

BOARD OF TRUSTEES



COMMITTEE AGENDAS

Wednesday, March 3, 2021

**BOARD OF TRUSTEES
Meeting Schedule**

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

Wednesday, March 3, 2021

11:00 a.m.*	Governance Committee	Chestnut Room 1st Floor, Kilcawley Center
11:30 a.m.*	Academic Excellence and Student Success Committee	Chestnut Room 1st Floor, Kilcawley Center
12:30 p.m.*	Institutional Engagement Committee	Chestnut Room 1st Floor, Kilcawley Center
1:00 p.m.	Lunch	Ohio Room 2nd Floor, Kilcawley Center
1:30 p.m.*	Investment Subcommittee	Chestnut Room 1st Floor, Kilcawley Center
2:00 p.m.*	Audit Subcommittee	Chestnut Room 1st Floor, Kilcawley Center
2:30 p.m.*	Finance and Facilities Committee	Chestnut Room 1st Floor, Kilcawley Center
3:30 p.m.*	University Affairs Committee	Chestnut Room 1st Floor, Kilcawley Center
5:00 p.m.*	Executive Committee	Chestnut Room 1st Floor, Kilcawley Center

Thursday, March 4, 2021

10:00 a.m.	Board Meeting	Virtual
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*Approximate time for start of the meeting; the meeting will start immediately following preceding committee meeting.



**YOUNGSTOWN STATE UNIVERSITY
BOARD OF TRUSTEES COMMITTEES**

Anita A. Hackstedde, Chair

John R. Jakubek, Vice Chair

2020-2021

STANDING COMMITTEES

**ACADEMIC EXCELLENCE AND STUDENT
SUCCESS**

James E. "Ted" Roberts, Chair

Allen L. Ryan, Vice Chair

All Trustees are Members

FINANCE AND FACILITIES

Michael A. Peterson, Chair

Capri S. Cafaro, Vice Chair

All Trustees are Members

AUDIT SUBCOMMITTEE

Michael A. Peterson, Chair

Molly Seals, Vice Chair

John R. Jakubek

James E. "Ted" Roberts

Galatiani G. Lopuchovsky

INVESTMENT SUBCOMMITTEE

Capri S. Cafaro, Chair

Charles T. George, Vice Chair

Allen L. Ryan, Jr.

Joseph J. Kerola

Victoria M. Woods

INSTITUTIONAL ENGAGEMENT

Molly S. Seals, Chair

Allen L. Ryan, Jr., Vice Chair

All Trustees are Members

UNIVERSITY AFFAIRS

Charles T. George, Chair

Capri S. Cafaro, Vice Chair

All Trustees are Members

EXECUTIVE COMMITTEE

Anita A. Hackstedde, Chair

John R. Jakubek, Vice Chair

James E. "Ted" Roberts

Molly S. Seals

Michael A. Peterson

Charles T. George

GOVERNANCE COMMITTEE

Anita A. Hackstedde, Chair

John R. Jakubek, Vice Chair

All Trustees are Members

6-29-20

GOVERNANCE

AGENDA



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
GOVERNANCE COMMITTEE
Anita A. Hackstedde, Chair
John R. Jakubek, Vice Chair
All Trustees are Members**

**Wednesday, March 3, 2021
11:00 a.m.**

**Kilcawley Center
Chestnut Room**

AGENDA

A. Disposition of Minutes

B. Committee Item

1. Discussion Items

Tab B.1.a. = Tab 1 a. YSU Future State Conversation #2

Tab B.1.b. = Tab 2 b. Enrollment/Marketing Communication Strategy

Tab B.1.c. = Tab 3 c. 2021-2022 Enrollment Actions

**d. Nomination of Officers of Youngstown State University Board of Trustees
for 2021-2022 (Chairperson, Vice Chairperson, Secretary)**

e. Nomination of National/Global Trustee, Eric Spiegel

C. New Business

D. Adjournment

FUTURE STATE CONVERSATION #2

**YOUNGSTOWN STATE UNIVERSITY
BOARD OF TRUSTEES**

February 19, 2021

9:00 – 9:30 am

Introductory Remarks

Brien Smith, Vice President and Provost

Neal McNally, Vice President for Finance & Facilities

Mike Sherman, Vice President for Institutional Effectiveness/Board Professional

9:30 – 10:30 am

Anticipating Youngstown State's Enrollment Possibilities

Jon Wyel and Tom Taylor, Education Advisory Board (EAB):

10:30 – 11:00 am

The Opportunities of the Future Discussion

Chuck George, trustee, Youngstown State University Board of Trustees

Jim Tressel, president, Youngstown State University

YSU Value Proposition: *The Future*
University of Opportunity

Create a multi-year plan to achieve enrollment that respects YSU's mission, vision, and values and provides a pathway to fiscal sustainability, academic vibrancy, and regional vitality.
Develop an integrated marketing and communication strategy.

Envision the Future

Academic Program Enhancement & Effectiveness

Current-and Future-state marketing communication alignment

EAB (Enrollment/Scholarships)

Gray (Market/Programs)

To be selected? (Brand)

Citizen of the World
Engaged in Work
Engaged in the Community



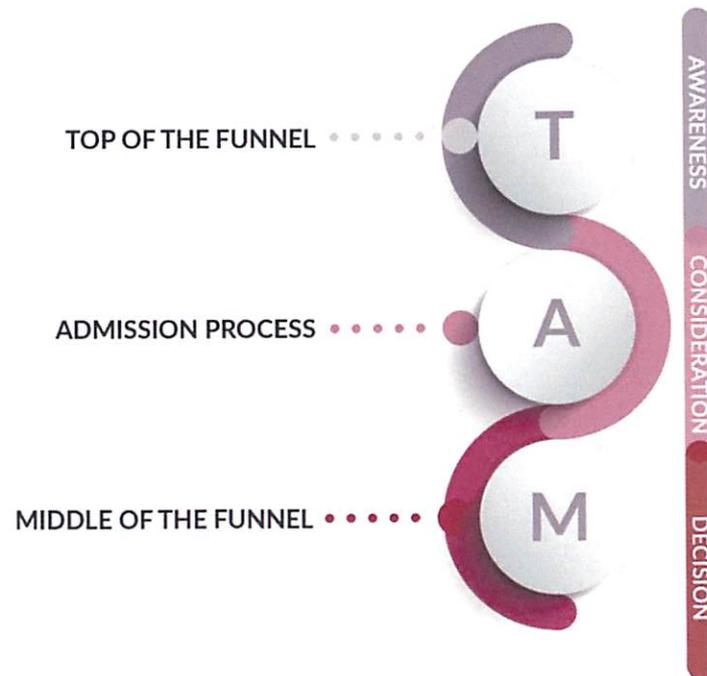
Y I am Proud
Y and Proud
Y makes Me Proud

Enrollment Marketing | College and Departments

BACKGROUND. The Office of Marketing and Communications has partnered with several colleges and departments on campus to facilitate marketing and communications to prospective and admitted students in their areas. Our focus is on building the top and middle of the funnel in the enrollment process using various marketing tactics.

TOP OF THE FUNNEL. We target and engage with prospective and admitted students by creating awareness using digital, traditional and social media marketing. We combine branding of the University with direct marketing materials of individualized majors.

MIDDLE OF THE FUNNEL. Once a student has been admitted to the University, we use segmented lists provided by Admissions to create direct dialog between a prospect and current students. Using a marketing CRM, we deliver personal messages, invitations and information throughout the enrollment decision process. In addition, we layer on continued direct marketing tactics building emotional brand awareness.



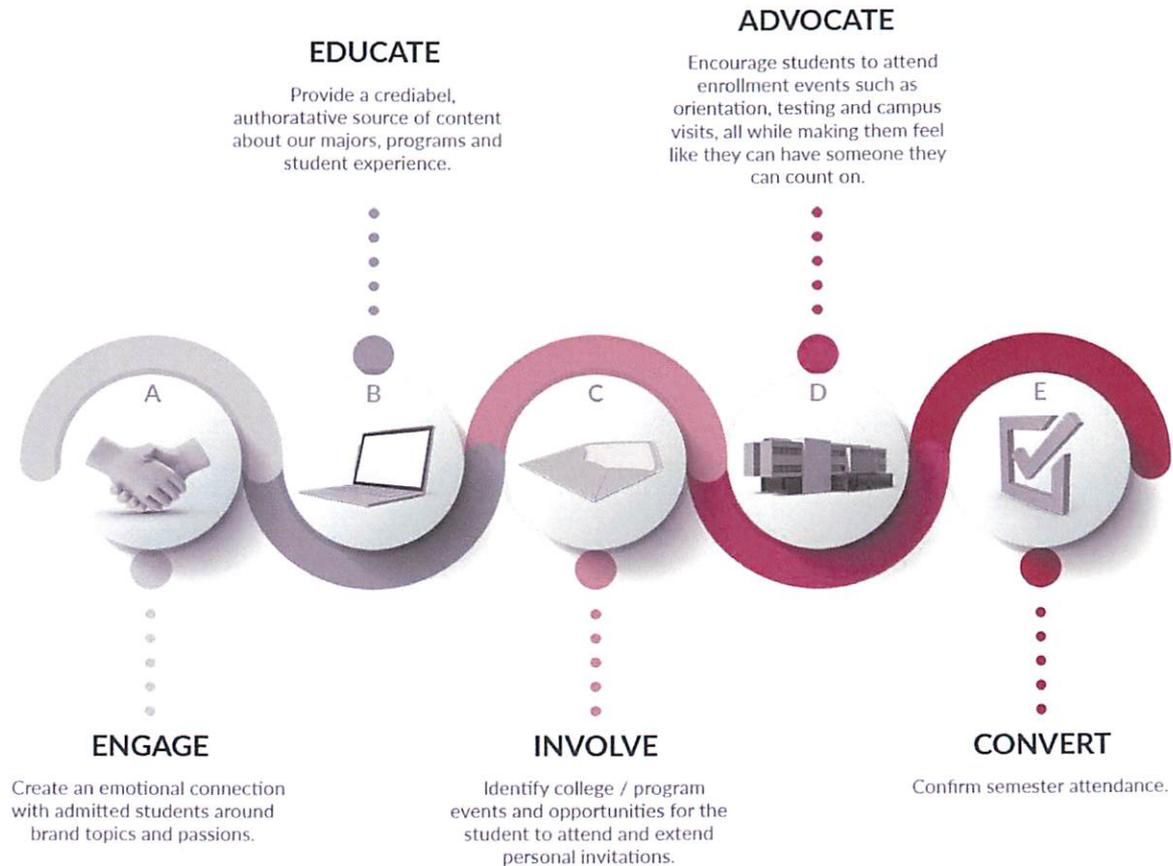
YOUNGSTOWN STATE UNIVERSITY



Office of
*Marketing &
Communications*

Enrollment Marketing Funnel

Once a student has been admitted, they are matched with a current student in their college. Communication is sent to the student encouraging an open and two-way conversation about their major choice. An example is provided on the following slides. The focus of this process is to engage, educate, involve, advocate for, and convert the prospect. Students often feel like they are in it alone. The current student will make them feel advocated for.



Example Communication

FIRST EMAIL FROM YSU STUDENT

Reply Forward Associated with 1 record ▾



Hailey [redacted]

to [redacted]

Delete

Feb 3, 2021 at 7:47 AM EST

> ● Opens: 8 Clicks: 5

Hi [redacted]

My name is Hailey and I am a current student in the engineering program at YSU. I recently saw that you have applied to the First-Year Engineering (FYE for short) program and was wondering if you had any questions that I can answer? I can tell you from experience that the engineering program is amazing, but when I first applied I had no idea what to expect - that is why I'm reaching out. Let me know if you have any questions about the program or YSU in general - we can even schedule a Zoom call to chat.

Also, the Director of FYE, Dr. Cory Brozina, has an upcoming [Zoom](#) event scheduled on February 10, 2021. He will provide information about [scholarships](#) (between \$2,000 to \$10,000 for qualifying students) available to FYE students, a program overview and taking the time to get to know you. This is a really cool opportunity to meet one of your professors face to face (well, virtually) and other students just like you starting out in this program. If you want, you can [REGISTER HERE](#) for the information session.

Thank you for taking the time to read this and I look forward to getting to know more about you!

RESPONSE

Hi Hannah, thanks for reaching out! I don't know anyone that has gone through the engineering program at YSU and also don't know what to expect. What would you say is your favorite part of the program and the most challenging part? I am a little nervous about the classes but I'm willing to work hard. Also do you know how long that zoom meeting will be?

I really appreciate you reaching out, I'm so excited to attend YSU in the fall and hopefully get to meet you and other students in the program!

YOUNGSTOWN STATE UNIVERSITY



Office of
*Marketing &
Communications*

Example Communication | First Email

REPLY FROM YSU STUDENT

As of right now, I do not know how long the zoom meeting will be. But, I can get back to you about that. My favorite part has been all of the people I have met! In the first year program, all of the engineers are together, no matter the discipline. In my first year I was able to meet a lot of people in my classes and keep in touch with them once we separated into our own discipline. The most difficult part has been time management. For me, I had a part-time job, so I really had to plan my weeks out and keep on top of my assignments. But, it is nothing that you cannot handle! Let me know if you have any other questions; even if they are about YSU in general.

All the best,

Hannah

RESPONSE FROM PROSPECT

Okay awesome, thank you so much Hannah! I'm very excited and happy to hear your favorite part is meeting people and building connections which I find very important as well!



YOUNGSTOWN STATE UNIVERSITY



Office of
*Marketing &
Communications*

Enrollment Actions for Fall 2021
March 3, 2021
Board of Trustees Governance Committee Meeting

Objective: Optimize the number of students that finalize their application and/or commit to Orientation as Orientation Yield to matriculation has typically been >90%.

Activities Include:

- In person & virtual appointments
 - Campus visits
 - Campus tours
 - Outreach (calls, emails, texts, mailings)
- Virtual Visits Externally Originated
 - High schools
 - College fairs
 - School counselor groups
 - Financial aid night Programs
- Virtual Events YSU Led
 - Penguin Preview Days
 - School Counselor Day
 - Experience Y Days
 - Financial Aid Nights
- Decision IQ Days Launch
 - Convert “maybes” into commitments

Adjustments Include:

- Admissions acceptance (Regular and Test Optional)
- Merit based scholarship offers (with or without Test Scores)
- Financial aid package offers (using FAFSA results)
- Social Media Implementation via Zeemee

**ACADEMIC EXCELLENCE
AND
STUDENT SUCCESS**

AGENDA



**BOARD OF TRUSTEES
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

James E. "Ted" Roberts, Chair
Allen L. Ryan, Vice Chair
Chester R. "Chet" Cooper, ex officio, Chair of Academic Senate
All Trustees are Members

**Wednesday, March 3, 2021
11:30 a.m. or immediately
following previous meeting**

**Kilcawley Center
Chestnut Room**

AGENDA

- A. Disposition of Minutes for Meeting Held December 2, 2020**
- B. Old Business**
- C. Committee Items**

1. Academic Excellence and Student Success Action Items

- C.1.a. = Tab 1 a. Resolution to Modify 3356-10-05, Honorary Degrees and Commencement Speakers**
Dr. Brien N. Smith, Provost and Vice President for Academic Affairs, will report.
- C.1.b. = Tab 2 b. Resolution to Modify 3356-10-18, Intellectual Property Rights**
Dr. Brien N. Smith, Provost and Vice President for Academic Affairs, will report.
- C.1.c. = Tab 3 c. Resolution to Authorize Conferral of Honorary Degree**
Harold Danko has been nominated to receive an honorary degree at the Spring 2021 commencement ceremony. Board approval is required. Dr. Brien N. Smith, Provost and Vice President for Academic Affairs, will summarize the candidate's credentials.

2. Academic Excellence and Student Success Discussion Items

- C.2.a. = Tab 4 a. Academic Partnerships Initiative**
Dr. Jennifer Pintar, Associate Provost for Academic Administration, will report.
- C.2.b. = Tab 5 b. Student Success Seminar Fall 2020 Outcomes**
Dr. Claire Berardini, Associate Provost for Student Success, will report.

C.2.c. = Tab 6

c. Academic Program Enhancement and Effectiveness Initiative

Dr. Brien N. Smith, Provost and Vice President for Academic Affairs, and Dr. Mike Sherman, Vice President for Institutional Effectiveness and Board Professional, will report.

d. Diversity, Equity and Inclusion, Institute for Teaching and Learning, and Professional Development Strategy

Dr. Brien N. Smith, Provost and Vice President for Academic Affairs, will report.

e. Academic Senate Update

Dr. Chester R. Cooper, Chairperson, Academic Senate, will report.

D. New Business

E. Adjournment



Explanation of Modifications to University Policy:

3356-10-05, Honorary Degrees and Commencement Speakers

This policy has been modified to enumerate the six honorary degrees that are usually awarded to individuals earning an honorary degree at Youngstown State University.

**Board of Trustees Meeting
March 4, 2021
YR 2021**



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY HONORARY DEGREES AND
COMMENCEMENT SPEAKERS,
POLICY 3356-10-05**

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies; and

WHEREAS, the Resolution to Modify Honorary Degrees and Commencement Speakers policy has been reviewed and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Honorary Degrees and Commencement Speakers, policy number 3356-10-05, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

3356-10-05 Honorary degrees and commencement speakers.

Responsible Division/Office: Academic Affairs
Responsible Officer: Provost and VP for Academic Affairs
Revision History: October 1997; July 2009; June 2011;
June 2013; December 2015; December 2020;
March 2021
Board Committee: Academic Excellence and Student Success
Effective Date: March 4, 2021
Next Review: 2026

(A) Policy statement. The board of trustees shall review and authorize the list from which commencement speakers and honorary degree candidates will be recommended by the academic events committee of the academic senate to the president. The board of trustees shall grant honorary degrees in recognition of a significant impact on the university, on the community, state or nation, or on society. Such degrees will be conferred at commencements, special convocations, and other events. The honorary degree shall be clearly designated on the diploma as “Honorary degree of” followed by the name of the degree.

