

Board of Trustees Meeting - THURSDAY - SEPTEMBER 19, 2024

Youngstown State University - Board of Trustees
Board Meeting Room, Tod Hall
2024-09-19 10:00 - 11:00 EDT

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Jennifer Pintar, Provost and VP for Academic Affairs will introduce

B. Student Presentation - Ryan Lamb, second-year Music Performance major in the Dana School of Music.

Jennifer Pintar, Provost and VP for Academic Affairs will introduce.

C. Coach and Student Athletic Presentation - Coach Melissa Jackson and Faith Burch

Rebecca Fink | Senior Associate Athletic Director for Internal Operations/SWA will introduce

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ADJOURNMENT	

**RESOLUTION TO APPROVE CHANGES TO
THE INVESTMENT ALLOCATION GUIDELINES FOR THE
NON-ENDOWED LONG-TERM INVESTMENT POOL**

WHEREAS, the Investment Committee 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 Committee has consulted with the University's investment advisor, Clearstead, regarding asset allocations, portfolio and market performance, and investment managers.

WHEREAS, on September 18, 2024, the Investment Committee of the Board of Trustees of Youngstown State University approved modifications to the university's investment asset allocation guidelines for the long-term investment pool, as depicted in Exhibit A made part hereof, and recommended that the full Board of Trustees approve these modifications.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby approve these modifications to the university's asset allocation guidelines for the long-term investment pool, as depicted in Exhibit A made part hereof.

**Board of Trustees Meeting
September 19, 2024
YR 2025-03**

EXHIBIT A

OPERATING & SHORT-TERM POOL		ALLOCATION	
Asset Class/Investment Strategy	Pool Target	Pool Range	Total Range
Total Cash/Operating Assets	n/a	60-100%	
Total Short-Term Fixed Income	n/a	0-40%	
			0-50%
LONG TERM / RESERVES POOL			
Total Domestic Equity	27% 32%	20-35% 25%-40%	
Total International Equity	8%	0-15%	
Total Equity	35% 40%	25-45% 25-50%	
Total Alternatives	15%	0-20%	
Total Short-Term Fixed Income	30% 20%	25-45% 15-35%	
Total Intermediate-Term Fixed Income	20% 25%	10-30% 15-35%	
Cash	<u>0%</u>	0-5%	
	100%		50-100%

**RESOLUTION TO MODIFY
TRAVEL ON BEHALF OF THE UNIVERSITY POLICY,
3356-3-05**

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 modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
September 19, 2024
YR 2025-04**

3356-3-05 Travel on behalf of the university.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: VP for Finance and Business Operations
Revision History: June 1994; December 2004; December 2009;
September 2014; September 2019;
September 2024
Board Committee: Finance and Facilities
Effective Date: September 20, 2024
Next Review: 2029

- (A) Policy statement. The board of trustees authorizes the office of finance and administration to establish university travel guidelines for the expenditure of university funds for travel expenses incurred during the performance of official university business.
- (B) Purpose. The purpose of the university travel guidelines is to facilitate official university travel by university faculty, staff, students, candidates, and other nonemployees at the lowest practical and reasonable cost and by the most expedient means.
- (C) Parameters.
 - (1) Official university travel is travel in furtherance of assignment and consistent with the mission of the university; travel from place of residence to work is not.
 - (2) Allowable travel expenses include all ordinary and necessary expenses incurred in furtherance of assignment consistent with the mission of the university.
 - (3) With appropriate approval, allowable expenses may be reimbursed for those individuals representing the university on official business.
 - (4) Exceptions to university travel guidelines must be obtained in writing prior to the travel in question from the president or his/her designee.

- (5) Information regarding university travel is available in written and electronic form on the YSU website.

**RESOLUTION TO MODIFY
OPERATING BUDGET APPROVAL AND MODIFICATION POLICY,
3356-3-11**

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 modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
September 19, 2024
YR 2025-05**

3356-3-11 Operating budget approval and modification.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: VP for Finance and Business Operations
Revision History: December 2004; December 2006; December 2009;
December 2014; September 2019; September 2024
Board Committee: Finance and Facilities
Effective Date: September 20, 2024
Next Review: 2029

- (A) Policy statement. The board of trustees will approve a balanced operating budget for each fiscal year prior to the beginning of that fiscal year (July first) and subsequent modification(s) to the overall spending level.
- (B) Purpose. Establish a policy to approve and modify the university's operating budget.
- (C) Scope.
 - (1) The annual operating budget shall be balanced with projected expenses aligned with anticipated revenue and shall be consistent with the strategic goals of the university.
 - (2) All expenses in the university's general and auxiliary funds must be budgeted each fiscal year.
 - (3) The operating budget may be revised at the discretion of the board of trustees.
- (D) Definitions.
 - (1) Auxiliary funds – funds for enterprises that exist to furnish goods or services to students, faculty, staff, visitors or incidentally to the general public. Auxiliary enterprises charge fees directly related to the cost of the goods or services (e.g., Kilcawley center, housing, and parking).
 - (2) Budget modifications – increases or decreases to the overall level of the operating budget.

- (3) Designated funds – unrestricted funds internally transferred by the board from an operating budget for a specific purpose and available for expenditure in the current fiscal year and/or in subsequent fiscal years.
 - (4) General funds – current unrestricted funds primarily sourced from student tuition and fees and state of Ohio operating appropriations. General funds support costs of instruction, student services, institutional support, plant maintenance and operations, financial aid, etc.
 - (5) Operating budget – general and auxiliary funds representing the operating activities of the university for a given fiscal year. Excluded from the operating budget are designated funds, plant and capital funds, restricted funds, endowments and funds functioning as endowments.
- (E) Procedures.
- (1) Budget approval.
 - (a) The administration will present the annual operating budget for board approval prior to the fiscal year that begins on July first.
 - (b) When sufficient financial resources exist, the annual operating budget will include a transfer to the general fund operating reserve of at least five per cent of the increase in the general fund portion of the operating budget over the previous year. The board of trustees may approve a deviation from the transfer of five per cent of the increase in the general fund portion of the operating budget.
 - (2) Budget modifications. Revenue changes – budget modifications of five per cent or more that relate to changes in enrollment, levels of funding from the state of Ohio and/or any other revenue source shall be approved by the board.

**RESOLUTION TO MODIFY
ACCEPTABLE USE OF UNIVERSITY TECHNOLOGY RESOURCES POLICY,
3356-4-09**

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 modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
September 19, 2024
YR 2025-06**

3356-4-09 Acceptable use of university technology resources.

Responsible Division/Office: Information Technology Services
Responsible Officer: VP for Finance and Business Operations
Revision History: August 1999; November 2010; December 2012;
March 2016; June 2021; March 2023; June 2023;
June 2024; September 2024
Board Committee: Finance and Facilities
Effective Date: September 19, 2024
Next Review: 2029

- (A) Policy statement. University technology resources are provided to the university community to support its academic and administrative functions in accordance with its teaching, research, and service missions. These resources are intended to be used for the educational and business purposes of the university in compliance with this policy.
- (B) Scope. This policy applies to all users and uses of university-owned technology resources (including those acquired through grant processes) as well as to any non-YSU and/or remote technology devices while connected to the YSU network. This policy also covers the use of generative AI technologies, such as language models, image generation models, and other AI-powered tools, whether provided by the university or obtained from external sources.
- (C) Parameters.
 - (1) Technology resources (computing, digital recordings, networking, data and network services) are provided to the university community in order to fulfill the mission of the university.
 - (2) While the university recognizes the importance of academic freedom and freedom of expression, as a public employer, the university also has a responsibility to comply with all federal and state laws and regulations, as well as the obligation to fulfill its mission.
 - (3) Use of university-owned technology to access resources other than those supporting the academic, administrative, educational,

research and services missions of the university or for more than limited, responsible personal use conforming to this policy is prohibited.

- (4) Technology resources provided by the university are the property of the university. University-owned technology is not intended to supersede the need for technology purchases for personal purposes.
- (5) As the university is a public entity, information in an electronic form may also be subject to disclosure under the Ohio public records act to the same extent as if they existed on paper. All use is subject to the identification of each individual using technology resources (authentication).
- (6) Use of technology is subject to the requirements of legal and ethical behavior and is intended to promote a productive educational and work environment.

(D) Definitions.

- (1) “Generative AI” – refers to a category of artificial intelligence (AI) systems that are designed to generate new content, such as text, images, or other forms of data, based on patterns and information it has learned from existing data. Unlike traditional AI systems that follow explicit instructions or rules, generative AI has the ability to create novel outputs by learning from large datasets.
- (2) “Private institutional data” – defined in university policy 3356-4-13, “Sensitive information/information security” (rule 3356-4-13 of the Administrative Code) and encompasses information of a sensitive, confidential, or personally identifiable nature, such as social security numbers, student records, medical information, financial records, and research data with privacy concerns.
- (3) “Public data” – defined in university policy 3356-4-13, “Sensitive information/information security” (rule 3356-4-13 of the Administrative Code) and comprises nonsensitive, nonconfidential information that does not personally identify individuals,, including publicly available research publications, course catalogs, general university information, and nonsensitive statistical data.

- (E) User requirements. All users of the university-owned technology resources (computing, digital recordings, networking and data), regardless of affiliation with the university, must:
- (1) Use only those technology resources that they are authorized to use and use them only in the manner and to the extent authorized.
 - (2) Protect the confidentiality, integrity and availability of technology resources.
 - (3) Comply with all federal, Ohio, and other applicable law as well as applicable regulations, contracts, and licenses.
 - (4) Comply with all applicable policies at Youngstown state university (YSU).
 - (5) Respect the right of other technology users to be free from harassment or intimidation.
 - (6) Respect copyrights, intellectual property rights, and ownership of files and passwords.
 - (7) Respect the privacy of other users and their accounts, regardless of whether those accounts are securely protected.
 - (8) Respect the finite capacity of technology resources and limit use so as not to consume an unreasonable amount of or abuse those resources or to interfere unreasonably with the activity of other users or to disrupt the authorized activities of the university.
 - (9) Limit personal use of university technology resources so that such use does not interfere with one's responsibilities to the university.
 - (10) Not attempt to circumvent information technology security systems or the university "[IT Security Manual](#)."
 - (11) Not use any radio spectrum space on any YSU-owned or YSU-occupied property, unless it is part of an approved wireless services deployment by the university.
 - (12) Not use technology resources for personal commercial purposes or

for personal financial or other gain unless specifically approved by the university.

- (13) Not state or imply that they speak on behalf of the university without authorization to do so and not use university trademarks and logos without authorization to do so.

(F) User responsibilities.

- (1) By accepting employment, being admitted as a student, or asking for any guest technology resource privileges, users implicitly agree to adhere to this policy and agree to adhere to the university “[IT Security Manual](#).”
- (2) Users are responsible for any activity performed using their usernames and passwords except when account security is compromised by actions beyond the user’s control.
- (3) Users are responsible for any activity performed on university-owned technology devices assigned to them except when the device is compromised by actions beyond the user’s control.
- (4) There is no expectation of personal privacy when using university resources. See paragraph (G) of this rule.
- (5) Potential violations regarding use of technology resources should be reported to the appropriate information technology services manager(s) or information security officer.
- (6) Users are responsible for ensuring that critical data are backed up and available to be restored for systems not administered by information systems technology. This includes critical information contained on technology devices oriented to individual use (e.g., desktops, laptops, smart phones, and similar such devices).
- (7) Users are responsible for maintaining data in compliance with the university records retention plan.
- (8) Users are responsible for ensuring that sensitive information to which they have access is guarded against theft. (See university policy 3356-4-13, “Sensitive information/information security”;

rule 3356-4-13 of the Administrative Code.)

- (9) Users are responsible for understanding whether the technology is in compliance with this policy prior to use.
 - (10) Personal use of computing resources not otherwise addressed in this policy or these procedures will generally be permitted if such use does not consume a significant amount of resources, does not interfere with the performance of an individual's job or other university responsibilities, and is otherwise in compliance with university policies.
 - (11) Students are responsible for compliance with academic integrity policies. These policies may include further restrictions on technology use by colleges, schools, departments, or instructors.
- (G) No expectation of privacy.
- (1) The university does not routinely monitor specific individual end-user usage of its technology resources. However, the university does routinely monitor technology resource usage in the normal operation and maintenance of the university's computing, network and data resources. This monitoring includes the caching and backing up of data and communications, the logging of activity, the monitoring of general usage patterns, the scanning of systems and networks for anomalies and vulnerabilities, the filtering of malicious traffic, and other activities that are necessary for the rapid and efficient delivery of services. Technology users should be aware that there is no expectation of privacy associated with the use of university technology resources.
 - (2) When authorized by the office of the general counsel, the university may also specifically monitor the activity and accounts of individual end-users of university technology resources, including login sessions, file systems, and communications.
 - (3) When authorized by the appropriate university administrator (president, vice president, or associate vice president reporting to the president), the university may access active end-user accounts, files, or communications used for university business when needed by a supervisor or assigned personnel for university business and

the end-user is unavailable. For inactive end-users, such as retirees or terminated employees, the end-user's former supervisor or the individual currently holding the supervisor position may request access. For inactive student end-users the provost may authorize access. For all other inactive end-users, the general counsel may authorize access.

- (4) The university, in its discretion, may disclose the results of any such general or individual monitoring, including the contents and records of individual communications, to appropriate university personnel, student conduct, or law enforcement agencies and may use those results in appropriate university disciplinary proceedings.
- (5) Personal computing devices:
 - (a) Personal computing devices (laptops, desktops, tablets, cellular phones) are restricted to the campus wireless network or the residence hall network.
 - (b) No personal computing devices will be allowed to connect to the wired campus network (excluding the residence hall network).
 - (c) Personal computing devices must comply with university "[IT Security Manual](#)" when using the campus wireless network or other provided university technology resource.
 - (d) Personal computing devices used to conduct university business are subject to public records requests.
 - (e) Personal hubs, routers, switches, or wireless access points are prohibited from being connected to either the university's wired or wireless network.
- (H) Email. University email (i.e. [username@ysu.edu](#)) is the only acceptable email for conducting university business. Email is an official means for communication at the university. Students, faculty, and staff are expected to check their official email address on a frequent and consistent basis in order to stay current with university communications.
- (I) Security. The university employs various measures (i.e., the university's

[“IT Security Manual”](#)) to protect the security of information technology resources and user accounts; however, users should be aware that the university cannot provide full security measures without user participation. Users should increase their technology security awareness and fully employ access restrictions for their accounts, including using strong passwords, guarding passwords diligently and changing passwords regularly to help safeguard their use of technology.

Special procedures exist and must be followed to ensure that accounts for employees are secured with passwords known to only the account holder. Passwords may be changed at the request of the area supervisor and approved by the supervisor’s vice president or the president.

- (J) Additional policy ramifications. Users must abide by all applicable restrictions, whether or not they are built into the computing system, network or information resource and whether or not they can be circumvented by technical or other means. Individuals who engage in electronic communications with persons in other states or countries or on other systems or networks may also be subject to the laws of those states and countries and the rules and policies of those technology systems and information resources.
- (K) Generative AI acceptable use guidance.
 - (1) Use of generative AI is encouraged for the purpose of advancing academic capabilities and university operations within the parameters set forth in the “YSU AI Principles Statement” (see [office of academic affairs website](#)) and potential further restricted by division, colleges, or departments.
 - (2) Any use of generative AI not in accordance with university guidance or the framework defined by academic instruction is strictly prohibited.
- (L) Examples of unacceptable use:
 - (1) As a further aid to policy compliance, the following non-exhaustive list is provided of activities that are prohibited.
 - (a) Using technology resources to engage in fraud, defamatory, abusive, unethical, indecent, obscene, pornographic and/or

unlawful activities is prohibited.

