



S Success

BOARD OF TRUSTEES  
ACADEMIC AND STUDENT AFFAIRS COMMITTEE  
Delores E. Crawford, Chair  
John R. Jakubek, Vice Chair  
All Trustees are Members  
James P. Tressel, Ex-Officio

Wednesday, June 1, 2016  
12:00 p.m.

Tod Hall  
Board Meeting Room

AGENDA

- A. Disposition of Minutes for Meetings Held March 15, 2016, September 24, 2015, and September 8, 2015
- B. Old Business
- C. Committee Items

1. Student Affairs

a. Student Affairs Consent Agenda Items\*

- Tab C.1.a.1. 1) Resolution to Modify Policy 3356-8-02, Student media (Previous Policy Number 8002.01)  
Eddie Howard, Associate Vice President for Student Experience, will report.
- Tab C.1.a.2. 2) Resolution to Modify Policy 3356-8-01, Authority to establish and enforce a code of student rights, responsibility, and conduct. (Previous Policy Number 8001.01)  
Eddie Howard, Associate Vice President for Student Experience, will report.

b. Student Affairs Action Item

- Tab C.1.b.1. 1) Resolution to Modify Policy 3356-8-01.1, "The Code of Student Rights, Responsibilities and Conduct." (Previous Policy Number 8001.01.1)  
Eddie Howard, Associate Vice President for Student Experience, will report.

\*Items listed under the Consent Agenda require Board approval; however they may be presented without discussion as these items include only non-substantive changes.

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**c. Student Affair Discussion Item**

**1) Fall 2016 Enrollment Update**

Gary D. Swegan, Associate Vice President for Enrollment Planning and Management, will present an update regarding fall 2016 enrollment.

**2. Academic Affairs**

**a. Academic Affairs Consent Agenda Items\***

- Tab C.2.a.1. 1) Resolution to Modify Policy 3356-10-14, Integrity in research – use of human participants (Previous Policy Number 1014.01)**  
Dr. Martin A. Abraham, Provost and Vice President for Academic Affairs, and Michael Hripko, Associate Vice President for Research, will report.
- Tab C.2.a.2. 2) Resolution to Modify Policy 3356-10-17, Objectivity in research - avoidance of conflict of interest and/or commitment in sponsored research (Previous Policy Number 1017.01)**  
Dr. Martin A. Abraham, Provost and Vice President for Academic Affairs, and Michael Hripko, Associate Vice President for Research, will report.
- Tab C.2.a.3. 3) Resolution to Authorize Conferral of Faculty Emeritus Status**  
The resolution nominates twelve (12) recently retired faculty members for Faculty Emeritus status. Dr. Martin A. Abraham, Provost and Vice President for Academic Affairs, will report. Policy Number 3356-7-17 (Previous Policy Number 7003.01), Emeritus Status, from the University Guidebook, is attached for your information.

**b. Academic Affairs Action Items**

- Tab C.2.b.1. 1) Resolution to Modify Policy 3356-9-03.1, Appointment of graduate assistants, graduate assistant interns, and teaching assistants (Previous Policy Number 9003.03)**  
Dr. Martin A. Abraham, Provost and Vice President for Academic Affairs, and Dr. Salvatore Sanders, Dean, College of Graduate Studies, will report.
- Tab C.2.b.2. 2) Resolution to Approve List of Candidates to be considered for Honorary Degrees**  
Dr. Martin A. Abraham, Provost and Vice President for Academic Affairs, will report.
- Tab C.2.b.3. 3) Resolution to Approve Adult-Gerontology Acute Care Nurse Practitioner (AG-ACNP) MSN Program Option**  
Dr. Martin A. Abraham, Provost and Vice President for Academic Affairs, Dr. Joseph Mosca, Dean of the Bitonte College of Health and Human Services, Dr. Nancy Wagner, Chairperson of the Department of Nursing, and Ms. Cindy Shields, Clinical Assistant Professor of the Department of Nursing, will report.

**Tab C.2.b.4.**

- 4) Resolution to Approve B.E. Manufacturing Program in Engineering**  
Dr. Martin A. Abraham, Provost and Vice President for Academic Affairs, and Dr. Darrell R. Wallace, Associate Professor, Department of Mechanical and Industrial Engineering, will report.

**Tab C.2.b.5.**

- 5) Resolution to Approve College Completion Plan**  
Dr. Martin A. Abraham, Provost and Vice President for Academic Affairs, will report.

**c. Academic Affairs Discussion Items**

**Tab C.2.c.1.**

- 1) Program Review Update**  
Dr. Corey Andrews, Coordinator of the Academic Senate Program Review Committee, will give an update on YSU's progress to date.

**Tab C.2.c.2.**

- 2) Strategic Plan Cornerstone Dashboard Update**  
Dr. Michael Reagle, Associate Vice President for Student Success, and Dr. Tammy A. King, Associate Dean of the Bitonte College of Health and Human Services, will report.

**CAMPUS COMPLETION PLAN**

**OF**

**YOUNGSTOWN STATE UNIVERSITY**

**Approved by the YSU Board of Trustees**

**June 15, 2016**

## 1. University Mission

The Youngstown State University mission statement reads as follows:

Youngstown State University—an urban research university—emphasizes a creative, integrated approach to education, scholarship, and service. The University places students at its center; leads in the discovery, dissemination, and application of knowledge; advances civic, scientific, and technological development; and fosters collaboration to enrich the region and the world.

The University:

- Creates diverse educational experiences that develop ethical, intellectually curious students who are invested in their communities;
- Provides access to a broad range of undergraduate programs;
- Offers graduate programs in selected areas of excellence, including those that meet the needs of the region;
- Supports economic development through applied learning and research;
- Integrates teaching and learning, scholarship, and civic engagement;
- Fosters understanding of diversity, sustainability, and global perspectives;
- and
- Advances the intellectual and cultural life of the city, region, and world.

YSU, which became a state assisted institution in 1967, is currently organized into six academic colleges: the Williamson College of Business Administration; the Beeghly College of Education; the College of Creative Arts and Communication; the Bitonte College of Health and Human Services; the College of Liberal Arts and Social Sciences; and the College of Science, Technology, Engineering, and Mathematics. In addition, there is an overarching College of Graduate Studies that administers all graduate programs on campus, and an Honors College that provides enrichment experiences for students enrolled in our honors program. The University offers over 100 undergraduate majors, 35 master's programs, doctorates in educational leadership (Ed.D.) and physical therapy (DPT), and a PhD in Materials Science and Engineering. In the 2015-16 academic year YSU awarded 191 associates degrees, 1689 bachelor's degrees, 382 master's degrees, and 48 doctoral and educational specialist degrees, including the first every PhD in YSU history.

Enrollment at YSU rose from just under 11,800 in the fall of 1997 to a peak of just under 15,200 in the fall semester of 2010. Enrollments then drifted downward, in the fall semester of 2015 12,471 students were enrolled at YSU. Approximately 10 percent of the students are enrolled in graduate programs. About 65% percent of new students are residents of Mahoning, Trumbull, or Columbiana county, Mahoning county residents alone account for 38% of the freshmen class. Approximately 17 percent of new students come from outside Ohio, most are residents of

To best serve its region, Youngstown State University has established programs and services that are data-driven and based on persistence and completion research and best practice.

### **3. Progress towards goals established in the initial completion plans**

Overall, as can be seen by the chart below, the University made great strides in achieving the goals established in the 2014 plan. Many of the concepts established in the plan were good concepts and ones that will be utilized again in the 2016 plan with different measurable outcomes associated with them. A more detailed description of the progress on each of these completion goals is included following the summary chart.

### **Completion Strategy from 2014:**

1. *The University has adopted "Student Success" as a quality initiative proposal as part of the Higher Learning Commission's "Open Pathway" re-accreditation process. Accordingly, student success/completion has become the "tough challenge" that we aspire to.*

#### **Current Status:**

Student Success Division has been formed and Institutional Emphasis on Student Success is becoming engrained in the culture.

#### **Moving Forward**

No further action is planned.

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### **Completion Strategy from 2014:**

2. *Implement a first year experience/orientation course in each college. Most completion research indicates that an effective First year experience course enhances persistence. According to Noel-Levitz, more than 95% of universities nationally provide a first year experience course.*

#### **Current Status:**

A 1st Year Course has been established in each college. Each course has also been streamlined to contain basic core curriculum designed to enhance student success

#### **Moving Forward**

A 1st year course will be required for all students starting in FA17. Specific population sections will also be explored (i.e. Conditional Admits).

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### **Completion Strategy from 2014:**

3. *Develop programs for faculty advisors to keep them informed about changes in graduation requirements and explore a certification system for faculty advisors.*

#### **Current Status:**

Each college has successfully created avenues to assist faculty advisors in staying current with graduation requirements.

### **Completion Strategy from 2014:**

*6. Examine and revise admission/retention requirements. We revised our admissions standards to refuse some students whose preparation indicates little hope of success. We continue to review our standards to ensure that we are providing a supportive opportunity for all students who have a reasonable chance of being successful.*

#### **Current Status:**

Since October 2013 when then-President Randy Dunn transitioned YSU from open admission to selective admission, the academic quality of the freshmen classes has increased substantially in three consecutive years. The quality gains have been made both by an increase at the top end of the applicant pool (through strategic use of scholarship dollars), and at the bottom end of the applicant pool (by limiting access for students with less than a 15 ACT). For the foreseeable future that will continue to be our approach, that is, modest adjustments upwards for what it takes to earn admission, and an annual increase in the very best academic students enrolling.

#### **Moving Forward**

No further action is planned.

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### **Completion Strategy from 2014:**

*7. Tighten enforcement of conditional admissions. We implemented a new conditional admission policy which provides "best practices" structure and support for underprepared students.*

#### **Current Status:**

The conditional admission policy was updated to include:

- Mandatory weekly visits with an academic coach
- Student must end the semester in good academic standing.

If the student failed to meet the requirements, the policy called for dismissal. Because of these consequences, students were much more diligent in attending coaching sessions and were therefore more successful. We have seen an increase in GPA and percentage of courses completed since the policy changes for this at-risk population.

#### **Moving Forward**

No further action is planned.

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## Moving Forward

Continue at similar levels.

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### Completion Strategy from 2014:

*11. Create Early Warning processes to improve student success. We implemented the Starfish Early warning system, which enables faculty and staff to flag students for kudos or for intervention. This program has shown good initial success.*

#### Current Status:

Results have been good since the 2011 implementation of the Starfish Early-Alert program. Undergraduate course completion rates have increased from 78% in 2011 to 86.8% in 2015. We have also seen significant increases in course completions by first-year students. In 2011 the yield of credit hours earned vs. credit hours attempted for first-year students was 77.34% vs. 83% for the F14 cohort of first year students. Another positive indicator of the success of the early-alert program is the decrease in the number of students earning either an NAF or NC for a course from 4.41% for F11 cohort to .82% for the F14 cohort.

## Moving Forward

We will be evaluating the Starfish system to see if it meets the current needs of the institution. We will also be looking at ways to increase the percentage of faculty that are utilizing the system.

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### Completion Strategy from 2014:

*12. Improve course completion rates. The lowest common denominator to enhance completion is to improve the course completion rates for each course. Accordingly we have a group working now to find ways to improve course completion rates without detracting from academic rigor.*

#### Current Status:

Minimal success was seen in advancing the course completion rate.