(B) The following honorary degrees are those usually awarded at Youngstown State University:

- (1) Bus. D. (doctor of business), customarily awarded to a person making a unique contribution in the business community.
- (2) LL.D (doctor of laws), customarily awarded to a person distinguished in general service to the state, to learning and to mankind.
- (3) LH.D (doctor of humane letters), customarily awarded to a person distinguished in the humanities.
- (4) Sc.D. (doctor of science), customarily awarded to a person distinguished in the sciences.

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(5) Lett.D. (doctor of letters), customarily awarded to an acknowledged scholar in a particular discipline.

(6) Mus.D. (doctor of music), customarily awarded to a distinguished performer or composer.

(C) Procedures for selecting and approving candidates.

- (1) Criteria for nomination of commencement speakers and honorary degree candidates are determined by the provost/vice president for academic affairs, subject to board of trustees' approval.
- (2) Faculty, staff, board of trustees members and/or anyone associated with the university may submit nominations for commencement speakers and/or honorary degree candidates to the academic events committee of the academic senate or directly to the provost/vice president for academic affairs.
- (3) Per the academic senate bylaws, the academic events committee of the academic senate "shall be responsible for making recommendations concerning policy governing academic events such as graduation ceremonies, honors convocations, inaugural ceremonies, and recommend candidates for honorary degrees and commencement speakers to the university's president."
- (4) The academic events committee will review the credentials of all the **nominated** candidates and will submit a list of no less than fifteen and no more than twenty **recommended** candidates for approval by the board of trustees during its regular June meeting. The list may be amended and reapproved by the board at any time throughout the year.

(D) Selection of the commencement speaker.

- (1) The provost, in consultation with the president, shall select a commencement speaker from the board-approved list.
- (2) The president will inform the board of the selection of the commencement speaker no later than the board meeting preceding the commencement ceremony.

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(E) Selection of the honorary degree recipient.

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- (1) Only the board of trustees is authorized to approve the awarding of an honorary degree.
- (2) The provost, in consultation with the president, shall recommend candidates for an honorary degree from the approved list for recognition at an appropriate event.
- (3) The board shall approve the awarding of the degree no later than the board meeting preceding the event at which the honorary degree is to be conferred.

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3356-10-05 Honorary degrees and commencement speakers.

Responsible Division/Office: Academic Affairs
Responsible Officer: Provost and VP for Academic Affairs
Revision History: October 1997; July 2009; June 2011;
June 2013; December 2015; December 2020;
March 2021
Board Committee: Academic Excellence and Student Success
Effective Date: March 4, 2021
Next Review: 2026

- (A) Policy statement. The board of trustees shall review and authorize the list from which commencement speakers and honorary degree candidates will be recommended by the academic events committee of the academic senate to the president. The board of trustees shall grant honorary degrees in recognition of a significant impact on the university, on the community, state or nation, or on society. Such degrees will be conferred at commencements, special convocations, and other events. The honorary degree shall be clearly designated on the diploma as “Honorary degree of” followed by the name of the degree.
- (B) The following honorary degrees are those usually awarded at Youngstown State University:
- (1) Bus. D. (doctor of business), customarily awarded to a person making a unique contribution in the business community.
 - (2) LL.D (doctor of laws), customarily awarded to a person distinguished in general service to the state, to learning and to mankind.
 - (3) LH.D (doctor of humane letters), customarily awarded to a person distinguished in the humanities.
 - (4) Sc.D. (doctor of science), customarily awarded to a person distinguished in the sciences.

- (5) Lett.D. (doctor of letters), customarily awarded to an acknowledged scholar in a particular discipline.
 - (6) Mus.D. (doctor of music), customarily awarded to a distinguished performer or composer.
- (C) Procedures for selecting and approving candidates.
- (1) Criteria for nomination of commencement speakers and honorary degree candidates are determined by the provost/vice president for academic affairs, subject to board of trustees' approval.
 - (2) Faculty, staff, board of trustees members and/or anyone associated with the university may submit nominations for commencement speakers and/or honorary degree candidates to the academic events committee of the academic senate or directly to the provost/vice president for academic affairs.
 - (3) Per the academic senate bylaws, the academic events committee of the academic senate "shall be responsible for making recommendations concerning policy governing academic events such as graduation ceremonies, honors convocations, inaugural ceremonies, and recommend candidates for honorary degrees and commencement speakers to the university's president."
 - (4) The academic events committee will review the credentials of all the nominated candidates and will submit a list of no less than fifteen and no more than twenty recommended candidates for approval by the board of trustees during its regular June meeting. The list may be amended and reapproved by the board at any time throughout the year.
- (D) Selection of the commencement speaker.
- (1) The provost, in consultation with the president, shall select a commencement speaker from the board-approved list.
 - (2) The president will inform the board of the selection of the commencement speaker no later than the board meeting preceding the commencement ceremony.

- (E) Selection of the honorary degree recipient.
 - (1) Only the board of trustees is authorized to approve the awarding of an honorary degree.
 - (2) The provost, in consultation with the president, shall recommend candidates for an honorary degree from the approved list for recognition at an appropriate event.
 - (3) The board shall approve the awarding of the degree no later than the board meeting preceding the event at which the honorary degree is to be conferred.



Explanation of Modifications to University Policy:

3356-10-18, Intellectual Property Rights.

Modifications were made to this policy to reflect language that was negotiated in the *2020-2023 Agreement between Youngstown State University and the Youngstown State University Chapter of the Ohio Education Association*. Other modifications include corrections to the title of the current responsible division/office.

**Board of Trustees Meeting
March 4, 2021
YR 2021**



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY INTELLECTUAL PROPERTY RIGHTS,
POLICY 3356-10-18**

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies; and

WHEREAS, the Intellectual Property Rights policy has been reviewed and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Intellectual Property Rights, policy number 3356-10-18, shown as Exhibit ___ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

3356-10-18 Intellectual property rights.

Responsible Division/Office: Office of Research [Services](#)
Responsible Officer: Provost and VP for Academic Affairs
Revision History: December 1999; March 2006; December 2011;
June 2019; [March 2021](#)
Board Committee: Academic Excellence and Student Success
Effective Date: [March 4, 2021](#)
Minor Revision(s): July 2019
Next Review: [2026](#)

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(A) Policy statement. Youngstown state university (“university”) encourages the development and dissemination of intellectual property that benefit the public, the university and its faculty, staff, and students. Research and scholarship are encouraged through an appropriate allocation of intellectual property rights between the creator and the university. [An](#) employee’s or student’s rights to copyrightable materials shall be governed by the applicable provisions of state and federal law. For all other intellectual property not governed by the copyright protection laws, the applicable state and federal laws shall govern the employee, student, university and external entity rights to such property. The president and [the provost](#) or director of research [services](#) are specifically designated to serve as authorized institutional officials with the right to approve licensing and royalty agreements with entities entering into a contractual or grant relationship for research and development activities to be carried out by the university.

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(B) Purpose. To establish rules regarding the ownership, distribution, and commercialization of intellectual property created by university faculty, staff, and students.

(C) Definitions.

(1) [“Commercialization” includes, but is not limited to, the creation, protection, marketing, or licensing of intellectual property, manufacturing of a product based on a license of intellectual property, or the sale of technology based on a license of intellectual property.](#)

(2) “Copyright/copyrightable” means that bundle of rights that protect original works of authorship fixed in any tangible medium of expression, now known or later developed, from which they can be perceived, reproduced, or otherwise communicated, either directly or with the aid of a machine or device that may be protectable under the copyright laws of the United States or foreign country.

(3) “Distance Education” means the process that culminates in the acquisition of knowledge and skills through mediated information and instruction, encompassing all technologies and other forms of learning at a distance. The planned learning process normally occurs in a different place from teaching and as a result requires special techniques of course design, special instructional techniques, special methods of communication by electronic and other technology, as well as special organizational and administrative arrangements, including Web-based, Web-centric, Hybrid and Video Conferencing.

(4) “Intellectual property” includes inventions, discoveries, works of authorship and/or other creative works that may be subject to protection under federal or state patent, copyright, trademark and/or trade secret laws arising from or related to the works or efforts of faculty, staff and students.

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(5) “Invention” is any discovery, product, process, machine, composition of matter and/or improvements which may be patentable.

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(6) “Joint Efforts” are projects in which the faculty member and the University knowingly and voluntarily enter into a written agreement, including a sponsored project, as part of the fulfillment of the faculty member’s normal duties and responsibilities. The signing of a specific contract with YSU for subsidized research cannot be a stipulated condition of employment.

(7) “Patent/patentable” means that bundle of rights that protect inventions or discoveries, which constitute any new and useful process, machine manufacture, or composition of matter, or any new and useful improvement thereof that may be patentable under the patent laws of the United States or foreign country.

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(8) “Trade secret” is any information that (a) derives economic value from not being readily known or available to others and (b) is protected from disclosure by reasonable efforts.

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(9) “Works for Hire” includes works prepared by an employee as a specific responsibility of the position for which the employee is hired, works specifically commissioned or ordered by the University for which a written agreement specifying copyright or ownership has been executed prior to the completion of the work, works created under a sponsorship/contractual agreement with copyright provisions defined, and other work created through a direct and significant allocation of University resources to a specified project. Note: A faculty member’s general obligation to produce scholarly works does not constitute a specific responsibility as included in this definition.

(10) “Works of Authorship” such works include, but are not limited to, the following: literary, musical, dramatic, audiovisual, architectural, pictorial, graphic and sculptural works and sound recordings. Computer software are works of authorship to the extent they are protected by the federal copyright laws.

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(D) Parameter. Section 3345.14 of the Revised Code provides that all rights to discoveries, inventions, or patents that result from research or investigation conducted in any facility of a state university are the sole property of the university. The board of trustees may assign, license, transfer, or sell these rights as the board deems appropriate.

Deleted: (6) → “Commercialization” includes, but is not limited to, the creation, protection, marketing, or licensing of intellectual property, manufacturing of a product based on a license of intellectual property, or the sale of technology based on a license of intellectual property.

(E) Procedures.

(1) The provost or director of research services are responsible for administering intellectual property procedures as described in the “Handbook on Ownership of Intellectual Property” and for procedures for the allocation of income from intellectual property. Any faculty member, employee, or student who creates intellectual property that can be patented under applicable federal laws must disclose that information to the provost or director of research

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[services](#) according to the procedures described in the “Handbook on Ownership of Intellectual Property.”

- (2) As part of the duties of the [provost](#) or director of research [services](#), and as authorized institutional officials for grants and sponsored programs, those individuals may agree to assignment of intellectual property to the funding agency, provided that such assignment is appropriate to the project and maintains university rights to all or an equitable portion of royalties that may be generated by the project [as permitted under the applicable guidelines of the particular funding agency](#). Externally sponsored research is always between the sponsor, as grantor, and the university, as grantee. Therefore, the university exercises intellectual property ownership over all intellectual property resulting from sponsored program support. No employee, other than an authorized institutional official, may sign on behalf of the university for any sponsored program, licensing, or related agreement.

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- (3) The university [general counsel](#), advises the [provost](#) or director of research [services](#) regarding the ownership of intellectual property and the distribution of income derived from the intellectual property [in conjunction with the procedures described in the “Handbook on Ownership of Intellectual Property” and current collective bargaining agreements](#).

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(F) Ownership.

- (1) “Employee-owned.” Intellectual property privately created, made or originated by a faculty member, employee, or student without the use of university facilities shall be the sole and exclusive property of the creator(s), except as he or she may voluntarily choose to transfer such property, in full or in part.
- (2) “University-owned.” The university shall own the intellectual property in the following circumstances:
 - (a) [Any](#) work prepared by a faculty member, employee, or student [that meets the definition of Section 3345.14 of the Ohio Revised Code or “Works for Hire”](#), including distance education courses. However, the university hereby grants

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the faculty member or employee a nonexclusive, perpetual, royalty-free license to use works created as course materials for teaching and education purposes in the event they are no longer employed by the university.

- (b) The university expressly directs a faculty member, employee, or student to create a specified work or the work is created as a specific requirement of employment or a credit-bearing course or as an assigned institutional duty that may, for example, be included in a written job description or an employment agreement.
- (c) The faculty member, employee, or student has voluntarily transferred the intellectual property, in whole or in part, to the institution. Such transfer shall be in the form of a written document signed by the transferring individual.

(d) The faculty member, employee, external entity, or student has contributed to ~~a "Joint Effort."~~ Absent specific agreement for the ownership of intellectual property resulting from a sponsored program supported by an external entity, the intellectual property will be the property of the university.

(e) Unless agreed in writing, otherwise, all intellectual property developed by students shall be the property of the university.

(3) Distribution of royalties/income. All net income and royalties received as a result of university ownership of intellectual property will be distributed according to the current collective bargaining agreements and/or other contractual agreements with external organizations acting on behalf of ~~the university.~~

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Deleted: Absent specific agreement for the ownership of intellectual property resulting from a sponsored program supported by an external entity, the intellectual property will be the property of the university.

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3356-10-18 Intellectual property rights.

Responsible Division/Office: Office of Research Services
Responsible Officer: Provost and VP for Academic Affairs
Revision History: December 1999; March 2006; December 2011;
June 2019; March 2021
Board Committee: Academic Excellence and Student Success
Effective Date: March 4, 2021
Minor Revision(s): July 2019
Next Review: 2026

- (A) Policy statement. Youngstown state university (“university”) encourages the development and dissemination of intellectual property that benefit the public, the university and its faculty, staff, and students. Research and scholarship are encouraged through an appropriate allocation of intellectual property rights between the creator and the university. An employee’s or student’s rights to copyrightable materials shall be governed by the applicable provisions of state and federal law. For all other intellectual property not governed by the copyright protection laws, the applicable state and federal laws shall govern the employee, student, university and external entity rights to such property. The president and the provost or director of research services are specifically designated to serve as authorized institutional officials with the right to approve licensing and royalty agreements with entities entering into a contractual or grant relationship for research and development activities to be carried out by the university.
- (B) Purpose. To establish rules regarding the ownership, distribution, and commercialization of intellectual property created by university faculty, staff, and students.
- (C) Definitions.
- (1) “Commercialization” includes, but is not limited to, the creation, protection, marketing, or licensing of intellectual property, manufacturing of a product based on a license of intellectual property, or the sale of technology based on a license of intellectual property.

- (2) “Copyright/copyrightable” means that bundle of rights that protect original works of authorship fixed in any tangible medium of expression, now known or later developed, from which they can be perceived, reproduced, or otherwise communicated, either directly or with the aid of a machine or device that may be protectable under the copyright laws of the United States or foreign country.
- (3) “Distance Education” means the process that culminates in the acquisition of knowledge and skills through mediated information and instruction, encompassing all technologies and other forms of learning at a distance. The planned learning process normally occurs in a different place from teaching and as a result requires special techniques of course design, special instructional techniques, special methods of communication by electronic and other technology, as well as special organizational and administrative arrangements, including Web-based, Web-centric, Hybrid and Video Conferencing.
- (4) “Intellectual property” includes inventions, discoveries, works of authorship and/or other creative works that may be subject to protection under federal or state patent, copyright, trademark and/or trade secret laws arising from or related to the works or efforts of faculty, staff and students.
- (5) “Invention” is any discovery, product, process, machine, composition of matter and/or improvements which may be patentable.
- (6) “Joint Efforts” are projects in which the faculty member and the University knowingly and voluntarily enter into a written agreement, including a sponsored project, as part of the fulfillment of the faculty member’s normal duties and responsibilities. The signing of a specific contract with YSU for subsidized research cannot be a stipulated condition of employment.
- (7) “Patent/patentable” means that bundle of rights that protect inventions or discoveries, which constitute any new and useful process, machine manufacture, or composition of matter, or any new and useful improvement thereof that may be patentable under the patent laws of the United States or foreign country.

- (8) “Trade secret” is any information that (a) derives economic value from not being readily known or available to others and (b) is protected from disclosure by reasonable efforts.
 - (9) “Works for Hire” includes works prepared by an employee as a specific responsibility of the position for which the employee is hired, works specifically commissioned or ordered by the University for which a written agreement specifying copyright or ownership has been executed prior to the completion of the work, works created under a sponsorship/contractual agreement with copyright provisions defined, and other work created through a direct and significant allocation of University resources to a specified project. Note: A faculty member’s general obligation to produce scholarly works does not constitute a specific responsibility as included in this definition.
 - (10) “Works of Authorship” such works include, but are not limited to, the following: literary, musical, dramatic, audiovisual, architectural, pictorial, graphic and sculptural works and sound recordings. Computer software are works of authorship to the extent they are protected by the federal copyright laws.
- .
- (D) Parameter. Section 3345.14 of the Revised Code provides that all rights to discoveries, inventions, or patents that result from research or investigation conducted in any facility of a state university are the sole property of the university. The board of trustees may assign, license, transfer, or sell these rights as the board deems appropriate.
 - (E) Procedures.
 - (1) The provost or director of research services are responsible for administering intellectual property procedures as described in the “Handbook on Ownership of Intellectual Property” and for procedures for the allocation of income from intellectual property. Any faculty member, employee, or student who creates intellectual property that can be patented under applicable federal laws must disclose that information to the provost or director of research

services according to the procedures described in the “Handbook on Ownership of Intellectual Property.”

- (2) As part of the duties of the provost or director of research services, and as authorized institutional officials for grants and sponsored programs, those individuals may agree to assignment of intellectual property to the funding agency, provided that such assignment is appropriate to the project and maintains university rights to all or an equitable portion of royalties that may be generated by the project as permitted under the applicable guidelines of the particular funding agency. Externally sponsored research is always between the sponsor, as grantor, and the university, as grantee. Therefore, the university exercises intellectual property ownership over all intellectual property resulting from sponsored program support. No employee, other than an authorized institutional official, may sign on behalf of the university for any sponsored program, licensing, or related agreement.
- (3) The university general counsel advises the provost or director of research services regarding the ownership of intellectual property and the distribution of income derived from the intellectual property in conjunction with the procedures described in the “Handbook on Ownership of Intellectual Property” and current collective bargaining agreements.

(F) Ownership.