- (b) Using technology resources to procure, solicit, or transmit material that is in violation of sexual, racial or other harassment or hostile workplace laws is prohibited.
- (c) Any form of harassment by electronic means (e.g., email, videoconferencing, web access, phone, paging), whether through language, content, frequency or size of messages is prohibited. (Refer to university policies 3356-2-03, “Discrimination/harassment,” 3356-2-05, “Title IX sexual harassment policy,” and 3356-4-21, “Campus free speech”; rules 3356-2-03, 3356-2-05, and 3356-4-21 of the Administrative Code.)
- (d) Making fraudulent offers of products, items or services using any university technology resource is prohibited.
- (e) Using technology resources for unauthorized or inappropriate financial gain, unauthorized solicitation, or activities associated with a for-profit business, or engaging in an activity that involves a conflict of interest. (Refer to university policies 3356-7-01, “Conflicts of interest and conflicts of commitment” and 3356-7-19, “Access to campus for purposes of commercial solicitation or advertising”; rules 3356-7-01 and 3356-7-19 of the Administrative Code.)
- (f) Creating or forwarding chain letters, Ponzi, or other pyramid schemes is prohibited.
- (g) Broadcasting of unsolicited mail or messages is prohibited. Examples include chain letters, virus hoaxes, spam mail, and other email schemes that may cause excessive network traffic. Sending large numbers of electronic mail messages for official university purposes necessitates following the university’s procedures for the electronic distribution of information.
- (h) Sending junk mail or advertising material to individuals who did not specifically request such material (email spam)

is prohibited.

- (i) Violations of the rights of any person or company protected by copyright, trade secret, patent or other intellectual property, or similar laws or regulations, including but not limited to, the installation or distribution of pirated or other software products that are not appropriately licensed is prohibited.
- (j) Unauthorized copying and downloading of copyrighted material including, but not limited to, digitization and distribution of photographs from magazines, books or other copyrighted sources, copyrighted music and films and the installation of any copyrighted software for which an active license has not been procured is prohibited.
- (k) Circumventing user authentication or security of any host, network or account is prohibited. This includes, but is not limited to, monitoring by use of keylogging or session logging.
- (l) Revealing your account password to others or allowing use of your account by others is prohibited. This prohibition extends to family, other household members, friends and/or co-workers.
- (m) Attempting to log onto another user's account (secured or otherwise) is prohibited.
- (n) Sending electronic communications in such a way that masks the source or makes it appear to come from another source is prohibited.
- (o) Personal use beyond limited responsible use is prohibited.
- (p) Digital recordings of any sensitive nature, such as manager-employee personnel discussions/interactions or any discussions that email sensitive or protected data (i.e., FERPA, HIPAA, etc.), as well as recording of any meeting or conversation without full disclosure that the interaction is being recorded. All recordings become subject to the

public records law of Ohio, university policy 3356-9-07, “Public records” and 3356-9-09, “Records management” (rules 3356-9-07 and 3356-9-09 of the Administrative Code).

- (q) Use of TikTok, or any other social media application that freely harvests device and/or network data, is prohibited on YSU-owned devices.
 - (r) Submission of private institutional data to an open generative AI system.
 - (s) Procuring and installing any technology outside of IT Services purview, even if for academic research purposes, is prohibited. In order to maintain network security compliance, faculty, staff and students must ensure that all technology acquisitions and installations are approved and managed by IT Services.
- (2) Under no circumstances is an employee of Youngstown state university authorized to engage in any activity that is unethical or illegal under local, state or federal law while utilizing university-owned resources.
- (M) Enforcement.
- (1) The office of the chief information officer (CIO) may suspend and/or restrict either an individual’s or a device’s access to the university network resource if:
 - (a) It is deemed necessary to maintain the security or functionality of the network resource.
 - (b) It is deemed necessary to protect the university from potential liability.
 - (c) The account, system, or device is believed to have been either compromised or is in violation of this policy.
 - (2) The office of the CIO must immediately report the enforcement action and the justification for the action to the vice president of

student affairs, vice president for finance and administration, or provost (or their designee), as applicable. The university may permanently suspend all technology access of anyone using the university network resource until due process has been completed by student conduct, employee administrative discipline and/or law enforcement agencies.

(N) Exceptions.

- (1) The chief information officer, or designee, may approve exceptions to this policy on a case-by-case basis (with written authorization according to the university “[IT Security Manual](#)”).
- (2) Faculty and staff who have a legitimate business or academic case for using TikTok or other prohibited applications can request an exception.

Approved exceptions require a departmental purchase of a dedicated YSU-owned device that does not come with university data.

- (3) In regards to generative AI, faculty and staff can apply for exceptions by email to the CIO and provost. All exceptions will be reviewed by both parties and the submitter will receive a response within a reasonable amount of time.

(O) Violations: An employee may be held financially liable for a data breach when using non-university storage or email. In addition, in the event of a data breach, the university may not defend or support any employee who uses unsupported information technology or unacceptable use of generative AI. Violations of section (L) of this policy are subject to disciplinary action, up to and including immediate termination.

**RESOLUTION TO RESCIND
DESIGNATION OF THE UNIVERSITY'S OFFICIAL BANK POLICY, 3356-3-08-7**

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 rescind the modification of the University Policy stated above and attached hereto.

3356-3-07 Designation of the university's official bank.

Responsible Division/Office: Finance and Business Operations

Responsible Officer: VP for Finance and Business Operations

Revision History: September 1998; March 2007; June 2010;
March 2015; March 2020; September 2024

Board Committee: Finance and Facilities

Effective Date: September 19, 2024

Next Review:

- (A) Policy statement. The board of trustees shall designate a qualified local bank for all banking and treasury management services, including the depository of all university funds, in compliance with provisions of the Revised Code and all other applicable laws and regulations.
- (B) Purpose. To establish criteria for the selection and requirements of the banking institution selected to serve as the university's official depository and provider of banking and treasury management services to the university.
- (C) Scope. This policy governs the selection and designation of the university's official bank to provide all banking and treasury management services.
- (D) Definitions.
 - (1) "Local banks" include any state or national bank as defined in section 1101.01 of the Revised Code that has offices in the Youngstown metropolitan area.
 - (2) "Banking and treasury management services" include the deposit of university funds, including currency, coins, checks and money orders, as well as payments and receipts from wire transfers, automated clearing house transactions, debit/credit cards, and other types of financial services.
- (E) Parameters.
 - (1) The university's official depository will be awarded up to a ten-

year contract. A competitive selection process will be conducted every ten years or earlier.

- (2) At least quarterly, the vice president for finance and business operations shall cause to be prepared a report to the investment subcommittee of the board of trustees on the status of cash balances and non-endowment and endowment portfolios.

**RESOLUTION TO APPROVE PROPOSED HOUSING AND
COURTYARD ROOM RATES AND OTHER CHANGES**

WHEREAS, Ohio law provides that each Board of Trustees of state-assisted institutions of higher education may establish special purpose fees, service charges, and fines and penalties; and

WHEREAS, University Housing is seeking to adjust certain housing rates and charges;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the proposed adjustments to rates, attached hereto.

**Board of Trustees Meeting
September 19, 2024
YR 2025-08**

Housing & Residence Life Proposed Rate Changes, 2025-2026

In looking ahead, Housing & Residence Life proposes the following changes for consideration:

- Continuation of increase to the residence hall room & board rate for the incoming Penguin Tuition Promise cohort (\$5,750/semester and \$11,500/academic year). This rate reflects a board plan that will increase up to 6.08% per the CPI, in addition to room revenue increasing by 4.72% from the previous year. Overall, this new rate is a \$580 increase from last year, or overall increase of 5.31%.
 - Continuation of increase to room and board rates allow us meet increasing operational costs, as well as fiscally support strategic efforts to address significant maintenance and facilities-based deficiencies in our aging residence halls.
 - Included in our facilities master plan are efforts to continue to replace Kilcawley House windows (\$50,000 per floor), planned flooring upgrades to Lyden and Cafaro House (\$350,000) and continuation of savings allocated for room furniture upgrades in both Lyden and Cafaro Houses.
- In an effort to accommodate an increasing number of students who want to live on campus (driven significantly by our international student population), the number of singles offered into the 2025-2026 year will continue to be reduced. In addition, the single room upcharge will increase from \$1,250/semester to \$1,500/semester.
- In order to meet increasing operational costs and to support the value of the summer resident meal plan, our summer 2025 rate will increase 3.48% to \$2,500 per 7-week term.

International incoming student early arrival meal plan

***Note:** This meal plan was approved by the Board of Trustees at a previous meeting, but this is the first time it is included on the annual Housing Rates proposal worksheet.*

- In order to welcome and support the basic nutritional needs of our incoming undergraduate international student population who arrive to campus earlier than other students for international student orientation, an early arrival international student meal plan has been established.
- This meal plan is charged directly to the student's account and information about it is shared by the Housing & Residence Life and International Student Scholar Services teams over the months leading up to these student's arrival on campus.
- Students are able to utilize this plan at Christman Dining, any on or off campus retail location, as well as Grub Hub food delivery and Giant Eagle, to purchase groceries and basic necessity items. Unused points from this plan roll into the following academic year (for Fall-arriving students) or Spring semester (for Spring-arriving students), so that students are able to fully maximize the value of these plans.
- Plan types are as follows:
 - Fall-arriving students early arrival meal plan cost is \$140, which includes \$70 Pete's and \$70 Flex
 - Spring-arriving students early arrival meal plan cost is \$100, which includes \$75 Pete's & \$25 Flex

University Courtyard Proposed Rate Changes, 2025-2026

- In order to support the increase in debt service payment and increasing operational costs as we continue to plan fiscally for many facilities-based upgrades, both short and longer-term (gutter and roofing systems replacement; phased in-unit HVAC replacement), monthly rates will increase by \$15 for each apartment type. FY26 rates will be as follows:
 - 1-BR apartment: \$910/month
 - 2-BR apartment: \$780/month
 - 4-BR apartment: \$685/month
- We will continue to provide a meal plan (\$25 Pete's Points and \$25 Flex Dollars) included in the 2025-2026 rates to showcase the dining options on/close to campus and to market the convenience that a campus meal plan provides.

YOUNGSTOWN STATE UNIVERSITY				
Housing Charges FY2026				
	AY 24-25	AY 25-26		
	FY2025	FY2026	FY2026	FY2026
Fee Description	Actual	Proposed	\$ Change	%Change
Room & Board (per academic year) F2026 Cohort		\$11,500.00	\$580.00	5.31%
<i>Room</i>		\$6,440.00	\$290.00	4.72%
<i>Board (12 meals plan)</i>		\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2025 Cohort	\$10,920.00	\$10,920.00		
<i>Room</i>	\$6,150.00	\$5,860.00	-\$290.00	-4.72%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2024 Cohort	\$10,384.00	\$10,384.00		
<i>Room</i>	\$5,614.00	\$5,324.00	-\$290.00	-5.17%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2023 Cohort	\$10,016.00	\$10,016.00		
<i>Room</i>	\$5,246.00	\$4,956.00	-\$290.00	-5.53%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2022 Cohort	\$9,775.00	\$9,775.00		
<i>Room</i>	\$5,005.00	\$4,715.00	-\$290.00	-5.79%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Room & Board (per academic year) F2021 Cohort	\$9,700.00	\$9,700.00		
<i>Room</i>	\$4,930.00	\$4,640.00	-\$290.00	-5.88%
<i>Board (12 meals plan)</i>	\$4,770.00	\$5,060.00	\$290.00	6.08%
Residence Hall Application Fee (academic year and/or summer)	\$35	\$35.00	\$0.00	0.00%
Residence Hall Pre-Payment (must be paid before room selection/assignment occurs and is ultimately deducted from bill)	\$250	\$250.00	\$0.00	0.00%
Single Room Upcharge (per semester)	\$1,250.00	\$1,500.00	\$250.00	20.00%
International Early Arrival Meal Plan				
Fall Arriving Students (\$70 Pete's & \$70 Flex)	\$140.00	\$140.00	\$0.00	0.00%
Spring Arriving Students (\$75 Pete's & \$25 Flex)	\$100.00	\$100.00	\$0.00	0.00%
<i>*Charged to student accounts for all incoming, new UG students each semester</i>				
Weller House Rates <i>*Inclusive of \$50 introductory meal plan (\$25 Pete's/\$25 Flex)</i>				
Weller House One-Bedroom Apartment academic year, room only	\$6,750/AY or \$750/month (summer)	\$6,750/AY or \$750/month (summer)	\$0.00	0.00%
Weller House Two-Bedroom Apartment academic year, room only	\$7,650/AY or \$850/month (summer)	\$7,650/AY or \$850/month (summer)	\$0.00	0.00%
Weller House Three-Bedroom Apartment (academic year, room only)	\$8,550/AY or \$950/month (summer)	\$8,550/AY or \$950/month (summer)	\$0.00	0.00%
Weller House Graduate Shared Apartment Rate (academic year, room only)	\$5,850/AY or \$650/month (summer)	\$5,850/AY or \$650/month (summer)	\$0.00	0.00%
<i>*Multi-bedroom apartments are available only to students (U/G or Grad) with a child(ren). Single-bedroom apartments available for Graduate student reservation.</i>				
<i>*Academic year contract (charge per AY = 9 months (4 months in Fall and 5 months of Spring)) Opportunity to extend into summer for 3 months at the monthly charge</i>				
<i>*If multi-bedroom units are still available come August of each year, occupancy will be opened up to Grad Students, who will be able to pay the Graduate shared apartment rate to secure one bedroom</i>				
Expanded Housing Rate (overoccupied rooms)	\$4,850	\$4,850.00	\$0.00	0.00%
Student Housing Outside of Contracted Period				
Nightly room rate (no meals)	\$30	\$40.00	\$10.00	33.33%
Flat fee room rate for winter break (no meals)	\$250	\$250.00	\$0.00	0.00%

Cancellation Fee					
Before May 13 (academic year) or December 16 (spring only)		\$0	\$0.00	\$0.00	0.00%
After May 13 (academic year) or December 16 (spring only)		\$250	\$250.00	\$0.00	0.00%
Summer		Summer 2024	Summer 2025		
Room and Board (meals included)		\$2416 per 7-week term	\$2,500 per 7-week term	\$84.00	3.48%
Weller House (prorated for current tenants, monthly, no meals)		See monthly Weller rates above	See monthly Weller rates above	\$0.00	0.00%
Summer Event Rates					
Rooms with community bathrooms (Lyden, Cafaro, Kilcawley)		\$40/night, per room	\$40/night, per room	\$0.00	0.00%
Rooms with private or semi-private bathrooms (Cafaro, Wick)		\$60/night, per room	\$60/night, per room	\$0.00	0.00%
Linens (for rental by summer event groups only)		\$25.00	\$25.00	\$0.00	0.00%
Bed Adjustment Fee		\$10.00	\$10.00	\$0.00	0.00%
Additional Staffing Fee (for groups with minors, or at request of group)		\$120/night/desk	\$120/night/desk	\$0.00	0.00%
Late Check-In or Check-Out Fee (price per hour beyond pre-arranged check-in or check-out time)		\$50/hour	\$50/hour	\$0.00	0.00%
Short Term Housing Rates (availability dependent upon overall occupancy)					
Weekly housing cost		\$250.00	\$250.00	\$0.00	0.00%
Monthly housing cost		\$900.00	\$900.00	\$0.00	0.00%
University Courtyard Rates (Per Month) <i>*Inclusive of \$50 introductory meal plan (\$25 Pete's/\$25 Flex)</i>					
1 Bed		\$895.00	\$910.00	\$15.00	1.68%
2 Bed		\$765.00	\$780.00	\$15.00	1.96%
4 Bed		\$670.00	\$685.00	\$15.00	2.24%
Courtyards Pre-Payment (must be paid before apartment bedroom selection/assignment occurs and is ultimately deducted from bill)		\$250.00	\$250.00	\$0.00	0.00%

UNIVERSITY COURTYARD DAMAGE AND CLEANING CHARGES FY2026

Following is a non-exclusive list of common damages/cleaning issues and the associated dollar amount that will be charged to the tenant. It is not a complete list because some incidents must be handled on a case-by-case basis. All amounts for charges assessed to tenants are due with the following months rent payment. If charges are assessed at move-out, fees will be deducted from the security deposit. No charges will be assessed without fully considering "reasonable wear and tear".

All prices subject to change at anytime without notification - Major repairs will be handled on a case-by-case basis.

