion: To approve all six resolutions on the committee's consent agenda:

- Resolution to Modify Americans with Disabilities Act (ADA) Policy, 3356-7-02.
- Resolution to Modify and Retitle Maternity/Parental Leave - Paid Leave, Excluded Professional/Administrative Staff Policy, 3356-7-14.
- Resolution to Modify and Retitle Bereavement Leave, Excluded Professional/Administrative Staff and Department Chairpersons Policy, 3356-7-15.
- Resolution to Modify and Retitle Distinguished Service Awards, Full-time Excluded Professional/Administrative Staff and Full-time Classified Excluded Staff Policy, 3356-7-27.
- Resolution to Modify and Retitle Fringe Benefits, Full-time Professional/Administrative Employees (Excluded) Policy, 3356-7-30.
- Approved a Resolution to Modify and Retitle Fringe Benefits, Excluded Professional/Administrative Employees Fee Remission Program Policy, 3356-7-31.

Moved by John R Jakubek and motion seconded by Michael A. Peterson. All six resolutions were unanimously approved.

4. University Affairs Action Item

- a. Resolution to Ratify Personnel Appointments - Faculty and P/A Staff (Presenters: Cynthia Kravitz, Associate Vice President and Chief Human Resources Officer) (see Appendix)

Motion: To Approve the Resolution to Ratify Personnel Appointments - Faculty and P/A Staff. Motion moved by Anita A. Hackstedde, M.D. and motion seconded by Michael A. Peterson. The resolution was unanimously approved.

5. University Affairs Discussion Items

- a. Support Area Assessment: Information Technology and Development Operations (Presenters: Jim Yukech, Associate Vice President and Chief Technology Officer, President James P. Tressel) (see Appendix)

Jim Yukech, associate vice president and chief technology officer, presented a Support Area Assessment on Information Technology Services. Among the items presented were the results of recent ITS satisfaction surveys that showed nearly 93 percent of respondents – students, faculty and staff – ranked ITS’ overall quality of service as either very satisfied, satisfied or neutral. Sixty percent of faculty and 50 percent of staff responded “very satisfied.” Yukech’s report also indicates that ITS compensation costs (per staff FTE) have decreased by 2 percent since fiscal year 2019, and that salaries among YSU’s ITS leadership team trail comparable peer institutions by 20 percent. Support Area Assessment is a process the Board of Trustees has adopted to assess support area alignment with and support of the Strategic Plan and is similar to the program review process for academic areas.

b. Support Area Assessment Template (see Appendix)

c. Executive Session

Motion:

That the Board enter Executive Session for the purposes of, "consideration of the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of one or more public employees or officials (O.R.C. 121.22(G) (1)) and/or preparing for, conducting, and/or reviewing negotiations or bargaining sessions with public employees concerning their compensation, or other terms and conditions of their employment (O.R.C. 121.11 (G) (4)) and/or consideration of specialized details of security arrangements where disclosure of the matters discussed might reveal information that could be used for the purpose of committing or avoiding prosecution for, a violation of the law (O.R.C. 121.11.(G) (6))."

Motion moved by John R Jakubek and motion seconded by Charles T. George.

Roll call vote - Yes: George, Hackstedde, Jakubek, Kerola, Peterson, Roberts and Seals. No: None.

The committee entered executive session at 5:05 p.m. and returned to open session at 5:53 p.m.

6. Background Materials

- a. Human Resources Update (see Appendix)
- b. Human Resources Update on Position Searches (see Appendix)
- c. Classified Civil Service Personnel Actions (see Appendix)
- d. Report on Search Waivers (see Appendix)

D. **New Business**

No New Business

E. **Adjournment**

****End of University Affairs Committee****

IX. **EXECUTIVE COMMITTEE**

John R. Jakubek, Chair
Charles T. George, Vice Chair
James E. "Ted" Roberts
Molly S. Seals
Michael A. Peterson

A. **Disposition of the Minutes for the Previous Meeting**

Draft copies of the minutes of the committee's meeting held Sept. 1, 2021, were provided to the trustees prior to the meeting.

Motion: To approve minutes of the Sept. 1, 2021, meeting of the Executive Committee. Motion moved by John R Jakubek and motion seconded by Molly S. Seals. The motion was unanimously approved.

B. **Old Business**

No Old Business

C. **Committee Item**

- 1. Executive Committee Discussion Item
 - a. Presidential Goals
 - b. Board Meeting Schedule for 2022-2023

2. Executive Committee Action Item

No Action Items

B. New Business

No New Business

C. Adjournment

****End of Executive Committee****

Conclusion of Dec.1, 2021 YSU Board of Trustees Committee Meetings

APPENDIX

YSU Board of Trustees Minutes Committee Meetings Dec. 1, 2021

- **Investment Subcommittee**
- **Audit Subcommittee**
- **Finance and Facilities Committee**
- **Governance Committee**
- **Academic Excellence and Student Success Committee**
- **Institutional Engagement Committee**
- **University Affairs Committee**
- **Executive Committee**



BOARD OF TRUSTEES Meeting Schedule

Note: December 2021 Committee Meetings will be held in Kilcawley Center

Wednesday, December 1, 2021

10:00 a.m.*	Investment Subcommittee	President's Suites 2nd Floor, Kilcawley Center
10:30 a.m.*	Audit Subcommittee	President's Suites 2nd Floor, Kilcawley Center
11:00 a.m.*	Finance & Facilities Committee	President's Suites 2nd Floor, Kilcawley Center
12:00 p.m.	Lunch	Hynes Room, #2068 2nd Floor, Kilcawley Center
12:30 p.m.*	Governance Committee	President's Suites 2nd Floor, Kilcawley Center
1:30 p.m.*	Academic Excellence and Student Success Committee	President's Suites 2nd Floor, Kilcawley Center
2:30 p.m.*	Institutional Engagement Committee	President's Suites 2nd Floor, Kilcawley Center
3:00 p.m.*	University Affairs Committee	President's Suites 2nd Floor, Kilcawley Center
5:00 p.m.*	Executive Committee	President's Suites 2nd Floor, Kilcawley Center

Thursday, December 2, 2021

9:00 a.m.	Ohio Ethics Training	Hynes Room, #2068 2nd Floor, Kilcawley Center
10:00 a.m.	Board Meeting	President's Suites 2nd Floor, Kilcawley Center

*Approximate time for start of the meeting; the meeting will start immediately following preceding committee meeting.



APPENDIX

Investment Subcommittee



December 1, 2021

YOUNGSTOWN STATE UNIVERSITY



*1100 Superior Avenue East Suite 700
Cleveland, Ohio 44114
216.621.1090 | [clearstead.com](https://www.clearstead.com)*

CONTENTS

1. Initiatives
2. Capital Markets Update
3. Non-Endowment Assets: Performance & Asset Allocation Review
 - Portfolio Recommendations (**ACTION**)

APPENDIX

Endowment Assets: Performance & Asset Allocation Review
Supporting Information

2021 OVERSIGHT DASHBOARD

		1Q	2Q	3Q	4Q	COMMENTS:
STRATEGIC / ADMINISTRATIVE	Investment Policy Review			✓		
	Strategic Asset Allocation Review			✓		
	Peer Review					2022 Initiative
	2022 Oversight Dashboard				✓	
	STAR Ohio/Plus Annual Review			✓		Completed in 3Q 2021
PORTFOLIO	Fixed Income Review					2022 Initiative
	Alternative Investments Review		✓			Alternatives Review
	Global Equity Review	✓				
	Alternative Strategy Recommendation		✓			Weatherlow Fund
PERFORMANCE	Capital Markets Review	✓	✓	✓	✓	
	Quarterly Performance Review	✓	✓	✓	✓	
	Endowed Account Review / Oversight	✓	✓	✓	✓	
OTHER	Fee Review			✓		
	ORC Compliance Review			✓		
	Clearstead Firm Update	✓				
	Responsible Investing	✓				Potential Presentation at Board Advance

LAST REVIEWED	
Investment Policy:	09/01/2021
Strategic Asset Allocation:	09/01/2021
Fee Review:	09/01/2021

MEETING SCHEDULE	
1Q:	March 3, 2021
2Q:	June 2, 2021
3Q:	September 1, 2021
4Q:	December 1, 2021

DRAFT 2022 OVERSIGHT DASHBOARD

		1Q	2Q	3Q	4Q	COMMENTS:
STRATEGIC / ADMINISTRATIVE	Investment Policy Review			<input type="checkbox"/>		
	Strategic Asset Allocation Review			<input type="checkbox"/>		
	Peer Review	<input type="checkbox"/>				
	2023 Oversight Dashboard				<input type="checkbox"/>	
	STAR Ohio/Plus Annual Review			<input type="checkbox"/>		
PORTFOLIO	Fixed Income Review		<input type="checkbox"/>			
	Alternative Investments Review	<input type="checkbox"/>				
	Global Equity Review				<input type="checkbox"/>	
PERFORMANCE	Capital Markets Review	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Quarterly Performance Review	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Endowed Account Review / Oversight	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
OTHER	Fee Review			<input type="checkbox"/>		
	ORC Compliance Review				<input type="checkbox"/>	
	Clearstead Firm Update	<input type="checkbox"/>				
	Responsible Investing					Education Session outside Bd Meeting TBD

LAST REVIEWED

Investment Policy: 09/01/2021
 Strategic Asset Allocation: 09/01/2021
 Fee Review: 09/01/2021

MEETING SCHEDULE

1Q: March 2, 2022
 2Q: June 22, 2022
 3Q: September 7, 2022
 4Q: December 7, 2022



CAPITAL MARKETS UPDATE

QUARTERLY THEMES

WHAT HAPPENED LAST QUARTER?

- Risk assets trended lower in September and provided mixed results for the quarter
 - S&P 500 +0.6%, MSCI EAFE -0.5%, MSCI Emerging Markets -8.1%
- Global economy weighed down by Delta-wave COVID-19 cases and supply chain disruptions
 - Both services and manufacturing sectors weakened during the quarter
 - S&P 500 Q3 earnings expected to be 28% higher than a year ago; 42% full year earnings growth forecast
- Interest rates oscillated during the quarter, though were largely unchanged from 6/30

WHAT WE'RE FOCUSING ON

- COVID-19 cases and progress in vaccinated individuals
- Core inflation and its continued trending off peak levels
 - Inflation expectations are to ease toward 3% in the coming months
- Presidential agenda and policies – social spending, climate, and potential tax increases
 - Bifurcated outcome – either a significant increase in fiscal spending or fiscal cliff
 - Taxes are likely increasing for corporations and individuals
- Earnings to support markets and expectations for CY 2022
- Low interest rate environment suppresses total portfolio return expectations

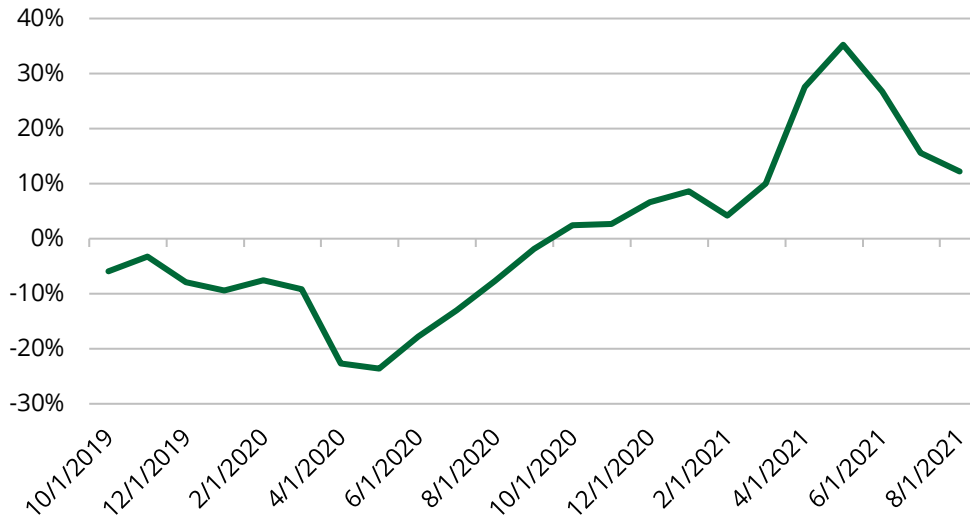
HISTORICAL ASSET CLASS RETURNS

2012	2013	2014	2015	2016	2017	2018	2019	2020	Q1 2021	Q2 2021	Q3 2021	2021
REITs 20.1%	Sm/Mid 36.8%	REITs 27.2%	REITs 2.3%	Sm/Mid 17.6%	Em Mkt 37.3%	Cash 1.9%	Large Cap 31.5%	Sm/Mid 20.0%	Sm/Mid 10.9%	REITs 11.7%	Hdg Fnds 1.3%	REITs 21.4%
Em Mkt 18.2%	Large Cap 32.4%	Large Cap 13.7%	Large Cap 1.4%	Hi Yld 17.5%	Dev Intl 25.0%	US Bonds 0.0%	REITs 28.1%	Large Cap 18.4%	REITs 8.5%	Large Cap 8.6%	Hi Yld 0.9%	Large Cap 15.9%
Dev Intl 17.3%	Dev Intl 22.8%	Sm/Mid 7.1%	US Bonds 0.6%	Large Cap 12.0%	Large Cap 21.8%	Glb Bond -0.9%	Sm/Mid 27.8%	Em Mkt 18.3%	Large Cap 6.2%	Sm/Mid 5.4%	Large Cap 0.6%	Sm/Mid 13.8%
Sm/Mid 17.9%	Hdg Fnds 9.0%	US Bonds 6.0%	Cash 0.1%	Em Mkt 11.2%	Sm/Mid 16.8%	Hi Yld -2.3%	Dev Intl 22.0%	Hdg Fnds 10.9%	Dev Intl 3.5%	Dev Intl 5.2%	REITs 0.2%	Dev Intl 8.4%
Large Cap 16.0%	Hi Yld 7.4%	Hdg Fnds 3.4%	Hdg Fnds -0.3%	REITs 9.3%	Glb Bond 9.3%	Hdg Fnds -4.0%	Em Mkt 18.4%	Glb Bond 9.5%	Hdg Fnds 2.5%	Em Mkt 5.1%	US Bonds 0.1%	Hdg Fnds 6.3%
Hi Yld 15.6%	REITs 3.2%	Hi Yld 2.5%	Dev Intl -0.8%	US Bonds 2.7%	REITs 9.3%	Large Cap -4.4%	Hi Yld 14.4%	Dev Intl 7.8%	Em Mkt 2.3%	Hi Yld 2.8%	Cash 0.0%	Hi Yld 4.7%
Hdg Fnds 4.8%	Cash 0.1%	Cash 0.0%	Sm/Mid -2.9%	Glb Bond 1.9%	Hdg Fnds 7.8%	REITs -4.4%	US Bonds 8.8%	US Bonds 7.5%	Hi Yld 0.9%	Hdg Fnds 2.7%	Dev Intl -0.5%	Cash 0.0%
US Bonds 4.2%	US Bonds -2.0%	Em Mkt -2.2%	Hi Yld -4.6%	Dev Intl 1.0%	Hi Yld 7.5%	Sm/Mid -10.0%	Hdg Fnds 8.4%	Hi Yld 6.2%	Cash 0.0%	US Bonds 1.8%	Glb Bond -1.6%	Em Mkt -1.3%
Glb Bond 1.8%	Em Mkt -2.6%	Glb Bond -2.8%	Glb Bond -4.8%	Hdg Fnds 0.5%	US Bonds 3.5%	Dev Intl -13.8%	Glb Bond 5.0%	Cash 0.5%	US Bonds -3.4%	Glb Bond 0.6%	Sm/Mid -2.7%	US Bonds -1.6%
Cash 0.1%	Glb Bond -4.9%	Dev Intl -4.5%	Em Mkt -14.9%	Cash 0.3%	Cash 0.9%	Em Mkt -14.6%	Cash 2.3%	REITs -5.9%	Glb Bond -5.9%	Cash 0.0%	Em Mkt -8.1%	Glb Bond -6.8%

Past performance is not a guarantee of future results. Asset classes represented by: Large Cap – S&P 500 Index; Sm/Mid – Russell 2500 Index; Dev Intl – MSCI EAFE Index; Em Mkt – MSCI Emerging Markets Index; Hi Yld – Bank of America Merrill Lynch U.S. High Yield Master II; U.S. Bonds – Barclays Capital U.S. Aggregate; Glb Bond – Barclays Capital Global Treasury ex U.S.; REITs – NAREIT ALL REITs; Hdg Fnds – HFRI FOF: Diversified Index; Cash – Merrill Lynch 91-day Tbill . Data as of 9/30/2021. Source: Morningstar Direct.

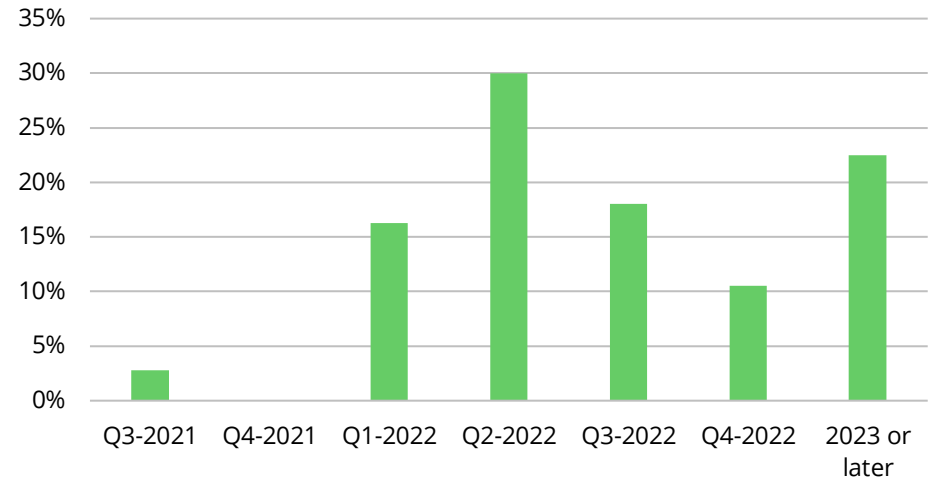
SUPPLY CHAIN PROBLEMS: CONTINUED CHALLENGES

CASS FREIGHT SHIPPING INDEX YOY



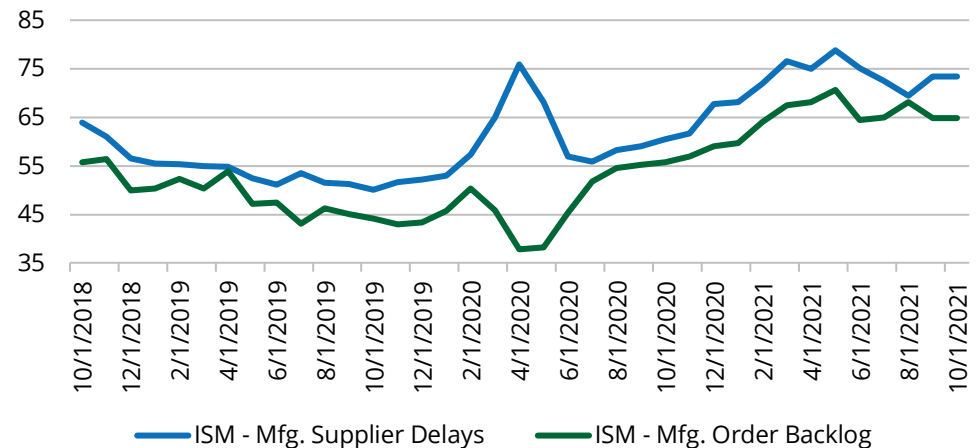
SUPPLY CHAIN BOTTLENECK RESOLUTION

When do you expect supply-chain disruptions to end for your business?



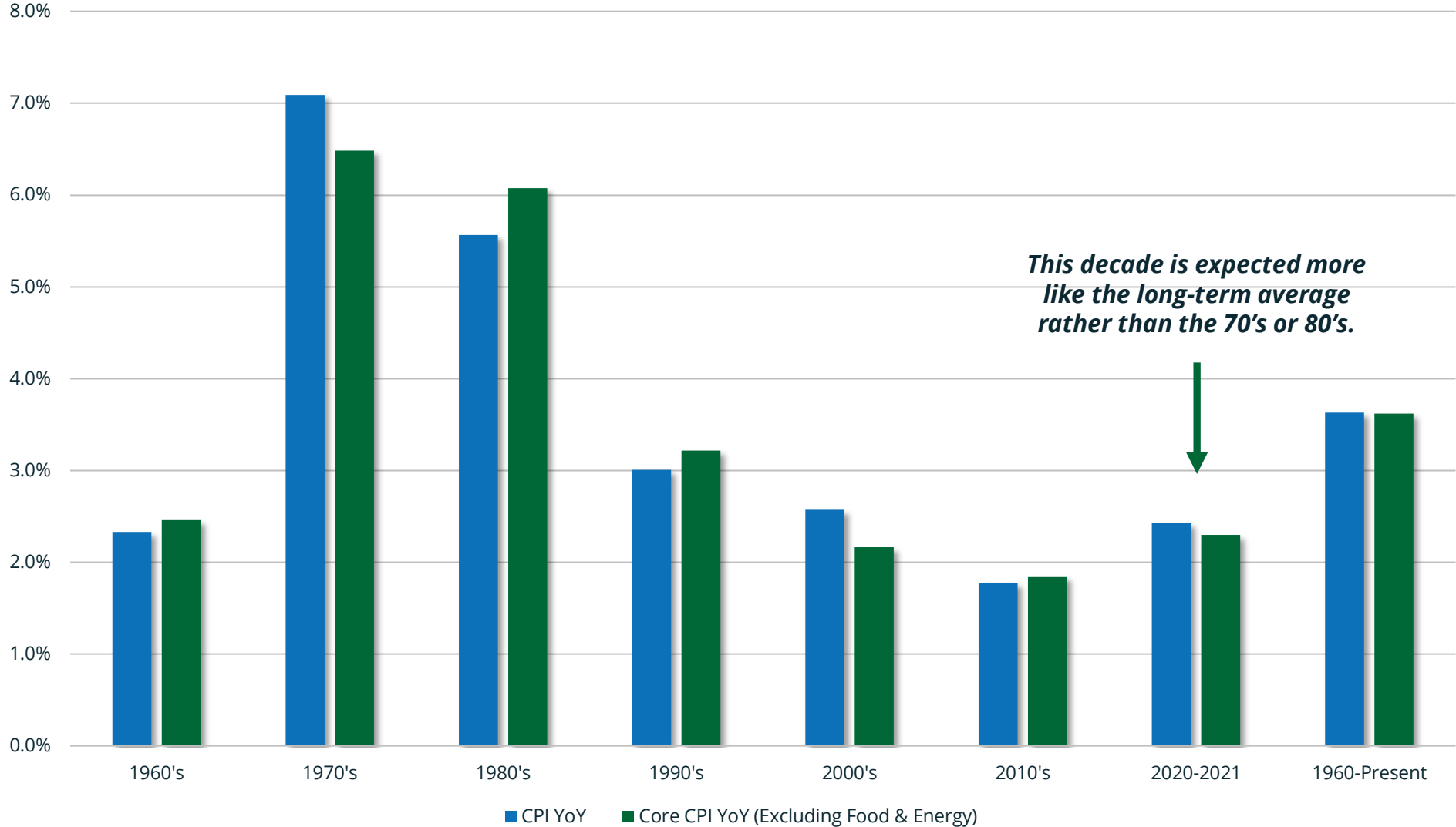
- A record **72 container ships** anchored waiting to be offloaded at the ports of LA & Long Beach
 - A lack of truck drivers, long-shoreman, and warehouse space has caused an **unprecedented backlog**.
- Markit PMI – Mfg. **supplier delays at record lengths** w/ < 20 reading
- US shipping (trucking) **costs are up over 40% YoY**

ISM - SUPPLY CHAIN DISRUPTIONS



Source: Cass Information Systems/ACT Research Co. as of 9/30/2021.
Oxford Economics Global Risk Survey; Bloomberg/ISM

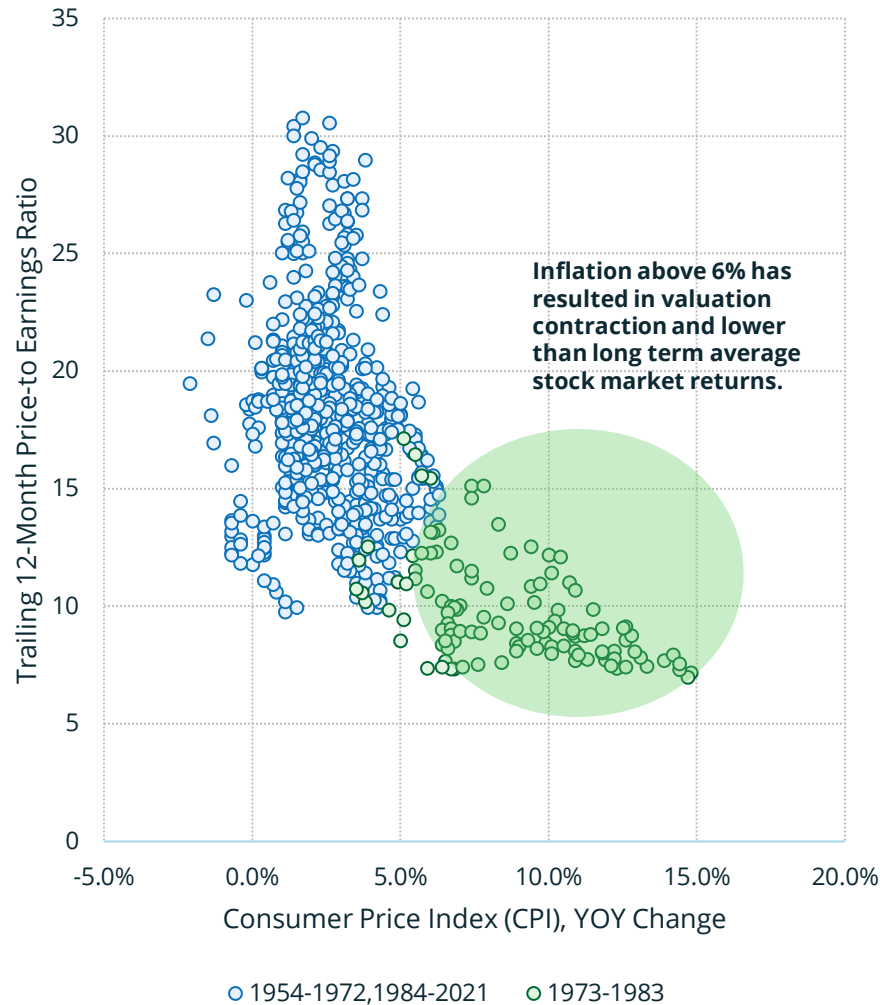
INFLATION BY THE DECADE



Source: Clearstead, Bloomberg LP, as of 9/30/2021.

INFLATION, VALUATIONS, AND PERFORMANCE

INFLATION AND VALUATIONS



Source: Clearstead, Bloomberg LP, Monthly data, as of May 2021. Returns depicted are rolling 12month returns.

INFLATION AND S&P 500 PERFORMANCE

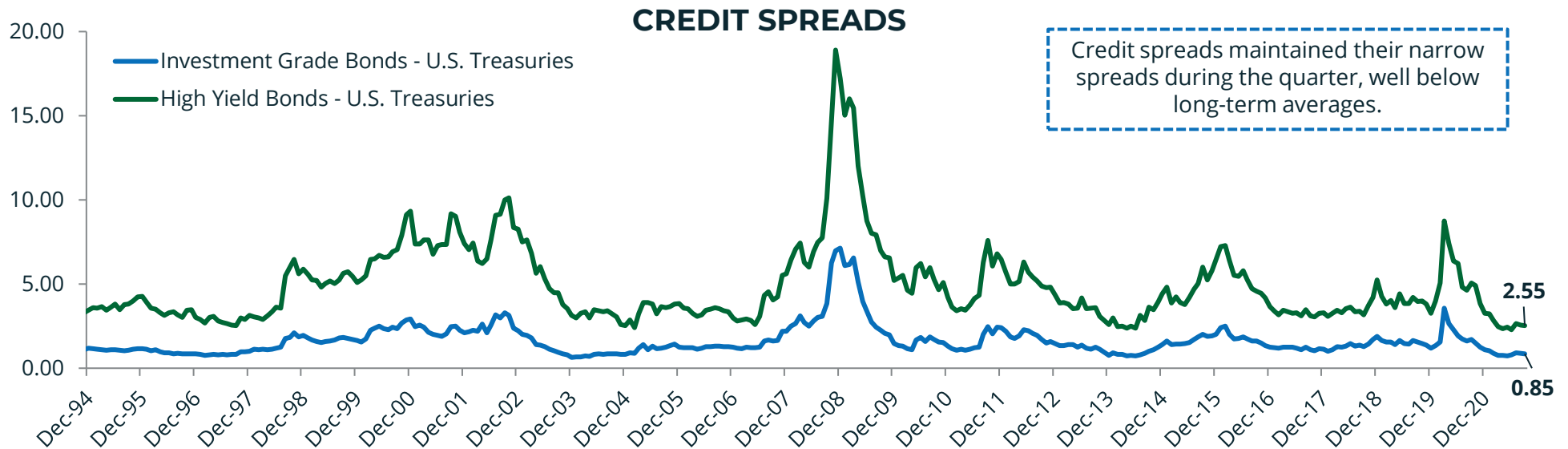
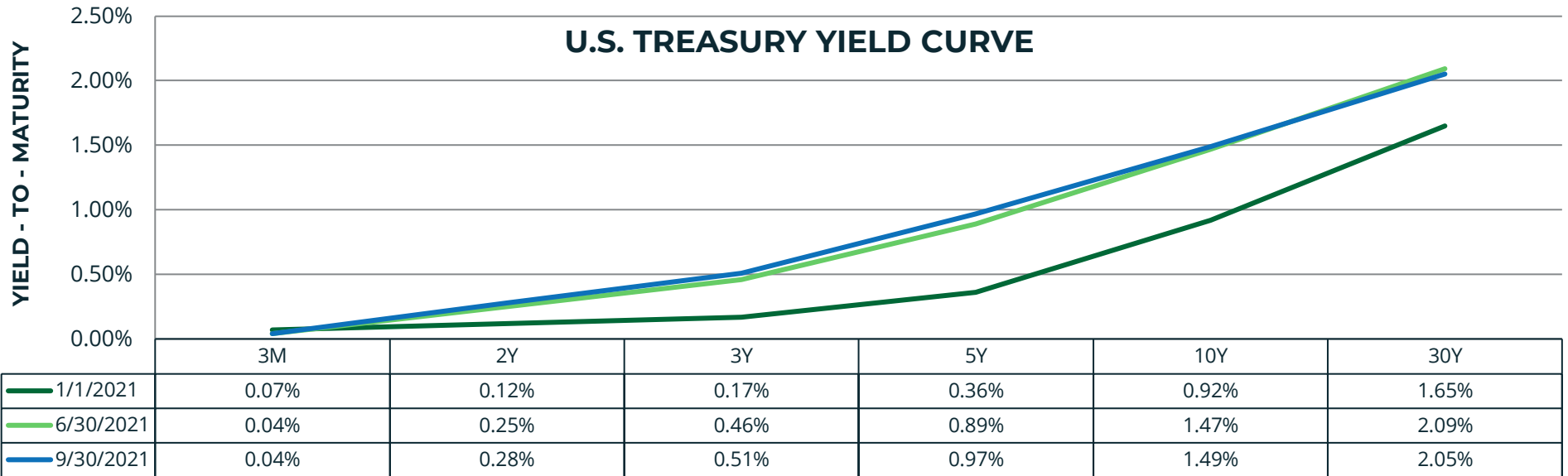
1954-2021

When YoY change in CPI is:	The average 12-Month S&P 500 Return (Nominal) is:	And the average YoY Change in CPI is:
Less than Zero	14.2%	-0.7%
Zero to 3.5%	14.5%	2.0%
3.5% to 6 %	10.1%	4.5%
Greater than 6%	4.6%	9.3%
Average	12.1%	3.5%

Most likely scenarios

- A sustained inflation environment above 6% would likely become a headwind for stocks
- We do not expect for a sustained 6% inflation environment
- But...valuations likely to contract and expected returns for equities lower relative to history

FIXED INCOME: LOW YIELD ENVIRONMENT PERSISTS



Source: Bloomberg. Data as of 9/30/2021. US Treasuries - BarCap US Gov't 10-Yr Treasury; Investment Grade Bonds - BarCap BAA Corp; High Yield Bonds - BarCap US High Yield. Past performance is not a guarantee of future results.



**NON-ENDOWMENT ASSETS:
PERFORMANCE & ASSET ALLOCATION
REVIEW**

NON-ENDOWMENT PERFORMANCE REVIEW (AS OF 9/30/2021)

NON-ENDOWMENT ASSETS	MARKET VALUE (\$MM)	QTD	YTD	1 YR	2 YR	3 YR	5 YR	7 YR	10 YR	2020	2019	2018	SINCE INCEPTION ⁴
Total Non-Endowment Assets	\$75.387	-0.1%	5.3%	11.8%	9.0%	7.3%	6.5%	5.2%	5.0%	9.5%	11.5%	-1.5%	4.4%
<i>Benchmark¹</i>		0.1%	2.9%	6.6%	5.5%	4.9%	4.5%	3.7%	3.5%	5.9%	8.7%	-0.4%	3.4%
Operating & Short-Term Pool	\$10.211	0.0%	0.0%	0.0%	0.8%	1.4%	1.2%	0.9%	0.6%	1.1%	2.4%	1.7%	0.6%
<i>Benchmark²</i>		0.0%	0.0%	0.1%	0.6%	1.3%	1.2%	0.9%	0.6%	0.8%	2.3%	1.9%	0.6%
Long-Term Pool	\$65.176	-0.1%	6.4%	14.5%	9.7%	7.9%	7.4%	6.1%	6.3%	8.8%	15.3%	-3.4%	5.9%
<i>Benchmark³</i>		0.1%	5.4%	12.3%	9.6%	7.9%	7.2%	6.0%	6.0%	10.0%	14.2%	-2.4%	5.5%

On a calendar year-to-date basis, twelve of the fourteen Long-Term Pool active managers have outpaced their respective benchmarks (one “in-line”).

U.S. equity has been the best performing asset class within the pool, while small cap value manager Integrity leads the way returning +24.5% CYTD through 9/30.

1) 45% BofA Merrill Lynch 91-Day T-Bill / 17% BofA Merrill Lynch US Corp & Gov 1-3 Yrs / 11% BBgBarc US Govt/Credit Int TR / 8% Total Alternatives Benchmark / 15% Russell 3000 / 4% MSCI EAFE.

2) 95% BofA Merrill Lynch 91-Day T-Bill / 5% Barclays 1-3 Yr. Govt.

3) 27% Russell 3000 / 8% MSCI EAFE / 15% Total Alternatives Benchmark / 30% BofA Merrill Lynch US Corp & Gov 1-3 Yrs /20% BBgBarc US Govt/Credit Int TR.

4) Inception date for Long-Term and Short-Term Pools: June 2010, Inception Date for Total Non-Endowment Assets: March 2004.

ATTRIBUTION OF MARKET VALUE

TOTAL UNIVERSITY ASSETS

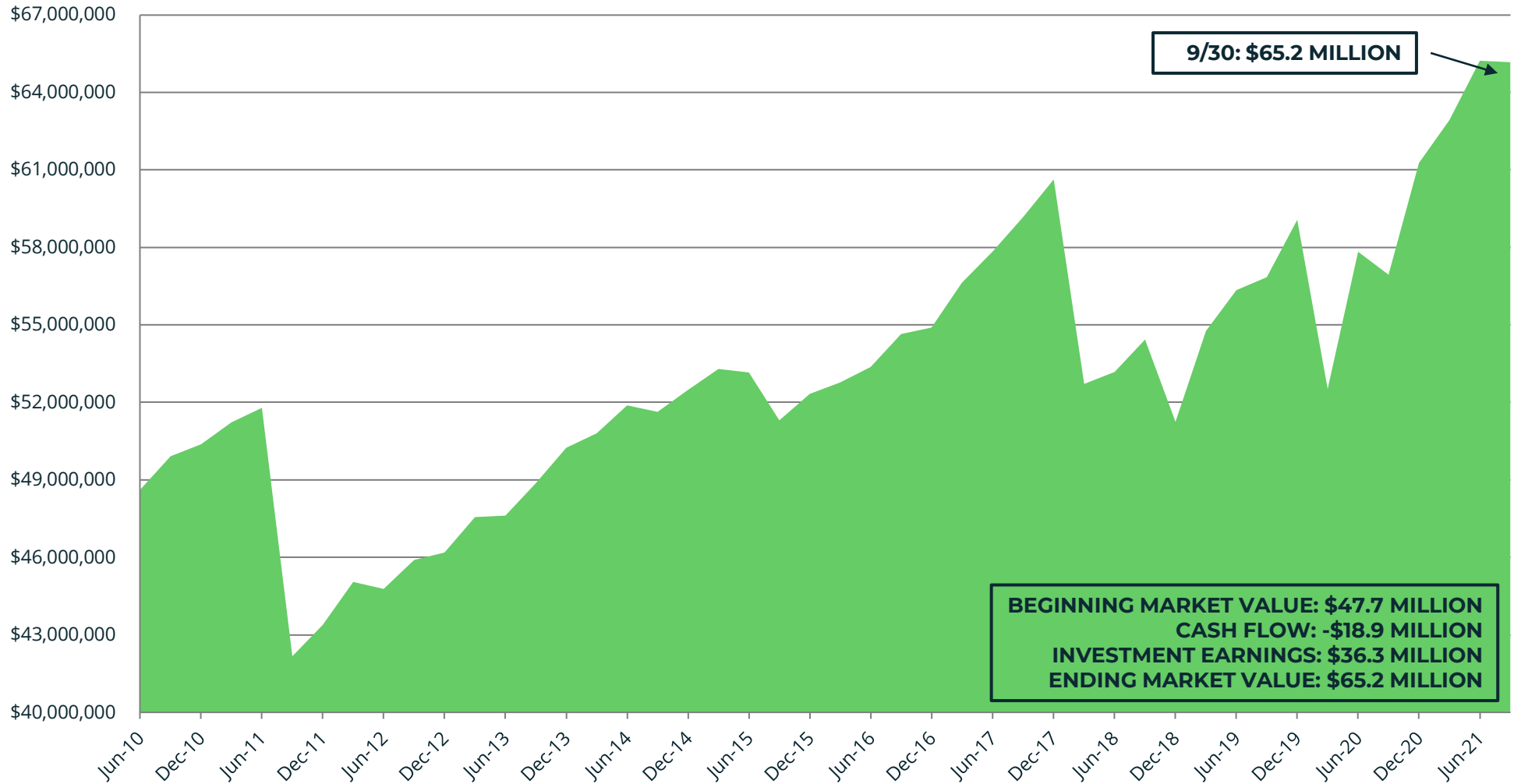
	Q4-2020	Q1-2021	Q2-2021	Q3-2021	One Year
Total University Assets					
Beginning Market Value	\$81,155,893	\$66,471,553	\$73,087,043	\$75,443,318	\$81,155,893
Contributions	\$4,260	\$18,009,372	\$54,212	-	\$18,067,843
Distributions	-\$19,004,737	-\$13,063,584	-	-	-\$32,068,321
Net Cash Flows	-\$19,000,477	\$4,945,788	\$54,212	-	-\$14,000,477
Net Investment Change	\$4,316,137	\$1,669,702	\$2,302,063	-\$56,688	\$8,231,214
Ending Market Value	\$66,471,553	\$73,087,043	\$75,443,318	\$75,386,630	\$75,386,630
Change \$	-\$14,684,340	\$6,615,490	\$2,356,275	-\$56,688	-\$5,769,263

LONG-TERM POOL

	Q4-2020	Q1-2021	Q2-2021	Q3-2021	One Year
Total Long Term/ Reserves Pool					
Beginning Market Value	\$56,950,176	\$61,263,903	\$62,931,975	\$65,233,293	\$56,950,176
Contributions	\$4,257	\$9,163	-	-	\$13,420
Distributions	-\$4,257	-\$9,163	-	-	-\$13,420
Net Cash Flows	-	-	-	-	-
Net Investment Change	\$4,313,727	\$1,668,072	\$2,301,319	-\$57,336	\$8,225,782
Ending Market Value	\$61,263,903	\$62,931,975	\$65,233,293	\$65,175,957	\$65,175,957
Change \$	\$4,313,727	\$1,668,072	\$2,301,319	-\$57,336	\$8,225,782

ATTRIBUTION OF MARKET VALUE CHANGE: LONG-TERM POOL

LONG-TERM POOL MARKET VALUE CHANGE (07/01/2010 - 9/30/2021)



PORTFOLIO RECOMMENDATIONS (ACTION)

YOUNGSTOWN STATE UNIVERSITY

AS OF JULY 30, 2021

	TICKER	MARKET VALUE (CURRENT)	% OF PORTFOLIO	CHANGES	MARKET VALUE (POST CHANGES)	% OF PORTFOLIO	POLICY TARGET	POLICY RANGE	TACTICAL +/-
Total Operating & Short Term		\$32,211,221	100.0%	\$0	\$32,211,221	100.0%	100.0%		
Operating Assets		\$32,186,037	99.9%		\$32,186,037	99.9%		60-100%	
JPMorgan 100% U.S. Treas. MM Instl	JTSXX	\$32,094,885	99.6%		\$32,094,885	99.6%			
Star Plus*	-	\$0	0.0%		\$0	0.0%			
Star Ohio*	-	\$91,152	0.3%		\$91,152	0.3%			
Short-Term Assets		\$25,183	0.1%		\$25,183	0.1%		0-40%	
Vanguard Short-Term Federal Adm	VSGDX	\$25,183	0.1%		\$25,183	0.1%			
Total Long Term Reserves Pool		\$67,035,603	100.0%	\$0	\$67,035,603	100.0%	100.0%		
Domestic Equity		\$22,044,061	32.9%		\$21,469,061	32.0%	27.0%	20-35%	5.0%
Large Cap		\$14,599,598	21.8%		\$14,024,598	20.9%			
Vanguard Instl Index	VINIX	\$14,599,598	21.8%	-\$575,000	\$14,024,598	20.9%			
Small/Mid Cap		\$7,444,463	11.1%		\$7,444,463	11.1%			
Vanguard Mid Cap Index Adm	VIMAX	\$3,725,942	5.6%		\$3,725,942	5.6%			
Loomis Sayles Small Growth N2	LSSNX	\$1,832,864	2.7%		\$1,832,864	2.7%			
Victory Integrity Small Cap Value Y	VSVIX	\$1,885,657	2.8%		\$1,885,657	2.8%			
International Equity		\$6,151,390	9.2%		\$6,151,390	9.2%	8.0%	0-15%	1.2%
William Blair International Growth I	BIGIX	\$3,108,087	4.6%		\$3,108,087	4.6%			
Dodge & Cox International Stock	DODFX	\$3,043,303	4.5%		\$3,043,303	4.5%			
Total Equity		\$28,195,451	42.1%		\$27,620,451	41.2%	35.0%	25-45%	6.2%
Alternatives		\$7,126,484	10.6%		\$7,076,484	10.6%	15.0%	0-20%	-4.4%
JPMorgan Strategic Income Opps Fd	JSOSX	\$1,595,110	2.4%	-\$550,000	\$1,045,110	1.6%			
Wells Fargo Adv Absolute Return I	WABIX	\$1,533,639	2.3%	-\$500,000	\$1,033,639	1.5%			
Weatherlow Fund*	-	\$3,997,735	6.0%	\$1,000,000	\$4,997,735	7.5%			
Fixed Income		\$31,695,076	47.3%		\$32,320,076	48.2%	50.0%	35-75%	-1.8%
Short Term Fixed Income		\$18,411,440	27.5%		\$18,811,440	28.1%	30.0%	25-45%	-1.9%
YSU Short Term Bond	-	\$12,194,616	18.2%		\$12,194,616	18.2%			
Lord Abbett Short Duration	LLDYX	\$4,268,940	6.4%	\$400,000	\$4,668,940	7.0%			
DFA Five-Year Global	DFGBX	\$1,947,884	2.9%		\$1,947,884	2.9%			
Intermediate Fixed Income		\$13,283,635	19.8%		\$13,508,635	20.2%	20.0%	10-30%	0.2%
JPMorgan Core Bond Fund R6**	JCBUX	\$5,641,648	8.4%		\$5,641,648	8.4%			
YSU Intermediate Term Fixed	-	\$4,564,917	6.8%		\$4,564,917	6.8%			
Prudential High Yield Bond R6	PHYQX	\$3,077,070	4.6%	\$225,000	\$3,302,070	4.9%			
Cash & Cash Equivalents		\$18,592	0.0%		\$18,592	0.0%	0.0%	0-5%	0.0%
Equity Account Cash	-	\$18,592	0.0%		\$18,592	0.0%			
Total University Assets		\$99,246,823			\$99,246,823				

*As of 9/30/2021; **As of 10/31/2021

SUMMARY OF RECOMMENDATIONS

- Trim large cap U.S. equities (top performer), reallocate to fixed income
- Trim liquid alternative managers, reallocate to the Weatherlow Fund – diversified fund-of-funds manager



APPENDIX



**ENDOWMENT ASSETS:
PERFORMANCE & ASSET ALLOCATION
REVIEW**

ENDOWMENT HOLDINGS

YSU ENDOWMENT (HUNTINGTON)

- Equity Mutual Funds – 13% (3-5 Mutual Funds & ETFs)
- Stocks – 60% (40-60 U.S. Large/Mid-Cap Stocks)
- Alternatives – 5% (Commodity and Real Estate Mutual Funds & ETFs)
- Fixed Income Mutual Funds – 3% (Federated Total High Yield, Invesco Preferred Portfolio)
- Bonds – 16% (10-15 Individual Bonds: U.S. Corporate / Gov't / Asset Backed Debt)
- Cash – 1%

ENDOWMENT ASSETS: PERFORMANCE & ASSET ALLOCATION (AS OF 9/30/2021)

ENDOWMENT ASSETS	MARKET VALUE (\$MM)	ASSET ALLOCATION	COMPOSITION	QTD	YTD	1 YR	2 YR	3 YR	5 YR	7 YR	2020	2019	2018	SINCE INCEPTION ³
YSU Endowment Fund	\$14.538	73% Equity / 5% Alts / 22% Fixed Income & Cash	Stocks, Bonds, Mutual Funds	-0.1%	10.8%	21.1%	16.7%	13.4%	12.2%	10.1%	16.3%	23.8%	-4.8%	10.3%
			Benchmark ¹	0.4%	8.7%	16.9%	14.7%	12.1%	11.4%	9.9%	14.7%	22.2%	-2.3%	10.5%

COMPLIANCE

- Asset Allocation Guidelines: 70% Equities (60-80%) / 30% Cash & Fixed Income (20-40%)
 - YSU Endowment (**In Compliance at Quarter End**)

Strong tactical overweight to equities (overweight 10-25%) is the primary contributor to relative performance, while stock selection has provided mixed results.

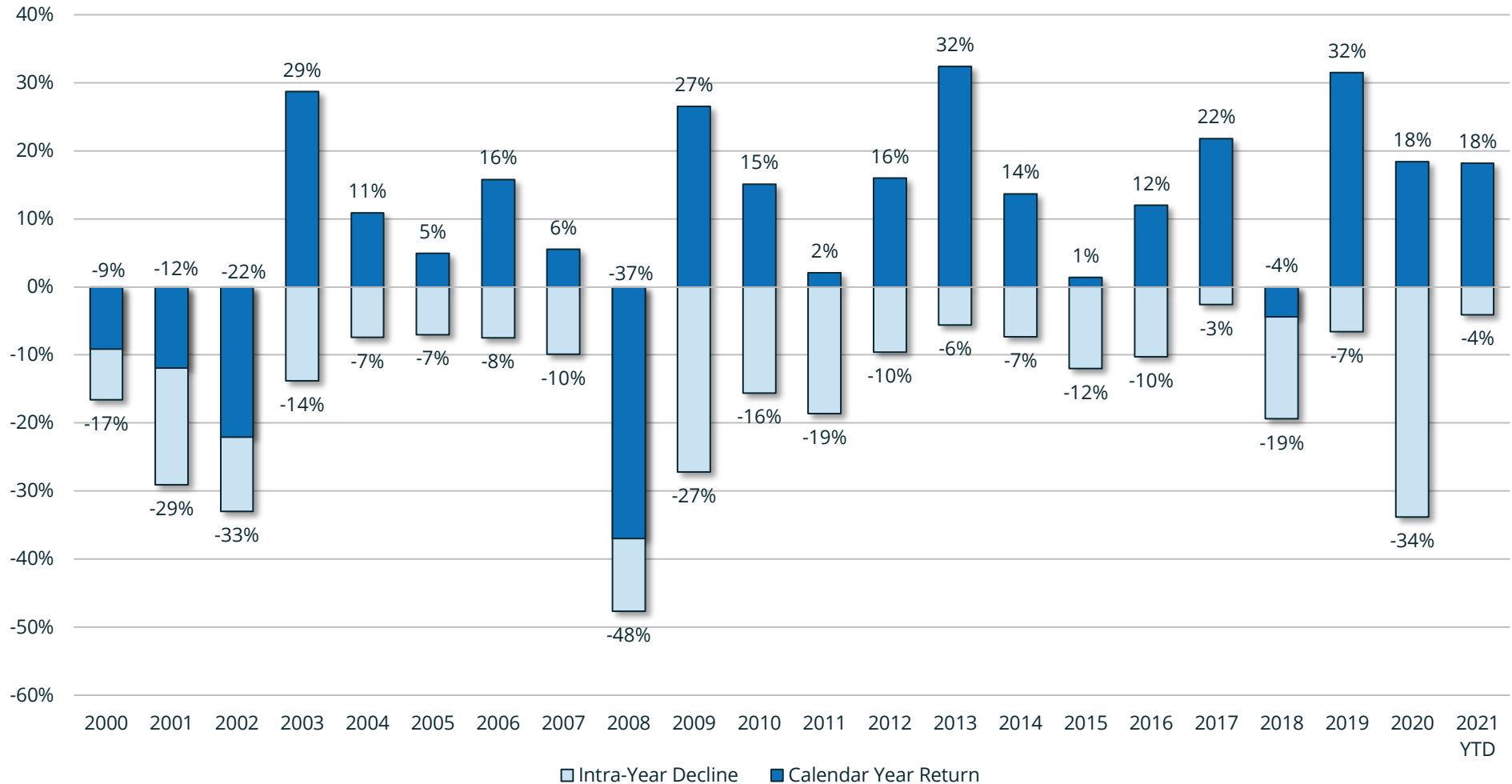
1) Benchmark: 60% S&P 500 / 40% BBgBarc US Aggregate.
2) Inception date: 06/2013,



SUPPORTING INFORMATION

CALENDAR YEAR RETURNS & INTRA-YEAR DECLINES

S&P 500 INTRA-YEAR LOSSES ARE COMMON



Source: Clearstead, Bloomberg LP, as of 9/20/2021.
Past performance is not an indicator future results.



U.S. ECONOMIC PROJECTIONS

FEDERAL RESERVE BOARD MEMBERS & BANK PRESIDENTS

		2021	2022	2023	2024	LONGER RUN*
GDP	September 2021	5.9%	3.8%	2.5%	2.0%	1.8%
	June 2021	7.0%	3.3%	2.4%		1.8%
	March 2020	6.5%	3.3%	2.2%		1.8%
Unemployment Rate	September 2021	4.8%	3.8%	3.5%	3.5%	4.0%
	June 2021	4.5%	3.8%	3.5%		4.0%
	March 2020	4.5%	3.9%	3.5%		4.0%
Core PCE Inflation	September 2021	3.7%	2.3%	2.2%	2.1%	
	June 2021	3.0%	2.1%	2.1%		
	March 2020	2.2%	2.0%	2.1%		
Federal Funds Rate	September 2021	0.1%	0.3%	1.0%	1.8%	2.5%
	June 2021	0.1%	0.1%	0.6%		2.5%
	March 2020	0.1%	0.1%	0.1%		2.5%
# of implied 25 bps rate changes year	September 2021	0	1	3	3	
	June 2021	0	0	2		
	March 2020	0	0	0		

*Longer-run projections: The rates to which a policymaker expects the economy to converge over time – maybe in five or six years – in the absence of further shocks and under appropriate monetary policy.

Source: Federal Reserve.
Data as of 9/22/2021. Past performance is not a guarantee of future results.

GLOBAL ECONOMY: PMI LOWER OFF SUMMER PEAK

		Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	12M Trend
Global	Mfg	53.0	53.8	53.8	53.6	53.9	54.9	55.8	56.0	55.5	55.4	54.1	54.1	
	Serv	52.9	52.2	52.2	51.6	52.8	54.7	57.0	59.4	59.4	56.3	52.9	53.4	
US	Mfg	53.4	56.7	57.1	59.2	58.6	59.1	60.5	62.1	62.1	63.4	61.1	60.7	
	Serv	56.9	58.4	55.3	58.3	59.8	60.4	64.7	70.4	64.6	59.9	55.1	54.4	
Eurozone	Mfg	54.8	53.8	55.2	54.8	57.9	62.5	62.9	63.1	63.4	62.8	61.4	58.6	
	Serv	46.9	41.7	47.3	45.4	45.7	49.6	50.5	55.2	58.3	59.8	59.0	56.3	
UK	Mfg	53.7	55.6	57.5	54.1	55.1	58.9	60.9	65.6	63.9	60.4	60.3	57.1	
	Serv	51.4	47.6	49.9	39.5	49.5	56.3	61.0	62.9	62.4	59.6	55.0	54.6	
Japan	Mfg	48.7	49.0	50.0	49.8	51.4	52.7	53.6	53.0	52.4	53.0	52.7	51.5	
	Serv	47.7	47.8	47.7	46.1	46.3	48.3	49.5	46.5	48.0	47.4	42.9	47.4	
China	Mfg	53.6	54.9	53.0	51.5	50.9	50.6	51.9	52.0	51.3	50.3	49.2	50.0	
	Serv	56.8	57.8	56.3	52.0	51.5	54.3	56.3	55.1	50.3	54.9	46.7	46.7	
India	Mfg	58.9	56.3	56.4	57.7	57.5	55.4	55.5	50.8	48.1	55.3	52.3	53.7	
	Serv	54.1	53.7	52.3	52.8	55.3	54.6	54.0	46.4	41.2	45.4	56.7	56.7	
S. Korea	Mfg	51.2	52.9	52.9	53.2	55.3	55.3	54.6	53.7	53.9	53.0	51.2	52.4	

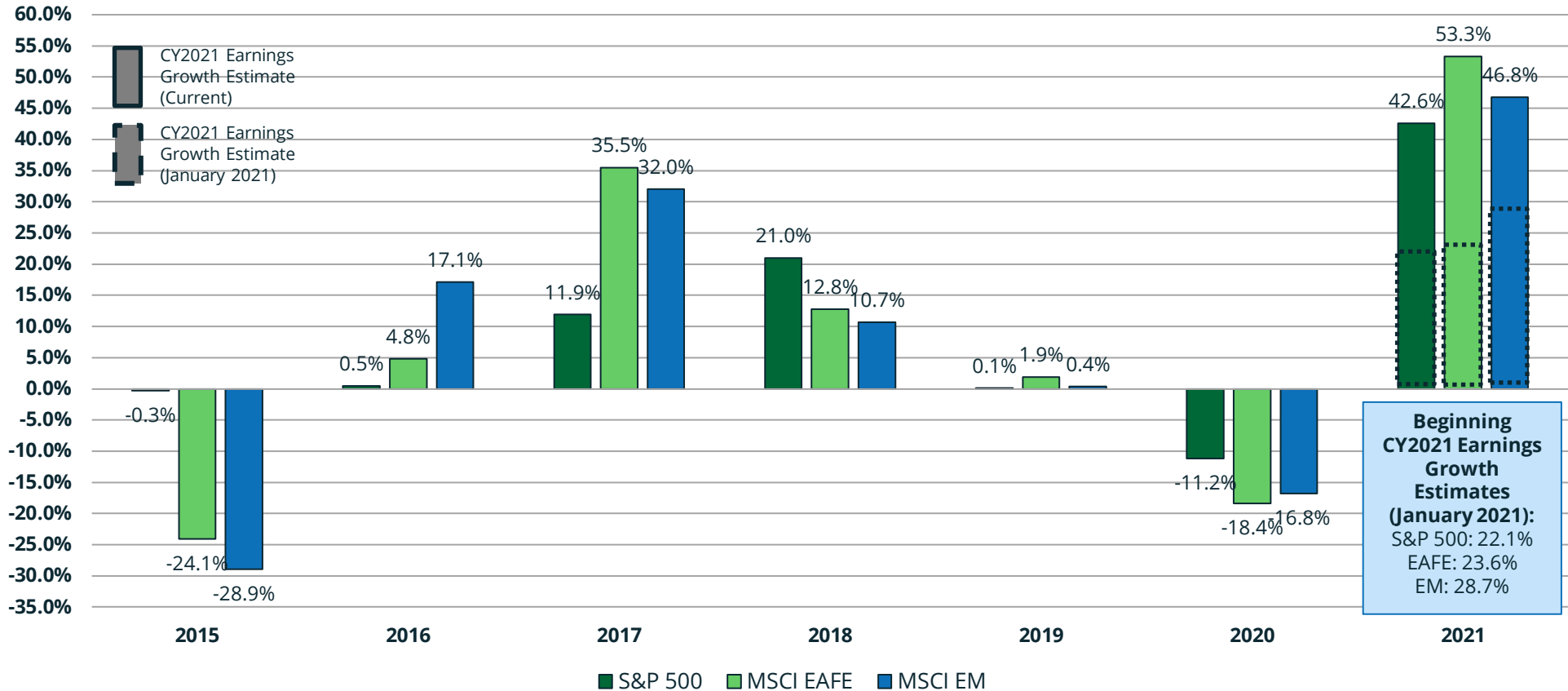
Global PMIs – both manufacturing and services sectors – have generally softened since their peak in May/June

- In most countries, manufacturing PMIs remain elevated above that of services reflecting robust demand for durable / manufactured goods and the lingering effects of COVID-19 on person-to-person services
- Overall PMI trends suggest a deceleration of global growth in Q4 2021

Source: Bloomberg, Markit/HIS.
Data as of 9/30/2021.

GLOBAL EARNINGS OUTLOOK

EARNINGS OUTLOOK BY YEAR



- Expectations remain for a robust rebound in earnings in CY2021 – largely predicated on continuing increase in vaccinations and a rebound in global economic activity
 - Earnings are expected to show strong growth (+27.6% YoY) in Q3 2021 compared to last year (Q3 2020), but are likely to be only up approximately 15% from 2019 earnings levels (U.S.)

Source: Bloomberg, FactSet, Goldman Sachs.
Data as of 9/30/2021.

EXECUTIVE SUMMARY

	Market Value 07/01/2021	Market Value 09/30/2021	% of Portfolio	3rd Quarter 2021 (%)	YTD (%)
Total University Assets	\$75,443,318	\$75,386,630	100.0	-0.1	5.3
<i>Total Policy Benchmark¹</i>				<i>0.1</i>	<i>2.9</i>
Total Operating & Short Term	\$10,210,025	\$10,210,672	13.5	0.0	0.0
<i>Total Operating & Short Term Benchmark²</i>				<i>0.0</i>	<i>0.0</i>
Total Long Term/ Reserves Pool	\$65,233,293	\$65,175,957	86.5	-0.1	6.4
<i>Total Long Term/ Reserves Fund Benchmark³</i>				<i>0.1</i>	<i>5.4</i>
Total Domestic Equity	\$21,168,827	\$20,319,021	27.0	-0.1	15.6
<i>Russell 3000 Index</i>				<i>-0.1</i>	<i>15.0</i>
Total International Equity	\$5,947,445	\$5,828,493	7.7	-2.0	8.1
<i>MSCI EAFE (Net)</i>				<i>-0.4</i>	<i>8.3</i>
Total Alternatives	\$7,348,970	\$7,141,493	9.5	0.1	6.9
<i>Total Alternatives Benchmark</i>				<i>0.8</i>	<i>5.8</i>
Total Fixed Income	\$30,766,915	\$31,868,506	42.3	0.2	0.4
<i>Total Fixed Income Benchmark⁴</i>				<i>0.1</i>	<i>-0.2</i>
Total Cash & Cash Equivalents	\$1,136	\$18,444	0.0	0.0	0.0
<i>90 Day U.S. Treasury Bill</i>				<i>0.0</i>	<i>0.0</i>

1) Total Policy Benchmark: 45% ICE BofA 91 Days T-Bills / 17% ICE BofA 1-3 Yr US Corp & Govt / 11% BBgBarc US Govt/Credit Int / 8% Total Alternatives Benchmark / 15% Russell 3000 / 4% MSCI EAFE.

2) Total Operating & Short-Term Benchmark: 95% ICE BofA 91 Days T-Bills / 5% BBgBarc US Govt 1-3 Yr.

3) Total Long-Term / Reserves Fund Benchmark: 27% Russell 3000 / 8% MSCI EAFE / 15% Total Alternatives Benchmark / 30% ICE BofA 1-3 Yr US Corp & Govt / 20% BBgBarc US Govt/Credit Int,

4) Total Alternatives Benchmark: 100% HFRI Fund of Funds Composite.

5) Total Fixed Income Benchmark: 64% ICE BofA 1-3 Yr US Corp & Govt / 36% BBgBarc US Govt/Credit Int.

ASSET ALLOCATION GUIDELINES COMPLIANCE

Total Plan Asset Allocation Policy	Range	Current
Operating & Short-Term Pool	25% - 50%	13%
Long Term/ Reserves Pool	50% - 75%	87%

Operating & Short-Term Pool		Range	Current
Operating Assets		60% - 100%	100%
Short-Term Assets		0% - 40%	0%

Long Term/ Reserves Pool	Target	Range	Current
Domestic Equity	27%	20% - 35%	33%
International Equity	8%	0% - 15%	9%
Total Equity	35%	25% - 45%	42%
Alternatives	15%	0%-20%	11%
Short-Term Fixed Income	30%	25% - 45%	26%
Intermediate Fixed Income	20%	10% - 30%	20%
Cash & Cash Equivalents	0%	0% - 5%	0%

■ In Line
 ■ Within Tolerance
 ■ Review

SCHEDULE OF ASSETS

	Ticker	Account Type	Begin Market Value \$	Market Value 09/30/2021	% of Portfolio
Total University Assets			\$75,443,318	\$75,386,630	100.0
Total Operating & Short Term			\$10,210,025	\$10,210,672	13.5
JPMorgan 100% U.S. Tr Sec MM Inst	JTSXX	Cash	\$10,093,689	\$10,094,323	13.4
Vanguard Short-Term Federal Adm	VSGDX	US Fixed Income Short Term	\$25,184	\$25,186	0.0
STAR Ohio		Cash	\$91,152	\$91,163	0.1
Total Long Term/ Reserves Pool			\$65,233,293	\$65,175,957	86.5
Total Domestic Equity			\$21,168,827	\$20,319,021	27.0
Vanguard Institutional Index	VINIX	US Stock Large Cap Core	\$13,887,907	\$13,482,450	17.9
Vanguard Mid Cap Index Adm	VIMAX	US Stock Mid Cap Core	\$3,448,894	\$3,449,057	4.6
Loomis Sayles Sm Growth N	LSSNX	US Stock Small Cap Growth	\$1,707,702	\$1,666,281	2.2
Victory Integrity Small Value Y	VSVIX	US Stock Small Cap Value	\$2,124,324	\$1,721,232	2.3
Total International Equity			\$5,947,445	\$5,828,493	7.7
William Blair International Growth I	BIGIX	International	\$2,973,915	\$2,953,858	3.9
Dodge & Cox Internat'l Stock	DODFX	International	\$2,973,531	\$2,874,635	3.8
Total Alternatives			\$7,348,970	\$7,141,493	9.5
JPMorgan Strategic Income Opps Sel	JSOSX	Absolute Return	\$1,591,848	\$1,595,931	2.1
Wells Fargo Adv Absolute Return Instl	WABIX	All Assets	\$1,580,457	\$1,547,826	2.1
Weatherlow Fund Offshore Fund I Ltd		Hedge Fund	\$2,600,000	\$3,997,735	5.3
Diamond Hill Long-Short Y	DIAYX	Long/Short	\$1,576,664	-	0.0
Total Fixed Income			\$30,766,915	\$31,868,506	42.3
JPMorgan Core Bond	WOBDX	US Fixed Income Core	\$5,648,042	\$5,651,052	7.5
YSU Intermediate Term Bond		US Fixed Income Core	\$4,616,457	\$4,616,206	6.1
PGIM High Yield R6	PHYQX	US Fixed Income High Yield	\$3,044,884	\$3,085,711	4.1
YSU Short Term Bond		US Fixed Income Short Term	\$11,746,414	\$12,278,748	16.3
Lord Abbett Short Duration Income I	LLDYX	US Fixed Income Short Term	\$3,741,569	\$4,270,851	5.7
DFA Five-Yr Global Fxd-Inc I	DFGBX	Global Fixed Income	\$1,969,550	\$1,965,939	2.6
Total Cash & Cash Equivalents			\$1,136	\$18,444	0.0
PNC Govt MMkt	PKIXX	Cash	\$1,136	\$18,444	0.0

PERFORMANCE SUMMARY

	QTD (%)	YTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2020 (%)	2019 (%)	2018 (%)	Inception (%)	Inception Date
Total University Assets	-0.1	5.3	11.8	9.0	7.3	6.5	5.2	5.0	9.5	11.5	-1.5	4.4	Apr- 04
<i>Total Policy Benchmark¹</i>	<i>0.1</i>	<i>2.9</i>	<i>6.6</i>	<i>5.5</i>	<i>4.9</i>	<i>4.5</i>	<i>3.7</i>	<i>3.5</i>	<i>5.9</i>	<i>8.7</i>	<i>-0.4</i>	<i>3.4</i>	
Total Operating & Short Term	0.0	0.0	0.0	0.8	1.4	1.2	0.9	0.6	1.1	2.4	1.7	0.6	Jul- 10
<i>Total Operating & Short Term Benchmark²</i>	<i>0.0</i>	<i>0.0</i>	<i>0.1</i>	<i>0.6</i>	<i>1.3</i>	<i>1.2</i>	<i>0.9</i>	<i>0.6</i>	<i>0.8</i>	<i>2.3</i>	<i>1.9</i>	<i>0.6</i>	
Total Long Term/ Reserves Pool	-0.1	6.4	14.5	9.7	7.9	7.4	6.1	6.3	8.8	15.3	-3.4	5.9	Jul- 10
<i>Total Long Term/ Reserves Fund Benchmark³</i>	<i>0.1</i>	<i>5.4</i>	<i>12.3</i>	<i>9.6</i>	<i>7.9</i>	<i>7.2</i>	<i>6.0</i>	<i>6.0</i>	<i>10.0</i>	<i>14.2</i>	<i>-2.4</i>	<i>5.5</i>	
Total Domestic Equity	-0.1	15.6	34.2	22.0	15.1	16.3	13.6	16.3	18.5	30.4	-5.7	15.5	Jul- 10
<i>Russell 3000 Index</i>	<i>-0.1</i>	<i>15.0</i>	<i>31.9</i>	<i>23.1</i>	<i>16.0</i>	<i>16.9</i>	<i>13.9</i>	<i>16.6</i>	<i>20.9</i>	<i>31.0</i>	<i>-5.2</i>	<i>15.8</i>	
Total International Equity	-2.0	8.1	29.6	18.2	11.0	10.6	6.5	9.2	16.7	26.7	-17.8	6.7	Oct- 10
<i>MSCI EAFE (Net)</i>	<i>-0.4</i>	<i>8.3</i>	<i>25.7</i>	<i>12.4</i>	<i>7.6</i>	<i>8.8</i>	<i>5.8</i>	<i>8.1</i>	<i>7.8</i>	<i>22.0</i>	<i>-13.8</i>	<i>6.4</i>	
Total Alternatives	0.1	6.9	13.9	2.9	3.5	3.6	-	-	-3.7	14.3	-6.0	2.4	Mar- 15
<i>Total Alternatives Benchmark⁴</i>	<i>0.8</i>	<i>5.8</i>	<i>14.4</i>	<i>7.0</i>	<i>5.7</i>	<i>5.1</i>	<i>-</i>	<i>-</i>	<i>5.4</i>	<i>11.7</i>	<i>-4.3</i>	<i>3.7</i>	
Total Fixed Income	0.2	0.4	1.6	3.1	4.3	2.8	2.6	2.4	5.2	6.6	0.9	2.5	Jul- 10
<i>Total Fixed Income Benchmark⁵</i>	<i>0.1</i>	<i>-0.2</i>	<i>0.1</i>	<i>2.3</i>	<i>3.5</i>	<i>2.2</i>	<i>2.1</i>	<i>1.9</i>	<i>4.5</i>	<i>5.0</i>	<i>1.4</i>	<i>2.0</i>	
Total Cash & Cash Equivalents	0.0	0.0	0.0	0.4	0.7	-	-	-	0.4	1.5	-	0.7	Apr- 18
<i>90 Day U.S. Treasury Bill</i>	<i>0.0</i>	<i>0.0</i>	<i>0.1</i>	<i>0.6</i>	<i>1.2</i>	<i>1.2</i>	<i>0.9</i>	<i>0.6</i>	<i>0.7</i>	<i>2.3</i>	<i>1.9</i>	<i>1.3</i>	

1) Total Policy Benchmark: 45% ICE BofA 91 Days T-Bills / 17% ICE BofA 1-3 Yr US Corp & Govt / 11% BBgBarc US Govt/Credit Int / 8% Total Alternatives Benchmark / 15% Russell 3000 / 4% MSCI EAFE.

2) Total Operating & Short-Term Benchmark: 95% ICE BofA 91 Days T-Bills / 5% BBgBarc US Govt 1-3 Yr.

3) Total Long-Term / Reserves Fund Benchmark: 27% Russell 3000 / 8% MSCI EAFE / 15% Total Alternatives Benchmark / 30% ICE BofA 1-3 Yr US Corp & Govt / 20% BBgBarc US Govt/Credit Int.

4) Total Alternatives Benchmark: 100% HFRI Fund of Funds Composite.

5) Total Fixed Income Benchmark: 64% ICE BofA 1-3 Yr US Corp & Govt / 36% BBgBarc US Govt/Credit Int.

PERFORMANCE REPORT CARD

	% of Portfolio	QTD (%)	YTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2020 (%)	2019 (%)	2018 (%)	Inception (%)	Inception Date
Total University Assets	100.0	-0.1	5.3	11.8	9.0	7.3	6.5	5.2	5.0	9.5	11.5	-1.5	4.4	Apr-04
<i>Total Policy Benchmark</i>		0.1	2.9	6.6	5.5	4.9	4.5	3.7	3.5	5.9	8.7	-0.4	3.4	
Total Operating & Short Term	13.5	0.0	0.0	0.0	0.8	1.4	1.2	0.9	0.6	1.1	2.4	1.7	0.6	Jul-10
<i>Total Operating & Short Term Benchmark</i>		0.0	0.0	0.1	0.6	1.3	1.2	0.9	0.6	0.8	2.3	1.9	0.6	
JPMorgan 100% U.S. Tr Sec MM Inst	13.4	0.0	0.0	0.0	0.4	1.0	1.0	0.7	0.5	0.3	2.0	1.7	0.5	Oct-11
<i>90 Day U.S. Treasury Bill</i>		0.0	0.0	0.1	0.6	1.2	1.2	0.9	0.6	0.7	2.3	1.9	0.6	
Vanguard Short-Term Federal Adm	0.0	0.0	0.1	0.6	2.5	3.4	2.0	1.9	1.6	4.5	4.2	1.4	1.6	Oct-10
<i>Blmbg. 1-5 Year Government</i>		0.0	-0.4	-0.4	2.1	3.3	1.8	1.8	1.5	4.3	4.2	1.5	1.5	
STAR Ohio	0.1	0.0	0.1	0.1	0.6	1.2	-	-	-	0.7	2.3	-	1.3	Jul-18
<i>90 Day U.S. Treasury Bill</i>		0.0	0.0	0.1	0.6	1.2	1.2	0.9	0.6	0.7	2.3	1.9	1.2	
Total Long Term/ Reserves Pool	86.5	-0.1	6.4	14.5	9.7	7.9	7.4	6.1	6.3	8.8	15.3	-3.4	5.9	Jul-10
<i>Total Long Term/ Reserves Fund Benchmark</i>		0.1	5.4	12.3	9.6	7.9	7.2	6.0	6.0	10.0	14.2	-2.4	5.5	
Total Domestic Equity	27.0	-0.1	15.6	34.2	22.0	15.1	16.3	13.6	16.3	18.5	30.4	-5.7	15.5	Jul-10
<i>Russell 3000 Index</i>		-0.1	15.0	31.9	23.1	16.0	16.9	13.9	16.6	20.9	31.0	-5.2	15.8	
Vanguard Institutional Index	17.9	0.6	15.9	30.0	22.3	16.0	16.9	14.0	16.6	18.4	31.5	-4.4	15.8	Jul-10
<i>S&P 500 Index</i>		0.6	15.9	30.0	22.4	16.0	16.9	14.0	16.6	18.4	31.5	-4.4	15.9	
Vanguard Mid Cap Index Adm	4.6	0.0	15.3	36.1	20.7	14.7	14.6	12.4	15.6	18.2	31.0	-9.2	14.0	Oct-10
<i>Vanguard Mid Cap Index Benchmark</i>		0.0	15.3	36.1	20.7	14.8	14.6	12.4	15.6	18.2	31.1	-9.2	14.0	
Loomis Sayles Sm Growth N	2.2	-2.4	4.6	30.7	24.2	12.9	18.4	14.9	16.4	34.3	26.7	0.6	20.9	Sep-19
<i>Russell 2000 Growth Index</i>		-5.7	2.8	33.3	24.2	11.7	15.3	13.2	15.7	34.6	28.5	-9.3	22.6	
Victory Integrity Small Value Y	2.3	-2.5	24.5	74.0	16.7	7.3	10.1	8.7	13.0	1.2	23.1	-18.6	11.3	Oct-10
<i>Russell 2000 Value Index</i>		-3.0	22.9	63.9	18.1	8.6	11.0	10.2	13.2	4.6	22.4	-12.9	11.3	
Total International Equity	7.7	-2.0	8.1	29.6	18.2	11.0	10.6	6.5	9.2	16.7	26.7	-17.8	6.7	Oct-10
<i>MSCI EAFE (Net)</i>		-0.4	8.3	25.7	12.4	7.6	8.8	5.8	8.1	7.8	22.0	-13.8	6.4	
<i>MSCI AC World ex USA (Net)</i>		-3.0	5.9	23.9	13.0	8.0	8.9	5.7	7.5	10.7	21.5	-14.2	5.7	
William Blair International Growth I	3.9	-0.7	7.7	25.3	25.5	15.8	13.6	9.6	11.2	32.0	30.7	-17.7	10.7	Jul-12
<i>MSCI AC World ex USA (Net)</i>		-3.0	5.9	23.9	13.0	8.0	8.9	5.7	7.5	10.7	21.5	-14.2	7.4	
Dodge & Cox Internat'l Stock	3.8	-3.3	8.4	35.2	10.7	6.0	7.4	3.4	7.8	2.1	22.8	-18.0	5.7	Oct-10
<i>MSCI EAFE (Net)</i>		-0.4	8.3	25.7	12.4	7.6	8.8	5.8	8.1	7.8	22.0	-13.8	6.4	
Total Alternatives	9.5	0.1	6.9	13.9	2.9	3.5	3.6	-	-	-3.7	14.3	-6.0	2.4	Mar-15
<i>Total Alternatives Benchmark</i>		0.8	5.8	14.4	7.0	5.7	5.1	-	-	5.4	11.7	-4.3	3.7	

PERFORMANCE REPORT CARD

	% of Portfolio	QTD (%)	YTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2020 (%)	2019 (%)	2018 (%)	Inception (%)	Inception Date
JPMorgan Strategic Income Opps Sel	2.1	0.3	0.8	1.5	1.5	1.6	2.3	2.4	3.1	1.6	4.0	0.8	1.6	Oct-18
<i>Blmbg. U.S. Universal Index</i>		0.1	-1.1	0.2	3.4	5.6	3.3	3.6	3.5	7.6	9.3	-0.3	5.6	
Wells Fargo Adv Absolute Return Instl	2.1	-2.1	3.1	8.4	2.7	2.1	3.2	2.1	3.9	-2.9	11.2	-5.6	1.7	Mar-15
<i>HFRI Fund of Funds Composite Index</i>		0.8	5.8	14.4	10.0	6.5	5.8	4.2	4.5	10.9	8.4	-4.0	4.0	
Weatherlow Fund Offshore Fund I Ltd	5.3	0.0	7.5	20.9	18.3	11.9	9.4	7.1	7.5	24.7	13.6	-3.1	0.0	Jul-21
<i>HFRI Fund of Funds Composite Index</i>		0.8	5.8	14.4	10.0	6.5	5.8	4.2	4.5	10.9	8.4	-4.0	0.8	
Diamond Hill Long-Short Y	0.0	1.2	14.8	30.6	9.4	8.1	8.0	6.7	9.3	-0.2	23.2	-6.9	6.7	Apr-15
<i>HFRX Equity Hedge Index</i>		1.3	9.2	17.7	8.3	5.0	4.9	3.1	3.7	4.6	10.7	-9.4	2.9	
Total Fixed Income	42.3	0.2	0.4	1.6	3.1	4.3	2.8	2.6	2.4	5.2	6.6	0.9	2.5	Jul-10
<i>Total Fixed Income Benchmark</i>		0.1	-0.2	0.1	2.3	3.5	2.2	2.1	1.9	4.5	5.0	1.4	2.0	
JPMorgan Core Bond	7.5	0.0	-1.0	0.1	3.3	5.6	3.2	3.4	3.1	8.1	8.3	0.2	3.7	Sep-17
<i>Blmbg. U.S. Aggregate Index</i>		0.1	-1.6	-0.9	3.0	5.4	2.9	3.3	3.0	7.5	8.7	0.0	3.5	
YSU Intermediate Term Bond	6.1	0.0	-0.7	-0.1	3.6	5.1	2.9	2.8	2.8	7.5	7.2	0.8	3.7	Apr-04
<i>Blmbg. Intermed. U.S. Government/Credit</i>		0.0	-0.9	-0.4	2.9	4.6	2.6	2.7	2.5	6.4	6.8	0.9	3.4	
PGIM High Yield R6	4.1	1.3	5.8	12.2	7.4	7.6	7.1	6.5	7.7	5.7	16.3	-1.2	7.1	Jan-17
<i>Blmbg. U.S. Corp: High Yield Index</i>		0.9	4.5	11.3	7.2	6.9	6.5	5.9	7.4	7.1	14.3	-2.1	6.5	
YSU Short Term Bond	16.3	0.1	0.1	0.4	2.2	3.1	2.1	1.8	1.6	3.7	4.3	1.6	2.5	Apr-04
<i>ICE BofA 1-3 Yr. Gov/Corp</i>		0.1	0.1	0.4	2.0	2.9	1.9	1.7	1.5	3.3	4.1	1.6	2.3	
Lord Abbett Short Duration Income I	5.7	0.1	1.2	2.9	2.6	3.5	2.8	2.7	3.1	3.2	5.6	1.4	3.3	Apr-18
<i>ICE BofA 1-3 Yr. Gov/Corp</i>		0.1	0.1	0.4	2.0	2.9	1.9	1.7	1.5	3.3	4.1	1.6	2.7	
DFA Five-Yr Global Fxd-Inc I	2.6	-0.2	0.0	0.2	0.8	2.3	1.5	1.9	1.9	1.5	4.0	1.7	2.0	Jul-13
<i>FTSE World Government Bond Index 1-5 (Hedged)</i>		0.0	-0.3	-0.1	1.5	2.8	1.9	1.9	1.8	3.2	3.9	2.1	1.8	
Total Cash & Cash Equivalents	0.0	0.0	0.0	0.0	0.4	0.7	-	-	-	0.4	1.5	-	0.7	Apr-18
<i>90 Day U.S. Treasury Bill</i>		0.0	0.0	0.1	0.6	1.2	1.2	0.9	0.6	0.7	2.3	1.9	1.3	
PNC Govt MMkt	0.0	0.0	0.0	0.0	0.4	-	-	-	-	0.4	2.0	-	-	Apr-18
<i>90 Day U.S. Treasury Bill</i>		0.0	0.0	0.1	0.6	1.2	1.2	0.9	0.6	0.7	2.3	1.9	1.3	

1) Total Policy Benchmark: 45% ICE BofA 91 Days T-Bills / 17% ICE BofA 1-3 Yr US Corp & Govt / 11% BBgBarc US Govt/Credit Int / 8% Total Alternatives Benchmark / 15% Russell 3000 / 4% MSCI EAFE.

2) Total Operating & Short-Term Benchmark: 95% ICE BofA 91 Days T-Bills / 5% BBgBarc US Govt 1-3 Yr.

3) Total Long-Term / Reserves Fund Benchmark: 27% Russell 3000 / 8% MSCI EAFE / 15% Total Alternatives Benchmark / 30% ICE BofA 1-3 Yr US Corp & Govt / 20% BBgBarc US Govt/Credit Int.

4) Total Alternatives Benchmark: 100% HFRI Fund of Funds Composite.

5) Total Fixed Income Benchmark: 64% ICE BofA 1-3 Yr US Corp & Govt / 36% BBgBarc US Govt/Credit Int.



DEFINITIONS & DISCLOSURES

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Information provided is general in nature, is provided for informational purposes only, and should not be construed as investment advice. Any views expressed are based upon the data available at the time the information was produced and are subject to change at any time based on market or other conditions. Clearstead disclaims any liability for any direct or incidental loss incurred by applying any of the information in this presentation. All investment decisions must be evaluated as to whether it is consistent with their investment objectives, risk tolerance, and financial situation.

Past performance is no guarantee of future results. Investing involves risk, including risk of loss. Diversification does not ensure a profit or guarantee against loss.

All indices are unmanaged and performance of the indices includes reinvestment of dividends and interest income, unless otherwise noted. An investment cannot be made in any index.

Although bonds generally present less short-term risk and volatility than stocks, bonds do contain interest rate risk (as interest rates rise, bond prices usually fall and vice versa) and the risk of default, or the risk that an issuer will be unable to make income or principal payments. Additionally, bonds and short-term investments entail greater inflation risk, or the risk that the return of an investment will not keep up with increases in the prices of goods and services, than stocks.

Lower-quality debt securities generally offer higher yields, but also involve greater risk of default or price changes due to potential changes in the credit quality of the issuer. Any fixed income security sold or redeemed prior to maturity may be subject to loss.

The municipal market is volatile and can be significantly affected by adverse tax, legislative, or political changes and by the financial condition of the issuers of municipal securities. Interest rate increases can cause the price of a debt security to decrease. A portion of the dividends you receive may be subject to federal, state, or local income tax or may be subject to the federal alternative minimum tax. Generally, tax-exempt municipal securities are not appropriate holdings for tax advantaged accounts such as IRAs and 401(k)s.

Stock markets, especially foreign markets, are volatile and can decline significantly in response to adverse issuer, political, regulatory, market, or economic developments. Foreign securities are subject to interest-rate, currency-exchange-rate, economic, and political risks, all of which are magnified in emerging markets. The securities of smaller, less well-known companies can be more volatile than those of larger companies. Growth stocks can perform differently from the market as a whole and other types of stocks and can be more volatile than other types of stocks. Value stocks can perform differently than other types of stocks and can continue to be undervalued by the market for long periods of time.

The commodities industry can be significantly affected by commodity prices, world events, import controls, worldwide competition, government regulations, and economic conditions.

Changes in real estate values or economic conditions can have a positive or negative effect on issuers in the real estate industry, which may affect your investment.

Index Definitions:

The **S&P 500 Index** is a broad-based market index, comprised of 500 large-cap companies, generally considered representative of the stock market as a whole. The **S&P 400 Index** is an unmanaged index considered representative of mid-sized U.S. companies. The **S&P 600 Index** is a market-value weighted index that consists of 600 small-cap U.S. stocks chosen for market size, liquidity and industry group representation.

The **Russell 1000 Value Index**, **Russell 1000 Index** and **Russell 1000 Growth Index** are indices that measure the performance of large-capitalization value stocks, large-capitalization growth stocks and large-capitalization growth stocks, respectively. The **Russell 2000 Value Index**, **Russell 2000 Index** and **Russell 2000 Growth Index** are indices that measure the performance of small-capitalization value stocks, small-capitalization growth stocks and small-capitalization growth stocks, respectively. The **Russell Midcap Value Index**, **Russell Midcap Index** and **Russell Midcap Growth Index** are indices that measure the performance of mid-capitalization value stocks, mid-capitalization growth stocks and mid-capitalization growth stocks, respectively. The **Russell 2500 Value Index**, **Russell 2500 Index** and **Russell 2500 Growth Index** measure the performance of small to mid-cap value stocks, small to mid-cap growth stocks and small to mid-cap growth stocks, respectively, commonly referred to as "smid" cap. The **Russell 3000 Value Index**, **Russell 3000 Index** and **Russell 3000 Growth Index** measure the performance of the 3,000 largest U.S. value stocks, 3,000 largest U.S. stocks and 3,000 largest U.S. growth stocks, respectively, based on total market capitalization.

The **Wilshire 5000 Index** represents the broadest index for the U.S. equity market, measuring the performance of all U.S. equity securities with readily available price data. The **Wilshire Micro Cap Index** is a market capitalization-weighted index comprised of all stocks in the Wilshire 5000 Index below the 2,501st rank.

The **MSCI EAFE (Europe, Australasia, Far East) Index** is designed to measure developed market equity performance, excluding the U.S. and Canada. The **MSCI Emerging Markets (EM) Index** is designed to measure global emerging market equity performance. The **MSCI World Index Ex-US Index** is designed to measure the equity market performance of developed markets and excludes the U.S. The **MSCI Europe Index** is an unmanaged index considered representative of developed European countries. The **MSCI Japan Index** is an unmanaged index considered representative of stocks of Japan. The **MSCI Pacific ex Japan Index** is an unmanaged index considered representative of stocks of Asia Pacific countries excluding Japan.

The **U.S. 10-Year Treasury Yield** is generally considered to be a barometer for long-term interest rates.

Merriell Lynch 91-day T-bill Index includes U.S. Treasury bills with a remaining maturity from 1 up to 3 months.

The **Barclays Capital (BC) U.S. Treasury Index** is designed to cover public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC Aggregate Bond Index** is an unmanaged, market value-weighted performance benchmark for investment-grade fixed-rate debt issues, including government, corporate, asset-backed, and mortgage-backed securities with maturities of at least one year. The **BC U.S. Credit Bond Index** is designed to cover publicly issued U.S. corporate and specified foreign debentures and secured notes that meet the specified maturity, liquidity, and quality requirements; bonds must be SEC-registered to qualify. The **BC U.S. Agency Index** is designed to cover publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government. The **BC CMBS Index** is designed to mirror commercial mortgage-backed securities of investment-grade quality (Ba3/BBB-/BBB- or above) using Moody's, S&P, and Fitch respectively, with maturity of at least one year. The **BC MBS Index** covers agency mortgage-backed pass-through securities (both fixed-rate and hybrid ARM) issued by Ginnie Mae (GNMA), Fannie Mae (FNMA), and Freddie Mac (FHLMC). The **BC U.S. Municipal Bond Index** covers the U.S. dollar-denominated, long-term tax-exempt bond market with four main sectors: state and local general obligation bonds, revenue bonds, insured bonds, and pre-refunded bonds. The **BC TIPS Index** is an unmanaged market index made up of U.S. Treasury Inflation Linked Index securities. The **BC U.S. Government Bond Index** is a market value-weighted index of U.S. Government fixed-rate debt issues with maturities of one year or more. The **BC ABS Index** is a market value-weighted index that covers fixed-rate asset-backed securities with average lives greater than or equal to one year and that are part of a public deal; the index covers the following collateral types: credit cards, autos, home equity loans, stranded-cost utility (rate-reduction) bonds, and manufactured housing. The **BC Global Aggregate Index** is composed of three sub-indices: the U.S. Aggregate Index, Pan-European Aggregate Index, and the Asian-Pacific Aggregate Index. In aggregate the index is created to be a broad-based measure of the performance of investment grade fixed rate debt on a global scale. The **BC U.S. Corporate Long AA Index** is an unmanaged index representing public obligations of U.S. corporate and specified foreign debentures and secured notes with a remaining maturity of 10 years or more. The **BC U.S. Corporate High-Yield Index** measures the market of USD-denominated, non-investment grade, fixed-rate, taxable corporate bonds. The **BC Intermediate Corporate Index** includes dollar-denominated debt from U.S. and non-U.S. industrial, utility, and financial institutions issuers with a duration of 1-10 years. The **BC U.S. Treasury Long Index** is an unmanaged index representing public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC U.S. Government 10 Year Treasury Index** measures the performance of U.S. Treasury securities that have a remaining maturity of less than 10 years. The **BC BAA Corporate Index** measures the performance of the taxable Baa rated fixed-rate U.S. dollar-denominated corporate bond market. The **BC Global Treasury ex US Index** includes government bonds issued by investment-grade countries outside the United States, in local currencies, that have a remaining maturity of one year or more and are rated investment grade or higher. The **BC Emerging Market Bond Index** is an unmanaged index that total returns for external-currency-denominated debt instruments of the emerging markets. The **BC U.S. Securitized Bond Index** is a composite of asset-backed securities, collateralized mortgage-backed securities (RMBS-eligible) and fixed rate mortgage-backed securities. The **BC Quality Distribution AAA, B, and CC-D Indices** measure the respective credit qualities of U.S. corporate and specified foreign debentures and secured notes. The **BC Universal Index** represents the union of the U.S. Aggregate Index, the U.S. High Yield Corporate Index, the 144A Non-investment grade Corporate Index, the Emerging Markets Index, and the non-ERISA portion of the CMBS Index. The **BC 1-3 Year Government Credit Index** is an unmanaged index considered representative of performance of short term U.S. corporate bonds and U.S. government bonds with maturities from one to three years. The **BC Long-term Government Index** is an unmanaged index reflecting performance of the long-term government bond market. The **BC Intermediate Aggregate Index** measures the performance of intermediate-term investment grade bonds. The **BC Intermediate 1-3 Year Government/Credit Index** measures the performance of U.S. Dollar denominated U.S. Treasuries, government-related and investment grade U.S. corporate securities that have a remaining maturity of greater than one year and less than ten years.

The **Bank of America ML U.S. High Yield Index** tracks the performance of below investment grade US Dollar Denominated corporate bonds publicly issued in the US market. Qualifying bonds have at least one year remaining term to maturity, are fixed coupon schedule and minimum outstanding of \$100 million.

The **HFR Funds of Funds Index (HFR FOF)** is an equal weighted index designed to measure the performance of hedge fund of fund managers. The more than 800 multi-strategy constituents are required to have at least \$50 million in assets under management and a trading track record spanning at least 12 months. The index includes both on and offshore funds and all returns are reported in USD.

The **NCREIF Property Index (NPI)** represents quarterly time series composite total rate of return measure of a very large pool of individual commercial real estate properties acquired in the private market. The index represents apartments, hotels, industrial properties, office buildings and retail properties which are at least 60% occupied and owned or controlled, at least in part by tax-exempt institutional investors or its designated agent. In addition these properties that are included must be investment grade, non-agricultural and income producing and all development projects are excluded. Constituents included in the NPI be valued at least quarterly, either internally or externally, using standard commercial real estate appraisal methodology. Each property must be independently appraised a minimum of once every three years.

The **FTSE NAREIT All REITs Index** is a market capitalization-weighted index that is designed to measure the performance of all tax-qualified Real Estate Investment Trusts (REITs) that are listed on the New York Stock Exchange, the American Stock Exchange, or the NASDAQ National Market List.

The **Dow Jones U.S. Select Real Estate Securities Index** is a float-adjusted market capitalization-weighted index of publicly traded real estate securities such as real estate investment trusts (REITs) and real estate operating companies (REOCs).

The **Cambridge PE Index** is a representation of returns for over 70% of the total dollars raised by U.S. leveraged buyout, subordinated debt and special situation managers from 1986 to December 2007. Returns are calculated based on the pooled time weighted return and are net of all fees. These pooled means represent the end to end rate of return calculated on the aggregate of all cash flows and market values reported by the general partners of the underlying constituents in the quarterly and annual reports.

The **University of Michigan Consumer Sentiment Index** is a consumer confidence index published monthly by the University of Michigan and Thomson Reuters. The index is normalized to have a value of 100 in December 1964.

VIX - The CBOE Volatility Index (VIX) is based on the prices of eight S&P 500 index put and call options.

Gold - represented by the dollar spot price of one troy ounce.

WTI Crude - West Texas Intermediate is a grade of crude oil used as a benchmark in oil pricing.

The **Affordability Index** measures of a population's ability to afford to purchase a particular item, such as a house, indexed to the population's income

The **Homeownership %** is computed by dividing the number of owner-occupied housing units by the number of occupied housing units or households.

HFRi ED: Emerging Markets: Asia ex Japan, Global Index, Latin America Index, Russia/Eastern Europe Index: The constituents of the HFRi Emerging Markets Indices are selected according to their Regional Investment Focus only. There is no Investment Strategy criteria for inclusion in these indices. Funds classified as Emerging Markets have a regional investment focus in one of the following geographic areas: Asia ex Japan, Russia/Eastern Europe, Latin America, Africa or the Middle East. **HFRi EH: Energy/Basic Materials** strategies which employ investment processes designed to identify opportunities in securities in specific niche areas of the market in which the Manager maintains a level of expertise which exceeds that of a market generalist. **HFRi EH: Equity**

Market Neutral strategies employ sophisticated quantitative techniques of analyzing price data to ascertain information about future price movement and relationships between securities, select securities for purchase and sale. **HFRi EH: Quantitative Directional** strategies employ sophisticated quantitative techniques of analyzing price data to ascertain information about future price movement and relationships between securities, select securities for purchase and sale. **HFRi EH: Short-Biased** strategies employ analytical techniques in which the investment thesis is predicated on assessment of the valuation characteristics on the underlying companies with the goal of identifying overvalued companies. **HFRi EH: Technology/Healthcare** strategies employ investment processes designed to identify opportunities in securities in specific niche areas of the market in which the Manager maintain a level of expertise which exceeds that of a market generalist in identifying opportunities in companies engaged in all development, production and application of technology, biotechnology and as related to production of pharmaceuticals and healthcare industry.

HFRi ED: Distressed Restructuring strategies which employ an investment process focused on corporate fixed income instruments, primarily on corporate credit instruments of companies trading at significant discounts to their value at issuance or obliged (par value) at maturity as a result of either formal bankruptcy proceeding or financial market perception of near term proceedings. **HFRi ED: Private Issue/Regulation D** strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are primarily private and illiquid in nature. **HFRi Macro: Systematic Diversified** strategies have investment processes typically as function of mathematical, algorithmic and technical models, with little or no influence of individuals over the portfolio positioning. **HFRi RV: Fixed Income - Asset Backed** includes strategies in which the investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread is a fixed income instrument backed physical collateral or other financial obligations (loans, credit cards) other than those of a specific corporation. **HFRi RV: Fixed Income - Convertible Arbitrage** includes strategies in which the investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread is a convertible fixed income instrument. **HFRi RV: Fixed Income - Corporate** includes strategies in which the investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread is a corporate fixed income instrument. **HFRi RV: Multi-Strategies** employ an investment thesis is predicated on realization of a spread between related equity instruments in which one or multiple components of the spread contains a fixed income, derivative, equity, real estate, MLP or combination of these or other instruments. **HFRi RV: Yield Alternatives** Index strategies employ an investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread contains a derivative, equity, real estate, MLP or combination of these or other instruments. Strategies are typically quantitatively driven to measure the existing relationship between instruments and, in some cases, identify attractive positions in which the risk adjusted spread between these instruments represents an attractive opportunity for the investment manager.

The **Consumer Price Index (CPI)** is an inflationary indicator that measures the change in the cost of a fixed basket of products and services, including housing, electricity, food, and transportation. The CPI is published monthly. Unless otherwise noted, the CPI figure is as of the date this report is created.

The **Credit Suisse Leveraged Loan Index** is a market value-weighted index designed to represent the investable universe of the U.S. dollar-denominated leveraged loan market.

The **Dow Jones-UBS Commodity Index** measures the performance of the commodities market. It consists of exchange-traded futures contracts on physical commodities that are weighted to account for the economic significance and market liquidity of each commodity.

The **S&P 500 Value Index**, **Index S&P 500 Index** and **S&P 500 Growth Index** are a broad-based market indices that measure the performance of large-capitalization value companies, large-capitalization companies and large-capitalization growth companies, respectively. The **S&P 400 MidCap Value Index**, **Index S&P MidCap 400 Index** and **S&P 400 MidCap Growth Index** are indices that measure the performance of mid-sized value companies, mid-sized companies and mid-sized growth companies, respectively. The **S&P 600 SmallCap Index** is a market-value weighted index that consists of 600 small-cap U.S. stocks chosen for market size, liquidity and industry group representation. The **S&P 900 Index** combines the large-cap S&P 500 and the S&P MidCap 400. **S&P Completion Index TR** is a sub-index of the S&P Total Market Index (TMI), including all stocks eligible for the S&P TMI and excluding all current constituents of the S&P 500. **S&P Global Ex US Property Index** defines and measures the investable universe of publicly traded property companies domiciled in developed and emerging markets excluding the U.S.

The **Russell 1000 Value Index**, **Russell 1000 Index** and **Russell 1000 Growth Index** are indices that measure the performance of large-capitalization value stocks, large-capitalization growth stocks and large-capitalization growth stocks, respectively. The **Russell 2000 Value Index**, **Russell 2000 Index** and **Russell 2000 Growth Index** are indices that measure the performance of small-capitalization value stocks, small-capitalization growth stocks and small-capitalization growth stocks, respectively. The **Russell Midcap Value Index**, **Russell Midcap Index** and **Russell Midcap Growth Index** are indices that measure the performance of mid-capitalization value stocks, mid-capitalization growth stocks and mid-capitalization growth stocks, respectively. The **Russell 2500 Value Index**, **Russell 2500 Index** and **Russell 2500 Growth Index** measure the performance of small to mid-cap value stocks, small to mid-cap growth stocks and small to mid-cap growth stocks, respectively, commonly referred to as "SMID" cap. The **Russell 3000 Value Index**, **Russell 3000 Index** and **Russell 3000 Growth Index** measure the performance of the 3,000 largest U.S. value stocks, 3,000 largest U.S. stocks and 3,000 largest U.S. growth stocks, respectively, based on total market capitalization. The **Russell Microcap Index** measures the performance of the microcap segment of the U.S. equity market. The **Russell Top 200 Value Index** measures the performance of the especially large cap segment of the U.S. equity universe represented by stocks in the largest 200 by market cap that exhibit value characteristics. The **Russell Developed ex-US Large Cap Index** measures the performance of the largest investable securities in developed countries globally, excluding companies assigned to the United States.

DEFINITIONS & DISCLOSURES

The **Wilshire 5000 Index** represents the broadest index for the U.S. equity market, measuring the performance of all U.S. equity securities with readily available price data. The **Wilshire Micro Cap Index** is a market capitalization-weighted index comprised of all stocks in the Wilshire 5000 Index below the 2,501st rank. The **Wilshire 4500 Index** is comprised of all stocks in the Wilshire 5000 Index minus the stocks in the S&P 500. The **Wilshire Real Estate Securities Index (RESI)** is comprised of publicly traded real estate equity securities.

All MSCI indices are gross, defined as With Gross Dividends; Gross total return indices are comprised of all U.S. equity securities. The reinvested amount is equal to the total dividend amount distributed to persons residing in the country of the dividend-paying company. Gross total return indices do not, however, include any tax credits. The **MSCI EAFE (Europe, Australasia, Far East) Gross Index** is designed to measure developed market equity performance, excluding the U.S. and Canada. The **MSCI Emerging Markets (EM) Gross Index** is designed to measure global emerging market equity performance. The **MSCI World Gross Index** is designed to measure global developed market equity performance. The **MSCI World Index Ex-U.S. Gross Index** is designed to measure the equity market performance of developed markets and excludes the U.S. The **MSCI Europe Gross Index** is an unmanaged index considered representative of developed European countries. The **MSCI Japan Gross Index** is an unmanaged index considered representative of stocks of Japan. The **MSCI Pacific ex Japan Gross Index** is an unmanaged index considered representative of stocks of Asia/Pacific countries excluding Japan. The **MSCI AC (All Country) Asia ex Japan Gross Index** is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of Asia, excluding Japan. The **MSCI ACWI Gross Index** is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of developed and emerging markets, excluding U.S. The **MSCI ACWI ex US Small Cap Growth Gross Index** is a market capitalization weighted total return index measured in U.S. dollars based on share prices and reinvested net dividends that is designed to measure the equity market performance of the small cap growth segments of developed and emerging markets, excluding the U.S. The **MSCI Canada Gross Index** is designed to measure the performance of the large and midcap segments of the Canada market. The **MSCI EAFE Small Cap Gross Index** measures the performance of small cap stocks in European, Australasia, and Far Eastern markets. The **MSCI EAFE Value Gross Index** is a market capitalization-weighted index that monitors the performance of value stocks from Europe, Australasia, and the Far East. The **MSCI EM Latin America Gross Index** is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of emerging markets in Latin America. The **MSCI Pacific Free ex Japan Gross Index** measures the performance of the Australian, Hong Kong, New Zealand, and Singapore equity markets. The **MSCI World Small Cap Gross Index** is designed to measure the equity market performance of the small cap segment of developed markets. The **MSCI US Small Cap 1750 Gross Index** represents the universe of small capitalization companies in the U.S. equity market. The **MSCI US Mid Cap 450 Index** represents the universe of medium capitalization companies in the U.S. equity market. The **MSCI US Prime Market Growth Index** represents the growth companies of the MSCI US Prime Market 750 Index. The **MSCI US Prime Market 750 Index** represents the growth companies of the MSCI US Prime Market 750 Index.

The **Barclays Capital® (BC) U.S. Treasury Index** is designed to cover public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC Aggregate Bond Index** is an unmanaged, market value-weighted performance benchmark for investment-grade fixed-rate debt issues, including government, corporate, asset-backed, and mortgage-backed securities with maturities of at least one year. The **BC U.S. Credit Bond Index** is designed to cover publicly issued U.S. corporate and specified foreign debentures and secured notes that meet the specified maturity, liquidity, and quality requirements; bonds must be SEC-registered to qualify. The **BC U.S. Agency Index** is designed to cover publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government. The **BC CMBS Index** is designed to mirror commercial mortgage-backed securities of investment-grade quality (Baa3/BBB-/BBB+ or above) using Moody's, S&P, and Fitch respectively, with maturity of at least one year. The **BC MBS Index** covers agency mortgage-backed pass-through securities (both fixed-rate and hybrid ARM) issues by Ginnie Mae (GNMA), Fannie Mae (FNMA), and Freddie Mac (FHLMC). The **BC U.S. Municipal Bond Index** covers the U.S. dollar-denominated, long-term tax-exempt bond market with four main sectors: state and local general obligation bonds, revenue bonds, insured bonds, and pre-refunded bonds. The **BC US TIPS Index** is an unmanaged market index made up of U.S. Treasury Inflation-Linked Index securities. The **BC U.S. Government Bond Index** is a market value-weighted index of U.S. Government fixed-rate debt issues with maturities of one year or more. The **BC ABS Index** is a market value-weighted index that covers fixed-rate asset-backed securities with average lives greater than or equal to one year and that are part of a public deal; the index covers the following collateral types: credit cards, autos, home equity loans, stranded-cost utility (rate-reduction bonds), and manufactured housing. The **BC Global Aggregate Index** is composed of three sub-indices: the U.S. Aggregate Index, Pan-European Aggregate Index, and the Asian-Pacific Aggregate Index. In aggregate the index is created to be a broad-based measure of the performance of investment grade fixed rate debt on a global scale. The **BC US Corporate Long Aa Index** is an unmanaged index representing public obligations of U.S. corporate and specified foreign debentures and secured notes with a remaining maturity of 10 years or more. The **BC U.S. Corporate High-Yield Index** measures the market of USD-denominated, non-investment grade, fixed-rate, taxable corporate bonds. The **BC Intermediate Corporate Index** includes dollar-denominated debt from U.S. and non-U.S. industrial, utility, and financial institutions issuers with a duration of 1-10 years. The **BC U.S. Treasury Long Index** is an unmanaged index representing public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC U.S. Government 10 Year Treasury Index** measures the performance of U.S. Treasury securities that have a remaining maturity of less than 10 years. The **BC BAA Corporate Index** measures the performance of the taxable Baa rated fixed-rate U.S. dollar-denominated corporate bond market. The **BC Global Treasury ex US Index** includes government bonds issued by investment-grade countries outside the United States, in local currencies, that have a remaining maturity of one year or more and are rated investment grade or higher. The **BC Emerging Market Bond Index** is an unmanaged index that total returns for external-currency-denominated debt instruments of the emerging markets. The **BC U.S. Securitized Bond Index** is a composite of asset-backed securities, collateralized mortgage-backed securities (ERISA-eligible) and fixed rate mortgage-backed securities. The **BC Quality Distribution AAA, B, and CC-D Indices** measure the respective credit qualities of U.S. corporate and specified foreign debentures and secured notes. The **BC Universal Index** represents the union of the U.S. Aggregate Index, the U.S. High Yield Corporate Index, the 144A Index, the Eurodollar Index, the Emerging Markets Index, and the non-ERISA portion of the CMBS Index. The **BC 1-3 Year Government Credit Index** is an unmanaged index considered representative of performance of short-term U.S. corporate bonds and U.S. government bonds with maturities from one to five years. The **BC Long-term Government Index** is an unmanaged index reflecting performance of the long-term government bond market. The **BC Intermediate Aggregate Index** measures the performance of intermediate-term investment grade bonds. The **BC Intermediate 1-3 Year Government/Credit Index** measures the performance of U.S. dollar-denominated U.S. Treasury, government-related and investment grade U.S. corporate securities that have a remaining maturity of greater than one year and less than ten years. The **BC U.S. 1-3 Year Government Bond Index** is composed of Treasury bond and agency bond indices that measure the performance of U.S. Government and corporate bonds rated investment grade or better, with maturities of at least one year. The **BC 1-3 Year US Treasury Index** measures the performance of U.S. Treasury securities that have a maturity between 1 to 3 years. The **BC Government Credit Index** measures the performance of U.S. Government and corporate bonds rated investment grade or better, with maturities of at least one year.

The **BC High Yield Index** covers the universe of fixed rate, non-investment grade debt. Pay-in-kind (PIK) bonds, Eurobonds, and debt issues from countries designated as emerging markets (e.g., Argentina, Brazil, Venezuela, etc.) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included. Original issue zeroes, step-up coupon structures, and 144-A's are also included. The **BC Intermediate Government Index** measures the performance of intermediate U.S. government securities. The **BC Intermediate Government/Credit Bond Index** measures the performance of intermediate term U.S. government and corporate bonds. The **BC U.S. Long Term Corporate Index** measures the performance of investment-grade, fixed-rate, taxable securities issued by industrial, utility, and financial companies, with maturities greater than 10 years. The **BC Global Credit Hedged USD Index** contains investment grade and high yield credit securities from the Multiverse represented in US Dollars on a hedged basis. The **BC Long A+ U.S. Credit Index** measures the performance of investment grade corporate debt and agency bonds that are dollar denominated and have a maturity of greater than 10 years. The **BC U.S. Gov/Credit: 5-10 Year Index** includes all medium and larger issues of U.S. government, investment-grade corporate, and investment-grade international dollar-denominated bonds that have maturities between 5 and 10 years and are publicly issued.

The **Cambridge U.S. Private Equity Index** is a representation of returns for over 70% of the total dollars raised by U.S. leveraged buyout, subordinated debt and special situation managers from 1986 to December 2007. Returns are calculated based on the pooled time weighted return and are net of all fees. These pooled means represent the end to end rate of return calculated on the aggregate of all cash flows and market values reported by the general partners of the underlying constituents in the quarterly and annual reports. Please Note: the performance of this index lags by 1 quarter.

The **Bank of America (BoFA) Merrill Lynch (ML) 91-day T-bill Index** includes U.S. Treasury bills with a remaining maturity from 1 up to 3 months. The **BoFA ML U.S. High Yield Master Index & Bank of America ML U.S. High Yield Master II Indices** track the performance of below investment grade US Dollar Denominated corporate bonds publicly issued in the US market. Qualifying bonds have at least one year remaining term to maturity, are fixed coupon schedule and minimum outstanding of \$100 million. The **BoFA ML All US Convertibles Index** consists of convertible bonds traded in the U.S. dollar denominated investment grade and non investment grade convertible securities sold into the U.S. market and publicly traded in the United States. The **BoFA ML US Corp & Govt 1-3 Yrs Index** tracks the performance of U.S. dollar-denominated investment grade government and corporate public debt issued in the U.S. domestic bond market with at least 1 yr and less than 3 yrs remaining to maturity, including U.S. Treasury, U.S. agency, foreign government, supranational and corporate securities. The **BoFA ML U.S. High-Yield BB-B Constrained Index** is a modified market capitalization-weighted index of U.S. dollar-denominated, below-investment-grade corporate debt publicly issued in the U.S. domestic market. The **BoFA Merrill Lynch US Year Treasury 1-3 Year Index** tracks the performance of the direct sovereign debt of the U.S. Government having a maturity of at least one year. The **BoFA ML Treasury Current 2 Year Index** tracks the most recently issued 2-year U.S. Treasury note. The **BoFA ML CMBS Fixed Rate AAA Index** is a subset of the BoFA ML U.S. Fixed Rate CMBS Index including all securities rated AAA. The **BoFA ML U.S. Fixed Rate CMBS Index** tracks the performance of U.S. dollar-denominated investment grade fixed rate commercial mortgage-backed securities publicly issued in the U.S. domestic market. The **BoFA ML U.S. Dollar 3-Month LIBOR Index** represents the London interbank offered rate (LIBOR) with a constant 3-month average maturity.

The **Citi Select MLP Index** is a USD denominated, price return index, comprised of the common units of up to 30 of the most liquid market limited partnerships in the Energy Sector. The **Citigroup World Government Bond Index (WGBI) 1-5 Year Hedged USD Index** is a comprehensive measure of the total return performance of the government bond markets of approximately 22 countries with maturities ranging from one to five years. The **Citigroup WGBI Index** is a market capitalization weighted bond index consisting of the government bond markets of the multiple countries. The **Citigroup WGBI ex US Index** is a market capitalization weighted bond index consisting of the government bond markets of the multiple countries, excluding the U.S. The **Citigroup 3-Month U.S. Treasury Bill Index** performance is an average of the last 3-Month Treasury Bill issues.

The **NCREIF Property Index (NPI)** represents quarterly time series composite total rate of return measure of a very large pool of individual commercial real estate properties acquired in the private market. The index represents apartments, hotels, industrial properties, office buildings and retail properties which are at least 60% occupied and owned or controlled, at least in part by tax-exempt institutional investors or its designated agent. In addition these properties that are included must be investment grade, non-agricultural and income producing and all development projects are excluded. Constituents included in the NPI be valued at least quarterly, either internally or externally, using standard commercial real estate appraisal methodology. Each property must be independently appraised a minimum of once every three years. Please Note: the performance of this index lags by 1 quarter. The **NCREIF Timberland Index** is a quarterly time series composite return measure of investment performance of a large pool of individual timber properties acquired in the private market for investment purposes only.

The **JP Morgan Emerging Markets Bond Index Plus (EMBI+) Index** tracks total returns for traded external debt instruments (external managed foreign currency denominated fixed income) in the emerging markets. The **JP Morgan GBI Global ex-US Index** represents the total return performance of major non-U.S. bond markets. The **JP Morgan GBI Global ex-US Index** is an equal weighted index designed to measure the performance of hedge fund of fund managers. The more than 400 multi-strategy constituents are required to have at least \$50 million in assets under management and a trading track record spanning, at least 12 months. The index includes both on and offshore funds and all returns are reported in USD. **HFR Relative Value Index** tracks investment managers who maintain positions in which the investment thesis is predicated on realization of a valuation discrepancy in the relationship between multiple securities. Managers employ a variety of fundamental and quantitative techniques to establish investment theses, and security types range broadly across equity, fixed income, derivative or other security types. Fixed income strategies are typically quantitatively driven to measure the existing relationship between instruments and, in some cases, identify attractive positions in which the risk adjusted spread between these instruments represents an attractive opportunity for the investment manager. RV position may be involved in corporate transactions also, but as opposed to ED exposures, the investment thesis is predicated on realization of a pricing discrepancy between related securities, as opposed to the outcome of the corporate transaction. **HFRFI Fund of Funds Conservative Index** is an equal-weighted index representing funds or funds that invest with multiple managers focused on consistent performance and lower volatility via absolute strategies. **HFR ED: Merger Arbitrage** strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are currently engaged in a corporate transaction.

The **FTSE All-World ex US Index** comprises large and midcap stocks providing coverage of developed and emerging markets, excluding the U.S. The **FTSE NAREIT Developed Index** is a global market capitalization weighted index composed of listed real estate securities from developed market countries in North America, Europe, and Asia. The **FTSE NAREIT Developed ex US Index** is a global market capitalization weighted index composed of listed real estate securities from developed market countries in North America, Europe, and Asia, excluding the U.S. The **FTSE High Dividend Yield Index** comprises stocks that are characterized by higher than average dividend yields, and is based on the US component of the FTSE Global Equity Index Series (GEIS). The **FTSE NAREIT All REITs Index** is a market capitalization-weighted index that is designed to measure the performance of all tax-qualified Real Estate Investment Trusts (REITs) that are listed on the New York Stock Exchange, the American Stock Exchange, or the NASDAQ National Market List. The **FTSE NAREIT Equity REIT Index** is an unmanaged index reflecting performance of the U.S. real estate investment trust market.

The **Consumer Price Index (CPI)** is an inflationary indicator that measures the change in the cost of a fixed basket of products and services, including housing, electricity, food, and transportation. The CPI is published monthly. Please Note: the performance of this index lags by 1 month. The **Credit Suisse Leveraged Loan Index** is a market value-weighted index designed to represent the investable universe of the U.S. dollar-denominated leveraged loan market. The **Dow Jones (DJ) US Commodity Index** measures the performance of the commodities market. It consists of exchange-traded futures contracts on physical commodities that are selected to account for the economic significance and market liquidity of each commodity. The **DJ U.S. Total Stock Market Index** is an all-inclusive measure composed of all U.S. equity securities with readily available prices. The **DJ U.S. Completion Total Stock Market Index** is a subset of the DJ U.S. Total Stock Market Index that excludes components of the S&P 500. The **Dow Jones U.S. Weighted Real Estate Securities Index** is a float-adjusted market capitalization-weighted index of publicly traded real estate securities such as real estate investment trusts (REITs) and real estate operating companies (REOCs).

The **Dow Jones Target Date (TDD) 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055** indices were created to benchmark portfolios of stocks, bonds and cash. Each index is made up of composite indices representing these three asset classes. The asset class indices are weighted differently within each target date index depending on the time horizon. Each month, the allocations among the asset class indices are rebalanced to reflect an increasingly conservative asset mix.

The **Morningstar Lifetime Allocation Index** series consists of 13 indices (Income, 2000, 2005, 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055) available in three risk profiles: aggressive, moderate, and conservative. The indices are built on asset allocation methodologies developed by Ibbotson Associates, a leader in asset allocation research and a Morningstar company since 2006. The indices provide pure asset-class exposure to global equities, global fixed-income, commodities, and Treasury Inflation-Protected Securities (TIPS) by using existing Morningstar indices as allocation building blocks. The portfolio allocations are set in proportions appropriate to the U.S. investor's number of years until retirement. The Conservative, Moderate and Aggressive risk profiles are for investors who are comfortable with below-average exposure to equity market volatility, investors who are comfortable with average exposure to equity market volatility and well-funded investors who are comfortable with above average exposure to equity market volatility, respectively.

These reports are not to be construed as an offer or the solicitation of an offer to buy or sell securities mentioned herein. Information contained in these reports are based on sources and data believed reliable. The information used to construct these reports was received via a variety of sources. These reports are for informational purposes only and are not intended to satisfy any compliance or regulatory conditions set forth by any governing body of the securities industry. These reports do not take the place of any brokerage statements, any fund company statements, or tax forms. You are urged to compare this report with the statement you receive from your custodian covering the same period. Differences in positions may occur due to reporting dates used and whether certain assets have been sold by your custodian. There may also be differences in the investment values shown due to the use of differing valuation sources and methods. Past performance is no guarantee of future results. Investing involves risk, including risk of loss. Diversification does not ensure a profit or guarantee against loss.

This evaluation report has been prepared for the exclusive use of a specific client and no part of it may be used by any investment manager without permission of that client and Clearstead. Evaluation of investment managers covers both quantitative and qualitative aspects. In addition to the investment performance evaluation, we monitor ownership structure, track key employee information, and hold regular meetings with each investment management organization employed by our clients.

The data presented in this report have been calculated on a time-weighted rate of return basis. All returns are net of investment advisory fees, but gross of Clearstead advisory fees and custodian fees, unless otherwise labeled. The deduction of Clearstead advisory fees and custodian fees would have the effect of decreasing the indicated investment performance. The performance data shown represent past performance. Past performance is not indicative of future results. Current performance data may be lower or higher than the performance data presented.

Returns for periods longer than one year are annualized. Each number is independently rounded. Returns for periods longer than one year are annualized. Each number is independently rounded. Returns for periods longer than one year are annualized. Each number is independently rounded.

Current copy of Hartland & Co.'s ADV-Part 2 is available to all clients upon request.



**RESOLUTION TO APPROVE
CLEARSTEAD'S RECOMMENDATION TO REBALANCE THE
NON-ENDOWMENT LONG-TERM INVESTMENT POOL**

WHEREAS, the Investment Subcommittee of the Board of Trustees of Youngstown State University is responsible for identification of asset classes, strategic asset allocation, acceptable asset ranges above and below the strategic asset allocation, and selecting investment managers, pursuant to University policy 3356-3-10; and

WHEREAS, the Investment Subcommittee has consulted with the University's investment advisors and recommends rebalancing the Non-Endowment Long-Term Investment Pool.

NOW, THEREFORE, BE IT RESOLVED, that the Investment Subcommittee of the Board of Trustees of Youngstown State University does hereby approve the rebalance, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

PORTFOLIO RECOMMENDATIONS (ACTION)

YOUNGSTOWN STATE UNIVERSITY

AS OF JULY 30, 2021

	TICKER	MARKET VALUE (CURRENT)	% OF PORTFOLIO	CHANGES	MARKET VALUE (POST CHANGES)	% OF PORTFOLIO	POLICY TARGET	POLICY RANGE	TACTICAL +/-
Total Operating & Short Term		\$32,211,221	100.0%	\$0	\$32,211,221	100.0%	100.0%		
Operating Assets		\$32,186,037	99.9%		\$32,186,037	99.9%		60-100%	
JPMorgan 100% U.S. Treas. MM Instl	JTSXX	\$32,094,885	99.6%		\$32,094,885	99.6%			
Star Plus*	-	\$0	0.0%		\$0	0.0%			
Star Ohio*	-	\$91,152	0.3%		\$91,152	0.3%			
Short-Term Assets		\$25,183	0.1%		\$25,183	0.1%		0-40%	
Vanguard Short-Term Federal Adm	VSGDX	\$25,183	0.1%		\$25,183	0.1%			
Total Long Term Reserves Pool		\$67,035,603	100.0%	\$0	\$67,035,603	100.0%	100.0%		
Domestic Equity		\$22,044,061	32.9%		\$21,469,061	32.0%	27.0%	20-35%	5.0%
Large Cap		\$14,599,598	21.8%		\$14,024,598	20.9%			
Vanguard Instl Index	VINIX	\$14,599,598	21.8%	-\$575,000	\$14,024,598	20.9%			
Small/Mid Cap		\$7,444,463	11.1%		\$7,444,463	11.1%			
Vanguard Mid Cap Index Adm	VIMAX	\$3,725,942	5.6%		\$3,725,942	5.6%			
Loomis Sayles Small Growth N2	LSSNX	\$1,832,864	2.7%		\$1,832,864	2.7%			
Victory Integrity Small Cap Value Y	VSVIX	\$1,885,657	2.8%		\$1,885,657	2.8%			
International Equity		\$6,151,390	9.2%		\$6,151,390	9.2%	8.0%	0-15%	1.2%
William Blair International Growth I	BIGIX	\$3,108,087	4.6%		\$3,108,087	4.6%			
Dodge & Cox International Stock	DODFX	\$3,043,303	4.5%		\$3,043,303	4.5%			
Total Equity		\$28,195,451	42.1%		\$27,620,451	41.2%	35.0%	25-45%	6.2%
Alternatives		\$7,126,484	10.6%		\$7,076,484	10.6%	15.0%	0-20%	-4.4%
JPMorgan Strategic Income Opps Fd	JSOSX	\$1,595,110	2.4%	-\$550,000	\$1,045,110	1.6%			
Wells Fargo Adv Absolute Return I	WABIX	\$1,533,639	2.3%	-\$500,000	\$1,033,639	1.5%			
Weatherlow Fund*	-	\$3,997,735	6.0%	\$1,000,000	\$4,997,735	7.5%			
Fixed Income		\$31,695,076	47.3%		\$32,320,076	48.2%	50.0%	35-75%	-1.8%
Short Term Fixed Income		\$18,411,440	27.5%		\$18,811,440	28.1%	30.0%	25-45%	-1.9%
YSU Short Term Bond	-	\$12,194,616	18.2%		\$12,194,616	18.2%			
Lord Abbett Short Duration	LLDYX	\$4,268,940	6.4%	\$400,000	\$4,668,940	7.0%			
DFA Five-Year Global	DFGBX	\$1,947,884	2.9%		\$1,947,884	2.9%			
Intermediate Fixed Income		\$13,283,635	19.8%		\$13,508,635	20.2%	20.0%	10-30%	0.2%
JPMorgan Core Bond Fund R6**	JCBUX	\$5,641,648	8.4%		\$5,641,648	8.4%			
YSU Intermediate Term Fixed	-	\$4,564,917	6.8%		\$4,564,917	6.8%			
Prudential High Yield Bond R6	PHYQX	\$3,077,070	4.6%	\$225,000	\$3,302,070	4.9%			
Cash & Cash Equivalents		\$18,592	0.0%		\$18,592	0.0%	0.0%	0-5%	0.0%
Equity Account Cash	-	\$18,592	0.0%		\$18,592	0.0%			
Total University Assets		\$99,246,823			\$99,246,823				

*As of 9/30/2021; **As of 10/31/2021

SUMMARY OF RECOMMENDATIONS

- Trim large cap U.S. equities (top performer), reallocate to fixed income
- Trim liquid alternative managers, reallocate to the Weatherlow Fund – diversified fund-of-funds manager

APPENDIX

Audit Subcommittee

October 14, 2021

To the Audit Subcommittee of the Board of Trustees
Youngstown State University

We have audited the financial statements of Youngstown State University (the "University") as of and for the year ended June 30, 2021 and have issued our report thereon dated October 14, 2021. Professional standards require that we provide you with the following information related to our audit.

Our Responsibility Under U.S. Generally Accepted Auditing Standards

As stated in our engagement letter dated July 27, 2021, our responsibility, as described by professional standards, is to express an opinion about whether the financial statements prepared by management with your oversight are fairly presented, in all material respects, in conformity with U.S. generally accepted accounting principles. Our audit of the financial statements does not relieve you or management of your responsibilities. Our responsibility is to plan and perform the audit to obtain reasonable, but not absolute, assurance that the financial statements are free of material misstatement.

As part of our audit, we considered the internal control of the University. Such considerations were solely for the purpose of determining our audit procedures and not to provide any assurance concerning such internal control.

We are responsible for communicating significant matters related to the audit that are, in our professional judgment, relevant to your responsibilities in overseeing the financial reporting process. However, we are not required to design procedures specifically to identify such matters.

Our audit of the University's financial statements has also been conducted in accordance with *Government Auditing Standards*, issued by the Comptroller General of the United States. Under *Government Auditing Standards*, we are obligated to communicate certain matters that come to our attention related to our audit to those responsible for the governance of the University, including compliance with certain provisions of laws, regulations, contracts, and grant agreements; certain instances of error or fraud; illegal acts applicable to government agencies; and significant deficiencies in internal control that we identify during our audit. Toward this end, we issued a separate letter dated October 14, 2021 regarding our consideration of the University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements.

Planned Scope and Timing of the Audit

We performed the audit according to the planned scope and timing previously communicated to you in our meeting about planning matters on October 4, 2021.

Significant Audit Findings

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. In accordance with the terms of our engagement letter, we will advise management about the appropriateness of accounting policies and their application. The significant accounting policies used by the University are described in Note 1 to the financial statements.

As described in Note 1, the University changed accounting policies related to GASB Statement No. 84, *Fiduciary Activities*, and GASB Statement No. 90, *Majority Equity Interests an amendment of GASB Statements No. 14 and No. 61*. Accordingly, the accounting change has been retrospectively applied to prior periods presented as if the policy had always been used.

We noted no transactions entered into by the University during the year for which there is a lack of authoritative guidance or consensus.

We noted no significant transactions that have been recognized in the financial statements in a different period than when the transaction occurred.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected.

The most sensitive estimates affecting the financial statements were as follows:

- **Student Accounts Receivable Allowance for Uncollectible Accounts** - The University's management has established the student accounts receivable allowance by applying estimated uncollectible percentages to the balances based upon the aging. The uncollectible percentages were estimated based upon prior experience at the University.
- **Student Loans Receivable Allowance for Uncollectible Accounts** - The University's management has established the student loans receivable allowance by applying estimated uncollectible percentages to the balances based upon their status (e.g., current, past due, or in default). The uncollectible percentages were estimated based upon prior experience at the University.
- **Liability for Accrued Compensated Absences** - Management calculates the liability for compensated absences based on eligible service requirements and hours accumulated. We have evaluated this estimated liability by reviewing the reasonableness of the methodology and assumptions used by the University, testing data related to the calculation, and performing clerical tests on the calculation itself.
- **Liability for Group Employee Benefit Self-insurance** - The University's management has established an estimated liability for group employee benefit self-insurance liability claims based on historical experience.
- **Net Pension and OPEB Liabilities** - Management's estimate of the unfunded liability for the pension plan and the OPEB plan was calculated by multiplying the University's portion of the contributions made to the respective plans by the total pension liability of the plans provided by an independent actuary. The independent actuary used a number of assumptions to determine the overall unfunded liability of each plan.

We evaluated the key factors and assumptions used to develop the estimates described above in determining that they are reasonable in relation to the financial statements taken as a whole.

The disclosures in the financial statements are neutral, consistent, and clear. Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosure affecting the financial statements was in Note 16 related to the impact of the COVID-19 pandemic on the University. To assist with the economic impact of the pandemic, the University was awarded Higher Education Emergency Relief Fund (HEERF) grants of \$58.2 million, of which \$25.7 million was required to be given to students as emergency grants. Additionally, the University received other funding from the Coronavirus Relief Fund (CRF) from the Department of Treasury, totaling \$6.2 million, that is to be utilized on expenditures incurred responding to the COVID-19 pandemic. As of June 30, 2021, the University reflected appropriations totaling \$24.9 million and expenses totaling \$22.1 million in the statement of revenues, expenses, and changes in net position.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Disagreements with Management

For the purpose of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management. The attached schedule summarizes uncorrected misstatements of the financial statements that were requested to be recorded. Management has determined that their effects are immaterial, both individually and in the aggregate, to the financial statements taken as a whole.

Significant Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, business conditions affecting the University, and business plans and strategies that may affect the risks of material misstatement, with management each year prior to our retention as the University's auditors. However, these discussions occurred in the normal course of our professional relationship, and our responses were not a condition of our retention.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated October 14, 2021.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a second opinion on certain situations. If a consultation involves application of an accounting principle to the University's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

This information is intended solely for the use of the audit subcommittee of the board of trustees and management of the University and is not intended to be and should not be used by anyone other than these specified parties.

Very truly yours,

Plante & Moran, PLLC



Keith S. Martinez, CPA
Partner

Attachment

Client: **Youngstown State University**
 Y/E: **6/30/2021**

SUMMARY OF UNRECORDED POSSIBLE ADJUSTMENTS

The effect of misstatements and classification errors identified would be to increase (decrease) the reported amounts in the financial statement categories identified below:

Ref. #	Description of Misstatement	Current Assets	Long-term Assets	Deferred Outflows	Current Liabilities	Long-term Liabilities	Deferred Inflows	Net Position	Revenue	Expenses	Impact to Net Position
FACTUAL MISSTATEMENTS:											
A1	Adjustment is to record the activity of The Penguin Club, Inc. as a discretely presented component unit of the University	\$ 2,852,000	\$ -	\$ -	\$ 189,000	\$ -	\$ -	\$ 2,257,000	\$ 1,264,000	\$ 858,000	\$ 406,000
JUDGMENTAL ADJUSTMENTS:											
B1	None										
PROJECTED ADJUSTMENTS											
C1	None										
	Total	<u>\$ 2,852,000</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 189,000</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 2,257,000</u>	<u>\$ 1,264,000</u>	<u>\$ 858,000</u>	<u>\$ 406,000</u>
PASSED DISCLOSURES											
D1	None										



**YOUNGSTOWN
STATE
UNIVERSITY**

**MAHONING COUNTY
SINGLE AUDIT REPORT**

For the Years Ended June 30, 2021 and 2020



YOUNGSTOWN STATE UNIVERSITY

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YOUNGSTOWN STATE UNIVERSITY

MESSAGE FROM PRESIDENT TRESSEL

October 14, 2021

It is safe to say that the past several months have been like no other in Youngstown State University's history—plenty of uncertainty, unimagined challenges, and the constant looming presence of COVID-19. But in the midst of all of that, we overcame, moved ahead, found success, and mapped out a plan for what we see as a bright post-pandemic future.

As we maneuvered through the past year, we asked for plenty of patience, and we saw plenty of perseverance. Our patience and perseverance has paid off in many successes, including dozens of regional and national student achievements, the historic \$126 million “We See Tomorrow” fundraising campaign, the opening of the new Excellence Training Center, and the completion of the Fifth Avenue improvement project.

While patience and perseverance has been vital to the institution's pandemic response, equally important has been our work to position ourselves to emerge from the pandemic stronger than ever. Over the course of the last several months, we've worked with faculty and others across campus to plant seeds that we believe will sustain Youngstown State University in the post pandemic future—significant increases in online graduate programs, triple the number of endowed faculty chairs and professorships, creation of the new Division of Strategic Workforce Education and Innovation, the new Office of the Dean of Students, and a comprehensive review of all academic programs.

To make the progress we have, in the midst of a pandemic that has caused its share of disruptions, is a credit to the hard work and dedication of students, faculty, staff, administration, our Board of Trustees, alumni, donors and the greater Youngstown State University community. As we said at the celebration to conclude our fundraising campaign—we saw tomorrow, and now, tomorrow is here.

Sincerely yours,



James P. Tressel

Appendix **Audit Subcommittee**

Independent Auditor's Report

To the Board of Trustees
Youngstown State University

Report on the Financial Statements

We have audited the accompanying financial statements of Youngstown State University (the "University"), a component unit of the State of Ohio, and its discretely presented component unit as of and for the years ended June 30, 2021 and 2020 and the related notes to the financial statements, which collectively comprise Youngstown State University's basic financial statements, as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express opinions on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinions

In our opinion, based on our audits, the financial statements referred to above present fairly, in all material respects, the financial position of Youngstown State University and its discretely presented component unit as of June 30, 2021 and 2020 and the changes in their financial position and, where applicable, cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

To the Board of Trustees
Youngstown State University

Required Supplemental Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, the schedule of the University's proportionate share of the net pension liability, the schedule of the University's pension contributions, the schedule of the University's proportionate share of the net OPEB liability, and the schedule of the University's OPEB contributions, as identified in the table of contents, be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, which considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplemental information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Our audits were conducted for the purpose of forming opinions on the financial statements that collectively comprise Youngstown State University's basic financial statements. The message from President Tressel, board of trustees, and executive officers, as listed in the table of contents, are presented for the purpose of additional analysis and are not a required part of the basic financial statements. The information has not been subjected to the auditing procedures applied in the audits of the basic financial statements, and, accordingly, we do not express an opinion or provide any assurance on it.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated October 14, 2021 on our consideration of Youngstown State University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Youngstown State University's internal control over financial reporting and compliance.



October 14, 2021

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS

The Management's Discussion and Analysis section of Youngstown State University's (the University or YSU) Financial Report presents a discussion and analysis of the financial performance of the University during the fiscal year ended June 30, 2021 with comparative information for the fiscal years ended June 30, 2020 and June 30, 2019. This discussion has been prepared by management and should be read in conjunction with the financial statements and the accompanying notes that follow.

Introduction

An Institution of Opportunity: YSU inspires individuals, enhances futures, and enriches lives.

As a student-centered university, Youngstown State University's mission is to provide innovative lifelong learning opportunities that will inspire individuals, enhance futures, and enrich lives. YSU inspires individuals by cultivating a curiosity for life-long learning; enhances the futures of our students by empowering them to discover, disseminate, and apply their knowledge; and enriches the region by fostering collaboration and the advancement of civic, scientific, and technological development. YSU's culture of enrichment flourishes in our diverse, accessible, and quality education.

Youngstown State University is where students thrive in their educational and career pursuits, where scholarship creates innovative solutions, and where community engagement is a cornerstone of collaboration that collectively contribute to the sustainable prosperity of the region and beyond.

We - the faculty, staff, administrators, and students of Youngstown State University - hold the following values essential to achieving the University's mission:

- Centrality of Students – We put students first, fostering their holistic and lifelong success.
- Excellence and Innovation – We bring academic excellence and innovation to learning and life for all stakeholders.
- Integrity and Human Dignity – We root all behaviors, decisions and actions in the achievement of integrity, mutual respect, collegiality, equity and inclusion.
- Collaboration and Public Engagement – We embrace collaboration and create innovative partnerships to foster sustainability and enrich our university, our culture, and region.

The University started out as a single commercial law course offered by the local YMCA. Over a century later, it serves the Youngstown area with the same passion, and consists of the College of Graduate Studies and five undergraduate colleges: the Beeghly College of Liberal Arts, Social Sciences, and Education; the Bitonte College of Health and Human Services; the Cliffe College of Creative Arts; the College of Science, Technology, Engineering, and Mathematics; and the Williamson College of Business Administration. The University offers degrees at the undergraduate, graduate, and doctoral levels.

The University is located on a 145-acre campus near downtown Youngstown, Ohio and is equidistant (approximately 60 miles) from both Pittsburgh and Cleveland. Fall 2021 enrollment was 11,298.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

On March 11, 2020, the World Health Organization declared the outbreak of a respiratory disease caused by a new coronavirus a pandemic, now known as COVID-19. In response to the COVID-19 pandemic, governments have taken preventative or protective actions, such as temporary closures of non-essential businesses and “shelter-at-home” guidelines for individuals. As a result, the global economy has been negatively affected, and the University’s operations were also impacted. Due to the “shelter-at-home” guidelines during April and May 2020, the University shifted to a remote online learning environment and sent students home. The University issued room and board adjustments, resulting in refunds to students. The University also had many events cancelled or temporarily postponed until the “shelter-at-home” guidelines were reduced or removed, which resulted in lost revenues for the University for the years ended June 30, 2021 and June 30, 2020. In response, the University instituted measures to reduce personnel expenses, including temporary layoffs, permanent layoffs, furloughs, and pay reductions. In addition, operating expenses were reduced by closing some operations, suspending travel, and renegotiating vendor contracts. To offset the financial impact to students, the losses incurred by the University due to the disruption caused by COVID-19 and to defray COVID-19 expenses, the University received grants and other relief primarily authorized through the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the Coronavirus Relief & Recovery Supplemental Appropriations Act (CRRSAA), and the American Rescue Plan Act of 2021.

Using the Financial Statements

The University’s financial report includes three basic financial statements: the Statement of Net Position; the Statement of Revenues, Expenses, and Changes in Net Position; and the Statement of Cash Flows. These financial statements are prepared in accordance with the financial reporting format required by the Governmental Accounting Standards Board’s (GASB) Statements No. 34, *Basic Financial Statements and Management’s Discussion and Analysis for State and Local Governments*, as amended by GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*; and No. 35, *Basic Financial Statements and Management’s Discussion and Analysis for Public Colleges and Universities*, as amended by GASB Statements No. 37, *Basic Financial Statements – and Management’s Discussion and Analysis – for State and Local Governments: Omnibus* and No. 38, *Certain Financial Statement Note Disclosures*. These statements establish standards for external financial reporting for public colleges and universities and require that financial statements be presented on a basis to focus on the financial condition of the University, the results of operations, and cash flows of the University as a whole.

During fiscal year 2018, the University adopted GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other than Pensions (OPEB)* and during fiscal year 2015, the University adopted GASB Statement No. 68, *Accounting and Financial Reporting for Pensions - an amendment of GASB Statement No. 27*. These statements significantly revised accounting for pension/OPEB costs and assets/liabilities.

Prior to GASBs 68 and 75, the accounting for pension/OPEB costs, was focused on a funding approach, which limited pension/OPEB costs to contributions annually required by law, which may or may not be sufficient to fully fund each pension plan’s net pension/OPEB asset/liability.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Under the standards required by these statements, the net pension/OPEB asset/liability equals the University's proportionate share of each pension/OPEB plan's collective present value of estimated future pension/OPEB benefits attributable to employees' past service minus plan assets available to pay these benefits. Pension/OPEB obligations, whether funded or unfunded, are part of the "employment exchange" – that is, the employee is trading his or her labor in exchange for wages, benefits and the promise of a future pension and OPEB. The unfunded portions of these pension/OPEB promises are a present obligation, part of a bargained-for benefit to the employee, and are reported by the University as liabilities since the benefit of the exchange was received.

The nature of Ohio's statewide pension systems and state law governing those systems requires additional explanation in order to properly understand the information presented in these statements. The University is not responsible for certain key factors affecting the balance of these liabilities. In Ohio, the employee shares the obligation of funding pension benefits with the employer. Both employer and employee contribution rates are capped by the State statute. A change in these caps requires action by both Houses of the General Assembly, and approval of the Governor. Benefit provisions are also determined by State statute. The employee enters the employment exchange with the knowledge that the employer's promise is limited not by contract but by law. The employer enters the exchange also knowing that there is a specific, legal limit to its contribution to the pension system. In Ohio, there is no legal means to enforce the unfunded liability of the pension system against the public employer. State law operates to mitigate the obligation of the public employer to the employee because all parties enter the employment exchange with notice as to the law. The pension system is responsible for the administration of the plan.

Most long-term liabilities have set repayment schedules or, in the case of compensated absences (i.e. sick and vacation leave), are satisfied through paid time-off or termination payments. There is no repayment schedule for the net pension/OPEB asset/liabilities. Changes in pension/OPEB benefits, contribution rates, and return on investments affect the balances of the net pension/OPEB asset/liabilities, but are outside the control of the public employer. In the event that contributions, investment returns and other changes are insufficient to keep up with required payments, State statute does not assign/identify the responsible party for the unfunded portion. Due to the unique nature of how the net pension/OPEB asset/liabilities are satisfied, these assets and liabilities are separately identified within the noncurrent asset and noncurrent liability sections of the Statement of Net Position.

In accordance with GASBs 68 and 75, the University's statements, prepared on an accrual basis of accounting, include an annual pension/OPEB expense for the proportionate share of each pension plan's *change* in net pension/OPEB asset/liability.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Overall key presentation elements of the financial statements include:

- Assets and liabilities are categorized as either current or noncurrent. Current assets and liabilities will be consumed or fulfilled within one year.
- Revenues and expenses are categorized as either operating or non-operating. Significant recurring sources of the University's revenues, including State of Ohio (State) appropriations, certain grants, gifts and investment income are considered non-operating, as defined by GASB Statement No. 35.
- University scholarships that represent reduced tuition (i.e., are applied to student accounts rather than refunded to students) are shown as a reduction of tuition, fees and other student charges, while payments made directly to students are presented as scholarship expense. Third party scholarships are treated as though the students made the payments themselves.
- Capital assets are reported net of accumulated depreciation.

In accordance with GASB Statement No. 14, *The Financial Reporting Entity*, as amended by GASB Statement No. 39, *Determining Whether Certain Organizations Are Component Units*, and GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*, The Youngstown State University Foundation (YSUF or Foundation) is treated as a component unit of the University. The Foundation is discretely presented in this report by presentation of the individual financial statements immediately following the University's respective GASB financial statements. Additional information on this component unit is contained in Note 15. Management's Discussion and Analysis focuses on the University and does not include the component unit.

The Statement of Net Position

The Statement of Net Position presents the financial position of the University at the end of the fiscal year and includes all assets (current and noncurrent), deferred outflows of resources, liabilities (current and noncurrent), deferred inflows of resources, and net position of the University. Current assets are classified as such if they are available to satisfy current liabilities, which are generally defined as being due within one year of the date of the Statement of Net Position. Net position is one indicator of the financial condition of the University, while the change in net position is an indicator of whether the overall financial condition has improved or worsened during the year.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

A summarized comparison of the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position at June 30, 2021, 2020, and 2019 follows:

	June 30, 2021	June 30, 2020	June 30, 2019
Assets			
Current assets	\$ 94,074,484	\$ 61,921,355	\$ 72,959,245
Noncurrent assets			
Capital assets, net	224,731,687	219,966,440	216,581,791
Other assets	<u>38,723,748</u>	<u>31,826,862</u>	<u>31,097,061</u>
Total noncurrent assets	<u>263,455,435</u>	<u>251,793,302</u>	<u>247,678,852</u>
Total Assets	<u>357,529,919</u>	<u>313,714,657</u>	<u>320,638,097</u>
Deferred Outflows of Resources	19,957,699	27,832,781	43,471,234
Liabilities			
Current liabilities	26,922,245	26,164,070	26,222,716
Noncurrent liabilities	<u>180,800,802</u>	<u>231,807,101</u>	<u>258,084,632</u>
Total Liabilities	<u>207,723,047</u>	<u>257,971,171</u>	<u>284,307,348</u>
Deferred Inflows of Resources	<u>43,242,835</u>	<u>32,373,740</u>	<u>21,335,124</u>
Total Net Position	<u>\$ 126,521,736</u>	<u>\$ 51,202,527</u>	<u>\$ 58,466,859</u>
Net Position			
Net investment in capital assets	\$ 156,189,269	\$ 147,352,730	\$ 140,074,416
Restricted	28,284,607	29,338,685	32,333,899
Unrestricted	<u>(57,952,140)</u>	<u>(125,488,888)</u>	<u>(113,941,456)</u>
Total Net Position	<u>\$ 126,521,736</u>	<u>\$ 51,202,527</u>	<u>\$ 58,466,859</u>

Current assets include unrestricted and restricted cash and cash equivalents, investments that mature within one year, receivables, inventories, and other short-term assets. Noncurrent assets include unrestricted investments that mature in more than one year and investments that are restricted by donors or external parties as to their use. Also included are receivables deemed to be collectible in more than one year, capital assets, and net OPEB assets. Current assets increased \$32.2 million from fiscal year 2020 to fiscal year 2021 and decreased \$11 million from fiscal year 2019 to fiscal year 2020. Noncurrent assets increased \$11.7 million from fiscal year 2020 to fiscal year 2021 and increased \$4.1 million from fiscal year 2019 to fiscal year 2020.

Deferred outflows of resources include resources where the consumption is applicable to a future reporting period, but does not require further exchange of service. Deferred outflows which include items relating to pensions/OPEB decreased \$7.9 million from fiscal year 2020 to fiscal year 2021 and decreased \$15.6 million from fiscal year 2019 to fiscal year 2020.

Current liabilities include all liabilities that are payable within the next fiscal year. Unearned revenues, principally from summer programs, are also presented as current liabilities. Liabilities that are due to be paid beyond the next fiscal year are reported as noncurrent liabilities and include debt, compensated absences, and net pension/OPEB asset/liabilities. Current liabilities increased \$0.8 million from fiscal year 2020 to fiscal year 2021 and remained flat from fiscal year 2019 to fiscal year 2020. Noncurrent liabilities decreased \$51 million from fiscal year 2020 to fiscal year 2021 and decreased \$26.3 million from fiscal year 2019 to fiscal year 2020.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Deferred inflows of resources represent the acquisition of resources that are applicable to a future reporting period. Deferred inflows of resources which include unamortized concession arrangements and items relating to pensions/OPEB increased \$10.9 million from fiscal year 2020 to fiscal year 2021 and increased \$11 million from fiscal year 2019 to fiscal year 2020.

Assets

Assets primarily consist of cash and cash equivalents, investments, receivables and capital assets. The following table summarizes balances at:

	June 30, 2021	June 30, 2020	June 30, 2019
Cash and cash equivalents	\$ 26,292,042	\$ 5,791,497	\$ 17,124,401
Investments	76,697,768	68,470,267	67,727,713
Accounts, loans, and pledges receivable, net	18,574,813	12,615,556	12,287,432
Net OPEB asset	9,486,443	5,446,000	5,237,852
Capital assets, net	224,731,687	219,966,440	216,581,791
Other	1,747,166	1,424,897	1,678,908
Total Assets	<u>\$ 357,529,919</u>	<u>\$ 313,714,657</u>	<u>\$ 320,638,097</u>

Cash and cash equivalents increased \$20.5 million or 354% from fiscal year 2020 to fiscal year 2021. This increase was partially due to unbudgeted reimbursements from COVID-19 relief funds for lost revenues and expenses including defraying payroll costs, recovering indirect costs, and restored state appropriations not budgeted, along with unspent grant revenue received in advance of expenses.

Investments increased \$8.2 million or 12% from fiscal year 2020 to fiscal year 2021. This increase was primarily due to unrealized gains resulting from a favorable market environment.

Overall accounts, loans, and pledges receivable, net increased \$6 million or 47.2% from fiscal year 2020 to fiscal year 2021. This increase was primarily due to an increase in net accounts receivable. Net accounts receivable increased \$6.3 million from \$11.7 million at June 30, 2020 to \$18 million at June 30, 2021. Student accounts, net increased \$1.7 million largely due to the impact of a student reengagement initiative utilizing \$2.7 million of Higher Education Emergency Relief Fund (HEERF) funds in fiscal year 2022 to discharge student debt, which resulted in a decrease in the allowance for doubtful accounts at June 30, 2021. Grants and contracts receivables, net increased \$7 million due to \$4 million increase in year end capital grant activity relating to the construction of the Excellence Training Center, and \$2.6 million in unreimbursed uses of HEERF funds awarded. State capital appropriation receivables decreased \$1.4 million due to decreased year end activity on capital projects funded from state capital appropriations, and other receivables decreased \$1 million.

Net OPEB assets increased \$4 million or 74% from fiscal year 2020 to fiscal year 2021.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Cash and cash equivalents decreased \$11.3 million or 66% from fiscal year 2019 to fiscal year 2020. This decrease was primarily due to an increase in capital project activity and the overall impact of the COVID-19 pandemic, including the timing of reimbursements of COVID-19 related expenses and adjustments to student accounts, as well as loss of revenue from cancelled events and a reduction in state appropriations.

Investments increased \$0.7 million or 1% from fiscal year 2019 to fiscal year 2020. Although total investments remained flat, there was a slight shift in amounts invested in bond mutual funds and a slight increase in amounts in equity funds. Bond mutual funds decreased \$1 million or 7% whereas equity mutual funds increased \$1.4 million or 8% at June 30, 2020 as compared to June 30, 2019.

Overall accounts, net loans and pledges receivable, net increased \$0.3 million or 2.7% from fiscal year 2019 to fiscal year 2020. This increase was primarily due to an increase in net accounts receivable. Net accounts receivable increased \$0.8 million from \$10.9 million at June 30, 2019 to \$11.7 million at June 30, 2020 primarily due to increased year end activity on capital projects funded from grants and state capital appropriations as well as unreimbursed uses of funds awarded under the Coronavirus, Aid, Relief, and Economic Security (CARES) Act.

Net OPEB assets increased \$0.2 million or 4% from fiscal year 2019 to fiscal year 2020.

Refer to Note 3 for additional information on cash and cash equivalents, Note 4 for details on investments, Note 5 for information on accounts and loans receivable, and Note 6 for information on pledges receivable.

At June 30, 2021, the University had \$225 million in capital assets, net of accumulated depreciation. Depreciation totaled \$14.1 million, \$14.1 million, and \$13.4 million in fiscal years 2021, 2020, and 2019 respectively.

Details of net capital assets are shown below.

	June 30, 2021	June 30, 2020	June 30, 2019
Land	\$ 17,810,443	\$ 17,789,943	\$ 17,637,005
Buildings, net	96,922,214	101,561,380	102,319,696
Improvements to buildings, net	81,347,110	67,462,490	62,955,911
Improvements other than buildings, net	20,994,408	22,284,712	19,794,706
Construction in progress	1,515,662	4,290,786	5,280,515
Moveable equipment and furniture, net	4,857,512	5,249,533	7,169,577
Vehicles, net	218,327	299,330	355,610
Historical treasures	1,021,538	943,288	943,288
Capital leases, net	44,473	84,978	125,483
Total Capital Assets, net	<u>\$ 224,731,687</u>	<u>\$ 219,966,440</u>	<u>\$ 216,581,791</u>

Major capital activity during fiscal year 2021 included the completion of the Excellence Training Center located in Kohli Hall as well as renovations to Fedor Hall and the two pedestrian bridges on campus. The second phase of renovations to the Physical Therapy department in Cushwa Hall

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

was completed as well as renovations in Maag Library and the Natatorium in the Beeghly Center. In addition, restrooms in Sweeney Hall and Cushwa Hall were updated, the roofs on Fok Hall and Ward Beecher Hall were replaced, and structural improvements were made to Ward Beecher Hall. Also, renovations took place in Stambaugh Stadium to create office and locker room space for swimming and lacrosse, and the Beede Field artificial turf was replaced. Parking improvements included repairs and renovations to the M30 and M60 parking decks and the resurfacing of the M70 parking lot. Construction in progress includes Campus Development which will upgrade and replace various walkways, entrances, retaining walls and other exterior elements, repairs and renovations to the M30 and M60 parking decks, the second phase of renovations to Fedor Hall, the third phase of renovations to the Physical Therapy Department in Cushwa Hall, and the replacement of the Kilcawley House chiller.

Major capital activity during fiscal year 2020 included completion of the multimedia center on the east side of Stambaugh Stadium and the North Central Parking Lot adjacent to the multimedia center. Also, an athletic field on the north side of campus was completed as well as an indoor tennis facility. The first phase of renovations were completed in the Cushwa Hall physical therapy department, and the second phase of renovations were completed in Meshel Hall. Additionally, the Bliss Hall entranceway was renovated as well as upgrades to the utility distribution system and roof repairs to the Cafaro House and Lyden House dormitories. Construction in progress includes the Excellence Training Center which is part of the Mahoning Valley Innovation & Commercialization Consortium, Ward Beecher Science Hall structural improvements, replacement of the Fok Hall roof and sections of the Ward Beecher roof, and renovations to the two pedestrian bridges on campus.

Major capital activity during fiscal year 2019 included completion of renovations to Ward Beecher Hall and the Natatorium as well as renovations to the dean's office in Bliss Hall and Beeghly Center South Plaza. Additionally, Jones Hall received facility upgrades and the Lincoln Building received upgrades to its instructional spaces. Utility distribution upgrades were made to various buildings across campus, and the Wick Avenue and Fifth Avenue parking decks were renovated. Construction in progress includes a multimedia center, renovations to Meshel Hall, Cushwa Hall Physical Therapy renovations, construction of the North Central Parking Lot, an athletic field, the Excellence Training Center, and an indoor tennis facility. During fiscal year 2019, the University was gifted several parcels of land totaling \$1.2 million for the purpose of constructing an athletic field, parking lots and for future expansion of the University.

See Note 7 for additional information on capital assets.

Other assets remained flat from fiscal year 2020 to fiscal year 2021, and from fiscal year 2019 to fiscal year 2020.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Deferred Outflows/Inflows of Resources

Deferred outflows of resources represent the consumption of resources that are applicable to a future reporting period, but do not require further exchange of goods or services; whereas deferred inflows of resources represent the acquisition of resources that are applicable to a future reporting period. The following table summarizes balances at:

Deferred Outflows of Resources	June 30, 2021	June 30, 2020	June 30, 2019
Related to pension	\$ 15,805,606	\$ 20,224,223	\$ 38,407,114
Related to OPEB	2,597,825	5,929,505	3,260,281
Bond refunding	1,554,268	1,679,053	1,803,839
Total Deferred Outflows of Resources	<u>\$ 19,957,699</u>	<u>\$ 27,832,781</u>	<u>\$ 43,471,234</u>

Deferred Inflows of Resources	June 30, 2021	June 30, 2020	June 30, 2019
Service concession agreements	\$ 220,000	\$ 307,500	\$ 395,000
Related to pension	22,329,129	19,543,642	12,652,335
Related to OPEB	20,693,706	12,522,598	8,287,789
Total Deferred Inflows of Resources	<u>\$ 43,242,835</u>	<u>\$ 32,373,740</u>	<u>\$ 21,335,124</u>

Included in deferred outflows of resources and deferred inflows of resources are items relating to pensions, OPEB, bond refunding, and service concession agreements. Certain elements impacting the changes in the net pension/OPEB asset/liabilities have a longer term perspective than the current year, therefore to reduce volatility these elements are amortized over a closed period of specified duration. These include differences between expected and actual experience, changes of assumptions, net differences between projected and actual earnings of investments, and changes in the proportionate share of contributions. These elements can be reflected as either a deferred outflow of resources or a deferred inflow of resources.

Deferred outflows of resources decreased \$7.9 million or 28% from fiscal year 2020 to fiscal year 2021. Deferred outflows of resources related to pension decreased \$4.4 million or 21.85% primarily due to a combination of a \$7.1 million decrease in changes in assumptions, including \$2.6 million decrease related to the OPERS plan and \$4.5 million decrease related to the STRS Ohio plan and a \$3.7 million increase in the net difference between projected and actual earnings on pension plan investments related to the STRS Ohio plan. Deferred outflows of resources related to OPEB decreased \$3.3 million or 56.2% primarily due to a \$3.4 million decrease in the net difference between projected and actual earnings on pension plan investments related to the OPERS plan.

Deferred inflows of resources increased \$11 million or 34% from fiscal year 2020 to fiscal year 2021. Deferred inflows of resources related to pension increased \$2.8 million or 14.25% primarily due to a \$2 million increase in change in proportionate share of contribution, including \$1.6 million increase related to the OPERS plan, and \$0.4 million increase related to the STRS Ohio plan. Although the net difference between projected and actual earning on pension plan investments decreased \$0.2 million, this included an increase of \$3.4 million related to the OPERS plan and a decrease of \$3.6 million related to the STRS Ohio plan. Deferred inflows of resources related to OPEB increased \$8.2 million or 65.25% primarily due to a combination of a \$5.7 million increase

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

in change in assumptions, including a \$6.4 million increase relating to the OPERS plan and \$0.7 million decrease relating to the STRS Ohio plan; a \$1.3 million increase in the difference between expected and actual experience, including \$0.5 million increase relating to the OPERS plan and \$0.8 million increase relating to the STRS Ohio plan; and a \$1.1 million increase in the change in proportionate share of contribution relating to the OPERS plan.

Deferred outflows of resources decreased \$15.6 million or 36% from fiscal year 2019 to fiscal year 2020. Deferred outflows of resources related to pension decreased \$18.2 million or 47.3% primarily due to a combination of a \$9.7 million decrease in the net difference between projected and actual earnings on pension plan investments related to the OPERS plan; a \$7.7 million decrease in a change in assumptions, including \$3.5 million decrease related to the OPERS plan, and \$4.2 million increase related to the STRS Ohio plan; and a \$1.1 million decrease in differences between expected and actual experience in the STRS Ohio plan. Deferred outflows of resources related to OPEB increased \$2.7 million or 81.9% primarily due to a combination of a \$4.2 million increase in change in assumptions in the OPERS plan and a \$1.5 million decrease in the difference between projected and actual earnings on OPEB plan investments in the OPERS plan.

Deferred inflows of resources increased \$11 million or 51.7% from fiscal year 2019 to fiscal year 2020. Deferred inflows of resources related to pension increased \$6.9 million or 54.5% primarily due to a combination of a \$8.9 million increase in the net difference between projected and actual earnings on pension plan investments, including \$9.7 million increase related to the OPERS plan and \$.8 million decrease related to the STRS Ohio plan; and a \$1.6 million decrease in the proportionate share of contribution, including \$3.3 million decrease related to the STRS Ohio plan and \$1.7 million increase related to the OPERS plan. Deferred inflows of resources related to OPEB increased \$4.2 million or 51.1% primarily due to a combination of a \$2.9 million increase in the difference between expected and actual experience in the OPERS plan; a \$1.1 million decrease in a change in assumptions in the STRS Ohio plan; a \$1.4 million decrease in the net difference between projected and actual earnings on OPEB plan investments, including \$1.7 million increase related to the OPERS plan and \$.3 million decrease related to the STRS Ohio plan; and a \$1 million increase in the proportionate share of contribution in the OPERS plan.

See Note 13 for additional information on employee benefit plans.

During fiscal year 2014, the University entered into a ten year agreements with a food service company for the exclusive right to provide and manage the University's food service program including catering services. The University received initial support funds in the amount of \$425,000 which are contingent upon the University utilizing the services of the food service company over the ten year period. During fiscal year 2015, the University entered into a ten year agreement with a beverage company for exclusive pouring rights and sponsorship program. The University received initial support funds in the amount of \$450,000 which are contingent upon the University utilizing the services of the beverage company over a ten year period. The unamortized amounts are reflected as Deferred Inflows of Resources in the Statement of Net Position.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Liabilities

Liabilities largely consist of accrued payroll and payroll withholdings, debt, unearned revenue, compensated absences, and net pension/OPEB asset/liability. The following table summarizes balances at:

	June 30, 2021	June 30, 2020	June 30, 2019
Accounts and construction payable	\$ 5,277,472	\$ 4,877,936	\$ 4,672,442
Payroll liabilities	8,418,693	8,150,854	8,732,941
Notes payable	13,059,956	13,919,024	14,692,269
Bonds payable, net	56,985,643	60,278,073	63,482,710
Unearned revenue	7,155,847	6,384,286	6,830,914
Compensated absences	6,595,243	6,996,865	7,529,370
Refundable advance	670,781	1,288,875	1,374,718
Other	1,052,562	2,053,012	1,452,859
Net pension liability	108,506,850	120,551,697	142,148,557
Net OPEB liability	-	33,470,549	33,390,568
Total Liabilities	<u>\$ 207,723,047</u>	<u>\$ 257,971,171</u>	<u>\$ 284,307,348</u>

Total liabilities decreased \$50.2 million or 19% from fiscal year 2020 to fiscal year 2021. Bonds payable decreased \$3.3 million due to scheduled debt service payments. The net pension liability decreased \$12 million. The OPERS net pension liability decreased \$15.5 million, whereas the STRS Ohio net pension liability increased \$3.5 million. The OPERS and STRS Ohio net pension liability balances were \$33.4 million and \$76.1 million at June 30, 2021 compared to \$47.8 million and \$72.7 million at June 30, 2020, respectively. The net OPERS OPEB liability/(asset) was (\$4) million at June 30, 2021 compared to \$33.5 million at June 30, 2020.

Total liabilities decreased \$26.3 million or 9.3% from fiscal year 2019 to fiscal year 2020. Bonds payable decreased \$3.2 million due to scheduled debt service payments. The net pension liability decreased \$21.6 million. The OPERS net pension liability decreased \$22.6 million, whereas the STRS Ohio net pension liability increased \$1 million. The OPERS and STRS Ohio net pension liability balances were \$47.8 million and \$72.7 million at June 30, 2020 compared to \$70.4 million and \$71.7 million at June 30, 2019, respectively. The net OPERS OPEB liability remained flat at \$34.5 million at June 30, 2020 compared to \$33.4 at June 30, 2019.

See Note 8 for a further breakout of payroll and other liabilities, Notes 9 and 10 for detailed information about the University's debt, Note 12 for information on long-term liabilities, and Note 13 for information on employee benefit plans.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Net Position

Net position represents the residual interest in the University's assets after deferred outflows of resources are added, and liabilities and deferred inflows of resources are deducted. The reconciliation below presents the University's total net position removing the impact of the deferred inflows and outflows relating to pensions/OPEB as presented in the Statement of Net Position.

	June 30, 2021	June 30, 2020	June 30, 2019
Total Net Position	\$ 126,521,736	\$ 51,202,527	\$ 58,466,859
Add			
Deferred inflows of resources related to pension/OPEB	43,022,835	32,066,240	20,940,124
Net pension/OPEB liability	108,506,850	154,022,246	175,539,125
Subtract			
Deferred outflows of resources related to pension/OPEB	(18,403,431)	(26,153,728)	(41,667,395)
Net OPEB asset	(9,486,443)	(5,446,000)	(5,237,852)
Total Net Position without GASBs 68 and 75	<u>\$ 250,161,547</u>	<u>\$ 205,691,285</u>	<u>\$ 208,040,861</u>

The following tables summarize the categories of net position including segregation of the unrestricted net position relating to the impact of GASBs 68 and 75.

	June 30, 2021	June 30, 2020	June 30, 2019
Net investment in capital assets, net of related debt	\$ 156,189,269	\$ 147,352,730	\$ 140,074,416
Restricted, nonexpendable - endowments	5,674,506	5,534,526	5,470,553
Restricted, expendable - gifts, grants, and student loans	22,610,101	23,804,159	26,863,346
Unrestricted (without GASBs 68 and 75)	65,687,671	28,999,870	35,632,546
GASBs 68 and 75	(123,639,811)	(154,488,758)	(149,574,002)
Total Net Position	<u>\$ 126,521,736</u>	<u>\$ 51,202,527</u>	<u>\$ 58,466,859</u>

Overall, the University's total net position increased \$75.3 million or 147.1% from \$51.2 million at June 30, 2020 to \$126.5 million at June 30, 2021. This resulted from an excess of revenues over expenses and includes a \$8.8 million increase in the net amount invested in capital assets, a \$1 million decrease in restricted net position, a \$36.7 million increase in unrestricted net position excluding the impact of GASBs 68 and 75, and a \$30.8 million increase in unrestricted net position attributed to the impact of GASBs 68 and 75.