## Moving Forward

We will be looking closer at the top 10 courses which have the highest D/F/W rate in order to better understand the characteristics of both the successful and unsuccessful students in order to create solutions that will positively impact these courses.

Second, the university has fostered a vital campus community with faculty and staff engaged in meaningful student learning assessment activities. Building a positive culture is advanced by programs to build capacity in assessment and increase knowledge and skills of faculty and staff in this area. Two major programs supporting this work include the Best Practices in Student Learning Assessment Poster Competition, an opportunity for faculty and staff to share the good work being done to support student learning, and the Assessment Innovation Mini-Grant Program, small grants provided to seed sustainable student learning assessment activities.

### **Moving Forward**

Moving forward, assessment endeavors can be advanced through implementation of long-term assessment cycle planning, currently in the planning phase as a part of program review implementation. Assessment would also benefit from expanding professional development and consultation, to advance practitioner knowledge and skills. Finally, expanding programs to foster assessment innovation, perhaps with a focus on currently under-represented groups (such as part-time faculty) could further integrate assessment activities and benefits.

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### **Completion Strategy from 2014:**

*15. Support faculty development in teaching and learning. We've implemented a comprehensive program of internal faculty professional development designed to help faculty be more effective.*

### **Current Status:**

The faculty development program is more robust than ever. Key activities include: (1) Orientation programs for new full and part time faculty and department chairs, (2) A "new faculty mentorship" program, (3) Six active faculty learning communities (another was just added on distance education), (4) The opportunity for individual faculty consultation on teaching strategies, and (5) two series of workshops, one for new faculty and one for all faculty (this included a two day seminar in January). The budget has been increased for 2015-2016, so more resources have been committed to faculty development.

### **Moving Forward**

Next year, we will continue these activities, and plan to add even more, especially with regard to online development opportunities.

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YSU Foundation  
Gifts, Payments and Pledges/Planned Giving to Scholarships and Endowments

	FY14		FY15		FY16 to Mar. 18, 2016 (8.5 Mos.)	
	<u>Number of Gifts</u>	<u>Amount</u>	<u>Number of Gifts</u>	<u>Amount</u>	<u>Number of Gifts</u>	<u>Amount</u>
Cash Gifts	1,763	\$2,677,692	1,975	\$3,236,696	1,376	\$2,422,621
Payments	921	\$560,519	649	\$1,415,299	359	\$2,127,099
<b>Total Cash/Payments</b>	<b>2,684</b>	<b>3,238,211</b>	<b>2,624</b>	<b>4,651,995</b>	<b>1,735</b>	<b>4,549,720</b>
Pledges/Planned Giving	74	\$2,940,410	65	\$3,471,081	85	\$5,022,204

### Moving Forward

No further action is planned.

### Completion Strategy from 2014:

18. *Ensure that courses are available when needed.*

#### Current Status:

The creation and updating of curriculum sheets and 4 year “road maps” has enabled students to better track their degree completion. In turn, the University is better able to track the need for specific courses by students.

### Moving Forward

The new e-bulletin software provides a mechanism for updating, maintaining and distributing information at the programmatic level. Further work is needed in this area.

### Completion Strategy from 2014:

19. *Improve time to completion of degree.*

#### Current Status:

Since 2014, we have increased the number of transfer articulation agreements with other institutions. As of February 2014, we had approximately 12 active agreements with other schools in Ohio and Western Pennsylvania. Today, we have 52 active agreements and each semester add additional agreements.

## Completion Strategy from 2014:

22. Increase College in High School (CHS) and SB 140 opportunities for students. New research indicates that students who receive college credit during high school are much more likely to persist to graduation. We are working to improve our SB 140, CHS and Early College programs.

### Current Status:

Change and growth have been a constant in YSU's dual enrollment programs. The SB 140 program came together with the high school based "College in High School" dual enrollment, resulting in a 100% increase in on-campus enrollment. Growth was boosted when the Ohio Department of Higher Education enacted the College Credit Plus (CCP) legislation expanding access to students by standardizing admission criteria and making the program no-cost to students. YSU's CCP program continued to increase the numbers of districts served and the menu of courses being offered in the high school. YSU faculty provide robust professional development opportunities in content specific workshops for the high school based faculty. YSU began an on-campus orientation and advisement program, as well as an interactive text-messaging platform that enables "just in time" assistance to students with questions or in need of help. Followers of the CCP program's social media increased from a handful to over 800.

2013-14 to 2015-16

#### Program Growth

- Students enrolled: 770 to 1,404 (82% increase)
- Credit hours enrolled: 5005 to @ 10,000 (100% increase)
- District partnerships: 44 to 65 (47% increase)
- Courses offered: 18 to 23 (28% increase)

#### Student Success

- Average ACT Composite 25
- Course completion rate (D or higher): 99 %

#### Professional Development

YSU faculty offer two professional development workshops in each subject area to CCP instructors each year (total of 69 hours of PD/year).

### Moving Forward

We will continue to support the students in this program and attempt to recruit them to be full time YSU students upon graduation.

**Current Status:**

We have expanded our supplemental program each of the last couple years. We now have 23 courses covered by SI leaders (+21%) and have expanded into the math department by covering two developmental math courses and Calculus 2. Grades are higher for every course covered by SI for those students that attend.

**Moving Forward**

We will continue to work with faculty to identify courses that could be well served with an SI component.

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## 5. Completion Strategies:

Focus Area	Strategy	Leadership	Involvement	Outcome	Measure	Timeline
What are we focused on?	What will we DO?	Who's responsible	Other Constituencies	How do we know if we're successful?	How do we measure Success?	What is our Timeline?
FIRST YEAR EXPERIENCE - Course	Implement a required first year experience course	New Director	Student Success, First Year Programs, Gen Ed Committee	All students will take this class	100% of Students are enrolled in a FY class.	Aug. 2017
FIRST YEAR EXPERIENCE - Staffing	We will hire a new First Year Programs Director	Provost/Associate Provost	Student Success, First Year Programs, Gen Ed Committee	Director starts by 8/1/2016	Director is hired	Aug. 2016
FIRST YEAR EXPERIENCE - New Student Orientation	Create Learning Outcomes for Guests and Students	Leslie Page	Student Success, Academic Advisors, First year Course	Students and Guests are more connected to the institution	90% of participants will evaluate the outcomes positively	Aug. 2017
FIRST YEAR EXPERIENCE - Peer Mentoring	Reduce the case load for individual peer leaders from 120 to 25.	Karen Graves	FY course director, Faculty	higher significant contacts	Each Leader will meet with each student a minimum of 3 times	Jan. 2018
ACADEMIC ASSISTANCE - Tutoring	Increase use of tutoring services especially in high D/F/W Courses	Robin Sakonyi	Faculty, Deans/ CSP,	Less D/F/Ws	Total # of students utilizing tutoring in specific courses	Aug. 2017
ACADEMIC ASSISTANCE - Supplemental Instruction	Increase opportunities for supplemental instruction.	Sue Mark-Sracic	Faculty, Deans/ CSP,	Less D/F/Ws	Total # of students enrolled in S/I courses	Aug. 2017
ACADEMIC ASSISTANCE - Student Advising	Align systems of advising across the colleges.	Director of Career and Academic Advising	Student Success, Academic Advisors, Deans	Better advising for students	Unified Note taking and communication system	Jan. 2017
ACADEMIC ASSISTANCE - Summer Bridge & Beyond	Invest in a program that has shown results with Underrepresented populations	Mike Beverly	Student Success, Center for Student Progress, High Schools	Triple the size of the current program	100 students will participate in the program in the summer of 2018	July 2018
ACADEMIC PROGRESS - Matriculation Agreements	Each college is working with EGCC to provide clear, simple pathways for students to progress from EGCC to YSU.	Kevin Ball	Deans	Students will successfully matriculate	Initial cohort of 25 students in each college	Aug. 2017
ACADEMIC PROGRESS - Co-Requisite remediation	Establish co-requisite remediation in math.	Angela Spalsbury	Deans, faculty	Students will successfully matriculate	D/F/W rates will be reduced in these select courses	Aug. 2017
ACADEMIC PROGRESS - Dual Enrollment	Implement dual enrollment with Eastern Gateway Community College (EGCC).	Kevin Ball	Provost's Office, Deans?	Students will enroll in the best location	Initial cohort of 50 students	Aug. 2017
ACADEMIC PROGRESS - Senior Survey	Administer Senior Survey to capture data designed to enhance programs	College Deans	Chairs, Faculty	Enhance academic programs	Senior Survey is administered in all program areas	Aug. 2017
ACADEMIC PROGRESS - Course Availability	Ensure that courses are available when needed.	Kevin Ball	Dean, Chairs, Faculty	More students graduating in 6 yrs or less	Graduation Rates	Aug. 2018
INCREASED AFFORDABILITY - Text Books	Incentive program for faculty to use free open sources in the classroom	Provost	Provost, Academic Senate	Less cost to students	Number of faculty involved in the program	Aug. 2017
INCREASED AFFORDABILITY - Student work	Needs based employment	Mike Reagle	Financial Aid, Enrollment Mgmt	Utilize student work funds for financially at risk students	25% of student Work allocations will be distributed to students with high financial need	Aug. 2017
INCREASED AFFORDABILITY - Increase hours students are taking	Increase number of hours students take to set them on a path to graduation	Mike Reagle	College Deans, Student Success	More students graduating in 6 yrs or less	Graduation Rates	Aug. 2018

## Internships

In 2012 YSU was awarded a \$573,300 Ohio Means Internships and Co-ops grant from the Ohio Board of Regents. The grant program was part of Gov. John Kasich's workforce development strategy to align Ohio's higher education curriculum with skills that are in demand by Ohio businesses. YSU used the grant to establish the Program for Internships and Co-ops in Advanced Manufacturing and Related Industries, or PICAM. PICAM funded 45 full-time and 62 part-time paid internships for students in the College of Science, Technology, Engineering and Mathematics and the Williamson College of Business. The program also called for YSU's STEM and Business colleges to jointly design and implement new courses in professional practice preparation and to host new, semiannual co-op and internship recruiting events on campus.

The program also calls for restructuring curricula in accounting, business, finance, industrial systems engineering, management, marketing, mechanical engineering and other disciplines to provide for more professional practice opportunities. One of the goals is that increasing internship and co-op opportunities will lead to higher completion rates because it will help students better realize their long-term career objectives and motivate them to finish their degree so that they can reach those objectives.

In 2014 YSU received an additional \$661,013 grant from the Ohio Board of Regents to allow YSU to continue this work of increasing and expanding paid internship and co-op experiences for its students. The grant will also allow YSU to create a self-sustaining professional development suite to be used by students and businesses providing training in soft and hard skills and to enhance the coordination of infrastructure programs in the region.

In addition to these grant-funded internship opportunities, nearly every YSU student has the opportunity to pursue a credit bearing internship as part of their major. The Office of Career Services helps to place students in internships.

additive manufacturing.

The university played a central role in the federal government's decision in August, 2012 to select downtown Youngstown as the site of the first National Additive Manufacturing Innovation Institute, America Makes. YSU students and faculty are regularly engaged in America Makes activities.