Apartment Swipe Card	\$55.00
Mail Box / Bedroom Key Replacement	\$55.00 each key
Laundry Key	\$55.00
Screen Replacement	\$30.00
Fire Extinguisher Replacement	\$65.00 approx
Smoke Alarm Tampering	\$100.00 (plus replacement cost, if applicable)
Door Repair only (Minor niches-fill and paint)	\$45.00
Interior Door Replacement (door jamb replacement may be extra)	\$120.00 approx.
Exterior (unit) Door Repair (Replacement)	\$350
Window Glass Replacement	\$50.00
Blind Bracket Replacement - large blind	\$20.00
Blind Bracket Replacement - small blind	\$10.00
Carpet Stains, tears or burns needing a replacement section	\$75.00-\$2,000 depending on damage
Carpet Deodorize	\$40.00-\$200.00 depending on damage
Carpet Cleaned (Bedroom only)	\$40.00
Carpet Cleaned in entire apartment	\$130.00- 150.00 (depending on unit type)
Vinyl flooring (kitchen/bath)	Vendor replacement costs
Removal of sticky or double-sided tape	\$10.00 per room
Pin holes (quantity over 8 pin holes)	\$10.00 per room
Cleaning (This fee will be charged for the following if they are not cleaned upon move-out; appliances (inside/outside), cabinets (inside/outside), counter tops, sinks, toilets, tub, floors swept/mopped, carpets, vacuumed, blinds dusted/wiped down, ceiling fan blades windows, bedroom and closets.	\$25.00 each room
Garbage Disposal Replacement due to resident neglect/damage	\$85.00 approx.
Drain Cleaning (due to resident neglect or failure to comply with maintenance)	\$45.00
Garbage Removal (Per Bag)	\$30.00
Replace Door Knob (Interior)	\$20.00
Replace /rekey Dead Bolt (bedroom door)	\$35.00
Replace Door Stop	\$10.00
Clean Furniture	\$75.00
Furniture Replacement cost	
TV Stand	\$250.00 or vendor replacement costs
Coffee Table	\$260.00 or vendor replacement costs
Entertainment Stand	\$160.00 or vendor replacement costs
End Table	\$140.00 or vendor replacement costs
Livingroom Couch	\$450.00 or vendor replacement costs
Livingroom Chair	\$450.00 or vendor replacement costs
Mattress	\$250.00 or vendor replacement costs
Bed Frame	\$150.00 or vendor replacement costs
4-drawer chest	\$300.00 or vendor replacement costs
Desk Chair	\$100.00 or vendor replacement costs
Bar Stools	\$90.00 or vendor replacement costs
Computer Desk	\$250.00 or vendor replacement costs
Nightstand	\$140.00 or vendor replacement costs
Ceiling Fan	\$100.00 or vendor replacement costs
All light Fixtures/towel bars/toilet paper holder/toilet/faucets/ shower head	\$25.00/hr plus manufacturer replacement costs

H&RL Damage Billing Charge List FY2026	
Beds	
Bed (replacement cost)	240
Loft kits (replacement cost)	\$180.00
Rebunk beds	10.00/person
Mattress (replacement cost)	180
Carpet	
Clean Stain (Cleaning contractor)	35
Room clean (Steam Action)	75
Ceiling	
Plastic light cover	20
2'x2' tile	20
4'x2' tile	20
1'x1' tile	10
Paint ceiling (Lyden/Cafaro House 4th floor rooms)	\$65.00
Closets/Wardrobes	
Door Repair (chips)	20
Door Replacement	50
Shelf Replacement	20
Closet handle	10
Mirror	15
Towel rack	20
Desks	
Recover desk chair	90
Desk chair (replacement cost)	150
Desk top	35
Walls	
Baseboard damage	5.00 per foot
Small hole (ie nail hole, tack hole)	3.00 per hole
Paint 1 wall	50
Paint room	200
Patch Hole	65
Cable jack	10
Utility Cover	10
Doors	
Adhesive Removal	2.00 per sticker
Door stop	20
Lost keys	55
Number plate (replacement cost)	30
Refinish	50.00/side
Peep holes	10
Door knob (replacement cost)	20
Door Frame (paint)	35
Door (replacement cost)	250
Windows	
Broken window	75
Broken lock (replacement cost)	10
Repair Screen	15
Replace Screen	40
Replace Security Screen	125
Repair blinds (Lyden House)	25
Replace blinds (Lyden House)	65
Replace blind slat (Lyden House)	5
Restrooms	
Faucet aerators	5
Intentional clogging(includes cleaning fee)	60
Mirror	100
Paper towel dispenser (replacement cost)	50
Shower curtains	10

Soap Dispenser	25
Toilet tissue dispenser	25
Wastebasket	30
Stall doors	100
Emergency Equipment	
Fire alarm indicator	100
Refill/Replace 5lb CO2 Extinguisher	130
Refill/Replace Water pressure	80
Refill/Replace 10lb Dry Extinguisher	60
Smoke Sensor Damage (replacement cost)	180
Smoke Detector	100
Fire bubble	50
Heater/Air Conditioning Units	
Unit Switch	60
Radiator Cover Damage	40
Common Areas	
Wall lights	100
Round lights	100
Chrome defusers	85
Broken window	200
Large bulletin board	100
Ceiling light (2'x2')	125
Coffee Table (replacement cost)	260
Lobby Chair (replacement cost)	400
Lobby Chair (recover)	300
Lobby Couch (replacement cost)	800
Lobby Couch (recover)	600
Tables (repair)	35
Exit Sign (replacement cost)	100
Recover pool table	250
Trash can (replacement cost)	100
Miscellaneous	
Room Clean	50
Improper Checkout	35
Packing up room (includes Improper checkout)	60
Clean up vomit	65
Room waste basket	10
Mailbox key replacement	5
Replace vacuum	100
Toilet seat	25
Water fountain (replacement cost)	360
Pool Stick	15
Ping pong paddle	5
Motion sensors	75
Labor rate	20.00 per hour

**RESOLUTION TO APPROVE
INTERFUND TRANSFERS RELATED TO
FY 2024 YEAR-END OPERATING PERFORMANCE**

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; 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 from the Operating Carry-Forward Fund, as detailed in the attached Exhibit A.

**Board of Trustees Meeting
September 19, 2024
YR 2025-09**

YOUNGSTOWN STATE UNIVERSITY
Interfund Transfers Requiring Board Approval
Related to Year-End FY 2024 Operating Performance

	<u>From</u>	<u>To</u>
Operating Carry-forward fund	\$2,783,172	
Strategic Uses:		
Innovation Fund (new)		\$60,000
Student Center Renovation		500,000
		<u>\$560,000</u>
Academic carry-forward funds:		
College fund		\$348,404
Course & Lab Materials fund		271,735
Program fund		87,565
		<u>\$707,704</u>
Auxiliary Plant Funds:		
Andrews Rec Center Plant Reserve		\$57,385
Housing Plant Reserve		794,235
Kilcawley Center Plant Reserve		8,323
Parking Services Plant Reserve		655,525
		<u>\$1,515,468</u>
Total	<u><u>\$2,783,172</u></u>	<u><u>\$2,783,172</u></u>

**RESOLUTION TO APPROVE
A REVISION TO ASSOCIATE DEGREE TUITION
FOR THE 2024-25 ACADEMIC AND FISCAL YEAR**

WHEREAS, Ohio law provides that Boards of Trustees of state-assisted institutions of higher education shall supplement state subsidies by income from charges to students, including an “instructional fee” for educational and associated operational support of the institution and a “general fee” for non-instructional services, and that these two fees shall encompass all charges for services assessed uniformly to all enrolled students and shall be identified as “tuition;” and

WHEREAS, the University initially introduced a fall 2024 associate degree tuition rate that differentiated between locations at the main Youngstown campus and a second location in Jefferson County, Ohio; and

WHEREAS, the ongoing dissolution of Eastern Gateway Community College has delayed the University’s ability to establish a second location in Jefferson County and has necessitated a revision to the University’s tuition for associate degree programs; and

WHEREAS, the difference between the University’s associate and bachelor's degree tuition constitutes a *waiver of fees* and is subject to the approval of the Chancellor of the Ohio Department of Higher Education, pursuant to section 381.270(B) of Amended Substitute House Bill 33.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the undergraduate tuition rates as depicted in the attached Exhibit A, made part hereof, effective for the fall 2024 and spring 2025 semesters.

**Board of Trustees Meeting
September 19, 2024
YR 2025-10**

Exhibit A

YSU Undergraduate Tuition Rates*

<i>Rates effective fall 2024 per credit hour:</i>	
Associate degree, Jefferson County location	\$265.00
Associate degree, online programs	\$265.00
Associate degree, YSU main campus	\$265.00
Bachelors degree	\$460.19

**Tuition amounts shown include the instructional and general fees for undergraduate students in the fall 2024 Penguin Promise cohorts. The full-time bulk rate applies for students enrolled in 12-18 credit hours.*

**RESOLUTION TO APPROVE
TUITION FOR UNDERGRADUATE PROGRAMS
MARKETED BY RISEPOINT**

WHEREAS, Ohio law provides that Boards of Trustees of state-assisted institutions of higher education shall supplement state subsidies by income from charges to students, including an “instructional fee” for educational and associated operational support of the institution and a “general fee” for non-instructional services, and that these two fees shall encompass all charges for services assessed uniformly to all enrolled students and shall be identified as “tuition;” and

WHEREAS, the university has determined that a separate tuition rate is appropriate for online undergraduate programs that are marketed by Risepoint, the university’s online service partner; and

WHEREAS, the undergraduate tuition rate for online programs marketed by Risepoint shall comprise a unique cohort in the university’s *Penguin Promise* tuition guarantee program.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the tuition rate as depicted in the attached Exhibit A, made part hereof, effective for the spring 2025 semester.

**Board of Trustees Meeting
September 19, 2024
YR 2025-11**

Exhibit A

Online bachelor degree programs*				
Fee Description	AY 2024 Actual	AY 2025		
		Proposed	\$ Change	% Change
In-state (per credit)	N/A	\$460.00	New spring 2025	
Non-resident (per credit)	N/A	\$465.00		
*Online Programs offered through YSU's agreement with Risepoint (formerly known as Academic Partnerships).				

**RESOLUTION TO MODIFY
DISCRIMINATION/HARASSMENT POLICY,
3356-2-03**

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 modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
September 19, 2024
YR 2025-12**

3356-2-03 **Discrimination/harassment.**

Responsible Division/Office: Equal Opportunity, Policy Development and Title IX
Responsible Officer: Executive Director, Equal Opportunity, Policy Development and Title IX
Revision History: June 2009; June 2015; September 2016; September 2019; September 2020; June 2021; July 2023; December 2023; September 2024
Board Committee: University Affairs
Effective Date: September 19, 2024
Next Review: 2029

- (A) Policy statement. Youngstown state university (university) does not discriminate on the basis of sex (including pregnancy), race, color, religion, national origin, ethnicity, age, sexual orientation, gender identity and/or expression, disability, or veteran/military status or any other basis protected by law or Executive Order in its programs or activities. Ohio Executive Order [2023-01D “Anti-Discrimination Policy in State Government,”](#) defines protected class status and [Executive Order 2022-06D “Defining and Combating Antisemitism” defines and addresses antisemitism.](#) The university is firmly committed to maintaining a working and learning environment free of discrimination and harassment of any employee, applicant for employment, student, or visitor. The university community seeks to eliminate discrimination and harassment through education and encourages staff, faculty, students, visitors, and volunteers to report concerns or complaints. Prompt corrective measures will be taken to stop discrimination and harassment whenever it occurs.

This policy shall be interpreted and applied consistent with the speech protections of the first amendment of the United States Constitution.

- (B) Purpose. The purpose of this policy is to establish expectations for institutional and individual conduct, aid the university community in recognizing and preventing discrimination and harassment, and provide effective reporting and response mechanisms. For purposes of this policy, the university community includes, but is not limited to, all university employees, students, and any other individual visiting or engaging in any university activity or program.
- (C) Scope. This policy applies to students, faculty, employees (including student employees), third parties, campus visitors, or other individuals engaged in any university activity or program, regardless of sexual orientation or gender identity, and whether on or off campus. The prohibitions of this policy may, in some instances, be broader in scope than the legal prohibitions of state, federal, or other laws prohibiting

discrimination or harassment. A determination that this policy has been violated is not equivalent to a violation of law.

- (D) Definitions. For the purpose of determining whether a particular behavior or course of conduct constitutes discrimination or harassment under this policy, the following definitions shall be used:
- (1) “Discrimination” - conduct that is based on an individual’s sex (including pregnancy), race, color, religion, national origin, age, sexual orientation, gender identity and/or expression, disability, or veteran/military status or any other basis protected by law that:
 - (a) Adversely affects a term or condition of an individual’s employment, education, or participation in a university activity or program; or
 - (b) Is used as the basis for a decision affecting an individual’s employment, education, or participation in a university activity or program; or
 - (c) Is sufficiently severe or pervasive to a reasonable person that it substantially interferes with an individual’s employment or educational performance or create a working, living, or educational environment that is intimidating, hostile, or abusive.
 - (2) “Harassment” - conduct, or a course of conduct, that degrades or shows hostility toward an individual or group of individuals and is based on sex (including pregnancy), race, color, religion, national origin, ethnicity, age, sexual orientation, gender identity and/or expression, disability, or veteran/military status or any other basis protected by law, and is sufficiently severe or pervasive to a reasonable person that it:
 - (a) Unreasonably interferes with an individual’s employment or education; or
 - (b) Objectively creates a working, living, or educational environment that is hostile, intimidating, or abusive.
 - (3) “Sexual harassment” - sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that is unwelcome and sufficiently severe or pervasive from both a subjective (the complainant’s) and an objective (reasonable person’s) viewpoint when it meets any of the following:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, academic status, or participation in a university program or activity.
 - (b) Submission to or rejection of such conduct by an individual is used as the basis for employment, academic, or programing decisions affecting the individual.
 - (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an employment, academic, or participation environment that is objectively intimidating, hostile, or abusive.
 - (d) Sexual harassment can be directed at a member of the same or different sex or sexual orientation. Examples of inappropriate conduct which may constitute sexual harassment include but are not limited to:
 - (i) Sexual advances or propositions, either explicit or implied.
 - (ii) Sexually suggestive or sexually degrading innuendo, comments or gestures.
 - (iii) Remarks or inquiries about sexual activity, sexual orientation, or gender identity or expression.
 - (iv) The display or communication of sexually oriented material (including through e-mail or other electronic means).
 - (v) Unwanted touching, hugging, or contacting another's body.
 - (e) "Sexual harassment," as defined in Title IX of the Education Amendments of 1972, is set forth in rule 3356-2-05 of the Administrative Code, university policy 3356-2-05 "Title IX sexual harassment policy." Students, faculty employees, volunteers, third parties, campus visitors or other individuals should refer to rule 3356-02-05 of the Administrative Code, university policy 3356-02-05 "Title IX sexual harassment policy" for processes and procedures under Title IX.
- (4) Speech or conduct protected by the First Amendment to the United States Constitution or Sections 3 and 11 of Article I of the Ohio Constitution is not harassment for purposes of this policy. Refer to rule 3356-4-21 of the Administrative Code, university policy 3356-4-21, "Campus free speech."

- (5) Intimidating, hostile, or abusive environment (collectively referred to as a hostile environment) is a specific form of discrimination and is often contextual and must be based on the circumstances. These circumstances include but are not limited to:
 - (a) The frequency of the conduct.
 - (b) The nature and severity of the conduct.
 - (c) The relationship between the complainant and the respondent.
 - (d) The location and context in which the alleged conduct occurs.
 - (e) Whether the conduct was physically threatening.
 - (f) Whether the conduct was humiliating.
 - (g) Whether the conduct arose in the context of other discriminatory conduct.
- (E) No supervisor (including a faculty supervisor), manager, or official representative of the university shall directly or indirectly imply or threaten that an applicant, employee, or student's submission to or refusal of sexual advances will positively or negatively affect his or her employment, employment conditions, career development, or academic status. This prohibition includes, but is not limited to, instructors, faculty members, graduate assistants and teaching assistants.
- (F) Employee-student consensual relationships. Relationships that might be appropriate in other contexts may, within a university setting, create the appearance or basis for an abuse of power, conflict of interest, favoritism, or of undue advantage. Many university employees are entrusted with advising and mentoring students, evaluating their work, and recommending students for advancement in employment, programs or academia. The unequal institutional power which is inherent in such a relationship heightens the vulnerability of both the student and employee for possible abuse or coercion and can present real or perceived conflict.
 - (1) For purposes of this policy, a consensual intimate or sexual relationship is a relationship of an intimate, dating, and/or sexual nature entered into with the consent of both parties (hereinafter referred to as a relationship for purposes of this policy).