- (1) “Employee-owned.” Intellectual property privately created, made or originated by a faculty member, employee, or student without the use of university facilities shall be the sole and exclusive property of the creator(s), except as he or she may voluntarily choose to transfer such property, in full or in part.
- (2) “University-owned.” The university shall own the intellectual property in the following circumstances:
 - (a) Any work prepared by a faculty member, employee, or student that meets the definition of Section 3345.14 of the Ohio Revised Code or “Works for Hire”, including distance education courses. However, the university hereby grants

the faculty member or employee a nonexclusive, perpetual, royalty-free license to use works created as course materials for teaching and education purposes in the event they are no longer employed by the university.

- (b) The university expressly directs a faculty member, employee, or student to create a specified work or the work is created as a specific requirement of employment or a credit-bearing course or as an assigned institutional duty that may, for example, be included in a written job description or an employment agreement.
 - (c) The faculty member, employee, or student has voluntarily transferred the intellectual property, in whole or in part, to the institution. Such transfer shall be in the form of a written document signed by the transferring individual.
 - (d) The faculty member, employee, external entity, or student has contributed to a "Joint Effort." Absent specific agreement for the ownership of intellectual property resulting from a sponsored program supported by an external entity, the intellectual property will be the property of the university.
 - (e) Unless agreed in writing, otherwise, all intellectual property developed by students shall be the property of the university.
- (3) Distribution of royalties/income. All net income and royalties received as a result of university ownership of intellectual property will be distributed according to the current collective bargaining agreements and/or other contractual agreements with external organizations acting on behalf of the university.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO AUTHORIZE
CONFERRAL OF HONORARY DEGREE**

BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize the conferral of a Doctor of Music, honoris causa, upon Harold Danko, with all the rights and privileges attendant thereto.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

Harold Danko

Biography from the Eastman School of Music:

In a career spanning more than a half century Harold Danko has established himself as a distinguished pianist, composer and band leader, fortified by an impressive resume of collaborations with legendary jazz artists, at prestigious jazz venues throughout the world as well as in recordings, television and video. His work is well documented and readily available on multiple CDs and youtube clips. These include Chet Baker's classic 1987 Tokyo concert with more than five million hits, as well as featured performances with Thad Jones/Mel Lewis, Gerry Mulligan, Lee Konitz, and on James Moody's version of "Giant Steps".

As a leader Harold has been featured at the Rochester International Jazz Festival, Lincoln Center's "Meet the Artist" series, Washington DC Performing Arts Society series at J.F.K. Center, and numerous jazz festivals both in the USA and abroad. In the 1990's he performed with and composed for his quartet with Rich Perry (tenor saxophone), Scott Colley (bass) and Jeff Hirshfield (drums), and in 1995 received an NEA Fellowship to perform his own works in a series of concerts in New York City. In recent years he has led a trio with Hirshfield and Michael Formanek or Jay Anderson (bass) in addition to adapting his compositions for solo piano performances, and can be heard in various formats on more than thirty CDs on the SteepleChase and SunnySide labels. Since 1980 he has earned ASCAP awards yearly for the value of his catalog of original compositions.

Danko holds Professor Emeritus status at the Eastman School of Music in Rochester, NY, where he chaired the jazz studies program for eleven years and established the Jazz Performance Workshop curriculum. In 2007 he received a Bridging Fellowship for research in the Linguistics Department of the University of Rochester on the relationship of speech and music. Prior to his appointment at Eastman he served on the faculties of the Manhattan School of Music, the New School/Mannes, Hartt College, and other institutions. Harold's featured column, "Solo Piano", appeared in Keyboard Magazine for more than five years, and his keyboard improvisation method, "The Illustrated Keyboard Series", is a highly regarded reference work. Beginning his piano studies at the age of five, he became serious about pursuing a career in jazz at the age of fifteen when he commenced studies with Gene Rush in Youngstown, Ohio. After graduation from Youngstown State University and a stint in the U.S. Army band Harold landed the piano chair in Woody Herman's Thundering Herd, which launched his career as a much sought after jazz musician, composer, and educator. His newest CD, released in March 2019 on the SteepleChase label, is a duo with cornetist Kirk Knuffke entitled "Play Date".

Youngstown State University & Academic Partnerships

**Board of Trustees
March, 2021**



**YOUNGSTOWN
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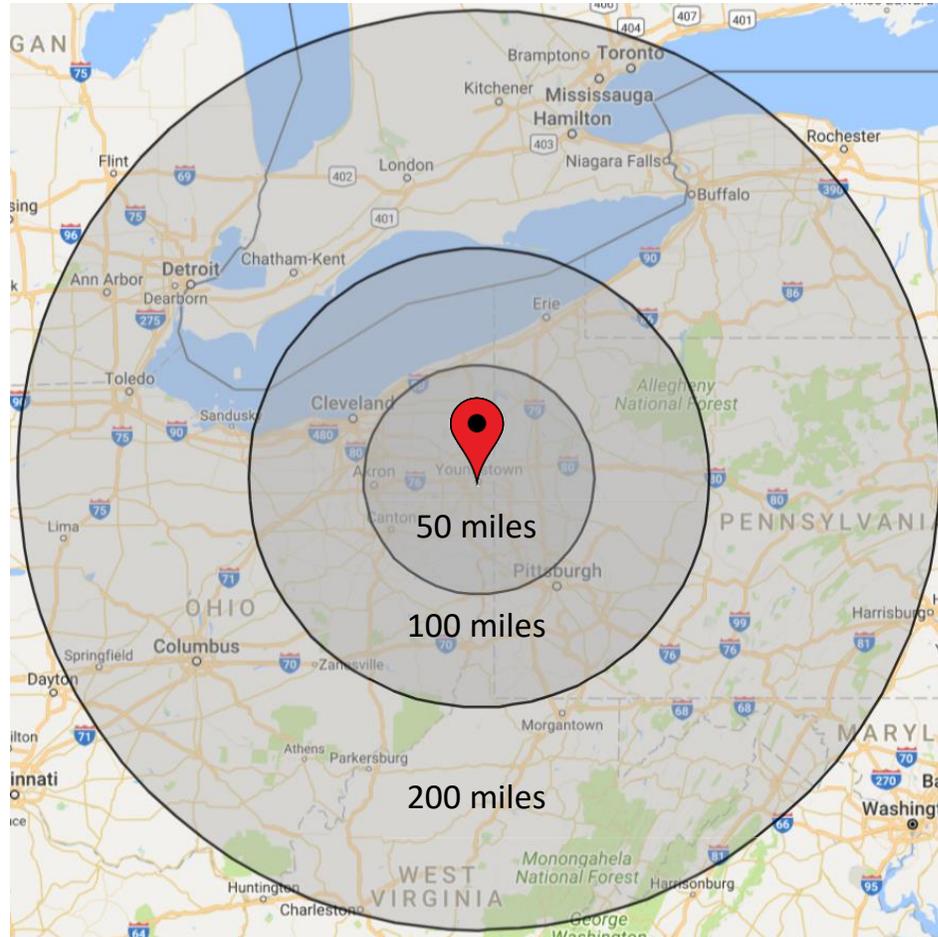
January 2018

Introduction to Academic Partnerships



YOUNGSTOWN
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Expanding Reach



Distance / Population

50 miles / 2.6 M

100 miles / 7.9 M

200 miles / 22.1 M



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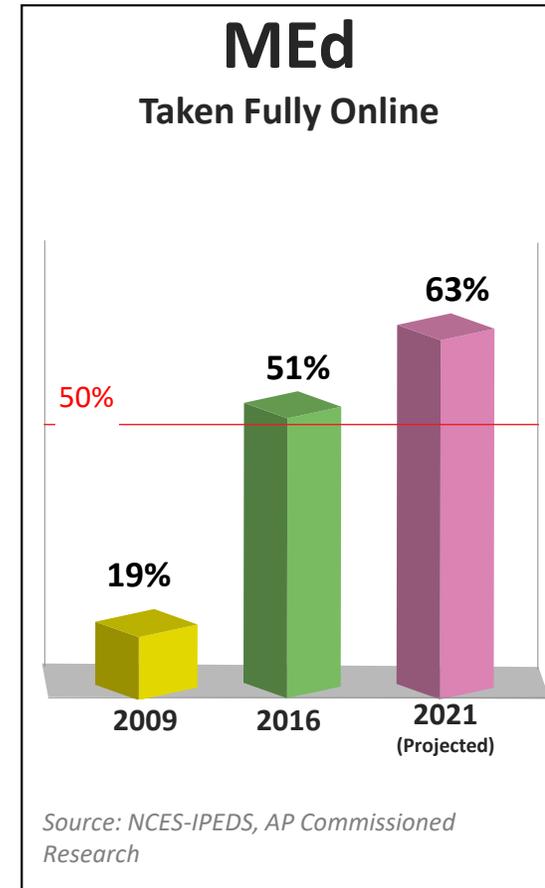
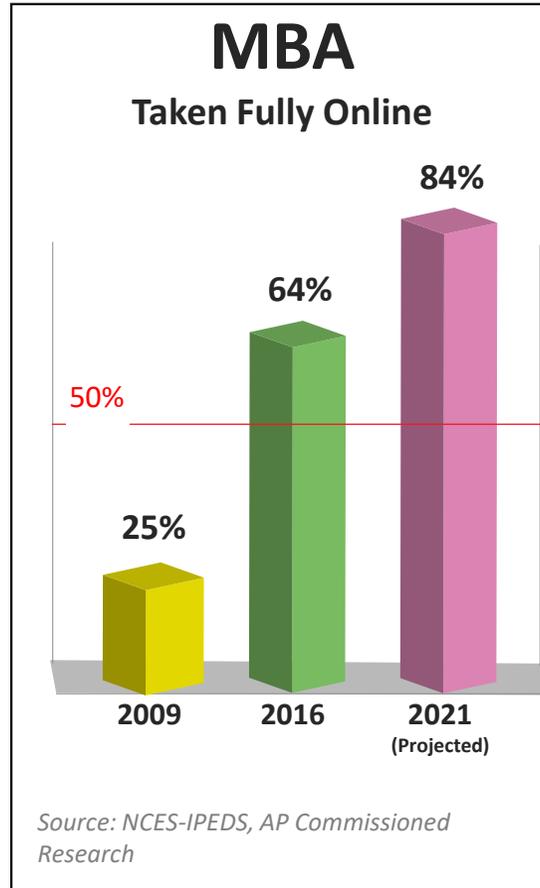
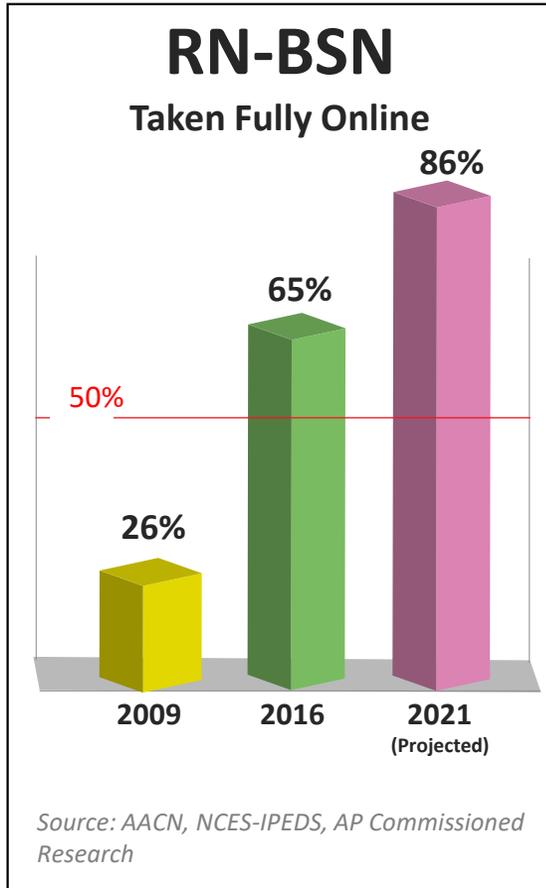
*Helping Universities Expand Access
to Top Quality, Affordable Higher
Education*

AP Mission Statement



YOUNGSTOWN
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ONLINE EVOLUTION



AP meets with Deans



YOUNGSTOWN
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- Tod Hall Leaders
- Union members (OEA Pres and Lead Negotiator)
- Academic Senate executives
- Chairs
- Faculty within verticals
- Town Halls with University community (3 days)



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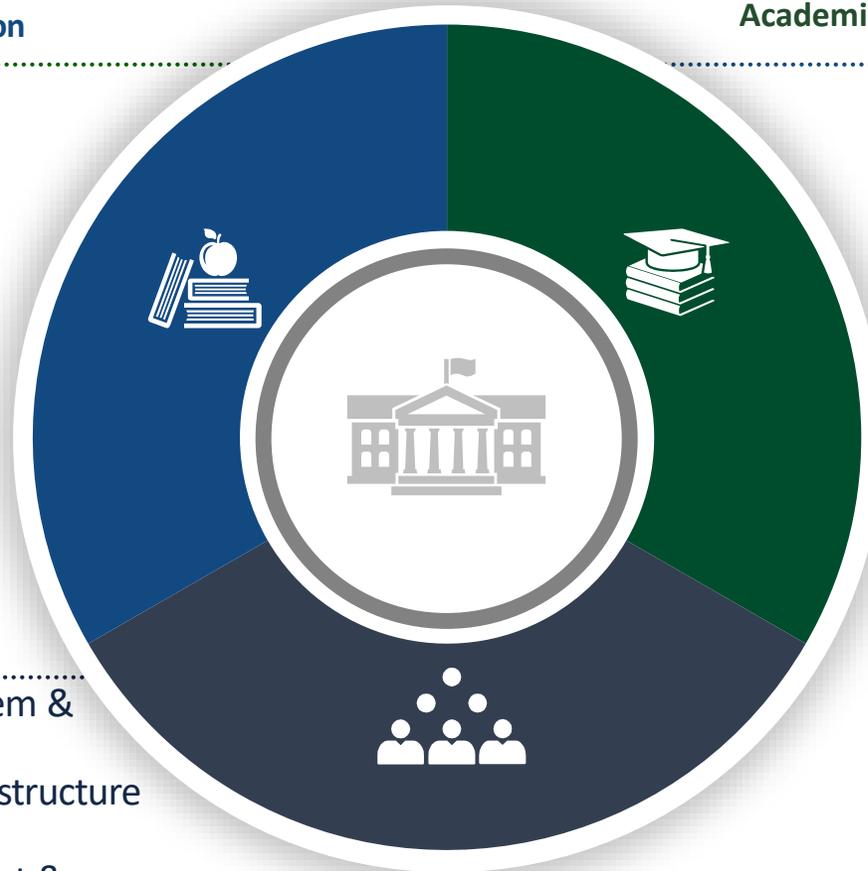
AP's Core Competencies

Marketing, Recruitment, Retention

- Integrated marketing
- Employer-based partnerships
- Enrollment services
- Retention campaigns
- Engagement strategies
- Analytics
- Campaign Testing
- Market/Employer Research & Analysis

Partner Support

- Change Management; System & Processes
- Restructure University Infrastructure
- Project Management
- Ongoing Operational Support & Optimization



Academic Support Services

- Program delivery design
- Carousel building
- Course conversion
- Faculty support
- Faculty Research Grants



**YOUNGSTOWN
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Support Staff

- new calendar
- registration changes
- admission changes
- out of state fees



- RFP posted for online program management (OPM) company



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UNIVERSITY RETAINS CONTROL

UNIVERSITY CONTROLS	AP RESPONSIBILITIES
Admission standards and student acceptance to online programs	Student recruitment to the specifications of the university's admission standards
Online curriculum and instruction and their quality	Guidance in course design and conversion from campus-based to an online format utilizing best practices in instructional design, i.e. program- and course-level planning against learning objectives, course sequencing, utilization of learning technologies, quality reviews, faculty workshops, etc.
Grading, credentialing and academic advising	Student retention through Student Success Coordinators, supplementing university's own student support services but performing no academic duties. Students with academic concerns are referred to the university
Financial aid advising and disbursement	Student referral to the university's financial aid office
Student data and privacy	Enablement of university's information systems and processes to facilitate the most optimal online student experience, including enrollment, communication and support
University brand and its communication	Marketing and advertising support with all communications approved by University



**YOUNGSTOWN
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Marketing: The Toolbox

- **Organic Highlights**

- **Article development**
- **Landing Page Performance**
 - Over 35,000 Visits
- **Partner Site Performance**
 - Over 20,000 Visits

- **Digital**

- **Paid Search Highlights**
 - Brand campaigns
- **Paid Social Highlights**
- Running Facebook prospecting campaigns with interest-based targeting in-state



In-Person Field Sales “Pre-COVID”



YOUNGSTOWN
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Retention Activities – April 2020 to Sept. 2020