- The YSU *Natural Gas and Water Resources Institute* provides undergraduate degree level courses in science and engineering that will lead to an academic minor in gas technologies and also will provide research opportunities for industry focusing on analysis of water used in the shale gas extraction process. Because of YSU's location in the Utica shale region of Ohio, this Institute meets the educational and research needs of a new and growing industry. A recent study showed that more than 200,000 jobs, including nearly 9,000 in professional and technical services, will be created or supported by 2025 due to exploration, leasing, drilling, and pipeline construction for the Utica shale reserve.
- The *Bitonte College of Health and Human Services* provides students with the opportunity to gain important clinical education experiences in hospitals, clinics, physician offices, and at community and special events. Clinical experiences are offered in all of the Health and Human Services programs, including Nursing, Respiratory Care, Dental Hygiene, Healthcare Management, Social Work, Dietetics, and Physical Therapy. A recently signed "Affinity Agreement" with Mercy Health, Ohio's largest healthcare provider with institutions located throughout the Mahoning Valley, will provide expanded opportunities for clinical experiences for students.
- Clinical and field experiences offered by *Youngstown State University's Beeghly College of Education* (BCOE) are well planned, numerous and diverse. The nature and duration of field-based activities vary in the amount of observation and participation according to the specific course and program requirements. All BCOE professional education courses have some field or clinical component(s). The progression of field experience culminates in Student Teaching, considered to be the capstone clinical experience for all teacher education program majors.
- *ConneX* is Youngstown State University's corporate communication consulting and training center. Housed in the College of Creative Arts and Communication's Department of Communication, ConneX offers some of the best (and inexpensive) communication consulting, training and services in the world. Students provide



## **Emerging Workforce Development Initiatives**

*The Mahoning Valley Innovation & Commercialization Center (MVICC)*, with initial capital funding support from the Ohio Legislature, will be an entrepreneurial hub connecting creative minds with the modern equipment of advanced manufacturing (including 3D printing) and the knowledge of the regional business community. By integrating innovation, technology development, entrepreneurial support, and partnerships with the business and local communities, the center will accelerate the development from concept to product, creating products and jobs that promote the quality of life throughout the region.

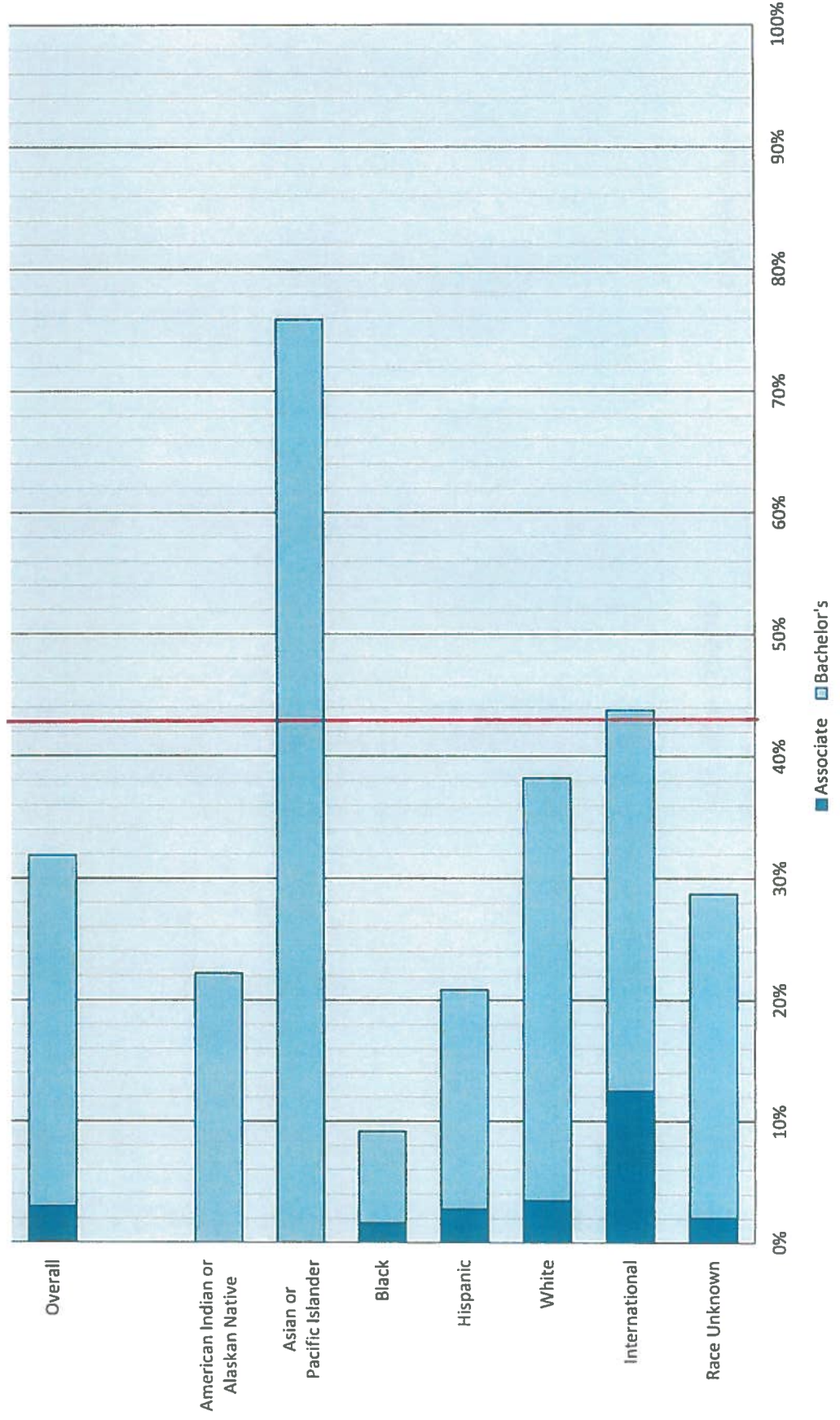
By working collaboratively with the business community, Eastern Gateway Community College, the cities of Youngstown and Warren, area incubators, and county K-12 educational providers, this multi-stakeholder center will become a driving force for economic growth and prosperity in the region. The center brings together essential elements in one cohesive location, combining educational and research space with a 21st century manufacturing laboratory, and the innovation and project space required for multidisciplinary collaboration, creating a unique environment in which innovation and entrepreneurship can thrive.

This 100,000 square foot facility will be located on the Youngstown State University campus, and will be owned and operated by Youngstown State University, on behalf of partnering organizations. Collaboration will be ensured through memoranda of understanding with other entities, such as Eastern Gateway Community College, the City of Youngstown, area incubators, and K-12 educational providers for the efficient and effective use of the facility and the equipment contained therein.

The partners on this project have a long history of successful collaboration and job creation. Memoranda of understanding and collaborative agreements already exist between partner entities that support workforce development initiatives for co-op/internship programs, small business development programs, and other entrepreneurship initiatives.

We have recently demonstrated the creation and retention of 500 jobs through State IRDCP funding provided in support of the America Makes project. Support of small manufacturing businesses through integrated research, development, and education networks has been a critical component of our regional success. This project creates the collaborative space that embodies our integrative approach, leading to cost-saving efficiencies as partnering entities expand on prior successful activities and continue to create and retain jobs for our region and throughout the state.

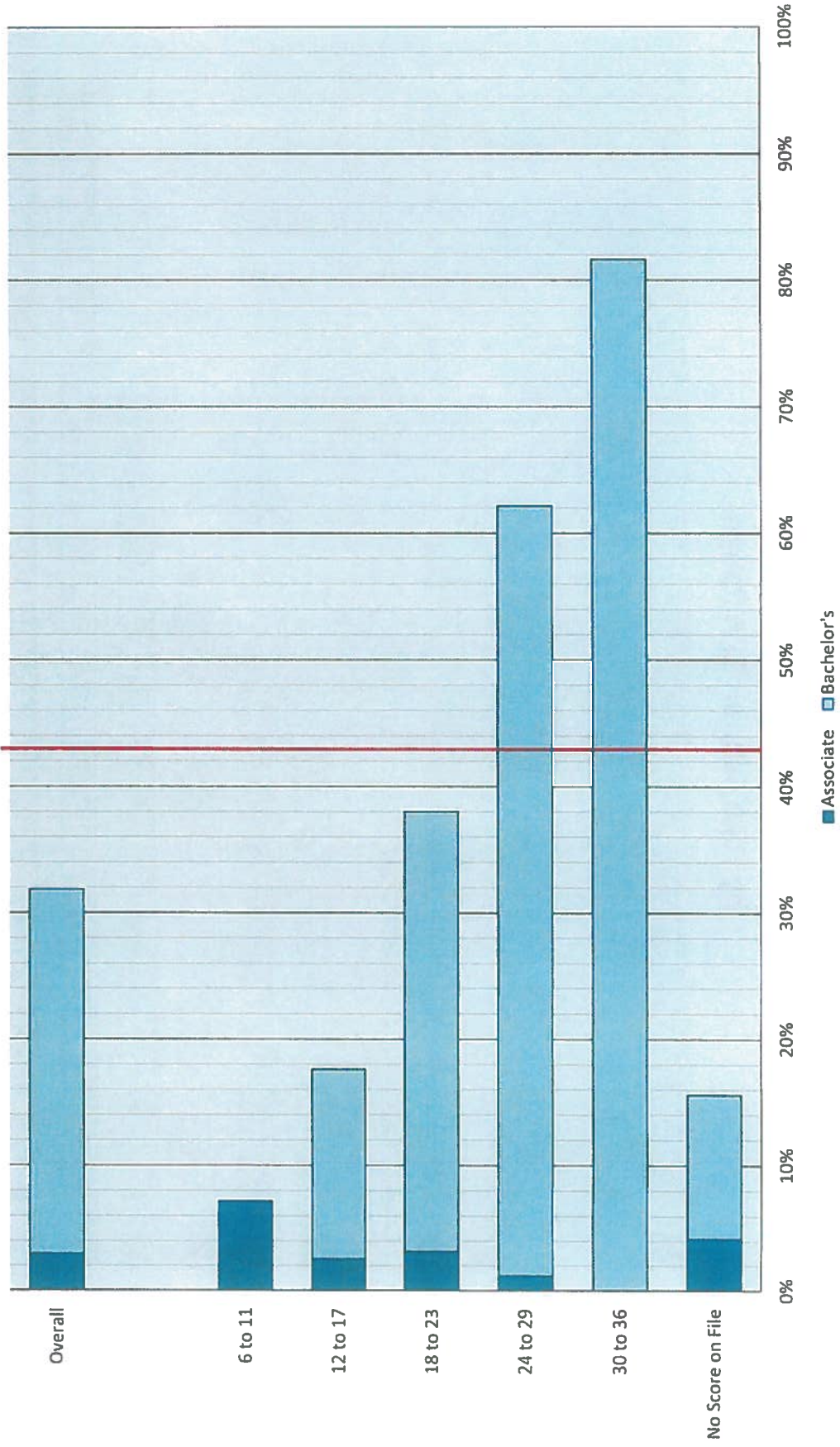
**Youngstown State University**  
**2009 First-Time, Full-Time Degree Seeking Undergraduate**      Overall  
**Six-Year Graduation Rates**      2020 Goal = 43%  
**by Race/Ethnicity**



Youngstown State University  
 2009 First-Time, Full-Time Degree Seeking Undergraduate  
 Six-Year Graduation Rates  
 by ACT Composite Score Range