- (2) This policy applies to employees and individuals, whether paid or unpaid, who teach, coach, evaluate, supervise, advise, control, or influence student employment, academic, or resource opportunities. These individuals include but are not limited to:
 - (a) Faculty, lecturers, and instructors (including visiting faculty/instructors),
 - (b) Graduate students,
 - (c) Teaching assistants,
 - (d) Academic advisors,
 - (e) Coaches,
 - (f) Residence hall professional staff.
- (3) Intimate relationships with students. Because of the elevated risk and the potential exposure of the university and employees to liability for violation of laws against sexual harassment and discrimination and in order to maintain an environment as free as possible from conflicts of interest and favoritism, no employee/individual as defined in this rule shall enter into a relationship with a Youngstown state university student, including but not limited to undergraduate, graduate, part-time, or full-time, regardless of whether or not there is a direct supervisory or evaluative relationship between them. Should a relationship predate either admission or employment with the university, the individuals involved in the relationship shall inform his/her immediate supervisor and dean and alternate supervisory or academic arrangements shall be made. This prohibition does not apply to married couples; however, rule 3356-7-01 of the Administrative Code regarding conflicts of interest should be consulted. (Corresponding university policy 3356-7-01 can be found on the [“University Policies”](#) webpage.)
- (G) Duty of managers and supervisors to act. Any supervisor, including executive and administrative officers, chairs, executive directors/directors, or faculty supervisor who becomes aware of information that would lead a reasonable person to believe that harassment and/or discrimination has or is occurring shall notify the office of equal opportunity, policy development and title IX and/or human resources promptly but no later than five working days after becoming aware of the information. The office of human resources shall promptly notify the office of equal opportunity, policy development and title IX.
- (H) Complaint procedures.

- (1) The university encourages all persons who believe they have experienced or witnessed discrimination or harassment to promptly file a complaint with the office of equal opportunity, policy development and title IX. A complaint may be formal or informal. However, a complaint alleging a violation of this policy must be filed within three hundred days of the behavior or the last incident at issue. Delays in filing or reporting may make it more difficult for the university to conduct an investigation. Complaints and reports of threats may also be filed anonymously through the university's online reporting system.
 - (2) An individual also has the right to file a complaint with external agencies, including, but not limited to, the Ohio civil rights commission, the equal employment opportunity commission and/or the department of education. Utilizing the university's internal complaint procedure does not extend the deadline for filing a complaint with the external agencies. However, it is recommended that the complainant first exhaust the internal complaint procedures by promptly reporting the complaint.
 - (3) The university may assume the role of a complainant and pursue a complaint either informally or formally when it obtains information that would lead a reasonable person to believe that this policy has been violated. In these instances, the university may take any action it deems appropriate, including informing the alleged perpetrator of the complaint and pursuing an investigation even in cases where an alleged victim of harassment or discrimination is reluctant to proceed. The alleged victim will be notified in advance when such action is necessary.
 - (4) Complaint investigations will follow the procedures set forth in the university's "Guidelines for Initiating and Investigating Complaints of Discrimination and Harassment." These guidelines may be obtained from the office of equal opportunity, policy development and title IX.
 - (5) Information related to a report of discrimination and/or harassment will only be shared with those university employees who need to know in order to assist in the review, investigation, or resolution of a complaint. The university will make every reasonable effort to conduct all proceedings in a manner that will protect the privacy of all parties. Parties to the complaint should treat the matter under investigation with discretion and respect for the reputation of all parties involved.
- (I) Interim measures. During the course of an investigation, it may be necessary and advisable for the university to take appropriate interim measures that are reasonably

available to alleviate the conduct which is the basis of a complaint. These interim measures may include, but are not limited to, separating the parties, placing limitations on contact between the parties, or making alternative academic, living or workplace arrangements. Failure to comply with the terms of interim measures is a violation of this policy and may result in corrective measures, even if the initial complaint is not proven.

- (J) Non-retaliation. University policy and state and federal law prohibit retaliation against an individual for reporting discrimination or harassment or for assisting or participating in an investigation. Persons who believe they are experiencing retaliation for reporting or participating in an investigation of a complaint are strongly encouraged to contact the office of equal opportunity, policy development and title IX. Any person found to have retaliated against another for reporting, participating, or cooperating in an investigation will be in violation of this policy and will be subject to corrective measures and/ or sanctions independent of the merits of the original complaint.
- (K) Corrective measures.
 - (1) When it has been determined that discrimination, harassment, or retaliation has occurred, steps will be taken to ensure that the prohibited behavior is stopped. Corrective measures and/or sanctions will be imposed consistent with the severity of the offense, applicable university procedures, and collective bargaining agreements. Corrective measures may include sanctions and/or discipline up to and including termination for employees and expulsion for students. In the event that a record of such sanctions will become a part of an employee's personnel records, prior notice will be given to the employee.
 - (2) Sanctions may also be imposed on any individual with a duty to act under this policy and associated procedures, who fails to respond in a manner consistent with this policy to a complaint or reasonable information of discrimination, harassment, or retaliation.
 - (3) To the extent possible under applicable law and policies, a complainant will be informed of the corrective measures taken. Communication to all parties may include educational information on the university's policy against harassment and intimidation.
- (L) False allegations. It is a violation of this policy for anyone to intentionally report information or allegations that they know, or reasonably should know, to be untrue or false. Sanctions may be imposed on individuals who make false accusations of discrimination or harassment. Failure to prove a claim of discrimination or

harassment is not equivalent to a false allegation and no person shall be penalized for good faith reporting of concerns under this policy.

- (M) Use of discrimination and harassment allegations in employment actions or academic status decisions. When making decisions affecting an individual's employment or academic status, allegations of discrimination and harassment may be considered only if they have been addressed through this policy or procedure, a court of law, or other administrative proceeding such as a student conduct hearing for a student accused of a policy violation. Whenever such an allegation is discussed as part of a determinant in the terms and conditions of an employment or academic status, the affected party should be given notice.
- (N) Policy and procedure administration.
 - (1) The office of equal opportunity, policy development and title IX is responsible for the administration of this policy and the associated procedures. However, all university employees, staff, and students play a role in preventing and reporting discrimination and harassment.
 - (2) The university shall publicize on its website any time, place or manner restrictions it places on expressive activities, as defined in 3345.0211 of the Revised Code.
 - (3) The university, by and through its Clery officer, shall submit an annual report to the chancellor of all harassment and intimidation reports submitted to the federal government consistent with the "Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act," 20U.S.C. 1092(f).
- (O) Educational goals and objectives.
 - (1) It is the goal of the university to prevent and eliminate discrimination and/or harassment and to foster an environment of respect for all individuals. In furtherance of these goals, every employee (faculty, staff and administrators, whether full-time, part-time, intermittent, or occasional service) shall complete programs and/or training as directed by the office of human resources and/or the office of equal opportunity, policy development and title IX. The office of human resources, in conjunction with the office of equal opportunity, policy development and title IX, shall provide information, programs, and/or training to meet the following goals:
 - (a) Provide information about the university's policies relating to discrimination and harassment and the corresponding procedures and reporting mechanisms.

- (b) Include information regarding this policy in orientation materials for new faculty, staff, students, and volunteers.
 - (c) Notify persons of inappropriate conduct and encourage appropriate behavior when interacting with others.
 - (d) Inform the university community about the problems caused by discrimination and harassment and the unacceptability and illegality of discrimination and harassment.
 - (e) Address issues of discrimination and harassment from a multicultural perspective.
- (2) The university police department in conjunction with the office of human resources shall provide training for all university administrators, faculty, and staff which shall address how to respond to hate incidents or incidents of harassment that occur during a class or event held at the university at the time the incident occurs. This training may be provided in person or online.
- (3) A statement regarding discrimination and harassment will appear in the university bulletins (graduate and undergraduate), on the webpage of the office of equal opportunity, policy development and title IX, and relevant portions shall be referenced in “The Student Code of Conduct.”
- (4) The University shall create a campus task force on combating antisemitism, Islamophobia, anti-Christian discrimination, and hatred harassment, bullying, or violence towards others on the basis of their actual religious identity or what is assumed to be their religious identity at the university.
- (P) Information, assistance, and counseling.
- (1) Individuals may seek general information, anonymously or otherwise, regarding this policy by contacting any of the following offices/units. However, general inquiries with these offices/units will not be considered a report to the university and will not result in action under this policy.
- (a) The office of equal opportunity, policy development, and title IX.
 - (b) The center for student progress/office of disability services.
 - (c) Housing and residence life.
 - (d) Office of human resources.
 - (e) Intercollegiate athletics.

- (f) Office of student affairs through the ombudsperson.
- (2) A student may seek counseling or support services on campus from the university student counseling services during regular business hours (330-941-3737). Employees may contact the office of human resources for information on available counseling services. Information shared within the context of counseling services is considered confidential to the extent permitted by state and federal law.
- (3) An individual who seeks information, assistance, or counseling may still utilize this policy to file a complaint.
- (4) For information on sexual misconduct including sexual assault, dating violence, domestic violence, stalking, or any other conduct of a sexual nature that is carried out without consent or through force, threat, intimidation or coercion, please see rule 3356-2-03.1 of the Administrative Code.
(Corresponding university policy 3356-2-03.1 can be found on the “[University Policies](#)” webpage.)

**RESOLUTION TO MODIFY
CONFLICTS OF INTEREST AND CONFLICTS OF COMMITMENT POLICY,
3356-7-01**

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 modification of the University Policy stated above and attached hereto.

3356-7-01 Conflicts of interest.

Responsible Division/Office: Controller's Office
Responsible Officer: VP for Finance and Business Operations
Revision History: August 1997; December 2010; September 2012;
 March 2018; December 2019; September 2024
Board Committee: University Affairs
Effective Date: **September 19, 2024**
Next Review: 2029

- (A) Policy statement. All university officials and employees have a fundamental responsibility to act in the best interests of Youngstown state university ("YSU or university") and are to avoid conflicts of interest in the conduct of university business. As part of this responsibility, the university expects all university officials and employees to apply their time and effort appropriately and to avoid any situation which conflicts with or gives the appearance of conflict in objectivity or job performance.
- (B) Purpose. To educate university officials and employees about conflicts of interest and to provide guidance on addressing, managing and disclosing such conflict.
- (C) Guidelines.
 - (1) A conflict of interest typically exists when financial, professional, or other personal considerations directly or indirectly affect or benefit, or have the appearance of affecting or benefiting, an employee or the employee's family or business associates. Employees are expected to avoid participating in decisions or actions on behalf of the university which may result in or appear to result in such benefit.
 - (2) Ohio ethics laws and related statutes.
 - (a) Section 102.03 of the Revised Code prohibits employees from soliciting, accepting or influencing one to give anything of value when it comes from a party who is interested in a pending matter or doing or seeking to do business with the university.

- (b) Sections 2921.42 and 2921.43 of the Revised Code prohibit public employees from having an unlawful interest in a public contract and from accepting payment from another entity for the performance of one's YSU duties.
 - (i) These statutes also prohibit a public employee's family and business associates from having an unlawful interest in a public contract.
 - (ii) The Revised Code provides certain exceptions to these prohibitions; however, all exceptions must be approved in advance through procurement services (the office of contract compliance).
 - (c) An employee must report any potential conflict on the conflict of interest certification form ("form"). The following procedures are designed to ensure integrity in the conduct of university business.
- (D) Procedures.
 - (1) All employees:
 - (a) Authorized to sign for expenditures;
 - (b) Involved in making or influencing purchasing decisions on behalf of the university; or
 - (c) Whose family or business associates or oneself is doing business with the university shall annually complete the form.
 - (2) The office of procurement is responsible for sending the form to the employees referenced in (a) and (b) above. The employees referenced in (c) above have an ongoing duty to report as needed.
 - (3) Employees must disclose the names of all current and potential vendors with whom the university does or may do business with and with whom the employee, the employee's family member or the employee's business associate(s) has a financial or fiduciary interest, regardless of whether the employee makes the purchase or

not.

- (4) Employees must disclose if they received gifts or entertainment of more than nominal value from suppliers of goods or services or from persons associated or seeking association with the university.
 - (5) Employees shall submit the completed form to their immediate supervisor for review and signature. If disclosures are made on the form, then each reviewer shall forward to the next level. This process continues until the form is reviewed and signed by the appropriate vice president/provost. Completed forms shall be forwarded to procurement services.
 - (6) The director of procurement services will review the completed forms and make any determinations necessary. The office of procurement services will share the forms with other officers as appropriate and maintain the forms and information in accordance with university retention schedules.
 - (7) Employees are under a continuing obligation to update information on the form as circumstances change.
- (E) Additional Types of Conflicts of Interest:
- (1) Use of university resources. University resources are to be used only in the interest of the university. Employees may not use university resources, facilities, personnel, equipment or confidential information as part of their outside consulting activities or for any other non-university purpose (see university policy, rule 3356-4-19 of the Administrative Code, “Use of university equipment”).
 - (2) Outside consulting/employment. Refer to university policies 3356-7-18, “Outside consulting/employment services – faculty” and 3356-7-34, “Outside consulting services/employment by full-time university employees”).
 - (3) Faculty self-authored materials. Refer to university policy 3356-7-18, “Outside consulting/employment services – faculty”).
- (F) An employee unsure of the applicability of this policy should consult with the office of procurement. The office of procurement may refer an

employee to human resources to complete an outside employment/consulting form or for further actions.

- (G) Policy violations. Failure to adhere to this policy, including but not limited to failure to disclose required information or the knowing submission of an incomplete, erroneous, or misleading form may result in corrective action/discipline up to and including termination.

**RESOLUTION TO MODIFY
OUTSIDE CONSULTING/EMPLOYMENT SERVICES - FACULTY POLICY,
3356-7-18**

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 modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
September 19, 2024
YR 2025-14**

3356-7-18 Outside consulting/employment services – faculty.

Responsible Division/Office:	Legal Affairs/Human Resources; Office of Academic Affairs
Responsible Officer:	VP for Legal Affairs and Human Resources; Provost/VP for Academic Affairs
Revision History:	April 1999; December 2013; December 2019; September 2022; September 2024
Board Committee:	University Affairs
Effective Date:	September 19, 2024
Next Review:	2029

- (A) Policy statement. The university supports faculty participation in activities in the government, industry, and other private institutions that generally serve the academic interest of the university. Students, the university, and the state of Ohio generally benefit from experiences faculty bring to the classroom and the recognition that such experiences bring to the faculty and university. Therefore, faculty may provide professional consulting services to entities or individuals outside the university and receive compensation for such services as long as the services do not create a conflict of commitment with the performance of their university duties, compete with the interests and work of the university, or violate any university policy or state or federal statute or applicable research or grant-funding guidelines.
- (B) Purpose. The purpose of this policy is to establish guidelines under which faculty may engage in outside paid consulting services and the reporting requirements which arise when faculty engage in such services outside of their university duties and in their areas of general professional expertise.
- (C) Scope. This policy applies to all full-time faculty who perform the duties of an educator, instructor, or professor and whose primary position does not involve the performance of or authority to perform administrative or supervisory functions. This policy does not apply to external professional activities that are expected of faculty in their professional roles, such as work on peer review panels and advisory bodies for other universities or publishers. This policy does not apply to employees covered by rule 3356-7-34 of the Administrative Code (university policy 3356-7-34,

“Outside consulting services/employment – full-time university employees”).