Overall, the University's total net position decreased \$7.2 million or 12.4% from \$58.4 million at June 30, 2019 to \$51.2 million at June 30, 2020. This resulted from an excess of expenses over revenues and includes a \$7.3 million increase in the net amount invested in capital assets, a \$3 million decrease in restricted net position, a \$6.6 million decrease in unrestricted net position excluding the impact of GASBs 68 and 75, and a \$4.9 million decrease in unrestricted net position attributed to the impact of GASBs 68 and 75.

The net investment in capital assets consists of capital assets net of accumulated depreciation and deferred outflows of resources relating to bond refunding reduced by the outstanding balance of bonds, notes or other borrowings that are attributable to the acquisition, construction, or improvement of those assets. The increase of \$8.8 million from fiscal year 2020 to fiscal year

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

2021 was due to net capital additions of \$19.1 million, a \$4.2 million decrease in outstanding debt and current year depreciation and amortization of \$14.1 million. Outstanding debt was \$70.1 million at June 30, 2021 compared to \$74.3 million at June 30, 2020.

The increase of \$7.3 million from fiscal year 2019 to fiscal year 2020 was due to net capital additions of \$17.5 million, a \$4 million decrease in outstanding debt and current year depreciation and amortization of \$14.2 million. Outstanding debt was \$74.3 million at June 30, 2020 compared to \$78.3 million at June 30, 2019.

Restricted, non-expendable net position consists primarily of endowment funds held by the University. Changes in this category are driven by additions or deductions to corpus.

Restricted, expendable net position is subject to externally imposed restrictions governing their use. Changes in this category are due to the timing of revenues and expenses in funds provided by donors and grantors. The following table summarizes restricted, expendable net position at:

	June 30, 2021	June 30, 2020	June 30, 2019
Gifts, grants, and contracts	\$ 26,854,723	\$ 18,406,182	\$ 17,641,265
COVID-19 relief funds	(9,104,861)	(1,079,230)	-
Plant funds	4,714,765	6,685,905	9,022,458
Other	145,474	(208,698)	199,623
Total Net Position	<u>\$ 22,610,101</u>	<u>\$ 23,804,159</u>	<u>\$ 26,863,346</u>

Gifts, grants and contracts include grants and sponsored programs, scholarship donations and program support, and undistributed and distributed but unspent investment earnings on University endowment funds. COVID-19 relief funds include funds authorized through the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the Coronavirus Relief & Recovery Supplemental Appropriations Act (CRRSAA), and the American Rescue Plan Act of 2021. Plant funds primarily include donations for construction or renovation projects. Other includes non-endowed restricted gifts designated by management to function similar to an endowment fund and gifts established for loan programs for students.

Total restricted expendable net position was \$22.6 million at June 30, 2021 compared to \$23.8 million at June 30, 2020, an overall decrease of \$1.2 million or 5%. Gifts, grants and contracts increased \$8.4 million primarily due to \$4.1 million in unspent funds received for workforce development and energy storage training, \$2.9 million increase in undistributed investment earnings on University endowments due to a favorable investment environment, and \$0.6 million in undistributed emergency COVID-19 funds received from YSUF during fiscal year 2021.

COVID-19 Relief funds decreased \$8 million primarily due to timing differences between the recognition of revenue and expenses. A decrease of \$9.3 million was attributed to HEERF III institutional portion allowable uses that were not reimbursable until fiscal year 2022 when the HEERF III Financial Aid funds were disbursed combined with an increase of \$1.1 million due to fiscal year 2020 expenses that were not reimbursable until July 2020 when the Ohio Department of Higher Education granted emergency relief in the form of Coronavirus Relief Fund (CRF) in fiscal year 2021.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Plant funds increased \$2 million primarily due to a \$1.1 million decrease in capital gifts internally set aside for debt service and a \$0.5 million capital gift transferred to YSUF at the request of the donor.

Total restricted expendable net position was \$23.8 million at June 30, 2020 compared to \$26.9 million at June 30, 2019, an overall decrease of \$3.1 million or 11.4%. This decrease was primarily due to a \$1.1 million in COVID-19 related expenses that were not reimbursable until July 2020 when the Ohio Department of Higher Education granted emergency relief in the form of Coronavirus Relief Funds (CRF), a \$1.5 million net decrease in capital gifts designated for capital projects, including an athletic field, indoor tennis facility and a multimedia center; and a \$1.5 million decrease in capital gifts internally set aside for debt service. Non-capital funds totaled \$17.1 million at June 30, 2020 compared to \$17.9 million at June 30, 2019 whereas capital gift and grant funds totaled \$6.7 million at June 30, 2020 compared to \$9 million at June 30, 2019.

Unrestricted net position is not subject to externally imposed restrictions and is designated for future operations, plant construction and maintenance, and debt service. The following table summarizes unrestricted net position at:

	June 30, 2021	June 30, 2020	June 30, 2019
Operating and designated funds	\$ 44,129,811	\$ 8,618,056	\$ 6,238,645
Operating reserves	8,837,982	7,786,754	7,786,754
Plant funds	12,697,359	12,572,675	21,584,741
Loan funds	22,519	22,385	22,406
Total without GASBs 68 and 75	65,687,671	28,999,870	35,632,546
GASBs 68 (Pension fund)	(115,030,373)	(119,871,116)	(116,393,778)
GASB 75 (OPEB fund)	(8,609,438)	(34,617,642)	(33,180,224)
Total Unrestricted Net Position	\$ (57,952,140)	\$ (125,488,888)	\$ (113,941,456)

Total unrestricted net position was (\$57.9) million at June 30, 2021 compared to (\$125.4) million at June 30, 2020. The increase of \$67.5 million from fiscal year 2020 to fiscal year 2021 reflects an excess of revenues over expenses during fiscal year 2021 from noncapital activity. Total unrestricted net position without funds relating to pension/OPEB increased \$36.7 million whereas the funds relating to pension/OPEB increased \$30.6 million.

The overall increase of \$36.7 million unrestricted net position excluding GASBs 68 and 75 was due to a combination of the impact of strategic utilization of the COVID-19 relief funds, conservative operating budgets to control spending in an uncertain environment, and a favorable investment environment.

The fiscal year end operating fund balances increased \$11.1 million due to the utilization of \$7.8 million of COVID-19 relief funds, including defraying \$3.4 million in payroll expenses with COVID-19 relief funds, recovery of \$1.0 million of indirect costs, \$1.8 million resulting from the impact of student balances discharged in fiscal year 2022 (bad debt credit), and \$0.7 million reimbursement for lost revenue due to student account adjustments, as well as \$3.3 million in restored state share of instruction funding.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Also, \$10.1 million of COVID-19 relief funds were used to reimburse the University for \$2.8 million in lost revenues and eligible expenses incurred during fiscal year 2020 and \$7.3 million for fiscal year 2021 lost revenue. These funds were designated to be used for COVID-19 projects and to fulfill the fiscal year 2022 operating budget plan.

Other increases include \$8.3 million increase in the fund designated to record unrealized investment income which is not spendable according to board policy, \$2.5 million increase in the sick leave conversion fund to fund the sick leave liability, \$1.9 million increase in funds set aside for open purchase orders, and \$1 million increase in the long term operating reserve fund.

The GASB 68 (Pension) fund increased \$4.6 million from (\$119.9) million at June 30, 2020 to (\$115.3) million at June 30, 2021, whereas the GASB 75 (OPEB) fund increased \$26 million from (\$34.6) million at June 30, 2020 to (\$8.6) million at June 30, 2021.

Total unrestricted net position was (\$125.4) million at June 30, 2020 compared to (\$113.9) million at June 30, 2019. The decrease of \$11.5 million from fiscal year 2019 to fiscal year 2020 reflects an excess of expenses over revenues during fiscal year 2020 from noncapital activity. Total unrestricted net position without funds relating to pension/OPEB decreased \$6.6 million whereas the funds relating to pension/OPEB decreased \$4.9 million.

Operating and designated funds increased \$2.4 million from \$6.2 million at June 2019 to \$8.6 million at June 30, 2020; whereas plant funds decreased \$9 million from \$21.6 million to \$12.6 million. The \$9 million decrease in plant funds was due to a combination of a \$7.5 million decrease due to activity on capital projects, including an athletic field, indoor tennis facility, multimedia center and parking lot, as well as a \$1.5 million decrease in funds designated for future debt service.

The GASB 68 (Pension) fund decreased \$3.5 million from (\$116.4) million at June 30, 2019 to (\$119.9) million at June 30, 2020; whereas the GASB 75 (OPEB) fund decreased \$1.4 million from (\$33.2) million at June 30, 2019 to (\$34.6) million.

The Statements of Revenues, Expenses, and Changes in Net Position

These statements present the operating results and the non-operating revenues and expenses of the University. Annual State appropriations, while budgeted for operations, are considered non-operating revenues according to generally accepted accounting principles. Pell grants dispersed to students and scholarships supported by restricted gifts are considered operating expenses; whereas the revenues supporting the expenses are considered nonoperating.

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

A summary of revenues, expenses, and changes in net position follows:

	June 30, 2021	June 30, 2020	June 30, 2019
Operating Revenues			
Net tuition, fees and other student charges	\$ 82,277,583	\$ 81,330,058	\$ 79,930,380
Auxiliary enterprises	13,261,789	17,060,256	19,786,312
Grants and contracts	15,942,273	12,296,168	11,202,469
Other	3,766,968	2,963,247	3,058,609
Total Operating Revenues	<u>115,248,613</u>	<u>113,649,729</u>	<u>113,977,770</u>
Operating Expenses	<u>165,297,531</u>	<u>208,208,708</u>	<u>201,356,820</u>
Operating Loss	(50,048,918)	(94,558,979)	(87,379,050)
Nonoperating Revenues (Expenses)			
State appropriations	43,927,035	42,089,994	42,914,559
Federal appropriations	24,976,068	6,063,592	-
Gifts, grants, and contracts	29,868,317	31,513,479	32,177,910
Investment income	13,779,629	2,555,860	4,825,184
Other	(2,396,430)	(3,461,407)	(3,189,825)
Net Nonoperating Revenues	<u>110,154,619</u>	<u>78,761,518</u>	<u>76,727,828</u>
Gain/(Loss) Before Other Revenues, Expenses, and Changes	60,105,701	(15,797,461)	(10,651,222)
Other Revenues, Expenses, and Changes			
State capital appropriations	9,345,533	5,186,305	6,089,375
Capital grants and gifts	6,387,877	3,274,660	5,426,487
Other	(519,902)	72,164	(31,614)
Total Other Revenues, Expenses, and Changes	<u>15,213,508</u>	<u>8,533,129</u>	<u>11,484,248</u>
Change in Net Position	75,319,209	(7,264,332)	833,026
Net Position at Beginning of the Year, originally stated	<u>51,202,527</u>	<u>58,466,859</u>	<u>57,633,833</u>
Net Position at End of the Year	<u>\$ 126,521,736</u>	<u>\$ 51,202,527</u>	<u>\$ 58,466,859</u>

Revenues

Following is a recap of revenues by source (operating, non-operating, and other sources), which were used to fund the University's activities for the years ended:

	June 30, 2021	June 30, 2020	June 30, 2019
Net tuition, fees, and other student charges	\$ 82,277,583	\$ 81,330,058	\$ 79,930,380
Gifts, grants and contracts	52,198,467	47,084,307	48,806,866
State appropriations	43,927,035	42,089,994	42,914,559
Federal appropriations	24,976,068	6,063,592	-
Investment income	13,779,629	2,555,860	4,825,184
Auxiliary enterprises	13,261,789	17,060,256	19,786,312
State capital appropriations	9,345,533	5,186,305	6,089,375
Other revenue	4,420,799	3,422,390	3,651,548
Total Revenues	<u>\$ 244,186,903</u>	<u>\$ 204,792,762</u>	<u>\$ 206,004,224</u>

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MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Overall, the University's total revenues increased \$39.4 million between fiscal year 2020 and fiscal year 2021 from \$204.8 million to \$244.2 million or 19.2%.

Net tuition, fees and other student charges increased \$1 million or 1.2% from fiscal year 2020 to fiscal year 2021. This was due to a combination of a \$1.9 million decrease in gross tuition, the result of increased tuition and fees and decreased enrollment; and a \$2.9 million decrease in the scholarship allowance. Gross tuition and fees were \$109 million in fiscal year 2021 compared to \$110.9 million in fiscal year 2020, whereas scholarship allowance was \$26.7 million and \$29.6 million, respectively. Gifts, grants, and contracts increased \$5.1 million or 10.9% from fiscal year 2020 to fiscal year 2021 primarily due to a combination of an increase in private grants activity, including \$4.3 million received from General Motors, LLC for workforce development and energy storage training, \$4.2 million in federal capital grant funding from the Economic Development Agency for a portion of the construction of the Excellence Training Center, and a decrease in Pell grants due to decreased enrollment. State appropriations increased \$1.8 million or 4.4% from fiscal year 2020 to fiscal year 2021 due to fiscal year 2020 reflecting a reduction of \$1.7 million in State support due to the impact of COVID-19. Federal appropriations increased \$18.9 million or 311.9% from fiscal year 2020 to fiscal year 2021 due to the continuance of the COVID-19 pandemic declared on March 11, 2020 through fiscal year 2021 and the timing of COVID-19 relief funds awarded and expended. Federal appropriations in fiscal year 2021 totaled \$25 million, including \$19.1 million of Higher Education Emergency Relief Funds (HEERF), \$5.7 million of Coronavirus Relief Funds (CRF), and \$0.2 million in other grant revenue for the University's radio station. Investment income increased \$11.2 million or 439.1% from fiscal year 2020 to fiscal year 2021 due to significant realized gains resulting from a favorable environment, and State capital appropriations increased \$4.2 million or 80.2% primarily due to increased activity on capital projects funds with state capital dollars, primarily the Excellence Training Center.

Overall, the University's total revenues decreased \$1.2 million between fiscal year 2019 and fiscal year 2020. The majority of the University's revenue, 60% in fiscal year 2020 and fiscal year 2019, is attributed to State appropriations, and net tuition and fees. Combined, these two revenue streams were \$123.4 million in fiscal year 2020 compared to \$122.8 million in fiscal year 2019.

Net tuition, fees and other student charges increased \$1.4 million or 1.8% from fiscal year 2019 to fiscal year 2020. Gross tuition and fees remained flat during fiscal year 2020 at \$110.9 million compared to \$110.8 million during fiscal year 2019, reflecting a combination of a 3.6% decrease in FTE enrollment, an increase in undergraduate tuition rates, and a \$1.1 million decrease for student adjustments due to COVID-19. Scholarship allowance was \$29.6 million in fiscal year 2020 compared to \$30.9 million in fiscal year 2019, a decrease of \$1.3 million. Gifts, grants, and contracts decreased \$1.7 million or 3.5% from fiscal year 2019 to fiscal year 2020 due to a \$.6 million increase in grants and contracts, a \$1.2 million decrease in gifts and a \$1 million decrease in Pell grants due to the decrease in enrollment. State appropriations decreased slightly from fiscal year 2019 to fiscal year 2020. Fiscal year 2020 reflects a reduction of \$1.7 million in State support due to the impact of COVID-19. Auxiliary enterprises revenues decreased \$2.7 million or 13.9%, from fiscal year 2019 to fiscal year 2020 primarily due to the impact of COVID-19, including \$1.8 million decrease for housing, meal plan and parking fee adjustments. In addition, there was a \$.4 million decrease in football guarantees and a \$.5 million decrease in transportation fee due to the fact that the transportation fee was folded into the Penguin Tuition Promise in fiscal year 2019.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Federal Appropriations in fiscal year 2020 totaled \$6.1 million, including \$6 million of Higher Education Emergency Relief Funds (HEERF) under the Coronavirus Aid, Relief, and Economic Security (CARES) Act and other grant revenue for the University's radio station. Investment income decreased \$2.2 million or 47% from fiscal year 2019 to fiscal year 2020 primarily due to significant unrealized losses resulting from market volatility due to the COVID-19 pandemic and State capital appropriations decreased \$.9 million or 14.8% due to less activity on capital projects funds with state capital dollars.

See Note 16 for more information about the COVID-19 Pandemic.

Expenses

Operating expenses can be displayed by either functional classification or natural classification. The functional classification can be found on the Statements of Revenues, Expenses, and Changes in Net Position. The University has no control over the pension/OPEB expenses attributed to the implementations of GASBs 68 and 75; therefore, these expenses are segregated for presentation purposes.

Following is a recap of total operating expenses by natural classification.

	June 30, 2021	June 30, 2020	June 30, 2019
Compensation	\$ 110,767,229	\$ 120,288,141	\$ 119,481,839
Operations	43,431,298	43,637,982	47,736,039
Scholarships	27,842,419	25,269,042	20,854,114
Depreciation and amortization	14,105,532	14,098,787	13,452,543
Operating expenses without GASBs 68 and 75 accruals	196,146,478	203,293,952	201,524,535
GASB 68 pension expense accruals	(4,840,743)	3,477,338	8,196,479
GASB 75 OPEB expense accrual	(26,008,204)	1,437,418	(8,364,194)
Total operating expenses	<u>\$ 165,297,531</u>	<u>\$ 208,208,708</u>	<u>\$ 201,356,820</u>

Following is a recap of total operating expenses by functional classification excluding the impact of GASBs 68, and 75.

	June 30, 2021	June 30, 2020	June 30, 2019
Instruction	\$ 61,991,169	\$ 65,507,499	\$ 65,918,879
Research	2,798,779	4,160,244	4,182,821
Public service	4,994,104	5,544,742	5,932,044
Academic support	14,762,463	17,336,886	16,004,260
Student services	11,226,734	11,964,339	11,255,563
Institutional support	19,982,616	19,324,042	22,531,265
Operation and maintenance of plant	17,803,456	15,465,790	16,133,509
Scholarships	27,886,962	25,295,390	16,111,355
Auxiliary enterprises	20,594,663	24,596,233	30,002,336
Depreciation and amortization	14,105,532	14,098,787	13,452,543
Total operating expenses	<u>\$ 196,146,478</u>	<u>\$ 203,293,952</u>	<u>\$ 201,524,575</u>

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Excluding the impact of the pension and OPEB accruals, total operating expenses decreased \$7.2 million or 3.5% from \$203.3 million during fiscal year 2020 to \$196.1 million during fiscal year 2021. This net decrease was due to decreases of \$9.5 million in compensation, \$0.2 million in operations, offset by a \$2.5 million increase in scholarships.

Overall compensation decreased \$9.5 million or 7.9% from \$120.3 million in fiscal year 2020 to \$110.8 million in fiscal year 2021. Salaries and wages decreased \$7.5 million or 8.4% from \$89 million in fiscal year 2020 to \$81.5 million in fiscal year 2021; whereas fringe benefits decreased \$2 million from \$31.3 in fiscal year 2020 to \$29.3 million in fiscal year 2021. Overall fringe benefits as a percentage of salaries and wages was 35.9% in fiscal year 2021 compared to 35.1% in fiscal year 2020. The overall decrease was the result of planned actions due to COVID-19, including temporary and permanent layoffs, pay reductions, furloughs, academic reorganization, elimination of an administrative division, and a hiring freeze during fiscal year 2021.

Operations remained relatively flat at \$43.4 million in fiscal year 2021 compared to \$43.6 million in fiscal year 2020. This was due to the combination of strategic and across the board reductions to operating budgets campus wide, and utilization of COVID-19 relief funds. Approximately \$11.3 million in COVID-19 relief funds were utilized for operations in fiscal year 2021 including expenses for campus safety, equipment and software to enable distance learning and remote working, campus wide Wi-Fi upgrades, modifications of classrooms, and expenses associated with quarantined students. This compares to \$0.6 million of COVID-19 relief funds utilized in fiscal year 2020.

A large portion of aid is classified as scholarship allowance on the Statement of Revenues, Expenses and Changes in Net Position. Overall, the amount of aid disbursed to students by the University remained flat at \$54.5 million in fiscal year 2021 compared to \$54.8 million in fiscal year 2020. This was due to a combination of a \$2 million decrease in federal Pell grants, a decrease of \$2.7 million in institutional funds, and a \$4 million increase in federal aid to students from HEERF funds.

Pension expense attributed to GASB 68 decreased \$8.3 million from \$3.5 million in fiscal year 2020 to (\$4.8) million in fiscal year 2021; whereas OPEB expense attributed to GASB 75 decreased \$27.7 million from \$1.4 million in fiscal year 2020 to (\$26) million in fiscal year 2021. The \$8.3 million decrease in pension expense was attributed to a combination of an \$8.8 million decrease in the OPERS plan offset by \$0.5 million increase in the STRS Ohio plan. The \$27.4 million decrease in OPEB expense was attributed to a combination of a \$28.8 million decrease in the OPERS plan offset by a \$1.4 million increase in the STRS Ohio plan. These expenses are the result of changes in the deferred outflows/inflows and liabilities related to pension/OPEB. The University has no control over the factors affecting these changes.

Excluding the impact of the pension and OPEB accruals, total operating expenses increased \$1.8 million or 0.9% from \$201.5 million during fiscal year 2019 to \$203.3 million during fiscal year 2020. This net increase was due to increases of \$0.8 million in compensation, \$4.4 million in scholarships, and \$0.6 million in depreciation and amortization offset by a \$4.1 million decrease in operations.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Salaries and wages decreased \$1.2 million or 1.3% from \$90.2 million in fiscal year 2019 to \$89 million in fiscal year 2020; whereas fringe benefits increased \$2 million or 6.9% from \$29.3 million to \$31.3 million, respectively. Combined, student and non-faculty salaries and wages decreased \$1.3 million; whereas faculty salaries increased \$.1 million. Overall fringe benefits as a percentage of salaries and wages was 35.1% in fiscal year 2020 compared to 32.4% in fiscal year 2019. Depreciation and amortization increased \$.6 million or 4.8 % from \$13.5 million in fiscal year 2019 to \$14.1 million in fiscal year 2020, due to increases in capital asset additions.

A large portion of all aid is classified as scholarship allowance on the Statement of Revenues, Expenses and Changes in Net Position. Overall, the University disbursed \$54.8 million to students in fiscal year 2020 compared to \$51.7 million in fiscal year 2019, an increase of \$3.1 million. This net increase was primarily due to \$3.2 million in federal aid to students from the Higher Education Emergency Relief Fund (HEERF) because of COVID-19, an increase of \$.7 million in external support, and a decrease of \$1.1 million in federal Pell grants.

Operations decreased \$4.1 million or 8.5% from \$47.7 million in fiscal year 2020 to \$43.6 million in fiscal year 2019. The net decrease partially reflects the impact of COVID-19 and includes a \$1.5 million decrease in supplies, a \$1.1 million decrease in maintenance and repair activity, a \$1 million decrease in travel and business related expenses, a \$.5 million decrease in utilities, and a \$.5 million decrease in food service for residents, offset by \$.5 million increase in instructional computers. Note that for fiscal year 2020, the \$4.5 million athletic scholarships were reported as scholarship allowance and reduced auxiliary enterprises expenses; whereas in prior years, the athletic scholarships were reported as scholarship allowance and reduced functional classification of scholarship expense.

Pension expense attributed to GASB 68 decreased \$4.7 million from \$8.2 million in fiscal year 2019 to \$3.5 million in fiscal year 2020; whereas OPEB expense attributed to GASB 75 increased \$9.8 million from (\$8.4) million in fiscal year 2019 to \$1.4 million in fiscal year 2020, respectively. These expenses are the result of changes in the deferred outflow/inflows and liabilities related to pension/OPEB. The University has no control over the factors affecting these changes.

See Note 13 for additional information on pension plans and other post-employment benefits (OPEB) and Note 16 for more information about the COVID-19 pandemic.

Total operating and non-operating expenses for the University were \$168,867,694, \$212,057,094, and \$205,171,198 in fiscal years 2021, 2020 and 2019, respectively.

YOUNGSTOWN STATE UNIVERSITY

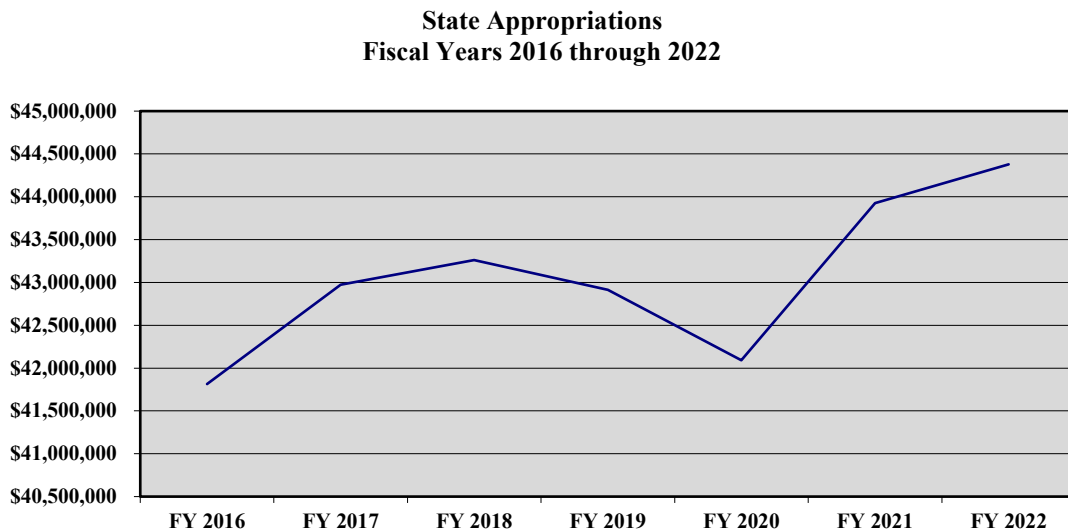
MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Economic Factors for the Future

Looking to the future, management believes the University is well-positioned to continue its favorable financial condition and level of excellence in service to students.

Based on the most recent estimate provided by the Ohio Department of Higher Education, State Share of Instruction (SSI) funding for the University for fiscal year 2022 is expected to be 1% greater than during fiscal year 2021. This increase is largely attributable to a 1% increase in the total statewide SSI appropriation that was enacted in the state of Ohio's operating budget legislation for the fiscal year 2022-fiscal year 2023 biennium. SSI funding for fiscal years 2023 is also projected to increase by approximately 1%. SSI formula allocations continue to be tied to student success, with degrees awarded and course completions serving as the primary drivers of SSI funding. Datasets used in the formula are based on a three-year rolling average and are weighted to take into account various at-risk student characteristics. The SSI formula continues to factor in discipline and program costs and enrollment levels.

The following graph reflects six years actual data for State Appropriations plus the budgeted amount for fiscal year 2022.

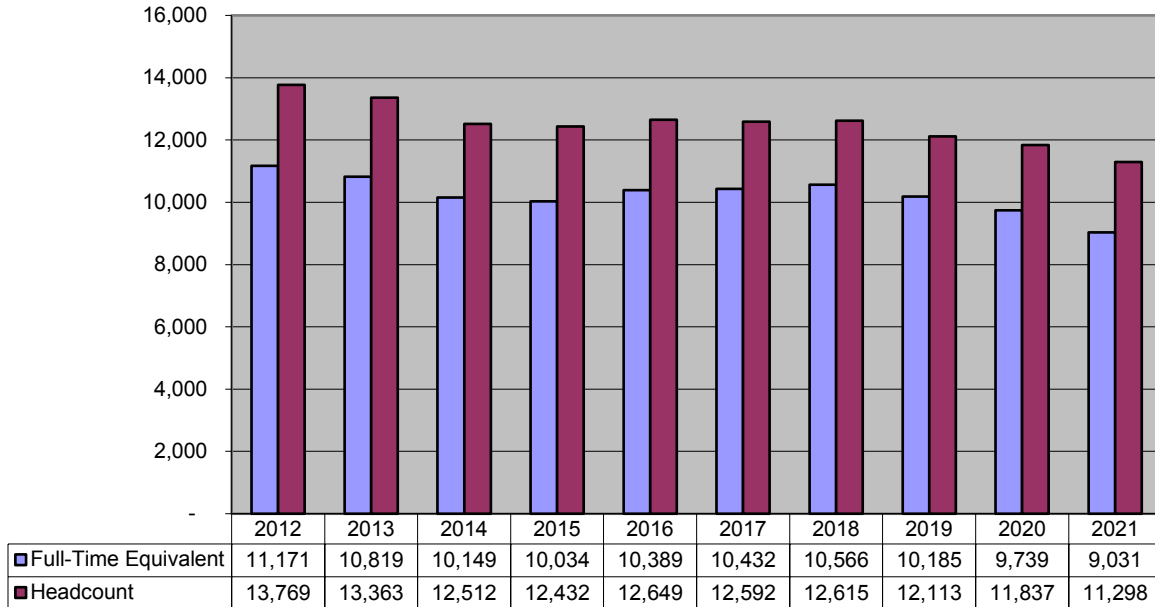


YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT’S DISCUSSION AND ANALYSIS (CONT.)

Fall Semester Enrollment Trends 2012 through 2021

The following graph reflects nine years of actual data for Fall enrollment trends plus the 14th day preliminary enrollment for Fall 2021.



Fall 2021 enrollments are 7.27% lower than the prior Fall semester on a full-time equivalency (FTE) basis. Following a five-year decline in FTE enrollments between Fall 2011 and 2015, YSU achieved three years of enrollment stability between Fall 2016 and Fall 2018 before these three consecutive setbacks. While the strong academic quality of the University’s new incoming student enrollments for Fall 2021 exceeded Fall 2020 and represents sustained progress, another decline during the worldwide COVID-19 Pandemic required dramatically different recruitment and enrollment strategies with adjustment to messaging about what YSU offers in terms of a high quality education at an affordable price.

The number of new Honors College freshmen for Fall 2021 was 299, which represents a decrease of 11.28% compared to Fall 2020, but the Honors College freshmen still credibly attributed to YSU’s growth in the academic quality of our student body. The University experienced increases in new freshman for four consecutive years between Fall 2015 and Fall 2018, a 31% increase in that time, before dropping 10.59% in Fall 2021, 9.35% in Fall 2020 and 15.65% during Fall 2019.

Freshman GPA averages were the highest in University history for the seventh straight year at 3.52 in spite of YSU’s shift to a test optional policy for undergraduate admission last year. Nearly 60% (58.26%) of our new freshmen had a high school GPA of 3.5 or better. Efforts to widen the University’s appeal beyond its traditional footprint advanced for Fall 2021 with financial investment into more marketing and a reduction in out of state tuition. Multicultural freshman decreased along with the number of Ohio counties represented in the freshman class to 42 counties from 44 counties from last Fall. The University’s first year to second year retention rate decreased slightly to 74.09% from 75.17% last year.

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF NET POSITION AT JUNE 30, 2021 AND 2020

	June 30, 2021	June 30, 2020
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 26,292,042	\$ 5,791,497
Investments	46,804,862	41,965,248
Restricted investments	825,349	510,584
Interest receivable	103,684	111,273
Accounts receivable, net	18,039,267	11,712,016
Pledges receivable, net	167,117	170,203
Loans receivable, net	335,284	476,298
Inventories	60,855	89,880
Prepaid expenses and unearned charges	1,446,024	1,094,356
Total Current Assets	94,074,484	61,921,355
Noncurrent Assets		
Investments	15,496,697	15,581,112
Endowments and other restricted investments	13,570,860	10,413,323
Pledges receivable, net	-	154,267
Loans receivable, net	33,145	102,772
Other noncurrent assets	136,603	129,388
Net OPEB asset	9,486,443	5,446,000
Nondepreciable capital assets	20,347,643	23,024,017
Depreciable capital assets, net	204,384,044	196,942,423
Total Noncurrent Assets	263,455,435	251,793,302
Total Assets	357,529,919	313,714,657
DEFERRED OUTFLOWS OF RESOURCES		
Deferred outflows related to pension	15,805,606	20,224,223
Deferred outflows related to OPEB	2,597,825	5,929,505
Bond refunding	1,554,268	1,679,053
Total Deferred Outflows of Resources	19,957,699	27,832,781
LIABILITIES		
Current Liabilities		
Accounts payable	4,638,278	2,331,553
Construction payable	639,194	2,546,383
Payroll liabilities	8,418,693	8,150,854
Bonds payable	3,230,000	3,095,000
Notes payable	950,444	859,068
Capital lease payable	30,344	44,579
Compensated absences	857,970	795,001
Unearned revenue	7,155,847	6,384,286
Other liabilities	1,001,475	1,957,346
Total Current Liabilities	26,922,245	26,164,070
Noncurrent Liabilities		
Bonds payable, net	53,755,643	57,183,073
Notes payable	12,109,512	13,059,956
Capital lease payable	20,743	51,087
Compensated absences	5,737,273	6,201,864
Refundable advance	670,781	1,288,875
Net pension liability	108,506,850	120,551,697
Net OPEB liability	-	33,470,549
Total Noncurrent Liabilities	180,800,802	231,807,101
Total Liabilities	207,723,047	257,971,171
DEFERRED INFLOWS OF RESOURCES		
Service concession agreements	220,000	307,500
Deferred inflows related to pension	22,329,129	19,543,642
Deferred inflows related to OPEB	20,693,706	12,522,598
Total Deferred Inflows of Resources	43,242,835	32,373,740
NET POSITION		
Net investment in capital assets	156,189,269	147,352,730
Restricted, nonexpendable - endowments	5,674,506	5,534,526
Restricted, expendable - gifts, grants, and student loans	22,610,101	23,804,159
Unrestricted	(57,952,140)	(125,488,888)
Total Net Position	\$ 126,521,736	\$ 51,202,527

See accompanying notes to financial statements.

THE YOUNGSTOWN STATE UNIVERSITY FOUNDATION

STATEMENTS OF FINANCIAL POSITION AT JUNE 30, 2021 AND 2020

	<u>June 30, 2021</u>	<u>June 30, 2020</u>
ASSETS		
Cash and cash equivalents	\$ 1,031,736	\$ 2,092,541
Investments	325,195,829	254,739,015
Pledges receivable, net	6,604,115	5,294,797
Pledges receivable for Youngstown State University, net	3,118,955	3,940,277
Prepaid expenses and other assets	872,106	957,443
Property and equipment, net	234,011	192,445
TOTAL ASSETS	<u>\$ 337,056,752</u>	<u>\$ 267,216,518</u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable	\$ 508,407	\$ 956,418
Grant commitments to Youngstown State University	9,328,575	9,987,574
Accrued liabilities and other	81,571	281,758
TOTAL LIABILITIES	<u>9,918,553</u>	<u>11,225,750</u>
NET ASSETS		
Without donor restrictions	179,416,076	143,733,963
With donor restrictions	147,722,123	112,256,805
TOTAL NET ASSETS	<u>327,138,199</u>	<u>255,990,768</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 337,056,752</u>	<u>\$ 267,216,518</u>

See accompanying notes to financial statements.

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

	June 30, 2021	June 30, 2020
OPERATING REVENUES		
Tuition, fees, and other student charges (net of scholarship allowance of \$26,673,403 in 2021 and 29,581,588 in 2020)	\$ 82,277,583	\$ 81,330,058
Federal grants and contracts	4,656,571	5,115,766
State grants and contracts	6,093,136	6,128,576
Local grants and contracts	360,386	396,177
Private grants and contracts	4,832,180	655,649
Sales and services	240,227	458,986
Auxiliary enterprises	13,261,789	17,060,256
Other operating revenues	3,526,741	2,504,261
Total Operating Revenues	115,248,613	113,649,729
OPERATING EXPENSES		
Instruction	61,345,003	68,758,212
Research	2,452,821	4,183,300
Public service	2,729,059	5,666,888
Academic support	8,492,792	17,676,610
Student services	6,200,552	12,233,145
Institutional support	13,353,931	19,687,607
Operation and maintenance of plant	13,420,234	15,703,812
Scholarships	27,886,962	25,295,390
Auxiliary enterprises	15,310,645	24,904,957
Depreciation and amortization	14,105,532	14,098,787
Total Operating Expenses	165,297,531	208,208,708
Operating Loss	(50,048,918)	(94,558,979)
NONOPERATING REVENUES (EXPENSES)		
State appropriations	43,927,035	42,089,994
Federal appropriations	24,976,068	6,063,592
Federal grants	17,483,152	19,655,799
Private gifts	12,385,165	11,857,680
Unrestricted investment income, net of investment expense	10,308,245	1,833,071
Restricted investment income, net of investment expense	3,471,384	722,789
Interest on capital asset-related debt	(3,351,535)	(3,495,938)
Other nonoperating revenues, net	955,105	34,531
Net Nonoperating Revenues	110,154,619	78,761,518
Loss Before Other Revenues, Expenses, and Changes	60,105,701	(15,797,461)
OTHER REVENUES, EXPENSES, AND CHANGES		
State capital appropriations	9,345,533	5,186,305
Capital grants and gifts	6,387,877	3,274,660
Other revenue (expense), net	(519,902)	72,164
Total Other Revenues, Expenses, and Changes	15,213,508	8,533,129
Change In Net Position	75,319,209	(7,264,332)
NET POSITION		
Net Position at Beginning of the Year	51,202,527	58,466,859
Net Position at End of the Year	\$ 126,521,736	\$ 51,202,527

See accompanying notes to financial statements.

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

	June 30, 2021	June 30, 2020
Cash Flows from Operating Activities		
Student tuition and fees	\$ 82,541,704	\$ 81,855,274
Federal, state, and local grants and contracts	8,110,314	12,128,093
Private grants and contracts	4,823,170	691,292
Sales and services of educational and other departmental activities	14,258,760	16,537,842
Payments to suppliers	(44,106,705)	(43,315,573)
Payments to employees	(81,259,902)	(89,597,671)
Payments for benefits	(29,799,492)	(31,912,154)
Payments for scholarships	(27,821,838)	(24,932,145)
Other receipts, net	3,448,007	2,417,282
Total Cash Flows Used In Operating Activities	(69,805,982)	(76,127,760)
Cash Flows from Noncapital Financing Activities		
Federal grants	16,710,007	19,649,217
Federal educational appropriations	25,725,512	5,661,552
State educational appropriations	43,927,035	42,089,994
Direct lending receipts	50,679,162	52,916,027
Direct lending disbursements	(50,686,373)	(52,924,489)
Private gifts	12,946,388	12,003,365
Other nonoperating expenses	319,005	(17,127)
Student loans issued	550	-
Student loans collected	194,749	255,117
Student loan interest and fees collected	44,040	113,682
Total Cash Flows Provided by Noncapital Financing Activities	99,860,075	79,747,338
Cash Flows from Investing Activities		
Proceeds from sale of investments	10,769,589	20,699,468
Purchase of investments	(18,997,090)	(21,442,022)
Interest on investments	13,787,218	2,600,476
Total Cash Flows Provided by Investing Activities	5,559,717	1,857,922
Cash Flows from Capital and Related Financing Activities		
State capital appropriations	10,699,490	4,528,598
Private capital gifts and grants	2,150,743	2,947,663
Purchase of capital assets	(20,507,886)	(16,867,264)
Principal payments on capital debt	(3,998,647)	(3,793,812)
Interest payments on capital debt	(3,456,965)	(3,625,589)
Total Cash Flows Used In Capital and Related Financing Activities	(15,113,265)	(16,810,404)
Change in Cash and Cash Equivalents	20,500,545	(11,332,904)
Cash and Cash Equivalents, Beginning of Year	5,791,497	17,124,401
Cash and Cash Equivalents, End of Year	\$ 26,292,042	\$ 5,791,497

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF CASH FLOWS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Reconciliation of Operating Loss to Net Cash Used in Operating Activities

	<u>June 30, 2021</u>	<u>June 30, 2020</u>
Operating loss	\$ (50,048,918)	\$ (94,558,979)
Adjustments to reconcile operating loss to net cash used in operating activities:		
Depreciation and amortization	14,105,532	14,098,787
Provision for bad debts	(1,875,681)	(6,722)
Changes in assets and liabilities:		
Accounts receivable, net	(2,804,527)	422,873
Inventories	29,025	21,902
Prepaid expenses and unearned charges	(351,668)	195,614
Net OPEB assets	(4,040,443)	(208,148)
Accounts payable	2,306,725	(404,103)
Accrued and other liabilities	(655,247)	163,063
Unearned revenue	739,346	(442,446)
Compensated absences	(401,622)	(532,505)
Net pension/OPEB liability	(45,515,396)	(21,516,879)
Deferred outflows-pensions and OPEB	7,750,297	15,513,667
Deferred inflows-pensions and OPEB	10,956,595	11,126,116
Net Cash Flows Used In Operating Activities	<u><u>\$ (69,805,982)</u></u>	<u><u>\$ (76,127,760)</u></u>

See accompanying notes to financial statements.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Note 1 – Organization and Summary of Significant Accounting Policies

Organization and Basis of Presentation

Youngstown State University (the University or YSU) is a coeducational, degree granting state-assisted metropolitan university and was established by the General Assembly of the State of Ohio in 1967. The University is a component unit of the State of Ohio. The University provides a wide range of opportunities in higher education primarily to residents in northeastern Ohio and western Pennsylvania. The University offers degrees at the undergraduate, graduate, and doctoral levels.

In accordance with Governmental Accounting Standards Board (GASB) Statement No.14, *The Reporting Entity*, and GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*, the University's financial statements are included, as a discretely presented component unit, in the State of Ohio's (State) Comprehensive Annual Financial Report. In accordance with GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units*, Youngstown State University Foundation's (YSUF or Foundation) financial statements are included, as a discretely presented component unit, in the University's financial report by presentation of the individual financial statements of the entity immediately following the University's respective GASB financial statements. See Note 15 for additional information regarding the University's component unit.

The University's financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America as prescribed by the GASB.

As required by the GASB, resources are classified for accounting and reporting purposes into the following four net position categories:

- Net investment in capital assets – Capital assets, net of accumulated depreciation, reduced by outstanding principal balances of debt attributable to the acquisition, construction or improvement of those assets.
- Restricted, nonexpendable – Resources subject to externally imposed stipulations that they be maintained permanently by the University. Such resources include the University's permanent endowment funds.
- Restricted, expendable – Resources whose use by the University is subject to externally imposed stipulations that can be fulfilled by actions of the University pursuant to those stipulations or that expire by the passage of time.
- Unrestricted – Resources that are not subject to externally imposed stipulations. Unrestricted resources may be designated for specific purposes by action of management, Board of Trustees or may otherwise be limited by contractual agreements with outside parties. Substantially all unrestricted resources are designated for academic and research programs and initiatives, capital projects, and operating reserves.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Summary of Significant Accounting Policies

The accompanying financial statements have been prepared on the accrual basis. The University reports as a business type activity, as required by the GASB. Business type activities are those that are financed in whole or in part by fees charged to external parties for goods or services.

Cash Equivalents – The University considers all highly liquid investments with an original maturity of three months or less to be cash equivalents. Cash and cash equivalents are stated at cost, which approximates fair value and excludes amounts restricted by board designation or whose use is limited.

Investments – Investments are reported at fair value based on quoted market prices. Changes in unrealized gains (losses) on the carrying value of investments are reported as a component of investment income in the Statement of Revenues, Expenses, and Changes in Net Position. Restricted investments are comprised of endowment corpus and related spending funds.

Endowment Policy – Under Ohio law set forth in the Uniform Prudent Management of Institutional Funds Act (UPMIFA), as adopted in Ohio in 2009, the Board acts in a fiduciary capacity as trustee of its endowment funds. UPMIFA requires that the Board exercise its fiduciary duties prudently and consider both the charitable purposes and needs of the University and the purposes of the specific endowment regarding current expenditures and preservation of the purchasing power of the funds. The University Endowment Fund consists of 92 named funds. Each named fund is assigned a number of shares in the University Endowment Fund based on the value of the gifts to that named fund. The University's endowment spending policy states that annual distributions each fiscal year are set to 5% of the twelve-quarter average of the market value for the preceding twelve calendar quarters. In calculating the twelve-quarter average, census dates of March 31, June 30, September 30, and December 31 for the previous three years shall be used. Distributions greater than the calculated amount require written justification and Board of Trustees' approval.

Accounts Receivable – Accounts receivable consist of transactions relating to tuition and fees, auxiliary enterprise sales, grants and contracts, and miscellaneous sales and services. Accounts receivable are recorded net of allowance for uncollectible amounts.

Pledges Receivable – The University has a development services agreement with the Foundation. As part of the agreement, new pledges are recorded by the Foundation and payments on University pledges are collected by the Foundation and remitted to the University on a monthly basis. Prior to the agreement, the University received pledges and bequests of financial support from corporations, foundations, and individuals. Revenue is recognized when a gift representing an unconditional promise to pay is received and all eligibility requirements have been met. In the absence of a conditional pledge, revenue is recognized when the gift is received. Pledges are recorded net of an allowance for uncollectible amounts and are discounted to net present value.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Inventories – Inventories are stated at the lower of cost or fair value.

Capital Assets – Capital assets are stated at cost or acquisition value at date of gift. Infrastructure assets are included in the financial statements and are depreciated. The University’s capitalization threshold for equipment, furniture, and vehicles is \$5,000; and for buildings, building improvements, and improvements other than buildings is \$100,000. Land is capitalized regardless of cost. Library purchases are excluded from capitalization and expensed as purchased.

Depreciation (including amortization of capital leased assets) is computed using the straight-line method over the estimated useful life of the asset and is not allocated to the functional expenditure categories. Historical collections, including assets that are held for public exhibition, education, or research in furtherance of public service, which are protected and preserved, are not depreciated.

When capital assets are sold, or otherwise disposed of, the carrying value of such assets and any accumulated depreciation is removed from asset accounts and the net investment in capital assets. The costs of normal maintenance and repairs that do not add to the value of the capital asset or materially extend the capital asset’s life are expensed when incurred. Estimated lives are as follows:

<u>Classification</u>	<u>Estimated Life</u>
Buildings	50 years
Improvements to buildings	10 to 50 years
Improvements other than buildings	15 years
Moveable equipment, furniture and vehicles	3 to 20 years

Unearned Revenue – Unearned revenue includes tuition and fee revenues billed or received prior to the end of the current fiscal year end, but related to the period after the current fiscal year. Also included are amounts received from grants and contract sponsors that have not yet been earned and other resources received before the eligibility requirements are met.

Compensated Absences – Accumulated unpaid vacation and sick leave benefits are recorded as required by the GASB. The University uses the termination method to accrue sick leave compensated absences on the Statement of Net Position. University employees earn vacation and sick leave benefits based, in part, on length of service. Vacation pay is fully vested when earned. Upon separation from service, employees are paid accumulated vacation and sick pay based upon the nature of separation (death, retirement, or termination). Certain limitations have been placed on the hours of vacation and sick leave that employees may accumulate and carry over for payment at death, retirement, or termination. Unused hours exceeding these limitations are forfeited.

Refundable Advances from Government for Federal Loans – Funds provided by the United States government under the Federal Perkins Loan program are loaned to qualified students and re-loaned after collections. These funds are ultimately refundable to the government and, therefore, are recorded as a liability in the accompanying financial statements. Congress did not renew the program after September 30, 2017 and no disbursements were permitted after June 30, 2018.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Deferred Outflows of Resources – In addition to assets, the statement of financial position reports a separate section for deferred outflows of resources. This separate financial statement element, deferred outflows of resources, represents a consumption of net position that applies to future periods and so will not be recognized as an outflow of resources (expenses) until then. The University reports deferred outflows of resources for refunding of bonds and certain pension-related and OPEB-related amounts, including changes in expected and actual experience, changes in assumptions, change in proportionate share of contribution and certain contributions made to the plan subsequent to the measurement date. See Note 13 for more detailed information on the pension-related and OPEB-related amounts.

Deferred Inflow of Resources – In addition to liabilities, the statement of financial position reports a separate section for deferred inflows of resources. This separate financial statement element, deferred inflows of resources, represents an acquisition of net position that applies to future periods and so will not be recognized as an inflow of resources (revenue) until then. The University reports deferred inflows of resources for service concession arrangements and certain pension-related and OPEB-related amounts, including changes in expected and actual experience, changes in assumptions, and the difference between projected and actual earnings of the plan's investments. See Note 13 for more detailed information on the pension-related and OPEB-related amounts.

Service Concession Arrangements – Service concession arrangements consist of an agreement with a food service provider and an agreement with a beverage company for exclusive pouring rights. Funds received are contingent upon utilization of services over a specified time period and are amortized over the term of the contract arrangement. Unamortized amounts are reflected as deferred inflows of resources on the Statement of Net Position.

Pensions – For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net positions of the State Teachers Retirement System of Ohio (STRS Ohio) and the Ohio Public Employees Retirement System (OPERS) Pension Plans and additions to/deductions from STRS Ohio's/OPERS' fiduciary net positions have been determined on the same basis as they are reported by STRS Ohio/OPERS. STRS Ohio/OPERS use the economic resources measurement focus and the full accrual basis of accounting. Contribution revenue is recorded as contributions are due, pursuant to legal requirements. Benefit payments (including refunds of employee contributions) are recognized as expense when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Other Postemployment Benefit Costs – For purposes of measuring the net other postemployment benefit (OPEB) asset/liability, deferred outflows of resources and deferred inflows of resources related to OPEB, and OPEB expense, information about the fiduciary net positions of the Pension Plans (STRS Ohio/OPERS) and additions to/deductions from STRS Ohio's/OPERS' fiduciary net positions have been determined on the same basis as they are reported by STRS Ohio/OPERS. STRS Ohio/OPERS use the economic resources measurement focus and the full accrual basis of accounting. For this purpose, STRS Ohio/OPERS recognize benefit payments when due and payable in accordance with the benefit terms. Investments are reported at fair value.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Income Taxes – The Internal Revenue Service has ruled that the University’s income is generally exempt from Federal income taxes under Section 115 of the Internal Revenue Code. The University is subject to tax on unrelated business income.

Measurement Focus and Financial Statement Presentation – The accompanying financial statements have been prepared using the economic resource measurement focus, operating revenues and expenses generally result from providing educational and instructional service in connection with the University’s principal ongoing operations. The principal operating revenues include student tuition, fees and other student charges. The University also recognizes as operating revenue grants classified as exchange transactions and auxiliary activities. Operating expenses include educational costs, administrative expenses and depreciation on capital assets. All revenues and expenses not meeting this definition including State and Federal appropriations are reported as non-operating revenues and expenses.

Scholarship Allowances and Student Aid – Tuition, fees, and other student charges are reflected net of scholarship allowances in the Statements of Revenues, Expenses, and Changes in Net Position. Certain aid (such as loans and funds awarded to students by third parties) is accounted for as a third party payment (credited to the student’s account as if the student made the payment). All other aid is reflected in the financial statements as operating expenses, or scholarship allowances, which reduce revenues. The amount reported as operating expense represents the portion of aid that was provided to the student in the form of cash. Scholarship allowances represent the portion of aid provided to the student in the form of reduced tuition.

Release of Restricted Funds – When an expense is incurred for purposes for which both restricted and unrestricted resources are available, it is the University’s policy to apply restricted resources first, then unrestricted resources as needed.

Management’s Estimates – The preparation of the financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the amounts reported in the financial statements and disclosures in the notes to financial statements. Actual results could differ from these estimates.

Adoption of New Accounting Pronouncements – In fiscal year 2021, the provisions of the following GASB Statements became effective:

- GASB Statement No. 84, *Fiduciary Activities*, issued January 2017. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are now effective for reporting periods beginning after December 15, 2019. The objective of this Statement is to improve guidance regarding the identification of fiduciary activities for accounting and financial reporting purposes and how those activities should be reported.

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

- GASB Statement No. 90, *Majority Equity Interests-an amendment of GASB Statements No. 14 and No. 61*, issued August 2018. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2019. The primary objectives of this Statement are to improve the consistency and comparability of reporting a government's majority equity interest in a legally separate organization and to improve the relevance of financial statement information for certain component units.
- GASB Statement No. 93, *Replacement of Interbank Offered Rates*, issued March 2020. As a result of the adoption of GASB Statement No. 95, certain requirements of this Statement are now effective for reporting periods beginning after June 15, 2021. Some governments have entered into agreements in which variable payments made or received depend on an interbank offer rate. As a result of global reference rate reform, some rates are expected to cease to exist prompting governments to amend or replace financial instruments.

Adoption of the above standards had no impact on net position.

Upcoming Accounting Pronouncements – As of the report date, the GASB issued the following statements not yet implemented by the University:

- GASB Statement No. 87, *Leases*, issued June 2017. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are now effective for reporting periods beginning after June 15, 2021. The objective of this Statement is to better meet the information needs of financial statement users by improving accounting and financial reporting for leases by governments.
- GASB Statement No. 89, *Accounting for Interest Cost Incurred before the End of a Construction Period*, issued June 2018. As a result of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2020. The objectives of this Statement are (1) to enhance the relevance and comparability of information about capital assets and the cost of borrowing for a reporting period and (2) to simplify accounting for interest cost incurred before the end of a construction period.
- GASB Statement No. 91, *Conduit Debt Obligations*, issued May 2019. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2021. The primary objectives of this Statement are to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with commitments extended by issuers, arrangements associated with conduit debt obligations, and related note disclosures.

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

- GASB Statement No. 92, *Omnibus 2020*, issued January 2020. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are effective for fiscal years beginning after June 15, 2022. The objectives of this Statement are to enhance comparability in accounting and financial reporting and to improve the consistency of authoritative literature by addressing practice issues that have been identified during implementation and application of certain GASB Statements.
- GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*, issued March 2020. The requirements of this Statement are effective for fiscal years beginning after June 15, 2022. The primary objective of this Statement is to improve financial reporting by addressing issues related to public-private and public-public partnership arrangements.
- GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*, issued May 2020. The requirements of this Statement are effective for fiscal years beginning after June 15, 2022. This Statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements for government end users.
- GASB Statement No. 97, *Certain Component Unit Criteria, and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans-an amendment of GASB Statements No. 14 and No. 84, and a supersession of GASB Statement No. 32*, issued June 2020. The requirements of this Statement are effective for fiscal years beginning after June 15, 2021. The primary objectives of this Statement are to increase consistency and comparability related to the reporting of fiduciary component units; mitigate costs associated with the reporting of certain defined contribution pension plans; and enhance the relevance, consistency, and comparability of the accounting and financial reporting for Internal Revenue Code (IRC) Section 457 deferred compensation plans.

The University has not yet determined the effect these Statements will have on the University's financial statements and disclosures.

Note 2 – State and Federal Support

The University receives support from the State in the form of State appropriations and capital appropriations. As required by the GASB, these are reflected as non-operating revenues on the Statement of Revenues, Expenses, and Changes in Net Position.

State appropriations totaled \$43,927,035 in fiscal year 2021 compared to \$42,089,994 in fiscal year 2020. The State Share of Instruction (SSI) is determined annually by the Ohio Department of Higher Education.

Capital appropriations from the State totaled \$9,345,533 in fiscal year 2021 compared to \$5,186,305 in fiscal year 2020, and included funding for equipment and the construction/major renovations of plant facilities.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Funding for the construction of major plant facilities on the University campus is obtained from the issuance of revenue bonds by the Ohio Public Facilities Commission (OPFC), which in turn is used for the construction and subsequent lease of the facilities by the Ohio Department of Higher Education.

University facilities are not pledged as collateral for the revenue bonds. Instead, the bonds are supported by a pledge of monies in the Higher Education Bond Service Fund established in the custody of the Treasurer of State of Ohio. If sufficient monies are not available from this fund, a pledge exists to assess a special student fee uniformly applicable to students in state-assisted institutions of higher education throughout the State.

Outstanding debt issued by OPFC is not included on the University's Statement of Net Position. In addition, the appropriations by the General Assembly to the Ohio Department of Higher Education for payment of debt service are not reflected as appropriation revenue received by the University, and the related debt service payments are not recorded in the University's accounts.

See Note 16 for additional information on funding received from the Coronavirus Aid, Relief, and Economic Security (CARES) Act due to the COVID-19 pandemic.

Note 3 – Cash and Cash Equivalents

For financial statement presentation purposes, cash in banks has been combined with the University's cash equivalents and temporary investments.

Depository funds held in the name of the University are secured by a pool of securities with a value of at least 105% of the total value of monies on deposit at the depository bank. All collateral, both specific and pooled, is held by the Federal Reserve Bank or by a designated trustee as agent for the public depositories used by the University.

Cash and Cash Equivalents at June 30, 2021 and June 30, 2020 consist of the following:

	2021	2020
Carrying Amount	<u>\$ 26,292,042</u>	<u>\$ 5,791,497</u>
FDIC Insured	\$ 678,410	\$ 804,129
Uninsured but collateralized by pools of securities pledged by the depository banks	821,090	2,701,909
Uninsured but assets held in name of YSU not pledged as collateral elsewhere	<u>26,609,707</u>	<u>3,093,179</u>
Bank Balance	<u>\$ 28,109,207</u>	<u>\$ 6,599,217</u>

The difference in carrying amount and bank balance is caused by items in transit and outstanding checks. Deposits held in safekeeping by a bank, as trustee or escrow agent, included in cash totaled \$17,930 at June 30, 2021 and \$17,929 at June 30, 2020, which approximates market. These deposits, including interest on the investments, are retained in the trust for projects funded by bond proceeds and payment of principal and interest on outstanding indebtedness. The University's

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Star Plus account deposits are federally insured and totaled \$0 at June 30, 2021 and \$54,129 at June 30, 2020.

Credit risk for deposits is the risk that, in the event of a bank failure, the University's deposits may not be returned to the University. At June 30, 2021 and June 30, 2020, all uncollateralized or uninsured deposits of the University are exposed to credit risk. The University's investment policy and asset allocation guidelines facilitate the management and monitoring of credit risk.

Note 4 – Investments

The University's investment policy authorizes the University to invest non-endowed and endowed University funds in compliance with provisions of the Ohio Revised Code including House Bill 524, Section 3345.05 of the Ohio Revised Code, and all other applicable laws and regulations.

In accordance with the Policies of the Board of Trustees of the University, investment types are not specifically limited but shall be made with care, skill, prudence, and diligence under the circumstances then prevailing that a prudent person acting in like capacity and familiar with such matters would use in the conduct of an enterprise of a like character and with like aims. Furthermore, investments shall be managed for the use and benefit of the University in a diversified portfolio that focuses, over time, on the preservation of capital, minimization of cost and risk, and maintenance of required levels of liquidity in the overall portfolio to meet cash flow requirements. The University utilizes an investment advisor and investment manager for non-endowment funds.

The University's investments measured and reported at fair value are classified according to the following hierarchy:

Level 1 – Investments reflect prices quoted in active markets.

Level 2 – Investments reflect prices that are based on a similar observable asset either directly or indirectly, which may include inputs in markets that are not considered to be active.

Level 3 – Investments reflect prices based upon unobservable sources.

The categorization of investments within the hierarchy is based upon the pricing transparency of the instrument and should not be perceived as the particular investment's risk.

Assets classified in Level 1 of the fair value hierarchy are valued directly from a primary external pricing vendor. Level 2 inputs are valued using a matrix pricing model.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

As of June 30, 2021, the University had the following investments measured at fair value:

Investment Type	Fair Value Measurement			Total
	Level 1	Level 2	Level 3	
U.S. Government Obligations	\$ -	\$ 6,605,684	\$ -	\$ 6,605,684
Corporate Bonds	-	8,173,981	-	8,173,981
U.S. Government Bonds	-	2,405,457	-	2,405,457
Bond Mutual Funds	14,508,180	-	-	14,508,180
Preferred Stock	-	114,900	-	114,900
Common Stock	10,134,324	-	-	10,134,324
Equity Mutual Funds	34,755,242	-	-	34,755,242
Totals	\$ 59,397,746	\$ 17,300,022	\$ -	\$ 76,697,768

As of June 30, 2020, the University had the following investments measured at fair value:

Investment Type	Fair Value Measurement			Total
	Level 1	Level 2	Level 3	
U.S. Government Obligations	\$ -	\$ 5,777,611	\$ -	\$ 5,777,611
Corporate Bonds	-	9,067,834	-	9,067,834
U.S. Government Bonds	-	2,910,161	-	2,910,161
Bond Mutual Funds	13,040,417	-	-	13,040,417
Preferred Stock	-	204,511	-	204,511
Common Stock	7,179,059	-	-	7,179,059
Equity Mutual Funds	30,290,674	-	-	30,290,674
Totals	\$ 50,510,150	\$ 17,960,117	\$ -	\$ 68,470,267

As of June 30, 2021, the University had the following investments and maturities using the segmented time distribution method:

Investment Type	Fair Value	Investment maturities (in years)			
		Less than 1	1-5	6-10	More than 10
U.S. Government Obligations	\$ 6,605,684	\$ 303,344	\$ 5,994,269	\$ 308,071	\$ -
Corporate Bonds	8,173,981	810,142	6,348,099	974,557	41,183
U.S. Government Bonds	2,405,457	151,278	50,171	1,493,372	710,636
Bond Mutual Funds	14,508,180	14,508,180	-	-	-
Preferred Stock	114,900	114,900	-	-	-
Common Stock	10,134,324	10,134,324	-	-	-
Equity Mutual Funds	34,755,242	34,755,242	-	-	-
Totals	\$ 76,697,768	\$ 60,777,410	\$ 12,392,539	\$ 2,776,000	\$ 751,819

All callable stocks were assumed to mature in less than one year.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

As of June 30, 2020, the University had the following investments and maturities using the segmented time distribution method:

Investment Type	Fair Value	Investment maturities (in years)			
		Less than 1	1-5	6-10	More than 10
U.S. Government Obligations	\$ 5,777,611	\$ -	\$ 4,898,660	\$ 878,951	\$ -
Corporate Bonds	9,067,834	971,704	7,163,568	851,817	80,745
U.S. Government Bonds	2,910,161	-	104,605	1,538,877	1,266,679
Bond Mutual Funds	13,040,417	13,040,417	-	-	-
Preferred Stock	204,511	204,511	-	-	-
Common Stock	7,179,059	7,179,059	-	-	-
Equity Mutual Funds	30,290,674	30,290,674	-	-	-
Totals	<u>\$ 68,470,267</u>	<u>\$ 51,686,365</u>	<u>\$ 12,166,833</u>	<u>\$ 3,269,645</u>	<u>\$ 1,347,424</u>

All callable stocks were assumed to mature in less than one year.

As of June 30, 2021, investments had the following quality credit ratings:

Investment Type	Fair Value	Aaa	Aa	A	Baa	Unrated
Corporate Bonds	\$ 8,173,981	\$ 1,302,931	\$ 258,323	\$ 3,079,178	\$ 2,792,358	\$ 741,191
U.S. Government Bonds	2,405,457	2,254,178	151,279	-	-	-
Bond Mutual Funds	14,508,180	5,823,227	985,329	1,273,849	5,689,938	735,837
Totals	<u>\$25,087,618</u>	<u>\$ 9,380,336</u>	<u>\$1,394,931</u>	<u>\$4,353,027</u>	<u>\$8,482,296</u>	<u>\$1,477,028</u>

As of June 30, 2020, investments had the following quality credit ratings:

Investment Type	Fair Value	Aaa	Aa	A	Baa	Unrated
Corporate Bonds	\$ 9,067,834	\$ 1,776,133	\$ 711,537	\$ 3,685,771	\$ 2,435,432	\$ 458,961
U.S. Government Bonds	2,910,161	2,708,345	201,816	-	-	-
Bond Mutual Funds	13,040,417	5,042,571	1,532,712	1,244,029	4,540,909	680,196
Totals	<u>\$25,018,412</u>	<u>\$ 9,527,049</u>	<u>\$2,446,065</u>	<u>\$4,929,800</u>	<u>\$6,976,341</u>	<u>\$1,139,157</u>

Interest Rate Risk – Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The University’s investment policy and asset allocation guidelines facilitate the management and monitoring of its exposure to fair value losses arising from increasing interest rates.

Credit Risk – Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. Credit quality, as commonly expressed in terms of credit ratings issued by nationally recognized statistical rating organizations such as Moody’s Investors Services, Standard & Poor’s or Fitch rating provides a current depiction of potential variable cash flows and credit risk. The University’s investment policy and asset allocation guidelines contain provisions to manage credit risk.

Custodial Credit Risk – Custodial credit risk is the risk that in the event of the failure of the counterparty to a transaction, the University will not be able to recover the value of investments or collateral securities that are in the possession of an outside party. Investments that are both

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

unregistered and uninsured are exposed to custodial credit risk if investments are held by the counterparty, or are held by the counterparty's trust department or agent but not in the name of the University. At June 30, 2021 and 2020, the University had no exposure to custodial credit risk. The University does not address custodial credit risk in its investment policy and asset allocation guidelines.

Concentration of Credit Risk – Concentration of credit risk is the risk of loss attributed to the magnitude of investment in a single issuer. As of June 30, 2021, \$5,647,949 or 7% of the University's portfolio was held in an intermediate bond fund compared to \$5,577,910 or 8% at June 30, 2020.

Foreign Currency Risk – Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. At June 30, 2021 and 2020, the University had no material exposure to foreign currency risk. The University does not address foreign currency risk in its investment policy and asset allocation guidelines.

Note 5 – Accounts and Loans Receivable

Accounts and loans receivable at June 30, 2021 and June 30, 2020 consist of the following:

	2021	2020
Accounts receivable, net:		
Student accounts, net of allowance for doubtful accounts of \$1,073,988 in 2021 and \$2,937,779 in 2020	\$ 5,364,301	\$ 3,691,495
Grants and contracts, net of allowance for doubtful accounts of \$331 in 2021 and \$2,426 in 2020	9,425,445	2,467,655
State capital appropriations	295,920	1,649,876
Other receivables, net of allowance for doubtful accounts of \$28,459 in 2021 and \$169,534 in 2020	2,953,601	3,902,990
Accounts receivable, net	<u>\$ 18,039,267</u>	<u>\$ 11,712,016</u>
Loans receivable - student notes, net of allowance for doubtful accounts of \$35,826 in 2021 and \$117,326 in 2020	368,429	579,070
Less: current portion	335,284	476,298
Loans receivable, noncurrent portion	<u>\$ 33,145</u>	<u>\$ 102,772</u>

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Note 6 – Pledges Receivable

Unconditional promises to give to the University recorded as pledges receivable at June 30, 2021 and June 30, 2020 were as follows:

	2021	2020
Pledges receivable, net of allowance for doubtful accounts of \$7,950 in 2021 and \$15,900 in 2020, and present value discount of \$1,407 in 2021 and \$1,377 in 2020	\$ 167,117	\$ 324,470
Less: current portion	<u>167,117</u>	<u>170,203</u>
Pledges receivable, noncurrent portion	<u>\$ -</u>	<u>\$ 154,267</u>

Pledges have been discounted to net present value using June 30, 2021 and June 30, 2020 U.S. Treasury Note rates of 0.893% (5-year) in fiscal year 2021 and 0.29% (5-year) in fiscal year 2020.

Note 7 – Capital Assets

Capital assets activity for the year ended June 30, 2021 was as follows:

	Beginning Balance	Additions/ Transfers	Reductions	Ending Balance
Nondepreciable assets:				
Land	\$ 17,789,943	\$ 20,500	\$ -	\$ 17,810,443
Construction in progress	4,290,786	(2,775,124)	-	1,515,662
Historical treasures	943,288	78,250	-	1,021,538
Depreciable assets:				
Buildings	289,394,727	149,245	372,693	289,171,279
Improvements to buildings	95,068,939	17,669,858	-	112,738,797
Improvements other than buildings	47,364,302	1,498,352	415,503	48,447,151
Moveable equipment and furniture	41,563,384	2,433,606	2,446,252	41,550,738
Vehicles	1,493,582	47,858	21,468	1,519,972
Capital leases	<u>208,813</u>	<u>-</u>	<u>-</u>	<u>208,813</u>
Total cost	498,117,764	19,122,545	3,255,916	513,984,393
Less accumulated depreciation:				
Buildings	187,833,347	4,787,788	372,070	\$ 192,249,065
Improvements to buildings	27,606,449	3,785,238	-	31,391,687
Improvements other than buildings	25,079,590	2,624,763	251,610	27,452,743
Moveable equipment and furniture	36,313,851	2,740,400	2,361,025	36,693,226
Vehicles	1,194,252	126,838	19,445	1,301,645
Capital leases	<u>123,835</u>	<u>40,505</u>	<u>-</u>	<u>164,340</u>
Total accumulated depreciation	<u>278,151,324</u>	<u>14,105,532</u>	<u>3,004,150</u>	<u>289,252,706</u>
Capital assets, net	<u>\$ 219,966,440</u>	<u>\$ 5,017,013</u>	<u>\$ 251,766</u>	<u>\$ 224,731,687</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Capital assets activity for the year ended June 30, 2020 was as follows:

	Beginning Balance	Additions/ Transfers	Reductions	Ending Balance
Nondepreciable assets:				
Land	\$ 17,637,005	\$ 152,938	\$ -	\$ 17,789,943
Construction in progress	5,280,515	(989,729)	-	4,290,786
Historical treasures	943,288	-	-	943,288
Depreciable assets:				
Buildings	285,344,703	4,050,024	-	289,394,727
Improvements to buildings	87,057,527	8,011,412	-	95,068,939
Improvements other than buildings	42,354,204	5,010,098	-	47,364,302
Moveable equipment and furniture	40,437,937	1,165,608	40,161	41,563,384
Vehicles	1,410,497	83,085	-	1,493,582
Capital leases	208,813	-	-	208,813
Total cost	<u>480,674,489</u>	<u>17,483,436</u>	<u>40,161</u>	<u>498,117,764</u>
Less accumulated depreciation:				
Buildings	183,025,007	4,808,340	-	\$ 187,833,347
Improvements to buildings	24,101,616	3,504,833	-	27,606,449
Improvements other than buildings	22,559,498	2,520,092	-	25,079,590
Moveable equipment and furniture	33,268,360	3,085,652	40,161	36,313,851
Vehicles	1,054,887	139,365	-	1,194,252
Capital leases	83,330	40,505	-	123,835
Total accumulated depreciation	<u>264,092,698</u>	<u>14,098,787</u>	<u>40,161</u>	<u>278,151,324</u>
Capital assets, net	<u>\$ 216,581,791</u>	<u>\$ 3,384,649</u>	<u>\$ -</u>	<u>\$ 219,966,440</u>

Note 8 – Payroll and Other Liabilities

Payroll and other liabilities at June 30, 2021 and 2020 consist of the following:

	2021	2020
Payroll liabilities		
Accrued compensation	\$ 4,940,753	\$ 4,683,125
Accrued benefits	123,527	286,385
Accrued health care benefits and insurance payable	1,814,760	2,342,604
Retirement system contribution payable	1,539,653	838,740
Totals	<u>\$ 8,418,693</u>	<u>\$ 8,150,854</u>
Other liabilities		
Deposits held in custody	\$ 230,120	\$ 351,893
Interest payable	527,130	559,914
Other liabilities	244,225	1,045,539
Totals	<u>\$ 1,001,475</u>	<u>\$ 1,957,346</u>

Estimated expenses ultimately to result, if unperformed commitments in process at June 30, 2021 are completed, totaled \$9.4 million compared to \$15.6 million at June 30, 2020. These amounts do not constitute expense incurred or liabilities.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Note 9 – Bonds

In January 2017, the University issued \$25,525,000 in Series 2016 General Receipts bonds. The proceeds from the bond sale were used for a partial advanced refunding of the Series 2009 General Receipts bonds and to construct a bookstore. As a result, \$19,930,000 of the 2009 bonds advanced refunded were considered to be defeased and the liability was removed from the University's long-term obligations. In addition, a deferred outflow of resources was recorded and will be amortized over the remaining life of the new debt. As of June 30, 2021 and 2020, the amount recorded as a deferred outflow was \$1,554,268 and \$1,679,053, respectively.

Details of the bonds payable for the General Receipts Bonds, Series 2016 as of June 30, 2021 follow:

Bond Component	Rate	Yield	Maturity Through	Original Principal
Serial Bond	5.000%	2.34%	2022	\$ 1,255,000
Serial Bond	5.000%	2.53%	2023	1,320,000
Serial Bond	5.000%	2.76%	2024	1,380,000
Serial Bond	5.000%	2.93%	2025	1,455,000
Serial Bond	5.000%	3.09%	2026	1,525,000
Serial Bond	5.000%	3.23%	2027	1,600,000
Serial Bond	3.000%	3.32%	2028	1,665,000
Serial Bond	3.250%	3.49%	2029	1,710,000
Serial Bond	5.000%	3.44%	2030	1,780,000
Serial Bond	5.000%	3.50%	2031	1,870,000
Serial Bond	3.500%	3.74%	2032	1,945,000
Serial Bond	3.625%	3.86%	2033	2,010,000
Serial Bond	3.625%	3.92%	2034	2,085,000
Term Bond	4.000%	4.12%	2035	310,000
Term Bond	4.000%	4.12%	2036	320,000
Term Bond	4.000%	4.12%	2037	335,000
Term Bond	4.000%	4.12%	2038	350,000
Total				<u>\$ 22,915,000</u>

In June 2011, the Board of Trustees of Youngstown State University authorized through a Board resolution the issuance of General Receipts Bonds, Series 2011 in the amount of \$18,660,000. The \$19,006,093 in bond proceeds were received in July 2011. The Series 2011 Bonds were utilized to pay costs associated with acquiring the University Courtyard Apartments, any necessary related improvements thereto and to pay costs of issuing the Series 2011 Bonds.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Details of the bonds payable for the General Receipts Bonds, Series 2011 as of June 30, 2021 follow:

Bond Component	Rate	Yield	Maturity Through	Original Principal
Serial Bond	3.75%	3.98%	2022	\$ 450,000
Serial Bond	5.00%	3.98%	2022	300,000
Serial Bond	4.00%	4.14%	2023	780,000
Term Bond	5.00%	4.55%	2026	2,570,000
Term Bond	5.00%	5.08%	2034	9,085,000
Total				\$ 13,185,000

As part of the American Recovery and Reinvestment Act of 2009, states and local governments are permitted to issue two types of taxable obligations, referred to as Build America Bonds (BABs). The BABs include federal subsidies to offset a portion of interest costs as an alternative to issuing traditional tax-exempt obligations.

In March 2010, the University issued \$25,335,000 of General Receipts Bonds (Taxable Build America Bonds), Series 2010 to provide funding to pay costs associated with facilities planning for the University's College of Science, Technology, Engineering and Mathematics (STEM), convert the old college of business building for use as a laboratory, office and classroom space, renovate Kilcawley Center, reconfigure and replace campus parking facilities, construct the WATTS Center, relocate certain existing outdoor athletic facilities and pay the costs of issuance of the Series 2010 Bonds. In September 2011, approximately \$9.9 million was re-allocated from the Kilcawley Center project to Academic building renovation projects.

The University designated the Series 2010 Bonds both as Build America Bonds and as Qualified Bonds and intends to apply for Credit Payments pursuant only to the extent that the Series 2010 Bonds remain Qualified Bonds, which requires the University to comply with certain covenants and to establish certain facts and expectations with respect to the Series 2010 Bonds, the use and investment of proceeds thereof and the use of property financed thereby.

Details of the bonds payable for the General Receipts Bonds (Taxable Build America Bonds), Series 2010 as of June 30, 2021 follow:

Bond Component	Rate/Yield *	Maturity Through	Original Principal
Serial Bond	5.359%	2022	\$ 1,225,000
Serial Bond	5.509%	2023	1,265,000
Term Bond	6.109%	2026	4,085,000
Term Bond	6.549%	2031	8,030,000
Term Bond	6.579%	2034	5,700,000
Total			\$ 20,305,000

* Does not reflect impact of federal subsidies

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

In March 2009, the University issued \$31,255,000 of General Receipts Bonds, Series 2009 to acquire, construct and equip the new Williamson College of Business Administration building, renovate and replace portions of the existing Wick Pollock Inn, refund the remaining General Receipts Bonds, Series 1997 and Series 1998, refund the General Receipts Bond Anticipation Notes, Series 2008 (BAN), and pay a portion of the costs of issuance of the bonds. In January 2017, \$19,930,000 of the bonds were advanced refunded with the issuance of the Series 2016 General Receipts bonds. The balance of the amount defeased and put in escrow was \$18,040,000 at June 30, 2021 and \$19,005,000 at June 30, 2020.

The indebtedness created through all issues of the General Receipts Bonds is bound by the Amended and Restated Trust Indenture dated as of March 1, 2009. The Series 2010 Bonds, Series 2011 Bonds, and Series 2016 Bonds are also bound by the First Supplemental Trust Indenture dated as of February 2010; and in addition, the Series 2011 Bonds and Series 2016 Bonds are also bound by the Second Supplemental Trust Indenture dated as of July 1, 2011, and the Series 2016 Bonds are also bound by the Third Supplemental Trust Indenture dated December 1, 2010. The University has complied with all covenant requirements.

The debt is secured by a pledge of all University general receipts, excluding state appropriations and receipts previously pledged or otherwise restricted. Payment of bond principal and interest on the Bond Series 2009 was guaranteed under a municipal bond insurance policy.

Maturities of all bonds payable and debt service for fiscal years subsequent to June 30, 2021 follow (also see Note 12):

Fiscal Year	General Receipts Bonds		
	Principal	Interest	Total
2022	\$ 3,230,000	\$ 2,835,360	\$ 6,065,360
2023	3,365,000	2,671,779	6,036,779
2024	3,505,000	2,493,445	5,998,445
2025	3,670,000	2,299,265	5,969,265
2026	3,840,000	2,096,128	5,936,128
2027-2031	21,900,000	7,207,013	29,107,013
2032-2036	16,210,000	1,437,815	17,647,815
2037-2038	685,000	27,700	712,700
Totals	<u>\$ 56,405,000</u>	<u>\$ 21,068,505</u>	<u>\$ 77,473,505</u>

NOTE: Expected future federal subsidies for the BABs is \$3,098,963

Federal subsidies received by the University were \$433,843 in fiscal year 2021 and \$452,580 in fiscal year 2020. These are reported as non-operating federal grant revenue. Interest expense on indebtedness was \$2,909,963 in fiscal year 2021 and \$3,025,687 in fiscal year 2020.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

The University's Trust Agreement governing all outstanding general receipts bonds contains a provision that in an event of default, the Trustee shall, within five business days after having knowledge of that event of default, give written notice to the University. The trustee shall also give the original purchasers of each series of Bonds then outstanding, and to the bondholders and any other paying agents notice of each event of default within 90 days after having knowledge of the occurrence thereof. The Trust Agreement also contains a provision, that in the case an event of default has occurred, the Trustee may, upon written request of the holders of at least 25% in aggregate principal amount of the bonds then outstanding, declare the principal of all bonds outstanding and the interest accrued to be due and payable immediately.

The following constitutes an event of default under the Trust Agreement:

- a. Failure to pay any interest on any Bond, when it becomes due and payable;
- b. Failure to pay the principal of or any redemption premium on any Bond, when it becomes due and payable, whether at maturity or by acceleration or call for redemption;
- c. Failure to perform or observe any other covenant, condition or agreement contained in the Bonds or the Trust Agreement and to be performed by the University, which failure shall have continued for a period of 30 days after written notice of it to the University given by the Trustee or the holders of at least 25% in aggregate principal amount of the bonds then outstanding.

In July 2021, the University issued \$28,065,000 in Series 2021 General Receipts bonds. The proceeds from the bond sale were used for the current refunding of the Series 2010 General Receipts bonds and Series 2011 General Receipts bonds. As a result, \$20,305,000 of the 2010 bonds and \$13,185,000 of the 2011 bonds refunded are considered to be defeased and the liability was removed from the University's long-term obligation in fiscal year 2022.

Note 10 – Notes Payable

During fiscal year 2016, the University entered into a 14 year performance contract with Johnson Controls for campus energy savings measures. The contract amount of \$16 million includes an assured performance providing for an annual measured cost savings of not less than \$2 million per year and was financed through PNC Equipment Finance over 14 years at an interest rate of 3.366% and requires annual installment payments. In September 2020, PNC Equipment Finance sold, assigned, and transferred the note payable to Huntington Public Capital Corporation. Title to the assets will vest to the University on July 28, 2029. Security of the debt is limited to the revenues appropriated for such purpose.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Details of the revised installment schedule follows:

Fiscal Year	Principal	Interest	Total
2022	\$ 950,444	\$ 439,355	\$ 1,389,799
2023	1,078,673	407,381	1,486,054
2024	1,203,118	371,093	1,574,211
2025	1,324,774	330,618	1,655,392
2026	1,438,677	286,051	1,724,728
2027	1,549,702	237,652	1,787,354
2028	1,712,894	185,518	1,898,412
2029	1,869,393	127,894	1,997,287
2030	1,932,281	65,005	1,997,286
Totals	<u>\$ 13,059,956</u>	<u>\$ 2,450,567</u>	<u>\$ 15,510,523</u>

Interest expense on indebtedness was \$441,572 in fiscal year 2021 and \$470,251 in fiscal year 2020.

Note 11 – Capital Leases

The University leases equipment for its mailroom under a capital lease agreement which bears interest of 9.9%. In addition, the University also leases equipment for its print shop under two capital lease agreements which bear imputed interest of 10.08% and 6.51%. The net book value of capital leased assets included in net capital assets in the Statement of Net Position at June 30, 2021 and June 30, 2020 was \$44,473 and \$84,978, respectively.

Future minimum lease payments for the capital leases are as follows:

Year Ending June 30,	Mailroom Equipment	Print Shop Equipment	Print Shop Equipment	Total
2022	\$ 1,626	\$ 23,400	\$ 8,340	\$ 33,366
2023	-	5,850	8,340	14,190
2024	-	-	7,645	7,645
Total future minimum lease payments	1,626	29,250	24,325	55,201
Less amount representing interest	13	1,876	2,225	4,114
Total obligations under capital lease	<u>\$ 1,613</u>	<u>\$ 27,374</u>	<u>\$ 22,100</u>	<u>\$ 51,087</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Note 12 – Long-Term Liabilities (excluding net pension/OPEB assets/liabilities)

Long-term liability activity (also see Notes 9, 10, and 11) for the year ended June 30, 2021 was as follows:

	Beginning Balance	Additions	Reductions	Ending Balance	Current Portion
Bonds payable					
General receipts bonds principal	\$ 59,500,000	\$ -	\$ 3,095,000	\$ 56,405,000	\$ 3,230,000
Unamortized premium/discount	778,073	-	197,430	580,643	-
Bonds payable, net	60,278,073	-	3,292,430	56,985,643	3,230,000
Note payable	13,919,024	-	859,068	13,059,956	950,444
Capital leases	95,666	-	44,579	51,087	30,344
Compensated absences	6,996,865	-	401,622	6,595,243	857,970
Refundable advance	1,288,875	-	618,094	670,781	-
Total long-term liabilities	<u>\$ 82,578,503</u>	<u>\$ -</u>	<u>\$ 5,215,793</u>	<u>\$ 77,362,710</u>	<u>\$ 5,068,758</u>

Long-term liability activity (also see Notes 9, 10, and 11) for the year ended June 30, 2020 was as follows:

	Beginning Balance	Additions	Reductions	Ending Balance	Current Portion
Bonds payable					
General receipts bonds principal	\$ 62,480,000	\$ -	\$ 2,980,000	\$ 59,500,000	\$ 3,095,000
Unamortized premium/discount	1,002,710	-	224,637	778,073	-
Bonds payable, net	63,482,710	-	3,204,637	60,278,073	3,095,000
Note payable	14,692,269	-	773,245	13,919,024	859,068
Capital leases	136,233	-	40,567	95,666	44,579
Compensated absences	7,529,370	137,495	670,000	6,996,865	795,001
Refundable advance	1,374,718	199,501	285,344	1,288,875	-
Total long-term liabilities	<u>\$ 87,215,300</u>	<u>\$ 336,996</u>	<u>\$ 4,973,793</u>	<u>\$ 82,578,503</u>	<u>\$ 4,793,648</u>

Note 13 – Employee Benefit Plans

Plan Descriptions

The University participates in the State Teachers Retirement System of Ohio (STRS Ohio) and the Ohio Public Employees Retirement System (OPERS), statewide, cost-sharing, multiple-employer defined benefit public employee retirement systems governed by the Ohio Revised Code (ORC) that covers substantially all employees of the University. Each system has multiple retirement plan options available to its members, with three options in STRS Ohio and OPERS. Each system provides retirement, survivor, and disability benefits to plan members and their beneficiaries. The systems also each provide post-employment health care benefits (including Medicare B premiums) to retirees and beneficiaries who elect to receive those benefits.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Each retirement system issues a publicly available financial report that includes financial statements and required supplementary information for the pension and post-employment health care plans. The reports may be obtained by contacting:

State Teachers Retirement System of Ohio
275 E. Broad Street
Columbus, Ohio 43215
(888) 227-7877
www.strsoh.org

Ohio Public Employees Retirement System
277 East Town Street
Columbus, Ohio 43215
(800) 222-7377
www.opers.org

Contributions

State retirement law requires contributions by covered employees and their employers, and Chapter 3307 of the Ohio Revised Code (ORC) limits the maximum rate of contributions. The retirement boards of the systems individually set contributions rates within the allowable limits. The adequacy of employer contribution rates is determined annually by actuarial valuation using the entry age normal cost method. Under these provisions, each University's contribution is expected to finance the costs of benefits earned by employees during the year, with an additional amount to finance a portion of the unfunded accrued liability.

Member contributions are set at the maximums authorized by the ORC. The plans' 2021 and 2020 employer and member contribution rates on covered payroll to each system are:

	Employer Contribution Rate					Member Contribution Rate
	Pension	Post- Retirement Healthcare	Death Benefits	Medicare B	Total	Total
STRS Ohio	14.0%	0.0%	0.0%	0.0%	14.0%	14.0%
OPERS-State/Local	14.0%	0.0%	0.0%	0.0%	14.0%	10.0%
OPERS-Law Enforcement	18.1%	0.0%	0.0%	0.0%	18.1%	13.0%

The required and actual contributions to the plans are:

	2021		2020	
	Pension	OPEB	Pension	OPEB
STRS	\$ 4,865,815	\$ -	\$ 5,318,458	\$ -
OPERS	4,816,380	-	5,171,188	-
	<u>\$ 9,682,195</u>	<u>\$ -</u>	<u>\$ 10,489,646</u>	<u>\$ -</u>

Benefits Provided

STRS Ohio

Plan benefits are established under Chapter 3307 of the ORC, as amended by Substitute Senate Bill 342 in 2012, gives the Retirement Board the authority to make future adjustments to the member contribution rate, retirement age and service requirements, and the COLA as the need or opportunity arises, depending on the retirement system's funding progress.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Effective August 1, 2017-July 1, 2019, any member may retire who has (1) five years of service credit and attained age 60; (2) 27 years of service credit and attained age 55; or (3) 30 years of service credit regardless of age. Effective August 1, 2019-July 1, 2021, any member may retire with reduced benefits who has (1) five years of service credit and age 60; (2) 28 years of service credit and age 55; or (3) 30 years of service credit regardless of age. Beginning August 1, 2015, eligibility requirements for an unreduced benefit changed. The maximum annual retirement allowance, payable for life, considers years of credited service, final average salary (3-5 years) and multiplying by a factor ranging from 2.2 percent to 2.6 percent with 0.1 percent incremental increases for years greater than 30-31, depending on retirement age.

A defined benefit plan or combined plan member with five or more years of credited service who is determined to be disabled (illness or injury preventing individual's ability to perform regular job duties for at least 12 months) may receive a disability benefit. Additionally, eligible survivors of members who die before service retirement may qualify for monthly benefits. New members on or after July 1, 2013, must have at least 10 years of qualifying service credit to apply for disability benefits.

A death benefit of \$1,000 is payable to the beneficiary of each deceased retired member who participated in the plan. Death benefit coverage up to \$2,000 can be purchased by participants in all three of the plans. Various other benefits are available to members' beneficiaries.

STRS Ohio provides access to healthcare coverage to retirees who participated in the Defined Benefit or Combined Plans, and their dependents. Coverage under the current program includes hospitalization, physicians' fees, prescription drugs, and partial reimbursement of monthly Medicare Part B premiums. Pursuant to the ORC, the State Teachers Retirement Board (the "Board") has discretionary authority over how much, if any, of the healthcare costs will be absorbed by STRS Ohio. All benefit recipients pay a portion of the healthcare cost in the form of a monthly premium.

OPERS

Plan benefits are established under Chapter 145 of the ORC, as amended by Substitute Senate Bill 343 in 2012. The requirements to retire depends on years of service (5 to 30 years) and from attaining the age of 48 to 62, depending on when the employee became a member. Members retiring before age 65 with less than 30 years' service credit receive a percentage reduction in benefit, except for public safety and law enforcement participants. Member retirement benefits are calculated on a formula that considers years of service (5-30 years), age (48-62 years) and final average salary, using a factor ranging from 1 percent to 2.5 percent.

A plan member who becomes disabled before age 60 or at any age, depending on when the member entered the plan, and has completed 60 contributing months is eligible for a disability benefit.

A death benefit of \$500 - \$2,500 is determined by the number of years of service credit of the retiree. Benefits may transfer to a beneficiary upon death with 1.5 years of service credits with the plan obtained within the last 2.5 years, except for law enforcement and public safety personnel who are eligible immediately upon employment.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Benefit terms provide for annual cost-of-living adjustments to each employee's retirement allowance subsequent to the employee's retirement date. The annual adjustment, if applicable, is 3 percent, or an amount based on the average percentage increase in the Consumer Price Index, capped at 3 percent.

Net Pension Liability, Deferrals, and Pension Expense

At June 30, 2021 and 2020, the University reported a liability for its proportionate share of the net pension liability of STRS Ohio/OPERS. For June 30, 2021, the net pension liability was measured as of June 30, 2020 for STRS Ohio and December 31, 2020 for the OPERS plan. For June 30, 2020, the net pension liability was measured as of June 30, 2019 for STRS Ohio and December 31, 2019 for the OPERS plan. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of those dates. The University's proportion of the net pension liability was based on a projection of its long-term share of contributions to the pension plan relative to the projected contributions of all participating reporting units, actuarially determined.

Plan	Measurement Date	Net Pension Liability		Proportionate Share		Percent Change	Percent Change
		2021	2020	2021	2020	2020-21	2019-20
STRS Ohio	June 30	\$ 76,130,559	\$ 72,710,830	0.314635%	0.328794%	-0.014159%	0.002834%
OPERS	December 31	32,376,291	47,840,867	0.223270%	0.244668%	-0.021398%	-0.013737%
		<u>\$ 108,506,850</u>	<u>\$ 120,551,697</u>				

For the years ended June 30, 2021 and 2020, the University recognized pension expense of \$4,841,452 and \$13,966,984 respectively. At June 30, 2021 and 2020, the University reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	2021		2020	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 184,252	\$ 2,040,309	\$ 609,692	\$ 1,069,345
Changes of assumptions	4,141,044	-	11,192,367	-
Net difference between projected and actual earnings on pension plan investments	3,702,238	13,092,513	-	13,298,716
Changes in proportion and differences between University contributions and proportionate share of contributions	342,956	7,196,307	449,501	5,175,581
University contributions subsequent to the measurement date	7,435,116	-	7,972,663	-
Totals	<u>\$ 15,805,606</u>	<u>\$ 22,329,129</u>	<u>\$ 20,224,223</u>	<u>\$ 19,543,642</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Amounts reported as deferred outflows of resources/(deferred inflows of resources) related to pensions will be recognized in pension expense as follows:

Year Ended June 30	Amount
2022	\$ (7,233,320)
2023	(2,253,753)
2024	(3,731,941)
2025	(700,657)
2026	(16,063)
Thereafter	<u>(22,905)</u>
Totals	<u>\$ (13,958,639)</u>

In addition, the contributions subsequent to the measurement date will be included as a reduction of the net pension liability in the next year.

Net OPEB Liability/(Asset), Deferrals, and OPEB Expense

At June 30, 2021, the University reported an (asset) for its proportionate share of the net OPEB (asset) of STRS Ohio/OPERS. For June 30, 2021, the net OPEB (asset) was measured as of June 30, 2020 for STRS Ohio and December 31, 2020 for the OPERS plan. For June 30, 2020, the net OPEB liability/(asset) was measured as of June 30, 2019 for STRS Ohio and December 31, 2019 for the OPERS plan. The total OPEB liability/(asset) used to calculate the net OPEB liability/(asset) was determined by an actuarial valuation as of those dates, except OPERS which used an actuarial valuation dated December 31, 2019 and 2018, respectively, rolled forward to the measurement date by incorporating the expected value of health care cost accruals, the actual health care payments, and interest accruals during the year for the defined benefit health care plans.

Typically, the University's proportion of the net OPEB liability/(asset) would be based on a projection of its long-term share of contributions to the OPEB plan relative to the projected contributions of all participating reporting units, actuarially determined, except as noted below. For plan years ending June 30, 2020 and 2019, STRS Ohio did not allocate employer contributions to the OPEB plan. Therefore, STRS Ohio's calculation of the employers' proportionate share is based on total contributions to the plan for both pension and OPEB.

For plan years ending December 31, 2020 and 2019, OPERS did not allocate employer contributions to the OPEB plan. Therefore, OPERS's calculation of the employers' proportionate share is based on total contributions to the plan for both pension and OPEB.

Plan	Measurement Date	Net OPEB Liability (Asset)		Proportionate Share		Percent Change	Percent Change
		2021	2020	2021	2020	2020-21	2019-20
STRS Ohio	June 30	\$ (5,530,000)	\$ (5,446,000)	0.314652%	0.327941%	-0.013289%	0.001981%
OPERS	December 31	<u>(3,956,443)</u>	<u>33,470,549</u>	0.222075%	0.242319%	-0.020244%	-0.013790%
		<u>\$ (9,486,443)</u>	<u>\$ 28,024,549</u>				

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

For the years ended June 30, 2021 and 2020, the University recognized OPEB (revenue)/expense of (\$26,008,204) and \$1,437,418, respectively. At June 30, 2021 and 2020, the University reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources.

	2021		2020	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 354,000	\$ 4,671,668	\$ 494,898	\$ 3,338,036
Changes of assumptions	2,036,033	11,662,624	5,412,032	5,970,000
Net difference between projected and actual earnings on OPEB investments	194,000	2,107,256	-	2,046,311
Changes in proportion and differences between University contributions and proportionate share of contributions	13,792	2,252,158	22,575	1,168,251
University contributions subsequent to the measurement date	-	-	-	-
Totals	\$ 2,597,825	\$ 20,693,706	\$ 5,929,505	\$ 12,522,598

Amounts reported as deferred outflows of resources/(deferred inflows of resources) related to OPEB will be recognized in OPEB expense as follows:

Year Ended June 30	Amount
2022	\$ (8,218,455)
2023	(5,667,822)
2024	(2,191,261)
2025	(1,495,389)
2026	(252,790)
Thereafter	(270,164)
Totals	\$ (18,095,881)

In addition, if applicable, the contributions subsequent to the measurement date will be included as a reduction of the net OPEB liability/(asset) in the next year.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Actuarial Assumptions

The total pension liability and OPEB liability/(asset) is based on the results of an actuarial valuation and were determined using the following actuarial assumptions for the University's current year.

	STRS Ohio	OPERS
Valuation date - Pension	June 30, 2020	December 31, 2020
Valuation date - OPEB	June 30, 2020	December 31, 2019
Actuarial cost method	Entry age normal	Individual entry age
Cost of living	None	.50% - 3.00%
Salary increases, including inflation	2.50% - 12.50%	3.25% - 10.75%
Inflation	2.50%	3.25%
Investment rate of return - Pension	7.45%, net of investment expense including inflation	7.20%, net of investment expense, including inflation
Investment rate of return - OPEB	7.45%, net of investment expense including inflation	6.00%, net of investment expense, including inflation
Health care cost trend rates	6.69% to 11.87% initial, 4% ultimate	8.50% initial, 3.50% ultimate in 2035
Experience study date	Period of 5 years ended June 30, 2016	Period of 5 years ended December 31, 2015
Mortality basis	RP-2014 Annuitant Mortality Table with 50% of rates through age 69, 70% of rates between 70 and 79, 90% of rates between ages 80 and 84, and 100% of rates thereafter, projected forward generationally using mortality improvement scale MP-2016.	RP-2014 Healthy Annuitant Mortality Table

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

The following are actuarial assumptions for the University's prior year:

	STRS Ohio	OPERS
Valuation date - Pension	June 30, 2019	December 31, 2019
Valuation date - OPEB	June 30, 2019	December 31, 2018
Actuarial cost method	Entry age normal	Individual entry age
Cost of living	None	1.40% - 3.00%
Salary increases, including inflation	2.50% - 12.50%	3.25% - 10.75%
Inflation	2.50%	3.25%
Investment rate of return - Pension	7.45%, net of investment expense including inflation	7.20%, net of investment expense, including inflation
Investment rate of return - OPEB	7.45%, net of investment expense including inflation	6.00%, net of investment expense, including inflation
Health care cost trend rates	4.93% to 9.62% initial, 4% ultimate	10.5% initial, 3.50% ultimate in 2030
Experience study date	Period of 5 years ended June 30, 2016	Period of 5 years ended December 31, 2015
Mortality basis	RP-2014 Annuitant Mortality Table with 50% of rates through age 69, 70% of rates between 70 and 79, 90% of rates between ages 80 and 84, and 100% of rates thereafter, projected forward generationally using mortality improvement scale MP-2016.	RP-2014 Healthy Annuitant Mortality Table

Pension Discount Rate

The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and that employer contributions will be made at contractually required rates for all plans. Based on those assumptions, each pension plan's fiduciary net position was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability. The discount rates used to measure the total pension liabilities for STRS Ohio were 7.45 percent for the plan years ended June 30, 2020 and 2019. The discount rates used to measure the total pension liability for OPERS were 7.20 percent for the plan years ended December 31, 2020 and 2019, respectively.

OPEB Discount Rate

The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and that employer contributions will be made at contractually required rates for all plans. Plans that project fiduciary net position to be insufficient to make all projected future benefit payments for current active and inactive employees used a blended discount rate between the long-term expected rate of return on plan investments and a 20-year municipal bond rate applied to all periods of projected benefit payments to determine the total OPEB liability/(asset).

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

STRS Ohio OPEB Discount Rate - The discount rate used to measure the total OPEB liabilities/(assets) was 7.45 percent for the plan years ended June 30, 2020 and 2019. At June 30, 2020 and 2019, the plan's fiduciary net position was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability/(asset).

OPERS OPEB Discount Rate - The discount rates used to measure the total OPEB liabilities/(assets) were 6.00 percent and 3.16 percent for the plan years ended December 31, 2020 and 2019, respectively. At December 31, 2020 the fiduciary net position and future contributions were sufficient to finance health care costs through the year 2120. As a result, the actuarial assumed long-term expected rate of return on health care investments was applied to projected costs through the year 2120, the duration of the projection period through which projected health care payments are fully funded.

At December 31, 2019, the plan's fiduciary net position was projected to become insufficient to make all projected future benefit payments for current active and inactive employees. Therefore, a blended rate was used, which consisted of the long-term expected rate of return on OPEB plan investments for the funded benefit payments of 6.00 percent and the Fidelity 20-year Municipal General Obligation AA Index rate of 2.75 percent at December 31, 2019. The long-term expected rate of return on health care investments was applied to projected costs through the year 2034, and the municipal bond rate was applied to all health care costs after that date.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

The long-term expected rate of return on pension plan and OPEB plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. OPERS has two different portfolios of investment, a defined benefit portfolio for pension and health care portfolio for OPEB. As a result, there are different target allocations and long-term expected real rates of return disclosed for each portfolio. The target allocation and best estimates of arithmetic (geometric for STRS Ohio) real rates of return for each major asset class are summarized in the following table as of the dates listed below:

STRS Ohio as of 7/1/20			OPERS as of 12/31/20				
Investment Category	Target Allocation	Long-Term Expected Real Rate of Return	Investment Category	Pension Portfolio		Health Care Portfolio	
				Target Allocation	Long-Term expected Real Rate of Return	Target Allocation	Long-Term expected Real Rate of Return
Domestic Equity	28.0%	7.35%	Fixed Income	25.0%	1.32%	34.0%	1.07%
International Equity	23.0%	7.55%	Domestic Equities	21.0%	5.64%	25.0%	5.64%
Alternatives	17.0%	7.09%	Real Estate	10.0%	5.39%	0.0%	0.00%
Fixed Income	21.0%	3.00%	Private Equity	12.0%	10.42%	0.0%	0.00%
Real Estate	10.0%	6.00%	International Equity	23.0%	7.36%	25.0%	7.36%
Liquidity Reserves	1.0%	2.25%	REITs	0.0%	0.00%	7.0%	6.48%
			Other Investments	9.0%	4.75%	9.0%	4.02%
Totals	<u>100.0%</u>			<u>100.0%</u>		<u>100.0%</u>	

STRS Ohio as of 7/1/19			OPERS as of 12/31/19				
Investment Category	Target Allocation	Long-Term Expected Real Rate of Return	Investment Category	Pension Portfolio		Health Care Portfolio	
				Target Allocation	Long-Term expected Real Rate of Return	Target Allocation	Long-Term expected Real Rate of Return
Domestic Equity	28.0%	7.35%	Fixed Income	25.0%	1.83%	36.0%	1.53%
International Equity	23.0%	7.55%	Domestic Equities	19.0%	5.75%	21.0%	5.75%
Alternatives	17.0%	7.09%	Real Estate	10.0%	5.20%	0.0%	0.00%
Fixed Income	21.0%	3.00%	Private Equity	12.0%	10.70%	0.0%	0.00%
Real Estate	10.0%	6.00%	International Equity	21.0%	7.66%	23.0%	7.66%
Liquidity Reserves	1.0%	2.25%	REITs	0.0%	0.00%	6.0%	5.69%
			Other Investments	13.0%	4.98%	14.0%	4.90%
Totals	<u>100.0%</u>			<u>100.0%</u>		<u>100.0%</u>	

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Sensitivity of the net pension liability to changes in the discount rate

The following presents the net pension liability of the University calculated using the discount rate listed below, as well as what the University's net pension liability would be if it were calculated using a discount rate that is 1.00 percentage point lower or 1.00 percentage point higher than the current rate.

Plan	1% Decrease		2021 (\$ in thousands)		1% Increase	
			Current Discount Rate			
STRS Ohio	6.45%	\$ 108,397	7.45%	\$ 76,131	8.45%	\$ 48,788
OPERS	6.20%	62,820	7.20%	32,376	8.20%	7,085
		<u>\$ 171,217</u>		<u>\$ 108,507</u>		<u>\$ 55,873</u>

Plan	1% Decrease		2020 (\$ in thousands)		1% Increase	
			Current Discount Rate			
STRS Ohio	6.45%	\$ 106,259	7.45%	\$ 72,711	8.45%	\$ 44,311
OPERS	6.20%	79,543	7.20%	47,841	8.20%	19,384
		<u>\$ 185,802</u>		<u>\$ 120,552</u>		<u>\$ 63,695</u>

Sensitivity of the net OPEB liability/(asset) to changes in the discount rate

The following presents the net OPEB liability/(asset) of the University, calculated using the discount rate listed below, as well as what the University's net OPEB liability/(asset) would be if it were calculated using a discount rate that is 1.00 percentage point lower or 1.00 percentage point higher than the current rate:

Plan	1% Decrease		2021 (\$ in thousands)		1% Increase	
			Current Discount Rate			
STRS Ohio	6.45%	\$ (4,811)	7.45%	\$ (5,530)	8.45%	\$ (6,139)
OPERS	2.16%	(984)	3.16%	(3,956)	4.16%	(6,400)
		<u>\$ (5,795)</u>		<u>\$ (9,486)</u>		<u>\$ (12,539)</u>

Plan	1% Decrease		2020 (\$ in thousands)		1% Increase	
			Current Discount Rate			
STRS Ohio	6.45%	\$ (4,647)	7.45%	\$ (5,446)	8.45%	\$ (6,117)
OPERS	2.16%	43,802	3.16%	33,471	4.16%	25,199
		<u>\$ 39,155</u>		<u>\$ 28,025</u>		<u>\$ 19,082</u>

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Sensitivity of the net OPEB liability/(asset) to changes in the health care cost trend rate

The following presents the net OPEB liability/(asset) of the University, calculated using the healthcare cost trend rate listed below, as well as what the University's net OPEB liability/(asset) would be if it were calculated using a health care cost trend rate that is 1.00 percentage point lower or 1.00 percentage point higher than the current rate:

Plan	2021 (\$ in thousands)		
	1% Decrease	Current Trend Rate	1% Increase
STRS Ohio	\$ (6,101)	\$ (5,530)	\$ (4,833)
OPERS	(4,053)	(3,956)	(3,849)
	<u>\$ (10,154)</u>	<u>\$ (9,486)</u>	<u>\$ (8,682)</u>

Plan	2020 (\$ in thousands)		
	1% Decrease	Current Trend Rate	1% Increase
STRS Ohio	\$ (6,175)	\$ (5,446)	\$ (4,552)
OPERS	32,483	33,471	34,446
	<u>\$ 26,308</u>	<u>\$ 28,025</u>	<u>\$ 29,894</u>

Pension plan and OPEB plan fiduciary net position

Detailed information about the pension plan's fiduciary net position is available in the separately issued STRS Ohio/OPERS financial report.

Benefit changes

There were no significant benefit terms changes for the pension or OPEB plan(s) since the prior two measurement dates for STRS Ohio. Effective in 2022, OPERS will replace the current self-insured group plan with a marketplace concept for pre-Medicare retirees.

Assumption changes

During the measurement periods ended June 30, 2020 and December 31, 2020, respectively, certain assumption changes were made by the plans. The STRS Ohio OPEB discount rate increased significantly from 4.13 percent to 7.45 percent due to the cash flow analysis and there was a reduction in the health care cost trend rates, which impacted the annual actuarial valuation for OPEB prepared as of June 30, 2020. The OPERS OPEB discount rate was increased from 3.16 percent to 6.00 percent, which impacted the annual actuarial valuation for OPEB prepared as of December 31, 2020. The OPERS OPEB discount rate was reduced from 3.96 percent to 3.16 percent, which impacted the annual actuarial valuation for OPEB prepared as of December 31, 2019.

Payable to the Pension Plans and OPEB Plans

The University reported a payable of \$1,434,065 and \$792,469 for the outstanding amount of contributions to the STRS Ohio and OPERS pension plans required for the years ended June 30, 2021 and June 30, 2020, respectively

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Defined Contribution Pension Plan

The Alternative Retirement Plan (ARP) is a defined contribution pension plan, under IRS Section 401(a), and established by Ohio Amended Substitute House Bill 586 (ORC 3305.02) on March 31, 1997, for public institutions of higher education. The University's Board of Trustees adopted the University's plan on December 11, 1998. Full-time employees are eligible to choose a provider, in lieu of STRS Ohio or OPERS, from the list of nine providers currently approved by the Ohio Department of Insurance and who hold agreements with the University. Employee and employer contributions equal to those required by STRS Ohio and OPERS are required for the ARP, less any amounts required to be remitted to the state retirement system in which the employee would otherwise have been enrolled.

Eligible employees have 120 days from their date of hire to make an irrevocable election to participate in the ARP. Under this plan, employees who would have otherwise been required to be in STRS Ohio or OPERS, and who elect to participate in the ARP, must contribute the employee's share of retirement contributions to one of nine private providers approved by the Ohio Department of Insurance. The legislation mandates that the employer must contribute an amount to the state retirement system to which the employee would have otherwise belonged, based on an independent actuarial study commissioned by the Ohio Retirement Study Council and submitted to the Ohio Department of Higher Education. That amount is 4.7 percent for STRS Ohio and 2.44 percent for OPERS for the years ended June 30, 2021 and 2020. If the employee was hired on or after August 2005, the employer contributes 6.00 percent. The employer also contributes what would have been the employer's contribution under STRS Ohio or OPERS, less the aforementioned percentages, to the private provider selected by the employee. The University plan provides these employees with immediate plan vesting. The ARP does not provide disability benefits, survivor benefits, or postretirement health care. Benefits are entirely dependent on the sum of contributions and investment returns earned by each participant's choice of investment options. STRS Ohio and OPERS also offer a defined contribution plan and a combined plan with features of both a defined contribution plan and a defined benefit plan. For the year ended June 30, 2021 and 2020, employee contributions totaled \$1,279,040 and \$1,358,569, and the University recognized pension expense of \$378,411 and \$401,784, respectively.

Note 14 – Contingencies and Risk Management

During fiscal year 2018, the University formed a 19-member Risk Council that established a Risk Management Program that provides a forum and process to strategically identify risks that are of utmost importance and develops coordinated and holistic mitigation plans that appropriately addresses those risks. The implementation of Enterprise Risk Management provides the framework to proactively and continuously manage risks in a manner consistent with the University's mission, goals, and culture.

The University is a defendant in various lawsuits. It is the opinion of University management that disposition of pending litigation will not have a material adverse effect on the financial statements of the University. The University receives grants and contracts from certain federal, state, and local agencies to fund research and other activities. The costs, both direct and indirect, that have been charged to the grants or contracts are subject to examination and approval by the granting

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

agency. It is the opinion of the University's administration that any disallowance or adjustment of such costs would not have a material effect on the financial statements.

The University is self-insured for all medical and drug employee health care benefits and fully insured for dental and vision employee health care benefits. The self-insured plan includes stop loss provisions.

Liabilities for estimates of outstanding claims and claims incurred but not reported under self-insurance programs have been recorded. Changes in the self-insured health care liabilities included in accrued health care benefits payable (also see Note 8) at June 30 were as follows:

	2021	2020	2019
Liability at beginning of fiscal year	\$ 2,323,017	\$ 1,426,480	\$ 1,203,340
Current year claims including changes in estimates	15,913,843	19,748,612	16,324,274
Claim payments	<u>(16,450,193)</u>	<u>(18,852,075)</u>	<u>(16,101,134)</u>
Liability at end of fiscal year	<u>\$ 1,786,667</u>	<u>\$ 2,323,017</u>	<u>\$ 1,426,480</u>

Health insurance claims are based upon estimates of the claims liabilities. Estimates are based upon past experience, medical inflation trends, and current claims outstanding, including year end lag analysis. Differences between the estimated claims payable and actual claims paid are reported in the Statements of Revenues, Expenses, and Changes in Net Position.

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The University has joined with other state-assisted universities in Ohio to form an insurance pool for the acquisition of commercial property and casualty insurance. The University pays annual premiums to the pool for its property and casualty insurance coverage based on its percentage of the total insurance value to the pool. Future contributions will be adjusted based upon each university's loss history. The University had no significant reductions in coverage from the prior year. Insurance settlements have not exceeded insurance coverage for each of the past three fiscal years.

The University participates in a State pool of agencies and universities that pays workers' compensation premiums into the State Insurance Fund on a pay-as-you-go basis (the Plan), which pays workers' compensation benefits to beneficiaries who have been injured on the job. Losses from asserted and unasserted claims for the participating state agencies and universities in the Plan are accrued by the Ohio Bureau of Workers' Compensation (the Bureau) based on estimates that incorporate the past experience, as well as other considerations including the nature of each claim or incident and relevant trend factors. Participants in the Plan annually fund the workers' compensation liability based on rates set by the Bureau to collect the cash needed in subsequent fiscal years to pay the workers' compensation claims of participating State agencies and universities.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Note 15 – Component Unit

Youngstown State University Foundation (YSUF or Foundation) is a legally separate nonprofit organization exempt from federal income tax and classified as a public charity. YSUF is devoted to the support, expansion, and development of educational programs at the University that are useful to the student and beneficial to the University community. Because these restricted resources held by the Foundation can only be used by, or for the benefit of the University, the Foundation is considered a component unit of the University.

YSUF is a nonprofit organization that reports under FASB standards. As such, certain revenue recognition criteria and presentation features are different from GASB revenue recognition criteria and presentation features. With the exception of necessary presentation adjustments, no modifications have been made to YSUF's financial information in the University's financial report for these differences.

The following tables present information about the Foundation's assets measure at fair value on a recurring basis at June 30, 2021 and 2020 and the valuation techniques used by the Foundation to determine those fair values:

	Assets Measured at Fair Value on a Recurring Basis at June 30, 2021				Balance at June 30, 2021
	Quoted Prices in Active markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)		
Investments					
Cash and cash equivalents	\$ 372,904	\$ -	\$ -		\$ 372,904
Common stock - U.S. stocks	67,505,292	-	-		67,505,292
Mutual funds:					
Exchange traded	48,789,765	-	-		48,789,765
Money market	5,318,725	-	-		5,318,725
Fixed income	25,185,168	20,714,887	-		45,900,055
Equity	66,847,346	-	-		66,847,346
Total mutual funds	146,141,004	20,714,887	-		166,855,891
Alternative investments:					
Private equity	-	-	33,524,159		33,524,159
Commodities hedge funds	-	-	1,322,067		1,322,067
Total alternative investments	-	-	34,846,226		34,846,226
Total	<u>\$ 214,019,200</u>	<u>\$ 20,714,887</u>	<u>\$ 34,846,226</u>		269,580,313
Investments measured at NAV -					
Hedge funds					55,615,516
Total assets					<u>\$ 325,195,829</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

	Assets Measured at Fair Value on a Recurring Basis at June 30, 2020			Balance at June 30, 2020
	Quoted Prices in Active markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	
Investments				
Cash and cash equivalents	\$ 11,224	\$ -	\$ -	\$ 11,224
Common stock - U.S. stocks	64,315,835	-	-	64,315,835
Mutual funds:				
Exchange traded	47,578,204	-	-	47,578,204
Money market	6,028,448	-	-	6,028,448
Fixed income	14,093,896	10,642,583	-	24,736,479
Equity	41,965,195	3,601,671	-	45,566,866
Total mutual funds	109,665,743	14,244,254	-	123,909,997
Alternative investments:				
Private equity	-	-	21,939,481	21,939,481
Commodities hedge funds	-	-	1,393,298	1,393,298
Total alternative investments	-	-	23,332,779	23,332,779
Total	<u>\$ 173,992,802</u>	<u>\$ 14,244,254</u>	<u>\$ 23,332,779</u>	211,569,835
Investments measured at NAV -				
Hedge funds				43,169,180
Total assets				<u>\$ 254,739,015</u>

Net assets without donor restrictions at June 30, 2021 and 2020 consist of the following:

	2021	2020
Current operations	\$ 173,564,001	\$ 137,760,870
Funds held for deferred compensation agreement	-	200,468
Amounts committed to the University to be disbursed	5,852,075	5,772,625
Total net assets without donor restrictions	<u>\$ 179,416,076</u>	<u>\$ 143,733,963</u>

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

Net assets with donor restrictions as of June 30 are available for the following purposes:

	2021	2020
Subject to the Foundation's spending policy and appropriation -		
Investments in perpetuity (including original gift amount of \$106,026,544 and \$97,257,973, as of June 30, 2021 and 2020, respectively), which, once appropriated, is expendable to support various activities	\$ 135,944,628	\$ 100,812,995
Subject to appropriation and expenditures when a specified event occurs:		
Funds available to assist the University's Department of Philosophy and Religious Studies in the scholarly study of religion, history, and culture	1,713,235	1,254,918
Funds available to assist the University in land acquisitions	511,996	569,609
Land received in kind	41,524	-
Other	<u>(391,320)</u>	<u>162,108</u>
Subtotal	1,875,435	1,986,635
Subject to the passage of time - Pledges receivable for the benefit of the University for scholarships and other programs or endowments	<u>9,902,060</u>	<u>9,457,175</u>
Net assets with donor restrictions	<u>\$ 147,722,123</u>	<u>\$ 112,256,805</u>

Financial support from YSUF was \$9,987,574 for the fiscal year ended June 30, 2021 and \$8,878,607 for the fiscal year ended June 30, 2020. Financial support from YSUF has been committed for fiscal year 2022 in the amount of \$9,328,575.

Complete financial statements for the Youngstown State University Foundation can be requested from The Youngstown State University Foundation.

Note 16 – COVID-19 Pandemic

On March 11, 2020, the World Health Organization declared the outbreak of a respiratory disease caused by a new coronavirus a pandemic, now known as COVID-19. In response to the COVID-19 pandemic, governments have taken preventative or protective actions, such as temporary closures of non-essential businesses and “shelter-at-home” guidelines for individuals. As a result, the global economy has been negatively affected, and the University’s operations were also impacted. Due to the “shelter-at-home” guidelines during April and May 2020, the University shifted to a remote online learning environment and sent students home. The University issued room and board adjustments, resulting in refunds to students. The University also had many events cancelled or temporarily postponed until the “shelter-at-home” guidelines were reduced or removed, which resulted in lost revenues for the University for the years ended June 30, 2021 and June 30, 2020. In response, the University instituted measures to reduce personnel expenses, including temporary layoffs, permanent layoffs, furloughs, and pay reductions. In addition, operating expenses were reduced by closing some operations, suspending travel, and renegotiating vendor contracts.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2021 AND 2020

To offset the financial impact to students, the losses incurred by the University due to the disruption caused by COVID-19 and to defray COVID-19 expenses, the University received grants and other relief primarily authorized through the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the Coronavirus Relief & Recovery Supplemental Appropriations Act (CRRSAA), and the American Rescue Plan Act of 2021. The total amount awarded as of June 30, 2021 was \$64.6 million detailed as follows:

Funding Agency/Fund	Award
Department of Education - Education Stabilization Fund	
COVID-19 Higher Education Emergency Relief Fund - Student Aid	\$ 25,718,908
COVID-19 Higher Education Emergency Relief Fund - Institutional Portion	32,478,036
United States Department of Treasury	
Coronavirus Relief Fund (through the Ohio Dept. of Higher Education)	6,221,960
Corporation For Public Broadcasting	
Emergency Stabilization Fund	223,564
Total Awards	<u>\$ 64,642,468</u>

Revenue, reflected as federal appropriations in the Statements of Revenues, Expenses and Changes in Net Position, totaled \$24,976,068 in fiscal year 2021 compared to \$6,063,592 in fiscal year 2020.

Expenses totaled \$22,094,262 in fiscal year 2021 compared to \$4,298,543 in fiscal year 2020 and included \$7,176,462 and \$3,200,000 in student aid, respectfully.

Transfers to unrestricted funds during fiscal year 2021 totaled \$10,852,640 and included \$2,820,743 to reimburse the University for lost revenues and eligible expenses incurred during fiscal year 2020 and \$8,031,897 for lost revenues during fiscal year 2021 compared to \$2,844,279 in fiscal year 2020. These funds were designated for COVID-19 projects and to fulfill the fiscal year 2022 Operating Budget plan.

The severity of the continued impact due to COVID-19 on the University's financial condition, results of operations or cash flows will depend on a number of factors, including, but not limited to, the duration and severity of the pandemic and the extent and severity of the impact on the University's community, all of which are uncertain and cannot be predicted.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION

Schedules of the University's Proportionate Share of the Net Pension Liability Plan Years Ended 2014 to 2020

Plan Year	University's proportion of the net pension liability (asset)	University's proportionate share of the net pension liability (asset)	University's covered payroll	University's proportionate share of the collective net pension liability as a percentage of the employer's covered payroll	Plan fiduciary net position as a percentage of the total pension liability
State Teachers Retirement System (STRS Ohio)					
2020	0.314635%	\$ 76,130,559	\$ 42,404,403	179.53%	75.50%
2019	0.328794%	\$ 72,710,830	\$ 43,128,083	168.59%	77.40%
2018	0.325960%	\$ 71,671,389	\$ 41,735,926	171.73%	77.31%
2017	0.330156%	\$ 78,429,268	\$ 41,199,747	190.36%	75.30%
2016	0.348370%	\$116,609,806	\$ 41,521,217	280.84%	66.80%
2015	0.361214%	\$ 99,828,954	\$ 42,774,459	233.38%	72.10%
2014	0.384452%	\$ 93,512,061	\$ 44,313,510	211.02%	74.70%
Ohio Public Employees Retirement System (OPERS)					
2020	0.223270%	\$ 32,376,291	\$ 38,248,636	84.65%	87.21%
2019	0.244668%	\$ 47,840,867	\$ 40,601,178	117.83%	82.44%
2018	0.258405%	\$ 70,477,168	\$ 41,119,217	171.40%	78.00%
2017	0.259492%	\$ 40,346,952	\$ 40,446,282	99.75%	79.00%
2016	0.259332%	\$ 58,744,558	\$ 39,595,195	148.36%	80.00%
2015	0.269315%	\$ 46,516,739	\$ 39,715,198	117.13%	80.00%
2014	0.284240%	\$ 34,173,082	\$ 40,769,505	83.82%	84.00%

The plan year ends on June 30 for STRS Ohio and December 31 for OPERS.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

Schedules of the University's Pension Contributions

Fiscal Year	Statutorily required contribution	Contributions in relation to the statutorily required contributions	Annual contribution deficiency	University's covered payroll	Contributions recognized by the pension plan in relation to the statutorily or contractually required employer contribution as a percent of the employer's covered payroll
State Teachers Retirement System (STRS Ohio)					
2021	\$4,865,815	\$4,865,815	\$ -	\$ 38,933,561	12.50%
2020	\$5,318,458	\$5,318,458	\$ -	\$ 42,404,403	12.54%
2019	\$5,404,211	\$5,404,211	\$ -	\$ 43,128,053	12.53%
2018	\$5,195,369	\$5,195,369	\$ -	\$ 41,735,926	12.45%
2017	\$5,107,383	\$5,107,383	\$ -	\$ 41,199,747	12.40%
2016	\$5,153,427	\$5,153,427	\$ -	\$ 41,521,217	12.41%
2015	\$5,318,436	\$5,315,436	\$ -	\$ 42,774,459	12.43%
Ohio Public Employees Retirement System (OPERS)					
2021	\$4,816,380	\$4,816,380	\$ -	\$ 37,506,171	12.84%
2020	\$5,171,188	\$5,171,188	\$ -	\$ 40,296,691	12.83%
2019	\$5,189,816	\$5,189,816	\$ -	\$ 40,481,204	12.82%
2018	\$5,104,871	\$5,104,871	\$ -	\$ 41,095,514	12.42%
2017	\$5,043,147	\$5,043,147	\$ -	\$ 39,901,665	12.64%
2016	\$4,994,138	\$4,994,138	\$ -	\$ 39,458,926	12.66%
2015	\$5,095,976	\$5,095,976	\$ -	\$ 40,264,007	12.66%

Changes of benefit terms

There were no changes in benefit terms affecting the STRS Ohio and OPERS plans.

Changes of assumptions

STRS Ohio – During the plan year ended June 30, 2017, there were changes to several assumptions for STRS Ohio. The cost-of-living adjustment dropped from 2.00% to 0.00%. The wage inflation dropped from 2.75% to 2.50%. The investment rate of return decreased from 7.75% to 7.45%. The mortality tables used changed from RP-2000 to RP-2014.

OPERS – During the plan year ended December 31, 2018, the discount rate was reduced from 7.5% to 7.2%. During the plan year ended December 31, 2016, there were changes to several assumptions for OPERS. The wage inflation dropped from 3.75% to 3.25%. The projected salary increase range changed from 4.25%-10.05% to 3.25%-10.75%. The mortality tables used changed from RP-2000 to RP-2014.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

Schedules of the University's Proportionate Share of the Net OPEB Liability (Asset) Plan Years Ended 2017 to 2020

Plan Year	University's proportion of the net OPEB liability (asset)	University's proportionate share of the net OPEB liability (asset)	University's covered payroll	University's proportionate share of the collective net OPEB liability as a percentage of the employer's covered payroll	Plan fiduciary net position as a percentage of the total OPEB liability
State Teachers Retirement System (STRS Ohio)					
2020	0.314652%	\$ (5,530,000)	\$ 42,404,403	-13.04%	174.70%
2019	0.327941%	\$ (5,446,000)	\$ 43,128,083	-12.63%	174.70%
2018	0.325960%	\$ (5,237,852)	\$ 41,735,926	-12.55%	176.00%
2017	0.330156%	\$ 12,881,469	\$ 41,199,747	30.86%	47.10%
Ohio Public Employees Retirement System (OPERS)					
2020	0.222075%	\$ (3,956,443)	\$ 38,248,636	-10.34%	174.70%
2019	0.242319%	\$ 33,470,549	\$ 40,601,178	82.44%	47.80%
2018	0.256109%	\$ 33,390,568	\$ 41,119,217	81.20%	65.40%
2017	0.255940%	\$ 27,793,199	\$ 40,446,282	68.72%	60.70%

The plan year ends on June 30 for STRS Ohio and December 31 for OPERS.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

Schedules of the University's OPEB Contributions

Fiscal Year	Statutorily required contribution	Contributions in relation to the statutorily required contributions	Annual contribution deficiency	University's covered payroll	Contributions recognized by the OPEB plan in relation to the statutorily or contractually required employer contribution as a percent of the employer's covered payroll
State Teachers Retirement System (STRS Ohio)					
2021	\$ -	\$ -	\$ -	\$ 38,933,561	0.00%
2020	\$ -	\$ -	\$ -	\$ 42,404,403	0.00%
2019	\$ -	\$ -	\$ -	\$ 43,128,053	0.00%
2018	\$ -	\$ -	\$ -	\$ 41,735,926	0.00%
Ohio Public Employees Retirement System (OPERS)					
2021	\$ -	\$ -	\$ -	\$ 30,506,171	0.00%
2020	\$ -	\$ -	\$ -	\$ 40,296,691	0.00%
2019	\$ -	\$ -	\$ -	\$ 40,481,204	0.00%
2018	\$ 190,221	\$ 190,221	\$ -	\$ 41,095,514	0.46%

Changes of benefit terms

There were no significant changes in benefit terms affecting the STRS Ohio and OPERS plans for the plan years ended June 30, 2020 and December 31, 2020, respectively.

Changes of assumptions

STRS Ohio - During the plan year ended June 30, 2018, there were changes to several assumptions for STRS Ohio. The health care cost trend rates decreased from 6.00% to 11.00% initial and 4.5% ultimate for plan year ended June 30, 2017, to (5.23%) to 9.62% initial and 4% ultimate for plan year ended June 30, 2018. The discount rate increased from a blended rate between the long-term expected rate of return and a 20-year municipal bond rate of 4.13 % to the investment rate of return of 7.45% based on the cash flow analysis.

OPERS - During the plan year ended December 31, 2020, there were changes to several assumptions for OPERS. The health care cost trend rates decreased from 10.5% initial and 3.5% ultimate to 8.5% initial and 3.5% ultimate. The discount rate was increased from 3.16% to 6.00%.

YOUNGSTOWN STATE UNIVERSITY

OTHER INFORMATION

Board of Trustees

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YOUNGSTOWN STATE UNIVERSITY

OTHER INFORMATION (CONT.)

Executive Officers

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President

Brien Smith, Ph.D.

Provost and Vice President for Academic Affairs

Holly A. Jacobs, J.D.

Vice President for Legal Affairs/Human Resources

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Vice President for Finance & Business Operations

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Vice President for Institutional Effectiveness and Board Professional

Report on Internal Control Over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*

Independent Auditor's Report

To Management and the Board of Trustees
Youngstown State University

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Youngstown State University (the "University"), a component unit of the State of Ohio, and its discretely presented component unit as of and for the year ended June 30, 2021 and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated October 14, 2021.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the University's financial statements will not be prevented, or detected and corrected, on a timely basis. A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

To Management and the Board of Trustees
Youngstown State University

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Plante & Moran, PLLC

October 14, 2021

Report on Compliance for Each Major Federal Program and Report on Internal Control Over Compliance
Required by the Uniform Guidance

Independent Auditor's Report

To the Board of Trustees
Youngstown State University

Report on Compliance for Each Major Federal Program

We have audited Youngstown State University's (the "University") compliance with the types of compliance requirements described in the U.S. Office of Management and Budget (OMB) Compliance Supplement that could have a direct and material effect on each of the University's major federal programs for the year ended June 30, 2021. The University's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

Management's Responsibility

Management is responsible for compliance with federal statutes, regulations, and the terms and conditions of its federal awards applicable to its federal programs.

Auditor's Responsibility

Our responsibility is to express an opinion on compliance for each of the University's major federal programs based on our audit of the types of compliance requirements referred to above.

We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the "Uniform Guidance"). Those standards and the Uniform Guidance require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major federal program occurred. An audit includes examining, on a test basis, evidence about the University's compliance with those requirements and performing such other procedures as we considered necessary in the circumstances.

We believe that our audit provides a reasonable basis for our opinion on compliance for each major federal program. However, our audit does not provide a legal determination of the University's compliance.

Opinion on Each Major Federal Program

In our opinion, the University complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of the major federal programs for the year ended June 30, 2021.

Report on Internal Control Over Compliance

Management of the University is responsible for establishing and maintaining effective internal control over compliance with the types of compliance requirements referred to above. In planning and performing our audit of compliance, we considered the University's internal control over compliance with the types of requirements that could have a direct and material effect on each major federal program to determine the auditing procedures that are appropriate in the circumstances for the purpose of expressing an opinion on compliance for each major federal program and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of the University's internal control over compliance.

To the Board of Trustees
Youngstown State University

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A material weakness in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A significant deficiency in internal control over compliance is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Plante & Moran, PLLC

October 14, 2021

Schedule of Expenditures of Federal Awards

Year Ended June 30, 2021

Federal Agency/Pass-through Agency/Program Title	CFDA Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters:				
Student Financial Assistance Cluster				
U.S. Department of Education - Direct Programs:				
Federal Supplemental Educational Opportunity Grants	84.007	Not Applicable	\$ -	\$ 568,513
Federal Work-Study Program	84.033	Not Applicable	-	418,943
Federal Perkins Loan Program	84.038	Not Applicable	-	672,829
Federal Pell Grant Program	84.063	Not Applicable	-	17,049,310
Federal Direct Student Loans	84.268	Not Applicable	-	50,686,373
Total Student Financial Assistance Cluster			-	69,395,968
Research and Development Cluster				
U.S. Department of Commerce:				
Direct Program - Investments for Public Works and Economic Development Facilities	11.300	Not Applicable	-	302,821
Pass-through Program - National Oceanic & Atmospheric Administration - The Ohio State University - Sea Grant Support	11.417	60074491	-	2,469
Total U.S. Department of Commerce			-	305,290
U.S. Department of Defense:				
Direct Program - Basic and Applied Scientific Research	12.300	Not Applicable	-	1,493
Pass-through Programs:				
University of Akron - Air Force Defense Research Sciences Program	12.800	YSU-03989	-	41,376
National Center for Defense Manufacturing and Machining (NCDMM) - Air Force Defense Research Sciences Program	12.800	Not Available	180,798	16,333
National Center for Defense Manufacturing and Machining (NCDMM) - Air Force Defense Research Sciences Program	12.800	Not Available	253,056	290,040
Air Force Research Lab - Wright State University Research and Technology Development	12.910	671100-1	15,778	863,863
Total U.S. Department of Defense			449,632	1,213,105
National Aeronautics and Space Administration:				
Direct Program - Science	43.001	Not Applicable	-	3,577
Pass-through Programs:				
Ohio Space Grant Consortium - Science	43.001	Not Available	-	5,264
Space Telescope Science Institute - Science	43.001	HST-GO-15258.005-A	-	3,890
Space Telescope Science Institute - Science	43.001	Not Available	-	4,967
Total National Aeronautics and Space Administration			-	17,698
National Science Foundation:				
Direct Programs:				
Engineering	47.041	Not Applicable	-	12,902
Mathematical and Physical Sciences	47.049	Not Applicable	-	215,033
Education and Human Resources	47.076	Not Applicable	-	64,511
Pass-through Program - Case Western Reserve University - Mathematical and Physical Sciences				
	47.049	RES511941	-	24,309
Total National Science Foundation			-	316,755
Environmental Protection Agency - Direct Program - Regional Wetland Program Development Grants				
	66.461	Not Applicable	15,229	11,017
U.S. Department of Education - Pass-through Programs:				
Ohio Department of Education - The University of Cincinnati:				
Special Education_Grants to States	84.027	012966-022	-	162,625
Special Education_Grants to States	84.027A	012969-022	-	27,790
School Improvement Grants	84.377	013279-002	-	12,156
School Improvement Grants	84.377	012498-002	-	3,409
The Ohio State University - Transition Programs for Students with Intellectual Disabilities into Higher Education	84.407A	60051504	-	25,718
Total U.S. Department of Education			-	231,748
U.S. Department of Health and Human Services:				
Direct Programs:				
Nurse Anesthetist Traineeships	93.124	Not Applicable	-	20,169
Diabetes, Digestive, and Kidney Diseases Extramural Research	93.847	Not Applicable	-	49,015
Pass-through Programs - University of Pittsburgh:				
Aging Research	93.866	CNVA00048408 (127381-1)	-	15,823
Aging Research	93.866	AWD00003998 (136085-1)	-	16,999
Total U.S. Department of Health and Human Services			-	102,006
Total Research and Development Cluster			464,861	2,197,619

See notes to schedule of expenditures of federal awards.

Schedule of Expenditures of Federal Awards (Continued)

Year Ended June 30, 2021

Federal Agency/Pass-through Agency/Program Title	CFDA Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters (Continued)				
TRIO Cluster				
U.S. Department of Education - Direct Program - TRIO_Upward Bound	84.047A	Not Applicable	\$ -	\$ 277,981
Economic Development Cluster				
Economic Development Agency - Direct Program - Economic Adjustment Assistance	11.307	Not Applicable	-	4,183,672
Child Nutrition Cluster				
U.S. Department of Agriculture - Pass-through Program - State of Ohio Department of Education - Summer Food Service Program for Children	10.559	02428971	-	156
Total clusters			464,861	76,055,396
Other Programs				
U.S. Department of Commerce - Pass-through Program - Consortium for Ocean Leadership - NOAA Mission-Related Education Awards	11.008	Not Available	-	9,000
U.S. Department of Defense - Pass-through Programs:				
State of Ohio, Development Services Agency - Procurement Technical Assistance for Business Firms	12.002	PTAG20200527	-	6,021
State of Ohio, Development Services Agency - Procurement Technical Assistance for Business Firms	12.002	PTAG20210527	-	14,000
Total U.S. Department of Defense			-	20,021
Department of State - Direct Program - Public Diplomacy Programs	19.040	Not Applicable	-	3,930
U.S. Department of the Treasury - Pass-through Programs:				
COVID-19 - State of Ohio Department of Higher Education - Coronavirus Relief Fund	21.019	Not Available	-	3,496,828
COVID-19 - State of Ohio Department of Higher Education - Coronavirus Relief Fund	21.019	Not Available	-	124,202
COVID-19 - State of Ohio Department of Higher Education - Coronavirus Relief Fund	21.019	Not Available	-	1,962,244
COVID-19 - Prevention Action Alliance - Coronavirus Relief Fund	21.019	Not Available	-	31,426
COVID-19 - Ohio Department of Health - Ohio State University - Coronavirus Relief Fund	21.019	Not Available	-	50,924
Total U.S. Department of the Treasury			-	5,665,624
National Aeronautics and Space Administration - Direct Program - Science	43.001	Not Applicable	-	9,500
Small Business Administration - Pass-through Programs:				
State of Ohio, Development Services Agency - Small Business Development Centers	59.037	OSBG-20-326	-	98,776
State of Ohio, Development Services Agency - Small Business Development Centers	59.037	OSBG-19-332	-	80,843
State of Ohio, Development Services Agency - Small Business Development Centers	59.037	OSBG-20-350	-	177,171
State of Ohio, Development Services Agency - Small Business Development Centers	59.037	OSBG-21-326	-	124,669
Total Small Business Administration			-	481,459
U.S. Department of Education:				
Direct Program - Gaining Early Awareness and Readiness for Undergraduate Programs	84.334	Not Applicable	-	9,775
Direct Programs:				
COVID-19 - Education Stabilization Fund	84.425E	Not Applicable	-	1,988,231
COVID-19 - Education Stabilization Fund	84.425F	Not Applicable	-	2,224,800
COVID-19 - Education Stabilization Fund	84.425E	Not Applicable	-	5,188,231
COVID-19 - Education Stabilization Fund	84.425F	Not Applicable	-	9,715,604
COVID-19 - Education Stabilization Fund	84.425F	Not Applicable	-	9,306,590
Pass-through Program - COVID-19 - State of Ohio Department of Higher Education - Education Stabilization Fund	84.425C	GEER-ODHE	-	71,023
Total Education Stabilization Fund			-	28,494,479

Schedule of Expenditures of Federal Awards (Continued)

Year Ended June 30, 2021

Federal Agency/Pass-through Agency/Program Title	CFDA Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Other Programs (Continued)				
U.S. Department of Education (Continued):				
Pass-through Programs:				
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	12107	\$ -	\$ 875
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10936	-	994
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10864	-	875
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	12107	-	160,198
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10936	-	141,653
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10864	-	146,576
Total State of Ohio Department of Education - Twenty-First Century Community Learning Centers			-	451,171
DC Department of Higher Education - College Access Challenge Grant Program	84.378A	Not Available	-	8,500
Total U.S. Department of Education			-	28,963,925
U.S. Department of Health and Human Services:				
Direct Program Nurse Corps Scholarship	93.303	Not Applicable	-	9,021
Pass-through Programs:				
Council on Social Work Education - Substance Abuse and Mental Health Services_Protects of Regional and National Significance	93.243	Not Available	-	2,000
State of Ohio Department of Jobs and Family Services - Stephanie Tubbs Jones Child Welfare Services Program	93.645	G-2021-06-0247	-	6,110
State of Ohio Department of Jobs and Family Services - Foster Care_Title-IV-E	93.658	G-1819-06-0337	-	5,000
State of Ohio Department of Jobs and Family Services - Foster Care_Title-IV-E	93.658	G-2021-06-0247	-	81,240
Total U.S. Department of Health and Human Services			-	103,371
U.S. Department of Homeland Security - Pass-through Program - United States Coast Guard - Ohio Department of Natural Resources - Boating Safety Financial Assistance				
	97.012	Not Available	-	12,360
Total Other Programs			-	35,269,190
Total Expenditures of Federal Awards			\$ 464,861	\$ 111,324,586

Notes to Schedule of Expenditures of Federal Awards

Year Ended June 30, 2021

Note 1 - Basis of Presentation

The accompanying schedule of expenditures of federal awards (the "Schedule") includes the federal grant activity of Youngstown State University (the "University") under programs of the federal government for the year ended June 30, 2021. The information in the Schedule is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the "Uniform Guidance"). Because the Schedule presents only a selected portion of the operations of the University, it is not intended to and does not present the financial position, changes in net position, or cash flows of the University.

Note 2 - Summary of Significant Accounting Policies

Expenditures reported in the Schedule are reported on the same basis of accounting as the basic financial statements. Such expenditures are recognized following the cost principles contained in Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, wherein certain types of expenditures are not allowable or are limited as to reimbursement, except for expenditures related to CFDA 21.019, Coronavirus Relief Fund (CRF). CRF does not apply the cost principles contained in Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, but rather applies the U.S. Department of Treasury's guidance. Pass-through entity identifying numbers are presented where available.

The University has elected not to use the 10 percent *de minimis* indirect cost rate to recover indirect costs, as allowed under the Uniform Guidance, and instead uses indirect cost rates ranging from 8 percent to 26.3 percent per the respective grant agreements or current federally negotiated indirect cost rate.

Note 3 - Loan Balances

Federal Direct Loan Program

The University participates in the Federal Direct Student Loan Program (84.268). The University originates but does not provide funding for federal direct loans (FDL). The amount presented on the schedule of expenditures of federal awards represents the value of new FDL processed by the University for the year ended June 30, 2021.

Federal Perkins Loan Program

The amount presented on the schedule of expenditures of federal awards for the Federal Perkins Loan Program (84.038) represents the value of new loans made or received during the audit period, plus the beginning of the audit period balance of loans from previous years for which the federal government imposes continuing compliance requirements. The amount outstanding for the Federal Perkins Loan Program at June 30, 2021 is \$396,581. Total new loans disbursed under the Federal Perkins Loan Program for the fiscal year ended June 30, 2021 were \$0.

Schedule of Findings and Questioned Costs

Year Ended June 30, 2021

Section I - Summary of Auditor's Results

Financial Statements

Type of auditor's report issued: Unmodified

Internal control over financial reporting:

- Material weakness(es) identified? _____ Yes X No
- Significant deficiency(ies) identified that are not considered to be material weaknesses? _____ Yes X None reported
- Noncompliance material to financial statements noted? _____ Yes X None reported

Federal Awards

Internal control over major programs:

- Material weakness(es) identified? _____ Yes X No
- Significant deficiency(ies) identified that are not considered to be material weaknesses? _____ Yes X None reported
- Any audit findings disclosed that are required to be reported in accordance with Section 2 CFR 200.516(a)? _____ Yes X No

Identification of major programs:

CFDA Number	Name of Federal Program or Cluster	Opinion
11.307	Economic Development Cluster	Unmodified
84.425	Education Stabilization Fund	Unmodified
21.019	Coronavirus Relief Fund	Unmodified

Dollar threshold used to distinguish between type A and type B programs: \$3,000,000

Auditee qualified as low-risk auditee? X Yes _____ No

Section II - Financial Statement Audit Findings

None

Section III - Federal Program Audit Findings

None



**YOUNGSTOWN
STATE
UNIVERSITY**

State of Ohio Senate Bill 6 Financial Ratio Analysis - Youngstown State University, FY 2021

Senate Bill 6 Ratios

Enacted in 1997, Senate Bill 6 provides a framework for state policymakers to annually evaluate the financial health of Ohio's public colleges and universities. S.B. 6 is codified in state law:

- *Ohio Revised Code §3345.72
- *Ohio Administrative Code §126:3-1-01.

S.B. 6 requires the Ohio Department of Higher Education to employ a scoring system using each state university's audited financial statements as the basis for three key performance ratios, calculated as follows:

***Net income ratio:** change in total net assets ÷ total revenues. = **20% of composite score**

***Viability ratio:** expendable net assets ÷ plant debt. = **30% of composite score**

***Primary reserve ratio:** expendable net assets ÷ total operating expenses + interest on debt. = **50% of composite score**

YSU's FY 2021 ratios and scores are depicted in the table below:

Senate Bill 6 Sliding Scale

Net Income Ratio:					Score	Weight	Weighted Score
0	1	2	3	4	5	20%	1.00
<-.049	-.05 to 0	0 to .009	.01 to .029	.03 to .049	=>.05		
					0.182		

Calculation detail: \$44,470,262 / \$243,968,275 = 0.182

Viability Ratio:					Score	Weight	Weighted Score
0	1	2	3	4	5	30%	1.20
<0	0 to .29	.30 to .59	.60 to .99	1.0 to 2.50	>2.50		
				1.270			

Calculation detail: \$88,297,772 / \$69,516,043 = 1.270

Primary Reserve Ratio:					Score	Weight	Weighted Score
0	1	2	3	4	5	50%	2.00
<-.10	-.10 to .049	.05 to .099	.10 to .249	.25 to .49	=>.50		
				0.443			

Calculation detail: \$88,297,772 / \$199,498,013 = 0.443

YSU Composite Score = sum total of ratio scores above: **4.20**

What the ratios mean:

***Net income ratio:** compares expenses and revenues to determine if a campus is operating within its resources.

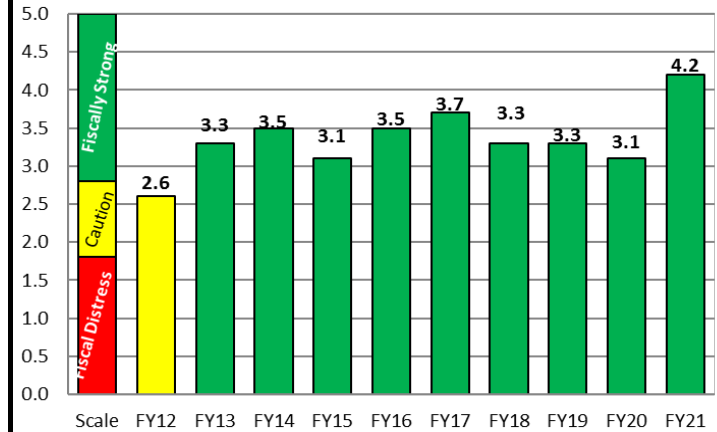
***Viability ratio:** measures a campus's ability to manage long-term debt obligations.

***Primary reserve ratio:** measures a campus's ability to use reserves in the absence of future revenue.

Key metric: **Composite Score**, the sum of weighted scores for the net income, viability and primary reserve ratios.

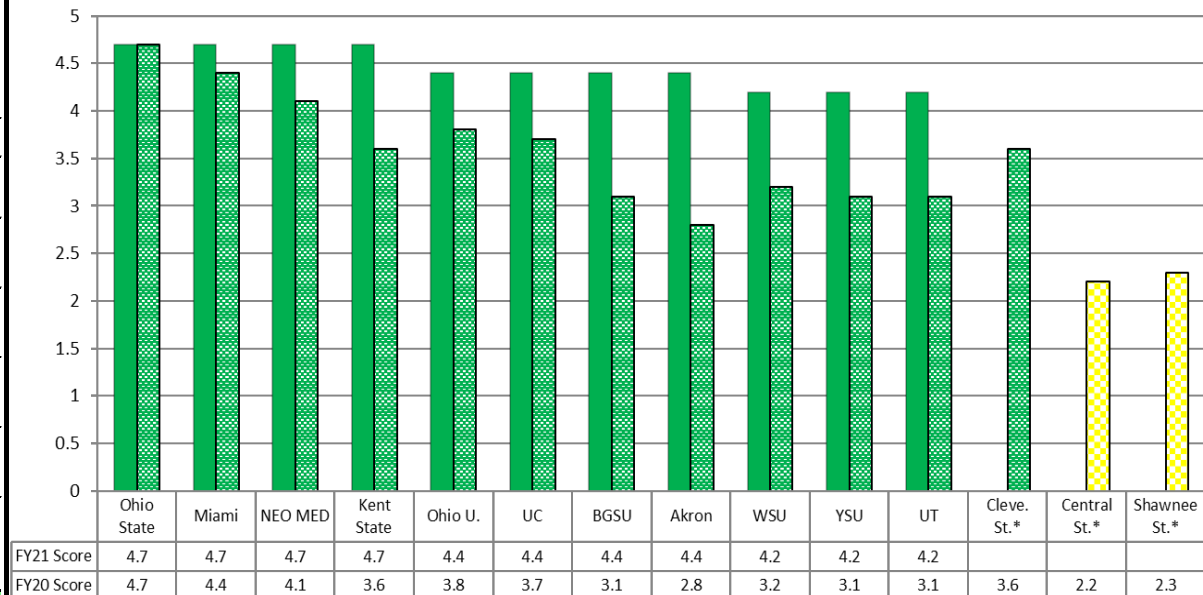
Historical Data

YSU's S.B. 6 composite score has fluctuated over the last 10 years but has been stable and fiscally strong since FY13.



Institutional Comparison

The FY 2021 (preliminary) and FY 2020 composite scores for Ohio's state universities are shown in the graph below:



*FY 2021 scores for Cleveland State, Central State and Shawnee State were not available at the time this report was prepared.

AUDIT RECOMMENDATIONS STATUS - FY2022 Q1

Audit Recommendation Number / Name Audit Date Issued Risk Category Risk Level Division Original Deadline <i>Revised Deadline</i> Current Status	Summary of Recommendation	Summary of Response	Current Status Comment	Prior Status Comment
<p>2018-02-04 Risk assessment and monitoring federal grant subrecipients</p> <p>Research Compliance Audit 2/11/19 research Moderate</p> <p>Academic Affairs 3/31/2020 <i>12/31/2021</i> ON SCHEDULE</p>	<p>Develop and implement procedures for subrecipient risk assessment and monitoring.</p>	<p>ORS and Grants Accounting are currently finalizing a formal sub-recipient risk assessment process based partially on the federal demonstration partnership best practices documentation. Of greater concern is the likelihood of sub-recipients failing to meet the terms and conditions of the sub award in a consistent and timely manner. Therefore, much of the focus of this issue will be on development of clear assessment protocols.</p>	<p>Several measures are in place to strengthen oversight until implementation completed.</p>	<p>Final resolution has been delayed due to staffing shortages and COVID-19. Completion timeline contingent on staffing and remote work considerations. Temporary measures are in place to strengthen oversight until implementation completed.</p>
<p>2018-02-05 Principal investigator communication and training</p> <p>Research Compliance Audit 2/11/19 research Moderate</p> <p>Academic Affairs 1/31/2020 <i>12/31/2021</i> ON SCHEDULE</p>	<p>Develop formal, ongoing periodic training for PI's and potential PI's that is aligned with funding agency guidelines. Ensure required trainings are monitored for completion.</p>	<p>Management believes that the audit items can be substantially addressed as a result of the hiring a new Director of Research, Compliance and Initiatives (Dr. Van slambrouck) and the implementation of an ERA system. Pertinent tasks planned include: 1) Develop training materials on the use of the ERA software and establish procedures for proposal development and submission, consistent with relevant requirements. 2) Develop training videos which meet the scheduling needs of faculty, staff and students. 3) Develop a recordkeeping process within the ERA software for monitoring training.</p>	<p>Advancements made on ORS website to include training materials for specific areas. This is an ongoing task that will extend well into FY 22 and future years.</p>	<p>ERA system training has been the focus. This has been conducted in conjunction with roll-out of new system in module format. This is an ongoing task that will extend well into FY 22 and future years.</p>
<p>2018-02-10 Pre-approval of travel expenses charged to grants</p> <p>Research Compliance Audit 2/11/19 Financial Low</p> <p>Finance and Business Operations 1/1/2020 <i>12/31/2021</i> ON SCHEDULE</p>	<p>Include Grants Accounting in the Concur automated approval workflow routing for expenses charged to grant funds.</p>	<p>Grants Accounting understands the desire to automate workflow approvals in Concur rather than relying on manual routing. We are exploring the use of automated workflows for travel reimbursements in Concur.</p>	<p>New staff in place. This matter is being researched and analyzed in order to implement corrective actions.</p>	<p>Procurement position vacancies and COVID implications continue to delay progress. Target dates contingent on staffing and remote work.</p>

Audit Recommendation Number / Name Audit Date Issued Risk Category Risk Level Division Original Deadline <i>Revised Deadline</i> Current Status	Summary of Recommendation	Summary of Response	Current Status Comment	Prior Status Comment
2018-02-11 Electronic research administration system Research Compliance Audit 2/11/19 research Low 7/31/2020 <i>12/31/2021</i> ON SCHEDULE	Develop a formal implementation plan for the ERA system software to enable appropriate oversight and management of the project.	A viable ERA system was identified and purchased. However, the vendor went out of business, rendering the selected platform impractical. The Office of Research has begun the process of evaluating alternative systems and a potential ERA system has been identified. The procurement of the system is expected in 1st quarter 2020 and implementation will follow.	System is in place and is being utilized by a limited number of users. There are still some issues that are being addressed including a potential new software roll-out. Wide distribution delayed while known issues are addressed.	System has been purchased and is being utilized by a limited number of users. There are still some issues that are being addressed. Wide distribution delayed while known issues are addressed.
2020-01-01 Policies and Procedures Student Organizations Audit 02/17/20 Financial Low Student Experience 8/31/2020 <i>6/30/2022</i> DEADLINE REVISED	Update policies to address financial management requirements including tax status, accounting concepts, record keeping, contract requirements, funding mechanisms and procedures, disbursement controls, agency account and off-campus cash accounts.	Policies will be developed in this area.	New staff in place in this area. Significant progress delayed due to focus on Collin's Law, anti-hazing requirements.	Progress delayed due to COVID related priorities and recent restructuring in this department.
2020-01-02 Training Oversight Student Organizations Audit 02/17/20 Academic Affairs Low Student Experience 8/31/2020 <i>6/30/2022</i> DEADLINE REVISED	Improve student organization training and oversight of training compliance.	Will review and update training delivery methods and subject matter as well as monitoring compliance with training requirements.	New staff in place in this area. Significant progress delayed due to focus on Collin's Law, anti-hazing requirements.	Progress delayed due to COVID related priorities and recent restructuring in this department.
2020-01-03 Activity Management Student Organizations Audit 02/17/20 Academic Affairs Low Student Experience 8/31/2020 <i>6/30/2022</i> DEADLINE REVISED	Review and update policies, clarify roles and responsibilities and reinforce training related to use of campus space.	Will review and update policies regarding use of space and provide updates to students, advisors and reservationists.	New staff in place in this area. Significant progress delayed due to focus on Collin's Law, anti-hazing requirements.	Progress delayed due to COVID related priorities and recent restructuring in this department.

Audit Recommendation Number / Name Audit Date Issued Risk Category Risk Level Division Original Deadline <i>Revised Deadline</i> Current Status	Summary of Recommendation	Summary of Response	Current Status Comment	Prior Status Comment
2020-01-04 Travel Management Student Organizations Audit 02/17/20 Academic Affairs Low Student Experience 8/31/2020 <i>8/31/2021</i> DEADLINE REVISED	Clarify roles and responsibilities, reinforce training and modify record retention with regard to student organization travel.	Will clarify roles, enhance training and retain student travel records for three years.	New staff in place in this area. Significant progress delayed due to focus on Collin's Law, anti-hazing requirements.	Progress delayed due to COVID related priorities and recent restructuring in this department.
2020-01-05 Cash Account Signers and Cash Handling Student Organizations Audit 02/17/20 Financial Low Student Experience 8/31/2020 <i>8/31/2022</i> DEADLINE REVISED	Clarify roles and responsibilities and monitor compliance with policies related to cash account signers.	Working to bring all organizations into compliance. Will communicate with advisors regarding this policy. Also additional training and policy development in this area. Will develop component of annual registration to document compliance with account signatory policies.	New staff in place in this area. Significant progress delayed due to focus on Collin's Law, anti-hazing requirements.	Progress delayed due to COVID related priorities and recent restructuring in this department.
2021-01-03 Monitoring Compliance with YSU Policies Rich Center 9/30/20 human resources Moderate Academic Affairs 7/31/2021 <i>12/31/2021</i> PENDING CLOSE	Enhance compliance with YSU policies via training processes and review and approval of Rich Center specific policies and procedures.	Rich Center Autism (RCA) administration will review current policies and procedures, identify deficiencies and seek YSU BOT approval for Rich Center specific policies and procedures.	Draft documents have been submitted to IA and HR. Pending consultation and approval by HR.	Draft documents have been submitted to IA, review underway.
2021-01-04 Affiliated Organization Policy - Friends of Rich Center Rich Center 9/30/20 N/A University Relations 6/30/2022 ON SCHEDULE	Educate and inform as to relationship between University, Rich Center and Friends. Execute a Memorandum of Agreement (MOA) to guide relationship between these parties. Ensure alignment with Affiliated Organization Policies.	RCA Administration will advocate for MOA between Friends and YSU which aligns with Affiliated Organization Policy.	Draft documents have been prepared and are being reviewed by YSU, Rich Center and Friends.	Draft documents have been prepared and are being reviewed by YSU, Rich Center and Friends.

Audit Recommendation Number / Name Audit Date Issued Risk Category Risk Level Division Original Deadline <i>Revised Deadline</i> Current Status	Summary of Recommendation	Summary of Response	Current Status Comment	Prior Status Comment
2021-01-05 Fiscal Practices and External Reporting of Friends of Rich Center Rich Center 9/30/20 N/A University Relations 6/30/2022 ON SCHEDULE	Develop policies and procedures and train staff in order to enhance fiscal practices and external reporting of Rich Center.	Procedures will be developed to address fiscal and reporting matters.		
2021-Adv-03 Noncompliance in Purchasing Contracts Enhanced Training Advisory-Purchasing Contracts 4/19/2021 Financial Moderate Finance and Business Operations 12/31/2021 ON SCHEDULE	The stated mission of Procurement Services is to provide assistance for the purchase and payment of quality goods and services at competitive costs in accordance with University guidelines and applicable laws. In this case, there were numerous indications that a key user managing a significant contract needed assistance with the process. Procurement Services should evaluate user knowledge and conduct consultations and training when circumstances warrant. Procurement services should also consider the need for new employee training in this area (particularly at the supervisory level) and refresher training for key employees involved in non-routine transactions.	Training opportunities, including eCUBE training are communicated to new employees when they are given access as a new user to Banner Finance. It is up to the employee to schedule training, the training is not mandated. Additionally, Procurement Services is in process of evaluating all aspects of training including content, frequency of availability, and delivery methods.	This project underway. Timing contingent on priorities and availability of resources for video recordings.	
2021-02-04 Training, communication and adherence to procedures re Donor Restricted Funds 7/29/2021 Financial Low Finance and Business Operations 7/31/2022 ON SCHEDULE	Current procedures and communication mechanisms need to be reassessed and evaluated in order to ensure that individuals throughout the university have the training and necessary information to administer restricted giving, use of restricted funds and relationships with donors in an effective and efficient manner.	Work group has been convened. This group will include representatives from University and Foundation. The group will assess and evaluate training, communication and adherence to procedures for the purpose of ensuring continued effectiveness, improving efficiency and establishing best practices.		

YSU Anonymous Reporting Hotline
Aggregated Statistics
Fiscal Year 2022 Quarter 2
As of 11/2/2021

Hotline Activity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
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Reports received	1	2			3
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Closed					
Unsubstantiated/insufficient information	-	-			-
Process enhancements noted	-				-
Investigation	1				1
Referred	-	1			1
Total Closed	1	1			2

Under review at quarter end	0	1			
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Reporting Method	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Ethicspoint Phone	-	0			0
Ethicspoint Website	1	2			3
Total:	1	2			3

Reporter Anonymity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Anonymous	1	2			3
Not anonymous	-				-
Total:	1	2			3



APPENDIX

Finance and Facilities Committee



**RESOLUTION TO MODIFY
STUDENT EMPLOYEE HOURLY WAGE RATES**

WHEREAS, the fiscal year 2022 operating budget was prepared by management and approved by the Board of Trustees in June 2021, in accordance with University policy 3356-3-11; and

WHEREAS, the FY 2022 operating budget established miscellaneous salary rates, including student employee hourly rates; and

WHEREAS, the state of Ohio's minimum wage will increase to \$9.30 per hour on January 1, 2022; and

WHEREAS, the University has determined that its current student wage rates should be adjusted; and

WHEREAS, this proposed wage adjustment aligns with the *Plan For Strategic Actions to Take Charge of Our Future* by enhancing the campus experience for students through enhanced employment opportunities; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the hourly wage rates for student employees as shown on Exhibit A, effective May 8, 2022.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**



EXHIBIT A

**Proposed Student Employment Wage Levels
Effective May 8, 2022**

<p>Basic level \$9.30/hour – \$10.00/hour</p>	<ul style="list-style-type: none">• Minimal level of responsibility• Provides basic support for daily operations (basic customer service, reception, answer phones, transferring calls, taking messages, data entry, food service, cashier, set up labs, light janitorial, delivery)• Basic workplace skills• Works under supervision; follows instructions• Little independent decision making required• Some training required
<p>Intermediate level \$10.00/hour - \$13.00/hour</p>	<ul style="list-style-type: none">• Medium to high level of responsibility• Some independent decision making required• Solves problems and resolves issues as they arise• Responsible for or directly impacts the learning or well-being of others• Leads activities• Certifications are required• Enforces YSU policies• Heavy lifting• Moderate level of specialized experience, knowledge, or skills, or grade point average is required
<p>Advanced level \$13.00/hour – 15.00/hour</p>	<ul style="list-style-type: none">• High level of responsibility• Independent decision making is typically required• Independently designs, creates, produces materials for use by others at YSU• Responsible for or directly impacts the safety of others• Advanced knowledge, skills, abilities, or completed coursework• Performs independent research, data analysis, writes reports



**RESOLUTION TO APPROVE THE
2021 AFFORDABILITY AND EFFICIENCY REPORT**

WHEREAS, Section 3333.95 of the Ohio Revised Code requires the Chancellor of Higher Education to maintain an Efficiency Advisory Committee to ensure that each state college and university prepares an affordability and efficiency report to identify examples of and opportunities for shared services, streamlined administrative operations, and shared best practices in efficiencies among institutions; and

WHEREAS, the Chancellor requires that the Boards of Trustees at each state college and university annually approve each institution's affordability and efficiency report; and

WHEREAS, the Ohio Department of Higher Education has provided a template through which to document and report each institution's efficiency and affordability report; and

WHEREAS, Youngstown State University's 2021 efficiency and affordability report is a product of a collaborative process that included input from various levels of campus stakeholders to assess progress and capture examples of efficiencies, academic practices, policy reforms, cost savings, redeployment of savings and tangible benefits to students; and

WHEREAS, Youngstown State University's 2021 report provides evidence of affordability and efficiency in various categories, including direct savings, deferred revenue (direct savings to students), cost avoidance (that would otherwise increase expenses), funds raised (reducing pressure on fees), and savings or funds raised by auxiliary enterprises; and

WHEREAS, Youngstown State University faculty provide a high-quality education as evidenced by licensure and certification results, job placement and other measures, and staff contributions to student and institutional success, while tuition and total cost of attendance as reported via IPEDS are amongst the lowest in the state; and

WHEREAS, all sections of the report indicate that Youngstown State University continues to make substantial progress in all categories required by the report; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the 2020 efficiency and affordability report attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**



Department of
Higher Education

Mike DeWine, Governor
Randy Gardner, Chancellor



Affordability & Efficiency

FY21 Efficiency Reporting Template

Introduction:

Ohio Revised Code section 3333.95 requires the chancellor of the Ohio Department of Higher Education (DHE) to maintain an “Efficiency Advisory Committee” that includes an “efficiency officer” from each state institution of higher education (IHE). Each IHE must then provide an “**efficiency report**” updated annually to DHE, which is compiled by the chancellor into a statewide report shared at year end with the governor and legislature. The committee itself meets at the call of the chancellor.

Prior Efficiency Reports were heavily influenced by and structured around the Ohio Task Force on Affordability and Efficiency’s October 2015 report “Action Steps to Reduce College Costs” (Task Force). The Task Force report provided many good recommendations that sharpened our focus and set a course for increasing efficiency throughout public higher education in Ohio. However, due to the unprecedented level of institutional disruption caused by the COVID-19 pandemic, this year’s template has been revised significantly and will provide IHEs with the opportunity to highlight post-pandemic strategies and initiatives, including the expansion of online delivery models.

The FY21 reporting template also requires IHEs to report on their annual study to determine the cost of textbooks for students enrolled in the institution pursuant to Ohio Revised Code section 3333.951(C), as well as information on efficiencies gained as a result of the “regional compacts” as outlined in ORC section 3345.59. The reporting template also requests information regarding college debt and debt collection practices, among other things.