Overall

2020 Goal = 43%



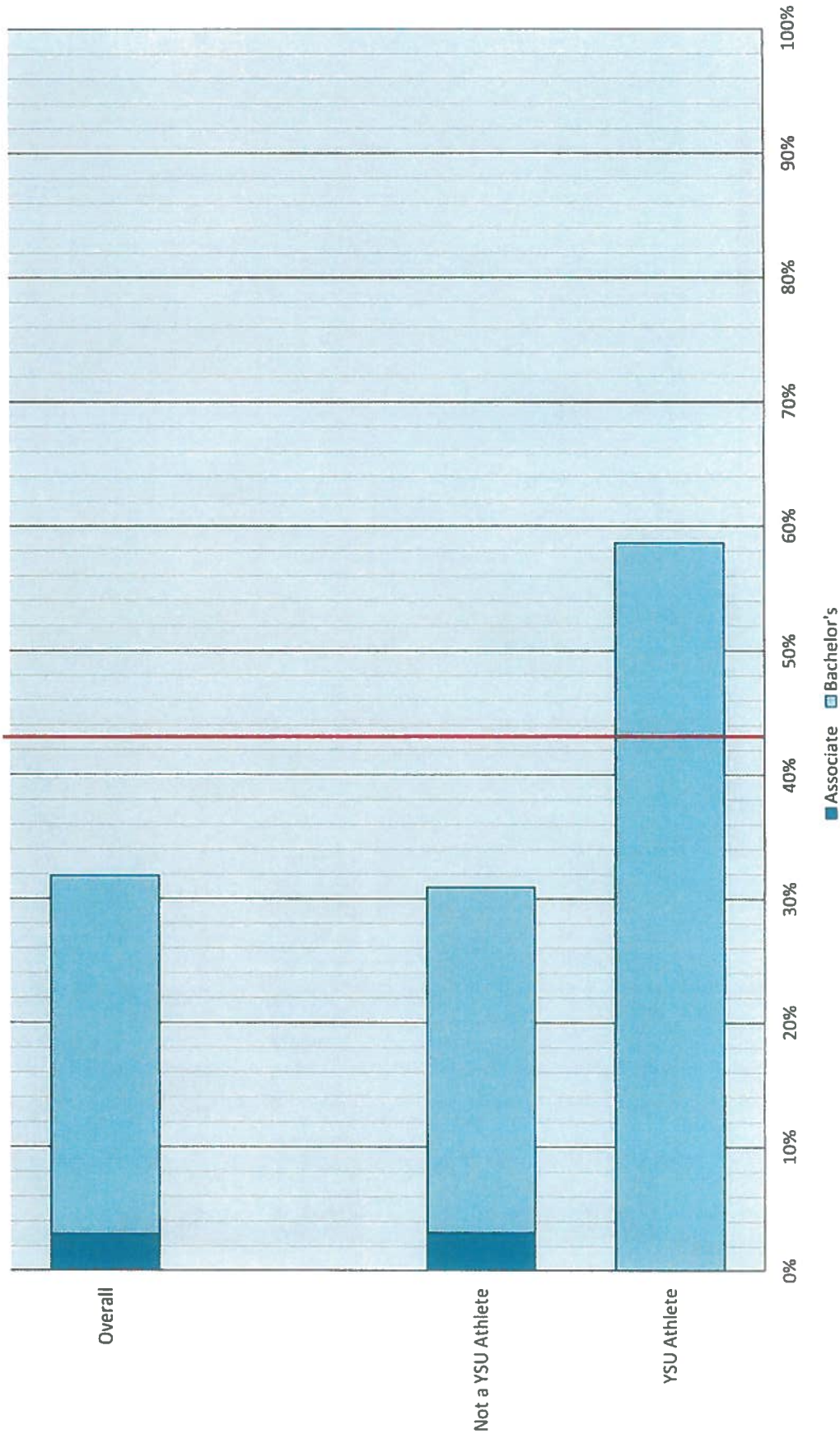
# Youngstown State University

## 2009 First-Time, Full-Time Degree Seeking Undergraduate

### Six-Year Graduation Rates

Overall  
2020 Goal = 43%

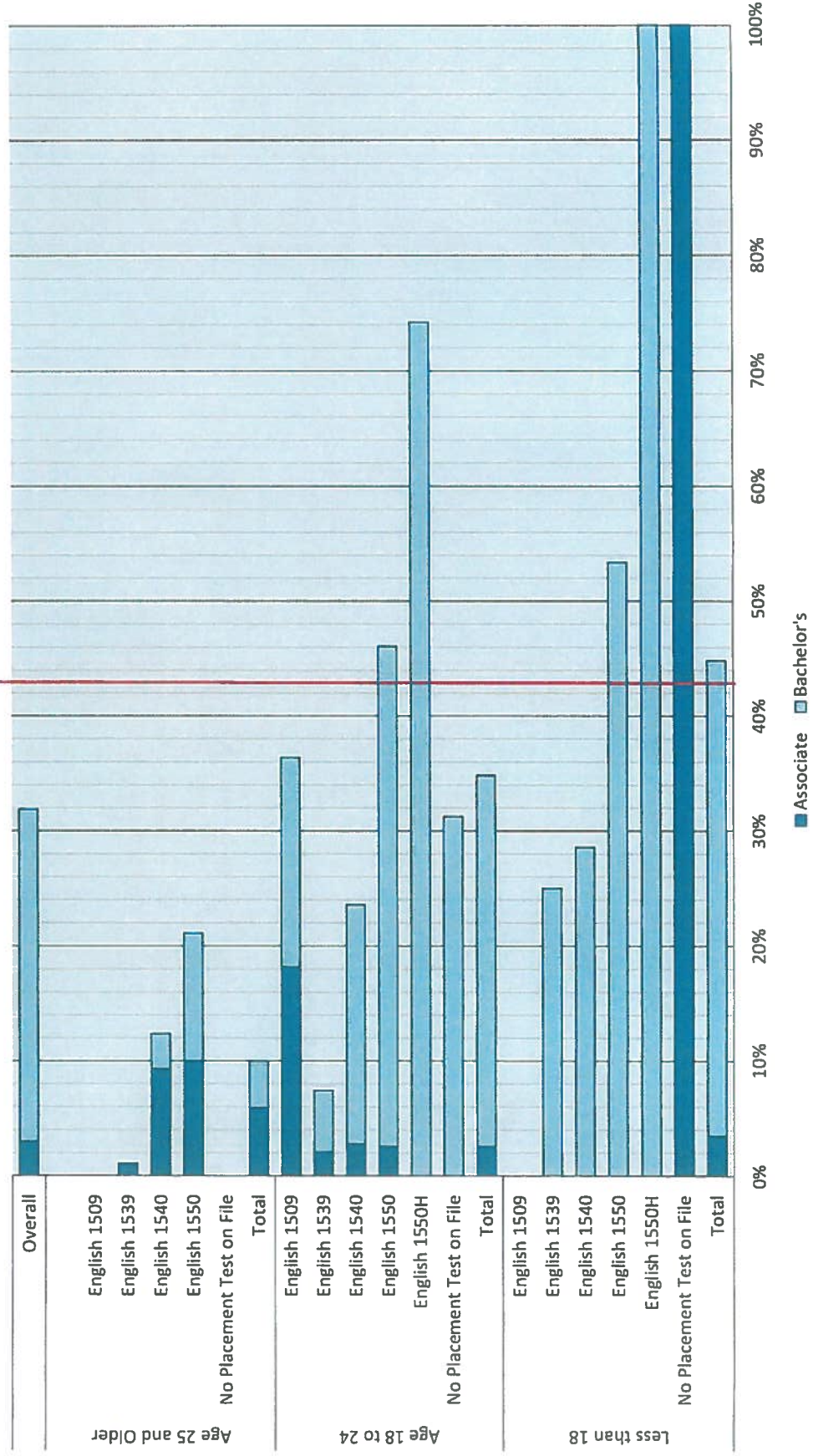
### by YSU Athlete Status 2009-10



# Youngstown State University

## 2009 First-Time, Full-Time Degree Seeking Undergraduate Six-Year Graduation Rates by Age Group and English Placement Recommendation