- (D) Definition. In general, “consulting” is defined as professional activity related to the person’s field or discipline, where a fee-for-service or equivalent relationship with a third party exists.
- (E) Parameters.
 - (1) Ohio ethics laws and related statutes:
 - (a) The prohibitions contained in Ohio ethics law in divisions (D) and (E) of section 102.03 of the Revised Code do not apply to faculty who are educators and whose position does not involve administrative or supervisory functions.

Divisions (D) and (E) of section 102.03 of the Revised Code prohibit employees from soliciting, accepting, or using their position to secure anything of value if the thing of value is of such a character as to have a substantial and improper influence upon the employee with respect to their duties.
 - (b) Sections 102.04 and 2921.43 of the Revised Code prohibit all faculty, regardless of whether they perform administrative or supervisory duties, from receiving payment from a third party for the performance of their official duties.
 - (c) Section 2921.42 of the Revised Code prohibits all faculty from having an unlawful interest in a public contract (i.e., authorizing or influencing the university to enter into a contract that benefits the employee, family, or business associates, or simply benefitting from a contract with the university unless the exceptions in division (C) of section 2921.42 of the Revised Code are met).
 - (2) Faculty providing consulting services should also refer to rules 3356-7-01, 3356-5-12, and 3356-4-19 of the Administrative Code (university policies 3356-7-01, “Conflicts of interest and conflicts

of commitment”; 3356-5-12, “Licensing of university names and marks”; and 3356-4-19, “Use of university equipment”).

- (3) Generally, the proportion of a faculty member’s professional effort devoted to consulting should not exceed one business day per week. Acceptance of a faculty appointment at the university requires that the faculty member make a commitment to the university consistent with the faculty appointment and academic rank.

Outside consulting should not conflict with the overriding commitment made to the university. A conflict of commitment typically exists when a faculty member engages in outside activities, either paid or unpaid, that interfere with the performance of university job duties and responsibilities. Faculty members are expected to avoid any situation which compromises, or appears to compromise, their loyalty to the university and commitment to their university responsibilities. Full-time faculty appointments should be regarded as full-time employment responsibilities to the university. All outside activities, whether for compensation or otherwise, must not be performed at the expense of the individual’s primary responsibilities to the university.

Outside activities that should not interfere with the faculty members’ commitment to the university include, but are not limited to, other public or private employment, consulting, teaching, research, or memberships on corporate boards.

- (4) University facilities, supplies, equipment, and resources, including letterhead (collectively referred to as “resources”) may not be utilized when providing consulting services without appropriate compensation and prior written approval of the vice president for finance and business operations and the provost. Faculty shall not use the university name or the fact that they are affiliated with the university in a manner that suggests that the university approves the product or service that is the subject of the consulting or that would suggest university involvement or approval of the consulting activity, purpose or findings.
- (5) Under Ohio law, the university owns any intellectual property that results from research or investigation conducted by employees

within the scope of their employment or with funding, equipment, or infrastructure provided by or through the university. Approval for the use of university resources does not negate the university's rights to and interest in discoveries, inventions, or patents pursuant to Ohio law.

- (6) Consulting services may not be offered for activities provided by the university as part of its operations unless otherwise approved in consultation with the provost. Faculty may not enter into consulting arrangements that compete with the interests and work of the university.

(F) Procedures.

- (1) Faculty shall annually complete the outside consulting/employment disclosure form (form), regardless of whether or not they engage in outside consulting/employment.
- (2) Faculty shall submit the completed form to their chairperson for review and approval/disapproval at least thirty days prior to the commencement of the consulting/employment services. The chairperson shall complete their review and forward the form to the office of human resources.
- (3) The office of human resources will forward a copy of the completed form to the signatories and will also provide copies of the form to the office of research services in order to assist with conflict checks in that office. The office of human resources will maintain the forms and information in accordance with university retention schedules.
- (4) The form must be completed on an annual basis for each new and ongoing employment or consulting arrangement. Faculty are under a continuing duty to update the form when circumstances change.

- (G) Faculty self-authored materials. Use of self-authored material in a course taught by the author/co-author. Educational materials authored by instructors can be valuable and unique course resources. However, in order to avoid even the appearance of a conflict of interest, no university employee is to receive private gain arising from the sale of textbooks or

other materials used in a Youngstown state university course in which the employee is an instructor. Therefore, an employee/instructor, including full and part-time faculty, who wishes to use self-authored materials must:

- (1) Waive royalties or other type of personal gain, or
 - (2) Designate the university or a recognized professional organization or honorary to receive such royalties or gain. This option must ensure that there will be no potential for future personal gain by the employee.
 - (3) Both of these options require an instructor to submit documentation of adherence to the above requirements to the appropriate dean and the provost/vice president for academic affairs. Written approval must be received from the appropriate dean and the provost/vice president of academic affairs prior to the use of self-authored materials. The written request and approval must identify the instructor, the course(s), the educational materials, the options being utilized, and will be retained by the appropriate dean.
 - (4) Employee/instructors are prohibited from bypassing these requirements through arrangements between or among fellow employees/instructors for the use of each other's self-authored materials for private gain.
- (H) Policy violations.
- (1) Faculty are responsible for any damages or claims for damages which may arise in connection with their outside consulting activities. The limited immunity conferred by section 9.86 of the Revised Code does not apply to consulting activities.
 - (2) Failure to adhere to this policy, including but not limited to failure to properly report outside consulting services/employment may result in corrective action/discipline up to and including termination.

**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 June 7, 2024, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2024-2025 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-05, Faculty Rank and Tenure for Designated Administrators; 3356-9-02, Selection, Appointment, and Annual Evaluation of Administrative Officers; 3356-7-42, Selection, Appointment, and Evaluation of Professional/Administrative Staff; 3356-7-43, Externally Funded University Positions; 3356-7-36, Hiring and Selection Process, Evaluation and Compensation for Intercollegiate Athletic Coaches; and 3356-7-46, Supplemental Pay Assignments for Full and Part-time Faculty and Professional/Administrative Staff and Secondary Appointments for Full-time Faculty;

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
September 19, 2024
YR 2025-15**



SUMMARY OF PERSONNEL ACTIONS

Faculty

4/16/2024 through 7/15/2024

Separations – 20

- Faculty Tenured – 14
- Faculty Term – 6

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/PROGRAM	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Term Appointments							
Case, Wendy	Faculty	Lecturer	Dana School of Music	5/31/2024	1	\$ 50,937.98	NON-RENEWAL
Gessler, Elyse	Faculty	Lecturer	Communication	7/15/2024	1	\$ 45,349.66	RESIGNED
Thuiyahannadi, Subash	Faculty	Lecturer	Electrical Engineering	7/15/2024	1	\$ 26,666.64	RESIGNED
Grubb, Max	Faculty	Senior Lecturer	Communication	6/22/2024	1	\$ 62,796.98	DEATH
Pontikos, Michael	Faculty	Senior Lecturer	Marketing	5/31/2024	1	\$ 51,919.60	NON-RENEWAL
Zetts, Mark	Faculty	Senior Lecturer	Health Professions	5/31/2024	1	\$ 67,335.34	RETIRED
Tenured Appointments							
Adu-Poku, Samuel	Faculty	Professor	Art	5/19/2024	1	\$ 89,044.32	VSRP
Butler, Michael	Faculty	Associate Professor and Director of Bands	Dana School of Music	6/30/2024	1	\$ 71,814.65	VSRP
Cahn-Lipman, Kivie	Faculty	Associate Professor	Dana School of Music	5/19/2024	1	\$ 70,406.52	VSRP
Campbell, Craig	Faculty	Professor	Geography	6/30/2024	1	\$ 94,437.77	VSRP
Clutter, Susan	Faculty	Professor	Forensic Science	6/30/2024	1	\$ 85,493.75	RESIGNED
Ekoniak, Michael	Faculty	Assistant Professor	Electrical Engineering	5/31/2024	1	\$ 72,470.96	NON-RENEWAL
Farris, Johnathan	Faculty	Associate Professor	Art	5/19/2024	1	\$ 70,106.52	VSRP
Lee, Hae-Jong	Faculty	Associate Professor	Dana School of Music	5/19/2024	1	\$ 77,110.70	VSRP
McCormick, Missy	Faculty	Associate Professor	Art	5/19/2024	1	\$ 76,044.04	VSRP
Mir, Mustansir	Faculty	Professor	Philosophy & Religious Studies	5/31/2024	1	\$ 115,651.07	RETIRED
O'Dell, Valerie	Faculty	Professor	Nursing	5/31/2024	1	\$ 87,051.38	RETIRED
Umble, Kathryn	Faculty	Professor	Dana School of Music	5/19/2024	1	\$ 87,493.15	VSRP
Wingler, Eric	Faculty	Professor	Mathematics & Statistics	7/1/2024	1	\$ 109,185.34	RETIRED
Yudha, Cicilia	Faculty	Associate Professor	Dana School of Music	5/19/2024	1	\$ 76,044.44	VSRP



SUMMARY OF PERSONNEL ACTIONS
Professional Administrative - (Excludes Athletics)
4/16/2024 through 7/15/2024

Separations – 22

- Professional Administrative Staff – 10
- Professional Administrative Excluded – 9
- Professional Administrative Externally Funded – 3

Appointments – 15

Replacement Positions – 12

- Professional Administrative Staff – 6
- Professional Administrative Excluded – 2
- Professional Administrative Externally Funded – 4

New Positions – 3

- Professional Administrative Staff – 3

Reclassifications/Position Adjustments – 4

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 2
- Professional Administrative Externally Funded – 1

Promotions – 7

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 6

Salary Adjustments – 17

- Professional Administrative Staff – 15
- Professional Administrative Excluded – 2

Transfers – 1

- Professional Administrative Staff – 1

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Alexander, Anne	APAS	Academic Advisor 2	Student Success	5/31/2024	1.00	\$ 38,093.33	Resigned
Hearn, Jonathan	APAS	Academic Advisor 1	Dean - STEM	7/5/2024	1.00	\$ 38,760.00	Resigned
Herzberger, Brent	APAS	Technology Trainer	IT Training Services	6/15/2024	1.00	\$ 48,000.00	Resigned
Hettinger, Christopher	APAS	Coordinator Competitive Sports and Summer Camps	Club Sports	5/15/2024	1.00	\$ 41,820.00	Resigned
Lally, Anne	APAS	Assistant Director	Psychology	4/30/2024	1.00	\$ 82,538.00	Retired
Lampley-Laster, LeAnn	APAS	Capital Funds Analyst	Facilities Maintenance	5/3/2024	1.00	\$ 52,153.80	Resigned
Osman, Alyssa	APAS	Coordinator Social Media and Communications	Marketing & Communications	5/10/2024	1.00	\$ 40,900.00	Resigned
Rawat, Dil	APAS	Web Developer 1	Marketing & Communications	5/24/2024	1.00	\$ 39,703.74	Resigned
Scott, Aaron	APAS	Coordinator	Undergraduate Admissions	6/28/2024	1.00	\$ 40,500.00	Resigned
Shargo, Megan	APAS	Coordinator Continuous Improvement	Institute for Teaching & Learning	5/22/2024	1.00	\$ 50,386.00	Resigned
Adams, Cameron	Excluded	Associate Director	Andrews Student Recreation & Wellness Center	4/19/2024	1.00	\$ 58,140.00	Resigned
Allen, Jeffery	Excluded	Dean	Dean Bitonte College Health & Human Services	6/12/2024	1.00	\$ 184,801.05	Non-Renewal
Hoffman, Patrick	Excluded	Director	Financial Aid and Scholarships	5/15/2024	1.00	\$ 88,740.00	Resigned
Kraus, Erika	Excluded	Associate Director International Admissions and Recruitment	International Programs Office	6/14/2024	1.00	\$ 61,799.00	Resigned

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Muir, Lauren	Excluded	Associate Bursar	University Bursar	4/30/2024	1.00	\$ 65,545.20	Resigned
Sanders, Charles	Excluded	Associate Director Systems Support Services	Undergraduate Admissions	4/23/2024	1.00	\$ 71,400.00	Resigned
Smith, Brien	Excluded	Special Assistant to the President	Provost VP - Academic Affairs	5/3/2024	1.00	\$ 264,001.50	Resigned
Wilkinson, Kelly	Excluded	Dean	Dean - WCBA	7/12/2024	1.00	\$ 191,017.44	Resigned
Yacovone, Mary	Excluded	Chair and Professor	Health Professions	6/30/2024	0.00	\$ 108,458.38	Retired
Borum, Josilyn	Externally Funded	Instruction Specialist	Rich Center for Autism	5/31/2024	1.00	\$ 25,000.00	Resigned
Leskovec, Alexandra	Externally Funded	Classroom Mentor Lead Instruction Specialist	Rich Center for Autism	6/5/2024	1.00	\$ 39,495.25	Resigned
Prokop, Andrew	Externally Funded	Project Technician Hybrid Direct Energy Deposition Additive Manufacturing	Civil Environmental & Chemical Engineering	6/28/2024	1.00	\$ 67,626.00	Resigned

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Barclay, Shayla	APAS	Senior Financial Analyst	Financial Aid and Scholarships	4/16/2024	1.00	\$ 49,000.00
Byrne, Christopher	APAS	Senior Academic Advisor 1	Dean Cliffe College of Creative Arts	6/3/2024	1.00	\$ 50,355.00
Chapman, Madison*	APAS	Coordinator Social Media Creative Content	Marketing & Communications	5/16/2024	1.00	\$ 39,000.00
Herman, Amelina*	APAS	International Student and Scholar Advisor	International Programs Office	5/6/2024	1.00	\$ 45,693.00
Horvat, Lillian	APAS	Coordinator	Career Exploration & Development	6/3/2024	1.00	\$ 39,250.00
Jarrett, Joel	APAS	Coordinator	Undergraduate Admissions	6/3/2024	1.00	\$ 40,000.00
Nelson, Elisabeth	APAS	Program Support Specialist	College Access and Transition	6/24/2024	1.00	\$ 42,000.00
Venters, Chelsee*	APAS	Coordinator Nursing Clinical Scheduling and Placement	Nursing	7/8/2024	1.00	\$ 49,000.00
Woodruff, Evan	APAS	Academic Advisor 1	Dean - STEM	6/3/2024	1.00	\$ 38,000.00
Carlini, Jayne	Excluded	Executive Assistant	General Counsel	6/3/2024	1.00	\$ 55,632.00
Licata, Betty Jo	Excluded	Interim Dean	Dean - WCBA	7/15/2024	1.00	\$ 181,000.00
Pownell, Steven	Externally Funded	Program Manager Workforce Training for Advanced Manufacturing	Excellence Training Center	5/16/2024	1.00	\$ 77,000.00
Ritter, Alyssa	Externally Funded	Instruction Specialist	Rich Center for Autism	7/8/2024	1.00	\$ 28,000.00
Tingler, Kelsey	Externally Funded	Instruction Specialist	Rich Center for Autism	7/8/2024	1.00	\$ 28,000.00
Cambouris, Jonathan	Externally Funded	Museum Administrator	Industry & Labor Steel Museum	5/1/2024	0.55	\$ 30,000.00
*New Positions						

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE/ PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD FTE	NEW SALARY	PREVIOUS SALARY
Frey, Rachel	APAS	Senior Counselor Penguin Service Center/ Counselor Penguin Service Center	Registration & Records	3/1/2024	1.00	\$ 47,958.76	\$ 43,598.88
Memaj, Eron	Excluded	Executive Director/Director, International Studies and Programs	International Programs Office	7/1/2024	1.00	\$ 107,000.00	\$ 107,000.00
Michaliszyn, Sara	Excluded	Interim Dean/Associate Dean	Health & Human Services	6/13/2024	1.00	\$ 150,000.00	\$ 122,767.20
Chapman, Chaste	Externally Funded	Instruction Specialist	Rich Center for Autism	5/1/2024	1.00/ 0.60	\$ 22,678.43	\$ 13,607.06