Your Efficiency Report Contact: *Jennifer Carson*, Senior Director, Audit & Compliance, 614-752-7538, jcarson@highered.ohio.gov
Please provide your institution’s efficiency report by **Friday, October 29, 2021** via email to OdheFiscalReports@highered.ohio.gov

As in previous years, the Efficiency Reporting Template is structured into sections:

- **Section I: Operational Efficiency** – This section captures practices likely to yield significant savings that may be shared with students or benefit the institution generally. This section also captures information on the impacts of COVID-19 on each institution.
- **Section II: Academic Practices** – This section covers areas more directly related to instruction, including actions taken to embrace remote learning post-pandemic, including noting any permanent strategic posture toward online learning, as well as core savings strategies such as reducing the cost of textbooks, time-to-degree and program reviews.
- **Section III: Policy Reforms/Continued Progress** – This section captures state IHE responses to suggested policy reforms originating in gubernatorial task force efforts, legislative joint committee reports, student loan debt advisory group reports, etc. Emphasis should be placed on major initiatives such as a debt relief program consistent with DHE's *College Comeback* guidance, if one exists, or other steps taken by the institution that may be considered best practices.
- **Section IV: Student Benefit** – This section asks institutions to provide cost savings and/or resource generation benefiting students in actual dollars for any major initiatives within the past fiscal year. It is not necessary to respond to specific recommendations from the 2015 Task Force on Affordability and Efficiency. IHE's should provide clear direction whether savings have been redeployed to students or reinvested in the institution.
- **Section V: Future goals** – This section corresponds to Master Recommendation 2 of the Ohio Task Force on Affordability. It is designed to allow each institution to benchmark its respective five-year goals to its actual institutional cost savings or avoidance. In the spirit of continuous improvement, this section allows you to revise and/or update your five-year goals as needed. In addition, the DeWine-Husted administration continues to request feedback on steps the state can take to support your institution's goals.

For purposes of this report, efficiency is defined on a value basis as a balance of quality versus cost:

- Direct cost savings to students (reducing costs)
- Direct cost savings to the institution (reducing costs)
- Cost avoidance for students (reducing costs)
- Cost avoidance to the college/university (reducing costs)
- Enhanced advising, teaching (improving quality)
- IP commercialization (improving quality)
- Graduation/completion rates (improving quality)
- Industry-recognized credentials (improving quality)
- Experiential learning (improving quality)

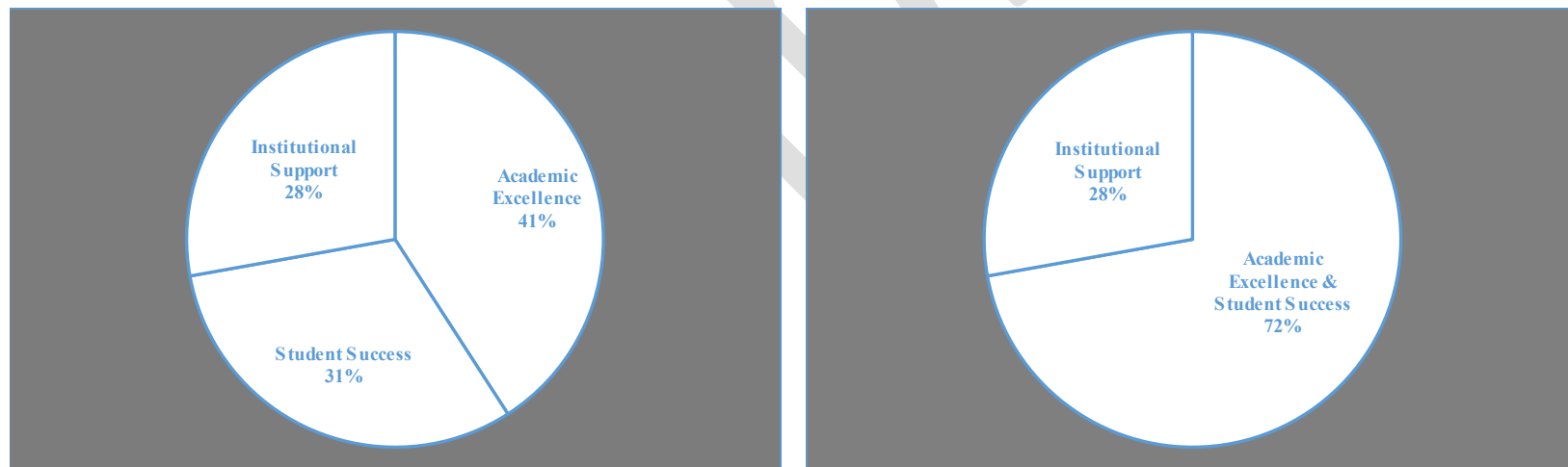
These are examples only. Please consider your responses to address broader measures of efficiency, quality, cost and value. Please also note that this is only a template. Feel free to respond in any additional way you believe is helpful.

Youngstown State University

Section I: Operational Efficiency

Each institution should regularly identify and evaluate its major cost drivers, along with priority areas that offer the best opportunities for efficiencies. Institutions should also track their progress in controlling costs and improving effectiveness.

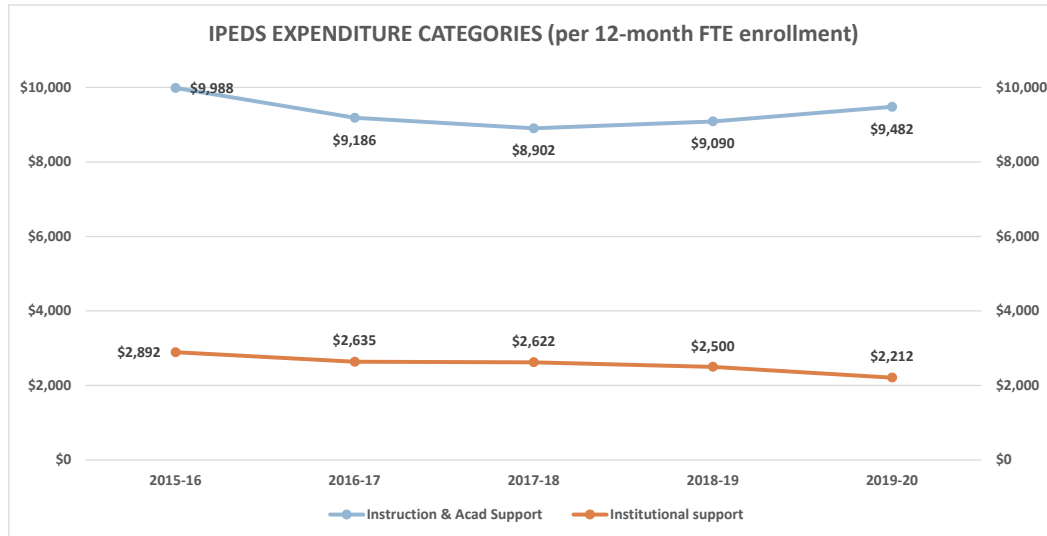
What ratios, metrics, or benchmarks does your institution utilize to evaluate operational efficiencies and the appropriate balance of instructional vs. administrative expenses? Please summarize and provide an overview of your performance based on each measure. **Youngstown State University uses IPEDS expense classifications to annually evaluate actual expenses and to help reset budgeted expenses as necessary. As a metric, the University combines IPEDS classifications to facilitate analyses on three overarching expense categories: (1) Academic Excellence, (2) Student Success and (3) Institutional Support. As a strategic goal, YSU strives to prioritize the academic enterprise and other functions that foster student success. Accordingly, annual expenses in the combined category of Academic Excellence and Student Success range between 70% and 75% each year. YSU's performance, as measured by FY 2021 actual expenses (unaudited), is summarized as follows:**



For definitional purposes, what IPEDS (or other uniformly accepted) expense categories, or subset(s) therein, would you include in instructional expenses and administrative expenses? Please explain.

As noted above, Youngstown State University uses standard IPEDS categories wherein Academic Excellence includes all instruction and instructional technology, academic advising to students, research and public service, and academic support

and academic administration. Student Success includes counseling and career guidance, admissions and student services, social and cultural development, student health services, and scholarships and financial aid. Institutional Support includes general administration, fiscal operations, administrative technology, public relations and advertising, and plant operation and campus maintenance.



Another assessment of IPEDS reporting over time illustrates YSU is investing in instruction and student support services.

Since 2017-18 investment per student FTE in instruction and academic support increased by + \$580.

On the other hand, investment per student FTE in institutional support decreased by - \$410.

In an effort to ensure data integrity, YSU reviewed all of its expense category assignments pertaining to IPEDS definitions in

2019. More recently a similar review of employee classifications was undertaken that will be reflected beginning with 2020 IPEDS. Linked to YSU's Academic Program Enhancement & Effectiveness Initiative, YSU is also reviewing the CIP codes assigned to courses, academic programs and instructors.

Are you aware of national models used to benchmark institutional efficiencies? If so, please provide.

YSU would be interested in learning more about relevant best practices gleaned from this report or from other sources known to the Ohio Department of Higher Education.

Youngstown State University is in the late stages of completing its *Academic Program Enhancement & Effectiveness Initiative*, the most comprehensive review of academic programs ever undertaken at YSU. The Academic Efficiency component of the initiative is in early-stage implementation. As this initiative wraps up, YSU is looking toward the likelihood of a similar analysis of its academic support areas.

Various consulting firms provide this type of service such as Bain, EAB, Hanover, and RPK, amongst others. There is also the [University Benchmark Project](#) housed at University of Wisconsin-Stout. Many institutions participate in the [Delaware Study](#) to Benchmark instructional efficiency and effectiveness.

There are also several books published on this topic such as *Re-engineering the University*, William Massy, Johns Hopkins University Press, 2016 and *Prioritizing Academic Programs and Services*, Robert Dickeson, John Wiley & Sons, 2010.

In addition, new methods for gauging the effectiveness of higher education in general are emerging such as the [Third Way](#) and via analysis such as that performed by [McKinsey](#).

In the last 2-3 years, has your institution received positive media coverage about operational efficiencies? If so, please provide.

CARES Act and other Federal Support impact

How much has your institution received in federal funds from the various programs initiated in response to the COVID-19 pandemic (e.g., HEERF, CRF, ARP)? Please list amount per award type. **To date, Youngstown State University has been awarded \$64.6 million in federal COVID-19 relief funding, as summarized in the following table:**

YOUNGSTOWN STATE UNIVERSITY			Award
CARES Emergency Grants	Department of Education - Education Stabilization Fund	COVID-19 - Higher Education Emergency Relief Fund - Student Aid	\$5,188,231
HEERF2 Fin Aid	Department of Education - Education Stabilization Fund	COVID-19 - Higher Education Emergency Relief Fund - Student Aid	5,188,231
HEERF3 Fin Aid	Department of Education - Education Stabilization Fund	COVID-19 - Higher Education Emergency Relief Fund - Student Aid	15,342,446
HEERF Institutional Portion	Department of Education - Education Stabilization Fund	COVID-19 - Higher Education Emergency Relief Fund - Institutional	5,188,231
HEERF2 Institutional	Department of Education - Education Stabilization Fund	COVID-19 - Higher Education Emergency Relief Fund - Institutional	12,164,951
HEERF3 Institutional	Department of Education - Education Stabilization Fund	COVID-19 - Higher Education Emergency Relief Fund - Institutional	15,124,854
Higher Ed COVID Relief Funding	United States Department of Treasury	Coronavirus Relief Fund	3,924,395
CARES (CRF) Round 2	United States Department of Treasury	Coronavirus Relief Fund	1,962,223
CARES-Mental Health - CRF	United States Department of Treasury	Coronavirus Relief Fund	124,202
Mental Health GEER	United States Department of Treasury	Coronavirus Relief Fund	211,140
WYSU-FM FY20 CPB CARES	Corporation For Public Broadcasting	Emergency Stabilization Fund	75,000
WYSU-FM FY21 CPB CARES	Corporation For Public Broadcasting	Stabilization Grant	148,564
			\$64,642,468

How has your institution utilized these various federal funds?

Youngstown State University has used and continues to use federal COVID-19 relief funding in accordance with the guidelines and restrictions established by the awarding agencies, including the U.S. Department of Education, the U.S. Treasury Department and the Ohio Department of Higher Education. As of June 30, 2021, over \$40 million of relief funds were expended including \$10.4 million in the form of student financial aid. Plans are in place to expend the remaining funds during fiscal year 2022. YSU has used its institutional portion of federal relief funding to effectuate a COVID-19 mitigation strategy that includes enhanced

student mental health counselling services; a robust program of surveillance testing and contact-tracing; reserved isolated space on campus for quarantining as needed; campus-wide HVAC upgrades to ensure air quality safety in classroom buildings; significant upgrades to technology infrastructure to strengthen YSU's ability to deliver remote and hybrid instruction; COVID testing of air, surfaces and wastewater; a new student workforce dubbed "Pete's Clean Team" that sanitizes and disinfects surfaces in classrooms, labs and offices across campus; and procurement/provision of related supplies and personal protective equipment. In addition, the University utilized federal COVID-19 relief funds to recover lost revenues attributable to the effects of the pandemic, as permitted by federal guidance.

How much was provided by your institution directly to students as emergency aid?

As of June 30, 2021, a total of \$25.7 million in HEERF funds were awarded for student financial aid. As of June 30, 2021, \$10.4 million in the form of student financial aid was disbursed. Plans are in place to disburse the remaining \$15.3 million to students during fiscal year 2022. In accordance with federal HEERF regulations, YSU maintains a webpage detailing its student aid strategy that is available online at <https://ysu.edu/financial-aid-and-scholarships/heerf-iii-grants-students-website-reporting>.

FY 22 Budget Development

Please provide a summary of projected enrollment for FY 22 relative to FY 21.

Category	Fall 2020	Fall 2021	Percent Change
First year students	2,193	2,083	-5%
Total undergraduate students	10,534	10,007	-5%
Total graduate students	1,311	1,245	-5%

What other planning assumptions were used related to the fiscal impact of COVID-19 in developing the institution's FY 22 budget?

Major Assumptions	Description	Projected Fiscal Impact	Actual Fiscal Impact - as of fall 21
Fall Enrollment/ Fee Revenue Relative to Fall 20	5% decline in FTE student enrollment levels; 2% increase in tuition for continuing undergrads; 3.8% tuition adj. for the entering Penguin Promise guarantee cohort.	Annualized revenue reduction budgeted: (\$5,317,782)	Fall semester revenue reduction: (\$2,640,637) Revised annualized projection based on fall enrollment: (\$5,552,253) or \$235,000 below budget.
Auxiliary Services	A return to pre-COVID auxiliary operations with a reduced 95%	Annualized revenue net revenue increase: \$752,193	No change relative to budget.

	occupancy rate planned for University Housing.		
State Support	SSI allocation based on the Ohio Department of Higher Education's preliminary estimate provided in spring 2021.	Annualized revenue increase: \$644,354	No change relative to budget.
Unique Cost Drivers – in response to COVID-19	Bldg. HVAC / air quality improvements campus-wide; staffing augmentations for student counseling; staffing augmentations for environmental health/safety purposes; administrative overhead expenses resulting from the administration of federal COVID relief funding; and technology investments to strengthen YSU's ability to deliver remote and hybrid instruction.	\$11,300,000* *Note: most and possibly all COVID-related expenses are expected to be defrayed by federal Higher Education Emergency Relief Funds (HEERF).	No change as of fall 2021.
Other			

Regional Compacts

ORC Section 3345.59 requires regional compacts of Ohio's public institutions, with an executed agreement in place by June 30, 2018, for institutions to collaborate more fully on shared operations and programs. Per O.R.C. §3345.59 {E} colleges and universities shall report within their annual efficiency reports the efficiencies gained as a result of the compact.

Please discuss efficiencies gained or opportunities for future partnerships as a result of each of the categories within the compact.

Category	Description	Monetary Impact
Reducing duplication of academic programming	Discussions continue with the Northeast Ohio Regional Compact. On September 5, 2019, the YSU Board of Trustees passed its "Take Charge of Future for Sustainability" resolution outlining an academic program effectiveness and advancement process. According to the resolution, this	

	<p>academic program effectiveness and advancement process will have actionable steps and regular Board updates regarding the process, feedback loops, and critical steps.</p> <p>Charged by the YSU Board of Trustees, YSU implemented a comprehensive and fully-integrated Academic Program Enhancement and Effectiveness Initiative (APEEI) in Fall 2020. APEEI culminated in Spring 2021 with the Provost's final recommendations to the YSU Board of Trustees. Curricular Efficiency, the second phase of APEEI, began in Spring and Summer 2021 and continues in Fall 2021. Using the resources provided to them, faculty in each academic program will be able to conduct a thorough review of the courses currently being offered as well as inactive courses remaining in the catalog. Upon completion of this review, program faculty will be required to conduct curricular mapping (core courses and electives) and a curricular complexity review.</p>	
<p>Implementing strategies to address workforce education needs of the region</p>	<p>YSU created a new Division of Workforce Education & Innovation, bringing together strategic and operational alignment of the YSU excellence training centers, workforce education offerings and strategic workforce initiatives that are focused on accelerating the adoption of industry in-demand skills in areas like advanced manufacturing, robotics, automation, information technology and professional business skills.</p> <p>The mission of this new YSU division is to bridge the skills and opportunity gap by creating alternative learning pathways to prepare current and future workforce for rapidly-evolving skills and industries.</p> <p>This new division is based in YSU's Excellence Training Center, a partnership of with Eastern Gateway Community College, America Makes, the Youngstown Business Incubator, the Mahoning, Trumbull and Columbiana County Career and Technical Centers and the Youngstown City Schools.</p>	<p>\$5,000,000</p>

	During FY 2021, YSU's workforce education and innovation activities generated \$5M in external grant dollars.	
Sharing resources to align educational pathways and to increase access within the region	Discussions continue within the Northeast Ohio Regional Compact	
Reducing operational and administrative costs to provide more learning opportunities and collaboration in the region	<p>Via the NEO Regional Compact, YSU is working with Kent State University, the University of Akron, Cleveland State University, and NEOMED to develop shared procurement strategies to take advantage of campus proximity to streamline the acquisition and delivery of goods and services common among these institutions. Areas under serious consideration include:</p> <ul style="list-style-type: none"> • Custodial Cleaning Equipment • Emergency Repair Services • Energy (Electricity and/or Natural Gas) • Janitorial and Sanitary Supplies • MRO Supplies (including tools) • Service Contracts (janitorial and/or maintenance services) • Systems Controls contracts 	\$100,000 - \$200,000
Enhancing career counseling and experiential learning opportunities for students	<p>YSU is a member of a number of career counseling-oriented organizations that collaborate on enhancing career counseling and experiential learning opportunities, including the Ohio Cooperative Education Association and the Northeast Ohio Consortium for Career Advancement (NCCA). YSU participated in 3 virtual career fair events in collaboration with the NCCA group during 2020-2021. These fairs increased the efficiency of virtual career interactions across the region and provided students with opportunities to meet employers that would have not been able to visit YSU's campus. YSU continues to participate in Ohio Means Internships and Co-Ops (OMIC 3 and OMIC 4), regional grants that emphasize scholarships and monetary employer reimbursements for employers who offer internships/co-ops to science students.</p> <p>YSU participates in Ohio I/C Engineering Directors virtual meetings. This group consists of internship and co-op engineering directors from Cleveland State University, the</p>	\$1,300,000 (combined estimate)

University of Akron, the University of Toledo, Case Western Reserve University, the University of Dayton, the University of Cincinnati, and YSU. This group, originally formed in response to COVID-19, meets once a month to discuss career-related items, the effects of COVID on events and internships/co-ops, the transition from face-to-face events to virtual events, and other topics.

YSU's Williamson College of Business Administration continues to be one of four universities participating in the Export Program through the State of Ohio. WCBA Export Program recruits students for programs across YSU's campus as well as the University of Akron and Kent State University. Students attend an Export course in WCBA during the spring semester. The course is delivered by the Director of Ohio SBDC Export Assistance Network. After completing the Exporting course, students are placed with a company in Ohio for a full-time, 12-week, paid internship. The internship is credit-bearing. Relationships are built with exporting companies, and companies are reimbursed half of the intern wages through the Ohio Development Services Agency.

Students in YSU's Sokolov Honors College volunteered over 51,000 hours with 644 organizations in 2020-21, providing experiential learning opportunities in a variety of ways, including:

- Storytime, a weekly program to help with literacy and learning, premiered via YouTube in October 2020 and featured honors alumni and students reading their favorite children's books to educate and entertain young viewers.
- A group of honors students worked with a local restaurant to purchase meals for more than 100 people facing food insecurity in March 2021 in partnership with the Dorothy Day House in Youngstown. Student efforts also provided benefit to struggling business during the pandemic.
- A virtual option, the YSU Transcribing Club, logged more than 800 hours of work and transcribed

	<p>nearly 7,000 historical documents last year, from letters to Teddy Roosevelt to notes of early 20th-century astronomy experiments.</p> <ul style="list-style-type: none"> • Honors students tutored students from area middle and high schools this year through the new Honors Helping Future Scholars program. • Honors students partnered with United Way of the Mahoning Valley to aid them with addressing food insecurity during the pandemic. 	
Collaboration and pathways with information technology centers, adult basic and literacy education programs and school districts	<p>Contracted service with Kent State for IT Security leadership to replace YSU's chief information security officer.</p> <p>Contracted service with Kent State for Oracle DBA services. Provides pool of five DBA's averaging 1-1.5 FTE's of service annually. Offsets the need for 2.0 FTE's of DBA staff members.</p>	<p>\$93,000 savings (versus replacing full-time CISO)</p> <p>\$78,800 savings (versus hiring 2.0 full-time DBA's)</p>
Enhancing the sharing of resources between institutions to expand capacity and capability for research and development	<p>Youngstown State University's Excellence Training Center (ETC) opened in July 2021. This shared-use facility supports the interest of the Mahoning Valley Innovation and Commercialization Consortium (MVICC) comprised of academic, industrial and economic development organizations. The YSU ETC houses a full spectrum of manufacturing equipment, many of which were obtained through RAPIDS grants. This center provides training and research opportunities for YSU students and faculty, institutional collaborators including Eastern Gateway Community College and the regional Career and Tech Centers (Choffin, Trumbull, Columbiana and Mahoning County) and industry professionals to accelerate innovation and technology adoption.</p>	\$2,100,000
Identifying and implementing the best use of university regional campuses	Not applicable	N/A
Other initiatives not included above	<p>Ellucian savings associated with Collaborative Master Services Agreement with Kent, Toledo, Miami, Wright State and Youngstown State.</p>	\$30,000 (cost avoidance associated with zero escalator)

Section II: Academic Practices

This section covers areas more directly related to instruction, such as actions taken to embrace remote learning post-pandemic, including noting any permanent strategic posture toward online learning, as well as core savings strategies such as reducing the cost of textbooks, time-to-degree and program reviews.

Textbook Affordability

Textbook Cost Study

ORC Section 3333.951(D) requires Ohio's public colleges and universities to annually conduct a study to determine the current cost of textbooks for students enrolled in the institution and submit the study to the Chancellor. Please attach the analysis of textbook costs developed by your institution labeled "[Institution Name – Academic Year – Textbook Cost Study]"

Please summarize the results of your institution's study below.

Category	Amount
Average cost for textbooks that are new	\$63.82
Average cost for textbooks that are used	\$64.13
Average cost for rental textbooks	\$56.57
Average cost for eBook	\$51.40

Reducing Textbook Costs for Students

ORC Section 3333.951(C) requires Ohio's public colleges and universities to report their efforts toward reducing textbook costs for students. Please discuss all initiatives implemented, including those referenced below that ensure students have access to affordable textbooks.

Additionally, Ohio Revised Code Section 3345.025 requires the board of trustees of each state IHE to adopt a textbook selection policy for faculty to use when choosing and assigning textbooks and other instructional materials. The policy shall include faculty responsibilities and actions faculty may take in selecting and assigning textbooks and other instructional materials. Examples of topics addressed within such a policy include textbook adoption deadlines, faculty ethics rules on personal use/resale of publisher-provided free textbooks, disclosure of personal interest/royalties and textbook ownership of faculty-use books.

1. Has your institution's board of trustees adopted a textbook selection policy consistent with Ohio Revised Code 3345.025? If so, please attach the policy in full length and label the file as "[Institution Name – Academic Year – Textbook Selection Policy]." **Yes, please see attached for YSU's policy.**

Textbook Auto-Adoption Policy

2. Does your institution have a textbook auto-adoption policy in place in order to ensure compliance with federal law that requires faculty to select textbooks for courses no later than the first day of class registration? If so, please attach the policy and label the file as "[Institution Name – Academic Year – Text Auto-adoption Policy]." Please also describe the mechanisms for tracking compliance. **Not presently. Previously, YSU had an auto adopt policy for courses that were not turned in by finals week. However, this was discontinued because it was disadvantageous to students in that the information often changed after being posted. Nevertheless, YSU will develop an auto-adoption policy pursuant to section 733.20 of H.B. 110, as detailed in the Ohio Department of Higher Education's guidance published (via email communication) on October 13, 2021.**

Open Educational Resources

3. Has your institution adopted practices/policies to formally encourage the use of OER materials in lieu of purchased materials? Please explain.
Yes, Youngstown State University provides a wide range of resources for faculty to review and evaluate. An Instructional Designer is available to provide one-on-one support for faculty. YSU's Office of Cyberlearning provides a \$750 mini grant to any instructor who replaces purchased materials with open educational resources. YSU created a website that provides helpful information: <https://ysu.edu/departments/cyberlearning/open-educational-resources>
 - 3a. Has your institution provided support to faculty for the development of OER materials. Please explain.
Yes, YSU encourages faculty to create their own materials and supports faculty in the creation and implementation of videos and other written resources. YSU has not yet had a faculty member create their own open educational resource and publish it with the proper copyrights for public use.
 - 3b. What courses (name, number of students) participate in OER? Please provide summary data if possible.
Please see table below.

Youngstown State University OER-participating courses				
Course	CRN	Description	Term	Enrollments
GORG 2626H	21649	Honors World Geography	Spring 2021	13
GORG 2626	26916	World Geography	Spring 2021	17
GORG 2626	24346	World Geography	Spring 2021	27
GORG 2626	21648	World Geography	Spring 2021	29
GORG 2626	42583	World Geography	Fall 2020	29
GORG 2626	44843	World Geography	Fall 2020	29
GORG 2626	40137	World Geography	Fall 2020	42
GORG 2626	32974	World Geography	Summer 2020	15
JOUR 3761	46006	New Media Journalism	Fall 2020	12
CMST 4899B	26422	Sr Proj Surveys and Experiments	Spring 2021	9
CMST 4899A	26421	Sr Proj Focus Grps Interviews	Spring 2021	13
CMST 4899B	46016	Sr Proj Surveys and Experiments	Fall 2020	13
CMST 4899A	46015	Sr Proj Focus Grps Interviews	Fall 2020	7
CMST 4899C	34488	Sr Prj Focus Groups Interviews	Summer 2020	4
POL 1560	22847	American Government	Spring 2021	23
POL 1560	21354	American Government	Spring 2021	40
POL 1560	43268	American Government	Fall 2020	38
POL 1560	32221	American Government	Summer 2020	30
STAT 2625	43444	Stat Lit and Crit Reasoning	Fall 2020	34
STAT 2625	43445	Stat Lit and Crit Reasoning	Fall 2020	17
STAT 2625	43446	Stat Lit and Crit Reasoning	Fall 2020	33
STAT 2625	43447	Stat Lit and Crit Reasoning	Fall 2020	30
STAT 2625	43449	Stat Lit and Crit Reasoning	Fall 2020	32
STAT 2625	44729	Stat Lit and Crit Reasoning	Fall 2020	21
STAT 2625	44747	Stat Lit and Crit Reasoning	Fall 2020	19
STAT 2625	44750	Stat Lit and Crit Reasoning	Fall 2020	25
STAT 2625	45641	Stat Lit and Crit Reasoning	Fall 2020	23

Inclusive Access

Inclusive access is defined as an arrangement between an institution, through faculty, and students to offer college textbooks and materials as “included” within tuition and/or a fee assessment, rather than purchased individually by the student. The benefit to faculty and students of inclusive access typically includes a significantly reduced cost per textbook for students, as compared to students buying a new copy of the textbook, and confidence that all students will possess the necessary textbook and/or materials on “day one.” Federal law provides the statutory right for students to “opt-out” of inclusive access if they prefer, which preserves the right of the student to source materials.

4. Does your institution formally encourage faculty to offer inclusive access acquisition of college textbooks as a cost-savings for students? If yes, what mechanisms are in place help promote this strategy with faculty?

Yes. The manager of the YSU Barnes & Noble bookstore contacts faculty to make them aware of the cost savings and benefits of utilizing the First Day Ready program. YSU’s promotion strategy is being re-launched in collaboration with YSU’s Associate Vice President of Student Experience and YSU’s Barnes & Noble bookstore.

4a. What courses (name, number of students) participate in inclusive access? Please provide summary data if possible.
YSU has over 50 courses that participate in First Day Ready and 11,000 students benefiting from the cost savings from the First Day Ready program.

4b. How are students at your institution made aware of their right to opt out of utilizing inclusive access? **First Day Ready instructions, refund deadline and opt-out procedures are available on the main web page of the YSU Bursar’s office. This information is also published in both the Undergraduate and Graduate catalogs, as well as on the student registration portal where students register for courses and make changes to their registration.**

Other Textbook Affordability Practices

5. What other practices, if any, does your institution utilize to improve college textbook affordability?

Please provide any relevant information in the table below.

Initiative	Explanation of Initiative	Cost Savings to Students
Open Education Resources	Student access to free textbooks: 26 courses implemented Open Educational Resources, with 684 students benefitting.	\$62,277
YSU Bookstore Price Match Program	Barnes & Noble program matches the lowest price (advertised by other vendors) for books and instructional materials sold.	No students used this last year as YSU’s bookstore prices are fair and competitive.
First-Day Ready	An inclusive access and general affordability initiative that provides digital materials, e-books and textbook rentals to students.	\$702,744

Online Education and Alternative Delivery Methods

Online and competency-based education are growing in popularity with students nationally as flexible pathways to complete education. While COVID-19 greatly accelerated adoption of online learning, including many online-only courses, demand among students for online education as an option is expected to continue. As we look to the future, we are gathering information on which institutions plan to continue to offer or expand online education.

Please quantify the impact of moving to remote learning in spring term, 2020.

Percent of Courses offered online prior to March 2020	Percent of students enrolled in online courses prior to March 2020
9.07%	11.04%
Percent of Courses offered online as of fall term 2021	Percent of students enrolled in online courses fall term 2021
20.52%	22.04%

What is your institution's current approach to online education moving forward?

- Does your institution provide centralized support to faculty teaching online, including video conferencing resources and course management software?
Yes. YSU's standard learning management system is Blackboard. YSU offers four (4) videoconferencing platforms: Blackboard Collaborate, Cisco WebEx, Zoom, and Microsoft Teams. The Office of Cyberlearning is the first point of contact for faculty teaching fully online.

YSU faculty who teach online courses are encouraged to utilize the Office of Cyberlearning for program or course design and learning management system training. Support for faculty teaching online during the early stages of the COVID-19 pandemic was developed through the cross-departmental Academic Continuity Team, which brings together the Institute for Teaching and Learning, the Office of Cyberlearning, and IT Training Services. This coordination was used to develop comprehensive distance and online teaching resources, training, and support during the emergency online teaching transition, ensuring that faculty have the necessary preparation to be successful in online teaching. This approach enabled the three partner offices to leverage specific expertise in an integrated fashion thereby providing faculty with "one-stop" training and resources in online pedagogy, Blackboard, and educational technologies, including video conferencing. The Academic Continuity Team continues to meet and coordinate across the partner offices to connect faculty to online teaching resources.

- Does your institution have courses that were offered online in response to COVID-19 restrictions that will only be offered in-person going forward? If so, please describe examples and rationale.

Yes. In fall 2020, Youngstown State University shifted to online instruction in response to COVID-19 restrictions. YSU is committed to providing an excellent academic experience and offered the following modalities for instruction:

Agile-Hybrid Campus (AC) and Virtual Campus (VC): This was a new instruction method for Fall 2020. These modalities offered a combination approach using traditional face-to-face and virtual instruction methods, allowing the university to meet necessary safety measures while maintaining a consistent academic experience for students.

Features:

- **Set day/time**
- **Set location and online class meetings**
- **May have some in-person meetings**
- **May have live, weekly video conference class meetings or broadcasts from the “classrooms of the future”**

Online Live (OM): This was a new instructional method for fall 2020. This approach provides a completely online class with live instruction.

Features:

- **Set day/time**
- **Set online class meetings**
- **No in-person class meetings**
- **Live video conference meetings**

Traditional (TR): Traditional class instruction continued to be offered. Students attend class on campus but maintain social distancing as well as health and safety protocols.

Features:

- **Set day/time**
- **Set location**
- **100% in-person class meetings**

Web-Based (WB): With web-based instruction, students work with the deadlines established by the course instructor.

Features:

- **No set day/time**
- **No in-person class meetings**
- **100% online learning experience**

In fall 2021, YSU returned to more traditional, pre-pandemic instruction. Alternative modalities continued to be offered but in lower numbers than when COVID-19 restrictions were in full effect. The number of YSU course sections offered in the various modalities are summarized as follows:

	<u>Fall 2020</u>	<u>Fall 2021</u>
Agile-Hybrid Campus	992	121
Online Live	737	28
Traditional	627	2,188
Virtual Campus	16	1
Web-based	555	576
Total	2,927	2,914

- a. Please describe the required technology upgrades and associated expenses incurred by the institution to respond to the increased utilization of online instruction and remote learning

YSU made a number of technology upgrades were made to respond to the increased utilization of online instruction and remote learning:

Technology Upgrades/Services	Cost
Loaner Laptops (Dell, Lenovo) & Webcams	\$268,200
BeyondTrust, Bomgar Secure Remote Support, Add 6 licenses	\$3,999
Zoom	\$45,377
Blackboard SAAS Storage, 4TB	\$32,000
Blackboard Collaborate, Videoconferencing Minutes/ Storage	\$20,300
AWS Utilization Cost – YSU App Cloud	\$36,715
Blackboard Help Desk, 24x7 Support, First Year	\$ 69,775
Verizon Mobile Hotspots (100)	\$48,960
Adobe Student Licenses (300)	\$41,460
Total	\$566,786

Course and Program Evaluation

Recommendation 8 of the 2015 Task Force was for institutions to evaluate courses and programs for enrollment and consideration of continuation. Per ORC Section 3345.35, colleges and universities need to address this recommendation every five years. By September 1, 2022, each IHE must evaluate all courses and programs the institution offers based on enrollment and duplication of its courses and programs with those of other state institutions of higher education within their geographic region, as determined by the chancellor. For courses and programs with low enrollment, as defined by the chancellor, the board of trustees shall provide a summary of recommended actions, including consideration of collaboration with other state institutions of higher education. For duplicative programs, as defined by

the chancellor, the board of trustees shall evaluate the benefits of collaboration with other institutions of higher education to deliver the program. DHE plans to issue supplemental guidance to institutions to assist with the completion of this statutorily-required five year review.

1. Does your institution have programs and/or courses that have been discontinued since the last review was conducted in 2017? If so, please list them here, along with a summary of estimated cost savings produced.

Yes, YSU discontinued 283 courses since 2017, as summarized in the table below. Please find Attachments A and B at the end of this report for a listing of each course discontinued since 2017.

YSU Estimated Savings from Elimination of Undergraduate and Graduate Courses					
2018-21	<u># of Courses</u>	<u>Typical CR</u>	<u>Total WH</u>	<u>Avg. savings per course</u>	<u>Estimated Total Savings</u>
	283	3	849	\$6,702	\$1,896,537

Co-located Campuses

ORC Section 3333.951 requires Ohio’s co-located colleges and universities to annually review best practices and shared services in order to improve academic and other services and reduce costs for students. Co-located campuses are then required to report their findings to the Efficiency Advisory Committee.

Co-located campus: Not applicable to YSU

Type of Shared Service or Best Practice (IE: Administrative, Academic, etc.)	Please include an explanation of this shared service.	Monetary Impact from Shared Service

Section III: Policy Reforms

Transcript Access

It is common for IHEs nationally to withhold transcripts from students who owe any amount of debt to the institution. Transcript withholding blocks students from re-enrolling both at the debt-holding institution and at other institutions. Transcripts are sometimes withheld in their entirety even when students have fully paid all or most tuition charges, earned their credits through successful completion of coursework and only incurred a nominal debt such as a parking ticket, library fine or other relatively minor assessment.

Ithaca S+R wrote a report on transcript withholding in October 2020 that is available here: <https://sr.ithaca.org/publications/solving-stranded-credits/> The Hechinger Report wrote an in-depth piece on transcript withholding in March 22, 2021 that is available here: <https://hechingerreport.org/colleges-are-withholding-transcripts-and-degrees-from-millions-over-unpaid-bills/>

What is your institution's policy on transcript withholding? Under what circumstances and debt amount does your institution withhold the release of transcripts to students, employers and other colleges and universities?

YSU releases official transcripts directly to a current or potential employer notwithstanding any amount owed to the University. Official transcripts are not released to the student, other colleges or any other third party if there is a financial or administrative hold. A financial hold is placed on the student record when there is a balance due of \$10.00 or more. Unofficial transcripts are available to all students regardless of any financial hold that may exist.

Certification Practices

ORC 131.02 requires state IHE's to certify their outstanding debt to the Ohio Attorney General's office (AGO) for collection either 45 days after the amount is due or within 10 days after the start of the next academic session, whichever is later. However, Ohio's institutions certify their outstanding debt pursuant to varying policies and practices.

To ensure that all Ohio students are treated fairly and uniformly, Recommendation #7 of the Student Loan Debt Advisory Group report is that state institutions adopt uniform certification practices that emphasize transparency for both debtors and the AGO. The advisory group recommended that the Ohio Bursars Association, in partnership with the Ohio Association of Community Colleges and the Inter-University Council, facilitate this effort.

Specifically, institutions were asked to develop uniform practices for collecting debt with attention to the type, content, and frequency of notices issued to students; and the fees and other collection costs applied to student debts.

1. Does your institution set minimum balances for sending an account to collections? If so, how much?
Yes. YSU has a set minimum balance for sending accounts to collections. Applying this threshold, YSU retains accounts whose balance might have only been the result of a missed late fee or small parking fine at the time of account acquisition. Only balances greater than \$51.00 are sent to the Attorney General.

2. How many accounts did your institution send to the AG for collections in FY 21? What was the total balance sent?
YSU sent 516 accounts to the AG during FY 2021 for a total of \$1,219,244. This AG turnover amount includes fall 2019 and spring 2020 student balances and defaulted payment plans which would have been turned over in FY20. With the permission of the Attorney General's office the turnover for fall 2019 and spring 2020 were delayed due to the COVID-19 pandemic.

3. Please provide the average and median outstanding balances sent to the AG in FY 21? What was the average and median number of earned credits of the students sent to collections over that time period?
The average outstanding balance sent to the AG in FY21 was \$2,363.88 and the median balance was \$1,978.70. The average number of cumulative earned credits held by students at the time of account certification was 48.63. The median number of cumulative earned credits held by students at the time of account certification was 25.00. The average number of credits earned during the semester of or nearest to the semester proceeding certifications was 3.07. The median number of credits earned during the semester of or nearest to the semester proceeding certifications was 0.

4. Per Recommendation 7 in the Attorney General's report, best practices may include the National Association of College and University Business Officers Best Practices of Financial Responsibility Agreements with Students (Appendix D in the report). What, if any, efforts have your institution made to adopt uniform certification practices with peer institutions in the State of Ohio?

Youngstown State University has had a very active role in Ohio higher education efforts to develop and adopt uniform certification practices.

- **YSU Manager of Collections was part of the 2018 work group formed by the Ohio Inter-University Council (IUC) to address recommendations.**
- **YSU's representative suggested the group propose a blanket MOU agreement to the OAG under ORC 131.02 (A) (9) using parameter (max/min) standards after reviewing results of work group surveys of all Ohio public four-year institutions of higher education (IHE).**
- **The YSU Rep drafted a plan that was . . .**
 - **approved by the IUC work group**
 - **circulated to the legal departments of all 4-year public IHE, and**
 - **forwarded to the OAG for review, approval, and implementation.**

(IUC shared a copy of this plan with the Ohio Association of Community Colleges for use as a reference and template.)

- **Although the process has been ongoing but disrupted by the COVID-19 pandemic, as well as administrative changes at the OAG's office, YSU remains committed to supporting the process and continues to engage with IUC, the OAG, and the Ohio Bursar Association whenever the opportunity arises to advance uniform certification practices.**

College Comeback

DHE issued formal guidance to IHEs in May 2021 titled "College Comeback" that clarifies that Ohio law allows IHEs to offer debt relief for re-enrollment programs. Already, several IHEs have adopted such programs.

1. Has your institution considered a "College Comeback" type program? If so, what is the status of your effort?
YSU has formed a committee with representatives from Enrollment & Business Services, Registration, Penguin Service Center, Controllers and Bursar offices. The committee has met and discussed possible criteria to be considered and is working to gather relevant data. The committee is in the process of reviewing data to establish the criteria to be used to implement a College Comeback program but the final details have not yet been established. At the end of FY 2021, College Comeback discussions were delayed when the university started discussions on another related initiative in hopes of re-engaging students. Those discussions focused on utilizing the Higher Education Emergency Relief Fund III grant monies to discharge student outstanding debt, intended to enable students to re-enroll, continue their education, or obtain their official transcript to transfer and/or secure employment. This initiative was implemented in early FY 2022 and discharged \$2.7 million in student outstanding debts. With this initiative now complete, the focus will return to implementing a College Comeback program in the near future.
2. Specifically, what criteria are being used to identify eligible students? How large is the target population that can benefit from the program?
YSU's College Comeback committee is working to finalize the criteria used to identify eligible students and establish the target population.

Section IV: Students Benefit

When institutions save money, they ideally invest a portion of those savings into student benefits, such as reduced fees, increased institutional aid, quality improvements, etc.

For fiscal year 2021 only, please explain what, if anything, your institution is doing that is a new benefit for your students that is not already addressed above. Answers may be financial benefits or intangibles such as efforts to improve career counseling, undergraduate teaching, research, etc. If you have targeted financial aid for tuition, fees, room and board, books, technology or other expenses, please explain the focus of cost reduction.

During FY 2021, YSU established the Institute for Teaching & Learning (ITL), a new endeavor that leverages data and best practices to guide innovative, inclusive, and integrative teaching. ITL elevates reflective practices and focuses on student outcomes and student success. ITL values the centrality of student success by helping faculty enhance their abilities to instruct students and to convey information and knowledge in the classroom.

In addition, YSU augmented its student advising strategy in FY 2021. This plan includes the creation of 9.0 new FTE advisor staff positions, representing an annual investment of approximately \$693,000.

If you have seen a significant savings from an initiative in the past fiscal year, please describe that here.

Category	Initiative	FY21 (Actual)
Cost savings/avoidance to the institution in FY21 ONLY	Savings linked to contracts shared with the IUC and other collaborations.	\$3,055,026
	YSU's agreement with Calpine Energy allowed the University to lock into low energy rates for electricity and natural gas. This agreement has also reduced the capacity charge that YSU is subject to.	\$1,000,000
	The refunding of series 2010 and 2011 general receipts debt obligations during FY 2021 resulted in gross savings of in the form of lower debt service payments totaling \$7.5 million that will be realized between 2021 and 2034 when the debt is retired. Because this transaction did not close until July 2021, there is no savings to report for FY 2021.	N/A
	Supplier rebates	\$28,116
	Concur Travel Expense (renegotiation due to low/no usage)	\$17,048
	Bring Your Own Device Computer Lab Transition (cost avoidance of not replacing computers)	\$865,200
	New resource generation for the institution in FY21 ONLY	Academic Partnerships Online Programs expansion, increase in gross revenue FY21 vs. FY20.
Bad debt adjustment (credit to expense) related to the HEERF student re-engagement initiative to discharge student balances owed.		\$1,774,652
Strategic utilization of federal HEERF and CRF funding allowed YSU to recover lost revenues and shift certain other expenses from the university's general fund budget, resulting in a year-end FY 2021 unrestricted fund balance of \$13.7M		\$13,732,794

	that will help YSU hedge against current and future revenue losses related to enrollment decline.	
	Enhanced Print Management Implementation	\$85,000
	Commercial Card Rebate Incentive (IUC contract)	\$54,678
Cost savings/avoidance to students in FY21 ONLY	Scholarships, financial aid and tuition discounts	\$26,673,403
	YSU's undergraduate tuition and fees are 15% below the statewide average, saving full-time YSU students approximately \$1,600 a year in tuition expenses. With 8,975 undergraduate FTE students enrolled at YSU in FY21, total savings to students exceeded \$14 million.	\$14,360,000
	YSU Foundation scholarships and aid provided directly to students from donor gifts and endowments.	\$15,206,262
	YSU CARES Emergency Student Aid Grants (HEERF/COVID19)	\$7,176,462
	Penguin Plug-In Laptop Loaner Program (cost avoidance through provision of loaner computers for student use)	\$889,000
	Student debt forgiveness: YSU discharged student balances owed from March 2020 to August 2021, as part of HEERF student re-engagement initiative. Savings to students of \$2.8M will be reported in YSU's 2022 report.	N/A, savings not realized until FY 2022

Additional Practices

Some IHE's may implement practices that make college more affordable and efficient, but which have not been the topic of a specific question in this reporting template. This section invites your institution to share any positive practices you have implemented that benefit student affordability and/or institutional efficiency.

Please share any additional best practices your institution is implementing or has implemented.

YSU has implemented additional best practices:

- **Application Cloud (Virtualized Computer Lab Software) – provides 7x24x365 access to computer lab software from their own devices from any location.**
- **Contracted IT Help Desk Services to extend service hours to 7x24x365 to support the campus community during off-hours and weekends.**

Section V: Future Goals

Prior efficiency reports have identified five-year goals for each institution. An updated copy of the five-year goal template is attached. Please provide the data to complete the template, including information already provided in Section IV. In addition, if you have any updates or changes that need to be made to your five-year goals, as originally submitted in 2016, please include that information.

See attached *MasterRecommendation2* Template to complete. **(YSU's updated Master Rec. Template is attached.)**

The DeWine-Husted administration recognizes that each IHE faces unique challenges and opportunities with respect to the institution's highest priority goals over the next several years. With that in mind, please provide any suggestions about possible roles the state could play in supporting your institutional goals.

1. Please provide your thoughts and suggestions regarding ways the State of Ohio can further support strength, resiliency and reputational excellence in Ohio's post-secondary education system.

Thank you for completing the FY21 Efficiency Reporting Template. We appreciate the important role Ohio's colleges and universities play in supporting Ohio students, economic growth, world-class research and the overall success for our state.

MASTER RECOMMENDATION 2: FIVE-YEAR GOAL FOR INSTITUTIONAL EFFICIENCY SAVINGS AND NEW RESOURCE GENERATION

YOUNGSTOWN STATE UNIVERSITY

Category	Recommendation	Component	Description	FY 2018 (Actual)	FY 2019 (Actual)	FY 2020 (Actual)	FY 2021 (Actual)	FY 2022 (Estimate)	Subtotal	Budget Narrative/Explanation of Efficiency Savings \$\$ (attach additional sheets if necessary)
Efficiency Savings	3B	Collaborative contracts	Savings linked to contracts shared with the IUC and other collaborations	\$1,617,247	\$2,002,658	\$3,960,365	\$3,055,026	\$3,300,000	\$13,935,296	BOT passed resolution in 2017 requiring use of standard contracts. Most savings resulting from IUC-PG joint contracts.
	5C	Organizational structure	Each institution should review its organizational structure in line with best practices to identify opportunities to streamline and reduce costs	\$1,596,115	\$1,596,115	\$1,596,115	\$1,596,115	\$1,596,115	\$7,980,575	Base savings from President Tressel's 2015 re-organization of YSU management and executive staff structures. Savings represents salaries and estimated fringe benefits.
	5D	Health care costs	Like other employers, colleges and universities, have experienced rapid growth in health care costs	\$500,000	\$500,000	\$500,000	\$500,000	\$500,000	\$2,500,000	Estimated savings from YSU plan design changes.
	N/A	Energy	Energy savings	\$9,242,446	\$4,281,012	\$4,100,000	\$4,100,000	\$4,100,000	\$25,823,458	Includes savings from YSU having built steam utility plant, as well as other utility system upgrades YSU has made to address deferred infrastructure maintenance.
	6A	Textbook Affordability	Savings to students via negotiated costs of materials; standardizing materials; developing digital capabilities; Barnes & Noble; and YSU investment	\$1,141,138	\$843,294	\$773,537	\$765,021	\$775,000	\$4,297,990	
	7A	Graduation Incentive	Change in bulk tuition rate (estimated student savings)	\$1,700,000	\$1,700,000	\$1,700,000	\$1,700,000	\$1,700,000	\$8,500,000	Base and ongoing savings to students
	N/A	Additional Efficiency Practices	Increased scholarships for students	\$28,791,176	\$30,888,809	\$29,584,588	\$26,673,403	\$27,000,000	\$142,937,976	YSU's scholarship allowance is reported on YSU's audited financial statements and represents actual savings to students receiving scholarships and aid.
	ORC	Regional Compacts	Various compacts with other higher ed. institutions in northeast Ohio.	\$380,200	\$1,799,757	\$1,475,514	\$8,801,800	\$2,000,000	\$14,457,271	See Compacts section of report template. Large increase in FY21 due to \$5M external grant supporting regional workforce development collaborations.
Subtotal Efficiency Savings				\$44,985,322	\$43,628,645	\$43,707,119	\$43,188,115	\$40,971,115	\$220,432,566	
Category	Recommendation	Component	Description	FY 2018 (Actual)	FY 2019 (Actual)	FY 2020 (Actual)	FY 2021 (Actual)	FY 2022 (Estimate)	Subtotal	Budget Narrative/Explanation of New Resource Generation \$\$ (attach additional sheets if necessary)
New Resource Generation	4A	Asset Review	Conduct an assessment of non-core assets to determine their market value if sold. Leased or otherwise repurposed.	\$19,378,333	\$19,378,333	\$23,000,000	\$23,000,000	\$23,000,000	\$107,756,666	Estimated cost-avoidance to YSU for allowing private developers build and operate on-campus student housing.
	4C	Affinity partnerships and sponsorships	Affinity Partnership with the YSU Foundation	\$13,702,473	\$15,047,701	\$15,787,388	\$13,080,958	\$14,500,000	\$72,118,520	Affinity Partnership with the YSU Foundation, which successfully has raised millions of dollars as part of the We See Tomorrow Campaign. Amounts reported updated to reflect cash distributions to the University.
	4C	Affinity partnerships and sponsorships	Sponsorships and other affinity agreements	\$107,071	\$2,312,530	\$2,069,982	\$2,200,000	\$2,200,000	\$8,889,583	YSU has a wide variety of external sponsors, largely for YSU Athletic events and programs, and an Affinity Agreement with Mercy Health, which operates YSU's Student Health Clinic on campus. (Large increase in FY19 reflects opening of Mercy-operated health clinic.)
Subtotal New Resource Generation				\$33,187,877	\$36,738,564	\$40,857,370	\$38,280,958	\$39,700,000	\$188,764,769	
TOTAL OF COMBINED INSTITUTIONAL OPPORTUNITIES FOR ENHANCED STUDENT AFFORDABILITY				\$ 78,173,199	\$ 80,367,209	\$ 84,564,489	\$ 81,469,073	\$ 80,671,115	\$ 409,197,335	

SPECIFIC RE-DEPLOYMENT OF SAVINGS TO STUDENTS: Please use the area below to describe, in detail, how you plan to re-deploy the institutional resources that are saved and/or generated through the task force components outlined above to reduce costs for students.

YSU will continue to invest in student scholarships to make college more affordable for students, and to mitigate the debt burden from students and parents. YSU's commitment to scholarships is evident in the numbers reported above. In addition, savings and efficiencies that YSU has generated will enable YSU to maintain one of the most affordable tuition rates in the state and region—3rd lowest in the state of Ohio, and well below the state and national averages. Furthermore, the savings and efficiencies YSU has generated will continue to enable YSU to invest in the many initiatives and programs outlined in the Efficiency Report.

SIGNIFICANT CHANGE(S) IN 5-YEAR GOALS FROM FY16 SUBMISSION TO FY17 SUBMISSION: Please use the area below to describe, in detail, significant deviation in your institution's 5-year goals from the FY16 submission to the FY17 submission, if applicable.

Changes from year to year may result from the fact that staff contributions to this annual report will often change from year to year, due to employee turnover, updated methodologies for calculating or estimated savings, etc. Additionally, the methodologies used in calculating savings and efficiency estimates are evaluated each year and refined, as may be appropriate and as new information becomes available to YSU's data reporters.

Attachment A

Youngstown State University Undergraduate Courses Discontinued							
201130	ACCT	2603L	Undergrad	Managerial Acctg Spreadst Lab	A	200830	202120
200830	AHLT	4812	Undergrad	Advanced Cardiac Life Support	A	200830	202020
200830	AHLT	4831	Undergrad	Industrial Hygiene	A	200830	201830
201030	ART	1505	Undergrad	Creative Art Appreciation	A	201030	202020
202130	ART	2662	Undergrad	Introduction to Typography	A	200830	202040
202040	ART	2669	Undergrad	Intro to Interactive Design	A	201030	202040
201030	ART	3726	Undergrad	Intermed Print Litho Screenprt	A	200830	201920
200830	ART	3727	Undergrad	Topics in Advanced Printmaking	A	200830	202020
201630	ART	3751	Undergrad	Mixed Media Painting	A	200830	201920
200830	ART	3775	Undergrad	Photography Issues and Pract	A	200830	201920
201330	ART	3776	Undergrad	Intermediate Analog Photo	A	200830	201820
200830	ART	3777	Undergrad	Alternative Inter Photography	A	200830	201930
200830	ART	3786	Undergrad	History of Art and Technology	A	200830	202020
200830	ART	3787	Undergrad	Hist Apprec of Art and Music	A	200830	202020
201940	ART	4814	Undergrad	Senior Project Spatial Arts	I	200830	201940
200830	ART	4829	Undergrad	Senior Project Printmaking	A	200830	202030
202040	ART	4852	Undergrad	Advanced Painting 2	A	200830	202120
202040	ART	4853	Undergrad	Advanced Painting 3	A	200830	202120
200830	ART	4854	Undergrad	Senior Project Painting	A	200830	202020
200830	ART	4883	Undergrad	Intro to Museum Practices	A	200830	202030
201030	ART	4885	Undergrad	Museum Reg Methods Collect Mgt	A	200830	202030
201330	BIOL	3701	Undergrad	Biomathematical Seminar	A	200830	202020
202040	BIOL	3710	Undergrad	Mammalian Anatomy	A	200830	202040
202040	BIOL	3710L	Undergrad	Mammalian Anatomy Lab	A	200830	202040
202040	BIOL	3775	Undergrad	Comparative Vertebrate Anatomy	A	200830	202040
202040	BIOL	3775L	Undergrad	Comp Vertebrate Anat Lab	A	200830	202120
202040	BIOL	4819	Undergrad	Taxonomy of Flowering Plants	A	200830	202040
202040	BIOL	4819L	Undergrad	Taxonomy Flowering Plants Lab	A	200830	202040
202040	BIOL	4830	Undergrad	Functional Neuroanatomy	A	200830	202040
202040	BIOL	4830L	Undergrad	Functional Neuroanatomy Lab	A	200830	202040
201030	BIOL	4836	Undergrad	Cell Biol Molecular Mechanisms	A	201030	202040
201030	BIOL	4836L	Undergrad	Cell Biol Molecular Mech Lab	A	201030	202040
200830	BIOL	4841	Undergrad	Animal Parasitology	A	200830	202030
200830	BIOL	4841L	Undergrad	Animal Parasitology Lab	A	200830	202030
202040	BIOL	4871	Undergrad	Entomology	A	200830	202040
202040	BIOL	4871L	Undergrad	Entomology Lab	A	200830	202040
201130	CCET	3708L	Undergrad	Building Information Model Lab	A	201130	202020
200830	CHEM	1505	Undergrad	Allied Health Chemistry 1	A	200830	202020
200830	CHEM	1505L	Undergrad	Allied Health Chemistry 1 Lab	A	200830	202030
200830	CHEM	1506	Undergrad	Allied Health Chemistry 2	A	200830	202020
200830	CHEM	1506L	Undergrad	Allied Health Chemistry 2 Lab	A	200830	202030
201730	CHEM	3734	Undergrad	Physical Chem 1 for Chem Engr	A	201730	201840
201730	CHEM	3735	Undergrad	Physical Chem 2 for Chem Engr	A	201730	201920
200830	CHEM	4850L	Undergrad	Chemistry Research Lab	A	200830	202020
200830	CHEN	2630	Undergrad	Applied Engineering 1	A	200830	202020
200830	CHEN	2631	Undergrad	Applied Engineering 2	A	200830	202020
200830	CHEN	2681	Undergrad	Industrial Stoichiometry	A	200830	201920
200830	CHEN	3772	Undergrad	Chemical Engr Thermodynamics 2	A	200830	202120
200830	CHEN	4845	Undergrad	Chemical Engineering Analysis	A	200830	202020
200830	CHEN	4882L	Undergrad	Process Dynamics Lab	A	200830	202120
200830	CIS	3741	Undergrad	Business Programming Project	A	200830	201920
202040	CIS	4810	Undergrad	Special Topics	A	200830	201920
202040	CIS	4820	Undergrad	Computer Center Operations	A	200830	201920
202040	CJFS	4850A	Undergrad	Special Topics Trace Evidence	A	201040	201940
202040	CSIS	1510	Undergrad	Global Electronic Info Res	A	200830	201920
200830	CSIS	1580	Undergrad	Tech Presentation and Comm	A	200830	201920
200830	DDT	1503	Undergrad	AutoCAD 1	A	200830	202020
200830	DDT	1504	Undergrad	Drafting and Plan Reading	A	200830	202020

Youngstown State University Undergraduate Courses Discontinued							
200830	DDT	1505	Undergrad	CAD Technology 1	A	200830	202020
200830	DDT	2606	Undergrad	CAD Solid Modeling	A	200830	202020
201730	DDT	2607	Undergrad	Civil 3D	A	200830	202020
200830	DDT	2608	Undergrad	Machine Elements	A	200830	202020
200830	DDT	2609	Undergrad	Industrial Technology	A	200830	202020
200830	DDT	2610	Undergrad	Manufacturing Elements	A	200830	202020
200830	DDT	2690	Undergrad	Special Topics in DDT	A	200830	202020
201140	DDT	2690A	Undergrad	Spc Tpc Building Info Modeling	A	201140	202020
201630	DDT	3701	Undergrad	Quality Improvement	A	201630	202020
200830	DNCE	1541	Undergrad	Modern Dance 2	A	200830	201920
201940	DNCE	1542	Undergrad	Dance Composition	I	200830	201940
200830	DNCE	1565	Undergrad	Topics in Dance	A	200830	201920
200830	DNCE	1573	Undergrad	Ballet 2	A	200830	201940
200830	DNCE	2606	Undergrad	Creative Dance for Children	A	200830	201940
202040	DNCE	2662	Undergrad	Practicum in Theatre and Dance	A	201130	202120
201530	DNCE	2680	Undergrad	Tap Dance 3	A	200830	201920
201630	DNCE	3730	Undergrad	Music for Dance	A	201030	201920
201830	DNCE	3767	Undergrad	Choreography Musical Theatre	A	200830	202020
202040	DNCE	3791A	Undergrad	Dance Participation	A	201540	201920
200830	DNCE	4871	Undergrad	Jazz Dance 4	A	200830	202020
201030	DNCE	4885	Undergrad	Dance Kinesiology	A	201030	201940
200830	DNCE	4892	Undergrad	Pedagogy of Dance Technique	A	200830	202120
201730	ECE	2629	Undergrad	Best Practices in ECIS	A	200830	202020
200830	ECE	3760	Undergrad	Cross Curricular Applications	A	200830	202020
200830	ECE	4811	Undergrad	Supervised Stud Teaching Pre K	A	200830	202020
200830	ECE	4859	Undergrad	PreK Teaching Method Materials	A	200830	201920
200830	ECON	3790	Undergrad	Statistics for Bus and Econ	A	200830	202040
200830	EDTC	3771	Undergrad	Technology for Teaching	A	200830	202020
201730	EET	4817	Undergrad	High Voltage Design	A	201730	202020
200830	EMCE	4815	Undergrad	Seminar Elem School Science	A	200830	201920
201030	ENGL	1539	Undergrad	Fundamentals College Writing	A	200830	201920
201630	ENGL	3743H	Undergrad	Prof and Technical Writing	A	200830	201920
202040	ENGL	4870	Undergrad	Web Communications Capstone	A	200830	201920
202040	ENGL	4899A	Undergrad	PTW Senior Project	A	200930	201920
200830	ENGR	3719	Undergrad	Environ Impact Abandoned Mines	A	200830	202040
200830	ENTC	2615	Undergrad	Design Project	A	200830	202020
202040	EUT	2699	Undergrad	Electric Utility Co Op	A	200830	202040
200830	FNUT	2609L	Undergrad	Supervised Practicum	A	200830	202020
201230	FNUT	2613L	Undergrad	MNT Supervised Practice	A	200830	202020
201240	FNUT	2628	Undergrad	Practicum Dietetic Technology	A	200830	202020
202120	GEOG	3780	Undergrad	Medical Geography	A	201030	202120
202120	GEOG	4840C	Undergrad	Seminar Medical Geography	A	200830	202120
200930	GEOL	1500L	Undergrad	Environmental Geology Lab	A	200930	202030
200830	GEOL	2615	Undergrad	Geology and the Environment 1	A	200830	202120
202040	GEOL	4899B	Undergrad	Special Topic GIS Applications	A	201240	202120
201430	HEPE	1573L	Undergrad	Tactical Aprch Tch Team Sports	A	201430	202020
201430	HEPE	1577	Undergrad	Perf Analysis Aquatic Act	A	201430	202020
201430	HEPE	2661	Undergrad	Games Analysis	A	201430	202020
200830	INFO	2672	Undergrad	Desktop Publishing 1	A	200830	202020
200830	INFO	2673	Undergrad	Desktop Publishing 2	A	200830	202020
201330	ITAL	3724	Undergrad	Ital Linguistics and Phonetics	A	201330	202020
201430	ITAL	4881	Undergrad	Italian Comp and Conv Capstone	A	201430	202020
201620	JOUR	2622	Undergrad	News Reporting 1	A	201230	202020
202120	JOUR	2626	Undergrad	American Journalism	A	201230	202130
201730	KSS	2618	Undergrad	Physical Education Practicum	A	201730	202030
201730	KSS	3720L	Undergrad	Kinesiology Lab	A	201730	202120
201730	KSS	4850	Undergrad	Exer Testing and Prescription	A	201730	201820
201730	KSS	4884	Undergrad	Physical Education Internship	A	201730	201820
201730	KSS	4888A	Undergrad	Selected Topics Praxis Review	A	201730	201820
201730	KSS	4899	Undergrad	Physiology of Exer for Phys Ed	A	201730	201920

Youngstown State University Undergraduate Courses Discontinued							
201730	KSS	4899L	Undergrad	Physiology Exer Phys Ed Lab	A	201730	201920
200830	MATC	2606	Undergrad	Automated Coding Systems	A	200830	202020
200830	MATC	2616	Undergrad	Coding Specialist Internship	A	200830	202020
201020	MATH	1501	Undergrad	Elementary Algebraic Models	A	200830	201920
202040	MATH	1505	Undergrad	Intermediate Algebra with Apps	A	201330	201920
200930	MATH	1507	Undergrad	Intermediate Algebra	A	200830	201920
201730	MATH	1552C	Undergrad	Coreq Support for App Math	A	201730	201920
201730	MATH	1571C	Undergrad	Coreq Support for Calculus 1	A	201730	201830
201330	MATH	3701	Undergrad	Biomath Seminar	A	200830	202030
200830	MATH	3760	Undergrad	Numerical Analysis 1	A	200830	201920
200830	MATH	3785	Undergrad	Numerical Methods	A	200830	202030
201630	MATH	4843	Undergrad	Theory of Probability	A	201630	201830
200830	MECH	3725L	Undergrad	Heat Transfer Lab	A	200830	202020
200830	MECH	4872L	Undergrad	Engineering Acoustics Lab	A	200830	202020
200830	MGT	2699	Undergrad	Industry Studies Seminar	A	200830	202020
202040	MKTG	4842B	Undergrad	Special Topics Enactus	A	200830	202040
201430	MLT	3700L	Undergrad	Clinical Chemistry 2 Lab	A	201430	202130
200830	MTEN	3721L	Undergrad	Engineering Plastics Lab	A	200830	202020
200830	MTEN	3745L	Undergrad	Corrosion Engr Materials Lab	A	200830	202020
201230	MULT	4807	Undergrad	Teaching Across the Curriculum	A	200830	202020
201030	MUTC	1531L	Undergrad	Musicianship 1 Lab	A	200830	201820
201030	MUTC	1532L	Undergrad	Musicianship 2 Lab	A	200830	201820
201030	MUTC	2631L	Undergrad	Musicianship 3 Lab	A	200830	201820
201030	MUTC	2632L	Undergrad	Musicianship 4 Lab	A	200830	201820
201220	NURS	3747A	Undergrad	Individual St Hlth Informatics	A	201220	202040
201340	NURS	3747B	Undergrad	Indiv St Clinical Informatics	A	201340	202040
201940	NURS	4846L	Undergrad	Community Hlth Nursing RN Lab	A	200830	201940
200830	POL	3703	Undergrad	American Constitutional Law	A	200830	202020
201730	PSYC	3763	Undergrad	Comparative Psychology	A	200830	202020
200830	PSYC	4860	Undergrad	Motivation	A	200830	202040
202120	REL	3723	Undergrad	History of Christian Thought	A	201830	202130
202040	RESC	4847	Undergrad	Sleep Clinics 1	A	200830	202120
202040	RESC	4849	Undergrad	Sleep Clinics 2	A	200830	202120
200830	SCWK	2695	Undergrad	Applied Social Work	A	200830	202040
201030	SCWK	3750	Undergrad	Analysis Social Work Prac Data	A	200830	202020
201230	SCWK	4860A	Undergrad	Sem Mental Hlth and Addiction	A	200830	202020
202040	SED	4800L	Undergrad	Lab Experience for Teachng AYA	A	201730	202040
200830	SPED	2631	Undergrad	Special Needs Early Childhood	A	200830	201920
201730	STAT	2601C	Undergrad	Coreq Support Intro Statistics	A	201730	201830
201730	STAT	4812	Undergrad	Stat Ana Sys Data and Analytcs	A	201730	202020
201230	STEM	1513	Undergrad	Studies in STEM Connectivity	A	201230	202020
201630	STEM	2601H	Undergrad	Honors BSMD Seminar	A	201030	202020
200830	STEM	3700	Undergrad	Human Values in Medicine	A	200830	202020
200830	TCOM	2685	Undergrad	Studio Operations	A	200830	202020
200830	TCOM	3785	Undergrad	Studio Operations 2	A	200830	202020
200830	TCOM	3788	Undergrad	Professional Residency	A	200830	202020
202120	TCOM	4897A	Undergrad	Seminar in TCOM Podcasting	A	201140	202120
200830	TERG	3704	Undergrad	Assess Ins Rd Intern	A	200830	202020
200830	TERG	3705	Undergrad	Adv Lit Strategies	A	200830	202020
200830	TERG	3706	Undergrad	Reading Practicum	A	200830	202020
200830	TERG	3710	Undergrad	Read App Content Areas Mid Yrs	A	200830	201920
201830	THTR	2600A	Undergrad	Theatre Participation	A	201140	201830
202040	THTR	2662	Undergrad	Practicum in Theatre and Dance	A	200830	202120
202040	THTR	2670	Undergrad	Oral Interpretation	A	200830	202040
201140	THTR	3700A	Undergrad	Theater Participation 2	A	201140	201840
200830	THTR	3791	Undergrad	Rehearsal and Performance	A	200830	202020
200830	THTR	3792	Undergrad	Projects in Production	A	200830	202020
201830	THTR	4895	Undergrad	Theatre Education Internship	A	200830	202120
201320	THTR	4899G	Undergrad	Topics Neutral and Char Mask	A	201320	202020
201830	THTR	4899I	Undergrad	Topics Theatre Devised Theatre	A	201340	202020

Attachment B

Youngstown State University Graduate Courses Discontinued					
202120	GEOG	Remote Sensing 1	A	200830	202120
202120	GEOG	Remote Sensing 2	A	200830	202120
202120	GEOG	Geographic Information Sci 1	A	200830	202120
200930	EMCE	EC Generalist Math and Science	A	200930	201830
202120	GEOG	Geographic Information Sci 2	A	200830	202120
200930	EMCE	Integ LA and SS 4th and 5th	A	200930	201830
201730	STAT	Stat Ana Sys Data and Analytic	A	201730	201840
202120	CJFS	Practice Ethics Forensic Sci	A	200830	202120
202120	GEOG	3D Modeling and GIS	A	200830	202120
202040	EMCE	Diag and Remed Elem Sch Math	A	200830	201930
200830	SCWK	Social Policy	A	200830	201930
200830	SCWK	Soc Wrk Methods Org and Comm	A	200830	201930
200830	SCWK	Cultural Diversity Practice	A	200830	202020
202040	CHEM	Inorganic Chemistry Lab	A	200830	202040
200830	ART	Topics in Painting and Drawing	A	200830	202020
201230	EMCE	Middle Sch Theory and Practice	A	201230	201830
200830	ART	Topics in Design	A	200830	202020
200830	BIOL	Animal Behavior	A	200830	202020
202040	MAT	Functional Human Gross Anatomy	A	201730	201940
201630	BIOL	Funct Human Gross Anatomy Lab	A	201630	202020
202040	MAT	Funct Human Gross Anatomy Lab	A	201730	201940
201030	NURS	School Nurse Role Development	A	200830	202020
201030	NURS	Health Prob School Age Child	A	200830	202020
201030	NURS	School Nurse Practicum	A	200830	202020
200830	ENST	Environmental Biotechnology	A	200830	202020
200830	EDTC	Integ Instr Computng	A	200830	202020
200830	EMCE	EMCE Workshop	A	200830	202020
202040	EMCE	EMCE Workshop	A	200830	202040
201130	TCED	Seminar in Teacher Education	A	201130	202020
201130	TCED	Seminar in Teacher Education	A	201130	202020
201730	KSS	Workshop in PE Athletic	A	201730	201820
201530	BIOL	Computational Bioinformatics	A	201530	201920
200830	EDTC	Technology in Instruction Set	A	200830	202020
201230	NURS	Adv Health Assess Practicum	A	200830	202120
202040	MAT	Human Gross Anatomy Lab	A	201930	202120
202040	EMCE	Elementary School Math Program	A	200830	201920
202040	EMCE	Social Studies in Elem School	A	200830	201920
200830	EDTC	Instructional Design	A	200830	202020
202040	EMCE	Elementary School Science Prgm	A	200830	201920
202040	EMCE	Iss Prob Devel Curr Elem Educ	A	200830	201920
201830	HHS	Integratn Interoperably Stnd	A	201830	202120
200830	EDTC	Multimedia Authoring	A	200830	202020
202040	KSS	Lab Instrumentation	A	201730	202040
202040	SED	Secondary School Curriculum	A	200830	201920
202040	SED	Curriculum Development in VBME	A	200830	201920
202040	TEMC	Early Adol Char Educ	A	200830	201920
202040	TEMC	Org Components Middle Lvl Sch	A	200830	201920
200830	EDTC	Dist Ed Online Info Dissem	A	200830	202020
200830	TEMC	Curr Issues Middle Level Educ	A	200830	202020
202040	TEMC	Pedagogy Early Adol Learners	A	200830	201920
202040	TEMC	Action Research	A	200830	201920
200830	TEMC	Field Experience	A	200830	201920
200830	EDTC	Action Research Education Tech	A	200830	202020
202040	HEPE	Technology Integration in PE	A	201430	202040
200830	MKTG	International Marketing Mgt	A	200830	202020
200830	EDTC	Prin Process Superv Networking	A	200830	202020
200830	HHS	Professional Codes Healthcare	A	200830	202120
202040	TEMC	Math Middle School Teachers 1	A	200830	201920

Youngstown State University Graduate Courses Discontinued					
202040	TCED	Interpersonal Comm Educators	A	200830	201920
202040	TEMC	Math for Middle Sch Teachers 2	A	200830	201920
202040	TEMC	Science Middle Sch Teachers 1	A	200830	201920
202040	TEMC	Science Middle Sch Teachers 2	A	200830	201920
200830	TEMC	Middle Sch Theory Resrch Pract	A	200830	202020
202040	TEMC	Field Exp Mid Sch Comm Collab	A	200830	202040
202040	SED	Practicum in Language Arts	A	200830	201920
202040	SED	Instruct Super Nonsch Personnl	A	200830	201920
202040	TCED	Law Ethics Classroom Teacher	A	200830	201920
200830	EDTC	Educ Tech and Prof Development	A	200830	202020
200830	EDTC	Tech Planning Instruct Environ	A	200830	202020
201030	HHS	Organizational Beh Health Care	A	201030	202120
202120	TERG	Coaching in Diverse Classrooms	A	200830	202120
202120	TERG	Ped Effect Literacy Instruct	A	200830	202120
201330	HHS	Information Systems HHS Mgt	A	201030	202120
202120	TERG	Coach Effect Assessment Prac	A	201030	202120
200830	COUN	Case Studies Field Experience	A	200830	202020
201030	TERG	Internship 1	A	201030	202020
201030	TERG	Internship 2	A	201030	202020
200830	EDTC	Portfolio in Educational Tech	A	200830	202020
200830	EDTC	Practicum in Education Tech	A	200830	202020
200830	MECH	Thesis	A	200830	202020
200830	SED	Thesis	A	200830	202020
200830	SPED	Field Exper Autism Rel Disordr	A	200830	202030
202040	TCED	Proactive Grantseeking	A	200830	201920
201340	ENST	ST Environmental Internship	A	201340	202030
201330	NURS	Adult Gerontology Care Prac	A	200830	202120
200830	COUN	Group Procedures in Counseling	A	200830	202020
202040	TCED	Adv Supervision and Leadership	A	200830	201920
200830	SPED	Field Exper Gifted Talent Educ	A	200830	201920
200830	EMCE	Prof Devel Classrm Teach Educ	A	200830	201920
202040	SPED	Instructional Leadership Sp Ed	A	200830	201920
200930	COUN	College Counseling Internship	A	200830	202020
200830	COUN	Thesis Research	A	200830	202020
201430	BIOL	Human Gross Anatomy 1	A	201430	202030
201430	BIOL	Human Gross Anatomy 1 Lab	A	201430	202030
201330	BIOL	Human Gross Anatomy 2	A	201330	202040
201330	BIOL	Human Gross Anatomy 2 Lab	A	201330	202040
200830	PHYT	Language Culture Health	A	200830	202020
200830	PHYT	Legal and Ethical Issue in PT	A	200830	201940
200830	PHYT	Critical Inquiry 2	A	200830	202020
200830	PHYT	Histology	A	200830	202040
200830	PHYT	Imaging and Lifespan Pathology	A	200830	202040
200830	PHYT	Healthcare Delivery	A	200830	201940
200830	PHYT	CDM 4 Advanced Cases	A	200830	202040
200830	PHYT	Pharmacology for PTs	A	200830	202020
201230	PHYT	Clinical Foundations Skills 2	A	201230	202040



**RESOLUTION TO APPROVE
INTERFUND TRANSFERS**

WHEREAS, University Policy Number 3356-3-11.1, Budget Transfers, requires Board of Trustees approval for inter-fund transfers of \$100,000 or more for operating purposes or for any purpose other than a specific capital improvement project, for capital improvements or construction projects of \$500,000 or more, and for transfers out of operating reserves regardless of amount; and

WHEREAS, certain accounting and budget adjustments and transfers outside the operating budget are necessary during the course of a fiscal year and at the end of a fiscal year.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the transfer of funds, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**



YOUNGSTOWN STATE UNIVERSITY
Interfund Transfers Requiring Board Approval
Transfers Outside of the Operating Budget
Requested Transfers for Second Quarter 2022

FROM	TO	AMOUNT	REASON
Housing Services Plant Reserve (Auxiliary Plant Fund)	Lyden House Bathroom Renovation (Auxiliary Plant Fund)	\$600,000	To fund first phase of multi-year project.

YOUNGSTOWN STATE UNIVERSITY
Budget to Actual Comparison for the University General Fund
For the 3-month period of 7/1/21 - 9/30/21

FY2022 Revenue 1st Quarter, 9/30/21	Fiscal Year 2022		Actual as a % of Budget	Business Indicator	Actual Compared to Prior Year
	Budget	Actual			
Tuition and mandatory fees	\$ 91,521,002	\$ 46,286,083	50.6%	●	↓
Other tuition and fees	9,413,282	5,337,473	56.7%	●	↓
Student charges	867,800	388,456	44.8%	●	↓
State appropriations	44,571,389	11,094,611	24.9%	●	↑
Recovery of indirect costs	2,996,413	475,773	15.9%	●	↑
Investment income	2,555,414	753,661	29.5%	●	↑
Other income	1,074,700	293,506	27.3%	●	↑
Total	\$ 153,000,000	\$ 64,629,563	42.2%	●	↓

● On/Above target

● Caution

● Warning

FY2022 Expenses 1st Quarter, 9/30/21	Fiscal Year 2022		Actual as a % of Budget	Business Indicator	Actual Compared to Prior Year
	Budget	Actual			
Wages	\$ 71,224,280	\$ 15,449,947	21.7%	●	↑
Benefits	26,742,172	5,629,880	21.1%	●	↑
Scholarships	13,687,125	2,661,960	19.4%	●	↓
Operations	16,172,554	4,465,197	27.6%	●	↑
Plant & maintenance	7,784,632	1,846,294	23.7%	●	↑
Fixed asset purchases	362,299	34,201	9.4%	●	↑
Transfers	17,026,938	17,091,724	100.4%	●	↓
Total	\$ 153,000,000	\$ 47,179,203	30.8%	●	↑

● On/Below target

● Caution

● Warning

YSU Capital Projects Summary:

Board Projects Update 10/8/2021

Projects in Progress:

Edmund J. Salata Complex Renovations
YSU 2021-1

\$360k (Capital Funds) YSU Staff. United Contractors

The Salata Complex is home to Facilities, Grounds, Planning and Construction, Central Receiving and the Mail Room. This project will replace inefficient windows, renovate the restrooms, replace stairs, upgrade some finishes and also will include minor HVAC upgrades. ***This project is finishing up and should be complete before the end of October.***

Ward Beecher Science Hall Renovations 3
YSU 2021-5

\$290k (Capital Funds) YSU Staff. B&B Contractors

This project will use remaining capital funds to continue upgrades in Ward Beecher. Work on the entryways, stairwells and minor HVAC upgrades will be completed. This project was successfully bid and B&B Contractors had the low bid. ***This will be complete by late September/early October.***

Greenhouse Renovations
YSU 2122-18

\$420k (Gift Funds) YSU Staff. Hudson Construction

This project will be a modest renovation of the greenhouse area at the south end of Ward Beecher. The third bay of the greenhouse will be cleaned out, the floor filled in, and the existing HVAC removed and replaced. Also, finishes to the corridor and supports spaces will be upgraded. ***Work is underway and will be complete in January 2022.***

Projects Currently at Controlling Board:

- Property Acquisition – *Commerce Street (Excellence Training Center Parking)*
- Property Acquisition – *Fifth Avenue between Wood Street and Orchard Place*

RFQ's Posted to OFCC Website for Design Services:

- None at this time.

Projects Currently Advertised for Bids:

- Stambaugh Stadium Classroom and Beeghly Physical Therapy Room – \$1.4M
- Excellence Training Center Roof (Existing Building) – \$300

Projects in Development for 2022:

Building Envelope Renovations

YSU 2122-06

\$2.1M (Capital Funds) Perspectus Architects.

This project will address several deferred maintenance issues related to building exteriors. Due to age and weather, exterior building concrete will spall and deteriorate, brick will become loose, cracks will form, etc. This project will address these issues making the buildings safer, more air and water tight, and thus, more energy efficient. This project will begin in Spring 2022 and be complete by September.

Utility Distribution Upgrades/Expansion

YSU 2122-07

\$2.25M (Capital Funds) GPD Group.

This project will address several deferred maintenance issues within the campus utility distribution system. Utility tunnels will be repaired along with replacement of piping within the tunnels. Above ground ventilation structures will also be repaired. An electrical loop will also be installed to offer pathway redundancy. This project is being designed now and will start in the Spring of 2022.

Moser Hall Renovations Phase 1

YSU 2122-21

\$1.3M (Capital Funds) YSU Staff.

This project will address several deferred maintenance issues within Moser Hall while at the same time giving the building a fresh appearance. This project is being developed now by YSU staff and will start in the Spring of 2022 for a Fall completion.

Elevator Safety Repairs and Replacements

YSU 2122-08

\$1.5M (Capital Funds) Domokur.

Several elevators on our campus will be upgraded and/or replaced including Jones Hall, Phelps, Beeghly Center and Kilcawley Center. This project is being developed now by Domokur Architects and YSU staff and will start in the Spring of 2022 for a Fall completion.

Watson Team Center

YSU 2122-19

\$1.0M (Gift/Philanthropy Funds) YSU Staff.

This project will convert the Flower Shop on Rayen Avenue into the Watson Team Center. This project is currently being developed by YSU staff and will start in the Spring of 2022 for an August completion.

Fok Hall Renovations

YSU 2122-20

\$150k (Local Funds) YSU Staff.

This project will address several deferred maintenance issues at Fok Hall while at the same time making the building more accessible. The west entryway will be widened, a new entry ramp will be constructed, and the restroom will be renovated and made fully accessible. This project will start Spring 2022 and will be complete for Fall.

YSU University Facilities - 2021 Deferred Maintenance Update

Legend:

	Complete
	In Progress

x	Completed 2021
o	On Deck 2022

Fok Hall

Year Constructed 1893 **Acquired** 1976
Size 8,763 Gross Square Feet

Concerns:

- Replace Clay Tile Roof
- Install new windows
- Repoint Basement Walls
- Replace Gutters and Downspouts
- Add Lockdown Capabilities
- Install Cameras at Entrances
- O** Renovate Restroom
- Upgrade Interior Finishes
- Replace Hot Water Expansion Tank
- Replace Two Boilers
- Replace Air Handlers
- O** Increase Accessibility

Beeghly Center

Year Constructed 1969
Size 255,290 Gross Square Feet

Concerns:

- Replace Selected Interior Doors
- Renovate Pool, Filter System, Pool Deck
- Improve Lighting
- Replace Flooring
- Replace/Repair Bleacher Seats
- Replace Fiberglass Ductwork
- Replace Commencement Chairs
- Add Lockdown Capabilities
- Upgrade Pneumatic Controls to Digital
- Replace 3rd and 4th Floor Air Handlers
- Remove Interior and Exterior Marblecrete
- Improve Rifle Range
- O** Modernize Elevator
- Replace Classroom Furniture
- Exterior Masonry Restoration
- Replace Waste and Distribution Piping

Bliss Hall

Year Constructed 1976, 1994, 2003
Size 188,427 Gross Square Feet

Concerns:

- New Rubber Flooring in Stairwells
- New Roof Over Ford Auditorium
- Increase Emergency Generator Size
- Repair Brick Parapet, Masonry Restoration
- Replace Hot Water Piping Throughout Building
- Modernize Elevators
- Install New Lighting in Hallways
- Install New Flooring in Hallways
- Install New Ceilings In Hallways
- Upgrade Restrooms
- Add Lockdown Capabilities
- Replace Exterior Doors and Hardware
- Install Roof Rail
- Replace Waste Piping and Supply Piping
- Clean Building Exterior

Jones Hall

Year Constructed 1931
Size 53,890 Gross Square Feet

Concerns:

- O** Modernize Elevators
- Upgrade Restrooms
- Replace Slate Roof
- Replace Rain Gutter System
- Replace Basement Windows
- Upgrade Interior Finishes
- Add Lockdown Capabilities
- Exterior Stone Masonry Restoration
- Replace Wate Piping and Supply Piping
- Replace Exterior Wood Doors
- Clean Building Exterior
- Replace Windows

YSU University Facilities - 2021 Deferred Maintenance Update

Legend:



x	Completed 2021
o	On Deck 2022

Central Utility Plant

Year Constructed 1975
Size 24,254 Gross Square Feet

Concerns:

- Replace All Exterior Metal
- Install New Trench Drain Covers
- Switchgear and Disconnect Maintenance
- Replace Unit Ventilators
- Install Gass Turbine for Efficiency
- Remove and Replace Existing Boilers
- Add Lockdown Capabilities
- Exterior Masonry Restoration
- Sand Filtration for Chilled Water System
- Exterior Steel Restoration
- O** Repair Tunnel System

Clingan Waddell Hall

Year Constructed 1965 **Acquired** 1998
Size 12,014 Gross Square Feet

Concerns:

- Install New Roof and Replace Electrical Conduits
- Install Emergency Generator
- O** Place Building on YSU Electrical Grid
- Modernize Elevator
- Paint Outside of Building and Garage
- X** Replace North Ramp and Handrail
- Upgrade Interior Finishes
- Replace Waste and Distribution Piping
- Renovate Restrooms
- Exterior Masonry Restoration
- O** Clean/Paint Building Exterior

Coffelt Hall

Year Constructed 1933 **Acquired** 1974
Size 4,972 Gross Square Feet

Concerns:

- Replace Roof
- Seal Concrete Slab on Front Porch
- Evaluate, Repair/Replace Stone Roof Cap
- Exterior Masonry Restoration
- Clean Building Exterior

Cushwa Hall

Year Constructed 1976
Size 194,525 Gross Square Feet

Concerns:

- Modernize All Four Elevators
- Replace Roof and Seal Skylights
- Clean HVAC Ductwork
- Replace All Flooring
- Paint Interior of Building
- Install New Accoustic Ceilings
- X** Upgrade Restrooms
- Add Lockdown Capabilities
- Replace Exterior Doors and Hardware
- Replace Asbestos Tile on East Overhang
- O** Exterior Masonry Restoration
- Upgrade Classrooms
- New Classroom Furniture
- Replace Water Piping and Supply Piping
- O** Upgrade/Replace Emergency Generator
- Pedestrian Bridge Renovation
- Replace stair treads

YSU University Facilities - 2021 Deferred Maintenance Update

Legend:

	Complete
	In Progress

x	Completed 2021
o	On Deck 2022

Chemical Management Center

Year Constructed 1995

Size 8,411 Gross Square Feet

Concerns:

- Replace Carbon Dioxide Fire Suppression
- Tie Lighting to Emergency Panel
- Waterproof Elevator Pit
- Add Lockdown Capabilities
- Address Lack of Heat and Hot Water
- Replace Air Handler Equipment 1st Floor

DeBartolo Hall

Year Constructed 1975

Size 116,095 Gross Square Feet

Concerns:

- Modernize All Three Elevators
- Replace Roof
- Replace All Window Gaskets
- install Rubber Stair Treads in Stairwells
- o Exterior Masonry Restoration
- Replace All Flooring
- Paint Interior of Building
- Install New Accoustic Ceilings
- Upgrade All Restrooms
- Add Lockdown Capabilities
- Replace Exterior Doors and Hardware
- Renovate South Stairwell
- Install Lighting Outside Elevator Lobbies
- Replace Waste and Distribution Piping
- Replace Interior Doors
- Create Vestibule at Main Entrance

Smith Hall

Year Constructed 1945 **Acquired** 1995

Size 2,712 Gross Square Feet

Concerns:

- Dryvit East and South Elevations
- Paint Exterior Handrail
- Add Lockdown Capabilities and Exterior Doors
- Replace Distribution Piping
- Replace Air Handler
- Replace windows
- Repair exterior brick

Fedor Hall

Year Constructed 1949 **Acquired** 1965

Size 57,203 Gross Square Feet

Concerns:

- Install Roof Drains
- Install Sump Pit for Storm Water Amelioration
- Replace Six Air Handlers, Renovate HVAC System
- Modernize One Elevator
- Replace All Flooring
- Paint/Upgrade Interior of Building
- Upgrade Restrooms
- Add Lockdown Capabilities
- Replace Exterior Doors and Hardware
- Install Rubber Stair Treads in Stairwells
- Exterior Masonry Restoration
- Replace Waste and Distribution Piping
- Replace Interior Doors
- Upgrade Interior Lighting
- X Replace Roof

YSU University Facilities - 2021 Deferred Maintenance Update

Legend:

	Complete
	In Progress

x	Completed 2021
o	On Deck 2022

Maag Library

Year Constructed 1975
Size 170,596 Gross Square Feet

Concerns:

- Modernize All Three Elevators
- Replace All Exterior Windows
- Repair and Seal Exterior Concrete
- Install Sump Pit for Storm Water Amelioration
- Replace 3-250 gpm HW Pumps with 2-1000 gpm
- Replace 3-340 gmp CW Pumps with 2-1000 gpm
- Upgrade/Paint Interior Finishes
- Replace All Stairwell Doors
- Replace Carpeting
- Upgrade Restrooms
- Add Lockdown Capabilities
- Replace Roof
- Replace Exterior Doors and Hardware
- Replace 23 Air Handelters
- Upgrade/Place Lighting on Building Automation
- Replace Waste and Distribution Piping

McDonough Museum

Year Constructed 1990
Size 19,981 Gross Square Feet

Concerns:

- Replace Concrete Plaza
- Replace West Concrete Plaza
- Replace Circular Stairwell Skylights
- Replace Roof
- Modernize One Elevator
- Evaluate and Repair Wall at Loading Dock
- Exterior Masonry Restoration
- Replace Chilled Water Dist. Piping
- Install Building Humidity Control
- Add Lockdown Capabilities
- Replace Exterior Doors and Hardware

Melnick Hall

Year Constructed 1959 **Acquired** 1998
Size 28,150 Gross Square Feet

Concerns:

- Complete Major Renovation of Building
- Correct Water Infiltration in Basement

Meshel Hall

Year Constructed 1984
Size 90,118 Gross Square Feet

Concerns:

- Replace All Flooring
- Remove Skylights and Seal
- Caulk Around All Windows
- Clean and Seal Exterior Stone
- Modernize Elevators
- Install Floor Drains in Restrooms
- Install Rubber Stairtreads in Stairwells
- Install Backup Cooling in Computer Room
- New Class/Lab Furniture
- Add Lockdown Capabilities
- Replace Liebert AC Units in Computer Center
- Paint Interior of Building
- install New Emergency Generator
- Replace Building HVAC Traps and Valves
- Add Building Distribution Circuit Breakers
- Upgrade Interior Lighting

YSU University Facilities - 2021 Deferred Maintenance Update

Legend:



x	Completed 2021
o	On Deck 2022

Moser Hall

Year Constructed 1967
Size 171,385 Gross Square Feet

Concerns:

- Install AC for Lower Levels and Lobby
- Replace Roof
- Create Vestibule at Main Entrance
- Modernize Freight Elevator
- Replace 98 Air Handlers
- Upgrade Pneumatic Controls to Digital
- Replace Exterior Doors
- Install New Lighting in Stairwells
- Replace Johnson Valves on Lower Floors
- Infill Floor in Two Story Room
- Paint Interior of Building
- Upgrade Restrooms
- Add Lockdown Capabilities at Exterior doors
- Replace Waste and Distribution Piping
- Replace Interior Doors on Lower Levels
- Upgrade Interior Lighting

Phelps Building

Year Constructed 1957 **Acquired** 1994
Size 30,017 Gross Square Feet

Concerns:

- Replace Exterior Windows
- Replace Sewage Pump in Basement
- Modernize Elevator
- New Recirculating Pump for Hot Water
- Upgrade Restrooms
- Replace Exterior Doors and Hardware
- Install New Emergency Generator
- New Classroom Furniture
- Replace Roof
- Exterior Masonry Restoration
- Upgrade/Paint Interior Finishes
- Replace Building Distribution Piping
- Add Lockdown Capabilities and Exterior Doors

Pedestrian Bridge

Year Constructed 1979
Size 6,394 Gross Square Feet

Concerns:

- New Roof with Overhang and Gutter System
- Additional Heat on Bridge
- Paint Rooms Under Bridge
- Additional Exhaust on Bridge
- Replace Flooring
- Make Repairs to Underside of West Ramp
- Paint Exterior Handrail
- Add Lockdown Capabilities and Exterior Doors
- Address deterioration at Cushwa Bridge

Salata Complex

Year Constructed 1925 **Acquired** 1973
Size 50,151 Gross Square Feet

Concerns:

- Install Emergency Generator
- Install New Roof
- Modernize Freight Elevator
- Upgrade All Interior Finishes
- Replace Steam Traps and Valves
- Replace Ductwork/Air Returns
- Add Lockdown Capabilities and Exterior Doors
- Exterior Masonry Restoration
- Replace Waste Piping
- Replace Windows
- Upgrade Restrooms

YSU University Facilities - 2021 Deferred Maintenance Update

Legend:



x	Completed 2021
o	On Deck 2022

Stambaugh Stadium

Year Constructed 1981, 1998, 2006

Size 223,829 Gross Square Feet

Concerns:

- Caulk and Seal Concourse and Seating Area
- X Concrete Repairs on Ramps and Stairs
- Replace All Exterior Doors
- Modernize Elevators
- Replace Interior Steel Doors
- Install Asphalt Roadway on East Stands
- Replace HW Distribution Piping
- Replace 19 Air Handelters
- Replace CW Distribution Piping
- Renovate Five Locker Rooms, Showers
- Upgrade Interior Finishes
- Add Lockdown Capabilities and Exterior Doors
- Replace Roof
- Replace Synthetic Turf

Sweeney Hall

Year Constructed 1908 Acquired 1966

Size 10,016 Gross Square Feet

Concerns:

- Replace Exterior Wood Sills and Brick Moulding
- Paint All Exterior Wood
- Paint Exterior Handrail
- Renovate Basement Restrooms
- Add Lockdown Capabilities and Exterior Doors
- Modernize Elevator
- Exterior Masonry Restoration

Tod Hall

Year Constructed 1953

Size 79,156 Gross Square Feet

Concerns:

- Modernize Elevator
- Replace Interior Door Hardware
- Renovate Northwest Stair Tower
- Replace South Steps and Handrail
- X Upgrade Interior Finishes
- Renovate Restrooms
- Add Lockdown Capabilities and Exterior Doors
- Exterior Masonry Restoration
- Replace Motors for VAV Fans
- Replace Waste and Distribution Piping
- Replace Roof
- Replace Steam Traps and Valves
- Replace Ceilings on Third Floor

Ward Beecher Hall

Year Constructed 1958

Size 166,623 Gross Square Feet

Concerns:

- Replace North Roof
- Replace Makeup Air Units
- Replace Victaulic Heating Water Lines
- Modernize Elevators
- O Renovate Greenhouse
- Upgrade Restrooms
- Replace Exterior Doors
- Install Additional Heating in Planetarium Lobby
- Install New Emergency Generator Tank
- Replace Steps at NE Entrance
- Replace Cap Stone on Exterior Parapet Walls
- Clean Ductwork
- Add Lockdown Capabilities and Exterior Doors
- Exterior Masonry Restoration
- Replace Waste Piping
- Repair Strucrtual Issues - Lower Level
- O Clean Building Exterior

YSU University Facilities - 2021 Deferred Maintenance Update

Legend:

	Complete
	In Progress

x	Completed 2021
o	On Deck 2022

Westinghouse Building

Year Constructed 1950 **Acquired** 1991
Size 35,369 Gross Square Feet

Concerns:

- Install Emergency Generator
- X Replace Two Sets of Stairs
- Replace Rooftop AC Unit
- Install Elevator
- Replace Roof
- X Install New Windows
- Tie Into Building Automation System
- X Upgrade Interior Finishes
- X Upgrade Restrooms
- Add Lockdown Capabilities
- Replace Waste and Distribution Piping
- Replace Steam Traps and Valves
- Install Additional Heat Recovery
- X Repair Building Masonry Exterior
- X Paint Building Exterior

Lincoln Building

Year Constructed 1970
Size 59,432 Gross Square Feet

Concerns:

- Modernize Elevators
- Upgrade Electrical Service
- Replace All Flooring
- Upgrade Classrooms
- Update Controls in Penthouse
- Stain Exterior Concrete
- Upgrade All Restrooms
- Add Lockdown Capabilities
- Replace Exterior Doors and Hardware
- X Exterior Masonry Restoration
- Replace Waste and Distribution Piping
- Replace Interior Doors
- Replace Classroom Furniture

Campus Substation

Year Constructed 1970
Size 3,052 Gross Square Feet

Concerns:

- Replace Controls for Automated Switching
- Replace Switchgear As Needed
- Provide Secondary Egress Route
- Provide Additional Lighting
- Install Cameras Throughout Facility

Campus

Concerns:

- O Install New Signage Across Campus
- Replace All Exterior Lighting
- O Repair/Replace Tunnel "Dog Houses"
- Place Radio Repeaters on Emergency Circuit
- Install New Kiosks
- Replace Deteriorated Concrete
- Repair/Replace/Paint Exterior Handrail
- Install Additional Call Boxes
- Install Additional Cameras Throughout Campus
- Install Additional Tackboards Across Campus
- Install Primex Clocks Throughout Campus
- Install Card Entry on Exterior Doors
- Re-Key Entire Campus
- Purchase 80' JLG Lift
- Install Bicycle Racks
- Replace Steam Traps in Tunnels

YSU University Facilities - 2021 Deferred Maintenance Update

Legend:

	Complete
	In Progress

x	Completed 2021
o	On Deck 2022

Watson Team Center

Year Constructed 1957
Size 9,200 Gross Square Feet

Concerns:

- Replace All Exterior Windows
- Repair and Seal Exterior Brick/Concrete
- Upgrade/Paint Interior Finishes
- Replace Carpeting
- Upgrade Restrooms
- Add Lockdown Capabilities
- Replace Roof
- Replace Exterior Doors and Hardware
- Replace HVAC
- Upgrade/Place Lighting on Building Automation
- Connect YSU IT
- Upgrade Power and Lighting
- Install Security Cameras

Garfield Building

Year Constructed
Size 39,153 Gross Square Feet

Concerns:

- Create Entryway
- Replace All Flooring
- Renovate Stairwells
- Replace Roof and Roof Decking
- Add Elevator
- Install New HVAC Throughout
- Exterior Masonry Restoration
- Install IT Capabilities
- Tie Building to Building Automation
- Add Lockdown Capabilities
- Replace Exterior Doors and Hardware
- Add Exterior Windows
- Install/Replace/ Underground Utilities
- Install Security Cameras
- Install Electrical System

Excellence Training Center

Year Constructed 2021
Size 53,000 Gross Square Feet

Concerns:

- Replace Roof on Old Building Section

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YOUNGSTOWN STATE UNIVERSITY
Reportable Budget and Interfund Transfers
Quarter Ended September 30, 2021

BUDGET TRANSFERS WITHIN THE OPERATING BUDGET (i.e., General Fund and Auxiliaries):

FROM	TO	AMOUNT	REASON
Institution Wide Budget Reserve	Institution Wide General Insurance	\$295,000	To fund increased insurance costs due to policy changes.

TRANSFERS OUTSIDE OF THE OPERATING BUDGET:

FROM	TO	AMOUNT	REASON
Operating Carryforward (Designated Fund)	General Fund, Various Designated Funds and Auxiliary Plant Funds.	\$13,732,794	Approved by Board in June.
Stabilization Reserve (Designated Fund)	COVID-19 Projects Fund (Designated Fund)	\$2,815,070	Approved by Board in June.
Various Debt Service Reserve Funds (Plant Funds)	Various Debt Service Funds (Plant Funds)	\$2,536,287	Approved by Board in June.
Various Debt Service Funds (Plant Funds)	Debt Service and Reserve Funds (Plant Funds)	\$2,117,097	Approved by Board in June.
Sick Leave Conversion Fund (Designated Fund)	Beeghly Center Training Room (Restricted Plant Fund)	\$550,000	Approved by Board in June.
Student Success Center (Restricted Plant Gift Fund)	Watson Team Center (Restricted Plant Gift Fund)	\$1,000,000	Reallocation of capital gifts to new purpose.
College of Education Restricted Gifts (Restricted Gift Fund)	Beeghly College LASSE Restricted Gifts (Restricted Gift Fund)	\$163,388	Transfer department gifts to new college due to restructuring.
CLASS Restricted Gifts (Restricted Gift Fund)	Beeghly College LASSE Restricted Gifts (Restricted Gift Fund)	\$76,641	Transfer department gifts to new college due to restructuring.
General Fund Plant Reserve (Unrestricted Plant Fund)	Lincoln & Phelps Bldg Maintenance (Unrestricted Plant Fund)	\$75,833	To fund maintenance projects.
General Fund Plant Reserve (Unrestricted Plant Fund)	Pollock House Maintenance Fund (Unrestricted Plant Fund)	\$75,000	To fund maintenance projects.

TRANSFERS OUTSIDE OF THE OPERATING BUDGET:

FROM	TO	AMOUNT	REASON
Kilcawley Center Plant Reserve (Auxiliary Plant Fund)	Kilcawley Center Feasibility Study (Auxiliary Plant Fund)	\$65,000	To fund project.
General Fund Plant Reserve (Unrestricted Plant Fund)	President's Loge Renovations (Unrestricted Plant Fund)	\$53,000	To fund renovation projects.
General Fund	Various URC Grants (Designated Funds)	\$28,014	Transfer to fund FY22 URC Grants.
Research Incentive Carryforward (Designated Fund)	Various URC Grants (Designated Funds)	\$27,182	Transfer to fund FY22 URC Grants.

Youngstown State University
Fiscal Year 2022 First Quarter Diversity Spend Report
July 1, 2021 through September 30, 2021

	FY2022				FY2021			
	1st QTR	Percent of Addressable	YTD	Percent of Addressable	1st QTR	Percent of Addressable	YTD	Percent of Addressable
Diversity Spend - Goods and Services (excludes EDGE and construction)								
MBE - Ohio Certified	\$ 133,569	2.56%	\$ 133,569	2.56%	\$ 94,567	2.66%	\$ 94,567	2.66%
MBE - Other Certified	6,490	0.12%	6,490	0.12%	324	0.01%	324	0.01%
Disability Challenged	100,240	1.92%	100,240	1.92%	54,909	1.54%	54,909	1.54%
Recycled Materials	34,243	0.66%	34,243	0.66%	52,657	1.48%	52,657	1.48%
Veteran Owned	184,703	3.54%	184,703	3.54%	0	0.00%	0	0.00%
Woman Owned	30,030	0.58%	30,030	0.58%	14,577	0.41%	14,577	0.41%
Total Diversity Spend	\$ 489,276	9.39%	\$ 489,276	9.39%	\$ 217,035	6.09%	\$ 217,035	6.09%
Total Addressable Spend - Goods and Services	\$ 5,212,198	100.00%	\$ 5,212,198	100.00%	\$ 3,561,314	100.00%	\$ 3,561,314	100.00%
EDGE Spend - Goods, Services, and Construction								
EDGE - Ohio Certified - Construction	\$ 2,197,948	34.41%	\$ 2,197,948	34.41%	\$ 36,500	0.71%	\$ 36,500	0.71%
Total EDGE Spend	\$ 2,197,948	34.41%	\$ 2,197,948	34.41%	\$ 36,500	0.71%	\$ 36,500	0.71%
Total Addressable Spend - Goods, Services, and Construction	\$ 6,387,932	100.00%	\$ 6,387,932	100.00%	\$ 5,123,396	100.00%	\$ 5,123,396	100.00%

Definitions:

MBE (Minority Business Enterprise): The MBE program is designed to assist minority businesses in obtaining state government contracts for goods and services. (Unlike the Encouraging Diversity, Growth and Equity program, the MBE program does not apply to construction contracts.) The State of Ohio developed the program because it recognized the need to encourage, nurture and support the growth of minority businesses to foster their development and increase the number of qualified competitors in the marketplace.

EDGE (Encouraging Diversity, Growth, and Equity Program): The EDGE program is designed to assist socially and economically disadvantaged businesses in obtaining state government contracts in the following areas: construction, architecture and engineering; professional services; goods and services; and information technology services. (In contrast to the Minority Business Enterprise program, the EDGE program does apply to construction contracts.) The State of Ohio developed the program because it recognizes the need to encourage, nurture, and support the growth of economically and socially disadvantaged businesses to foster their development and increase the number of qualified competitors in the marketplace.

Youngstown State University (YSU) does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity and/or expression, disability, age, religion or veteran/military status in its programs or activities. Please visit YSU's Commitment to Accessibility webpage for contact information for persons designated to handle questions about this policy.

Youngstown State University
Diversity Spend Detail Report - Goods and Services
(excludes EDGE and construction)
July 1, 2021 through September 30, 2021

Minority Business Enterprise (MBE) - Ohio Certified			
Name	Address	Type of Contract	Purchases
AG PrintPromo Solutions	540 Graham Road, Cuyahoga Falls, Ohio 44221	Printing Services	\$ 432
Brown Enterprise Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Computer Supplies	74,057
BES Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Office Supplies	59,081
Subtotal - MBE - Ohio Certified			\$ 133,569
Minority Business Enterprise (MBE) - Other Certified			
Name	Address	Type of Contract	Purchases
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	\$ 6,490
Subtotal - MBE - Other Certified			\$ 6,490
Disability Challenged			
Name	Address	Type of Contract	Purchases
Compass Family Services	535 Marmion Avenue, Youngstown, Ohio 44502	Janitorial Services	\$ 100,240
Subtotal - Disability Challenged			\$ 100,240
Recycled Materials			
Name	Address	Type of Contract	Purchases
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	\$ 34,243
Subtotal - Recycled Materials			\$ 34,243
Veteran Owned			
Name	Address	Type of Contract	Purchases
McRoyal Industries Inc.	1421 Lilac Street, Youngstown, Ohio 44502	Maintenance Supplies	\$ 10,778
NPI Audio Visual	26500 Renaissance Parkway, Cleveland, Ohio 44128	Audio Visual Equipment	173,925
Subtotal - Veteran Owned			\$ 184,703
Woman Owned			
Name	Address	Type of Contract	Purchases
Kdc	2100 Babcock Blvd, Pittsburgh, Pennsylvania 15209	Maintenance Supplies	\$ 2,799
Protect-N-Shred	P.O. Box 85, Cortland, Ohio 44410	Document Shredding	2,218
Roar Postal Supplies & Solutions	10600 W. 108th Terrace, Overland Park, Kansas 66210	Postal Supplies	233
Ryan Carpet Sales & Services Inc.	70 Victoria Road, Austintown, Ohio 44515	Flooring	13,339
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	175
The Workroom	301 Superior Stree, Rossford, Ohio 43460	Sewing Service	10,922
Union Eyes Optical Inc.	Suite B, 229 Churchill Hubbard Road, Youngstown, Ohio 44505	Public Safety Supplies	345
Subtotal - Woman Owned			\$ 30,030
Total Diversity Spend			\$ 489,276

Youngstown State University
EDGE Spend Detail Report
July 1, 2021 through September 30, 2021

Encouraging Diversity, Growth, and Equity (EDGE) - Ohio Certified			
Name	Address	Project	Purchases
Brock & Assoc Builders Inc.	11201 South Avenue, North Lima, OH 44452	YSU Excellence Training Center	\$ 1,978,000
Daniel A. Terreri & Sons Inc.	12274 Mahoning Avenue, North Jackson, OH 44451	Campus Development	94,000
Domokur Architects	4651 Medina Road, Akron, OH 44321	YSU Elevator Safety Repairs and Replaceme	6,850
RAM Construction Services	100 Corporation Center Building 4, Broadview Heights, OH 44147	YSU M30/M60 Parking Garage Reno 2021	52,098
The Murphy Contracting Company	285 Andrews Ave PO Box 1833, Youngstown, Ohio 44501	Kilcawley Center Restroom Renovations	67,000
	Total EDGE Spend		\$ 2,197,948

YOUNGSTOWN STATE UNIVERSITY
Endowment Fund Report
June 30, 2021

COLLEGE or AREA	ENDOWMENT FUND - RESTRICTION	ENDOWMENT FUND BALANCE FAIR VALUE	SPENDING FUND BALANCE	FY 2022 INCOME DISTRIBUTION
<i>Awards</i>				
LASSE	Candace Gay Memorial Awards Junior and senior high school student who exhibits distinctive writing ability and to provide a stipend to the annual author-lecturer at the YSU English Festival. Two \$100 awards.	\$ 393,114	\$ -	\$ 14,501
Financial Aid	Charles E. and Mary E. Franklin Fund Student research award.	3,511	1,265	133
LASSE	Clingan Jackson To be awarded for scholarship invigorated by the traditions of a free and inquiring press and by active participation in the work of a government agency or a political party.	8,865	1,190	336
LASSE	David Scott Ives Memorial Endowment To recognize achievement in classical languages at the advanced level.	15,540	2,134	589
LASSE	Gary L Green Award English major with 48-107 hours who has done outstanding work in English 3700 and otherwise shown strong academic promise. Annual award of \$300.	91,088	3,238	3,451
BCHHS	Ilajean Feldmiller Human Ecology scholarship. \$400 award.	25,786	6,793	981
CCCA	Joseph Salvatore (Honors Day) Student majoring in studio art or art history with a 2.5 GPA. The award will be given at the Honors Convocation.	19,856	1,379	752
STEM	Kenmore B Drake Memorial Award (Honors Day) Must be at least a junior by the subsequent Fall Semester. Applicants must be majoring in Information Technology with a minimum 2.5 GPA. Applicants must show leadership and a demonstrated commitment and enthusiasm for the field of information technology. Award will be made during the Honors Convocation.	15,269	535	571
BCHHS	Margaret C Horvath Scholarship Endowment Travel money for Human Ecology students attending professional meetings outside Mahoning County. Preference given to students who are presenting at the meeting.	5,965	596	226
LASSE	Marion Blum Graduate History Award Provide a \$50 bond for a graduate history essay award.	5,793	3,386	219
WCBA	Mary B Smith Full-time, non-traditional, female who has completed at least 45 hours and at maximum 145 hours with a minimum GPA of 2.5 and is currently enrolled.	19,369	688	734
STEM	Nicola & Rocchina Richley Memorial Award Sophomore Engineering or Engineering Technology major who has demonstrated academic excellence and is committed to program completion. Must have completed at least one term of the sophomore year with a minimum 3.0 GPA. Annual award given on alternate years.	31,491	2,080	1,193
LASSE	Robert R Hare Writing Award (Honors Day) Two awards. Recipient for Journalistic Writing should be a full-time student at YSU who has demonstrated distinction in journalistic writing. Recipient for Distinction in Creative and Critical Writing should be an English major at YSU who has demonstrated distinction in creative or critical writing or both. Each award \$250, \$500 annually.	40,413	1,574	1,531
LASSE	Sister Jean Gillespie Memorial Award (Honors Day) Outstanding senior in religious studies whose academic program best exhibits an interest in comparative religion.	12,464	1,380	472
<i>Program Support</i>				
LASSE	Albert J Shipka Memorial Speakers Fund Up to \$2,500 per year may be made available by faculty and students in discipline-related activities, including activities by the Philosophy and Religious Studies Club. The Chairperson of the Department of Philosophy and Religious Studies remains the signature authority for distribution of the funds for annual utilization in discipline-related activities.	891,371	99,112	33,757

YOUNGSTOWN STATE UNIVERSITY
Endowment Fund Report
June 30, 2021

COLLEGE or AREA	ENDOWMENT FUND - RESTRICTION	ENDOWMENT FUND BALANCE FAIR VALUE	SPENDING FUND BALANCE	FY 2022 INCOME DISTRIBUTION
<i>Program Support, continued</i>				
LASSE	Alice Budge Peace Speakers Fund To support speakers on peace and justice issues.	20,358	10,567	771
BCHHS	Bertram Tamarkin Fund operations for the Center for Human Services.	31,966	1,335	1,211
University Relations	Campus Beautification To provide support for maintaining trees and planters.	43,814	123,502	1,660
BCHHS	Danielle L. Peters Program Endowment to Promote Awareness of Eating Disorders This endowment was established to help fund education and outreach programs for YSU students, faculty, staff and community members on topics related to eating disorders and healthy body image. Funds are restricted to the support of expenses related to coordinating and presenting the program or activity.	16,964	943	643
CCCA	Donald P. Pipino Performing Arts Endowment In support for the Performing Arts Series at Youngstown State University. The funds are restricted to the support of productions in the Performing Arts Series, including the Dana Concert Series and opera.	28,833	1,735	1,092
Academic Adm.	Dr. and Mrs. F.F. Piercy Book Fund Annual book purchases for Library.	35,110	13,608	1,330
LASSE	Dr. James Dale Ethics Center For exclusive use of the Ethics Center. Funds used to enhance the activities and programs of the Ethics Center.	759,307	86,135	28,767
Academic Adm.	Edward J DeBartolo Fund Devoted exclusively to funding activities related to updating the University's curriculum.	1,053,663	326,039	39,919
LASSE	English Festival Support the objectives of the YSU English Festival.	163,884	25,647	6,189
Student Success	Ethel M Wood Epilepsy Foundation Fund Fund graduate assistantship to provide guidance and counseling services to handicapped students, particularly those afflicted with any form of epilepsy.	311,628	20,967	11,806
LASSE	Gratia Murphy Speaker Fund Interest income from this endowment will be used to pay expenses connected with bringing in an outside speaker or visiting scholar for public, University, and/or classroom presentations. Intended for English Department use other than the English Festival.	85,344	337	3,233
LASSE	James A Houck English Festival Funds used to support designated programs, contests, and student awards associated with the YSU English Festival. Maximum amount available for use each year shall be the amount of interest earned by the fund in the previous year. There is no minimum amount that must be used annually. Each year the English Festival Committee shall designate particular Festival activities for funding by the James A. Houck Fund.	59,973	3,900	2,272
LASSE	Judaic & Holocaust Fund To maintain and promote present and future Judaic & Holocaust courses. Sum up to \$500 can be set aside for annual advertising expenses.	548,020	92,183	20,762
CCCA	Judith Rae Solomon Gallery Endowment Up to \$50,000 of this endowment will be used at the Dean's discretion to support physical improvements to Bliss Hall Gallery and critical needs of the College of Creative Arts; the balance will be used to establish a supporting endowment for programming and maintenance related to the Gallery as well as for the overall needs of the College of Creative Arts.	140,843	6,527	5,336
WCBA	Michael I Monus Professor Entrepreneurship Development of the entrepreneurship program.	1,118,000	168,353	42,357
LASSE	Morris & Sophie Slavin Fund For the Department of History to bring to the campus recognized scholars in the field of history.	45,277	26,409	1,715

YOUNGSTOWN STATE UNIVERSITY
Endowment Fund Report
June 30, 2021

COLLEGE or AREA	ENDOWMENT FUND - RESTRICTION	ENDOWMENT FUND BALANCE FAIR VALUE	SPENDING FUND BALANCE	FY 2022 INCOME DISTRIBUTION
<i>Program Support, continued</i>				
LASSE	Muses Fund Provide support to YSU Poetry Center annually. Poetry Center will include the name of the endowment in its program, publications and announcements.	33,635	1,775	1,274
ADMIN	Neil Humphries Endowment Death benefit on Neil Humphrey's insurance policy.	382,683	13,875	14,498
STEM	R H Weichsel Instruction and faculty research and professional development in area of plane bearing technology.	6,036	4,911	229
Academic Adm.	Richard James Owen II Use to purchase books, manuscripts, subscriptions for MAAG Library.	3,511	10,882	133
WYSU	Robert Coe (WYSU-FM Fund) Support of WYSU-FM in the broadcast of classical music.	284,095	99,608	10,763
Academic Adm.	The Beckman Memorial Collection Buy books for MAAG library. Titles purchased will be in the fields of literature, music & engineering.	167,273	66,481	6,337
LASSE	Thomas & Carol Gay English Festival Lecture Fund To provide the services of the YSU English Festival's annual featured author-speaker.	577,125	-	21,281
<i>Scholarships</i>				
STEM	Adlaka & Associates Scholarship Five \$200 scholarships, three for senior civil or structural engineering and two for computer technology. Recipient shall be son or daughter coming from a family where the head of household is presently unemployed.	57,640	13,601	2,184
STEM	Albert A Guerrieri, Jr. Memorial Scholarship Annual scholarship of \$500 to be presented each year at Honors Convocation to a Physics/Astronomy major with at least 45 hours, maintaining a 3.0 GPA or above and in need of scholarship money. The student is to be selected by the chair and faculty of the Physics and Astronomy Department.	34,191	2,932	1,295
CCCA	Albert D. Caldron Memorial Scholarship Endowment Students accepted into the Dana School of Music. Be a full-time student and registered for major level lessons in clarinet as a Music Education or Music Performance major. Maintain a minimum 3.0 GPA. Preference will be given to students demonstrating financial need.	40,755	84	1,538
Financial Aid	Ann & Jerome Schmerin Scholarship Full or part-time students with a 2.5 GPA or better and demonstrating financial need. Recipient must be a non-traditional student with a major in the College of Creative Arts and Communication. The scholarship is renewable.	26,396	7,319	1,000
N/A	APAS Scholarship Endowment First priority given to an APAS dependent. Must have completed 12 semester hours at YSU or 9 semester hours as a graduate student and be enrolled at least half time. GPA of 2.5 or higher for undergraduate students and 3.0 or higher for graduate students. One-time, non-renewable scholarship.	15,568	824	590
Financial Aid	Bernadine Marinelli Memorial Scholarship The recipient shall be an outstanding Resident Assistant with Housing and Residence Life and/or a student supervisor in Kilcawley Center or the YSU Bookstore. The scholarship shall be awarded on the basis of merit as determined by a Selection Committee. <i>**Endowment principal was transferred to the Foundation in January 2019.**</i>	-	850	-
Financial Aid	Betty J Connors Memorial Award Non-traditional full or part-time woman who's completed 45 quarter hours with at least a 3.2 GPA. Must be an English major. Annual award of \$300.	36,160	2,630	1,370
Athletics	Bill Dailey Scholarship Current member of the YSU Intercollegiate Basketball Team to continue and/or complete undergraduate studies.	26,024	-	986

YOUNGSTOWN STATE UNIVERSITY
Endowment Fund Report
June 30, 2021

COLLEGE or AREA	ENDOWMENT FUND - RESTRICTION	ENDOWMENT FUND BALANCE FAIR VALUE	SPENDING FUND BALANCE	FY 2022 INCOME DISTRIBUTION
<i>Scholarships, continued</i>				
Financial Aid	Brier Hill Scholarship Present or former descendants of Briar Hill with a 2.8 GPA. Preference will be given to non-traditional student with Junior rank or higher. All circumstances being equal, financial need will be considered.	37,395	3,068	1,417
LASSE	Dorothy Z Greenberger Memorial Scholarship Fund Annual scholarship grant to a needy student or students with academic ability majoring in Arts and Sciences.	33,138	6,695	1,255
LASSE	Dr. Gunapala Edirisooriya Scholarship The recipient must be a candidate in good standing pursuing a degree in Educational Administration or their doctorate in Educational Leadership; and, either have demonstrated an exemplary commitment to the education and social development of children who, by circumstances not of their own making, are at risk of not fulfilling their potential; or, have engaged in dissertation research that holds out unusual promise of promoting social justice by altering school policies or practices that pose a barrier to equal and equitable educational opportunities for students.	23,468	1,097	885
LASSE	Dr. Phillip Ginnetti Memorial Scholarship Resident of Mahoning County, preference given to a resident of Struthers, Ohio. Early or Middle Childhood Education major. Formally accepted into upper division coursework in the Beeghly College of Education. Must have an overall GPA of 3.5 or better and be a full-time student.	21,285	1,464	806
CCCA	DUSI Memorial Scholarship Fund Scholarships for worthy music students.	186,832	1,800	7,078
STEM	Edmund J Salata Memorial Scholarship Civil engineering student with a 3.0 GPA.	18,849	1,583	714
CCCA	Elaine Glasser Memorial Art Education Scholarship Junior or senior art education major showing financial need with a 3.0 GPA. Recipient must teach at least two years in the first five years after graduating or must repay the scholarship amount.	27,981	1,085	1,060
CCCA	Esotto & Vera Pellegrini For music students based on outstanding ability or potential for excellence in field of brass playing. Must be a full-time student, maintain a 3.0 GPA and be a member of a major ensemble. Will be selected through an audition process before the brass faculty and director of Dana School of Music. The scholarship should be awarded first to a qualified trumpet player. If there is not a suitable trumpet candidate, then the award may go to a qualified brass student selected by the brass faculty.	65,829	110	2,492
Financial Aid	Eugene Green Memorial Scholarship Two equal scholarships would be awarded annually. Recipient must be a sophomore standing or higher. Preference given to members or direct descendants of a Western Reserve Building and Construction Trades member, in good standing, in Mahoning, Trumbull, or Columbiana counties. Open to all majors with first preference to students enrolled in WCBA. Full-time student with an overall GPA of 2.5 or better.	100,547	12,564	3,809
Financial Aid	Ferdinand Jagatich Scholarship Student majoring in math, physics or engineering and demonstrating financial need. The student must maintain at least a 2.5 GPA or better, may be at any level of their degree and be a full or part-time student. If a part-time, the student must maintain employment to be eligible. Scholarship is renewable.	53,132	3,345	1,899
LASSE	Florence Amon Scholarship Fund Full or part-time student majoring in Education with a 3.0 GPA and demonstrating financial need.	29,629	1,328	1,123
STEM	Frank M Clark Students majoring within the department of Physics & Astronomy. Awarded on basis of academic achievement and need. Amount and date will be decided by the department. Any residue may be used to purchase equipment for student or faculty research at the discretion of the faculty of the Department of Physics and Astronomy.	44,465	3,402	1,685
STEM	Gerhard M Stein Electrical Engineering Electrical engineering student.	7,896	285	299

YOUNGSTOWN STATE UNIVERSITY
Endowment Fund Report
June 30, 2021

COLLEGE or AREA	ENDOWMENT FUND - RESTRICTION	ENDOWMENT FUND BALANCE FAIR VALUE	SPENDING FUND BALANCE	FY 2022 INCOME DISTRIBUTION
<i>Scholarships, continued</i>				
Financial Aid	Gina Tenney Memorial One annual scholarship around \$400 to a sophomore that qualifies for the Dean's list with a major in Arts or Humanities and is active in campus activities. Must complete an application and submit two letters of recommendation.	21,148	4,833	801
WCBA	Grocery Manufacturers Rep's of Youngstown (GMR) School of Business student whose parents work in the Youngstown area grocery business if possible.	8,778	440	333
Athletics	Harry K Graebing Athletic Scholarship Fund Provide scholarships or other forms of financial assistance to deserving students of the University; and that awards be made only to deserving students who may be participants in University athletics and are residents of either Ohio or Pennsylvania.	52,632	-	1,994
LASSE	Harvey Neal Kretzer Memorial Scholarship Scholarship for School of Education master's candidate in school counseling and/or related pupil personnel services with a demonstrated interest in pursuing a career with disadvantaged students. If no worthy recipient is available, scholarship may be awarded to undergraduate student pursuing a career in teaching with a demonstrated interest in disadvantaged students. All awards based upon scholarship and need.	139,013	7,198	5,247
LASSE	Helen Edward Stoll Students majoring in Education with interest in the learning disabled with a 2.5 GPA and resident of Mahoning County.	49,182	3,420	1,863
CCCA	Helen Goering Schmitt Music Trust Scholarships for students in the Dana School of Music.	10,533	18	399
STEM	Herta Jackson Memorial Scholarship Needy engineering students.	648,150	56,987	24,556
Financial Aid	Honorable Erskine Maiden Jr. Scholarship Student who is a resident of Mahoning County and demonstrates financial need as determined by the FAFSA. Office of Financial Aid & Scholarships will have the final decision in awarding this scholarship.	853,492	54,123	32,336
WCBA	JAD Williamson College of Business Scholarship Fund Full-time student in good standing with 3.3 GPA demonstrating financial need. A minimum of 5 scholarships are to be awarded at \$2,500 each, depending on availability of funds. Students must be from the five county areas of Mahoning, Trumbull, Columbiana, Mercer and Lawrence counties	495,823	19,722	17,814
University Wide	John and Lucille Fedor Scholarships for worthy students.	1,093,739	75,963	41,438
LASSE	Julia Spitzer Jewish students who show financial need.	50,115	6,172	1,899
Financial Aid	Louis D Tauro Scholarship Entering freshman based on financial need and high school academic achievement. Must maintain a 3.0 GPA or higher. The donor may nominate recipients. Renewable for four years.	167,749	26,320	6,355
BCHHS	Mary E Pinney Nursing Scholarship Assist freshman or sophomore nursing students. Applicants must be residents of Ohio or Pennsylvania.	52,666	1,871	1,995
CCCA	Mary P Rigo Memorial Scholarship YSU student(s) who have completed 95 hours, must be a music major with emphasis in keyboard instruments, restricted to students who are residents of Mahoning County. Scholarship not to exceed \$500 each for one or more students.	41,406	-	1,563
STEM	Michael A Rigo Memorial Scholarship YSU student(s) who have completed 95 hours, award restricted to Mechanical Engineering student(s) who are residents of Mahoning County. Scholarship not to exceed \$500 each for one or more students.	41,405	2,711	1,563
LASSE	Michael Klasvosky Geography Award Geography students selected by geography department.	34,071	4,446	1,291

YOUNGSTOWN STATE UNIVERSITY
Endowment Fund Report
June 30, 2021

COLLEGE or AREA	ENDOWMENT FUND - RESTRICTION	ENDOWMENT FUND BALANCE FAIR VALUE	SPENDING FUND BALANCE	FY 2022 INCOME DISTRIBUTION
<i>Scholarships, continued</i>				
LASSE	Michael Klasvosky Urban Studies Scholarship Students majoring in geography who are employed in the department of Urban Studies.	15,700	4,216	595
STEM	Mildred N Graebing Business Education & Technology Scholarship Fund Annual awards to deserving students who are enrolled as full-time students in an information technology major.	52,666	9,478	1,995
LASSE	Myron C Wick, Jr. Three academic scholarships, two in the physical sciences and one in engineering.	326,527	13,973	12,371
CCCA	Nellie P Nick Scholarship Fund Provide scholarships or other forms of financial assistance to deserving students of the University; and that awards be made only to women students who may be enrolled in the Dana School of Music.	17,555	29	665
Financial Aid	Peter George Parthemos Recipient is to be an entering student or existing YSU student who has a major in the Williamson College of Business Administration and is of Greek decent. One recipient will receive a \$500 scholarship, renewable annually, considering the recipient maintains a 3.0 GPA, or higher. The second scholarship will be awarded, preferably, to a parishioner at St. John's Greek Orthodox Church. Father Tom Constantine will assist in the selection of this recipient, along with the Office of Financial Aid and Scholarships. If there isn't anyone eligible for this component, then the scholarship will be deferred to a WCBA student.	108,362	9,838	4,105
STEM	Reel & Fabek Memorial Scholarship Sophomore or higher status, with financial need and in good standing majoring in electrical engineering.	32,615	2,239	1,236
WCBA	Robert C. & Janice Machin Endowment Student must be pursuing a Bachelor of Science in Business Administration or a Master of Business Administration with a demonstrated interest in or experience in international business. Must has aspirations for a career in international business, have a desire to work abroad and to serve as a senior-level executive in the future. Sophomore standing or higher with an overall GPA of 3.0 or better. Full-time student.	40,539	2,180	1,536
CCCA	Robert E. Fleming Memorial Scholarship Students accepted into the Dana School of Music. First choice to school districts within the Mahoning Valley. Second choice to school districts within the Shenango Valley. Third choice to deserving students outside of the immediate region. Must be majoring in music education or music performance and maintain a 2.5 GPA. FASFA must be completed.	22,352	37	847
WCBA	Ronald Barnes and Emily Parker Mackall Scholarship Junior or senior with at least a 2.8 GPA. Student must have completed one year of basic economic principles and one year of fine arts classes. Available to students in the 5 county area as well as Beaver County, PA.	100,341	7,122	3,802
BCHHS	Roseann Waindel Memorial Nursing FD Nursing scholarship. Evidence of financial need with a 3.0 GPA. Must have an interest in a career as a nurse.	34,838	1,238	1,320
STEM	The Bernard James Yozwiak Mathematics Scholarship Must be a full time student and have attained the class rank of Senior at Youngstown State University with a major in Mathematics. The student must also demonstrate outstanding academic performance, particularly in mathematics. They also must show potential to make continuing contributions to, and participation in, the discipline of mathematics. **Endowment principal was transferred to the Foundation in January 2019.**	-	484	-
BCHHS	Theodore & Evelyn Chengelis Memorial (Honors Day) Student of Hellenic heritage who will matriculate to medical school. Recipient will be selected by the Chengelis family of Boston and the award will be given at the Honors Convocation.	43,770	6,317	1,658

YOUNGSTOWN STATE UNIVERSITY
Endowment Fund Report
June 30, 2021

COLLEGE or AREA	ENDOWMENT FUND - RESTRICTION	ENDOWMENT FUND BALANCE FAIR VALUE	SPENDING FUND BALANCE	FY 2022 INCOME DISTRIBUTION
<i>Scholarships, continued</i>				
Financial Aid	Thomas Fabek & Peter Fabek Scholarship Endowment An orphan or foster child from Youngstown with 2.5 or higher GPA. If candidate from Youngstown doesn't qualify, a candidate may come from another city in Mahoning County. First year students may apply. Scholarship is renewable for recipient that maintains a 2.5 GPA. Catholic Services or Mahoning Juvenile Dept. may suggest candidate.	41,041	1,783	1,555
Financial Aid	UAW Local 1112-BOC Lordstown Scholarship Fund Spouses and dependents of UAW Local 1112 and full-time salaried employees of BOC Lordstown Assembly plant. Employees must have been affiliated with the union and/or assembly plant for more than one year. Full-time sophomore to senior status with a 2.5 GPA. Students receiving other financial aid, including G.I. Bill are not eligible. Students with loans may apply.	67,524	39,735	2,558
STEM	Virgil A Hobart Scholarship Worthy engineering student based on need or merit. One award per year, \$1,000 maximum amount.	34,228	3,267	1,297
WCBA	William Petrych Memorial Scholarship Junior or senior majoring in accounting with a 3.2 GPA and displaying financial need. Scholarship is renewable each year until student graduates. One or two scholarships annually.	340,415	15,744	12,897
Financial Aid	YSU General Endowment Fund Assist the financial needs of advanced education.	1,313	-	-
Totals June 30, 2021		\$ 13,424,104	\$ 1,679,041	\$ 506,399

College Descriptions:

CCCA	Cliffe College of Creative Arts
BCHHS	Dr. Dominic A. and Helen M. Bitonte College of Health and Human Services
LASSE	College of Liberal Arts, Social Sciences and Education
STEM	College of Science, Technology, Engineering, and Mathematics
WCBA	Warren P. Williamson, Jr. College of Business Administration

Youngstown

STATE UNIVERSITY

2021

INSURANCE REPORT

Annual Insurance Report

November 2021

This report outlines details regarding insurance coverage and premiums for FY 2022, 2021 and 2020. Employee Health Insurance premiums are captured at the end of a fiscal year. The report includes FY 2021, 2020 and 2019. Building Replacement Values, Vehicle Assignments and Insurance Premium summaries are also provided. Data compiled by the Office of Environmental and Occupational Health & Safety.

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IUC-RMIC CASUALTY PROGRAM

Youngstown State University is a member of the Inter-University Council-Risk Management & Insurance Consortium (IUC-RMIC), a collaboration of 13 Ohio public universities. The IUC-RMIC collectively pools a core group of casualty and property risks. The Pool retains a portion of the risks and purchases insurance to protect members from the financial consequences associated with a large loss. During the summer of 2021, the IUC-RMIC conducted an RFP to evaluate the broker relationship, which resulted in designing a 3-broker relationship to access resources and expertise as well as promoting accountability and competition. The current brokers include Gallagher, Lockton and Marsh USA.

The casualty insurance program includes General Liability, Auto Liability and Educators Legal Liability. There is \$100,000 member retention applicable per occurrence. Losses between \$100,000 and \$1,000,000 are covered by the IUC-RMIC Casualty Self-Insurance Pool. Covered losses in excess of \$1M are paid by the carrier. Until June 30, 2021, each member of the IUC-RMIC had a dedicated excess limit of \$9 million; however, this limit increased to \$14M effective July 1, 2021. The casualty program also includes a shared excess limit of \$30 million for General, Auto Liability, which increased to \$35M on July 1, 2021, and \$35 million for Educators Legal Liability.

CASUALTY POOL

Contribution:	FY 22	\$160,542	includes:
	Pool Contribution	73,768	
	Deductible & Pool Penalties	27,826 (resulting from losses)	
	Administrative Fees	46,245	
	Loss Control	15,703	
	FY 21	\$124,007	includes:
	Pool Contribution	64,437	
	Administrative Fees	41,164	
	Loss Control	18,406	
	FY 20	\$128,250	includes:
	Pool Contribution	72,866	
	Administrative Fees	34,200	
	Loss Control	21,184	
	FY 19	\$87,109	includes:
	Pool Contribution	34,785	
	Administrative Fees	32,560	
	Loss Control	19,764	

FIRST EXCESS LAYER

Underwriters:	Genesis Reinsurance, Old Republic & Hudson Reinsurance
Premium:	FY 22 143,284
	FY 21 70,687
	FY 20 58,859
	FY 19 49,755

Prior to FY22, this layer provided \$9M dedicated liability coverage excess of \$1M; however, effective at FY22, this dedicated layer increased to \$14M excess of \$1M. Coverage is extended to the University, the Board of Trustees, employees and volunteers.

SHARED EXCESS LAYER

Underwriter: United Educators
Premium: FY 22 58,780
FY 21 53,068
FY 20 35,875

Effective FY22, this layer provides limits of \$20M excess of \$15M.

SHARED EXCESS LAYER

Underwriter: Indian Harbor (ELL Only)
Premium: FY 22 0
FY 21 3,473
FY 20 11,332

Effective FY22, the membership voted to non-renew this layer since the dedicated excess layer was increased to \$15M.

POLLUTION

Underwriter: Beazley
Premium: FY 22 2,862
FY 21 1,660
FY 20 1,660

This is a 3-year policy that provides \$5M per occurrence and \$15M aggregate shared with the IUC-RMIC members. Effective FY22, the aggregate was increased from \$10M to \$15M since the aggregate is applicable to the 3-year term.

CYBER LIABILITY

Underwriter: Beazley
Premium: FY 22 57,176 (market)
FY 21 15,000
FY 20 15,000

This coverage provides First Party Loss as well as 3rd Party Liability including Breach Response Services with a primary limit of \$1M; however, other sublimits apply.

CRIME COVERAGE

Underwriter: AIG, Travelers (FY19)
Total Premium: FY 22 7,075 (market)
FY 21 7,212
FY 20 6,890

Provides \$5,000,000 in coverage for the loss of money or securities as a result of employee theft, forgery, alteration, computer fraud or funds transfer fraud as well as Faithful Performance

EXCESS SOCIAL ENGINEERING COVERAGE

Underwriter: Beazley
Total Premium: FY 22 4,471 (market)
FY 21 4,250

Due to increased risk, a program was developed in FY21 to provide social engineering/phishing coverage excess of the coverage provide by the Crime policy, with limits of \$750,000 excess of \$250,000 (as provided by the Crime policy).

FIDUCIARY COVERAGE

Underwriter: Hudson Insurance Company
Total Premium: FY 22 9,769

Effective FY 22, YSU joined the Fiduciary Program, which provides limits of \$1M subject to various sublimits for liabilities that arise from the University’s Fiduciary responsibilities in managing their employee retirement plans.

FOREIGN PACKAGE LIABILITY

Underwriter: AIG Worldsource
FY 22 1,104 (increased exposures)
FY 21 827
FY 20 827

Provides liability coverage for University employees traveling worldwide on University-sponsored business in the amount of \$1,000,000 per occurrence/\$1,000,000 aggregate. Coverage includes general liability, excess auto liability, foreign voluntary workers’ compensation, and travel accident.

MEDICAL MALPRACTICE INSURANCE

Underwriter: Chubb, Hudson (FY22)
Premium: FY 22 13,824
FY 21 14,719
FY 20 7,428

Provides healthcare professional liability coverage for administrators, faculty, and students in medically related/allied health training programs with limits of \$1M per occurrence and \$3M annual aggregate. Effective FY22, the participating members approved placing an excess policy to provide additional limits of \$2M per occurrence and \$2M annual aggregate. An overall \$15M aggregate applies for all participating members.

SPECIAL ACCIDENT

Underwriter: Hiscox
Premium: FY 22 291
FY 21 291
FY 20 291

Coverage is for monies and assistance for special accident incidents.

INTERNATIONAL HEALTH & SAFETY RISK SERVICE

Underwriter: International SOS
Premium: FY 22 3,678 (increased exposures)
FY 21 1,753
FY 20 1,574

Provides access to services only for Medical Evacuation & Repatriation, Travel and Security.

IUC-RMIC PROPERTY PROGRAM

The University is insured for damage to all buildings and contents at replacement cost as well as loss of revenue resulting from a covered cause of loss. The base member deductible is \$100,000 then the Pool will pay the next \$250,000 except \$900,000 for catastrophic (CAT) losses such as flood, earthquake, convective storm (note: depending on type and magnitude of a CAT loss, the University may have a larger deductible). Insurance is placed excess of member deductibles and the Pool with a per occurrence limit of \$1.483B with various aggregates and sublimits applying.

PROPERTY POOL

Contribution: FY 22 \$72,364 includes:
Property Pool 46,057
Auto physical damage 4,521
Loss control 14,707
Administrative fees 7,079

FY 21 \$53,057 includes:
Property Pool 26,948
Auto physical damage 7,460
Loss control 12,132
Administrative fees 6,517

FY 20 \$47,385 includes:
Property Pool 22,401
Auto physical damage 5,969
Loss control 12,679
Administrative fees 6,336

Pool also provides coverage for automobile physical damage claims to University vehicles (\$1,000 deductible).

EXCESS PROPERTY INSURANCE

Underwriters: Zurich, Alternus, Lexington (AIG), Liberty Mutual, Sampo, Chubb, Starr, Allianz, Swiss Re and Chubb Bermuda
Premium: FY 22 246,925

Underwriters: Zurich, Lexington (AIG), Chubb Bermuda
Premium: FY 21 152,011
FY 20 108,850

Provides replacement cost coverage for buildings and property due to perils such as (but not limited to) fire, storm, riot, explosion and theft. Also includes Business Income and Equipment Breakdown (Boiler & Machinery) Coverage.

FINE ARTS, including LIBRARY VALUES

Underwriter: Lloyds of London
Premium: FY 22 9,396 (moved library values into this coverage)
FY 21 434
FY 20 425

TERRORISM

Underwriter: Liberty Mutual, Hamilton (Lloyds)
Premium: FY 22 5,687
FY 21 9,817
FY 20 Included with Property

Coverage is shared with all IUC-RMIC members with limits of \$600M. The policy also provides limits coverage for Active Assailant with shared limits of \$5M and Strikes, Riots & Civil Commotion with shared limits of \$2.5M.

BUSINESS TRAVEL ACCIDENT INSURANCE

Underwriter: Zurich American
Premium: FY 22 1,819
FY 21 1,819
FY 20 1,819

Coverage provides \$100,000 for Accidental Death & Dismemberment for each employee or member of the Board of Trustees while traveling on University business. There is an aggregate limit of \$1,000,000.

FINE ART - MUSEUM INSURANCE

Underwriter: Willis Fine Art Insurance
Broker: James & Sons
Premium: FY 21
FY 20 3,515
FY 19 3,380

Coverage includes works of art that are part of the permanent collection, loaned collection and special exhibitions.

INTERCOLLEGIATE SPORTS ACCIDENT INSURANCE

Carrier: Fidelity
Premium: FY 21 169,000
FY 20 161,500
FY 19 156,000

Program provides accident medical and dental coverage as well as accidental death & dismemberment for participants of various intercollegiate sports. The insurance premium is the total for our Aggregate Deductible insurance including any premium and administration fees by the agency or TPA. The past three years we used an Aggregate Deductible Self-Funded plan. These A.D. plans have been discontinued by many agencies.

INTERCOLLEGIATE LIFETIME CATASTROPHIC INJURY INSURANCE

Underwriter: Lincoln National Life Insurance
Premium: Paid by NCAA for FY 21, FY 20, FY 19

Provides lifetime medical and rehabilitation benefits to students participating in the intercollegiate athletics program. The NCAA Catastrophic Coverage begins at \$90,000 per claim for the current year.

WORKERS' COMPENSATION

Underwriter: State of Ohio, Bureau of Workers' Compensation
Premium: FY 21 0.3735 (per \$100 of payroll)
FY 20 0.1691
FY 19 0.2234

Coverage is for medical expenses and partial salary compensation.

UNEMPLOYMENT COMPENSATION

Underwriter: State of Ohio, Department of Job & Family Services
Premium: FY 21 256,707
FY 20 66,202
FY 19 74,558

Coverage provides benefits for individuals who have been laid off from University employment.

EMPLOYEE HEALTH INSURANCE

Underwriter: Super Med Plus Plan
Self-Insured Paid
FY 21 11,777,828
FY 20 12,892,553
FY 19 11,242,087

Premium: FY 21 Aggregate Stop Loss Premium \$0.00 per month plus a specific Stop Loss Premium of \$121,965 (monthly). Total annual Stop Loss amount of \$1,463,584. Specific Stop Loss Retention is \$200,000 per individual.

FY 20 Aggregate Stop Loss Premium \$ 0.00 per month plus a specific Stop Loss Premium of \$107,759 for a total of \$107,759 (monthly). Total annual Stop Loss amount of \$1,293,113 Specific Stop Loss Retention is \$200,000 per individual

FY 19 Aggregate Stop Loss Premium \$2,745 per month plus a specific Stop Loss Premium of \$92,701 for a total of \$95,446 (monthly). Total annual Stop Loss amount of \$1,145,352. Specific Stop Loss Retention is \$200,000 per individual

Monthly Adm. Fees: FY 21 36,164
FY 20 40,585
FY 19 41,282

Coverage includes hospitalization, medical and major medical.

EMPLOYEE DENTAL, VISION AND PRESCRIPTION DRUG INSURANCE

Underwriter: Delta Dental
Claims: FY 21 666,555
FY 20 633,200
FY 19 658,841

Underwriter: National Vision Administrators
Claims: FY 21 62,777
FY 20 73,894
FY 19 73,901

Underwriter: Medical Mutual of Ohio (Prescription Drugs)
Claims: FY 21 2,715,781
FY 20 3,252,229
FY 19 3,851,721

EMPLOYEE LIFE AND LONG TERM DISABILITY INSURANCE

Premium: FY 21 .131 /\$1000 (Unum)
FY 20 .131 /\$1000 (Unum)
FY 19 .112

Provides term life insurance in the amount of 2½ x annual salary.

Underwriter: Minnesota Life
Premium: FY 21 .105/\$1000
FY 20 .105/\$1000
FY 19 .152

Premium is per calendar year and covers all full-time employees with less than five years of Ohio retirement service credit. Benefit is 60% of monthly earnings not to exceed \$7,500/month or less than \$100/month.

**INTER-UNIVERSITY COUNCIL-RISK MANAGEMENT &
INSURANCE CONSORTIUM (IUC-RMIC)
COST SUMMARY FOR YOUNGSTOWN STATE UNIVERSITY**

Coverage	FY22	FY21	FY20	FY19
CASUALTY				
Administrative Fees	46,245	41,164	34,200	32,560
Loss Control/Consulting	15,703	18,406	21,184	19,764
Self-Insurance Pool (\$1M)	101,954	64,467	72,866	34,785
Excess Reinsurance Layer	202,064	130,198	106,066	89,947
Other Coverages				
Crime	7,075	7,212	6,890	4,689
Excess Social Engineering	4,471	4,250	0	0
Fiduciary	9,769	0	0	0
Foreign Liability	1,104	827	827	827
Special Accident	291	291	291	167
Medical Malpractice	13,824	14,719	7,428	6,861
ISOS	3,678	1,753	1,574	1703
Pollution	2,862	1,660	1,660	1,660
Cyber	57,176	15,000	15,000	14,920
CASUALTY TOTAL	466,216	292,406	267,986	207,883
PROPERTY				
Administrative Fees	7,079	6,517	6,336	7,389
Auto Physical Damage	4,521	7,460	5,969	6,353
Property Pool	46,057	26,948	22,401	19,885
Loss Control/Engineering	14,707	12,132	12,679	12,597
Excess Layers	246,925	152,011	108,850	105,809
Fine Arts, inc Library Values	9,396	434	425	0
Terrorism	5,687	9,817	0	0
PROPERTY TOTAL	334,372	215,319	156,660	152,033
PROGRAM TOTAL	800,588	507,725	424,646	359,916

BUILDING AND CONTENT REPLACEMENT VALUES

Location Name	Total Value	Location Name	Total Value
315 Elm St	580,000	Melnick Hall	3,354,000
Andrews Recreation Center	18,875,266	Meshel Hall	25,259,553
Beeghly College of Education	29,144,884	Moser Hall	44,728,085
Beeghly Center	40,618,516	MVICC	5,607,000
Bliss Hall	54,415,242	Parking Deck M-30	25,681,975
Bookstore/Barnes & Noble	5,000,000	Parking Deck M-60	14,182,370
Cafaro House	16,743,268	Phelps Building	4,801,000
Central Utility Building	10,872,293	Pollock House	4,430,000
Chemical Management	4,089,000	Salata Complex	8,414,185
Chilled Water Storage	2,588,000	Smith Hall	435,000
Christman Dining Hall	4,250,000	Stambaugh Stadium	55,147,138
Clingan Waddell	2,022,000	Stavich Family Bridge	1,896,000
Coffelt Hall	1,213,000	Substation	7,648,000
Courtyard Apartments	24,605,337	Sweeney Hall	2,001,000
Cushwa Hall	57,058,020	Tod Hall	17,427,215
DeBartolo Hall	29,367,396	Track Storage	459,000
Fedor Hall	12,309,754	Veterans Center	1,213,000
Fok Hall	1,037,000	Ward Beecher Hall	64,611,624
Garfield	3,371,000	WATTS	16,498,892
Jones Hall	14,515,305	Weller House	2,416,000
Kilcawley Center	39,729,618	Westinghouse	4,127,000
Kilcawley House	9,472,000	Wick House	2,207,000
Lincoln Building	16,109,751	Williamson Hall	35,757,778
Lyden House	14,341,634		
Maag Library	137,753,661		
McDonough Museum	4,782,350	Total	Update from SOV

ASSIGNMENT OF UNIVERSITY VEHICLES

Department	Autos	Trucks	Vans	Other	Total
Athletics			2	6	8
Campus Recreation				3	3
Electronic Maintenance				3	3
Facilities	1	2	8	3	14
Grounds	2	8		16	26
Housing/Facilities		1	2		3
Janitorial Services	1	1		1	3
Kilcawley Center				1	1
Mail Room	1		1	1	3
Motor Pool	3		5	2	10
Movers			1		1
Parking Services	2	6			8
Police	15	1		4	20
President's Office				1	1
Procurement Services			1		1
Recycling		2			2
Rich Center			1		1
STEM	1			2	3
Telephone Services	2		1		3
Total	28	23	22	39	114

NON-IUC INSURANCE SUMMARY

Coverage	Underwriter	FY 21	FY 20	FY 19
Workers' Compensation Per \$100 in payroll	State of Ohio	0.3735	0.1691	0.2234
Fine Art Museum	Willis	3,515	3,515	3,380
Business Travel Insurance	Zurich	1,819	1,819	1,819
Intercollegiate Sports	Fidelity	169,000	161,500	156,000
Intercollegiate Lifetime Catastrophic Injury	Lincoln National Life	Paid by NCAA	Paid by NCAA	Paid by NCAA

EMPLOYEE INSURANCE SUMMARY

Coverage	Underwriter	FY 21	FY 20	FY 19
Unemployment Compensation	State of Ohio			74,558
Super Med Plus	Medical Mutual	11,777,828	12,892,553	11,242,087
Stop Loss Premium		121,965	107,759	1,145,352
Dental	Delta Dental	666,555	633,200	658,841
Vision	National Vision	62,777	73,894	73,901
Rx	Medical Mutual	2,715,781	3,252,229	3,851,721
Administrative Fees	Medical Mutual	433,968	511,020	495,384
Employee Life ¹ Rate per \$1000	Unum	.131	.131	.112
Long Term Disability ¹ Rate per \$1000	Minnesota Life	.105	.105	.152
Total				17,541,844

¹not included in total

APPENDIX

Governance Committee

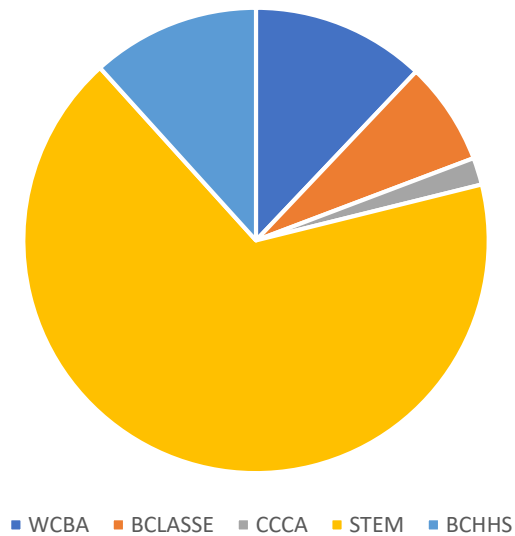
DRAFT – FOR COMMENT

*Plan for Strategic Actions to Take Charge of Our Future: Internationalization Strategy
Evolving a Global Perspective Consciousness in the Context of Diversity, Equity, and Inclusion*

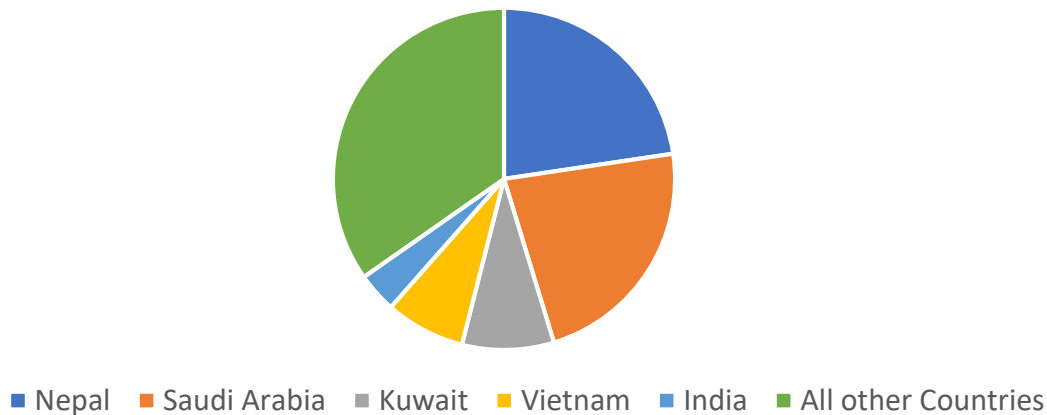
I. Introduction

The earliest evidence of YSU’s international engagement can be traced to 1959 when the institution reported that 22 students from India were enrolled and studying in the engineering program (Skardon, 1983). Since that point, a variety of factors, strategic and otherwise, produced a slow, yet steady growth in international enrollments so that by Fall 2020, YSU reported 265 international undergraduate students enrolled in 60 different majors from 59 different countries.

F20 International Students - By College

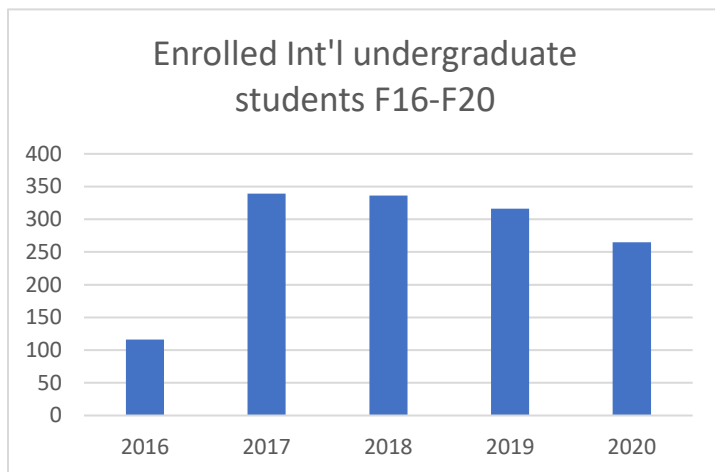


F20 Int'l Students - Citizenship



DRAFT – FOR COMMENT

*Plan for Strategic Actions to Take Charge of Our Future: Internationalization Strategy
Evolving a Global Perspective Consciousness in the Context of Diversity, Equity, and Inclusion*



YSU's growth occurred as international enrollments increased across the U.S. While it is true that the burgeoning international enrollments at institutions were driven by larger market forces, many institutions embraced the influx of international students, recognizing that "we no longer can think in terms of living in a world in which we can or should avoid learning, meeting, and living with others with very different and potentially conflicting cultural backgrounds, habits, perspectives, customs, religious beliefs and aspirations" (Zakria, 1). The increases in international enrollment across institutional types over the last 20 years is also consonant with the

United States' national strategy for international enrollment, enunciated by the Department of Education's 2018 report, *Succeeding Globally through International Education and Engagement* (US Department of Education International Strategy, 2018). The U.S. national strategy affirms that increased international enrollments at American universities advances U.S. international interests by:

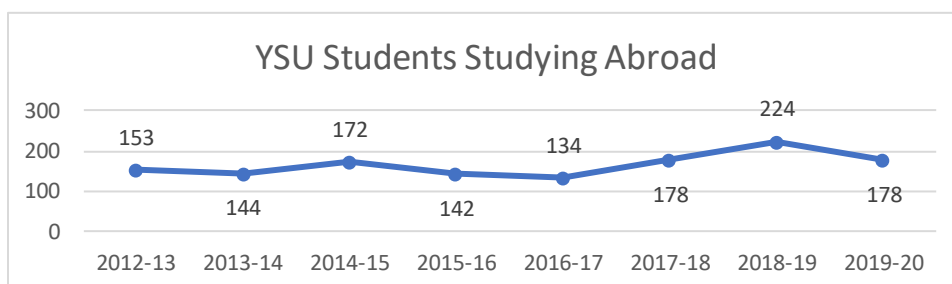
1. Increasing American students' global and cultural competencies;
2. Strengthening U.S. higher education through our interactions with other countries; and
3. Engaging in active education diplomacy to advance U.S. international priorities.

Complementing the growth of international enrollment, YSU has also witnessed a slight increase in the overall number of YSU students traveling to study outside of the United States on Study Abroad programs. The incorporation of an international experience into a YSU degree program is a value-added proposition that enhances the cross-cultural exposure that students have while attending YSU. Giving students such an experience is in-line with the above-cited US national strategy for international education, as an overseas experience assists American students in more fully engaging with those who are culturally different by facilitating a sense of "**perspective consciousness**" in study abroad participants (Trilokekar and Kukar, 2011).

Perspective consciousness refers to the awareness that one's beliefs, views and values represent a perspective on the world that are not necessarily shared by others. Perspective consciousness, therefore, is in many ways a prerequisite for the creation of a more diverse, more equitable and more inclusive educational environment. Research has demonstrated that overseas educational experiences are instrumental in developing such an understanding (Trilokekar and Kukar, 2011; Maharaja, 2018; Byker and Putman, 2019). In a typical year, 1-2% of YSU students study abroad.

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Study Abroad Participation by Academic Year:

Academic Year	YSU Students Studying Abroad	YSU Total Enrollment	Percentage of Total Enrolled who studied abroad
2012-2013	153	13,813	1.1%
2013-2014	144	13,381	1%
2014-2015	172	12,551	1.4%
2015-2016	142	12,471	1.1%
2016-2017	134	12,756	1%
2017-2018	178	12,644	1.4%
2018-2019	224	12,696	1.7%
2019-2020	178	12,155	1.4%
2020-2021	0	11,788	0%

II. Internationalization and *Taking Charge of Our Future*

In June 2020, YSU’s Board of Trustees approved by [Resolution](#) the “[Plan for Strategic Actions to Take Charge of Our Future.](#)” *The Plan* identifies the Goal to “[develop a recruitment and enrollment strategy that aligns with a completion strategy](#)” with an accompanying Strategy to “develop and enhance partnerships and collaboration agreements with international universities”. The increase of international collaboration through partnerships and international dialogue is a larger trend across higher education as universities seek to increase their students’ exposure to different ways of thinking, knowing and living. “This context has repositioned international affiliations as both key strategy and core philosophy for internationalization” (Sutton, Egginton & Favela, 2012). Recognized models for the development of international partnerships exist (Sutton & Obst, 2011). Successful collaboration tends to produce mutual benefits for both sides of the partnership. Benefits may include the enhancement of cross-cultural educational opportunities, sharing of resources, enhanced overseas branding, overseas faculty development opportunities, as well as opportunities to realize additional net revenue through joint programs. YSU’s international agreements will continue to draw from best-practices that create those mutual benefits.

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*Plan for Strategic Actions to Take Charge of Our Future: Internationalization Strategy
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As evidenced by [The Plan's statement](#) that concerns for human dignity, guided by “integrity, mutual respect, collegiality, equity and inclusion” guides YSU’s values; the ability to understand cultures and appreciate values outside of one’s home culture is a disposition that is necessary in developing such an understanding and appreciation that can be cultivated through intentional opportunities during a traditional undergraduate college program. One key ingredient in assisting students in acquiring these cross-cultural dispositions is by creating a diverse campus culture, with various nationalities, viewpoints and cultures represented (Brustein, 2007).

YSU aspires to create an environment where students can become globally competent through living, studying and interacting with others from various cultural backgrounds. YSU also aspires to offer programs which allow students to access transformative overseas educational opportunities. The international strategy, therefore, is by necessity, a two-way strategy that recognizes the educational value of both the enrollment of international students as well as YSU students pursuing international experiences as part of their degree (commonly referred to as Study Abroad). Given these aspirations, YSU will optimize the potential for a stable and diverse international enrollment that is a percentage of YSU’s total enrollment. The institution will also support a variety of dynamic intercultural experiences. This YSU Internationalization Plan models several different enrollment and study abroad scenarios

While campus-wide cultural diversity through international enrollment is a primary goal, it is an aspiration that requires careful planning in the current global environment. In Fall 2020, the Institute for International Education reported that *new* international enrollments in US institutions had declined by 0.6% during the 2019-2020 – the fourth straight year of declines. At the same time, the total number of *all* international students (new and continuing) studying in America also declined for the second year in a row. Within this larger data set, the numbers of students in the U.S. from countries that contributed to international enrollment in the US overall fell precipitously in 2019-2020. Students from China fell by -0.8% and the number of students from India fell by -4.0%. More precipitous declines were recorded for students from the major originating countries of South Korea (-4.7%) and Saudi Arabia (-16.5%) (Martel, Baer, Andrejko & Mason, 2020).

Changes in international enrollment in the US that can occur under otherwise normal (non-COVID related circumstances) requires that the institution carefully determine both the appropriate level of international enrollment to meet the objectives of *The Plan*, while also considering the appropriate level of scholarship and related resources to enable the institution to meet the international enrollment goals which are set. It is an open question whether the overall data represent a perpetual receding tide as opposed to the absolute low-water mark that will precede a period of future sustained growth. It is also unknown how COVID might continue to influence enrollment, particularly from countries with low vaccination rates, and how U.S. education-related immigration policies might influence overall international enrollments in higher education. Any Internationalization Plan adopted by YSU will need to carefully consider these factors and adjust strategic actions appropriately and responsibly.

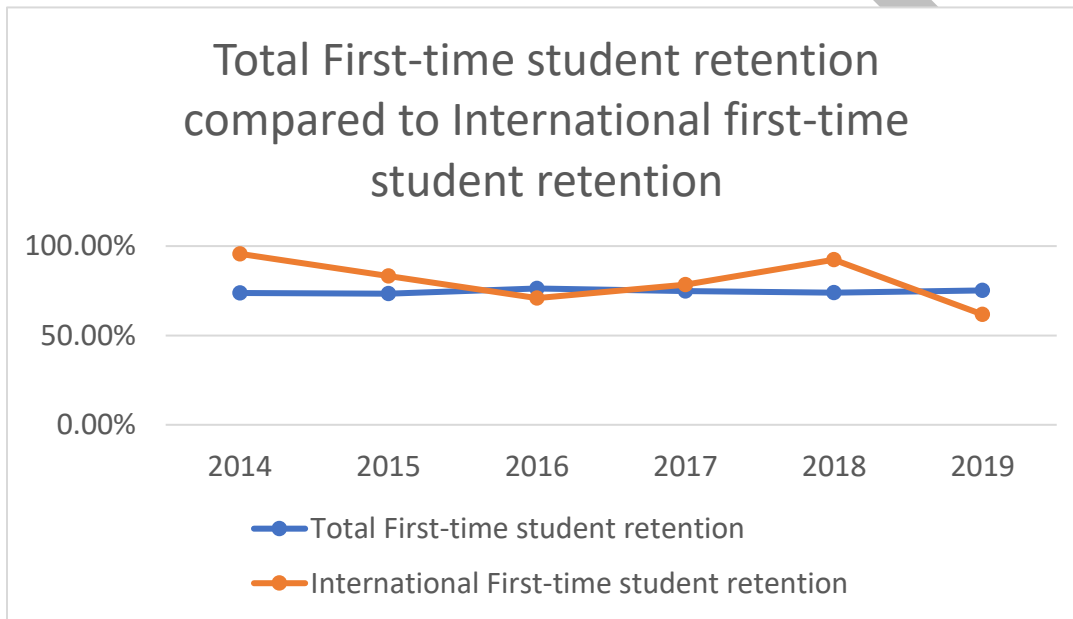
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The Plan also sets out to “create a Culture of Assessment that Assures the Quality of Academic Program Majors, Minors, and Other Credentials.” As a part of YSU’s institutional assessment, the National Survey for Student Engagement (NSSE) found that YSU students scored below peer universities on items associated with “understanding people from other backgrounds.” As a part of the strategy to utilize institutional data to further student success, measuring international student outcomes, including persistence and graduation, are key. Simply put, the institution’s efforts to imbue an understanding of people from other backgrounds is intertwined with academic success efforts related to the enrollment and success of international students. The effort to increase cross-cultural understanding is also facilitated by global experiences situated within the YSU curriculum. The YSU global strategy will embody the Goals and Strategies associated with the *Plan for Strategic Actions to Take Charge of Our Future*.

III. International Retention, Persistence & Success

Historically, YSU’s international retention has been favorably comparable with domestic student retention. The following chart demonstrates Fall-to-Fall Retention. First-time international students entering in Fall 2019 retained at a slightly lower rate when compared to previous cohorts due to factors related to the COVID-19 pandemic.