2,514
Call Attempts

627
Voicemails

882 Text
Messages

372
Emails

377
Completed
Calls



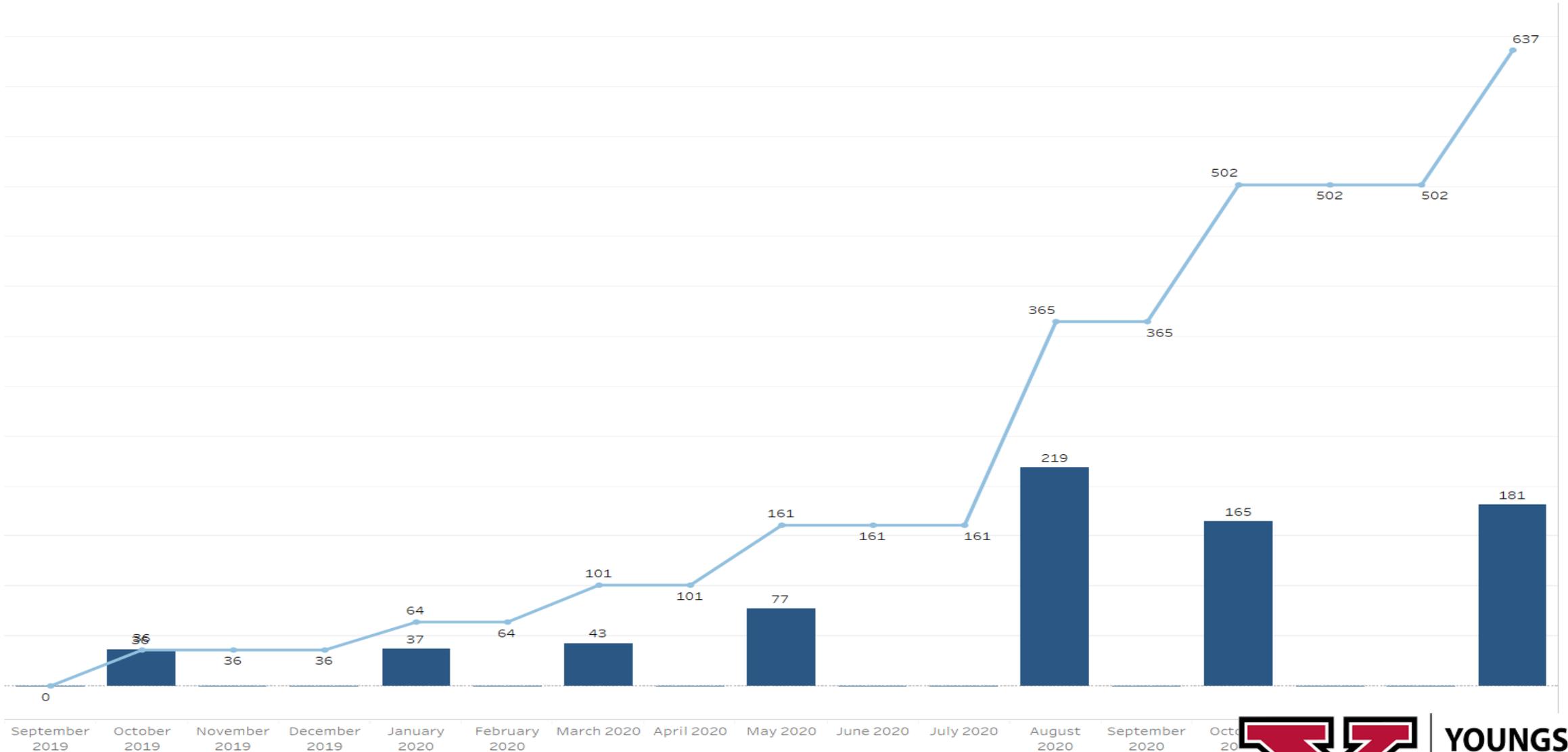
RN-BSN: First Program to Launch

- January through August 2019 –
 - faculty and staff training
- July 2019 –
 - Marketing Go Live Date
- October 2019 –
 - RN-BSN launched



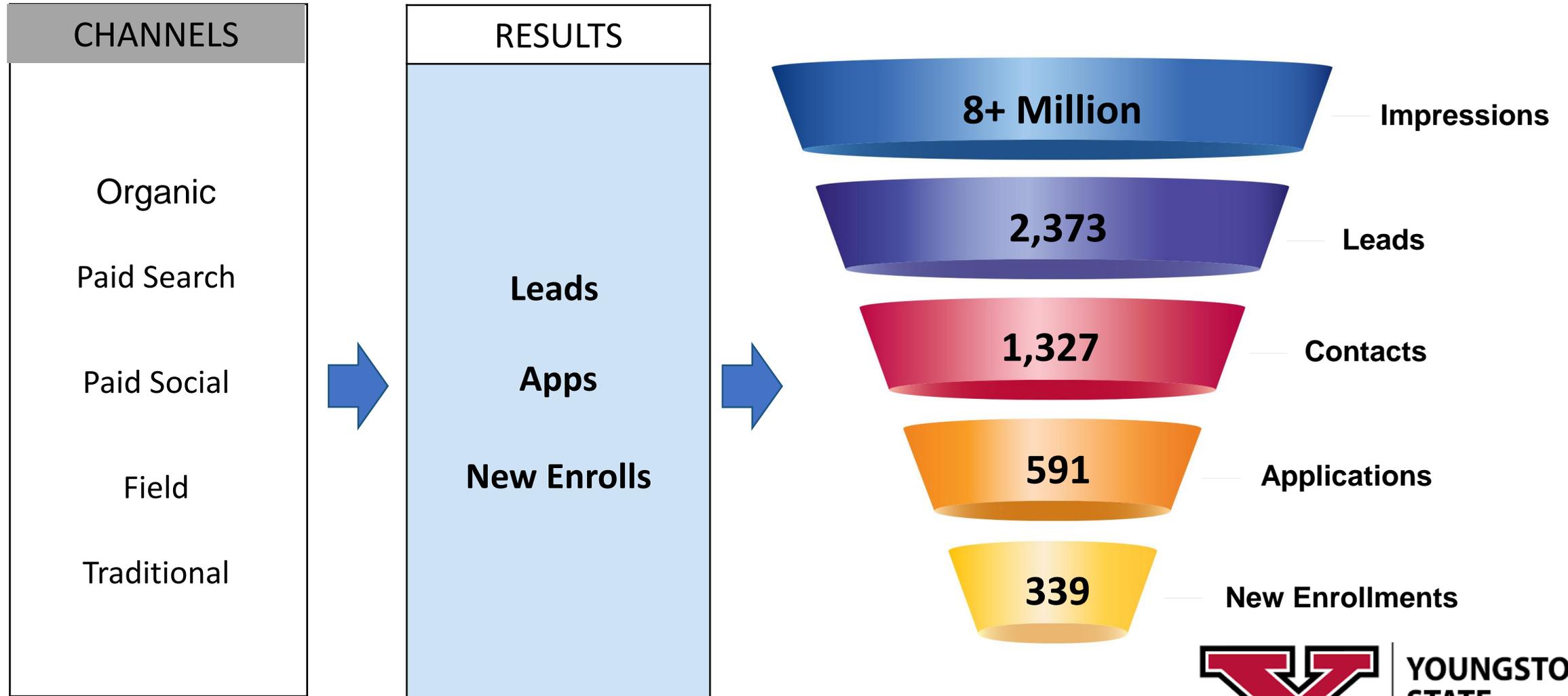
YOUNGSTOWN
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Enrollment Summary - Youngstown State University



**YOUNGSTOWN
STATE
UNIVERSITY**

Pipeline Results (March – August 2020)



Heat Map Lead Count

Select Metrics
Lead Count

ShortName
Youngstown State

Vertical
All

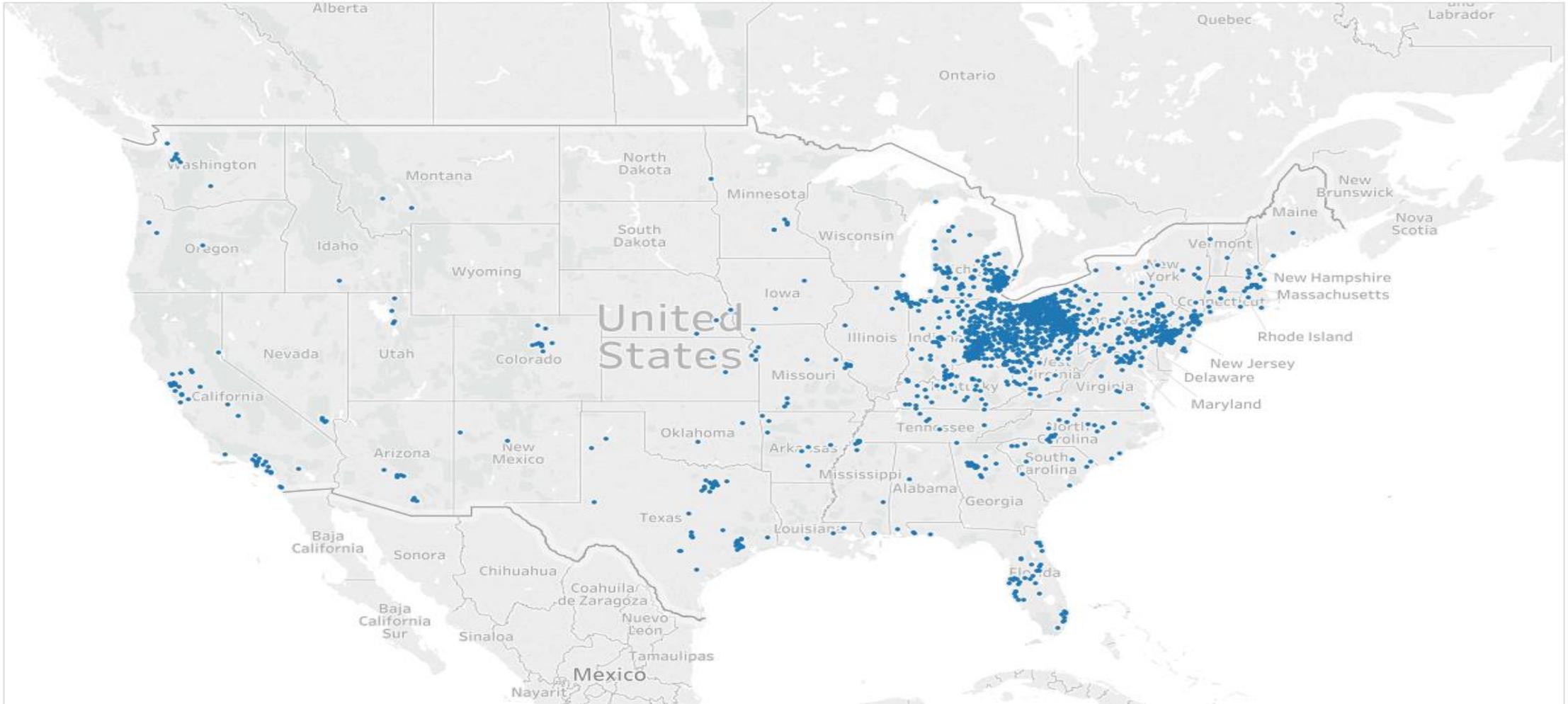
Operational Vertical
All

ProgramName
All

Campaign Type Name
Multiple values

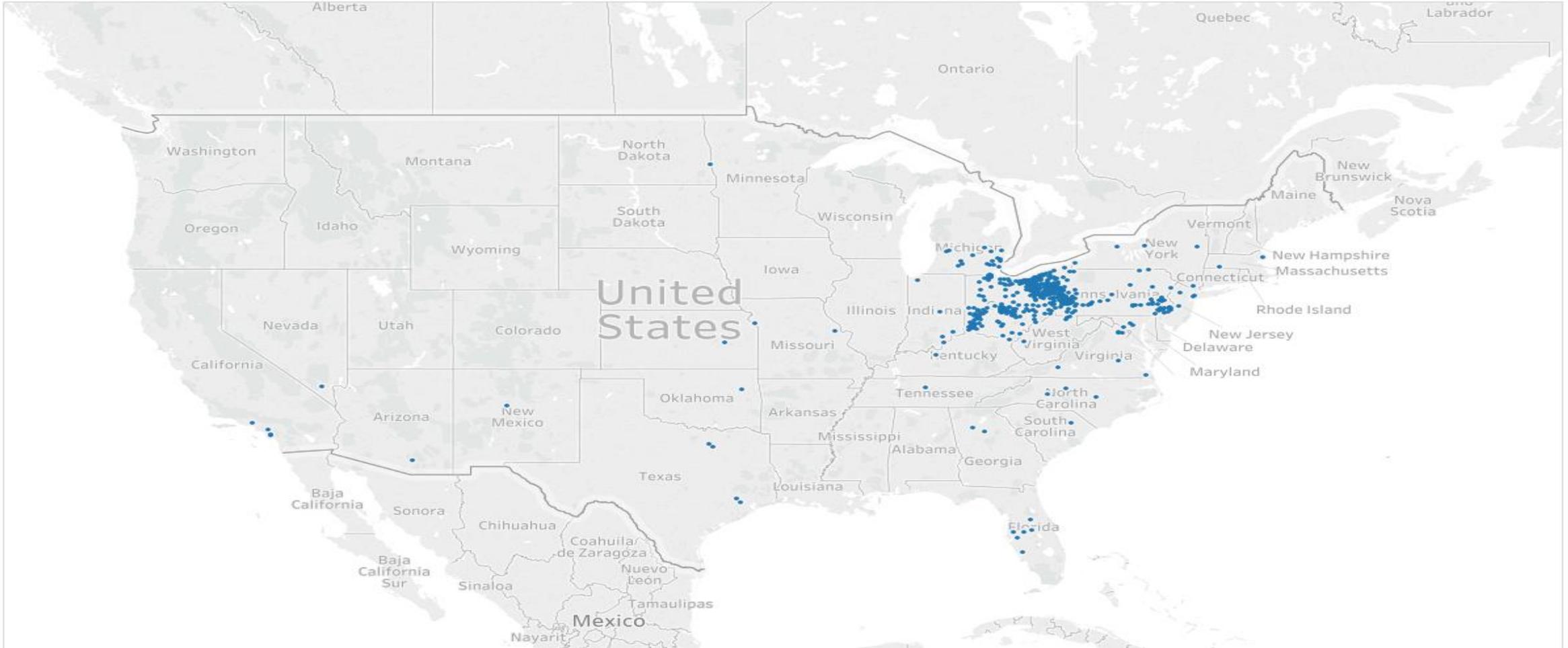
Year of Lead & Applied
All

Month of Lead & Applied
All

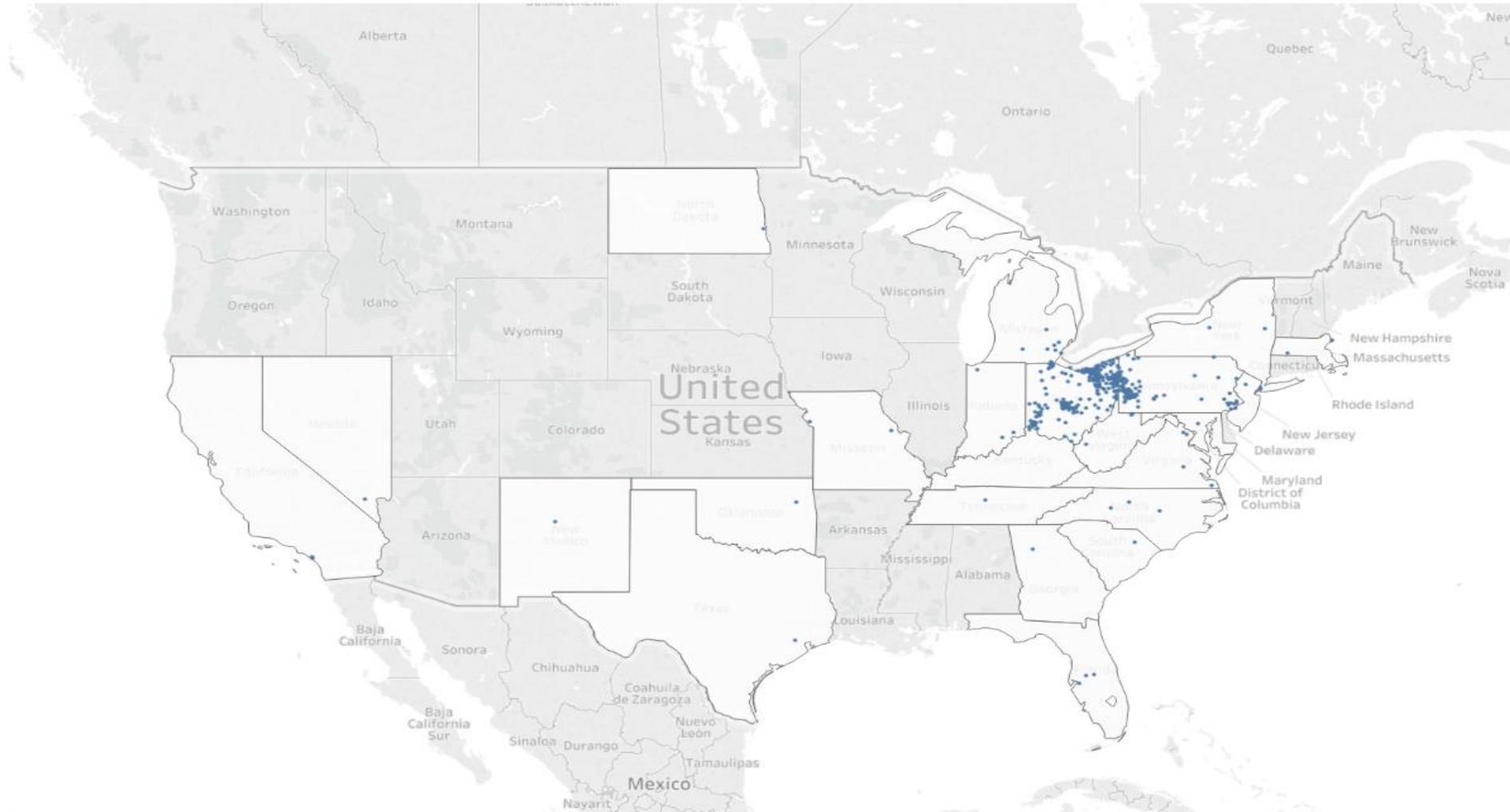


Heat Map Applied Count

Select Metrics	ShortName	Vertical	Operational Vertical	ProgramName	Campaign Type Name	Year of Lead & Applied	Month of Lead & Applied
Applied Count	Youngstown State	All	All	All	All	All	All



Heat Map New Enrollments - Youngstown State



Partner
Youngstown State

Vertical
All

Year of FirstStartDate

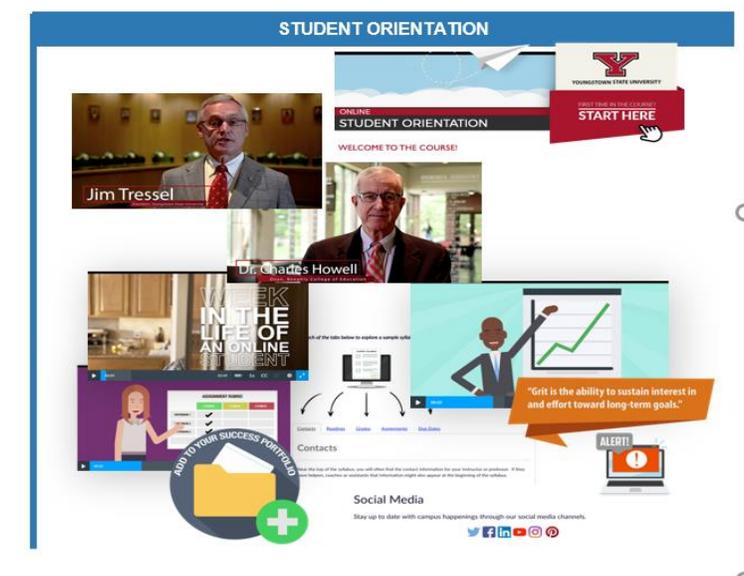
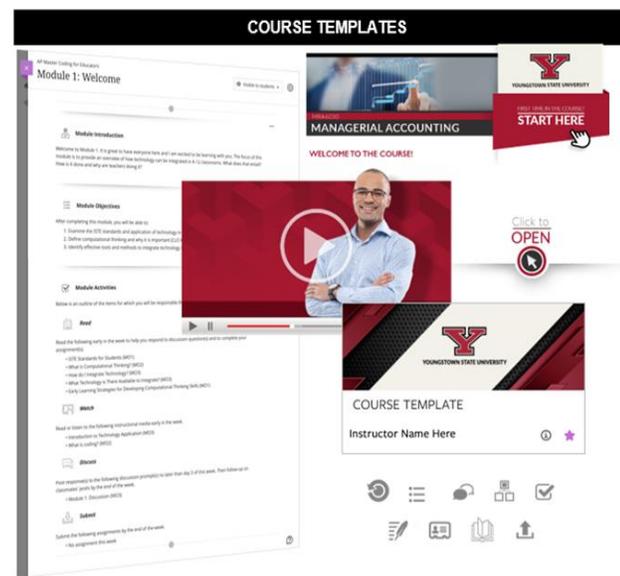
- 2019
- 2020
- 2021

Month of FirstStartDate

- January
- March
- May
- August
- October

What we've learned

- **Program Planning and Course Development**
 - 11 course carousels
 - 74 courses since launch
 - 33 courses are in various stages of development
 - 24 how-to videos
 - 62 course quality reviews
- **Templates & Technology: Blackboard Ultra**
 - new university branded template was created by AP
- **Faculty Support – Workshops and Webinars**
 - six one-hour virtual workshops
- **University Branded Student Orientation**



When will on-campus think like online students?