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE / PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Ferguson, Robert	APAS /ACE	Information Security Engineer/ Information Security Technician2	IT Security Services	6/30/2024	1.00	\$ 75,618.40	\$ 68,744.00
Casciano, Dina	Excluded/APAS	Manager General Accounting/ Senior Financial Analyst	Controller's Office	6/16/2024	1.00	\$ 61,000.00	\$ 55,931.68
Hackstedde, Michael	Excluded	Associate Controller General Accounting & Director of Payroll Operations/Interim Associate Controller General Accounting & Director of Payroll Operations	Controller's Office	6/16/2024	1.00	\$ 83,000.00	\$ 80,000.00
Harrington, Timothy	Excluded	Special Assistant to the President Strategic Communications/Executive Assistant to the President	University Relations/ President	7/16/2024	1.00	\$140,000.00	\$ 93,840.00
Hoffmaster, Steven	Excluded	Associate Vice President Finance and Controller/Interim Associate Vice President Finance and Controller	Controller's Office	7/1/2024	1.00	\$125,000.00	\$ 120,000.00
Keeler, Sarah	Excluded	Vice President/Special Assistant for Government Affairs	Government Affairs	6/10/2024	1.00	\$170,000.00	\$ 140,000.00
Pintar, Jennifer	Excluded	Provost and Vice President of Academic Affairs/Interim Provost & Vice President of Academic Affairs	Provost VP - Academic Affairs	6/10/2024	1.00	\$265,000.00	\$ 220,000.00

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Duffy, Scott	APAS	Coordinator Restricted Accounting	Controller's Office	1/1/2024	1.00	\$ 48,720.00	1.00	\$ 46,400.00
Erjavec, Veronica	APAS	Coordinator	Housing	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 37,560.02
Hale, Taryn	APAS	Assistant Director	Registration & Records	7/1/2024	1.00	\$ 51,358.72	1.00	\$ 50,358.72
Henning, Karen	APAS	Senior Academic Advisor 2	Dean - BCLASSE	7/1/2024	1.00	\$ 67,022.29	1.00	\$ 66,022.29
Kleemook, Justin	APAS	Coordinator	Dean - STEM	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 43,860.00
Korda, Dalton	APAS	Assistant Director Operations and Events Services	Kilcawley Center	7/1/2024	1.00	\$ 44,696.80	1.00	\$ 43,696.80
Levonyak, Alexis	APAS	Success Coordinator	First Year Student Services	5/16/2024	1.00	\$ 43,500.00	1.00	\$ 43,000.00
Levonyak, Alexis	APAS	Success Coordinator	First Year Student Services	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 43,500.00
Markowski, Dale	APAS	Coordinator	Housing	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 37,560.02
Moorer, Susan	APAS	Assistant Director	Belonging, Empowerment & Engagement	7/1/2024	1.00	\$ 68,681.87	1.00	\$ 67,681.87
Scott, Aaron	APAS	Coordinator	Undergraduate Admissions	5/16/2024	1.00	\$ 40,500.00	1.00	\$ 40,000.00
Urmson Jeffries, Angie	APAS	Senior Coordinator	Dean-College of Graduate Studies	7/1/2024	1.00	\$ 44,998.95	1.00	\$ 43,998.95
VanSuch, Theresa	APAS	Coordinator for Grants Accounting	Controller's Office	7/1/2024	1.00	\$ 62,031.04	1.00	\$ 61,031.04

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Ware, Johnny	APAS	Assistant Director	Honors College	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 43,778.94
Wynn Buchanan, April	APAS	Coordinator	University Courtyard	7/1/2024	1.00	\$ 43,888.00	1.00	\$ 40,000.00
Berlinski, Claudia	Excluded	Director	McDonough Museum	7/1/2024	1.00	\$ 76,462.38	1.00	\$ 73,982.73
D'Amico, William	Excluded	Associate Director	Undergraduate Admissions	5/16/2024	1.00	\$ 73,000.00	1.00	\$ 63,360.36

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
TRANSFERS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE/PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Burdette, Molly	APAS	Assistant Director Degree Completion and Transfer Optimization/Assistant Director Degree Completion and Credentialing Facilitator	Undergraduate Admissions/ Registration & Records	6/16/2024	1.00	\$ 59,302.80	\$ 59,302.80



SUMMARY OF PERSONNEL ACTIONS

Athletic Employees

4/16/2024 through 7/15/2024

Separations – 10

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 8
- Professional Administrative Externally Funded – 1

Appointments – 13

Replacement Positions – 13

- Professional Administrative Excluded – 13

Reclassification/Position Adjustments – 2

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 1

Promotions – 2

- Professional Administrative Excluded – 2

Salary Adjustments – 18

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 17

Transfers – 1

- Professional Administrative Excluded – 1

Multi-Year Appointments – 2

- Professional Administrative Excluded – 2

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Eddy, Connie	APAS	Coordinator	Ticket Office	5/31/2024	1.00	\$ 47,277.82	Retired
Bielke, Halle	Excluded	Assistant Coach	Lacrosse - Women's	7/1/2024	1.00	\$ 35,000.00	Non-renewal
Glover, Malika	Excluded	Assistant Coach	Basketball - Women's	5/21/2024	1.00	\$ 54,881.10	Non-renewal
Hendrickson, Claire	Excluded	Assistant Coach for Sports Performance	Training Room	6/3/2024	1.00	\$ 45,900.00	Resignation
Jewell, Teonna	Excluded	Assistant Coach	Basketball - Women's	5/21/2024	1.00	\$ 65,000.00	Non-renewal
Lundgren, Keith	Excluded	Assistant Coach	Volleyball	6/8/2024	1.00	\$ 35,700.00	Non-renewal
Nicolais, John	Excluded	Associate Head Coach	Basketball - Women's	5/20/2024	1.00	\$ 61,201.53	Resignation
Purcell, Caileigh	Excluded	Assistant Coach	Swimming & Diving - Women'	4/20/2024	1.00	\$ 35,700.00	Non-renewal
Zilles, Sara	Excluded	Assistant Coach	Softball	7/12/2024	1.00	\$ 48,771.89	Resigned
McFadden, Colten	Externally Funded	Assistant Director Athletics Sales and Development	Athletic Administration	6/14/2024	1.00	\$ 48,450.00	Resigned

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Booth, Peyton	Excluded	Assistant Coach	Basketball - Women's	4/16/2024	1.00	\$ 75,000.00
Clayton, Madison	Excluded	Assistant Coach	Volleyball	5/16/2024	1.00	\$ 40,000.00
Davidson, Courtney	Excluded	Assistant Coach	Basketball - Women's	4/16/2024	1.00	\$ 70,000.00
Farmer, Taylor	Excluded	Assistant Coach	Softball	7/8/2024	1.00	\$ 30,600.00
Faulkner, Evan	Excluded	Assistant Coach	Basketball - Men's	4/23/2024	1.00	\$ 82,000.00
Foust, Kiersten	Excluded	Assistant Coach	Lacrosse - Women's	7/8/2024	1.00	\$ 40,000.00
Frederick, Noah	Excluded	Assistant Coach	Swimming & Diving - Women's	6/17/2024	1.00	\$ 35,700.00
Gore, Shayna	Excluded	Assistant Coach	Basketball - Women's	5/1/2024	1.00	\$ 55,000.00
Hultberg, Autumn	Excluded	Assistant Coach Sports Performance	Training Room	7/8/2024	1.00	\$ 45,900.00
Johnson, Anthony	Excluded	Assistant Coach	Basketball - Men's	4/22/2024	1.00	\$ 78,000.00
Richmond, Mark	Excluded	Assistant Coach	Basketball - Men's	5/1/2024	1.00	\$ 67,000.00
Wilson, Grace	Excluded	Assistant Coach	Volleyball	6/3/2024	1.00	\$ 55,952.81
Osborne, Jerry	Excluded	Assistant Coach	Basketball - Men's	5/1/2024	1.00	\$ 89,000.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
POSITION ADJUSTMENTS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD FTE	NEW SALARY	PREVIOUS SALARY
Nicholson, Cassidy	APAS / Excluded	Coordinator/ Executive Assistant	Ticket Office/ General Counsel	5/16/2024	1.00	\$ 50,000.00	\$ 52,020.00
Penniman, Richard	Excluded	Assistant Coach	Track - Women's	7/1/2024	0.50/ 0.25	\$ 15,300.00	\$ 7,278.27

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
PROMOTIONS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Charpie, Trevor	Excluded	Head Coach/Assistant Coach	Baseball	7/1/2024	1.00	\$ 71,400.00	\$ 25,497.12
Nolfi, Rocco	Excluded/ APAS	Assistant Coach/Special Assistant to the Executive Director of Athletics	Basketball - Men's/ Athletic Administration	5/16/2024	1.00	\$ 70,000.00	\$ 35,568.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Smith, Drae	APAS	Assistant Director of Athletic Communications and Event Management	Athletic Facilities Rental	7/1/2024	1.00	\$ 43,888.00	\$ 41,216.23
Calhoun, Nicklas	Excluded	Assistant Coach for Strength and Conditioning	Athletic Administration	5/16/2024	1.00	\$ 43,000.00	\$ 36,414.00
Campbell, Brian	Excluded	Head Coach	Softball	7/1/2024	1.00	\$ 67,231.18	\$ 63,992.92
Duncan, Kody	Excluded	Head Coach	Tennis - Men's	7/1/2024	1.00	\$ 51,510.00	\$ 50,000.00
Glass, Jacob	Excluded	Assistant Coach Throws	Track - Men's	7/1/2024	1.00	\$ 47,085.24	\$ 45,257.00
Gorby, Brian	Excluded	Head Coach	Track - Men's	7/1/2024	1.00	\$ 77,468.98	\$ 74,969.98
Joy, Tony	Excluded	Head Coach	Golf - Men's	7/1/2024	1.00	\$ 42,032.16	\$ 40,800.00
Kuberski, Douglas	Excluded	Head Coach	Women's Bowling	7/1/2024	1.00	\$ 55,034.63	\$ 48,955.52
Miklos, Nathan	Excluded	Head Coach	Golf - Women's	7/1/2024	1.00	\$ 46,478.34	\$ 44,313.31
Morales, Arnaldo	Excluded	Assistant Coach	Track - Men's	7/1/2024	1.00	\$ 46,103.57	\$ 44,313.31
Pacanowski, Jason	Excluded	Assistant Coach and Director of Player Development	Basketball - Women's	7/1/2024	1.00	\$ 43,888.00	\$ 42,242.32
Preto, Mark	Excluded	Assistant Coach Video	Football	7/1/2024	1.00	\$ 43,888.00	\$ 42,168.00
Reese, Daniel	Excluded	Assistant Coach	Basketball - Men's	5/1/2024	1.00	\$ 80,760.27	\$ 68,868.36
Sopel, Mickael	Excluded	Head Coach	Tennis - Women's	7/1/2024	1.00	\$ 61,095.29	\$ 58,723.34
Zilles, Sara	Excluded	Assistant Coach	Softball	7/1/2024	1.00	\$ 48,771.89	\$ 42,815.58
Burk, Tyler	Excluded	Assistant Director of Compliance	Athletic Administration	6/16/2024	1.00	\$ 51,000.00	\$ 45,936.26
George, Mary	Excluded	Assistant Athletic Director Sports Performance	Training Room	7/1/2024	1.00	\$ 71,425.62	\$ 65,025.00
Kroynovich, Kyle	Excluded	Business Manager Athletics	Athletic Facilities Rental	5/16/2024	1.00	\$ 52,000.00	\$ 46,818.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
TRANSFERS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Faulkner, Evan	Excluded	Director of Operations/ Assistant Coach	Basketball - Men's	5/16/2024	1.00	\$ 82,000.00	\$ 82,000.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
MULTI-YEAR APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY
Campbell, Brian	Excluded	Head Coach, Softball	Softball	7/1/2024 - 6/30/2027	1.00	\$ 63,992.92
Gorby, Brian	Excluded	Head Coach, Track	Track	7/1/2024 - 6/30/2027	1.00	\$ 74,969.98



SUMMARY OF PERSONNEL ACTIONS
Supplemental and Secondary Pay Assignments
4/16/2024 through 7/15/2024

Supplemental Pay Assignments – 107

General/Restricted Funded Assignments – 65

- Professional Administrative Staff – 9
- Professional Administrative Excluded – 6
- Professional Administrative Externally Funded – 2
- Full-time Faculty – 33
- Part-time Faculty – 15

Grant Funded Assignments – 42

- Professional Administrative Staff – 3
- Professional Administrative Excluded/Dean – 1
- Professional Administrative Externally Funded – 3
- Full-time Faculty – 33
- Department Chair – 2