An additional way to view historical international student success measures is to compare the institutional persistence data for international cohorts compared to the total student cohorts. Historically, international students have persisted towards a degree at relatively higher rates than the total student body. There were 12 entering Freshmen cohorts between Fall

2008 -2019. During those years, 10 of the international cohorts had a Freshmen to Sophomore retention at rates exceeding the general student body. Additionally, 11 of these cohorts saw 4-year student persistence rates which were higher than the general student body. The full-data set demonstrating international 6-year persistence as compared to overall student 6-year persistence can be found in this document’s **Appendix**.

IV. Rationale and Framework for Engaging in Specific Countries and Regions

While developing an appreciation for global cultures requires a significant undergraduate international enrollment; it is necessary to simultaneously balance natural market forces in terms of global student

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movement with the imperative to maintain a diverse international population. Therefore, YSU aspires to enroll a diverse number of international students to create and maintain the conditions necessary for students to develop an appreciation for a wide range of cultural backgrounds. This Section attempts to define the market conditions under which YSU will enroll international students. This Section also captures the geographic scope of current originating countries and the countries and regions of the world from which YSU intends to enroll students.

As the world emerges from the COVID-19 pandemic, it is imperative that the future of the international enrollment plan be informed by forecasted economic trends as well as historical data. The World Bank has forecasted that the global economy is expected to rebound in 2022 with a 4.4% growth rate worldwide (World Bank, 2021). While a 4.4% growth rate is modest, there are opportunities within specific global economies that suggest emerging trends. While it is expected that developed country economies will rebound faster than developing country economies, there are still global areas where post-pandemic economic growth portends a growing middle class and the related desire and ability to afford a U.S. higher education.

The alignment of potential students to the University's academic programs is another consideration. Currently, 67% of international students are enrolled at YSU are in the STEM College – the majority of whom are engineering majors. This fact is demonstrative of the overall trend in international enrollment. Over the last decade, STEM programs at U.S. universities have proven to be the most popular for international students due to the US government-created opportunity for engineering students to complete a three-year paid internship upon completion of the degree (Institute for Int'l Education, 2020). Overall, STEM programs and Business programs are the most sought majors by international students, with smaller numbers seeking programs in the Social Sciences, the Arts, Education and Health-related fields. While overall demand for STEM programs are the greatest, international students are not monolithic in motivations. Certainly, there are modest opportunities to enroll international students in the fine arts or history, for example; however international students seeking these types of programs are the exception rather than the rule.

Beyond forecasted market-conditions, there may be unforeseen opportunities that arise which YSU can realize. Such opportunities could include foreign government / NGO scholarship programs which present a specific enrollment opportunity thereby, beyond the enrollment strategy, that could further enhance the success of YSU's International Strategy.

Given these perspectives linked to a YSU Internationalization Plan, the following "market" types have been identified as illustrated below.

Market Type Definitions:

Natural/Core Markets: Countries from which YSU has had history recruiting and enrolling Students

Institution-Specific Markets: Countries/regions with factors specific to YSU where it is important to maintain a recruitment and enrollment stance in order to maintain/create opportunities in study abroad, English Language Institute, and institutional relations

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Emerging Markets: Countries/regions that YSU has begun to actively develop where Institute for International Education, and Gray Associates trend data and YSU recruitment data suggest further enrollment gains over the next 2-5 years can be developed

Future Markets: Countries/regions where YSU has not had an intentional recruitment footprint, but for reasons pertaining to market prospects, including those identified by Institute for International Education and the World Bank, as well as for reasons pertaining to diversity, will develop recruitment plans

Given the marketing perspectives identified above, the following are regions of the world identified to align with a YSU Internationalization Plan.

Natural / Core Markets	Institution-Specific Markets	Emerging Markets	Future Markets
Saudi Arabia REGION: Middle East	Japan REGION: East Asia	Sri Lanka Region: South Asia	Region: Central Asia
Nepal, India REGION: South Asia	Thailand REGION: East Asia	Central America REGION: North, Central America & Caribbean	East Africa REGION: Africa
Canada REGION: North, Central & Caribbean	Western Europe REGION: Europe	Korea	REGION: Oceania
Vietnam REGION: East Asia	Jordan	Colombia REGION: South America	UAE/Oman/Yemen REGION: Middle East
Bahamas REGION: North, Central America & Caribbean	Taiwan REGION: East Asia	Brazil REGION: South America	Higher growth South American markets (Paraguay, Guyana) REGION: South America
West Africa (Sierra Leone, Nigeria, Niger) REGION: Africa	China REGION: East Asia		Russia REGION: Europe

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The Relationship of international diversity to market-type

While “Market-type” is simply a snapshot in time, diversity is a goal that transcends the way things currently stand, looking forward to a goal of bringing elements of many different global cultures to YSU. Within each incoming undergraduate class, YSU will align recruitment, admission and scholarship awarding procedures in such a way that about 3% to 4% of the student body each year will be represented from the following world regions. The world regions are:

1. North/Central America & the Caribbean
2. South America
3. Europe
4. Africa
5. South Asia
6. Central Asia
7. Middle East
8. East Asia
9. Oceania

V. Strategic Components of Enrollment

Different recruitment inputs and investments are necessary to achieve both an overall international enrollment as well as to balance diversity amongst different countries and regions. This section illustrates the strategies that the institution will employ to meet the stated goals.

English Language Institute (ELI)

The ELI provides a gateway by which students who lack the necessary English proficiency for college, can complete a preparatory intensive English curriculum, allowing them to matriculate to YSU and study towards degree completion. These students “discover” YSU through their own means, are willing to pay the full costs of ELI programs, and over 80% matriculate into YSU academic programs where the typical student would pay full or slightly discounted tuition.

The objective will be to have a minimum of 20 students in this self-funded program annually.

Memoranda of Understanding (MOUs)

YSU has signed MOUs with institutional partners in different countries. MOUs are a key way to enroll students on J-1 visas, helping to meet overall enrollment and diversity goals. MOUs also occasionally present positive student and financial opportunities for initiatives that are not explicitly enrollment related. Such initiatives could include Joint-Programs, Articulation Agreements, Overseas Program Centers, Study Abroad Agreements, and cooperative research arrangements.

YSU’s Joint Program in Electrical Engineering with Jilin Architecture University (JLJU Program) is an example of one such program. Collaborations like the JLJU Program are desirable because they can produce a combination of international student enrollment as well as external revenue which can support YSU’s academic programs.

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*Plan for Strategic Actions to Take Charge of Our Future: Internationalization Strategy
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YSU partners with a number of government and NGOs which sponsor students to study at YSU. Currently YSU's main partners include Saudi Arabia, Kuwait and Japan. In certain instances, YSU may choose to grant a small reduction in fees in order to facilitate the enrollment and retention of these students. YSU aspires to develop other similar relationships with government and NGO partners. The maintenance and development of these sponsored scholarship programs will be a priority for international enrollment efforts in the future.

Commissioned Agency Agreements

YSU has agreements with commissioned agencies in many different countries to facilitate the enrollment of students. YSU's Agency Agreements commit to paying the respective agent a \$2,000 flat fee commission for each student who enrolls and pays tuition if the student was referred and applied through an agency. Agency agreements allow YSU to cast a wider recruitment net than would otherwise be possible. The student must persist through two-semesters and fully pay the tuition and fees due for those semesters for the commissioned agent to be eligible for a \$2,000 payment.

Overseas Country Representatives

YSU currently has Independent Contractor Agreements with two individuals who serve in the capacity of regional YSU Country Representatives. One individual is responsible for Vietnam and one for Nepal and India. These individuals are a key factor in past enrollment growth from these regions. These individuals are not commissioned, rather they are contracted for a set-amount each fiscal year. The terms of the contact range from \$13,000-\$24,000 per year. Additionally, representatives are reimbursed anywhere from \$3,000-\$5,000 for travel expenses.

Recruitment and Digital Marketing

In order to meet enrollment and diversity targets, digital marketing and recruitment is necessary. YSU participates in events arranged by schools, universities, the U.S. government and foreign governments to further establish YSU's brand and facilitate the enrollment of international students. YSU has an integrated approach to digital marketing which establishes the institution's online presence in different world regions.

The International Programs Office works in tandem with YSU's Marketing & Communications Office to ensure that appropriate outreach and branding is completed in advance of in-person recruitment. This maximizes the institution's impact when recruiting in a specific market. The return-on-investment for recruitment initiatives has been collected historically and paired to ensuing recruitment cycles. This data is analyzed and ensuing decisions ensure that YSU's future recruitment & marketing efforts are optimized according to their alignment with the Internationalization Plan as well as return-on-investment. For International enrollment, the diversity aspect of an incoming class is also an important part of a "return-on-investment."

Study Abroad and Global Experiences

The ability to build successful international collaborations rests on the creation of "win-win", mutually beneficial outcomes for the collaborating institutions. One recognized way of creating positive outcomes for our partner universities is to center YSU's global experiences and study abroad on a focused number of overseas partners via the creation of Student Exchange Agreements. This focus in sending activity assists YSU's students and our strategic direction by creating synergies that assist YSU meet enrollment objectives via the

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enrollment of J-1 students. This focused effort also creates more opportunities for American students to have low-cost global experiences. YSU will prioritize sending students on these low-cost experiences which will be representative of each of the world regions described above. YSU will also collaborate with the YSU Foundation, when possible, to identify philanthropic opportunities that support YSU students in acquiring a global experience.

Student Exchange Agreements should have close to an overall “zero” net cost as YSU students pay tuition to YSU and, instead study at an overseas partner university; that YSU student’s enrollment is then replaced by a student from the overseas partner who does not pay YSU tuition. Currently, YSU has nine Exchange Agreements in existence in the following locations:

- The Netherlands
- Belgium
- Finland
- South Korea (2)
- Taiwan
- Japan (3)

The existing agreements are continuously reviewed to ensure that they are a fit for student demand. The institutions on both sides cooperate so that gross imbalances do not exist. Geographically speaking, there is student demand to study for a semester in the following locations which are not covered by Student Exchange Agreements: France, Spain, Italy and Thailand. In the future, YSU aspires to offer Student Exchanges with institutions in these locations to better enable students to study overseas as part of their YSU experience.

VI. Enrollment Target and Scholarships

The Plan establishes several goals and related strategies that necessitate clearly defining the scope of the investment in scholarships for international enrollment and study abroad. These include the following:

- Goal: Develop a recruitment and enrollment strategy
 - Related Strategy: Develop and enhance partnerships and collaboration agreements with international universities
- Goal: Establish universal learning outcomes to enhance the value of a YSU degree
 - Related Strategy: Develop a plan to integrate Diversity, Equity and Inclusion throughout the University
- Goal: YSU will be recognized as a community engaged campus
 - Related Strategy: Establish community engagement and experiential learning as key components of the YSU educational experience

While it is known that study abroad and international enrollment assists in driving overall enrollment numbers while diversifying YSU and creating the kinds of experiential learning that differentiate the YSU educational experience; the identification of the number of overall international students enrolled which will effectively create the opportunity for having a diverse campus experience, can assist in identifying the overall investment needed.

The lived-experience at YSU over the last five-years has demonstrated that between 300-400 international undergraduates enrolled can create the type of rich cultural experiences that have a formative and positive impact on

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the institution and the community. In order to reach and maintain a stable international undergraduate enrollment of 300-400, it is important to consider the investment required to reach these enrollment objectives.

To achieve this objective a merit-based scholarship strategy will be implemented in collaboration with the Office of Admissions and Student Financial Aid and other University offices as needed. Implementation will be reflected in future University Budget proposals and yearly reconciliations as appropriate.

International Enrollment Objectives

YSU will be guided by the following goals within either of the preceding scenarios:

- Objective 1: International enrollment in each class should represent a diversity of global cultures in order to maximize the benefit to students and the community. The diversity objective will be guided by the principles stated in Section IV of this Plan.
- Objective 2: International students who are eligible for Honor's College Scholarships will be a point of focus, as retention and success data in prior years suggests these students can be especially successful, retaining and succeeding at comparatively higher rates to the general student population.
- Objective 3: Government/NGO-Sponsored students are a point of focus, as these students are well-supported by their governments and require little to no institutional scholarship investment.
- Objective 4: Student Exchange Agreements are a particular area of focus because they allow domestic students to have signature overseas experiences as part of their YSU degree while assisting in diversifying the YSU campus through virtue of the two-way exchange.
- Objective 5: The development of a network of international partner institutions is an area of focus as this network will enhance the opportunities for enrollment and revenue-related joint projects in the future. The development of partner institutions require the development of related institutional agreements.
- Objective 6: The per-year enrollment goal and scholarship target is an approximate guide for an attainable international enrollment scenario. In a typical year, there may be positive enrollment opportunities that will arise. In order to realize these opportunities as they occur, regular reports will be given as they relate to international admission numbers and scholarship offers.

Study Abroad: Call to Action

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Given that *The Plan* aspires that YSU incorporates diversity, equity and inclusion in its values and activities; the following goals will guide Study Abroad activities:

- Objective 6: An effort will be made to assess the development of Perspective Consciousness by participants in YSU study abroad programs. The International Programs Office will administer a survey instrument as part of each student's post-return protocol that will give the institution actionable data in terms of the quality of each program in facilitating the development of Perspective Consciousness.
- Objective 7: Particular attention will be made toward the identification and creation of low-cost study abroad opportunities in order to increase access and diversity in overseas programs.
- Objective 8: In order to better align student demand with institutional offerings, YSU should develop Student Exchange Agreements with appropriate higher education partners in France, Spain, Italy, Thailand and other countries as needed. A maximum of 15 well-balanced Student Exchange Agreements should be sufficient to provide students with choice and access for semester-based study.
- Objective 10: A particular effort will be made to send YSU Study Abroad students to quality overseas programs where there is some synergistic benefit for the institution (i.e. Student Exchange Agreement partners) over programs of similar quality where no synergies exist.
- Objective 11: Each student at YSU will have the opportunity to choose to study abroad within their 4-year plan regardless of major. YSU's Study Abroad Office will work with the academic programs to identify a Study Abroad strategy and pathway for each academic program to ensure an institution-wide ability to study abroad.

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APPENDIX

International Student Persistence through 6 Years After Entrance

GREEN HIGHLIGHT – Denotes higher persistence as compared to Total Student Persistence

Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	60.00%	60.00%	60.00%	60.00%	60.00%	60.00%	60.00%
2009	54.55%	45.45%	54.55%	54.54%	54.54%	63.64%	63.64%
2010	71.43%	71.43%	71.43%	71.43%	71.43%	71.43%	71.43%
2011	100.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%
2012	81.82%	72.73%	72.73%	63.63%	63.63%	63.63%	63.63%
2013	70.00%	70.00%	70.00%	70.00%	70.00%	60.00%	60.00%
2014	95.24%	85.71%	80.95%	76.19%	76.19%	76.19%	
2015	85.71%	76.19%	71.42%	71.42%	66.66%		
2016	68.18%	59.09%	50.00%	50.00%			
2017	78.69%	67.21%	61.48%				
2018	92.45%	84.91%					
2019	62.50%						

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Total Student Persistence through 6 Years After Entrance

Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	70.95%	56.05%	50.27%	45.89%	43.36%	41.53%	40.98%
2009	69.23%	53.30%	45.97%	43.90%	40.86%	38.46%	38.19%
2010	65.05%	49.41%	43.69%	40.48%	38.47%	38.06%	36.91%
2011	69.20%	55.38%	48.94%	43.82%	42.72%	40.41%	39.60%
2012	68.81%	54.86%	49.13%	46.76%	44.27%	43.13%	42.71%
2013	69.48%	57.26%	51.45%	48.66%	45.70%	45.10%	44.35%
2014	74.63%	63.45%	57.89%	53.80%	51.82%	51.12%	
2015	73.84%	62.50%	56.25%	52.02%	49.66%		
2016	75.84%	63.47%	57.21%	54.05%			
2017	75.04%	65.31%	59.80%				
2018	74.40%	62.80%					
2019	75.90%						

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Plan for Strategic Actions to Take Charge of Our Future: International Support Plan to optimize Diversity, Retention and Academic Success

I. Introduction

Whereas Youngstown State University has aspired to international diversity, driven by specific recruitment, enrollment, study abroad and scholarship strategies; there is a concurrent necessity to adequately plan for the support of an increased number of international students enrolled at YSU. International students are uniquely situated within the University’s support services – On the one hand, international students may, just as any other student, avail themselves of the wide array of supportive services and facilities that is offered at the University. Such facilities may include tutoring and academic support, residential, recreational and other university resources. On the other hand, international students are a population with characteristics that require specialized support services to fully integrate, retain and succeed at YSU. The types of support that is required is different at the various stages of a student’s journey towards a YSU degree. This plan describes these stages and captures the areas which must be enhanced to support the planned increase in international enrollment at YSU. While the International Programs Office (IPO) is tasked with coordinating the provision of many of these services, collaborative cooperation amongst various institutional areas is essential to retain international students to support their academic progress and graduation. Clearly, student success requires teamwork.

II. Pre-Arrival Services (Admission to Arrival)

The period between an applicant’s admission to the University and the future student’s arrival at YSU presents an opportunity to prepare the student for success in attaining a visa and planning for the transition to studying at YSU and for the transition to living in Northeast Ohio. The elements which make up Pre-Arrival Services include the following.

Visa Interview / Immigration Preparation & Support

After YSU issues the Form I-20, there is a brief window to ensure that admitted applicants are well-prepared for immigration processes, including the visa interview. To meet the goals established in the international enrollment plan, IPO staff should conduct weekly visa prep sessions during the months of October, November and December and again in May, June and July. These sessions will advise students on how to prepare for a visa interview at the US Embassy including necessary documentation, typical visa interview questions and appropriate responses, and establishing an intent to return to the student’s home country. Students will also have the opportunity to clarify and ask questions pertaining to the visa process. This effort should increase the enrollment yield for future intakes.

Published/Maintained Pre-Arrival Guide

Once students obtain an F-1 visa from an overseas consulate or embassy, YSU has an opportunity to begin educating the student about life in Youngstown, University protocols and generally preparing them for seamless social and academic transitions. A Pre-Arrival guide will be written and maintained. In order to positively impact the Fall 2022 entering class, such a Pre-Arrival guide should be completed by May 1, 2022. It should then be updated in October and May of each year to capture changes in information. Dedicated support is required to produce and maintain this Pre-Arrival resource. Within IPO, the International Student & Scholar Services area is the appropriate office to coordinate, update and publish this information.

Pre-Advising: College & Program Introductions

After admitted applicants are granted a visa, IPO has an opportunity to coordinate the initial academic advising of students (including performing any necessary placement testing). IPO will coordinate with the various academic units to conduct a pre-arrival academic advising session with incoming students for each College. This allows students to meet with their advisor to learn about course placements and schedules, and to gain clarity on the policies and procedures governing their upcoming academic careers at YSU.

It is anticipated the pre-advising sessions will allow students to begin the process of establishing a relationship with their advisors and a sense of belonging at YSU. Pre-advising is also important for international students because it ensures that students are registering for appropriate courses in a timeline that will present them with scheduling options to promote their academic success.

Housing

While it is a strong recommendation that every incoming international student reside in YSU-University Housing, currently there are market forces that make this objective difficult to realize. The availability of affordable and quality housing is a potentially limiting factor to attaining the international enrollment goals implemented by YSU.

Currently, the majority of international students enrolled at YSU rent apartments in the off-campus neighborhoods immediately North of the YSU campus (commonly known as the “state streets”). At the present time, these rentals are at full capacity with a total international enrollment of ~350. To attain international enrollment growth to roughly 600 international students enrolled in 2025 quality and affordable housing for approximately 250 students is necessary over four years (the equivalent of additional housing for approximately 60 students per year).

Based on survey and interview data, the majority of international students are willing to pay \$400-\$450 per month (per person) to secure housing in Youngstown. The majority of

international students strongly prefer to cook their own food and avoid University meal plans for economic, cultural and religious reasons. Given this information, some combination of the following strategic options must be explored:

1. *Coordinate transportation to and from existing off-campus housing*
2. *On-campus housing that is affordable (without a meal-plan?)*
3. *Off campus housing (master lease possible?)*

Within the three options above, there also exists an educational opportunity which should not be lost. By virtue of creating a more diverse student body at YSU, domestic students are able to benefit and attain a deeper appreciation for global cultural, religious and ethnic diversity. Therefore, the better integrated international students can become within the campus community, the more successful will be the institutional efforts to foster cross-cultural understanding, tolerance, diversity, equity and inclusion.

III. Orientation

Orientation Program

YSU has provided an orientation of increasing quality over time that has added value by providing a thorough introduction to YSU so that incoming students feel a sense of connectedness and belonging on campus. International orientation should accommodate the following elements:

1. *Airport arrival & transit to YSU*
2. *Orientation and training of Peer Leaders*
3. *Orientation program that includes hospitality*
4. *Significant academic and advisement touchpoints*

As orientation is the first-point-of-contact for incoming international students, it is a first-touch and a first-impression opportunity. If the institution onboards international students well, YSU stands a much greater chance of retaining them. Beginning in Fall 2022, an Orientation Program will be implemented that attends to the above elements. Given the parameters of the International Enrollment Plan, YSU must be prepared to intake 200 international students each August and 100 international students each January.

IV. International Students & the Office of Academic Affairs

Student Success

The academic advisors embedded in the Colleges are a group that is key to enabling academic success. It is important that academic advisors are knowledgeable, informed and updated about issues related to international students. Important areas for professional development include an awareness of how culture can mediate academic program decision-making, how international student sources of funding can impact academic advising for a successful academic program completion, the implications of maintaining F-1 immigration status for course scheduling and graduation, and how CRM Advise can be utilized to ensure international students who are struggling are identified and ultimately make progress towards graduation. The International Student & Scholars area within IPO will coordinate with the Associate Provost for Student Success in implementing regularly scheduled professional development of the academic advisors and other student support structures on campus, particularly the areas of student affairs and experience.

Initial placement testing and course scheduling helps to accurately gauge international students' prior knowledge to assure to the greatest extent possible they have an initial schedule that optimizes academic success. To seize this opportunity, it is necessary to have a close partnership between the international orientation work team and the Director of the Testing Center. The Testing Center has been evolving to include more remote assessment capabilities – which is a benefit to the effort to accurately place international students prior to their arrival at YSU while still in their originating country.

YSU offers a variety of academic support services to retain and graduate undergraduate students. These resources include the Math Assistance Center (MAC), the Academic Success Center (ASC), and the Writing Center. The Penguin Service Center plays a support role in terms of student success as well. Yet, there are sometimes cultural barriers that discourage students from reaching out and seeking academic help. It is important that international students are aware of these resources prior to arrival. Orientation is also an opportunity to reaffirm the value of these services. IPO will work to include the MAC, the ASC, the Writing Center and the Penguin Service Center within international student orientation. There may also be value in including IPO staff in the tutoring training which the various academic centers perform. IPO staff would then have an opportunity to discuss specific challenges confronting international students with the tutors who will be working with this population.

Diversity, Equity & Inclusion

The *Plan for Strategic Actions to Take Charge of Our Future* recognizes that diversity, equity and inclusion is a point of emphasis at YSU that is central to the institutional mission. The International Enrollment Plan supports the overall effort to diversify the campus, however,

supporting a student body that is increasingly diverse is an imperative to creating an equitable and inclusive culture.

While it is true that the enrollment of international students creates a unique learning opportunity for domestic students, the range of cultures, ethnicities, backgrounds and religions represents a unique opportunity to prepare various campus constituencies for these differences; to the end, YSU's campus climate is sensitive to the needs of these students. The International Programs Office will coordinate with the Office of Diversity, Equity & Inclusion to offer the following:

1. Opportunities for the development of cultural awareness
2. Programming of events that will educate and celebrate cultural difference
3. Programming designed to encourage the growth of inclusivity across global and domestic cultures

Documenting and Recognizing Academic Excellence

As YSU evolves, it is important that these changes are reflected in the institution's yearly reports submitted to various external agencies and media outlets such as the *US News & World Report*, The Institute for International Education's *Open Doors Report*, The *Princeton Review*, etc. Accurate reporting across the institution can serve to enhance the reputation of the institution as well as to increase the value proposition awareness of YSU. International students, for instance, will consider institutional ranking as an important factor in their initial decision to enroll and subsequently graduate from a U.S. institution. Comparatively speaking, institutional rank is believed to be given more weight in the college decision for prospective international students than for prospective domestic students. Therefore, accurate reporting supports the overall effort to enroll and retain a diverse student body.

Strategically, there may be ways to positively affect YSU's overall ranking. Given the importance of institutional ranking to the enrollment and retention of international students, it is important for the institution's submissions to be well-coordinated so that the quality and value of a YSU education is accurately represented.

V. Enrolled International Student Services

English Language Institute (ELI)

The English Language Institute is an English as a Second Language (ESL) program that has operated at YSU since 1996 as an Externally Funded Program. The ELI has promoted student success by giving hundreds of students the opportunity to remediate their English, after which they pursue a YSU degree.

The English Language Institute is important to the overall international enrollment and success strategy in that it allows YSU to enroll students from a wider range of countries and educational backgrounds than would otherwise be possible. Simply put, the ELI ensures that English language proficiency will not be a liability for any student who studies at YSU.

Immigration Services

Without full compliance with Department of Homeland Security (DHS) regulations, the ability of YSU to enroll international students would cease. YSU is approved by the Student Exchange Visitor Program (SEVP) to enroll international students on campus. This approval through SEVP requires adequate and timely reporting of various student data to DHS. YSU is recertified for SEVP approval every two years. In order to be recertified, YSU must demonstrate that students are maintaining immigration status and that YSU personnel are submitting all required reports. Therefore, our ability to enroll a diverse and academically successful international student body relies on IPO's ability to adequately advise students on immigration matters and submit reports to DHS in a timely manner.

In sum, the ability to remain in legal F-1 immigration status is a prerequisite of an international student's ability to study at YSU. To provide adequate immigration services, it will be necessary for IPO to expand the availability of Designated School Officials (DSO's) at YSU.

Student Service Support

IPO currently supports and advises a variety of international student organizations that help to support a vibrant cultural life on the University campus. The inclusion of international students within the total student affairs mission can also ensure international students' integration into YSU and foster a sense of belonging at the institution. In addition to cultural events, international students are well-served by assisting with needs that include:

Dependents – It is best-practice for institutions to develop specific programs targeted at dependents (spouses or children). While many programs for youth are offered at YSU during the summer months (especially), there has not been a focused effort at providing a program for spouses of F-1 students. Promoting the ELI is one important opportunity for dependents.

International Student Employment – International students are permitted to work on campus up to 20 hours per week during the academic year and over 20 hours per week during University breaks. Often international students experience difficulty in finding student work. To the extent that YSU can make the process of securing student work more transparent and seamless, finding student employment will assist in the retention of international students. International student employment adds value to

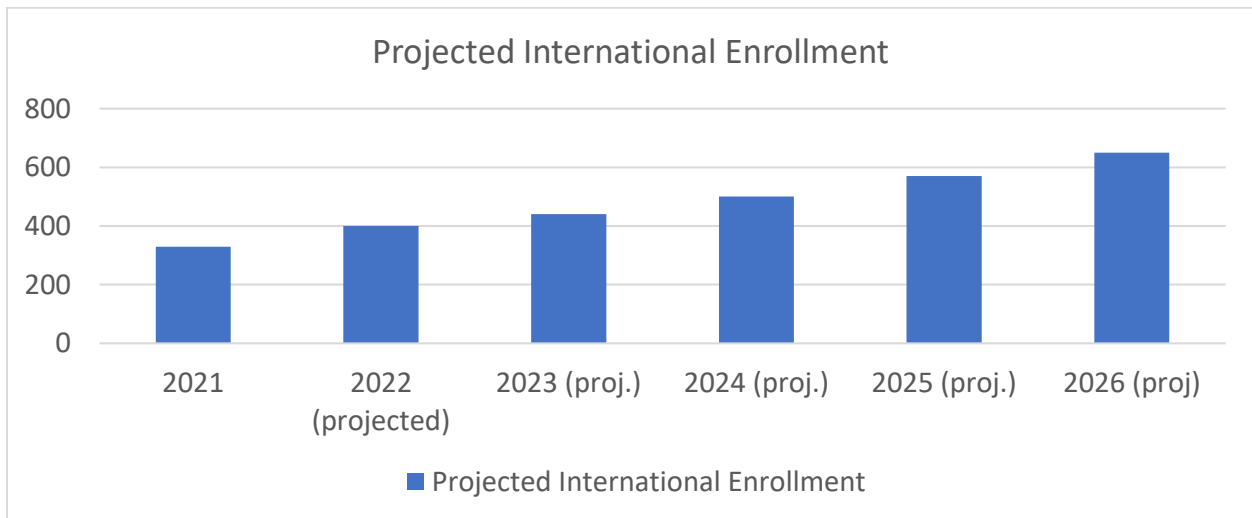
the YSU experience by diversifying the student workforce throughout campus.

The Jobs Location Development Program is supportive of the overall initiative to support international students through on-campus employment. Essentially this program will assist domestic students in locating professionally meaningful part-time work in the wider Youngstown area, thereby creating more employment opportunities on-campus. Strategies that will maximize the ability of international students to find on-campus employment will assist in their integration, retention and academic success.

Tax Services – International students must file a federal and state tax return each year they earn wages. YSU currently operates a free community-based tax service out of the Williamson College that international students have historically utilized. During the pandemic, IPO partnered with a tax service called Sprintax that was affordable and easy-for international students to-use. International students require expert help for how to file their US taxes, whether it be via an in-house effort or through a contracted service.

VI. Summary of Recommendations

The recommendations for evolving a supportive international environment are made within the context of projections contained in the International Enrollment Plan.



1. Increase collaboration between the areas of Student Services and IPO to effect greater awareness of best practices as they relate to culture, inclusion, and immigration status.
2. It is advisable that more than one or all of the housing options illustrated above under Section II are implemented to optimize the success of the international enrollment strategy as well as to ensure the international student success strategy.
3. Review and upgrade the international pre-arrival and orientation advising so that these are a foundation of academic success and integration to campus.



— Joint Statement of Principles in Support of International Education —

Reengaging the World to Make the United States Stronger at Home

A Renewed U.S. Commitment to International Education

SUMMARY

The United States cannot afford to be absent from the world stage: U.S. leadership and engagement makes an essential difference abroad, as well as at home. Indeed, in today's interconnected world, our foreign and domestic policies are inextricably intertwined in pursuit of a preeminent goal – improving the lives of the American people.

Many of our most pressing challenges are inherently global in scope and impact and can only be addressed by nations and individuals working together. From tackling pandemics and the climate crisis, to reducing economic disparities and building prosperity, to countering threats to democracy and maintaining peace – resolving these global challenges requires partnership and collaboration across borders. It is imperative that we continue to cooperate with our allies, invest in our relationships, and broaden our engagement worldwide.

The robust exchange of students, researchers, scholars, and educators, along with broader international education efforts between the United States and other countries, strengthens relationships between current and future leaders. These relationships are necessary to address shared challenges, enhance American prosperity, and contribute to global peace and security.

U.S. students, researchers, scholars, and educators benefit when they engage with peers from around the world, whether overseas or through international education at home. All Americans need to be equipped with global and cultural competencies to navigate the ever-changing landscapes of education, international business, scientific discovery and innovation, and the global economy. International education enhances cultural and linguistic diversity, and helps to develop cross-cultural communication skills, foreign language competencies, and enhanced self-awareness and understanding of diverse perspectives.



ACTION

We propose the following principles to guide our approach to international education. We recognize that the U.S. government has a unique role in international education because of its responsibility to the American people; its purview over foreign affairs, national security, and economic and border policy; its capacity to provide national and global leadership; and its role in affecting how the United States is perceived globally.

As U.S. federal agencies involved in different aspects of international education, we commit to undertaking actions to support a renewed focus on international education. We will seek to:

- Participate in a coordinated national approach to international education, including study in the United States by international students, researchers, and scholars; study abroad for Americans; international research collaboration; and the internationalization of U.S. campuses and classrooms.
- Emphasize the U.S. government's commitment to support key facets of international education, in partnership with U.S. higher education institutions, schools, state and local governments, non-governmental entities, the business community, and other stakeholders.
- Incorporate a strong focus on international education as part of the nation's recovery from the COVID-19 pandemic in order to build back better at home, maintain U.S. global leadership, and promote equitable access to the benefits of international education.
- Welcome international students, researchers, scholars, and educators to the United States in a safe and secure manner and encourage a diversity of participants, disciplines, and types of authorized schools and higher education institutions where they can choose to study, teach, or contribute to research.
- Encourage U.S. students, researchers, scholars, and educators who reflect the diversity of the U.S. population to pursue overseas study, internships, research, and other international experiences.
- Recognize the significant benefits that international students, researchers, scholars, and exchange alumni contribute to research, innovation, economic development, and job opportunities in many fields and sectors throughout the United States.
- Promote expanded access to international education, including through the use of technology where in-person experiences are not feasible, to connect U.S. students, researchers, scholars, and educators with their peers abroad.
- Implement policies, procedures, and protocols so as to facilitate international education and authorized practical experiences while promoting program integrity and protecting national security. Clearly communicate policy guidance and implement fair, efficient and transparent support processes while maintaining national security and upholding the law.
- Leverage existing international education programs and resources to create new opportunities to broaden access and underpin U.S. excellence and leadership.
- Foster increased cooperation among the federal government, the private sector, and educational institutions so as to maintain the integrity of federally-funded and protected intellectual property and research endeavors from undue foreign influence and unlawful acquisition.



CONTEXT AND RATIONALE

At several key points in U.S. history, prompted by urgent domestic and global developments, the nation has benefitted from strong U.S. government leadership in actively promoting international education and exchange. In the wake of World War II, Congress created the Fulbright Programs for international education and exchange. The launch of the Sputnik satellite by the then-Soviet Union in 1957 resulted in U.S. legislation that created model international programs in U.S. higher education. Just a few years later, President John F. Kennedy established the Peace Corps for U.S. volunteers to serve in developing nations. Over the past two decades, the 9/11 terrorist attacks, economic challenges, cybersecurity threats, migration crises, climate change, and the COVID-19 pandemic have brought into stark relief that we are at another critical juncture. It is vital to reinforce our people-to-people relationships around the globe and to strengthen the infrastructure and pathways that help prepare Americans in all sectors to engage with the world.

Enhancing National Security and the Economy

International education benefits the national security of the United States. It supports U.S. diplomacy by promoting people-to-people ties that create goodwill and mutual understanding, while also advancing the security of the American people. Our national security is bolstered when we lead with our strengths, where in a globally competitive environment the United States remains the partner of choice and the pacesetter in research and innovation, even as we mitigate risks from malign actors. Whether these people-to-people ties are formed by international students in the United States, U.S. students studying abroad, faculty efforts, university partnerships, virtual exchanges, or other forms of engagement, these activities strengthen our ability to build alliances and lasting relationships in government, business and trade, science, and innovation, as well as the arts and culture.

International education also contributes significantly to the U.S. economy, job creation, and innovation. The most immediate economic impact of international education derives from the presence of international students on U.S. campuses and in the surrounding communities. In 2020, international students contributed over \$39 billion to the U.S. economy, making U.S. education the nation's 6th largest services export, supporting an estimated 415,000 American jobs.

Benefitting American Students and Communities

International education and internationalization in academic offerings help American students understand the interdependence and interconnections within global systems. In addition, the presence of international students, researchers, and scholars on U.S. campuses enhances diversity, contributes to academic vibrancy, and fosters creativity and innovation in the sciences and the arts.

International education also provides insights about the global ramifications of local and national events. As a result, students develop their critical thinking skills and learn to draw conclusions that take a range of viewpoints into consideration. Exposing students to a diversity of thought and experiences is a hallmark of the U.S. education system. Students engaged in international experiences, like study abroad, develop additional socioemotional skills, including greater resiliency, an increased capacity to innovate, and the ability to deal with unfamiliar environments. This benefits students and enriches their communities and their campuses when they return.



Strengthening U.S. Higher Education

The U.S. higher education sector is among our most precious assets as a nation. Its scope, diversity and creativity are unmatched by any other higher education system worldwide. Additionally, U.S. campuses support faculty-student dialogue and the free expression of ideas, cultivating democratic values and active citizenship among U.S. and international students, creating a stronger nation, and building alliances with citizens of other countries.

The U.S. higher education system has had to demonstrate remarkable flexibility and resourcefulness in addressing the unique challenges of the pandemic, especially for international students in the United States and American students who were abroad during the outbreak. As the health crisis recedes, we need to restore and further strengthen the capacity of our higher education institutions, including their critical, ongoing role in the provision of international education and care of international students.

Supporting Research and Innovation – Our Competitive Edge

International students, researchers, scholars, and exchange alumni contribute to the long-term economic health and competitiveness of the U.S. economy. They make significant contributions to U.S. innovation through their research and academic work and their subsequent professional collaboration, in fields that range from cutting-edge digital technologies to the development of the COVID-19 vaccines. In addition, international students, researchers, and scholars who gain practical experience in the United States after graduation benefit U.S. businesses through their multicultural perspectives, linguistic skills, and academic training, particularly in the fields of science, technology, engineering, and mathematics (STEM).

While the United States remains the top host nation of international students in the world due to its quality of education and diverse offerings, other countries, including our closest partners and allies, are now aggressively competing with the United States to host those students. This competition – especially from nations that are not our allies and do not share our values – represents a direct challenge to U.S. leadership in research and innovation, our ability to tackle common global concerns, and our capacity to effectively champion universal values, such as human rights, the rule of law, and equity and tolerance, on the global stage.

It is imperative that the United States continue to lead the world and remain the destination of choice for talented international students, researchers, scholars, and educators. International students make a critical contribution to a foreign policy that serves the interests of the American people.



Summary of Possible Adjustments to the By Laws of the Board of Trustees

Youngstown State University

December 1, 2021

- Added definition of “designee” to provide support to the Secretary to the Board for “notice” and parliamentary procedures
 - Indicated the BOT may meet off of campus or virtually (as permitted) under extenuating circumstances
 - Order of Business adapted to the current approach to the Order of Business
 - Notice section significantly shortened and exceeds expectations for notice under O.R.C. 121.22 as all media outlets are automatically noticed independent of their request to receive notification; any request for notice by the media is extended to such requester
 - Adjusted the names of committees as appropriate
 - Assured each committee has the potential to deliberate aspects of technology innovation and investment for the respective committee’s work
 - Added to Finance and Facilities a focus on the health and wellness of the university community
 - Created the option to consider a stand-alone Investment Committee
 - Created the option to consider establishing an Intercollegiate Athletics Committee
 - Added a budget update is expected at each meeting of the Board of Trustees as is the current practice
 - Made the request to address the Board of Trustees and/or committees Section 3 under Article VIII-Miscellaneous to be more prominent than was previously the case
-
- Will need to reconcile the disposition of the introductory letter if the By Laws are revised

Bylaws

BOARD of TRUSTEES



**YOUNGSTOWN
STATE UNIVERSITY**

Youngstown State University
BOARD OF TRUSTEES

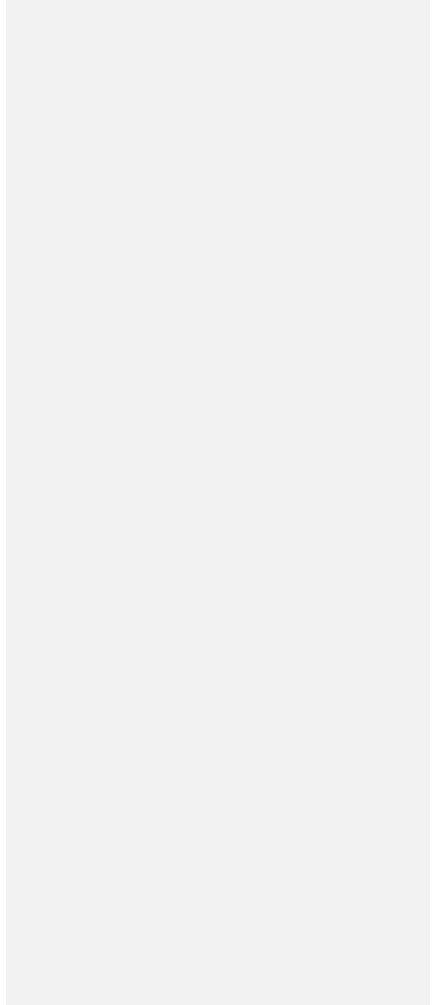
Bylaws

This printing is an update
of the Bylaws printed July 1, 1995,
revised July 26, 1999
revised June 15, 2001
revised June 23, 2006
revised June 17, 2011
revised March 16, 2016
[revised December 7, 2017](#)

Effective 

Deleted: December 7, 2017

Print Date March 7, 2018



Dear Fellow Trustees and the University Community:

The *Bylaws of the Board of Trustees of Youngstown State University* is the primary reference for the self-governance functions and procedures of the Board of Trustees of Youngstown State University (YSU). Newly appointed and current trustees are well advised to be familiar with the *Bylaws*, as such an understanding will allow them to administer their duties and responsibilities in an effective and efficient manner.

For centuries, the American model of higher education has upheld the unique concept of volunteer citizen trusteeship that provides for autonomy, independence and academic freedom without direct governmental control or overwhelming influence by any self-serving interest. At its core, public trusteeship requires that trustees adhere to core principles pertaining to effective trusteeship as advocates for their university: ensuring its institutional mission, educational quality and fiscal vitality; selecting, supporting and assessing its chief executive while respecting the balance between governing and managing; charging the chief executive with leading strategic planning, participating in the process and monitoring its progress, engaging with the university's major constituents to provide community perspective; participating in fundraising and practicing personal philanthropy; ensuring that institutional and board policies and processes are current and effective; and conducting business in an exemplary fashion to ensure transparency, high ethical standards, and adherence to open meetings and public records laws. Finally, YSU trustees are advocates for the university to further its mission and enhance its legacy to the local, regional and global communities. As fiduciaries, it is our duty to maintain the highest level of accountability to the taxpayers of the State of Ohio, as public higher education is challenged to meet its public purpose on the national level.

Like all governance documents, the *Bylaws* have evolved over time since YSU was created by statute in 1967. A complete structural revision of the *Bylaws* occurred in 2001, during which time the Board's standing committees were condensed from eleven to four, along with two special committees, and all trustees were made members of all standing committees. Statute created investment and audit committees in 2003. During the past two years, the Board of Trustees has embraced a governance agenda that is more strategic, especially linking budget and planning to better develop a vision for the future. The Board supports and embraces the best practices recommended by the Association of Governing Boards (AGB). In that spirit, the Board directed the administration to assist with a total review of all guidebook policies beginning in 2009. Additionally, when the Board directed a new strategic planning process in 2010, an opportunity existed to review our own *Bylaws* to align the Board's agenda with the goals of the strategic plan. The new *Bylaws* revision will assist the Board by re-focusing our committees, meeting agendas and structure around the discussion and review of key strategic indicators to assess the accomplishment of our plan for the future.

We wish to express appreciation to the trustees, President James P. Tressel, Board Secretary Franklin S. Bennett, Jr., General Counsel Holly Jacobs, and members of the President's office staff, all of whom assisted in making this revised and updated version of the *Bylaws of the Board of Trustees of Youngstown State University* possible.

Sincerely,

Carole S. Weimer
Chairperson

Leonard D. Schiavone
Vice-Chairperson

Spring 2016

ORC Chapter 3356 as of August 22, 2015

§ 3356.01. Appointment of trustees – term

- (A) There is hereby created Youngstown state university. The government of Youngstown state university is vested in a board of eleven trustees, who shall be appointed by the governor, with the advice and consent of the senate. Two of the trustees shall be students at Youngstown state university, and their selection and terms shall be in accordance with division (B) of this section. Except for the terms of student members, terms of office shall be for nine years, commencing on the second day of May and ending on the first day of May. Each trustee shall hold office from the date of appointment until the end of the term for which the trustee was appointed. Any trustee appointed to fill a vacancy occurring prior to the expiration of the term for which the trustee's predecessor was appointed shall hold office for the remainder of such term. Any trustee shall continue in office subsequent to the expiration date of the trustee's term until the trustee's successor takes office, or until a period of sixty days has elapsed, whichever occurs first. No person who has served a full nine-year term or more than six years of such a term shall be eligible to reappointment until a period of four years has elapsed since the last day of the term for which the person previously served. The trustees shall receive no compensation for their services but shall be paid their reasonable necessary expenses while engaged in the discharge of their duties. A majority of the board constitutes a quorum.
- (B) The student members of the board of trustees of Youngstown state university have no voting power on the board. Student members shall not be considered as members of the board in determining whether a quorum is present. Student members shall not be entitled to attend executive sessions of the board. The student members of the board shall be appointed by the governor, with the advice and consent of the senate, from a group of five candidates selected pursuant to a procedure adopted by the university's student governments and approved by the university's board of trustees. The initial term of office of one of the student members shall commence on May 2, 1988 and shall expire on May 1, 1989, and the initial term of office of the other student member shall commence on May 2, 1988 and expire on May 1, 1990. Thereafter, terms of office of student members shall be for two years, each term ending on the same day of the same month of the year as the term it succeeds. In the event

that a student member cannot fulfill a two-year term, a replacement shall be selected to fill the unexpired term in the same manner used to make the original selection.

Cite as R.C. § 3356.01

History. Effective Date: 07-26-1988; 03-31-2005

§ 3356.02. Election and appointment of officers of board – bond of treasurer

The board of trustees of Youngstown state university shall annually elect from their members a chairperson and a vice-chairperson; and they may also appoint a secretary of the board, a treasurer, and such other officers of the university as the interest of the university requires, who may be members of the board. The treasurer, before entering upon the discharge of official duties, shall give bond to the state or be insured for faithful performance of the treasurer's duties and the proper accounting for all moneys coming into the treasurer's care. The amount of said bond or insurance shall be determined by the board, but shall not be for a sum less than the estimated amount which may come into the treasurer's control at any time, less any reasonable deductible.

Cite as R.C. § 3356.02

History. Effective Date: 08-15-1967; 2008 HB562 09-22-2008

§ 3356.03. Powers and duties of board of trustees

The board of trustees of Youngstown state university shall employ, fix the compensation of, and remove the president and such number of professors, teachers, and other employees as may be deemed necessary. The board shall do all things necessary for the creation, proper maintenance, and successful continuous operation of the university. The board may accept donations of lands and moneys for the purpose of such university.

Cite as R.C. § 3356.03

History. Effective Date: 08-15-1967

§ 3356.04. Board of trustees to receive and hold property or funds

The board of trustees of Youngstown state university may receive and hold in trust, for the use and benefit of the university, any grant or devise

of land, and any donation or bequest of money or other personal property, to be applied to the general or special use of the university, unless otherwise directed in the donation or bequest. The board of trustees of Youngstown state university may make and enter into all contracts and agreements necessary or incidental to the operation of such university.

Cite as R.C. § 3356.04

History. Effective Date: 08-15-1967

§ 3356.05. General assembly to support university – other sources

The general assembly shall support Youngstown state university by such sums and in such manner as it may provide, but support may also come from other sources.

Cite as R.C. § 3356.05

History. Effective Date: 08-15-1967

§ 3356.10. *[Repealed Effective 9/10/2017]* Conveyance of Youngstown University parcels

During the five-year period after the effective date of this section, the governor may execute deeds in the name of the state conveying to one or more purchasers and the purchasers’ heirs and assigns or successors and assigns all of the state’s right, title, and interest in any or all parcels of real estate held for the use and benefit of Youngstown state university and located in the city of Youngstown, Mahoning county, in an area known as “smokey hollow” and bounded on the north by the east-bound service road of the Madison avenue expressway, on the east by Andrews avenue, on the south by Rayen avenue, and on the west by Wick avenue. The parcel or parcels of real estate may be transferred individually or as a group or multiple groups to a single purchaser or to multiple purchasers.

The consideration for conveyance of the parcel or parcels of real estate shall be a purchase price and any terms and conditions acceptable to the board of trustees of Youngstown state university. The consideration may include in whole or in part the benefit that will inure to the university and the students attending the university from development of a mixed-use urban neighborhood that will provide convenient housing, retail outlets, parks, and employment opportunities on a site adjacent to the university’s core campus.

All costs of the conveyance of the parcel or parcels of real estate shall be paid by the board of trustees of the Youngstown state university unless otherwise specified in the agreement for transfer of the property.

Upon adoption of a resolution by the board of trustees of Youngstown state university specifically describing the parcel or parcels of real estate to be conveyed, identifying the purchaser or purchasers of the real estate, and specifying the consideration paid or to be paid, the auditor of state, with the assistance of the attorney general, shall prepare a deed or deeds to the parcel or parcels of real estate described in the resolution. The deed or deeds shall state the consideration specified in the resolution. The deed or deeds shall be executed by the governor in the name of the state, countersigned by the secretary of state, sealed with the great seal of the state, presented in the office of the auditor of state for recording, and delivered to the purchaser or purchasers. The purchaser or purchasers shall present the deed or deeds for recording in the office of the Mahoning county recorder.

Each deed to any property described in this section shall contain any exceptions, reservations, or conditions and any right of reentry or reverter clause specified in the resolution. Any exceptions, reservations, or conditions or any right of reentry or reverter clause contained in any deed authorized by this section may be released by the university without the necessity of further legislation, provided the release is specifically authorized by the board of trustees of Youngstown state university.

The net proceeds of the sale of the parcel or parcels of real estate shall be paid to Youngstown state university and deposited in university accounts for purposes to be determined by the board of trustees.

Cite as R.C. § 3356.10

History. Repealed by 129th General Assembly File No.127, HB 487, §105.10, eff. 9/10/2017.

Added by 129th General Assembly File No.127, HB 487, §101.01, eff. 9/10/2012.

Section 369.180 Am. Sub. H.B. 64 of 131st General Assembly (Enacted June 2015 – Budget Bill)

SECTION 369.180. HIGHER EDUCATION - BOARD OF TRUSTEES

(A) Funds appropriated for instructional subsidies at colleges and universities may be used to provide such branch or other off-campus

undergraduate courses of study and such master's degree courses of study as may be approved by the Chancellor of Higher Education.

- (B) In providing instructional and other services to students, boards of trustees of state institutions of higher education shall supplement state subsidies with income from charges to students. Except as otherwise provided in this act, each board shall establish the fees to be charged to all students, including an instructional fee for educational and associated operational support of the institution and a general fee for noninstructional services, including locally financed student services facilities used for the benefit of enrolled students. The instructional fee and the general fee shall encompass all charges for services assessed uniformly to all enrolled students. Each board may also establish special purpose fees, service charges, and fines as required; such special purpose fees and service charges shall be for services or benefits furnished individual students or specific categories of students and shall not be applied uniformly to all enrolled students. A tuition surcharge shall be paid by all students who are not residents of Ohio.

The board of trustees of a state institution of higher education shall not authorize a waiver or nonpayment of instructional fees or general fees for any particular student or any class of students other than waivers specifically authorized by law or approved by the Chancellor. This prohibition is not intended to limit the authority of boards of trustees to provide for payments to students for services rendered the institution, nor to prohibit the budgeting of income for staff benefits or for student assistance in the form of payment of such instructional and general fees.

Each state institution of higher education in its statement of charges to students shall separately identify the instructional fee, the general fee, the tuition charge, and the tuition surcharge. Fee charges to students for instruction shall not be considered to be a price of service but shall be considered to be an integral part of the state government financing program in support of higher educational opportunity for students.

- (C) The boards of trustees of state institutions of higher education shall ensure that faculty members devote a proper and judicious part of their work week to the actual instruction of students. Total class credit hours of production per academic term per full-time faculty member is expected to meet the standards set forth in the budget data submitted by the Chancellor of Higher Education.

(D) The authority of government vested by law in the boards of trustees of state institutions of higher education shall in fact be exercised by those boards. Boards of trustees may consult extensively with appropriate student and faculty groups. Administrative decisions about the utilization of available resources, about organizational structure, about disciplinary procedure, about the operation and staffing of all auxiliary facilities, and about administrative personnel shall be the exclusive prerogative of boards of trustees. Any delegation of authority by a board of trustees in other areas of responsibility shall be accompanied by appropriate standards of guidance concerning expected objectives in the exercise of such delegated authority and shall be accompanied by periodic review of the exercise of this delegated authority to the end that the public interest, in contrast to any institutional or special interest, shall be served.

Bylaws of the Board of Trustees

ARTICLE I. DEFINITIONS

As used in these Bylaws:

- A. "Board" means the Board of Trustees of Youngstown State University.
- B. "University" means Youngstown State University.
- C. "Chairperson" means the Chairperson of the Board of Trustees of Youngstown State University.
- D. "Vice Chairperson" means the Vice Chairperson of the Board of Trustees of Youngstown State University.
- E. "Trustee" means a member of the Board appointed for a term of nine years, or for the remainder of such a term, by the Governor of the State of Ohio pursuant to Ohio Revised Code Section 3356.01.
- F. "Student Trustee" means a student member of the Board appointed by the Governor of the State of Ohio pursuant to Ohio Revised Code Section 3356.01.
- G. "President" means the President of Youngstown State University.
- H. "Secretary" means the Secretary to the Board of Trustees of Youngstown State University.
- I. "Designee" means a member of the University's administrative office(s)

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ARTICLE II. MEETINGS

Section 1. Regular Meetings

- A. The Board shall meet no less than four times each year, and at such other times as may be necessary for the best interests of the University. Meetings shall be called at such times as the Board prescribes; provided, however, that meetings will usually be held in the months of September, December, March, and June. At the time of the adjournment of each meeting, the Board shall provide, by resolution, the date, time, and place for holding the

Board's next regular meeting. No less than ~~five, (5)~~ days prior to the date of a regular meeting, the Secretary ~~or designee~~ shall provide

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written notice of said meeting to every member of the Board. Notices may be hand-delivered or sent via facsimile, electronic mail or by first class mail to the residence or business address of a Board member.

- B. Any Board member may waive notice of a regular meeting. Attendance of a Board member at a regular meeting shall constitute a waiver of notice of the regular meeting.

Section 2. Special Meetings

- A. Special meetings of the Board may be called by written request (the "Call") signed by the Chairperson, the President, or by three Trustees, and delivered to the Secretary. The Call for a special meeting shall specify the date, time, place, and purposes thereof, although other business than that specified in the Call may be considered at any such meeting. Upon receipt of a Call for a special meeting, and no less than forty-eight (48) hours prior to the time of commencement of the special meeting, the Secretary shall provide notice of the special meeting to every member of the Board and to the President. Notice of a special meeting shall include the date, time, place, and purposes thereof, as set forth in the Call. Notice of a special meeting may be given in oral or written form, and may be given directly to the Board member by telephone or direct conversation, or by facsimile, hand delivery, electronic or first-class mail sent to the Board member's residence or place of business.

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- B. Any Board member may waive notice of a special meeting. Attendance of a Board member at a special meeting shall constitute a waiver of notice of the special meeting.

Section 3. Emergency Meetings

- A. In the event of an emergency wherein the best interests of the University require immediate official action by the Board, the Chairperson (or in his or her absence or disability, the Vice Chairperson) or the President (or in his or her absence, the Provost of the University) may call an emergency meeting of the Board. In such event, all reasonable effort shall be made to schedule the emergency meeting in order to permit all of the members of the Board to attend the emergency meeting. In such event, all reasonable effort shall be made to notify all of

the members of the Board of the date, time, place, and nature of the emergency requiring immediate official action.

Section 4. Place of Meeting

- A. All regular and special meetings of the Board shall be held on University property or through YSU supported technology as provided by law, or on rare occasions off-campus if circumstances warrant as determined by the chairperson and the president. The place of all Board meetings shall be specified in the notice of the meeting.
- B. Emergency meetings of the Board shall be held on University property unless, in the judgment of the person or persons making the Call, the circumstances creating the emergency render a meeting on University property either physically impractical or infeasible.

Section 5. Quorum

- A. A majority of the Trustees, when duly convened pursuant to these Bylaws, shall constitute a quorum for the transaction of business at any meeting of the Board. Student Trustees shall not be considered in the determination of a quorum. If less than a majority of the Trustees are present at or at any time during said meeting, a majority of the Trustees present may adjourn the meeting from time to time without further notice. When, upon reconvening any such adjourned meeting, a quorum is present, any business may be transacted which might have been transacted at the meeting as originally notified.
- B. At any meeting where a quorum is present, a majority vote of those present and voting shall be required for any official action by the Board, except as otherwise permitted by law or by these Bylaws.
- C. A Trustee may abstain from voting on a matter. A Trustee that abstains from voting shall be counted in the determination of a quorum, but shall not be counted as voting in favor or against the matter upon which the vote is taken. Trustees having a direct personal or pecuniary interest in a matter that is not common to other members of the Board should declare that interest and refrain from discussing and voting on that matter.

Section 6. Organization of Meetings

- A. At each meeting of the Board, the Chairperson, or in the Chairperson’s absence, the Vice Chairperson, or in the absence of both, a chairperson pro tempore, chosen by a majority of the Trustees present, shall preside. The Secretary, or in the Secretary’s absence, any person appointed by the Chairperson, shall keep the minutes of the meeting, and otherwise perform the duties of secretary of the meeting.

Section 7. Order of Business

- A. The order of business at all regular and special meetings of the Board shall be as follows:
 - (a) Roll Call
 - (b) Proof of Notice of Meeting
 - (c) Disposition of Minutes (Minutes shall be prepared and provided to the Board as soon as practicable after each Board meeting in order that members may be prepared for discussion. Upon approval, all minutes shall be promptly recorded and open to public inspection.)
 - (d) [Presentation\(s\) from the University Community \(optional\)](#)
 - (e) Report of the President
 - (f) Report of the Committees of the Board
 - (g) Communications and Memorials
 - (h) Unfinished Business
 - (i) New Business
 - (j) Chairperson’s Remarks [\(Optional\) and additional President’s Remarks \(Optional\)](#)
 - (k) Election of Board Officers (as pertinent)
 - (l) Time and Place of Next Regular Meeting of the Board
 - (m) Adjournment

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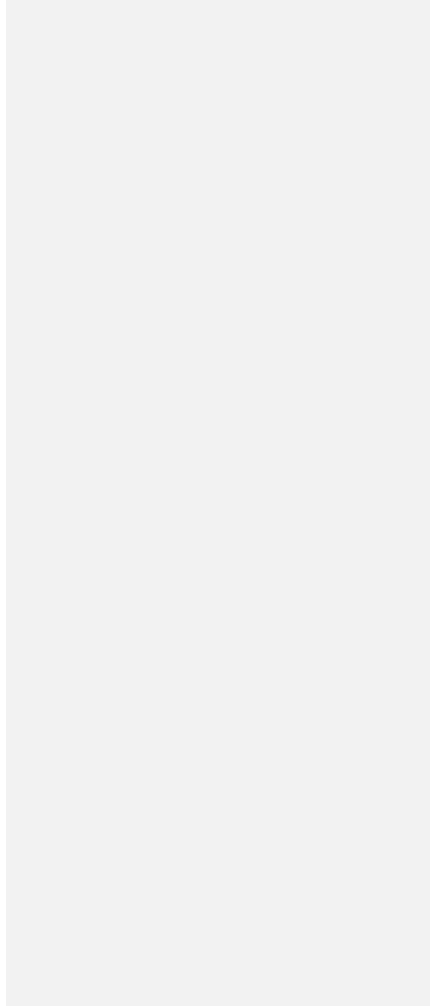
Section 8. Parliamentary Procedure

- A. Questions of parliamentary procedure shall be resolved in accordance with *Robert’s Rules of Order*. The Secretary [or designee](#) shall serve as the Board’s parliamentarian.

Section 9. Procedures for Presentation of Items to be Considered

- A. Any proposed action introduced by a Board member, which would substantially affect University policy, shall be presented

to the Chairperson prior to the meeting at which the matter is



to be considered by the Board. The proposed action shall be submitted in sufficient time to allow the Chairperson to assign the proposed action to an appropriate Board committee to review such action, and to make whatever recommendations to the full Board the Committee deems to be appropriate.

- B. The annual budget, and all other major questions of University policy recommended by the President, shall be presented to each member of the Board prior to the meeting at which the matter is to be considered by the Board. The proposed action shall be submitted in sufficient time to allow the appropriate Board committee to review such action, and to make whatever recommendations to the full Board it deems to be appropriate.
- C. Any business to be presented to the Board by other than a Board member or the President shall be submitted in writing to the Chairperson, who shall refer it to the appropriate Board committee for consideration and possible action. The Chairperson may direct that such business be placed on the agenda.

Section 10. Public Notice of Meetings

- A. Public notice of all Board meetings shall meet or exceed that required by Ohio law ([ORC 121.22](#)).
- B. Any person or news medium may ascertain the time and place of all regularly scheduled Board meetings, and the time, place, and purpose of all special Board meetings by [contacting University Communications or on the internet at http://ysu.edu/board-of-trustees](#).

ARTICLE III. OFFICERS AND ORGANIZATIONS

Section 1. Powers of the Board

- A. The Board shall have the power, not inconsistent with law or these Bylaws, to do all things necessary for the proper maintenance and successful and continuous operation of the University. No individual Trustee, Student Trustee or committee of the Board shall have authority to commit or bind

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Inquiry by telephone or in person at the Office of the President during normal business hours.

Any news media representative may obtain notice of the time, place, and purpose of all special meetings of the Board by re-questing in writing that such notices be provided and by paying an annual fee of fifteen dollars (\$15) to compensate the University for the special services required of it in providing such notice. Such notices will be furnished to one named representative of any particular publication or radio or television station. All

requests for such notification shall be addressed to the Secretary of the Board of Trustees of Youngstown State University. Each such request shall provide the name of the individual media representative to be contacted, his or her mailing address, his or her telephone facsimile number (if available), and not to exceed two telephone numbers at which such representative may be reached.

The Secretary shall maintain a list of all news media representatives who have requested notice of special meetings pursuant to this Paragraph C, and who have paid the service charge described above. In the event of a special meeting (which is not of an emergency nature), the Secretary shall notify each media representative on said list of such meeting by doing at least one of the following:

Mailing written notice to the representative at his or her given mailing address, which written notice must be deposited in United States first class mail no later than three calendar days prior to the day of the special meeting;

Calling the representative by telephone no later than twenty-four (24) hours prior to the special meeting. Such telephone notice shall be deemed complete if a message has been left for the representative at either of his or her given telephone numbers, or if, after reasonable effort, the Secretary has been unable to ... (1)

the Board or the University to any policy, action, or agreement unless specifically authorized by action of the Board.

Section 2. Officers of the Board

- A. The officers of the Board shall be the Chairperson, the Vice Chairperson, and the Secretary. The Board may appoint such other officers or employees as the interests of the University require. Such officers and employees shall have such authorities, and shall perform such duties, as may be prescribed by the Board.

Section 3. Qualifications, Election, and Term of Office

- A. The Chairperson and Vice Chairperson shall be Trustees. The qualifications of all other officers shall be determined by the Board. The officers of the Board shall be annually elected by the Trustees at the Board's last regular meeting of the University's fiscal year. Newly elected officers shall take office immediately following adjournment of the meeting at which they are elected, and shall hold their offices until their successors are elected.

Section 4. Chairperson

- A. The Chairperson, when present, shall preside at all meetings of the Board, and perform generally all duties incident to the office of the Chairperson, and such other duties as may be assigned to the Chairperson by the Board. Unless contrary to Board policy or these Bylaws, the Chairperson may assign any of the Chairperson's duties to another Trustee.

Section 5. Vice Chairperson

- A. In the event of a temporary vacancy in the office of the Chairperson, or at the request of the Chairperson, or in the event of temporary absence or disability of the Chairperson, the Vice Chairperson shall perform all the duties of the Chairperson and, while so acting, shall have all the power and authority of, and be subject to the restrictions upon, the Chairperson.

Section 6. Secretary

- A. The Secretary shall prepare and maintain, in the Office of the President, minutes of all meetings and proceedings of the Board in one or more books provided for that purpose. The Secretary shall give notice of all meetings of the Board, when required by the provisions of Article II, Sections 1, 2, 3, and 10 (C) of these Bylaws. The Secretary shall serve as the Board's parliamentarian. At the last regular meeting of the University's fiscal year, the Secretary shall submit a written report of Board member attendance at Board and committee meetings for the preceding year. The Secretary shall perform such other duties as from time to time may be assigned to the Secretary by the Board or the Chairperson.

Section 7. Attorney General

- A. The Attorney General of the State of Ohio shall be the legal advisor to, and represent, the University and/or the Board in all matters civil or criminal involving the University or the Board.

Section 8. Removal of Board Officers

- A. Any officer of the Board may be removed as such officer at any time, either with or without cause, by resolution adopted by not less than six (6) Trustees at any regular meeting of the Board. Any officer may be removed as such officer, either with or without cause, by resolution adopted by not less than six (6) Trustees at any special meeting of the Board, provided that such removal action was indicated on the notices of such special meeting.

Section 9. Student Trustees

- A. Ohio Revised Code Section 3356.01 provides for appointments of two students to the Board but provides that Student Trustees shall have no voting power on the Board, that Student Trustees shall not be considered as members of the Board in determination of a quorum, and that Student Trustees shall not be entitled to attend Executive Sessions of the Board.

Section 10. Permanent Vacancies

- A. In the event of a permanent vacancy in the Office of the Chairperson or Vice Chairperson, the remaining Trustees may elect a successor to fill such permanent vacancy. What constitutes a "permanent vacancy" shall be determined by the Board.

**ARTICLE IV.
BOARD COMMITTEES**

- A. Membership – All Trustees and Student Trustees shall be voting members of all Board standing committees, unless otherwise provided by these Bylaws.

B. National/Global Trustees. In order to take advantage of the diverse talents, resources and experiences of friends and alumni of the university who can contribute to the current and future success of the university the position of National/Global Trustees has been established in accordance with the following guidelines:

1. The Board may nominate and appoint persons to the position of National/Global Trustee. National/Global Trustees shall be nominated and appointed by the Board of Trustees on the basis of one or more of the following criteria: success in chosen field or business; state or national prominence; ability to serve as an advocate for higher education; ability and willingness to offer advice to the Board and university president and/or demonstrated support for Youngstown State University.
2. There shall be no more than three (3) persons serving in the position of National/Global Trustee at any one time. National/Global Trustees shall serve staggered terms such that no more than one (1) such position expires in a calendar year.
3. Each National/Global Trustee shall be appointed for a three (3) year term and shall be eligible to serve a second consecutive three (3) year term. A National/Global Trustee that has served two (2) consecutive terms shall not be eligible for reappointment as a National/Global Trustee until not less than one (1) year has passed since the conclusion of his or her term as a National/Global Trustee.
4. National/Global Trustees shall have no voting privileges on the Board, shall not be considered in determining whether a quorum is present and shall not be eligible to be an officer of the Board, but may otherwise participate in all activities of the Board.
5. National/Global Trustees shall not be compensated for their service but shall be paid their reasonable and necessary expenses in the same manner that applies to Trustees.

6. National/Global Trustees shall follow the Ohio ethics laws, including those set forth in Chapter 102 and Sections 2921.42 and 2932.43 of the Revised Code, the Board's Bylaws and University policy.
 7. National/Global Trustees shall be appointed by Board action after nomination by the Governance Committee of the Board in accordance with the process described for the nomination and election of Board officers set forth in Article IV, Section 6.a. of the Board's Bylaws.
 8. National/Global Trustees may be removed by a majority vote of the Board.
 9. A Trustee may serve as a National/Global Trustee, but cannot be appointed to serve as a National/Global Trustee until at least one (1) year after the Board member's term as a Trustee has ended.
 10. An employee or former employee of the university may serve as a National/Global Trustee, but cannot be appointed to serve as a National/Global Trustee until at least one (1) year after that person's compensated service to the university has ended.
 11. National/Global Trustees shall be entitled to legal defense and indemnification against claims and liabilities that might arise from the performance of their duties on behalf of the Board to the fullest extent permitted by Ohio law. In addition, the National/Global Trustees will be considered a "volunteer" for purposes of coverage under the University's liability insurance.
- C. Committee Chairperson and Vice Chairperson – The Chairperson shall appoint the chairperson and vice chairperson of each standing committee, and members of such committees that are not otherwise composed of all of the trustees or as otherwise set forth herein, subject to the approval of the Board. Committee chairpersons and vice chairpersons shall be Trustees. The Chairperson will not be a chairperson or vice chairperson of a standing committee.

D. Quorum and Conduct of Committee Meetings

1. Six (6) members of a standing committee shall constitute a quorum, unless otherwise provided. A majority of the members of subcommittee of a standing committee shall constitute a quorum, unless otherwise provided. The act of a majority of the members present and voting at a meeting at which a quorum is present shall be the act of the committee or subcommittee. However, regardless of the existence of a quorum in number, at least one of the following four persons must be present at a committee or subcommittee meeting in order for the committee to conduct business: (a) the Chairperson, (b) the Vice Chairperson, (c) the (sub)committee chairperson, or (d) the (sub)committee vice chairperson. A committee member may abstain from voting on a matter. A committee member that abstains from voting shall be counted in the determination of a quorum, but shall not be counted as voting in favor or against the matter upon which the vote is taken. Committee members having a direct personal or pecuniary interest in a matter that is not common to other members of the Board should declare that interest and refrain from discussing and voting on that matter.
2. A majority of the members of a special or ad hoc committee, including any Student Trustees, shall constitute a quorum. The act of a majority of the members present and voting at a meeting at which a quorum is present shall be the act of the special or ad hoc committee.
3. The Board and University administration will mutually develop committee agendas, with the Chairperson having authority to approve all final agendas.

- E. Rules – Each committee may adopt rules for its own governance, not inconsistent with these Bylaws or any rule adopted by the Board.

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F. Standing Committees – The Board’s standing committees, and their respective duties and areas of responsibility, shall be as follows:

1. Academic Excellence and Student Success Committee

a. To consider those matters that warrant Board attention or require Board action relating to:

- academic policies which provide for and govern faculty teaching, research, and service;
- establishment of new academic programs, changes in or deletions of existing academic programs, and the issuing of certificates or the granting of degrees;
- policies which provide for and govern student recruitment, admission, financial aid, retention, and graduation, including but not limited to, diversity issues, enrollment management, and general education requirements;
- policies which provide for and govern student housing and student life; and

• institutional mission, strategic and master plans, or relevant parts thereof, dealing with matters within the purview of the Committee.

• policies that provide for the acquisition, development, access, and use of electronic technology within the purview of the Committee; and

b. To assist the Board in the exercise of its oversight responsibilities relating to those academic and administrative departments within the purview of the Committee.

c. To exercise on behalf of the Board ancillary jurisdiction as related to the above, or as assigned by the Board or its Executive Committee.

d. Provided that he or she is a member of the University faculty, the chair of the YSU Academic Senate shall be a nonvoting member of the Committee. In the event that the chair of the YSU Academic Senate is not a member of the University’s faculty, then the faculty member holding the highest ranking position within the YSU Academic Senate leadership shall hold this

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position. This position shall not count toward the determination of a quorum of the Committee.

2. Institutional Engagement Committee

- a. To consider those matters that warrant Board attention or require Board action relating to:
- policies that provide for and govern the external relationships established by or required of the University, excluding matters assigned to other of the Board's standing committees;
 - policies that provide for and govern University fundraising, including but not limited to, institutional advancement through the YSU Foundation, the YSU Research Foundation, the annual fund, capital campaigns, special projects and solicitations;
 - the Youngstown State University Development Agreement between the University and the YSU Foundation.
 - policies that provide for and govern continuing University relations with its graduates, including but not limited to, alumni associational activity;
 - policies that provide for and govern University operations directed toward effective communications, public relations, marketing, and the enhancement of community goodwill;
 - policies that provide for and govern University public service in, and partnerships with, the larger community, or segments thereof, including but not limited to, those relationships which are contractual; policies which provide for and govern University intergovernmental relationships, including but not limited to, those with the City of Youngstown, Mahoning County, as well as with agencies and departments of state and federal governments; and
 - institutional mission, strategic and master plans, or relevant parts thereof, dealing with matters within

the purview of the Committee.

- policies that provide for the acquisition, development, access, and use of electronic technology within the purview of the Committee; and

- b. To assist the Board in the exercise of its oversight responsibilities relating to those administrative departments and functions within the purview of the Committee.

To exercise on behalf of the Board ancillary jurisdiction as related to the above, or as assigned by the Board or its Executive Committee.

3. Finance and Facilities Committee

- a. To consider those matters that warrant Board attention or require Board action relating to:
- financial and budgetary policies, including but not limited to, the annual operating budget, and the capital improvement budget;
 - policies governing investments and debt instruments issued by the University;
 - the financial and budgetary impact of major agreements, contracts, programs, plans or initiatives to be recommended to the Board by any standing, ad hoc, or special committee, including but not limited to, recommendations regarding University personnel, insurance, and donations;
 - the acquisition of real property by purchase, gift, or otherwise; the disposition of real property; the acquisition or disposition of significant property broadly classified as technology;
 - major projects, including but not limited to, the construction, demolition, or remodeling of facilities, and, as appropriate, the selection of architects and engineers; and
 - institutional mission, strategic and master plans, or relevant parts thereof, dealing with matters

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within the purview of the Committee.

- policies that provide for the acquisition, development, access, and use of electronic technology within the purview of the Committee; and
- policies as related to the health of the campus community particularly related to current or emerging health crises.

- b. To assist the Board in the exercise of its oversight responsibilities relating to those administrative departments and functions within the purview of the Finance and Facilities Committee, including but not limited to, the conduct, and scrutiny of the auditor's work product, of the annual audit, as well as any special audits, undertaken by (i) the University's internal auditor, (ii) external auditors, and (iii) state auditor. Auditor's work product includes findings, management letters, and all other relevant documentation.
- c. To exercise on behalf of the Board ancillary jurisdiction as related to the above, or as assigned by the Board or its Executive Committee.
- d. The Finance and Facilities Committee will include the following two permanent subcommittees:

(1) Audit Subcommittee

- (a) The Audit Subcommittee, chaired by the Chairperson of the Finance and Facilities Committee, will be composed of the Chairperson and four additional Trustees (one of whom shall be a Student Trustee) who will be appointed annually by the Chairperson of the Board. No subcommittee member so appointed may concurrently serve on the Investment Subcommittee. As appropriate, when receiving and considering certain audit reports, the President may be excused from the subcommittee proceedings.
- (b) The Audit Subcommittee will meet at least once annually and perform those duties as

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assigned by the Finance and Facilities Committee relative to subsection E.3, at paragraph b. The subcommittee will report its findings and recommendations to the Finance and Facilities Committee.

(2) **Investment Subcommittee**

- (a) The Investment Subcommittee, chaired by the Vice Chairperson of the Finance and Facilities Committee, will be composed of the Chairperson and four additional Trustees (one of whom shall be a Student Trustee) who will be appointed annually by the Chairperson of the Board. No subcommittee member so appointed may concurrently serve on the Audit Subcommittee.
- (b) The Investment Subcommittee will meet at least once quarterly and perform those duties assigned under applicable state law, and by the Finance and Facilities Committee relative to subsection E.3. at paragraph a, bullet two. The subcommittee will report its findings and recommendations to the Finance and Facilities Committee and to the Board.

Commented [MS4]: Having reviewed BGSU and OU BOT By Laws, neither has a "stand-alone" Investment Committee. One has a Joint Investment Committee that is with their Foundation. Seek an opinion of the AG's Office?

4. **University Affairs Committee**

- b. To consider those matters that warrant Board attention or require Board action relating to:
 - policies that provide for and govern the internal administrative operations of the University, excluding matters assigned to other of the Board's standing committees;
 - policies that provide for and govern University employment where collective bargaining agreements apply, including but not limited to, oversight of the collective bargaining process and labor negotiations with unions representing University employees;
 - policies that provide for and govern University employment exempt from collective bargaining agreements, including but not limited to, oversight of contractual arrangements with exempt personnel;

Commented [MS5]: Not sure why this changed to item b. Need to adjust so it is item a.

- policies that provide for equal opportunity standards and govern equal opportunity practices in University employment and operations, including but not limited to, implementation of affirmative action initiatives;
- policies that provide for and govern the University's participation in **intercollegiate athletics**, including but not limited to, issues of compliance, diversity and gender equity;
- policies that provide for the acquisition, development, access, and use of electronic technology; and
- institutional mission, strategic and master plans, or relevant parts thereof, dealing with matters within the purview of the Committee.

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- c. To assist the Board in the exercise of its oversight responsibilities relating to those administrative departments within the purview of the Committee
- d. To exercise on behalf of the Board ancillary jurisdiction as related to the above, or as assigned by the Board or its Executive Committee.

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5. **Executive Committee**

- a. The membership of the Executive Committee shall consist of the Chairperson (presiding), the Vice Chairperson, and the chairpersons of the Academic Excellence and Student Success Committee, the Institutional Engagement Committee, the Finance and Facilities Committee, and the University Affairs Committee. The Executive Committee will consider those matterthat warrant Board attention or require Board action relating to:
 - matters relevant to the employment, assessment and compensation of the President, with

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recommendation to the Board, as appropriate, for its attention or action; for purposes of this consideration, the President may be excused from the committee's proceedings; and

- matters relative to the employment, assessment and compensation of the Secretary, with recommendation to the Board, as appropriate, for its attention or action; for purposes of this consideration, the Secretary may be excused from the committee's proceedings; and
- any institutional mission statement, strategic or master plans, with recommendation to the Board, as appropriate, for its attention or action;
- matters not within the assigned purview of any Board standing, ad hoc, or special committee; the Executive Committee will report on such matters, as appropriate, to the Board for its attention or action;
- special assignments of particular matters, not clearly within the purview of any Board committee, to one of the Board's standing, ad hoc, or special committees; the designated committee will be instructed to report either to the Executive Committee or to the Board;
- resolution of jurisdictional ambiguities between or among the Board's standing, ad hoc, or special committees;
- other matters as appropriate to an Executive Committee, or as assigned by the Board.

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6. Governance Committee

- a. The Governance Committee shall be chaired by the Chairperson, except as otherwise provided herein, and will meet on an "as needed" basis to:

• consider proposed changes in the Bylaws of the Board, with recommendation to the Board, as appropriate, for its attention or action;

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• consider proposed changes in Board and committee procedures, in full or in part, not stipulated in the Bylaws, including but not limited to, scheduling, administrative staff participation or assistance, etc., with recommendation to the Board, as appropriate, for its attention or action;

• develop and schedule Board advances, workshops, seminars, orientation programs, and other special events, with recommendation to the Board, as appropriate, for its attention or action;

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• provide for periodic Board self-evaluation and assessment;

• recommend to the Board nominees for its annual election of officers; such nominations to be presented to the Board at its regularly scheduled quarterly meeting preceding its last regularly scheduled quarterly meeting of the University's fiscal year, at which time said election shall take place. When the Governance Committee is engaged in the making of nominations, it shall be chaired by the Trustee whose term is expiring and is therefore not eligible to serve as an officer. When the Governance Committee is engaged in the making of nominations, the President of the University shall be excused from the committee's proceedings; and

• annually survey the trustees, prior to nomination of officers, regarding their interest, willingness and qualifications to serve as Board officers or in other leadership roles in the forthcoming term. The Chairperson shall conduct the survey and submit a report to the trustee designated as committee chair for the purpose of nomination of Board officers. That trustee shall also be responsible for the development of a nomination process.

- consider other matters as appropriate to a Governance Committee, or as assigned by the Executive Committee or the Board.

7. **Ad Hoc Committees** – The Chairperson may appoint from time to time such ad hoc committees as may be required for the proper and continuous operation of the University; however, an ad hoc committee shall not be appointed to consider matters which lie entirely within the purview of a standing committee. The Chairperson shall determine the membership of the ad hoc committee and when the work of the ad hoc committee is completed.

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ARTICLE V. ADMINISTRATION OF THE UNIVERSITY

Section 1. President of the University, Faculty, and Staff

- A. The Board shall employ the President of the University, and shall employ, fix the compensation of, and remove employees as may be necessary. The Board shall do all things necessary for the proper maintenance and successful continuous operation of the University, and may act under such policies and bylaws as it may approve.

Section 2. Other Personnel

- A. The employment, classification, wage scales, and dismissal of all personnel, not otherwise under contract to the Board of Trustees, shall follow the policies established by the Board and the laws of the State of Ohio.

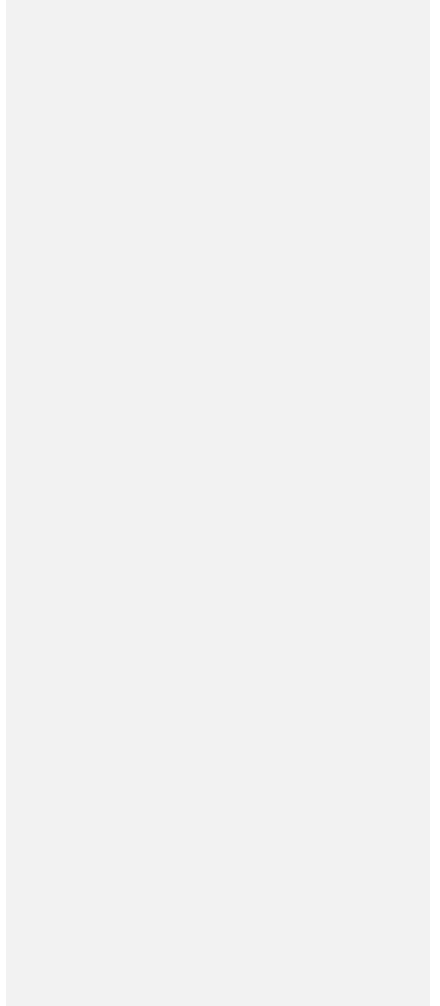
Section 3. Reports to the Board

- A. **Budget** – At a meeting of the Finance and Facilities Committee prior to the Board's last regular meeting of the University's fiscal year, the President shall present to the Board the draft budget for the ensuing fiscal year. The budget shall be presented in a form showing estimated income and the allocations for the University's major areas of expenditure in accordance with general account classifications of the State of Ohio, and shall be accompanied by a review describing the major changes. As may

be necessary, the budget may be revised from time to time by the Board. After approval by the Board, the budget shall govern financial transactions. The President shall establish procedures for the expenditure of all budgeted funds in accordance with the policies of the Board. In administering the budget, the President may make or authorize transfers or adjustments in individual budget accounts or in local unrestricted accounts provided that no such action shall increase the total of budgeted expenditures. Whenever income fails to meet budgeted income, the President shall present to the Board for its review and approval a plan to address any anticipated shortfalls. [The status of the budget shall be reported to the Board at each of its regularly scheduled meetings.](#)

- B. **Revisions of Fees and Other Charges** – From time to time, but no less than annually, the President shall recommend to the Board for its approval a continuation or revision of the instructional fees, tuition, general fees, and other uniform charges.
- C. **Service Charges** – The President may fix and announce other fees, fines, and rental or service charges. No such other fees or charges shall be imposed until authorized by the President.
- D. **Purchase of Insurance**
 - 1. The President shall cause to have prepared and submitted to the Board, at or before its first regular meeting after January 1 of each year, a report that tabulates all insurance policies in force, including coverage, current premiums and premiums paid during the previous two years, and agents servicing these policies. This report shall include, but is not limited to: general, fire, liability, bonds, property, automobile, comprehensive, officers and directors' liability, medical and hospitalization contracts, or any other policy for the protection of Youngstown State University's personnel and property.
 - 2. All insurance shall be purchased through the President or his or her designee.
- E. **Inventory of Real Property** – At the close of each fiscal year, the President shall cause to be prepared and submitted to the Board, at or before its first regular meeting after September 1

of each year, an inventory of all real property managed, owned,



leased, rented, or under option to the University. This report shall include acreage held, an estimate of land and building values, a general statement on the condition of the physical plant, and such other details as may be directed by the Board or the President.

- F. **Obligations of the University** – At the close of each fiscal year the President shall cause to be prepared and submitted to the Board a report describing the obligations of the University, financial and otherwise, the terms and conditions of repayment or satisfaction of such obligations and any security given by the University toward such obligations.
- G. **Annual Financial Report** – At the end of each fiscal year, the President shall cause to be prepared and submitted to the Board, at its first regular meeting after the audit of the University has been released by the Auditor of State, a comprehensive Financial Report. The report should summarize all financial transactions, note changes in fund balances, and tabulate expenditures in accordance with generally accepted accounting principles for state agencies.
- H. **Youngstown State University Development Service Agreement** – At the end of each fiscal year the President shall cause to be prepared and submitted to the Board a report pertaining to the University's development functions. Said report shall include detailed information regarding the University's relationship with the YSU Foundation and activities performed by the Youngstown State University Development Service Agreement entered into between the University and the YSU Foundation.

Section 4. Purchasing Practice

- A. All purchases by the University shall be made in accordance with the policies of the Board and the laws of the State of Ohio.

**ARTICLE VI.
UNIVERSITY ORGANIZATIONS**

Section 1. Auxiliary Agencies

- A. As recommended by the President and approved by the Board, certain University operations, whose income includes substantial amounts of other than imposed fees or appropriated revenue, shall be designated as auxiliary services. For budgeting purposes, an auxiliary service is a fiscal entity. The President shall cause to be prepared and submitted to the Finance and Facilities Committee, at or before its first meeting after September 1 of each year, an annual report including an itemization of income and expenditures and a résumé of the operation for the year.
- B. Except for those auxiliary activity accounts otherwise restricted, there may be a transfer of balances among them or to other University purposes as directed by the President with the approval of the Finance and Facilities Committee.
- C. The rental policies of the University as approved by the Board also apply to all auxiliary activity facilities.

**ARTICLE VII.
INSTRUCTION AND DEGREES**

Section 1. Degrees and Certificates

- A. Degrees, titles, and certificates shall be awarded by the Board upon recommendation of the University faculty and transmitted to the Board by the President. All diplomas issued to those receiving degrees and titles from the University shall be signed by the Chairperson, the President, and the Secretary. Facsimile signatures may be used.
- B. Honorary Degrees – The Board may from time to time adopt policies pertaining to commencement speakers and the conferral of honorary degrees.

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**ARTICLE VIII.
MISCELLANEOUS**

Section 1. Appearances Before Governmental Offices

A. Subject to specific control by the Board, the preparation and presentation of requests for appropriations from the State of Ohio, and all appearances, communications, and representations made on behalf of the University with all federal, state, and local government offices, boards, and agencies, shall be under the direction of the President. Unauthorized appearances, communications, and representations before federal, state, and local government offices, boards, and agencies are hereby prohibited.

Section 2. Use of University Facilities

A. The use of University facilities shall be governed by such rules and regulations as may be promulgated by the President.

Section 3. Protocol for Requests to Address the Board and/or its Committees

- a. Any and all persons desiring to address the Board shall submit in writing a request for permission to address the Board. Such request shall be submitted not less than three (3) weeks prior to the meeting of the Board at which the party requests to be heard.
- b. All such requests shall be submitted to the Board Chairperson through the Secretary to the Board of Trustees, by submission either directly to the Secretary or through the office of the President of the University.
- c. All such requests shall state the subject of the matter to be addressed to Board, the identity or identities of the person(s) who will speak to the subject matter before the Board, the relationship(s) of such person(s) to the University and the matter being brought to

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the attention of the Board, the postal and electronic mail addresses and daytime telephone number of the person(s) requesting permission to address the Board.

d. As the standing committees of the Board are composed of all of the Board's trustees, the Board Chairperson may, in his or her discretion, refer any request to address the Board to such committee of the Board as the Chairperson deems appropriate.

e. Any presentation to the Board or a committee thereof contemplated under this procedure shall not be longer than five (5) minutes in total length. The Board Chairperson and/or the Chair of the Board committee before which such presentation is to be delivered may at any time, in his or her discretion, increase or decrease the number of persons addressing the Board or committee, and/or lengthen, shorten or cancel the time permitted for any address or presentation.

f. The format and substance of any address or presentation to the Board or its committees shall at all times remain within the bounds of relevance, civility and decorum as shall be determined in the sole discretion of the chairperson of the body before which the matter is addressed or presented. The chairperson of that body shall at all times possess the authority to lengthen, shorten or cancel, without notice or action of the body, the time allotted to any address or presentation.

g. No request to address the Board or any of its committees shall knowingly be permitted or permitted to proceed if the substance or purpose of such address is or may be a subject of litigation, collective bargaining, employment relations involving the University, its employees, and/or students; or any other matter which is not properly within the public interest or the interest of the University.

**ARTICLE IX.
BYLAWS, RULES, AND POLICIES**

Promulgation, Amendment, and Repeal

Section 1. Statement of Purpose

- A. These Bylaws, including additions or amendments, outline the major administrative and governing functions of the Board. Detailed rules, policies, and ordinances for the operation of the University may be enacted or amended by action of the Board or may be promulgated by the President, provided such shall not conflict with policies or bylaws of the Board.

Section 2. Rules and Policies: Promulgation, Amendment, and Repeal

- A. Detailed rules and policies for the organization, administration, and operation of the University may be promulgated, amended, and repealed by the Board, in consideration of recommendations of the President.

Section 3. Amendments to Bylaws

- A. These Bylaws may be altered, amended, or repealed, and new bylaws may be adopted, by affirmative vote of not less than six Trustees at any regular meeting or special meeting of the Board. Any proposed alteration, amendment, repeal, or adoption of all or any part of the Bylaws shall first be announced at a meeting of the Board (regular or special). Action on the proposal may not be taken until the next meeting of the Board (regular or special).
- B. These Amendments to the Bylaws shall be effective upon adoption by an affirmative vote of not less than six (6) members of the Board.

Notes to Bylaws

- 1. The responsibility and authority of the Board committees existing prior to the adoption of the new Bylaws on June 15, 2001, as referenced in the University Guidebook or other University documentation, are transferred to the Board committees existing after such adoption as follows: Academic Affairs and Student Affairs Committees transferred to the Academic and Student Affairs Committee; Development Committee transferred to the External Relations Committee; Budget and Finance Committee and Building and Property Committee transferred to the Finance and Facilities Committee; Equal Opportunity, Intercollegiate Athletics, and Personnel Relations Committees transferred to the Internal Affairs Committee; Executive Committee transferred to the Executive Committee; and Nominating Committee transferred to the Trusteeship Committee.

The responsibility and authority of the Board committees existing prior to the adoption of revisions to the Bylaws on June 17, 2011, as referenced in the University Guidebook or other University documentation, are transferred to the Board committees existing after such adoption as follows: Academic and Student Affairs Committee transferred to the Academic Quality and Student Success Committee; External Relations Committee transferred

to the Institutional Engagement Committee; and Internal Affairs Committee transferred to the University Affairs Committee.

The responsibility and authority of the Board committees and subcommittees existing prior to the adoption of revisions to the Bylaws on December 16, 2015, as referenced in the University Guidebook or other University documentation, are transferred to the Board committees existing after such adoption as follows: Academic Quality and Student Success Committee transferred to the Academic and Student Affairs Committee; Collective Bargaining and Negotiations Subcommittee to the University Affairs Committee; Intercollegiate Athletics Subcommittee to the University Affairs Committee and Trusteeship Committee to the Governance Committee.

2. The former Ad Hoc Committee on Trusteeship recommended guidelines for the appointment of standing committee chairpersons and vice chairpersons. The guidelines recommended are that the four most senior Trustees serve as committee chairpersons, and that the remaining Trustees serve as committee vice chairpersons.
3. Protocol for Requests to Address the Board and/or its Committees.
 - a. Any and all persons desiring to address the Board shall submit in writing a request for permission to address the Board. Such request shall be submitted not less than three (3) weeks prior to the meeting of the Board at which the party requests to be heard.
 - b. All such requests shall be submitted to the Board Chairperson through the Secretary to the Board of Trustees, by submission either directly to the Secretary or through the office of the President of the University.
 - c. All such requests shall state the subject of the matter to be addressed to Board, the identity or identities of the person(s) who will speak to the subject matter before the Board, the relationship(s) of such person(s) to the University and the matter being brought to

Commented [MS11]: Will need to add a paragraph here that summarizes the adjustments to the By Laws has illustrated in the previous paragraphs

the attention of the Board, the postal and electronic mail addresses and daytime telephone number of the person(s) requesting permission to address the Board.

- d. As the standing committees of the Board are composed of all of the Board's trustees, the Board Chairperson may, in his or her discretion, refer any request to address the Board to such committee of the Board as the Chairperson deems appropriate.
- e. Any presentation to the Board or a committee thereof contemplated under this procedure shall not be longer than five (5) minutes in total length. The Board Chairperson and/or the Chair of the Board committee before which such presentation is to be delivered may at any time, in his or her discretion, increase or decrease the number of persons addressing the Board or committee, and/or lengthen, shorten or cancel the time permitted for any address or presentation.
- f. The format and substance of any address or presentation to the Board or its committees shall at all times remain within the bounds of relevance, civility and decorum as shall be determined in the sole discretion of the chairperson of the body before which the matter is addressed or presented. The chairperson of that body shall at all times possess the authority to lengthen, shorten or cancel, without notice or action of the body, the time allotted to any address or presentation.
- g. No request to address the Board or any of its committees shall knowingly be permitted or permitted to proceed if the substance or purpose of such address is or may be a subject of litigation, collective bargaining, employment relations involving the University, its employees, and/or students; or any other matter which is not properly within the public interest or the interest of the University.

CERTIFICATE

I certify that these Bylaws were adopted by an affirmative vote of not less than six (6) members of the Board of Trustees of Youngstown State University at a regular meeting held on March 10, 1995, amended by an affirmative vote of not less than six (6) members of the Board of Trustees of Youngstown State University at a special meeting held on July 26, 1999, further amended by an affirmative vote of not less than six (6) members of the Board of Trustees of Youngstown State University at a regular meeting held on June 15, 2001, further amended by an affirmative vote of not less than six (6) members of the Board of Trustees of Youngstown State University at a regular meeting held on March 18, 2005, further amended by an affirmative vote of not less than six (6) members of the Board of Trustees of Youngstown State University at a regular meeting held on June 23, 2006, further amended by an affirmative vote of not less than six (6) members of the Board of Trustees of Youngstown State University at a regular meeting held on June 17, 2011 and further amended by an affirmative vote of not less than six (6) members of the Board of Trustees of Youngstown State University at a regular meeting held on March 16, 2016.

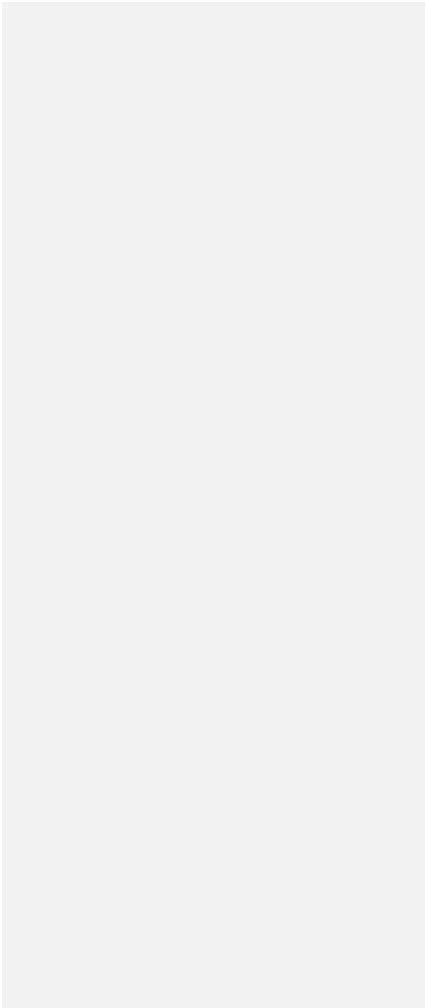


March 16, 2016

Secretary to the Board of Trustees

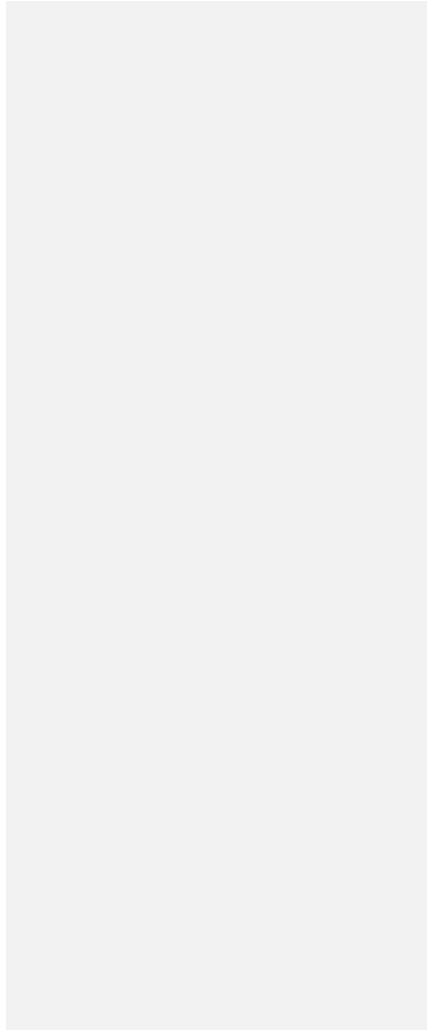
Commented [MS12]: Not sure certification by the Secretary of the Board is required (GC checking on this); this might be a statement incorporated into the section immediately above or in a new section titled something along the lines of "Timeline and Outcomes of Adjustments to the By Laws."

Youngtown State University does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity and/or expression, disability, age, religion or veteran/military status in its programs or activities. Please visit www.yu.edu/ada-accessibility for contact information for persons designated to handle questions about this policy.





YOUNGSTOWN
STATE
UNIVERSITY



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Mike Sherman

10/6/21 12:20:00 PM

Ohio University

Resources, Finances, and Affordability; Academics and Student Success; Governance and Compensation; and Audit and Risk Management.

Bowling Green State University

Financial Affairs/Facilities; Academic and Student Affairs; Executive; Audit; Compensation; Governance; Joint Investment Committee

University of Toledo

Clinical Affairs; Academic and Student Affairs; Finance and Audit; Trusteeship and Governance

Cleveland State University

Governance; Executive; Academic Affairs and Student Success; Athletics; Financial Affairs

University of Akron

Academic Issues and Student Success; Strategic Issues; Audit & Compliance; Finance and Administration and Personnel and Compensation; Nominating; Rules

Wright State University

Academic and Student Affairs; Finance Governance, Audit & Compliance; Executive; Spec Committee on Nominating; Spec Committee on Intercollegiate Athletics; Spec Committee on Medicine and Health

University of Cincinnati

Academic and Student Affairs; Health Affairs; Finance and Administration; Master Planning and Facilities Subcommittee; Compensation Subcommittee; Audit & Risk Management; Governance & Internal Affairs; Government Relations; Investment

Ohio State University

Academic Affairs and Student Life; Audit Finance & Investment; Legal, Risk & Compliance; Master Planning & Facilities; Research, Innovation & Strategic Partnerships; Talent, Compensation & Governance

Shawnee State University

Academic & Student Affairs; Finance & Administration; Executive

Central State University

Miami University

Academic and Student Affairs; Finance and Audit;

OHIO PUBLIC UNIVERSITIES (August 2021)
STANDING COMMITTEES OF BOARDS OF TRUSTEES
(Information on Committees Related to Intercollegiate Athletics)

Ohio University

Resources, Finances, and Affordability; Academics and Student Success; Governance and Compensation; and Audit and Risk Management.

Bowling Green State University

Financial Affairs/Facilities; Academic and Student Affairs; Executive; Audit; Compensation; Governance

University of Toledo

Clinical Affairs; Academic and Student Affairs; Finance and Audit; Trusteeship and Governance

Cleveland State University

Governance; Executive; Academic Affairs and Student Success; **Athletics**; Financial Affairs

University of Akron

Academic Issues and Student Success; Strategic Issues; Audit & Compliance; Finance and Administration and Personnel and Compensation; Nominating; Rules

Wright State University

Academic and Student Affairs; Finance Governance, Audit & Compliance; Executive; Spec Committee on Nominating; **Spec Committee on Intercollegiate Athletics**; Spec Committee on Medicine and Health

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Academic and Student Affairs; Health Affairs; Finance and Administration; Master Planning and Facilities Subcommittee; Compensation Subcommittee; Audit & Risk Management; Governance & Internal Affairs; Government Relations; Investment

Ohio State University

Academic Affairs and Student Life; Audit, Finance & Investment; Legal, Risk & Compliance; Master Planning & Facilities; Research, Innovation & Strategic Partnerships; Talent, Compensation & Governance

Shawnee State University

Academic & Student Affairs; Finance & Administration; Executive

Central State University

Miami University

Academic and Student Affairs; Finance and Audit;

<https://www.wright.edu/sites/www.wright.edu/files/page/attachments/bot-bylaws.pdf>

Wright State University

Section 2. Special Committees The chair from time to time may appoint such special committees as he/she decides are necessary. Special committees may include, but shall not be solely composed of, persons who are not members of the Board of Trustees. A special committee shall serve until completion of the task assigned to it but not longer than one year, unless reappointed. Other than special fundraising committees, special committees shall not exist for more than two years unless an extension is approved by the board. The chair shall designate the chair of any such committee. A majority of the membership of each committee shall constitute a quorum, provided, however, that in the event such quorum shall not be present at any committee meeting, the chair of the board shall be empowered to appoint pro tempore members to the committee in order to provide such quorum. Meetings of special committees shall be held upon call of the chair of the committee.

Trustee Grunder reviewed the Charge given to the committee by Board Chair Gunlock:

1. Analyze intercollegiate athletics:
 - a. Current status and role at universities
 - b. Understanding the impacts of Covid-19
 - i. Financial
 - ii. Athletes' participation
 - iii. University overall
2. Review any NCAA changes due to Covid-19 and beyond
 - a. Future status in higher education
 - b. Operational parameters that may impact Wright State University
 - i. Are impact/s to be permanent
 - c. Looking at it from all angles
3. Be proactive and make recommendations
 - a. How it may affect intercollegiate sports at Wright State University
 - b. How to best position ourselves moving forward
 - c. Mindful of opportunities/benefits of enrollment and retention

https://www.csuohio.edu/sites/default/files/3344-1-01_Compliance_Posted_May_2019.pdf

Cleveland State University

(b) Athletics committee.

- (i) The committee shall focus on all matters requiring attention or action of the board relating to university intercollegiate and intermural athletic programs, including but not limited to athletic facilities, marketing and fundraising.
- (ii) Oversight and review of compliance matters involving athletics programs, personnel or student athletes brought to the committee by the president and/or his/her designee or the university chief compliance officer.

Here's the ORC section on video conferences. It's the same language we supported over the last two GA's. The language in the budget bill, HB110, was identical. They just cut and pasted.

Section 3345.82 | Electronic attendance of board of trustees' meetings.

Ohio Revised Code

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Title 33 Education-Libraries

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Chapter 3345 State Universities - General Powers

Section 3345.82 is not yet in effect. It becomes effective on September 30, 2021.

Effective:

September 30, 2021

Latest Legislation:

House Bill 110 - 134th General Assembly-(2022-2023 Biennial Budget Bill---Temporary Law?)

(A) As used in this section, "electronic communication" means live, audio-enabled communication that permits the trustees attending a meeting, the trustees present in person at the place where the meeting is conducted, and all members of the public present in person at the place where the meeting is conducted to simultaneously communicate with each other during the meeting.

(B) Notwithstanding division (C) of section [121.22](#) and sections [3335.06](#) and [3343.04](#) of the Revised Code, the board of trustees of a state institution of higher education, as defined in section [3345.011](#) of the Revised Code, **may establish a policy** that allows trustees to attend a meeting of the board of trustees via means of electronic communication. The policy shall specify at least all of the following:

- (1) The number of regular meetings at which each trustee shall be present in person, which may not be less than one-half of the regular meetings of the board annually; and
- (2) All of the following minimum standards regarding a meeting conducted using means of electronic communication:

(a) That at least one-third of the trustees attending the meeting shall be present in person at the place where the meeting is conducted;

(b) That all votes taken at the meeting are taken by roll call vote; and

(c) That a trustee who intends to attend a meeting via means of electronic communication notified the chairperson of that intent not less than forty-eight hours before the meeting, except in the case of a declared emergency.

(C) Notwithstanding division (C) of section [121.22](#) and sections [3335.06](#) and [3343.04](#) of the Revised Code, a trustee who attends a meeting via means of electronic communication is considered to be present at the meeting, is counted for purposes of establishing a quorum, and may vote at the meeting.

(D) Except as provided in this section, no person shall limit the number of trustees who may attend a meeting via means of electronic communication, limit the total number of meetings that the board may conduct using means of electronic communication, limit the number of meetings in which any one trustee may attend via means of electronic communication, or impose other limits or obligations on a trustee by virtue of the trustee's attending a meeting via means of electronic communication.

Last updated September 9, 2021 at 9:52 AM

Available Versions of this Section

- September 30, 2021 – Enacted by House Bill 110, 134th General Assembly [[View September 30, 2021 Version](#)]

3356-6-03 Governance of intercollegiate athletics.

Responsible Division/Office: Intercollegiate Athletics
Responsible Officer: President and Executive Director of Athletics
Revision History: February 2012; June 2012; December 2018
Board Committee: University Affairs
Effective Date: December 6, 2018
Next Review: 2023

- (A) Policy statement. The intercollegiate athletics programs at Youngstown state university (“university”) will be managed to reflect the educational values and mission of the university, to achieve the academic success of student-athletes, and to develop pride and support among students, faculty, staff, alumni, and the community at large. The board of trustees will properly oversee athletics at Youngstown state university.
- (B) Purpose. To delineate the roles of the university’s board of trustees and university administrators in the governance of intercollegiate athletics consistent with leadership and oversight responsibilities.
- (C) Scope. This policy applies to sports played at the collegiate level with eligibility requirements established by the NCAA.
- (D) Oversight by the board of trustees. The board of trustees provides broad oversight of the intercollegiate athletics program’s fiscal integrity, administrative structure, operational activities and the overall development and success of student-athletes to ensure consistency with the mission of the university, the mission of the athletics department, and in compliance with applicable laws, regulations, and university policy. The board of trustees carries out this oversight by:
 - (1) Delegating administrative responsibility for intercollegiate athletics and its management to the office of the president and lending its full and public support to the president in the execution of these duties.
 - (2) Approving, with the president, standards of accountability, and benchmarks against which to measure the success of the intercollegiate athletics program; in particular, those related to the

academic performance and progress of the student-athletes and reviewing the same at least annually.

- (3) Holding the president responsible for the appropriate execution of those responsibilities, assessing presidential performance during periodic reviews.
 - (4) Reviewing and approving the intercollegiate athletics budget as part of the regular institutional budget process, including revenue, expenditures, compensation procedures for athletic director and coaches, debt capacity, and gift policies, in keeping with the board of trustees' overall responsibility as financial stewards of the institution.
 - (5) Reviewing and approving the intercollegiate athletics' mission statement that reflects the university's mission and academic values.
 - (6) Including in new board member orientation an overview of the intercollegiate athletics department and review of all policies.
 - (7) Ensuring the full integration of the intercollegiate athletics department into the administrative structure of the university.
 - (8) Periodically conducting a review of governance policies related to intercollegiate athletics.
 - (9) Ensuring the proper independent oversight of all funds raised and expended by booster clubs and affiliated organizations.
 - (10) Monitoring the compensation packages and contract terms of the athletic director and head coaches of major sports, and ensuring compensation policies are consistent with the university's overall standards.
- (E) Responsibilities of the president of the university. The responsibilities of the president include, but are not limited to:
- (1) Exercising ultimate administrative responsibility for the conduct and control of the intercollegiate athletics program.

- (2) Overseeing the university's executive director of athletics.
 - (3) In conjunction with the executive director of athletics and appropriate athletics department staff:
 - (a) Establishing appropriate measures and benchmarks necessary to assess the success of the intercollegiate athletics program.
 - (b) Establishing and upholding academic and eligibility standards for student-athletes that reflect the university's mission and values.
 - (4) Appointing and establishing the term of the NCAA faculty representative.
- (F) Responsibilities of the executive director of athletics. The responsibilities of the executive director of athletics include, but are not limited to:
- (1) Developing the athletic department's mission statement and ensuring that it reflects the university's mission and academic values.
 - (2) Exercising day-to-day control over the activities of the athletic department, including but not limited to student-athlete educational programs and objectives, personnel decisions, corporate sponsorships/partnerships, broadcasting contracts, affiliated organizations and fund raising efforts.
 - (3) Providing information regarding accountability and benchmarks to the university president and board of trustees.
 - (4) Administering financial and managerial affairs with transparency and adherence to university business practices.
 - (5) Communicating clearly with the board of trustees, coaches, administrators, students, faculty, boosters, and alumni concerning compliance with institutional, conference, and NCAA rules and regulations; the mission, values and goals of the athletics department; appropriate contact with donors and students.

- (6) Establishing expectations for on- and off-field ethical and respectful standards of behavior for coaches and student-athletes appropriate to their positions and as representatives of the university.
 - (7) Monitoring and promoting compliance with all federal, state, institutional, conference, and NCAA rules and regulations to which the university is subject, including provisions concerning gender equity.
 - (8) Reporting and responding to known and alleged NCAA violations according to procedures established by the NCAA and informing the president of such violations.
- (G) Responsibilities of the NCAA faculty representative. The responsibilities of the NCAA faculty representative include but are not limited to:
- (1) Ensuring and promoting the academic, health, and social welfare of student-athletes.
 - (2) Serving as the liaison between the faculty and the athletic department.
 - (3) Representing the university with the NCAA and with its conferences.

3356-6-02 Intercollegiate athletics programs – student-athletes.

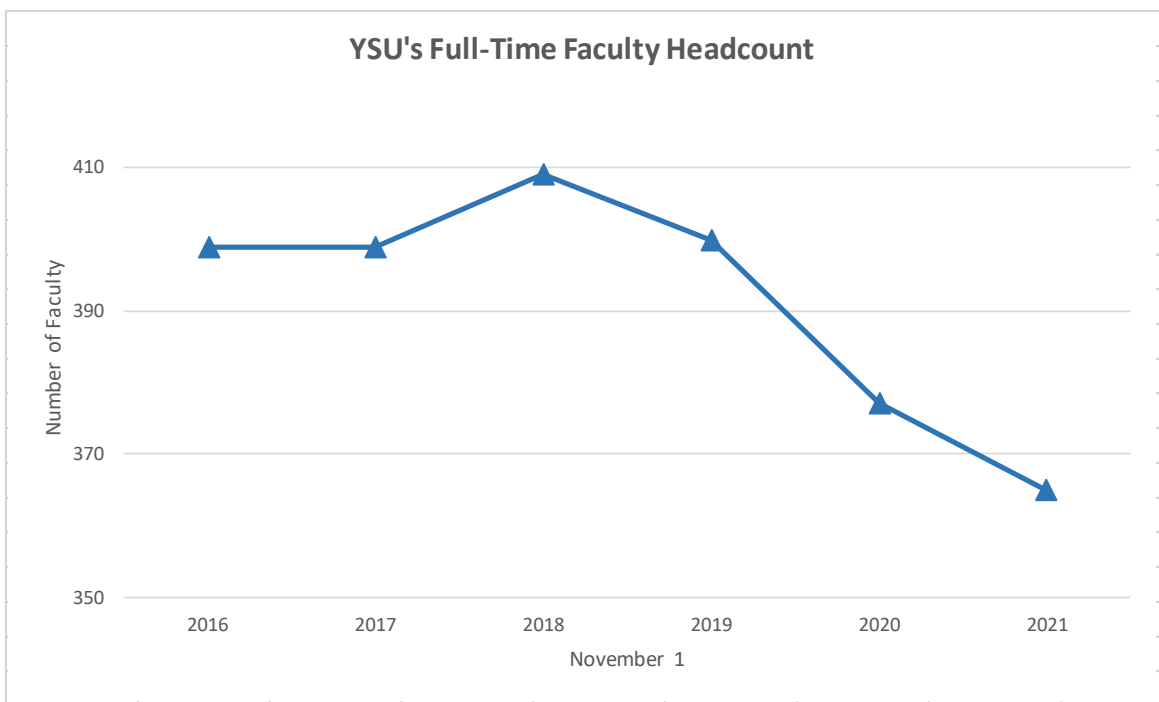
Responsible Division/Office: Intercollegiate Athletics
Responsible Officer: President
Revision History: September 1999; March 2007; March 2011;
June 2017
Board Committee: Academic and Student Affairs
Effective Date: June 14, 2017
Next Review: 2022

- (A) Policy statement. In conjunction with the mission and goals of Youngstown state university (“university”), intercollegiate athletics offers broad-based programs that support the educational objectives and academic progress of student-athletes; comply with the regulations of the national collegiate athletic association (“NCAA”) and university affiliated intercollegiate athletic conferences; and accommodates the institution’s intercollegiate athletic competitive interest of students while providing spectator events of interest to students, faculty, staff, and members of the broader community. The university through the intercollegiate athletics department is committed to the welfare of student-athletes, academic integrity, sportsmanship and ethical integrity, fiscal integrity, ethnic diversity of student-athletes and staff, gender equity, and community outreach.
- (B) Parameters.
- (1) The president has overall responsibility for the administration of all aspects of the intercollegiate athletics program of the university.
 - (2) The executive director of intercollegiate athletics has been delegated the overall accountability for the intercollegiate athletics program and its compliance with all conference and NCAA regulations.
 - (3) The associate director intercollegiate athletics is delegated the responsibility for the development, maintenance, management of conference and NCAA compliance programs.

- (4) Compliance with university, conference and NCAA regulations is a primary responsibility of coaches, departmental staff, student-athletes, parents, boosters, and others associated with the department of intercollegiate athletics, as well as all fiscal matters, including fundraising, must be conducted within such stated regulations.
 - (5) Members of the university community are expected to follow conference and NCAA regulations.
 - (6) The effectiveness of the compliance program will be evaluated on a regular basis.
 - (7) The primary objective of the intercollegiate athletics program is to promote the physical, emotional, and educational welfare of student-athletes, while utilizing prudent management and fiscal practices in providing opportunities for competition as an integral part of their quality educational experience.
 - (8) Both academic and athletic abilities are considered during the student athletic recruitment process and followed up with offering a variety of support services upon enrollment, including academic and personal counseling, tutorial services, and substances abuse education and testing.
 - (9) The department of intercollegiate athletics maintains revenue-producing team in NCAA division I men's and women's basketball and football at the division I football championship subdivision level.
 - (10) A variety of other historically nonrevenue-producing intercollegiate athletic men's and women's teams are also supported.
 - (11) Each of the intercollegiate athletics teams and staff members must exercise ethical conduct and support the principles of amateur athletic competition, fair play, and sportsmanship, and follow the NCAA goals regarding gender equity and minority opportunity.
- (C) Procedures.

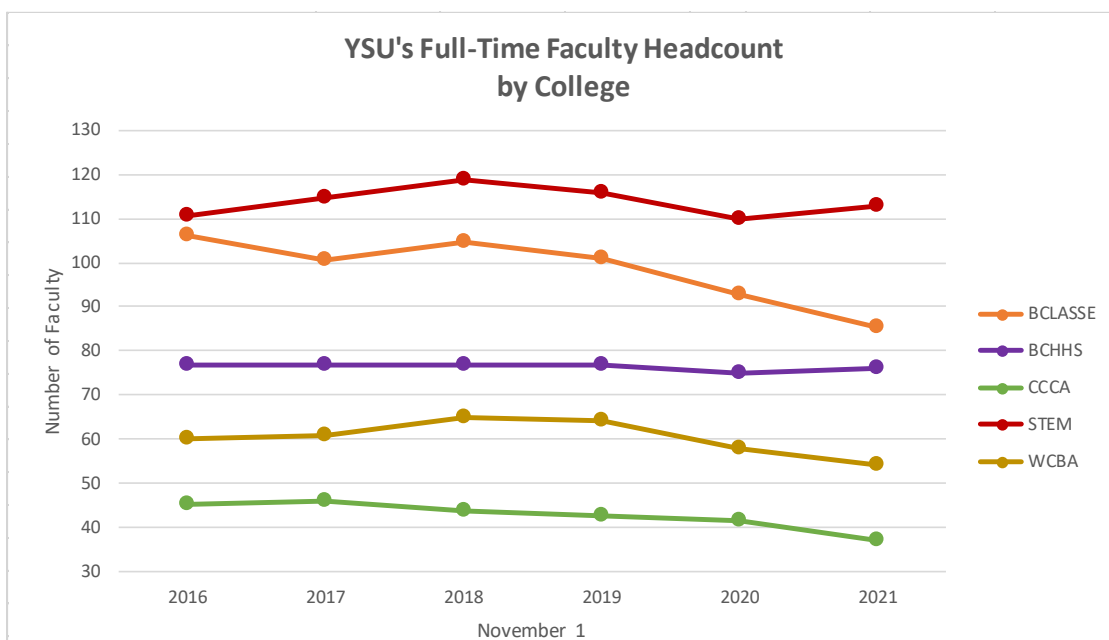
- (1) The executive director of intercollegiate athletics reports quarterly to the board of trustees on matters related to athletic accomplishments and developments and budget and finances.
- (2) The associate director athletics has a direct reporting line to the president in matters of NCAA rule and Title IX compliance.
- (3) The faculty athletic representative, serving as a liaison between the university's academic enterprise and its intercollegiate athletics department, helps ensure the academic integrity of the athletics program as well as being an advocate for student-athlete welfare. The faculty athletics representative reports directly to the president and provides a yearly update to the academic senate.
- (4) The intercollegiate athletics council reviews, on a regular basis, intercollegiate athletics policies and procedures.
- (5) The intercollegiate athletics department is responsible for developing, updating, and distributing the "Student-Athlete Handbook."
- (6) The executive director of intercollegiate athletics, or designee, will meet regularly with the student-athletes advisory committee to discuss areas of interest and concern.
- (7) All fundraising activities are conducted in accordance with rules 3356-5-07, 3356-5-09, and 3356-5-12 of the Administrative Code. (See also corresponding university policies 3356-5-07, 3356-5-09, and 3356-5-12 on the ["University Policies" webpage](#).)

Instruction FALL 2021



One-Year Difference (#)			Five-Year Difference (#)			
2020	377		2016	399		
2021	365	-12	2021	365	-34	
As of the November 1 Census Point						
Faculty Type	2016	2017	2018	2019	2020	2021
Full-Time	399	399	409	400	377	365

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

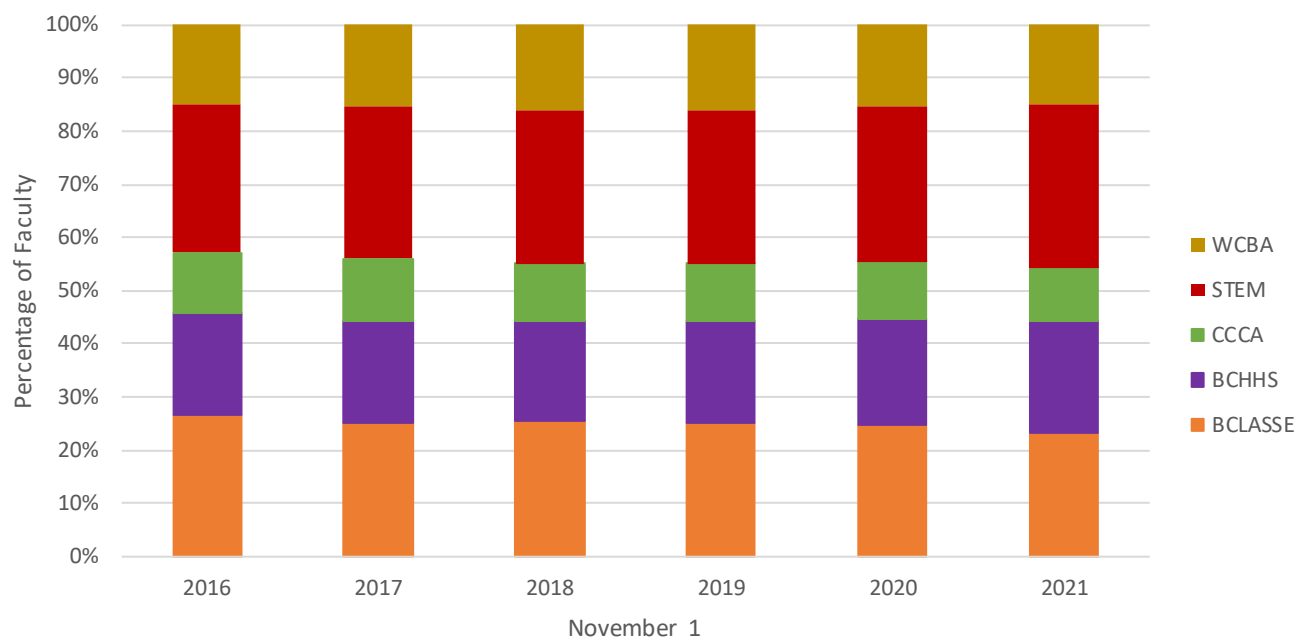


College of Faculty	One-Year Difference			Five-Year Difference		
	2020	2021	#	2016	2021	#
Lib Arts, Soc Sci & Educ	92.9	85.3	-7.6	106.1	85.3	-20.8
Health & Human Svcs.	75	76	1.0	76.9	76	-0.9
Creative Arts	41.4	37	-4.4	45.3	37	-8.3
Sci Tech Engineering & Math	109.7	112.7	3.0	110.7	112.7	2.0
Business Administration	58	54	-4.0	60	54	-6.0

Tenured Full-Time Faculty As of the November 1 Census Point						
College of Faculty	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	106.1	100.5	104.5	100.8	92.9	85.3
Health & Human Svcs.	76.9	76.9	76.9	76.9	75.0	76.0
Creative Arts	45.3	45.9	43.9	42.6	41.4	37.0
Sci Tech Engineering & Math	110.7	114.7	118.7	115.7	109.7	112.7
Business Administration	60.0	61.0	65.0	64.0	58.0	54.0

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets. All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's Full-Time Faculty Percentage Distribution by College

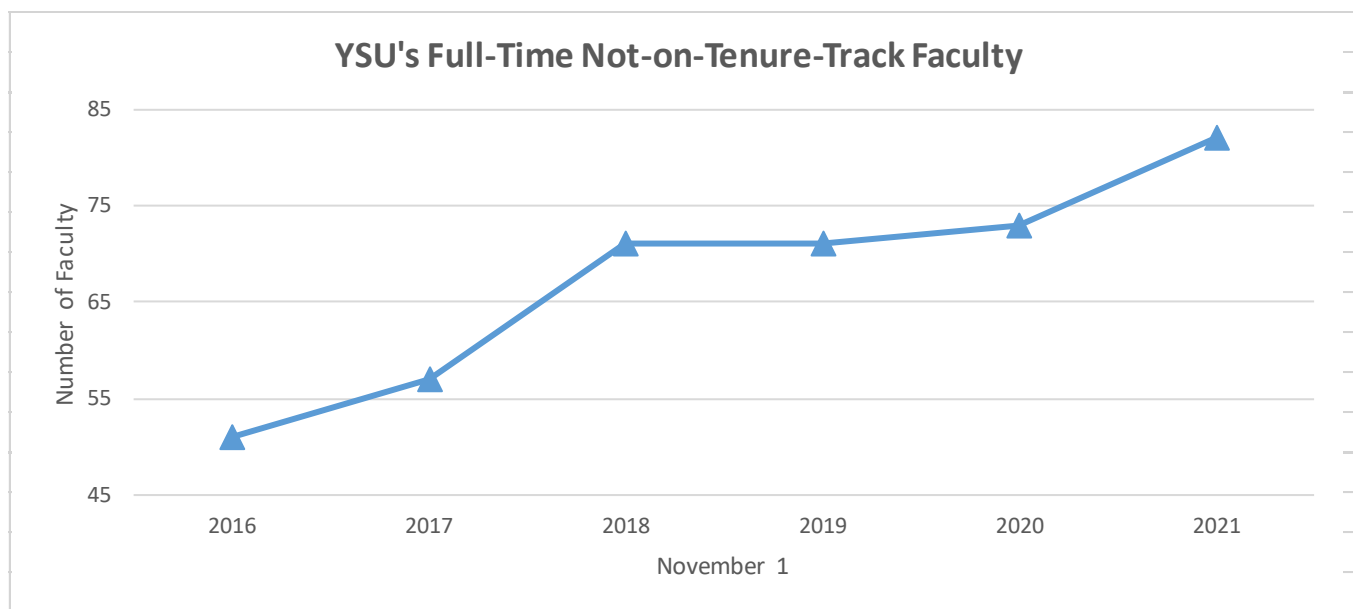


College of Faculty	One-Year Difference			Five-Year Difference		
	2020	2021	#	2016	2021	#
Lib Arts, Soc Sci & Educ	24.64%	23.37%	-1.27%	26.59%	23.37%	-3.22%
Health & Human Svcs.	19.89%	20.82%	0.93%	19.27%	20.82%	1.55%
Creative Arts	10.98%	10.14%	-0.84%	11.35%	10.14%	-1.22%
Sci Tech Engineering & Math	29.10%	30.88%	1.78%	27.74%	30.88%	3.13%
Business Administration	15.38%	14.79%	-0.59%	15.04%	14.79%	-0.24%

Tenured Full-Time Faculty As of the November 1 Census Point						
College of Faculty	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	26.59%	25.19%	25.55%	25.20%	24.64%	23.37%
Health & Human Svcs.	19.27%	19.27%	18.80%	19.23%	19.89%	20.82%
Creative Arts	11.35%	11.50%	10.73%	10.65%	10.98%	10.14%
Sci Tech Engineering & Math	27.74%	28.75%	29.02%	28.93%	29.10%	30.88%
Business Administration	15.04%	15.29%	15.89%	16.00%	15.38%	14.79%

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

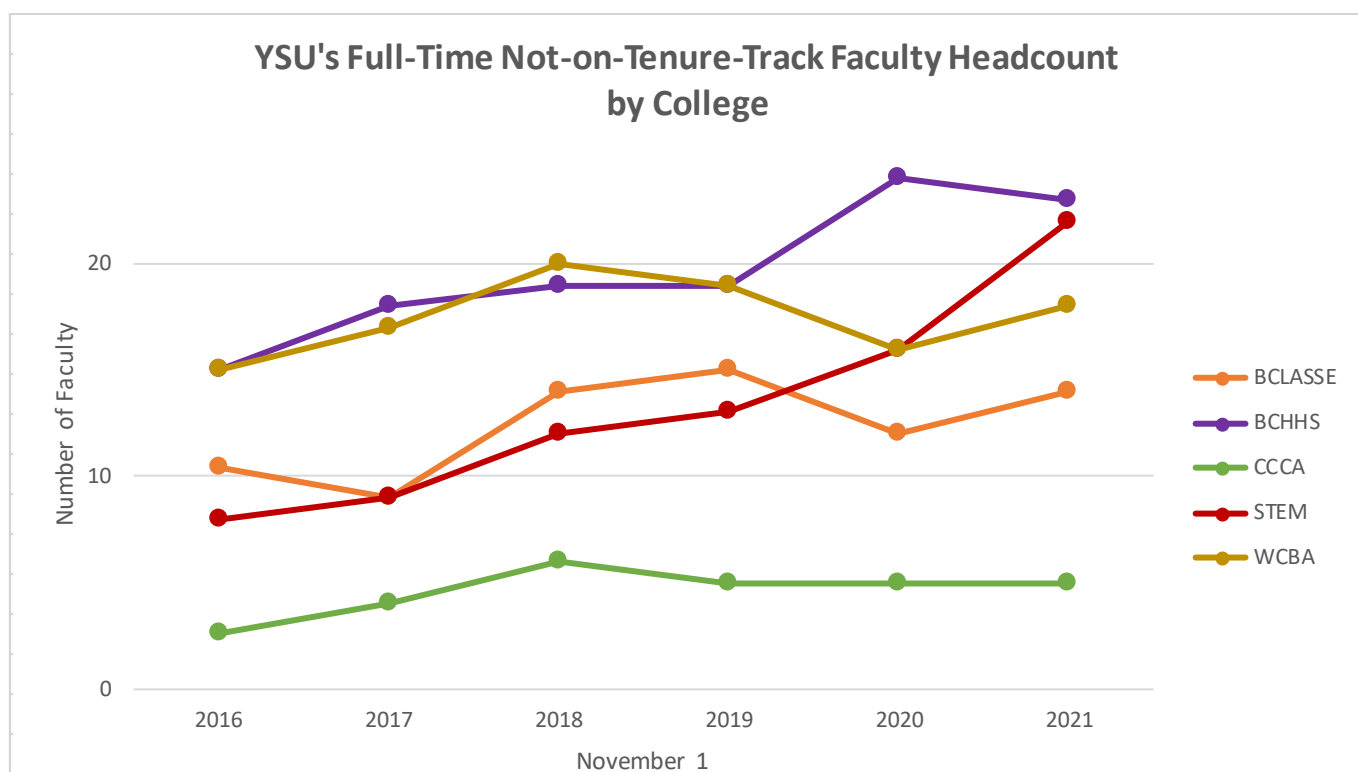


One-Year Difference (#)		
2020	73	
2021	82	9

Five-Year Difference (#)		
2016	51	
2021	82	31

Fall	2016	2017	2018	2019	2020	2021
Not-on-Track	51	57	71	71	73	82

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

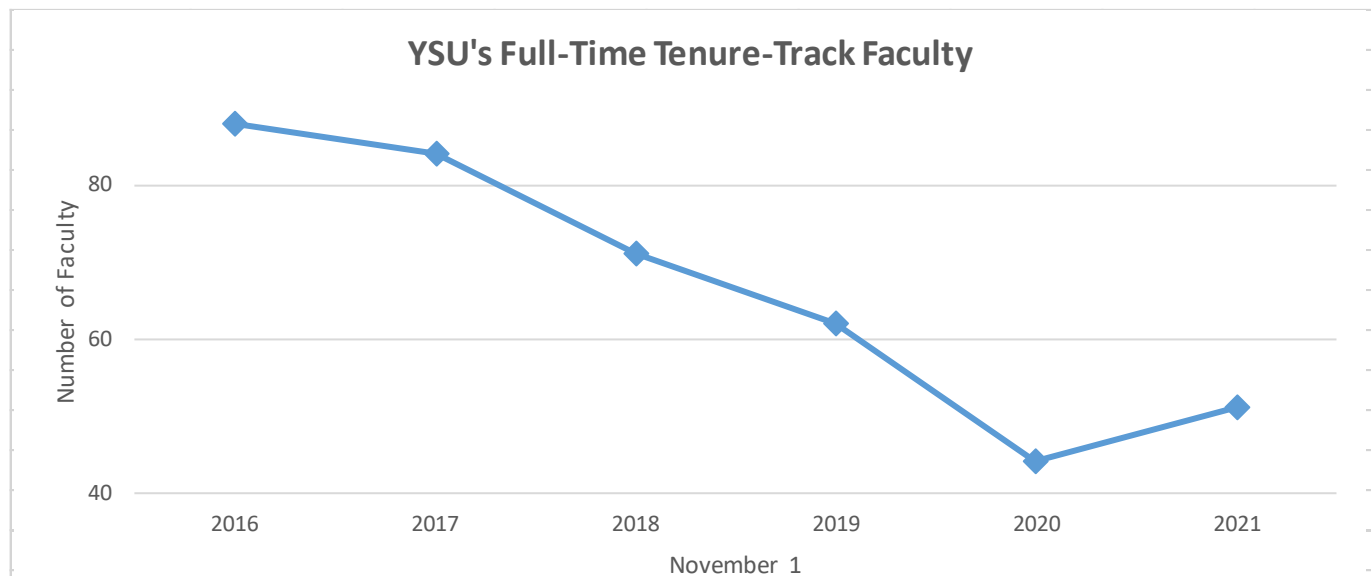


College of Faculty	One-Year Difference			Five-Year Difference		
	2020	2021	#	2016	2021	#
Lib Arts, Soc Sci & Educ	12	14	2.0	10.4	14	3.6
Health & Human Svcs.	24	23	-1.0	15	23	8.0
Creative Arts	5	5	0.0	2.6	5	2.4
Sci Tech Engineering & Math	16	22	6.0	8	22	14.0
Business Administration	16	18	2.0	15	18	3.0

Tenured Full-Time Faculty As of the November 1 Census Point						
College of Faculty	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	10.4	9.0	14.0	15.0	12.0	14.0
Health & Human Svcs.	15.0	18.0	19.0	19.0	24.0	23.0
Creative Arts	2.6	4.0	6.0	5.0	5.0	5.0
Sci Tech Engineering & Math	8.0	9.0	12.0	13.0	16.0	22.0
Business Administration	15.0	17.0	20.0	19.0	16.0	18.0

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

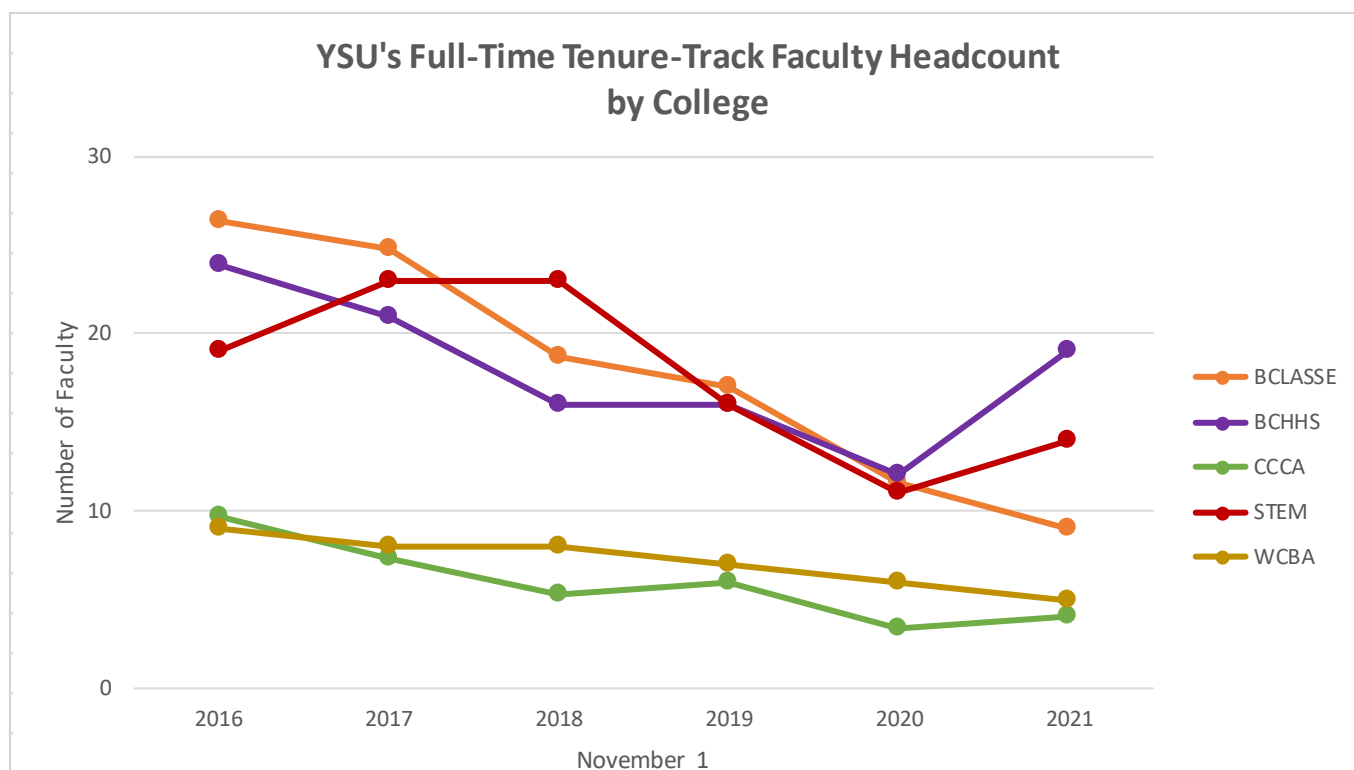
All distributions have been adjusted to reflect the academic reorganization of 2020-21.



One-Year Difference (#)			Five-Year Difference (#)		
2020	44		2016	88	
2021	51	7	2021	51	-37

As of the November 1 Census Point						
Faculty Type	2016	2017	2018	2019	2020	2021
Tenure-Track	88	84	71	62	44	51

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

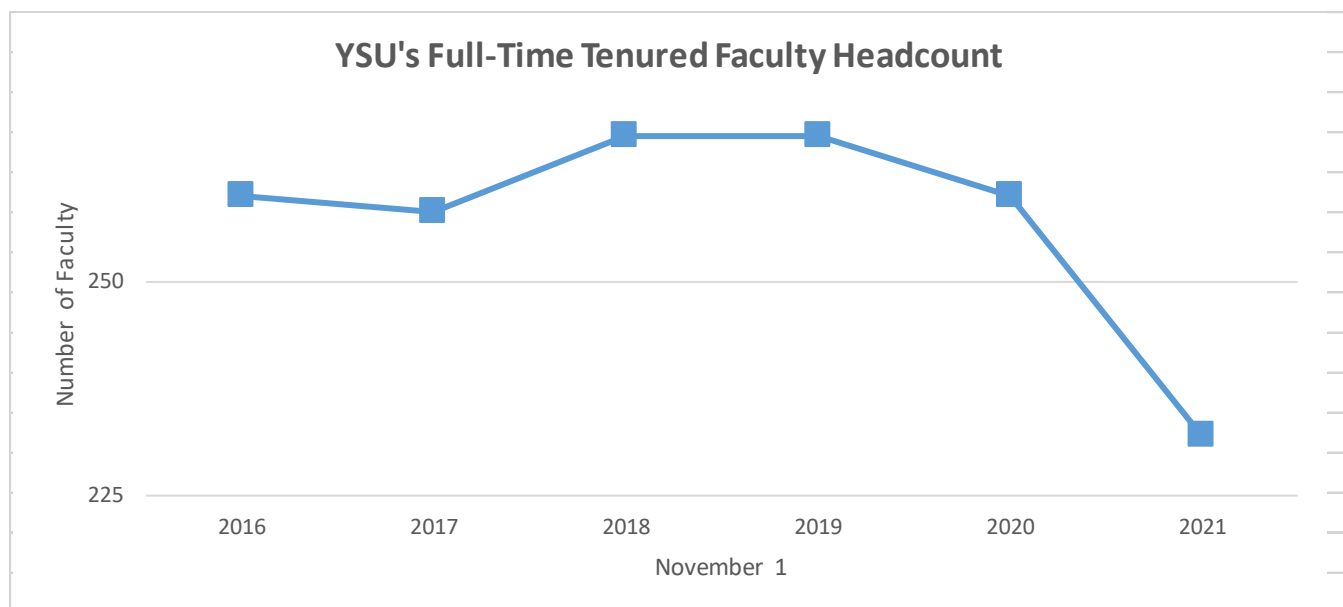


College of Faculty	One-Year Difference			Five-Year Difference		
	2020	2021	#	2016	2021	#
Lib Arts, Soc Sci & Educ	11.6	9	-2.6	26.4	9	-17.4
Health & Human Svcs.	12	19	7.0	23.9	19	-4.9
Creative Arts	3.4	4	0.6	9.7	4	-5.7
Sci Tech Engineering & Math	11	14	3.0	19	14	-5.0
Business Administration	6	5	-1.0	9	5	-4.0

Tenured Full-Time Faculty As of the November 1 Census Point						
College of Faculty	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	26.4	24.8	18.7	17.0	11.6	9.0
Health & Human Svcs.	23.9	20.9	16.0	16.0	12.0	19.0
Creative Arts	9.7	7.3	5.3	6.0	3.4	4.0
Sci Tech Engineering & Math	19.0	23.0	23.0	16.0	11.0	14.0
Business Administration	9.0	8.0	8.0	7.0	6.0	5.0

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

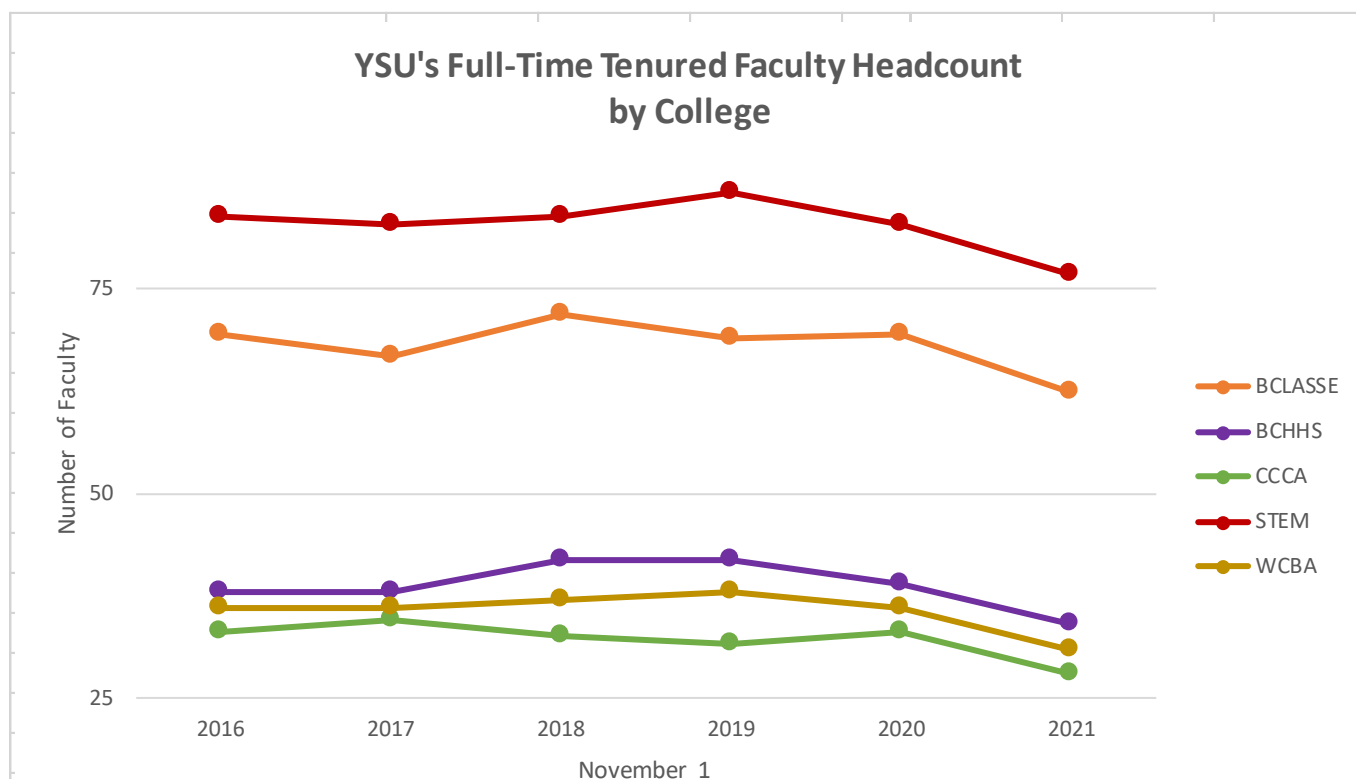


One-Year Difference (#)		
2020	260	
2021	232	-28

Five-Year Difference (#)		
2016	260	
2021	232	-28

As of the November 1 Census Point						
Faculty Type	2016	2017	2018	2019	2020	2021
Tenured	260	258	267	267	260	232

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.



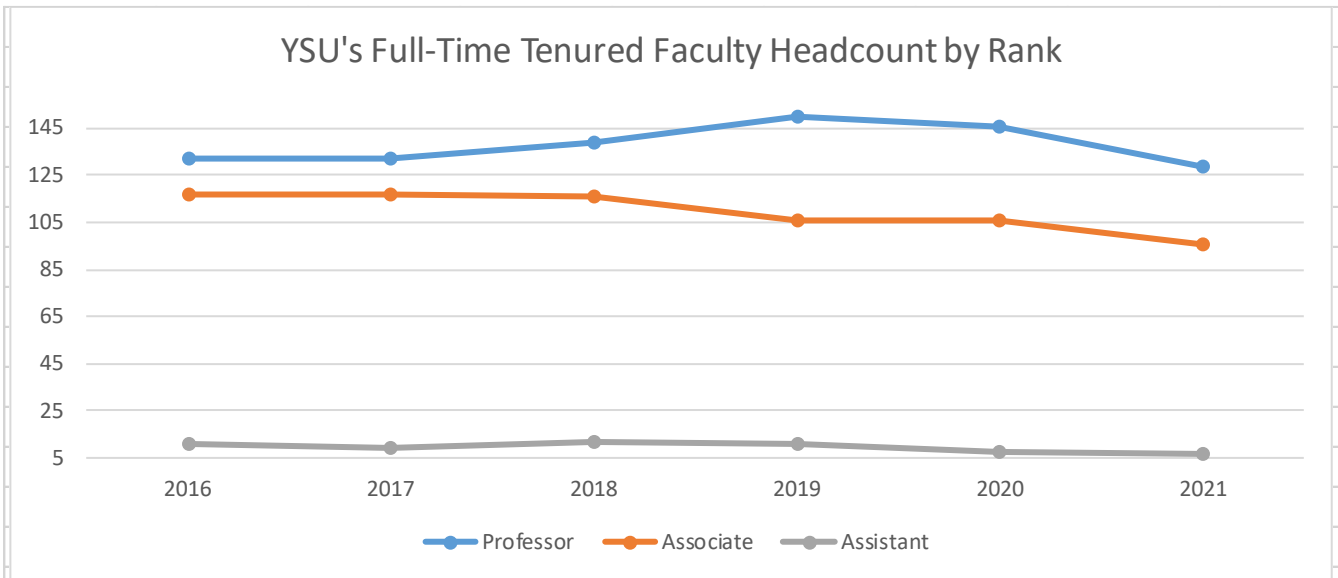
College of Faculty	One-Year Difference			Five-Year Difference		
	2020	2021	#	2016	2021	#
Lib Arts, Soc Sci & Educ	69.3	62.3	-7.0	69.3	62.3	-7.0
Health & Human Svcs.	39	34	-5.0	38	34	-4.0
Creative Arts	33	28	-5.0	33	28	-5.0
Sci Tech Engineering & Math	82.7	76.7	-6.0	83.7	76.7	-7.0
Business Administration	36	31	-5.0	36	31	-5.0

Tenured Full-Time Faculty As of the November 1 Census Point							
College of Faculty	2016	2017	2018	2019	2020	2021	
Lib Arts, Soc Sci & Educ	69.3	66.7	71.8	68.8	69.3	62.3	
Health & Human Svcs.	38.0	38.0	41.9	41.9	39.0	34.0	
Creative Arts	33.0	34.6	32.6	31.6	33.0	28.0	
Sci Tech Engineering & Math	83.7	82.7	83.7	86.7	82.7	76.7	
Business Administration	36.0	36.0	37.0	38.0	36.0	31.0	

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's Full-Time Tenured Faculty Headcount by Rank

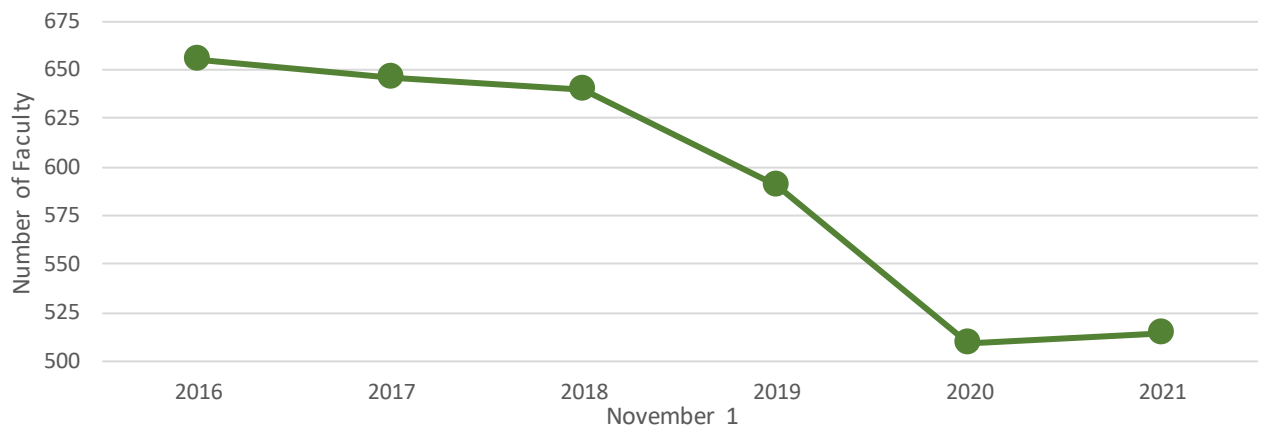


One-Year Difference (#)		Five-Year Difference (#)	
Professor	-17	Professor	-3
Associate	-10	Associate	-21
Assistant	-1	Assistant	-4

Tenured Faculty As of the November 1 Census Point						
	2016	2017	2018	2019	2020	2021
Professor	132	132	139	150	146	129
Associate	117	117	116	106	106	96
Assistant	11	9	12	11	8	7
Total	260	258	267	267	260	232

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

YSU's Part-Time Faculty (Including Admin/Staff who Teach)



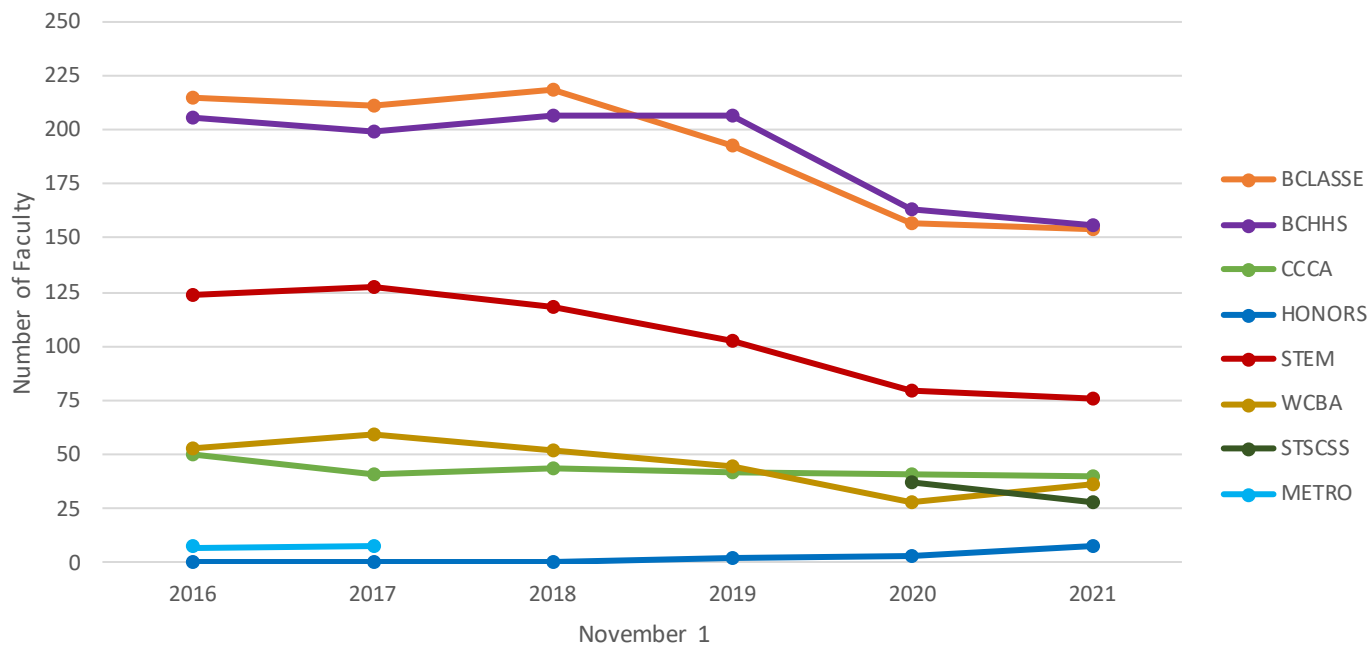
One-Year Difference (#)		
2020	509	
2021	514	5

Five-Year Difference (#)		
2016	655	
2021	514	-141

As of the November 1 Census Point							
Faculty Type	2016	2017	2018	2019	2020	2021	
Part-Time	655	646	640	590	509	514	

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

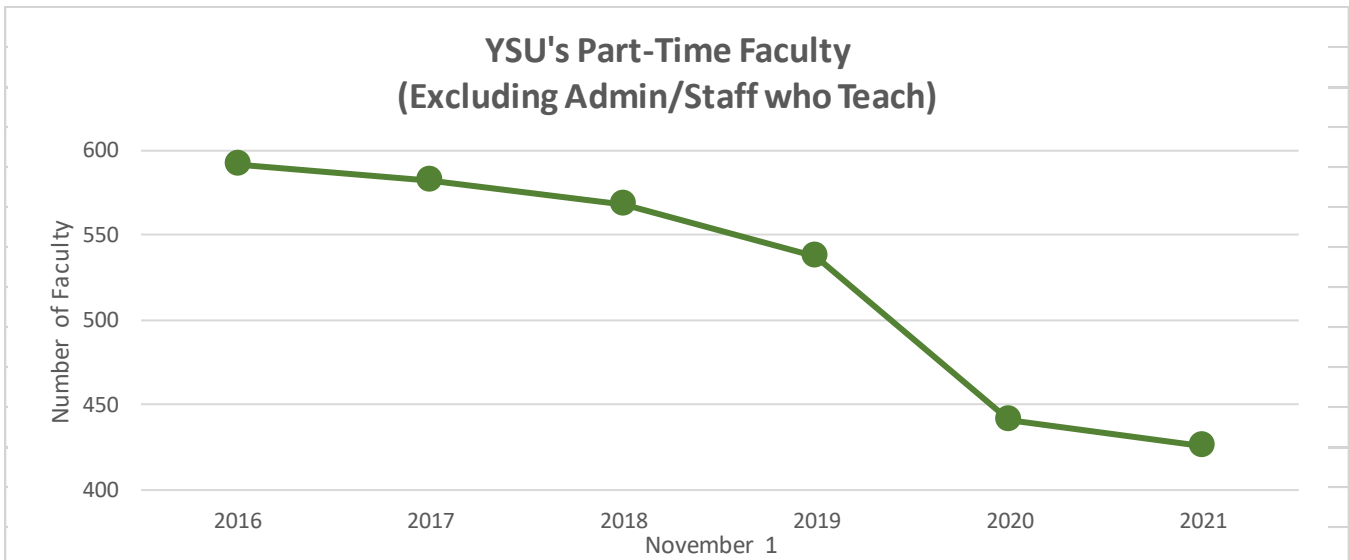
YSU's Part-Time Faculty by College (Including Admin/Staff who Teach)



College of Faculty	One-Year Difference			Five-Year Difference		
	2020	2021	#	2016	2021	#
Lib Arts, Soc Sci & Educ	157.0	154.2	-2.8	215.0	154.2	-60.8
Health & Human Svcs.	163.5	156.3	-7.2	206.0	156.3	-49.7
Creative Arts	40.5	40.0	-0.5	50.5	40.0	-10.5
Honors College	3.0	7.5	4.5	0.0	7.5	7.5
Sci Tech Engineering & Mat	79.5	76.0	-3.5	123.5	76.0	-47.5
Business Administration	28.5	36.0	7.5	52.5	36.0	-16.5
Student Success	37.0	28.0	-9.0	0.0	28.0	28.0
Metro College	N/A	N/A	N/A	7.5	N/A	N/A

As of the November 1 Census Point						
College of Faculty	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	215.0	211.0	218.8	192.5	157.0	154.2
Health & Human Svcs.	206.0	199.5	206.7	206.5	163.5	156.3
Creative Arts	50.5	41.0	44.0	41.5	40.5	40.0
Honors College	0.0	0.0	0.0	2.0	3.0	7.5
Sci Tech Engineering & Mat	123.5	127.0	118.7	103.0	79.5	76.0
Business Administration	52.5	59.5	51.8	44.5	28.5	36.0
Student Success	N/A	N/A	N/A	N/A	37.0	28.0
Metro College	7.5	8.0	N/A	N/A	N/A	N/A

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.
All distributions have been adjusted to reflect the academic reorganization of 2020-21.



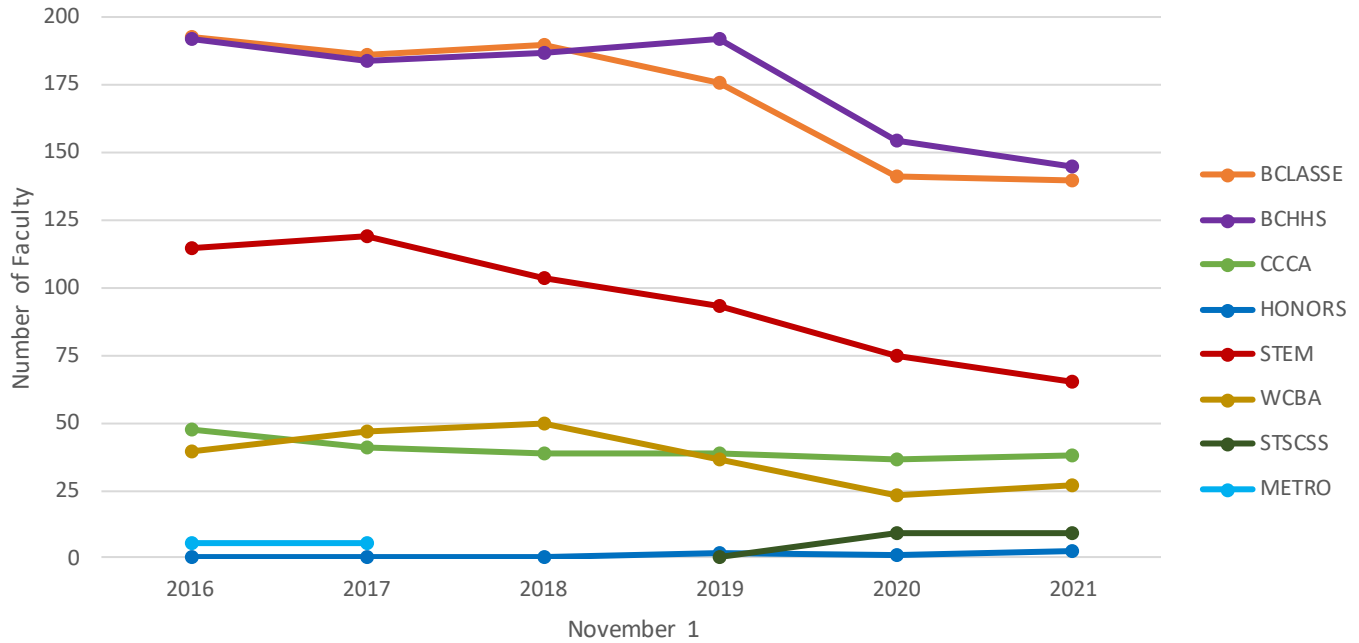
One-Year Difference (#)		
2020	441	
2021	426	-15

Five-Year Difference (#)		
2016	591	
2021	426	-165

As of the November 1 Census Point						
Faculty Type	2016	2017	2018	2019	2020	2021
Part-Time	591	582	568	537	441	426

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

YSU's Part-Time Faculty by College (Excluding Admin/Staff who Teach)

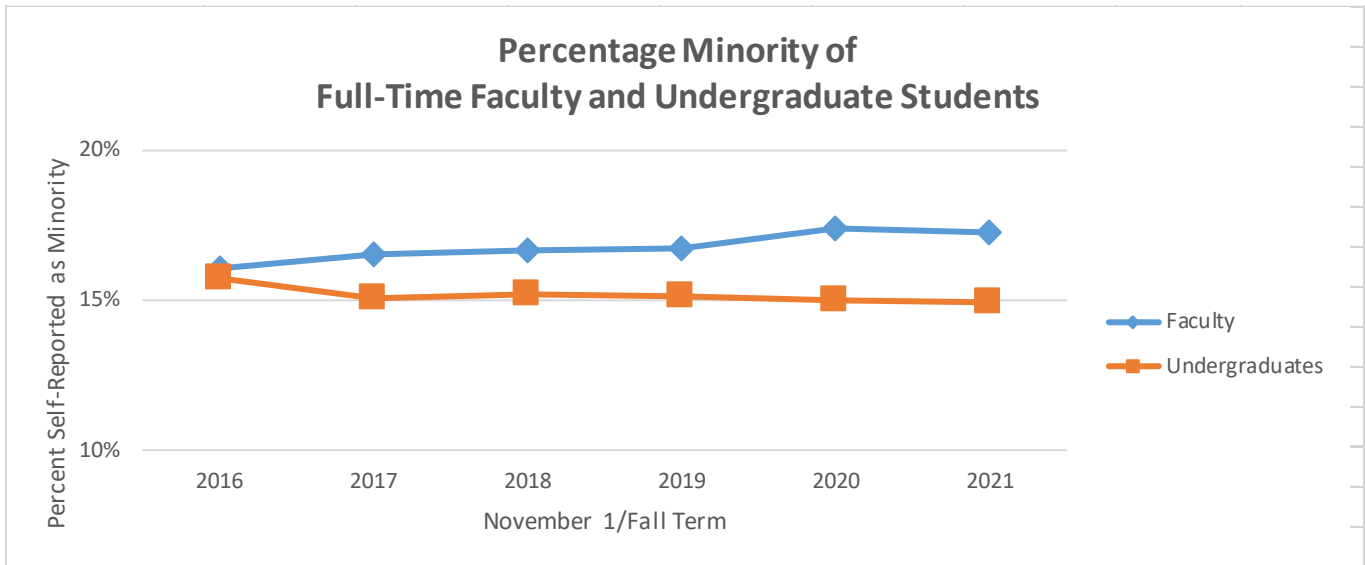


College of Faculty	One-Year Difference			Five-Year Difference		
	2020	2021	#	2016	2021	#
Lib Arts, Soc Sci & Educ	141.0	139.7	-1.3	192.5	139.7	-52.8
Health & Human Svcs.	154.5	144.8	-9.7	191.5	144.8	-46.7
Creative Arts	36.5	38.0	1.5	47.5	38.0	-9.5
Honors College	1.0	2.5	1.5	0.0	2.5	2.5
Sci Tech Engineering & Mat	75.0	65.0	-10.0	114.5	65.0	-49.5
Business Administration	23.5	27.0	3.5	39.5	27.0	-12.5
Student Success	9.5	9.0	-0.5	0.0	9.0	9.0
Metro College	N/A	N/A	N/A	5.5	N/A	N/A

As of the November 1 Census Point						
College of Faculty	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	192.5	186.0	189.3	175.5	141.0	139.7
Health & Human Svcs.	191.5	183.5	186.7	191.5	154.5	144.8
Creative Arts	47.5	41.0	39.0	38.5	36.5	38.0
Honors College	0.0	0.0	0.0	2.0	1.0	2.5
Sci Tech Engineering & Mat	114.5	119.0	103.2	93.0	75.0	65.0
Business Administration	39.5	47.0	49.8	36.5	23.5	27.0
Student Success	N/A	N/A	N/A	N/A	9.5	9.0
Metro College	5.5	5.5	N/A	N/A	N/A	N/A

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.