Overall  
2020 Goal = 43%

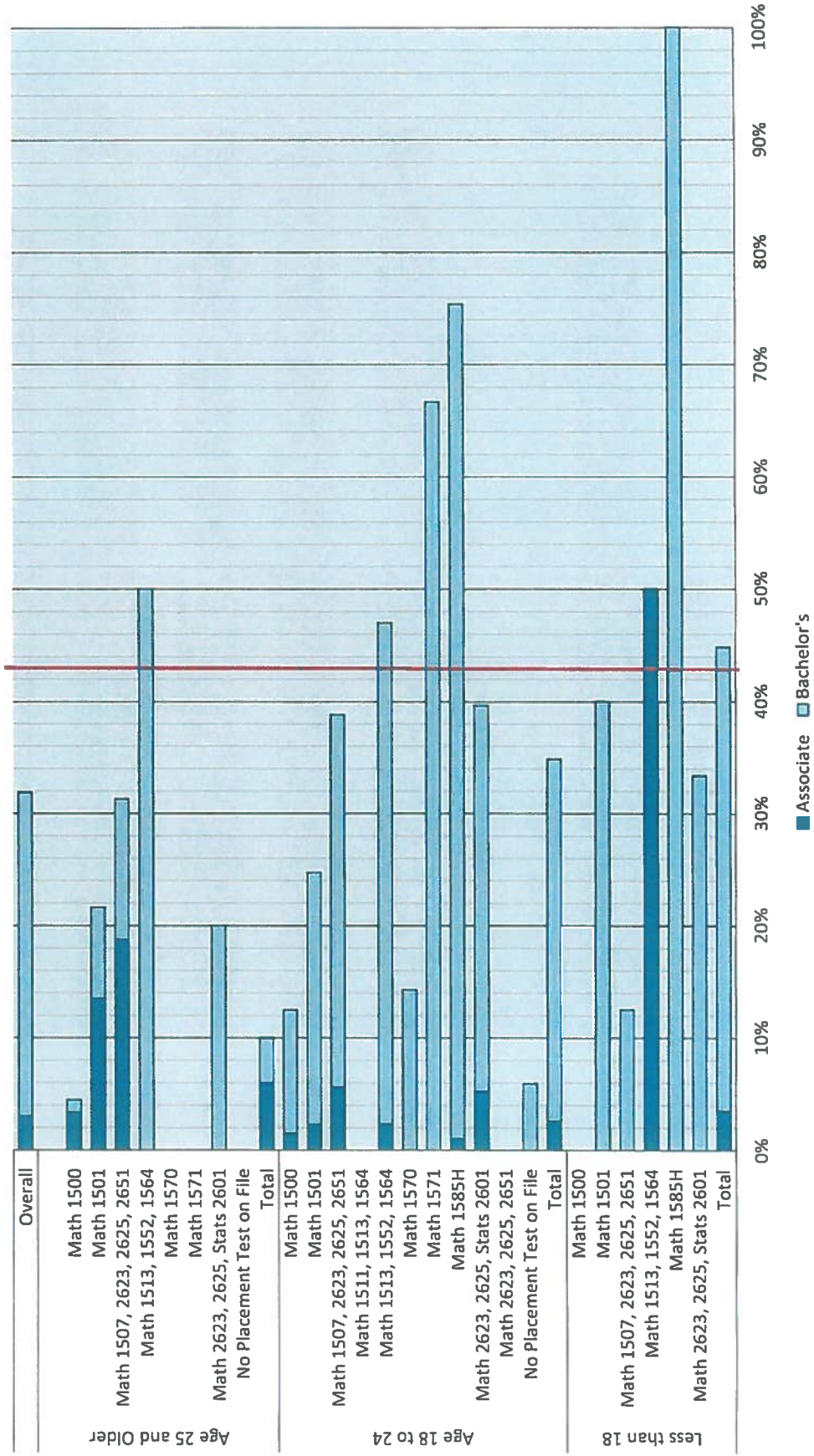


# Youngstown State University

## 2009 First-Time, Full-Time Degree Seeking Undergraduate Six-Year Graduation Rates

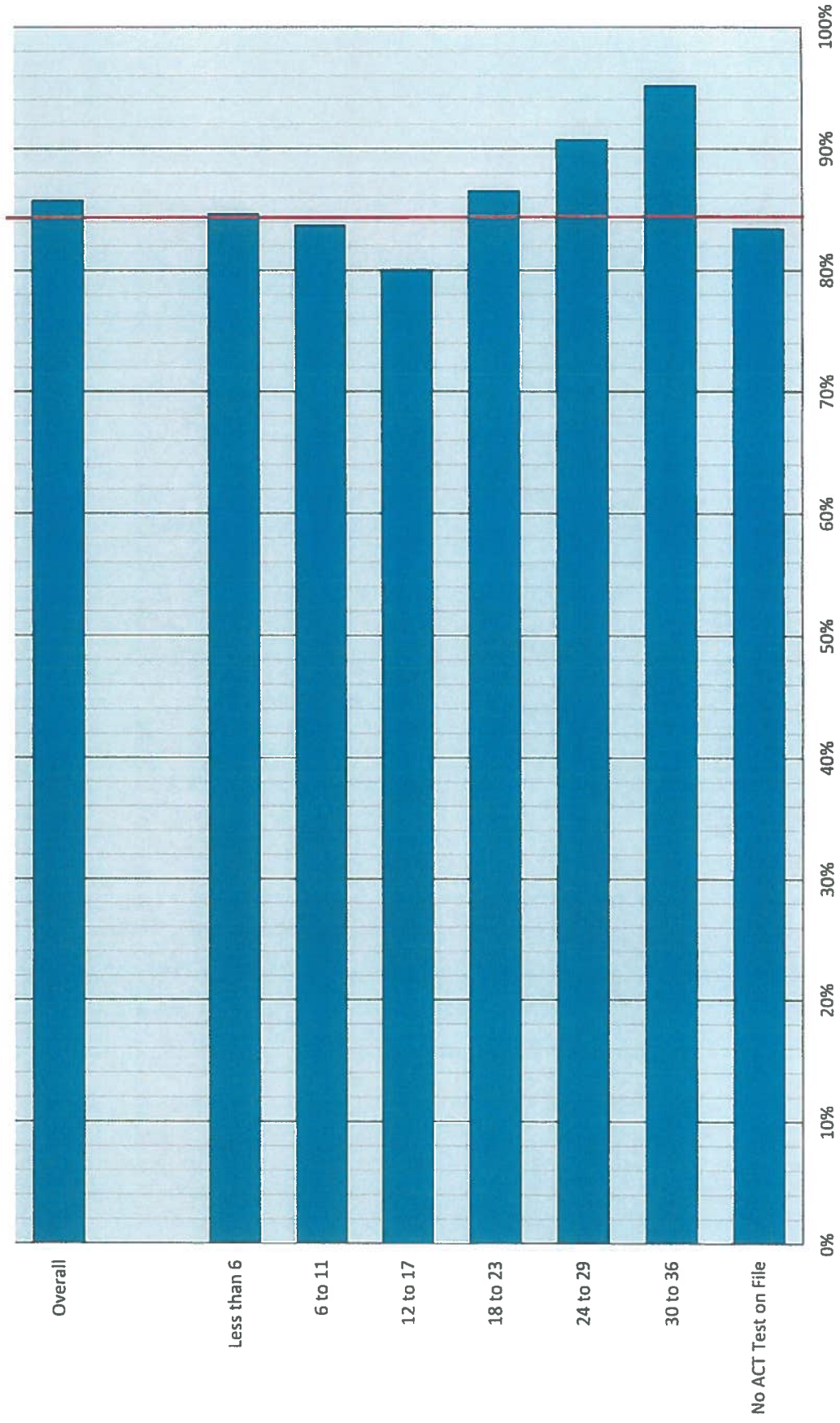
Overall  
2020 Goal = 43%

### Math Placement Recommendation by Age Group and



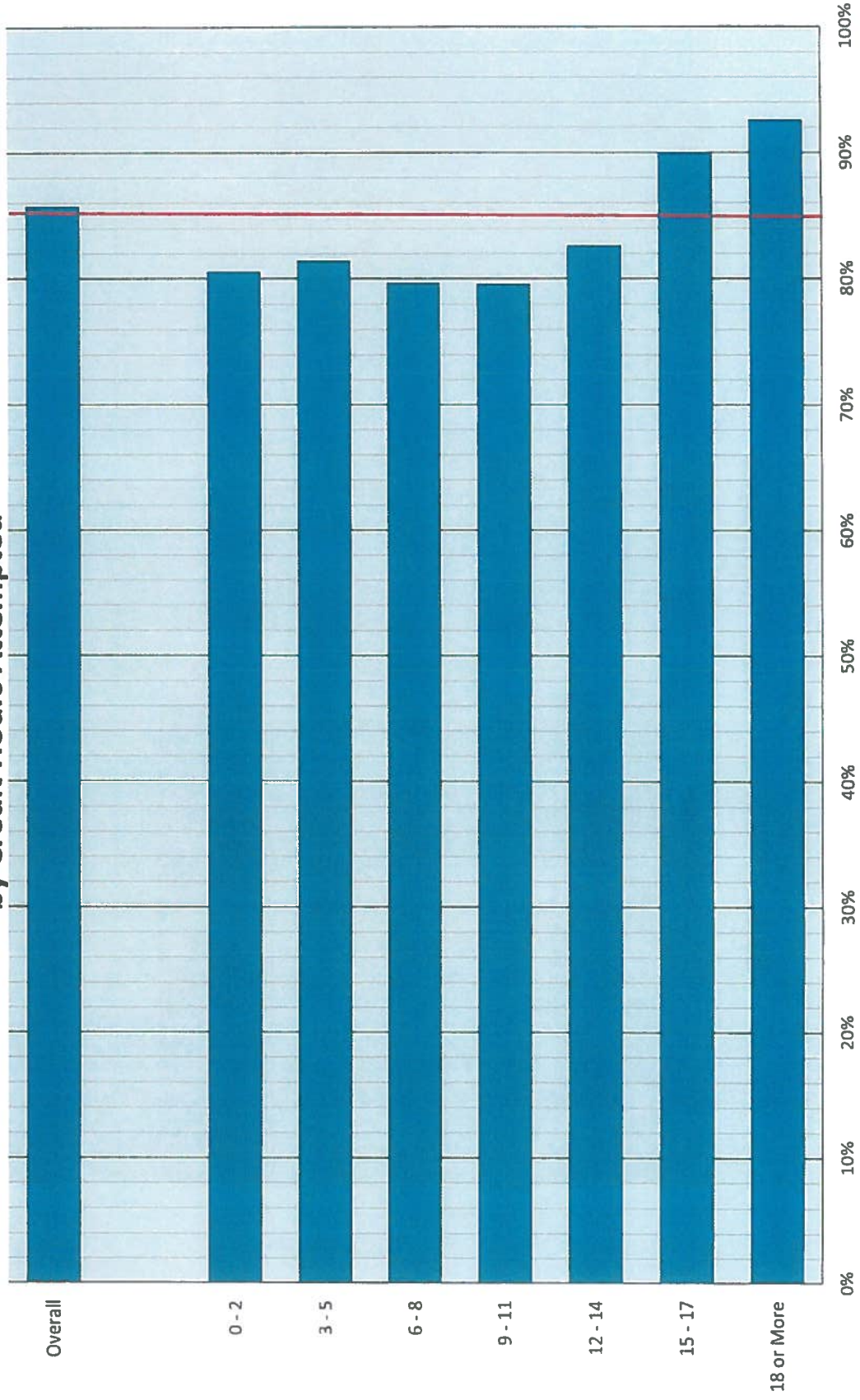
# Youngstown State University Fall 2014 Undergraduate Course Completion Rates by ACT Composite Score Range