On-Campus Student

Cost

Not as price-sensitive, parents may be funding education

Program Duration

Semester-based calendar is standard

Admission Requirements

Accepted as standard

Accessibility

2-3 semester starts per year accepted as standard

Brand

Prestige and campus experience is more important for this audience



Online Student

Online students are working full-time and paying for school, cost is most important consideration

Accelerated time to completion is important for career growth

Would like to be respected as a working professional with valuable career experience

Asynchronous, accredited programs with specializations and multiple start opportunities important

Career relevance more important than brand



**YOUNGSTOWN
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**UPDATE ON THE STUDENT SUCCESS INITIATIVE
LINKING FIRST-YEAR ADVISING and the SUCCESS SEMINAR (YSU 1500)**

FALL 2020 TO SPRING 2021 RETENTION

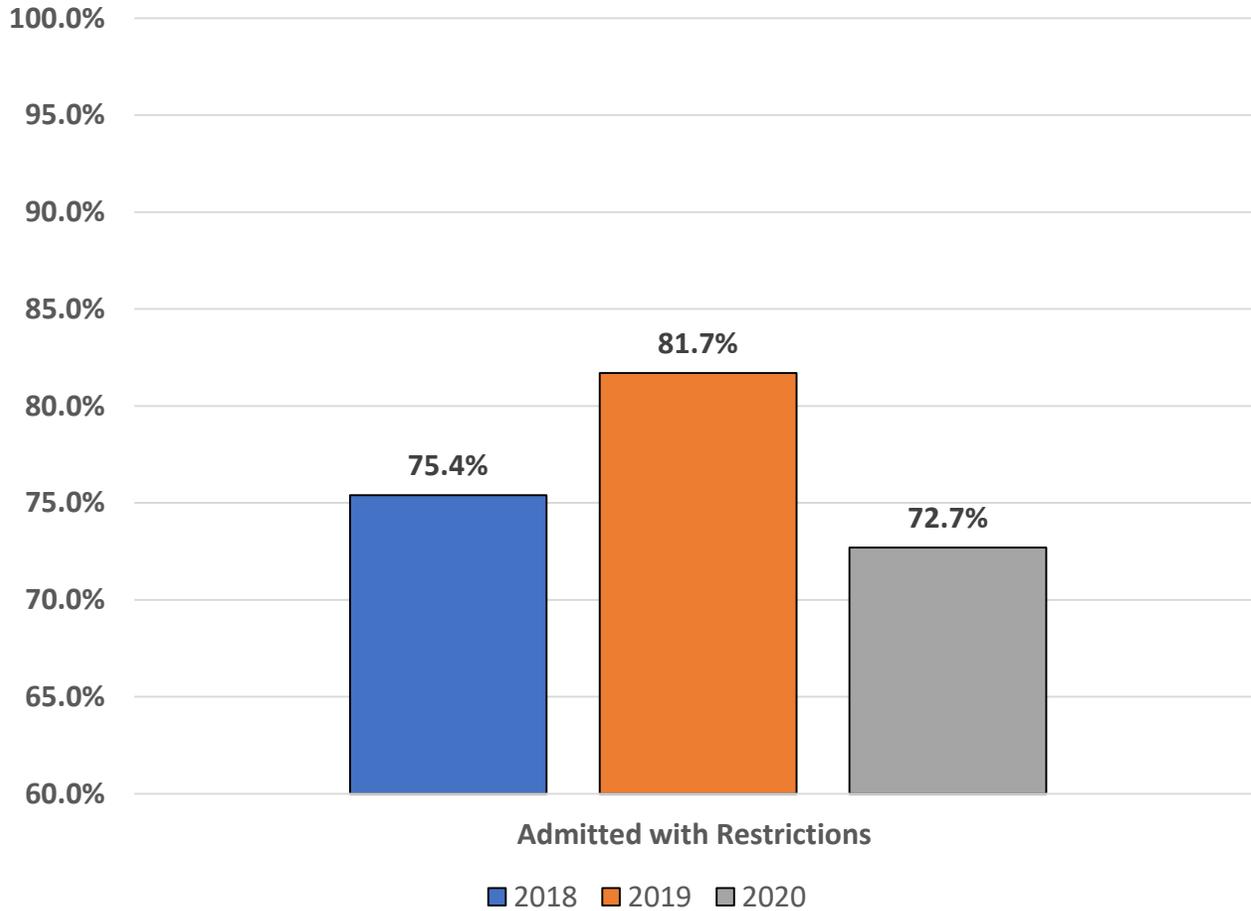
**FIRST-TIME, FULL-TIME STUDENTS BACHELOR-SEEKING
BY
COMPOSITE ACT SCORE AND ADMISSION DESIGNATION**