Faculty Secondary Appointments – 57

- Full-time Faculty – 54
- Department Chair – 3

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GENERAL FUND SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Stanger	James	Excluded	Financial Aid & Scholarship	4/24/2024	05/01/24-10/31/24	\$4,200.00
Ren	Xiaomei	Faculty	Engineering	5/5/2024	06/07/24-08/07/24	\$13,600.00
McCormick	Daniel	APAS	Communications	5/9/2024	5/4/2024	\$787.50
Welch	Holly	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	05/13/24-06/30/24	\$1,125.00
Kightlinger	Therese	Excluded	BCLASSE - Deans Office	5/8/2024	02/01/24-05/03/24	\$3,500.00
Campagna	Anna	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/04/24-05/3/24	\$300.00
Durse	Melissa	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$500.00
Guarnieri	Diane	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$300.00
Infante	Ronald	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$500.00
Jesko	Bernadette	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$200.00
Johnson	Janis	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$200.00
Tomko	Ronald	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$300.00
Toy	Lisa	Part-time Faculty	Teacher Education Leadership Studies	5/8/2024	03/4/24-05/3/24	\$200.00
Forbes	Joanna	Faculty	Distance Education	5/8/2024	1/16/24-5-15-24	\$2,000.00
Vuksanovich	Brian	Faculty	Excellence Training Center	5/10/2024	5/2/24-5/10/24	\$1,600.00
Seanger	Christina	Associate Dean	WCBA Dean	5/23/2024	6/1/24-8/25/24	\$2,000.00
Cody	Kathy	APAS	College of Graduate Studies	5/23/2024	5/1/24-9/30/24	\$5,152.40
Oltmanns	Caroline	Faculty	Dana School of Music	6/4/2024	6/9/24-6/14/24	\$200.00
Meadows	Dana	Part-time Faculty	Centofanti School of Nursing	5/28/2024	5/24/24-8/25/24	\$2,250.00
Carruci	Christine	Part-time Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$100.00
Morgan	David	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$1,000.00
Schaft	Glen	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$500.00
Umble	James	Part-time Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$500.00
Ferguson	Kate	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$750.00
Butler	Michael	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$750.00
Yun	Misook	Faculty	Dana School of Music	6/3/2024	6/9/24-6/14/24	\$750.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GENERAL FUND SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Hinz	Jessie	Faculty	Management and Marketing	6/5/2024	5/16/24-8/15/24	\$7,000.00
Zhang	Rongyao	Faculty	Lariccia School of Accounting & Finance	6/5/2024	5/16/24-8/15/24	\$7,000.00
Helsel	Bryan	Faculty	Dana School of Music	6/5/2024	6/9/24-6/14/24	\$750.00
Larwin	Karen	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$250.00
Larwin	Karen	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$500.00
Beese	Jane	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$250.00
Reid	Linda	Part-time Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$250.00
Jeffords	Charles	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$500.00
Jeffords	Charles	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$750.00
Isaacs	Diana	Part-time Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$375.00
Jerome	John	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$375.00
Thomas	Wendy	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$750.00
Peck	Teresa	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$750.00
McClusky	Paula	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,000.00
Wright	Melody	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Thomas	Wendy	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Mikula	Vincent	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Cummins	Lauren	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Basich	Christopher	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,250.00
Forbes	Joanna	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$700.00
Song	Doori	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,100.00
Powe	Nicolette	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$1,600.00
Yang	Xiaolou	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$3,100.00
Bateman	Patrick	Faculty	Distance Education	6/6/2024	5/13/24-8/17/24	\$12,100.00
Billock	Michael	APAS	International Programs Office	6/11/2024	6/17/24-8/17/24	\$1,922.40
D'Amato	Joseph	Excluded	International Programs Office	6/11/2024	6/17/24-8/17/24	\$1,200.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GENERAL FUND SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Bowlin	David	Part-time Faculty	Teacher Education Leadership Studies	6/11/2024	6/10/2024	\$2,000.00
Fowler	Francois	Faculty	Dana School of Music	6/12/2024	6/10/24-6/14/204	\$200.00
Vuksanovich	Brian	Faculty	Computer Science	6/26/2024	6/13, 6/14, 6/20, 6/21/24	\$1,600.00
Brown	Emilie	APAS	STEM	6/10/2024	7/1/24-6/30/25	\$20,000.00
Hrusovski	Sherri	Excluded	STEM	6/10/2024	7/1/24-6/30/25	\$25,000.00
Kleemook	Justin	APAS	STEM	6/10/2024	7/1/24-6/30/25	\$7,000.00
Tran	Quan	APAS	STEM	6/10/2024	7/1/24-6/30/25	\$13,000.00
Saenger	Christina	Associate Dean	WCBA Dean	6/17/2024	8/26/24-8/25/24	\$6,000.00
Reichert	Lisa	APAS	Controllers Office	6/20/2024	7/1/24-11/30/24	\$3,125.00
Forchione	Robert	APAS	ITS Application	6/26/2024	6/1/24-05/31/25	\$6,600.00
Candel	Anthony	Externally Funded	Rich Center for Autism	7/3/2024	7/16/24-06/15/25	\$2,500.00
Corpa	Joseph	Externally Funded	Rich Center for Autism	7/3/2024	7/16/24-06/15/25	\$4,500.00
Brewer	Jonathan	APAS	Cliffe College of Creative Arts	7/9/2024	7/10/24-8/12/24	\$500.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GRANT FUNDED SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Jackson-Leftwich	Cryshanna	Faculty	Mathematics and Statistics	4/18/2024	05/16/24-06/30/24	\$3,000.00
Rogers	Richard	Faculty	Criminal Justice and Consumer Science	4/18/2024	05/16/24-06/15/24	\$8,139.00
Miller	Kenneth	Faculty	Psychological Services and Counseling	4/19/2024	05/16/24-06/15/24	\$8,256.00
VanVoorhis	Richard	Faculty	Psychological Services and Counseling	4/19/2024	05/16/24-06/15/24	\$9,331.00
Vuksanovich	Brian	Faculty	SCSiet	4/24/2024	05/16/24-07/15/24	\$9342.62
Brozina	S. Cory	Faculty	Rayen School of Engineering	5/1/2024	05/16/24-06/15/24	\$9,082.78
Brozina	S. Cory	Faculty	Rayen School of Engineering	5/1/2024	06/16/24-08/15/24	\$18,165.57
Cortes	Pedro	Faculty	Engineering	5/1/2024	07/16/24-08/15/24	\$9,974.67
Genna	Douglas	Faculty	Chemical and Biological Sciences	5/1/2024	06/01/24-06/30/24	\$8,981.00
Genna	Douglas	Faculty	Chemical and Biological Sciences	5/1/2024	07/01/24-07/31/24	\$8,981.00
Lazar	Alina	Faculty	SCIET	5/7/2024	05/16/24-08/15/24	\$35,613.24
Rogers	Richard	Faculty	Criminal Justice and Consumer Science	5/9/2024	6/16/24-8/15/24	\$16,277.99
Yelamanchi	Bharat	Faculty	Rayen School of Engineering	5/9/2024	5/16/24-6/15/24	\$6,888.89
Seok Gi	Lee	Faculty	Rayen School of Engineering	5/14/2024	05/16/24-05/31/24	\$4,242.50
Balaz	Snjezana	Faculty	Physics	5/16/2024	05/23/24-05/23/24	\$150.00
Arslanyilmaz	Abdu	Department Chair	CSIS	5/20/2024	05/16/24-5/31/24	\$5,491.72
Arslanyilmaz	Abdu	Department Chair	CSIS	5/20/2024	07/16/23-8/15/23	\$9,707.61
Cooper	Chet	Faculty	Chemical and Biological Sciences	5/21/2024	05/16/24-06/30/24	\$15,682.28
Martin	Holly	Faculty	Engineering	5/23/2024	06/01/24-06/30/24	\$8,921.34
Tran	Quan	APAS	STEM	5/23/2024	5/28/24-6/18/24	\$400.00
Villone	Edward	APAS	Criminal Justice and Consumer Science	5/24/2024	7/1/24-8/31/24	\$10,000.00
Deschenes	Richard	Faculty	Civil and Chemical engineering	6/4/2024	6/1/24-6/30/24	\$8,485.62
Soloman	Constantin	Faculty	Rayen School of Engineering	6/4/2024	7/16/24-8/15/24	\$9,464.81
Matanin	Marcia	Faculty	TELS	6/5/2024	5/16/24-6/30/24	\$1,000.00
Haake	Eric	Faculty	Mechanical Engineering	6/24/2024	6/16/24-6/30/24	\$1,586.66
Zapka	Jason	Faculty	CSIET	6/24/2024	6/16/24-6/30/24	\$2,071.27

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
RECEIVED 4/16/2024 - 7/15/2024
GRANT FUNDED SUPPLEMENTAL PAY ASSIGNMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Sharma	Suresh	Faculty	Rayen School of Engineering	6/26/2024	6/16/24-6/30/24	\$4,373.00
Yelamanchi	Bharat	Faculty	Rayen School of Engineering	7/8/2024	6/16/24-06/30/24	\$3,444.44
Borra	Venkata Shesha Vamsi	Faculty	Rayen School of Engineering	7/12/2024	5/16/24-6/30/24	\$12,684.47
Prieto-Langarica	Alicia	Faculty	Mathematics and Statistics	7/12/2024	05/16/24-06/30/24	\$6,595.50
Prieto Langarica	Alicia	Faculty	Mathematics and Statistics	6/12/2024	7/1/24-07/15/24	\$1,250.00
Steelant	Wim	Dean	STEM	6/11/2024	7/1/24-6/30/25	\$30,000.00
Ruller	Jackie	Externally Funded	STEM	6/11/2024	7/1/24-6/30/25	\$20,000.00
Crescimanno	Michael	Faculty	PAGES	7/2/2024	07/01/24-07/31/24	\$10,370.34
Yelamanchi	Bharat	Faculty	Rayen School of Engineering	7/8/2024	7/1/24-7/15/24	\$3,444.44
Villone	Edward	APAS	Police Academy	7/9/2024	7/1/24-09/1/24	\$10,000.00
Wallace	Mandy	Faculty	TELS	7/10/2024	7/1/24-08/15/24	\$6,432.00
Vuksanovich	Brian	Faculty	SCSIET	7/11/2024	7/16/24-8/15/24	\$9,342.62
Martin	Holly	Faculty	Rayen School of Engineering	7/12/2024	07/16/24-08/15/24	\$8,921.34
Borra	Venkata Shesha Vamsi	Faculty	Rayen School of Engineering	7/12/2024	7/1/24-7/31/24	\$8,958.00
Rea	Allison	Externally Funded	STEM	7/15/2024	7/1/24-9/15/24	\$3,750.00
Rea	Allison	Externally Funded	STEM	7/15/2024	9/16/24-12/31/24	\$5,250.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
4/16/2024 - 7/15/2024
FACULTY SECONDARY APPOINTMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	DEPARTMENT	JOB TITLE	BEGIN DATE	END DATE	PAYMENT AMOUNT
Arslanyilmaz	Abdu	Department Chair	School of Computer Science, Information, and Engineering Technology	James P. Tressel Endowed Chair in Leadership	7/1/2024	6/30/2025	\$12,000.00
Bagley	Morgan	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Coordinator, Clinical Education	5/13/2024	8/17/2024	\$1,000.00
Bateman	Patrick	Faculty	Management and Marketing	Project Manager - Curriculum Chair	6/1/2023	5/31/2024	\$10,000.00
Bileci	Meghan	Faculty	Social Work	MSW Partnership Coordinator	5/4/2024	8/25/2024	\$2,250.00
Blank	Sheila	Faculty	Centofanti School of Nursing	Interdisciplinary Initiatives Coordinator	5/4/2024	5/4/2025	\$11,000.00
Brozina	S. Cory	Faculty	Rayen College of Engineering	Associate Director, Rayen School of Engineering	7/1/2024	6/30/2025	\$10,000.00
Campbell	Matthew	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Program Director	5/13/2024	8/17/2024	\$2,250.00
Coldren	Jeffrey	Department Chair	Psychological Sciences and Counseling	Coordinator, BCOE Teacher Data System	7/1/2024	6/30/2025	\$9,000.00
Colwell	Kelly	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Cooper, Jr.	Chester	Faculty	Chemical and Biological Sciences	YSU Faculty Athletic Representative	5/5/2024	8/24/2024	\$2,250.08
Cummins	Lauren	Faculty	Teacher Education and Leadership Studies	Coordinator, Curriculum & Instruction	6/18/2024	8/17/2024	\$2,500.00
Davis	Ronald	Faculty	Social Work	BSW Program Coordinator	5/4/2024	8/25/2024	\$2,250.00
Earnheardt	Adam	Faculty	Provost VP- Academic Affairs	Coordinator, General Education	5/6/2024	8/23/2024	\$14,790.00
Flinn	Barbara	Faculty	English & World Languages	English Composition Coordinator, Summer	5/12/2024	8/16/2024	\$3,500.00
Fowler	Kendra	Faculty	Management and Marketing	BSBA Assessment Coordinator	5/31/2024	5/30/2025	\$4,500.00
Fuller	Adam	Faculty	Humanities and Social Sciences	Clayman Professor of Judaic and Holocaust Studies	10/16/2023	8/15/2024	\$9,000.00
Hardy	Lucas	Faculty	English and World Languages	Graduate Director, EWL	5/20/2024	8/23/2024	\$1,000.00
Heasley	Randi	Faculty	Centofanti School of Nursing	BSN Coordinator	5/4/2024	8/25/2024	\$2,500.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
4/16/2024 - 7/15/2024
FACULTY SECONDARY APPOINTMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	DEPARTMENT	JOB TITLE	BEGIN DATE	END DATE	PAYMENT AMOUNT
Hoyson	Patricia	Faculty	Centofanti School of Nursing	FNP Coordinator	5/4/2024	8/25/2024	\$1,000.00
Iagulli	Lauren	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Kellar	Garrett	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Korenic	Robert	Faculty	School of Computer Science, Information, & Engineering Technology	Associate Director, School of CSIET	7/1/2024	6/30/2025	\$10,000.00
Kress	Victoria	Faculty	Psychological Sciences & Counseling	Director, Community Counseling Clinic	5/13/2024	8/17/2024	\$1,500.00
Larwin	Karen	Faculty	Teacher Education & Leadership Studies	IRB Chair	8/16/2023	8/15/2024	\$2,000.00
Learman	Kenneth	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Program Director for Ph.D. in Health Sciences Program	5/13/2024	8/17/2024	\$3,000.00
Li	Frank	Department Chair	Rayen School of Engineering	Eynon-Beyer Memorial Chair in Metallurgy	8/19/2024	5/19/2025	\$10,000.00
Marotti	Sarah	Faculty	Centofanti School of Nursing	ADN Coordinator	5/4/2024	8/25/2024	\$1,500.00
Matanin	Marcia	Faculty	Teacher Education & Leadership Studies	Coordinator BCOE Partnerships and Accreditation	7/1/2024	12/31/2024	\$15,000.00
Mincher	Jeanine	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Morgan	Charles	Faculty	Social Work	BSW Coordinator - Lakeland Partnership	5/4/2024	8/25/2024	\$2,250.00
O'Connell-Spalla	Joan	Faculty	Health Professions	Program Director	5/4/2024	6/1/2024	\$1,000.00
Ovaska	Tomi	Faculty	Economics	Paul J. Thomas Endowed Chair Economics	7/1/2024	6/30/2025	\$15,000.00
Pallante	Martha	Faculty	Humanities and Social Sciences	Charles Darling Distinguished Chair in American Social History	8/16/2023	8/15/2024	\$27,218.75
Powe	Nicolette	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Program Director	5/13/2024	8/17/2024	\$2,250.00
Rowlands	Zara	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$2,250.00
Shields	Cynthia	Faculty	Centofanti School of Nursing	AG-ACNP coordinator	5/4/2024	8/25/2024	\$500.00
Shortreed	Mary	Faculty	Centofanti School of Nursing	RN to BSN Coordinator	5/4/2024	8/25/2024	\$2,500.00
Stefan	Silvia	Faculty	Health Professions	Program Director	5/4/2024	8/25/2024	\$1,000.00
Thomas	Wendy	Faculty	Centofanti School of Nursing	Graduate Program Director	5/4/2024	8/25/2024	\$2,500.00

YOUNGSTOWN STATE UNIVERSITY
SUPPLEMENTAL PAY ASSIGNMENTS AND SECONDARY APPOINTMENTS
4/16/2024 - 7/15/2024
FACULTY SECONDARY APPOINTMENTS

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	DEPARTMENT	JOB TITLE	BEGIN DATE	END DATE	PAYMENT AMOUNT
Vopat	Mark	Faculty	Humanities and Social Sciences	Coordinator, Philosophy and Religious Studies Program	5/6/2024	8/16/2024	\$1,500.00
Woods	Sherri	Faculty	Social Work	MSW Coordinator	5/4/2024	8/25/2024	\$2,250.00
Wyant	Karla	Faculty	Social Work	BSW Program Coordinator	5/4/2024	8/24/2024	\$2,250.00
Van Dussen	Daniel	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Program Director	5/13/2024	8/17/2024	\$2,250.00
Zhang	Yiyang	Faculty	Laricca School of Accounting & Finance	Lariccia Family Professorship	7/1/2024	6/30/2025	\$15,000.00
Weaver	Amy	Faculty	Centofanti School of Nursing	Faculty Coordinator for Community Engagement	5/6/2024	8/17/2024	\$6,334.75
Jackson-Leftwich	Cryshanna	Faculty	Humanities and Social Sciences	Coordinator of the Political Science Program	5/6/2024	8/16/2024	\$1,500.00
Cerney	Dawna	Faculty	Humanities and Social Sciences	BCLASSE Program & Internship Coordinator	5/6/2024	8/16/2024	\$1,000.00
Flinn	Barbara	Faculty	English & World Languages	YSU Faculty Athletic Representative	5/5/2024	8/24/2024	\$2,250.08
Riblet	Rebecca	Faculty	Graduate Studies in Health and Rehabilitation Sciences	Physical Therapy Clinical Education/ Penguin PT	5/13/2024	8/17/2024	\$2,250.00
Andrews	Corey	Faculty	English and World Languages	Coordinator	5/20/2024	8/23/2024	\$1,000.00
Lindberg	Matthew	Faculty	Psychological Sciences & Counseling	BCLASSE Program and Internship Coordinator	6/1/2024	8/16/2024	\$1,000.00
Keown	Daniel	Faculty	Dana School of Music & University Theatre	Music Partnership Coordinator	5/4/2024	8/16/2024	\$2,250.00
Conti-Maravillas	Maria	Faculty	English and World Languages	Composition Program Planning and Strategy	6/10/2024	8/16/2024	\$3,500.00
Nelson	Michelle	Faculty	Art	G+ID Coordinator	5/4/2024	8/25/2024	\$3,500.00
Jackson	Carrie	Faculty	Psychological Sciences & Counseling	Program Director of the School Psychology Program	6/10/2024	8/16/2024	\$5,000.00
Earnheardt	Adam	Faculty	Jambar	Advisor	5/15/2024	8/21/2024	\$2,800.00
Islam	Anwarul	Faculty	Rayen School of Engineering	Executive Director STEM Academic Affairs and Accreditation	7/1/2024	6/30/2025	\$30,000.00

**RESOLUTION RELATED TO THE FALL 2024 14th-DAY PRELIMINARY
ENROLLMENT REPORT**

WHEREAS, after significant campus involvement in the process, the Board of Trustees in June 2020 endorsed and in September 2023 renewed the Plan for Strategic Actions to Take Charge of Our Future (“Plan”);

WHEREAS, the Board via various Resolutions and via topics of discussion has consistently stressed the importance of tailoring the academic portfolio in consideration of serving the region and beyond, including the accountability structures currently in place and that are emerging regarding state and federal support of higher education;

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

WHEREAS, the Board considered the 14th-day Preliminary Enrollment Report for fall 2024 (attached), as identified in Article 13 of the [Collective Bargaining Agreement](#).