Overall  
2020 Goal = 85%



# Youngstown State University Fall 2014 Undergraduate Course Completion Rates by Credit Hours Attempted

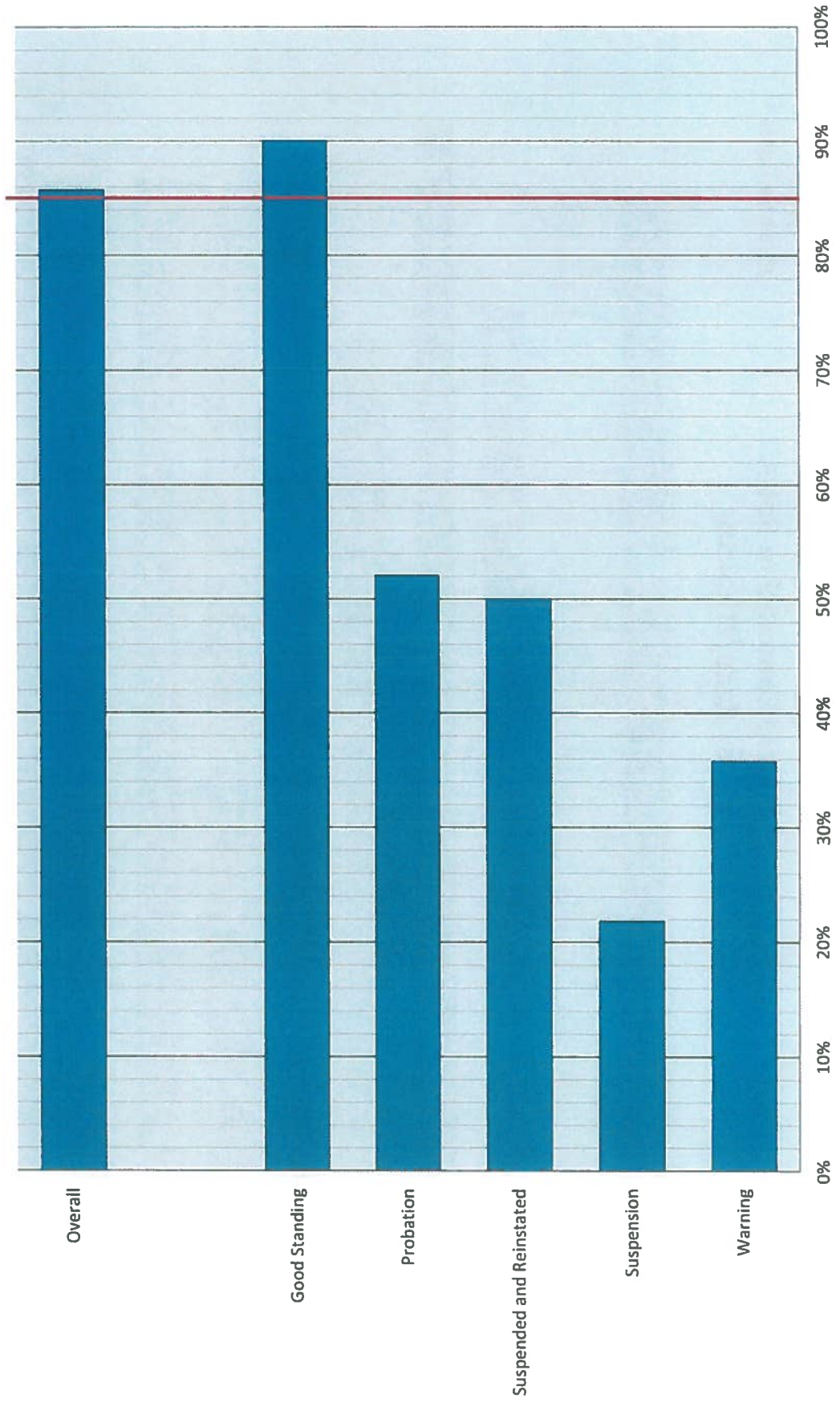
Overall  
2020 Goal = 85%





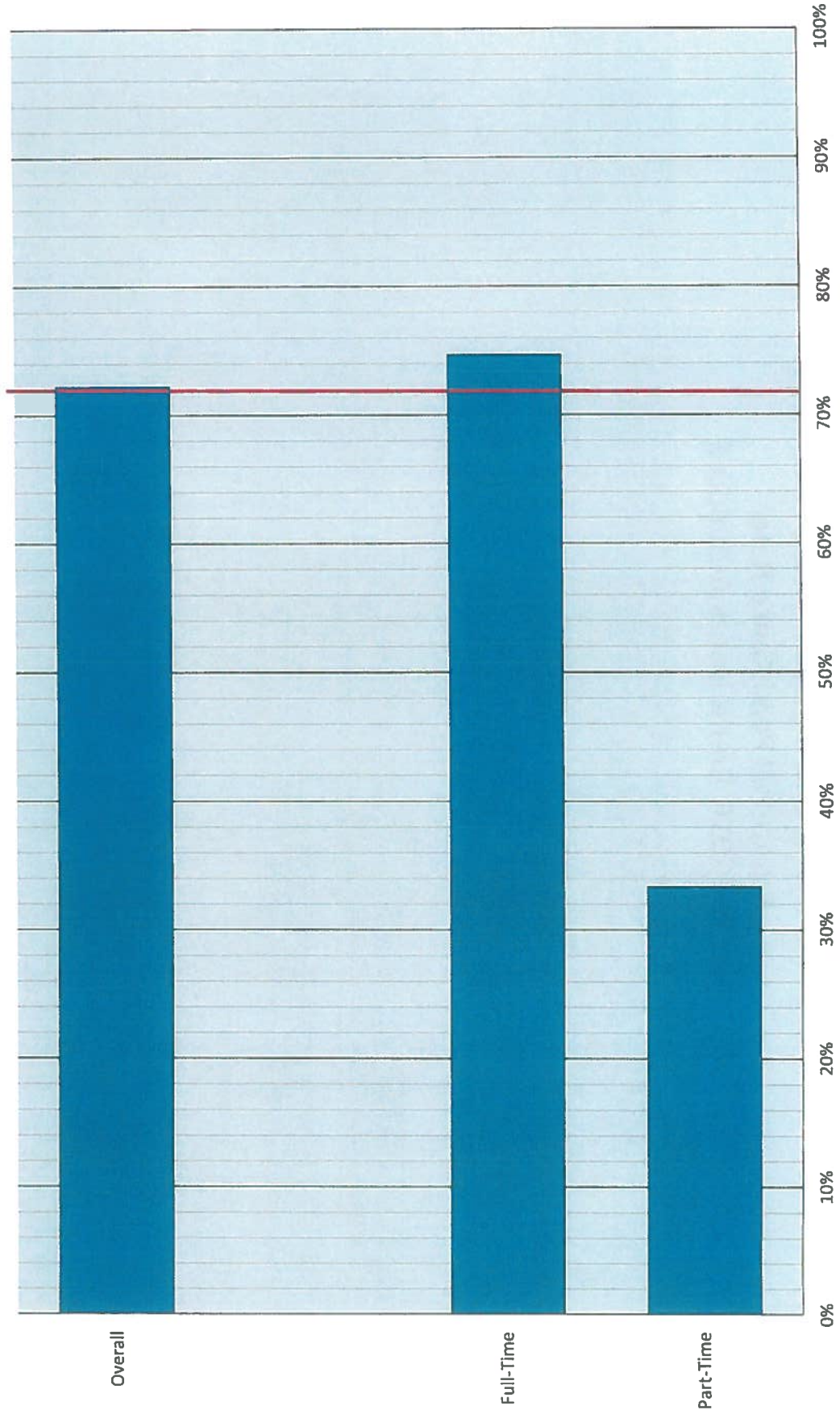
# Youngstown State University Fall 2014 Undergraduate Course Completion Rates by End-of-Term Academic Standing

Overall  
2020 Goal = 85%



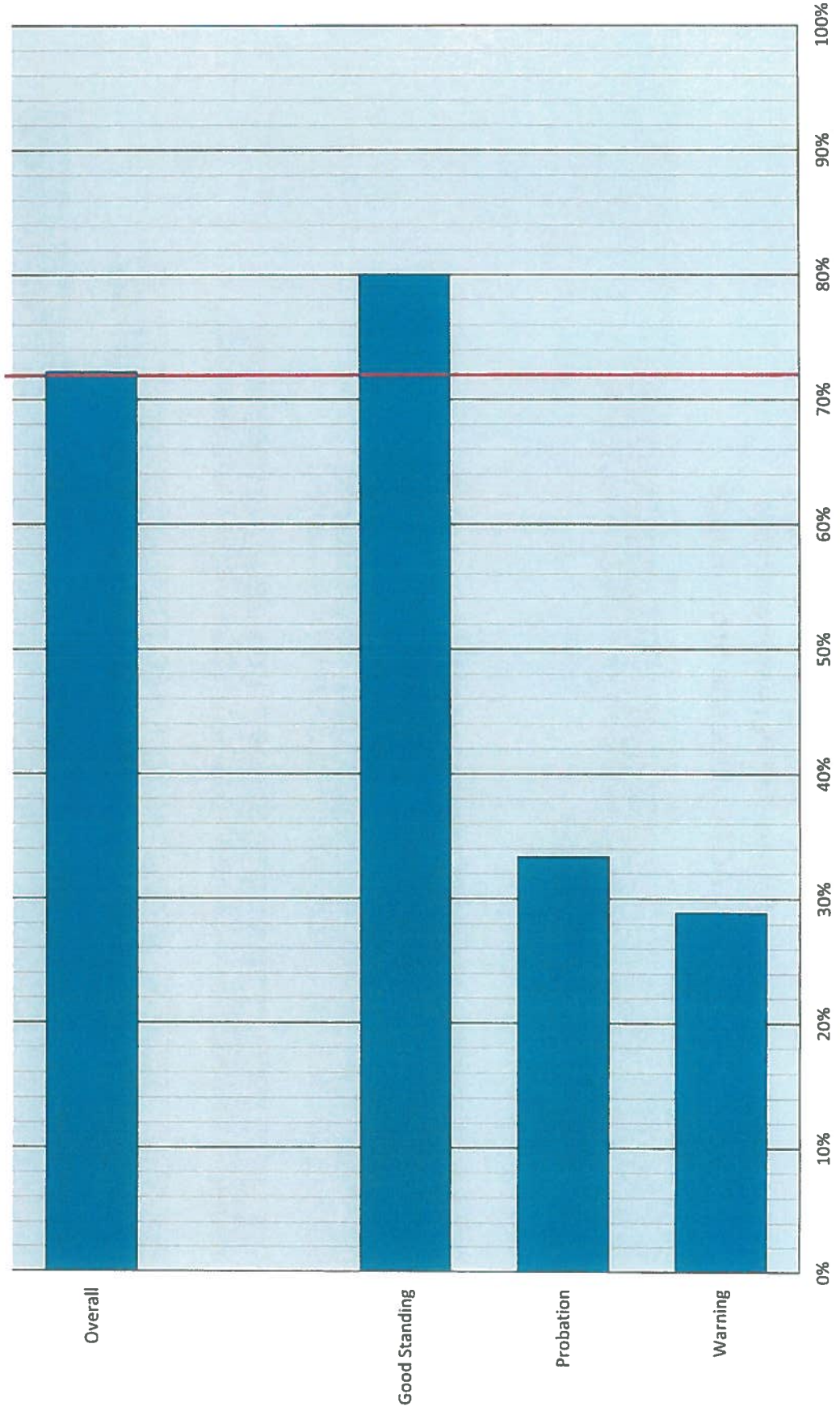
**Youngstown State University  
2014 First-Time Undergraduate Degree Seeking  
Fall-to-Fall Persistence Rates  
by Fall 2014 Academic Load**