Board of Trustees
March 3, 2021

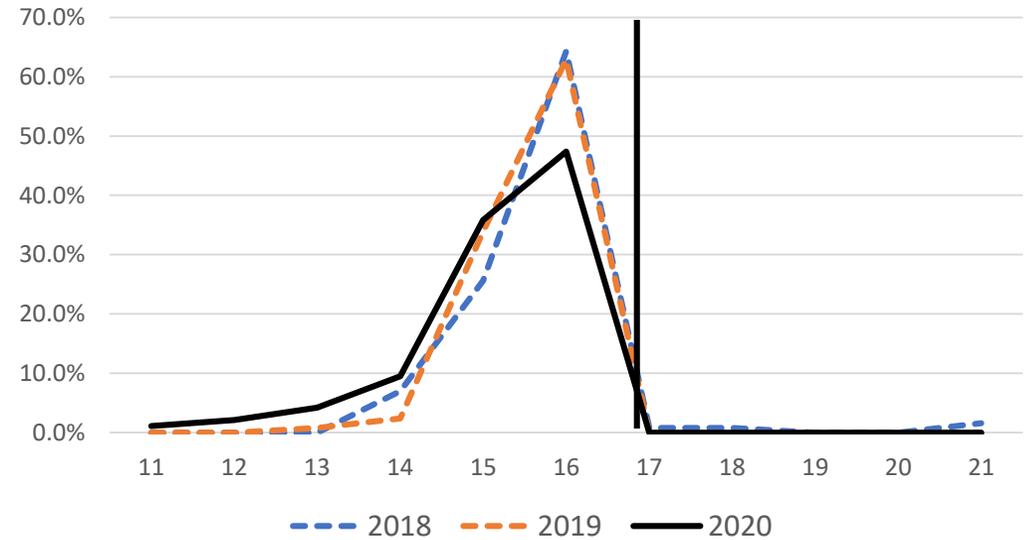


Fall-to-Spring retention: Admitted w/ restrictions 2018-2020

First-time, Full-time, Bachelor-seeking

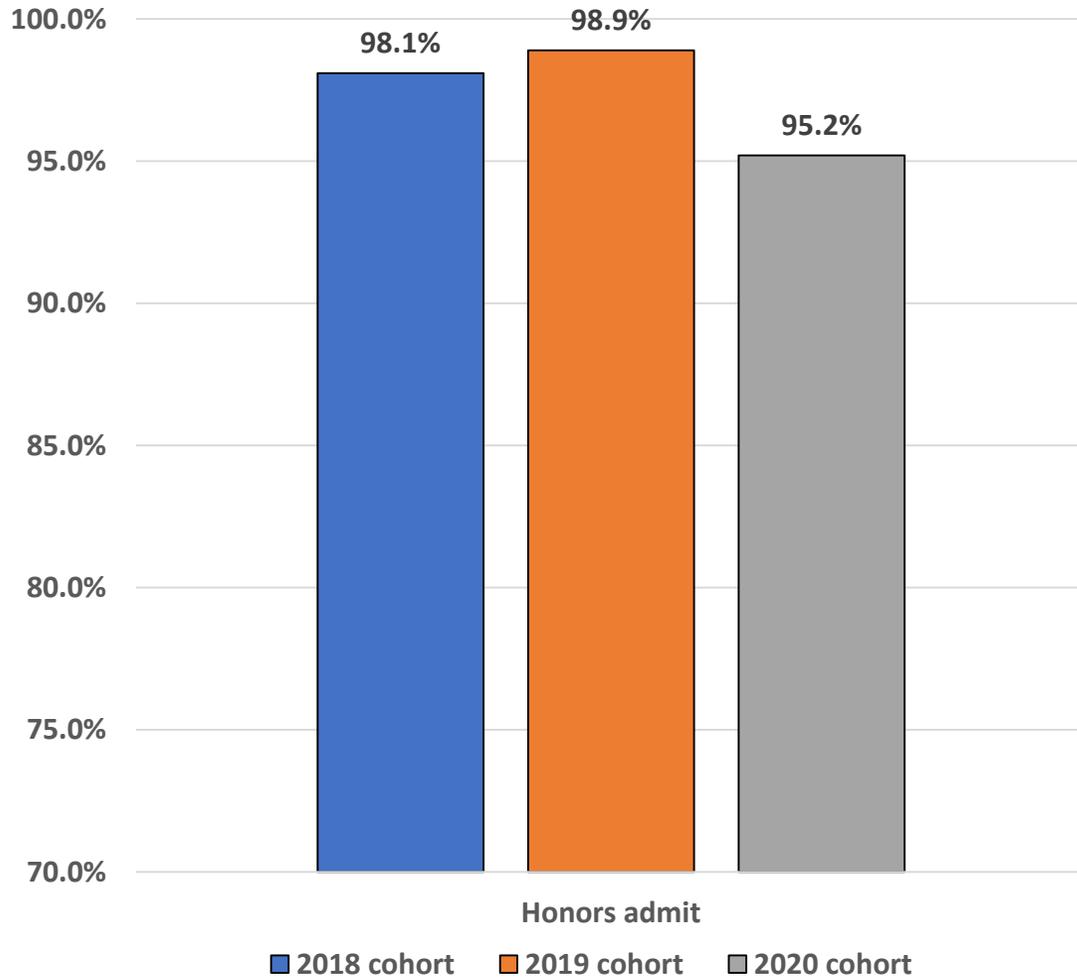


ACT Composite Distribution

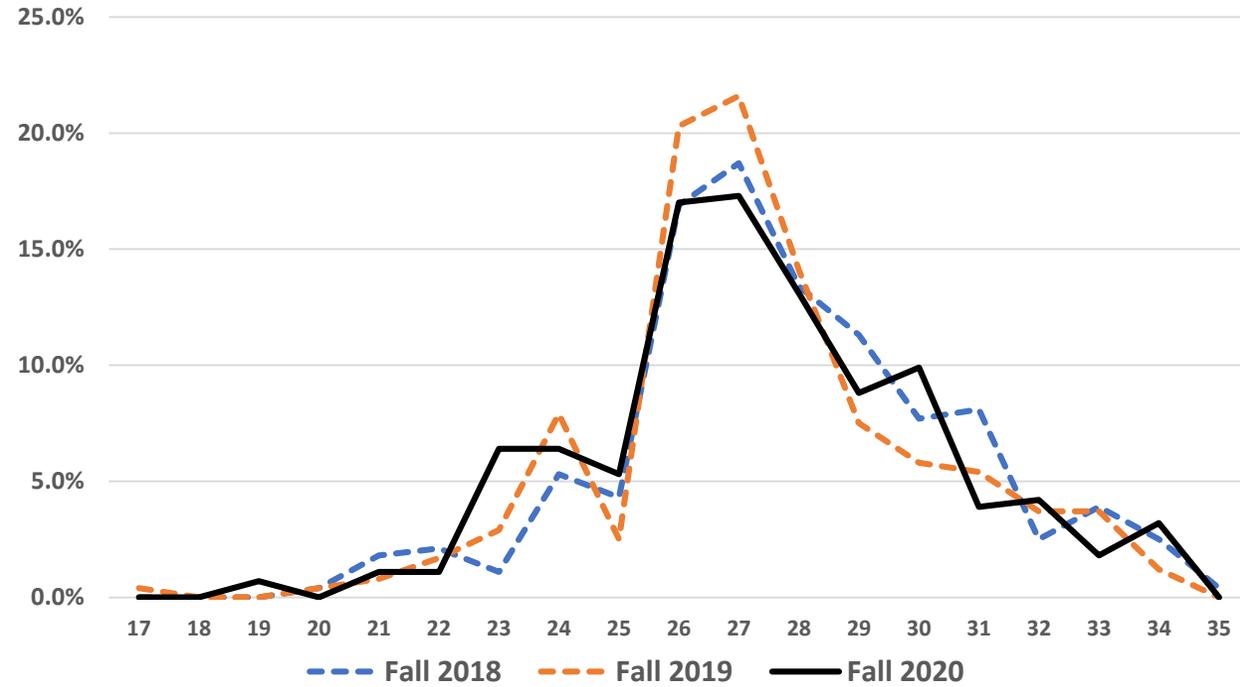


Fall-to-Spring retention: Honors admits 2018-2020

First-time, Full-time, Bachelor-seeking

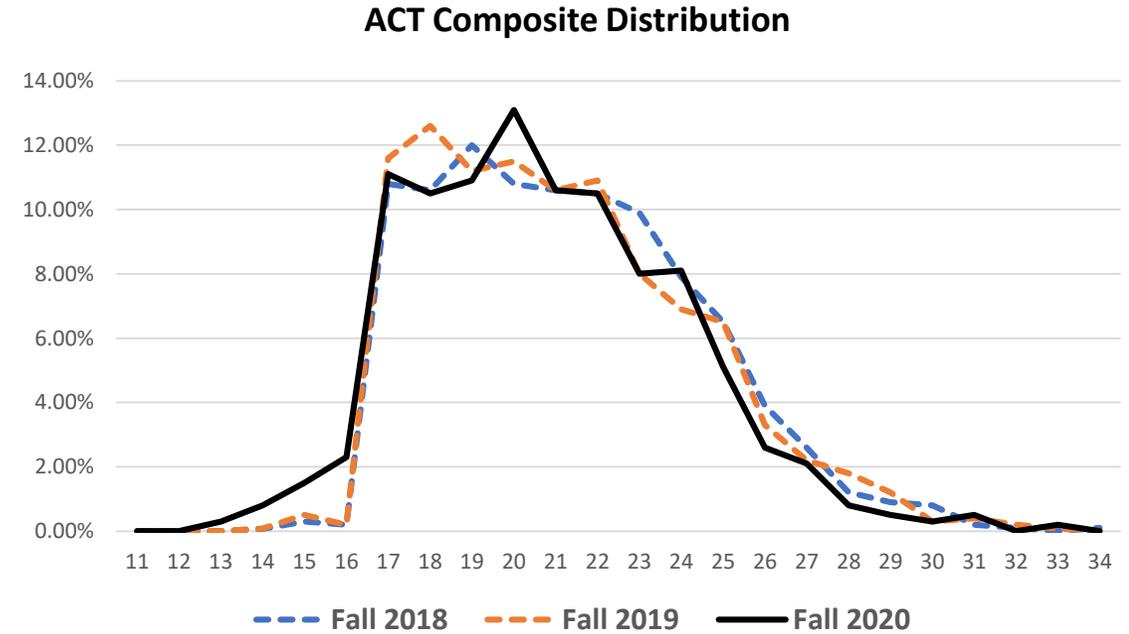
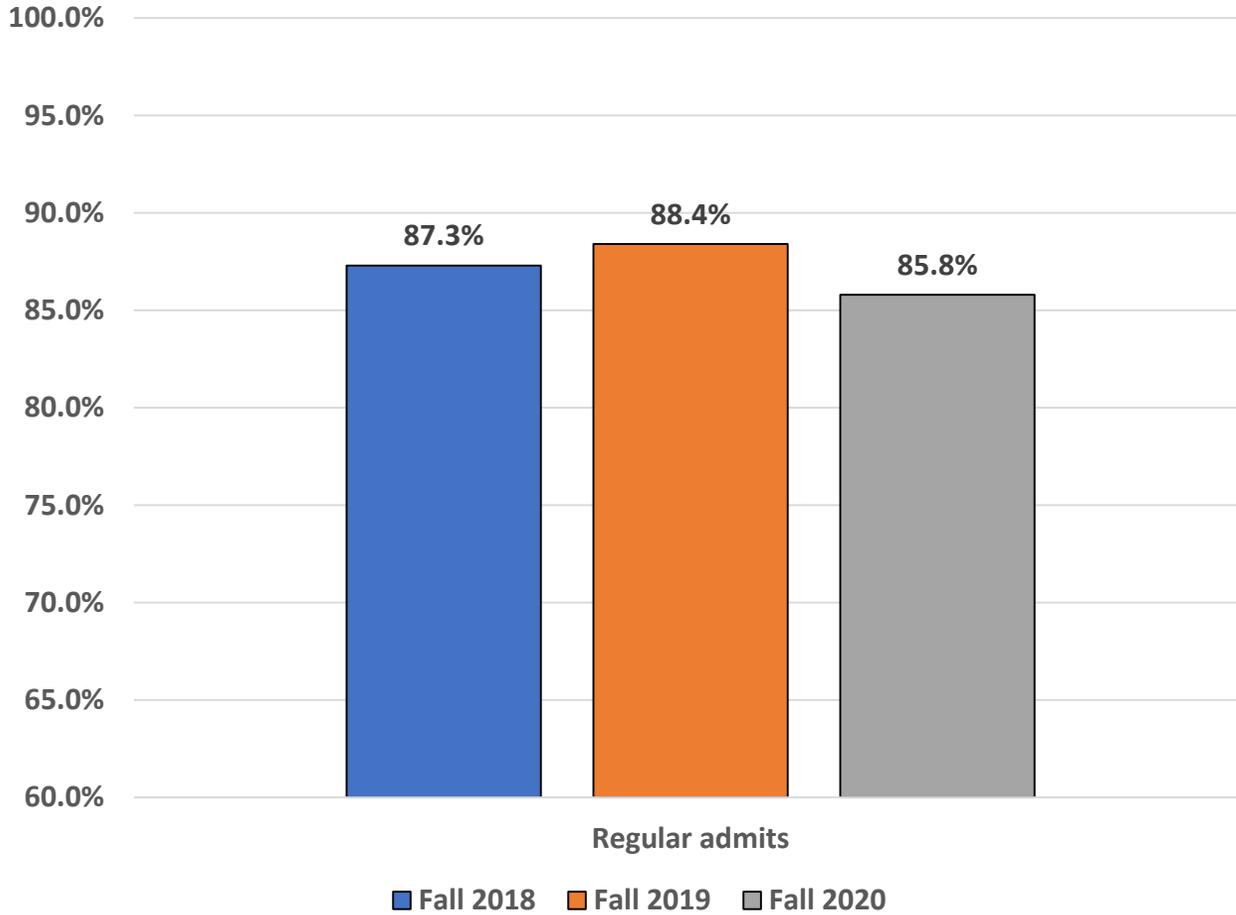


ACT Composite Distribution



Fall-to-Spring retention: Regularly Admitted Students

First-Time, Full-Time, Bachelor-seeking



STUDENT SUCCESS INITIATIVE MEASUREABLE GOALS

- **Decrease the percent of students who earn < 2.0 in each term of the first year**
- **Increase the percent of students earning a 2.75 first term GPA or higher**
- **Decrease the number/percent of students who withdraw during the first semester**
- **Increase credit completion rates**
- **Increase first year retention of regularly-admitted freshmen**
- **Increase first year retention of regularly-admitted black students**

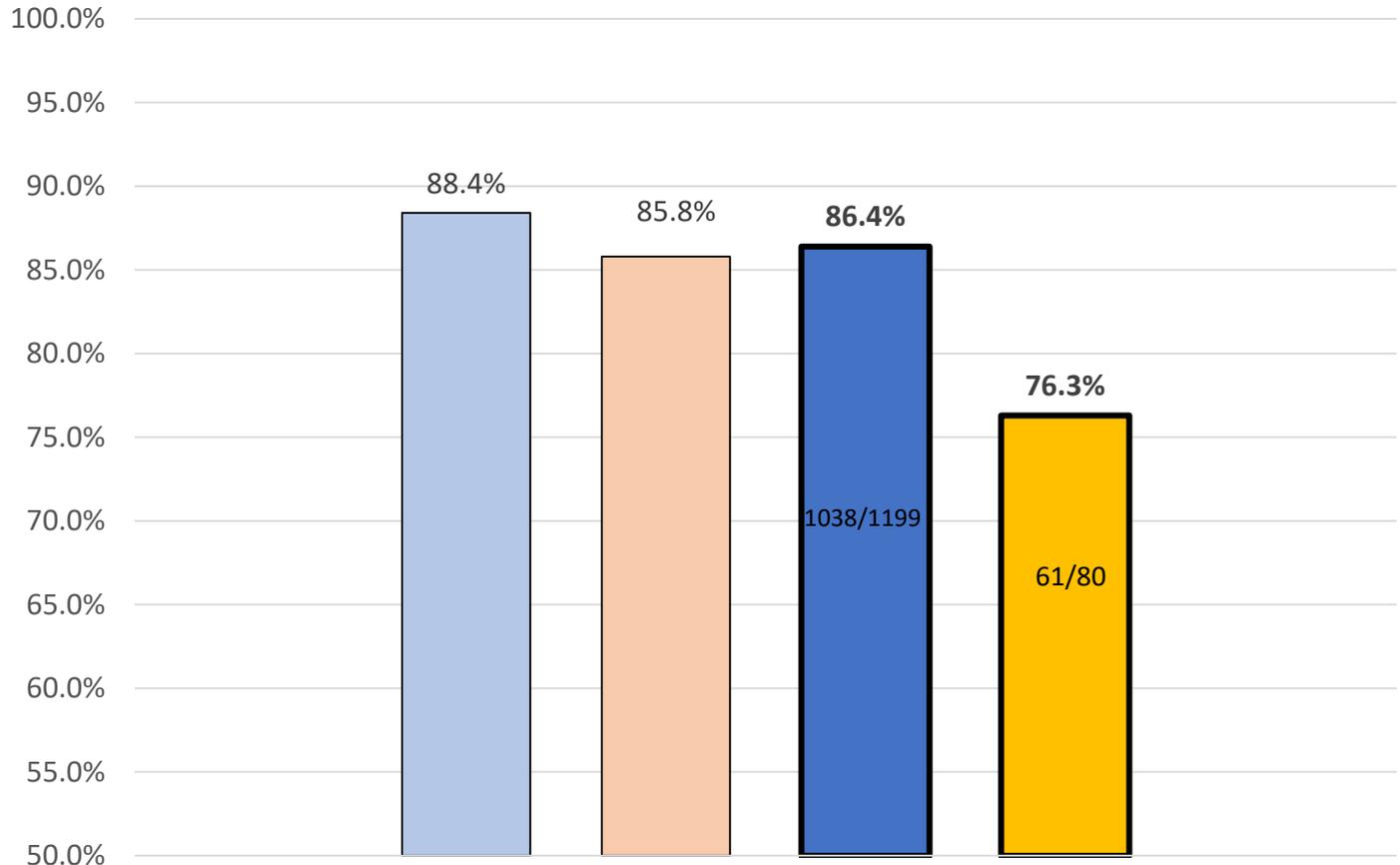


STUDENT SUCCESS INITIATIVE RESULTS
FALL 2020



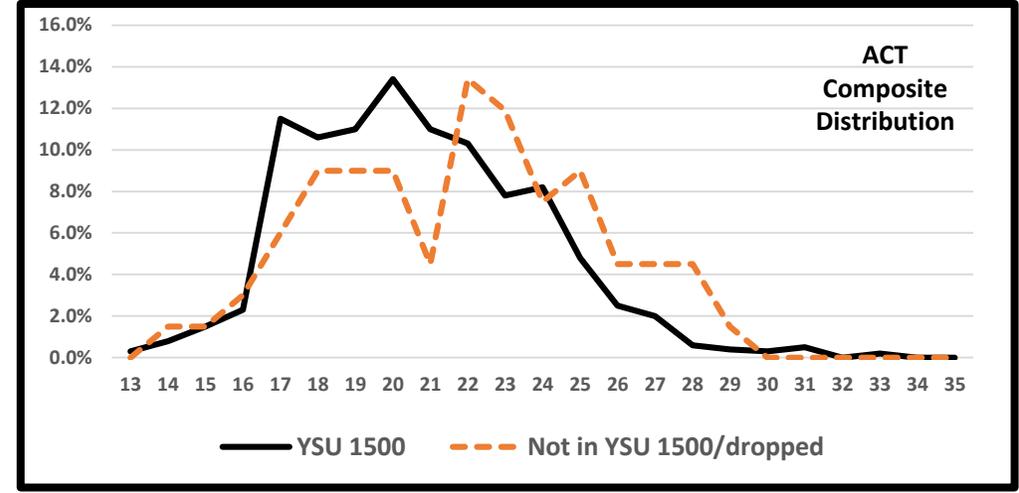
Fall-to-Spring retention: YSU 1500

First-Time, Full-Time, Bachelor-seeking



Fall-to-Spring retention

■ Fall 2019
 ■ Fall 2020
 ■ Fall 2020 Success Seminar
 ■ Fall 2020 Not in/dropped Success Seminar



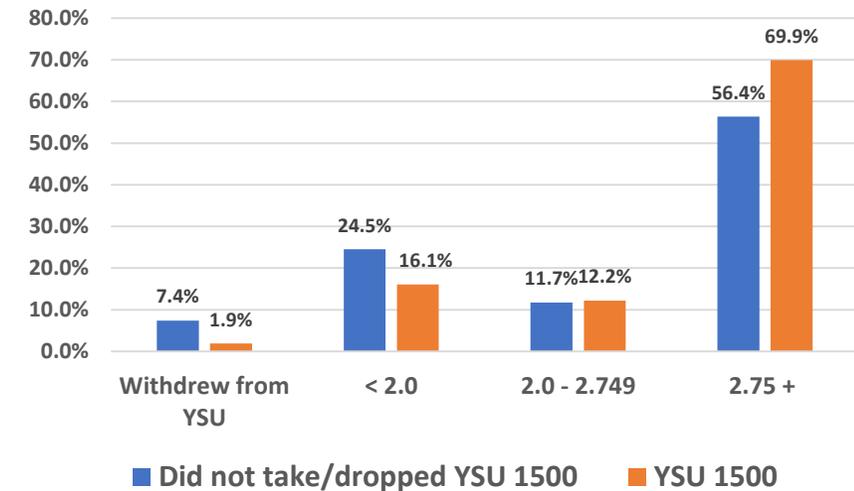
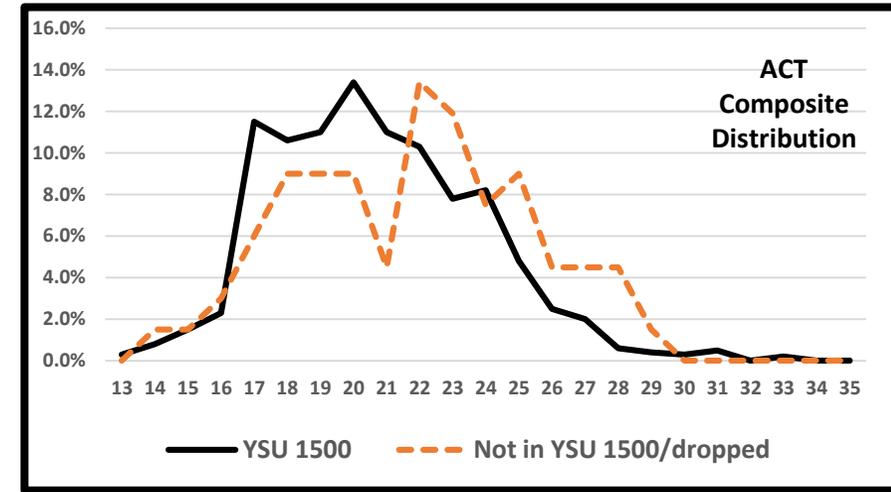
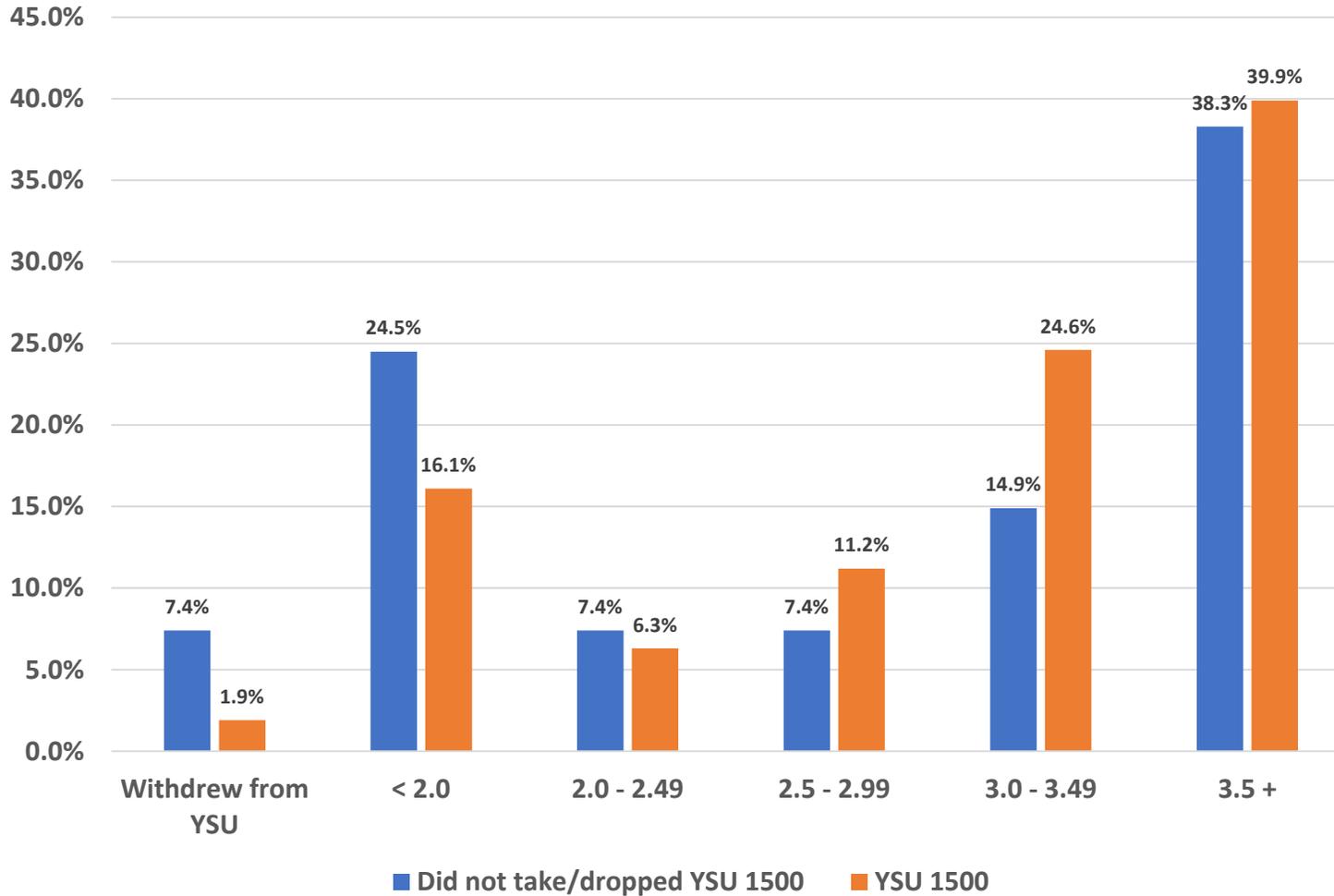
1,279 x 76.3% = 975 students