% FT Faculty One-Year Difference (#)		
2020	17.40%	
2021	17.25%	-0.15%

% FT Faculty Five-Year Difference (#)		
2016	16.04%	
2021	17.25%	1.21%

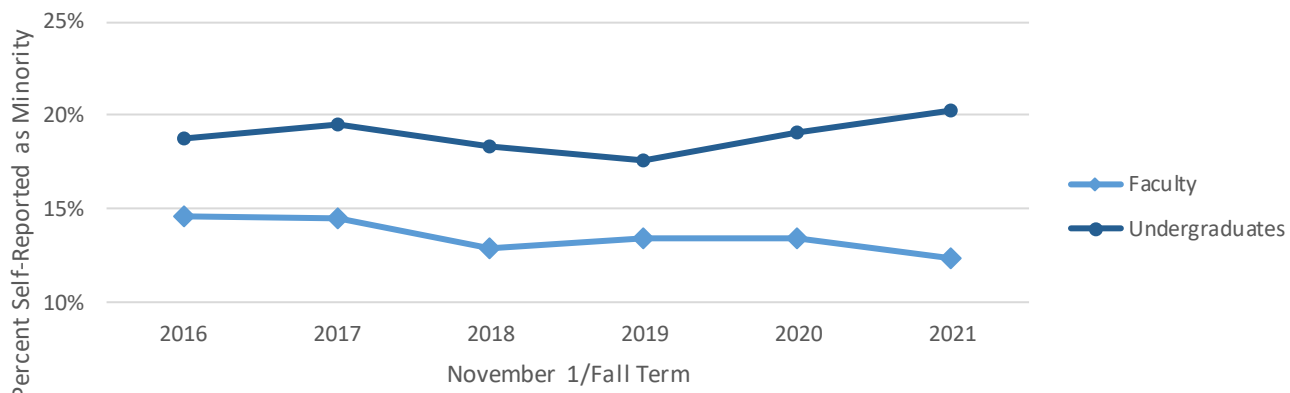
% Undergrad One-Year Difference (#)		
2020	15.00%	
2021	14.95%	-0.05%

% Undergrad Five-Year Difference (#)		
2016	15.71%	
2021	14.95%	-0.76%

Percentage Minority						
	2016	2017	2018	2019	2020	2021
Faculty	16.04%	16.54%	16.63%	16.75%	17.40%	17.25%
Undergraduates	15.71%	15.04%	15.21%	15.09%	15.00%	14.95%

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.
 Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.
 All distributions have been adjusted to reflect the academic reorganization of 2020-21.

College of Liberal Arts, Social Sciences & Education Percentage Minority of Full-Time Faculty and Undergraduate Students



% FT Faculty One-Year Difference (#)		
2020	13.40%	
2021	12.36%	-1.04%

% FT Faculty Five-Year Difference (#)		
2016	14.61%	
2021	12.36%	-2.25%

% Undergrad One-Year Difference (#)		
2020	19.07%	
2021	20.21%	1.14%

% Undergrad Five-Year Difference (#)		
2016	18.76%	
2021	20.21%	1.45%

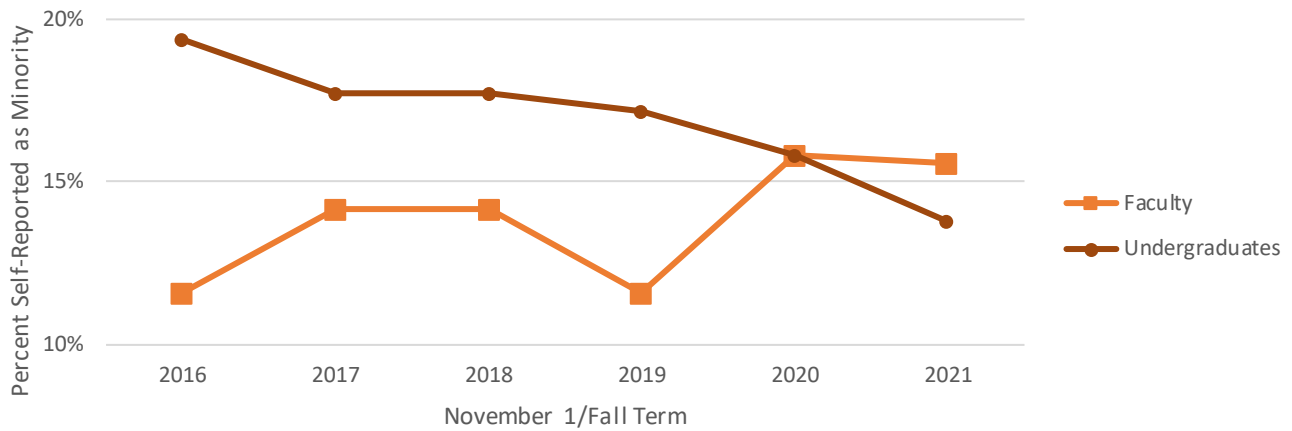
Percentage Minority							
	2016	2017	2018		2019	2020	2021
Faculty	14.61%	14.55%	12.92%		13.39%	13.40%	12.36%
Undergradu	18.76%	19.48%	18.37%		17.58%	19.07%	20.21%

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2021 Banner data and YSU_IR_Datasets.

Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

College of Health & Human Services Percentage Minority of Full-Time Faculty and Undergraduate Students



% FT Faculty One-Year Difference (#)		
2020	15.79%	
2021	15.58%	-0.21%

% FT Faculty Five-Year Difference (#)		
2016	11.57%	
2021	15.58%	4.01%

% Undergrad One-Year Difference (#)		
2020	15.80%	
2021	13.77%	-2.03%

% Undergrad Five-Year Difference (#)		
2016	19.40%	
2021	13.77%	-5.63%

Percentage Minority

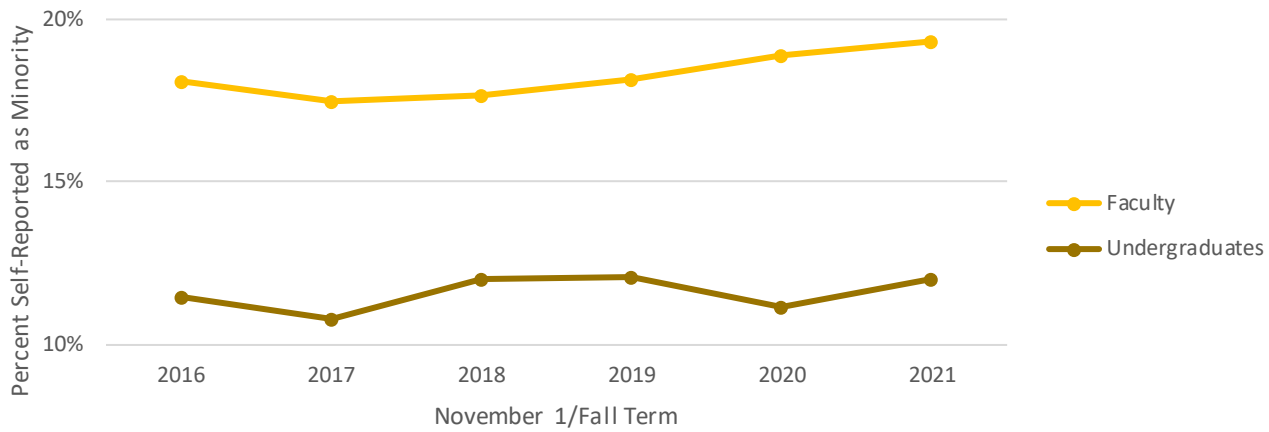
	2016	2017	2018	2019	2020	2021
Faculty	11.57%	14.17%	14.17%	11.57%	15.79%	15.58%
Undergradu	19.40%	17.70%	17.73%	17.14%	15.80%	13.77%

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2019 Banner data and YSU_IR_Datasets.

Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

College of Creative Arts Percentage Minority of Full-Time Faculty and Undergraduate Students



% FT Faculty One-Year Difference (#)			% FT Faculty Five-Year Difference (#)		
2020	13.95%		2016	12.36%	
2021	16.22%	2.27%	2021	16.22%	3.86%

% Undergrad One-Year Difference (#)			% Undergrad Five-Year Difference (#)		
2020	15.69%		2016	14.19%	
2021	15.74%	0.05%	2021	15.74%	1.55%

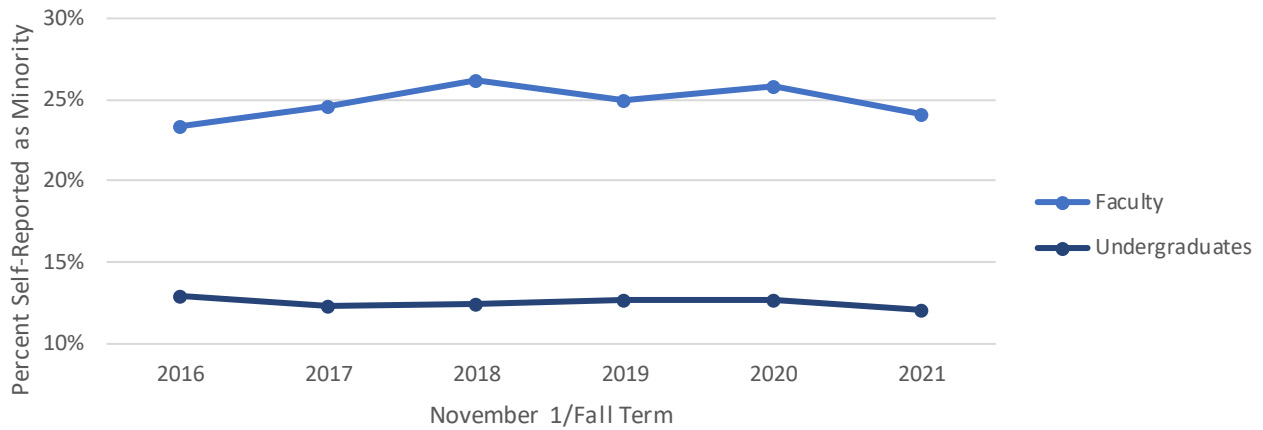
Percentage Minority						
	2016	2017	2018	2019	2020	2021
Faculty	12.36%	12.39%	12.76%	13.15%	13.95%	16.22%
Undergradu	14.19%	12.86%	12.36%	14.76%	15.69%	15.74%

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2019 Banner data and YSU_IR_Datasets.

Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

College of Science, Technology, Engineering & Mathematics Percentage Minority of Full-Time Faculty and Undergraduate Students



% FT Faculty One-Year Difference (#)		
2020	18.92%	
2021	19.30%	0.38%

% FT Faculty Five-Year Difference (#)		
2016	18.07%	
2021	19.30%	1.23%

% Undergrad One-Year Difference (#)		
2020	11.15%	
2021	12.02%	0.87%

% Undergrad Five-Year Difference (#)		
2016	11.46%	
2021	12.02%	0.56%

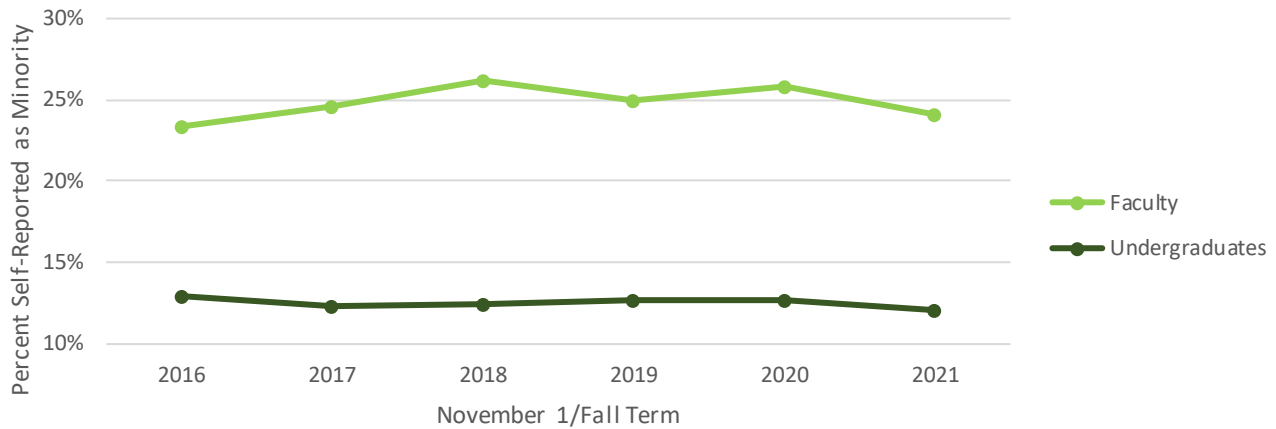
Percentage Minority							
	2016	2017	2018	2019	2020	2021	
Faculty	18.07%	17.46%	17.69%	18.15%	18.92%	19.30%	
Undergradu	11.46%	10.81%	12.00%	12.04%	11.15%	12.02%	

Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2019 Banner data and YSU_IR_Datasets.

Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

College of Business Administration Percentage Minority of Full-Time Faculty and Undergraduate Students



% FT Faculty One-Year Difference (#)		
2020	25.86%	
2021	24.07%	-1.79%

% FT Faculty Five-Year Difference (#)		
2016	23.33%	
2021	24.07%	0.74%

% Undergrad One-Year Difference (#)		
2020	12.72%	
2021	12.10%	-0.62%

% Undergrad Five-Year Difference (#)		
2016	12.92%	
2021	12.10%	-0.82%

Percentage Minority						
	2016	2017	2018	2019	2020	2021
Faculty	23.33%	24.59%	26.15%	25.00%	25.86%	24.07%
Undergradu	12.92%	12.31%	12.47%	12.65%	12.72%	12.10%


Source: YSU Banner data reported via IPEDS Human Resources Survey, preliminary 2019 Banner data and YSU_IR_Datasets.

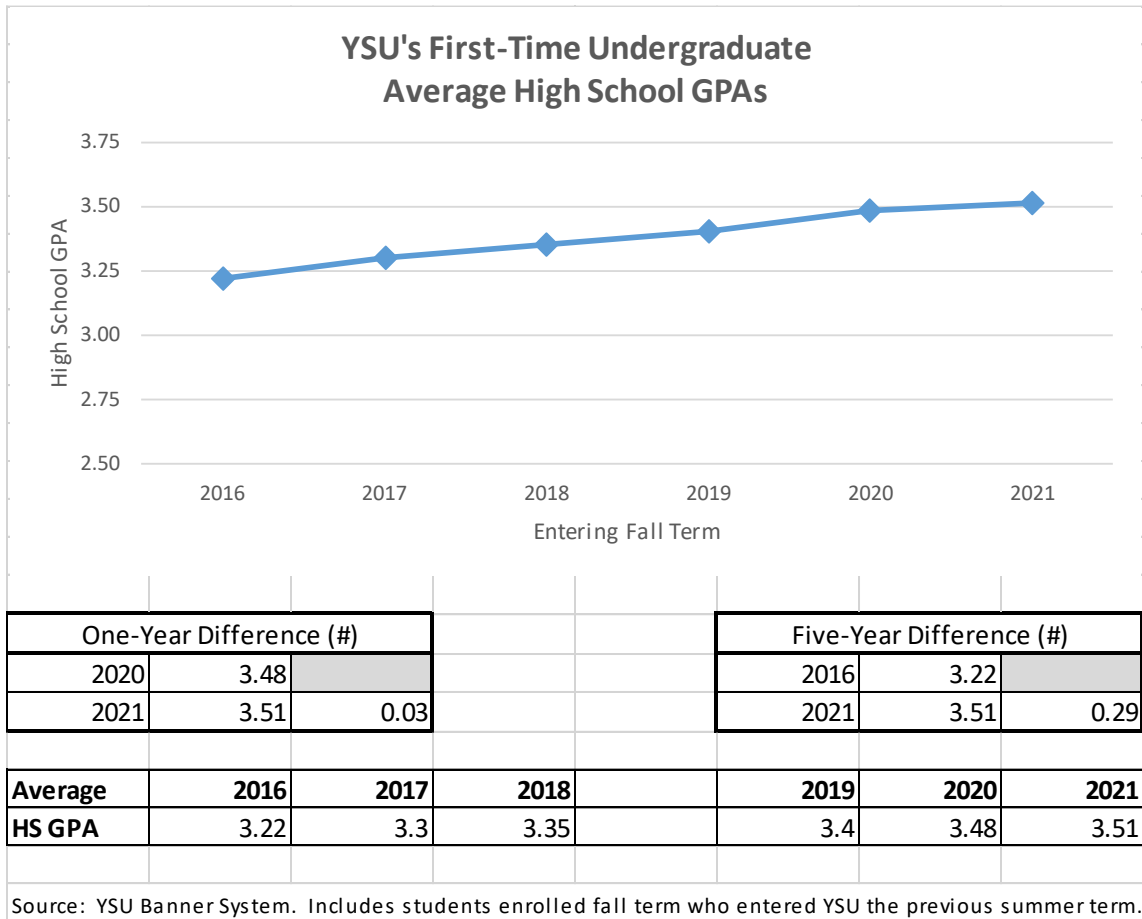
Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

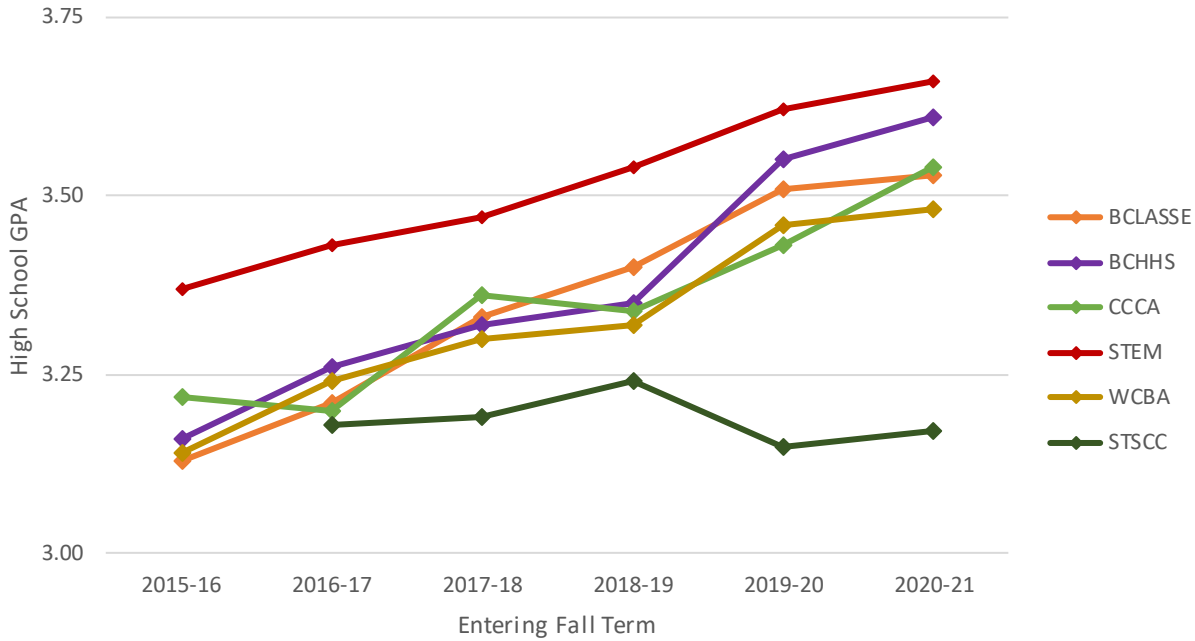
FALL 2021 Metrics

Academic Program Dashboard of Lead Indicators (APEEI)

 Academics						
Age Group: <25 25+ Gender:		Race White UNKN 2+ Black Lat/His				
Pell Status: Non Pell M F		/Ethnicity: Interntl Ntv.Am. Asian Haw/Pac				
Category	Metric	'17	'18	'19	'20	Change
Program Profile	# of Majors	154	164	186	203	9% ↑
	# of Diverse Majors*	21	38	59	62	5% ↑
	% Pre-Majors	25%	23%	22%	18%	-20% ↓
	% JR/SR Majors	49%	47%	51%	55%	8% ↑
	SCH Taught	3,465	3,813	4,478	4,689	5% ↑
	% SCH Related to Online	9%	11%	12%	17%	38% ↑
	% SCH Taught by FT Faculty	63%	62%	66%	64%	-3% ↓
	Part-Time Faculty FTE (#/3)	56.7	60.3	65.7	60.0	-9% ↓
Faculty Profile	# Full-Time Program Faculty	9	9	9	9	0% —
	# Full-Time Subject Faculty	90	97	120	123	33% ↑
	# Diverse FT Program Faculty*	3	3	3	3	0% —
	# Graduate Assistant Instructors	4	1	2	0	-100% ↓
Student Progress	# Students Enrolled 2+ Terms	102	105	112	120	7% ↑
	# Students Return from Prior Yr.	N/A	87	102	128	25% ↑
	# Students Enrolled 15+ CH	100	125	175	177	1% ↑
	% Students Complete 15+ CH	56%	63%	66%	66%	-1% ↓
	Course Passage Rate	81%	82%	85%	85%	-0% ↓
Outcomes	Degrees Awarded	23	16	12	20	67% ↑
	Median Time to Degree (Yrs)	4.7	3.8	3.7	3.7	0% —
	NSSE Q: Diversity**	N/A	N/A	N/A	N/A	N/A —
	NSSE Q: Program Quality**	N/A	N/A	N/A	N/A	N/A —



YSU's First-Time Undergraduate Average High School GPAs by College

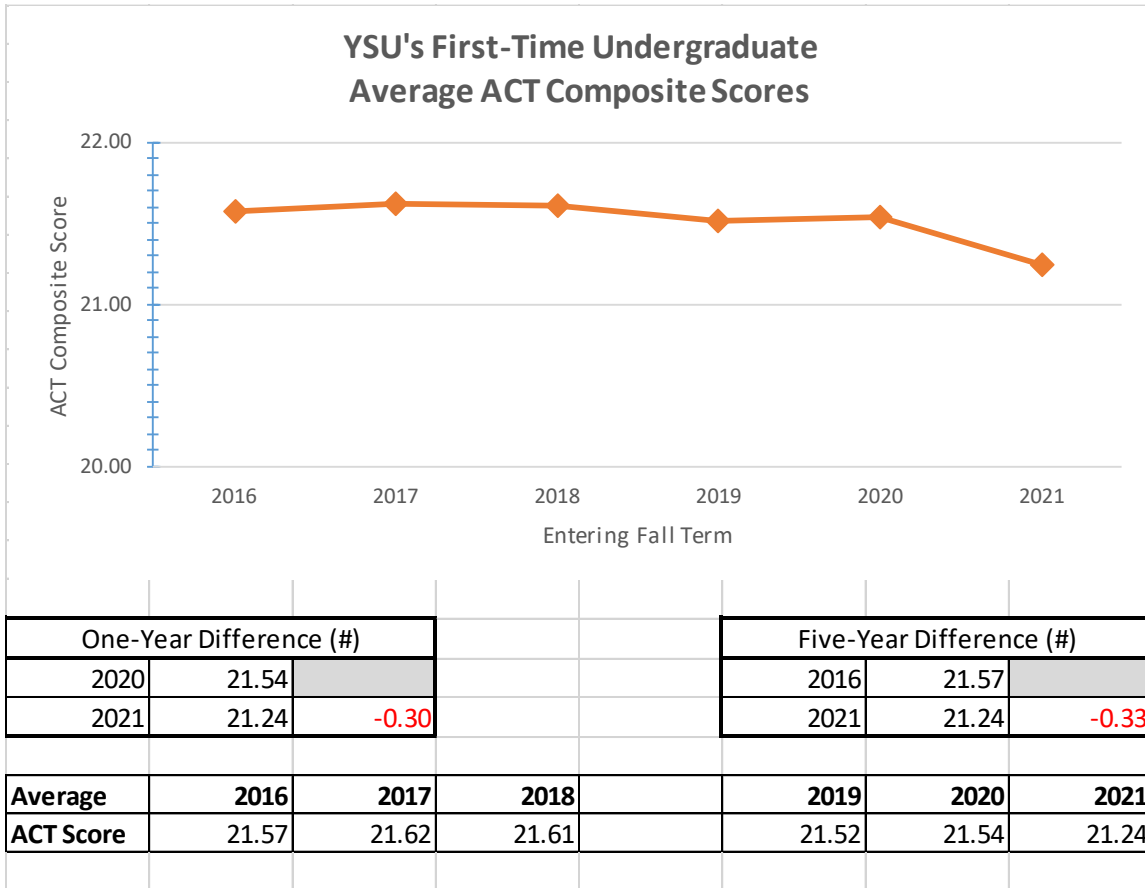


College of Student's Major	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	Difference	2015-16	2020-21	Difference
Lib Arts, Soc Sci & Educ	3.51	3.53	0.02	3.13	3.53	0.40
Health & Human Svc.	3.55	3.61	0.06	3.16	3.61	0.45
Creative Arts	3.43	3.54	0.11	3.22	3.54	0.32
Sci Tech Engineering & Math	3.62	3.66	0.04	3.37	3.66	0.29
Business Administration	3.46	3.48	0.02	3.14	3.48	0.34
Student Success	3.15	3.17	0.02	N/A	3.17	N/A

Average High School GPA						
College of Student's Major	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	3.13	3.21	3.33	3.40	3.51	3.53
Health & Human Svc.	3.16	3.26	3.32	3.35	3.55	3.61
Creative Arts	3.22	3.20	3.36	3.34	3.43	3.54
Sci Tech Engineering & Math	3.37	3.43	3.47	3.54	3.62	3.66
Business Administration	3.14	3.24	3.30	3.32	3.46	3.48
Student Success	N/A	3.18	3.19	3.24	3.15	3.17

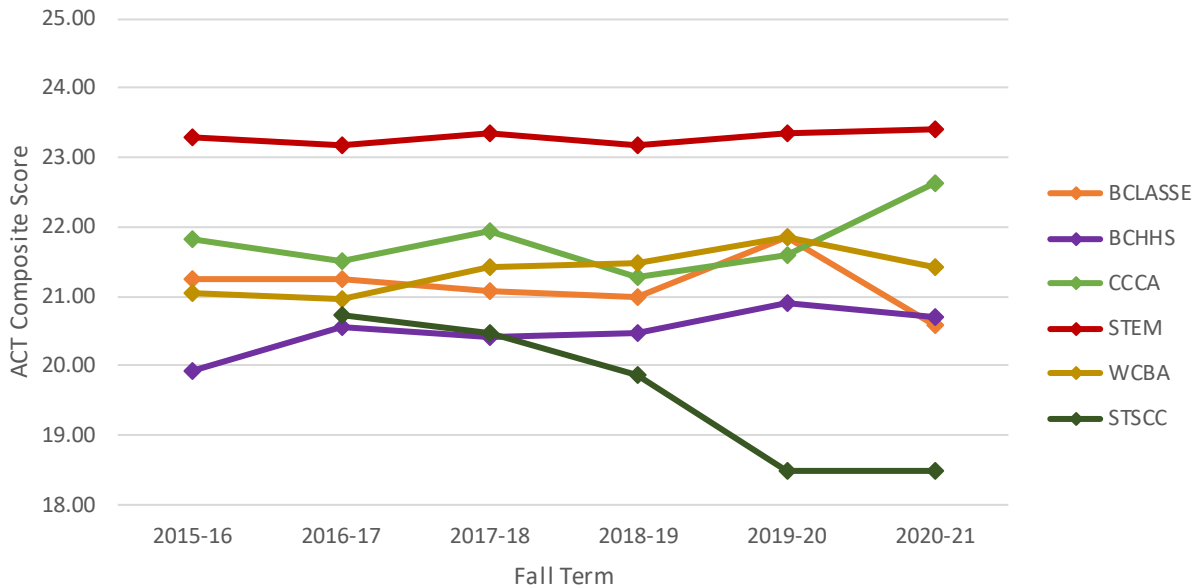
Source: YSU Banner System. Includes students enrolled fall term who entered YSU the previous summer term.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.



Source: YSU Banner System. Includes students enrolled fall term who entered YSU the previous summer term.

YSU's First-Time Undergraduate Average ACT Composite Scores by College



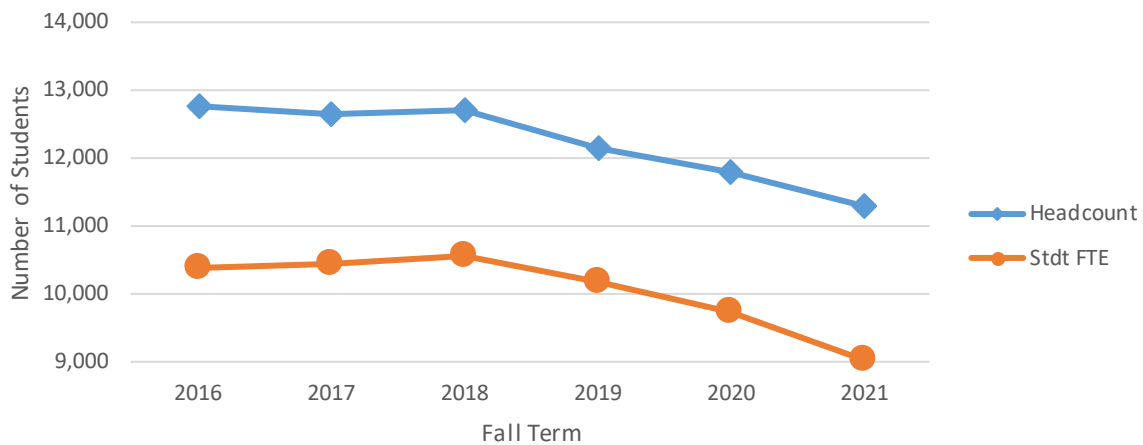
College of Student's Major	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	Difference	2015-16	2020-21	Difference
Lib Arts, Soc Sci & Educ	21.84	20.60	-1.24	21.25	20.60	-0.65
Health & Human Svc.	20.89	20.70	-0.19	19.92	20.70	0.78
Creative Arts	21.59	22.64	1.05	21.82	22.64	0.82
Sci Tech Engineering & Math	23.34	23.40	0.06	23.30	23.40	0.10
Business Administration	21.86	21.42	-0.44	21.05	21.42	0.37
Student Success	18.49	18.50	0.01	N/A	18.50	N/A

Average Composite ACT Scores							
College of Student's Major	2015-16	2016-17	2017-18		2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	21.25	21.25	21.07		21	21.84	20.6
Health & Human Svc.	19.92	20.56	20.42		20.46	20.89	20.7
Creative Arts	21.82	21.5	21.95		21.27	21.59	22.64
Sci Tech Engineering & Math	23.3	23.18	23.35		23.17	23.34	23.4
Business Administration	21.05	20.96	21.42		21.49	21.86	21.42
Student Success	N/A	20.73	20.47		19.86	18.49	18.5

Source: YSU Banner System. Includes students enrolled fall term who entered YSU the previous summer term.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day Fall Term Headcount (HDC) and Full-Time Equivalent (FTE)



HDC One-Year Difference (#)		
2020	11,788	
2021	11,298	-490

HDC Five-Year Difference (#)		
2016	12,756	
2021	11,298	-1,458

FTE One-Year Difference (#)		
2020	9,738.53	
2021	9,030.60	-707.93

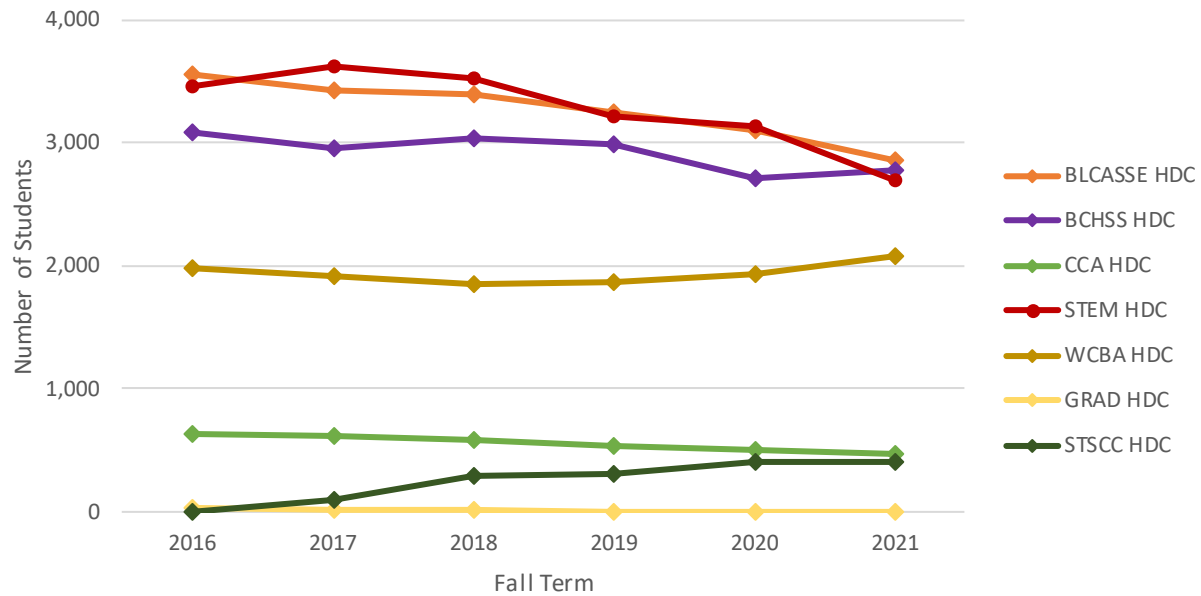
FTE Five-Year Difference (#)		
2016	10,389.40	
2021	9,030.60	-1,358.80

	2016	2017	2018	2019	2020	2021
Headcount	12,756	12,644	12,696	12,155	11,788	11,298
Std FTE	10,389.40	10,431.67	10,565.67	10,185.13	9,738.53	9,030.60

Source: YSU_IR_Datasets. HDC = Undergraduates + Graduates. FTE = Course Credit Hours divided by 15.

Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.

YSU's 14th Day Fall Term Headcount (HDC) by College



College of Student's Major	One-Year Difference			Five-Year Difference		
	2020	2021	Difference	2016	2021	Difference
Lib Arts, Soc Sci & Educ	3,105	2,853	-252	3,561	2,853	-708
Health & Human Svc.	2,707	2,775	68	3,081	2,775	-306
Creative Arts	502	470	-32	636	470	-166
Sci Tech Engineering & Math	3,136	2,697	-439	3,462	2,697	-765
Business Administration	1,926	2,086	160	1,974	2,086	112
Graduate	4	5	1	42	5	-37
Student Success	408	412	4	0	412	412

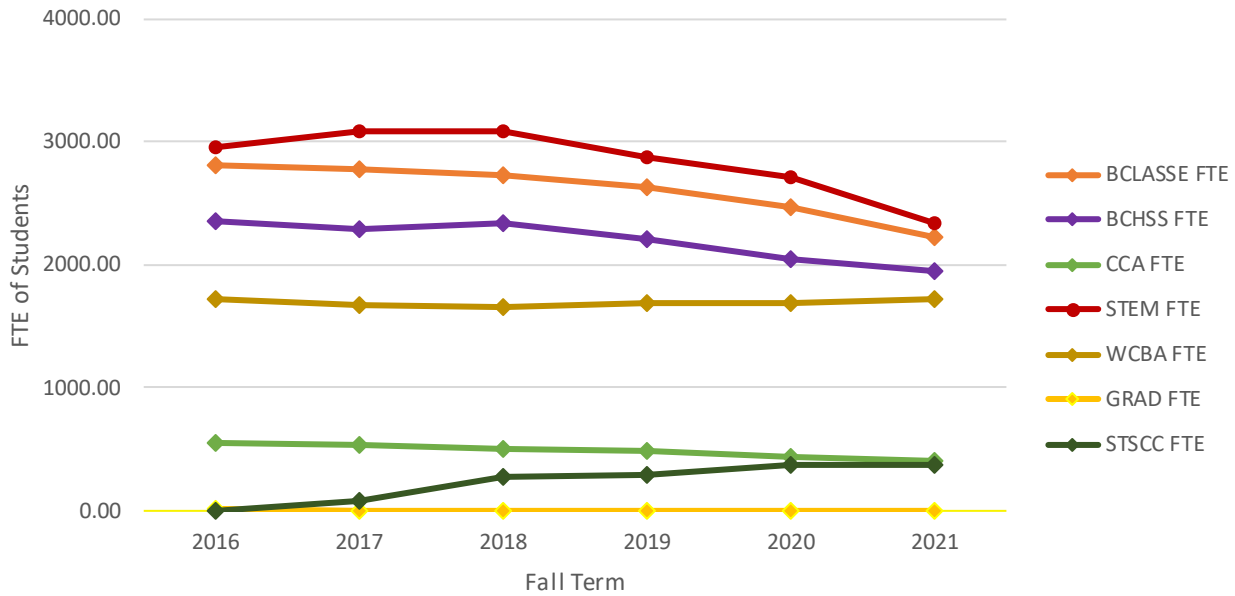
College of Student's Major	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	3,561	3,430	3,393	3,241	3,105	2,853
Health & Human Svc.	3,081	2,961	3,042	2,983	2,707	2,775
Creative Arts	636	619	580	541	502	470
Sci Tech Engineering & Math	3,462	3,617	3,515	3,206	3,136	2,697
Business Administration	1,974	1,910	1,858	1,870	1,926	2,086
Graduate	42	14	11	7	4	5
Student Success	0	93	297	307	408	412

Source: YSU_IR_Datasets. HDC = Undergraduates + Graduates. *Includes only non-degree seeking graduates.

students. All degree-seeking graduate students are listed in the undergraduate college associated with their major.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day Fall Term Full-Time Equivalent (FTE) by College

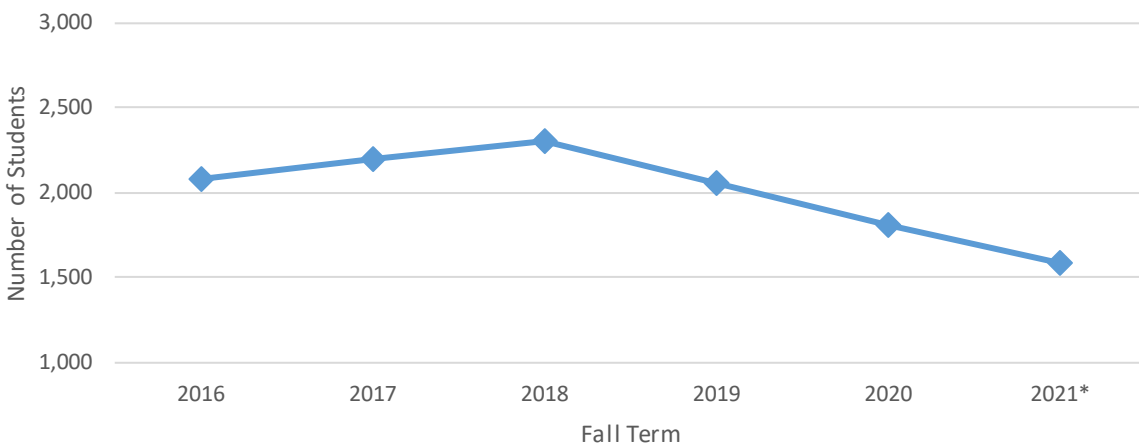


College of Student's Major	One-Year Difference			Five-Year Difference		
	2020	2021	Difference	2016	2021	Difference
Lib Arts, Soc Sci & Educ	2,473	2,227	-246	2,808	2,227	-581
Health & Human Svc.	2,045	1,954	-92	2,359	1,954	-405
Creative Arts	442	414	-28	549	414	-134
Sci Tech Engineering & Math	2,703	2,330	-373	2,949	2,330	-619
Business Administration	1,691	1,723	31	1,715	1,723	8
Graduate	1	1	0	10	1	-9
Student Success	382	382	-1	0	382	382

College of Student's Major	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	2,808	2,778	2,720	2,635	2,473	2,227
Health & Human Svc.	2,359	2,285	2,334	2,213	2,045	1,954
Creative Arts	549	529	498	493	442	414
Sci Tech Engineering & Math	1,715	1,674	1,654	1,690	1,691	1,723
Business Administration	10	4	3	1	1	1
Graduate	0	83	276	286	382	382
Student Success	2,949	3,079	3,080	2,867	2,703	2,330

Source: YSU_IR_Datasets. FTE = Course Credit Hours divided by 15. *Includes only non-degree seeking graduates. students. All degree-seeking graduate students are listed in the undergraduate college associated with their major. All distributions have been adjusted to reflect the academic reorganization of 2020-21.

**YSU's First-Time Undergraduate Headcount
(full- and part-time)**



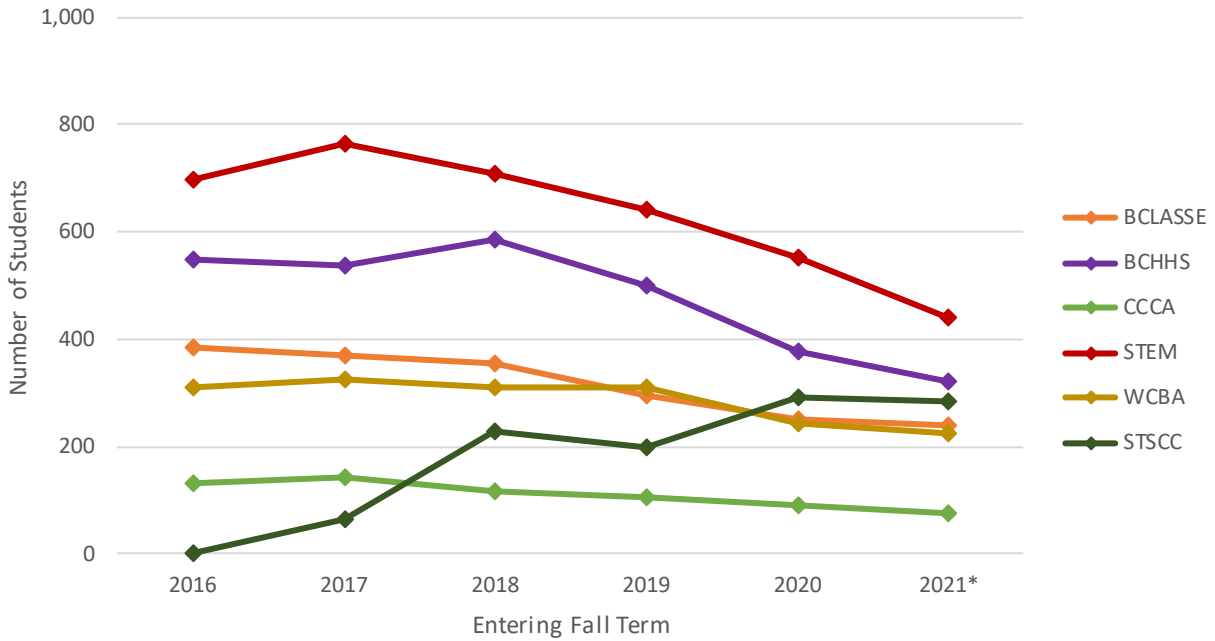
One-Year Difference (#)			Five-Year Difference (#)		
2020	1,808		2016	2,075	
2021*	1,586	-222	2021*	1,586	-489

	2016	2017	2018	2019	2020	2021*
IPEDS First-Time Undergraduates (full and part)	2075	2200	2308	2056	1808	1586

Source: YSU Fall Term Enrollment reported via IPEDS. Includes students enrolled fall term who entered YSU the previous summer term.

*Indicates preliminary 14th day.

YSU's First-Time Undergraduate Headcount by College



College of Student's Major	One-Year Difference			Five-Year Difference		
	2020	2021*	#	2016	2021*	#
Lib Arts, Soc Sci & Educ	252	239	-13	384	239	-145
Health & Human Svc.	376	323	-53	550	323	-227
Creative Arts	92	74	-18	133	74	-59
Sci Tech Engineering & Math	553	441	-112	696	441	-255
Business Administration	244	224	-20	312	224	-88
Student Success	291	285	-6	N/A	285	N/A

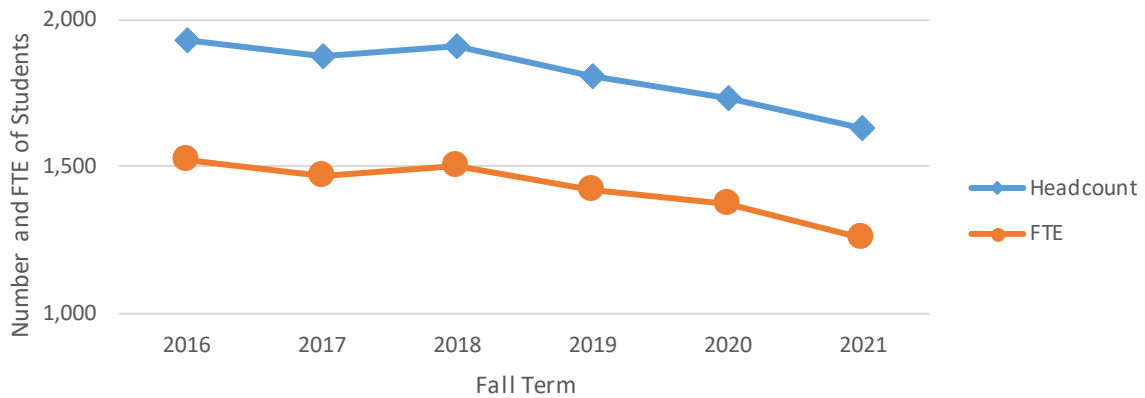
College of Student's Major	2016	2017	2018	2019	2020	2021*
Lib Arts, Soc Sci & Educ	384	370	356	297	252	239
Health & Human Svc.	550	537	585	501	376	323
Creative Arts	133	141	118	106	92	74
Sci Tech Engineering & Math	696	763	710	642	553	441
Business Administration	312	324	311	312	244	224
Student Success	N/A	65	228	198	291	285

Source: YSU Fall Term Enrollment reported via IPEDS. Includes students enrolled fall term who entered YSU the previous summer term.

*Indicates preliminary 14th day.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day Fall Term Minority Headcount (HDC) and Full-Time Equivalent (FTE)



HDC One-Year Difference (#)		
2020	1,731	
2021	1,630	-101

HDC Five-Year Difference (#)		
2016	1,932	
2021	1,630	-302

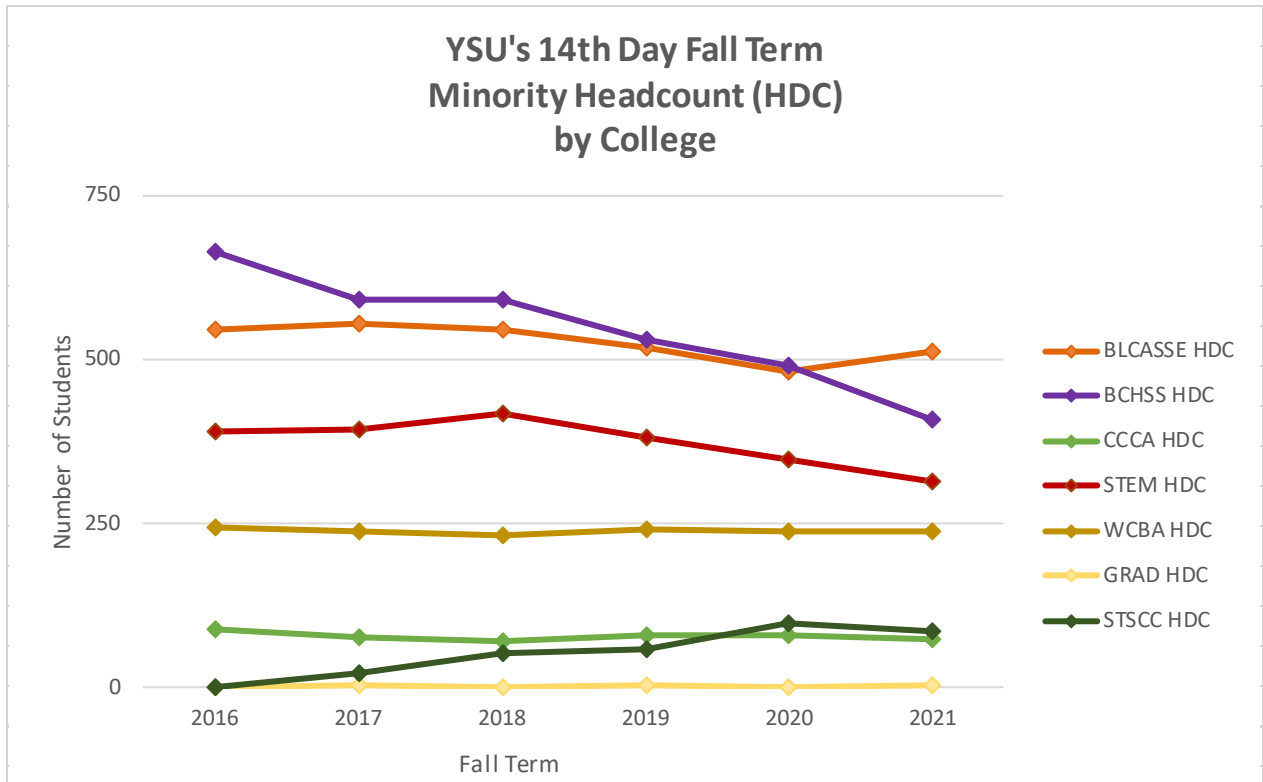
FTE One-Year Difference (#)		
2020	1,372	
2021	1,260	-111

FTE Five-Year Difference (#)		
2016	1,522	
2021	1,260	-262

	2016	2017	2018	2019	2020	2021
Headcount	1932	1875	1907	1809	1731	1630
Std FTE	1522	1466	1504	1423	1372	1260

Source: YSU_IR_Datasets. HDC = Undergraduates + Graduates. FTE = Course Credit Hours divided by 15.

Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.



College of Student's Major	One-Year Difference			Five-Year Difference		
	2020	2021	Difference	2016	2021	Difference
Lib Arts, Soc Sci & Educ	482	510	28	545	510	-35
Health & Human Svc.	490	407	-83	664	407	-257
Creative Arts	78	73	-5	87	73	-14
Sci Tech Engineering & Math	346	314	-32	390	314	-76
Business Administration	237	238	1	245	238	-7
*Graduate	0	2	2	1	2	1
Student Success	98	86	-12	N/A	86	N/A

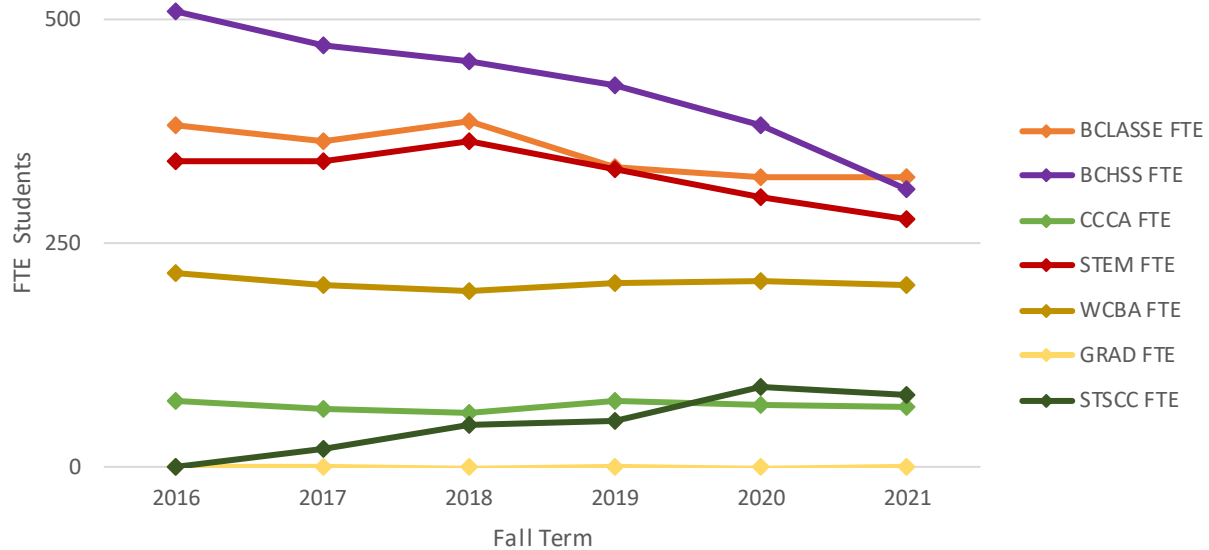
College of Student's Major	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	545	555	546	516	482	510
Health & Human Svc.	664	590	589	531	490	407
Creative Arts	87	76	71	80	78	73
Sci Tech Engineering & Math	390	392	416	381	346	314
Business Administration	245	237	232	241	237	238
*Graduate	1	2	0	2	0	2
Student Success	N/A	23	53	58	98	86

Source: YSU_IR_Datasets. HDC = Undergraduates + Graduate. *Includes only non-degree seeking graduates.

Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day Fall Term Minority Full-Time Equivalent (FTE) by College



College of Student's Major	One-Year Difference			Five-Year Difference		
	2020	2021	Difference	2016	2021	Difference
Lib Arts, Soc Sci & Educ	323	324	0	382	324	-58
Health & Human Svc.	382	310	-72	509	310	-199
Creative Arts	69	66	-3	74	66	-8
Sci Tech Engineering & Math	301	277	-24	341	277	-64
Business Administration	207	203	-4	216	203	-13
*Graduate	0	0	0	0	0	0
Student Success	89	80	-9	N/A	80	N/A

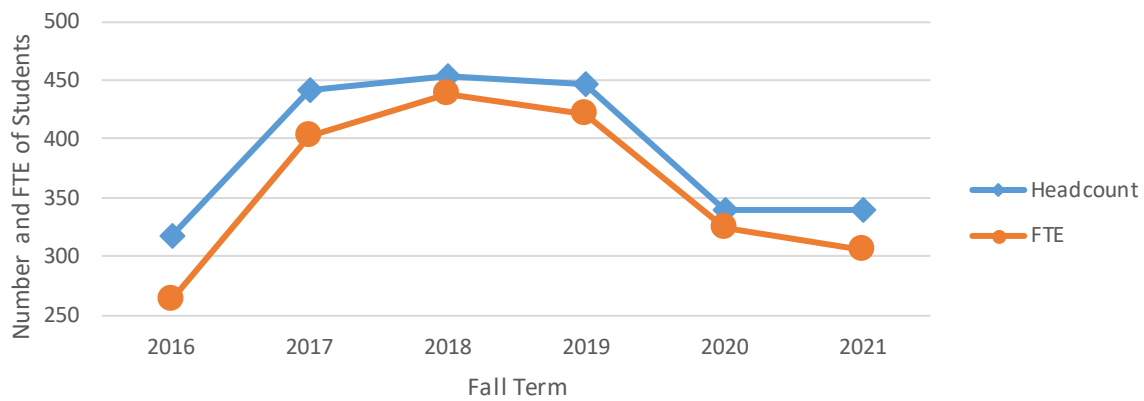
College of Student's Major	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	382	364	386	334	323	324
Health & Human Svc.	509	470	452	425	382	310
Creative Arts	74	66	60	73	69	66
Sci Tech Engineering & Math	341	343	364	332	301	277
Business Administration	216	203	196	206	207	203
*Graduate	0	1	0	0	0	0
Student Success	N/A	20	47	52	89	80

Source: YSU_IR_Datasets. FTE = Course Credit Hours divided by 15. *Includes only non-degree seeking graduates.

Minority includes: American Indian, Asian, Black, Hawaiian, and Hispanic.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

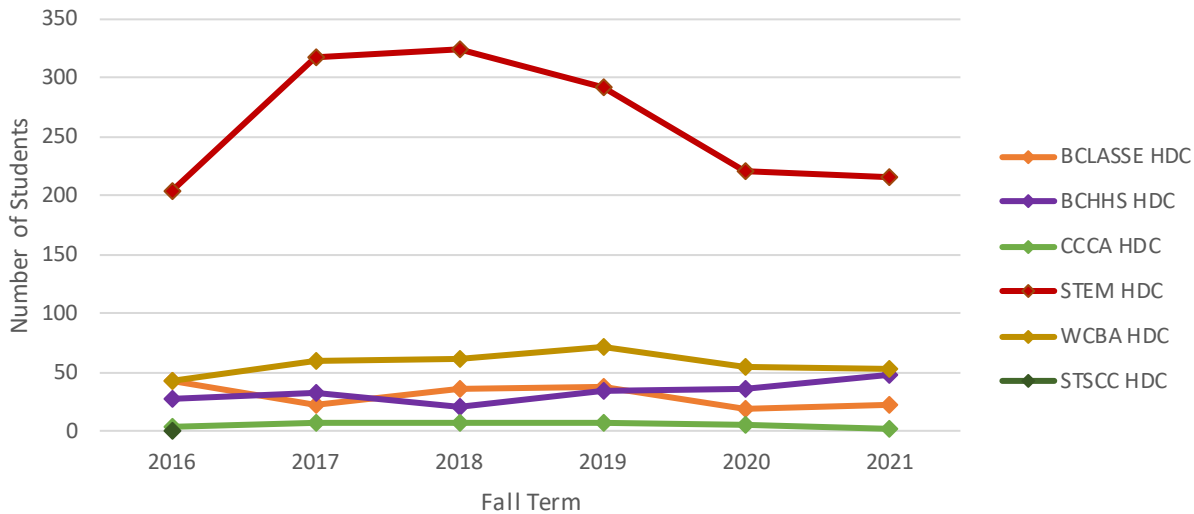
YSU's 14th Day International/Non-Resident Alien Headcount (HDC) and Full-Time Equivalent (FTE)



HDC One-Year Difference (#)			HDC Five-Year Difference (#)			
2020	339		2016	318		
2021	340	1	2021	340	22	
FTE One-Year Difference (#)			FTE Five-Year Difference (#)			
2020	323.67		2016	263.53		
2021	305.87	-17.80	2021	305.87	42.34	
	2016	2017	2018	2019	2020	2021
Headcount	318	442	454	447	339	340
FTE	263.53	402.67	437.47	421.67	323.67	305.87

Source: YSU_IR_Datasets. HDC = Undergraduates + Graduates. FTE = Course Credit Hours divided by 15.

YSU's 14th Day Fall Term International/Non-Resident Alien Headcount (HDC) by College



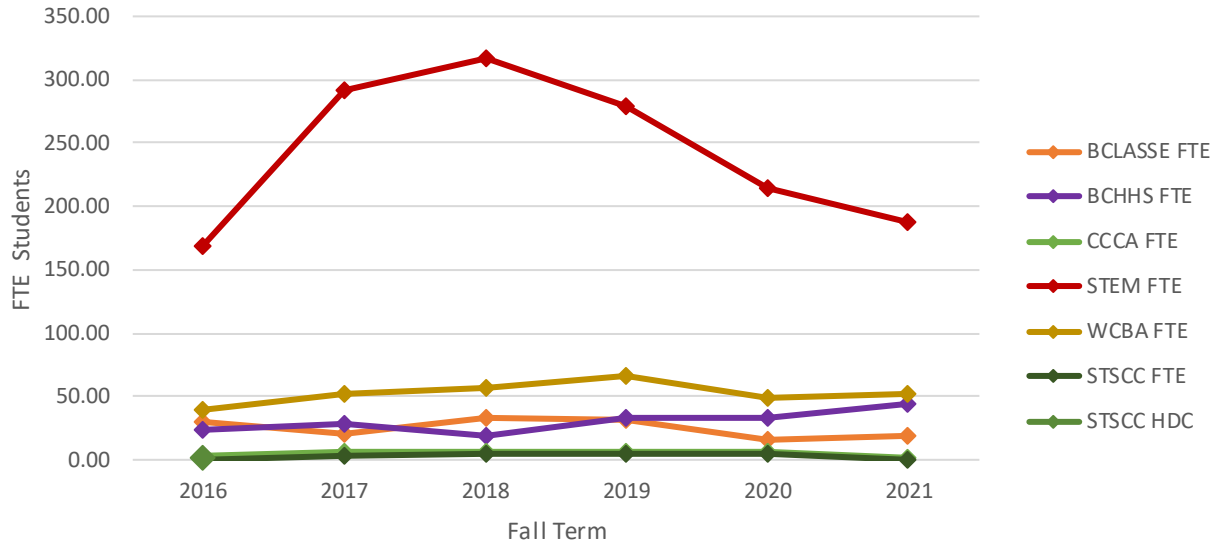
College of Student's Major	Headcount One-Year Difference			Headcount Five-Year Difference		
	2020	2021	#	2016	2021	#
Lib Arts, Soc Sci & Educ	18	22	4	42	22	-20
Health & Human Svc.	35	47	12	27	47	20
Creative Arts	6	2	-4	3	2	-1
Sci Tech Engineering & Math	220	216	-4	204	216	12
Business Administration	55	53	-2	42	53	11
Student Success	5	0	-5	0	0	0

College of Student's Major	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	42	23	36	37	18	22
Health & Human Svc.	27	32	21	34	35	47
Creative Arts	3	7	7	7	6	2
Sci Tech Engineering & Math	204	317	324	292	220	216
Business Administration	42	60	62	72	55	53
Student Success	0	3	4	5	5	0

Source: YSU_IR_Datasets. HDC = Undergraduates + Graduate (excluding non-degree graduate students.)

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day Fall Term International/Non-Resident Alien Full-Time Equivalent (FTE) by College



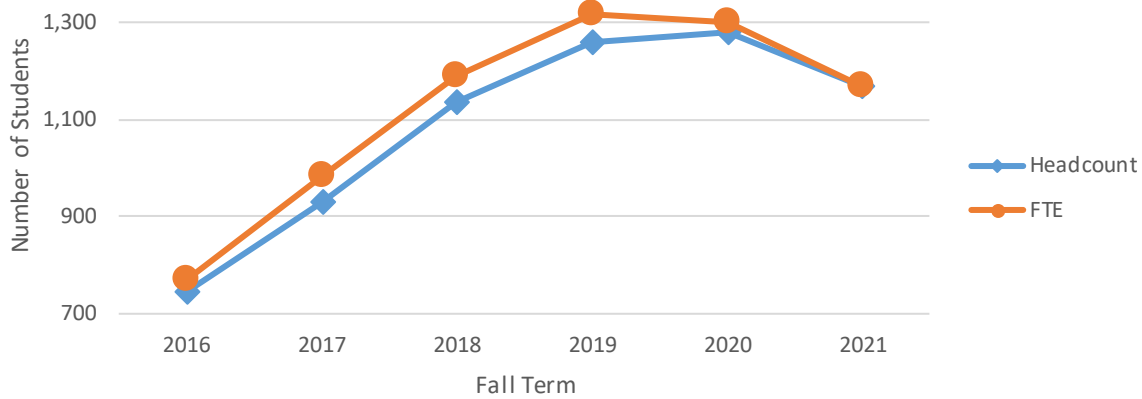
College of Student's Major	FTE One-Year Difference			FTE Five-Year Difference		
	2020	2021	#	2016	2021	#
Lib Arts, Soc Sci & Educ	16.07	18.93	2.86	29.47	18.93	-10.54
Health & Human Svc.	32.87	44.67	11.80	23.47	44.67	21.20
Creative Arts	5.87	1.73	-4.14	2.80	1.73	-1.07
Sci Tech Engineering & Math	214.40	188.27	-26.13	168.67	188.27	19.60
Business Administration	48.73	52.27	3.54	39.13	52.27	13.14
Student Success	5.00	0.00	5.00	0.00	0.00	0.00

College of Student's Major	2016	2017	2018	2019	2020	2021
Lib Arts, Soc Sci & Educ	29.47	20.93	32.80	31.87	16.07	18.93
Health & Human Svc.	23.47	28.53	19.27	33.53	32.87	44.67
Creative Arts	2.80	7.07	6.53	6.67	5.87	1.73
Sci Tech Engineering & Math	168.67	291.33	317.40	278.53	214.40	188.27
Business Administration	39.13	52.07	57.00	66.00	48.73	52.27
Student Success	0.00	2.73	4.47	5.07	5.73	0.00

Source: YSU_IR_Datasets. FTE = Course Credit Hours divided by 15. (excluding non-degree graduate students.)

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

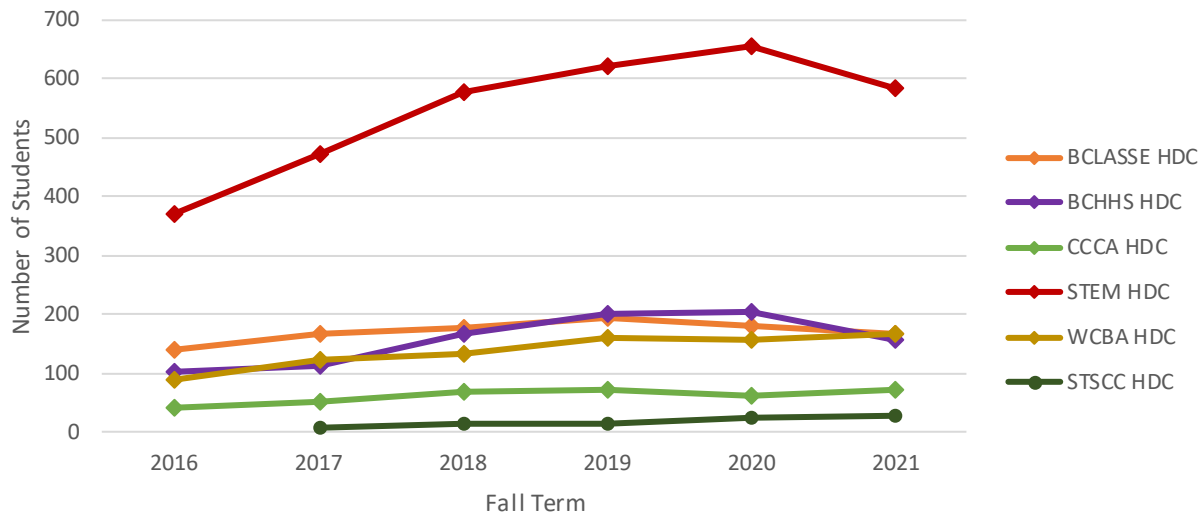
YSU's 14th Day Honors/Scholar Headcount (HDC) and Full-Time Equivalent (FTE)



HDC One-Year Difference (#)			HDC Five-Year Difference (#)			
2020	1,279		2,016	743		
2021	1,169	-110	2,021	1,169	426	
FTE One-Year Difference (#)			FTE Five-Year Difference (#)			
2020	1,299		2,016	768		
2021	1,170	-129	2,021	1,170	402	
	2016	2017	2018	2019	2020	2021
Headcount	743	931	1136	1261	1279	1169
FTE	768	984	1189	1315	1299	1170

Source: YSU_IR_Datasets. FTE = Course Credit Hours divided by 15.

YSU's 14th Day Fall Term Honors/Scholar Headcount (HDC) by College

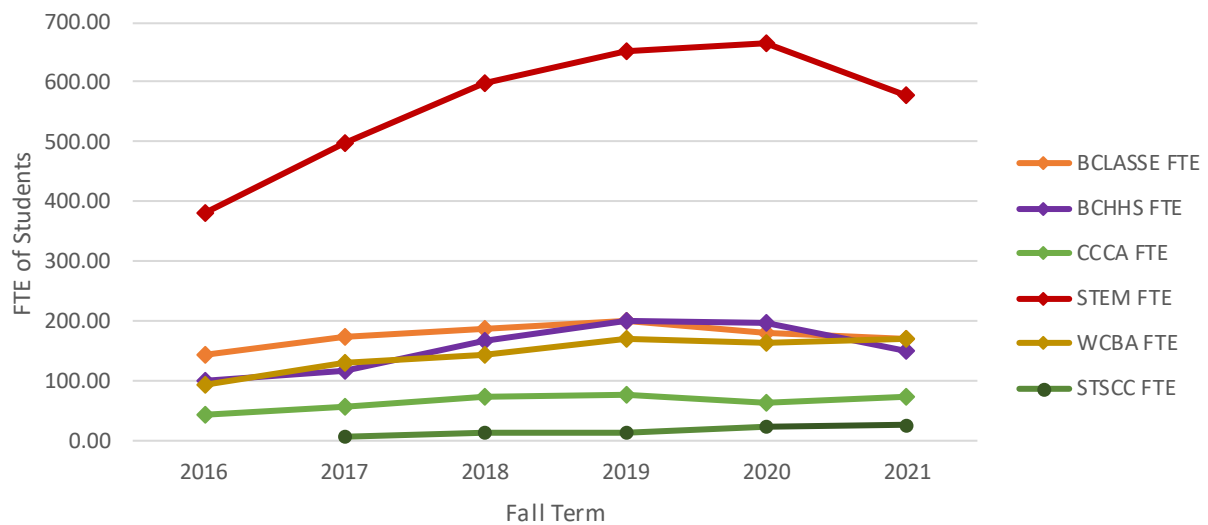


College of Student's Major	One-Year Difference			Five-Year Difference		
	2020	2021	Difference	2016	2021	Difference
Lib Arts, Soc Sci & Educ	179	168	-11	139	168	29
Health & Human Svc.	204	155	-49	102	155	53
Creative Arts	63	73	10	42	73	31
Sci Tech Engineering & Math	653	582	-71	371	582	211
Business Administration	157	165	8	89	165	76
Student Success	23	26	3	0	26	26

College	2016	2017	2018	2019	2020	2021
BCLASSE HDC	139	167	178	195	179	168
BCHHS HDC	102	113	165	200	204	155
CCCA HDC	42	51	67	73	63	73
STEM HDC	371	472	577	622	653	582
WCBA HDC	89	122	134	158	157	165
STSCC HDC	0	6	15	13	23	26

Source: YSU_IR_Datasets. HDC = Undergraduates + Graduates.

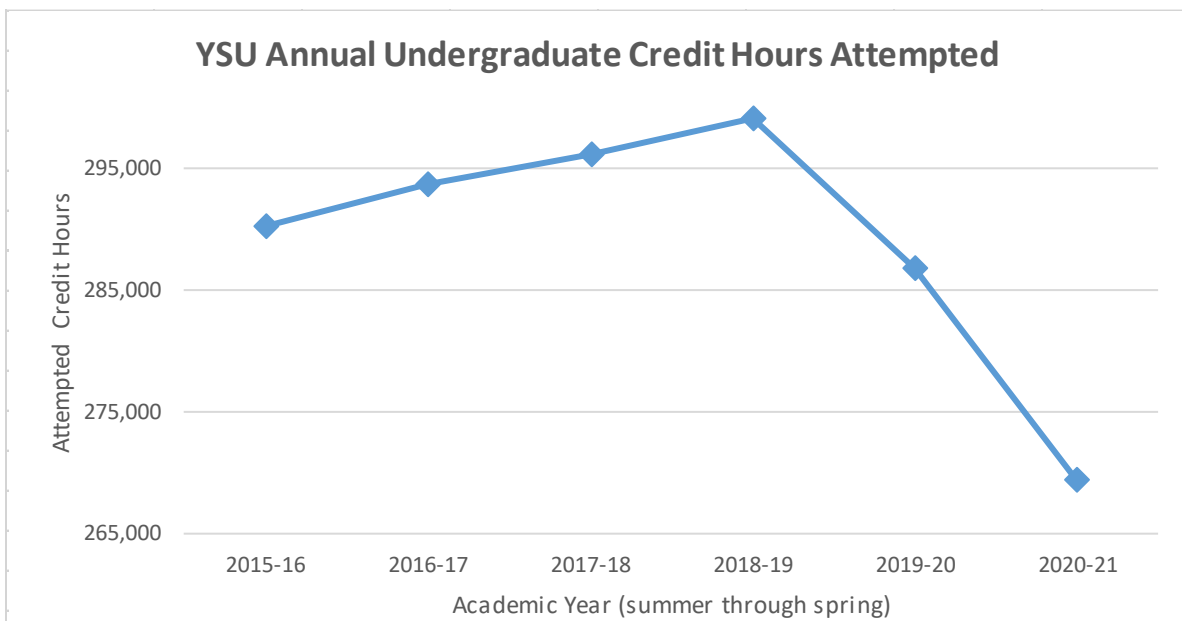
**YSU's 14th Day Fall Term
Honors/Scholar Full-Time Equivalent (FTE)
by College**



College of Student's Major	One-Year Difference			Five-Year Difference		
	2020	2021	Difference	2016	2021	Difference
Lib Arts, Soc Sci & Educ	182	170	-12	144	170	26
Health & Human Svc.	199	151	-48	103	151	48
Creative Arts	65	75	10	45	75	30
Sci Tech Engineering & Math	665	577	-88	382	577	195
Business Administration	166	171	5	94	171	77
Student Success	23	26	3	0	26	26

College	2016	2017	2018	2019	2020	2021
BCLASSE FTE	144	174	187	201	182	170
BCHHS FTE	103	118	167	201	199	151
CCCA FTE	45	57	75	77	65	75
STEM FTE	382	499	600	651	665	577
WCBA FTE	94	130	145	171	166	171
STSCC FTE	0	6	15	13	23	26

Source: YSU_IR_Datasets. FTE = Course Credit Hours divided by 15.

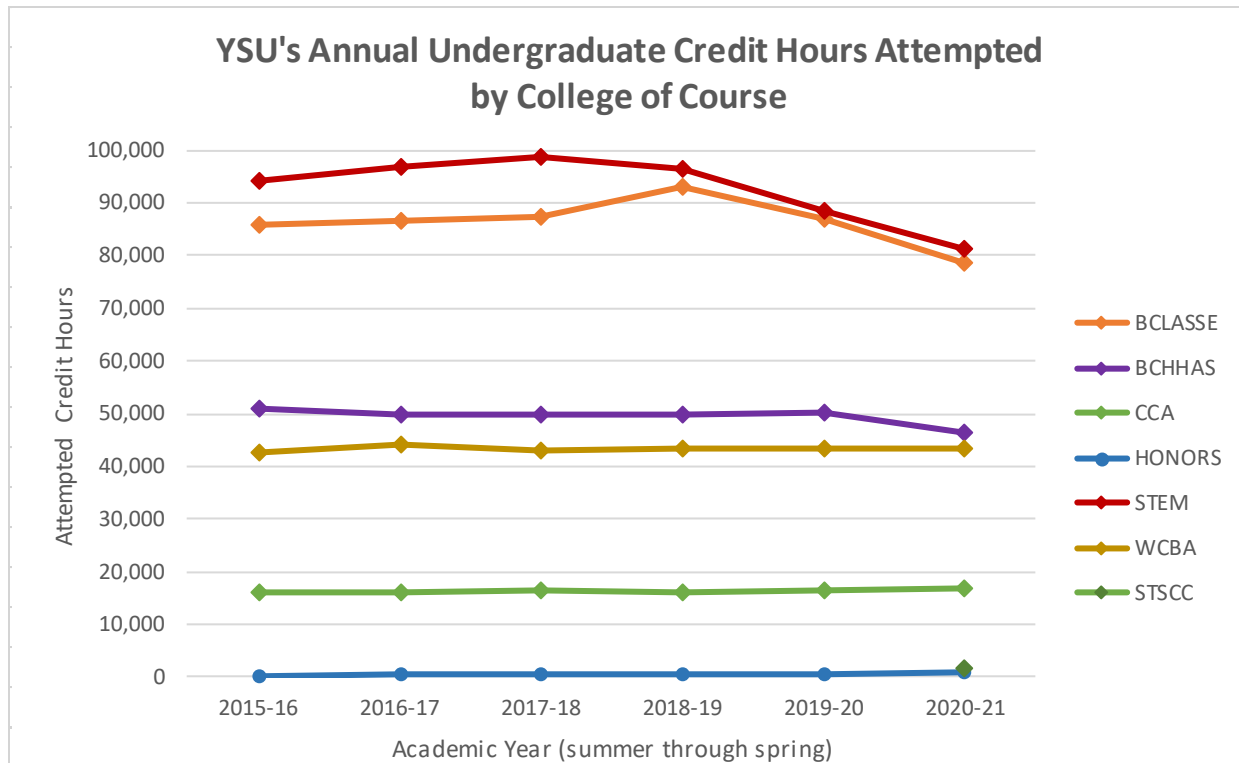


One-Year Difference (#)			Five-Year Difference (#)		
2019-20	286,826		2015-16	290,336	
2020-21	269,384	-17,442	2020-21	269,384	-20,952

Source: YSU's course enrollment data reported via HEI to ODHE.

Annual Undergraduate Credit Hours Attempted							
	2015-16	2016-17	2018-19	2018-19	2019-20	2020-21	
Total Undergraduate	290,336	293,732	296,168	299,226	286,826	269,384	

Source: YSU's course enrollment data reported via HEI to ODHE.

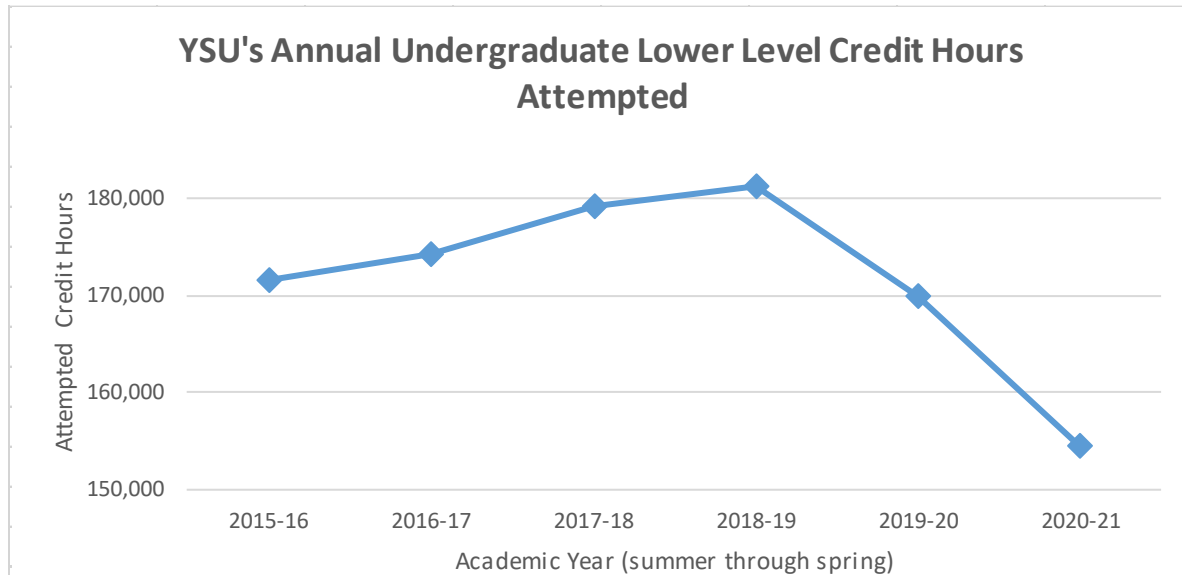


College of Course	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	Difference	2015-16	2020-21	Difference
Lib Arts, Soc Sci & Educ	87,194	78,761	-8,433	86,019	78,761	-7,258
Health & Human Svc.	50,268	46,323	-3,945	51,046	46,323	-4,723
Creative Arts	16,561	16,995	434	16,107	16,995	888
Sci Tech Engineering & Math	88,668	81,295	-7,373	94,237	81,295	-12,942
Business Administration	43,529	43,458	-71	42,601	43,458	857
Student Success	0	1,733	1,733	0	1,733	1,733
Honors College	606	864	258	361	864	503

Annual Undergraduate Credit Hours Attempted						
College of Course	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	86,019	86,611	87,374	92,937	87,194	78,761
Health & Human Svc.	51,046	49,824	49,836	49,742	50,268	46,323
Creative Arts	16,107	16,057	16,603	15,974	16,561	16,995
Sci Tech Engineering & Math	94,237	96,730	98,649	96,421	88,668	81,295
Business Administration	42,601	44,150	43,166	43,533	43,529	43,458
Student Success	0	0	0	0	0	1,733
Honors College	361	399	528	604	606	864

Source: YSU's course enrollment data reported via HEI to ODHE.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.



One-Year Difference (#)		
2019-20	169,979	
2020-21	154,448	-15,531

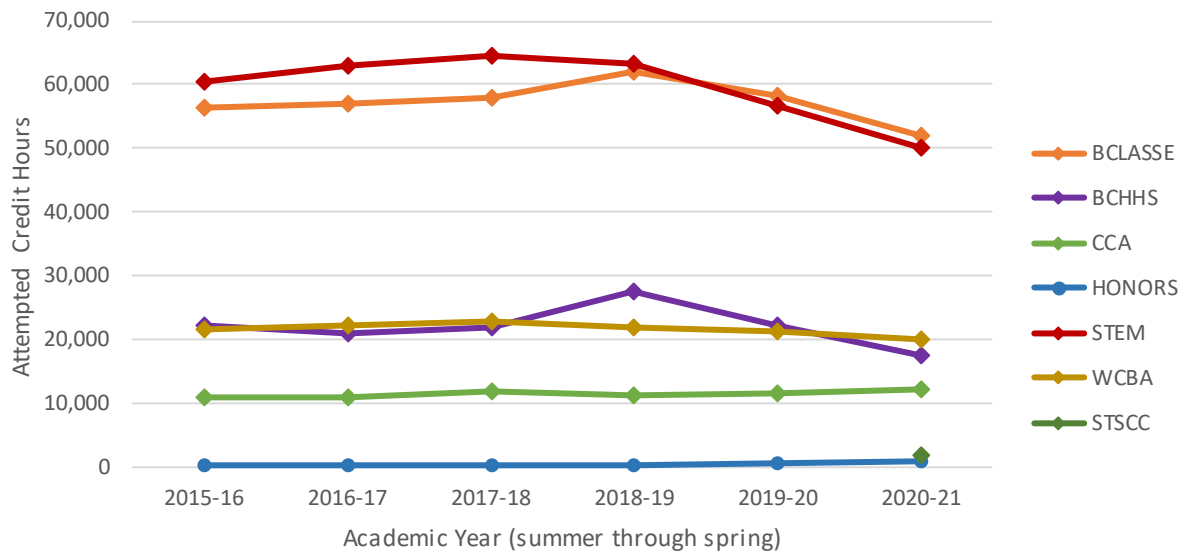
Five-Year Difference (#)		
2015-16	171,534	
2020-21	154,448	-17,086

Source: YSU's course enrollment data reported via HEI to ODHE.

Annual Undergraduate Lower Level Credit Hours Attempted							
		2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lower Level		171,534	174,207	179,287	181,196	169,979	154,448

Source: YSU's course enrollment data reported via HEI to ODHE.

YSU's Annual Undergraduate Lower Level Credit Hours Attempted by College of Lower Level Course

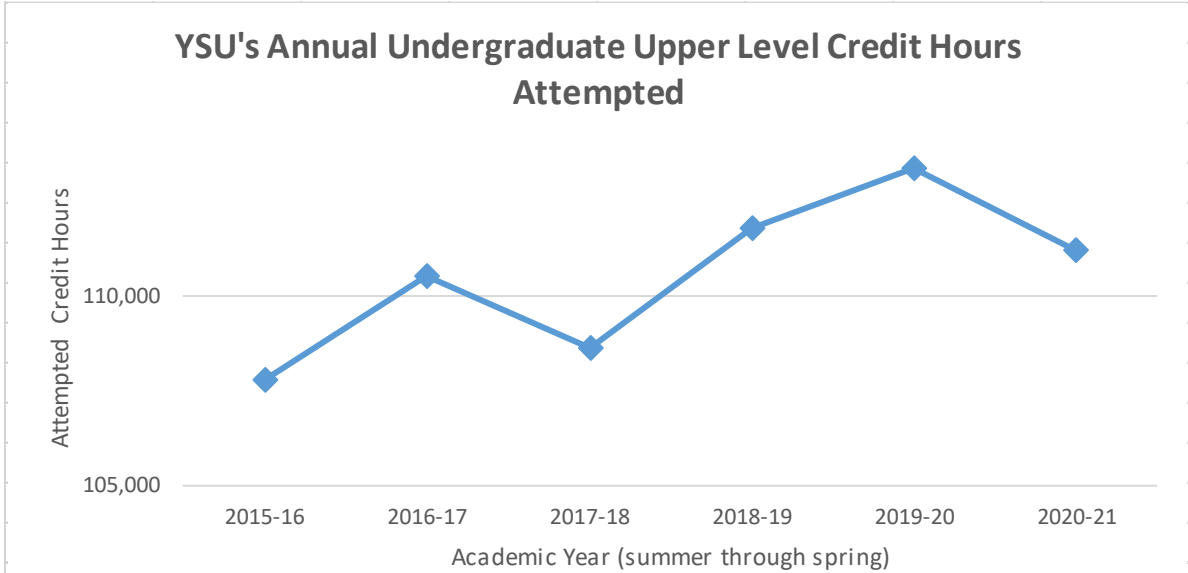


College of Course	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	Difference	2015-16	2020-21	Difference
Lib Arts, Soc Sci & Educ	58,114	51,915	-6,199	56,322	51,915	-4,407
Health & Human Svc.	22,142	17,456	-4,686	22,152	17,456	-4,696
Creative Arts	11,559	12,318	759	10,869	12,318	1,449
Sci Tech Engineering & Math	56,576	50,039	-6,537	60,392	50,039	-10,353
Business Administration	21,129	20,178	-951	21,627	20,178	-1,449
Student Success	0	1,733	1,733	0	1,733	1,733
Honors College	459	809	350	172	809	637

Annual Undergraduate Lower Level Credit Hours Attempted							
College of Course	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	
Lib Arts, Soc Sci & Educ	56,322	56,959	57,831	62,088	58,114	51,915	
Health & Human Svc.	22,152	20,820	22,025	27,462	22,142	17,456	
Creative Arts	10,869	10,994	11,881	11,226	11,559	12,318	
Sci Tech Engineering & Math	60,392	62,824	64,428	63,248	56,576	50,039	
Business Administration	21,627	22,320	22,741	21,934	21,129	20,178	
Student Success	0	0	0	0	0	1,733	
Honors College	172	290	381	420	459	809	

Source: YSU's course enrollment data reported via HEI to ODHE.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

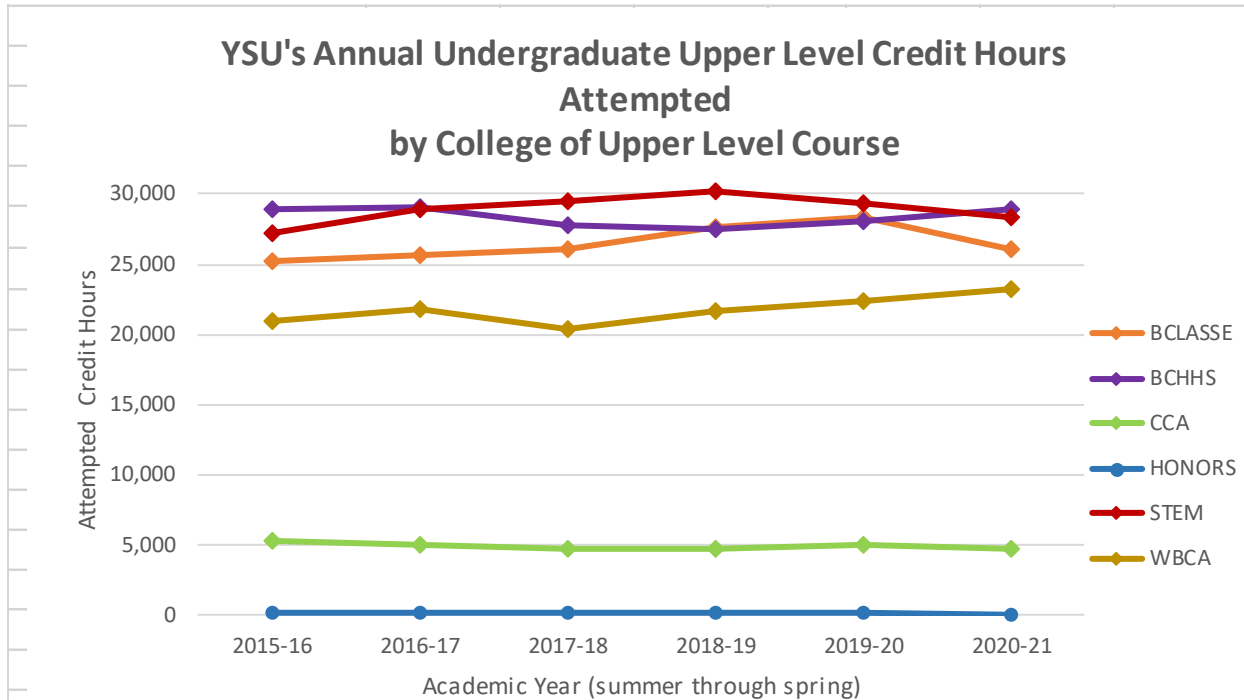


One-Year Difference (#)			Five-Year Difference (#)		
2019-20	113,404		2015-16	107,805	
2020-21	111,261	-2,143	2020-21	111,261	3,456

Source: YSU's course enrollment data reported via HEI to ODHE.

Annual Undergraduate Upper Level Credit Hours Attempted							
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	
Upper Level	107,805	110,555	108,652	111,793	113,404	111,261	

Source: YSU's course enrollment data reported via HEI to ODHE.

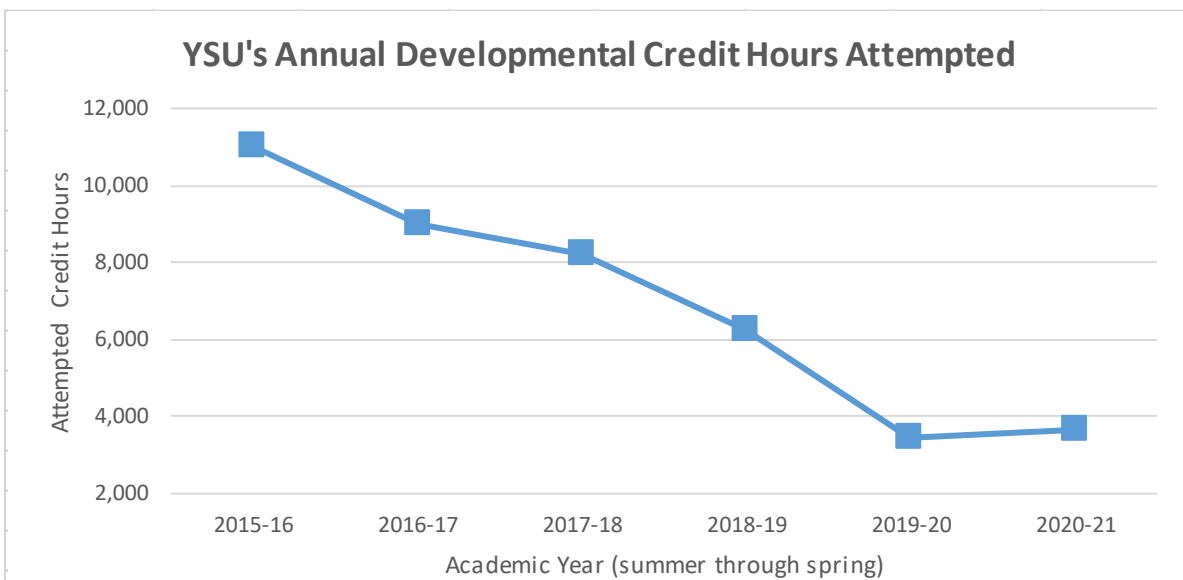


College of Course	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	Difference	2015-16	2020-21	Difference
Lib Arts, Soc Sci & Educ	28,363	26,081	-2,282	25,265	26,081	816
Health & Human Svc.	28,126	28,867	741	28,894	28,867	-27
Creative Arts	5,002	4,677	-325	5,238	4,677	-561
Sci Tech Engineering & Math	29,366	28,301	-1,065	27,245	28,301	1,056
Business Administration	22,400	23,280	880	20,974	23,280	2,306
Honors College	147	55	-92	189	55	-134

Annual Undergraduate Upper Level Credit Hours Attempted						
College of Course	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	25,265	25,591	26,115	27,626	28,363	26,081
Health & Human Svc.	28,894	29,004	27,811	27,462	28,126	28,867
Creative Arts	5,238	5,063	4,722	4,748	5,002	4,677
Sci Tech Engineering & Math	27,245	28,958	29,432	30,174	29,366	28,301
Business Administration	20,974	21,830	20,425	21,599	22,400	23,280
Honors College	189	109	147	184	147	55

Source: YSU's course enrollment data reported via HEI to ODHE.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.



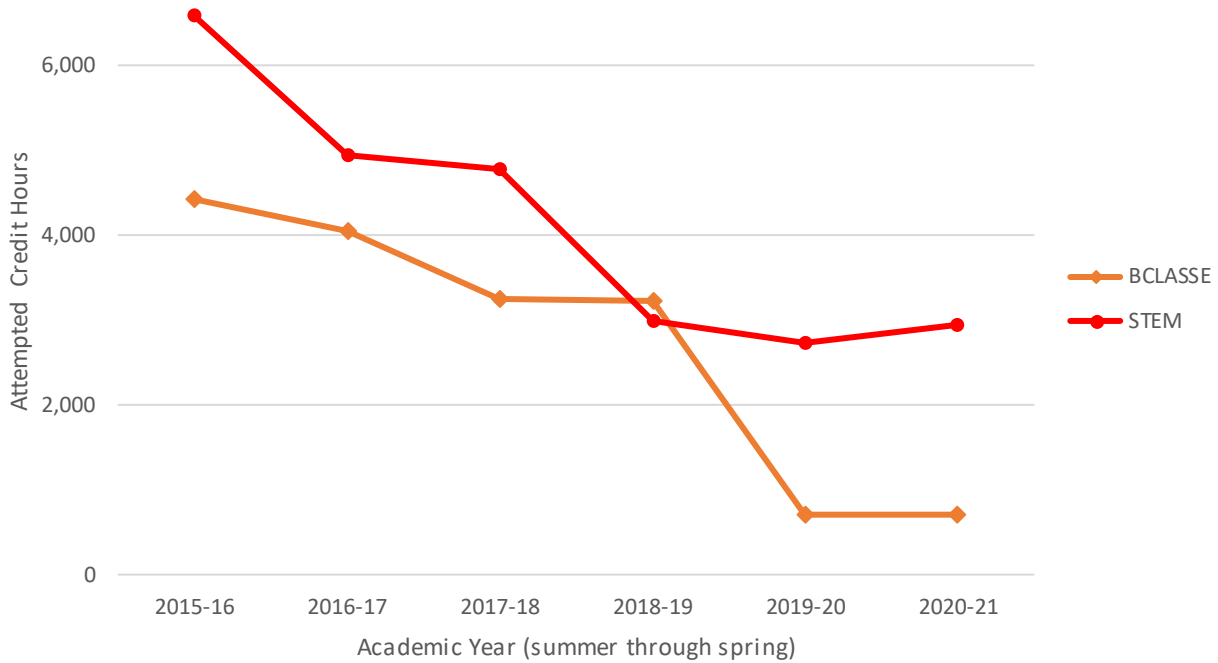
One-Year Difference (#)			Five-Year Difference (#)		
2019-20	3,443		2015-16	11,032	
2020-21	3,675	232	2020-21	3,675	-7,357

Source: YSU's course enrollment data reported via HEI to ODHE.

Annual Developmental Credit Hours Attempted							
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	
Developmental	11,032	9,009	8,217	6,222	3,443	3,675	

Source: YSU's course enrollment data reported via HEI to ODHE.

YSU's Annual Developmental Credit Hours Attempted by College of Developmental Course



College of Course	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	Difference	2015-16	2020-21	Difference
Lib Arts, Soc Sci & Educ	717	720	3	4,432	720	-3,712
Sci Tech Engineering & Math	2,726	2,955	229	6,600	2,955	-3,645

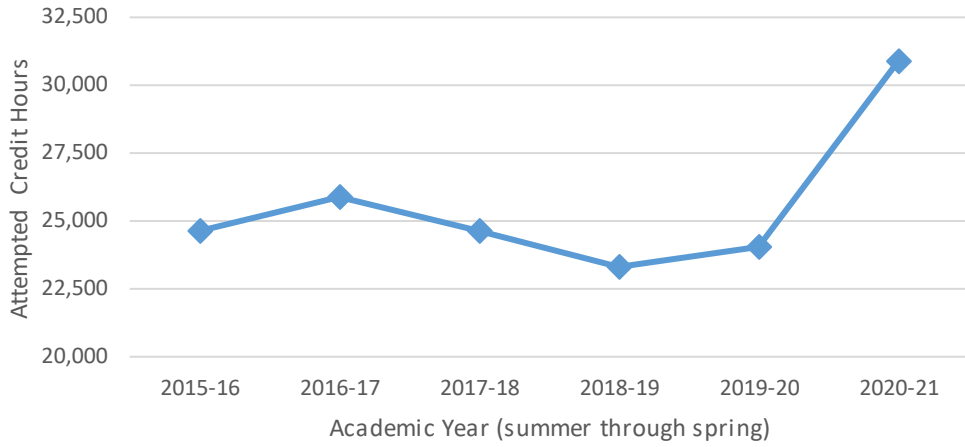
Annual Developmental Credit Hours Attempted

College of Course	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	4,432	4,061	3,248	3,223	717	720
Sci Tech Engineering & Math	6,600	4,948	4,789	2,999	2,726	2,955

Source: YSU's course enrollment data reported via HEI to ODHE.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's Annual Graduate/Doctoral Level Credit Hours Attempted



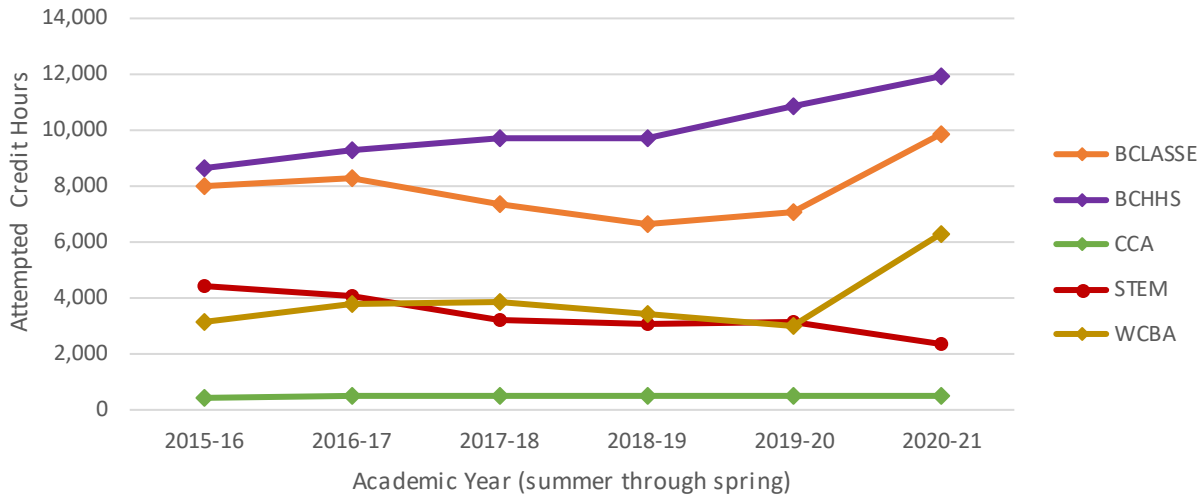
One-Year Difference (#)			Five-Year Difference (#)		
2019-20	24,022		2015-16	24,607	
2020-21	30,878	6,856	2020-21	30,878	6,271

Source: YSU's course enrollment data reported via HEI to ODHE.

Annual Graduate/Doctoral Credit Hours Attempted						
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Grad/Doct	24,607	25,880	24,657	23,329	24,022	30,878

Source: YSU's course enrollment data reported via HEI to ODHE.

YSU's Annual Graduate/Doctoral Level Credit Hours Attempted by College of Graduate/Doctoral Course



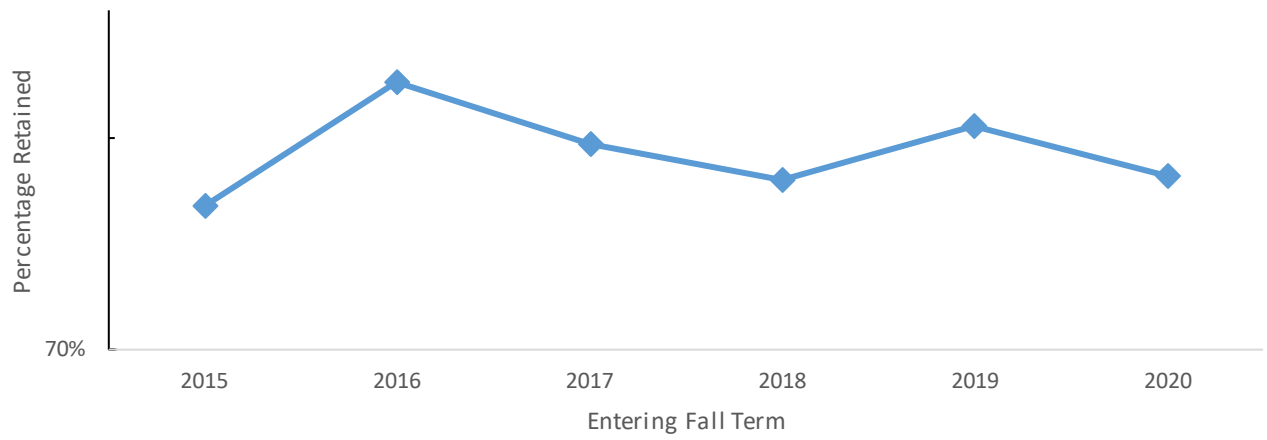
College of Course	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	Difference	2015-16	2020-21	Difference
Lib Arts, Soc Sci & Educ	7,035	9,865	2,830	7,974	9,865	1,891
Health & Human Svc.	10,830	11,925	1,095	8,637	11,925	3,288
Creative Arts	490	477	-13	403	477	74
Sci Tech Engineering & Math	3,132	2,337	-795	4,435	2,337	-2,098
Business Administration	2,985	6,274	3,289	3,158	6,274	3,116

Annual Graduate/Doctoral Credit Hours Attempted						
College of Course	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	7,974	8,259	7,373	6,626	7,035	9,865
Health & Human Svc.	8,637	9,302	9,685	9,688	10,830	11,925
Creative Arts	403	469	521	512	490	477
Sci Tech Engineering & Math	4,435	4,083	3,224	3,090	3,132	2,337
Business Administration	3,158	3,767	3,854	3,413	2,985	6,274

Source: YSU's course enrollment data reported via HEI to ODHE.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day First-Time Undergraduate Fall-to-Fall Retention



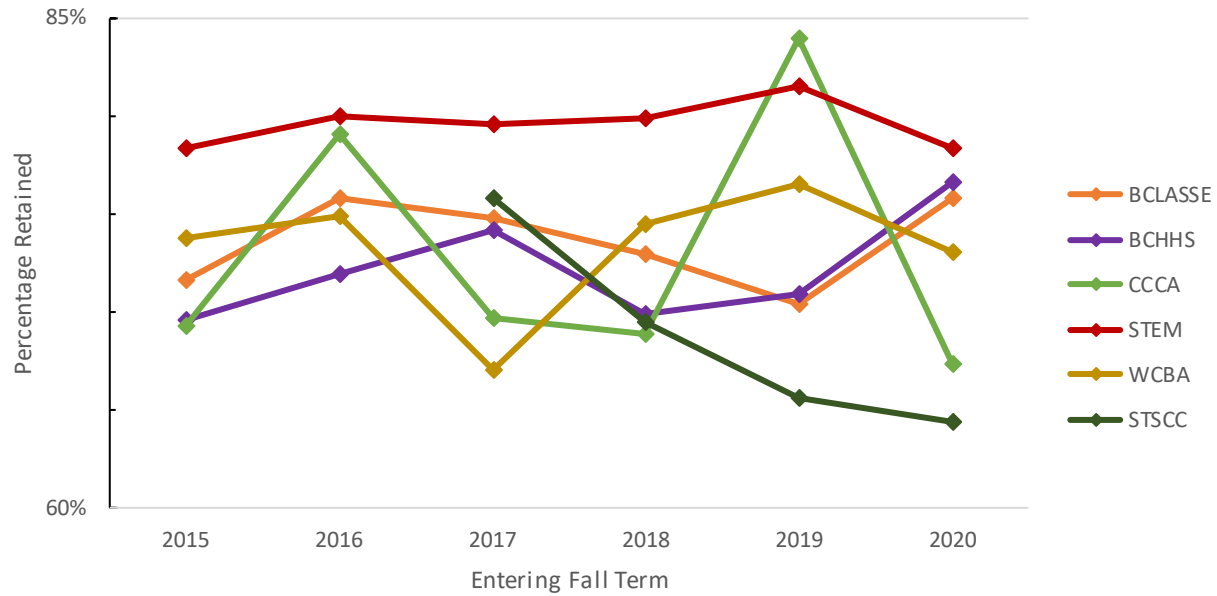
One-Year Difference (#)		
2019	75.27%	
2020	74.09%	-1.18%

Five-Year Difference (#)		
2015	73.36%	
2020	74.09%	0.73%

Preliminary 14th Day - Fall-to-Fall Retention						
2015	2016	2017	2018	2019	2020	
73.36%	76.28%	74.85%	73.99%	75.27%	74.09%	

Source: YSU_IR_dataset. Includes students enrolled fall term who entered YSU fall or the previous summer term.

YSU's 14th Day First-Time Undergraduate, Fall-to-Fall Retention by College

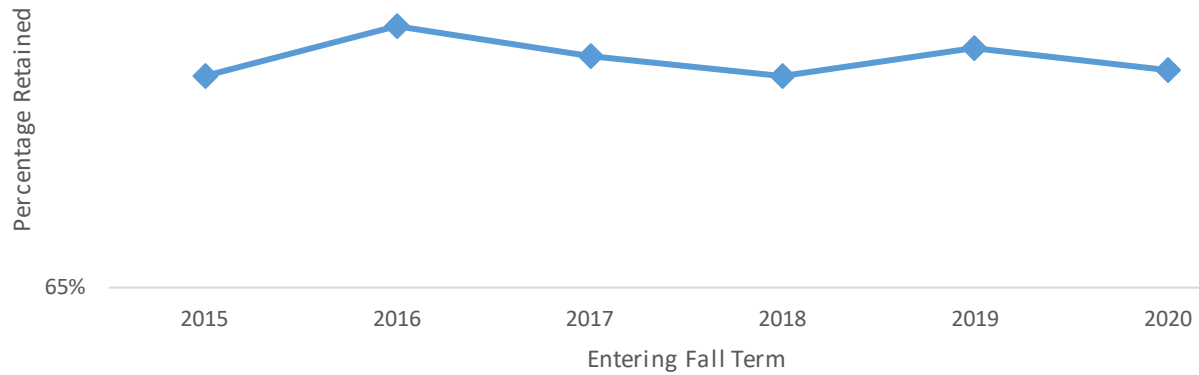


College of Student's Major	One-Year Difference			Five-Year Difference		
	2019	2020	#	2015	2020	#
Lib Arts, Soc Sci & Educ	70.45%	75.78%	5.33%	71.58%	75.78%	4.20%
Health & Human Svc.	70.92%	76.60%	5.68%	69.60%	76.60%	7.00%
Creative Arts	83.96%	67.39%	-16.57%	69.28%	67.39%	-1.89%
Sci Tech Engineering & Math	81.53%	78.38%	-3.15%	78.29%	78.38%	0.09%
Business Administration	76.47%	73.06%	-3.41%	73.73%	73.06%	-0.67%
Student Success	65.67%	64.43%	-1.24%	N/A	64.43%	N/A

Preliminary 14th Day - Fall-to-Fall Retention						
	2015	2016	2017	2018	2019	2020
Lib Arts, Soc Sci & Educ	71.58%	75.84%	74.73%	72.98%	70.45%	75.78%
Health & Human Svc.	69.60%	71.97%	74.21%	69.93%	70.92%	76.60%
Creative Arts	69.28%	79.10%	69.72%	68.91%	83.96%	67.39%
Sci Tech Engineering & Math	78.29%	80.00%	79.56%	79.86%	81.53%	78.38%
Business Administration	73.73%	74.84%	67.07%	74.52%	76.47%	73.06%
Student Success	N/A	N/A	75.76%	69.53%	65.67%	64.43%

Source: YSU_IR_dataset. Includes students enrolled fall term who entered YSU fall or the previous summer term. All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day First-Time, Full-Time Undergraduate Fall-to-Fall Retention

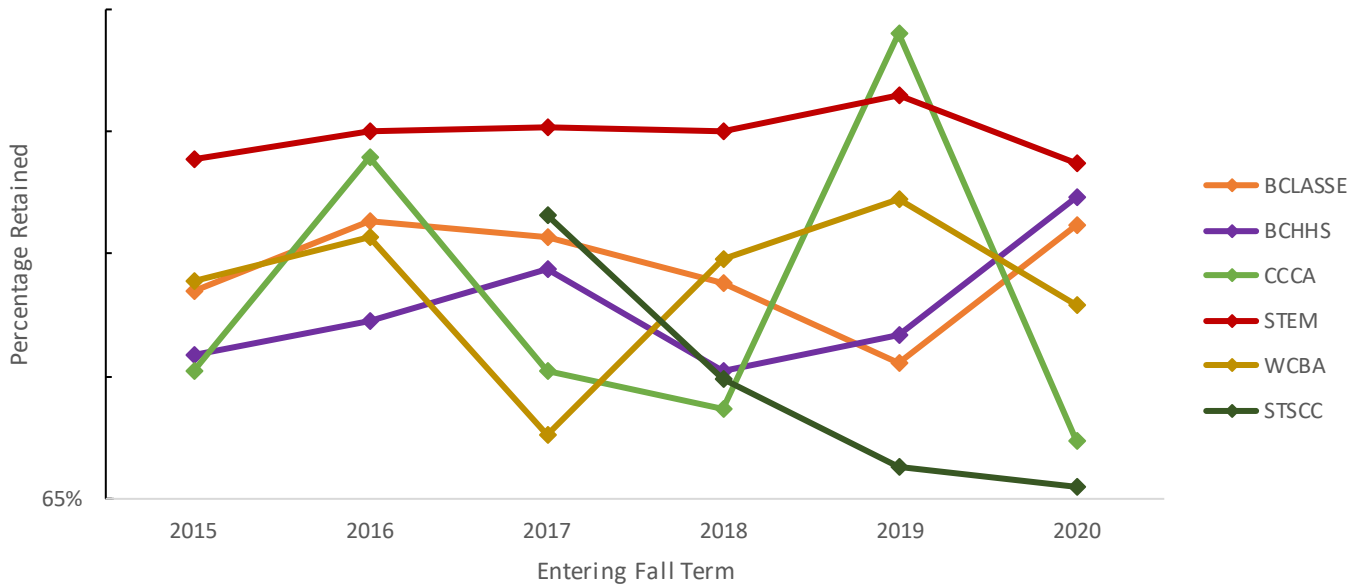


One-Year Difference (#)			Five-Year Difference (#)		
2019	75.56%		2015	74.33%	
2020	74.60%	-0.97%	2020	74.60%	0.27%

Preliminary 14th Day - Fall-to-Fall Retention					
2015	2016	2017	2018	2019	2020
74.33%	76.57%	75.18%	74.33%	75.56%	74.60%

Source: YSU_IR_dataset. Includes students enrolled fall term who entered YSU fall or the previous summer term.

YSU's 14th Day First-Time **Full-Time** Undergraduate, Fall-to-Fall Retention by College



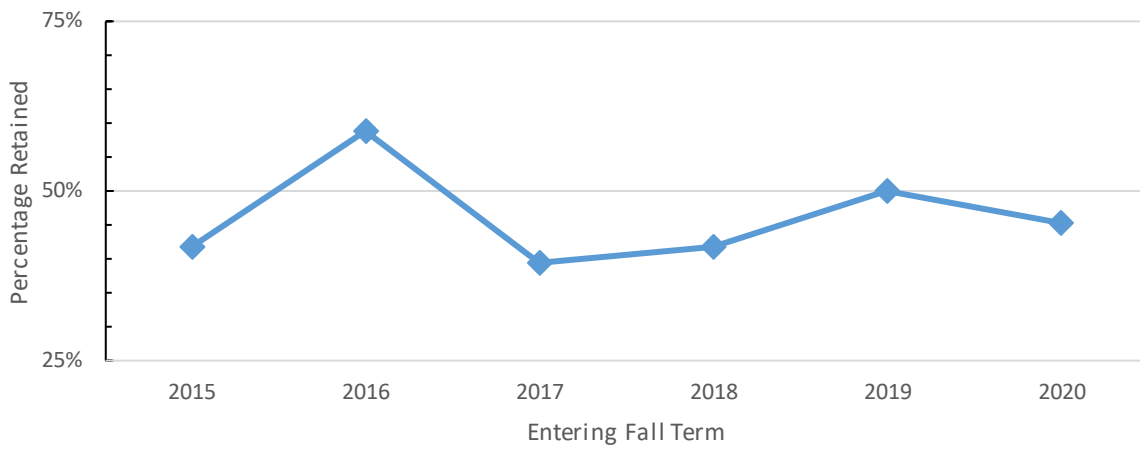
College of Student's Major	One-Year Difference			Five-Year Difference		
	2019	2020	#	2015	2020	#
Lib Arts, Soc Sci & Educ	70.59%	76.19%	5.60%	73.45%	76.19%	2.74%
Health & Human Svc.	71.73%	77.32%	5.59%	70.88%	77.32%	6.44%
Creative Arts	83.96%	67.39%	-16.57%	70.20%	67.39%	-2.81%
Sci Tech Engineering & Math	81.49%	78.73%	-2.76%	78.86%	78.73%	-0.13%
Business Administration	77.23%	72.95%	-4.28%	73.93%	72.95%	-0.98%
Student Success	66.33%	65.51%	-0.82%	N/A	65.51%	N/A

Preliminary 14th Day - Fall-to-Fall Retention						
	2015	2016	2017	2018	2019	2020
Lib Arts, Soc Sci & Educ	73.45%	76.33%	75.68%	73.80%	70.59%	76.19%
Health & Human Svc.	70.88%	72.24%	74.39%	70.26%	71.73%	77.32%
Creative Arts	70.20%	78.95%	70.21%	68.70%	83.96%	67.39%
Sci Tech Engineering & Math	78.86%	80.03%	80.19%	80.03%	81.49%	78.73%
Business Administration	73.93%	75.65%	67.59%	74.76%	77.23%	72.95%
Student Success	N/A	N/A	76.56%	69.87%	66.33%	65.51%

Source: YSU_IR_dataset. Includes students enrolled fall term who entered YSU fall or the previous summer term.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day First-Time, **Part-Time** Undergraduate Fall-to-Fall Retention



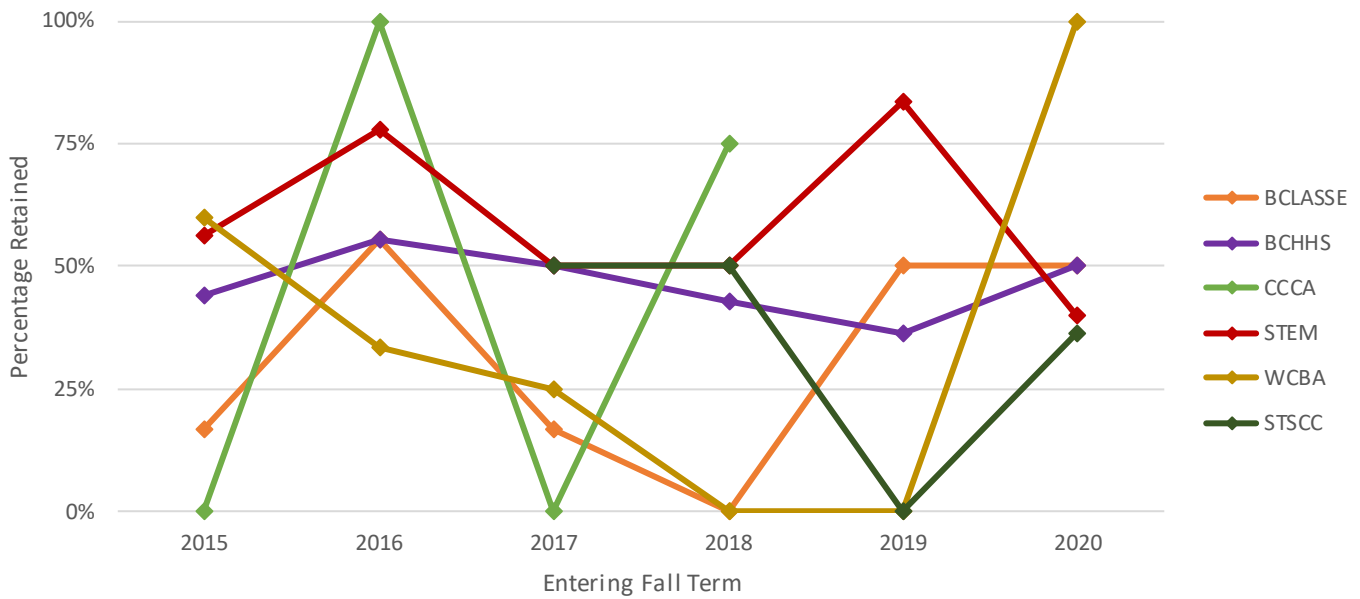
One-Year Difference (#)		
2019	50.00%	
2020	45.16%	-4.84%

Five-Year Difference (#)		
2015	41.67%	
2020	45.16%	3.49%

Preliminary 14th Day - Fall-to-Fall Retention					
2015	2016	2017	2018	2019	2020
41.67%	58.82%	39.39%	41.67%	50.00%	45.16%

Source: YSU_IR_dataset. Includes students enrolled fall term who entered YSU fall or the previous summer term

YSU's 14th Day First-Time **Part-Time** Undergraduate, Fall-to-Fall Retention by College



College of Student's Major	One-Year Difference			Five-Year Difference		
	2019	2020	#	2015	2020	#
Lib Arts, Soc Sci & Educ	50.00%	50.00%	0.00%	16.67%	50.00%	33.33%
Health & Human Svc.	36.36%	50.00%	13.64%	44.00%	50.00%	6.00%
Creative Arts	N/A	N/A	N/A	0.00%	N/A	N/A
Sci Tech Engineering & Math	83.33%	40.00%	-43.33%	56.25%	40.00%	-16.25%
Business Administration	0.00%	100.00%	100.00%	60.00%	100.00%	40.00%
Student Success	0.00%	36.36%	36.36%	N/A	36.36%	N/A

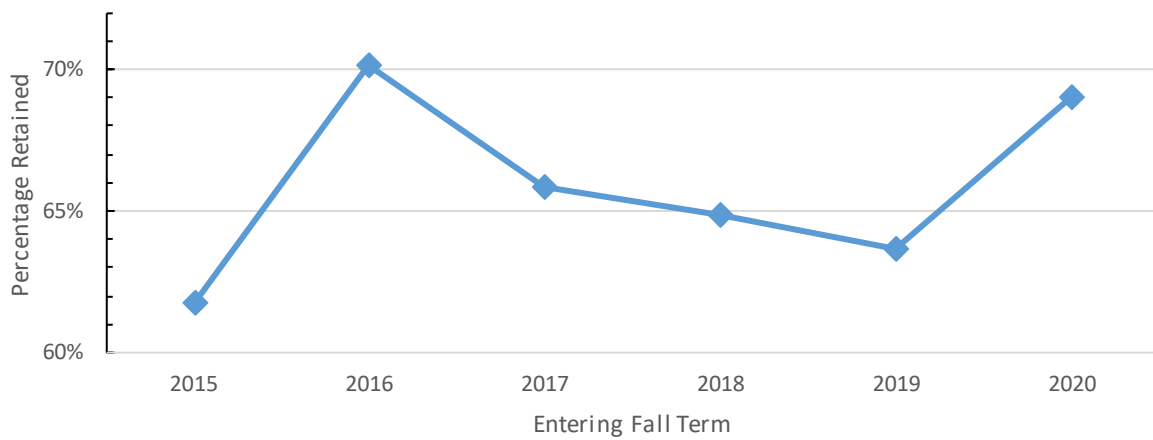
Preliminary 14th Day - Fall-to-Fall Retention						
	2015	2016	2017	2018	2019	2020
Lib Arts, Soc Sci & Educ	16.67%	55.56%	16.67%	0.00%	50.00%	50.00%
Health & Human Svc.	44.00%	55.56%	50.00%	42.86%	36.36%	50.00%
Creative Arts	0.00%	100.00%	0.00%	75.00%	N/A	N/A
Sci Tech Engineering & Math	56.25%	77.78%	50.00%	50.00%	83.33%	40.00%
Business Administration	60.00%	33.33%	25.00%	0.00%	0.00%	100.00%
Student Success	N/A	N/A	50.00%	50.00%	0.00%	36.36%

Source: YSU_IR_dataset. Includes students enrolled fall term who entered YSU fall or the previous summer term.

N/A - not applicable due to no enrollment in this classification.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day Minority First-Time Undergraduate, Fall-to-Fall Retention



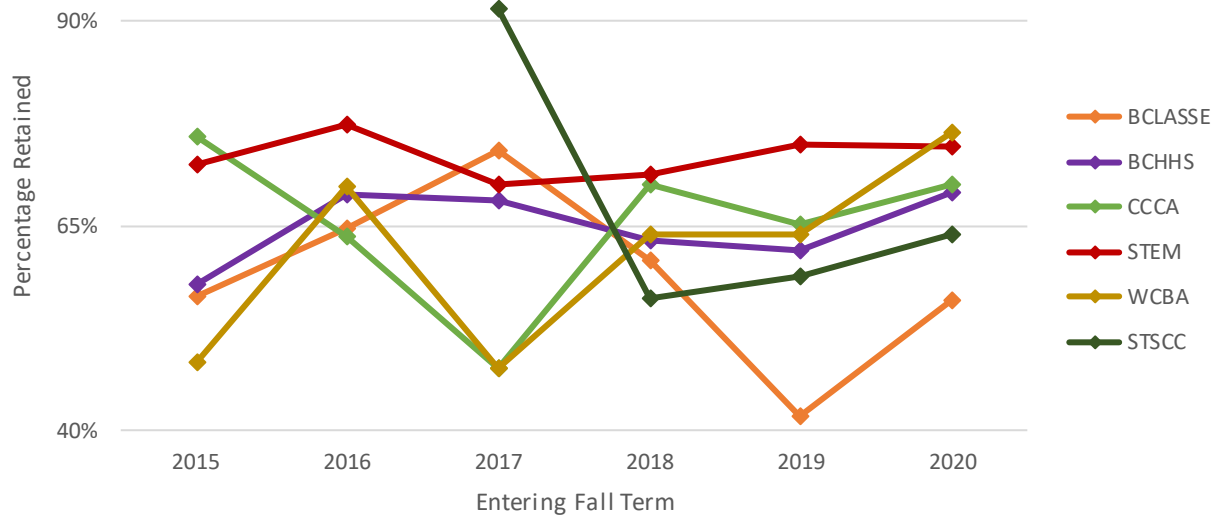
One-Year Difference (#)		
2019	63.64%	
2020	69.00%	5.36%

Five-Year Difference (#)		
2015	61.77%	
2020	69.00%	7.23%

Preliminary 14th Day - Fall-to-Fall Retention						
2015	2016	2017	2018	2019	2020	
61.77%	70.13%	65.85%	64.89%	63.64%	69.00%	

Source: YSU_IR_dataset. Entering first-time undergraduates include students enrolled fall term who entered YSU fall or the previous summer term. Minority includes American Indian, Asian, Black, Hawaiian, and Hispanic.

**YSU's 14th Day Minority
First-Time Undergraduate, Fall-to-Fall Retention
by College**

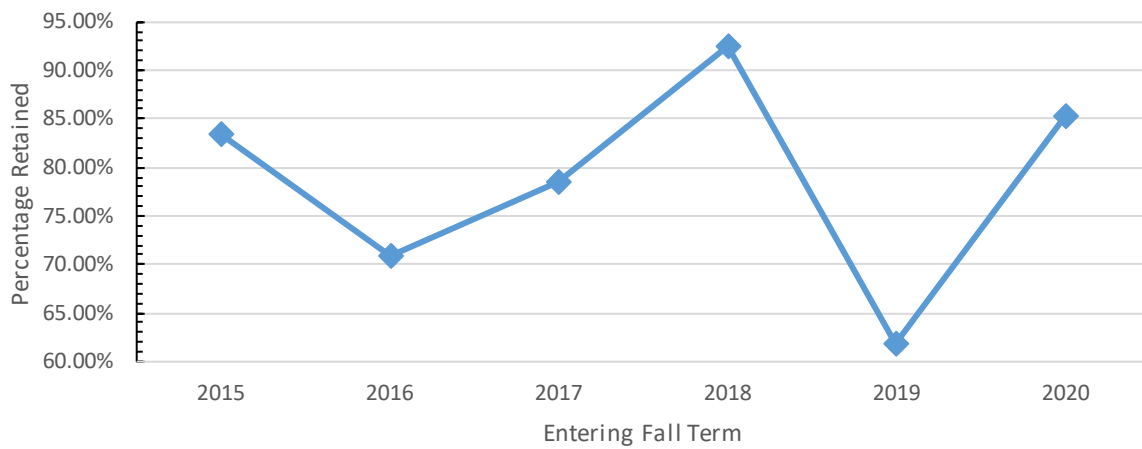


College of Student's Major	One-Year Difference			Five-Year Difference		
	2019	2020	#	2015	2020	#
Lib Arts, Soc Sci & Educ	41.67%	56.00%	14.33%	56.36%	56.00%	-0.36%
Health & Human Svc.	62.03%	69.05%	7.02%	57.94%	69.05%	11.10%
Creative Arts	65.22%	70.00%	4.78%	75.86%	70.00%	-5.86%
Sci Tech Engineering & Math	75.00%	74.67%	-0.33%	72.64%	74.67%	2.03%
Business Administration	64.10%	76.47%	12.37%	48.44%	76.47%	28.03%
Student Success	58.97%	64.00%	5.03%	N/A	64.00%	N/A

Preliminary 14th Day - Fall-to-Fall Retention							
	2015	2016	2017	2018	2019	2020	
Lib Arts, Soc Sci & Educ	56.36%	64.81%	74.19%	60.71%	41.67%	56.00%	
Health & Human Svc.	57.94%	68.81%	68.24%	63.37%	62.03%	69.05%	
Creative Arts	75.86%	63.64%	47.62%	70.00%	65.22%	70.00%	
Sci Tech Engineering & Math	72.64%	77.50%	70.21%	71.30%	75.00%	74.67%	
Business Administration	48.44%	69.77%	47.73%	64.00%	64.10%	76.47%	
Student Success	N/A	N/A	91.67%	56.10%	58.97%	64.00%	

Source: YSU_IR_dataset. Entering first-time undergraduates include students enrolled fall term who entered YSU fall or the previous summer term. Minority includes American Indian, Asian, Black, Hawaiian, and Hispanic. All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's 14th Day International First-Time Undergraduate, Fall-to-Fall Retention



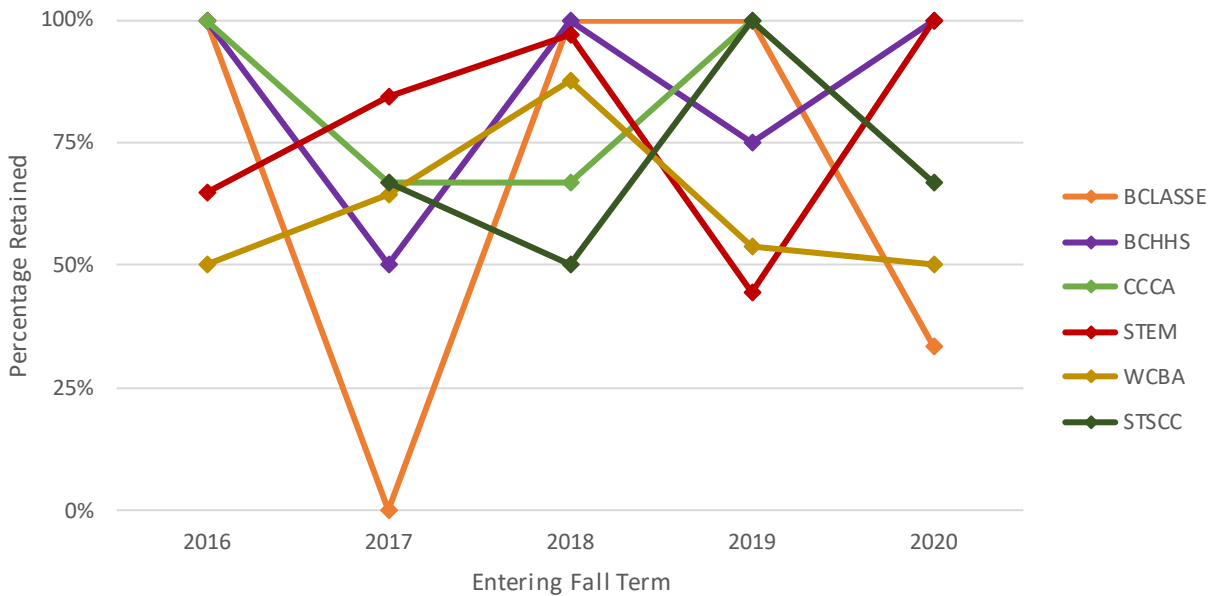
One-Year Difference (#)		
2019	61.76%	
2020	85.19%	23.43%

Five-Year Difference (#)		
2015	83.33%	
2020	85.19%	1.86%

Preliminary 14th Day - Fall-to-Fall Retention					
2015	2016	2017	2018	2019	2020
83.33%	70.83%	78.40%	92.45%	61.76%	85.19%

Source: YSU_IR_dataset. Entering first-time undergraduates include students enrolled fall term who entered YS fall or the previous summer term. Note: numbers of first-time undergraduate international students are typical small. Therefore, retention percentages may yield significant changes from one entering year to the next.

YSU's 14th Day International First-Time Undergraduate, Fall-to-Fall Retention by College



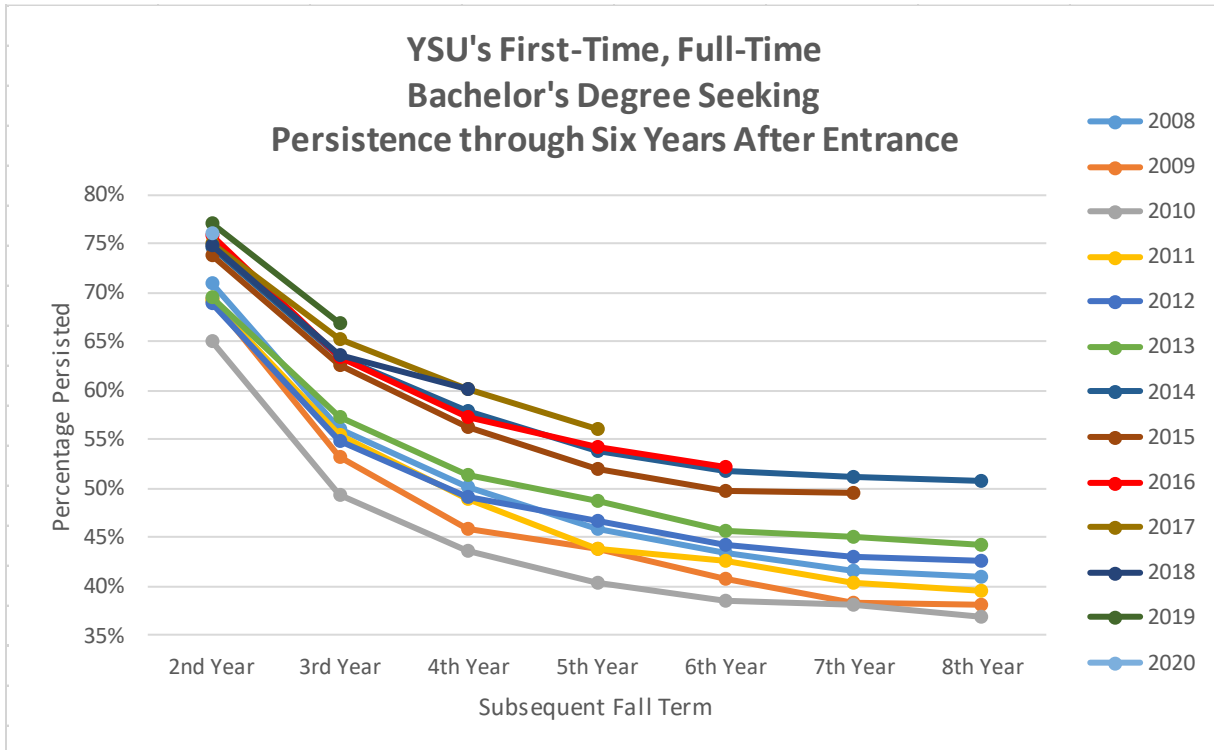
College of Student's Major	One-Year Difference			Five-Year Difference		
	2019	2020	#	2015	2020	#
Lib Arts, Soc Sci & Educ	100.00%	33.33%	-66.67%	50.00%	33.33%	-16.67%
Health & Human Svc.	75.00%	100.00%	25.00%	50.00%	100.00%	50.00%
Creative Arts	100.00%	N/A	N/A	N/A	N/A	N/A
Sci Tech Engineering & Math	44.44%	100.00%	55.56%	87.50%	100.00%	12.50%
Business Administration	53.85%	50.00%	-3.85%	100.00%	50.00%	-50.00%
Student Success	100.00%	66.67%	-33.33%	N/A	66.67%	N/A

Preliminary 14th Day - Fall-to-Fall Retention						
	2015	2016	2017	2018	2019	2020
Lib Arts, Soc Sci & Educ	50.00%	100.00%	0.00%	100.00%	100.00%	33.33%
Health & Human Svc.	50.00%	100.00%	50.00%	100.00%	75.00%	100.00%
Creative Arts	N/A	100.00%	66.67%	66.67%	100.00%	N/A
Sci Tech Engineering & Math	87.50%	64.71%	84.54%	97.06%	44.44%	100.00%
Business Administration	100.00%	50.00%	64.29%	87.50%	53.85%	50.00%
Student Success	N/A	N/A	66.67%	50.00%	100.00%	66.67%

Source: YSU_IR_dataset. Entering first-time undergraduates include students enrolled fall term who entered YSU fall or the previous summer term. Note: numbers of first-time undergraduate international students are typically small. Therefore, retention percentages may yield significant changes from one entering year to the next.

N/A - not applicable due to no enrollment in this classification.

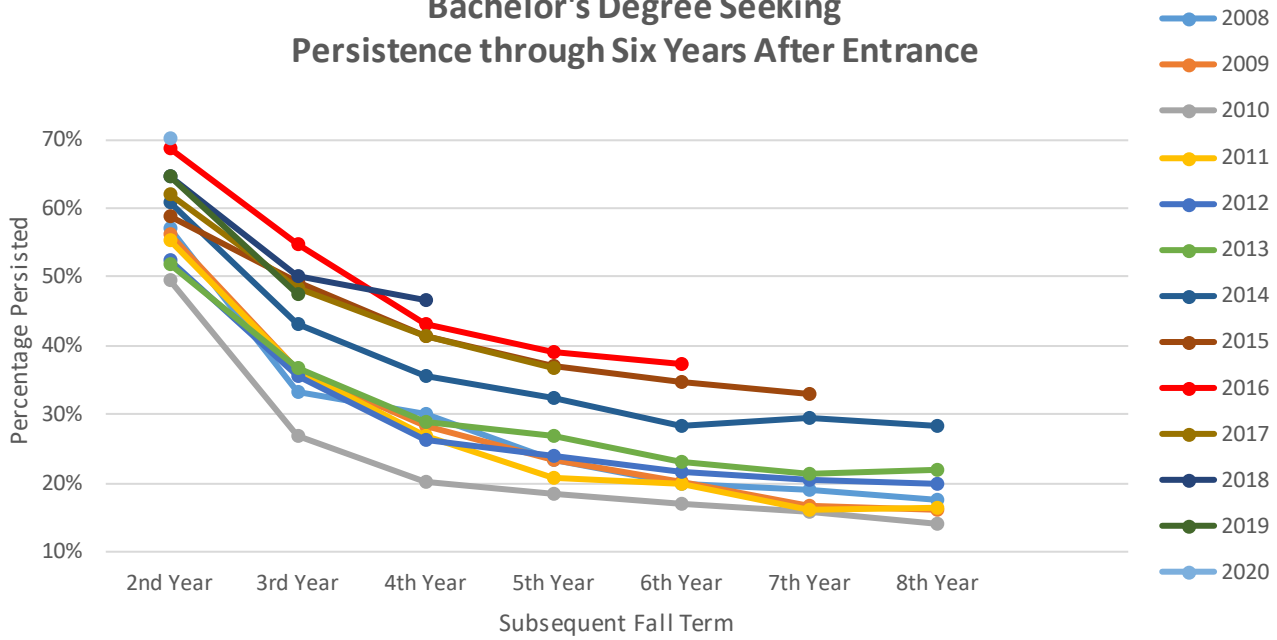
All distributions have been adjusted to reflect the academic reorganization of 2020-21.



Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	70.95%	56.05%	50.27%	45.90%	43.36%	41.52%	40.98%
2009	69.23%	53.29%	45.97%	43.90%	40.86%	38.46%	38.19%
2010	65.05%	49.41%	43.69%	40.48%	38.47%	38.06%	36.92%
2011	69.20%	55.38%	48.94%	43.82%	42.71%	40.40%	39.60%
2012	68.81%	54.86%	49.14%	46.76%	44.27%	43.14%	42.70%
2013	69.48%	57.26%	51.45%	48.65%	45.69%	45.10%	44.35%
2014	74.63%	63.45%	57.89%	53.80%	51.82%	51.18%	50.86%
2015	73.84%	62.50%	56.25%	52.03%	49.83%	49.65%	
2016	75.84%	63.47%	57.21%	54.26%	52.11%		
2017	75.00%	65.34%	60.07%	56.15%			
2018	74.90%	63.70%	60.07%				
2019	77.12%	66.79%					
2020	76.10%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the university to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major

YSU's First-Time, Full-Time Minority Bachelor's Degree Seeking Persistence through Six Years After Entrance

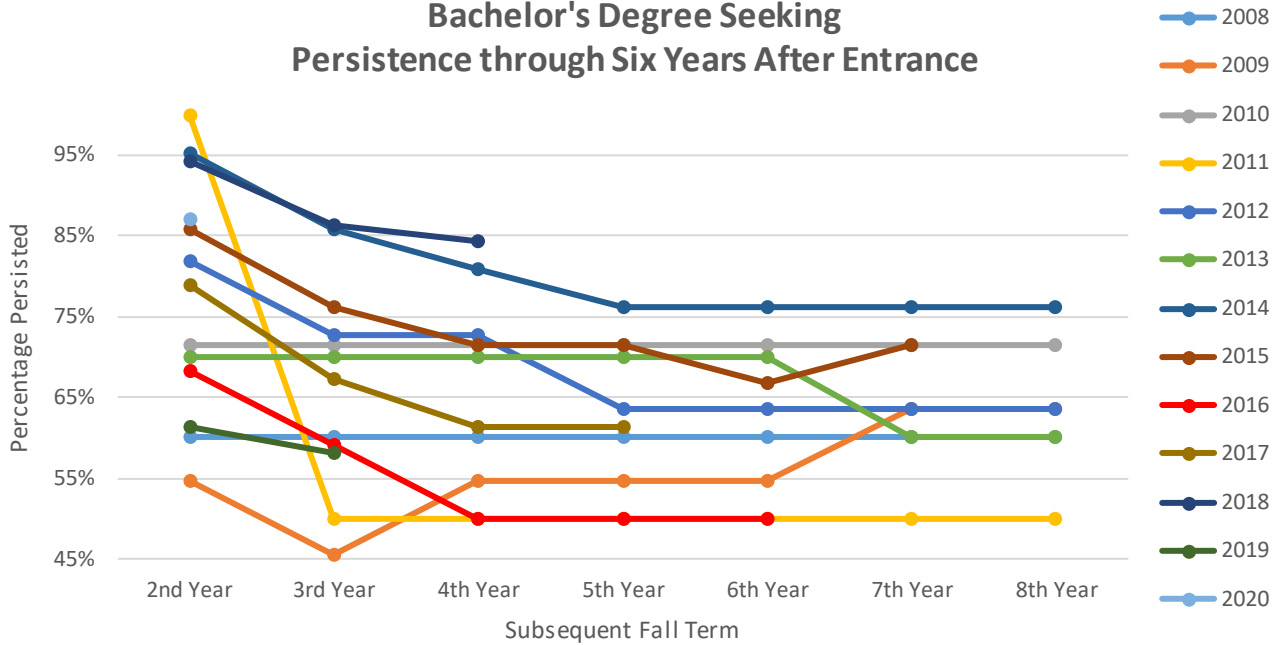


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	57.06%	33.13%	30.06%	23.31%	19.94%	19.02%	17.48%
2009	56.37%	36.33%	28.39%	23.38%	20.04%	16.70%	16.08%
2010	49.65%	26.76%	20.25%	18.49%	17.08%	15.85%	14.08%
2011	55.22%	36.52%	26.74%	20.87%	19.78%	16.09%	16.30%
2012	52.57%	35.57%	26.17%	23.94%	21.48%	20.36%	19.91%
2013	52.00%	36.80%	28.80%	26.93%	22.93%	21.33%	21.87%
2014	60.91%	43.18%	35.45%	32.27%	28.18%	29.55%	28.18%
2015	58.97%	49.31%	41.38%	36.90%	34.83%	33.10%	
2016	68.66%	54.85%	43.28%	39.18%	37.31%		
2017	62.07%	48.28%	41.38%	36.64%			
2018	64.57%	50.00%	46.69%				
2019	64.66%	47.41%					
2020	70.35%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated from YSU or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

Minorities = American Indian, Asian, Black, Hawaiian, or Hispanic.

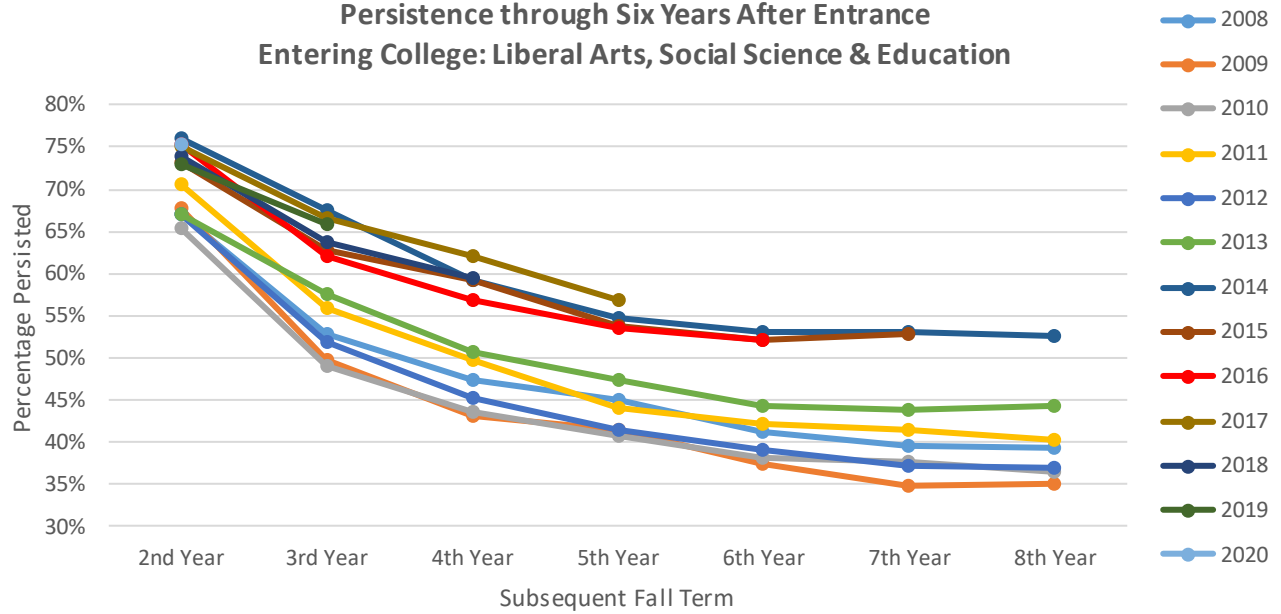
YSU's First-Time, Full-Time International Bachelor's Degree Seeking Persistence through Six Years After Entrance



Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	60.00%	60.00%	60.00%	60.00%	60.00%	60.00%	60.00%
2009	54.55%	45.45%	54.55%	54.54%	54.54%	63.64%	63.64%
2010	71.43%	71.43%	71.43%	71.43%	71.43%	71.43%	71.43%
2011	100.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%
2012	81.82%	72.73%	72.73%	63.64%	63.64%	63.64%	63.64%
2013	70.00%	70.00%	70.00%	70.00%	70.00%	60.00%	60.00%
2014	95.24%	85.71%	80.95%	76.19%	76.19%	76.19%	76.19%
2015	85.71%	76.19%	71.43%	71.43%	66.67%	71.43%	
2016	68.18%	59.09%	50.00%	50.00%	50.00%		
2017	78.99%	67.23%	61.34%	61.34%			
2018	94.12%	86.27%	84.31%				
2019	61.29%	58.06%					
2020	86.96%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major. Note: numbers of first-time, full-time bachelor's degree-seeking international undergraduates are typically small. Therefore, persistence rate percentages may yield significant changes from one fall term to the next.

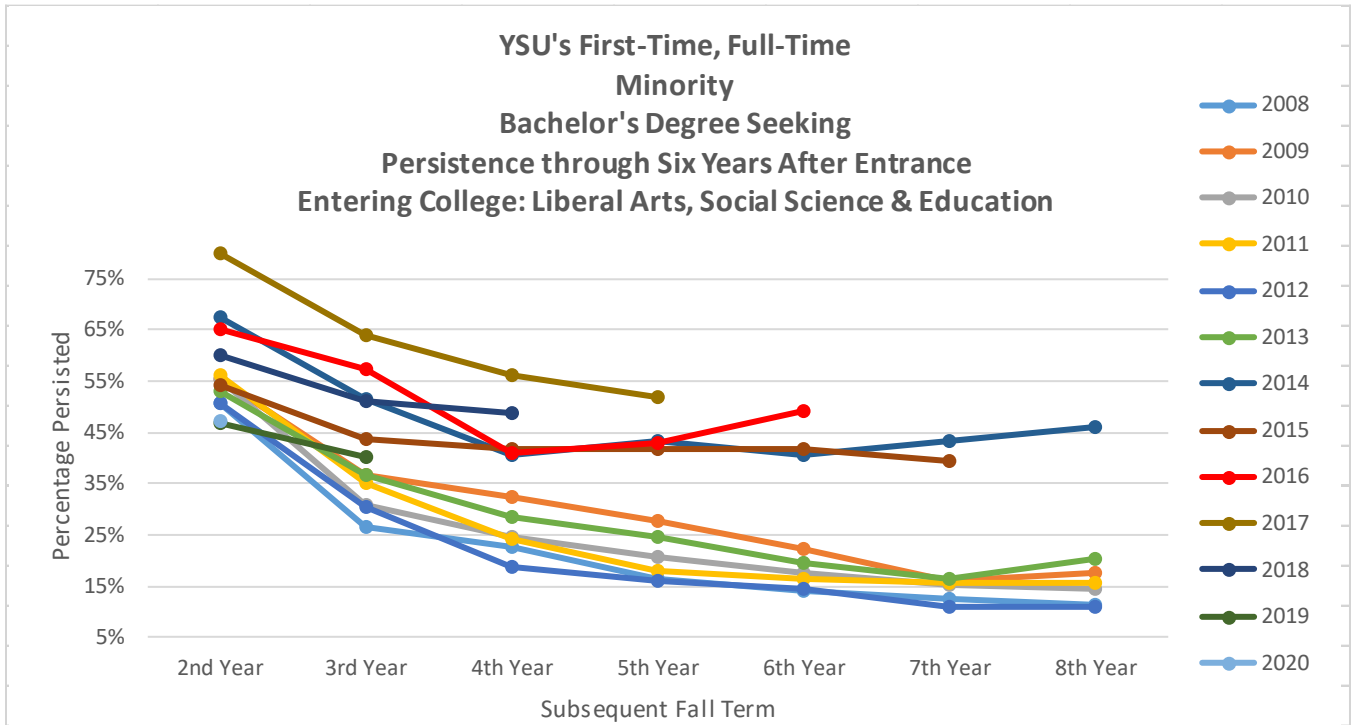
**YSU's First-Time, Full-Time
Bachelor's Degree Seeking
Persistence through Six Years After Entrance
Entering College: Liberal Arts, Social Science & Education**



Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	67.13%	52.87%	47.33%	44.95%	41.19%	39.60%	39.41%
2009	67.83%	49.84%	43.15%	41.56%	37.42%	34.87%	35.19%
2010	65.30%	49.05%	43.69%	40.85%	38.17%	37.70%	36.59%
2011	70.61%	55.82%	49.70%	43.98%	42.21%	41.42%	40.24%
2012	66.95%	51.93%	45.28%	41.42%	39.06%	37.12%	36.91%
2013	66.99%	57.66%	50.72%	47.37%	44.26%	43.78%	44.26%
2014	76.16%	67.55%	59.27%	54.64%	52.98%	52.98%	52.65%
2015	73.12%	62.72%	59.25%	53.76%	52.02%	52.89%	
2016	75.41%	62.16%	56.76%	53.51%	52.16%		
2017	75.07%	66.67%	62.03%	56.81%			
2018	73.82%	63.82%	59.41%				
2019	72.86%	65.80%					
2020	75.31%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

The figures provided reflect the academic reorganization of 2020-21.

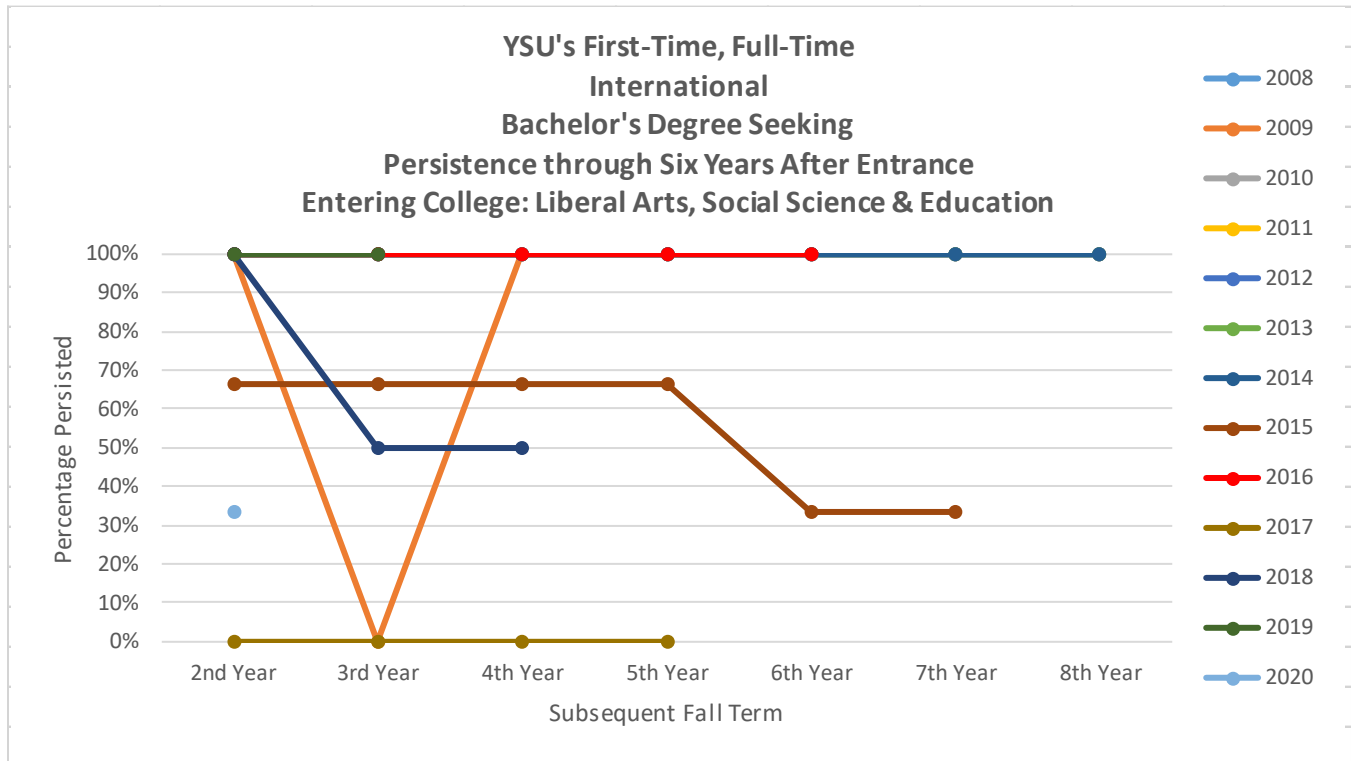


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	50.63%	26.58%	22.78%	16.46%	13.92%	12.66%	11.39%
2009	55.56%	36.51%	32.54%	27.78%	22.22%	15.87%	17.46%
2010	55.56%	30.95%	24.60%	20.63%	17.46%	15.08%	14.29%
2011	56.10%	34.96%	24.39%	17.89%	16.26%	15.45%	15.45%
2012	50.85%	30.51%	18.64%	16.10%	14.41%	11.02%	11.02%
2013	53.06%	36.73%	28.57%	24.49%	19.39%	16.33%	20.41%
2014	67.57%	51.35%	40.54%	43.24%	40.54%	43.24%	45.95%
2015	54.17%	43.75%	41.67%	41.67%	41.67%	39.58%	
2016	65.31%	57.14%	40.82%	42.86%	48.98%		
2017	80.00%	64.00%	56.00%	52.00%			
2018	60.00%	51.11%	48.89%				
2019	46.67%	40.00%					
2020	47.37%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated from YSU or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

Minorities = American Indian, Asian, Black, Hawaiian, or Hispanic.

The figures provided reflect the academic reorganization of 2020-21.

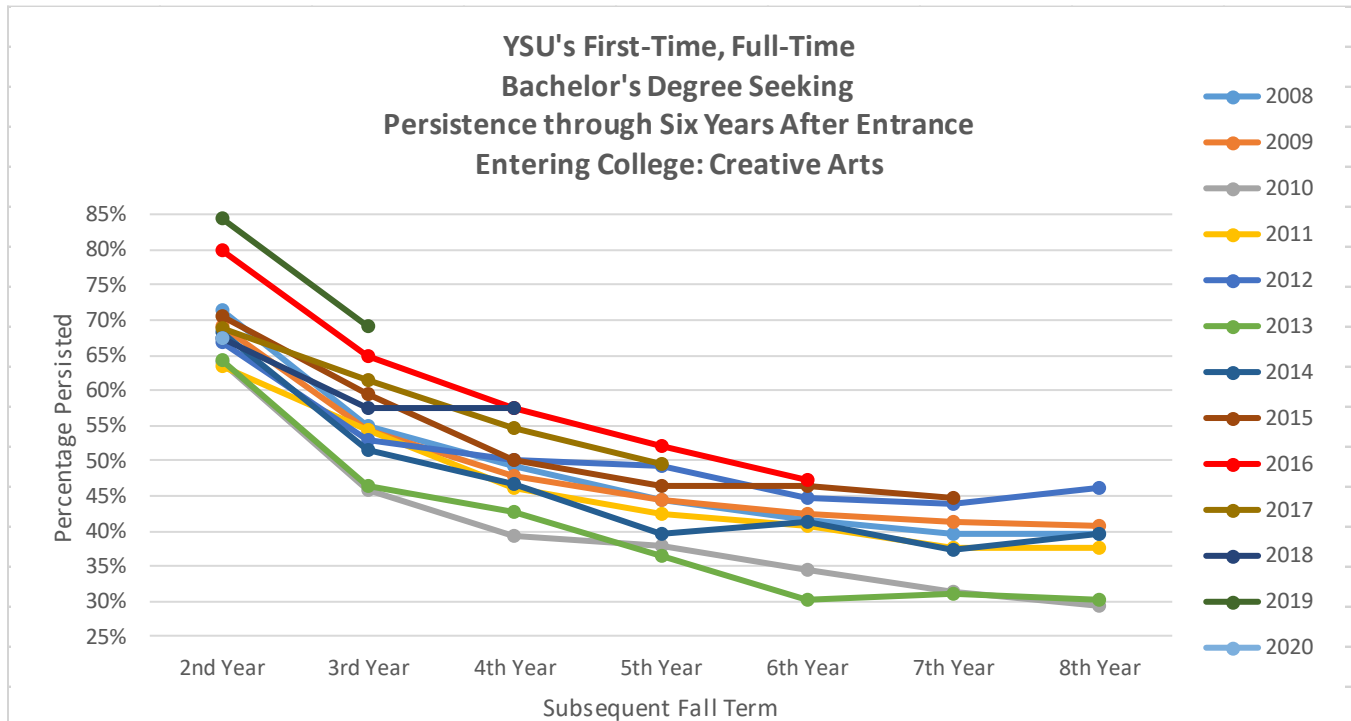


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2009	100.00%	0.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2010	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2011	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2012	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2013	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2014	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2015	66.67%	66.67%	66.67%	66.67%	33.33%	33.33%	
2016	100.00%	100.00%	100.00%	100.00%	100.00%		
2017	0.00%	0.00%	0.00%	0.00%			
2018	100.00%	50.00%	50.00%				
2019	100.00%	100.00%					
2020	33.33%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major. Note: numbers of first-time, full-time bachelor's degree-seeking international undergraduates are typically small. Therefore, persistence rate percentages may yield significant changes from one fall term to the next.

N/A - not applicable due to no enrollment in this classification.

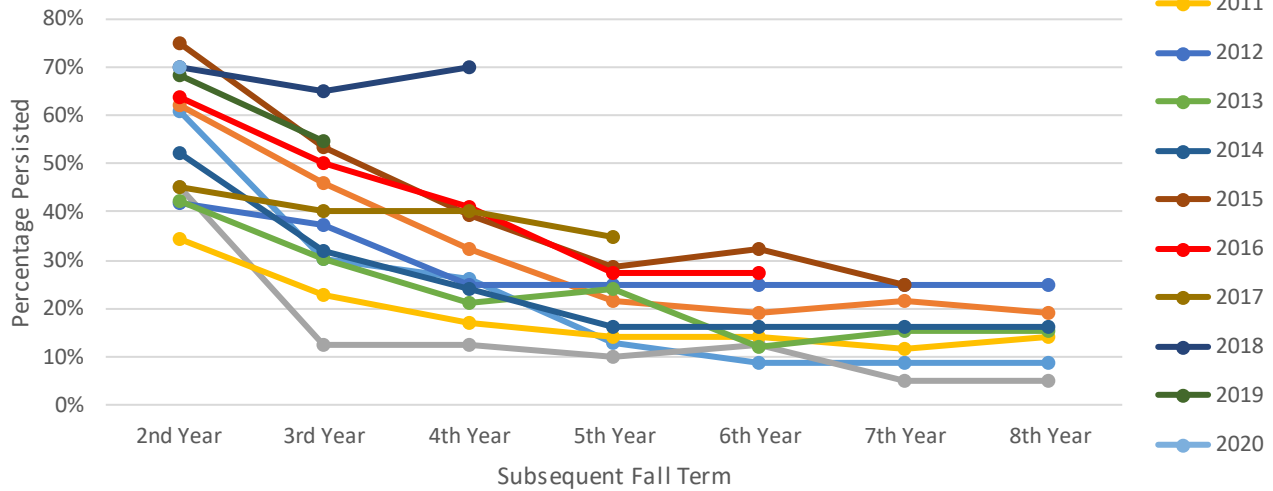
The figures provided reflect the academic reorganization of 2020-21.



Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	71.53%	54.86%	49.31%	44.44%	41.67%	39.58%	39.58%
2009	69.23%	54.44%	47.93%	44.38%	42.60%	41.42%	40.83%
2010	64.05%	45.75%	39.22%	37.91%	34.64%	31.37%	29.41%
2011	63.58%	54.32%	46.30%	42.59%	40.74%	37.65%	37.65%
2012	66.92%	53.08%	50.00%	49.23%	44.62%	43.85%	46.15%
2013	64.34%	46.51%	42.64%	36.43%	30.23%	31.01%	30.23%
2014	68.25%	51.59%	46.83%	39.68%	41.27%	37.30%	39.68%
2015	70.59%	59.56%	50.00%	46.32%	46.32%	44.85%	
2016	80.00%	64.80%	57.60%	52.00%	47.20%		
2017	68.89%	61.48%	54.81%	49.63%			
2018	67.57%	57.66%	57.66%				
2019	84.62%	69.23%					
2020	67.39%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major. The figures provided reflect the academic reorganization of 2020-21.