Overall  
2020 Goal = 72%



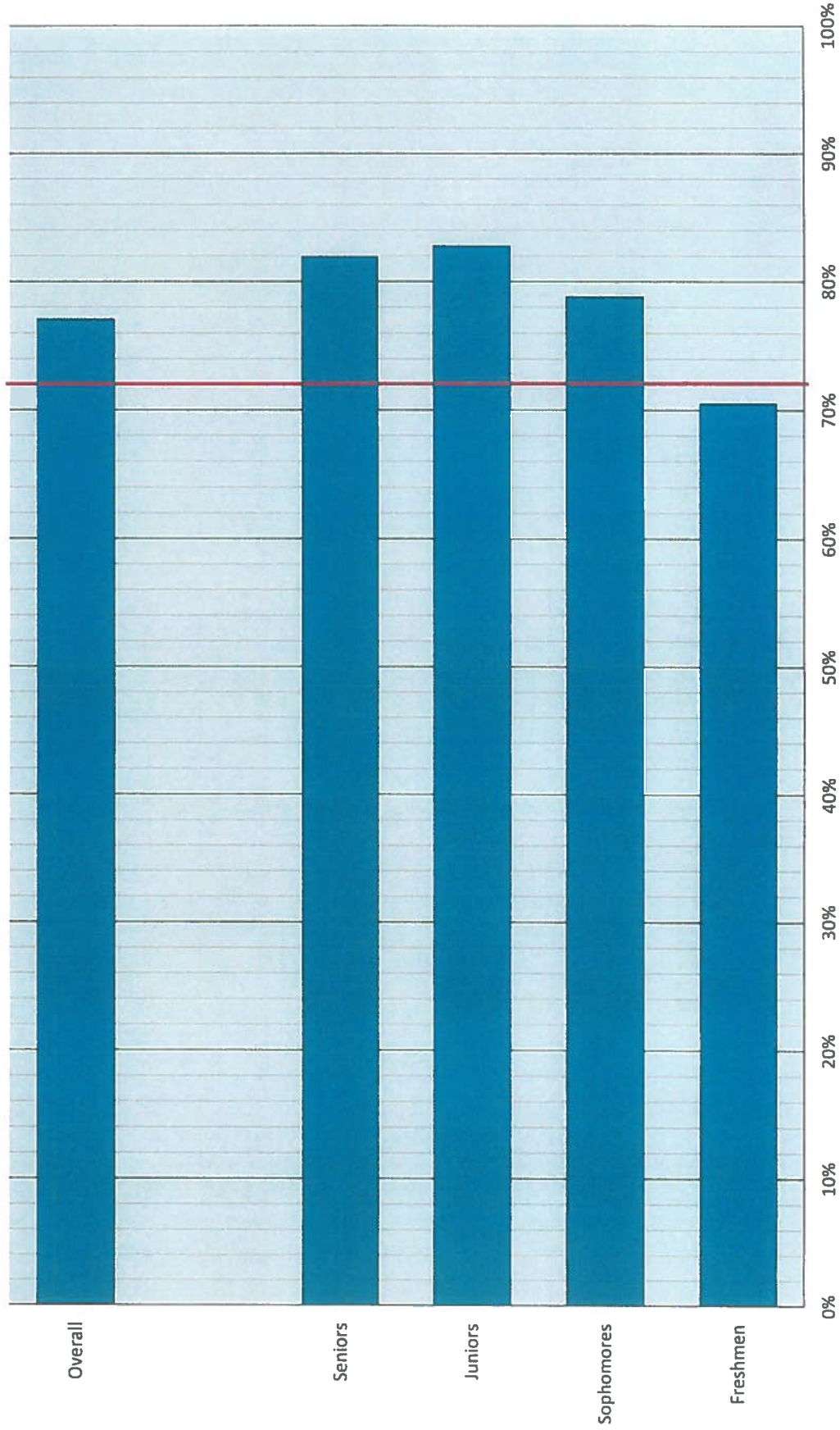
**Youngstown State University**  
**2014 First-Time Undergraduate Degree Seeking**  
**Fall-to-Fall Persistence Rates**  
**by Fall 2014 End-of-Term Academic Standing**

Overall  
2020 Goal = 72%



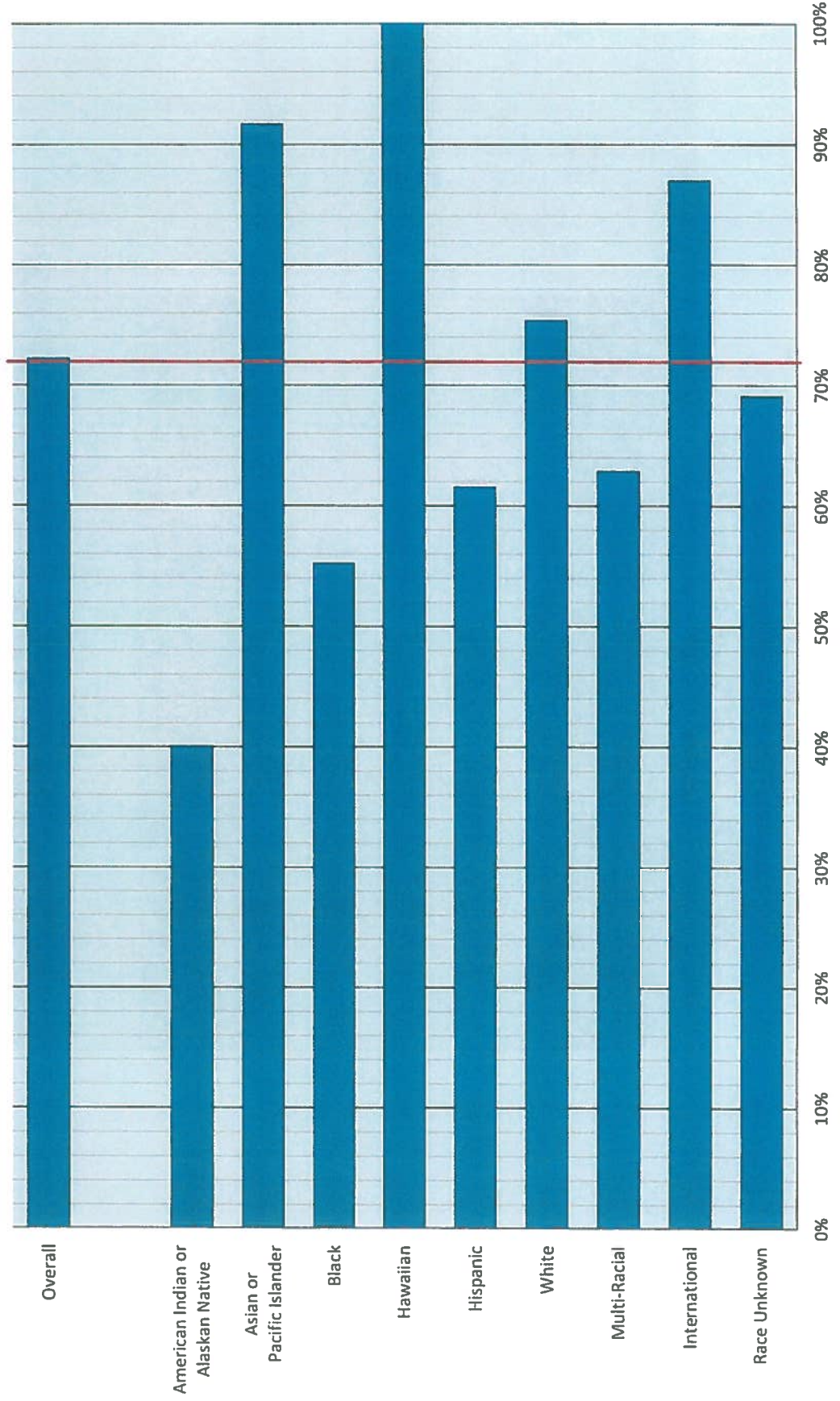
**Youngstown State University  
2014 All Undergraduate Degree Seeking Students  
Fall-to-Fall Persistence Rates  
by Fall 2014 Student Rank Classification**

Overall  
2020 Goal = 72%



# Youngstown State University 2014 First-Time Undergraduate Degree Seeking Fall-to-Fall Persistence Rates by Race/Ethnicity

Overall  
2020 Goal = 72%



**Attachment A**

**College of STEM - In Demand Jobs: Internships- Fall, 2014:**

<b>Major</b>	<b>NAICS</b>	<b>JobsOhio Industry</b>	<b>Employers</b>	<b>Hours worked</b>
Industrial Engineering	3329	Advanced Manufacturing	Taylor - Winfield Technologies	345.0
Information Technology	3329	Advanced Manufacturing	Brilex Industries Inc.	325.8
Mechanical Engineering	3329	Advanced Manufacturing	Taylor - Winfield Technologies	210.0
MET	3311	Advanced Manufacturing	Vallourec, Inc.	536.6
MET	3329	Advanced Manufacturing	Taylor - Winfield Technologies	487.8
MET	3329	Advanced Manufacturing	Taylor - Winfield Technologies	596.3
Chemical Engineering	3345	Aerospace & Aviation	ABB Inc.	656.0
Industrial Engineering	5417	Advanced Manufacturing	America Makes	328.0
Industrial Engineering	2371	Energy	Valley Electrical Consolidated	137.0
Information Technology	3118	Food Processing	Schwebel's Baking Company	459.6
Information Technology	3119	Food Processing	John Zidian	398.1
Computer Science	5415	Information Technology	Empyra	276.0
Information Technology	5182	Information Technology	DRS LLC	383.8
Information Technology	5415	Information Technology	Intellitech Corporation	401.5

**College of STEM - In Demand Jobs: Internships, Fall, 2015**

<b>Major</b>	<b>NAICS</b>	<b>JobsOhio Industry</b>	<b>Employers</b>	<b>Hours worked</b>
Computer & Information System	3339	Advanced Manufacturing	Brilex Tech industries	653.7
Industrial and Systems Engineering	3354	Advanced Manufacturing	Extrudex Aluminum	192.3
Electrical Engineering	333992	Advanced Manufacturing	Taylor - Winfield Technologies	320.0
Mechanical Engineering	333992	Advanced Manufacturing	Taylor - Winfield Technologies	351.0
Industrial & System Engineering	333992	Advanced Manufacturing	Taylor - Winfield Technologies	597.0
Industrial & Systems Engineering	333992	Advanced Manufacturing	Taylor - Winfield Technologies	190.0
Industrial Engineering	3352	Advanced Manufacturing	Whirlpool	720.0
Electrical Engineering	541512-13	Advanced Manufacturing	Rovisys Building Technologies	N/A
Electrical Engineering	3345	Aerospace	ABB	651.0
Chemical Engineering	3363	Automotive	Delphi	232.0
Mechanical Engineering	336212	Automotive	MAC Trailer	217.2
Mechanical Engineering Technology	3362121	Automotive	MAC Trailer	459.1
Mechanical Engineering	332722	Automotive	PSM International	400.0
Chemical Engineering	5416	Business	Applied Systems & Technology Transfer	186.0
Information Technology	5191	Information Technology	GBS Corp	595.0

**College of STEM - In Demand Jobs: Internships, Spring, 2015**

<b>Major</b>	<b>NAICS</b>	<b>JobsOhio Industry</b>	<b>Employers</b>	<b>Hours worked</b>
Electrical Engineering	3372	Advanced Manufacturing	Gasser Chair Company Inc.	128.0
Electrical Engineering	3351	Advanced Manufacturing	GE Lighting	548.0
CSIS	3353	Advanced Manufacturing	Laird Technologies	504.7
Information Technology	3311	Advanced Manufacturing	Liberty Steel	450.0
Electrical Engineering	3353	Advanced Manufacturing	Rockwell Automation	480.0
Electrical Engineering	3329	Advanced Manufacturing	Roth Bros.	394.5
Mechanical Engineering	3328	Advanced Manufacturing	Treemen Industries	505.3
Electrical Engineering	3345	Aerospace & Aviation	ABB Inc.	563.0
Chemical Engineering	3345	Aerospace & Aviation	ABB Inc.	474.5
Electrical Engineering	3361	Automotive	General Motors Lordstown	358.5
Mechanical Engineering	3362	Automotive	MAC Trailer	453.4
Civil Engineering	5413	Business	ACA Engineering	388.0
Civil Engineering	5413	Business	Kohli & Kaliher Associates, Inc.	425.5
Environmental Studies	5416	Business	Lennon, Smith, Souleret Engineering, Inc.	408.0
CIS	5416	Business	SenSource, Inc.	381.0
Civil Engineering	5416	Business	GPD Group	277.0
Information Technology	2211	Energy	FirstEnergy Corporation	504.0
Information Technology	2371	Shale Energy and Petrochemical	Valley Electrical Consolidated	296.0
CIS	2371	Energy	Youngstown Computer	231.5
CIS	5191	Information Technology	GBS Corp	496.0
Mathematics	5415	Information Technology	Intellitech Corporation	392.5
Information Technology	5182	Information Technology	Involta	420.0
Computer Science	5112	Information Technology	Turning Technologies	356.8
Mechanical Engineering	3261	Shale Energy and Petrochemical	Molded Fiber Glass Company	560.2
Chemical Engineering	3261	Shale Energy and Petrochemical	PlastiPak	431.7