1,279 x 86.4% = 1,480 students

△ = 505 students

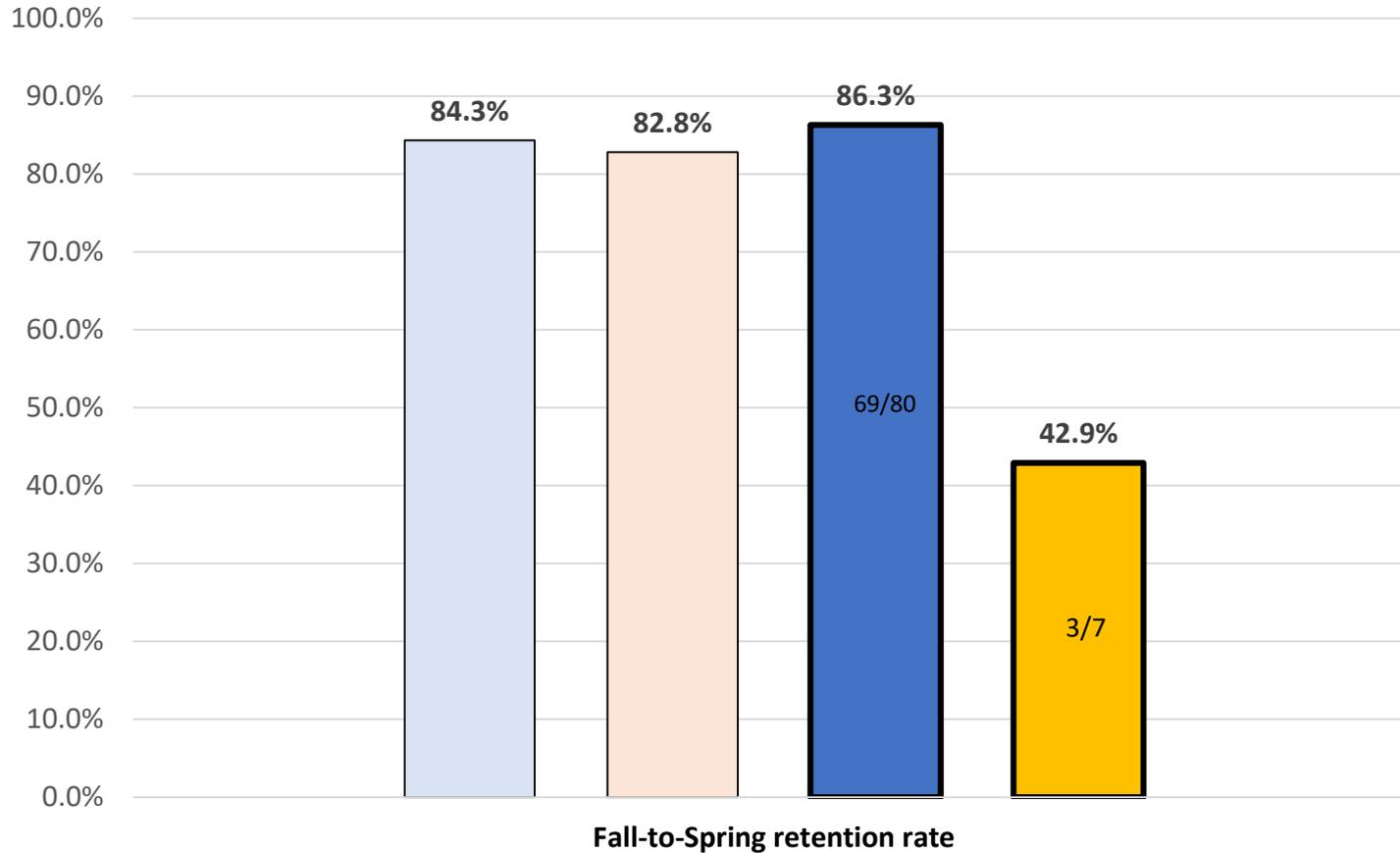


First Term GPA All 2020 First-Time Regular Admits



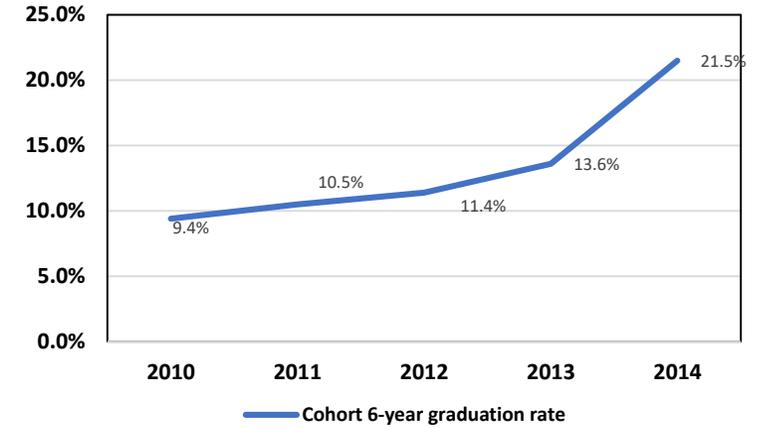
Fall-to-Spring retention: African American students

First-time, Full-time, Bachelor-seeking

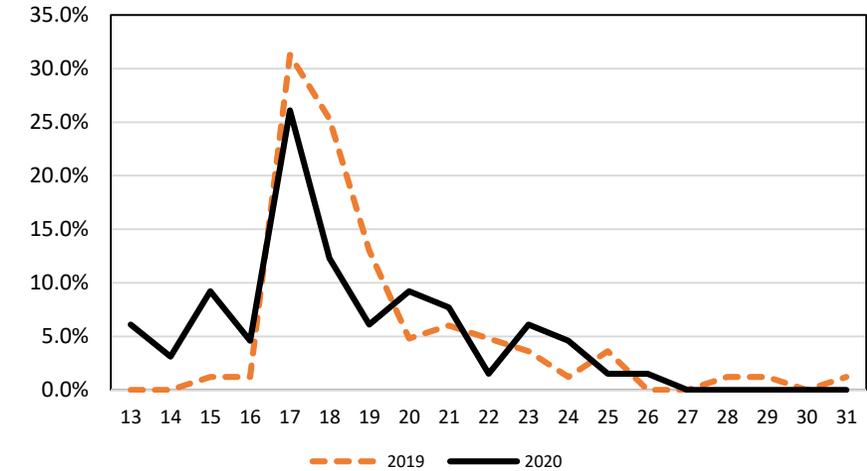


■ Fall 2019
 ■ Fall 2020
 ■ Fall 2020 Success Seminar
 ■ Fall 2020 not in/dropped Success Seminar

FT, FT Bachelor-seeking African American students earning a degree within 6 years



ACT Composite Distribution: African American students 2019-2020



Academic Advising...

- is second only to instruction in its reach;
- can be a primary means of building relationships with students - relationship with a trusted person is characteristic of a “staying environment;”
- can be a primary means of communicating to students that they are personally significant;
- can be a primary means of communicating to students that the institution cares about their success - particularly important for underrepresented students who come from families without a college going tradition;
- is critical to the success of black freshmen; the frequency of personal contacts between black freshmen and their academic advisors is the variable most strongly associated with retention.



Academic Program Enhancement & Effectiveness Initiative
Pathway to Actionable Outcomes
March 2021
BOARD OF TRUSTEES UPDATE

OVERVIEW

- Steps
 - October: Preliminary findings
 - March: Preliminary recommendations
 - June: Recommendations
- Principles
 - Approach to campus awareness
 - Communications
 - Updates
 - Revitalize the strategic planning website (www.ysu.edu/strategic-planning)
 - Approach to campus engagement
 - Involved in the process of data and contextual framework informed recommendations (academic leadership + academic senators; chairs & faculty + deans)
 - Informs OAA assessment (institution-wide perspective) and Provost recommended actions
- Approach
 - October to March (science)
 - Market, margin, and economics informed
 - March to June (art)
 - Add mission, The Plan, outreach/engagement
 - June (converge the science and the art of the process)
 - Actions related to current programs
 - Opportunities to Grow
 - Sustain
 - Adjust
 - Sunset
 - Actions related to proposed new or reconfigured programs
 - Some actions implemented Fall 2021
 - Internal adjustments
 - Some actions implemented Fall 2022
 - Actions requiring external approvals

**PRELIMINARY FINDINGS (February);
TO BECOME PRELIMINARY RECOMMENDATIONS (March);
TO BECOME PENULTIMATE RECOMMENDATIONS (April/May);
TO BECOME RECOMMENDATIONS (June)**

Preliminary Findings (February)

Rating Type	# of Programs
Grow	22
Sustain	47
Adjust	14
Further Review	17
Further Discussion	25

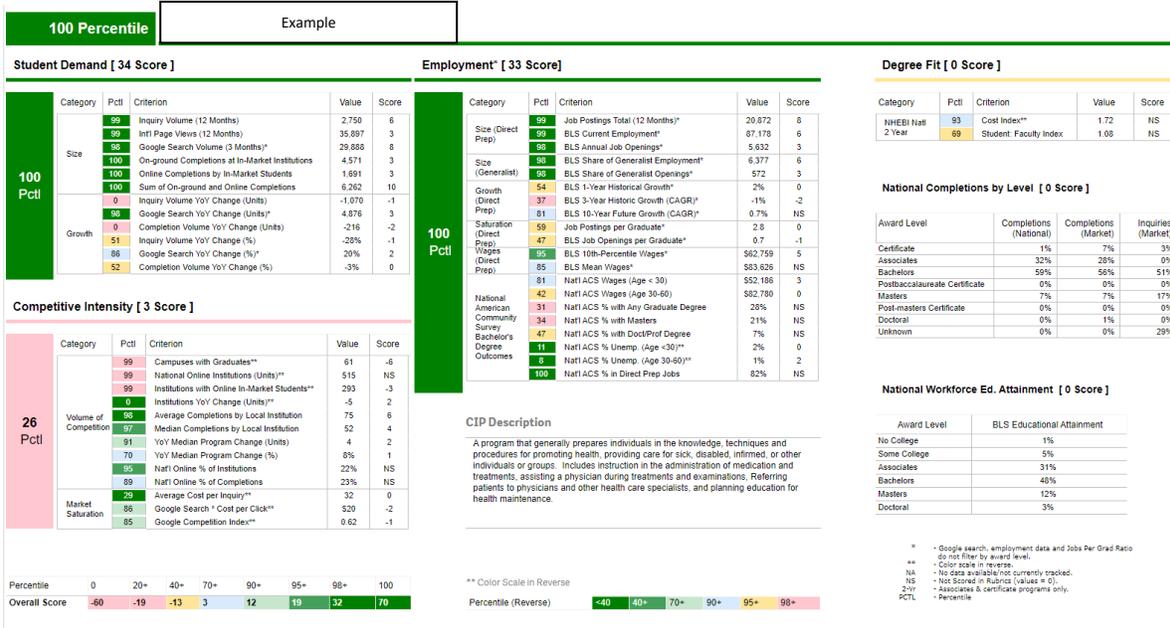
Curricular Efficiency

Curricular efficiency should reduce cost while increasing academic focus and instructional quality.

Curricular Efficiency Objectives

- Optimize course credit hours
- Achieve and sustain lower cost
- Improve curricular focus and quality (manage “mission creep”)
- Invest in mission-critical courses and growth programs
- Stem the rise in cost and tuition
- Make higher education more affordable, especially for underrepresented populations

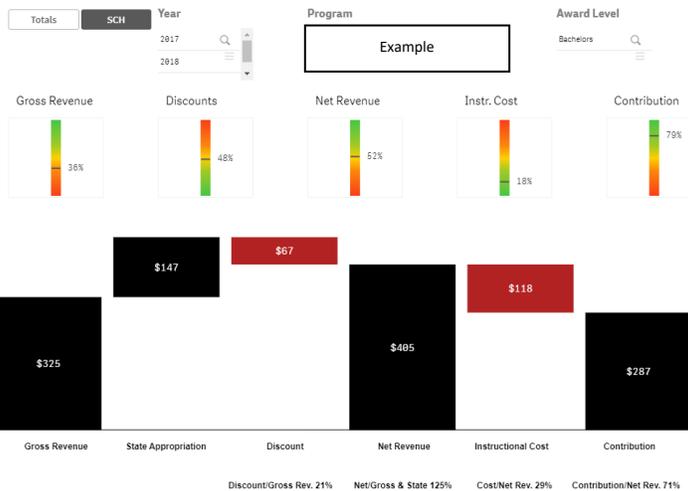
Program Scorecard (Work in Progress)



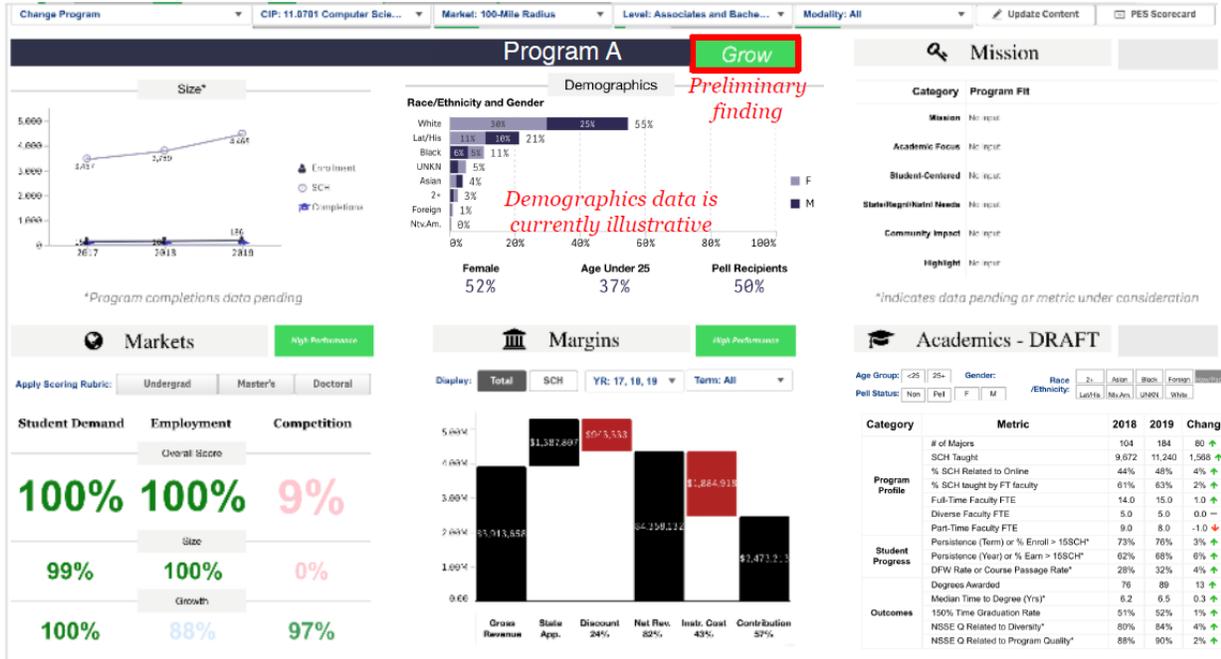
Share of Market Completions by Award Level

Award Level	Q	Institution	Share of Total
Totals		106	1.89%
Associates		0	0.00%
Bachelors		106	2.55%

Program Economics



Program Dashboard (Work in Progress)



- One section is dedicated to the goals and actions to be taken for the continuous improvement of the program that will be linked to the *Plan for Strategic Actions to Take Charge of Our Future*.

Date	Goal	Action	Status
1/18/2021	Decrease average time to completion	Students will meet with their advisor every semester at registration to make sure all credits are applicable to the major.	▶

- Another possible section provides space to note exemplary activities and/or initiatives demonstrated to have impact and influence linked to the *Plan*.

Contributor	Content
Student A	www.artexhibit.com

- Lastly, there may be a comments section to record anything else of note.

Additional Comments

No input

Approach to New Programs

A total of 28 new program findings were identified by the team.

- One program was identified as high-interest by four of the five breakout teams and received the most votes (13) from the full group.
- Five programs received between 6 to 8 votes.
- Seven programs received 4 or 5 votes.
- There was a moderate level of interest in an additional 15 programs.

**Academic Excellence
and
Student Success**

**Background
Agenda**



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE**

**James E. “Ted” Roberts, Chair
Allen L. Ryan, Vice Chair
All Trustees are Members**

**BACKGROUND MATERIALS
Wednesday, March 3, 2021**

- 1. Office of Research Services Quarterly Report** **Tab 1**
The Second Quarter Report from the Office of Research Services is presented for the Board of Trustees’ information.
- 2. Current Accreditation Activity** **Tab 2**
The report on accreditation activity shows recent accreditations and upcoming site visits and documents submitted.
- 3. Academic Programs Update** **Tab 3**
The report outlines new program development.
- 4. Sabbatical and Faculty Improvement Leaves for AY 2021-2022** **Tab 4**
A list of faculty members who were granted sabbaticals and faculty improvement leaves for the 2021-2022 academic year is provided.
- 5. Research Professorship List** **Tab 5**
A list of faculty members who were granted research professorships for 2021-2022 is provided. Each year no fewer than eighteen (18) faculty members whose unsubsidized research is deemed meritorious of support shall be designated “Research Professors” and awarded a workload reduction of a minimum of six (6) hours to a maximum of nine (9) hours to pursue research. The total number of hours distributed will be no less than 162 hours.
- 6. Spring 2021 Enrollment Summary** **Tab 6**
The 14th Day Preliminary Enrollment Summary, which includes the demographics of students attending Youngstown State University, is attached.

MEMORANDUM

Date: January 21, 2021

To: Dr. Brien Smith, Provost and Vice President for Academic Affairs

From: Office of Research Services (ORS)

Re: FY21 Second Quarter Report

Please see attached the FY21 Second Quarter Report as prepared for delivery to the Academic Quality and Student Success Committee of the Board of Trustees.

ORS staff managed **47** major grant administration activities during this quarter (**25** submissions and **22** awards/contracts). Additionally, the IRB processed 65 new protocols and 6 modifications.

Notable highlights:

- YSU submitted a Choose Ohio First Scholarship proposal (\$1,4M) to support undergraduate students in Science, Technology, Engineering, Mathematics and Medical (STEMM) fields.
- Cayuse Human Ethics (Cayuse IRB) soft go-live is successful and ready to move to go-live

Accompanying this submission is the FY21 Quarter 2 Detail Report, which provides greater detail regarding institutional submissions and awards.