**YSU's First-Time, Full-Time
Minority
Bachelor's Degree Seeking
Persistence through Six Years After Entrance
Entering College: Creative Arts**

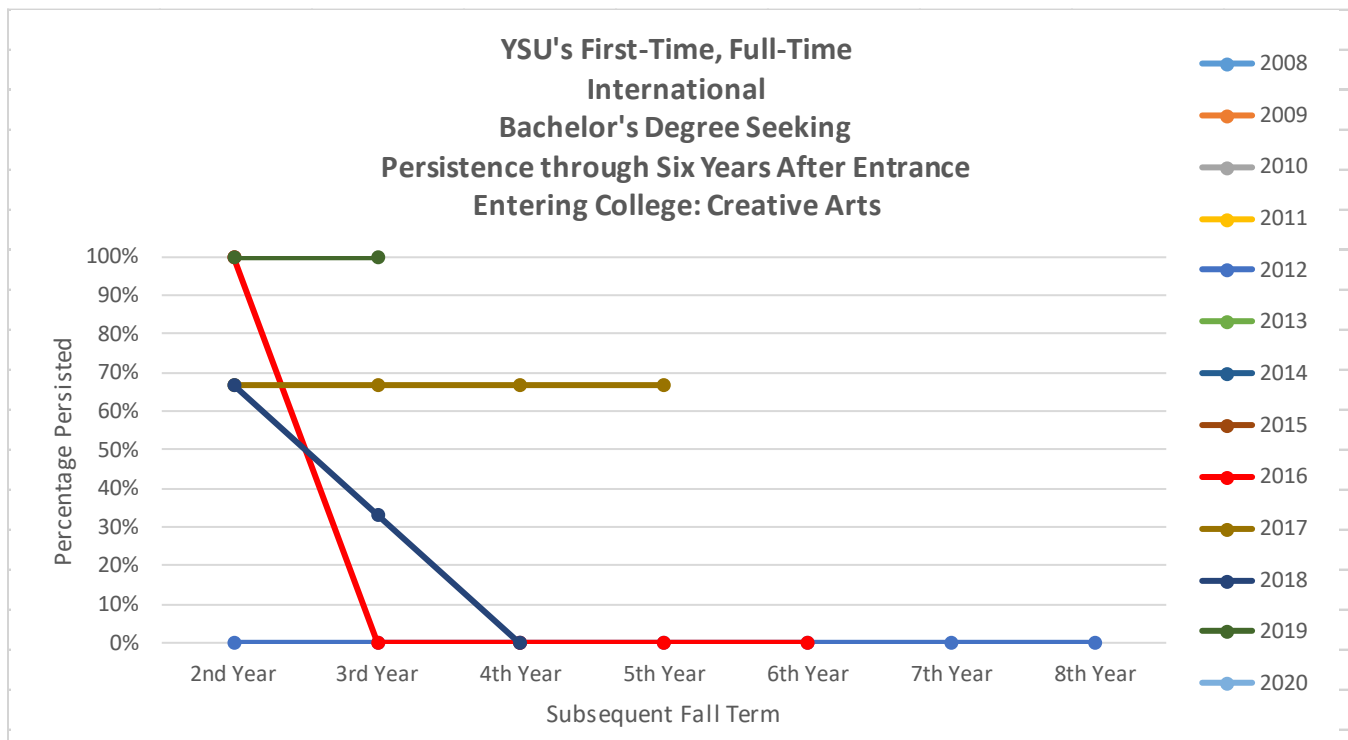


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	60.87%	30.43%	26.09%	13.04%	8.70%	8.70%	8.70%
2009	62.16%	45.95%	32.43%	21.52%	18.92%	21.62%	18.92%
2010	45.00%	12.50%	12.50%	10.00%	12.50%	5.00%	5.00%
2011	34.29%	22.86%	17.14%	14.29%	14.29%	11.43%	14.29%
2012	41.67%	37.50%	25.00%	25.00%	25.00%	25.00%	25.00%
2013	42.42%	30.30%	21.21%	24.24%	12.12%	15.15%	15.15%
2014	52.00%	32.00%	24.00%	16.00%	16.00%	16.00%	16.00%
2015	75.00%	53.57%	39.29%	28.57%	32.14%	25.00%	
2016	63.64%	50.00%	40.91%	27.27%	27.27%		
2017	45.00%	40.00%	40.00%	35.00%			
2018	70.00%	65.00%	70.00%				
2019	68.18%	54.55%					
2020	70.00%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated from YSU or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

Minorities = American Indian, Asian, Black, Hawaiian, or Hispanic.

The figures provided reflect the academic reorganization of 2020-21.

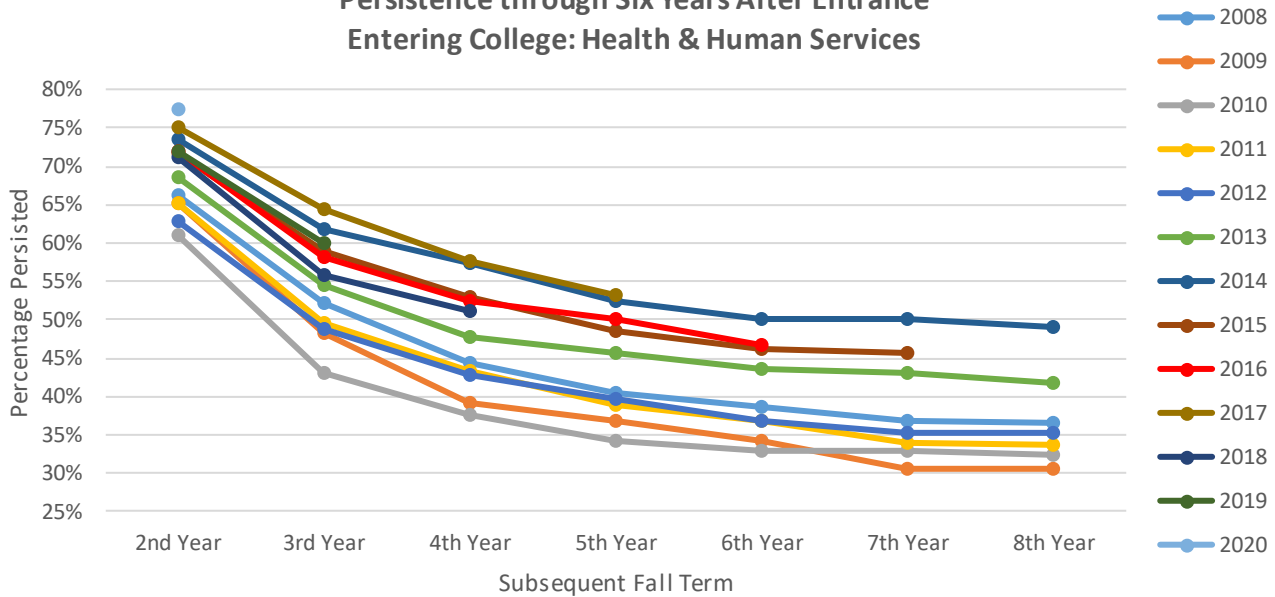


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2009	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2010	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2011	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2012	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2013	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2014	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2015	N/A	N/A	N/A	N/A	N/A	N/A	
2016	100.00%	0.00%	0.00%	0.00%	0.00%		
2017	66.67%	66.67%	66.67%	66.67%			
2018	66.67%	33.33%	0.00%				
2019	100.00%	100.00%					
2020	N/A						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major. Note: numbers of first-time, full-time bachelor's degree-seeking international undergraduates are typically small. Therefore, persistence rate percentages may yield significant changes from one fall term to the next.

N/A - not applicable due to no enrollment in this classification.
 The figures provided reflect the academic reorganization of 2020-21.

**YSU's First-Time, Full-Time
Bachelor's Degree Seeking
Persistence through Six Years After Entrance
Entering College: Health & Human Services**

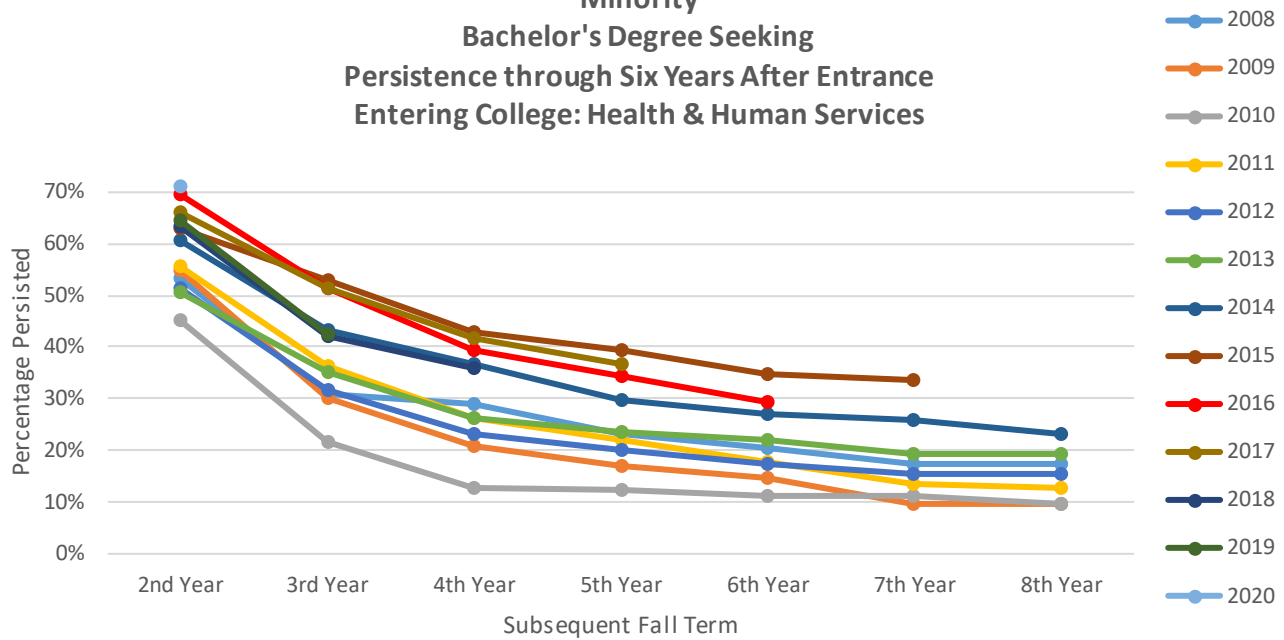


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	66.28%	52.19%	44.34%	40.42%	38.57%	36.95%	36.49%
2009	65.18%	48.18%	39.27%	36.80%	34.32%	30.69%	30.53%
2010	61.11%	43.06%	37.50%	34.26%	32.87%	32.87%	32.41%
2011	65.15%	49.56%	43.26%	38.88%	36.78%	33.98%	33.63%
2012	63.01%	48.88%	42.94%	39.78%	36.80%	35.32%	35.32%
2013	68.63%	54.51%	47.84%	45.69%	43.53%	43.14%	41.76%
2014	73.66%	61.95%	57.32%	52.44%	50.24%	50.00%	49.02%
2015	71.69%	58.93%	52.90%	48.49%	46.17%	45.71%	
2016	71.92%	58.18%	52.53%	50.10%	46.87%		
2017	75.21%	64.58%	57.71%	53.13%			
2018	71.30%	55.93%	51.30%				
2019	71.98%	59.91%					
2020	77.46%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

The figures provided reflect the academic reorganization of 2020-21.

**YSU's First-Time, Full-Time
Minority
Bachelor's Degree Seeking
Persistence through Six Years After Entrance
Entering College: Health & Human Services**

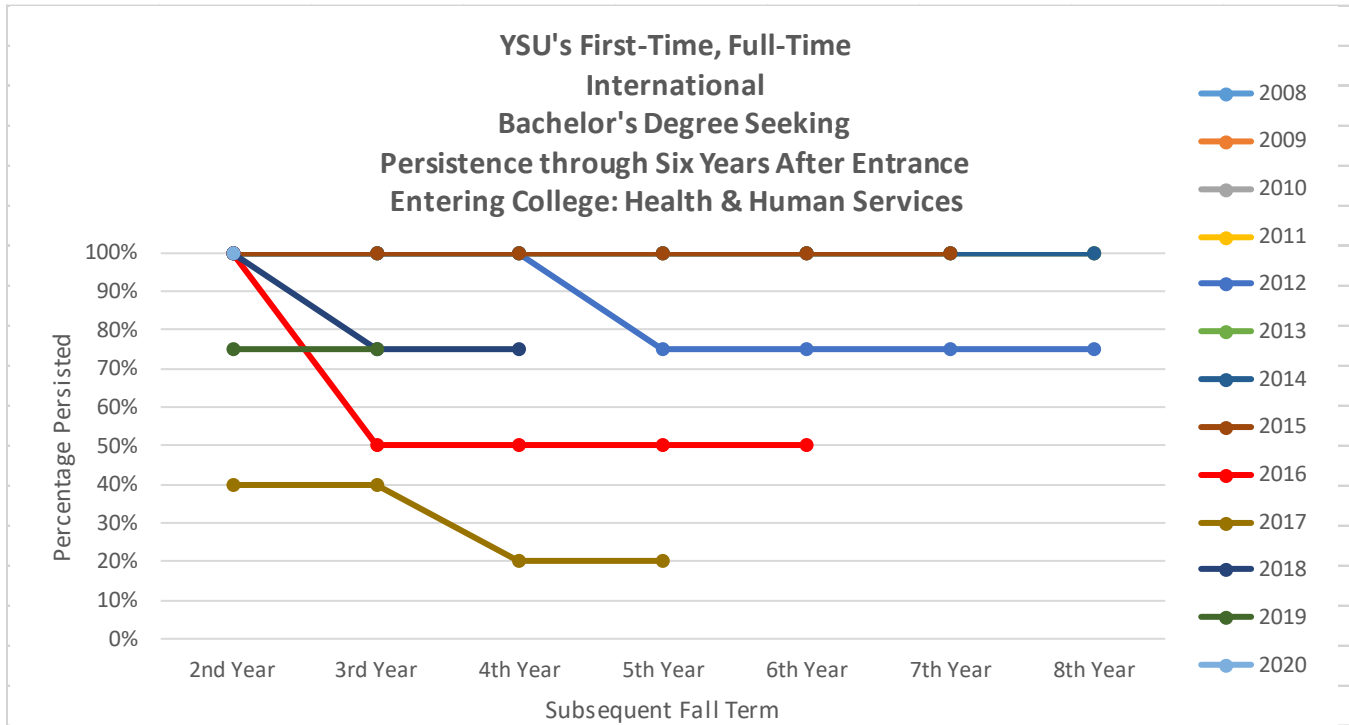


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	53.40%	31.07%	29.13%	23.30%	20.39%	17.48%	17.48%
2009	54.72%	30.19%	20.75%	16.98%	14.47%	9.43%	9.43%
2010	45.10%	21.57%	12.75%	12.25%	11.27%	11.27%	9.80%
2011	55.76%	36.36%	26.06%	21.82%	17.58%	13.33%	12.73%
2012	51.55%	31.68%	22.98%	19.88%	17.39%	15.53%	15.53%
2013	50.42%	35.29%	26.05%	23.53%	21.85%	19.33%	19.33%
2014	60.81%	43.24%	36.49%	29.73%	27.03%	25.68%	22.97%
2015	62.92%	52.81%	42.70%	39.33%	34.83%	33.71%	
2016	69.70%	51.52%	39.39%	34.34%	29.29%		
2017	66.22%	51.35%	41.89%	36.49%			
2018	63.16%	42.11%	35.79%				
2019	64.38%	42.47%					
2020	71.05%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated from YSU or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

Minorities = American Indian, Asian, Black, Hawaiian, or Hispanic.

The figures provided reflect the academic reorganization of 2020-21.

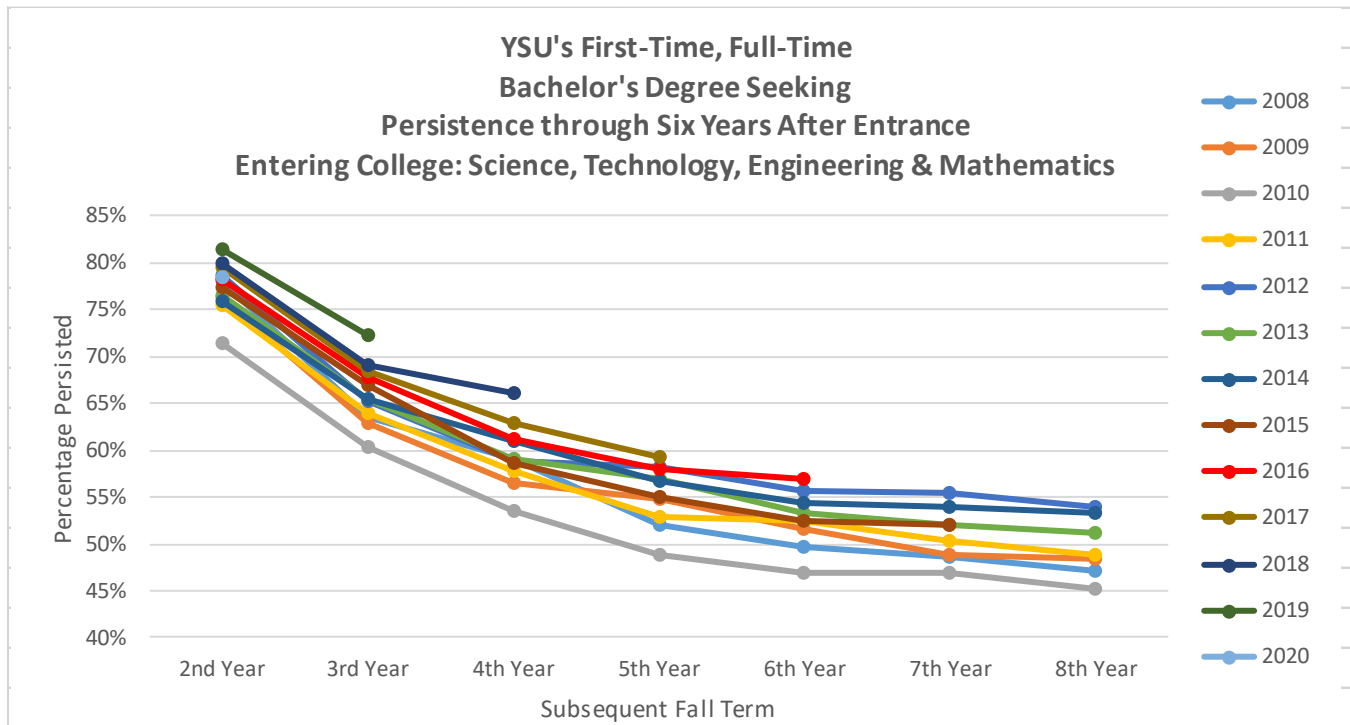


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2009	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2010	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2011	N/A	N/A	N/A	N/A	N/A	N/A	N/A
2012	100.00%	100.00%	100.00%	75.00%	75.00%	75.00%	75.00%
2013	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2014	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2015	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
2016	100.00%	50.00%	50.00%	50.00%	50.00%		
2017	40.00%	40.00%	20.00%	20.00%			
2018	100.00%	75.00%	75.00%				
2019	75.00%	75.00%					
2020	100.00%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major. Note: numbers of first-time, full-time bachelor's degree-seeking international undergraduates are typically small. Therefore, persistence rate percentages may yield significant changes from one fall term to the next.

N/A - not applicable due to no enrollment in this classification.

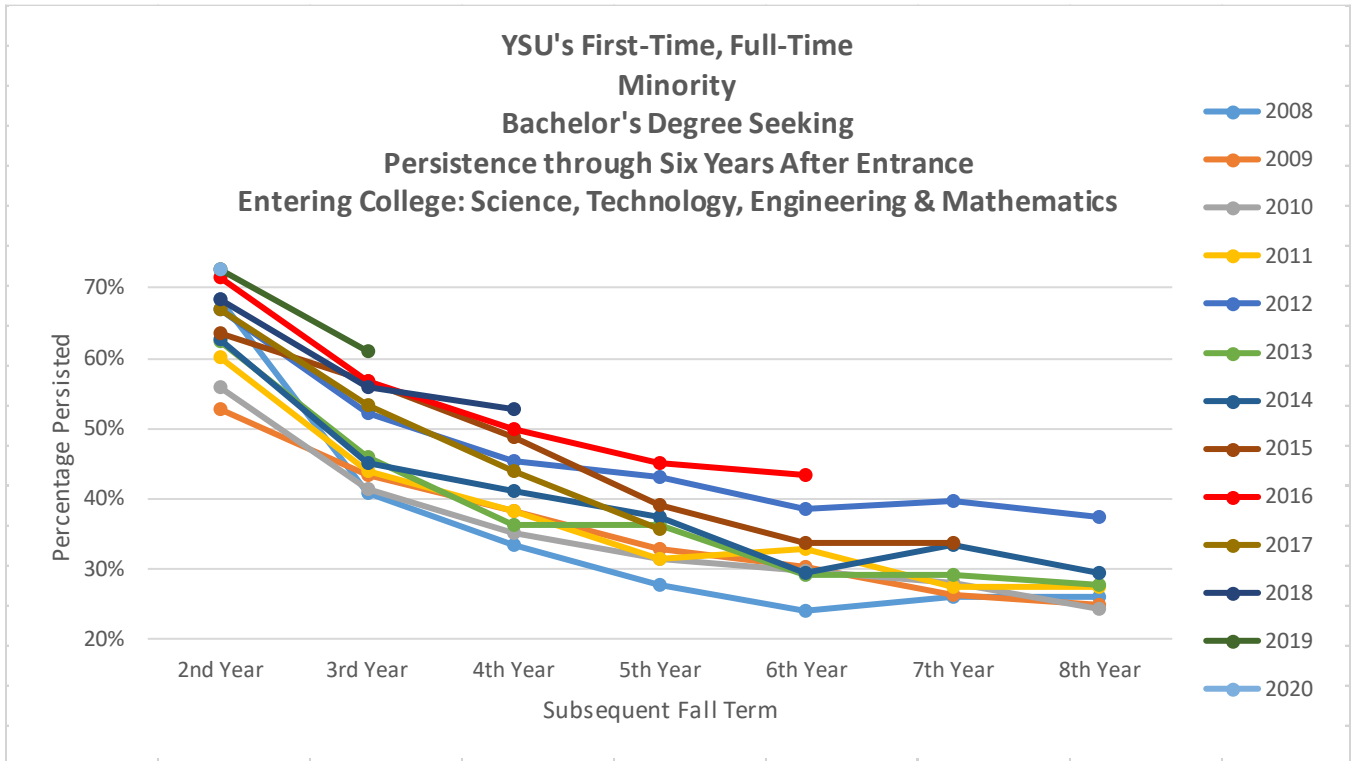
The figures provided reflect the academic reorganization of 2020-21.



Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	78.08%	63.53%	59.06%	52.13%	49.66%	48.55%	47.20%
2009	76.36%	62.83%	56.57%	54.75%	51.52%	48.89%	48.48%
2010	71.43%	60.32%	53.57%	48.81%	47.02%	47.02%	45.24%
2011	75.49%	64.01%	57.78%	52.92%	52.53%	50.39%	48.83%
2012	78.74%	65.16%	58.86%	58.27%	55.71%	55.51%	53.94%
2013	76.52%	65.43%	59.15%	56.93%	53.23%	52.13%	51.20%
2014	75.88%	65.49%	60.91%	56.76%	54.47%	53.85%	53.22%
2015	77.46%	66.86%	58.57%	55.11%	52.41%	52.02%	
2016	78.23%	67.74%	61.13%	58.06%	56.94%		
2017	79.61%	68.45%	62.95%	59.38%			
2018	80.00%	69.10%	66.12%				
2019	81.50%	72.25%					
2020	78.45%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

The figures provided reflect the academic reorganization of 2020-21.

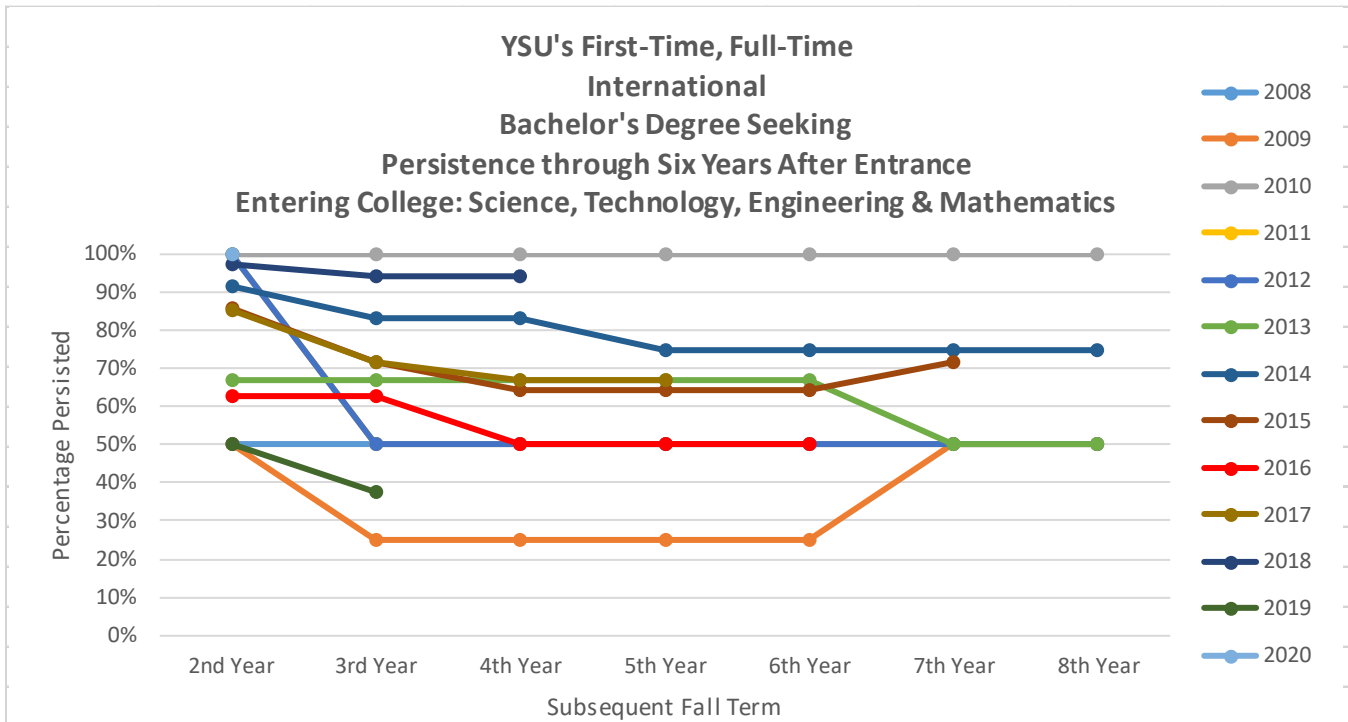


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	68.52%	40.74%	33.33%	27.78%	24.07%	25.93%	25.93%
2009	52.63%	43.42%	38.16%	32.89%	30.26%	26.32%	25.00%
2010	55.86%	41.44%	35.14%	31.53%	29.73%	27.93%	24.32%
2011	60.27%	43.84%	38.36%	31.51%	32.88%	27.40%	27.40%
2012	67.05%	52.27%	45.45%	43.18%	38.64%	39.77%	37.50%
2013	62.50%	45.83%	36.11%	36.11%	29.17%	29.17%	27.78%
2014	62.75%	45.10%	41.18%	37.25%	29.41%	33.33%	29.41%
2015	63.51%	56.76%	48.65%	39.19%	33.78%	33.78%	
2016	71.67%	56.67%	50.00%	45.00%	43.33%		
2017	67.12%	53.42%	43.84%	35.62%			
2018	68.42%	55.79%	52.63%				
2019	72.73%	61.04%					
2020	72.58%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated from YSU or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

Minorities = American Indian, Asian, Black, Hawaiian, or Hispanic.

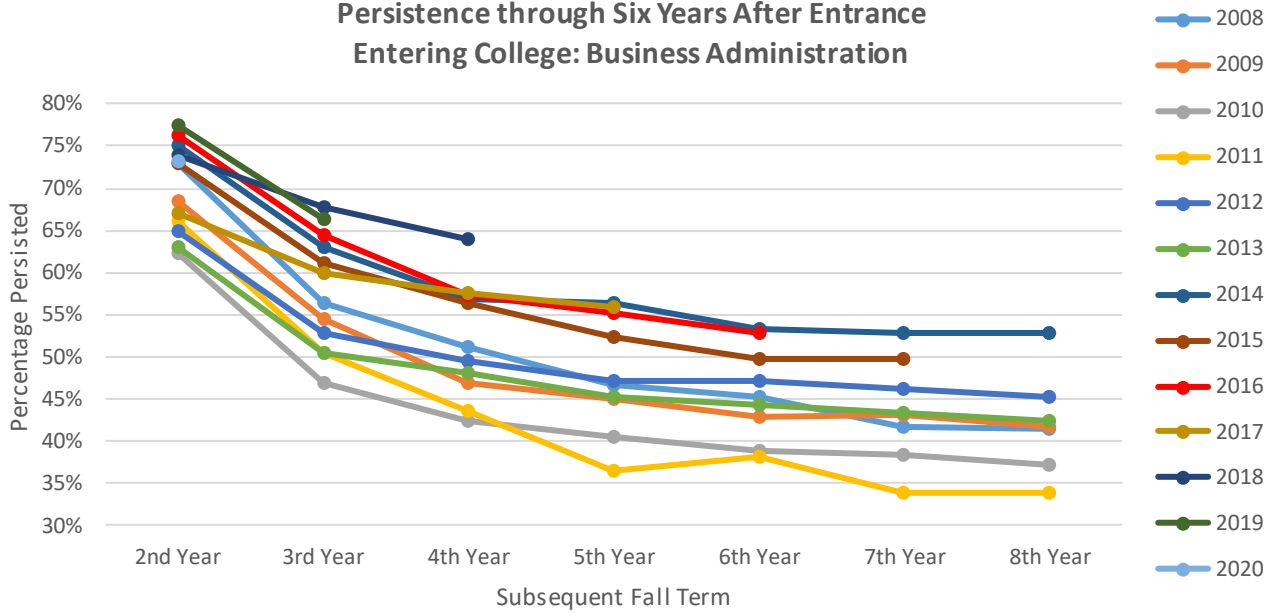
The figures provided reflect the academic reorganization of 2020-21.



Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%
2009	50.00%	25.00%	25.00%	25.00%	25.00%	50.00%	50.00%
2010	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2011	100.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%
2012	100.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%
2013	66.67%	66.67%	66.67%	66.67%	66.67%	50.00%	50.00%
2014	91.67%	83.33%	83.33%	75.00%	75.00%	75.00%	75.00%
2015	85.71%	71.43%	64.29%	64.29%	64.29%	71.43%	
2016	62.50%	62.50%	50.00%	50.00%	50.00%		
2017	85.42%	71.88%	66.67%	66.67%			
2018	97.06%	94.12%	94.12%				
2019	50.00%	37.50%					
2020	100.00%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major. Note: numbers of first-time, full-time bachelor's degree-seeking international undergraduates are typically small. Therefore, persistence rate percentages may yield significant changes from one fall term to the next.

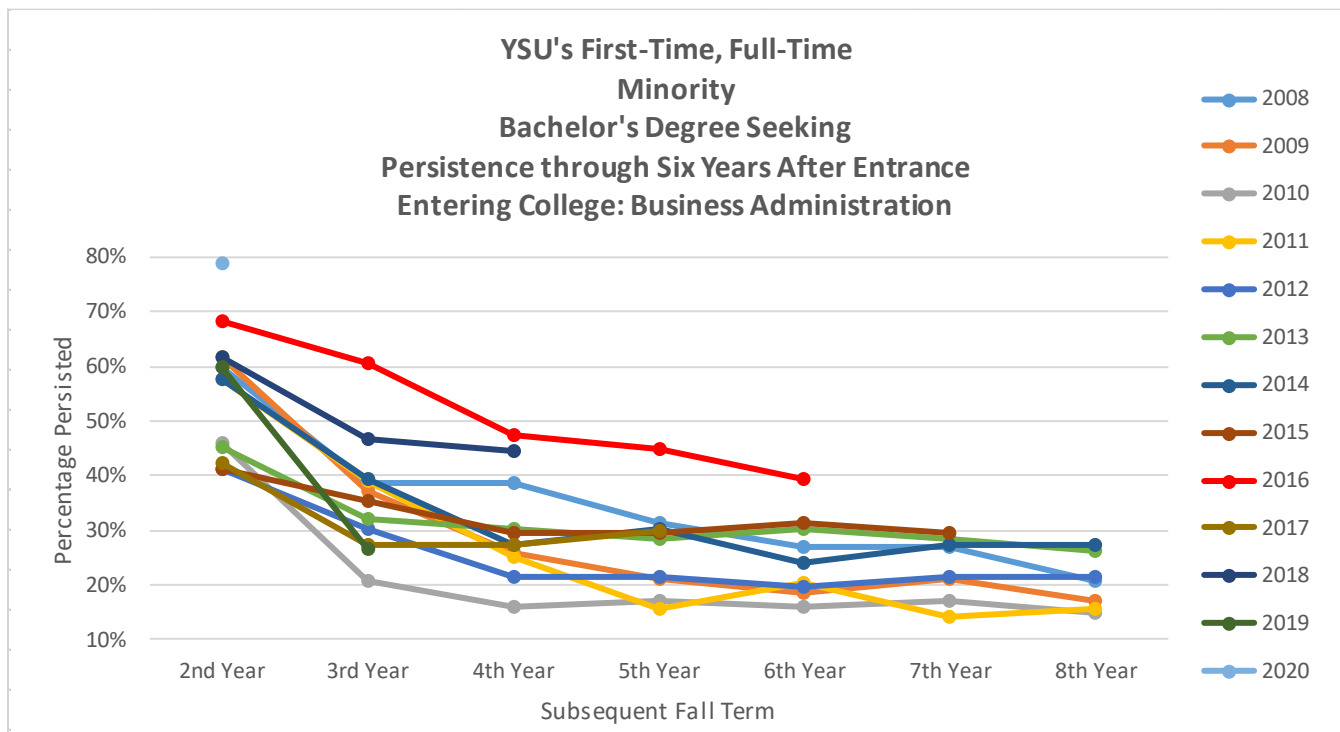
YSU's First-Time, Full-Time Bachelor's Degree Seeking Persistence through Six Years After Entrance Entering College: Business Administration



Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	73.07%	56.35%	51.08%	46.75%	45.20%	41.80%	41.49%
2009	68.50%	54.58%	46.89%	45.05%	42.86%	43.22%	41.76%
2010	62.35%	46.96%	42.51%	40.49%	38.87%	38.46%	37.25%
2011	66.10%	50.42%	43.64%	36.44%	38.14%	33.90%	33.90%
2012	64.90%	52.88%	49.52%	47.12%	47.12%	46.15%	45.19%
2013	63.08%	50.38%	48.08%	45.38%	44.23%	43.46%	42.31%
2014	75.20%	63.01%	56.91%	56.50%	53.25%	52.85%	52.85%
2015	72.97%	61.15%	56.42%	52.36%	49.66%	49.66%	
2016	76.21%	64.48%	57.24%	55.17%	52.76%		
2017	67.11%	59.87%	57.57%	55.92%			
2018	73.90%	67.80%	64.07%				
2019	77.51%	66.44%					
2020	73.25%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

The figures provided reflect the academic reorganization of 2020-21.



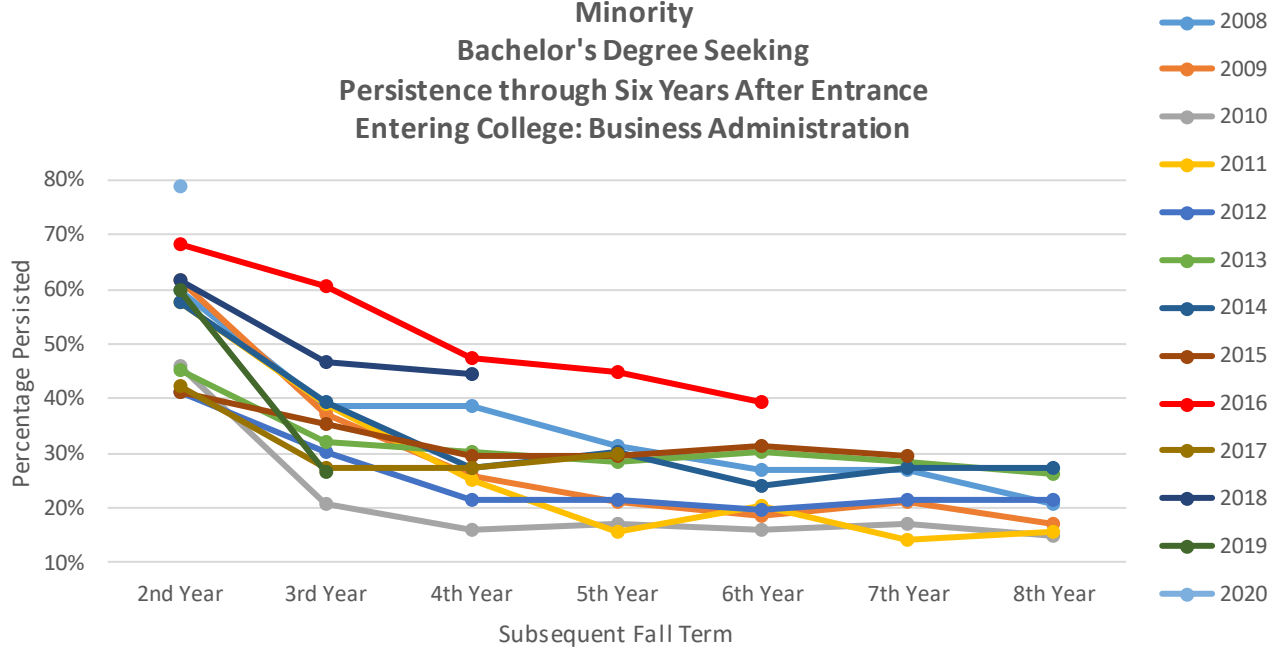
Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	59.70%	38.81%	38.81%	31.34%	26.87%	26.87%	20.90%
2009	61.73%	37.04%	25.93%	20.99%	18.52%	20.99%	17.28%
2010	45.98%	20.69%	16.09%	17.24%	16.09%	17.24%	14.94%
2011	57.81%	39.06%	25.00%	15.63%	20.31%	14.06%	15.63%
2012	41.07%	30.36%	21.43%	21.43%	19.64%	21.43%	21.43%
2013	45.28%	32.08%	30.19%	28.30%	30.19%	28.30%	26.42%
2014	57.58%	39.39%	27.27%	30.30%	24.24%	27.27%	27.27%
2015	41.18%	35.29%	29.41%	29.41%	31.37%	29.41%	
2016	68.42%	60.53%	47.37%	44.74%	39.47%		
2017	42.50%	27.50%	27.50%	30.00%			
2018	61.70%	46.81%	44.68%				
2019	60.00%	26.67%					
2020	78.79%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated from YSU or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

Minorities = American Indian, Asian, Black, Hawaiian, or Hispanic.

The figures provided reflect the academic reorganization of 2020-21.

**YSU's First-Time, Full-Time
Minority
Bachelor's Degree Seeking
Persistence through Six Years After Entrance
Entering College: Business Administration**

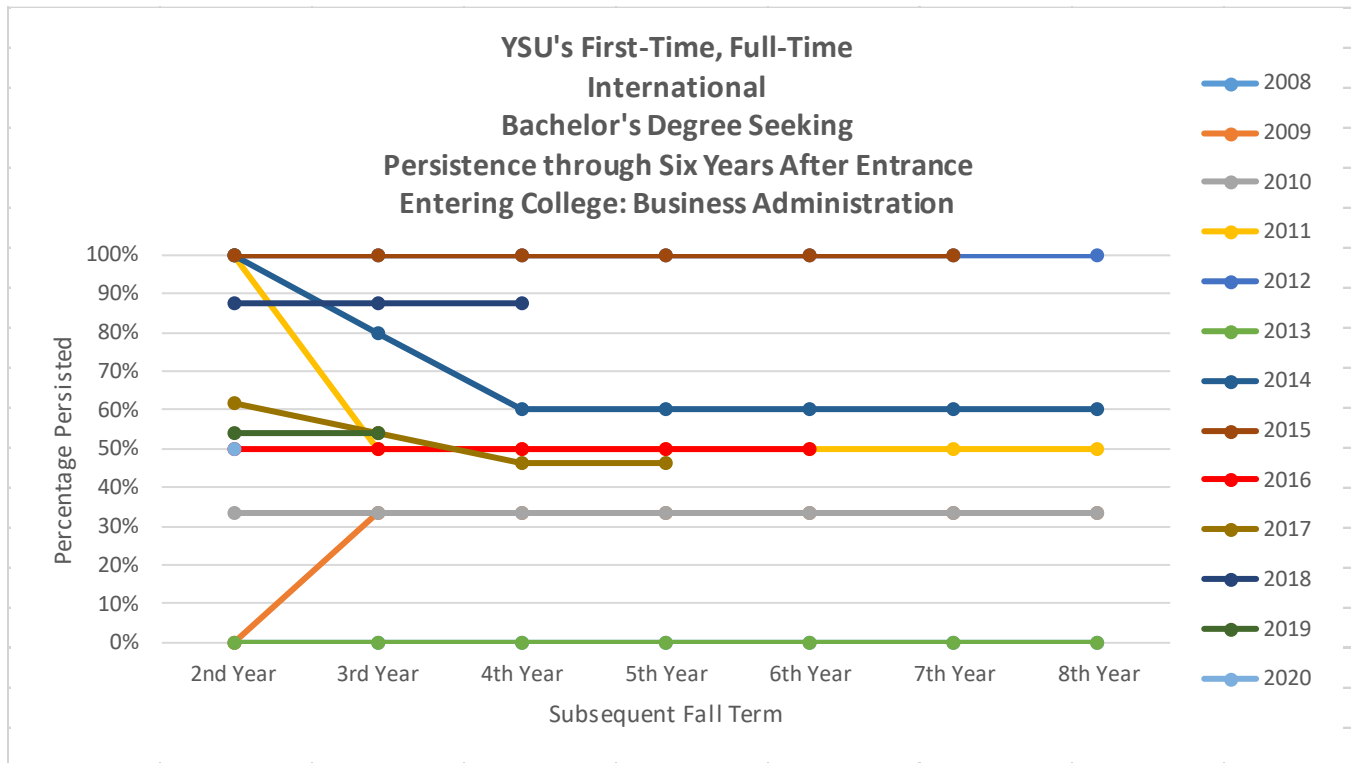


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	59.70%	38.81%	38.81%	31.34%	26.87%	26.87%	20.90%
2009	61.73%	37.04%	25.93%	20.99%	18.52%	20.99%	17.28%
2010	45.98%	20.69%	16.09%	17.24%	16.09%	17.24%	14.94%
2011	57.81%	39.06%	25.00%	15.63%	20.31%	14.06%	15.63%
2012	41.07%	30.36%	21.43%	21.43%	19.64%	21.43%	21.43%
2013	45.28%	32.08%	30.19%	28.30%	30.19%	28.30%	26.42%
2014	57.58%	39.39%	27.27%	30.30%	24.24%	27.27%	27.27%
2015	41.18%	35.29%	29.41%	29.41%	31.37%	29.41%	
2016	68.42%	60.53%	47.37%	44.74%	39.47%		
2017	42.50%	27.50%	27.50%	30.00%			
2018	61.70%	46.81%	44.68%				
2019	60.00%	26.67%					
2020	78.79%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated from YSU or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

Minorities = American Indian, Asian, Black, Hawaiian, or Hispanic.

The figures provided reflect the academic reorganization of 2020-21.

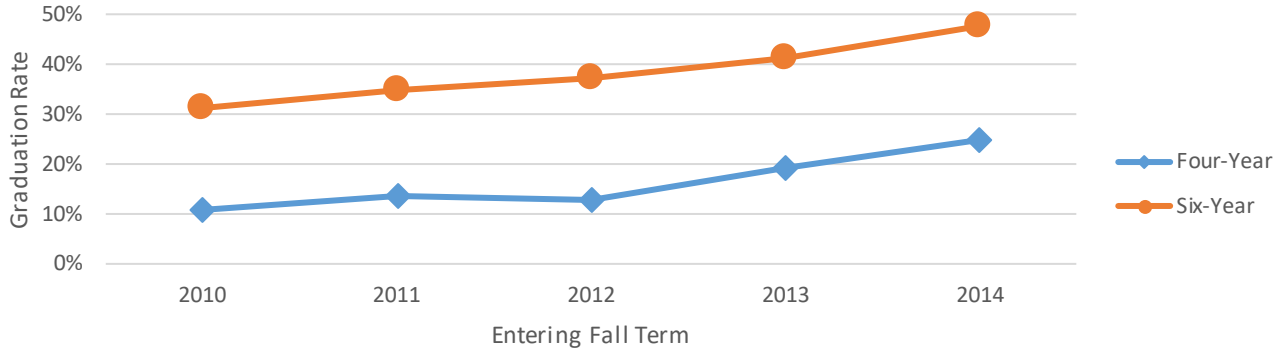


Fall	2nd Year	3rd Year	4th Year	5th Year	6th Year	7th Year	8th Year
2008	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2009	0.00%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%
2010	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%
2011	100.00%	50.00%	50.00%	50.00%	50.00%	50.00%	50.00%
2012	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
2013	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
2014	100.00%	80.00%	60.00%	60.00%	60.00%	60.00%	60.00%
2015	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
2016	50.00%	50.00%	50.00%	50.00%	50.00%		
2017	61.54%	53.85%	46.16%	46.15%			
2018	87.50%	87.50%	87.50%				
2019	53.85%	53.85%					
2020	50.00%						

Source: YSU_IR_Datasets and ODS_ST_ACADEMIC_OUTCOME. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major. Note: numbers of first-time, full-time bachelor's degree-seeking international undergraduates are typically small. Therefore, persistence rate percentages may yield significant changes from one fall term to the next.

The figures provided reflect the academic reorganization of 2020-21.

4-Yr and 6-Yr Graduation Rates for Cohorts Entering 2010 through 2015 First-Time, Full-Time Bachelor's Degree Seeking Undergraduates



4-Yr Grad Rate 1-Yr Difference (%)		
2014	25.02%	
2015	20.31%	-4.71%

4-Yr Grad Rate 5-Yr Difference (%)		
2010	10.72%	
2015	20.31%	9.59%

6-Yr Grad Rate 1-Yr Difference (%)		
2014	47.65%	
2015	43.66%	-3.99%

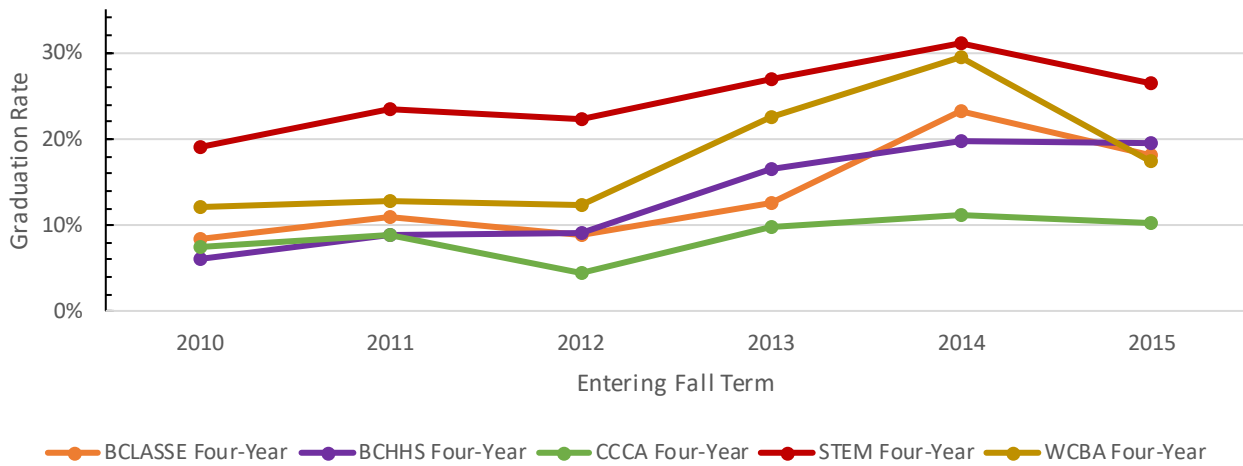
6-Yr Grad Rate 5-Yr Difference (%)		
2010	31.17%	
2015	43.66%	12.49%

Source: YSU's IPEDS Graduation Rates survey responses for cohorts 2010 through 2014 and preliminary data for 2015.

	2010	2011	2012	2013	2014	2015
Four-Year	10.72%	13.76%	12.98%	19.30%	25.02%	20.31%
Six-Year	31.17%	34.99%	37.25%	41.26%	47.65%	43.66%

Bachelor's seekers earning bachelor's degrees

4-Yr Graduation Rates for Cohorts Entering 2010 through 2015 First-Time, Full-Time Bachelor's Degree Seeking Undergraduates by Entering College



College of Degree	One-Year Difference by Entering Cohort			Five-Year Difference by Entering Cohort		
	2014	2015	%	2010	2015	%
Lib Arts, Soc Sci & Educ	23.31%	18.10%	-5.21%	8.48%	18.10%	9.62%
Health & Human Svc.	19.76%	19.52%	-0.24%	6.20%	19.52%	13.32%
Creative Arts	11.29%	10.20%	-1.09%	7.60%	10.20%	2.60%
Sci Tech Engineering & Mat	31.19%	26.35%	-4.84%	19.17%	26.35%	7.18%
Business Administration	29.43%	17.38%	-12.05%	12.23%	17.38%	5.15%

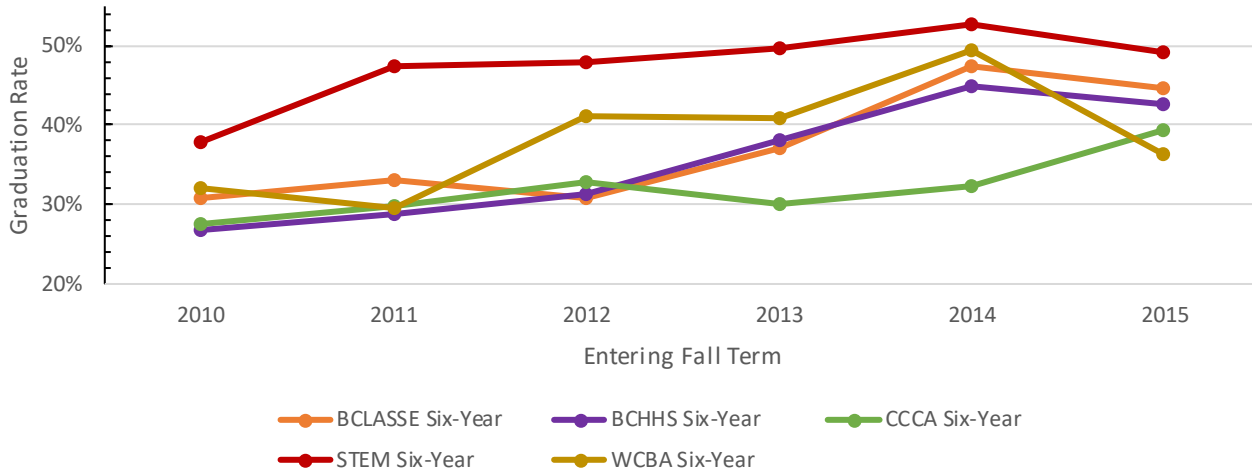
Source: YSU's IPEDS Graduation Rates survey responses for cohorts 2010 through 2014 and preliminary data for 2015.

Four-Year Graduation Rates by Entering Fall Cohort						
Entering College	2010	2011	2012	2013	2014	2015
Lib Arts, Soc Sci & Educ	8.48%	11.03%	8.97%	12.53%	23.31%	18.10%
Health & Human Svc.	6.20%	8.83%	9.14%	16.50%	19.76%	19.52%
Creative Arts	7.60%	8.77%	4.48%	9.77%	11.29%	10.20%
Sci Tech Engineering & Mat	19.17%	23.50%	22.40%	26.99%	31.19%	26.35%
Business Administration	12.23%	12.78%	12.39%	22.61%	29.43%	17.38%

Bachelor's seekers earning bachelor's degrees

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

6-Yr Graduation Rates for Cohorts Entering 2010 through 2015 First-Time, Full-Time Bachelor's Degree Seeking Undergraduates by Entering College



College of Degree	One-Year Difference by Entering Cohort			Five-Year Difference by Entering Cohort		
	2014	2015	%	2010	2015	%
Lib Arts, Soc Sci & Educ	47.30%	44.54%	-2.76%	30.77%	44.54%	13.77%
Health & Human Svc.	44.94%	42.52%	-2.42%	26.70%	42.52%	15.82%
Creative Arts	32.26%	39.46%	7.20%	27.49%	39.46%	11.97%
Sci Tech Engineering & Mat	52.74%	49.16%	-3.58%	37.97%	49.16%	11.19%
Business Administration	49.43%	36.28%	-13.15%	32.01%	36.28%	4.27%

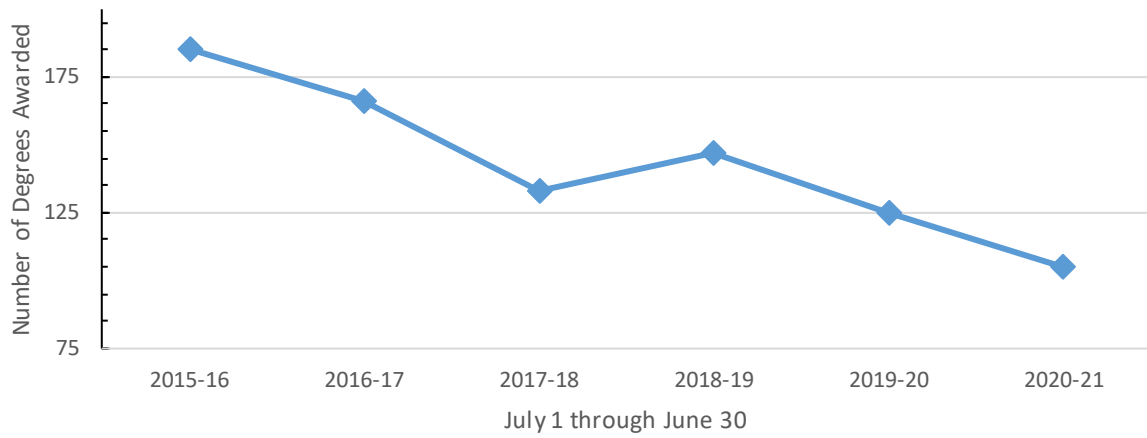
Source: YSU's IPEDS Graduation Rates survey responses for cohorts 2010 through 2014 and preliminary data for 2015.

Six-Year Graduation Rates by Entering Fall Cohort						
Entering College	2010	2011	2012	2013	2014	2015
Lib Arts, Soc Sci & Educ	30.77%	33.08%	30.85%	37.10%	47.30%	44.54%
Health & Human Svc.	26.70%	28.83%	31.36%	38.06%	44.94%	42.52%
Creative Arts	27.49%	29.82%	32.84%	30.08%	32.26%	39.46%
Sci Tech Engineering & Mat	37.97%	47.35%	47.85%	49.58%	52.74%	49.16%
Business Administration	32.01%	29.70%	41.15%	40.99%	49.43%	36.28%

Bachelor's seekers earning bachelor's degrees

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's Associate's Degrees Awarded July 1 through June 30

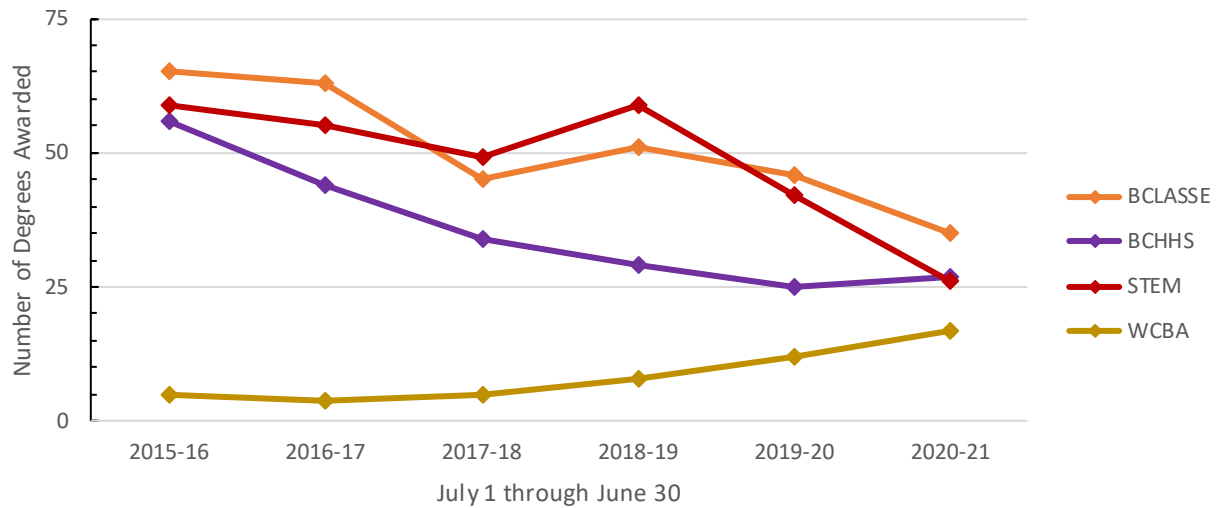


One-Year Difference (#)			Five-Year Difference (#)		
2019-20	125		2015-16	185	
2020-21	105	-20	2020-21	105	-80

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
# of Degrees	185	166	133	147	125	105

Source: YSU Banner System.

YSU's Associate's Degrees Awarded by College July 1 through June 30



College of Degree	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	#	2015-16	2020-21	#
Lib Arts, Soc Sci & Educ	46	35	-11	65	35	-30
Health & Human Svcs.	25	27	2	56	27	-29
Sci Tech Engineering & Math	42	26	-16	59	26	-33
Business Administration	12	17	5	5	17	12

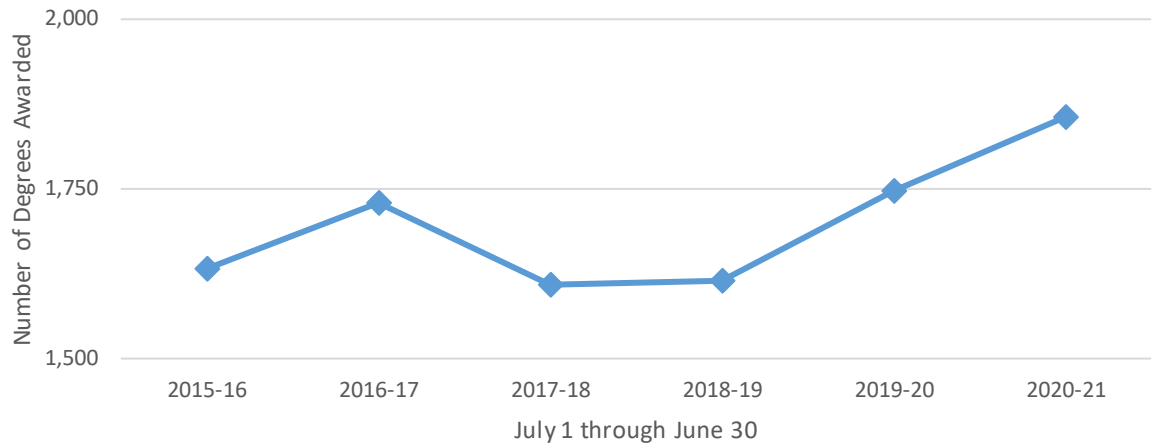
Bachelor's Degrees Awarded July 1 through June 30

College of Degree	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	65	63	45	51	46	35
Health & Human Svcs.	56	44	34	29	25	27
Sci Tech Engineering & Math	59	55	49	59	42	26
Business Administration	5	4	5	8	12	17

Source: YSU Banner System.

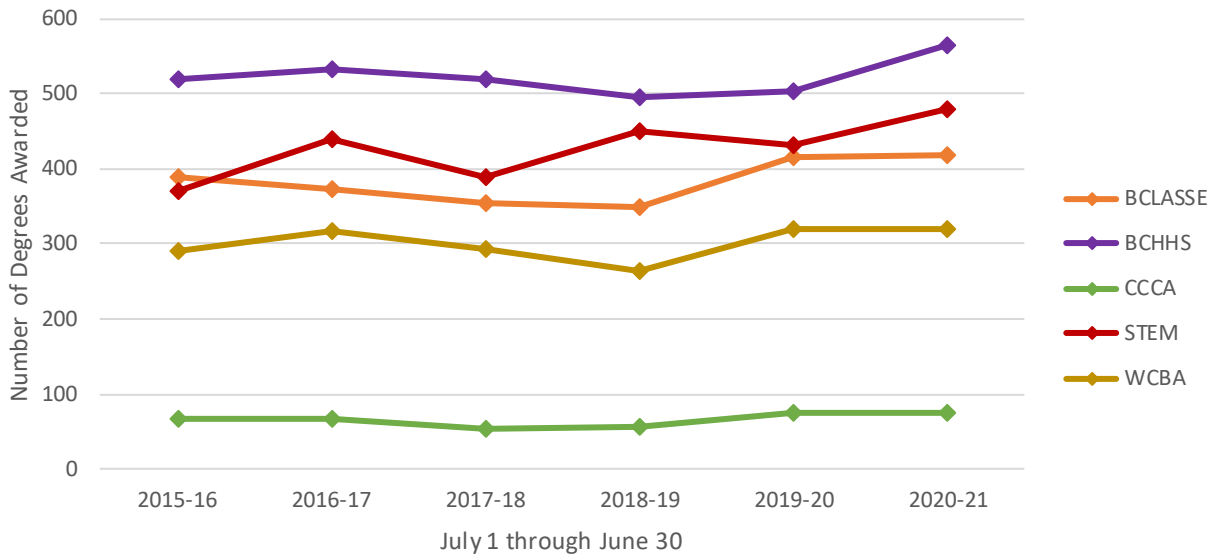
All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's Bachelor's Degrees Awarded July 1 through June 30



One-Year Difference (#)			Five-Year Difference (#)			
2019-20	1,746		2015-16	1,632		
2020-21	1,856	110	2020-21	1,856	224	
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
# of Degrees	1,632	1,730	1,608	1,615	1,746	1,856
Source: YSU Banner System.						

YSU's Bachelor's Degrees Awarded by College July 1 through June 30



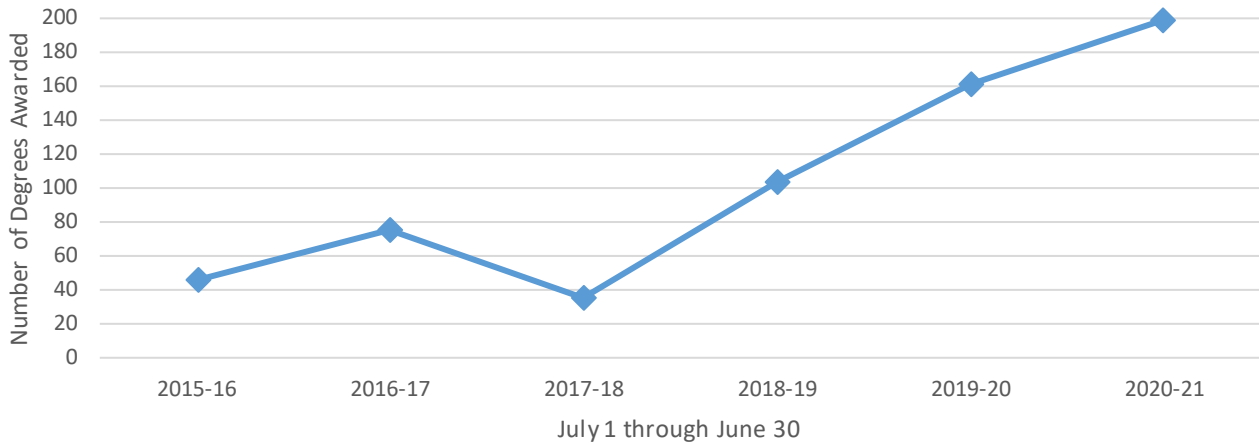
College of Degree	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	#	2015-16	2020-21	#
Lib Arts, Soc Sci & Educ	415	417	2	388	417	29
Health & Human Svcs.	503	563	60	518	563	45
Creative Arts	75	76	1	66	76	10
Sci Tech Engineering & Math	432	479	47	369	479	110
Business Administration	321	321	0	291	321	30

Bachelor's Degrees Awarded July 1 through June 30							
College of Degree	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	
Lib Arts, Soc Sci & Educ	388	374	353	350	415	417	
Health & Human Svcs.	518	531	519	496	503	563	
Creative Arts	66	68	53	57	75	76	
Sci Tech Engineering & Math	369	440	390	449	432	479	
Business Administration	291	317	293	263	321	321	

Source: YSU Banner System.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's Honors/Scholars Degrees Awarded July 1 through June 30

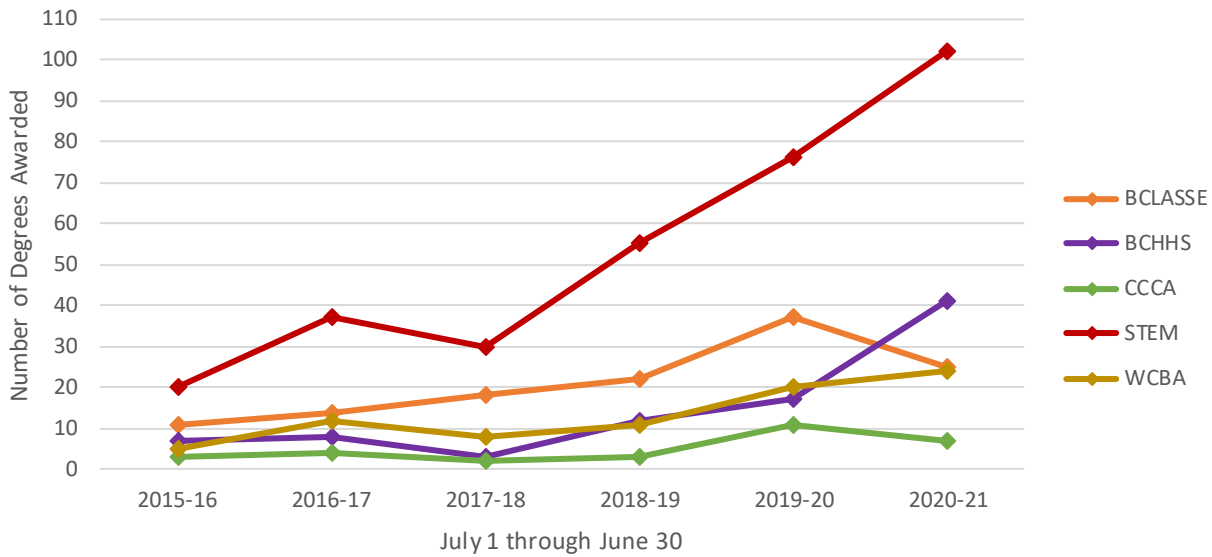


One-Year Difference (#)			Five-Year Difference (#)			
2019-20	161		2015-16	46		
2020-21	199	38	2020-21	199	153	
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
# of Degrees	46	75	35	103	161	199

Source: YSU Banner System.

Changes introduced in 2014 have resulted in a dramatic increase in the number of students entering into University Honors and Scholar programs. Because of this change, it is anticipated that the numbers of students earning an Honors diploma will increase overtime. Between 2017-18 and 2018-19, there has been nearly a 200% increase in the total number of Honors diplomas awarded.

YSU's Honors/Scholars Degrees* Awarded by College July 1 through June 30



College of Degree	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	#	2015-16	2020-21	#
Lib Arts, Soc Sci & Educ	37	25	-12	11	25	14
Health & Human Svcs.	17	41	24	7	41	34
Creative Arts	11	7	-4	3	7	4
Sci Tech Engineering & Math	76	102	26	20	102	82
Business Administration	20	24	4	5	24	19

Bachelor's Degrees Awarded July 1 through June 30							
College of Degree	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	
Lib Arts, Soc Sci & Educ	11	14	18	22	37	25	
Health & Human Svcs.	7	8	3	12	17	41	
Creative Arts	3	4	2	3	11	7	
Sci Tech Engineering & Math	20	37	30	55	76	102	
Business Administration	5	12	8	11	20	24	

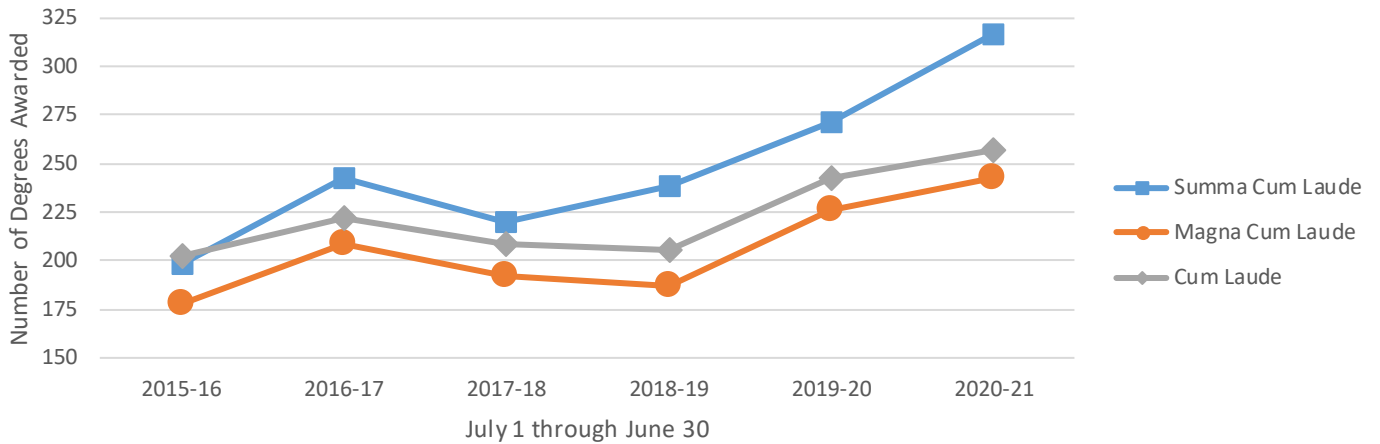
Source: YSU Banner System.

*Includes Associate's and Bachelor's degrees awarded.

Changes introduced in 2014 have resulted in a dramatic increase in the number of students entering into University Honors and Scholar programs. Because of this change, it is anticipated that the numbers of students earning an Honors diploma will increase overtime. Between 2017-18 and 2018-19, there has been nearly a 200% increase in the total number of Honors diplomas awarded.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

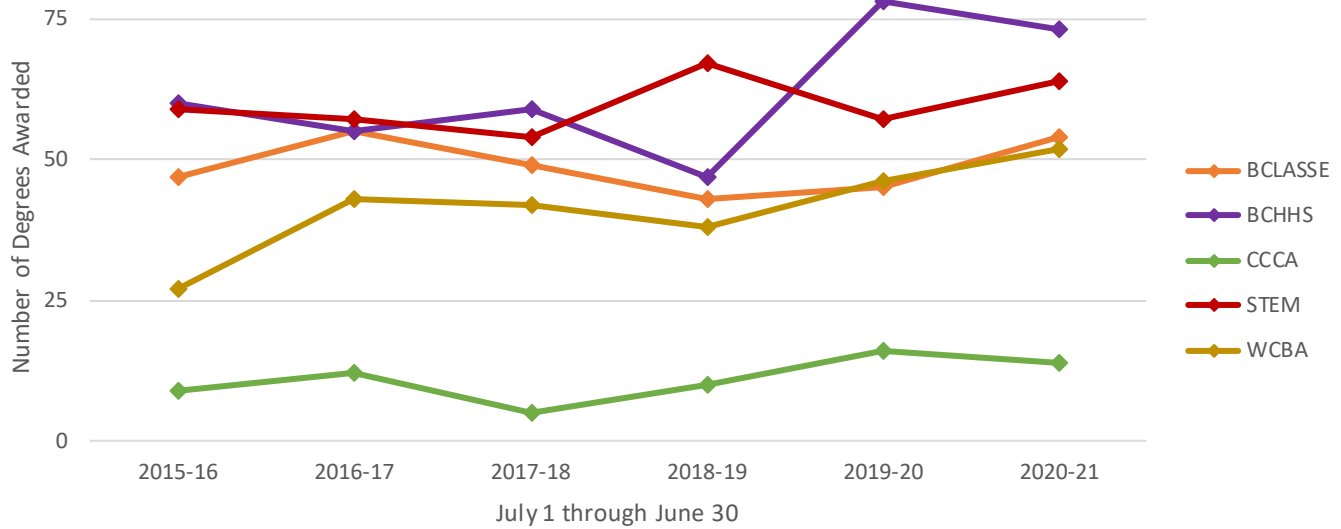
Bachelor's Degrees Awarded with Honors Summa Cum Laude, Magna Cum Laude, or Cum Laude



Summa Cum One-Year Difference (#)			Summa Cum Five-Year Difference (#)			
2019-20	271		2015-16	198		
2020-21	317	46	2020-21	317	119	
Magna Cum One-Year Difference (#)			Magna Cum Five-Year Difference (#)			
2019-20	226		2015-16	178		
2020-21	242	16	2020-21	242	64	
Cum Laude One-Year Difference (#)			Cum Five-Year Difference (#)			
2019-20	242		2015-16	202		
2020-21	257	15	2020-21	257	55	
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Summa Cum Laude	198	242	220	238	271	317
Magna Cum Laude	178	209	192	187	226	242
Cum Laude	202	222	209	205	242	257
TOTAL	578	673	621	630	739	816

Source: YSU Banner System. Summa Cum Laude = Graduating GPA of 3.8 or higher. Magna Cum Laude = Graduating GPA of less than 3.8 but not less than 3.6. Cum Laude = Graduating GPA of less than 3.6 but not less than 3.4.

YSU's Bachelor's Degrees Cum Laude by College July 1 through June 30



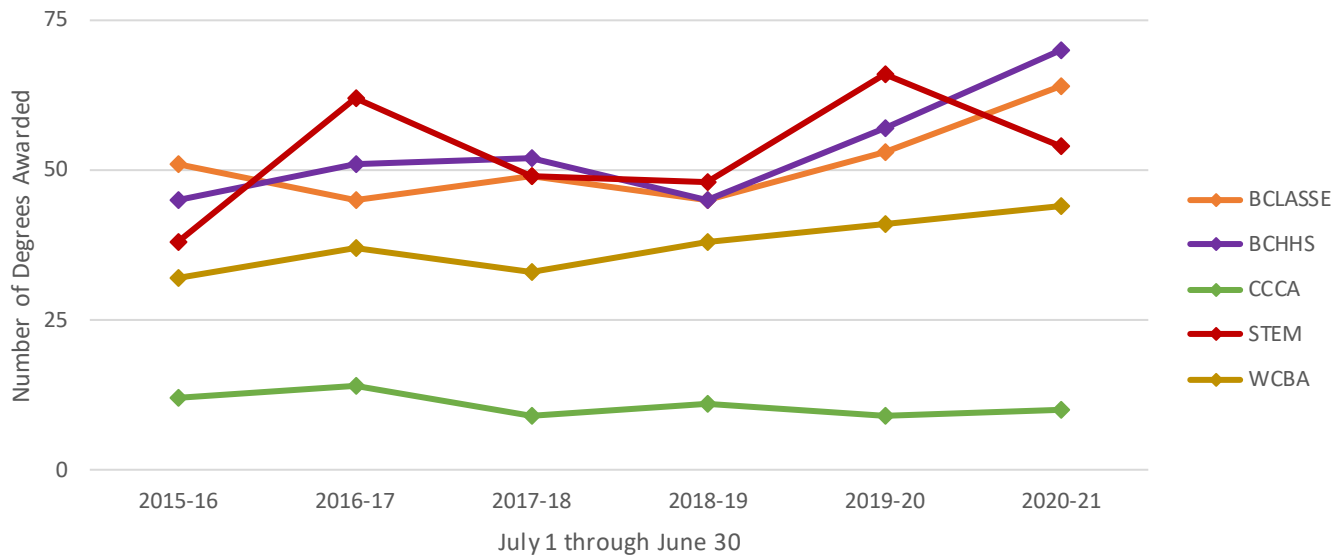
College of Degree	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	#	2015-16	2020-21	#
Lib Arts, Soc Sci & Educ	45	54	9	47	54	7
Health & Human Svcs.	78	73	-5	60	73	13
Creative Arts	16	14	-2	9	14	5
Sci Tech Engineering & Math	57	64	7	59	64	5
Business Administration	46	52	6	27	52	25

College of Degree	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	47	55	49	43	45	54
Health & Human Svcs.	60	55	59	47	78	73
Creative Arts	9	12	5	10	16	14
Sci Tech Engineering & Math	59	57	54	67	57	64
Business Administration	27	43	42	38	46	52

Source: YSU Banner System. Summa Cum Laude = Graduating GPA of 3.8 or higher. Magna Cum Laude = Graduating GPA of less than 3.8 but not less than 3.6. Cum Laude = Graduating GPA of less than 3.6 but not less than 3.4.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's Bachelor's Degrees Magna Cum Laude by College July 1 through June 30



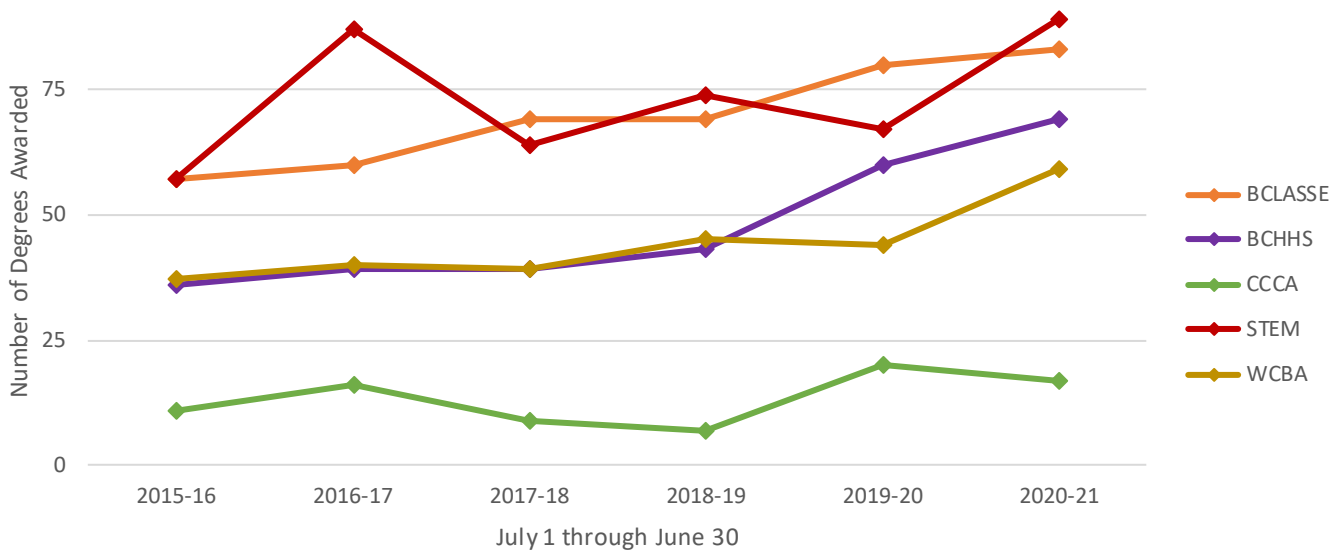
College of Degree	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	#	2015-16	2020-21	#
Lib Arts, Soc Sci & Educ	53	64	11	51	64	13
Health & Human Svcs.	57	70	13	45	70	25
Creative Arts	9	10	1	12	10	-2
Sci Tech Engineering & Math	66	54	-12	38	54	16
Business Administration	41	44	3	32	44	12

College of Degree	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	51	45	49	45	53	64
Health & Human Svcs.	45	51	52	45	57	70
Creative Arts	12	14	9	11	9	10
Sci Tech Engineering & Math	38	62	49	48	66	54
Business Administration	32	37	33	38	41	44

Source: YSU Banner System. Summa Cum Laude = Graduating GPA of 3.8 or higher. Magna Cum Laude = Graduating GPA of less than 3.8 but not less than 3.6. Cum Laude = Graduating GPA of less than 3.6 but not less than 3.4.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

YSU's Bachelor's Degrees Summa Cum Laude by College July 1 through June 30



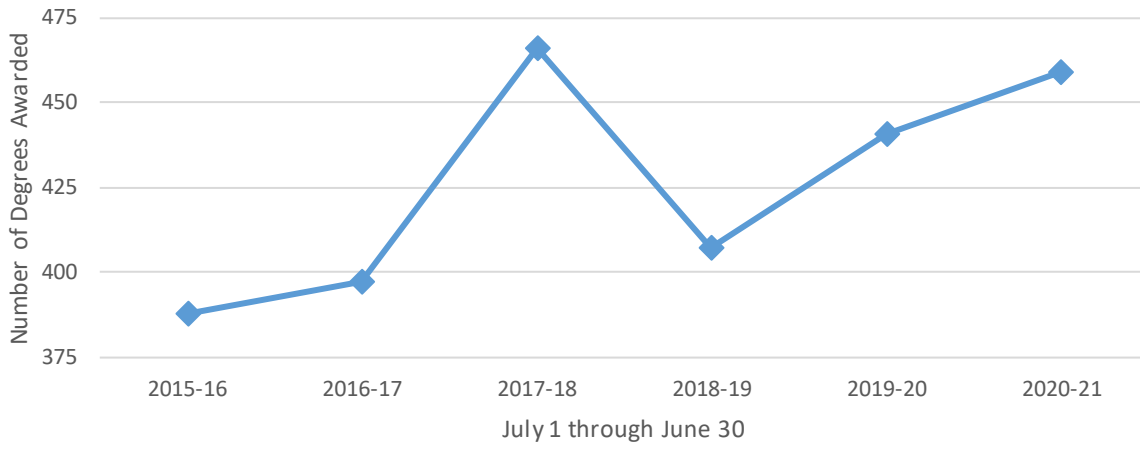
College of Degree	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	#	2015-16	2020-21	#
Lib Arts, Soc Sci & Educ	80	83	3	57	83	26
Health & Human Svcs.	60	69	9	36	69	33
Creative Arts	20	17	-3	11	17	6
Sci Tech Engineering & Math	67	89	22	57	89	32
Business Administration	44	59	15	37	59	22

College of Degree	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
Lib Arts, Soc Sci & Educ	57	60	69	69	80	83
Health & Human Svcs.	36	39	39	43	60	69
Creative Arts	11	16	9	7	20	17
Sci Tech Engineering & Math	57	87	64	74	67	89
Business Administration	37	40	39	45	44	59

Source: YSU Banner System. Summa Cum Laude = Graduating GPA of 3.8 or higher. Magna Cum Laude = Graduating GPA of less than 3.8 but not less than 3.6. Cum Laude = Graduating GPA of less than 3.6 but not less than 3.4.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

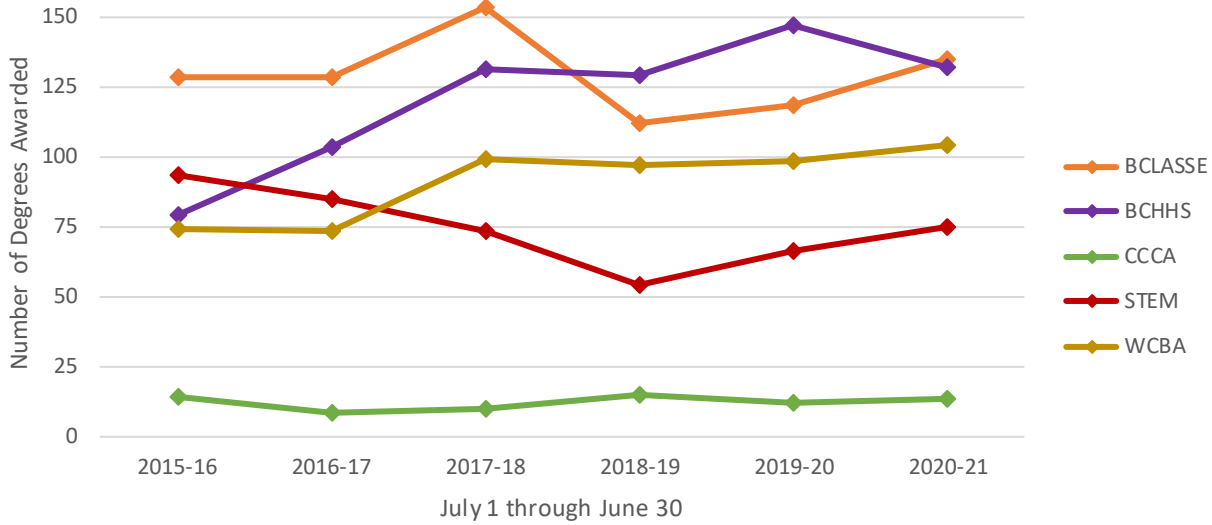
YSU's Master's Degrees Awarded July 1 through June 30



One-Year Difference (#)			Five-Year Difference (#)			
2019-20	441		2015-16	388		
2020-21	459	18	2020-21	459	71	
	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
# of Degrees	388	397	466	407	441	459

Source: YSU Banner System.

YSU's Master's Degrees Awarded By College July 1 through June 30



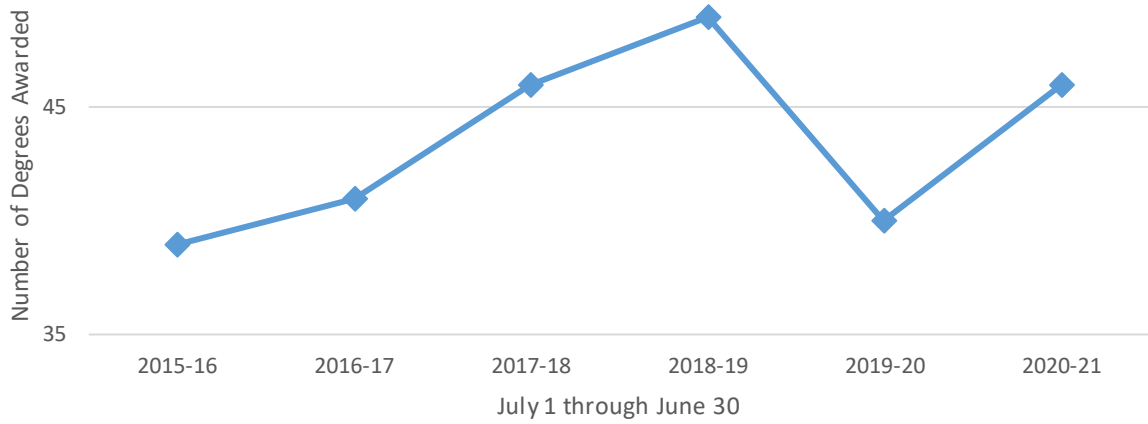
College of Degree	One-Year Difference			Five-Year Difference		
	2019-20	2020-21	#	2015-16	2020-21	#
Lib Arts, Soc Sci & Educ	118	135	17	128	135	7
Health & Human Svcs.	147	132	-15	79	132	53
Creative Arts	12	13	1	14	13	-1
Sci Tech Engineering & Math	66	75	9	93	75	-18
Business Administration	98	104	6	74	104	30

Master's Degrees Awarded July 1 through June 30							
College of Degree	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	
Lib Arts, Soc Sci & Educ	128	128	153	112	118	135	
Health & Human Svcs.	79	103	131	129	147	132	
Creative Arts	14	8	10	15	12	13	
Sci Tech Engineering & Math	93	85	73	54	66	75	
Business Administration	74	73	99	97	98	104	

Source: YSU Banner System.

All distributions have been adjusted to reflect the academic reorganization of 2020-21.

**YSU's Doctoral Degrees Awarded
July 1 through June 30**



One-Year Difference (#)			Five-Year Difference (#)		
2019-20	40		2015-16	39	
2020-21	46	6	2020-21	46	7

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
# of Degrees	39	41	46	49	40	46

Source: YSU Banner System.

POSSIBLE Key Performance Indicators

UNDER CONSIDERATION AND IN DISCUSSION

For Adoption Considering the Academic Program Enhancement and Effectiveness Academic Metrics and Support Area Metrics

Key Performance Indicators and University Metrics will, as available, reflect various aspects of diversity (first-generation, PELL, race, ethnicity)

Some possible KPIs and metrics are routinely collected and reported while others are not; timelines for those that are not routinely reported will need to be developed

Possible Board of Trustees Key Performance Indicators (lag-indicators)

1. Yield of Admitted Students
2. FT/FT & Continuing Enrollment (FTE)
3. Cohort Persistence and Progress Rates
4. 4- and 6-year Graduation Rates (cohort and otherwise?)
5. Reducing the Achievement Gap (considering possible alignment with IPEDS on Pell and ODHE for at-risk?)
6. Degrees Awarded by Level
7. Career Placement Rate (collection and reporting strategy requires development)
8. Percent of Full-time Faculty teaching FT/FT and UG students
9. Diversity of Instructional FTE relative to Student FTE
10. On-Line Enrollment
11. NSSEE Quality of the Educational Experience (every 2 to 3-years)
12. Sustainability of the Education Training Center (reporting methodology requires development and implementation)
13. Sustainability Ratio(s)

Possible University Metrics (lead-indicators)

STUDENT SUCCESS RELATED METRICS

1. Freshman class size
2. HS GPA and ACT score for new first-time full-time freshmen
3. Total enrollment (14-d) head-count and full-time equivalent
4. Total annual student credit hours: lower, upper, graduate, developmental

DRAFT

5. First-year retention rate
6. Annual persistence rates (all students by cohort, etc.)
7. Graduation rates (4- and 6-year)
8. Degrees awarded by level
9. NSSE Seniors rate your entire educational experience (every 2 to 3-years)
10. NSSE Would you go to the same institution (every 2 to 3-years)
11. Placement rate 6-months post-graduation (collection and reporting strategy requires development)
12. Perceived value of the educational experience (collection and reporting strategy requires development)

ACADEMIC ATTRIBUTES LINKED TO QUALITY METRICS

1. Student faculty ratio as reported to HLC
2. Teaching Faculty head-count (FT-tenured; FT-T-track; FT Inst; PT)
3. Student credit hours % taught by full-time faculty
4. % general education credit hours taught by full-time faculty (FT-tenured; FT-Tenure-track; FT Inst; PT)
5. Research expenditures
6. Research expenditures by type (Federal/Institutional/Other)
7. Diversity (% minority students & % minority faculty)
8. Honors student headcount/graduates
9. Experiential learning (internships/co-ops/clinical FTE by Colleges (collection and reporting strategy requires development)
10. Number and percent of courses offered via hybrid or on-line
11. Classroom utilization rates (possible following implementation of 12-Live classroom scheduling and optimization platform)

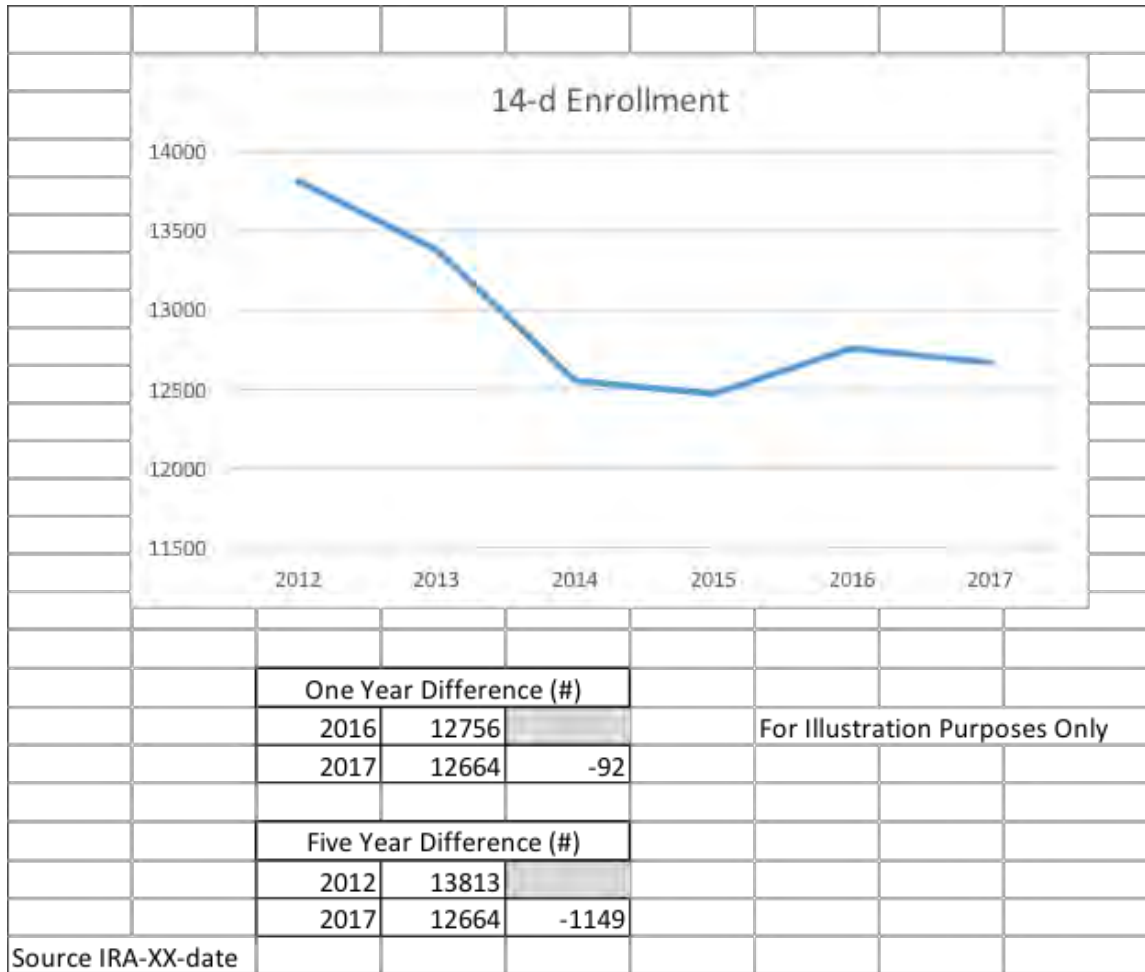
INCLUSIVE EXCELLENCE/GLOBAL CONNECTIONS-RELATED METRICS

1. ALANA Statistics
2. First-year retention rate diverse students
3. Persistence rate diverse students
4. 4- and 6-y graduation rates diverse students
5. Number of international students
6. First-year retention rate of international students
7. Persistence rates of international students
8. 4- and 6-year graduation rates international students

FISCAL INTEGRITY RELATED METRICS

1. Revenue/Expense/Net for projected vs actual
2. Senate Bill 6
3. Ratings (Moody's; S&P; Fitch)
4. Endowment assets
5. Foundation funds to YSU
6. Capital Campaign
7. Energy Usage

Key Performance Indicators and University Metrics would be illustrated as per the following example.



ADDITIONAL RESOURCES

CUSTOMIZED IPEDS DATA

ADVISING AND STUDENT SUPPORT SERVICES REDESIGN UPDATE

Governance Committee of the Board of Trustees

Youngstown State University

December 1, 2021



Plan for Strategic Actions to Take Charge of Our Future

GOAL: IMPLEMENT BEST PRACTICES THAT ADDRESS STUDENT NEEDS THROUGHOUT THE STUDENT LIFE CYCLE TO INCREASE PERSISTENCE, COMPLETION AND POSTGRADUATE SUCCESS

- **Strategy:** Ensure all students benefit from holistic, relational, developmental, and integrated academic advising
- **Strategy:** Develop and deploy comprehensive, integrated and proactive student intervention strategies

Building the Future State of Advising through Strategic Investment

Student-Centered Advising Design (Begun Fall 2020)

Investment allows YSU to bring relationship based, holistic advising to scale.

Caseloads are reduced to require more students to see an advisor for registration and to enable advisors to manage interventions.

CRM Advise (Fall 2021)

Investment ensures advisors have actionable information on students to ensure timely intervention both during and between semesters.

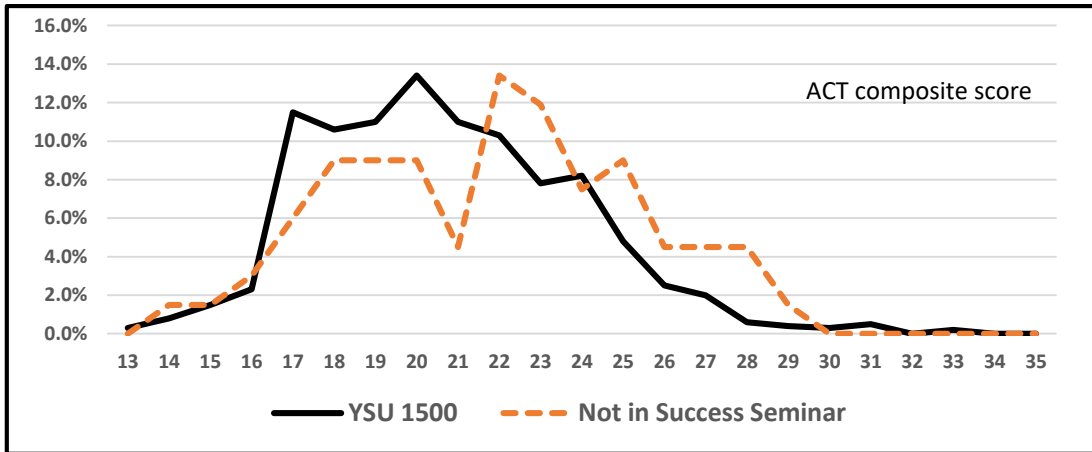
DegreeWorks (Fall 2021)

Investment facilitates timely completion; students know exactly which courses they need to take and when.

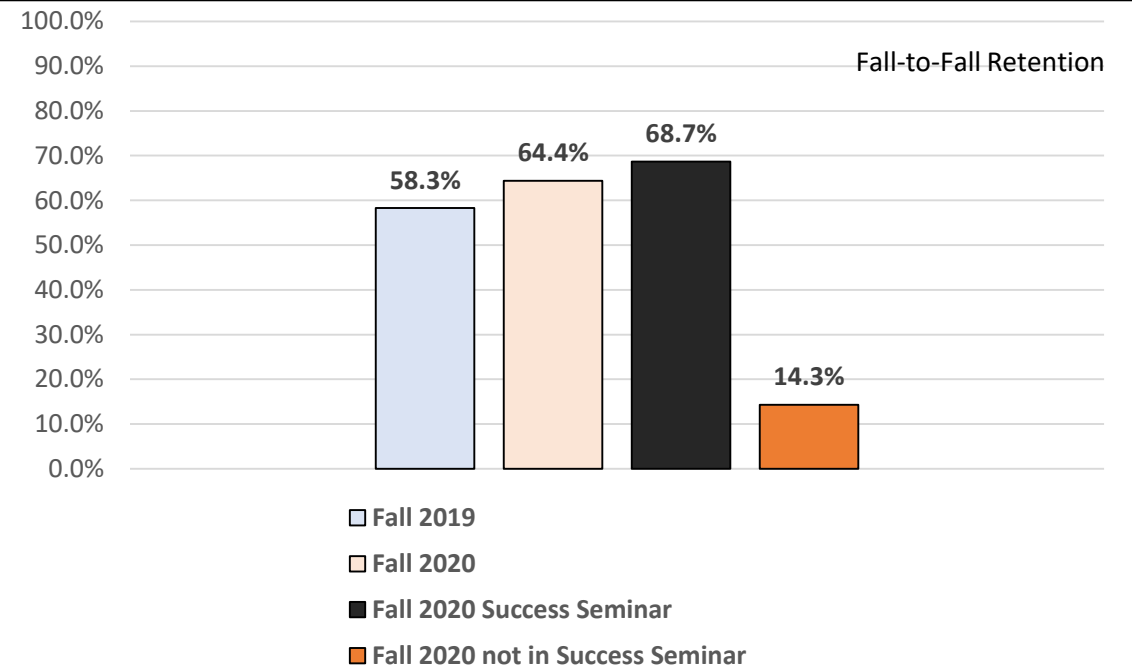
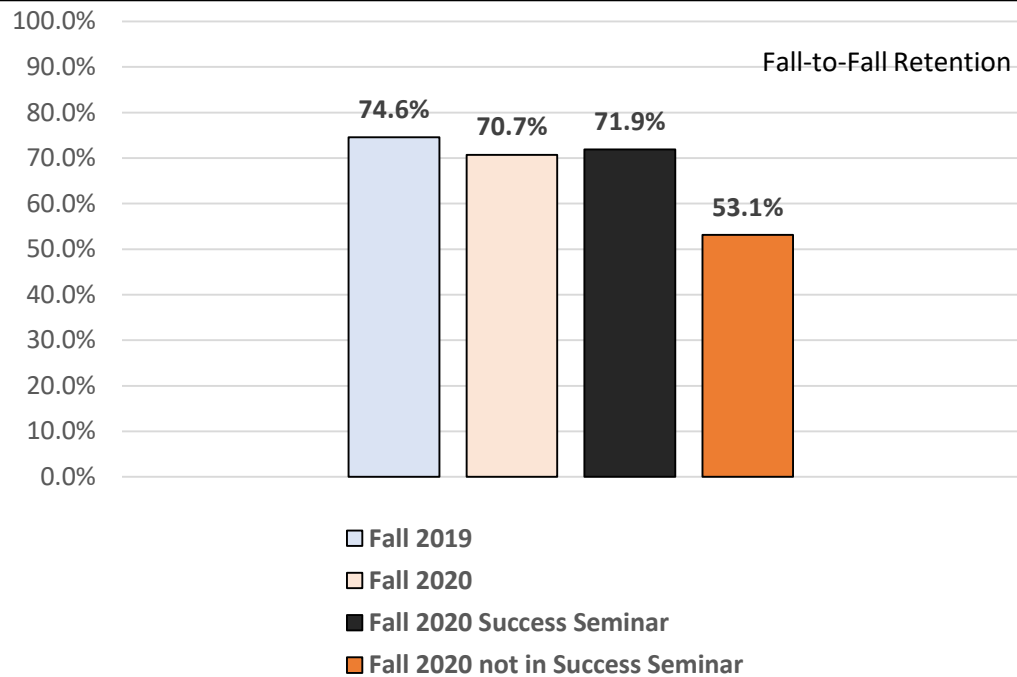
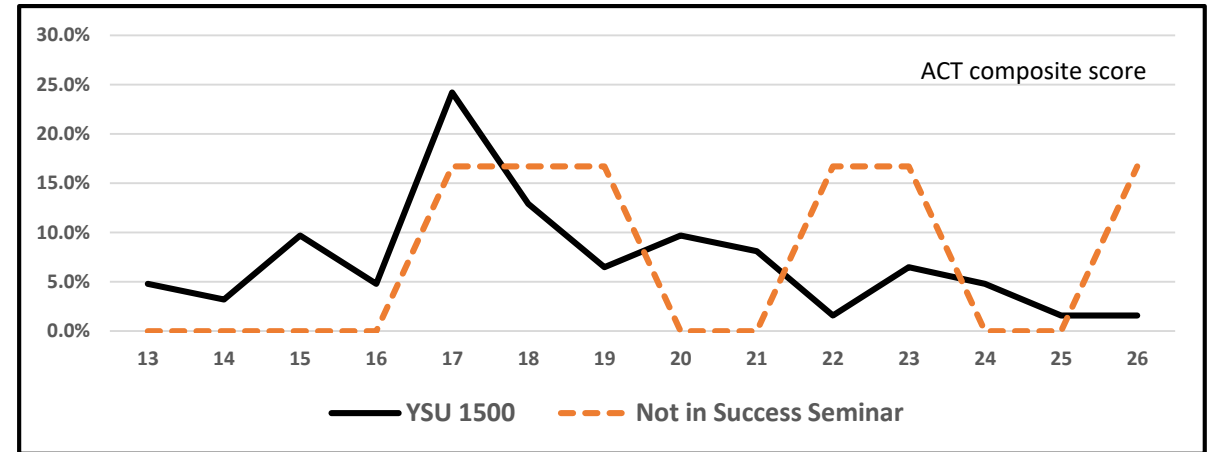
Allows advisors spend more time helping students reach their personal goals instead of managing requirements.

YSU 1500 & First Year Advising Fall-to-Fall Retention

All regularly-admitted students



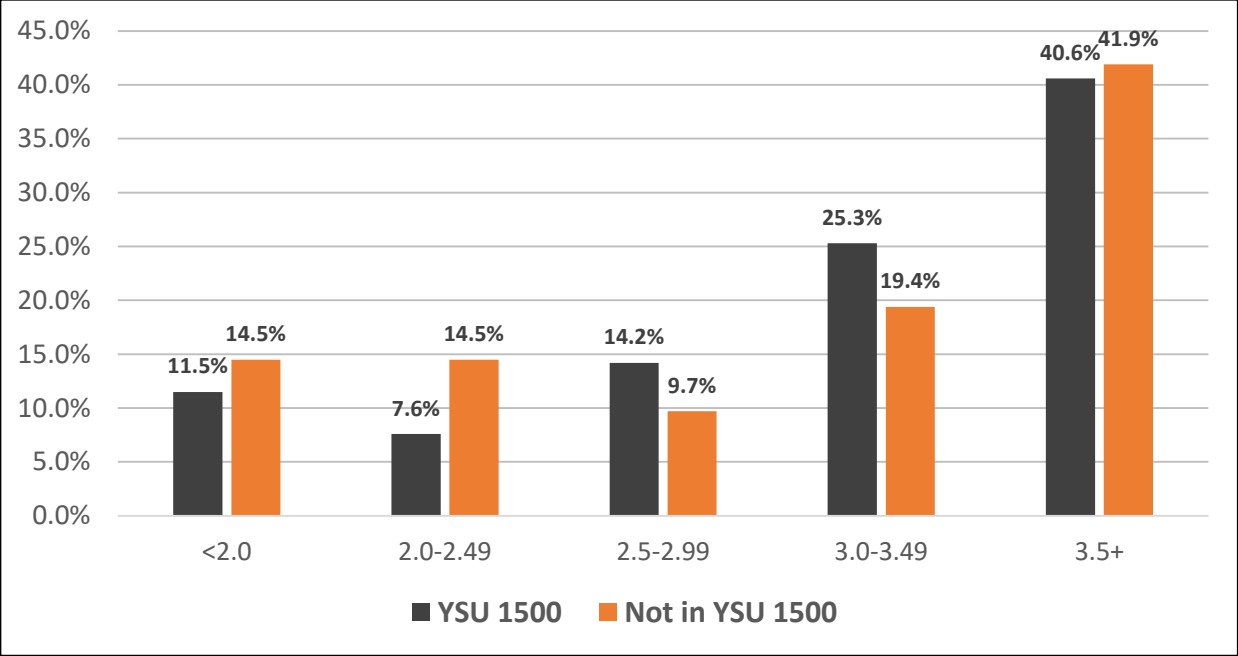
Regularly-admitted Black students



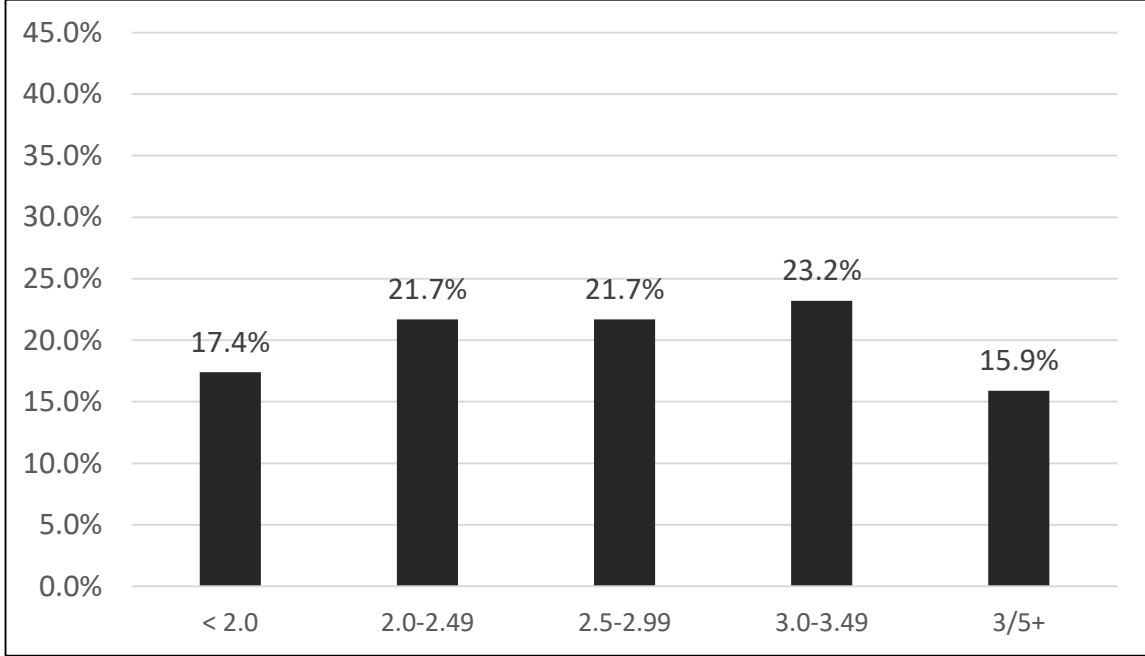
YSU 1500 & First Year Advising

First-Year GPA

All regularly-admitted students



All regularly-admitted Black students



Assessment of First-Year Advising: 2021 NSSE

		YSU First-Year students	First -Year students at Peer Institutions	YSU Seniors
		Mean	Mean	Mean
Thinking about academic advising, how much have people and resources at your institution done the following? (4 pt. scale)	Provided prompt and accurate information	3.0	2.9	2.7
	Provided information about learning support services	3.0 ▲	2.9	2.7
	Notified you of important policies and deadlines	3.0 ▲	2.8	2.7
	Reached out to you about your academic progress or performance	2.5 ▲	2.4	2.2
	Followed up with you regarding something they recommended	2.5 ▲	2.4	2.3
	Asked questions about your educational background and needs	2.4 ▲	2.3	2.2
	Actively listened to your concerns	2.9 ▲	2.7	2.6
	Respected your identity and culture	3.4 ▲	3.2	3.1
	Cared about your overall well-being	3.0 ▲	2.9	2.7
Thinking about academic advising, about how often did someone at your institution discuss the following with you? (5 pt. scale)	Your academic goals and future plans	3.6 ▲	3.4	3.3
	How your major or expected major relates to your goals and future plans	3.6 ▲	3.4	3.3
	Special opportunities (study abroad, internship, service-learning, research, etc.)	2.9	2.9	2.9
	Participation in co-curricular activities	2.9	2.8	2.7
	Resources for your well-being	3.3 ▲	3.1	2.7
How much have each of the following helped you develop your academic goals and future plans? (4 pt. scale)	Academic advisor, faculty, or staff assigned to advise you	2.7 ▲	2.6	2.5

▲ YSU students' average was significantly higher ($p < .05$) with an effect size at least .3 in magnitude than peers.



Assessment of First-Year Advising: 2021 NSSE

		YSU 1500		SS 1500		Neither	
		Mean	N	Mean	N	Mean	N
During the current school year, how many times have you discussed your academic interests, course selections, or academic performance with the following? (4 pt. scale)	An academic advisor, faculty, or staff assigned to you?	2.54	235	3.55	11	2.27	198
Thinking about academic advising, how much have people and resources at your institution done the following? (4 pt. scale)	Been available when needed	3.04	229	3.08	12	2.90	193
	Provided prompt and accurate information	3.03	232	3.08	12	2.87	196
	Provided information about learning support services	3.19	233	3.33	12	2.83	187
	Notified you of important policies and deadlines	3.09	234	3.42	12	2.84	192
	Reached out to you about your academic progress or performance	2.63	231	3.33	12	2.30	173
	Followed up with you regarding something they recommended	2.65	226	3.25	12	2.26	177
	Asked questions about your educational background and needs	2.46	222	3.08	12	2.30	184
	Actively listened to your concerns	2.92	218	3.42	12	2.75	185
	Respected your identity and culture	3.40	212	3.58	12	3.32	168
	Cared about your overall well-being	3.10	226	3.50	12	2.91	189
Thinking about academic advising, about how often did someone at your institution discuss the following with you? (5 pt. scale)	Your academic goals and future plans	3.69	232	4.17	12	3.53	191
	How your major or expected major relates to your goals and future plans	3.65	234	4.33	12	3.51	191
	Special opportunities (study abroad, internship, service-learning, research, etc.)	2.95	219	3.82	11	2.83	185
	Participation in co-curricular activities	3.04	225	3.73	11	2.74	183
	Resources for your well-being	3.41	226	4.40	10	3.01	187
How much have each of the following helped you develop your academic goals and future plans? (4 pt. scale)	Academic advisor, faculty, or staff assigned to advise you	2.84	232	3.08	12	2.56	190

Advising Redesign

- 1,283 first year advisees distributed to 50 Success Specialists in Fall 2021
- Strategic hires in the Colleges
 - 7 new advisor positions have reduced/will reduce advising caseloads to approx. 250:1
 - 2 new Directors of Advising will ensure there is a Director of Advising or equivalent in every college
- Associate Provost for Student Success working collaboratively with Deans and Directors to standardize best practices, identify and eliminate barriers, recommend policy
 - Modified advising requirement from under 30 s.h. to under 60 s.h., effective Fall 2022
 - Every student assigned an advisor and recorded in Banner; effective Fall 2022

CRM Advise

A comprehensive and highly customizable student success management system that gathers information from a variety of sources so that advisors and other designated staff have the holistic view of students they need to extend the right support at the right time.

Student Success Partners in implementation:

- Implementation Team
- Academic Advisors
- Faculty
- Institute for Teaching and Learning
- IT System Admins
- IT Training Services

Faculty-raised (manual) alerts

- Recent Attendance Concerns
- Chronic Absences
- Never Attended
- Frequently Late to Class
- Not Engaged or Distracted
- Late or Missing Assignments Affecting Grade
- Poor Performance on Tests, Quizzes, or Assignments
- Not Participating in Blackboard
- Assistance with Writing skills (referral to Writing Center)
- Assistance with Math skills (Math Assistance Referral)
- Assistance with CMST 1545 (tutoring referral)
- Assistance with World Language skills (tutoring referral)
- Tutoring Referral (All Subjects except Math or Writing)
- Other: Please Specify Concern
- Student Performing Well. Great Job!
- No concerns at this time

System-raised (automated) alerts

- Dropped a course – student athlete
- Dropped a course – Exploratory student
- Change to registration – Veteran
- Drop YSU 1500
- Withdraw from a course
- Withdraw from all courses
- Major change last 14 days
- No Blackboard log in last 7 days
- Math referral with no MAC visit last 14 days
- Tutoring referral with no ASC visit last 14 days
- Success score change
- Cumulative GPA below 2.75 (Education majors with 30 + credits)
- Cumulative GPA below 2.5 (WCBA majors with 30+ credits)
- Cumulative GPA between 2.0-2.3

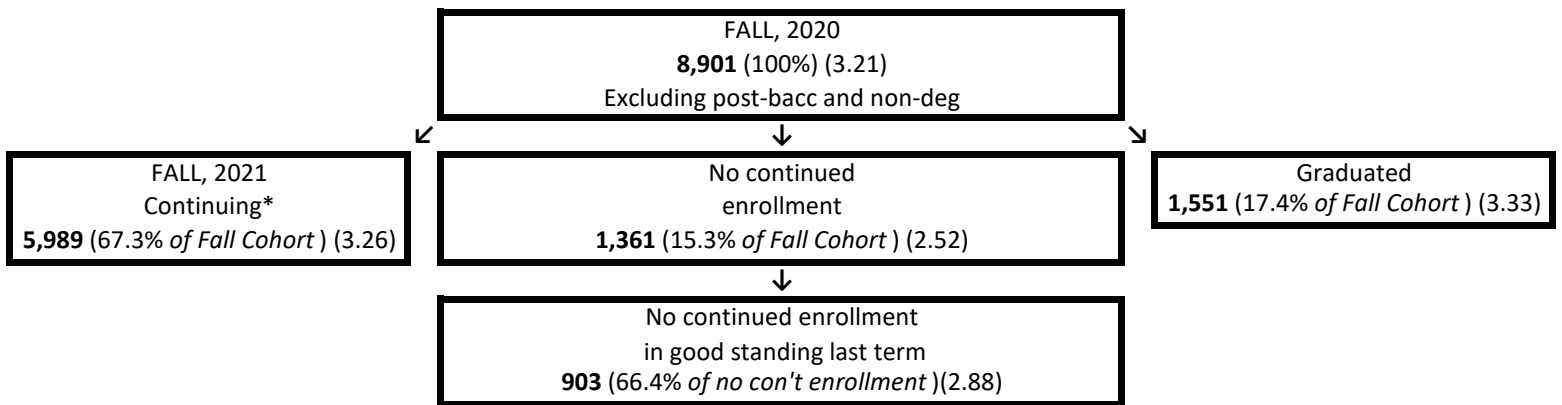
CRM Advise Adoption to-date

	Fall 2019 (EARS)	Fall 2020 (EARS)	Fall 2021
Actionable alerts raised	1,168	1,970	2,183
Students with actionable alerts	880	1,221 11/23	1,326
First term FY students with actionable alerts	206 (10.2%)	304 (16.7%)	276 (16.9%)
Faculty using system	165	220	239
Sections	291	424	510

Youngstown State University

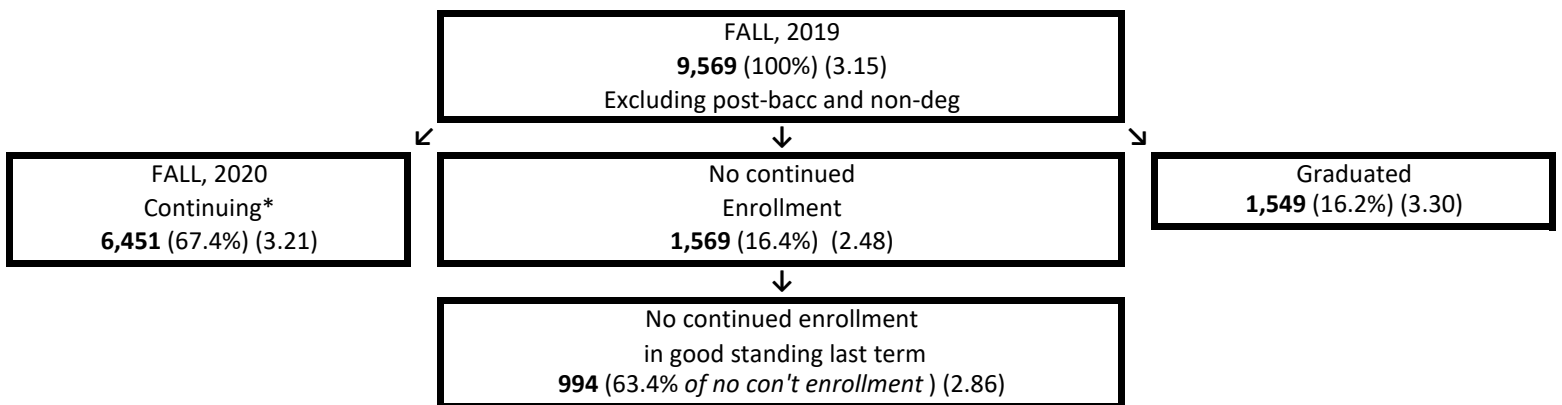
FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)



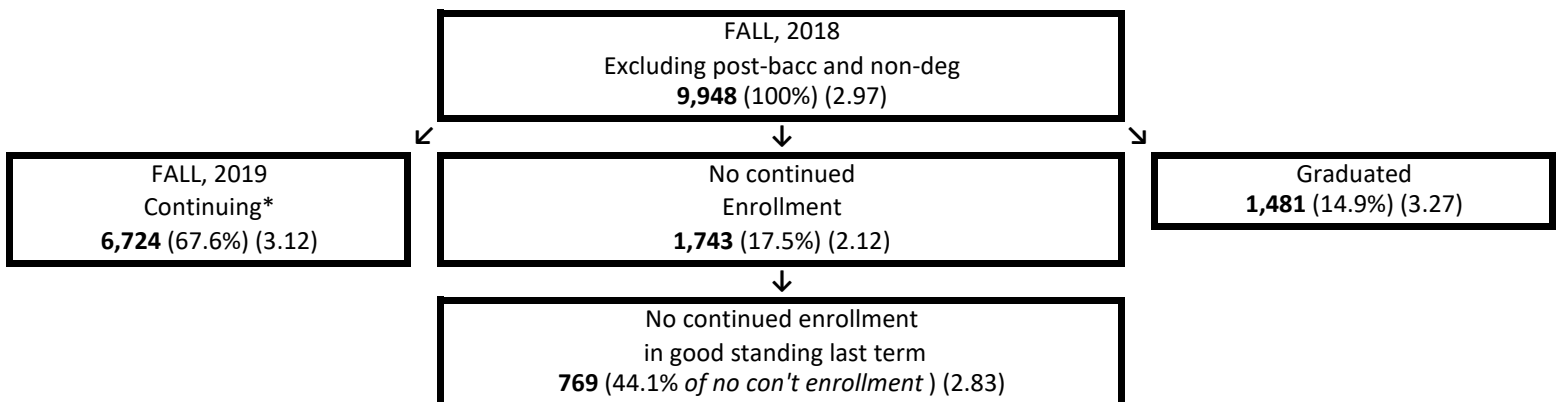
FALL 2019 TO FALL 2020 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)



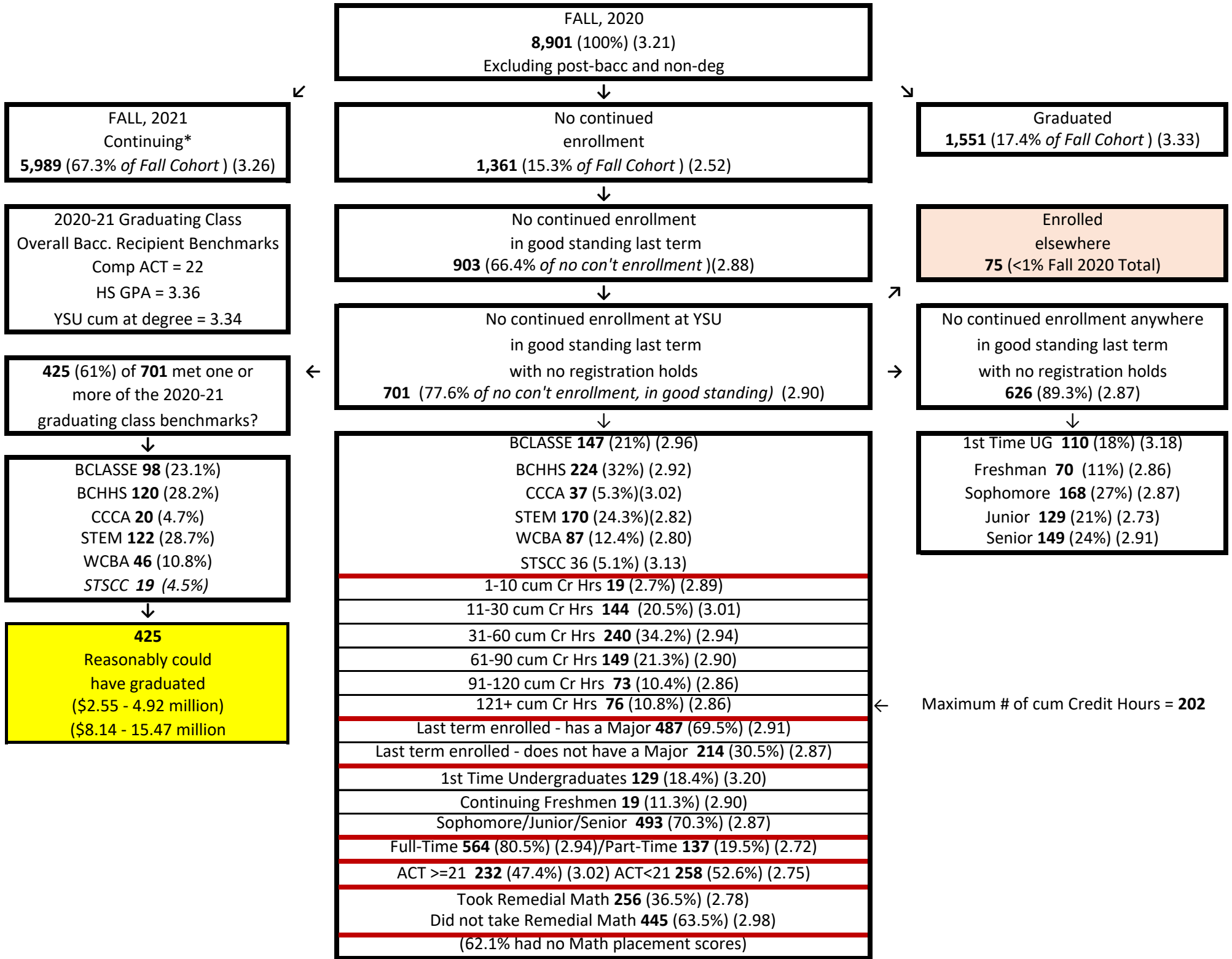
FALL 2018 TO FALL 2019 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)



FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)



*Includes students who graduated and re-enrolled.

(X.XX) = cum YSU GPA at the conclusion of summer 2021.

Stdts (% of cohort) (Last Term's cum YSU GPA)

Retained one year at \$6,000 or \$10,000 net tuition revenue

Retained 1-4 additional years distributed by rank information at \$6,000 or \$10,000 net tuition revenue

FTFT-18%; Cont Fresh-11%; Soph/Jr/Sr-70%/3=23%

FTFT x 4y; Cont Fresh x 3y; Soph x 3y; Jr x 2y; Sr x 1y

FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)		
	<div style="border: 2px solid black; padding: 5px;"> FALL, 2020 8,901 (100%) (3.21) Excluding post-bacc and non-deg </div>	
	↓	
↙	<div style="border: 2px solid black; padding: 5px;"> No continued enrollment 1,361 (15.3% of Fall Cohort) (2.52) </div>	↘
<div style="border: 2px solid black; padding: 5px;"> FALL, 2021 Continuing* 5,989 (67.3% of Fall Cohort) (3.26) </div>		<div style="border: 2px solid black; padding: 5px;"> Graduated 1,551 (17.4% of Fall Cohort) (3.33) </div>
	↓	
<div style="border: 2px solid black; padding: 5px;"> 2020-21 Graduating Class Overall Bacc. Recipient Benchmarks Comp ACT = 22 HS GPA = 3.36 YSU cum at degree = 3.34 </div>	<div style="border: 2px solid black; padding: 5px;"> No continued enrollment in good standing last term 903 (66.4% of no con't enrollment) (2.88) </div>	<div style="border: 2px solid black; padding: 5px;"> Enrolled elsewhere 75 (<1% Fall 2020 Total) </div>
	↓	
↙	<div style="border: 2px solid black; padding: 5px;"> No continued enrollment at YSU in good standing last term with no registration holds 701 (77.6% of no con't enrollment, in good standing) (2.90) </div>	↘
<div style="border: 2px solid black; padding: 5px;"> 425 (61%) of 701 met one or more of the 2020-21 graduating class benchmarks? </div>		<div style="border: 2px solid black; padding: 5px;"> No continued enrollment anywhere in good standing last term with no registration holds 626 (89.3%) (2.87) </div>
	↓	
<div style="border: 2px solid black; padding: 5px;"> BCLASSE 98 (23.1%) BCHHS 120 (28.2%) CCCA 20 (4.7%) STEM 122 (28.7%) WCBA 46 (10.8%) STSCC 19 (4.5%) </div>	<div style="border: 2px solid black; padding: 5px;"> BCLASSE 147 (21%) (2.96) BCHHS 224 (32%) (2.92) CCCA 37 (5.3%)(3.02) STEM 170 (24.3%)(2.82) WCBA 87 (12.4%) (2.80) STSCC 36 (5.1%) (3.13) </div>	<div style="border: 2px solid black; padding: 5px;"> 1st Time UG 110 (18%) (3.18) Freshman 70 (11%) (2.86) Sophomore 168 (27%) (2.87) Junior 129 (21%) (2.73) Senior 149 (24%) (2.91) </div>
	↓	
<div style="border: 2px solid black; padding: 5px; background-color: yellow;"> 425 Reasonably could have graduated (\$2.55 - 4.25 million) (\$8.14 - 15.47 million) </div>	<div style="border: 2px solid black; padding: 5px;"> 1-10 cum Cr Hrs 19 (2.7%) (2.89) 11-30 cum Cr Hrs 144 (20.5%) (3.01) 31-60 cum Cr Hrs 240 (34.2%) (2.94) 61-90 cum Cr Hrs 149 (21.3%) (2.90) 91-120 cum Cr Hrs 73 (10.4%) (2.86) 121+ cum Cr Hrs 76 (10.8%) (2.86) </div>	← Maximum # of cum Credit Hours = 202
	↓	
	<div style="border: 2px solid black; padding: 5px;"> Last term enrolled - has a Major 487 (69.5%) (2.91) Last term enrolled - does not have a Major 214 (30.5%) (2.87) </div>	
	↓	
	<div style="border: 2px solid black; padding: 5px;"> 1st Time Undergraduates 129 (18.4%) (3.20) Continuing Freshmen 19 (11.3%) (2.90) Sophomore/Junior/Senior 493 (70.3%) (2.87) </div>	
	↓	
	<div style="border: 2px solid black; padding: 5px;"> Full-Time 564 (80.5%) (2.94)/Part-Time 137 (19.5%) (2.72) </div>	
	↓	
	<div style="border: 2px solid black; padding: 5px;"> ACT >=21 232 (47.4%) (3.02) ACT <21 258 (52.6%) (2.75) </div>	
	↓	
	<div style="border: 2px solid black; padding: 5px;"> Took Remedial Math 256 (36.5%) (2.78) Did not take Remedial Math 445 (63.5%) (2.98) (62.1% had no Math placement scores) </div>	

*Includes students who graduated and re-enrolled.

(X.XX) = cum YSU GPA at the conclusion of summer 2021.

Stdts (% of cohort) (Last Term's cum YSU GPA)

Retained one year at \$6,000 or \$10,000 net tuition revenue

Retained 1-4 additional years distributed by rank information at \$6,000 or \$10,000 net tuition revenue

FTFT-18%; Cont Fresh-11%; Soph/Jr/Sr-70%/3=23%

FTFT x 4y; Cont Fresh x 3y; Soph x 3y; Jr x 2y; Sr x 1y

Beeghly College of Liberal Arts, Social Sciences and Education
FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

	(Includes full-time and part-time students)		
	FALL, 2020 1,634 (100%) (3.19) Excluding post-bacc and non-deg		
	↙	↓	↘
FALL, 2021 Continuing* 1,071 (66.5% of Fall Cohort) (3.24)		No continued enrollment 255 (15.6% of Fall Cohort) (2.63)	Graduated 308 (18.9% of Fall Cohort) (3.34)
		↓	
2020-21 Graduating Class BCLASSE Bacc. Recipient Benchmarks Comp ACT = 22 HS GPA = 3.30 YSU cum at degree = 3.30		No continued enrollment in good standing last term 174 (68.2% of no con't enrollment) (2.93)	Enrolled elsewhere 13 (9% Fall 2020 Total)
			↗
101 (69%) of 147 met one or more of the BCLASSE 2020-21 graduating class benchmarks?	←	No continued enrollment at YSU in good standing last term with no registration holds 147 (84.5% of no con't enrollment, in good standing) (2.96)	No continued enrollment anywhere in good standing last term with no registration holds 134 (91%) (2.94)
		↓	↓
Dean's Ofc. BCLASSE 8 (7.9%) English & World Lang 8 (7.9%) Humanities & Soc Sci 11 (10.9%) Psych Sci & Counseling 20 (19.8%) Teacher Ed & Leadrshp 54 (53.5%)		Dean's Office BCLASSE 24 (16.3%) (2.59) English & World Languages 11 (7.5%) (2.85) Humanities & Social Sciences 15 (10.2%) (2.75) Psychological Sciences & Counseling 28 (19.1%) (2.97) Teacher Education & Leadership 69 (46.9%) (3.14)	1st Time UG 12 (9%) (3.21) Freshman 8 (6%) (2.55) Sophomore 38 (28%) (2.90) Junior 35 (26%) (2.81) Senior 41 (31%) (3.04)
		↓	
98 Reasonably could have graduated (\$0.59 - \$0.98 million) (\$1.43 - \$2.38 million)		1-10 cum Cr Hrs 1 (0.7%) (2.00) 11-30 cum Cr Hrs 17 (11.6%) (2.75) 31-60 cum Cr Hrs 40 (27.2%) (2.91) 61-90 cum Cr Hrs 37 (25.2%) (2.97) 91-120 cum Cr Hrs 31 (21.1%) (2.91) 121+ cum Cr Hrs 21 (14.3%) (3.6)	← Maximum # of cum Credit Hours = 179
		Last term enrolled - has a Major 135 (91.8%) (2.98) Last term enrolled - does not have a Major 12 (8.2%) (2.55)	
		1st Time Undergraduates 14 (9.5%) (3.18) Continuing Freshmen 9 (6.1%) (2.67) Sophomore/Junior/Senior 124 (84.4%) (2.96)	
		Full-Time 117 (79.6%) (3.03)/Part-Time 30 (20.4%) (2.70)	
		ACT >=21 54 (47.4%) (3.10) ACT <21 60 (52.6%) (2.75)	
		Took Remedial Math 50 (34%) (2.80) Did not take Remedial Math 97 (66%) (3.05) (76.9% had no Math placement scores)	

*Includes students who graduated and re-enrolled.

(X.XX) = cum YSU GPA at the conclusion of summer 2021.

Stdts (% of cohort) (Last Term's cum YSU GPA)

Retained one year at \$6,000 or \$10,000 net tuition revenue

Retained 1-4 additional years distributed by rank information at \$6,000 or \$10,000 net tuition revenue

FTFT-18%; Cont Fresh-11%; Soph/Jr/Sr-70%/3=23%

FTFT x 4y; Cont Fresh x 3y; Soph x 3y; Jr x 2y; Sr x 1y

Bitonte College of Health and Human Services
FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)		
	FALL, 2020 2,377 (100%) (3.25) Excluding post-bacc and non-deg	
	↓	
↙	No continued enrollment 364 (15.3% of Fall Cohort) (2.55)	↘
FALL, 2021 Continuing* 1,532 (64.5% of Fall Cohort) (3.31)		Graduated 481 (20.2% of Fall Cohort) (3.34)
	↓	
2020-21 Graduating Class BCHHS Bacc. Recipient Benchmarks Comp ACT = 21 HS GPA = 3.23 YSU cum at degree = 3.37	No continued enrollment in good standing last term 263 (72.3% of no con't enrollment) (2.92)	Enrolled elsewhere 25 (21% Fall 2020 Total)
	↓	
	No continued enrollment at YSU in good standing last term with no registration holds 224 (85.2% of no con't enrollment, in good standing) (2.92)	↗
133 (59%) of 224 met one or more of the BCHHS 2020-21 graduating class benchmarks?		No continued enrollment anywhere in good standing last term with no registration holds 199 (89%) (2.89)
	↓	
Criminal Just & Consumer Sci 31 (23.3%) Dean's Office BCHHS 15 (11.3%) Health Professions 46 (34.6%) Human Services 9 (6.8%) Nursing 32 (24.1%)	Criminal Justice & Consumer Sciences 50 (22.3%) (2.83) Dean's Office BCHHS 25 (11/2%) (3.04) Health Professions 75 (33.5%) (2.98) Human Services 27 (12.1%) (2.62) Nursing 47 (21%) (3.18)	1st Time UG 35 (18%) (3.34) Freshman 27 (14%) (2.80) Sophomore 43 (22%) (2.92) Junior 45 (23%) (2.76) Senior 49 (25%) (2.87)
	↓	
120 Reasonably could have graduated (\$0.72 - \$1.20 million) (\$1.75 - \$2.92 million)	1-10 cum Cr Hrs 14 (6.3%) (3.12) 11-30 cum Cr Hrs 53 (23.7%) (3.19) 31-60 cum Cr Hrs 80 (35.7%) (2.98) 61-90 cum Cr Hrs 48 (21.4%) (2.90) 91-120 cum Cr Hrs 12 (5.4%) (2.76) 121+ cum Cr Hrs 17 (7.6%) (2.81)	
	↓	
	Last term enrolled - has a Major 148 (66.1%) (2.95) Last term enrolled - does not have a Major 76 (33.9%) (2.86)	↖
	1st Time Undergraduates 37 (16.5%) (3.35) Continuing Freshmen 32 (14.3%) (2.84) Sophomore/Junior/Senior 155 (69.2%) (2.88)	Maximum # of cum Credit Hours = 185
	Full-Time 162 (72.3%) (2.92)/Part-Time 62 (27.7%) (2.93) ACT >=21 40 (32%) (3.06) ACT <21 85 (68%) (2.79) Took Remedial Math 84 (37.5%) (2.82) Did not take Remedial Math 140 (62.5%) (3.00) (64.3% had no Math placement scores) 	

*Includes students who graduated and re-enrolled.

(X.XX) = cum YSU GPA at the conclusion of summer 2021.

Stdts (% of cohort) (Last Term's cum YSU GPA)

Retained one year at \$6,000 or \$10,000 net tuition revenue

Retained 1-4 additional years distributed by rank information at \$6,000 or \$10,000 net tuition revenue

FTFT-18%; Cont Fresh-11%; Soph/Jr/Sr-70%/3=23%

FTFT x 4y; Cont Fresh x 3y; Soph x 3y; Jr x2y; Sr x1y

Cliffe College of Creative Arts

FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)		
	<div style="border: 1px solid black; padding: 5px;"> FALL, 2020 446 (100%) (3.24) Excluding post-bacc and non-deg </div>	
↙	↓	↘
FALL, 2021 Continuing* 305 (68.4% of Fall Cohort) (3.28)	No continued enrollment 80 (17.9% of Fall Cohort) (2.49)	Graduated 61 (13.7% of Fall Cohort) (3.44)
2020-21 Graduating Class CCCA Bacc. Recipient Benchmarks Comp ACT = 22 HS GPA = 3.35 YSU cum at degree = 3.40	No continued enrollment in good standing last term 45 (56.3% of no con't enrollment) (2.98)	Enrolled elsewhere 6 (16% Fall 2020 Total)
20 (54%) of 37 met one or more of the CCCA 2020-21 graduating class benchmarks?	No continued enrollment at YSU in good standing last term with no registration holds 37 (82.2% of no con't enrollment, in good standing) (3.02)	No continued enrollment anywhere in good standing last term with no registration holds 31 (84%) (2.98)
Dana School of Music 8 (40%) Visual & Dramatic Arts 12 (60%)	Dana School of Music 14 (37.8%) Visual & Dramatic Arts 23 (62.2%)	1st Time UG 5 (16%) (2.65) Freshman 4 (13%) (2.81) Sophomore 8 (26%) (2.77) Junior 5 (16%) (2.81) Senior 9 (29%) (3.16)
20 Reasonably could have graduated (\$0.12 - \$0.20 million) (\$0.29 - \$0.49 million)	1-10 cum Cr Hrs 1 (2.7%) (2.20) 11-30 cum Cr Hrs 8 (21.6%) (2.84) 31-60 cum Cr Hrs 12 (32.4%) (2.87) 61-90 cum Cr Hrs 6 (16.2%) (3.00) 91-120 cum Cr Hrs 6 (16.2%) (2.91) 121+ cum Cr Hrs 4 (10.8%) (3.33)	← Maximum # of cum Credit Hours = 152
	Last term enrolled - has a Major 34 (91.9%) (3.02) Last term enrolled - does not have a Major 3 (8.11%) (2.88)	
	1st Time Undergraduates 6 (16.2%) (2.65) Continuing Freshmen 5 (13.5%) (2.97) Sophomore/Junior/Senior 26 (70.3%) (3.03)	
	Full-Time 30 (81.1%) (3.14)/Part-Time 7 (18.9%) (2.61) 	
	ACT >=21 10 (40%) (3.33) ACT <21 15 (60%) (2.90)	
	Took Remedial Math 5 (13.5%) (2.52) Did not take Remedial Math 32 (86.5%) (3.08) (64.9% had no Math placement scores)	

*Includes students who graduated and re-enrolled.

(X.XX) = cum YSU GPA at the conclusion of summer 2021.

Stdts (% of cohort) (Last Term's cum YSU GPA)

Retained one year at \$6,000 or \$10,000 net tuition revenue

Retained 1-4 additional years distributed by rank information at \$6,000 or \$10,000 net tuition revenue

FTFT-18%; Cont Fresh-11%; Soph/Jr/Sr-70%/3=23%

FTFT x 4y; Cont Fresh x 3y; Soph x 3y; Jr x 2y; Sr x 1y

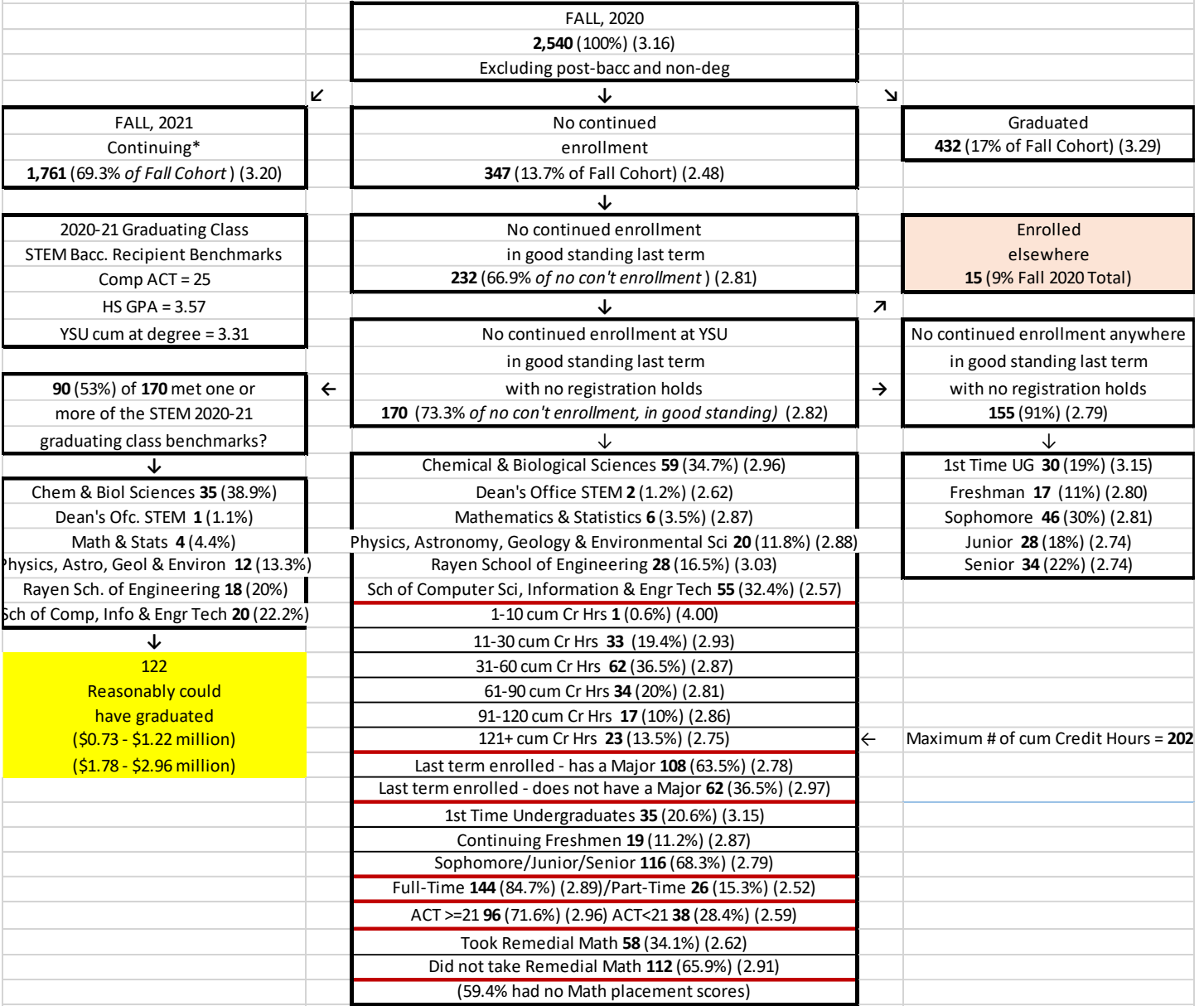
Cliffe College of Creative Arts

FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)		
	<div style="border: 2px solid black; padding: 5px;"> FALL, 2020 446 (100%) (3.24) Excluding post-bacc and non-deg </div>	
↙	↓	↘
FALL, 2021 Continuing* 305 (68.4% of Fall Cohort) (3.28)	No continued enrollment 80 (17.9% of Fall Cohort) (2.49)	Graduated 61 (13.7% of Fall Cohort) (3.44)
	↓	
2020-21 Graduating Class CCCA Bacc. Recipient Benchmarks Comp ACT = 22 HS GPA = 3.35 YSU cum at degree = 3.40	No continued enrollment in good standing last term 45 (56.3% of no con't enrollment) (2.98)	Enrolled elsewhere 6 (16% Fall 2020 Total)
	↓	↗
20 (54%) of 37 met one or more of the CCCA 2020-21 graduating class benchmarks?	No continued enrollment at YSU in good standing last term with no registration holds 37 (82.2% of no con't enrollment, in good standing) (3.02)	No continued enrollment anywhere in good standing last term with no registration holds 31 (84%) (2.98)
↓	↓	↓
Dana School of Music 8 (40%) Visual & Dramatic Arts 12 (60%)	Dana School of Music 14 (37.8%) Visual & Dramatic Arts 23 (62.2%)	1st Time UG 5 (16%) (2.65) Freshman 4 (13%) (2.81) Sophomore 8 (26%) (2.77)
↓	↓	↓
20 Reasonably could have graduated (\$0.12 - \$0.20 million) (\$0.29 - \$0.49 million)	1-10 cum Cr Hrs 1 (2.7%) (2.20) 11-30 cum Cr Hrs 8 (21.6%) (2.84) 31-60 cum Cr Hrs 12 (32.4%) (2.87) 61-90 cum Cr Hrs 6 (16.2%) (3.00) 91-120 cum Cr Hrs 6 (16.2%) (2.91) 121+ cum Cr Hrs 4 (10.8%) (3.33)	Junior 5 (16%) (2.81) Senior 9 (29%) (3.16)
	↓	
	Last term enrolled - has a Major 34 (91.9%) (3.02) Last term enrolled - does not have a Major 3 (8.11%) (2.88)	←
	1st Time Undergraduates 6 (16.2%) (2.65) Continuing Freshmen 5 (13.5%) (2.97) Sophomore/Junior/Senior 26 (70.3%) (3.03)	
	Full-Time 30 (81.1%) (3.14)/Part-Time 7 (18.9%) (2.61)	
	ACT >=21 10 (40%) (3.33) ACT <21 15 (60%) (2.90)	
	Took Remedial Math 5 (13.5%) (2.52) Did not take Remedial Math 32 (86.5%) (3.08)	
	(64.9% had no Math placement scores)	
		←
		Maximum # of cum Credit Hours = 152
*Includes students who graduated and re-enrolled. (X.XX) = cum YSU GPA at the conclusion of summer 2021. # Stdts (% of cohort) (Last Term's cum YSU GPA)		
Retained one year at \$6,000 or \$10,000 net tuition revenue		
Retained 1-4 additional years distributed by rank information at \$6,000 or \$10,000 net tuition revenue		
FTFT-18%; Cont Fresh-11%; Soph/Jr/Sr-70%/3=23%		
FTFT x 4y; Cont Fresh x 3y; Soph x 3y; Jr x2y; Sr x1y		

College of Science, Technology, Engineering & Mathematics
FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)



*Includes students who graduated and re-enrolled.

(X.XX) = cum YSU GPA at the conclusion of summer 2021.

Stdts (% of cohort) (Last Term's cum YSU GPA)

Retained one year at \$6,000 or \$10,000 net tuition revenue

Retained 1-4 additional years distributed by rank information at \$6,000 or \$10,000 net tuition revenue

FTFT-18%; Cont Fresh-11%; Soph/Jr/Sr-70%/3=23%

FTFT x 4y; Cont Fresh x 3y; Soph x 3y; Jr x 2y; Sr x 1y

Williamson College of Business Administration

FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)

	FALL, 2020 1,508 (100%) (3.27) Excluding post-bacc and non-deg	
	↓	
FALL, 2021 Continuing* 1,049 (69.6% of Fall Cohort) (3.33)	No continued enrollment 190 (12.6% of Fall Cohort) (2.43)	Graduated 269 (17.8% of Fall Cohort) (3.35)
	↓	
2020-21 Graduating Class WCBA Bacc. Recipient Benchmarks Comp ACT = 22 HS GPA = 3.37 YSU cum at degree = 3.37	No continued enrollment in good standing last term 121 (63.7% of no con't enrollment) (2.79)	Enrolled elsewhere 11 (13% Fall 2020 Total)
	↓	
46 (53%) of 87 met one or more of the WCBA 2020-21 graduating class benchmarks?	No continued enrollment at YSU in good standing last term with no registration holds 87 (71.9% of no con't enrollment, in good standing) (2.80)	No continued enrollment anywhere in good standing last term with no registration holds 76 (87%) (2.78)
	↓	
Communication 8 (17.4%) Dean's Office WCBA 19 (41.3%) Lariccia Sch of Acctg & Finance 11 (23.9%) Management & Marketing 8 (17.4%)	Communication 25 (28.7%) (2.73) Dean's Office WCBA 32 (36.7%) (2.88) Lariccia School of Accounting & Finance 18 (20.7%) (2.92) Management & Marketing 12 (13.8%) (2.68)	1st Time UG 9 (12%) (3.29) Freshman 9 (12%) (2.95) Sophomore 26 (34%) (2.82) Junior 16 (21%) (2.49) Senior 16 (21%) (2.84)
	↓	
46 Reasonably could have graduated (\$0.28 - \$0.46 million) (\$0.67 - \$1.12 million)	1-10 cum Cr Hrs 1 (1.2%) (2.66) 11-30 cum Cr Hrs 14 (16.1%) (3.00) 31-60 cum Cr Hrs 34 (39.1%) (2.86) 61-90 cum Cr Hrs 20 (23%) (2.83) 91-120 cum Cr Hrs 7 (8.1%) (2.79) 121+ cum Cr Hrs 11 (12.6%) (2.66)	← Maximum # of cum Credit Hours = 168
	↓	
	Last term enrolled - has a Major 58 (66.7%) (2.85) Last term enrolled - does not have a Major 29 (33.3%) (2.64)	
	↓	
	1st Time Undergraduates 14 (16.1%) (3.33) Continuing Freshmen 9 (10.3%) (2.95) Sophomore/Junior/Senior 64 (73.6%) (2.75)	
	↓	
	Full-Time 75 (86.2%) (2.81)/Part-Time 12 (13.8%) (2.73) ACT >=21 26 (42.6%) (2.82) ACT <21 35 (57.4%) (2.66)	
	↓	
	Took Remedial Math 44 (50.6%) (2.79) Did not take Remedial Math 43 (49.4%) (2.81)	
	↓	
	(57.5% had no Math placement scores)	

*Includes students who graduated and re-enrolled.

(X.XX) = cum YSU GPA at the conclusion of summer 2021.

Stdts (% of cohort) (Last Term's cum YSU GPA)

Retained one year at \$6,000 or \$10,000 net tuition revenue

Retained 1-4 additional years distributed by rank information at \$6,000 or \$10,000 net tuition revenue

FTFT-18%; Cont Fresh-11%; Soph/Jr/Sr-70%/3=23%

FTFT x 4y; Cont Fresh x 3y; Soph x 3y; Jr x2y; Sr x1y

Student Success

FALL 2020 TO FALL 2021 UNDERGRADUATE EVENT HISTORY ANALYSIS

(Includes full-time and part-time students)		
	<div style="border: 1px solid black; padding: 5px;"> FALL, 2020 396 (100%) (2.99) Excluding post-bacc and non-deg </div>	
↙	↓	↘
FALL, 2021 Continuing* 271 (68.4% of Fall Cohort) (3.20)	No continued enrollment 125 (31.6% of Fall Cohort) (2.26)	Graduated 0
2020-21 Graduating Class Overall Bacc. Recipient Benchmarks Comp ACT = 22 HS GPA = 3.36 YSU cum at degree = 3.34	No continued enrollment in good standing last term 68 (54.4% of no con't enrollment) (3.02)	Enrolled elsewhere 5 (14% Fall 2020 Total)
19 (53%) of 36 met one or more of the 2020-21 graduating class benchmarks?	No continued enrollment at YSU in good standing last term with no registration holds 36 (52.9% of no con't enrollment, in good standing) (3.13)	No continued enrollment anywhere in good standing last term with no registration holds 31 (86%) (3.06)
↓	↓	↓
Exploratory 19 (100%)	Beginning of term major: Exploratory 36 (100%) (3.13)	1st Time UG 19 (61%) (2.92)
19 Reasonably could have graduated (\$0.11 - \$0.19 million) (\$0.28 - \$0.46 million)	1-10 cum Cr Hrs 1 (2.8%) (2.00) 11-30 cum Cr Hrs 19 (52.8%) (2.97) 31-60 cum Cr Hrs 12 (33.3%) (3.32) 61-90 cum Cr Hrs 4 (11.1%) (3.05) 91-120 cum Cr Hrs 0 121+ cum Cr Hrs 0	Freshman 5 (16%) (3.52) Sophomore 7 (23%) (2.92)
	Last term enrolled - has a Major 4 (11.1%) (3.15) Last term enrolled - does not have a Major 32 (88.9%) (3.12)	Maximum # of cum Credit Hours = 78
	1st Time Undergraduates 23 (63.9%) (3.03) Continuing Freshmen 5 (13.9%) (3.52) Sophomore/Junior/Senior 8 (22.2%) (3.02) Full-Time 36 (100%) (3.13)/Part-Time 0 ACT >=21 6 (19.4%) (3.13) ACT <21 25 (80.7%) (3.05) Took Remedial Math 15 (41.7%) (3.09) Did not take Remedial Math 21 (58.3%) (3.15) (8.3% had no Math placement scores)	
*Includes students who graduated and re-enrolled. (X.XX) = cum YSU GPA at the conclusion of summer 2021. # Stdts (% of cohort) (Last Term's cum YSU GPA)		
Retained one year at \$6,000 or \$10,000 net tuition revenue Retained 1-4 additional years distributed by rank information at \$6,000 or \$10,000 net tuition revenue		
	FTFT-18%; Cont Fresh-11%; Soph/Jr/Sr-70%/3=23% FTFT x 4y; Cont Fresh x 3y; Soph x 3y; Jr x 2y; Sr x 1y	



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OHIO LEGISLATIVE SERVICE COMMISSION

Wendy Zhan, Director

Office of Research
and Drafting

Legislative Budget
Office

R-134-2236

To: Lauren Reid, Policy Advisor
House Majority Caucus

From: Kelly Pickett, Assistant Librarian *KP*

Date: October 6, 2021

Subject: Reports required from institutions of higher education

You contacted LSC requesting a list of reports required of institutions of higher education in the Revised Code. Below is a table containing reports I located searching the Revised Code using the LEXIS database. I also included responsibilities of the Chancellor of Higher Education (Chancellor), the Superintendent of Public Instruction (Superintendent), and others when it appeared likely the reports would need information obtained from the institutions.

I searched multiple terms including “submitting,” “recommending,” “reviewing,” “evaluating,” or “publishing” of a “report,” “findings,” or “study.” The table is arranged in order by section number, with a brief description of the report required. I have not included pending legislation. Every attempt was made to be as thorough as possible, but due to differences in drafting language, some reports may have been missed. I hope this information is helpful. If you have any questions, I can be reached at kelly.pickett@lsc.ohio.gov or (614) 466-2242.

List of Reports Required of Institutions of Higher Education in the Revised Code

Revised Code Section	Description
R.C. 3318.371	The Ohio Facilities Construction Commission shall make a determination in accordance with guidelines adopted by the Commission regarding eligibility and funding for projects under this section. The Commission may contract with an independent environmental consultant to conduct a study to assist the Commission in making the determination.

List of Reports Required of Institutions of Higher Education in the Revised Code	
Revised Code Section	Description
R.C. 3333.04	The Chancellor shall make studies of state policy in the field of higher education and formulate a master plan for higher education for the state, considering the needs of the people, the needs of the state, and the role of individual public and private institutions within the state in fulfilling these needs; report annually to the Governor and the General Assembly on the findings from the studies and the master plan; report at least semiannually to the General Assembly and the Governor the enrollment numbers at each state-assisted institution of higher education; and conduct studies for state institutions to assist them in making the best and most efficient use of their existing facilities and personnel.
R.C. 3333.041	The Chancellor shall submit a report or reports concerning all of the following to the Governor and the General Assembly: the status of graduates of Ohio school districts at state institutions of higher education during the 12-month period ending on the 30 th day of September of the current calendar year, the Chancellor's strategy in assigning Choose Ohio First scholarships, the academic and economic impact of the Ohio co-op/internship program, as well as a report concerning aggregate academic growth data for students assigned to graduates of teacher preparation programs.
R.C. 3333.0415	The Chancellor, in collaboration with the Department of Education, shall prepare an annual report regarding the progress the state is making in increasing the percentage of adults in the state with a college degree, industry certificate, or other postsecondary credential to 65 percent by the year 2025.
R.C. 3333.06	The Chancellor shall prepare a state plan and do all the things necessary for participation in federal acts relative to the construction of higher education facilities. The plan shall provide for objective standards and methods of determining the relative priorities of eligible projects submitted by the institutions. The reports shall contain such information as may be reasonably required by the United States Secretary of Education in the performance of the Secretary's functions under federal law relating to grants for the construction of academic facilities.
R.C. 3333.16	The Ohio Articulation and Transfer Network Oversight Board established by the Chancellor shall conduct a study of current rules regarding the transfer of college credit between state institutions of higher education. Not later than one year after the effective date of this amendment, the Board shall issue a report to the General Assembly, in accordance with section 101.68 of the Revised Code, that includes the findings of the Board's study, as well as any recommendations regarding changes to the rules.

List of Reports Required of Institutions of Higher Education in the Revised Code	
Revised Code Section	Description
R.C. 3333.165	At the end of each academic year, the Chancellor shall develop and release a report that includes all of the following information: the total number of courses that were successfully transferred to state institutions of higher education under sections 3333.16 to 3333.164 of the Revised Code, during the most recent academic year for which data is available; the total number of courses that were not accepted for transfer at state institutions of higher education under sections 3333.16 to 3333.164 of the Revised Code, during the most recent academic year for which data is available; the number of students who earned an associate's degree at a community college, a state community college, or a university branch that was successfully transferred to a state university under sections 3333.16 to 3333.164 of the Revised Code.
R.C. 3333.95 & 3333.951	The Chancellor shall provide a report compiling efficiency reports, as provided by all public institutions of higher education, that identify shared services, practices to streamline administrative operations, and best practices in efficiencies to the Office of Budget and Management, Governor, President, and Speaker.
R.C. 3333.951	Each state institution of higher education shall conduct a study to determine the current cost of textbooks for students enrolled in the institution, and shall submit the study to the Chancellor annually by a date prescribed by the Chancellor and annually report to the Efficiency Advisory Committee on its efforts to reduce textbook costs to students.
R.C. 3334.07	The Ohio Tuition Trust Authority (OTTA) shall develop a plan for the sale of tuition units. Not later than December 31, 2009, OTTA shall conduct a study of guaranteed tuition program plans and submit a report that contains recommendations for a new guaranteed tuition plan to the Speaker, President, and Governor. OTTA shall include in the report consideration of a guaranteed tuition program plan in which the risks of the plan are shared equitably among institutions of higher education, the state, OTTA, and the investors in the program.
R.C. 3345.0214	Each state institution of higher education shall submit a report containing the following information: a description of any barriers to or incidents of disruption of free expression occurring on campus, including attempts to block or prohibit speakers and any investigation of students or student groups on the basis of expression. The description also shall include the nature of each barrier or incident and the disciplinary action, if any, taken against members of the campus community determined to be responsible for the barriers or incidents; and any other information the state institution of higher education finds necessary and appropriate for the public to evaluate whether the free expression rights for members of the campus community have been adequately protected.

List of Reports Required of Institutions of Higher Education in the Revised Code	
Revised Code Section	Description
R.C. 3345.05	The Chancellor shall require annual reporting by the Ohio Agricultural Research and Development Center and by each university and college receiving state aid in such form and detail as determined by the Chancellor in consultation with the Center, universities and colleges, and the Director of Budget and Management.
R.C. 3345.061	Annually each state institution of higher education shall report to the Chancellor and the Superintendent all of the following for the prior academic year: aggregate costs to provide academic remedial or developmental courses, the amounts of the costs disaggregated according to school districts from which students received diplomas, and other information the Chancellor considers appropriate. Not later than December 31, 2011, and the 31 st day of each December thereafter, the Chancellor and the Superintendent shall issue a report recommending policies and strategies for reducing the need for academic remediation and developmental courses at state institutions of higher education.
R.C. 3345.062	Not later than December 31, 2017, and each 31 st day of December thereafter, the president, or equivalent position, of each state university shall issue a report regarding the remediation of students that includes all of the following: the number of enrolled students that require remedial education; the cost of remedial coursework the state university provides; the specific areas of remediation provided by the state university; and causes for remediation. The findings shall be presented to the boards of trustees and a report shall be issued to the Chancellor and the Superintendent.
R.C. 3345.35	Not later than December 31, 2017, and by the first day of September of every fifth year thereafter, the board of trustees of each state institution of higher education shall evaluate all courses and programs the institution offers based on enrollment and duplication of its courses and programs with those of other state institutions of higher education within a geographic region, as determined by the Chancellor. Each board of trustees shall submit its findings under this section to the Chancellor not later than 30 days after the completion of the evaluations or as part of submitting the annual efficiency report.
R.C. 3345.351	To identify students eligible or close to being eligible for an associate's degree, every two years each state university shall report to the Chancellor the findings of a review of the university's student records to identify any student that has disenrolled from the state university within the five years immediately prior to the first review under this section and for each subsequent review under this section the student disenrolled within two years immediately prior to that review, been disenrolled for four or more semesters, including summer sessions, did not complete a bachelor's degree, has a grade point average of 2.0 or higher on a 4.0 scale, and completed at least 45 credit hours.

List of Reports Required of Institutions of Higher Education in the Revised Code

Revised Code Section	Description
R.C. 3345.72	Submission of a quarterly report from each state university or college, within 30 days after the end of each calendar quarter, to the Chancellor, the Director of Budget and Management, the Legislative Service Commission, and the chairpersons and ranking minority members of the House and Senate finance committees as part of the criteria for determining whether to declare a state institution of higher education under fiscal watch; each state university and college shall prepare at the end of each fiscal year a financial statement consistent with audit requirements prescribed by the Auditor of State, and shall submit the financial statement to the Auditor of State within four months after the end of the fiscal year.
R.C. 3345.74	The conservator for a state university or college under a fiscal watch shall conduct a preliminary performance evaluation of the president or chief executive officer of the university or college and provide a copy of findings and any recommendations to the governance authority established for the university or college.
R.C. 3365.15	The Chancellor and the Superintendent jointly shall until December 2023, submit an annual report on outcomes of the college credit plus program that are supported by empirical evidence to the Governor, President, Speaker, and chairpersons of the House and Senate education committees. They may also submit a biennial report detailing the status of the college credit plus program, including an analysis of quality assurance measures related to the program to the same offices.



APPENDIX

Academic Excellence and Student Success Committee



**RESOLUTION TO MODIFY
STUDENT MEDIA POLICY, 3356-8-02**

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

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

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

WHEREAS, the Student Media policy has been reviewed and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Student Media, policy number 3356-8-02, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

3356-8-02 Student media.