## Majors

### Undergraduate CIs

Major <sup>1</sup>	AY 15/16	X12-S16
<b>Science</b>	<b>15</b>	<b>56</b>
Biology	2	4
Chemistry	0	4
Environmental Studies	11	44
Geology	2	4
<b>Technology</b>	<b>47</b>	<b>154</b>
Computer Information Systems	8	18
Computer Science	11	25
Information Technology	28	111
<b>Engineering</b>	<b>101</b>	<b>266</b>
Chemical Engineering	26	61
Civil Engineering	8	25
Electrical Engineering	28	61
Industrial & Systems Engineering	8	37
Mechanical Engineering	31	82
<b>Engineering Technology</b>	<b>5</b>	<b>25</b>
Civil & Construction Engineering Technology	1	6
Drafting & Design Technology	1	1
Electrical Engineering Technology	0	1
Mechanical Engineering Technology	3	17
<b>Mathematics</b>	<b>3</b>	<b>6</b>

### Graduate CIs

Major	AY 15/16	X12-S16
<b>Science</b>	<b>0</b>	<b>4</b>
Environmental Studies	0	3
Materials Science	0	1
<b>Technology</b>	<b>15</b>	<b>23</b>
Computing & Information Systems	15	23
<b>Engineering</b>	<b>0</b>	<b>4</b>
Electrical Engineering	0	1
Industrial & Systems Engineering	0	2
Mechanical Engineering	0	1
<b>Mathematics</b>	<b>1</b>	<b>1</b>

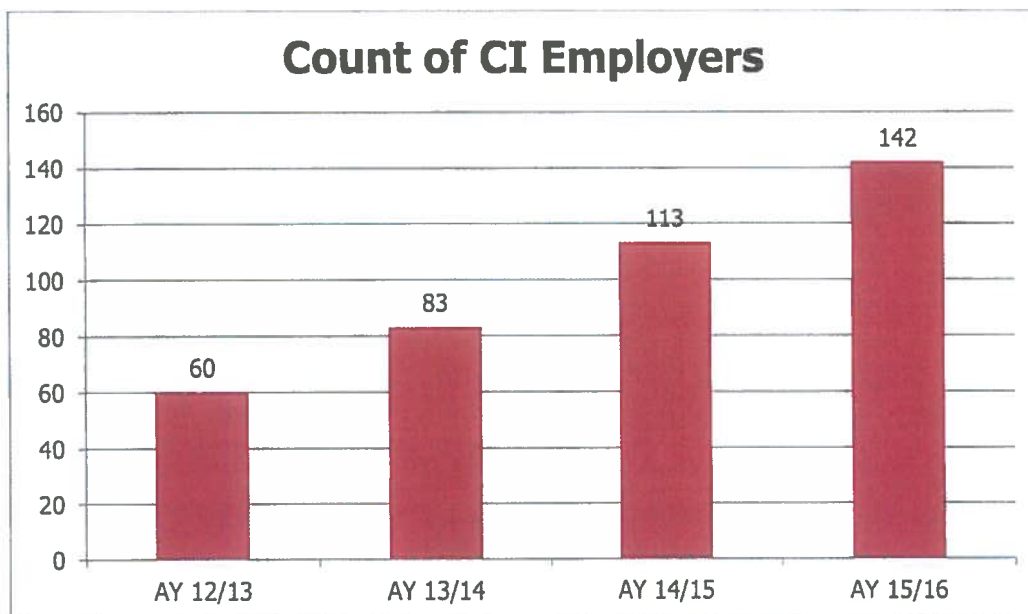
<sup>1</sup> Students with more than one major were counted within the major of their CI transcription course

### Graduate, Average Hourly Wage

Major	AY 15/16	X12-S16
<b>Science</b>	-	<b>27.21</b>
Environmental Studies	-	25.88
Materials Science	-	31.20
<b>Technology</b>	<b>16.75</b>	<b>18.10</b>
Computing & Information Systems	16.75	18.10
<b>Engineering</b>	-	<b>14.33</b>
Electrical Engineering	-	14.00
Industrial & Systems Engineering	-	14.50
Mechanical Engineering	-	<i>missing</i>
<b>Mathematics</b>	<b>20.00</b>	<b>20.00</b>
<b>All Majors</b>	<b>16.98</b>	<b>18.79</b>

### Employers

As the number of CIs has grown, so has the number of employer hiring. The below chart demonstrates the growth of individual employers<sup>2</sup> over time.



<sup>2</sup> This chart counts two departments at the same location as 1 employer, whereas the below list specifies varying departments, if possible. This mostly effects interns at YSU.

Raccoon Creek State Park  
Raytheon Missile Systems  
Red Hat, Inc.  
Resco Products Inc  
Richardson Cooling Packages  
Rockwell Automation  
Roth Bros.  
Rovisys Building Technologies  
Saint Gobain  
Schedulytics  
SenSource, Inc.  
Simon Roofing and Sheet Metal  
Steelcon  
Texas Water Utilities Department  
The Counseling Center of Lisbon  
Goodyear Tire & Rubber Company  
Reserves Network  
Youngstown Vindicator Printing Co.  
Treemen Industries  
Turner Construction Company  
Turning Technologies  
Union Metal Corporation  
Valley Office Solutions  
VEC, Inc.  
via680, LLC.  
Vintech Solutions  
VMH International  
Wallace & Pancher  
Walt Disney Company  
Whirlpool  
Winner Aviation  
Xerox  
Youngstown Computer  
Youngstown State University; MAC  
Youngstown State University; EOHS  
Youngstown State University; Math & Stats  
Department  
yourSBA.com

## Williamson College of Business Administration Internships

### Summer 2014 WCBA Business Internships

Internship Type	# of Students	Average Hourly Wage	Minimum Rate	Maximum Rate	Unpaid	Stipend	Bonus/Comm
Accounting	14	\$10.70	\$7.95	\$17.00	0	0	-
Business Administration/Management	5	\$10.40	\$8.00	\$13.00	0	0	-
Economics*	1	-	-	-	-	-	-
Entrepreneurship	0	-	-	-	-	-	-
Finance	3	\$8.97	\$7.95	\$10.00	0	1	-
Human Resource Management	4	\$11.00	\$10.00	\$14.00	0	0	-
Management Information Systems	1	\$22.00	\$22.00	\$22.00	0	0	-
Marketing/Sales/Advertising/PR	19	\$10.69	\$7.95	\$16.50	0	3	-
Non-Profit Leadership	0	-	-	-	-	-	-
MBA*							
<b>Overall Total</b>	<b>46</b>	<b>\$10.88</b>	<b>\$7.95</b>	<b>\$22.00</b>	<b>0</b>	<b>4</b>	<b>-</b>

\* Wage data was not reported for Economics and MBA internships

### Fall 2014 WCBA Business Internships

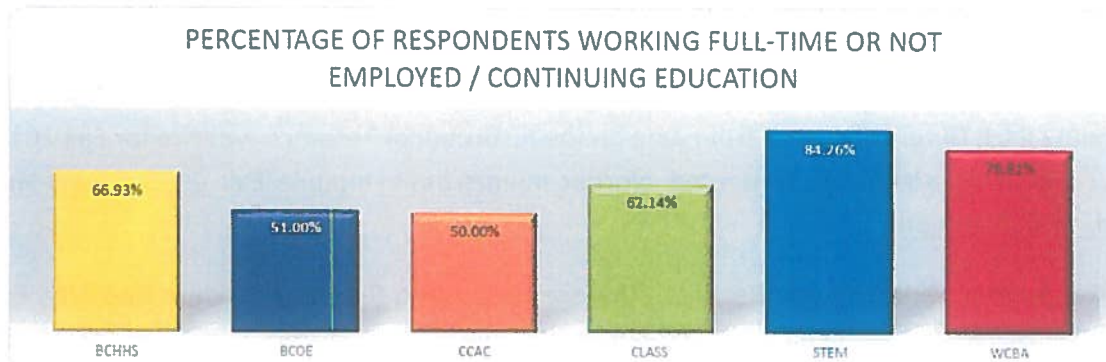
Internship Type	# of Students	Average Hourly Wage	Minimum Rate	Maximum Rate	Unpaid	Stipend	Bonus/Comm
Accounting	6	\$11.08	\$10.00	\$15.75	0	0	-
Business Administration/Management	1	\$12.00	\$12.00	\$12.00	0	0	-
Economics*	1	-	-	-	-	-	-
Entrepreneurship	2	\$10.00	\$10.00	\$10.00	0	0	-
Finance	4	\$10.50	\$9.00	\$12.00	0	2	-
Human Resource Management	2	\$14.87	\$14.00	\$15.75	0	0	-
Management Information Systems	0	-	-	-	-	-	-
Marketing/Sales/Advertising/PR	19	\$11.09	\$7.95	\$17.50	0	2	-
Non-Profit Leadership	0	-	-	-	-	-	-
MBA*	1	-	-	-	-	-	-
<b>Overall Total</b>	<b>33</b>	<b>\$11.35</b>	<b>\$7.95</b>	<b>\$17.50</b>	<b>0</b>	<b>4</b>	<b>-</b>

\* Wage data was not reported for Economics and MBA internships

## Attachment D:

### Highlights of the 2014-2015 University Outcome Report

#### UNDERGRADUATES EMPLOYED FULL-TIME OR NOT EMPLOYED / CONTINUING EDUCATION



COLLEGE	TOTAL NUMBER OF RESPONDENTS PER COLLEGE	TOTAL # OF RESPONDENTS WORKING FULL-TIME OR NOT EMPLOYED / CONTINUING EDUCATION	% OF RESPONDENTS WORKING FULL-TIME OR NOT EMPLOYED / CONTINUING EDUCATION
BCHHS	254	170	66.93%
BCOE	100	51	51.00%
CCAC	54	27	50.00%
CLASS	140	87	62.14%
STEM	235	198	84.26%
WCBA	138	106	76.81%
TOTAL	921	639	69.46%

#### SALARIES OF YSU UNDERGRADUATES EMPLOYED FULL-TIME:

- 35.7% reported annual salaries of over \$50,000
- 13.473% reported salaries of \$40,000 - \$49,000
- 15.078% reported salaries of \$30,000 - \$39,999
- 16.1% reported salaries of \$20,000 - \$29,999
- 4.1% reported salaries of less than \$20,000
- 32.8% of the respondents employed full-time did not provide salary information

#### GRADUATES PURSUING ADDITIONAL EDUCATION:

- A total of 172 undergraduate respondents, (18.6%) reported that they were pursuing additional education at 45 different academic institutions.

**Going to School Part-Time:** Fall 2015, calculated by Institutional Research using preliminary 14<sup>th</sup> day dataset.

**Being a First-Generation College Student:** Fall 2014, calculated by Institutional Research using ODHE *Youngstown State University Progress and Completion Reports*.

**Receive a Pell Grant:** 2014-2015, calculated by Elaine Ruse, Financial Aid.

**Coming From an Underrepresented Population:** Fall 2015, calculated by Institutional Research using preliminary 14<sup>th</sup> day dataset.

**Conditionally Admitted:** Fall 2014, calculated by Institutional Research using ODHE, HEI CN, SN, and SE data submissions.

**Adult Learners:** Fall 2014, calculated by Institutional Research using preliminary 14<sup>th</sup> day dataset.