NOW THEREFORE, BE IT RESOLVED that in consideration of the 14th-day Preliminary Enrollment Report for Fall 2024, the Board of Trustees anticipates the Academic Program Effectiveness and Enhancement initiative will continue in consideration of two categories, the first being continuous quality improvement, and the second being Focus+ that require additional direction for adjustments to preferably eventually rate as continuous quality improvement without which the potential to suspend and end the program is a possible eventual outcome;

BE IT ALSO RESOLVED, the leadership team will present a framework for an Academic Master Plan at the Governance Committee meeting in December, 2024;

IT IS FURTHER RESOLVED, that after considering all relevant factors, administration does not feel retrenchment is necessary this academic year.

Board of Trustees
September 19, 2024
YR 2025 - 16

YOUNGSTOWN STATE UNIVERSITY
PRELIMINARY ENROLLMENT SUMMARY
14TH DAY

HEADCOUNT STATISTICS			
Beeghly College of Lib Arts, Soc Sci & Educ. Bitonte College of Health & Human Svc. Cliffe College of Creative Arts Science, Technology, Engineering & Math Williamson College of Business Administration Student Success (Exploratory Majors) College of Graduate Studies~ (Non Degree)	F a l l 2 0 2 2		
	Undergrad	Grad	TOTAL
	2,211	573	2,784
	2,079	725	2,804
	428	26	454
	2,371	265	2,636
	1,478	555	2,033
	353		353
		8	8
	University Total	8,920	2,152
All terms reflect the 2020-2021 college reorganizations.	F a l l 2 0 2 3		
	Undergrad	Grad	TOTAL
	1,949	644	2,593
	2,069	754	2,823
	447	27	474
	2,312	488	2,800
	1,525	585	2,110
	190		190
		3	3
	University Total	8,492	2,501
	F a l l 2 0 2 4		
	Undergrad	Grad	TOTAL
	2,130	657	2,787
	2,517	891	3,408
	403	19	422
	2,483	492	2,975
	1,768	632	2,400
	160		160
		12	12
	University Total	9,461	2,703
	Men Women TOTAL		
	691	871	1,562
	350	304	654
	719	830	1,549
	706	875	1,581
	1,067	1,389	2,456
	453	665	1,118
	3,986	4,934	8,920
	715	1,133	1,848
	4	6	10
	Men Women TOTAL		
	753	824	1,577
	362	322	684
	655	715	1,370
	694	842	1,536
	982	1,240	2,222
	483	620	1,103
	3,929	4,563	8,492
	874	1,261	2,135
	1	7	8
	Men Women TOTAL		
	859	923	1,782
	354	428	782
	749	916	1,665
	691	847	1,538
	961	1,284	2,245
	591	858	1,449
	4,205	5,256	9,461
	874	1,429	2,303
	1	12	13
	Men Women TOTAL		
	0	1	1
	83	89	172
	86	128	214
	1,044	1,659	2,703
	5,249	6,915	12,164
	-----		9,106
	107.5		8,751

* These students have no immediate degree goal. YSU's Full-Time-Equivalent (FTE) = Student credit hours divided by 15.
~ College of Graduate Studies enrollment data is not complete until the end of the term due to irregular registration periods necessary for processing workshops and flexibly scheduled course enrollments.
¹ First-Time Undergraduates in this section reflect degree-seeking students enrolled in higher education for the first time after high school graduation.

RESIDENCY AND STUDENT LOAD											
	F a l l 2 0 2 2			F a l l 2 0 2 3			F a l l 2 0 2 4			% PREVIOUS YEAR	3-Year Average
	Full-Time*	Part-Time	TOTAL	Full-Time	Part-Time	TOTAL	Full-Time	Part-Time	TOTAL		
In State~	6,775	2,141	8,916	6,372	2,153	8,525	6,418	2,647	9,065	106.3	8,835
Out of State	1,951	205	2,156	2,244	224	2,468	2,642	457	3,099	125.6	2,574
Total	8,726	2,346	11,072	8,616	2,377	10,993	9,060	3,104	12,164	110.7	11,410
%	78.8	21.2	100	78.4	21.6	100	74.5	25.5	100		

*Full-Time Graduates = graduate students enrolled for 6 or more credit hours (prior to Fall 2019, 9 or more credit hours); Undergraduates = undergraduates students enrolled for 12 or more credit hours.
~ Includes Forever Buckeye, out-of-state students who are charged in-state tuition rates.

YOUNGSTOWN STATE UNIVERSITY
PRELIMINARY ENROLLMENT SUMMARY
14TH DAY

STUDENT ADMISSION STATUS											
	F a l l 2 0 2 2			F a l l 2 0 2 3			F a l l 2 0 2 4			% PREVIOUS YEAR	3-Year Average
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
Undergraduate											
Continuing	2,637	3,081	5,718	2,469	2,862	5,331	2,482	2,910	5,392	101.1	5,480
First Time in College after HS Graduation ²											
International	76	74	150	107	101	208	249	220	469	225.5	276
Domestic	615	797	1,412	646	723	1,369	612	701	1,313	95.9	1,365
Former Transfer	10	28	38	17	17	34	20	50	70	205.9	47
High School (CCP + Early College)	446	649	1,095	471	608	1,079	585	846	1,431	132.6	1,202
New Transfer	127	189	316	138	169	307	199	435	634	206.5	419
Non-Matriculation	3	5	8	4	7	11	3	6	9	81.8	9
Readmitted (Former YSU)	69	100	169	70	71	141	54	80	134	95.0	148
Reinstated	0	0	0	0	0	0	0	0	0	N/A	N/A
Transient & Former Transient	3	9	12	5	4	9	3	4	7	77.8	9
Special	0	2	2	2	1	3	0	2	2	66.7	2
Total Undergraduates	3,986	4,934	8,920	3,929	4,563	8,492	4,207	5,254	9,461	111.4	8,958
Graduate											
Continuing	541	971	1,512	687	1,061	1,748	811	1,228	2,039	116.6	1,766
First Time Graduate**	249	292	541	299	344	643	182	326	508	79.0	564
Non-Matriculation Graduate	21	46	67	20	61	81	30	61	91	112.3	80
Readmitted (Former YSU-Grad)	15	13	28	11	13	24	16	34	50	208.3	34
Readmitted Non Matric-Grad	0	3	3	0	1	1	5	10	15	1500.0	6
Readmitted (Former YSU)	1	0	1	3	1	4	0	0	0		2
Total Graduates	827	1,325	2,152	1,020	1,481	2,501	1,044	1,659	2,703	108.1	2,452
Grand Total	4,813	6,259	11,072	4,949	6,044	10,993	5,251	6,913	12,164	110.7	11,410

² First Time in College after HS Graduation in this section reflects the admission status of the student and includes degree seeking and non-degree students.
**First Time Graduate reflects new graduate students, as well as graduate students who changed majors, or were required to re-apply for admission to Graduate School after an absence.

SPECIAL POPULATIONS Headcount											
	F a l l 2 0 2 2			F a l l 2 0 2 3			F a l l 2 0 2 4			% PREVIOUS YEAR	3-Year Average
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
Academic Online Partnerships	390	781	1,171	496	935	1,431	520	1,155	1,675	117.1	1,426
College Credit Plus	376	506	882	379	457	836	488	691	1,179	141.0	966
Early College	70	143	213	92	151	243	97	155	252	103.7	236
First-Generation Undergraduates	1,758	2,502	4,260	1,704	2,272	3,976	1,330	1,912	3,242	81.5	3,826
Honors/Scholars	552	692	1,244	616	684	1,300	672	727	1,399	107.6	1,314
Study Abroad (Full Term)	2	4	6	3	2	5	3	3	6	120.0	6
Under 25 Years Old (excluding HS stdts)	3,414	4,089	7,503	3,392	3,822	7,214	3,444	3,970	7,414	102.8	7,377
25 Years of Age or Older	953	1,519	2,472	1,082	1,613	2,695	1,220	2,097	3,317	123.1	2,828
Associate Degrees	133	77	210	117	125	242	264	505	769	317.8	407
EGCC Transfers	N/A	N/A	N/A	N/A	N/A	N/A	111	364	475	N/A	N/A

**Cross registered students are YSU students who are exclusively enrolled in coursework at another consortial institution during the specified term.

YOUNGSTOWN STATE UNIVERSITY
PRELIMINARY ENROLLMENT SUMMARY
14TH DAY

RACIAL/ETHNIC BACKGROUND

	F a l l 2 0 2 2			F a l l 2 0 2 3			F a l l 2 0 2 4			% PREVIOUS YEAR	3-Year Average
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
American Indian/Alaskan Native	6	9	15	7	15	22	8	12	20	90.9	19
Asian	77	96	173	85	89	174	91	108	199	114.4	182
Black/African American	318	578	896	339	553	892	389	634	1,023	114.7	937
Hawaiian/Pacific Islander	1	5	6		3	3	0	6	6	200.0	5
Hispanic/Latinx	207	290	497	223	277	500	206	354	560	112.0	519
Minorities	609	978	1,587	654	937	1,591	694	1,114	1,808	113.6	1,662
White	3,532	4,617	8,149	3,367	4,293	7,660	3,400	4,676	8,076	105.4	7,962
Multi-Racial	146	221	367	153	215	368	150	256	406	110.3	380
International	311	250	561	562	391	953	763	609	1,372	144.0	962
Unspecified	215	193	408	213	208	421	242	260	502	119.2	444
TOTAL	4,813	6,259	11,072	4,949	6,044	10,993	5,249	6,915	12,164	110.7	11,410

Due to minor changes in the permanent records system, the above distribution may vary slightly from distributions reported elsewhere.
International students with Permanent Resident, Refugee, or Political Asylum visas are listed under appropriate racial/ethnic background for term specified.

HEADCOUNT AND FTE ENROLLMENT - Fall Terms

YEAR	Y S U ' s F T E					FTE % OF HEADCOUNT
	Total Headcount	Undergrad	Graduate	Total		
2014	12,551	9,499	+ 650	= 10,149		80.9
2015	12,471	9,342	+ 692	= 10,034		80.5
2016	12,756	9,640	+ 749	= 10,389		81.4
2017	12,644	9,722	+ 710	= 10,432		82.5
2018	12,696	9,901	+ 665	= 10,566		83.2
2019	12,155	9,519	+ 666	= 10,185		83.8
2020	11,788	8,975	+ 764	= 9,739		82.6
2021	11,298	8,052	+ 979	= 9,031		79.9
2022	11,072	7,568	+ 1,105	= 8,673		78.3
2023	10,993	7,206	+ 1,267	= 8,474		77.1
2024	12,164	7,780	+ 1,326	= 9,106		74.9

YSU's Full-Time-Equivalent (FTE) = **Student** credit hours by rank of student (undergraduate vs. graduate) divided by **15**.

YOUNGSTOWN STATE UNIVERSITY
PRELIMINARY ENROLLMENT SUMMARY
14TH DAY
SUPPLEMENTAL : FTE and Subsidy/Revenue

SUBSIDY-MODEL FTE STATISTICS

F a l l 2 0 2 4

ODHE Full-Time Equivalent (FTE) is based on completed **course** credit hours divided by 30**

Beeghly College of Lib Arts, Soc Sci & Educ.
Bitonte College of Health & Human Svc.
Cliffe College of Creative Arts
Science, Technology, Engineering & Math
Sokolov Honors College
Williamson College of Business Administration
Student Success
TOTAL

Arts & Humanities	Bus, Educ, & Soc Sci	Sci, Tech, Math & Engr	Doctorate	TOTAL
387.8	465.2	250.2	73.4	1176.6
-	336.9	525.6	23.5	886.0
211.5	9.0	-	-	220.5
-	43.3	1323.0	2.4	1368.7
4.5	16.1	-	-	20.6
169.9	649.9	5.8	-	825.6
-	55.1	-	-	55.1
773.7	1575.5	2104.6	99.3	4553.1

Subsidy eligibility is based on the award of academic credit and is unable to be determined as of the publication of this document

**(ODHE) Ohio Department of Higher Education's Subsidy-Based Full-Time-Equivalent (FTE) = Student credit hours divided by 30 for institutions with semester academic calendars.

FTE BY STUDENT LEVEL

Student Revenue Category

Instructional Fee, Undergraduate¹
Instructional Fee, Graduate
Instructional Fee, Doctoral
Penguin Tuition Promise¹ 2018-19
Penguin Tuition Promise¹ 2019-20
Penguin Tuition Promise¹ 2020-21
Penguin Tuition Promise¹ 2021-22
Penguin Tuition Promise¹ 2022-23
Penguin Tuition Promise¹ 2023-24
Penguin Tuition Promise¹ 2024-25
College Credit Plus (Total)²
Youngstown Early College
AOP Undergraduate Nursing
AOP Graduate Education
AOP Graduate MBA
AOP Graduate Nursing

F a l l T e r m		
2022	2023	2024
7,177.0	6,825.1	7,245.8
907.3	1,043.1	1,092.3
197.8	224.2	234.1
626.3	43.2	2.0
1,245.7	666.9	92.2
1,492.3	1,132.0	580.5
1,704.4	1,384.3	1,094.7
1,830.3	1,648.6	1,327.3
N/A	1,812.5	1,602.6
N/A	N/A	1,908.4
290.1	275.3	422.7
100.8	106.1	111.0
40.9	50.9	87.0
137.7	170.3	179.9
215.4	220.8	234.0
105.7	124.9	170.1

Surcharges

Affordable Tuition Advantage³-Undergraduate
Affordable Tuition Advantage³-Graduate
Affordable Tuition Advantage³-Doctoral
Nonregional⁴-Undergraduate
Nonregional⁴-Graduate
Nonregional⁴-Doctoral
Distance Learning⁵-Undergraduate
Distance Learning⁵-Graduate
Non-Resident Graduate w/Undergrad degree Ohio
MFA or MPH Non Resident Graduate
AOP Non Resident-Undergraduate
AOP Non Resident-Graduate
Saudi Arabia Cultural Mission⁶

F a l l T e r m		
2022	2023	2024
1,485.0	1,561.3	1,935.8
163.0	275.1	244.9
23.9	27.4	28.0
N/A	N/A	N/A
N/A	N/A	N/A
N/A	N/A	N/A
3.7	6.5	78.6
3.0	3.8	6.7
32.9	29.3	34.1
2.0	1.2	0.8
8.8	15.5	27.5
91.9	87.0	103.3
11.5	5.1	0.8

Surcharges - fees in addition to student revenue applicable for various classifications/categories.

Self-Pay College Credit Plus²

F a l l T e r m		
2022	2023	2024
1.1	1.7	7.5

¹Penguin Tuition Promise students also pay Instructional and General Fees.

²College Credit Plus (Total) includes FTE for students whose tuition is paid by the state as well as FTE for specific course credit hours paid for by the student.

³Prior to Fall 2021, Affordable Tuition Advantage a surcharge paid by students who are not legal residents of Ohio. This area includes the counties of: Allegheny, Armstong, Beaver, Butler, Clarion, Crawford, Erie, Fayette, Forest, Greene, Indiana, Jefferson, Lawrence, Mercer, Venango, Warren, Washington, Westmoreland, Pennsylvania; Chautaugua, New York; Brooke, Hancock, Marshall, and Ohio, West Virginia. Effective Fall 2021, the Affordable Tuition Advantage will be assessed on all non-Ohio resident students.

⁴Prior to Fall 2021, Nonregional is a surcharge paid by students who are not legal residents of Ohio and who do not reside in one of the counties listed in the Affordable Tuition Advantage area. Effective Fall 2021, the Affordable Tuition Advantage will be assessed on all non-Ohio resident students.

⁵Distance Learning is a surcharge paid by students who are not legal residents of Ohio and who are enrolled in a Distance Learning program.

⁶Saudi Arabia Cultural Mission students receive a reduction per credit hour.

AOP - Academic Online Partnerships