Responsible Division/Office: Student Affairs/Office of Student Experience
Responsible Officer: Associate Vice President for
Student Experience
Revision History: March 1998; December 2010; June 2016;
December 2021
Board Committee: Academic Excellence and Student Success
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. Youngstown state university recognizes and supports the establishment and operation of student media organizations as important media for communication to the university and as training laboratories for students. The official student media organizations are “The Jambar,” a student-operated newspaper, thejambar.com, a student operated news and information website, “JambarTV,” a student produced weekly news video production, “The Penguin Review,” a student literary magazine, “YO Magazine,” featuring the university, the city and the people of Youngstown, “Rookery Radio,” a student-operated internet radio station, “The Guin,” a digital yearbook, and “Penguin Rundown,” a student-run sports show.
- (B) Parameter. Individuals involved with student media and the student press are expected to follow all professional media legal and ethical standards and guidelines that address matters such as libel, indecency, personal attacks and harassment, slander, undocumented allegations, and other forms of irresponsible media presentation.
- (C) Procedures.
- (1) The student media committee oversees official student media and is responsible for reviewing complaints, offering recommendations, participating in the selection of staff for each upcoming academic year, and ensuring execution of publication responsibilities.

- (2) A representative from the student experience division will serve as a liaison to the committee and appoint its members based on the guidelines outlined in the “Student Media Committee Governance Document.”
- (3) Each official student media organization has a faculty and/or staff advisor. The advisor is responsible for helping students understand the nature, function, and ethics of student media, for providing instruction that will result in quality media publications, and for serving as a liaison to the student media committee.
- (4) Concerns regarding a particular article or presentation of an official student media organization may be directed to the current editor/director or advisor of the respective organization. Other questions may be directed to the student media committee chairperson or the assigned representative of student experience.
- (5) Guidelines and information related to responsible journalism and student publications may be found in “The Student Media Committee Governing Document,” available through the student media office.

3356-8-02 Student media.

Previous Policy Number: ~~8002.01~~
Responsible Division/Office: ~~Student Experience~~ Student Affairs/Office of Student Experience
Responsible Officer: Associate Vice President for Student Experience
Revision History: March 1998; December 2010; June 2016; December 2021
Board Committee: Academic Excellence and Student Affairs Success
Effective Date: ~~June 15, 2016~~ December 2, 2021
Next Review: ~~2021~~ 2026

- (A) Policy statement. Youngstown state university recognizes and supports the establishment and operation of student media organizations as important media for communication to the university and as training laboratories for students. The official student media organizations are “The Jambar,” a student-operated newspaper, thejambar.com, a student operated news and information website, “JambarTV,” a student produced weekly news video production, “The Penguin Review,” a student literary magazine, “YO Magazine,” featuring the university, the city and the people of Youngstown, and “Rookery Radio,” a student-operated internet radio station, “The Guin,” a digital yearbook, and “Penguin Rundown,” a student-run sports show.
- (B) Parameter. Individuals involved with student media and the student press are expected to follow all professional media legal and ethical standards and guidelines that address matters such as libel, indecency, personal attacks and harassment, slander, undocumented allegations, and other forms of irresponsible media presentation.
- (C) Procedures.
- (1) The student media committee oversees official student media and is responsible for reviewing complaints, offering recommendations, participating in the selection of staff for each upcoming academic year, and ensuring execution of publication responsibilities.

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- (4) Concerns regarding a particular article or presentation of an official student media organization may be directed to the current editor/director or advisor of the respective organization. Other questions may be directed to the student media committee chairperson or the assigned representative of student experience.
- (5) Guidelines and information related to responsible journalism and student publications may be found in “The Student Media Committee Governing Document,” available through the student media office.



**RESOLUTION TO MODIFY
PRIVACY AND RELEASE OF STUDENT EDUCATION RECORDS: THE
FAMILY EDUCATION AND PRIVACY ACT (FERPA) POLICY, 3356-8-04**

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

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

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

WHEREAS, the Privacy and Release of Student Education Records: The Family Education and Privacy Act (FERPA) policy has been reviewed and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Privacy and Release of Student Education Records: The Family Education and Privacy Act (FERPA), policy number 3356-8-04, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

3356-8-04 Privacy and release of student education records: The Family Education and Privacy Act (FERPA).

Responsible Division/Office: Registrar
Responsible Officer: Vice President for Institutional Effectiveness and Board Professional
Revision History: September 2012; September 2016; December 2021
Board Committee: Academic Excellence and Student Success
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. This policy governs the confidentiality of educational records and provides processes for students and parents to access their records.
- (B) Purpose. The Family Educational Rights and Privacy Act (“FERPA”) of 1974, as amended, sets forth requirements designed to protect the privacy of student educational records. The law governs access to records maintained by educational institutions and the release of information from those records. A notice regarding the rights of students with respect to records maintained by the university and the university’s procedures to comply with these requirements are available on the university’s electronic catalog and on the registrar’s webpage at <http://cms.yosu.edu/administrative-offices/registrar/undergraduate-and-graduate-policies>.
- (C) Definitions.
- (1) “Education records” are those records, files, documents, and other materials which contain information directly related to a student and are maintained by any employee or agent of the university. The following categories of information are exempted and are not considered to be education records:
- (a) Records made by university personnel which are in the sole possession of the maker and are not accessible or revealed to any other person.

- (b) Records maintained by the Youngstown state university police for law enforcement purposes.
 - (c) Medical and counseling records used solely for treatment. (Medical records may be personally reviewed by a physician of the student's choice.)
 - (d) Records created or received after a student is no longer in attendance, i.e., alumni records.
 - (e) Grades or peer-graded papers before they are collected and recorded by a professor.
- (2) All records pertaining to students which are maintained by university offices are official university records and, as such, remain the property of the university. University employees are not permitted to access, utilize, share or copy student educational records for their personal use.
- (3) Each university unit has an obligation to keep a record of requests and disclosures of student education records except when the request is from the student, a university official with a legitimate educational interest, someone requesting directory information, or related to a request with consent from the student. Students have the right to review this record of requests and disclosures of student record information.
- (D) Right to inspect and review. Students are granted the right to inspect and review all of their educational records except the following:
- (1) Financial records of parents.
 - (2) Confidential letters and statements of recommendation placed in education records prior to January 1, 1975.
 - (3) Confidential letters and statements of recommendations for admission, employment, or honorary recognition placed in education records after January 1, 1975 for which students have waived their right of access.

- (E) Waiver of rights of access. Students may waive their right of access to confidential letters and statements of recommendation. Even if the student signs a waiver upon request, the names of all persons making confidential recommendations will be made available. Employees or agents of the university may not require a student to waive their right of access for receipt of university benefits or services.
- (F) Procedures for inspection and review.
 - (1) Requests to review one's own records must be made separately, in writing, to each office maintaining records. That office has forty-five days to respond to requests to review and inspect. However, arrangements will be made as expeditiously as possible.
 - (2) Information contained in education records will be fully explained and interpreted to students by university personnel assigned to and designated by the appropriate office.
 - (3) Students have the right to review only their own records. When a record contains information about more than one student, disclosure cannot include information regarding the other student(s).
- (G) Right to request amendment of information in records.
 - (1) Students have a right to challenge the content of their education records if they consider the information contained therein to be inaccurate, misleading, or otherwise in violation of their privacy rights.
 - (2) This process includes an opportunity for amendment of the records or insertion of written explanations by the student into such records.
 - (3) The right to challenge grades does not apply under FERPA unless the grade assigned was inaccurately recorded, under which condition the record will be corrected.
- (H) Procedures for hearing to challenge records.
 - (1) Students challenging information in their records must submit in

writing a request for a hearing to the office of the university registrar listing the specific information in question and the reasons for the challenge. If the responsible office denies the request for amendment, the university will notify the student, in writing, and advise of a right to a hearing.

- (2) Hearings will be conducted by a university official who does not have a direct interest in the outcome of the hearing.
 - (3) Students shall be afforded a full and fair opportunity to present evidence relevant to the reasons for the challenge, as referenced in paragraph (G) of this rule.
 - (4) The hearing officer will render a decision in writing noting the reason and summarizing all evidence presented within a reasonable period of time after the challenge is filed.
 - (5) Should the hearing be in favor of the student, the record shall be amended accordingly. Should the request be denied, an appeal may be made in writing and submitted to the university registrar within ten days of the student's notification of the decision of the hearing officer. The appeal shall be heard by an appeals board of three disinterested senior university officials and a decision rendered in writing within a reasonable period of time.
 - (6) Should the appeal be in favor of the student, the record shall be amended accordingly. Should the request be denied, the student may choose to place a statement with the record commenting on the accuracy of the information in the record and/or setting forth any basis for inaccuracy. When disclosed to an authorized party, the record will always include the student's statement and notice of the board's decision as long as the student's record is maintained by the university.
- (I) Consent for release required. Consent must be obtained from students for the release of education records or information contained in education records, specifying what is to be released, the reasons for release and to whom, with a copy of the record sent to the student if he or she desires.
 - (J) Release without consent.

- (1) The university reserves the right to verify the accuracy of any information contained in what purports to be an official university document (e.g., a transcript or diploma) or that is provided to a third party. In addition, degrees (any honors, majors, minors and specializations) are considered public information since they are conferred in a public ceremony.

- (2) The requirement for consent does not apply to the following:
 - (a) Requests from faculty and staff of Youngstown state university who have a legitimate education interest on a need-to-know basis, including student employees or agents of the institution, if necessary to conduct official business. Legitimate educational interest includes performing a task related to the regular duties of the employee or agent, the student's education, the discipline of a student, a service or benefit for the student, maintaining safety and security of the campus, or performing any function of the university.
 - (b) Requests by officials of another institution where the student seeks to enroll or is already enrolled for purposes related to enrollment or transfer.
 - (c) Requests in compliance with a lawful subpoena or judicial order.
 - (d) Requests in connection with a student's application for or receipt of financial aid.
 - (e) Requests by state authorities and agencies specifically exempted from the prior consent requirements by FERPA conducting studies on behalf of the university, if such studies do not permit the personal identification of students to any persons other than to representatives of such organizations and if the personal identification data is destroyed when no longer needed.
 - (f) Information submitted to accrediting organizations.
 - (g) Requests by parents of a dependent student when claimed

by a parent on one's federal income tax return.

- (h) In the case of a health or safety emergency, the university may release information from education records to appropriate persons in connection with an emergency if the knowledge of such information is necessary to protect the health or safety of a student or other persons.
- (i) To authorized federal officials who have need to audit and evaluate federally-supported programs.
- (j) The results of any disciplinary proceeding conducted by the university against an alleged perpetrator of a crime of violence or non-forcible sex offense to the alleged victim of that crime.
- (k) Disclosure to a parent of an underage student in violation of university policy governing the use or possession of alcohol or drugs.
- (l) Request for directory information, as referenced in paragraph (K) of this rule.

(K) Directory information.

- (1) Youngstown state university, in accordance with FERPA, has designated the following information about students as public (directory) information:
 - (a) Name.
 - (b) Address (local, home, and email).
 - (c) Telephone (local and home).
 - (d) Program of study (including college of enrollment, major, and campus).
 - (e) Enrollment status (full-time, part-time, withdrawn).
 - (f) Dates of attendance and graduation.

- (g) Degrees, honors, and awards received.
 - (h) Previous educational agencies or institutions attended.
 - (i) Participation in officially recognized activities and sports.
 - (j) Weight and height of members of intercollegiate athletic teams.
- (2) Students have the right to have this directory information withheld from the public if they so desire. Each student who wants all directory information to be withheld shall so indicate by completing a “Student Privacy Hold Form,” which can be obtained from the office of the university registrar. At least ten days should be allowed for processing of these requests.
- (3) Youngstown state university receives many inquiries for directory information from a variety of sources, including friends, parents, relatives, prospective employers, other institutions of higher education, honor societies, licensing agencies, government agencies, and the news media. Each student is advised to carefully consider the consequences of a decision to withhold directory information. The university, in all good faith, will not release directory information requested to be withheld, and any requests from persons or organizations outside the university will be refused unless the student provides written consent for the release.
- (4) The university publishes email student directory information on its website.
- (L) Complaints, concerns, or suggestions. Any student who has reason to believe that the university is not complying with FERPA or this policy should inform the office of the university registrar in writing. The university registrar shall promptly review all such allegations.

3356-8-04 Privacy and release of student education records: The Family ~~education~~Education and Privacy Act (FERPA).

~~Previous Policy Number: 8004.01~~
Responsible Division/Office: ~~Enrollment Planning and Management~~Registrar
Responsible Officer: ~~Associate Vice President for Enrollment Planning and Management~~Vice President for Institutional Effectiveness and Board Professional
Revision History: September 2012; September 2016; ~~December 2021~~
Board Committee: Academic Excellence and Student Affairs~~Success~~
Effective Date: ~~September 15, 2016~~December 2, 2021
Next Review: ~~2021~~2026

- (A) Policy statement. This policy governs the confidentiality of educational records and provides processes for students and parents to access their records.
- (B) Purpose. The Family Educational Rights and Privacy Act (“FERPA”) of 1974, as amended, sets forth requirements designed to protect the privacy of student educational records. The law governs access to records maintained by educational institutions and the release of information from those records. A notice regarding the rights of students with respect to records maintained by the university and the university’s procedures to comply with these requirements are available on the university’s electronic catalog at <http://catalog.yzu.edu/undergraduate/general-information/academic-policies-procedures/student-records/> and on the registrar’s webpage at <http://cms.yzu.edu/administrative-offices/registrar/undergraduate-and-graduate-policies>.
- (C) Definitions.
- (1) “Education records” are those records, files, documents, and other materials which contain information directly related to a student and are maintained by any employee or agent of the university. The following categories of information are exempted and are not considered to be education records:
- (a) Records made by university personnel which are in the sole

- possession of the maker and are not accessible or revealed to any other person.
- (b) Records maintained by the Youngstown state university police for law enforcement purposes.
 - (c) Medical and counseling records used solely for treatment. (Medical records may be personally reviewed by a physician of the student's choice.)
 - (d) Records created or received after a student is no longer in attendance, i.e., alumni records.
 - (e) Grades or peer-graded papers before they are collected and recorded by a professor.
- (2) All records pertaining to students which are maintained by university offices are official university records and, as such, remain the property of the university. University employees are not permitted to access, utilize, share or copy student educational records for their personal use.
- (3) Each university unit has an obligation to keep a record of requests and disclosures of student education records except when the request is from the student, a university official with a legitimate educational interest, someone requesting directory information, or related to a request with consent from the student. Students have the right to review this record of requests and disclosures of student record information.
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- (1) Financial records of parents.
 - (2) Confidential letters and statements of recommendation placed in education records prior to January 1, 1975.
 - (3) Confidential letters and statements of recommendations for admission, employment, or honorary recognition placed in education records after January 1, 1975 for which students

have waived their right of access.

- (E) Waiver of rights of access. Students may waive their right of access to confidential letters and statements of recommendation. Even if the student signs a waiver upon request, the names of all persons making confidential recommendations will be made available. Employees or agents of the university may not require a student to waive ~~his or her~~their right of access for receipt of university benefits or services.
- (F) Procedures for inspection and review.
 - (1) Requests to review one's own records must be made separately, in writing, to each office maintaining records. That office has forty-five days to respond to requests to review and inspect. However, arrangements will be made as expeditiously as possible.
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 - (3) Students have the right to review only their own records. When a record contains information about more than one student, disclosure cannot include information regarding the other student(s).
- (G) Right to request amendment of information in records.
 - (1) Students have a right to challenge the content of their education records if they consider the information contained therein to be inaccurate, misleading, or otherwise in violation of their privacy rights.
 - (2) This process includes an opportunity for amendment of the records or insertion of written explanations by the student into such records.
 - (3) The right to challenge grades does not apply under ~~the Act~~FERPA unless the grade assigned was inaccurately recorded, under which condition the record will be corrected.
- (H) Procedures for hearing to challenge records.

- (1) Students challenging information in their records must submit in writing a request for a hearing to the office of the university registrar listing the specific information in question and the reasons for the challenge. If the responsible office denies the request for amendment, the university will notify the student, in writing, and advise of a right to a hearing.
 - (2) Hearings will be conducted by a university official who does not have a direct interest in the outcome of the hearing.
 - (3) Students shall be afforded a full and fair opportunity to present evidence relevant to the reasons for the challenge, as referenced in paragraph (G) of this rule.
 - (4) The hearing officer will render a decision in writing noting the reason and summarizing all evidence presented within a reasonable period of time after the challenge is filed.
 - (5) Should the hearing be in favor of the student, the record shall be amended accordingly. Should the request be denied, an appeal may be made in writing and submitted to the university registrar within ten days of the student's notification of the decision of the hearing officer. The appeal shall be heard by an appeals board of three disinterested senior university officials and a decision rendered in writing within a reasonable period of time.
 - (6) Should the appeal be in favor of the student, the record shall be amended accordingly. Should the request be denied, the student may choose to place a statement with the record commenting on the accuracy of the information in the record and/or setting forth any basis for inaccuracy. When disclosed to an authorized party, the record will always include the student's statement and notice of the board's decision as long as the student's record is maintained by the university.
- (I) Consent for release required. Consent must be obtained from students for the release of education records or information contained in education records, specifying what is to be released, the reasons for release and to whom, with a copy of the record sent to the student if he or she desires.

- (J) Release without consent.
- (1) The university reserves the right to verify the accuracy of any information contained in what purports to be an official university document (e.g., a transcript or diploma) or that is provided to a third party. In addition, degrees (any honors, majors, minors and specializations) are considered public information since they are conferred in a public ceremony.
 - (2) The requirement for consent does not apply to the following:
 - (a) Requests from faculty and staff of Youngstown state university who have a legitimate education interest on a need-to-know basis, including student employees or agents of the institution, if necessary to conduct official business. Legitimate educational interest includes performing a task related to the regular duties of the employee or agent, the student's education, the discipline of a student, a service or benefit for the student, maintaining safety and security of the campus, or performing any function of the university.
 - (b) Requests by officials of another institution where the student seeks to enroll or is already enrolled for purposes related to enrollment or transfer.
 - (c) Requests in compliance with a lawful subpoena or judicial order.
 - (d) Requests in connection with a student's application for or receipt of financial aid.
 - (e) Requests by state authorities and agencies specifically exempted from the prior consent requirements by ~~the~~ [Act FERPA](#) conducting studies on behalf of the university, if such studies do not permit the personal identification of students to any persons other than to representatives of such organizations and if the personal identification data is destroyed when no longer needed.
 - (f) Information submitted to accrediting organizations.

- (g) Requests by parents of a dependent student when claimed by a parent on one's federal income tax return.
- (h) In the case of a health or safety emergency, the university may release information from education records to appropriate persons in connection with an emergency if the knowledge of such information is necessary to protect the health or safety of a student or other persons.
- (i) To authorized federal officials who have need to audit and evaluate federally-supported programs.
- (j) The results of any disciplinary proceeding conducted by the university against an alleged perpetrator of a crime of violence or non-forcible sex offense to the alleged victim of that crime.
- (k) Disclosure to a parent of an underage student in violation of university policy governing the use or possession of alcohol or drugs.
- (l) Request for directory information, as referenced in paragraph (K) of this rule.

(K) Directory information.

- (1) Youngstown state university, in accordance with ~~the act~~ [FERPA](#), has designated the following information about students as public (directory) information:
 - (a) Name.
 - (b) Address (local, home, and email).
 - (c) Telephone (local and home).
 - (d) Program of study (including college of enrollment, major, and campus).
 - (e) Enrollment status (full-time, part-time, withdrawn).

- (f) Dates of attendance and graduation.
 - (g) Degrees, honors, and awards received.
 - (h) Previous educational agencies or institutions attended.
 - (i) Participation in officially recognized activities and sports.
 - (j) Weight and height of members of intercollegiate athletic teams.
- (2) Students have the right to have this directory information withheld from the public if they so desire. Each student who wants all directory information to be withheld shall so indicate by completing a “Student Privacy Hold Form,” which can be obtained from the office of the university registrar. At least ten days should be allowed for processing of these requests.
- (3) Youngstown state university receives many inquiries for directory information from a variety of sources, including friends, parents, relatives, prospective employers, other institutions of higher education, honor societies, licensing agencies, government agencies, and the news media. Each student is advised to carefully consider the consequences of a decision to withhold directory information. The university, in all good faith, will not release directory information requested to be withheld, and any requests from persons or organizations outside the university will be refused unless the student provides written consent for the release.
- (4) The university publishes email student directory information on its website.
- (L) Complaints, concerns, or suggestions. Any student who has reason to believe that the university is not complying with ~~the act~~[FERPA](#) -or this policy should inform the office of the university registrar in writing. The university registrar shall promptly review all such allegations.



RESOLUTION TO MODIFY OBJECTIVITY IN RESEARCH – AVOIDANCE OF CONFLICTS OF INTEREST AND/OR COMMITMENT IN SPONSORED RESEARCH POLICY, 3356-10-17

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

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

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

WHEREAS, the Objectivity in Research – Avoidance of Conflicts of Interest and/or Commitment in Sponsored Research policy has been reviewed and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Objectivity in Research – Avoidance of Conflicts of Interest and/or Commitment in Sponsored Research, policy number 3356-10-17, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

3356-10-17 Objectivity in research – avoidance of conflicts of interest and/or commitment in sponsored research.

Responsible Division/Office: Office of Research Services
Responsible Officer: Provost and Vice President for Academic Affairs
Revision History: June 1999; June 2010; June 2016, December 2021
Board Committee: Academic and Student Affairs
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. Recognizing the need for objectivity in research, Youngstown state university (university) shall maintain procedures that control conflicts and potential conflicts in funded research. Such procedures are consistent with the university’s professional conduct and conflicts of interest and conflicts of commitment policies (see rules 3356-9-06 and 3356-7-01 of the Administrative Code) and relevant state and federal laws.
- (B) Purpose. The intent of this policy and these procedures is to ensure that the design, conduct, and reporting of research projects and other sponsored activities are not compromised, nor would reasonably appear to be affected, by any significant financial interest and/or commitment of the responsible faculty and staff members.
- (C) Scope. This policy applies to all members of the Youngstown state university community, including faculty, staff and students during the course of conducting sponsored research or projects at or on behalf of the university.
- (D) Definitions.
- (1) “Project” is an externally funded scholarly activity such as basic, applied, or developmental research, instructional or curricular activities, student aid, career development, or other activity conducted by faculty or staff members at or on behalf of the university.
 - (2) “Investigator” includes the principal investigator, co-investigators,

and other persons (e.g., technicians, students, research associates) responsible, in whole or in part, for the design, conduct, or reporting of the project; and for reporting purposes, includes the investigator's spouse and dependent children.

- (3) "Significant financial interest" is anything of monetary value including, but not limited to, salary or other payments for services such as consulting fees or honoraria; equity interests such as stocks, stock options, or other ownership interests; and intellectual property rights such as patents, copyrights and royalties from such rights.

Not included in this definition are:

- (a) Salary, royalties, promotion in rank, or other remuneration from the university;
- (b) Income from seminars, lectures, or teaching engagements sponsored by public or nonprofit entities;
- (c) Income from service on advisory committees or review panels from public or nonprofit entities;
- (d) Financial interest arising solely by reason or investment in a business by a mutual, pension, or other institutional investment fund over which the employee does not exercise control;
- (e) Equity interest that when aggregated for the investigator and the investigator's spouse and dependent children, does not exceed ten thousand dollars in value, as determined by public prices or other reasonable measures of fair market values, and does not represent more than five per cent ownership interest for any one enterprise or entity;
- (f) Salaries, royalties, or other payments that when aggregated for the investigator and the investigator's spouse and dependent children over the next twelve months, are not expected to exceed ten thousand dollars; and
- (g) The financial interest is an ownership interest in a business

which is the applicant organization under phase I of a small business innovative research (“SBIR”) program or phase I of a small business technology transfer (“SBTR”) program and the university is a subcontractor under the business’ application.

- (4) “Conflict of interest” means an action, omission, or situation that may or may reasonably appear to affect or compromise the objectivity or integrity of an investigator’s design, conduct or reporting of a project. A conflict of commitment is a type of conflict of interest, which can arise when the external activities burden or interfere with the university member’s primary obligations and commitments to the university. A potential conflict of interest may exist if the director of research services determines that a significant financial interest and/or commitment could directly and significantly affect the design, conduct, or reporting of a project.
 - (5) “Disclosure” is a written statement submitted by the investigator describing the nature of any significant financial interests and/or commitments, and the relationship of these to the externally funded project.
- (D) Parameters.
- (1) All faculty and staff members or other university-affiliated individuals who apply for, receive, or are currently working on a grant, contract, cooperative agreement, sub-grant, subcontract, or sub-cooperative agreement which is funded in whole or in part by federal funds or other external sources must adhere to this policy and its procedures.
 - (2) The director of research services is designated to solicit and review financial and commitment disclosure statements from investigators.
- (E) Principles.
- (1) Complex relationships among universities, government agencies, and industry require adherence to standards of conduct in federally funded and other externally sponsored activities. Application of

these standards must serve both project requirements and the public interest. Protecting the integrity of cooperating entities requires that both real and perceived conflicts of interest be avoided.

- (2) Faculty or staff members engaging in a federally or other externally sponsored projects are subject to the provisions of federal and state laws and any requirements of the sponsoring or entity.
- (3) To avoid bias in the design, conduct, or reporting of the sponsored project, full disclosure must be made when a faculty or staff member consults for a business, nonprofit agency, government agency, or other non-university contractor, in the same technical field as the externally sponsored project.

(F) Procedures.

- (1) Prior to submitting an application to conduct an externally funded project, the investigator shall disclose to the director of research services any significant financial interests or other possible conflict situations:
 - (a) That would appear to be affected by the project for which the funding is sought; and
 - (b) In entities whose financial interests would appear to be affected by such project.

A conflict of interest statement shall be included within the proposal routing form process and shall be circulated for review and approval for all proposals.

- (2) Throughout the duration of a sponsored research project, investigators shall update the conflict of interest statement at least annually. If an investigator acquires a significant reportable financial interest in or commitment to an entity, the investigator shall submit a revised or new conflict of interest statement to the director of research services within five working days after acquisition.

- (3) The director of research services shall review the disclosure and make an initial determination whether a potential conflict of interest exists. If the disclosure is determined not to be a potential conflict of interest, the director of research services shall provide documentation of this determination that shall be retained with the other project records and shall so advise the investigator, the chair, and the appropriate college dean.
- (4) If the disclosure is determined to be a potential conflict of interest, the director of research services shall consult with the dean of the college and the university general counsel. They shall review the disclosure, consult with the investigator, and seek any additional information to determine whether a conflict of interest exists. If they determine that a conflict of interest exists, they shall determine a plan of action, and document in writing the conditions or restrictions that shall be required by the university to manage, reduce, or eliminate such actual or apparent conflict of interest. If all parties accept the plan, the director of research services shall notify all involved parties and the provost of the final determination in writing.
- (5) If a mutually acceptable method for managing, reducing, or eliminating the conflict of interest cannot be agreed upon, the director of research services shall refer the disclosure to the provost, who shall consult with the university general counsel prior to appointment a conflict of interest review committee for final determination.
- (6) The provost shall notify the investigator, the investigator's chairperson and dean, and the director of research services of the final determination.
- (7) In addition to possible legal action, the university may take disciplinary action against individuals who fail to file a disclosure statement or intentionally file an incomplete or misleading disclosure statement. Breaches of this policy may be referred to a conflict of interest review committee to investigate and recommend sanctions. If sanctions are necessary, they will be imposed in accordance with any applicable university policy, procedure, or collective bargaining agreement.

- (8) Prior to the expenditure of any funds under a federally funded project award, the university will, as required by law, report to the appropriate federal agency the existence of a conflict of interest and assure that the conflict has been managed, reduced, or eliminated.
- (9) When the university identifies a conflict of interest subsequent to the university's initial report under the federally funded project award, the university will report the conflict of interest to the appropriate federal agency and manage, reduce, or eliminate the conflict within sixty days of identifying the same.
- (10) The director of research services shall ensure that the required records, identifiable to each award, are retained for a period of not less than three years after the termination of the award, or until three years after the resolution of any action taken by the sponsor involving these records, whichever is longer. Records for proposals that are not funded by sponsoring agencies will be retained for a period of one year after the decision of the sponsoring agency.

3356-10-17 Objectivity in research – avoidance of conflicts of interest and/or commitment in sponsored research.

~~Previous Policy Number: 1017.01~~
Responsible Division/Office: [Office of Research Services](#)
Responsible Officer: Provost and Vice President for Academic Affairs
Revision History: June 1999; June 2010; June 2016, [December 2021](#)
Board Committee: Academic and Student Affairs
Effective Date: ~~June 15, 2016~~ [December 2, 2021](#)
Next Review: 2026+

- (A) Policy statement. Recognizing the need for objectivity in research, ~~the Youngstown state university~~ (-university) shall maintain procedures that control conflicts and potential conflicts in funded research. Such procedures are consistent with the ~~Youngstown state~~ university's professional conduct [and conflicts of interest and conflicts of commitment policies](#) (see rules 3356-9-06 [and 3356-7-01](#) of the Administrative Code) and relevant state and federal laws.
- (B) Purpose. The intent of this policy and these procedures is to ensure that the design, conduct, and reporting of research projects and other sponsored activities are not compromised, nor would reasonably appear to be affected, by any significant financial interest [and/or commitment](#) of the responsible faculty and staff members.
- (C) [Scope. This policy applies to all members of the Youngstown state university community, including faculty, staff and students during the course of conducting sponsored research or projects at or on behalf of the Universityuniversity.](#)
- (D) [Definitions.](#)
- (1) “Project” is an externally funded scholarly activity such as basic, applied, or developmental research, instructional or curricular activities, student aid, career development, or other activity conducted by faculty or staff members [at or](#) on behalf of the university.

- (2) “Investigator” includes the principal investigator, co-investigators, and other persons (e.g., technicians, students, research associates) responsible, in whole or in part, for the design, conduct, or reporting of the project; and for reporting purposes, includes the investigator’s spouse and dependent children.
- (3) “Significant financial interest” is anything of monetary value including, but not limited to, salary or other payments for services such as consulting fees or honoraria; equity interests such as stocks, stock options, or other ownership interests; and intellectual property rights such as patents, copyrights and royalties from such rights.

Not included in this definition are:

- (a) Salary, royalties, promotion in rank, or other remuneration from the university;
- (b) Income from seminars, lectures, or teaching engagements sponsored by public or nonprofit entities;
- (c) Income from service on advisory committees or review panels from public or nonprofit entities;
- (d) Financial interest arising solely by reason or investment in a business by a mutual, pension, or other institutional investment fund over which the employee does not exercise control;
- (e) Equity interest that when aggregated for the investigator and the investigator’s spouse and dependent children, does not exceed ten thousand dollars in value, as determined by public prices or other reasonable measures of fair market values, and does not represent more than five per cent ownership interest for any one enterprise or entity;
- (f) Salaries, royalties, or other payments that when aggregated for the investigator and the investigator’s spouse and dependent children over the next twelve months, are not expected to exceed ten thousand dollars; and

- (g) The financial interest is an ownership interest in a business which is the applicant organization under phase I of a small business innovative research (“SBIR”) program or phase I of a small business technology transfer (“SBTR”) program and the university is a subcontractor under the business’ application.
- (4) “Conflict of interest” means an action, omission, or situation that may or may reasonably appear to affect or compromise the objectivity or integrity of an investigator’s design, conduct or reporting of a project. A conflict of commitment is a type of conflict of interest, which can arise when the external activities burden or interfere with the university member’s primary obligations and commitments to the university. ~~(A potential conflict of interest may exist if the director of research services grants and sponsored programs determines that a significant financial interest and/or commitment could directly and significantly affect the design, conduct, or reporting of a project.)~~
- (5) “Disclosure” is a written statement submitted by the investigator describing the nature of any significant financial interests and/or commitments, and the relationship of these such interests to the externally funded project.
- (D) Parameters.
- (1) All faculty and staff members or other university-affiliated individuals who apply for, receive, or are currently working on a grant, contract, cooperative agreement, sub-grant, subcontract, or sub-cooperative agreement which is funded in whole or in part by federal funds or other external sources must adhere to this policy and its procedures.
- (2) The director of research services~~associate vice president for research~~ is designated to solicit and review financial and commitment disclosure statements from investigators.
- (E) Principles.
- (1) Complex relationships among universities, government agencies, and industry require adherence to standards of conduct in federally

funded and other externally sponsored activities. Application of these standards must serve both project requirements and the public interest. Protecting the integrity of cooperating entities requires that both real and perceived conflicts of interest be avoided.

- (2) Faculty or staff members engaging in a federally or other externally sponsored projects are subject to the provisions of federal and state laws and any requirements of the sponsoring or entity.
- (3) To avoid bias in the design, conduct, or reporting of the sponsored project, full disclosure must be made when a faculty or staff member consults for a business, nonprofit agency, government agency, or other non-university contractor, in the same technical field as the externally sponsored project.

(F) Procedures.

- (1) Prior to submitting an application to conduct an externally funded project, the investigator shall disclose to the [director of research services](#) ~~associate vice president for research~~ any significant financial interests or other possible conflict situations:
 - (a) That would appear to be affected by the project for which the funding is sought; and
 - (b) In entities whose financial interests would appear to be affected by such project.

A conflict of interest statement shall be included within the proposal routing form process and shall be circulated for review and approval for all proposals.

- (2) Throughout the duration of a sponsored research project, investigators shall update the conflict of interest statement at least annually. If an investigator acquires a significant reportable financial interest in [or commitment to](#) an entity, the investigator shall submit a revised or new conflict of interest statement to the [director of research services](#) ~~associate vice president for research~~ within five working days after acquisition.

- (3) The [director of research services](#) ~~associate vice president for research~~ shall review the disclosure and make an initial determination whether a potential conflict of interest exists. If the disclosure is determined not to be a potential conflict of interest, the [director of research services](#) ~~associate vice president for research~~ shall provide documentation of this determination that shall be retained with the other project records and shall so advise the investigator, the chair, and the appropriate college dean.
- (4) If the disclosure is determined to be a potential conflict of interest, the [director of research services](#) ~~associate vice president for research~~ shall consult with the dean of the college and the university general counsel. They shall review the disclosure, consult with the investigator, and seek any additional information to determine whether a conflict of interest exists. If they determine that a conflict of interest exists, they shall determine a plan of action, and document in writing the conditions or restrictions that shall be required by the university to manage, reduce, or eliminate such actual or apparent conflict of interest. If all parties accept the plan, the [director of research services](#) ~~associate vice president for research~~ shall notify all involved parties and the provost of the final determination in writing.
- (5) If a mutually acceptable method for managing, reducing, or eliminating the conflict of interest cannot be agreed upon, the [director of research services](#) ~~associate vice president for research~~ shall refer the disclosure to the provost, who shall consult with the university general counsel prior to appointment a conflict of interest review committee for final determination.
- (6) The provost shall notify the investigator, the investigator's chairperson and dean, and the [director of research services](#) ~~associate vice president for research~~ of the final determination.
- (7) In addition to possible legal action, the university may take disciplinary action against individuals who fail to file a disclosure statement or intentionally file an incomplete or misleading disclosure statement. Breaches of this policy may be referred to a conflict of interest review committee to investigate and recommend sanctions. If sanctions are necessary, they will be

imposed in accordance with any applicable university policy, procedure, or collective bargaining agreement.

- (8) Prior to the expenditure of any funds under a federally funded project award, the university will, as required by law, report to the appropriate federal agency the existence of a conflict of interest and assure that the conflict has been managed, reduced, or eliminated.
- (9) When the university identifies a conflict of interest subsequent to the university's initial report under the federally funded project award, the university will report the conflict of interest to the appropriate federal agency and manage, reduce, or eliminate the conflict within sixty days of identifying the same.
- (10) The [director of research services](#) ~~associate vice president for research~~ shall ensure that the required records, identifiable to each award, are retained for a period of not less than three years after the termination of the award, or until three years after the resolution of any action taken by the sponsor involving these records, whichever is longer. Records for proposals that are not funded by sponsoring agencies will be retained for a period of one year after the decision of the sponsoring agency.



Explanation to Adopt New University Policy:

3356-8-08 Anti-hazing.

This policy is being recommended for adoption to reinforce the University's condemnation of hazing and its commitment to provide a safe environment in which members of the learning community may participate in experiences and activities without compromising their health, wellbeing, dignity, and/or rights. The policy will govern the University's implementation of Collin's Law: The Ohio Anti-Hazing Act. The policy defines key terms; prohibits hazing and related conduct; describes reporting duties; establishes corrective action and discipline for violating the policy; details how information about hazing violations shall be shared and reported; and sets forth the requirements for anti-hazing educational and training programs.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO APPROVE
ANTI-HAZYING POLICY, 3356-8-08**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the creation of a University Policy governing Anti-Hazing, policy number 3356-8-08, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

NEW

3356-8-08 Anti-hazing.

Responsible Division/Office: Student Affairs
Responsible Officer: Associate VP Student Experience/ Dean of Students and Ombudsperson
Revision History: 2021
Board Committee: Academic Excellence and Student Success
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. Youngstown state university (university) condemns hazing and is committed to providing a safe environment in which members of the learning community may participate in experiences and activities without compromising their health, wellbeing, dignity, and/or rights. Prevention of hazing is the responsibility of every member of the university community, including students, student organizations, university sponsored programs, coaches, student groups, faculty members, employees, volunteers, and alumni.

- (B) Purpose. This policy governs the university’s implementation of Collin’s Law: The Ohio Anti-Hazing Act. The policy defines key terms; prohibits hazing and related conduct; describes reporting duties; establishes corrective action and discipline for violating the policy; details how information about hazing violations shall be shared and reported; and sets forth the requirements for anti-hazing educational and training programs.

- (C) Scope.
 - (1) The policy shall apply to any act of hazing or violation of section (G) that takes place on or off campus between two or more people who are affiliated with the university.

 - (2) This policy applies to all members of the university community, including faculty, staff, students, volunteers, organizations, university sponsored programs, as well as visitors and other licensees and invitees.

 - (3) NCAA student athletes shall follow the policies and guidelines set forth by the NCAA, the affiliated conference and the university department of athletics, in addition to this policy.

- (D) Definitions.
 - (1) “Hazing,” as set forth in Ohio Revised Code section 2903.31, as amended, means doing any act or coercing another, including the victim, to do any act of initiation into any student or other organization or any act to continue or reinstate membership in or affiliation with any student or other organization that causes or creates a substantial risk of causing mental or physical harm to any person,

including coercing another to consume alcohol or a drug of abuse, as defined in section 3719.011 of the Revised Code. (See 3356-8-01.1 “The Student Code of Conduct” which prohibits hazing.)

- (2) “Organization” means any university sponsored program or registered student organization recognized by or operating under the sanction of the university including, but not limited to: registered student organizations, Greek life, club sports, athletics, honors college, student programming board, student government, student media, marching band, music ensembles and theater. “Organization” includes a national or international organization with which a fraternity or sorority is affiliated.
 - (3) “Student” means all person registered for courses, seminars, and workshops at the university, either full-time or part-time, pursuing undergraduate, graduate, professional studies or continuing education. This includes college credit plus students and Youngstown early college students. Also included are those individuals accepted for admission or living in the residence halls, whether enrolled at the university.
 - (4) “Staff” means any individual employed by the university, including administrators, employees, faculty members, teachers, consultants and coaches. “Staff” does not include student employees.
 - (5) “Serious physical harm” means any of the following:
 - (a) any mental illness or condition of such gravity as would normally require hospitalization or prolonged psychiatric treatment;
 - (b) any physical harm that carries a substantial risk of death;
 - (c) any physical harm that involves some permanent incapacity, whether partial or total, or that involves some temporary, substantial incapacity;
 - (d) any physical harm that involves some permanent disfigurement or that involves some temporary, serious disfigurement; or
 - (e) any physical harm that involves acute pain of such duration as to result in substantial suffering or that involves any degree of prolonged or intractable pain.
- (E) Procedure. The division of student affairs shall be responsible for developing and enforcing anti-hazing procedures and policies at the university. The office of human resources shall assist the division of student affairs with the development and enforcement of the anti-hazing policy where it pertains to staff, coaches, and volunteers who are registered with human resources.

(F) Duty to report hazing violations.

- (1) All university staff, coaches, alumnus and volunteers are required to immediately report the suspicion or knowledge of a hazing incident to:
 - (a) university police at 330-941-3527; and
 - (b) the law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred; and
 - (c) the office of community standards & student conduct in person or through the [online reporting form](#) on the website.
- (2) All students, parents, and members of the community are encouraged to immediately report the suspicion or knowledge of a hazing incident to
 - (a) university police at 330-941-3527; and/or
 - (b) the law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred; and/or
 - (c) the office of community standards & student conduct in person or through the [online reporting form](#) on the website.
- (3) Students, parents, and members of the community may report known or suspected incidents of hazing anonymously.
- (4) Amnesty. The university encourages students to report potential violations of university policies, including the anti-hazing policy. Students who report potential incidents of hazing may be exempted from the formal student conduct process for minor policy violations that arose out of, or were committed as a direct result of, the reported incident. The office of community standards & student conduct has complete discretion to determine whether to grant an exemption in such cases. Exemptions do not apply to behaviors that endanger or harm the health, safety, or wellbeing of others. Hazing is considered a behavior that endangers the health, safety, or wellbeing of others and, therefore, students will not be exempted from any actions taken to participate in, condone, or act in complicity with hazing.

(G) Prohibited conduct.

- (1) No person or organization shall commit hazing as defined in (D)(1).

- (2) No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization shall recklessly permit the hazing of any person associated with the organization.
 - (3) No administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization who is acting in an official and professional capacity shall recklessly fail to immediately report the knowledge of hazing to university police and to the law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred.
 - (4) No person or organization shall retaliate against or take adverse action toward any reporting party and/or any person participating in a hazing investigation or disciplinary proceeding.
- (H) Criminal sanctions.
- (1) Participating in hazing. Pursuant to section 2903.31 of the Revised Code, a person who recklessly participates in the hazing of another commits a misdemeanor of the second degree. If the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to the other person, the criminal penalty is increased to a felony of the third degree.
 - (2) Permitting hazing. Pursuant to section 2903.31 of the Revised Code, an administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization who recklessly permits the hazing of any person associated with the organization commits a misdemeanor of the second degree. When the hazing includes coerced consumption of alcohol or drugs of abuse resulting in serious physical harm to that person, the criminal penalty is increased to a felony of the third degree.
 - (3) Failure to report hazing. Pursuant to section 2903.311 of the Revised Code, an administrator, employee, faculty member, teacher, consultant, alumnus, or volunteer of any organization who is acting in an official and professional capacity who recklessly fails to immediately report the knowledge of hazing to a law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred commits a misdemeanor of the fourth degree. When the hazing causes serious physical harm, the criminal penalty is increased to a misdemeanor of the first degree.
- (I) University sanctions.
- (1) [University policy 3356-8-01.1 “The Student Code of Conduct”](#) governs student conduct investigations, hearings and sanctions for hazing, including hazing violations by student groups and registered student organizations. See Article IV. Student conduct procedures. The dean of students, or designee, shall coordinate the investigation of all hazing allegations.

- (2) Appropriate penalties for a violation of the anti-hazing policy shall be based on the severity of the violation and may include any of the following:
 - (a) Educational sanctions, including but not limited to, topical reflections, online modules, campus referrals, continued enrollment status agreements, and re-entry plans;
 - (b) The imposition of fines;
 - (c) Withholding of diplomas or transcripts pending compliance with the rules or payment of fines;
 - (d) The revocation of permission for an organization to operate on campus or to otherwise operate under the recognition or sanction of the institution; or
 - (e) The imposition of probation, suspension, or expulsion.
 - (3) Staff who violate this policy shall be subject to disciplinary proceedings under the collective bargaining agreement governing their position. Excluded professional administrative employees and excluded classified employees not covered by a collective bargaining agreement will be subject to disciplinary proceedings established by the office of human resources.
 - (4) A penalty imposed under this policy shall be in addition to a penalty imposed for a violation of section 2903.31 of the Revised Code, the criminal laws of Ohio, or for a violation of any other rule of the university to which the individual or organization who committed the violation may be subject.
- (J) Reporting/posting requirements.
- (1) The university shall provide a copy of the anti-hazing policy and 3356-8-01.1 “The Student Code of Conduct.” to each organization within the university.
 - (2) The university shall post the [anti-hazing policy](#) on the website of the Division of Student Affairs.
 - (3) Beginning in the 2022-2023 academic year, the university shall maintain a report of all violations of the anti-hazing policy or other state law regarding hazing that are reported to the university. The report shall be posted on the website of the office of community standards & student conduct.
 - (4) Each report referenced in section (J)(3) shall include all of the following:
 - (a) The name of the subject of the report;

- (b) The date when the subject of the report was charged with a violation of the anti-hazing policy or other state law regarding hazing;
 - (c) A general description of the violation, any investigation and findings by the university, and any penalties imposed on the subject of the report; and
 - (d) The date on which the matter was resolved.
- (5) The initial report required by section (J) shall be posted on the website of the office of community standards & student conduct not later than January 15, 2023 and shall include information concerning hazing violations that have been reported to the university for the five consecutive years prior to October 7, 2021 to the extent that the university retained information concerning the violations.
- (6) After the posting of the initial report referenced above, the university shall update the report on the first day of January and August of each year and shall post the updated report on the website of the office of community standards & student conduct.
- (7) The university shall retain reports for five consecutive years.
- (8) Reports issued under section (J) shall not include the personal identifying information of an individual and shall be subject to the "Family Educational Rights and Privacy Act of 1974," 20 U.S.C. 1232g.
- (K) Educational program and training requirements.
- (1) Students.
 - (a) The university shall provide all students with a mandatory educational program on hazing (educational program), which may be offered online or in person. The educational program shall include information regarding hazing awareness, prevention, intervention, and this anti-hazing policy. Newly admitted students will be provided training at the time of orientation.
 - (b) The university shall offer at least one opportunity for students to complete the educational program during new student orientation.
 - (c) Each student's attendance at the educational program shall be verified.
 - (d) Students are prohibited from participating in an organization recognized by or operating under the sanction of the university until the student attends the educational program. Students who participate in organizations without completing the required educational program will be referred to

the office of community standards & student conduct for failure to comply with the anti-hazing policy.

- (2) Staff, alumnus and volunteers.
 - (a) No administrators, employees, faculty members, teachers, consultants, staff, alumni, and volunteers shall recklessly permit hazing or fail to immediately report it to university police and to the law enforcement agency in the county in which the victim of hazing resides or in which the hazing is occurring or has occurred. See sections (G)(2) and (3). The university shall encourage these individuals to take the online hazing awareness training provided to students.
 - (b) The university shall provide mandatory training on hazing, which shall include information on hazing awareness, hazing prevention and this anti-hazing policy, to all staff and volunteers that:
 - (i) advise or coach an organization recognized by or operating under the sanction of the university; and
 - (ii) have direct contact with students.
- (3) Organizations.
 - (a) Organizations, including university sponsored programs, recognized by or operating under the sanction of the university shall conduct mandatory training on hazing for any volunteer who has contact with students. The division or department responsible for the organization shall ensure that the training is completed by all volunteers.
 - (b) No organization shall accept or initiate any student who has not attended the mandatory anti-hazing educational program identified in section (K)(1)(a).
 - (c) No organization shall permit a volunteer, staff, coach or faculty to assist if they have not completed the mandatory training.



**RESOLUTION TO APPROVE
THE 2021 REMEDIATION REPORT**

WHEREAS, Youngstown State University is a state-funded university in the state of Ohio; and

WHEREAS, Section 3345.062 of the Ohio Revised Code requires the president of each state university to issue a report by December 31, 2017, and each thirty-first day of December thereafter, regarding the remediation of students; and

WHEREAS, each president is also required to submit the remediation report to his or her Board of Trustees for acceptance; and

WHEREAS, the Ohio Department of Higher Education (ODHE) provided a reporting template to collect and submit the necessary information as required by law; and

WHEREAS, Youngstown State University completed the report for FY 21 as required by the Ohio Department of Higher Education;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve Youngstown State University's Remediation Report to be submitted via the President to the Chancellor of the Ohio Department of Higher Education and the Superintendent of Public Instruction by December 31, 2021.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

2021 University Remediation Report

Name of University:

YOUNGSTOWN STATE UNIVERSITY

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2018, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:

1. The number of enrolled students that require remedial education.

Number of Students	Description (if needed)
647	Of the 9,949 undergraduate degree-seeking students who were enrolled at any point during the Summer 2020, Fall 2020, and Spring 2021 terms, a total of 2,851 students were placed into at least one developmental course in either composition, mathematics, or reading and study skills. Of those students, 647 took at least one remedial course during that period. (Note: YSU has developed required math pathways based on major.) Therefore, requirements for remedial instruction in math may change for students who change their major.
YSU added the following to understand how this impacts new students.	
360	Of the 2,413 new (first-time and transfer) undergraduate degree-seeking students who were enrolled at any point during the Summer 2020, Fall 2020, and Spring 2021 terms, a total of 661 students were placed into at least one developmental course in either composition, mathematics, or reading and study skills. Of those students, 360 took at least one remedial course during that period. (Note: YSU has developed required math pathways based on major.) Therefore, requirements for remedial instruction in math may change for students who change their major.

2. The cost of remedial coursework that the state university provides.

Please select the type of cost in the following areas and describe.

- **Costs to the university:** Please include a description of all university resources allocated in support of and/or on behalf of remedial education, including but not limited to costs associated with the following: faculty & staff, buildings/classrooms, administration, and additional student advising, among others.

- **Costs to the student:** Please include a description of tuition paid by students in pursuit of remedial education.

- **Costs to the state:** Please include a description of state resources provided to your institution in support of remedial education. (See Appendix A containing this information for all state universities.)

Cost Type	Amount	Description
Costs to the university	\$274,975	Includes help centers (Writing Center, Math Assistance Center, Center for Student Progress, Testing Center), faculty and classrooms at \$425 per student (given FY17 cost per student).
Costs to the student	\$669,645	Includes total credit hours multiplied by cost per credit hour for all students taking a course designated as remedial at \$1,035 per student (given FY17 cost per student).
Costs to the state	\$142,759	Sum of SSI for Completed and At-Risk FTE as reported via Ohio Department of Higher Education

2021 University Remediation Report

Name of University:

YOUNGSTOWN STATE UNIVERSITY

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2018, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:

3. The specific areas of remediation provided by the university.

Subject Area	Description
English Composition	The University provides two remedial writing courses that do not count toward the graduation requirement in composition: ENG 1509: Academic English for Non-native Speakers is a three-credit course that helps students develop writing and reading comprehension skills in English. The course is open to students on the basis of the placement process. Must be taken until a grade of C or better is achieved. ENG 1541: Introduction to College Writing is a three-credit course that provides intensive individualized instruction in written communication and college-level reading practices; it is open to students based on their ACT English score, SAT score, or proficiency as demonstrated by their YSU Composition and Reading Placement Test results. Students who place into English 1541 will move on to English 1549, a four-credit version of Writing I that provides students an additional hour of instructional time to cultivate college-level writing conventions, organizational strategies, and revision and editing techniques.
Mathematics	The university provides one stand-alone remedial course in mathematics that does not count toward the degree. Placement is based upon students' main ACT score, main SAT score, or proficiency as demonstrated by their score on an ALEKS placement assessment. MATH 1500: Mathematics Preparation for Algebra Placement is a two-credit hour course intended to prepare STEM and business majors for their college-level mathematics requirement through time spent remediating in the ALEKS product. During 2020-2021, YSU piloted a program that allowed students to remediate using resources in the Mathematics Achievement Center instead of enrolling in Math 1500. YSU did offer Math 1500 as a fallback course for students who needed to withdraw from their college-level mathematics course during Fall 2021. Students who withdrew were given the option to enroll in sections of Math 1500 to improve their prerequisite skills in preparation for retaking their college-level mathematics course in Spring 2022. Students who place into remedial math but who wish to fulfill their mathematics graduation requirement may enroll in designated sections of non-remedial math to which additional hours of remedial instruction are added, if their placement permits. These sections include: MATH 1510: College Algebra and MATH 1510C: Co-requisite Support for College Algebra; MATH 1511: Trigonometry and MATH 1511C: Co-requisite Support for Trigonometry; MATH 2623: Quantitative Reasoning and MATH 2623C: Co-requisite Support for Quantitative Reasoning; MATH 2651: Mathematics for Early Childhood.
Reading and Study Skills	The University provides one three-credit hour instructional option for students who, based upon their high school GPA and their ACT Reading score or proficiency as demonstrated by their ACCUPLACER reading test score, may require remediation in reading and study skills. RSS 1510A: Advanced College Success Skills is designed to develop students' skills essential for college studying; the primary focus is improving the comprehension and retention of information in college textbooks and from lecture and laboratory materials.

4. Causes for remediation.

Please select all that are relevant from the following categories and provide detail.

- **Lack of student preparation at the K-12 level**
- **Prescriptive placement policies** (over reliance on a single assessment measure)
- **Deferred entry into higher education** (adult students returning to higher education)
- **Other** (any other cause identified by the university)

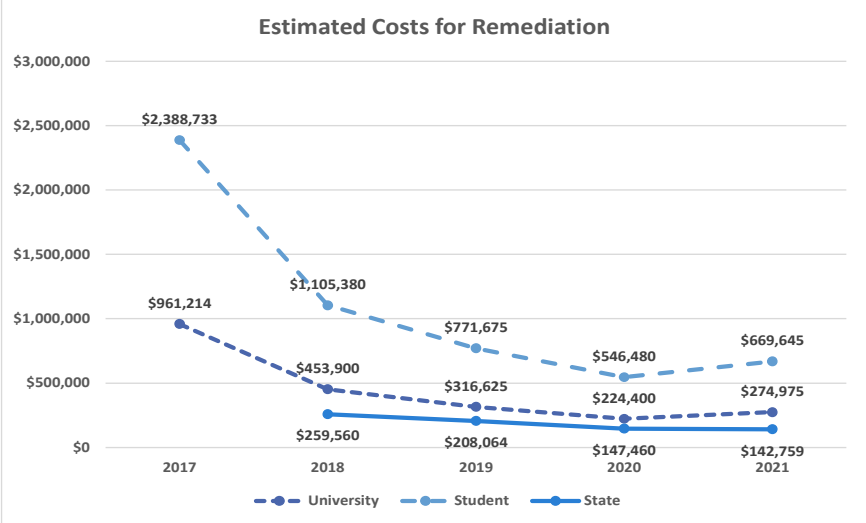
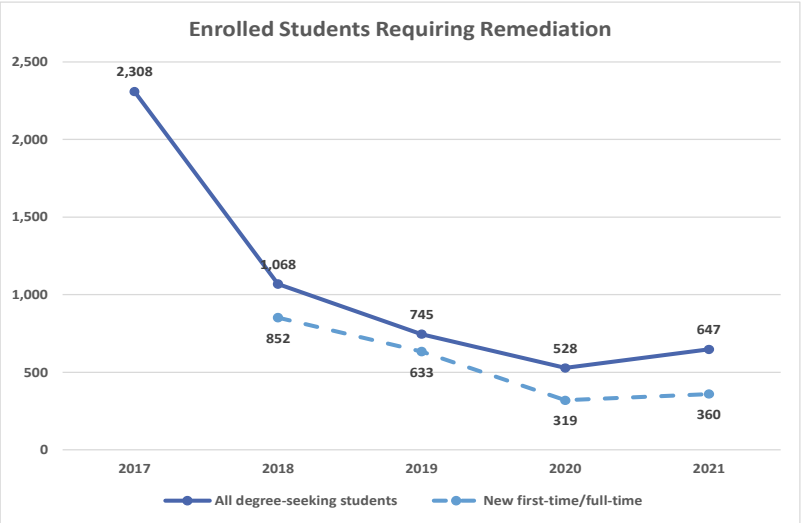
Cause	Description (as requested)
Lack of student preparation	Consistent with the 2017 report, 8,690 students enrolled for one or more terms between Summer 2020 and Spring 2021 were 25 years of age or younger. 2,513 (28.9%) required remedial instruction in at least one subject area. These students account for 88.1% of all undergraduate students who required remedial instruction during these terms.
Deferred entry	Consistent with the 2017 report, 1,259 students enrolled for one or more terms between Summer 2020 and Spring 2021 were over the age of 25. 338 (26.9%) required remedial instruction in at least one subject area. These students account for 11.9% of all undergraduate students who required remedial instruction during these terms.
YSU added the following to understand how this impacts new students	
Lack of student preparation	2,240 New students enrolled for one or more terms between Summer 2020 and Spring 2021 were 25 years of age or younger. 637 (28.4%) required remedial instruction in at least one subject area. These students account for 96.4% of all new students who required remedial instruction during these terms.
Deferred entry	173 New students enrolled for one or more terms between Summer 2020 and Spring 2021 were over the age of 25. 24 (13.9%) required remedial instruction in at least one subject area. These students account for 3.6% of all new students who required remedial instruction during these terms.

2021 University Remediation Report

Name of University:

YOUNGSTOWN STATE UNIVERSITY

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2018, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:



Youngstown State University
Academic Excellence and Student Success Committee
Wednesday, December 1, 2021

Mathematics Remediation/Co-Requisite Update

Success Rates (ABC) in Gateway Mathematics Courses

	Fall 2018	Fall 2019	Fall 2020
Developmental (Math 1500)*	20% (140)	47% (257)	51% (266)
College Algebra	45%	74%	79%
College Algebra with Co-Requisite	55%	64%	58%
Quantitative Reasoning	75%	77%	80%
Quantitative Reasoning with Co-Requisite	74%	87%	83%
Elementary Statistics	80%	79%	89%
Elementary Statistics with Co-Requisite			73%

*Special thanks and appreciation

- Jessie Jones (MAC Coordinator);
- Julie Seitz (Director of Dual Enrollment and Student Support); and
- Student Success Committee in the Department of Mathematics and Statistics

Strong Start to Finish Update

- Strong Start to Finish Round I Funding (Summer 2019): \$19,000 used to support mathematics faculty professional development\
- Strong Start to Finish Round II Funding (Summer 2020): \$15,000 used to support additional mathematics faculty professional development and study of multiple measures for mathematics placement
- Strong Start Co-Requisite Funding (Summer 2021): \$12,000 used to pilot a program outside of the classroom setting to prepare students to take a co-requisite college algebra course.

- Of the 25 students who participated in the program over the summer, 80% of the students who met with tutors registered for a math course this academic year with the majority registering for a math course in the fall semester
- For Fall 2021, more than 75 students were referred to the program with 30 working regularly with tutors to improve their placement

CARES Updates:

- Penguin Prep Program: Provided a way for students to work with a tutor and staff from the Mathematics Achievement Center for guidance and support while the students learned the developmental material required to start the algebra pathway.
- STEMIFY: All students enrolled in a Calculus course for Fall 2021 and Spring 2022 are provided a STEMIFY account. This software is designed to help identify gaps in a student's understanding of the algebra and trigonometry needed to be successful in a calculus course.
- Math 1500 Fallback: Students needing to withdraw from their mathematics pathway course were given the opportunity to register for a section of Math 1500 to work with a tutor, attend study sessions, and prepare to retake the course in Spring 2022.

***Selected* Comparisons from the National Survey of Student Engagement 2018 and 2021**

ADMINISTRATION DETAILS

2021 Response Summary

First-year-613; Response rate 29%; 66% female; 98% full-time

Senior-553; Response rate 26%; 71% female; 84% full-time

2018 Response Summary

First-year-441; Response rate 21%; 66% female; 98% full-time

Senior-374; Response rate 18%; 68% female; 82% full-time

SUMMARY OF ENGAGEMENT RESULTS

ENGAGEMENT INDICATORS

Discussion with Diverse Others

First-year

2018- significantly lower than peers effect size <0.3

2021-no change

Senior

2018- significantly lower than peers effect size <0.3

2021-no change

ITEM COMPARISONS (2021)

First-year

Highest Performing Relative to True Peers (Updated)

Quality of interactions with academic advisors (**Q**uality)

Spent more than 15 hours per week preparing for class

Quality of interactions with other administrative staff and offices (Q)

Quality of interactions with student services staff (Q)

Quality of interactions with faculty (Q)

Lowest Performing Relative to True Peers (Updated)

Institution emphasis on encouraging contact among students from different backgrounds

(**S**upportive **E**nvironment)

Institution emphasis on providing opportunities to be involved socially (SE)

Discussions with...People with religious beliefs other than your own (**D**iscussion with **D**iverse Others)

Discussions with...People from an economic background other than your own (DD)

Discussions with...People of a race or ethnicity other than your own (DD)

Senior

Highest Performing Relative to True Peers (Updated)

Completed a culminating senior experience (**H**igh **I**mpact **P**ractice)

Worked with a faculty member on activities other than coursework (**S**tudent **F**aculty Interaction)

About how many courses have included a community-based project (HIP)

Worked with a faculty member on a research project (HIP)
I feel comfortable being myself at this institution (Sense of Belonging)

Lowest Performing Relative to True Peers (Updated)

Discussions with...People with religious beliefs other than your own (DD)

Quality of interaction with academic advisors (Q)

Discussions with...People from an economic background other than your own (DD)

Spent less than 10 hours per week on assigned reading

Discussions with...People of a race or ethnicity other than your own (DD)

HOW STUDENTS ASSESS THEIR EXPERIENCE

Perceived Gains Among Seniors (How much their experience at YSU contributed to their knowledge, skills, and personal development in 10 areas)

Understanding people with other backgrounds (percentage of seniors responding “very much” or “quite a bit”)

2018-62% and ranked 9th out of the top 10

#1 Thinking critically analytically-84%

#10 Being an informed and active citizen-58%

2021-65% and ranked 7th out of the top 10

#1 Thinking critically analytically-83%

#10 Being an informed and active citizen-59%

Satisfaction with YSU (Plan for Strategic Actions to Take Charge of Our Future KEY PERFORMANCE INDICATOR (KPI))

Percentage Rating the Overall Experience as “Excellent” or “Good”

First-year

2021 2018

YSU-78% 83%

Peer-77% 82%

Senior 2018

YSU-78% 84%

Peer-80% 83%

Percentage Who Would “Definitely” or “Probably” Attend this Institution Again

First-year 2018

YSU-86% 84%

Peer-82% 81%

Senior 2018

YSU-77% 81%

Peer-79% 82%

For 2021, ***yet to be analyzed*** are additional questions on *Academic Advising and Inclusiveness and Engagement with Cultural Diversity*

Key Module NSSE Takeaways

Two topical modules were added to the 2021 Spring administration of the National Survey of Student Engagement (NSSE): *Academic Advising* and *Inclusiveness/Engagement with Diversity*. This is the first time this version of the Academic Advising module has been administered at YSU. The Inclusiveness/Engagement with Diversity module was administered in 2018. Key takeaways were put together after data and report review by staff in the Institute for Teaching and Learning. Full module frequency and mean reports are available, as well as raw data by request.

ACADEMIC ADVISING

Takeaway 1

First-year students on average talked to an assigned academic advisor more than students at peer institutions (mean frequency of 2.5 compared to 2.2). Only 3% of first-year students said they hadn't discussed academic interests, course selections, or academic performance with an assigned advisor (compared to 10% at peer institutions¹).

Takeaway 2

First-year students at YSU reported positive advising experiences compared to true peers and YSU seniors. Question 3 data is included below with an asterisk (*) next to statistically significant differences compared to True Peers.

3. Thinking about academic advising, how much have people and resources at your institution done the following?	% Responding Quite a Bit or Very Much		
	YSU First-Year	True Peer First-Year	YSU Senior
Respecting your identity and culture*	76	70	65
Providing prompt and accurate information	74	67	59
Providing information about learning support services*	73	67	53
Notifying you of important policies and deadlines*	73	62	59
Being available when needed*	72	65	64
Caring about your overall well-being*	69	61	55
Actively listening to your concerns*	64	53	52
Reaching out about academic progress*	48	42	35
Following up regarding something recommended*	48	41	39
Asking questions about your educational background and needs*	45	37	34

Takeaway 3

First-year students experienced “goal/future oriented” advising at higher rates than true-peers.

- **56%** of first-year students (compared to 46% of true-peer first year students) report their academic advisor “often” or “very often” **talking about academic goals and future plans**.
- **55%** of first-year students (compared to 46% of true-peer first year students) report their academic advisor “often” or “very often” **discussing how major choice relates to goals and future plans**.

Takeaway 4

There are few areas of statistical difference between seniors at YSU and seniors at peer institutions. One notable data point:

- **37%** of senior students (compared to 31% of true-peer senior students) report faculty not assigned as their advisor in helping students develop academic goals and future plans. This is consistent with data on the main NSSE tool that shows “Student-Faculty Interaction” for YSU Seniors as statistically significantly higher than True Peer Institutions.

Takeaway 5

Statistically significantly lower than true peers is the use of an online advising system for first year and senior YSU students in helping students develop academic goals and future plans.

INCLUSIVENESS AND ENGAGEMENT WITH DIVERSITY

Takeaway 1

YSU seniors perceive lower institutional support and opportunities around diversity/inclusion than seniors at true peer institutionsⁱⁱ (only statistically significant data points are included in the table). Additionally, note downward trends on majority of items in the table from YSU seniors in 2018.

	% Responding Quite a Bit or Very Much		
	2021 YSU Seniors	2021 True Peer Seniors	2018 YSU Seniors
Perception that institution is committed to diversity	66	71	71
Perception that institution is supportive of diverse gender identities	64	69	64
Perception that institution takes allegations of discrimination or harassment seriously	63	68	63
Perception that institution is supportive of diverse sexual orientations	61	67	63
Perception that institution provides students with the resources needed for success in a multicultural world	60	64	63
Coursework emphasis on respecting the expression of diverse ideas	56	64	64
Coursework emphasis on recognizing cultural norms and biases	54	57	58
Coursework emphasis on learning about other cultures	48	53	54
Coursework emphasis on discussing issues of equity or privilege	47	51	51

Takeaway 2

Comparing to data from **Inclusiveness and Engagement with Diversity** in 2018, we are seeing very different results when comparing mean score data from 2018 to 2021 for first-year students and senior students.

- For first-year students, **42%** of question mean scores trended upward, **11.5%** trended downward, and the rest remained the same.
- For senior students, **73%** of question mean scores trended downward, **4%** trended upward, and the rest remained the same.

Just a note of caution for multi-year analysis, these are not matched samples, nor is this data tested for statistical significance. The COVID-19 pandemic and experiences of students during remote learning likely impacted this data in significant ways. These trends are likely worthy of further discussion and follow-up data collection and analysis.

ⁱ Includes 9 True Peers Participating in the Academic Advising Module: California State Polytechnic University, Cleveland State University, McNeese State University, Middle Tennessee State University, Minnesota State University, Purdue University – Fort Wayne, San Francisco State University, University of Memphis, University of Southern Maine

ⁱⁱ Includes 8 True Peers Participating in the Inclusiveness and Engagement with Cultural Diversity Module: Augusta University, Austin Peay State University, California State University Chico, California State University Sacramento, Emporia State University, Middle Tennessee State University, University of Southern Maine, The University of Toledo

Diversity, Equity & Inclusion

At

Youngstown State University

November 4, 2021

DEI work is dependent on faculty, staff, and administrators working together and understanding how their identity and experiences impact how they interact with students. Faculty, staff, and administrators play a role in students' academic persistence. It's in our language, approachability, how we speak to students and an understanding of the social aspects that students face that can connect students to YSU and the four colleges or it can cause a student to disassociate themselves from everything YSU. As DEI moves forward there has been a committee developed focusing on human resources and how we recruit staff and faculty. A student advisory board has been created, which helps with the development of student programs and event; and we are working on developing our community outreach programs.

The office of diversity, equity, and inclusion Fall 2021

The office of DEI has faced challenges just as every unit on YSU's campus, however, there has been movement. We created a student DEI board, we planned and completed our first YSTAR summer academic institute. We have also made personal connections with Youngstown Early College, East and Chaney High Schools. Our partnerships across campus are growing. Our campus should and can grow in numerous ways.

- Summer/Fall 2021 worked with high school administrators and develop a plan of action to engage with juniors and seniors at the respective schools.
- YSTAR scholars are required to participate in the AIM program. AIM is the umbrella name for the programs we provide for students.
- Summer/Fall 2021 the office of DEI developed several DEI workshops focusing on identity development.
- The office of DEI is partnering with Student Affairs and several academic units to provide support and resources for programming and workshops.

- The office of DEI is creating spaces for students where they can connect with others and develop a sense of belonging.
- Development of a human resource task force
 - HIS (Hispanic Serving) and HBCU (Historical Black College University) network plan created
 - Search advocate training (individuals participated in a search advocate program, which helps to understand and follow what is meant in creating a diverse pool of candidates)

YSTAR Success

- Initially we had 25-30 students had agreed to participate in the program. The final number of participants was 18.
- We were able to retain a smaller grant associated with YSTAR with the requirement of using those funds by or before December 2021.
- We were able to hire an amazing student staff that is engaging and positive.

Moving forward:

While the YSTAR program showed some success, there should be consideration of moving to a broader five-week summer program:

What we are doing

- Developed a student advisory board.
- Developed community partnerships:
 - Sojourn to the past
 - Inspiring Minds
- Met with Justin Jennings, CEO of Youngstown City Schools to discuss a partnership
 - We additionally had a second meeting with the principals/administrators of Youngstown City High Schools.
- We are developing a calendar and establish monthly meetings with the schools to work with their YSTAR eligible students.

Spring 2022 – two informational sessions will be held for these students and non-YSTAR students to engage them in discussions on YSU. This also includes prepping to apply for YSU and ensuring their FASFA is completed in a timely fashion.

- Spring 2022 – There will be a YSTAR event to connect current YSTAR scholars with future YSTAR scholars.

- Spring 2022- We will connect with graduating Youngstown City Schools students and assist with completing YSU applications and along with their FAFSA
- Working with several grant-awarding foundations.

Academic Excellence and Student Success Committee
Youngstown State University Board of Trustees
December 1, 2021
UPDATE

Plan for Students Enrolled in a Sunset Program

YSU is committed to serving our students and providing pathways to graduation. We have formed a committee to ensure all students enrolled in each of the sunset programs have the opportunity for degree completion. Degree audits have been run for each of these students, and the audits are being reviewed at the department, curricular, and advisement level.

The Office of Academic Affairs, the Office of the Registrar, and the College of Graduate Studies will work together to provide each student a program curriculum plan that if followed, will facilitate completion.

Based upon the plans, department chairs will develop efficient strategies for course availability for degree completion. The plans will also be reviewed by academic advisors so effective student outreach can be attained, ensuring that students remain on track for graduation or are able to select a different program of study.

Team Members

- Kevin Ball, Associate Provost, Academic Programs and Planning
- Claire Berardini, Associate Provost, Student Success
- Jeanne Herman, University Registrar
- Sal Sanders, Dean and Assistant Provost, College of Graduate Studies

**Curricular Efficiency & Effectiveness
Youngstown State University
Board of Trustees Update
December, 2021**

BOT Resolution Related to the YSU Future State as it relates to Curricular Efficiency & Effectiveness (October 2021):

“.....in consideration of the 14th day Enrollment Report for Fall 2021.....this Board of Trustees expects the following:”

- Significant reductions in small class sections
- Numbers of course offerings are reduced to only the number essential for student progress and degree completion
- Percent of undergraduate student credit hours of instruction taught by full-time faculty is increased via steps including but not limited to reducing the amount of time faculty are released from instruction
- Substantially reduce part-time instruction
- 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
- Thoroughly assess opportunities associated with offering additional online courses and programs and implementing as appropriate

DRAFT: WORK IN PROGRESS

BOT Resolution Related to the YSU Future State as it relates to Curricular Efficiency & Effectiveness (October 2021):

Action Item	Fall 2021	2022
Small class sections	<ul style="list-style-type: none"> • Reduced WL for low enrolled courses <ul style="list-style-type: none"> ○ Full WL = 9 graduate students or 15 undergraduate students • Identified cross-listed courses • Identified current course enrollment caps <ul style="list-style-type: none"> ○ IT will adjust all course caps • Identified courses with pre-reqs and co-reqs • Confirmed HEI classifications • Reviewed Fall 2021 schedule and reduced WLH courses enforced 	<ul style="list-style-type: none"> • Workshops on curricular rotation to ensure courses with traditional low enrollment are taught with less frequency • Ensure accuracy of cross-listed courses in Banner • Normalize course caps to be pedagogically appropriate and consistent across levels and HEI • Evaluate with each program need for pre-reqs and co-reqs • Review accuracy of HEI classifications <ul style="list-style-type: none"> ○ IS/IN courses are typically small sections
Course offerings reduced	<ul style="list-style-type: none"> • Identified courses with pre-reqs and co-reqs • Workshops conducted on curricular mapping <ul style="list-style-type: none"> ○ Due December 8, 2021 • Concept of curricular rotation introduced • Reviewed Fall 2021 schedule and the reduced WLH courses enforced 	<ul style="list-style-type: none"> • Evaluate with each program need for pre-reqs and co-reqs • All curricular maps for programs will be reviewed and feedback will be provided • Workshops on curricular rotation to ensure courses with traditional low enrollment are taught with less frequency

DRAFT: WORK IN PROGRESS

BOT Resolution Related to the YSU Future State as it relates to Curricular Efficiency & Effectiveness (October 2021):

		<ul style="list-style-type: none"> • Examine General Education offerings
Increase UG SCH taught by FT faculty members	<ul style="list-style-type: none"> • Committee developed to collect institutional data regarding reassigned time for program coordinators/directors • Workload Plans converted to electronic format for real time assessment of WL • 25Live Software in final stages of release 	<ul style="list-style-type: none"> • Complete data collection and examine application of reassigned time for coordination of programs • Optimize release time for selective research distinction
Reduce PT instruction	<ul style="list-style-type: none"> • Collected financial and workload data for each department regarding PT instruction 	<ul style="list-style-type: none"> • Establish PT budgets and WLH “budget”
Optimize the academic portfolio		<ul style="list-style-type: none"> • Assure fidelity between program recommendations and PES • Alignment of Departments/Program areas with core mission
Assess opportunities aligned with offering additional online courses and programs	<ul style="list-style-type: none"> • Began additional programs in select graduate program verticals with Academic Partnerships 	<ul style="list-style-type: none"> • Explore undergraduate online opportunities

Curricular Efficiency Timeline

2021-2022

Summer 2021

- Workshop 1: July 20: Walk through Curricular Efficiency Team Idea Resource Toolkit developed by the Curricular Efficiency Team
 - All presentations posted on website: <https://ysu.edu/strategic-planning/cei>

Major Steps Completed:

- Feedback from program coordinators/directors and chairpersons added to Idea Resource Toolkit
- Idea Resource Toolkit posted on website to be reviewed and used by Departments to improve Curricular Efficiencies

Fall 2021

- Workshop 2: September 28: Review department progress with Deans Excel Spreadsheet and Curricular Mapping; group discussion regarding DFW rates; Curricular Complexity focusing on barriers to student completion of degrees discussed.

Major Steps Completed:

- Complete review of course catalog started
- Complete review of programs curriculums started
- Workshop 3: October 20: Course specific efficiencies (Review of programming/course scheduling/course offerings; low enrolled courses; fall to fall persistence data)
 - Breakout Room led by Deans and CET College Team Members

Major Steps Completed:

- Review of fall-to-fall persistence and exploration of potential retention issues
- Review of courses historically lower enrolled started
- Workshop 4: December 3: Summer and Fall scheduling using Curricular Efficiency Resource Toolkit.

Major Steps To Be Completed:

- Decrease number of sections offered Fall term
- Discuss course cap sizes
- Solutions discussed for courses from Fall 2021 with reduced WL
- Teach out strategies for sunsetted programs

Spring 2022

- Integrate 25 Live scheduling software to align with curricular efficiencies
- Updates completed to Banner and Course Catalog based on Dean's Excel Spreadsheet
 - Course cap sizes standardized
 - Elimination of unnecessary co-requisites and pre-requisites
 - Amount of class contact time entered into Course Catalog
- Frequent updates from each program regarding use of Curricular Efficiency Resource Toolkit
- Ensure Fall 2022 course offerings are aligned with number of sections allotted

**Curricular Efficiency Team
Workshop 4: December 3, 2021
11:00am – 3:00pm
AGENDA**

- 11-11:30 Scheduling for Summer and Fall terms
 Teach out strategies
 25Live update
- 11:30-11:50 Summary of Dean's excel spreadsheet
- 11:50-12:15 Review HLC timeline and Dashboard update
- 12:15-12:35 Provost remarks
- 12:35-12:55 Q&A about curricular mapping
- 12:55-1:20 Where we are headed: Curricular Rotation (carousel)
- 1:20-3:00 Breakout sessions
- Session #1: 2022 SCHEDULING
 Review under enrolled sections to reduce
 Identify potential issues and successes for scheduling
 Review reduced WL classes from current Fall term and how to correct
- Session #2: WHEN/WHERE DO STUDENTS LEAVE YOUR PROGRAM

A look forward to Spring Semester Workshops:

- Department report outs regarding curricular efficiency activities completed to date
- Review of Curricular Maps
- Development of Curricular Carousels

Academic Excellence and Student Success Committee
 Board of Trustees
 Youngstown State University
 December 1, 2021

Extract from the 2021 Interim Report to the Higher Learning Commission 2021

An Annual Continuous Improvement Cycle (slightly modified from that submitted to HLC-Sunset is removed from this process)

During the 2020-2021 academic year, faculty members in every academic program were actively engaged in compiling, composing, and updating the dashboards for their programs. Although a representative sampling of program dashboards was included in this report, dashboards currently exist for every YSU academic program.

Now that YSU has completed one full cycle of program review under APEEI, the initiative will follow an annual cycle of continuous improvement at both the undergraduate and graduate levels.

In Year 2 and beyond, APEEI will focus on the Goals and Actions for Continuous Improvement outlined in each program dashboard. The dashboards were intentionally constructed to encourage this perspective of ongoing and continuous improvement.

For instance, the Status and Comment columns in the dashboards allow a program to indicate recent progress on goals and proposed actions in pursuit of those goals. The Review Cycle Information box at the bottom of each dashboard provides space to note information regarding Program Accreditor Reviews and Institutional Accreditor Reviews. There is also space for initials

Goals and Actions for Continuous Improvement					
#	Goal	Strategic Impact	Proposed Action	Status	Comment

Review Cycle Information			
Program Accreditor Review	Institutional Accreditor Review	Reviewed By	Initials and Date
		Academic Leadership	
		Dean	
		Program Chair	
		Program Director	

and dates of review at each level: Program Director, Program Chair, Dean, and Academic Leadership.

As this report has documented, the results of the first iteration of APEEI informed changes at the department, college, and/or institutional level. YSU will continue to “close the loop” with its annual

approach to reviewing, assessing, and evaluating the program dashboards in the context of shifts in the Grow+, Grow, Sustain, Adjust categories. **(Sunset removed)**

Each year, the market and program economics data in the program dashboards will be automatically updated in the December-January time period. Once the dashboards are updated (and continuing throughout the spring semester), faculty will consider the updated data, update progress on goals and proposed actions in pursuit of those goals, and adjust goals and strategies as needed. Academic leadership will have the opportunity to inform and update the YSU Board of Trustees at the June quarterly meetings before implementing changes beginning in the following fall semester.

Significant progress has occurred during recent academic years as YSU implemented both a new strategic plan as well as the Academic Program Enhancement and Effectiveness Initiative (APEEI). Close alignment between the strategic plan and APEEI helped ensure the success of both initiatives. The first iteration of APEEI was challenging yet productive, and the necessary processes and procedures have now been established and implemented in order to ensure continued success in the future.

ADJUSTED DRAFT											
ACADEMIC PROGRAM ENHANCEMENT & EFFECTIVENESS											
Mission Aligned; Market Aware; Margin Sensitive											
Fall			Winter			Spring			Summer		
September			December/January		March			June			
			Market/Competition and Audited Financials Updates			Engage faculty in reassessment of Dashboard attributes for continuous improvement					
Colleges/Departments/Programs support faculty to implement goals and strategies specified in the Dashboard to enhance the academic programs						Engage faculty to assess progress and propose adjustments	OAA/Colleges/Departments adjust goals and strategies specified in the Dashboard having consulted with faculty				
OAA convenes deans/chairs to update on progress and faculty engagement									OAA convenes deans/chairs to update on progress and faculty engagement		
On-going and continuous curricular enhancement, effectiveness, efficiency and instructional excellence for enhanced teaching for learning											
BOT:			BOT: Collective Impact with the Region			BOT:			BOT: Update on APEEI adjustments (grow+; grow; sustain; adjust)		



HIGHER LEARNING COMMISSION

230 South LaSalle Street, Suite 7-500
Chicago, IL 60604-1411
312.263.0456 | 800.621.7440
Fax: 312.263.7462 | hlcommission.org

November 14, 2021

President James Tressel
Youngstown State University
One University Plaza
Youngstown, OH 44555-3101

Dear President Tressel:

The interim report you submitted to our office has now been reviewed. The staff analysis of the report is attached.

On behalf of the Higher Learning Commission staff received the report on program review. No further reports are required.

The Open Pathway Assurance Review is scheduled for 2022. The institution's next reaffirmation of accreditation is scheduled for 2027– 2028.

For more information on the interim report process contact Lil Nakutis, Accreditation Processes Manager, at lnakutis@hlcommission.org. Your HLC staff liaison is Andrew Lootens-White (alootenswhite@hlcommission.org).

Thank you.

HIGHER LEARNING COMMISSION

STAFF ANALYSIS OF INSTITUTIONAL REPORT

DATE: November 14, 2021

STAFF LIAISON: Andrew Lootens-White

REVIEWED BY: Lee Bash

INSTITUTION: Youngstown State University, Youngstown, OH

EXECUTIVE OFFICER: James Tressel, President

PREVIOUS COMMISSION ACTION AND SOURCES: An interim report is required by 9/1/2021 on program review.

This report needs to provide evidence of adherence to an established schedule of program reviews at the undergraduate as well as the graduate level, with examples of completed program reviews. The examples provided need to include the departmental self-study and documentation of review having occurred at all levels specified in the new program review model. Finally, the report should include evidence of how information from the program review process was used to inform changes at the department, college, and/or institutional level.

This interim report derives from the Team Report of the institution's 2018 Comprehensive Evaluation.

REPORT PRESENTATION AND QUALITY: The Youngstown State University (YSU) interim report abstract is presented in a succinct one-page narrative supported with a series of supplementary materials pertaining to the institution's program review concerns. The responses provide information and evidence to support compliance with the identified Core Component. The evidence presented in the report reflects the thoroughness and transparency of the document in its preparation and presentation.

REPORT SUMMARY: The interim report's supportive material is explicit in the timeline and steps taken by the institution to arrive at its present state of compliance, and it is supported by extensive data, attendant analyses and indications of next steps. The response describes the institution's efforts, beginning in AY2019-2020, to address its ongoing program review areas of concern with greater focus and commitment by building new initiatives and ways of thinking about program review

Initially this included the implementation of the 2019 Academic Program Enhancement and Effectiveness Initiative (APEEI), its full integration into YSU's 2020 strategic plan, the partnership with Gray Associates, utilizing its Program Evaluation System (PES)

and the formative steps relating to YSU's realization of new systems and ways of thinking and actualizing program review. The partnership utilized the extensive background and experience Gray Associates had gained academic institution data collection and its interpretation, but without them taking any active role in decision-making on the part of YSU.

Subsequent to the formation of their partnership, a series of faculty workshops and meetings focused on program review characterized much of the next year, resulting in the extensive collection, and discussion of related matters that helped stakeholders to make better and more informed decision relating to the future of program review at YSU. These discussions included topics such as market data on student demand, employment, relevant competition, instructional cost and revenue, (largely provided by Gray Associates). Based on the criteria established at the Workshops, Gray Associates collaborated with YSU to create scorecards and through other ways to make measurable and informed decisions.

The Board of Trustees (BOT) resolution from the June 2, 2021 meeting documents the institution's intent to "close the loop" regarding resource allocation based on the Provost's updates and summary of progress made, drawn from outcomes derived from the discussions and results of work outlined above. An important element of the Board's resolution was its emphasis on shared governance principles that highlighted the entire APEEI process.

This process continued through the period leading up to the September 2, 2021 BOT meeting when the Provost made recommendations regarding the YSU's academic programs. The Provost's presentation featured graphs, illustrating the number of students, student credit hours, graduates, and average contribution/student credit for each of the rating categories, reflected in "grow+, grow, sustain, adjust and sunset" options which the YSU BOT formally adopted as a resolution.

REPORT ANALYSIS: Materials presented in the Youngstown State University's interim report demonstrate that the institution has made meaningful progress regarding its program review issues. Specifically, the institution, with partial support from Gray Associates, has created a system (APEEI) that is closely linked with the YSU strategic plan and Board of Trustees, and reflecting a process utilizing strong faculty governance principles. The system is data-driven and has the capacity to monitor current practice and reinforce future program initiatives.

With leadership provided by the Provost, the Deans and special-focus faculty teams, using short-term objectives to help move the process along as approved by the faculty, and supported through their partnership with Gray Associates, programs were enabled to demonstrate how they are mission-aligned, fiscally aware and margin-sensitive.

Progress in the past 18 months is marked by the institution moving from a conceptual and preliminary, foundational discussion basis that assisted institutional focus to reach

more concrete outcome-based results, including assignments for programs, based on data reports and dashboards to systematic scheduling that lays out programmatic expectations. Furthermore, the APEEI utilized by YSU relies on transparency and full participation among all programs at both the undergraduate and graduate level, ensuring a robust and dynamic program review system for the future.

Now that YSU has completed one full cycle of program review under APEEI, the initiative will follow an annual cycle of continuous improvement. In year 2 and beyond, the APEEI will focus on the Goals and Actions for Continuous outlined in each program dashboard. The dashboards were intentionally constructed to encourage this perspective for ongoing and continuous improvement.

ANALYSIS CONCLUDING STATEMENT: Youngstown State University has addressed the interim requirements set forth in the institution's Team Report from its 2018 Comprehensive Evaluation. The new program review process was begun in 2019, in partnership with Gray Associates and, after extensive workshops, meetings collection and definition of appropriate data with designated areas that best defined the institution's focus required to maximize the program review process. Having completed its first annual cycle of systematic program review, derived from data that extend back three years to provide longitudinal perspective, it appears that the University has placed systems, timeline, and infrastructure in place to move into a meaningful manner of achieving program review for its future.

STAFF FINDING:

Note the relevant Criterion, Core Component(s) or Assumed Practice(s) 4.A

Statements of Analysis (check one below)

- Evidence demonstrates adequate progress in the area of focus.
- Evidence demonstrates that further organizational attention is required in the area of focus.
- Evidence demonstrates that further organizational attention and HLC follow-up are required.
- Evidence is insufficient and a HLC focused visit is warranted.

STAFF ACTION: Receive the report on program review. No further reports are required.

The Open Pathway Assurance Review is scheduled for 2022.

The institution's next reaffirmation of accreditation is scheduled for 2027– 2028.

Academic Senate Resolutions: December 1, 2021

Resolution for a YSU Vaccine Mandate

We, the Academic Senate of Youngstown State University, endorse making COVID-19 vaccinations mandatory for all students, faculty, and staff, with an exception for individuals with valid prohibitory medical concerns.

This resolution would be presented to both President Tressel and the Board of Trustees.

Ballot Results: For the Resolution, 16; Against the Resolution, 18; Abstain 1

Academic Senate Resolution in Opposition to Retrenchment and Reductions in Academic Excellence & Support

Whereas YSU's Mission Statement states, "As a student-centered university, Youngstown State University's mission is to provide innovative lifelong learning opportunities that will inspire individuals, enhance futures and enrich lives"; and

Whereas YSU announced the elimination of 26 academic programs; and

Whereas YSU announced the termination of full-time faculty for reasons of retrenchment, including tenured and tenure-track faculty; and

Whereas YSU's Vice President of Finance and Business Operations Neal McNally publicly affirmed on November 10, 2021 that YSU is "fiscally sound overall"; and

Whereas YSU proposed increased spending in non-academic sectors in FY 2021-2022, including a \$2,559,283 increase in Institutional Support spending and an \$885,000 increase in Intercollegiate Athletics spending; and

Whereas the reduction in academic offerings and the termination of highly qualified faculty compromises the quality of education afforded to all current and future YSU students;

Be it resolved that the YSU Academic Senate opposes the decision to eliminate viable academic programs and the decision to terminate full-time faculty for reasons of retrenchment; and

Be it resolved that the YSU Academic Senate urges the YSU Administration and YSU Board of Trustees to halt further reductions in Academic Excellence & Support spending and retrenchment of full-time faculty; and

Be it resolved that the YSU Academic Senate urges the YSU Administration, YSU Board of Trustees, and YSU Foundation to invest in initiatives proven effective at increasing student enrollment and improving student retention in other Universities; and

Be it resolved that this resolution be distributed to YSU President Jim Tressel, Provost and Vice President of Academic Affairs Dr. Brien Smith, YSU Vice President of Finance and Business Operations Neal McNally, Associate Provosts, Deans, members of the YSU Board of Trustees, and President of the YSU Foundation Paul McFadden.

Ballot Results: For the Resolution, 22; Against the Resolution, 11; Abstain 2



WEDNESDAY, OCTOBER 6

WFMJ PRIZE WHEEL

11:00am

Location: Campus Core; Rain Location: Lower Arcade, Kilcawley Center

Breaking News - Join our favorite local TV personalities as they return to the YSU campus with gifts, prizes, and plenty of fun for Homecoming Week Festivities.

OUTDOOR MOVIE ON THE LAWN

7:30pm

Location: Heritage Park; Rain Location: Aerobic Studio, Campus Rec

Presented By: Campus Recreation & Student Activities

There's nothing better than cozying up with a blanket and watching a movie under the stars on a crisp October night! Head over to Heritage Park and join us for an outdoor movie (voted on by you!) with friends to get a head start on Homecoming Festivities. Follow Student Activities on Instagram to vote for your top movie pick. Sign up to reserve your spot on the lawn: <https://signup.com/go/yRqVuzp>! We will have snacks and blankets to borrow! For more information, contact Student Activities at 330-941-3575 or studentactivities@ysu.edu.

THURSDAY, OCTOBER 7

PEER LEADER PICNIC

5:00pm-6:45pm

Location: Heritage Park

Presented by: First Year Student Services

Come hang out with friends and your Peer Leader to enjoy some outdoor games and food. The first 25 first year students to attend will earn a \$2 Chick-fil-A coupon. Also, this event is worth 500 color challenge points. Afterwards, the group will head over to Fall Fire Fest.

FALL FIRE FEST

Early Show 7:00pm-9:00pm, Late Show 9:00pm-11:00pm

Location: M71 Parking Lot

Presented by: Penguin Productions

Mark Thursday, October 7th in your calendar because Fall Fire Fest is back! Come join us for a pep rally to show off your YSU Pride, gather with friends around the bonfire, and enjoy some music from WizTheMC. You may have heard his song For A Minute featured in Netflix's 2021 film He's All That. WizTheMc has something

for everyone, his music combines genres from rap, pop, and indie rock. The night will be split into two shows, the early show 7-9pm & the late show 9-11pm. Sign up to RSVP for a show time, or show up to lot M 71 the day of! <https://forms.office.com/r/3mL5pJypdF>

ZIPLINE @ FALL FIRE FEST

7:00pm-11:00pm

M71 Parking Lot & Grant Street

Presented by: Student Activities

Soar through the sky as you ride a zipline down Grant Street to get the best view of Fall Fire Fest available! Let us know you're up for an adventure & sign up here: <https://signup.com/go/yRqVuzp>. For more information, contact Student Activities at 330-941-3575 or studentactivities@ysu.edu.

FRIDAY, OCTOBER 8

RED AND WHITE DAY Tricycle Obstacle Course

11:00am-2:00pm

Location: Heritage Park; Rain Location: Andrews Student Recreation & Wellness Center

Presented By: Kilcawley Center and Student Activities

The Fast and The Furious: Tricycle Drift. Show off your skills and compete against other Penguins to see who the fastest (tri)cyclist is on campus and watch your friends compete in our obstacle course. We will have free snacks, giveaways, and a contest for the best red and white attire in the crowd! Not into obstacle courses? Do the Penguin Whack a Mole thing. Let us know you're ready to compete & sign up for your time here: <https://signup.com/go/vyJSrtp>. For more information, contact Student Activities at 330-941-3575 or studentactivities@ysu.edu.

BUILD-A-PENGUIN LOTTERY

11:00am - 12:30pm

Follow @ysu_activities on Instagram for a chance to reserve your penguin!

Presented by: Student Activities

Build a penguin so fluffy at this cult event! Students must follow @ysu_activities on Instagram to access the link to enter for a chance to be randomly selected as one of a limited number of students to build their stuffed penguin! Students will be notified on Wednesday, October 6 at 5:00pm if they won a penguin. Those that were selected will receive a private link to sign up for a designated time on Friday, October 8 to enter the "build a penguin factory". This event is for current YSU students only and you must present a valid YSU student ID to receive your penguin. One penguin per student. You must be present at the event to stuff a penguin. For more information, contact Student Activities at 330-941-3575 or studentactivities@ysu.edu.

Build A Penguin Walk-Up

1:00pm - Until They're Gone!

Follow @ysu_activities on Instagram to find out the location!

Presented by: Student Activities

Build a penguin so fluffy! We will have a limited number of 150 penguins available for walk-ups starting at 1:00pm. Follow Student Activities on Instagram to catch the location announcement of this cult event. These won't last long. This event is for current YSU students only and you must present a valid YSU student ID to receive your penguin. One penguin per student. You must be present at the event to stuff a penguin. For more information, contact Student Activities at 330-941-3575 or studentactivities@ysu.edu.

HOMECOMING DANCE: SILENT DISCO

7:00pm-10:00pm

Chestnut Room Extension, Kilcawley Center

Presented by: Student Activities

From the outside it may look like you're dancing to silence, but once you put on your headphones you'll be dancing your heart out! Join us at The Hub in Kilcawley Center on Friday, October 8th, from 7-10pm for a Silent Disco! We will have 3 DJs and you'll be able to switch up the music with all 3 spinning tunes directly in your ears. Come check it out! We will have great music, snacks & refreshments, giveaways and lots of fun! Sign up to claim your dancing spot: <https://signup.com/go/yRqVuzp> For more information, contact Student Activities at 330-941-3575 or studentactivities@ysu.edu.

SATURDAY, OCTOBER 9

HOMECOMING PARADE

12:00 pm

Location: Fifth Avenue

Presented by: Student Activities

Line the streets to witness this tradition featuring student organization floats, your YSU Marching Pride, & special guests.

YSU Homecoming Football Game

2:00 pm

Location: Stambaugh Stadium

Presented by: Athletics

Cheer on the Penguins as they take on Missouri State for this year's Homecoming football game. Then at halftime, watch the crowning of our Homecoming Royalty! YSU students can visit the Stambaugh Stadium Ticket Office to pick up their ticket between 9am and 6pm. Another option is to visit the YSU Bookstore to secure Game Day Tickets. Show your valid YSU ID and receive 1 COMPLIMENTARY game ticket! For additional information call 330-941-1YSU (1978).

Homecoming Royalty Crowning

Halftime

Location: Stambaugh Stadium

Presented by: Student Activities Major Events

Watch the crowning of this year's Homecoming Royalty!

MEMORANDUM

Date: October 20, 2021

To: Dr. Brien Smith, Provost and Vice President for Academic Affairs

From: Office of Research Services (ORS)

Re: FY22 First Quarter Report

Please see attached the FY22 First Quarter Report as prepared for delivery to the Academic Excellence and Student Success Committee of the Board of Trustees.

ORS staff managed **64** major grant administration activities during this quarter (**32** submissions and **32** awards/contracts). Additionally, the IRB processed 32 new protocols and 2 modifications.

Notable highlights:

- YSU was awarded \$1,334,610 by the Air Force Research Laboratory, through Wright State University for the ADMETE project. This project supports the development of education and training programs for workforce development, in the areas of digital design, microelectronics and assured development
- YSU received \$2,193,750 from the National Center for Defense Manufacturing for Hybrid Manufacturing
- YSU was awarded a \$291,406 NSF REU (Research Experiences for Undergraduates). This program will bring 12 undergraduate students from around the US to YSU each summer for 3 years to conduct research in mathematics and statistics.

Accompanying this submission is the FY22 Quarter 1 Detail Report, which provides greater detail regarding the institutional submissions and awards.



**EXECUTIVE
SUMMARY**

First Quarter Report – FY22
July 1, 2021 to September 30, 2021

Submitted Proposals to External Agencies: Total

Q1 Total Dollars Requested:	\$7,734,405
Q1 Indirect Cost Requested:	\$1,099,056
Q1 Total Proposals Worked:	42
Q1 Total Projects Submitted:	32

New Awards from External Agencies: Total

Q1 Total Dollars Awarded:	\$5,778,319
Q1 Indirect Costs Awarded:	\$581,476
Q1 Total Projects Awarded:	32

Q1 YTD Comparison: Total

	<u>FY 21</u>	<u>FY 22</u>
<i>Q1 Submissions</i>	24	32
<i>Q1 Dollars Requested</i>	\$4,809,807	\$7,734,405
<i>Q1 Awards</i>	26	32
<i>Q1 Dollars Awarded</i>	\$4,366,322	\$5,778,319
<i>YTD Submissions</i>	24	32
<i>YTD Awards</i>	26	32

FY21 Q1 Total Active Awards: 115

FY22 Q1 Total Active Awards: 139

FY21 Q1 Total Research Expenditures: \$1,391,361

FY22 Q1 Total Research Expenditures: \$2,447,426

Proposals Submitted to External Agencies

First Quarter Report – FY22
July 1, 2021 – September 30, 2021

PI Name	Department	Funding Agency	Amount Requested	Indirect Costs Requested	YSU Cost-Share
Cianciola, E	Center for Human Services Development	United Way	\$8,534	\$1,777	\$0
Cianciola, E/Epler, P	Center for Human Services Development/Teacher Education and Leadership Studies	Dept of Education	\$300,000	\$18,944	\$0
Cameron, A	Center for Human Services Development	Action for Children	\$2,250	\$468	\$0
Cameron, A	Center for Human Services Development	Action for Children	\$1,267	\$333	\$0
Cortes, P	Engineering/ Excellence Training Center	Nat Center for Defense Manufacturing	\$2,193,750	\$268,878	\$251,873
Cortes, P	Engineering	National Aeronautics and Space Administration	\$395,000	\$82,253	\$0
Arntsen, C	Chemical and Biological Studies	Air Force Office of Scientific Research	\$393,859	\$64,211	\$0
Varso, S	Police	Ohio Dept of Public Safety	\$148,160	\$0	\$0
Cameron, A	Center for Human Services Development	Action for Children	\$2,450	\$510	\$0
Brozina, C	Engineering	National Science Foundation	\$599,881	\$109,819	\$0
Marchionda, D	Division of Workforce Education and Innovation	US Dept of Agriculture	\$2,000,000	\$416,470	\$400,000
Ge, W	Grad Studies in Health and Rehab Sciences	Ohio Physical Therapy Association	\$2,558	\$0	\$0
Keter, D	Grad Studies in Health and Rehab Sciences	Ohio Physical Therapy Association	\$1,185	\$0	\$0
Ickert, E	Grad Studies in Health and Rehab Sciences	Ohio Physical Therapy Association	\$900	\$0	\$0
Cameron, A	Center for Human Services Development	Wright State University	\$9,500	\$0	\$0
Latessa, M/Boerio, G	Rich Center	Youngstown Foundation	\$123,132	\$12,681	\$0
Cooper, C	Chemical and Biological Studies	CDC - Ohio State University	\$236,080	\$15,416	\$0
Ehsani, S	Engineering	Ohio Water Resources Council	\$19,999	\$0	\$20,345

Cameron, A	Center for Human Services Development	Dept of Education	\$50,000	\$3,176	\$0
McNicholas, R	Campus Recreation	Ohio Dept of Mental Health and Addiction Services	\$48,652	\$7,008	\$0
Veisz, P	Small Business Development Center	Ohio Development Services Agency	\$122,450	\$0	\$0
Veisz, P	Small Business Development Center	Small Business Administration	\$266,000	\$0	\$115,424
Cortes, P	Engineering	UTEP	\$150,000	\$30,922	\$49,340
McNicholas, R	Campus Recreation	NEOMED	\$4,332	\$0	\$0
Cameron, A	Center for Human Services Development	United Way	\$6,380	\$1,479	\$0
Varso, S	Police	Department of Justice	\$52,040	\$0	\$52,040
Bralich, J	Humanities	City of Mentor	\$10,066	\$0	\$0
Scott, J	Small Business Development Center	Ohio Department of Development	\$35,246	\$0	\$0
Scott, J	Small Business Development Center	Department of Defense	\$149,472	\$0	\$28,713
Cameron, A	Center for Human Services Development	City Of Youngstown	\$4,000	\$0	\$0
Yu, F	Comp Science, Information and Engineering Technology	Ohio PKAL	\$1,000	\$0	\$0
Arntsen, C	Chemical and Biological Studies	Office of Naval Research	\$396,262	\$64,711	\$0
Total			\$7,734,405	\$1,099,056	\$917,735

New Awards from External Agencies

First Quarter Report – FY22

July 1, 2021 – September 30, 2021

PI Name	Department/Division	Funding Agency	Amount Requested	Indirect Costs Requested	YSU Cost-Share
Pugh, K	Student Success	Dept of Education	\$297,598	\$18,430	\$0
Howell, C	Dean's office	Youngstown City Schools	\$138,500	\$2,500	\$21,357
Howell, C	Dean's office	Youngstown City Schools	\$70,000	\$2,500	\$49,875
O'Dell, V	Nursing	US Dept of Health and Human Services	\$19,633	\$0	\$0
Cameron, A	Center for Human Services Development	Action for Children	\$2,250	\$468	\$0
Cameron, A	Center for Human Services Development	Action for Children	\$1,267	\$333	\$0
Cameron, A	Center for Human Services Development	Action for Children	\$2,450	\$510	\$0
Ahmadi, F	Engineering	Humtown Products	\$40,000	\$3,000	\$0
Sak, D	Campus Recreation	Ohio Dept of Natural Resources	\$500	\$0	\$0
Christiansen Erb, J	McDonough Museum of Art	Ohio Arts Council	\$11,339	\$0	\$11,339
Fink, R	Athletics	Nat Collegiate Athletic Association	\$100,000	\$0	\$20,000
Protivnak, J	Psychological sciences and counseling	Mahoning Valley College Access Program	\$15,038	\$3,131	\$7,125
Cameron, A	Center for Human Services Development	Wright State University	\$9,500	\$0	\$0
Prieto, A	Mathematics and Statistics	National Science Foundation	\$291,406	\$16,027	\$0
Powe, N	Health Professions	Ohio College Health Association	\$2,000	\$0	\$0
Bonhomme, B	Humanities	Ohio History Connection	\$114,460	\$24,602	\$14,250
Oder, T	PAGES	National Science Foundation	\$139,128	\$0	\$15,458
Cianciola, E	Center for Human Services Development	United Way	\$8,534	\$1,777	\$0
Bralich, J	Humanities	City of Youngstown	\$9,815	\$0	\$0
Johnson, P	Human Services	Ohio Job and Family services	\$114,750	\$8,250	\$0
Cortes, P	Engineering	Air Force Research Lab	\$1,334,610	\$176,665	\$0
Cameron, A	Center for Human Services Development	Dept of Education	\$200,000	\$14,287	\$0
Cameron, A	Center for Human Services Development	Dept of Education	\$150,000	\$10,583	\$0

Cameron, A	Center for Human Services Development	Dept of Education	\$100,000	\$4,762	\$0
Cameron, A	Center for Human Services Development	Dept of Education	\$100,000	\$4,762	\$0
Cooper, C	Chemical and Biological Studies	CDC - Ohio State University	\$236,080	\$15,416	\$0
Cortes, P	Engineering	Nat Center for Defense Manufacturing	\$2,193,750	\$268,879	\$251,872
Bralich, J	Humanities	City of Youngstown	\$12,750	\$0	\$0
Bralich, J	Humanities	City of Youngstown	\$25,000	\$0	\$0
Oddo, J	Division of Workforce Education and Innovation	Ohio Dept Oof Higher Education	\$20,000	\$0	\$0
Cameron, A	Center for Human Services Development	United Way	\$6,380	\$1,329	\$0
Hughes, T	Health Professions	Nat Institute of Health	\$11,581	\$3,265	\$0
Total			\$5,778,319	\$581,476	\$391,276

CURRENT ACCREDITATION ACTIVITY
December 2021

Summary of recent site visits:

- Virtual site visits for the Bachelor of Science in Respiratory Care degree advancement (completion) program and the Master of Respiratory Care program were completed without programmatic issues. Provisional initial accreditation was conferred at the July meeting of the Commission on Accreditation for Respiratory Care (CoARC).

Summary of recent accreditation actions:

- On July 30, 2018, the Higher Learning Commission continued the accreditation of YSU with the next Reaffirmation of Accreditation scheduled to occur in 2027-28.

Details:

Program	Status
Art National Association of Schools of Art and Design (NASAD)	The NASAD Commission granted renewal of membership for the following degree options: BA in Art History, BS in Art Education, BFA in Studio Art, and MA in Art Education. The next full review is scheduled for 2025-2026. An affirmation statement and audit were submitted on June 30, 2021, noting that the MA and MFA have both been suspended and that the BFA tracks have been realigned.
Athletic Training Commission on Accreditation of Athletic Training Education (CAATE)	The Master of Athletic Training program was granted initial accreditation for five years by CAATE in 2018. The next review will occur in 2023. After filling its program director position, the MAT program is currently in good standing with CAATE. The program has started the self-study process with a site visit anticipated to be scheduled in spring 2023.
Business AACSB International—The Association to Advance Collegiate Schools of Business	AACSB International approved the extension of accreditation in January 2020. Accreditation of the undergraduate and graduate business programs is extended for the standard five years. The next accreditation review will be in 2024. AACSB cited a deficiency in the number of finance faculty and the heavy reliance on lecturers.
Chemistry American Chemical Society (ACS)	The American Chemical Society (ACS) notified the YSU Chemistry Department in August 2017 that its BS Chemistry program has met the requirements for continued ACS accreditation through 2022. At that time, the department must apply for re-accreditation.

Program	Status
<p>Counseling Council for Accreditation of Counseling and Related Educational Programs (CACREP)</p>	<p>The Council for Accreditation of Counseling and Related Educational Programs (CACREP) granted full accreditation to the MS. Ed. in Counseling—Addiction Counseling, Clinical Mental Health Counseling, School Counseling, and Student Affairs/College Counseling program tracks for the full eight-year period, until March 31, 2023.</p>
<p>Dental Hygiene American Dental Association (ADA)</p>	<p>The self-study for continuing accreditation of the Dental Hygiene program was submitted in September 2017. This was the initial site visit following the transition from the Associate of Applied Science (AAS) degree to the Bachelor of Science in Dental Hygiene (BSDH) degree. A site visit occurred in November 2017, and the program was awarded full accreditation status, Approval Without Reporting Requirements, at the 2018 ADA CODA Summer Commission meeting. The accreditation cycle for allied dental programs is seven years. The next site visit will be in 2025.</p>
<p>Dietetics Program Academy of Nutrition and Dietetics (AND)</p> <p>Accreditation Council for Education in Nutrition and Dietetics (ACEND)</p>	<p>The two ACENT accredited dietetics programs are the Didactic Program in Dietetics, and the Dietetics Future Model/DFM (MPH-RDN graduate track).</p> <p>The Coordinated Program in Dietetics graduated its last cohort in Summer 2021, at which time the program was replaced by the DFM. The first cohort in the DFM started Fall 2020. The DFM continues in good standing.</p> <p>The Dietetic Technician Program closed in August 2020 after the last cohort graduated. Low enrollment and faculty resources informed this decision.</p> <p>As part of its re-accreditation requirements, the Didactic Program in Dietetics completed an ACEND site visit in January 2021 and received the site visit report on March 4, 2021. The program remains in good standing and is due for re-accreditation in 2028. The ten-year accreditation period previously employed was shortened to seven years for all ACEND-accredited dietetics programs. A program</p>

Program	Status
Dietetics (continued)	<p>assessment report for the DPD will be due and submitted in 2024.</p> <p>The MPH-DFM program will graduate its first pilot class in Summer 2022 and will admit its third round of successful applicants in Fall 2022. The program is in good standing and is preparing for a site visit in 2023.</p>
<p>Education and Licensure Programs The Council for the Accreditation of Educator Preparation (CAEP)</p> <p>Accreditation occurs at the unit (BCOE) level.</p>	<p>The Council for the Accreditation of Educator Preparation (CAEP) conducted a site visit of YSU's Beeghly College of Education on April 2-4, 2017. CAEP's Accreditation Council met on October 23, 2017, and granted accreditation status effective Fall 2017 through Fall 2024. The next site visit will occur in Fall 2024.</p>
<p>Emergency Medical Services State of Ohio Department of Public Safety / Division of Emergency Medical Services</p> <p>Commission on Accreditation of Allied Health Education Programs—EMS Professions (CoAEMSP—CAAHEP)</p>	<p>The Emergency Medical Services (EMS) program was reaccredited through the State of Ohio Division of EMS in August 2021 for another five years.</p> <p>The accreditation site visit for CoAEMSP will be scheduled in Spring 2022.</p>
<p>Engineering Engineering Accreditation Commission of the Accreditation Board for Engineering and Technology (ABET)</p>	<p>The Electrical Engineering, Civil Engineering, Chemical Engineering, and Mechanical Engineering programs are fully accredited by ABET until 2026. Industrial Engineering is fully accredited until 2023.</p>
<p>Engineering Technology Engineering Technology Accreditation Commission of the Accreditation Board for Engineering and Technology (ETAC-ABET)</p>	<p>Final findings from ETAC of the ABET visit were received on August 29, 2018. All of the AAS and BSAS Engineering Technology programs (CCET, EET, and MET) are accredited through September 30, 2024.</p>

Program	Status
<p>Exercise Science Committee on Accreditation for the Exercise Sciences (CoAES) / Commission on Accreditation of Allied Health Education Programs (CAAHEP)</p>	<p>The Committee on Accreditation for the Exercise Sciences (CoAES) granted initial accreditation of the YSU undergraduate Exercise Science program on May 18, 2018. The accreditation is for five years. The yearly report was submitted in July.</p>
<p>Forensic Science American Academy of Forensic Sciences (AAFS)</p>	<p>Application for initial accreditation is pending. Program self-study and site visit will follow.</p>
<p>Long-Term Care Administration National Association of Long-Term Care Administrator Boards (NAB)</p>	<p>The Long-Term Care Administration program submitted its accreditation review to the National Association of Long-Term Care Administrator Boards (NAB) in spring 2021, and the submission was approved by NAB. The program is currently seeking accreditation of its graduate long-term care program while partnering with the Master's in Health and Human Services (dates have not yet been determined).</p>
<p>Medical Assisting Technology Medical Assisting Education Review Board (MAERB) / Commission on Accreditation of Allied Health Education Programs (CAAHEP)</p>	<p>The most recent accreditation was in July 2004. A reaccreditation self-study was submitted in December 2012. The site visit occurred in 2013. CAAHEP granted the program continuing accreditation for a full eight years. Voluntary withdrawal of Accreditation for the Medical Assisting Accreditation was requested and granted by CAAHEP on January 28, 2020. The next review was scheduled to occur Fall 2020 although this program is being phased out due to low enrollment. The last class will be conducted Summer 2021.</p>
<p>Medical Laboratory Technology National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)</p>	<p>The Medical Laboratory Technology program self-study and response were submitted Spring 2020. A virtual site visit was conducted on July 23-24, 2020. The program as awarded ten years of accreditation. The annual report is due November 15.</p>

Program	Status
<p>Medical Laboratory Science National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)</p>	<p>An initial accreditation application was submitted to NAACLS in 2014 with the full self-study submitted in 2016. The site visit occurred in 2017. The site visit team found no standards violations and awarded YSU a full seven-year accreditation. The Medical Laboratory Science program’s next accreditation self-study will be due in Fall 2021.</p> <p>For the Medical Laboratory Science completion program, an extension was granted for submission of the self-study with a due date of April 1, 2022. The site visit will occur in Summer 2022 or Fall 2022. An action plan was developed and accepted by NAACLS for the improvement of outcomes. The annual report is due November 15.</p>
<p>Music National Association of Schools of Music (NASM)</p>	<p>In 2012, the NASM Commission on Accreditation voted to continue YSU and the Dana School of Music in good standing. A follow-up report on activities was sent to NASM. In 2013, the NASM Commission on Accreditation voted to accept the YSU progress report. In July 2016, the NASM Commission on Accreditation accepted YSU’s Application for Plan Approval of Dana’s Bachelor of Music in Music Recording. The next full review, scheduled for 2020-2021, has been deferred until 2021-2022 due to the COVID-19 pandemic. The Dana School of Music has requested a second- and third-year postponement of the accreditation full-review and site visit until 2023-2024. The request will be considered by the NASM Commission on Accreditation at its November 2021 meeting.</p>

Program	Status
<p>Nursing Accreditation Commission for Education in Nursing (ACEN)</p> <p>Commission on Collegiate Nursing Education (CCNE)</p> <p>Council on Accreditation of Nurse Anesthesia Educational Programs (COA) St. Elizabeth Health Center School for Nurse Anesthetists, Inc. (YSU MSN nurse anesthesia option only)</p>	<p>BSN programs are fully accredited. The next accreditation visit is Spring 2022.</p> <p>Initial accreditation was granted for BSN, MSN, and post-graduate advanced practice registered nurse certificate programs for five years after site visit in February 2017. Next evaluation visit: Spring 2022.</p> <p>The nurse anesthetist program was found to be in full compliance and was granted continued accreditation effective May 2017 for a period of ten years. Next evaluation visit: Spring 2027.</p>
<p>Physical Therapy Commission on Accreditation in Physical Therapy Education (CAPTE)</p>	<p>The MPT has been discontinued. Accreditation now applies to the DPT program approved by HLC in 2008. A CAPTE team visited YSU in 2014 for a self-study visit for the DPT program. The self-study was submitted in 2014 for this visit. The site team gave a favorable report. Ten-year accreditation was reaffirmed in 2014 with a compliance report due in 2015. This report was submitted, and CAPTE granted the program continuing accreditation with the next scheduled self-study and site visit in Spring 2024. In 2019, the program received CAPTE approval to increase class size to 45 per cohort. Class sizes were increased incrementally to admit 45 students by 2021. The program submitted a progress report to CAPTE regarding the impact of this increase. After the CAPTE board reviewed the progress report in April, the program's accreditation was continued.</p> <p>The program submitted a compliance report, and a second report is due by March 1, 2021. As a result of the initial report, the program has conditional compliance on one criteria based upon one faculty member not having a doctoral degree. This faculty member has now enrolled in a doctoral program. A progress report was submitted regarding the expansion and the impact of the PhD on faculty workload in the DPT. A new faculty member has</p>

Program	Status
Physical Therapy (continued)	<p>been hired in the DPT program for fall 2021. Another progress report was submitted September 1, 2021, and the response is pending. Currently, the program has a “continue” accreditation status.</p>
<p>Public Health (Consortium of Eastern Ohio Master of Public Health) Council on Education for Public Health (CEPH)</p>	<p>The MPH is offered by a consortium of institutions, including YSU. Initial accreditation was earned in 2003. A site visit occurred April 20-21, 2009. In October 2009, the Council renewed accreditation for seven years, until December 31, 2016. Site visit occurred October 3-4, 2016, with all compliant findings. In June 2017, the program received official notification of full accreditation.</p>
<p>Respiratory Care and Respiratory Care “Polysomnography Specialty Option” Commission on Accreditation for Respiratory Care (CoARC)</p>	<p>The self-study documents (CSSR and PSSR) for the BSRC entry into practice, BSRC degree advancement (completion program), and the Master of Respiratory Care were accepted by CoARC.</p> <p>The site visits for the Respiratory Care programs were completed virtually due to the pandemic. The virtual site visit for the BSRC entry into practice program was completed February 8-9, 2021, without programmatic issues. Continuing re-accreditation status was conveyed for the BSRC entry into practice on July 21, 2021, at the CoARC quarterly meeting.</p> <p>Both the BSRC degree advancement (completion program) and the Master of Respiratory Care programs had letters of intent and PSSRs accepted and sent to a referee for initial accreditation of these two online programs.</p> <p>Virtual site visits for these two programs were completed May 10-11, 2021, without programmatic issues. Provisional initial accreditation was conferred at the CoARC quarterly board meeting. In the interest of substantial financial savings, the site visits were scheduled as one CoARC visit. The site visits were performed virtually while retaining the multiple program savings.</p>

Program	Status
Respiratory Care (continued)	<p>All three programs will perform a CSSR review by July 2022 to continue to meet CoARC's high standards.</p> <p>YSU has increased capacity of its BSRC entry into practice program, placing enrollment at 25 allowable students, which is max for classroom capacity and clinical rotation sites.</p> <p>The polysomnography certificate program is a free-standing certificate program that is not actively accredited by CoARC.</p>
<p>Social Work Council on Social Work Education (CSWE)</p>	<p>The BSW accreditation site visit occurred on October 21, 2020. At its February 2021 meeting, the Commission on Accreditation (COA) voted to reaffirm accreditation for eight years, ending in October 2027 due to a one-meeting deferment received this cycle.</p> <p>In 2012, the Council on Social Work Education granted reaffirmation of accreditation of the Master of Social Work program until 2020. On October 15, 2020, after reassessing the program's candidacy, the COA placed the program on Conditional Accredited Status based upon non-compliance with Accreditation Standard M3.3.4(c). The COA restored the program's accredited status as of April 12, 2021. The COA review of the program's restoration report found that the program had taken corrective action and is in compliance with all standards. The program is fully accredited through February 2028.</p>
<p>Theatre National Association of Schools of Theatre (NAST)</p>	<p>Due to cuts in the number of tenure-track faculty and ongoing staffing issues, the Department of Theatre and Dance officially resigned its NAST accreditation effective May 3, 2018, and will not seek reaccreditation until these issues have been resolved. Additional faculty reduction preceding the 2021-2022 academic year has further delayed the program's ability to reapply for specialized accreditation.</p>

Program	Status
World Languages and Cultures American Council on the Teaching of Foreign Languages (ACTFL) Recognition for Italian Education and Spanish Education	Resubmission of the Italian Education and Spanish Education programs to the American Council on the Teaching of Foreign Languages (ACTFL) in March 2016 resulted in national recognition for both programs effective August 2016. Next submission is Fall 2021.

Update on Assessment of Student Learning

YSU has made and continues to make progress in fostering meaningful and relevant assessment of student learning.

Assessment of Student Learning Activities

- **Academic Assessment:** Academic programs engage in assessment reporting on a five-year cycle, and programs either complete an Assessment Plan, Assessment Update, or a Cycle Reflection. Programs identified for sunset through APEEI with enrolled students are being asked to complete a shortened Teach Out Update to attend to the learning of students in their program. Programs engaging in significant program changes are completing a Cycle Reflection to critically reflect on their assessment processes as they rethink their curriculum. Annual reports are due on November 5, 2021, and will be reviewed by trained volunteer reviewers and Assessment Council members. Regular non-submitting programs have a modified two-step submission process with targeted training for Program Assessment Coordinators and Chairs as part of the Fall Assessment Bootcamp and will be submitting through Taskstream AMS on November 12, 2021, and December 10, 2021.
- **Co-Curricular Assessment:** Co-curricular units report annually in the summer. As of November 2021, 74% of programs have fully submitted, and another 17% of programs partially submitted and participated in peer review feedback groups. Only two co-curricular programs did not submit assessments in 2021. Program Assessment Coordinators engaged in peer-review groups in August 2021 and provided colleagues with reflective and critical feedback to increase the ways programs are utilizing student learning data to drive change in their units. Assessment staff is also engaging with co-curricular programs in Student Affairs through a year-long CAS Self-Study process.
- **Taskstream Assessment Management System:** As of the start of Fall 2021, all co-curricular programs are reporting annually through the Taskstream Assessment Management System (AMS). Additionally, 42% of academic programs have already or are scheduled to report through Taskstream AMS this Fall. The use of this system is already proving beneficial as it: allows multiple users from programs to work on assessment reports; creates a centralized workspace that encourages continuous review of student learning data; manages historical assessment reports and data to encourage reflection; facilitates alignment between learning outcomes, divisional goals, and institutional priorities; and empowers ITL staff to

take a more summative look at strengths and challenges in students learning data and offer faculty-development workshops in response to that data.

Current Student Data Collection—YSU Key Performance Indicator

- **National Survey of Student Engagement:** The National Survey of Student Engagement (NSSE) was administered in Spring 2021. The NSSE is a key performance indicator for the YSU *Plan for Strategic Actions to Take Charge of Our Future*. The NSSE collects data on first-year and senior student experiences in the areas of academic challenge, learning with peers, experiences with faculty, campus environment, and high impact experiences such as research or internships. Two additional modules were added: 1. Inclusiveness and Engagement with Cultural Diversity and 2. Academic Advising. Key reports and data have been shared with stakeholders and will be widely disseminated throughout this academic year.
- **Faculty Survey of Student Engagement:** The NSSE was administered alongside the Faculty Survey of Student Engagement (FSSE), a national tool collecting perceptions of faculty related to student learning and development. Approximately 30% of both full-time and part-time faculty responded to the survey. Final data and reports are currently being reviewed and will be strategically disseminated this academic year. Results from both surveys provide critical information and benchmarking data regarding student engagement and success activities on the YSU campus.

**ACADEMIC PROGRAMS UPDATE
DECEMBER 2021**

1. Undergraduate Program Development:

Undergraduate Program Actions Requiring Board of Trustees Action and/or Notification or Approval by the Ohio Department of Higher Education

Since the last set of YSU Board of Trustees meetings, the Ohio Department of Higher Education (ODHE) has approved the following undergraduate program changes:

- The **Associate of Science in Nursing (Associate Degree in Nursing-ADN)** was approved by ODHE and the Higher Learning Commission (HLC).

2. Graduate Program Development:

Graduate Program Actions Requiring Board of Trustees Action and/or Notification or Approval by the Chancellor's Council on Graduate Studies (CCGS)

- A request for immediate discontinuation of the following academic programs was submitted to CCGS:
 - **MA in Art Education**
 - **MM in Music History and Literature**
- A request to suspend admission to the following programs was sent to CCGS:
 - **MFA in Interdisciplinary Visual Art**
 - **MSN—Nurse Anesthetist Option**



APPENDIX

Institutional Engagement Committee



**RESOLUTION TO MODIFY
UNIVERSITY PUBLICATIONS POLICY, 3356-5-11**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the Institutional Policy governing University Publications, policy number 3356-5-11 of the *University Guidebook*, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

3356-5-11 University publications.

Responsible Division/Office: Marketing and Communications
Responsible Officer: Associate Vice President for University Relations
Revision History: May 1999; June 2010; June 2011;
September 2016; December 2021
Board Committee: Institutional Engagement
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. The office of marketing and communications serves as the clearinghouse for all tier one publications developed for distribution to external audiences. As such, this office has oversight for all printed materials that represent official university programs and services.
- (B) Parameters.
- (1) A critical part of any institution's or organization's image is the communications messages it sends out and with which it is identified. An institutional brand is established through the consistent and frequent use of distinctive images and messages in its external publications and communications media.
 - (2) The office of marketing and communications requires the cooperation of all campus offices and individuals (including the department of athletics, all academic colleges, and graphic services) to create a strong, consistent, and high-end brand for Youngstown state university ("YSU") through all its publications.
 - (3) A "tier one publication" is any printed piece directed to:
 - (a) Any external audience (e.g., alumni, the general public, prospective students, donors)
 - (b) All (or most) current YSU students
 - (4) All publications meeting tier one criteria must first be reviewed before proceeding to the design stage.

- (5) If a publication is not tier one according to the criteria above, guidelines and templates for design and printing are available through the office of marketing and communications.

(C) Procedures.

- (1) For all publications meeting tier one criteria, a “Publications Request” must be submitted by email to creativeservices@ysu.edu and processed by the marketing and communications team. For the review to be done in a timely and efficient manner, the request must be submitted at least two weeks prior to the beginning of the design phase.
- (2) The marketing and communications team will arrange a meeting to discuss the needs, exchange ideas, and establish time lines. Budget sources for the project will be discussed at that time.
- (3) The office of marketing and communications may contract the publications to new internal or external sources as appropriate and expedient.
- (4) The requesting unit will be responsible for furnishing suggested text for the publication.
- (5) Appropriate artwork or photographs will be prepared in cooperation with the requesting unit.
- (6) After a first-draft proof of the publication is prepared, the requestor will review the proof, note any changes, and return the publication for preparation of a final proof.
- (7) The final proof will be submitted to the requesting unit, who assumes primary responsibility for the content, accuracy, and completeness of information in the publication. Marketing and communications assumes primary responsibility for grammar, punctuation, and overall appearance.
- (8) Additional procedures for using university symbols and related publication information can be found in the “Visual Identity

Standards” available through the office of marketing and communications.

3356-5-11 University publications.

~~Previous Policy Number: 5012.01~~

Responsible Division/Office: Marketing and Communications

Responsible Officer: Associate Vice President for University Relations

Revision History: May 1999; June 2010; June 2011;
September 2016; [December 2021](#)

Board Committee: Institutional Engagement

Effective Date: ~~September 15, 2016~~ [December 2, 2021](#)

Next Review: ~~2021~~ [2026](#)

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- (8) Additional procedures for using university symbols and related publication information can be found in the “Visual Identity Standards” available through the office of marketing and communications.



RESOLUTION TO ACCEPT WYSU MEMBERSHIPS

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

WHEREAS, the President has reported that the memberships as listed in Exhibit 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 memberships on behalf of Youngstown State University and requests that the President acknowledge the acceptance of these memberships.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

**UNIVERSITY MEMBERSHIPS
EXECUTIVE SUMMARY
Fiscal Year 2020-2021
July 1, 2020-September 30, 2020**

Memberships Received	Number of Members	Amount
WYSU-FM	344	\$ 143,305
Total University Members	344	\$ 143,305
**\$2,570 in Annual Fund Gifts to WYSU are not included in these totals		

**UNIVERSITY MEMBERSHIPS
EXECUTIVE SUMMARY
Fiscal Year 2021-2022
July 1, 2021-September 30, 2021**

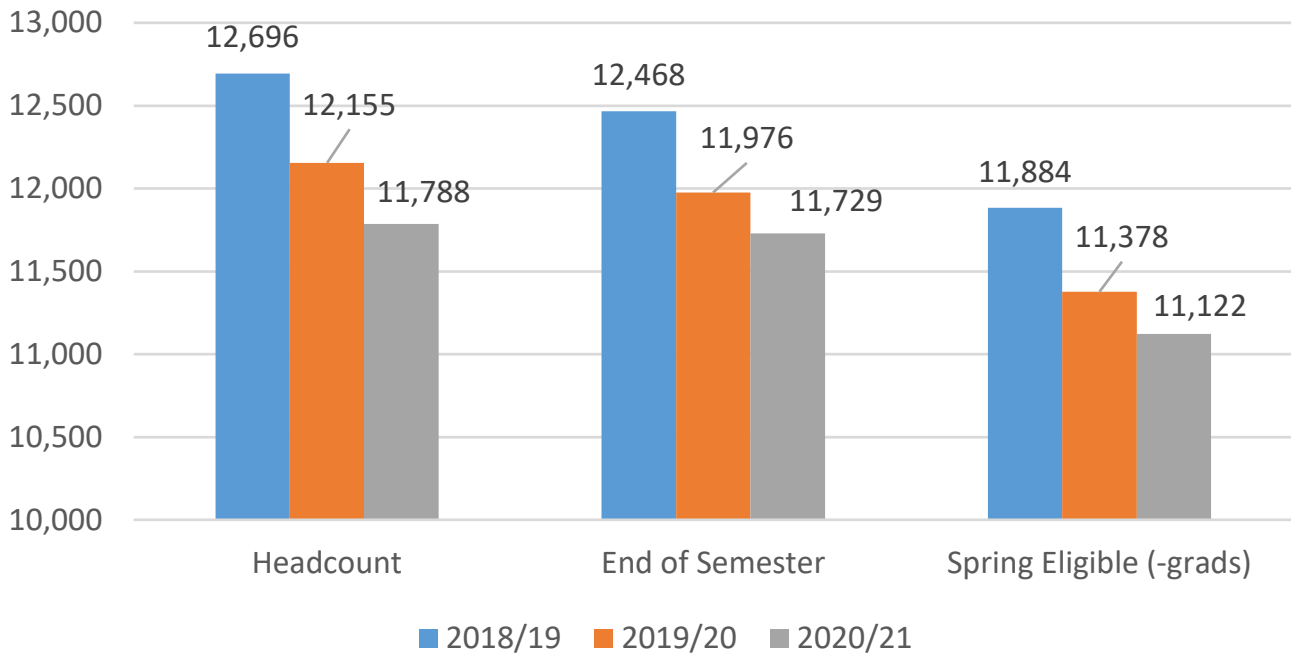
Memberships Received	Number of Members	Amount
WYSU-FM	307	\$ 49,827
Total University Members	307	\$ 49,827
** \$60 in Annual Fund Gifts to WYSU are not included in these totals.		

YSUF Gift Processing Summary - July, 2021 - Sept., 2021 Vs. July, 2020 - Sept., 2020

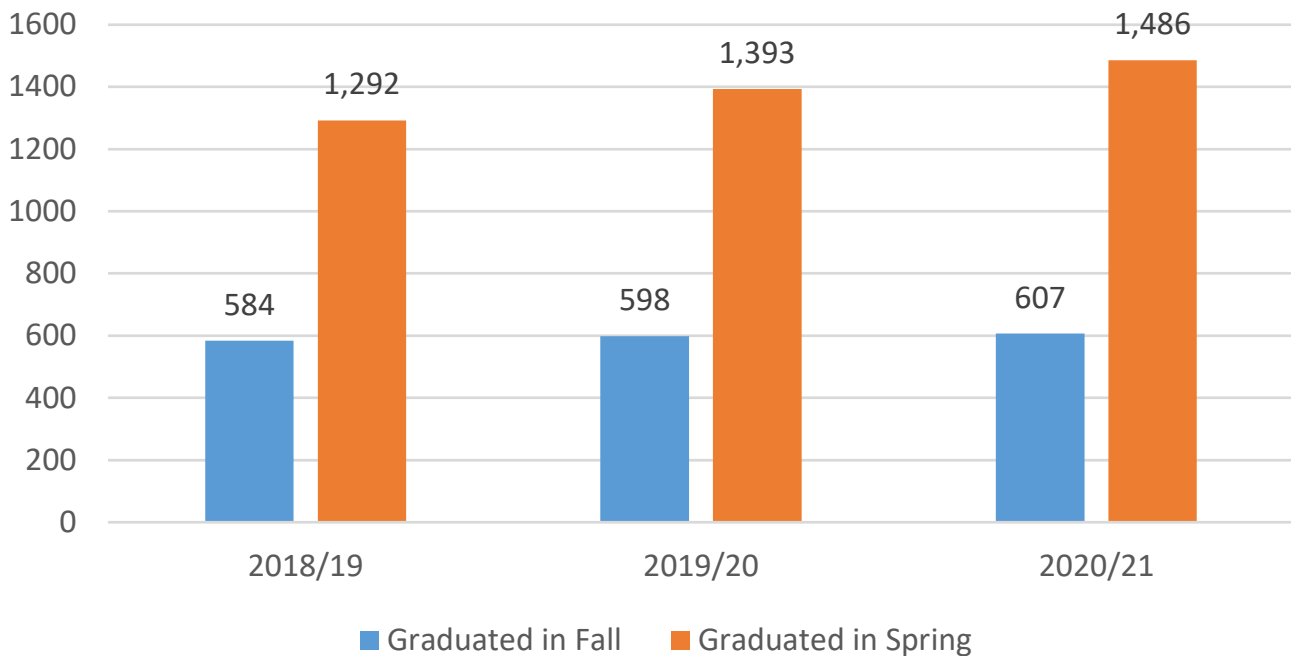
	<u>Total July, 2021 - Sept., 2021</u>	<u>Total July, 2020 - Sept., 2020</u>	<u>Difference 2021/2020</u>
Development (New Gifts and New Pledges):			
YSU	\$3,151,343.96	\$187,246.48	\$2,964,097.48
YSUF	\$3,294,010.45	\$2,060,639.44	\$1,233,371.01
Total Development (New Gifts and New Pledges)	\$6,445,354.41	\$2,247,885.92	\$4,197,468.49
Planned Giving/Charitable Gift Annuities	\$1,630,000.00	\$1,550,000.00	\$80,000.00
Pledge Payments (For Pledges Currently or Previously Included as Development):			
YSU	\$188,687.50	\$296,342.85	-\$107,655.35
YSUF	\$323,669.44	\$552,792.10	-\$229,122.66
Total Pledge Payments	\$512,356.94	\$849,134.95	-\$336,778.01
Non-Gift Clearing - YSU	\$0.00	\$0.00	\$0.00
Non-Gift Clearing - YSUF	\$0.00	\$0.00	\$0.00
Number of New Gifts	595	397	198
Number of Pledges	10	6	4
Number of Payments	139	115	24
Number of Planned Gifts/Charitable Gift Annuities	6	4	2
Non-Gift Clearing	0	0	0

Suggested Area of Focus for 2021-2022
Sustainability
Fall: Enrollment/Academic Portfolio
Spring: Regional Prosperity and a Sustainable YSU
Board of Trustees
September, 2021

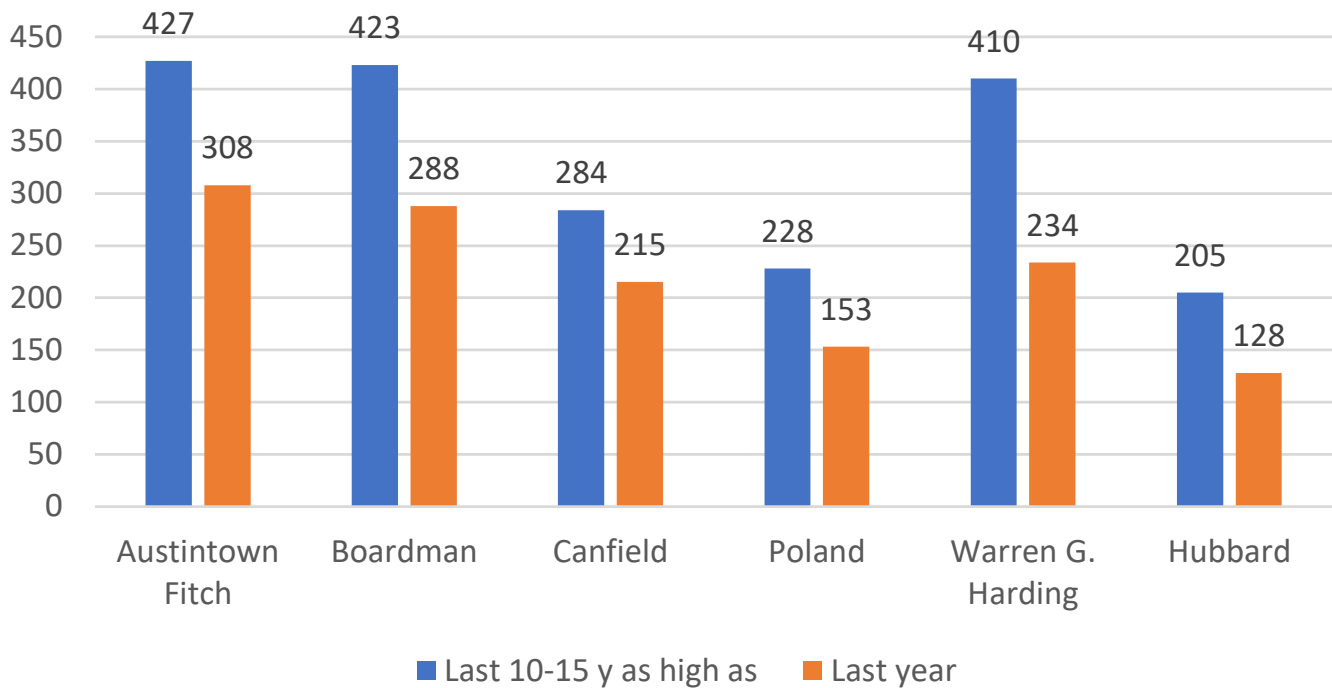
Fall Semester Count



Degrees Awarded



Graduates from Local High Schools



YSU Value Proposition: *The Future* University of Opportunity

Create a multi-year plan to achieve enrollment that respects YSU's mission, vision, and values and provides a pathway to fiscal sustainability, academic vibrancy, and regional vitality.

Develop an integrated marketing and communication strategy.

Envision the Future

Academic Program Enhancement & Effectiveness

Current-and Future-state marketing communication alignment

EAB Gray Academic Partnerships

Citizen of the World
Engaged in Work
Engaged in the Community

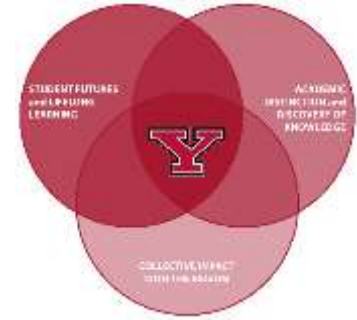


Y I am Proud
Y and Proud
Y makes Me Proud



Plan for Strategic Actions to Take Charge of Our Future

Goal: Develop a Culture of Assessment that Ensures the Quality of Academic Program Majors, Minors, and other Credentials



Strategy: Develop a mechanism to continually identify, assess, and implement new academic programs, badges, credentials, certifications, or coursework integration

Strategy: Complete program effectiveness and enhancement review including rubrics for recommendations regarding actionable outcomes

Goal: YSU will be recognized as a Community-Engaged campus by the Carnegie Foundation in education, health, prosperity and equity, and arts and culture

Strategy: Aggressively pursue and secure regional, state, national, and foundation funding in support of university and community priorities

Post-secondary Credential Ohio Attainment Goal

https://www.google.com/search?q=ohio+attainment+goal+2025&rlz=1C1GCEB_enUS900US900&oq=ohio+attainment+&aqs=chrome.0.0j69i57j0i22i30l3.4159j1i7&sourceid=chrome&ie=UTF-8

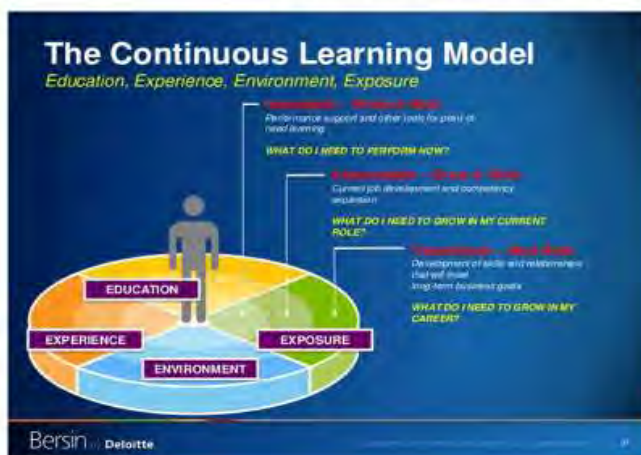
The following is from the above.

“...Ohio will need to produce, by 2025, an estimated 1.3 million more adults with high-quality postsecondary certificates or degrees...”

From the YSU Future State #2 Conversation

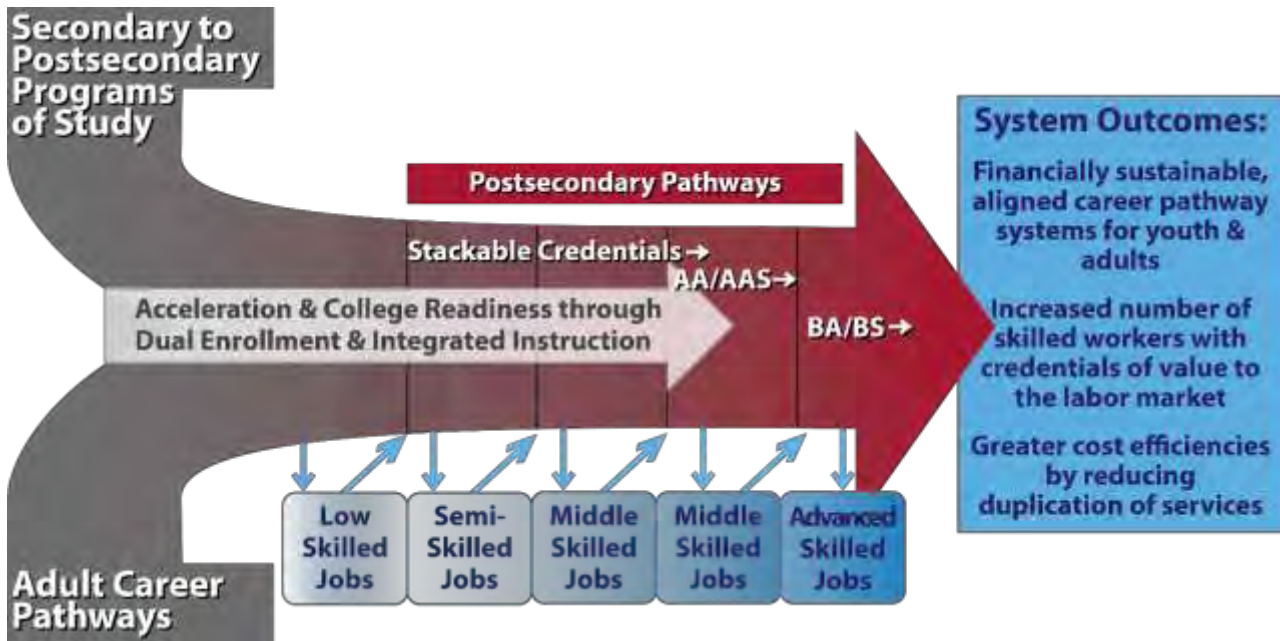
The slide below is via Josh Bersen (number 37 of 70 located at: <https://www.slideshare.net/jbersen/21st-century-talent-management-imperatives-for-2014-and-2015/37-37The-Continuous-Learning-ModelEducation-Experience>)

REGIONAL VITALITY



A continuous learning model is an approach to consider, particularly given economic developments in the region and creating an educational experience that supports YSU alumni being engaged in their work and in their communities.

Edited illustration below is from: Advancing Career and Technical Education (CTE) in State and Local Career Pathways Project: Final Report; Mary Gardner Clagett, Jobs for the Future, December 2015; US Department of Education, Office of Career, Technical and Adult Education



A University of Opportunity: YSU inspires individuals, enhances futures, and enriches lives

Above is from: <https://ysu.edu/mission>

Consider the following: Are we a...

A **Comprehensive** University of Opportunity: YSU inspires individuals, enhances futures, and enriches lives

Or, are we a...

A University of **Comprehensive** Opportunity: YSU inspires individuals, enhances futures, and enriches lives

OR a different word than comprehensive or...???

Bold.....Proud.....

In what fashion is YSU distinctive to the Region, State, Nation and World?



Youngstown State University
**Division of Workforce
Education & Innovation**

Institutional Engagement Report
Dec 1, 2021



New and Active Awards and Projects

Project Name	Funding Partner	Status	Project Total	Contract Date	Performance Period	Description
Community Workforce Initiatives	General Motors	Active	\$3.5M	3/2021	2 years	Community Workforce Initiatives
Energy Storage Training and Innovation Center	General Motors	Active	\$1.5M	3/2021	2 years	Energy Storage Training Center
Tech Prep*	State of Ohio/ODE	New	\$20K	10/2021	1 year	High School CCP/ITAG
Mahoning Valley Workforce Partnership*	State of Ohio/ODHE	New	\$200K	11/2021	1 year	Regional Workforce Coalition
Aerospace Defense Storefront*	NCDMM/America Makes	New	\$300K	10/2021	2 years	Siemens Expertise/Research Scientist
5G Readiness Training Program*	State of Ohio/OWT	New	\$180K	10/2021	1 year	Broadband training program scholarships for YSU students
Energy Storage Workforce Study*	DOE/Oakridge National Labs	New	\$750K	11/2021	6 mo	National/regional energy storage workforce study to guide national training center concept.
Hybrid Manufacturing/Mazak	NCDMM/America Makes	New	\$2.2M	8/2021	1 year	Project to advance hybrid/additive mfg
RAPIDS 5*	State of Ohio/ODHE	New	\$540k	11/2021	1 year	State funds to procure equipment for YSU and CCTC's
Industry 4.0 Adoption in the SME Defense Supply Chain for Metal Castings	NCDMM/DLA/UNI	Contract Pending	\$3.7M	1/2022 (est)	1 year	Drive IoT adoption/commercialization across small and medium size businesses (Chicago to East Coast)
Total New Awards			\$4.19M			
Total Active Awards			\$9.19M			

Project Highlights

5G Broadband Readiness Training

YSU received \$180k grant from ODHE/Governor's Office of Workforce Transformation to pilot a 5G Readiness Training program in Spring 2022. Full scholarships provided to YSU Students for this 80-hour program to prepare for careers in wireless and RF engineering to support Ohio's broadband infrastructure investment. Training created and delivered by Wireless Infrastructure Association.

Dept of Energy – Energy Storage Workforce Study

DOE has commissioned YSU, Oakridge National Labs and Brite Energy Innovators to develop a regional and national roadmap of energy storage workforce needs and creation of a public/private model to create a national training and innovation center to help build a sustainable workforce model for this rapidly growing industry.

Aerospace Defense Center (UTEP, YBI, America Makes, YSU Collaboration)

UTEP to provide 25 internships to YSU students. On location at UTEP project office at YBU, students will support aerospace hypersonic defense projects leveraging digital design engineering tools like Siemens NX.

Workforce Development

544 participants registered in the online Skills Accelerator through formal affiliations established with:

- ETC at Kohli Hall
- YSU Students *New
- Ultium Cells, LLC
- Campbell City Schools
- Core Civic
- East Palestine
- Flying High
- Insight PA Charter Schools
- NCUS
- Rtriad
- Urban City Codes
- Evanston Technology Partners
- General Enrollment

Education

Skills Accelerator now has over 80 online technical and professional skills courses, certificates and certifications focused on advanced manufacturing, information technology, business and professional workplace skills.

YSU to deliver **5G Readiness training** in partnership with Governor's Office of Workforce Transformation and Wireless Infrastructure Association. 25 YSU Student Scholarships.

ETC YSU led courses expanded to include: Fanuc, Rockwell and OSHA, Additive Manufacturing. Industrial maintenance currently being offered through EGCC.

Stackable **battery courses** are under development through the work of Dr. Jennifer Miller, YSU lecturer and division research scientist.

Research

YSU students have been hired as interns to support research project under the **UTEP Aerospace Defense** partnership with YBI and America Makes. Students are working on materials analysis, data analytics, and propulsion for small satellites learning new tools like Siemens NX. 20 additional internships are available to YSU students in Spring semester 2022.

Research Scientist funding to support UTEP research/Siemens training.

Research Scientist for Additive Manufacturing posted.

DOE Energy Storage Workforce Study to kick off with a regional ecosystem workshop, in parallel with a national market study to guide the narrative of a potential national training and innovation center in Lordstown OH.

Commercialization

Site visit with MAGNET, TeamNEO, YBI, SBCE, America Makes to showcase the ETC and discuss broader collaboration opportunities to expand commercialization opportunities.

YSU to be included in MAGNET regional lighthouse model.

Regional asset mapping around advanced manufacturing to better demonstrate the strength of the regional ecosystem.

YSU to re-engage with MAGNET/TeamNEO on monthly manufacturing cluster meetings and events.

INTEGRATED MARKETING & ENROLLMENT YIELD STRATEGY

Plan for Strategic Actions to Take Charge of Our Future

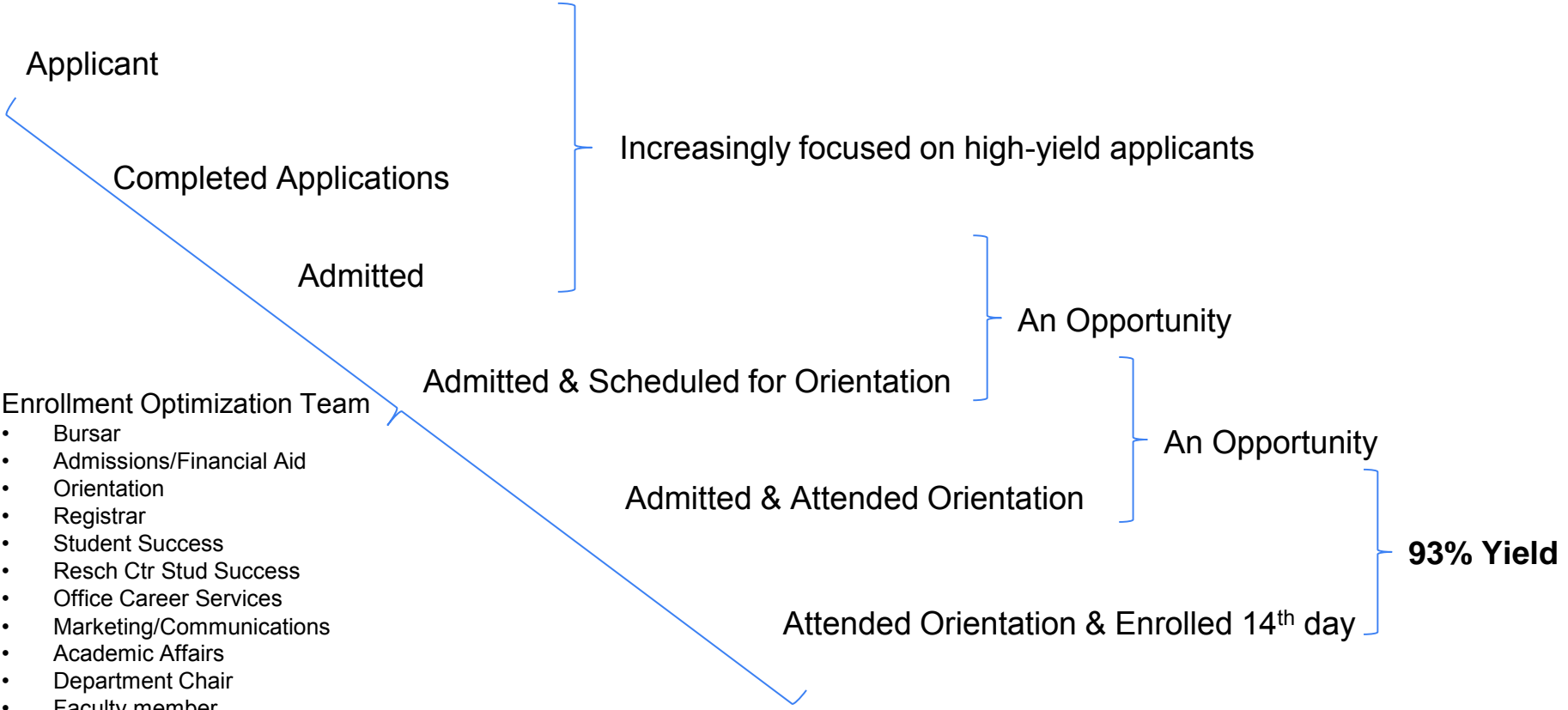
MARKETING AND COMMUNICATION

- Develop Communication Plan to Strengthen Brand Identity and Support Strategic Recruitment

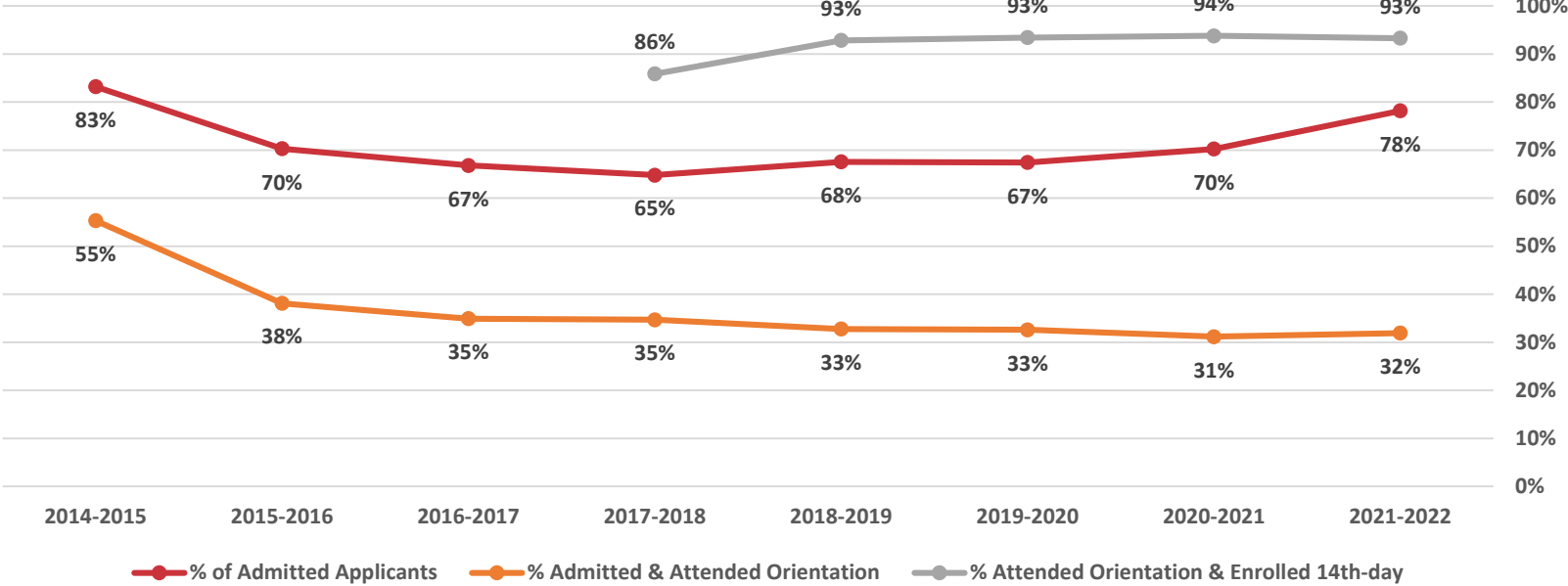
GOAL: DEVELOP A RECRUITMENT AND ENROLLMENT STRATEGY THAT ALIGNS WITH A COMPLETION STRATEGY

- **Strategy:** Develop an integrated and comprehensive market and brand communication strategy to distinguish the value of the YSU degree





Critical Enrollment Yield Opportunities



	%Admitted & Attended Orientation	# Attended Orientation	# Yielded to Orientation Achieving Various Yield Outcomes	# Yielded from Orientation (93%) @ \$9,000/yr (1-yr)
Fall 2021	32%	1,680		
7-y Average	34%	1,790	110	\$920,700
7-y High	38%	2,001	321	\$2,684,259
5,265 admitted with complete applications				





GREATEST OPPORTUNITY FOR GROWTH



ENROLLMENT



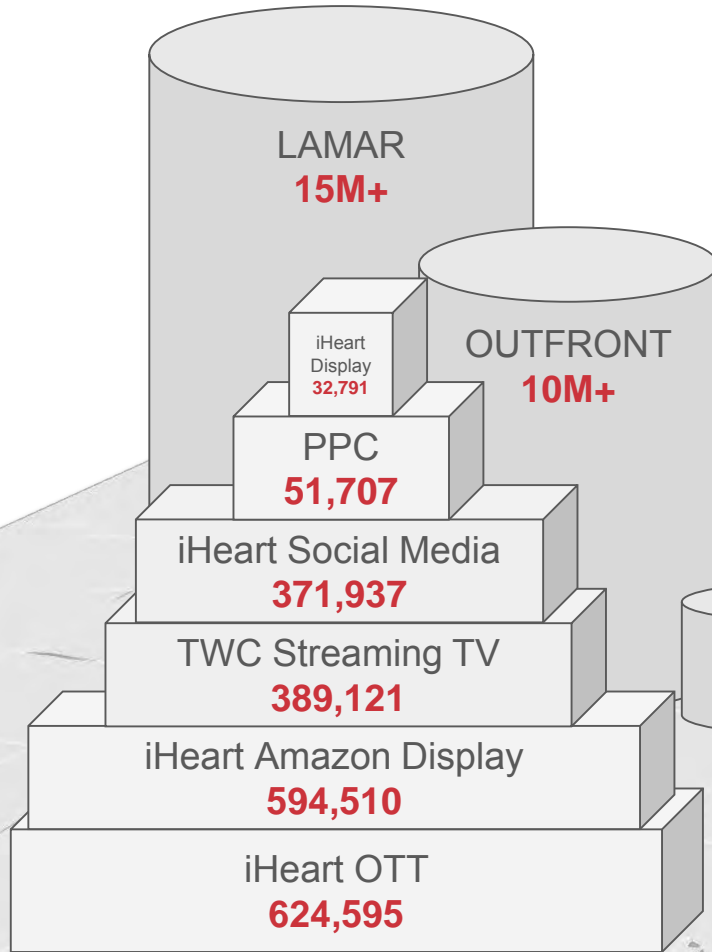
Inspiring individuals, enhancing futures, enriching lives.

GAINING MARKET SHARE

28M+

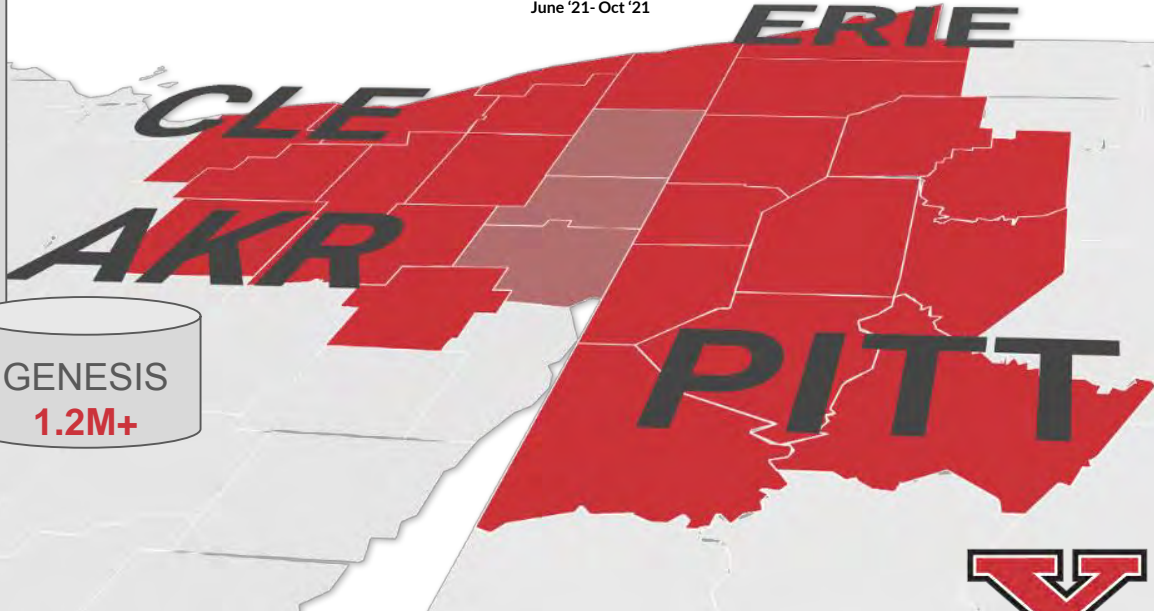
IMPRESSIONS

June '21- Oct '21



OUTFRONT
10M+

GENESIS
1.2M+



Inspiring individuals, enhancing futures, enriching lives.



INTEGRATED MARKETING & ENROLLMENT YIELD STRATEGY



MARKETING STRATEGY

INTEGRATED MARKETING & ENROLLMENT
YIELD STRATEGY

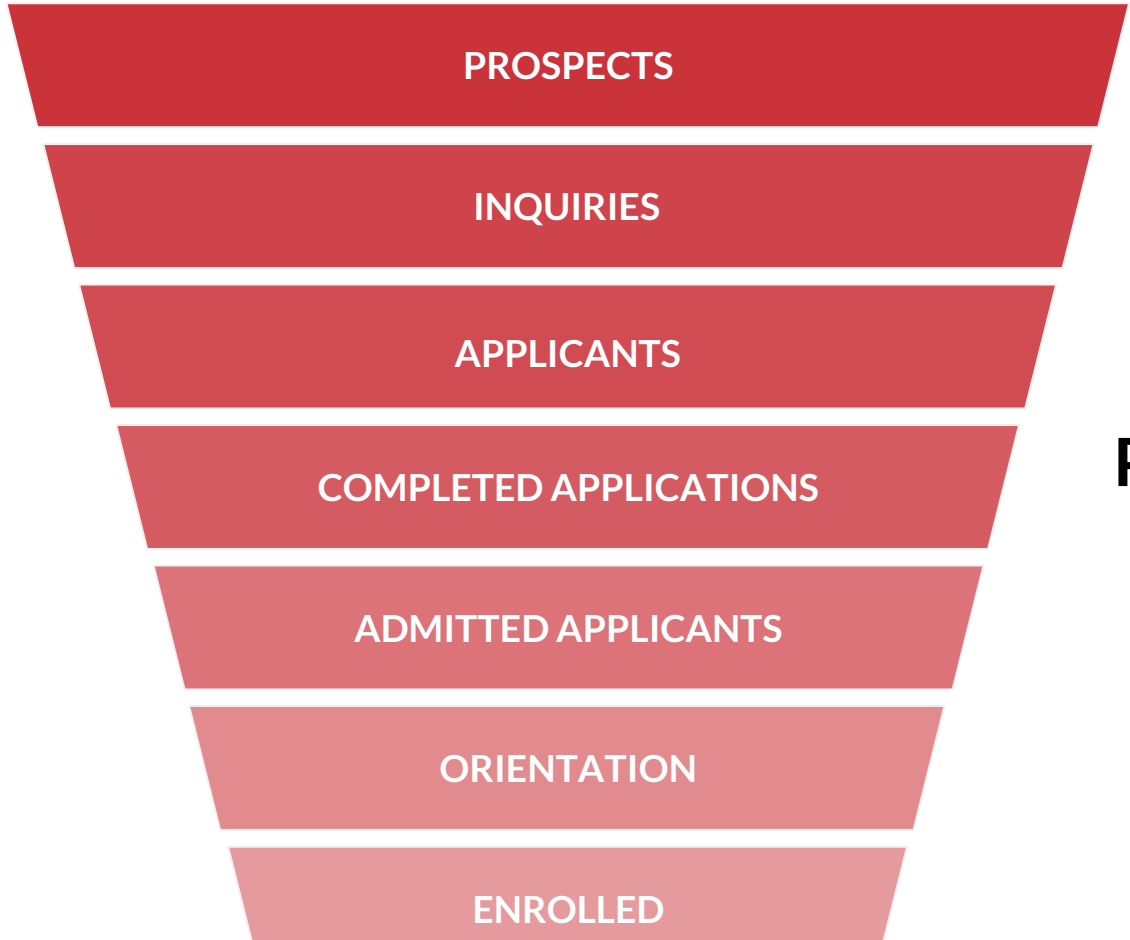
ENROLLMENT YIELD STRATEGY

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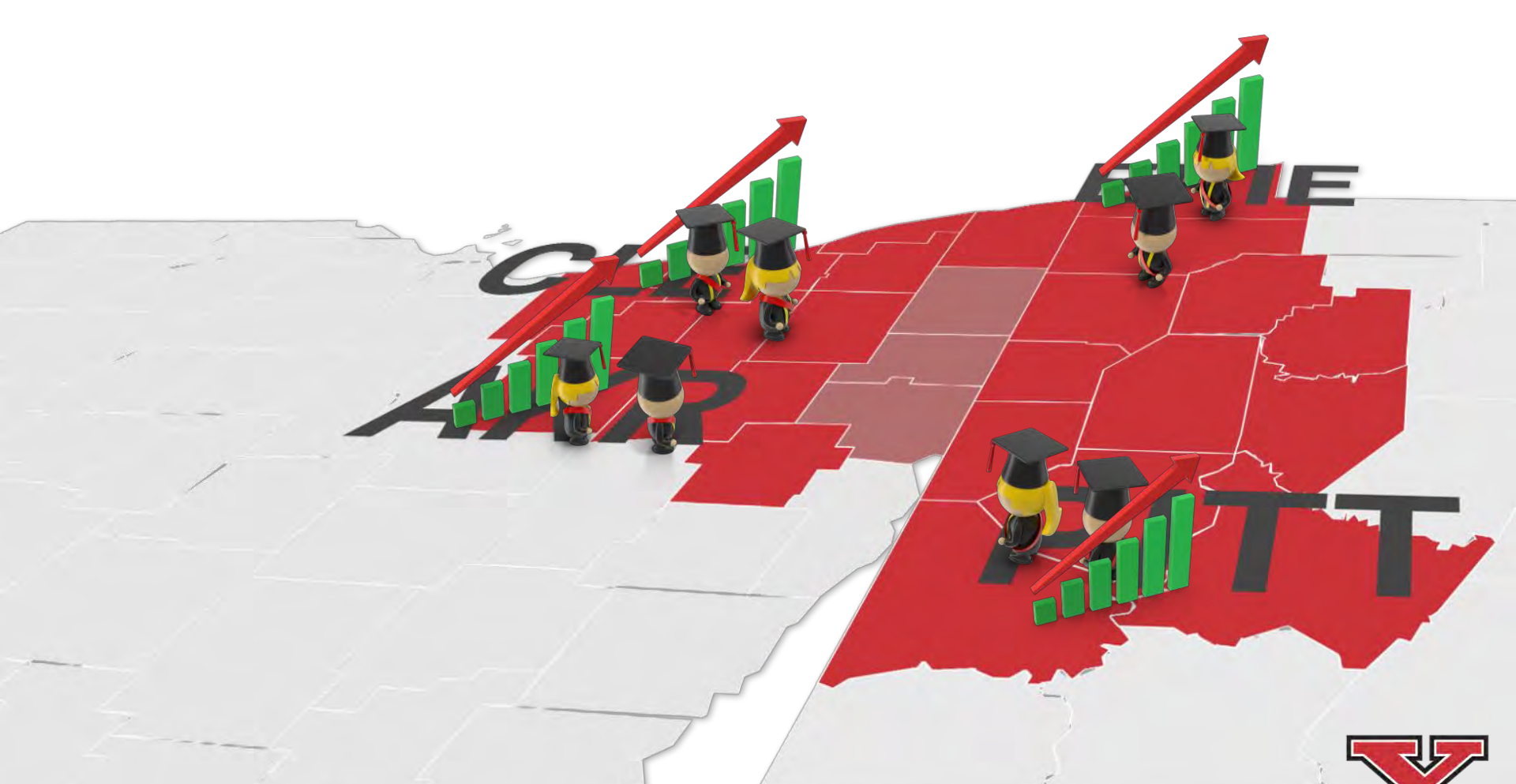
Inspiring individuals, enhancing futures, enriching lives.



PROSPECT TO YIELD FUNNEL



Inspiring individuals, enhancing futures, enriching lives.



Inspiring individuals, enhancing futures, enriching lives.



YOUNGSTOWN STATE UNIVERSITY



A S T R O N G F U T U R E

More than one year ago, our national accrediting agency required an in-depth study of all academic programs. With substantial participation of deans, department chairs, faculty, and Academic Senate representatives, each program was assessed for alignment with Youngstown State University's mission, and target-market. Adjustments to program offerings and faculty resources ensure our academic portfolio benefits students and the region, positioning the University to thrive.

For more than 100 years, the University has been, and remains committed to, the individual successes of our students, and the continued growth and prosperity of our community.

With change comes opportunity...

- A broad catalog of more than 100 academic programs remains available to students.
- Program restructuring has created an opportunity to liberate the financial resources of retired programs, and redirect them into our extensive curriculum.
- A bottom-line reduction of student costs is an important, and consistent part of our larger strategic action plan.
- Moving forward, the University reaffirms its commitment to the quality of teaching and learning by hiring accomplished faculty in critical strategic areas.

Although nearly every public university in the state of Ohio has experienced declines to enrollment and funding over the past six years, we believe that effective, strategic changes will lead us to a strong future.

EXPLORE OUR ACADEMIC PROGRAMS AND FIND THE RIGHT FIT FOR YOU.

UNDERGRADUATE MAJORS, CERTIFICATES AND TRACKS OFFERED

THE BEEGLY COLLEGE OF LIBERAL ARTS, SOCIAL SCIENCES & EDUCATION

Anthropology (B)
Associate of Arts (A)
Comparative International Studies (C)
Early Childhood Associate PreK (A)
English (B)
French Language (C)
General Studies (B)
General Studies Completion
Program** (B)
Geography (B)
GIS/RS Track (B)
Geospatial Science & Technology (C)
Historic Preservation (C)
History (B)
Integrated Language Arts (B)
Integrated Mathematics (B)
Integrated Sciences (B)
Integrated Social Studies (B)
Italian Language (C)
Middle Childhood Education (B)
Lang. Arts & Math Track (B)
Lang. Arts & Science Track (B)
Lang. Arts & Social Studies Track (B)
Math & Science Track (B)
Math & Social Studies Track (B)
Science & Social Studies Track (B)
Philosophy (B)
Pre-Counseling Track (B)
Political Science (B)
Public Management Track (B)
Pre-Law (B)
Primary/Primary Intervention
Specialist (B)
Professional & Technical Writing (B)
Psychology (B)
Physical Therapy Track (B)
Sociology (B)
Spanish (B)
Spanish Education (B)
Spanish Language (C)
Special Education (B)
Mild/Moderate Track (B)

THE BITONTE COLLEGE OF HEALTH & HUMAN SERVICES

Allied Health* (B)
Applied Gerontology (C)
Criminal Justice (A)
Criminal Justice* (B)
Dental Hygiene (B)
Dietetics
Didactic Program in Dietetics (B)
Food & Nutrition Graduate Track (B)
Exercise Science (B)
Graduate Prep Track (B)
MAT Track (B)

Health Information Systems (C)
Homeland Security (C)
Hospitality Management (A,B)
Long Term Care Administration (B)
Long Term Care Administration
Completion Track (B)
Medical Laboratory Science (B)
Merchandising: Fashion & Interiors (B)
Nursing (B)
RN-BSN Completion** (B)
Paramedic (C)
Police Training Basic (C)
Public Health* (B)
Environmental Health & Safety
Track** (B)
Respiratory Care (B)
Respiratory Care Completion
Track** (B)
School Nurse (L)
Social Work (B)

THE CLIFFE COLLEGE OF CREATIVE ARTS

Art Education (B)
Studio Art (B)
Digital Media/Photography
Track (B)
Graphic + Interactive Design
Track (B)
Interdisciplinary Studio Art Track (B)
Music (B)
Music Composition (B)
Music Education (B)
Instrumental (B)
Instrumental Jazz (B)
Voice (B)
Music Performance (B)
Instrumental
Jazz
Piano
Voice
Music Recording
Theatre (B)
Musical Theatre Track (B)
Theatre Studies (B)
Film/Video Track (B)

THE COLLEGE OF SCIENCE, TECHNOLOGY, ENGINEERING & MATHEMATICS

Anatomy & Physiology (C)
Astronomy/Physics (B)
Biochemistry (B)
Biological Sciences (B)
Biological Sciences BaccMed
Track (B)
Physical Therapy Track (B)
Biomedical Research (C)

Chemistry (B)
Biochemistry BaccMed Track (B)
Computer Science (B)
Data Analytics (C)
Engineering
Chemical Engineering (B)
Civil & Construction Engineering
Technology (A,B)
Civil Engineering (B)
Electrical Engineering (B)
Biomedical Track (B)
Computer/Digital Track (B)
Electrical Engineering
Technology (A,B)
Industrial & Systems
Engineering (B)
Mechanical Engineering (B)
Mechanical Engineering
Technology (A,B)
Power Plant Technology Track (A)
Environmental Science (B)
Forensic Science (B)
Anthropology Track (B)
Biology Track (B)
Chemistry Track (B)
Forensic Science (C)
Geology (B)
Information Technology (A,B)
Mathematics (B)
Accelerated BS/MS in Mathematics
Track (B)
Molecular Biology &
Biotechnology (C)
Physics (B)
Physics/Astronomy (B)
Pre-Medical Programs
Pre-Dentistry (B)
Pre-Medicine (B)
Pre-Optometry (B)
Pre-Osteopathy (B)
Pre-Pharmacy (B)
Pre-Veterinary (B)

THE WILLIAMSON COLLEGE OF BUSINESS ADMINISTRATION

Accounting (B)
Advertising & Public Relations (B)
Business Administration (A,B)
Business Economics (B)
Business Technology (A)
Communication Studies (B)
Interpersonal/Organizational
Track (B)
Media Track (B)
Persuasion Track (B)
Social Media Track (B)
Economics (B)
Accelerated BA/MA in
Economics Track (B)
Enterprise Resource Planning (C)

Entrepreneurship (C)
Finance (B)
CFP Track (B)
Financial Management Track (B)
Human Resource Management (B)
Journalism (B)
Broadcast & Digital Media Track (B)
Sports Information & Media
Track (B)
Leadership (C)
Management (B)
Marketing
Marketing Management Track (B)
Sales/Sales Management Track (B)
Non-Profit Leadership (B)
Telecommunication Studies (B)
Media Arts Track (B)
Sports Broadcasting Track (B)

Also Available:

- Physical Therapy doctoral program (DPT) – tracks available in biology, psychology and exercise science graduate track
- Individualized Curriculum Programs
- Honors College
- Military Science (ROTC)
- The BaccMed program is a restricted program with separate application

KEY

- (C) Certificate
- (A) Associate
- (B) Bachelor
- (L) License
- (*) Offered Online
- (**) Online Only

Revised 11.21
Majors are subject to change



APPENDIX

University Affairs Committee



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

WHEREAS, the *Policies of the Board of Trustees* authorize the President to manage the University, including appointing such employees as are necessary to effectively carry out the operation of the University and any other necessary personnel actions; and

WHEREAS, new appointments and other personnel actions have been made subsequent to the September 2, 2021, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2021-2022 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-7-36, Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches; 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University; and 3356-7-42, Selection of Professional/Administrative Staff;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**



SUMMARY OF PERSONNEL ACTIONS
Athletics Employees
7/16/21 through 10/15/21

Appointments – 14

New Positions – 1 *(Notated with an asterisk *)*

- Professional Administrative Excluded – 1

Replacement Positions – 13

- Professional Administrative Staff – 2
- Professional Administrative Excluded – 11

Separations – 6

- Classified – 1
- Professional Administrative Staff – 1
- Professional Administrative Excluded – 4

Reclassification/Position Adjustment – 2

- Professional Administrative Excluded – 2

Salary Adjustments – 2

- Classified – 1
- Professional Administrative Excluded – 1

Transfers – 1

- Professional Administrative Excluded – 1

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Funte, Jael	APAS	Assistant Athletic Trainer	Training Room	8/16/2021	1.00	\$ 56,000.00
Mulkey, Emily	APAS	Assistant Athletic Trainer	Training Room	10/1/2021	1.00	\$ 50,000.00
Asher, Benjamin	Excluded	Assistant Coach	Basketball - Men's	7/16/2021	1.00	\$ 70,000.00
Bunnell, Eric	Excluded	Assistant Coach	Baseball	9/1/2021	1.00	\$ 24,507.00
Butler, Chelsie	Excluded	Assistant Coach	Basketball - Women's	10/1/2021	1.00	\$ 47,500.00
Calhoun, Nicklas	Excluded	Assistant Coach Strength and Conditioning	Athletic Administration	8/18/2021	1.00	\$ 35,000.00
Collins, Ryan	Excluded	Assistant Coach Swimming	Swimming & Diving - Women's	8/16/2021	1.00	\$ 35,000.00
Funari, Vincent	Excluded	Asst Coach FB Quality Ctrl	Football	9/1/2021	1.00	\$ 40,000.00
Graham, William	Excluded	Assistant Coach, Softball	Softball	7/16/2021	1.00	\$ 30,000.00
Lindley, Tory	Excluded	Deputy Athletic Director Sports Medicine and Performance Excellence	Training Room	8/23/2021	1.00	\$ 92,000.00
Marshall, Taylor*	Excluded	Assistant Coach	Lacrosse - Women's	8/23/2021	1.00	\$ 32,500.00
Morales, Arnaldo	Excluded	Assistant Coach Track and Field	Track - Men's	10/1/2021	1.00	\$ 40,541.00
Ritter, Patricia (Lynnie)	Excluded	Assistant Coach Volleyball	Volleyball	8/2/2021	1.00	\$ 30,000.00
Tymkew, Jennifer	Excluded	Associate Athletics Director	Training Room	10/1/2021	1.00	\$ 70,265.00
*New Positions						

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Kosnosky, Michael	ACE	Athletic Facilities Specialist	Athletic Facilities Rental	9/18/2021	1.00	\$ 26,832.00	RESIGNED
Wills, Jeffrey	APAS	Assistant Athletic Trainer	Training Room	8/24/2021	1.00	\$ 48,284.16	RESIGNED
Crane, Andrew	Excluded	Assistant Coach	Basketball - Women's	8/1/2021	1.00	\$ 50,750.00	RESIGNED
Jennings, Myisha	Excluded	Assistant Director of Athletics	Athletic Administration	9/30/2021	1.00	\$ 47,154.81	RESIGNED
Smith, Eric	Excluded	Assistant Baseball Coach	Baseball	8/13/2021	1.00	\$ 34,511.79	RESIGNED
Solger, Ethan	Excluded	Assistant Athletics Dir Sports Med	Training Room	7/23/2021	1.00	\$ 73,718.54	RESIGNED

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Fink, Rebecca	Excluded	Sr Associate Athletics Director/ Assistant Director Athletics	Athletic Administration	10/1/2021	1.00	\$ 70,000.00	\$ 48,149.18
Stuart, Timothy	Excluded	Sr Associate Athletics Director/ Assistant Director Athletics	Athletics Facilities Rental	10/1/2021	1.00	\$ 70,000.00	\$ 58,785.57

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Innocent, Tracey	ACE	Travel Specialist	Athletic Facilities Rental	9/12/2021	1.00	\$ 42,848.00	1.00	\$ 41,704.00
Davis, Shane	Excluded	Assistant Coach Baseball	Baseball	8/16/2021	1.00	\$ 34,500.00	1.00	\$ 24,495.20

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
TRANSFERS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION	NEW DEPARTMENT/OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Mettille, Tyler	Excluded	Assistant Dir of Compliance/ Assistant Coach Track Field	Athletic Administration/ Women's Track	9/16/2021	1.00	\$45,615.84

Youngstown State University
Board of Trustees
December 2021 Meeting

Student Athlete Wellness and Performance Excellence Presentation Agenda

Presenters: Nicole Kent-Strollo, Dean of Students and Tory Lindley, Deputy Athletics Director

1. Organizational Chart
2. Five Pillars of Student Support
 - a. Values and Vision
 - b. Campus Partnerships
 - c. Community Partnerships
3. Future Opportunities
4. Questions

**President's Division
Intercollegiate Athletics**

James Tressel
President

Ronald Strollo
Executive Director

David Sipusic
Associate General Counsel for
Athletics

Nicole Kent-Strollo
Dean of Students

Tory Lindley
Performance Excellence

Tim Stuart
Business, Facility, and External
Relations

Sport Supervision
Football, Men's Basketball,
Women's Basketball

Jen Tymkew
Sports Medicine

Rebecca Fink
Academic Counseling-Compliance/
SWA

Steve Pinciario
Business/Ticket Office

Trevor Parks
Communications

Jaysen Spencer
Academic Counseling

Sport Supervision – all other sports

Rick Love
Corporate Sponsorship

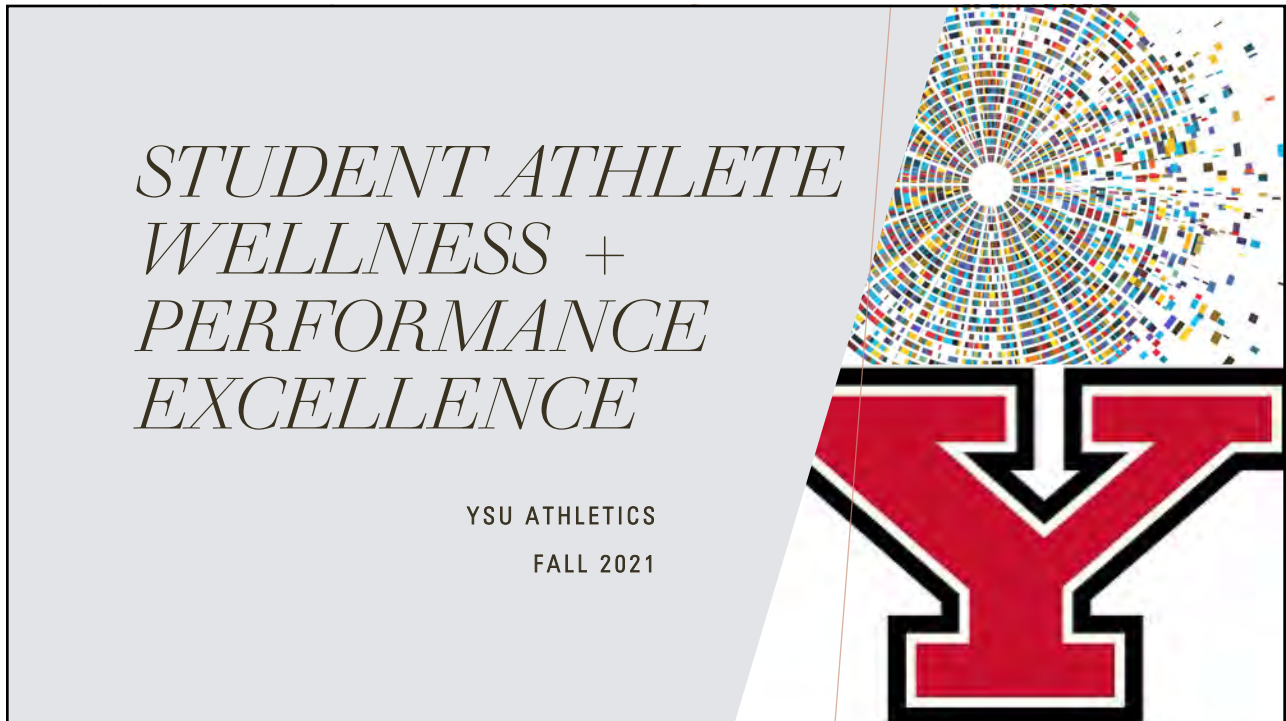
Matt Rollins
Facilities

Strength and Conditioning

Sport Supervision-
Volleyball

Tom Morella
Penguin Club/Fundraising
Sport Supervision-
Baseball


Sport Supervision
Lacrosse



1

*PERFORMANCE EXCELLENCE
SHARED VALUES*

STUDENT CENTERED		COLLABORATION		DELIVER URGENCY
ACADEMIC SUCCESS	PERFORMANCE PSYCHOLOGY	SPORTS MEDICINE	SPORTS PERFORMANCE	PERFORMANCE NUTRITION
Student-centered	Access	Multidisciplinary	Sport Specificity	Risk Reduction
Holistic Development	Performance Enhancement	Tireless Communication	Echo Team Culture	Unified Messaging
Advocacy	Stigma Reduction	Evidence Informed	Winning Attitude	Food First
Career Readiness	Personal Growth	Injury Risk Reduction	Load Management	360 deg Education



2



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY
AMERICANS WITH DISABILITIES ACT (ADA) POLICY, 3356-7-02**

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

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

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

WHEREAS, the Americans with Disabilities Act (ADA) policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Americans with Disabilities Act (ADA), policy number 3356-7-02, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

3356-7-02 Americans with Disabilities Act (ADA).

Responsible Division/Office: Human Resources, Accessibility Services, Resch
Academic Success Center
Responsible Officers: VP for Legal Affairs and Human Resources
Associate Provost, Student Success
Revision History: December 2010; March 2016; December 2021
Board Committee: University Affairs
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. Youngstown state university is committed to providing reasonable accommodations for qualified individuals with disabilities in a fair and equitable manner and in accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990, as amended, and other applicable federal and state laws (hereinafter applicable law[s]). Ensuring an accessible and inclusive educational and work environment is the responsibility of every member of the university community.
- (B) Purpose. To provide common understandings of definitions, relevant information, and uniform guidelines to promote a work and educational environment at Youngstown state university that is free from discrimination and harassment and fosters university compliance with federal and state law pertaining to qualified individuals with disabilities.
- (C) Scope. This policy applies to current and prospective students and employees and to visitors and guests of the university. All personnel who are responsible for the implementation of the university's mission are charged to support this policy.
- (D) Definitions.
- (1) "Disability." A physical or mental impairment that substantially limits one or more major life activities of the individual; a record of such an impairment; or being regarded as having such an impairment.

- (2) “Major life activities.” Major life activities include, but are not limited to: caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communication, and working. A major life activity also includes the operation of major bodily functions.
- (3) “Major bodily functions.” Major bodily functions include, but are not limited to: functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive systems.
- (4) “Reasonable accommodation.” A change or modification to a job, work, or academic environment or university program which does not impose an undue hardship on the university and enables a qualified individual with a disability to enjoy the same opportunities and benefits as others without disabilities. Examples of reasonable accommodation can include:
 - (a) Acquiring auxiliary aids and services.
 - (b) Modifying equipment, devices, or schedules.
 - (c) Adjusting or modifying examinations, training materials, or policies.
- (5) “Qualified individual.” An individual who, with or without reasonable accommodation(s), meets the eligibility requirements for employment, educational programs or other university-sponsored programs and activities such that they can perform the essential functions of an employment position or meet the essential requirements of an educational program or activity.
- (6) “Essential function/requirement.” A fundamental duty of an employment position or a core requirement of a program or activity. A number of considerations impact whether a function/requirement may be considered essential, including but not limited to:
 - (a) A requirement is basic to a position or program or any directly related licensing requirement.

- (b) If the job/position exists to perform that function.
 - (c) There are a limited number of employees available who can perform that function.
 - (d) The function is highly specialized such that the incumbent in the position is hired for their expertise or ability to perform the particular function.
- (7) “Undue hardship.” Action which requires significant difficulty or expense when considered in light of the nature and cost of the accommodation in relation to the size, resources, nature, and structure of the university’s operation, or which would fundamentally alter the nature or structure of a program, operation, or employment unit.
- (8) “Interactive process.” The communicative process to identify the limitations resulting from a disability and potential reasonable accommodations.
- (E) Parameters.
- (1) The university will engage in an interactive process with a student or employee to determine the individual’s disability status and particularized accommodation needs.
 - (2) The office of human resources and the office of accessibility services, Resch Academic Success Center (office of accessibility services) are authorized to develop procedures for the implementation of this policy.
 - (3) The office of facilities maintenance and support services is responsible for promoting compliance with campus physical and architectural access.
 - (4) The office of accessibility services is responsible for organizing the university response to requests for accommodation and provision of academic services that support the needs of students with disabilities.

- (5) The office of human resources is responsible for coordinating the university response to requests for accommodation in employment.

(F) Procedures.

(1) Students.

- (a) A student who wishes to request a reasonable accommodation must be registered with the university's office of accessibility services. To be registered with the office of accessibility services, a student must first be accepted by the university through the office of undergraduate recruitment and admissions.
- (b) To ensure the provision of reasonable and appropriate accommodations, the office of accessibility services requires current, within one year, and comprehensive documentation of the disability from a current physician or specialist. Accessibility services information and forms are available from the office of accessibility services or on the website. Where applicable, the documentation should include information that describes how the disorder was diagnosed, the symptoms of the disorder, severity of the condition, treatment and medication prescribed, and recommendations for accommodations.
- (c) The information provided to the office of accessibility services is confidential and does not become a part of a student's academic record.

(2) Employees.

- (a) An employee who wishes to request a reasonable accommodation (or another person wishing to request a reasonable accommodation on behalf of an employee) can choose to make a request in either of the following ways:
- (i) Complete a request for reasonable accommodation form.

- (ii) Contact the immediate supervisor or the office of human resources, employee benefits manager, (benefits manager). When a request is made verbally, employees seeking a reasonable accommodation should follow up the verbal request by emailing the benefits manager. Upon receipt, the benefits manager will provide appropriate forms.
- (b) Determination of disability. Following the initial request for accommodation, the benefits manager will determine whether the employee has a disability as defined by applicable federal and state laws. The benefits manager may consult with appropriate university representatives to determine if the condition meets the definition of disability as defined by applicable federal and state laws.
- (c) An employee may be required to submit documentation to substantiate their request, including but not limited to, a request for documentation of physical/mental health condition.
- (d) Submitted documentation will be confidentially maintained in a file separate from an employee's personnel file.
- (e) Interactive process. The interactive process takes place after the employee's condition is determined to be a disability as defined by applicable laws and will vary depending on the nature and type of disability and requested accommodation. While the individual with a disability is not required to specify a precise accommodation, the employee needs to describe the problems which need accommodation. Additionally, suggestions from the employee with a disability may assist the university in determining the type of reasonable accommodation to provide. Where the employee and/or the university are unfamiliar with possible accommodations, the university may consult with public and/or private resources to help identify reasonable accommodations once the specific limitations and workplace barriers have been ascertained.

- (f) If the employee's condition is determined not to be a disability, as defined by applicable laws, the employee will be notified that their request is denied.

- (G) Genetic Information Nondiscrimination Act of 2008 ("GINA"). GINA prohibits employers and other entities covered by Title II of GINA from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by law. Therefore, employees and health care providers should not provide any genetic information when responding to a request for medical information. As defined by GINA, genetic information includes an individual's family medical history, the results of an individual or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

- (H) Discrimination. Individuals who believe that they have been discriminated against on the basis of disability in an educational program or activity or employment situation at Youngstown state university, may contact the office of equal opportunity, Title IX and policy development to seek information or to file a complaint.

3356-7-02 Americans with Disabilities Act (ADA).

Previous Policy Number: ~~7001.02~~

Responsible Division/Office: Human Resources, [Accessibility Services](#), [Resch Academic Success Center](#)

Responsible Officers: VP for Legal Affairs and Human Resources
[Associate Provost, Student Success](#)

Revision History: December 2010; March 2016; [December 2021](#)

Board Committee: University Affairs

Effective Date: ~~March 16, 2016~~ [December 2, 2021](#)

Next Review: ~~2021~~ [2026](#)

- (A) Policy statement. Youngstown state university is committed to providing reasonable accommodations for qualified individuals with disabilities in a fair and equitable manner and in accordance with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA) of 1990, as amended, and other applicable federal and state laws (hereinafter applicable law[s]). Ensuring an accessible and inclusive educational and work environment is the responsibility of every member of the university community.
- (B) Purpose. To provide common understandings of definitions, relevant information, and uniform guidelines to promote a work and educational environment at Youngstown state university that is free from discrimination and harassment and fosters university compliance with federal and state law pertaining to qualified individuals with disabilities.
- (C) Scope. This policy applies to current and prospective students and employees and to visitors and guests of the university. All personnel who are responsible for the implementation of the university's mission are charged to support this policy.
- (D) Definitions.
- (1) "Disability." A physical or mental impairment that substantially limits one or more major life activities of the individual; a record of such an impairment; or being regarded ~~hasas~~ having such an impairment.

- (2) “Major life activities.” Major life activities include, but are not limited to: caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communication, and working. A major life activity also includes the operation of major bodily functions.
- (3) “Major bodily functions.” Major bodily functions include, but are not limited ~~geto~~: functions of the immune system, normal cell growth, digestive, bowel, bladder, neurological, brain, respiratory, circulatory, endocrine, and reproductive systems.
- (4) “Reasonable accommodation.” A change or modification to a job, work, or academic environment or university program which does not impose an undue hardship on the university and enables a qualified individual with a disability to enjoy the same opportunities and benefits as others without disabilities. Examples of reasonable accommodation can include:
 - (a) Acquiring auxiliary aids and services.
 - (b) Modifying equipment, devices, or schedules.
 - (c) Adjusting or modifying examinations, training materials, or policies.
- (5) “Qualified individual.” An individual who, with or without reasonable accommodation(s), meets the eligibility requirements for employment, educational programs or other university-sponsored programs and activities such that ~~he/she~~they can perform the essential functions of an employment position or ~~met~~meet the essential requirements of an educational program or activity.
- (6) “Essential function/requirement.” A fundamental duty of an employment position or a core requirement of a program or activity. A number of considerations impact whether a function/requirement may be considered essential, including but not limited to:

- (a) ~~Whether a~~ A requirement is basic to a position or program or any directly related licensing requirement.
 - (b) If the job/position exists to perform that function.
 - (c) There are a limited number of employees available who can perform that function.
 - (d) The function is highly specialized such that the incumbent in the position is hired for ~~his/her~~ their expertise or ability to perform the particular function.
- (7) “Undue hardship.” Action which requires significant difficulty or expense when considered in light of the nature and cost of the accommodation in relation to the size, resources, nature, and structure of the university’s operation, or which would fundamentally alter the nature or structure of a program, operation, or employment unit.
- (8) “Interactive process.” The ~~informal,~~ communicative process to identify the limitations resulting from a disability and potential reasonable accommodations.
- (E) Parameters.
- (1) The university will engage in an interactive process with a student or employee to determine the individual’s disability status and particularized accommodation needs.
 - (2) The ~~chief human resources officer~~ office of human resources and in collaboration with the director of equal opportunity and policy development and the assistant director for the center for student progress disability services the office of accessibility services, Resch Academic Success Center (office of accessibility services) are authorized to develop procedures for the implementation of this policy.
 - (3) The office of facilities maintenance and support services is responsible for promoting compliance with campus physical and architectural access.

- (4) The office of ~~disability~~accessibility services is responsible for organizing the university response to requests for accommodation and provision of academic services that support the needs of students with disabilities.
 - (5) The office of human resources is responsible for coordinating the university response to requests for accommodation in employment.
- (F) Procedures.
- (1) Students.
 - (a) A student who wishes to request a reasonable accommodation must be registered with the university's ~~center for student progress ("CSP") disability~~office of accessibility services. To be registered with ~~CSP disability~~the office of accessibility services, a student must first be accepted by the university through the office of undergraduate recruitment and admissions.
 - (b) To ensure the provision of reasonable and appropriate accommodations, ~~CSP disability~~the office of servicesaccessibility services requires current, within one year, and comprehensive documentation of the disability from a current physician or specialist. ~~CSP disability~~Accessibility services information and forms are available from the ~~CSP disability office of accessibility~~ services ~~office~~ or on the ~~CSP website~~. (<http://www.yzu.edu/csp/disabilityservices/dspdf/newDocumentationForm.pdf>). Where applicable, the documentation should include information that describes how the disorder was diagnosed, the symptoms of the disorder, severity of the condition, treatment and medication prescribed, and recommendations for accommodations.
 - (c) The information provided to the ~~CSP~~ office of ~~disability~~accessibility services is confidential and does not become a part of a student's academic record.
 - (2) Employees.

- (a) An employee who wishes to request a reasonable accommodation (or another person wishing to request a reasonable accommodation on behalf of an employee) can choose to make a request in either of the following ways:
- (i) Complete a request for reasonable accommodation form.
 - (ii) -Contact the immediate supervisor or the office of human resources, ~~employee benefits manager, of compensation and employee benefits (“HR manager”)~~ (benefits manager). When a request is made verbally, employees seeking a reasonable accommodation should follow up the verbal request ~~either by completing the request for reasonable accommodation form or otherwise confirming their request in writing (email is acceptable) to the HR manager. Information and forms are available from the office of human resources or on the human resources website~~ (<http://www.you.edu/administrative-offices/human-resources/human-resources>) by emailing the benefits manager. Upon receipt, the benefits manager will provide appropriate forms.
- (b) Determination of disability. Following the initial request for accommodation, ~~the HR manager will~~ the benefits manager will determine whether the employee has a disability as defined by applicable federal and state laws. The ~~HR~~ benefits manager may consult with appropriate university representatives to determine if the condition meets the definition of disability as defined by applicable federal and state laws.
- (c) An employee may be required to submit documentation to substantiate their request, including but not limited to, a request for documentation of physical/mental health condition.

- (d) Submitted documentation will be confidentially maintained in a file separate from an employee's personnel file.
 - (e) Interactive process. The interactive process takes place after the employee's condition is determined to be a disability as defined by applicable laws and will vary depending on the nature and type of disability and requested accommodation. While the individual with a disability is not required to specify a precise accommodation, the employee needs to describe the problems which need accommodation. Additionally, suggestions from the employee with a disability may assist the university in determining the type of reasonable accommodation to provide. Where the employee and/or the university are unfamiliar with possible accommodations, the university may consult with public and/or private resources to help identify reasonable accommodations once the specific limitations and workplace barriers have been ascertained.
 - (f) If the employee's condition is determined not to be a disability, as defined by applicable laws, the employee will be notified that their request is denied.
- (G) Genetic Information Nondiscrimination Act of 2008 ("GINA"). GINA prohibits employers and other entities covered by Title II of ~~FINA~~[GINA](#) from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by law. Therefore, employees and health care providers should not provide any genetic information when responding to a request for medical information. As defined by GINA, genetic information includes an individual's family medical history, the results of an individual or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.
- (H) Discrimination. Individuals who believe that they have been discriminated against on the basis of disability in an educational program or activity or employment situation at Youngstown state university, may

contact the office of equal opportunity, Title IX and policy development to seek information or to file a complaint.



**YOUNGSTOWN
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**RESOLUTION TO MODIFY AND RETITLE
MATERNITY/PARENTAL LEAVE – PAID LEAVE, EXCLUDED
PROFESSIONAL/ADMINISTRATIVE STAFF POLICY, 3356-7-14**

WHEREAS, University Policies are being reviewed and re-conceptualized on an ongoing basis; and

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

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

WHEREAS, the Maternity/Parental Leave – Paid Leave, Excluded Professional/Administrative Staff policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy governing Maternity/Parental Leave – Paid Leave, Excluded Professional/Administrative Staff, policy number 3356-7-14, to be retitled as Maternity/Parental Leave, Excluded Professional Administrative Employees, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

3356-7-14 Maternity/parental leave, excluded professional administrative employees.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: 2008; April 2012; December 2016; December 2021
Board Committee: University Affairs
Effective Date: December 2, 2026
Next Review: 2026

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. The university understands that supporting employees as they balance career, childbirth and family life benefits both the employee and the university. The policy allows for a specified period of paid leave following the birth or adoption of a child.
- (B) Purpose. To provide guidance for the use of maternity and parental leave.
- (C) Scope. Unless otherwise specified, this policy applies to both full-time and part-time excluded professional administrative employees. Academic department chairpersons are excluded professional administrative employees, covered by this policy.
- (D) Parameters.
 - (1) Under the provisions of this policy, the university will provide paid leave, at the employee's current salary for up to six workweeks or two hundred forty hours, for pregnancy-related medical reasons, upon hospitalization for delivery and/or childbirth, and/or to care for and bond with a newborn or newly adopted child.
 - (2) Maternity/parental leave runs concurrently with the unpaid leave benefits provided in accordance with the Family and Medical Leave Act (FMLA), (rule 3356-7-05 of the Administrative Code), and with the unpaid leave benefits provided in leave of absence

without pay, extended childcare (rule 3356-7-06 of the Administrative Code).

(E) Definitions.

- (1) “Paid maternity leave” means a period of paid leave for up to six workweeks or two hundred forty hours for birth and adoptive mothers or same sex parent following the birth or adoption of a child. This paid leave is also available to birth mothers for pregnancy-related medical issues.
- (2) “Paid parental leave” means three workweeks or one hundred twenty hours of paid leave for a biological/adoptive same sex parent not covered by paid maternity leave to care for and bond with a newborn/adopted child. This leave must be used within six months following the birth or adoption of a child. This leave may be scheduled on an intermittent basis with the approval of the supervisor and the chief human resources officer (CHRO) or the CHRO designee.
- (3) “Adoption expense payment” means the payment of two thousand dollars for adoption expenses. Such payment may be requested upon approval of the adoption. An employee who adopts a child may elect to receive the adoption expense payment in lieu of receiving the paid maternity and parental leave.
- (4) Paid parental leave also means three workweeks or one hundred twenty hours of paid leave following the maternity leave for mothers or same sex parent to care for and bond with the child. This leave must be used consecutively with maternity leave.

(F) Procedures.

- (1) Paid maternity and parental leave shall be used prior to using sick leave, which may be used to extend the period of paid leave, but which also runs concurrently with unpaid leave in accordance with family medical leave (rule 3356-7-05 of the Administrative Code) or childcare leave (rule 3356-7-06 of the Administrative Code).
- (2) Only one paid maternity and/or parental leave benefit is available per employee, per birth or adoption event. The number of children

born, i.e., multiple births, or adopted during the same event does not increase the length of the paid leave.

- (3) This paid leave benefit is based upon one hundred per cent full time equivalent (“FTE”) and is prorated in accordance with the employee’s percentage of FTE status.
- (4) This policy applies only to employees who have completed at least one year of service prior to the date that paid maternity or parental leave is to commence. Employees who attain one year of service while on leave for the purpose of a birth or adoption of a child will be eligible for a pro-rated portion of the paid maternity and/or parental leave.
- (5) When the use of paid maternity or parental leave is anticipated, the employee shall provide notice to his or her supervisor and to the CHRO or CHRO designee as far in advance as possible. The employee shall also submit an application for leave form at that time with anticipated dates of leave.
- (6) The university will maintain all group insurance benefits for a full-time employee who is on approved maternity or parental leave. The employee will continue to pay their portion of the insurance benefit contribution.
- (7) Employees on paid maternity or parental leave continue to accrue sick and vacation leave.
- (8) Employees on paid maternity or parental leave are ineligible to receive holiday pay. A holiday occurring during the leave period shall be counted as one day of maternity or parental leave and paid as such.

**3356-7-14 Maternity/parental leave—paid leave, excluded professional/
administrative ~~staff~~employees.**

~~Previous Policy Number: 7002.10~~

Responsible Division/Office: Human Resources

Responsible Officer: VP for Legal Affairs and Human Resources

Revision History: 2008; April 2012; December 2016; December
2021

Board Committee: University Affairs

Effective Date: December 1, ~~2016~~2, 2026

Next Review: ~~2021~~2026

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. The university understands that supporting employees as they balance career, childbirth and family life benefits both the employee and the university. The policy allows for a specified period of paid leave following the birth or adoption of a child.
- (B) Purpose. To provide guidance for the use of maternity and parental leave. ~~Under the provisions of this policy, the university will provide paid leave, at the employees current salary for up to six workweeks or two hundred forty hours, for pregnancy related medical reasons, childbirth, and/or to care for and bond with a newborn or newly adopted child.~~
- (C) Scope. Unless otherwise specified, this policy applies to both full-time and part-time excluded professional administrative employees. Academic department chairpersons are excluded professional administrative employees, covered by this policy.
- (D) Parameters.
- (1) Under the provisions of this policy, the university will provide paid leave, at the employee's current salary for up to six workweeks or two hundred forty hours, for pregnancy-related medical reasons, upon hospitalization for delivery and/or childbirth, and/or to care for and bond with a newborn or newly adopted child.

(2) Maternity/parental leave runs concurrently with the unpaid leave benefits provided in accordance with the ~~Leave of Absence~~, Family and Medical Leave Act (“FMLA”), (rule 3356-7-05 of the Administrative Code), and with the unpaid leave benefits provided in the ~~“Leave~~ leave of absence without pay, extended childcare, ~~excluded professional/ administrative staff”~~ (rule 3356-7-06 of the Administrative Code).

~~(D)~~(E) Definitions.

- (1) “Paid maternity leave” means a period of paid leave for up to six workweeks or two hundred forty hours for birth and adoptive mothers or same sex parent following the birth or adoption of a child. This paid leave is also available to birth mothers for pregnancy-related medical issues.
- (2) “Paid parental leave” means three workweeks or one hundred twenty hours of paid leave for a biological/adoptive same sex parent not covered by paid maternity leave to care for and bond with a newborn/adopted child. This leave must be used within six months following the birth or adoption of a child. This leave may be scheduled on an intermittent basis with the approval of the supervisor and the chief human resources officer (CHRO) or the CHRO designee.
- (3) “Adoption expense payment” means the payment of two thousand dollars for adoption expenses. Such payment may be requested upon approval of the adoption. An employee who adopts a child may elect to receive the adoption expense payment in lieu of receiving the paid maternity and parental leave.
- (4) Paid parental leave also means three workweeks or one hundred twenty hours of paid leave following the maternity leave for mothers or same sex parent to care for and bond with the child. This leave must be used consecutively with maternity leave.

~~(E)~~(F) Procedures.

- (1) Paid maternity and parental leave shall be used prior to using sick leave, which may be used to extend the period of paid leave, but

which also runs concurrently with unpaid leave in accordance with family medical leave (rule 3356-7-05 of the Administrative Code) or childcare leave (rule 3356-7-06 of the Administrative Code).

- (2) Only one paid maternity and/or parental leave benefit is available per employee, per birth or adoption event. The number of children born, i.e., multiple births, or adopted during the same event does not increase the length of the paid leave.
- (3) This paid leave benefit is based upon one hundred per cent full time equivalent (“FTE”) and is prorated in accordance with the employee’s percentage of FTE status.
- (4) This policy applies only to employees who have completed at least one year of service prior to the date that paid maternity or parental leave is to commence. Employees who attain one year of service while on leave for the purpose of a birth or adoption of a child will be eligible for a pro-rated portion of the paid maternity and/or parental leave.
- (5) When the use of paid maternity or parental leave is anticipated, the employee shall provide notice to his or her supervisor and to the ~~chief human resources officer~~ [CHRO or CHRO designee](#) as far in advance as possible. The employee shall also submit an application for leave form at that time with anticipated dates of leave.
- (6) The university will maintain all group insurance benefits for a full-time employee who is on approved maternity or parental leave. The employee will continue to pay ~~his or her~~ [their](#) portion of the insurance benefit contribution.
- (7) Employees on paid maternity or parental leave continue to accrue sick and vacation leave.
- (8) Employees on paid maternity or parental leave are ineligible to receive holiday pay. A holiday occurring during the leave period shall be counted as one day of maternity or parental leave and paid as such.



**YOUNGSTOWN
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**RESOLUTION TO MODIFY AND RETITLE
BEREAVEMENT LEAVE, EXCLUDED
PROFESSIONAL/ADMINISTRATIVE STAFF AND
DEPARTMENT CHAIRPERSONS POLICY, 3356-7-15**

WHEREAS, University Policies are being reviewed and re-conceptualized on an ongoing basis; and

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

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

WHEREAS, the Bereavement Leave, Excluded Professional/Administrative Staff and Department Chairpersons policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy governing Bereavement Leave, Excluded Professional/Administrative Staff and Department Chairpersons, policy number 3356-7-15, to be retitled as Bereavement Leave, Excluded Professional Administrative Employees, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

3356-7-15 Bereavement leave, excluded professional administrative employees.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: March 2010; March 2015; December 2016;
December 2021
Board Committee: University Affairs
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its leave programs, it provides for and encourages preventive health care; physical, emotional, and mental well-being; professional growth and development; and civic responsibility.
- (B) Purpose. To provide direction on the availability and appropriate use of bereavement leave.
- (C) Scope. Unless otherwise specified, this policy applies to both full-time and part-time excluded professional administrative employees. Academic department chairpersons are excluded professional administrative employees, covered by this policy.
- (D) Definition. As used in this policy, immediate family is defined as the employee's spouse, children (including stillborn condition), daughters-in-law, sons-in-law, grandchildren, parents, parents-in-law, grandparents, spouse's grandparents, brothers, sisters, brothers-in-law, sisters-in-law, or legal guardian.
- (E) Parameters.
 - (1) Up to four consecutive days of paid bereavement leave will be granted to excluded professional administrative employees upon the death of a member of their immediate family. Bereavement leave shall be taken to attend to any immediate post-death matter and/or to prepare for or attend a funeral or interment.

- (2) Excluded professional administrative employees may use one day of bereavement leave upon the death of the employee's aunt or uncle.
 - (3) Employees covered by collective bargaining should refer to their respective labor agreements.
- (F) Procedures.
- (1) Employees utilizing bereavement leave should notify their immediate supervisor as soon as possible.
 - (2) Employees will report the utilization of the leave on their electronic leave report upon return to work.
 - (3) Supervisors may require reasonable proof to verify the request for bereavement leave.

3356-7-15 Bereavement leave, excluded professional/ administrative staff and department chairpersons. employees.

~~Previous Policy Number: 7002.11~~

Responsible Division/Office: Human Resources

Responsible Officer: VP for Legal Affairs and Human Resources

Revision History: March 2010; March 2015; December 2016; December 2021

Board Committee: University Affairs

Effective Date: ~~December 1, 2016~~ 2, 2021

Next Review: ~~2021~~ 2026

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its leave programs, it provides for and encourages preventive health care; physical, emotional, and mental well-being; professional growth and development; and civic responsibility.
- (B) Purpose. To provide direction on the availability and appropriate use of bereavement leave ~~by professional administrative staff and academic department chairpersons.~~
- (C) Scope. Unless otherwise specified, This ~~this~~ policy applies to both full-time and part-time excluded professional/ administrative ~~staff and employees.~~ Academic ~~department chairpersons are excluded professional administrative employees, covered by this policy.~~
- (D) Definition. As used in this policy, immediate family is defined as the employee's spouse, children (including stillborn condition), daughters-in-law, sons-in-law, grandchildren, parents, parents-in-law, grandparents, spouse's grandparents, brothers, sisters, brothers-in-law, sisters-in-law, or legal guardian.
- (E) Parameters.
- (1) Up to four consecutive days of paid bereavement leave will be granted to ~~members of the~~ excluded professional/ administrative ~~staff and academic department chairpersons~~ employees upon the

death of a member of ~~his/her~~their immediate family. Bereavement leave shall be taken to attend to any immediate post-death matter and/or to prepare for or attend a funeral or interment.

- (2) ~~Members of excluded~~Excluded -professional/_administrative ~~staff and academic department chairpersons~~employees may use one day of bereavement leave upon the death of the employee's aunt or uncle.
- (3) Employees covered by collective bargaining should refer to their respective labor agreements.

(F) Procedures.

- (1) Employees utilizing bereavement leave should notify their immediate supervisor as soon as possible.
- (2) Employees will report the utilization of the leave on their electronic leave report upon return to work.
- (3) Supervisors may require reasonable proof to verify the request for bereavement leave.



**YOUNGSTOWN
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**RESOLUTION TO MODIFY AND RETITLE
DISTINGUISHED SERVICE AWARDS, FULL-TIME EXCLUDED
PROFESSIONAL/ADMINISTRATIVE STAFF AND FULL-TIME
CLASSIFIED EXCLUDED STAFF POLICY, 3356-7-27**

WHEREAS, University Policies are being reviewed and re-conceptualized on an ongoing basis; and

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

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

WHEREAS, the Distinguished Service Awards, Full-time Excluded Professional/Administrative Staff and Full-time Classified Excluded Staff policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy governing Distinguished Service Awards, Full-time Excluded Professional/Administrative Staff and Full-time Classified Excluded Staff, policy number 3356-7-27, to be retitled as Distinguished Service Awards, Full-time Excluded Professional Administrative Employees and Full-time Excluded Classified Employees, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

3356-7-27 Distinguished service awards, full-time excluded professional administrative employees and full-time excluded classified employees.

Responsible Division/Office: Human Resources
Responsible Officer: Vice President for Legal Affairs and Human Resources
Revision History: October 1998; October 2010; June 2016; December 2021
Board Committee: University Affairs
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. Youngstown state university (“university”) recognizes employees for outstanding performance of duties that contributes to the good of the university and grants awards for such achievement.
- (B) Scope. This policy applies to full-time excluded professional administrative employees and to full-time excluded classified employees. This policy does not apply to academic department chairpersons; see university policy 3356-7-53 Excellence awards for department chairpersons for awards to academic chairs.
- (C) Parameters.
 - (1) Up to four awards may be granted annually to full-time excluded professional administrative employees whose performance at the university has been identified as outstanding.
 - (2) Full-time excluded professional administrative employee award recipients shall receive two thousand dollars divided as follows:
 - (a) a cash award of one thousand dollars, and
 - (b) one thousand dollars added to the individual’s base salary in the following contract year.
 - (3) One award may be granted annually to a full-time excluded

classified employee whose performance at the university has been identified as outstanding.

- (4) A full-time excluded classified award recipient shall receive a cash award of one thousand four hundred dollars.
- (5) The president, provost, vice presidents, deans, and executive directors are not eligible for consideration for distinguished service awards.

(D) Procedures.

- (1) To be eligible to receive a distinguished service award, an individual must be nominated during the "Call for Nominations" process, which is annually initiated in December.
- (2) Staff members, faculty, students, or alumni may make nominations.
- (3) The provost and each vice president will appoint a person from each division to serve as a committee to review nominations and recommend award recipients.
- (4) The committee will seek written input of the supervisors of all persons nominated for an award.
- (5) The names of the award recipients recommended by the committee will be forwarded to the office of human resources.
- (6) Announcement and presentation of the awards occurs at the annual staff awards dinner.
- (7) Annually a list of all recipients of the distinguished service award will be presented to the university affairs committee of the board of trustees.

**3356-7-27 Distinguished service awards, full-time excluded professional/
administrative ~~staff~~employees and full-time excluded classified
~~excluded staff~~employees.**

~~Previous Policy Number: 7014.01~~
Responsible Division/Office: Human Resources
Responsible Officer: Vice President for Legal Affairs and Human
Resources
Revision History: October 1998; October 2010; June 2016;
December 2021
Board Committee: University Affairs
Effective Date: ~~June 15, 2016~~December 2, 2021
~~Revision: September 2016~~
Next Review: ~~2021~~2026

(A) Policy statement. Youngstown state university (“university”) recognizes employees for outstanding performance of duties that contributes to the good of the university and grants awards for such achievement.

(B) Scope. This policy applies to full-time excluded professional administrative employees and to full-time excluded classified employees. This policy does not apply to academic department chairpersons: see university policy 3356-7-53 Excellence awards for department chairpersons for awards to academic chairs.

~~(B)~~(C) Parameters.

(1) Up to four awards may be granted annually to full-time excluded professional/~~administrative~~ ~~staff~~employees whose performance at the university has been identified as outstanding.

(2) Full-time excluded professional/~~administrative~~ ~~staff~~employee award recipients shall receive two thousand dollars divided as follows:

(a) ~~—~~ a ~~stipend~~cash award of one thousand dollars, and

(b) one thousand dollars added to the individual’s base salary in the following contract year.

- (3) One award may be granted annually to a full-time excluded classified employee whose performance at the university has been identified as outstanding.
- (4) A full-time excluded classified ~~excluded~~ award recipient shall receive a cash award of one thousand four hundred dollars.
- (5) The president, provost, vice presidents, deans, and executive directors are not eligible for consideration for distinguished service awards.

~~(E)~~(D) Procedures.

- (1) To be eligible to receive a distinguished service award, an individual must be nominated during the "Call for Nominations" process, which is annually initiated in ~~January~~ December.
- (2) Staff members, faculty, students, or alumni may make nominations.
- (3) The provost and each vice president will appoint a person from each division to serve as a committee to review nominations and recommend award recipients.
- (4) The committee will seek written input of the supervisors of all persons nominated for an award.
- (5) The names of the award recipients recommended by the committee will be forwarded to the office of human resources.
- (6) Announcement and presentation of the awards occurs at the annual staff awards dinner.
- (7) Annually a list of all recipients of the distinguished service award will be presented to the university affairs committee of the board of trustees.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY AND RETITLE
FRINGE BENEFITS, FULL-TIME PROFESSIONAL/ADMINISTRATIVE
EMPLOYEES (EXCLUDED) POLICY, 3356-7-30**

WHEREAS, University Policies are being reviewed and re-conceptualized on an ongoing basis; and

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

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

WHEREAS, the Fringe Benefits, Full-time Professional/Administrative Employees (Excluded) policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy governing Fringe Benefits, Full-time Professional/Administrative Employees (Excluded), policy number 3356-7-30, to be retitled as Fringe Benefits, Excluded Professional Administrative Employees, attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**

3356-7-30 Fringe benefits, excluded professional administrative employees.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: December 2010; September 2016; December 2021
Board Committee: University Affairs
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees and to ensure the ability to recruit and retain high quality employees. Through its various fringe benefits packages, it offers employees incentives to pursue additional education, to take advantage of events, activities and performances offered, and to otherwise enhance each employee's standard of living.
- (B) Scope. Unless otherwise specified, the policy applies to both full-time and part-time excluded professional administrative employees. Academic department chairpersons are excluded professional administrative employees, covered by this policy.
- (C) Parameters. The university may provide these and other fringe benefits for excluded professional administrative employees:
- (1) Discount programs. Employees may receive discounts for the purchase of athletic and theater tickets and for bookstore purchases for the personal use of employees and their immediate family as follows:
 - (a) Athletic and theater tickets – fifty per cent discount;
 - (b) Bookstore purchases – twenty per cent discount for purchases over five dollars.
 - (2) Use of university facilities. Employees may use the resources of the Maag library and campus recreational facilities and areas

during normal hours of operation when the use does not conflict with scheduled activities.

- (3) Parking program. All persons who operate or expect to operate a motor vehicle on university property must obtain and display a valid Youngstown state university parking permit. Employees may register to obtain a parking permit online through the university parking services. Further, any person who operates a motor vehicle on university property is expected to abide by the university traffic and parking rules and regulations.
- (4) Retirement programs. University employees are required by law to participate in the state teachers retirement system (“STRS”) or the Ohio public employees retirement (“OPERS”). Employees may opt to participate in the alternative retirement plan (“ARP”) as allowable by law.
- (5) Deferred compensation program. Eligible employees who are members of OPERS and STRS may participate in the Ohio public employees deferred compensation program. Under this program, eligible employees may defer a portion of their income from current liability for state and federal taxes via available investment options.
- (6) Tax-deferred annuity program.
 - (a) Eligible employees may elect to defer a portion of their income to an annuity contract or custodial account within the provisions of the Internal Revenue Code.
 - (b) The university assumes no responsibility regarding the advisability or appropriateness of any annuity contract or custodial account or for any tax consequences resulting from such investments.
- (7) Additional fringe benefits include (corresponding university policies can be found on the [university policies website](#)):
 - (a) Sick leave accrual, use and conversion, rule 3356-7-13 of the Administrative Code;

- (b) Vacation leave, rule 3356-7-09 of the Administrative Code;
 - (c) Maternity/parental leave, rule 3356-7-14 of the Administrative Code;
 - (d) Bereavement leave, rule 3356-7-15 of the Administrative Code;
 - (e) Employee health insurance, rule 3356-7-22 of the Administrative Code;
 - (f) Civic leave, rule 3356-7-11 of the Administrative Code;
 - (g) Military leave, rule 3356-7-12 of the Administrative Code;
 - (h) Distinguished service, rule 3356-7-27 of the Administrative Code;
 - (i) Fee remission, rule 3356-7-31 of the Administrative Code;
 - (j) Leave without pay, extended child care, rule 3356-7-06 of the Administrative Code;
 - (k) Leave without pay, extended serious health condition, rule 3356-7-08 of the Administrative Code.
- (D) The chief human resources officer is authorized to develop procedures to implement these benefit programs.

3356-7-30 **Fringe benefits, ~~full-time professional/administrative employees (excluded)~~, excluded professional administrative employees.**

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: December 2010; September 2016; December 2021

Board Committee: University Affairs
Effective Date: ~~September 15, 2016~~ December 2, 2021
Minor Revision: ~~June 30, 2020~~ (hyperlink updated)
Next Review: ~~2021~~ 2026

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees and to ensure the ability to recruit and retain high quality employees. Through its various fringe benefits packages, it offers employees incentives to pursue additional education, to take advantage of events, activities and performances offered, and to otherwise enhance each employee's standard of living.
- (B) Scope. Unless otherwise specified, the policy applies to both full-time and part-time excluded professional administrative employees. Academic department chairpersons are excluded professional administrative employees, covered by this policy.
- (C) Parameters. The university may provide these and other fringe benefits for ~~full-time~~ excluded professional/ administrative employees:
- (1) Discount programs. Employees may receive discounts for the purchase of athletic and theater tickets and for bookstore purchases for the personal use of employees and their immediate family as follows:
 - (a) Athletic and theater tickets – fifty per cent discount;
 - (b) Bookstore purchases – twenty per cent discount for purchases over five dollars.

- (2) Use of university facilities. Employees may use the resources of the Maag library and campus recreational facilities and areas during normal hours of operation when the use does not conflict with scheduled activities.
- (3) Parking program. All persons who operate or expect to operate a motor vehicle on university property must obtain and display a valid Youngstown state university parking permit. Employees may register to obtain a parking permit online through the university parking services. Further, any person who operates a motor vehicle on university property is expected to abide by the university traffic and parking rules and regulations.
- (4) Retirement programs. University employees are required by law to participate in the state teachers retirement system (“STRS”) or the Ohio public employees retirement (“OPERS”). Employees may opt to participate in the alternative retirement plan (“ARP”) as allowable by law.
- (5) Deferred compensation program. Eligible employees who are members of OPERS and STRS may participate in the Ohio public employees deferred compensation program. Under this program, eligible employees may defer a portion of their income from current liability for state and federal taxes via available investment options.
- (6) Tax-deferred annuity program.
 - (a) Eligible employees may elect to defer a portion of their income to an annuity contract or custodial account within the provisions of the Internal Revenue Code.
 - (b) The university assumes no responsibility regarding the advisability or appropriateness of any annuity contract or custodial account or for any tax consequences resulting from such investments.
- (7) Additional fringe benefits include (corresponding university policies can be found on the [university policies website](#)):

- (a) Sick leave accrual, use and conversion, rule 3356-7-13 of the Administrative Code;
 - (b) Vacation leave, rule 3356-7-09 of the Administrative Code;
 - (c) Maternity/parental leave, rule 3356-7-14 of the Administrative Code;
 - (d) Bereavement leave, rule 3356-7-15 of the Administrative Code;
 - (e) Employee health insurance, rule 3356-7-22 of the Administrative Code;
 - ~~(f)~~ ~~Staff development leave, rule 3356-7-10 of the Administrative Code;~~
 - ~~(g)~~(f) Civic leave, rule 3356-7-11 of the Administrative Code;
 - ~~(h)~~(g) Military leave, rule 3356-7-12 of the Administrative Code;
 - ~~(+)~~(h) Distinguished service, rule 3356-7-27 of the Administrative Code;
 - ~~(+)~~(i) ~~Tuition or fee~~Fee remission, rule 3356-7-31 of the Administrative Code;
 - ~~(+)~~(j) Leave without pay, extended child care, rule 3356-7-06 of the Administrative Code;
 - ~~(+)~~ ~~Professional leave without pay, rule 3356-7-07 of the Administrative Code;~~
 - ~~(+)~~(k) Leave without pay, extended serious health condition, rule 3356-7-08 of the Administrative Code.
- ~~(+)~~(D) The chief human resources officer is authorized to develop procedures to implement these benefit programs.



**RESOLUTION TO MODIFY AND RETITLE
FRINGE BENEFITS, EXCLUDED PROFESSIONAL/ADMINISTRATIVE
EMPLOYEES FEE REMISSION PROGRAM POLICY, 3356-7-31**

WHEREAS, University Policies are being reviewed and re-conceptualized on an ongoing basis; and

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

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

WHEREAS, the Fringe Benefits, Excluded Professional/Administrative Employees Fee Remission Program policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy governing Fringe Benefits, Excluded Professional/Administrative Employees Fee Remission Program, policy number 3356-7-31, to be retitled as Fee Remission, Excluded Professional Administrative Employees, attached hereto.

3356-7-31 Fee remission, excluded professional administrative employees.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: December 1998; September 2001; December 2010; February 2012; December 2016; December 2018; December 2021
Board Committee: University Affairs
Effective Date: December 2, 2021
Next Review: 2026

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its various fringe benefits packages, it offers employees incentives to pursue additional education, to take advantage of events, activities and performances offered, and to otherwise enhance each employee's standard of living.
- (B) Scope. This policy applies to full-time and part-time excluded professional administrative employees, where applicable. For purposes of this policy, "full-time employees" includes .75 full-time equivalent excluded professional administrative employees. Academic department chairpersons are excluded professional administrative employees, covered by this policy. This policy does not apply to intermittent employees.
- (C) Parameters.
- (1) University employees are eligible to be granted remission of instructional and general fees at the university, including out-of-state fees, where applicable. Dependent children and spouses are eligible to be granted remission of instructional fees at the university, including out-of-state instructional fees, where applicable. Children, for purposes of this policy, are the biological children, legally adopted children, stepchildren, or children for which the employee has been granted a legal guardianship. Details of the fee remission program may be found at the benefits section of the office of human resources website.

- (2) The employee will be required to produce sufficient documentation as requested by the university, such as copies of marriage licenses, birth certificates, and certificates of adoption or legal guardianship to assist the university in determining that the child or spouse is eligible for fee remission. Employees must also complete the university's application in order to receive tuition remission.
- (3) Except for online instruction provided by academic partnership or any successor, full-time excluded professional administrative employees receive the following fee remission:
 - (a) Instructional and general fees remission for up to eighteen semester hours per academic year and six semester hours each summer session.
 - (b) Instructional fee remission for spouses.
 - (c) Instructional fee remission for dependent children to the end of the academic year during which the dependent child reaches age twenty-five.
 - (d) Instructional fee remission for former employees who are retired. Instructional fee remission is available for retirees' spouses, and dependent children (to the end of the academic year during which the dependent reaches age twenty-five).
 - (e) Dependent children of a deceased employee are eligible for fee remission of instructional fees until they reach the end of the academic year during which the dependent child reaches age twenty-five.
 - (f) A surviving spouse of a deceased employee is eligible for remission of instructional fees as long as the spouse remains unmarried. A stepchild of a deceased employee is eligible for fee remission until the end of the academic year in which the stepchild reached age twenty-five only as long as the surviving spouse of the deceased employee remains unmarried.

- (g) Starting in the fall semester of 2022, full-time employees, their spouses and their dependent children shall pay for twenty percent (20 %) of the cost of online instruction provided by academic partnership or any successor.
 - (4) Except for online instruction provided by academic partnership or any successor, a part-time excluded professional administrative employee whose appointment equals at least .5 FTE, but is less than .75 FTE, receives remission of one-half of the instructional and general fees for up to six semester hours during the fiscal year of employment. This formula for part-time employees also applies to classes and noncredit continuing education. Spouses and dependents of part-time employees are eligible for instructional fees based on the same formula, pursuant to the parameters set forth in (C)(3) for the spouses and dependents of full-time employees.
 - (5) Fee remission is available to eligible part-time and full-time employees enrolling in classes bearing Youngstown state university credit, including classes audited. Fee remission does not apply to the college credit plus program.
- (D) Procedures.
- (1) Enrollment in classes is restricted to times that do not interfere with the performance of an employee's assigned duties and responsibilities. Supervisors may make exceptions to this restriction provided that there is no adverse impact on the operational needs of the work unit and arrangements have been made for the employee to make up any missed work time. An employee wishing to enroll in a university class that is offered during normal work hours must initiate a discussion and obtain approval of the matter from their appropriate department chairperson or department/unit supervisor well in advance of the class registration period.
 - (2) If the discussion results in a decision that such enrollment will not interfere with the performance of assigned duties and responsibilities, the employee may proceed to register for the class. The employee and supervisor shall come to a written

understanding as to how the employee will attend class and work his/her required number of hours.

- (3) Employees are required to complete an electronic tuition remission application prior to taking advantage of the fee remission benefit for each academic term. The tuition remission application is available on the office of human resources website. For noncredit courses, eligible employees are required to make an application using the enrollment form provided by the college offering the course, in addition to the electronic application process in advance of enrollment.
- (4) The office of human resources will certify eligibility of the applicant and forward the electronic application to the office of financial aid and scholarships for processing.

3356-7-31 ~~Fringe benefits, excluded professional/administrative employees fee remission program.~~ Fee remission, excluded professional administrative employees.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: December 1998; September 2001; December 2010; February 2012; December 2016; December 2018; December 2021
Board Committee: University Affairs
Effective Date: ~~December 6, 2018~~ December 2, 2021
Next Review: ~~2023~~ 2026

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its various fringe benefits packages, it offers employees incentives to pursue additional education, to take advantage of events, activities and performances offered, and to otherwise enhance each employee's standard of living.
- (B) ~~Tuition or fee remission eligibility.~~ Scope. This policy applies to full-time and part-time excluded professional administrative employees, where applicable. For purposes of this policy, "full-time employees" includes .75 full-time equivalent excluded professional administrative employees. Academic department chairpersons are excluded professional administrative employees, covered by this policy. This policy does not apply to intermittent employees.
- (C) Parameters.
- (1) —University employees are eligible to be granted remission of instructional and general fees at the university, including out-of-state fees, where applicable. Dependent children and spouses are eligible to be granted remission of instructional fees at the university, including out-of-state instructional fees, where applicable. Children, for purposes of this policy, are the biological children, legally adopted children, stepchildren, or children for which the employee has been granted a legal guardianship. Details

of the fee remission program may be found at the benefits section of the office of human resources website.

~~(C)~~ ~~Parameters.~~

~~(1)~~(2) The employee will be required to produce sufficient documentation as requested by the university, such as copies of marriage licenses, birth certificates, and certificates of adoption or legal guardianship to assist the university in determining that the child or spouse is eligible for fee remission. Employees must also complete the university's application in order to receive tuition remission.

~~(2)~~(3) Except for online instruction provided by academic partnership or any successor, full-time excluded professional administrative employees receive the following fee remission:

~~(a)~~ (a) Instructional and general fees remission for up to eighteen semester hours per academic year and six semester hours each summer session ~~are available to full-time and .75 full-time equivalent ("FTE") employees.~~

~~(3)~~(b) Instructional fee remission ~~is available~~ for spouses ~~of full-time and .75 FTE employees.~~

~~(4)~~(c) Instructional fee remission ~~is available~~ for ~~full-time and .75 FTE employees'~~ dependent children to the end of the academic year during which the dependent child reaches age twenty-five.

~~(5)~~(d) Instructional fee remission ~~is available~~ for former ~~full-time and .75 FTE~~ employees who are retired. Instructional fee remission is available for retirees' spouses, and dependent children (to the end of the academic year during which the dependent reaches age twenty-five).

~~(6)~~(e) Dependent children of a deceased employee are eligible for fee remission of instructional fees until they reach the end of the academic year during which the dependent child reaches age twenty-five.

~~(7)~~(f) A surviving spouse of a deceased employee is eligible for remission of instructional fees as long as the spouse remains unmarried. A stepchild of a deceased employee is eligible for fee remission until the end of the academic year in which the stepchild reached age twenty-five only as long as the surviving spouse of the deceased employee remains unmarried.

(g) Starting in the fall semester of 2022, full-time employees, their spouses and their dependent children shall pay for twenty percent (20 %) of the cost of online instruction provided by academic partnership or any successor.

~~(8)~~(4) Except for online instruction provided by academic partnership or any successor, a part-time excluded professional administrative employee whose appointment equals at least .5 FTE, but is less than .75 FTE, receives remission of one-half of the instructional and general fees for up to six semester hours during the fiscal year of employment. This formula for part-time employees also applies to classes and noncredit continuing education. Spouses and dependents of part-time employees are eligible for instructional fees based on the same formula, pursuant to the parameters set forth in (C)(3) for the spouses and dependents of full-time employees.

~~(9)~~(5) Fee remission is available to eligible part-time and full-time employees enrolling in classes bearing Youngstown state university credit, ~~(including classes audited, and noncredit continuing education).~~ Fee remission does not apply to the college credit plus program.

(D) Procedures.

(1) Enrollment in classes is restricted to times that do not interfere with the performance of an employee's assigned duties and responsibilities. Supervisors may make exceptions to this restriction provided that there is no adverse impact on the operational needs of the work unit and arrangements have been made for the employee to make up any missed work time. An employee wishing to enroll in a university class that is offered

during normal work hours must initiate a discussion and obtain approval of the matter from their appropriate department chairperson or department/unit supervisor well in advance of the class registration period.

- (2) If the discussion results in a decision that such enrollment will not interfere with the performance of assigned duties and responsibilities, the employee may proceed to register for the class. The employee and supervisor shall come to a written understanding as to how the employee will attend class and work his/her required number of hours.
- (3) Employees are required to complete an electronic tuition remission application prior to taking advantage of the fee remission benefit for each academic term. The tuition remission application is available on the office of human resources website. For noncredit courses, eligible employees are required to make an application using the enrollment form provided by the college offering the course, in addition to the electronic application process in advance of enrollment.
- (4) The office of human resources will certify eligibility of the applicant and forward the electronic application to the office of financial aid and scholarships for processing.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

WHEREAS, the *Policies of the Board of Trustees* authorize the President to manage the University, including appointing such employees as are necessary to effectively carry out the operation of the University and any other necessary personnel actions; and

WHEREAS, new appointments and other personnel actions have been made subsequent to the September 2, 2021, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2021-2022 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University; 3356-7-42, Selection of Professional/Administrative Staff; and 3356-7-43, Externally Funded Professional/Administrative Staff;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions attached hereto.

**Board of Trustees Meeting
December 2, 2021
YR 2022-**



SUMMARY OF PERSONNEL ACTIONS
Professional Administrative and Faculty Employees
7/16/21 through 10/15/21

Appointments – 53

New Positions – 13 *(Notated with an asterisk *)*

- Professional Administrative Externally Funded – 3
- Faculty – 9
- Professional Administrative Excluded – 1

Replacement Positions – 40

- Professional Administrative Externally Funded - 1
- Faculty – 23
- Professional Administrative Staff – 13
- Professional Administrative Excluded – 3

Separations – 36

- Professional Administrative Externally Funded – 1
- Faculty – 30
- Professional Administrative Staff – 5

Reclassifications/Position Adjustments – 9

- Professional Administrative Externally Funded – 1
- Faculty – 2
- Professional Administrative Staff – 4
- Professional Administrative Excluded – 2

Promotions – 21

- Professional Administrative Externally Funded – 1
- Faculty – 15
- Professional Administrative Staff – 2
- Professional Administrative Excluded – 3

Salary Adjustments – 39

- Professional Administrative Externally Funded – 30
- Professional Administrative Staff – 4
- Professional Administrative Excluded – 5

Transfers – 1

- Externally Funded – 1

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT		
				DATES	FTE	SALARY
Austin, Nikeesha	APAS	Academic Advisor 1	Dean - WCBA	9/16/2021	1.00	\$ 35,568.00
Bowser, Presley	APAS	Coordinator	Honors College	9/16/2021	1.00	\$ 38,000.00
Buehler, My Hoang	APAS	Temp Coordinator Intl Adm	International Programs Office	10/1/2021	0.38	\$ 15,000.00
Burdette, Kathleen	APAS	Coordinator	Marketing & Communications	9/20/2021	1.00	\$ 38,265.00
Fabry, Dina	APAS	Coord Fitness and Wellness	Andrews Student Recr & Wellness Ctr	7/19/2021	1.00	\$ 39,607.00
Giblin, Sean	APAS	Coordinator	Envir Occupational Health & Safety	7/19/2021	1.00	\$ 48,500.00
Kiriazis, Natalie	APAS	Academic Advisor 2	Dean Cliffe College of Creative Arts	8/1/2021	1.00	\$ 44,000.00
Kraus, Erika	APAS	Asst Director Intl Adm and Recruit	International Programs Office	9/13/2021	1.00	\$ 55,000.00
McMaster, Shannon	APAS	Coordinator	Study Abroad	10/1/2021	0.50	\$ 21,000.00
Pendleton, Sandra	APAS	Academic Advisor 2	Dean - WCBA	8/16/2021	1.00	\$ 44,000.00
Rawat, Dil	APAS	Web Developer 1	Marketing & Communications	8/1/2021	1.00	\$ 38,162.00
Richard, LaTieya	APAS	Technology Trainer	IT Training Services	7/16/2021	1.00	\$ 48,000.00
Theiss, Ian	APAS	Temp Coordinator Retail Ops	Kilcawley Center	9/20/2021	1.00	\$ 36,101.00
Becker, Karen*	Excluded	Intermittent Prof Entrance Exam Skills Coach	Honors College	10/11/2021	0.50	\$ 31,200.00
Kralj, Kevin	Excluded	Director Labor Employee Relations	Human Resources	8/2/2021	1.00	\$ 100,444.50
Lantz, Dana	Excluded	Director Equal Opp & Policy Develop	Equal Opportunity Policy Compliance	7/19/2021	1.00	\$ 102,444.00
Pieren, Jennifer	Excluded	Program Administrator	Health Professions	9/16/2021	1.00	\$ 75,000.00
Crawford, Denis*	Externally Funded	Training Coordinator WEP	Center for Workforce Educ & Innov	9/16/2021	1.00	\$ 45,000.00
Leeworthy, Jason*	Externally Funded	Training Coordinator WEP	Center for Workforce Educ & Innov	9/16/2021	1.00	\$ 45,000.00
Rossi, Sherri*	Externally Funded	Intermittent Program Coordinator	Counseling, Sch Psych & Ed Leader	9/13/2021	0.50	\$ 31,200.00

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Wright, Mason	Externally Funded	Instruction Specialist	Rich Center for Autism	9/8/2021	1.00	\$ 21,175.00
Aljarah, Osama	Faculty	Assistant Professor	Mechanical Engineering	8/23/2021	1.00	\$ 73,000.00
Augustine-Thompson, Mary	Faculty	Lecturer	Lariccia School of Accounting & Finance	8/23/2021	1.00	\$ 60,000.00
Borra, Venkata Shesha Vamsi*	Faculty	Assistant Professor	Electrical Engineering	8/23/2021	1.00	\$ 77,500.00
Butler, Michael	Faculty	Associate Prof/Dir. of Bands	Dana School of Music	8/23/2021	1.00	\$ 69,026.00
Choi, Myunghyun	Faculty	Lecturer	Criminal Justice and Consumer Sciences	8/23/2021	1.00	\$ 42,734.00
Conti Maravillas, Maria	Faculty	Assistant Professor	English & World Languages	8/23/2021	1.00	\$ 60,000.00
Davis, Ron*	Faculty	Assistant Professor	Social Work	8/23/2021	1.00	\$ 63,530.00
Ennis, Brian*	Faculty	Lecturer	School of Technology	8/23/2021	1.00	\$ 65,000.00
Ferguson, Kate	Faculty	Lecturer/Dir. Athletic Bands	Dana School of Music	8/16/2021	1.00	\$ 67,000.00
Freitas, Claudio*	Faculty	Lecturer	Electrical Engineering	8/23/2021	1.00	\$ 50,000.00
Fruehstorfer, David	Faculty	Lecturer	Psychological Sciences and Counseling	8/23/2021	0.00	\$ 45,000.00
Green, Michelle	Faculty	Lecturer	Management & Marketing	8/23/2021	1.00	\$ 42,734.00
Haake, Eric	Faculty	Lecturer	Mechanical Engineering	8/23/2021	1.00	\$ 56,000.00
Herman McMillan, Emily	Faculty	Lecturer	Psychological Sciences and Counseling	8/23/2021	1.00	\$ 48,734.00
Hu, Wei*	Faculty	Lecturer	Civil Environmental & Chemical Engr	8/23/2021	1.00	\$ 64,600.00
Iagulli, Lauren	Faculty	Lecturer	Health Professions	8/23/2021	1.00	\$ 42,734.00
Julius, Hayden*	Faculty	Lecturer	Mathematics & Statistics	8/23/2021	1.00	\$ 48,000.00
Lee, Seok Gi*	Faculty	Assistant Professor	Mechanical Engineering	8/23/2021	1.00	\$ 73,400.00
Marculetiu, Alina	Faculty	Assistant Professor	Management & Marketing	8/23/2021	1.00	\$ 115,000.00

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT		
				DATES	FTE	SALARY
McKay, Eiryn	Faculty	Lecturer	Nursing	8/23/2021	1.00	\$ 47,000.00
Miller, Jennifer*	Faculty	Lecturer, Research Scientist	Chemical and Biological Sciences	8/23/2021	1.00	\$ 60,166.00
Mingrone, Alessia	Faculty	Visiting Lecturer - Ives	World Languages and Cultures	8/23/2021	1.00	\$ 42,734.00
Mithy, Sharmin	Faculty	Lecturer	Mechanical Engineering	8/23/2021	1.00	\$ 56,000.00
O'Dell, Matthew	Faculty	Lecturer	Health Professions	8/23/2021	1.00	\$ 42,734.00
Opalewski, Daniel	Faculty	Assistant Professor	Computer Science, Information, and Engineering Technology	8/23/2021	1.00	\$ 72,000.00
Ren, Xiaomei	Faculty	Lecturer	Electrical Engineering	8/23/2021	1.00	\$ 60,000.00
Small, Jason	Faculty	Lecturer	Management & Marketing	8/23/2021	1.00	\$ 42,734.00
Tapp, Annie*	Faculty	Assistant Professor	Graduate Studies in Health and Rehabilitation Sciences	8/23/2021	1.00	\$ 71,000.00
Tavoni, Stephen	Faculty	Lecturer	Chemical and Biological Sciences	8/23/2021	1.00	\$ 50,000.00
Wallace, Mandy	Faculty	Assistant Prof & Literacy Coor	Teacher Education	8/23/2021	1.00	\$ 55,660.00
Xie, Zhuanzhuan	Faculty	Lecturer	Civil Environmental & Chemical Engr	8/23/2021	1.00	\$ 56,000.00
Yarab, Paul	Faculty	Lecturer	Psychological Sciences and Counseling	8/23/2021	1.00	\$ 45,000.00
* New Positions						

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Cardwell, Michael	APAS	Assistant Director Retail Ops	Kilcawley Center	8/13/2021	1.00	\$ 53,210.17	Resignation
Donchess, Ryan	APAS	Coord Media Engineer Tech	Dean Cliffe College of Creative Arts	9/24/2021	1.00	\$ 45,645.83	Resignation
Hritz, Diane	APAS	Coordinator Career Management	Dean Bitonte Col Health & Human Services	9/30/2021	1.00	\$ 66,284.51	Retirement
Jadun, Mohammad	APAS	IT Training Services	EIT Cont Compliance Training Specialist	8/31/2021	1.00	\$ 49,528.13	Retirement
Riggleman, Ashley	APAS	Assistant Director Research Svcs	Office of Research Services	10/1/2021	1.00	\$ 61,327.55	Resignation
Gygi, Cameron	Externally Funded	Senior Research Scientist	Excellence Training Center	8/11/2021	1.00	\$ 77,647.50	Resignation
Barnhouse, Rebecca	Faculty	Professor	English & World Languages	8/15/2021	1.00	\$ 88,931.13	Retirement
Benton, Terry	Faculty	Assistant Professor	English & World Languages	7/31/2021	1.00	\$ 56,773.67	Retirement
Bobbie, Afrifah	Faculty	Assistant Professor	Rayen School of Engineering	7/31/2021	1.00	\$ 74,825.00	Resignation
Buckler, William	Faculty	Associate Professor	Humanities & Social Sciences	8/15/2021	1.00	\$ 83,201.30	Retirement
Coyne, Daniel	Faculty	Senior Lecturer	School of Technology	7/31/2021	1.00	\$ 67,478.83	Retirement
Farris, Jaelyn	Faculty	Assistant Professor	Psychological Sciences Counseling	7/31/2021	1.00	\$ 64,298.25	Resignation
Frissora, Gordon	Faculty	Associate Professor	Criminal Justice Consumer Science	7/31/2021	1.00	\$ 77,510.42	Retirement
Gage, Stephen	Faculty	Professor and Director of Band	Dana School of Music	7/31/2021	1.00	\$ 90,178.82	Retirement
Garr, Jeanette	Faculty	Professor	Rayen School of Engineering	8/23/2021	1.00	\$113,271.37	Retirement
Gitimu, Priscilla	Faculty	Professor	Criminal Justice & Consumer Sciences	8/23/2021	1.00	\$ 80,829.00	Resignation
Huber, Marsha	Faculty	Professor	Accounting & Finance	7/31/2021	1.00	\$136,284.53	Retirement
Karpak, Birsen	Faculty	Professor	Management & Marketing	7/31/2021	1.00	\$125,942.00	Retirement
Lewis, Lillian	Faculty	Assistant Professor	Teacher Education/Visual & Dramatic Arts	7/31/2021	1.00	\$ 56,773.00	Resignation
Lovelace-Cameron, Sherri	Faculty	Professor	Chemical and Biological Sciences	8/23/2021	1.00	\$ 85,215.06	Retirement

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
McCullough, Christine	Faculty	Professor	Visual and Dramatic Arts	7/31/2021	1.00	\$ 83,544.17	Retirement
Mithy, Sharmin	Faculty	Lecturer	Mechanical Engineering	10/8/2021	1.00	\$ 56,000.00	Resignation
Mosher, Allan	Faculty	Professor	Dana School of Music	7/31/2021	1.00	\$ 89,051.62	Retirement
Naderi, Nazanin	Faculty	Assistant Professor	Rayen School of Engineering	7/31/2021	1.00	\$ 74,825.00	Resignation
Owens, Fred	Faculty	Professor	Communication	8/23/2021	1.00	\$109,421.69	Retirement
Paul, Anindita	Faculty	Assistant Professor	Electrical Engineering	7/31/2021	1.00	\$ 37,500.00	Resignation
Petruska, Dennis	Faculty	Professor	Accounting & Finance (Economics)	7/31/2021	1.00	\$106,161.00	Retirement
Raulin, Michael	Faculty	Professor	Psychological Sciences and Counseling	7/31/2021	1.00	\$ 69,026.00	Retirement
Schueller, Kriss	Faculty	Professor	Comp Science & Info Systems	7/31/2021	1.00	\$131,462.06	Retirement
Sole, Francis	Faculty	Senior Lecturer	Management & Marketing	7/31/2021	1.00	\$ 60,158.28	Retirement
Stringer, Sharon	Faculty	Professor	Psychological Sciences and Counseling	7/31/2021	1.00	\$100,812.00	Retirement
Strom, Linda	Faculty	Associate Professor	English & World Languages	8/1/2021	1.00	\$ 81,069.38	Retirement
Usip, Ebenge	Faculty	Professor	Accounting & Finance (Economics)	7/31/2021	1.00	\$104,931.62	Retirement
Vendemia, William	Faculty	Professor	Management & Marketing	7/31/2021	1.00	\$123,055.26	Retirement
Vergon, Charles	Faculty	Professor	Teacher Education	8/23/2021	1.00	\$123,002.55	Retirement
Waithaka, Abel	Faculty	Associate Professor	Teacher Education	7/31/2021	1.00	\$ 75,559.04	Resignation

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Bibler, Cheri	APAS	Business Systems Administrator/ Business Systems Administrator 1	IT Application Services	8/1/2021	1.00	\$ 72,572.50	\$ 65,975.00
Holdridge, Shannon	APAS	Senior Academic Advisor 1/ Academic Advisor 2	Dean Cliffe College of Creative Arts	9/16/2021	1.00	\$ 51,000.00	\$ 47,623.80
Knudson, Scott	APAS	Senior Business Systems Admin/ Academic Info System Specialist	IT Application Services/ Graduate Studies	8/1/2021	1.00	\$ 73,858.88	\$ 70,341.79
Kroliski, Joel	APAS	Business Systems Administrator/ Business Systems Administrator 1	IT Application Services	8/1/2021	1.00	\$ 62,040.56	\$ 56,400.51
Drennen, Jennifer	Excluded	Director HR Operations/ Director Org Development	Human Resources	6/16/2021	1.00	\$ 88,028.51	\$ 80,025.92
Greco-Yanniello, Alisha	Excluded	Senior Business Systems Admin/ Manager HRIS	IT Application Services/ Human Resources	8/1/2021	1.00	\$ 81,709.94	\$ 78,946.80
Marchionda, Dominic	Externally Funded	Associate Director	Center for Workforce Education and Innovation/ Dean - WCBA	8/1/2021	1.00	\$ 72,000.00	\$ 70,400.00
Jackson, Carrie	Faculty	Assistant Professor (Tenure Track)/Assistant Professor (Term)	Counseling, Sch Psych & Ed Leader	8/23/2021	1.00	\$ 76,000.00	\$ 71,049.57
Kellar, Garrett	Faculty	Assistant Professor/Lecturer	Kinesiology & Sport Science	8/23/2021	1.00	\$ 55,660.00	\$ 42,734.00

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
PROMOTIONS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Stipanovich, Carrie	APAS	Academic Advisor 2/ Academic Advisor 1	Dean WCBA/ Dean Beeghly College Liberal Arts, Soc Science & Education	9/16/2021	1.00	\$ 42,000.00	\$ 39,664.53
Wormley, Jeffrey	APAS	Senior Project Manager/ Project Manager	IT Customer Service	9/1/2021	1.00	\$ 84,510.00	\$ 69,326.79
Cossentino, Amy	Excluded	Associate Provost & Dean/ Dean	Provost VP-Acad Affairs/ Honors College	8/1/2021	1.00	\$ 125,000.00	\$ 98,734.13
Michaliszyn, Sara	Excluded	Assistant Dean/ Associate Professor & Chair	Dean Bitonte College Health & Human Services/ Health Professions	9/16/2021	1.00	\$ 115,000.00	\$ 94,456.74
Zembower, Sharyn	Excluded/ APAS	Manager, IT Service Desk & Training/ Coordinator Tech Training	IT Customer Service	8/16/2021	1.00	\$ 75,000.00	\$ 51,088.51
Chizmar, Melissa	Externally Funded	Lead Site Coordinator/ Site Coordinator	Ctr for Human Services Development	10/1/2021	1.00	\$ 46,000.00	\$ 33,278.04
Arslanyilmaz, Abdurrahman	Faculty	Professor	School of Comp Science, Info & Engineering Tech	8/23/2021	1.00	\$ 93,787.58	\$ 85,429.00
Blundell, Shelley	Faculty	Associate Professor	Communication	8/23/2021	1.00	\$ 69,026.00	\$ 56,773.67
Boczkowska, Ewelina	Faculty	Professor	Dana School of Music	8/23/2021	1.00	\$ 80,079.05	\$ 73,214.75
Bruns, Kristin	Faculty	Associate Professor	Psychological Sciences and Counseling	8/23/2021	1.00	\$ 72,763.42	\$ 67,513.16

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
PROMOTIONS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Colwell, Kelly	Faculty	Associate Professor	Health Professions	8/23/2021	1.00	\$ 69,026.00	\$ 56,796.79
D'Uva, Joseph	Faculty	Professor	Visual & Dramatic Arts	8/23/2021	1.00	\$ 80,829.00	\$ 71,943.74
Gilliland, Robert	Faculty	Senior Lecturer	Computer Science & Info Systems	8/23/2021	1.00	\$ 56,452.86	\$ 52,993.00
Jackson Leftwich, Cryshanna	Faculty	Professor	Humanities and Social Sciences	8/23/2021	1.00	\$ 80,829.00	\$ 70,893.00
Juergensen, James	Faculty	Associate Professor	Psychological Sciences and Counseling	8/23/2021	1.00	\$ 69,026.00	\$ 56,773.67
Pleva, Kimberly	Faculty	Senior Lecturer	Management & Marketing	8/23/2021	1.00	\$ 48,925.00	\$ 43,589.39
Solomon, Constantin	Faculty	Professor	Mechanical Engineering	8/23/2021	1.00	\$ 81,875.56	\$ 74,976.04
Sperry, Jonathan	Faculty	Professor	Visual & Dramatic Arts	8/23/2021	1.00	\$ 80,829.00	\$ 72,174.35
Tang, Ying	Faculty	Associate Professor	Psychological Sciences and Counseling	8/23/2021	1.00	\$ 70,276.00	\$ 56,773.67
Tomhave, Alan	Faculty	Chair/Professor	Humanities and Social Sciences	8/23/2021	1.00	\$ 101,011.00	\$ 90,589.63
Zapka, Jason	Faculty	Associate Professor	School of Technology	8/23/2021	1.00	\$ 71,670.36	\$ 66,441.53

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Markowitz, Ronald	APAS	Coordinator Ad Rec	Andrews Student Recr & Wellness Ctr	8/16/2021	1.00	\$ 45,543.44	1.00	\$ 43,791.77
Noday, Linda	APAS	Coordinator	Accessibility Services	10/1/2021	1.00	\$ 36,960.21	0.375	\$ 13,860.08
Phillips, Desja	APAS	Academic Advisor 1	Dean Bitonte Coll Health & Human Services	7/16/2021	1.00	\$ 32,823.08	0.50	\$ 16,411.54
Stone Wolbrecht, Tiffany	APAS	Planetarium Lecturer	Ward Beecher Planetarium	9/1/2021	0.50	\$ 21,049.05	1.00	\$ 42,098.10
Berlinski, Claudia	Excluded	Director	McDonough Museum	8/15/2021	1.00	\$ 71,109.89	0.50	\$ 35,554.94
Howell, Charles	Excluded	Dean	Beeghly College Liberal Arts, Social Science & Education	8/16/2021	1.00	\$ 170,000.00	1.00	\$ 151,441.93
Miller, Kelli	Excluded	Director	Internal Audit	8/16/2021	1.00	\$ 79,170.00	0.80	\$ 63,336.00
Orlando, Terri	Excluded	Academic Budget Officer	Provost VP - Acad Affairs	8/16/2021	1.00	\$ 72,000.00	1.00	\$ 66,990.00
Reichert, Lisa	Excluded	Associate Controller	Controller's Office	7/1/2021	1.00	\$ 93,763.71	1.00	\$ 92,835.36
Banas, Kristin	Externally Funded	Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 26,791.26	1.00	\$ 26,265.94
Bock, Jodie	Externally Funded	Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 27,577.57	1.00	\$ 27,036.83
Bondi, Daniel	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 35,163.13	1.00	\$ 34,473.65
Campolito, Erika	Externally Funded	Classroom Supervisor	Rich Center for Autism	7/1/2021	1.00	\$ 38,049.61	1.00	\$ 37,303.54
Candel, Anthony	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 40,590.14	1.00	\$ 39,794.26
Considine, Brendan	Externally Funded	Class Sprvsr Tech Coord	Rich Center for Autism	7/1/2021	1.00	\$ 52,908.75	1.00	\$ 51,871.32
Corey, Taylar	Externally Funded	Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 22,471.08	1.00	\$ 22,030.47
Corey, Taylar	Externally Funded	Instruction Specialist	Rich Center for Autism	8/1/2021	1.00	\$ 23,819.35	1.00	\$ 22,471.08
Cornell, Amy	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 34,267.47	1.00	\$ 33,595.56
Corpa, Joseph	Externally Funded	Bd Certfd Behavior Analyst	Rich Center for Autism	7/1/2021	1.00	\$ 49,303.72	1.00	\$ 48,336.98

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
DeFino, Mary	Externally Funded	Center Ops Coordinator	Rich Center for Autism	7/1/2021	1.00	\$ 30,532.02	1.00	\$ 29,933.35
Gavin, Caitlin	Externally Funded	Class Ment Lead Instr Spc	Rich Center for Autism	7/1/2021	1.00	\$ 35,547.28	1.00	\$ 34,850.28
Gereb, Scott	Externally Funded	Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 32,065.46	1.00	\$ 31,436.73
Harris, Gloria	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 32,331.82	1.00	\$ 31,697.87
Hogate, Gregory	Externally Funded	Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 22,696.06	1.00	\$ 22,251.03
Hogate, Gregory	Externally Funded	Instruction Specialist	Rich Center for Autism	7/16/2021	1.00	\$ 24,057.82	1.00	\$ 22,696.06
Joseph, Jana	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 38,323.40	1.00	\$ 37,571.97
Kassos, Pamela	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 33,317.69	1.00	\$ 32,664.40
Knight, Kristin	Externally Funded	Class Ment Lead Instr Spc	Rich Center for Autism	7/1/2021	1.00	\$ 37,483.99	1.00	\$ 36,749.01
Leskovec, Alexandra	Externally Funded	Class Ment Lead Instr Spc	Rich Center for Autism	7/1/2021	1.00	\$ 36,876.98	1.00	\$ 36,153.90
Mancini, Anthony	Externally Funded	Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 27,577.57	1.00	\$ 27,036.83
May, Tia	Externally Funded	Classroom Supervisor	Rich Center for Autism	7/1/2021	1.00	\$ 44,646.08	1.00	\$ 43,770.67
Moore, Kimberly	Externally Funded	Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 22,696.06	1.00	\$ 22,251.03
Porch, Erica	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 32,416.35	1.00	\$ 31,780.73
Protopapa, Barbara	Externally Funded	General Activities Asst	Rich Center for Autism	7/1/2021	0.25	\$ 5,055.59	0.25	\$ 4,956.47
Rach, Julia	Externally Funded	Bd Certfd Behavior Analyst	Rich Center for Autism	7/1/2021	1.00	\$ 46,088.26	1.00	\$ 45,184.57
Smith, Ashley	Externally Funded	School Nurse	Rich Center for Autism	7/1/2021	0.80	\$ 35,456.83	0.80	\$ 34,761.60
Trott, Natalie	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 37,292.97	1.00	\$ 36,561.74
Watkins, Taliah	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 37,292.97	1.00	\$ 36,561.74
Wright, Emma	Externally Funded	Instruction Specialist	Rich Center for Autism	7/1/2021	1.00	\$ 22,030.47	1.00	\$ 21,598.50

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
TRANSFERS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/OLD POSITION TITLE	NEW DEPARTMENT/OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
McCartney, Rachel	Externally Funded	Associate Director/ Research Associate II	Ctr for Workforce Educ & Innovation/ WCBA	10/1/2021	1.00	\$ 73,195.71	\$ 73,195.71

ITS Assessment
Board of Trustees Meeting
December 1, 2021



**YOUNGSTOWN
STATE
UNIVERSITY**



ITS Assessment Sections

- Slide 1:
 - Brief description of IT Services Division
 - Mission/Quality/Attributes
- Slide 2:
 - Employee classification over last 5 years
 - # FTE's & salary
- Slide 3 & 4:
 - Standardized data sets
 - IUC Compensation Comparison
 - IUC FTE & Budget Comparison
- Slide 5
 - ITS KPI's:
 - Traditional vs. Take Charge of Our Future
- Slide 6 & 7:
 - CSAT data:
 - TDX
 - CSAT Survey (overall satisfaction)
- Slide 8:
 - Illustrations of alignment with YSU Strategic Plan
- Slide 9:
 - Bonus Slide:
 - Blackboard Adoption



INFORMATION TECHNOLOGY SERVICES IS DEDICATED TO:

Leadership: Providing responsible leadership to further advance the University's technological evolution and to capitalize on future innovations.

Commitment to Quality: Delivering quality services throughout the campus by effectively balancing available resources and projects in support of educational technology, administrative systems, and network infrastructure.

Customer Service: Maintaining a high level of customer satisfaction in the delivery of its services.

Communication: Promoting an interactive electronic learning environment, strengthening communication between and among faculty, students, staff, and the university community

Partnerships: Collaborating and developing productive partnerships with external local and state constituents to share information and resources, and to further enhance the technological environment.

Mission Statement

- Our mission is to meet students ***“where they are”*** and support the campus community by implementing new - and optimizing existing, secure technologies and technology-enabled processes that are flexible to adjust to differing needs.

Quality Statements

- We will use data to provide insights and from which to make decisions that will have a high level of integrity via the implementation of an effective data governance structure.
- We will implement systems and technologies in collaboration with academic and business stakeholders that will effectively improve all aspects of student degree progress and completion via a robust technology-based and relationship-oriented student support structure that has a known return on investment.
- We will ensure that all of the IT services offered will be targeted to advancing the educational process whether directly positively impacting faculty and students or indirectly by enhancing supporting services.

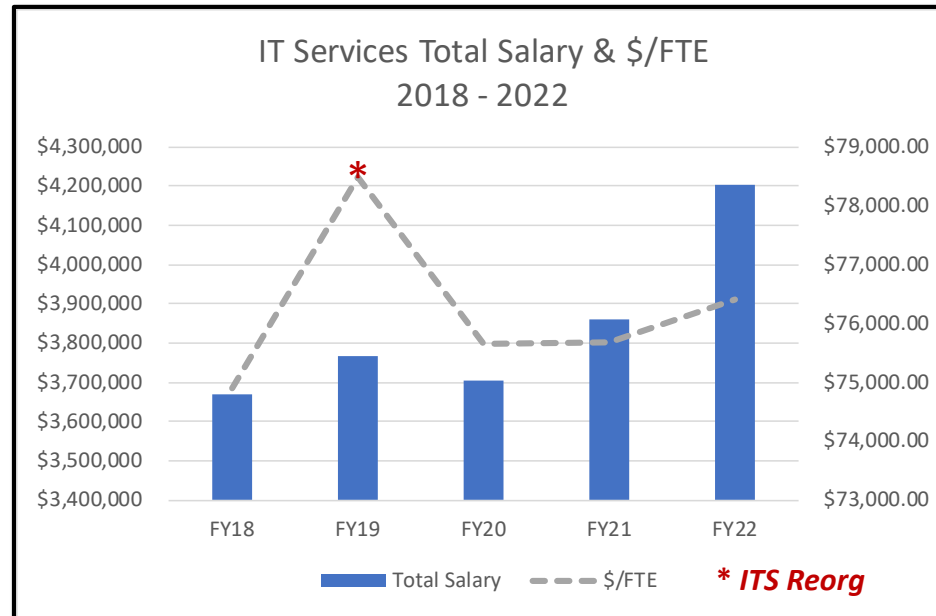
Attribute Statements

- Through collaboration and a multi-dimensional approach, ITS will improve operational procedures that align with strategies to help assure resources achieve stated and well-known and responsible-party identified objectives
- ITS will promote inquiry and insights as crucial components of all aspects of improving student success that are informed by actions and outcomes. Technology leadership will seek opportunities to embrace ever-changing technologies to propel the university mission.
- Technology leadership will ensure that all IT staff are well-qualified, trained and/or credentialed to ensure that the ITS mission is achieved.



IT Services Classification Summary

Classification	FY18		FY19		FY20		FY21		FY22	
	Avg Salary	FTE	Avg Salary	FTE	Avg Salary	FTE	Avg Salary	FTE	Avg Salary	FTE
AVP/CIO	\$ 170,500	1	\$ 172,205	1	\$ 175,649	1	\$ 175,649	1	\$ 178,284	1
Director	\$ 111,460	3	\$ 110,940	4	\$ 113,159	4	\$ 108,846	4	\$ 110,729	4
Associate Director	\$ 100,750	2	\$ 86,534	2	\$ 88,273	2	\$ 92,867	2	\$ 94,577	2
Manager	\$ 70,714	6	\$ 73,730	3	\$ 77,652	3	\$ 79,418	4	\$ 76,014	4
Architect	\$ -	0	\$ 82,373	3	\$ 84,354	3	\$ 85,567	5	\$ 87,089	4
Engineer	\$ 68,300	5	\$ 73,001	7	\$ 73,184	8	\$ 74,833	7	\$ 79,955	7
Analyst/Technician 2	\$ 87,831	3	\$ 83,211	7	\$ 88,920	6	\$ 86,700	7	\$ 74,282	12
Analyst/Technician 1	\$ 67,974	8	\$ 71,924	12	\$ 62,819	16	\$ 58,968	15	\$ 62,623	12
Service Desk Technician	\$ 45,983	4	\$ 49,961	4	\$ 46,696	3	\$ 46,696	2	\$ 47,278	2
Other	\$ 70,957	17	\$ 70,688	5	\$ 50,553	3	\$ 52,292	4	\$ 63,267	7
TOTAL	\$ 3,669,650	49	\$ 3,767,198	48	\$ 3,706,692	49	\$ 3,860,085	51	\$ 4,202,736	55



2019 Salary Data

Summary by Most Common Job Titles

Title	Average Salary by Position						Position	YSU Compared
	Kent	Miami	OU	BGSU	WSU	YSU	Average	To Average
Chief Information Officer	\$242,400	\$225,000	\$225,000	\$230,692	\$240,000	\$175,649	\$223,124	-27%
Chief Information Security Officer	\$192,000	\$165,000	\$113,082	\$128,332	\$126,559	\$109,253	\$139,038	-27%
Top Applications Executive	\$141,132	\$146,000	\$142,393	\$140,435	NA	\$113,889	\$136,770	-20%
Top Infrastructure Executive	\$160,624	\$152,845	\$157,325	\$128,332	NA	\$115,655	\$142,956	-24%
Director/Senior Manager	\$109,878	\$111,402	\$112,852	\$119,646	\$115,121	\$113,842	\$113,790	0%
Technical Manager	\$92,154	\$110,580	\$94,100	\$93,632	\$79,944	\$82,340	\$92,125	-12%
Project Manager, Senior	\$102,773	\$91,133	\$73,507	\$91,431	NA	NA	\$89,711	NA
Project Manager, Experienced	\$83,485	\$81,721	\$60,183	NA	NA	\$71,357	\$74,186	-4%
Applications Systems Analyst/Programmer - Senior	\$74,609	\$85,155	\$76,333	\$86,825	\$77,476	\$74,958	\$79,226	-6%
Applications Systems Analyst/Programmer - Experienced	\$57,446	\$59,130	\$68,205	\$72,986	\$69,935	\$87,277	\$69,163	21%
Applications Systems Analyst/Programmer - Entry	\$47,081	\$45,000	\$51,133	NA	NA	\$89,294	\$58,127	35%
Network Engineer - Senior	\$82,974	\$83,473	\$81,719	NA	\$96,537	NA	\$86,176	NA
Network Engineer - Experienced	\$65,707	\$69,562	\$79,585	\$63,500	\$70,000	\$74,958	\$70,552	6%
Network Engineer - Entry	\$58,425	\$61,497	\$59,715	NA	NA	NA	\$59,879	NA
Data Warehousing - Senior	NA	\$71,680	\$83,473	\$73,937	NA	NA	\$76,363	NA
Database Administrator - Expert	\$90,407	NA	\$99,923	\$98,573	\$99,454	Outsourced	\$97,089	NA
Database Administrator - Senior	NA	\$86,899	\$83,917	\$96,900	\$94,835	Outsourced	\$90,638	NA
End User Computing Analyst - Senior	NA	\$78,717	\$54,999	NA	\$74,614	\$72,917	\$70,312	4%
End User Computing Analyst - Experienced	\$42,664	\$58,506	\$47,001	\$65,016	\$51,961	\$48,298	\$52,241	-8%
End User Computing Analyst - Entry	NA	\$43,484	\$28,399	NA	\$35,381	NA	\$35,754	NA
Help Desk Representative - Senior	NA	NA	\$40,435	NA	\$47,012	NA	\$43,724	NA
Help Desk Representative - Experienced	NA	\$59,234	\$34,008	\$52,741	\$35,090	\$46,696	\$45,554	2%
Systems Administrator - Senior	\$87,639	\$84,710	\$74,148	\$78,750	\$75,653	\$70,000	\$78,483	-12%
Systems Administrator - Experienced	\$75,598	\$72,610	\$72,528	\$65,091	NA	\$92,207	\$75,607	18%
Systems Administrator - Entry	\$53,464	NA	\$53,202	NA	NA	\$43,930	\$50,199	-14%
Information Security Professional - Senior	\$90,219	NA	\$83,617	\$67,440	\$91,973	\$72,084	\$81,066	-12%
Information Security Professional - Experienced	\$56,261	\$59,711	\$59,900	NA	\$65,000	\$62,317	\$60,638	3%

IT Leadership positions trail peers by on average 20+%

Generous past ACE contracts have inflated Programmer wages

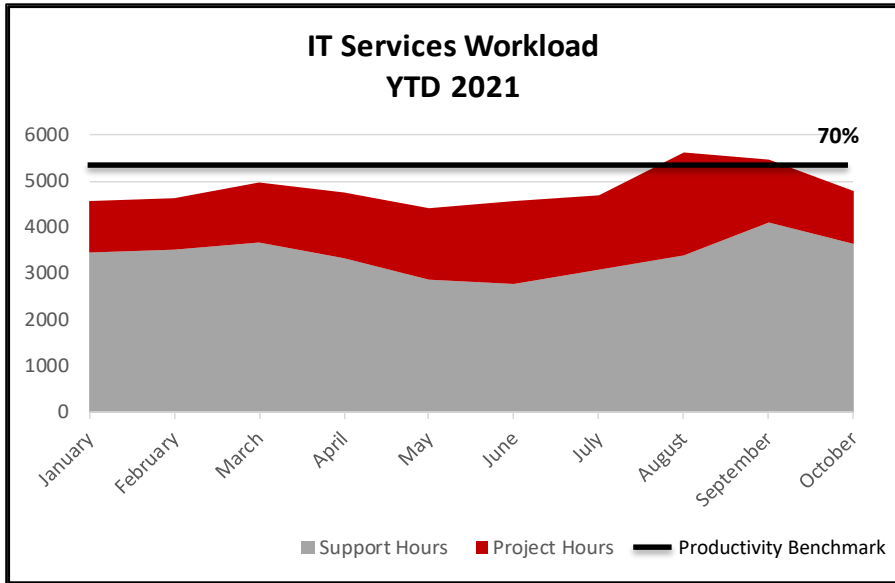
APAS positions are in general aligned with peers

2019 IUC IT Staffing Metrics Comparison

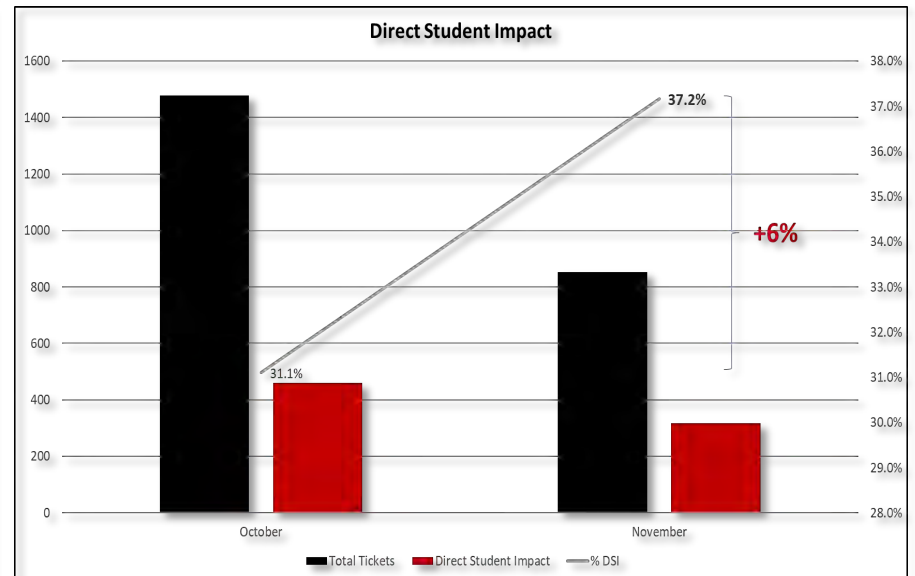
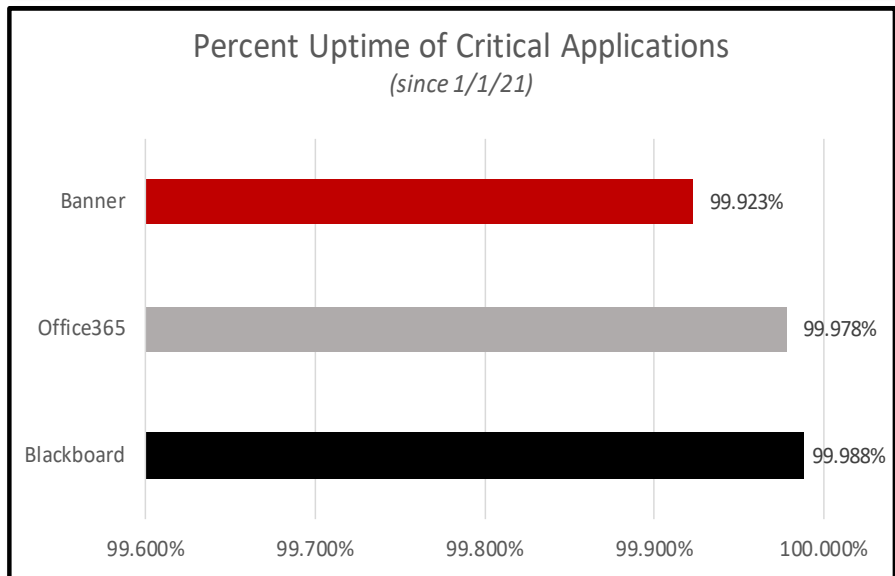
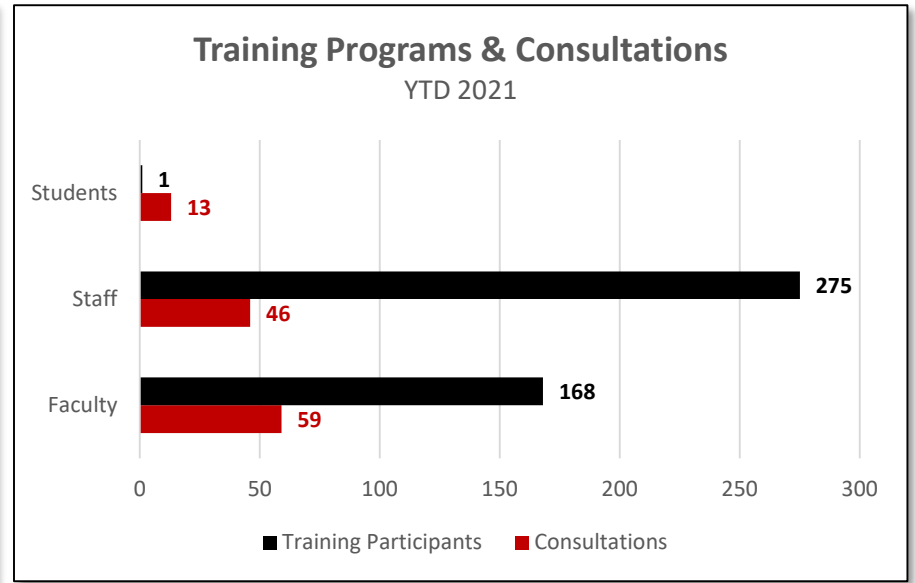
University	Student (FTE's)	IT Actual Staff (FTE's)	Student:IT Ratio (Students per IT FTE)
Youngstown State University	9,740	48	203
Wright State University	12,279	86	143
University of Akron	17,735	56	317
Ohio University	30,339	151	201
Miami University	21,924	116	189
Kent State University	31,528	154	205
Bowling Green State University	16,394	94	174
AVERAGE	19,991	100.7	204

University	Faculty/Staff Total (FTE's)	Total IT Operating Budget (FY2019)	IT Spend per Fac/Staff FTE (\$ per FTE)
Youngstown State University	1,500	\$8,250,076	\$5,500
Wright State University	2,185	\$13,111,518	\$6,001
University of Akron	2,572	\$13,983,810	\$5,437
Ohio University	3,571	\$28,147,911	\$7,882
Miami University	5,184	\$21,500,410	\$4,147
Kent State University	4,620	\$28,522,995	\$6,174
Bowling Green State University	2,517	\$15,945,645	\$6,335
AVERAGE	3,164	\$18,494,624	\$5,925

Traditional ITS KPI's

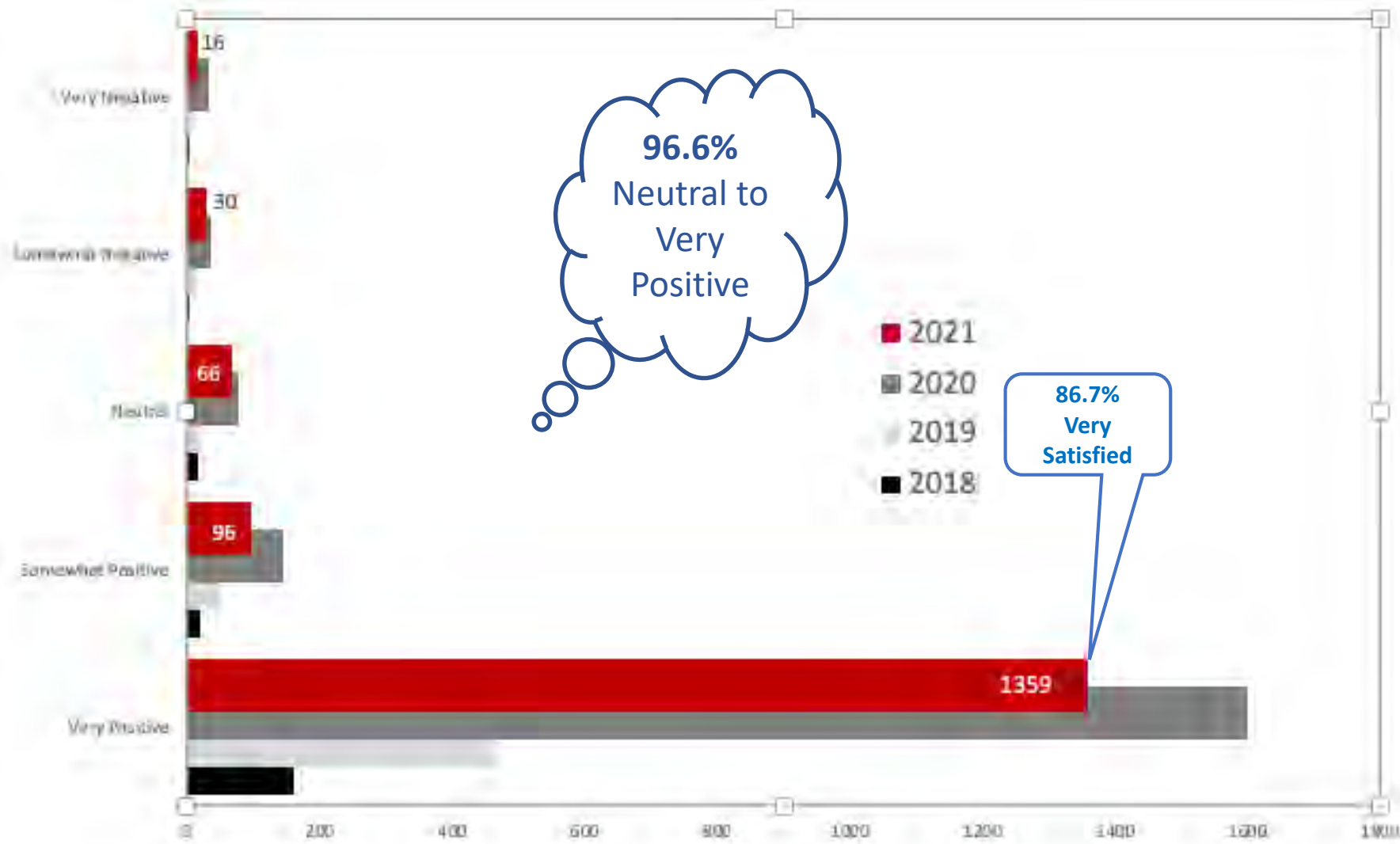


Take Charge of Our Future KPI's



IT Services CSAT Work Completion Satisfaction Surveys

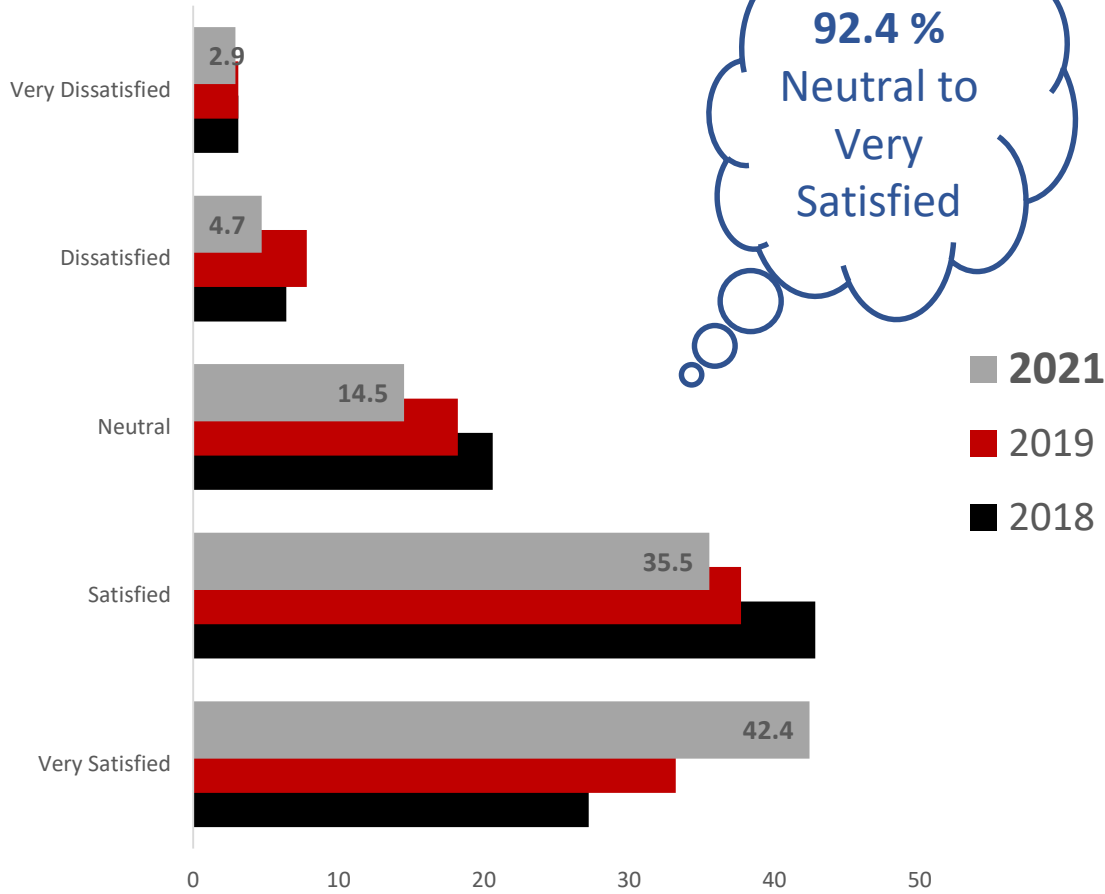
(2018-2021)



IT Services Annual Campus CSAT Survey

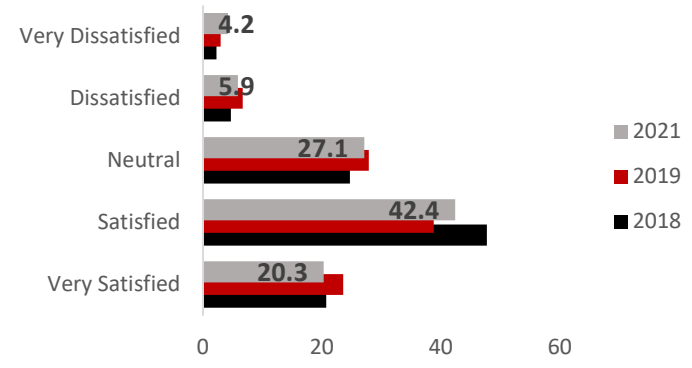
(except for 2020)

Quality of Service Overall

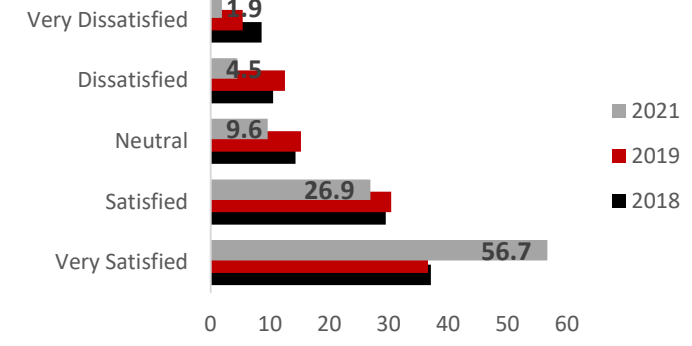


Theme: Communication

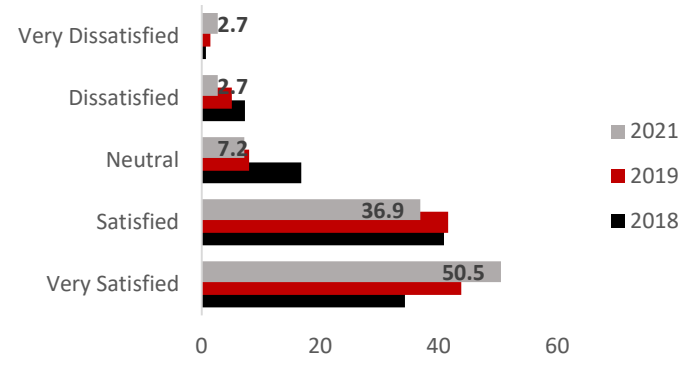
Students



Faculty



Staff



IT Strategic Plan Alignment

EXAMPLE

PENULTIMATE Plan for Strategic Actions to Take Charge of Our Future Resolution

GOAL: IMPLEMENT BEST PRACTICES THAT ADDRESS STUDENT NEEDS THROUGHOUT THE STUDENT LIFE CYCLE TO INCREASE PERSISTENCE, COMPLETION AND POSTGRADUATE SUCCESS

BUSINESS STRATEGIES:

Strategy: Ensure all students benefit from holistic, relational and developmental academic advising

Strategy: Develop and deploy comprehensive, integrated and proactive student intervention strategies

Strategy: Enhance student experiences through implementation of specific initiatives designed to actively engage them in co-curricular and extra-curricular

Strategy: Improve support and resources for students facing non-academic challenges

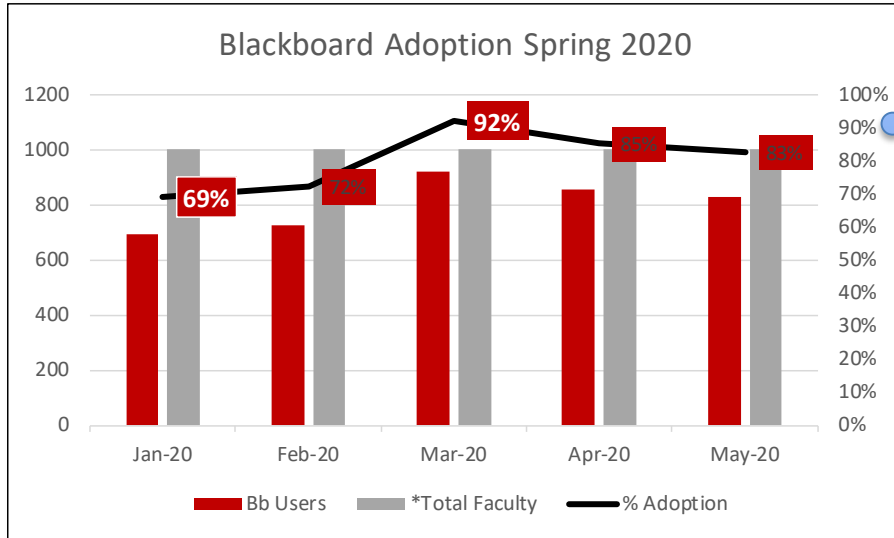
Strategy: Focus on post-graduation planning across the student life cycle to reinforce the value of completion

SUPPORTING IT TACTICS:

- **CRM Advise implementation (In-process)**
- **Banner Self-Service Advisement module (Planned)**
- **DegreeWorks implementation (In-process)**
- **Assess Blackboard Analytics capabilities (Planned)**
- **TeleHealth Counseling Solution (Complete)**
- **eSports Initiative Start-up (In-process)**
- **Develop IT student internships (Planned)**
- **Student Laptop Loaner Program (Complete)**
- **CRM Advance implementation (Planned)**
- **IT Support of Mercy Health Clinic (Complete)**

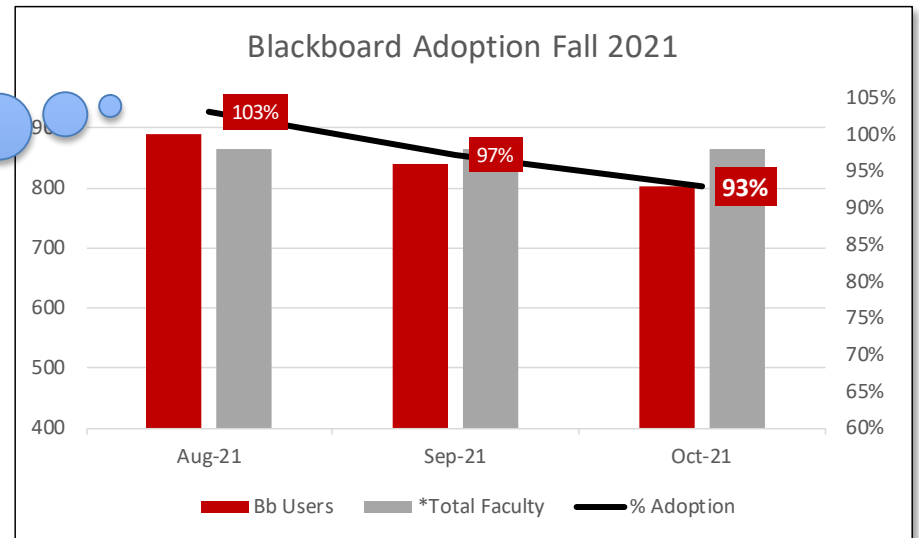


Blackboard LMS Adoption



Adoption increased over 20% with the onset of the pandemic and transition to distance learning

Adoption has remained steady at 90+%





and proud.



TEMPLATE
ACADEMIC SUPPORT AREA ASSESSMENT
UNIVERSITY AFFAIRS DISCUSSION ITEM

September, 2021	Intercollegiate Athletics
December, 2021	Information Technology
March, 2022	Finance & Human Resources
June, 2022	Student Affairs & Facilities

YSU: An Institution of Opportunity: Inspires Individuals; Enhances Futures; Enriches Lives

Alignment with Mission and Vision and the [Plan for Strategic Actions to Take Charge of Our Future](#)

- Provide a brief description of the unit from the perspective of supporting *institutional excellence and [academic vitality and viability](#)*
- Provide the mission, quality, and attributes statements created to align with the goals and strategies of the Plan

Strategic Resource allocation to optimize Support Area Performance

- Provide a table and graph for 5-years of data with 5-y and 1-y change sub-tables for November 1 (respective year) for the numbers and salaries by employee classification
 - Provided by Institutional Research
- Illustrate strategic staffing adjustments and/or staff spending reductions over the previous 5-y timeframe
 - Provided in consultation with Human Resources and Finance and Administration

Resources Comparisons and Quality of Service Indicators

- Provide available benchmark data that compares the area to other similar institutions, if possible, or comparisons at the regional, state, or national levels
 - Will be provided by Institutional Research as such standardized reporting is available
- Report on satisfaction surveys or similar input related to the quality and attributes statements and services to primary constituents/stakeholders

Actions taken to implement the Plan and highlights associated with those actions

- List the alignment of actions and/or innovations related to the Academic Support Area Goals associated with the [Plan for Support Area Actions](#)
- Provide up to five points of pride and/or outstanding accomplishments (as appropriate)

Consider the perspective that items one and two, three and four, and separately five, six, seven, and eight will be about one-page (or less); thus, the Assessment Materials will total six pages.

Office of Human Resources Update December 2021

Benefits

Benefits successfully completed the 2021 in-person Benefits Fair with approximately 105 employees attending. Representatives from the YSU medical plan, dental plan, retirement plans, campus recreation, living well and athletics participated in the two-day fair.

Beginning on July 1, 2022, the parameters of the University's healthcare will change as follows:

- In-Network Co-Insurance costs will be covered at 85% University and 15% Employee (formerly 90%/10% respectively);
- Out-of-Network Insurance costs will be covered at 60% University and 40% Employee (Formerly 70%/30% respectively); and
- Employees will pay 18% of the premium costs for healthcare, vision and dental insurance coverage. Current employee premium cost is 15%.

These changes have been negotiated and included in the current labor agreements with the ACE, APAS, and OEA bargaining units and will be included in the University's negotiations with the FOP.

Wellness Update:

- Wellness portal software update is in progress and the updated site is scheduled for a test launch on December 16, 2021 with a live launch on January 1, 2022.
- 2022 Incentive Program and Well-Being Initiatives have been finalized and will be presented to the University in January of 2022.

Human Resources Operations (Talent Acquisition, Compensation, Organization Development)

Conversion to new Human Resources NEOED software system continues with the "mapping" of YSU processes into the NEOED system. Phase 1 focuses on the employment/talent acquisition process including performance evaluations and is scheduled for completion in January 2022. Phase 2 will focus on employee training and education and is scheduled to be completed in the spring of 2022.

A compensation analysis is underway for administrative/professional positions in order to develop an updated classification system and compensation guidelines.

Manager/Supervisor training sessions are underway to review updates and changes to the ACE and APAS collective bargaining agreements. Chair and Deans training on the YSU-OEA agreement will be held on November 16, 2021.

Equal Opportunity/Title IX

For the 2021-2022 Academic Year, the EO/Title IX Office has augmented its on-line Title IX training for employees and students, with in-person specialized presentations. Led by EO/Title IX Director Dana Lantz, the office has tailored these in-person trainings for specific groups and issues. For example:

In the Athletics Department, three separate trainings have been presented:

- Student-Athletes in fall sports met with the EO/Title IX Director and discussed various scenarios focusing on consent and Title IX violations. Student-Athletes in spring sports will receive the same training.
- Coaches and staff were trained on how to set boundaries in relationships with student athletes while still supporting their needs; and
- First-Year student-athletes participating in FLIGHT (Student-Athlete Leadership Forum) participated in a training which addressed pitfalls student athletes may face with an emphasis on dating and domestic violence.

New faculty received two separate trainings:

- An overview of Title IX, its purpose and the faculty's role in reporting and supporting students; and
- A specialized training on setting boundaries with students and bringing Title IX into the classroom.

Student employees who have direct contact with students in their employment role were provided with:

- Trainings addressing the unique position these students have as both employees and students with an emphasis on fulfilling their reporting responsibilities and supporting the University's commitment to Title IX. This training was presented to the Resident Assistants, Student Success Tutors, and Student Conduct Board members.

Additionally, Director Lantz presented to the students in the graduate course Legal and Ethical Issues in Student Affairs and addressed the topics of Title IX as a federal mandate, the legal aspects of Title IX and how it impacts the day-to-day role of higher education employees. She also participated in an in-depth roundtable discussion with the faculty in the Theatre Program on setting boundaries between faculty and students and how to enhance student interaction within appropriate boundaries.

EO/Title IX will continue to develop and present in-person training for our campus community designed to educate and engage with both faculty, staff and students.

Labor and Employee Relations/Unfair Labor Practices, Grievances and Arbitrations

ACE Step 3/Arbitration Outstanding Grievances:

Step 3 Grievance #/Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
<i>17-20 CBA</i>			
#754 10/17/18	Classification Plan	N/A	Withdrawal pending based on withdrawal of below ULP.

ACE Step 3 Outstanding Unfair Labor Practices:

- State Employment Relations Board Case #: 2019-ULP-10-0193. Subject matter is Grievance #759 & #760. Withdrawn by SERB on October 7, 2021.

FOP Step 3/Arbitrations:

Step 3 Grievance #/ Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
<i>18-21 CBA</i>			
#65 1/17/2020	Police Sergeant Involuntary Disability Separation	1/28/2020	Advanced to arbitration.
#66 3/3/2020	Shift Vacancies	N/A Due to COVID-19	Advanced to arbitration.
#67 3/9/2020	New Hire Step Increases	N/A Due to COVID-19	Advanced to arbitration.
#68 4/1/2020	Pay and Medical Reimbursement	N/A Due to COVID-19	Advanced to arbitration.
#69 4/2/2020	Emergency Closing Pay Request	N/A Due to COVID-19	Advanced to arbitration. Arbitration set for 2/28/21.
#71 2/23/2021	Overtime Pay	N/A Due to COVID-19	Advanced to arbitration.
#72 8/3/2021	Order of Accrued Leave Concurrent with FMLA	August 18, 2021	Advanced to arbitration.

FOP Negotiations:

- Initial proposals exchanged; negotiations scheduled to begin November 15, 2021.

YSU/OEA Arbitrations:

- Grievances #362-370, 372 and 373; Intent to Terminate; resolved by settlement agreement.
- Grievance #377; Distinguished Professor Award/Base Salary; arbitration held October 2021; parties' briefs to be submitted by January 21, 2022.

APAS:

- No activity.

PERSONNEL ACTION MINORITY/FEMALE SNAPSHOT REPORT JULY16-OCTOBER 15, 2021

EMPLOYMENT INTO JOB GROUP	JOB GROUP	SEPARATIONS FROM JOB GROUP
<p>Employment into Job Group 0</p>	<p>Executive</p> <p>Total Group 29 3% of Total Group Minority (100% of Minority African American, 0% Hispanic) 55% of Total Group Female</p>	<p>Separations from Job Group 0</p>
<p>Employment into Job Group 4</p> <p>0% Minority 50% Female</p>	<p>Administrative/Managerial</p> <p>Total Group 130 5% of Total Group Minority (22% of Minority African American, 22% Hispanic) 52% of Total Group Female</p>	<p>Separations from Job Group 5</p> <p>20% Minority (0% African American, 0% Hispanic) 20% Female</p>
<p>Employment into Job Group 10</p> <p>40% Minority (0% African American, 25% Hispanic) 40% Female</p>	<p>Faculty Full-Time (Professor, Assistant Professor, Associate Professor, Lecturer, Senior Lecturer, Visiting Professor)</p> <p>Total Group 373 23% of Total Group Minority (29% of Minority African American, 10% Hispanic) 47% of Total Group Female</p>	<p>Separations from Job Group 29 (Includes 24 VSRP Faculty) *</p> <p>31% Minority (67% African American, 0% Hispanic) 48% Female</p> <p>* Includes 24 Voluntary Separation/Retirement Program (VSRP) Faculty of which 29% Minority (86% African American, 0% Hispanic) 46% Female</p>
<p>Employment into Job Group 27</p> <p>15% Minority (25% African American, 25% Hispanic) 56% Female</p>	<p>Professional Salaried including Athletic Professionals</p> <p>Total Group 336 15% of Total Group Minority (53% of Minority African American, 20% Hispanic) 55% of Total Group Female</p>	<p>Separations from Job Group 5</p> <p>0% Minority 0% Female</p>
<p>Employment into Job Group 9</p> <p>22% Minority (0% African American, 50% Hispanic) 67% Female</p>	<p>Clerical/Secretary</p> <p>Total Group 121 12% of Total Group Minority (60% of Minority African American, 33% Hispanic) 91% of Total Group Female</p>	<p>Separations from Job Group 3</p> <p>0% Minority 100% Female</p>

PERSONNEL ACTION MINORITY/FEMALE SNAPSHOT REPORT JULY16-OCTOBER 15, 2021

<p>Employment into Job Group 1</p> <p>100% Minority (0% African American, 0% Hispanic) 0% Female</p>	<p>Technical/Paraprofessional (IT, Library, WYSU, Communication)</p> <p>Total Group 58 10% of Total Group Minority (50% of Minority African American, 17% Hispanic) 41% of Total Group Female</p>	<p>Separations from Job Group 2</p> <p>0% Minority 50% Female</p>
<p>Employment into Job Group 0</p>	<p>Skilled Craft</p> <p>Total Group 7</p> <p>0% Minority (0% African American, 0% Hispanic) 14% of Total Group Female</p>	<p>Separations from Job Group 0</p>
<p>Employment into Job Group 1</p> <p>100% Minority (0% African American, 100% Hispanic) 0% Female</p>	<p>Service/Maintenance</p> <p>Total Group 46 15% of Total Group Minority (86% of Minority African American, 14% Hispanic) 4% of Total Group Female</p>	<p>Separations from Job Group 1</p> <p>0% Minority 0% Female</p>
<p>Employment into Job Group 4</p> <p>50% Minority % Female</p>	<p>Full-time Protective Service/Police excluding Intermittent Protective Services/Police</p> <p>Total Group 23 26% of Total Group Minority (50% of Minority are African American, 50% are Hispanic) 26% of Total Group Female</p>	<p>Separation from Job Group 0</p>

Average Workforce Totals Between (does not include intermittent employees, occasional service employees or part-time faculty)

January 1, 2020 - October 15, 2020 - 1065 Employees

January 1, 2021 - October 15, 2021 - 926 Employees



Current Postings 7/16/2021 – 10/15/2021

Faculty

Beeghly College of Liberal Arts, Social Sciences, and Education

- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Instructor – Student Teaching Supervisor – Psychological Sciences & Counseling
- Part-time Faculty – Counseling and School Psychology
- Part-time Faculty – Reading & Study Skills
- Part-time Instructor – Approaches to Professional Assessment Praxis Core
- Part-time Instructor – Early Childhood Education/Early Childhood Intervention Specialist
- Part-time Instructor – Literacy Education Instructor
- Part-time Instructor – Middle Childhood Education
- Part-time Instructor – First Year Experience Education Course
- Part-time Instructor – Health & Physical Education Instructor
- Part-time Instructor – Health & Physical Education Methods Instructor
- Part-time Instructor – Adolescent/Young Adult Education
- Part-time Faculty – Special Education Instructor
- Part-time Faculty – Teacher Education
- Part-time Faculty – English
- Part-time Faculty – Sociology
- Part-time Faculty – Psychology
- Part-time Faculty – Honors
- Part-time Faculty – Introduction to Sociology
- Part-time Instructor – History
- Part-time Faculty – Geography
- Part-time Instructor – Women’s and Gender Studies
- Part-time Instructor – Spanish
- Part-time Instructor – Hebrew
- Part-time Instructor – Religious Studies
- Part-time Graduate Faculty, - Social Gerontology
- Part-time Faculty – Politics and International Relations
- Part-time Faculty – Philosophy
- Part-time Faculty – Linguistics/TESOL
- Part-time Faculty – First Year Experience Course, College of Liberal Arts and Social Sciences
- Part-time Faculty – Italian
- Part-time Faculty – Africana Studies
- Part-time Faculty – American Studies
- Part-time Faculty – French
- Part-time Faculty – American Sign Language
- Part-time Faculty – Spanish Phonetics/Distance Learning

Beeghly College of Liberal Arts, Social Sciences, and Education Continued

- Part-time Faculty – Humanities and Social Sciences – Political Science
- Part-Time Faculty – PAGES – Geology
- College Credit Plus Instructor – History
- Part-Time Faculty – Medical Practices
- Continuing Education Instructor – English ESOL

Bitonte College of Health and Human Services

- Part-time Instructor – Food & Nutrition Programs
- Part-time Faculty – Dental Hygiene
- Part-time Faculty – Medical Assisting Technology
- Part-time Faculty – Respiratory Care
- Part-time Faculty – Allied Health
- Part-time Faculty – Master of Health and Human Services
- Part-time Nursing – Clinical Faculty
- Part-time Faculty – Emergency Medical Services
- Part-time Faculty – Health Informatics
- Part-time Faculty – Public Health
- Part-time Faculty – Hospitality Management
- Part-time Faculty – Public Health – Environmental Health and Safety
- Part-time Instructor – First Year Experience Course in Health & Human Services
- Part-time Instructor – Pharmacology for Nurse Anesthetist Students
- Part-time Faculty – Medical Laboratory Programs
- Part-time Instructor – Social Work Lakeland and Lorain CC Campuses
- Part-time Instructor – Social Work
- Part-time Faculty – Criminal Justice
- Part-time Undergraduate Faculty – Merchandising – Fashion & Interiors
- Part-time Undergraduate Faculty – Dietetics Programs
- Part-time Faculty – Health & Human Services 1510/1511 First Year Experience Course
- Part-time Faculty – Kinesiology and Sport Science – Activity Courses
- Part-time Faculty – Kinesiology and Sport Science –Therapeutic Exercises
- Part-time Faculty – Physical Therapy – Clinical Psychology
- Part-time Faculty – Masters in Athletic Training
- Part-time Faculty – Nurse Practitioner (Online)
- Part-Time Faculty – Forensic Sciences
- Part-Time Nursing Graduate Faculty – Nursing

Cliffe College of Creative Arts & Communication

- Part-time Faculty – Theatre and Dance
- Part-time Instructor – Viola
- Part-time Faculty – Music Theory
- Part-time Instructor – Director of Dana Gospel Choir
- Part-time Faculty – Graphic Design
- Part-time Faculty – Art History
- Part-time Faculty – Visual Arts Foundations
- Part-time Vocal Instructor

Cliffe College of Creative Arts & Communication Continued

- Part-time Vocal Instructor – Classical Voice
- Part-time Instructor – Jazz Studies
- Part-time Faculty – Theatre & Dance Performance
- Part-time Instructor – Visual Arts
- Part-time Faculty Photography – Art
- Part-time Faculty – First Year Experience Course in College of Creative Arts & Communication
- Part-time Faculty – Dana School of Music
- College Credit Plus Instructor – Communication Foundation

College of Science, Technology, Engineering and Mathematics

- Part-time Instructor – Mathematics
- Part-time Faculty – Physics
- Part-time Instructor – Mechanical Engineering Technology
- Part-time Instructor – Mechanical Engineering
- Part-time Faculty – Chemistry
- Part-time Instructor – Electrical and Computer Engineering
- Part-time Faculty – Computer Science and Information Systems
- Part-time Faculty – Civil/Environmental and Chemical Engineering
- Part-time Instructor – Engineering Technology
- Part-time Instructor – Biology in the Modern World Laboratory
- Part-time Instructor – Microbiology Laboratory
- Part-time Instructor – Civil and Construction Engineering Technology
- Part-time Faculty – Anatomy & Physiology
- Part-time Faculty – Plant Biology
- Part-time Instructor – Chemistry Lab Instructor
- Part-time Instructor – Draft and Design Technology
- Part-time Instructor – First Year Engineering Orientation
- Part-time Instructor – STEM Careers
- Part-time Instructor – Electrical Engineering Technology
- Part-time Instructor – Mathematics & Statistics
- Part-time Instructor – Microbiology for Health Care Professions Laboratory
- Part-time Instructor – Mammalogy
- Part-time Faculty – EUT Power Plant Technology Instructor
- Part-time Faculty – Industrial Engineering
- Part-time Faculty – Mechanical Engineering – Solid Mechanics
- Part-time Faculty – Mechanical Engineering – Thermal Fluids
- Part-time Faculty – Environmental Science
- Part-time Faculty – STEM First Year Orientation
- Part-time Faculty – Chemical Engineering
- Part-time Faculty – Forensic Sciences
- Part-time Faculty – STEM Professional Career Planning
- Visiting Assistant/Associate Professor – Electrical & Computer Engineering (Term)
- Assistant Professor – Electrical Engineering Technology (Tenure Track)
- College Credit Plus Instructor – Biological Sciences
- College Credit Plus Instructor – Physics

College of Science, Technology, Engineering and Mathematics Continued

- Assistant Professor – Civil Engineering (Tenure-Track)
- Lecturer – Industrial and Systems Engineering (Term)
- Assistant Professor – Mechanical Engineering (Tenure-Track)

Williamson College of Business Administration

- Part-time Instructor – Management
- Part-time Instructor – Marketing
- Part-time Instructor – Accounting/Finance
- Part-time Instructor – Management (Undergraduate Courses)
- Part-time Instructor – Legal Environment of Business
- Part-time Instructor – Master of Business Administration
- Part-time Instructor – Marketing/Center for Nonprofit Leadership
- Part-time Faculty – Economics
- Part-time Faculty – Communication Studies, Telecommunication Studies, and Journalism
- Lecturer – Finance Certified Financial Planner Track (Term)

Professional/Administrative

- Instruction Specialist
- Technology Trainer
- Research and Development Associate
- Manager, Business Operations
- Title IX Coordinator and Equal Opportunity Investigator
- Assistant Athletic Trainer
- Manager, Marketing and Business Development
- Senior Buyer
- Business Systems Administrator
- Dean - WCBA
- Project Manager – IT Infrastructure Services
- Assistant Athletics Director
- Assistant Coach, Women's Basketball, Director of Creative Content and Branding
- Manager, Athletic Facilities and Programs
- Studio Coordinator and Broadcast Engineer
- Academic Advisor 1
- Director, Undergraduate Advising
- Senior Research Scientist, Additive Manufacturing
- Executive Assistant to the Vice President
- Associate Director, Research Services
- Resolution Analyst

Classified

- Academic Operations Specialist 1 – Dean Education
- Groundskeeper 2
- Carpenter 2

Classified Continued

- Business Operations Specialist 1 – Academic Affairs
- Boiler Technician
- Groundskeeper 2
- Delivery and Mail Clerk
- Print Assistant
- Academic Operations Specialist 1 – Teacher Education and Leadership Studies
- Residence Hall Monitor (PT)
- Maintenance Repair Worker 2
- Academic Leader – Brookfield
- Activity Leader – Multiple Locations
- Business Operations Specialist 1– Delivery Services
- Business Operations Specialist 2 – Undergraduate Admissions
- Software Integration Analyst 1
- Software Integration Analyst 2



SUMMARY OF PERSONNEL ACTIONS

**Classified Employees
7/16/21 through 10/15/21**

Appointments – 16

- Classified Civil Service – 8
- Classified Non-bargaining – 3
- Externally Funded – 1
- FOP – 4

Separations – 15

- Classified Civil Service – 7
- Classified Non-bargaining – 3
- Externally Funded – 3
- FOP – 1
- FOP Excluded – 1

Promotions – 4

- Classified Civil Service – 2
- Classified Non-Bargaining – 1
- FOP – 1

Reclassifications/Position Adjustments – 4

- Classified Civil Service – 3
- Externally Funded – 1

Salary Adjustments – 17

- Classified Civil Service – 12
- Externally Funded – 5

Transfers – 4

- Classified Civil Service – 4

Recalls – 2

- Classified Civil Service – 2

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Miller, Jenifer	ACE	Academics Ops Specialist 1	Dean Bitonte Col Health & Human	9/27/2021	0.75	\$ 20,826.00
Pagan Wilcox, Claudia	ACE	Business Ops Specialist 1	Maag Library	8/30/2021	0.50	\$ 13,884.00
Becker, TyRee	ACE	Technology Support Tech 1	IT Customer Services	8/17/2021	1.00	\$ 43,929.60
Duffy, Scott	ACE	Financial Aid Loan Spec 2	Financial Aid and Scholarships	8/16/2021	1.00	\$ 36,462.40
Haskins, Timothy	ACE	Residence Hall Monitor	Housing	9/26/2021	1.00	\$ 29,536.00
Hickman, Chad	ACE	Residence Hall Monitor	Housing	9/26/2021	1.00	\$ 29,536.00
Schumacher, Darla	ACE	Accountant 3	Financial Aid and Scholarships	8/2/2021	1.00	\$ 36,462.40
Wogan, Lisa	ACE	Academics Ops Specialist 1	Visual and Dramatic Arts	8/15/2021	1.00	\$ 28,121.60
Hannon, Melinda	Excluded	Human Resources Generalist	Human Resources	8/30/2021	1.00	\$ 38,896.00
Natoli, Krystle	Excluded	Human Resources Generalist	Human Resources	8/30/2021	1.00	\$ 38,896.00
Wallace, Jesse	Excluded	Power Plant Energy Mgmt Supervisor	Central Utility Plant & Distribution	7/19/2021	1.00	\$ 65,000.00
Lowery, Susan	Externally Funded	Archival Asst Customer Service Specialist	Industry & Labor Steel Museum	9/27/2021	0.50	\$ 15,600.00
Killa, Tyler	FOP	Police Officer 1	YSU Police	7/19/2021	1.00	\$ 40,809.60
Marshburn, Haley	FOP	Police Officer 1	YSU Police	7/19/2021	1.00	\$ 40,809.60
Marsolo, Jeff	FOP	Police Officer 1	YSU Police	7/19/2021	1.00	\$ 40,809.60
Wolfe, Chelsea	FOP	Police Officer 1	YSU Police	7/19/2021	1.00	\$ 40,809.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY	SEPARATION TYPE
Abbas, Dante	ACE	Software Integration Analyst 1	IT Application Services	7/26/2021	1.00	\$ 54,828.80	TERM
Durse, Nicholas	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/31/2021	1.00	\$ 45,843.20	RETIRE
Kennehan, Rita	ACE	Academic Ops Specialist 1	Health Professions	12/1/2020	1.00	\$ 43,035.20	RETIRE
Kolar, Margaret	ACE	Business Ops Specialist 2	Registration & Records	8/30/2021	1.00	\$ 44,740.80	RETIRE
Moy, Debra	ACE	Business Ops Specialist 1	Accessibility Services	7/30/2021	1.00	\$ 48,547.20	RETIRE
Rossi, Todd	ACE	Residence Hall Monitor	Housing	9/17/2021	1.00	\$ 32,572.80	RESIGN
Sarich, Donna	ACE	Secretary	Sociology & Anthropology	2/1/2021	1.00	\$ 45,593.60	RETIRE
Carlini, Jayne	Excluded	Business Ops Specialist 4	Facilities Maintenance	8/28/2021	1.00	\$ 37,710.40	RESIGN
Ruehle, Andrea	Excluded	Intermittent Cashier	Health Professions	10/12/2021	0.50	\$ 10,400.00	RESIGN
Sharp, Eugene	Excluded	Receiving & Distribution Super	Delivery Services	8/4/2021	1.00	\$ 38,355.20	RESIGN
Brookhart, Carey	Externally Funded	Intermittent Academic Leader	Ctr for Human Services Dev	9/29/2021	0.50	\$ 18,720.00	RESIGN
Conway, Jennifer	Externally Funded	Intermittent Academic Leader	Ctr for Human Services Dev	10/7/2021	0.50	\$ 18,720.00	RESIGN
Teagarden, Ashley	Externally Funded	Intermittent Academic Leader	Ctr for Human Services Dev	9/29/2021	0.50	\$ 20,800.00	RESIGN
Bryant, Deana	FOP	Police Officer 2	YSU Police	7/31/2021	1.00	\$ 57,865.60	RETIRE
De Amicis, Ronald	FOP Excluded	Intermittent Police Officer 1	YSU Police	9/3/2021	1.00	\$ 17,617.60	RESIGN

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD FTE	NEW SALARY	PREVIOUS SALARY
Massaro, Cheryl	ACE	Academic Ops Specialist 3/ Business Ops Specialist 2	Dean - CCAC/ Undergraduate Admissions	8/14/2021	1.00	\$ 47,569.60	\$ 44,179.20
McKinney, Shari	ACE	Academic Ops Specialist 1/ Academic Ops Specialist	Human Services/ Study Abroad	8/1/2021	1.00/ 0.375	\$ 39,707.20	\$ 18,907.20
Hans, Tiffany	Excluded	Receiving & Distribution Supervisor/ Mail Clerk Messenger	Delivery Services	9/12/2021	1.00	\$ 37,086.40	\$ 31,408.00
Pieton, Michael	FOP	University Police Sergeant/ Police Officer 2	YSU Police	8/25/2021	1.00	\$ 64,230.40	\$ 57,865.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Bidwell, Carter	ACE	Automotive Mechanic 3/ Automotive Mechanic 2	Grounds	7/18/2021	1.00	\$ 43,700.80	\$ 41,620.80
Ferguson, Robert	ACE	Information Security Tech 2/ Data Security Analyst 1	IT Security Services	6/20/2021	1.00	\$ 65,436.80	\$ 62,316.80
Pope, Shannon	ACE	Business Ops Specialist 2/ Business Ops Specialist 1	Academic Success Center	9/26/2021	1.00	\$ 38,313.60	\$ 36,483.20
Daniels, Sybil	Externally Funded	Administrative Ops Specialist/ Clerk 1	Ctr for Human Services Dev	9/26/2021	0.50	\$ 13,998.40	\$ 10,660.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Bodnark, Mary	ACE	Layout Design Artist	Marketing & Communications	3/15/2020	1.00	\$ 59,238.40	0.75	\$ 43,882.80
Cook, Ashlee	ACE	Business Ops Specialist 1	Kilcawley Center	8/15/2021	1.00	\$ 28,121.60	0.50	\$ 13,884.00
Ferradino, Darla	ACE	Records Technician 1	Registration & Records	6/20/2021	1.00	\$ 31,782.40	1.00	\$ 31,304.00
Hood, Kevin	ACE	Automotive Mechanic 3	Motor Pool	8/29/2021	1.00	\$ 42,889.60	1.00	\$ 42,265.60
Joy-Tupaj, Rachell	ACE	Layout Design Artist	Marketing & Communications	12/20/2020	1.00	\$ 55,078.40	0.75	\$ 40,794.00
Liadis, Kimberley	ACE	Travel Clerk	Procurement Services	9/12/2021	1.00	\$ 27,726.40	1.00	\$ 27,310.40
McCormick, Gemini	ACE	Payroll Specialist 1	Payroll	10/10/2021	1.00	\$ 33,696.00	1.00	\$ 33,196.80
Mouse, David	ACE	Software Integration Analyst 1	IT Application Services	8/29/2021	1.00	\$ 56,347.20	1.00	\$ 55,515.20
Neal, Bonita	ACE	Residence Hall Monitor	Housing	8/15/2021	1.00	\$ 32,094.40	0.50	\$ 16,047.20
Peachock, Patrick	ACE	Residence Hall Monitor	Housing	8/15/2021	1.00	\$ 32,094.40	0.50	\$ 16,047.20
Tirado, Jalon	ACE	Custodial Technician 3	Janitorial Services	10/10/2021	1.00	\$ 31,449.60	1.00	\$ 30,971.20
Woodford, Debra	ACE	Clerk 2	Parking Services	8/29/2021	1.00	\$ 26,353.60	1.00	\$ 25,958.40
Boyd, Shelnik	Externally Funded	Intermittent Activity Leader	Ctr Human Services Dev	9/26/2021	0.50	\$ 12,480.00	0.50	\$ 10,660.00
Buchenic, Rebecca	Externally Funded	Intermittent Academic Leader	Ctr Human Services Dev	9/26/2021	0.50	\$ 20,800.00	0.50	\$ 18,720.00
O'Neal, Tula	Externally Funded	Intermittent Academic Leader	Ctr Human Services Dev	9/26/2021	0.40	\$ 20,800.00	0.40	\$ 18,720.00
Reed, Elizabeth	Externally Funded	Operations Assistant	Rich Center for Autism	7/1/2021	1.00	\$ 26,769.60	1.00	\$ 26,249.60
Teagarden, Ashley	Externally Funded	Intermittent Academic Leader	Ctr Human Services Dev	9/26/2021	0.50	\$ 20,800.00	0.50	\$ 18,720.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
TRANSFERS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Aliberti, Darlene	ACE	Academic Ops Specialist 1	Criminal Justice & Consumer Science/Dean Bitonte College Health & Human Services	7/18/2021	1.00	\$ 36,025.60	\$ 36,025.60
Cole, Nicolene	ACE	Academic Ops Specialist 1	Management & Marketing/ Psychological Sciences & Counseling	8/1/2021	1.00	\$ 50,128.00	\$ 50,128.00
Kostantas, Amalia	ACE	Academic Ops Specialist 1	Psychological Sciences & Counseling/ Dean - Beeghly College LibArts, SocSci & Education	8/1/2021	1.00	\$ 33,779.20	\$ 33,779.20
Mehle, Vicki	ACE	Clerk 2/Residence Hall Monitor	Parking Services/ Housing & Residence Life	7/18/2021	1.00	\$ 32,177.60	\$ 32,177.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
RECALLS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF RECALL	FTE	SALARY
Neal, Bonita	ACE	Residence Hall Monitor	Housing	7/31/2021	0.50	\$ 15,849.60
Peachock, Patrick	ACE	Residence Hall Monitor	Housing	7/22/2021	0.50	\$ 15,849.60



TO: Board of Trustees, Youngstown State University
Ms. Capri S. Cafaro
Mr. Charles T. George
Dr. Anita A. Hackstedde
Dr. John R. Jakubek
Mr. Joseph J. Kerola
Mr. Michael A. Peterson
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Dr. Helen K. Lafferty
Ms. Elsa Khan, Student trustee
Ms. Galena Lopuchovsky, Student trustee

FROM: Dana Lantz, Director Equal Opportunity, Policy Development & Title IX

RE: 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for December 2021 Board of Trustees' Meeting

DATE: October 22, 2021

Below please find the report information as required by 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff pursuant to section (F)(6). The information contained herein consists of search waivers approved during the time period beginning July 16, 2021 through and including October 15, 2021. **This time period reflects a change in the search waiver reporting from years past in order to create consistency with the Human Resource Department reporting time periods in other areas. As a result of this change, the first eight (8) reported waivers contained in this report were previously reported on the August 9, 2021 search waiver report.**



PRIOR REPORTED INFORMATION

Date: July 16, 2021
Requestor: Holly Jacobs
Department: Equal Opportunity, Policy Development and Title IX
Position: Director, Equal Opportunity, Policy Development and Title IX
Candidate: Dana Lantz
Rationale: Specialized skills and experience and demonstrated commitment to EO in the City of Youngtown. Previously interviewed during search and was strong candidate.

Date: July 16, 2021
Requestor: Myisha Jennings
Department: Athletics
Position: Assistant Basketball Coach
Candidate: Ben Asher
Rationale: Program underway and immediate need for assistant coach. Requestor indicated potential health and safety concern for student athletes if position not filled.

Date: August 16, 2021
Requestor: Frank Li
Department: Rayen School of Engineering -Mechanical Engineering
Position: Lecturer
Candidate: Erik Haake
Rationale: Immediate need to fill a one-year appointment due to loss of three full time employees in Mechanical Engineering Department. Will conduct a tenure track search for next year.

Date: August 16, 2021
Requestor: Frank Li
Department: Rayen School of Engineering - Electrical Engineering
Position: Lecturer
Candidate: Xiaomei Ren
Rationale: Immediate need to fill a one-year appointment due to passing of a professor in the department. Will conduct a tenure track search for next year.

Date: August 16, 2021
Requestor: Frank Li
Department: Rayen School of Engineering -Chemical Engineering
Position: Lecturer
Candidate: Zhuanzhuan Shirley Xie
Rationale: Immediate need to fill a one-year appointment due to unexpected vacancy. Will conduct a tenure track search for next year.



Date: August 23, 2021
Requestor: Frank Li
Department: Rayen School of Engineering -Industrial and System Engineering
Position: Lecturer
Candidate: Mithy Sharmin
Rationale: Immediate need due to unexpected vacancy. Will conduct a tenure track search for next year.

Date: August 23, 2021
Requestor: Jeremy Schwartz and Betty Jo Licata
Department: Lariccia School of Accounting and Finance
Position: Lecturer
Candidate: M. Constance Augustine-Thompson
Rationale: Immediate need to fill a position in the Tax and Accounting Courses due to vacancy as a result of the VSRP.

Date: August 23, 2021
Requestor: Bruce Keillor
Department: Management
Position: Lecturer
Candidate: Michelle Green
Rationale: Immediate need to fill position in Management and marketing due to vacancy as a result of the VSRP.

NEW REPORTED INFORMATION

Effective Date: August 16, 2021
Requestor: Ronald Stollo
Department: Intercollegiate Athletics
Position: Deputy Athletics Director
Candidate: Tory Lindley
Rationale: Immediate need to fill position due to vacant athletic trainer positions and increased NCAA requirements relating to COVID. Candidate has 28 years of professional responsible experience relative to position.

Effective Date: August 16, 2021
Requestor: Rebecca Fink
Department: Intercollegiate Athletics
Position: Assistant coach, Baseball
Candidate: Eric Bunnell
Rationale: Due to resignation of another coach, immediate need to fill position. 17 year's experience coaching with Experience at Division I, II and III. Worked with YSU players and has extensive knowledge of program.



Effective Date: January 1, 2022
Requestor: Dana Davis
Department: Social Work
Position: Assistant Professor
Candidate: Dessalegn Guyo
Rationale: Qualified candidate for a vacancy in a tenure track position that must be filled to become compliant with the accreditation minimum standards in the Masters of Social Work program. Candidate was finalist in recent search.

Effective Date: September 7, 2021
Requestor: Jeffrey Coldren
Department: Psychological Sciences and Counseling
Position: Temporary Lecturer
Candidate: Paul Yarab
Rationale: Due to the retirement or resignations of three faculty members over Summer 2021 and another employee granted leave, department had urgent need to fill a teaching position. The candidate was a finalist in the most recently filled search and is highly qualified.

Effective Date: October 1, 2021
Requestor: Rebecca Fink
Department: Intercollegiate Athletics
Position: Associate Athletics Director, Sports Medicine
Candidate: Jennifer Tymkew
Rationale: This position serves as the Health Care Administrator to the NCAA and requires a unique set of skills. This candidate is uniquely qualified having significant clinical and leadership experience. Possesses a terminal degree for licensed athletic trainers and a history of research and presentations addressing the growing emphasis on medical care for intercollegiate athletes.

Effective Date: October 1, 2021 or earliest possible
Requestor: Rebecca Fink
Department: Athletics
Position: Assistant Coach, Track and Field
Candidate: Arnaldo Morales
Rationale: Immediate need to fill position as practice schedule underway. Candidate possesses desired qualifications specifically with jumpers. Familiar with the program as he was a prior student athlete at YSU.

Effective Date: October 25, 2021
Requestor: Pedro Cortes/Frank Li
Department: Civil, Environmental and Chemical Engineering
Position: Research Associate
Candidate: Bhargavi Mummareddy
Rationale: post doctorate YSU graduate previously worked on this externally funded project.