**EXECUTIVE
SUMMARY**

Second Quarter Report – FY21
October 1, 2020 to December 31, 2020

Submitted Proposals to External Agencies: **Total**

Q2 Total Dollars Requested:	\$3,531,824
Q2 Indirect Cost Requested:	\$356,724
Q2 Total Proposals Worked:	29
Q2 Total Proposals Submitted:	25

Funded Proposals from External Agencies: **Total**

Q2 Total Dollars Awarded:	\$1,653,930
Q2 Indirect Costs Awarded:	\$27,231
Q2 Total Projects Awarded:	22

Q2 YTD Comparison:

	FY19	FY 20	FY 21
<i>Q2 Submissions</i>	20	35	25
<i>Q2 Dollars Requested</i>	\$5,041,170	\$13,624,505	\$3,531,824
<i>Q2 Awards</i>	25	18	22
<i>Q2 Dollars Awarded**</i>	2,940,411	\$1,037,303	\$1,653,930
<i>YTD Submissions</i>	47	61	49
<i>YTD Dollars Requested</i>	\$8,025,066	\$17,465,918	\$8,340,989
<i>YTD Awards</i>	61	51	56
<i>YTD Dollars Awarded**</i>	\$5,488,064	\$3,287,005	\$6,168,793

** awarded amounts are reported according to budget periods

Q2 Total Active Awards: 115
 Q2 Total Research Expenditures: \$3,142,278
 YTD Research Expenditures: \$4,533,639

Proposals Submitted to External Agencies

Second Quarter Report – FY21
October 1, 2020 to December 31, 2020

PI/PD	Department	Funding Agency	Amount Requested	Indirect Costs Requested	YSU Cost Share
Sharma, S.	Engineering	Dept. of Agriculture	\$39,963	\$2,960	\$0
Huber, M.	Accounting & Finance	IMA Research Foundation	\$25,000	\$0	\$510
Gygi, C.	Academic Affairs	National Center for Defense Manufacturing and Machining	\$83,688	\$17,427	\$27,360
Cortes, P.	Engineering	US Navy	\$21,486	\$4,476	\$0
Bralich, J.	Humanities	ArcGIS	\$3,959	\$1,041	\$0
Cameron, A.	Human Services	Bill & Melinda Gates Foundation	\$100,000	\$9,091	\$0
Powe, N.	Graduate Studies in HHS	NEOMED	\$5,000	\$0	\$2,500
Cameron, A.	Human Services	Youngstown City Health Dept.	\$4,000	\$0	\$0
Oddo, J.	Academic Affairs	Dept. of Labor	\$694,624	\$144,644	\$0
Cameron, A.	Human Services	The United Way	\$8,534	\$1,777	\$0
Rodabaugh, S.	Mathematics & Statistics	Ohio Dept. of Higher Education	\$1,416,000	\$0	\$3,823,580
Walker, J.	Engineering	National Science Foundation	\$709,611	\$147,765	\$0
Moss, M.	Janitorial Services	Mahoning Valley Sanitary District	\$62,070	\$0	\$0
Huber, M.	Accounting & Finance	Chartered Institute of Management Accountants	\$39,046	\$0	\$0
Walker, J.	Engineering	Ohio Space Grant Consortium	\$5,000	\$0	\$5,000
McNicholas, R.	Campus Recreation	Ohio College Initiative CARES Act	\$8,358	\$0	\$0
Sexton, G.	WYSU	Corporation for Public Broadcasting	\$32,515	\$0	\$0
Sexton, G.	WYSU	Corporation for Public Broadcasting	\$88,042	\$0	\$0
Wendland, M.	Graduate Studies in HHS	American Physical Therapy Association	\$9,996	\$0	\$0
Crescimanno, M.	Physics, Astronomy, Geology, & Environmental Sciences	National Science Foundation	\$75,938	\$15,813	\$0
Disotell, K.	Engineering	Ohio Space Grant Consortium	\$5,000	\$0	\$5,000
Armstrong, F.	PAGES	National Oceanic and Atmospheric Administration	9,000	\$0	\$2,000
McCartney, R.	Office Dean of Business	City of Youngstown	\$25,000	\$3,231	\$0
VanVoorhis, R.	Psychology Sciences &	University of Cincinnati/	\$29,994	\$2,222	\$0

	Counseling	Department of Education			
McCartney, R.	Office Dean of Business	City of Newton Falls	\$30,000	\$6,247	\$0
		TOTALS	\$3,531,824	\$356,724	\$3,865,950

Projects Awarded from External Agencies
Second Quarter Report – FY21
October 1, 2020 to December 31, 2020

PI/PD	Department	Funding Agency	Amount Awarded	Indirect Costs Awarded	YSU Cost Share
Deschenes, R.	Engineering	Ohio Water Development Authority	\$34,215	\$7,125	\$25,954
McCartney, R.	Office Dean of Business	Economic Development Agency	\$666,667	\$0	\$695,000
Disotell, K.	Engineering	Ohio Space Grant Consortium	\$20,000	\$0	\$0
Cameron, A.	Human Services	Ohio Dept. of Education	\$30,529	\$2,262	\$0
Cameron, A.	Human Services	Ohio Dept. of Education	\$36,726	\$2720	\$0
Cameron, A.	Human Services	Ohio Dept. of Education	\$26,819	\$1,987	\$0
Boerio, G.	The Rich Center	Ohio State University	\$20,000	\$1,428	\$5,000
Polkabra-Byers, J.	Campus Recreation	Ohio Dept. of Higher Education CARES Act	\$124,200	\$0	\$0
Verdone, K.	Enrollment Planning & Management	Ohio Dept. of Higher Education	\$1,000	\$0	\$0
Bralich, J.	Humanities	ArcGIS	\$5,000	\$1,041	\$0
Durrell, P.	Physics, Astronomy, Geology, & Environmental Sciences	Space Telescope Science Institute	\$1,934	\$403	\$0
Veisz, P.	Small Business Development Center	US Small Business Administration	\$237,000	\$0	\$387,955
Veisz, P.	Small Business Development Center	Ohio Development Services Agency	\$122,450	\$0	\$0
Cameron, A.	Human Services	United Way	\$8,543	\$1,777	\$0
Bralich, J.	Humanities	City of Youngstown	\$12,750	\$0	\$0
Moldovan, S.	Engineering	Duramax	\$40,005	\$7,393	\$0
Polkabra-Byers, J.	Campus Recreation	Ohio Dept. of Higher Education CARES Act	\$211,140	\$0	\$0
Cameron, A.	Human Services	Youngstown Office on Minority Health	\$4,000	\$0	\$0
Walker, J.	Engineering	Ohio Space Grant Consortium	\$5,000	\$0	\$5,000

McNicholas, R.	Campus Recreation	Ohio College Initiative CARES Act	\$31,452	\$0	\$0
Bralich, J.	Humanities	Trumbull County Board of Commissioners	\$5,000	\$1,041	\$0
Cameron, A.	Human Services	Wright State University	\$9,500	\$0	\$0
		TOTALS	\$1,653,930	\$27,231	\$1,118,909

CURRENT ACCREDITATION ACTIVITY
March 2021

Summary of recent site visits:

- The Bachelor of Social Work site visit occurred on October 21, 2020. The Council on Social Work Education (CSWE) met in February 2021. The results of that visit will be communicated by March 2021.
- A virtual site visit was conducted for the Medical Laboratory Technology program on July 23-24, 2020. The program has been awarded ten years of accreditation.

Summary of recent accreditation actions:

- On July 30, 2018, the Higher Learning Commission continued the accreditation of YSU with the next Reaffirmation of Accreditation scheduled to occur in 2027-28.

Details:

Program	Status
Art National Association of Schools of Art and Design (NASAD)	The NASAD Commission granted renewal of membership for the following degree options: BA in Art History, BS in Art Education, BFA in Studio Art, and MA in Art Education. The next full review is scheduled for 2025-2026. The Commission accepted the Progress Report of the MFA in Interdisciplinary Visual Arts degree. An affirmation statement and audit were submitted on June 27, 2020, noting that no significant changes had been made to the majors and programs.
Athletic Training Commission on Accreditation of Athletic Training Education (CAATE)	The Master of Athletic Training program was granted initial accreditation for five years by CAATE in 2018. The next review will occur in 2023. A progress report was required because the program is out of compliance with the unfilled position of a required program director as well as inadequate support of the Clinical Education component of the program. On January 12, 2021, accreditors placed the program on probation. A Program Director position has been posted, and a search is being conducted with the goal of hiring a director before April 1, 2021.
Business AACSB International—The Association to Advance Collegiate Schools of Business	AACSB International approved the extension of accreditation in January 2020. Accreditation of the undergraduate and graduate business programs is extended for the standard five years. The next accreditation review will be in 2024. AACSB cited a deficiency in the number of finance faculty and the heavy reliance on lecturers.

Program	Status
<p>Chemistry American Chemical Society (ACS)</p>	<p>The American Chemical Society (ACS) notified the YSU Chemistry Department in August 2017 that its BS Chemistry program has met the requirements for continued ACS accreditation through 2022. At that time, the department must apply for re-accreditation.</p>
<p>Counseling Council for Accreditation of Counseling and Related Educational Programs (CACREP)</p>	<p>The Council for Accreditation of Counseling and Related Educational Programs (CACREP) granted full accreditation to the MS. Ed. in Counseling—Addiction Counseling, Clinical Mental Health Counseling, School Counseling, and Student Affairs/College Counseling program tracks for the full eight-year period, until March 31, 2023.</p>
<p>Dental Hygiene American Dental Association (ADA)</p>	<p>The self-study for continuing accreditation of the Dental Hygiene program was submitted in September 2017. This was the initial site visit following the transition from the Associate of Applied Science (AAS) degree to the Bachelor of Science in Dental Hygiene (BSDH) degree. A site visit occurred in November 2017, and the program was awarded full accreditation status, Approval Without Reporting Requirements, at the 2018 ADA CODA Summer Commission meeting. The accreditation cycle for allied dental programs is seven years. The next site visit will be due in late 2024 or early 2025.</p>
<p>Dietetics Program Academy of Nutrition and Dietetics (AND) Accreditation Council for Education in Nutrition and Dietetics (ACEND)</p>	<p>The three ACEND accredited dietetics programs that co-exist at this time are the Didactic Program in Dietetics, the Coordinated Program in Dietetics, and the Master in Public Health-Dietetics Future Model (MPH-DFM). The Coordinated Program will graduate its last cohort in Summer 2021, at which time it will be completely replaced by the MPH-DFM. The first cohort in the MPH-DFM started Fall 2020. All three programs continue in good standing. The Dietetic Technician Program closed in August 2020 after the last cohort graduated. Low enrollment and faculty resources informed this decision.</p> <p>As part of its re-accreditation requirements, the Didactic Program in Dietetics completed an ACEND site visit in January 2020 and is now awaiting the decision by the ACEND board. COVID-19 has delayed this process.</p>

Program	Status
Dietetics (continued)	The MPH-DFM pilot program received final approval in November 2019. The next accreditation visit will be held in 2023.
Education and Licensure Programs The Council for the Accreditation of Educator Preparation (CAEP) Accreditation occurs at the unit (BCOE) level.	The Council for the Accreditation of Educator Preparation (CAEP) conducted a site visit of YSU's Beeghly College of Education on April 2-4, 2017. CAEP's Accreditation Council met on October 23, 2017, and granted accreditation status effective Fall 2017 through Fall 2024. The next site visit will occur in Fall 2024.
Emergency Medical Services State of Ohio Department of Public Safety / Division of Emergency Medical Services Commission on Accreditation of Allied Health Education Programs—EMS Professions (CoAEMSP—CAAHEP)	The Emergency Medical Services (EMS) program was site visited on March 3, 2016, by the Ohio Department of Public Safety (ODPS) Division of EMS, and on March 3 and 4 by the Committee on Accreditation of Education Programs for the EMS Profession (CoAEMSP). The program received no citations from either the state or CoAEMSP reaccreditation visit. Subsequent to the submission of the self-study documents and site visit, the program received full reaccreditation by the ODPS Division of EMS and has received its findings letter from CoAEMSP indicating there were no citations and the program is being forwarded to the Commission on Accreditation of Allied Health Education Programs (CAAHEP) for full reaccreditation for five years. The EMS program received official notification from CAAHEP of its recognition for the full five-year period.
Engineering Engineering Accreditation Commission of the Accreditation Board for Engineering and Technology (ABET)	The Electrical Engineering, Civil Engineering, Chemical Engineering, and Mechanical Engineering programs are fully accredited by ABET until 2026. Industrial Engineering is fully accredited until 2023.
Engineering Technology Engineering Technology Accreditation Commission of the Accreditation Board for Engineering and Technology (ETAC-ABET)	Final findings from ETAC of the ABET visit were received on August 29, 2018. All of the AAS and BSAS Engineering Technology programs (CCET, EET, and MET) are accredited through September 30, 2024.

Program	Status
<p>Exercise Science Committee on Accreditation for the Exercise Sciences (CoAES) / Commission on Accreditation of Allied Health Education Programs (CAAHEP)</p>	<p>The Committee on Accreditation for the Exercise Sciences (CoAES) granted initial accreditation of the YSU undergraduate Exercise Science program on May 18, 2018. The accreditation is for five years.</p>
<p>Forensic Science American Academy of Forensic Sciences (AAFS)</p>	<p>Application for initial accreditation is pending. Program self-study and site visit will follow.</p>
<p>Long-Term Care Administration National Association of Long-Term Care Administrator Boards (NAB)</p>	<p>The Long-Term Care Administration program applied for its first accreditation review from the National Association of Long-Term Care Administrator Boards (NAB) in Fall 2018 and had its site visit in March 2019. The program was granted accreditation on June 14, 2019. The 2019-2020 annual report was submitted and approved by NAB in October 2020. The first graduates will begin taking their Nursing Home Administrator License exams soon.</p>
<p>Medical Assisting Technology Medical Assisting Education Review Board (MAERB) / Commission on Accreditation of Allied Health Education Programs (CAAHEP)</p>	<p>The most recent accreditation was in July 2004. A reaccreditation self-study was submitted in December 2012. The site visit occurred in 2013. CAAHEP granted the program continuing accreditation for a full eight years. Voluntary withdrawal of Accreditation for the Medical Assisting Accreditation was requested and granted by CAAHEP on January 28, 2020. The next review was scheduled to occur Fall 2020 although this program is being phased out due to low enrollment. The last class will be conducted Summer 2021.</p>
<p>Medical Laboratory Technology National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)</p>	<p>The Medical Laboratory Technology program self-study and response were submitted Spring 2020. A virtual site visit was conducted on July 23-24, 2020. The program as awarded ten years of accreditation.</p>

Program	Status
<p>Medical Laboratory Science National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)</p>	<p>An initial accreditation application was submitted to NAACLS in 2014 with the full self-study submitted in 2016. The site visit occurred in 2017. The site visit team found no standards violations and awarded YSU a full seven-year accreditation. The Medical Laboratory Science program's next accreditation self-study will be due in Fall 2021.</p>
<p>Music National Association of Schools of Music (NASM)</p>	<p>In 2012, the NASM Commission on Accreditation voted to continue YSU and the Dana School of Music in good standing. A follow-up report on activities was sent to NASM. In 2013, the NASM Commission on Accreditation voted to accept the YSU progress report. In July 2016, the NASM Commission on Accreditation accepted YSU's Application for Plan Approval of Dana's Bachelor of Music in Music Recording. The next full review, scheduled for 2020-2021, has been deferred until 2021-2022 due to the COVID-19 pandemic.</p>
<p>Nursing Accreditation Commission for Education in Nursing (ACEN)</p> <p>Commission on Collegiate Nursing Education (CCNE)</p> <p>Council on Accreditation of Nurse Anesthesia Educational Programs (COA) St. Elizabeth Health Center School for Nurse Anesthetists, Inc. (YSU MSN nurse anesthesia option only)</p>	<p>Full accreditation for BSN, MSN, and post-graduate certificate programs. Next evaluation visit: Spring 2022.</p> <p>Initial accreditation was granted for BSN, MSN, and post-graduate advanced practice registered nurse certificate programs for five years after site visit in February 2017. Next evaluation visit: Spring 2022.</p> <p>The program was found to be in full compliance and was granted continued accreditation effective May 2017 for a period of ten years. Next evaluation visit: Spring 2027.</p>
<p>Physical Therapy Commission on Accreditation in Physical Therapy Education (CAPTE)</p>	<p>The MPT has been discontinued. Accreditation now applies to the DPT program approved by HLC in 2008. A CAPTE team visited YSU in 2014 for a self-study visit for the DPT program. The self-study was submitted in 2014 for this visit. The site team gave a favorable report. Ten-year accreditation was reaffirmed in 2014 with a compliance report due in 2015. This report was</p>

Program	Status
Physical Therapy (continued)	<p>submitted, and CAPTE granted the program continuing accreditation with the next scheduled self-study and site visit in Spring 2024. In 2019, the program received CAPTE approval to increase class size to 45 per cohort. Class sizes were increased incrementally to admit 45 students by 2021. The program submitted a progress report to CAPTE regarding the impact of this increase. After the CAPTE board reviewed the progress report in April, the program’s accreditation was continued.</p> <p>The program submitted a compliance report, and a second report is due by March 1, 2021. As a result of the initial report, the program has conditional compliance on one criteria based upon one faculty member not having a doctoral degree. This faculty member has now enrolled in a doctoral program. A progress report is due March 1, 2021, regarding the expansion and the impact of the PhD on faculty workload in the DPT. YSU began recruiting a new faculty member in Spring 2020 until the pandemic resulted in a hiring freeze.</p>
<p>Public Health (Consortium of Eastern Ohio Master of Public Health) Council on Education for Public Health (CEPH)</p>	<p>The MPH is offered by a consortium of institutions, including YSU. Initial accreditation was earned in 2003. A site visit occurred April 20-21, 2009. In October 2009, the Council renewed accreditation for seven years, until December 31, 2016. Site visit occurred October 3-4, 2016, with all compliant findings. In June 2017, the program received official notification of full accreditation.</p>
<p>Respiratory Care and Respiratory Care “Polysomnography Specialty Option” Commission on Accreditation for Respiratory Care (CoARC)</p>	<p>The self-study documents (CSSR and PSSR) for the BSRC entry into practice, BSRC degree advancement, completion program, and the Master of Respiratory Care have been submitted by the required deadlines and accepted by CoARC. The site visit for the Respiratory Care programs have been rescheduled due to COVID-19. The virtual site visit for the BSRC entry into practice program is presently being scheduled and is anticipated to occur in the next three months.</p>

Program	Status
Respiratory Care (continued)	<p>Both the BSRC degree advancement completion program and the Master of Respiratory Care program had the letters of intent and the PSSRs accepted and sent to a referee for a virtual site visit. Virtual site visits for these programs should occur after the BSRC entry into practice program during Spring 2021 (Feb.-March) depending upon the pandemic.</p> <p>YSU has increased capacity of its BSRC entry into practice program, placing enrollment at 25 allowable students, which is max for classroom capacity and clinical rotation sites. Originally, site visits were scheduled for July/Sept 2020. In the interest of substantial financial savings, the site visits were to occur as one CoARC visit. This visit will now be performed virtually while retaining the multiple program savings.</p> <p>The polysomnography certificate program is a free-standing certificate program that is not actively accredited by CoARC</p>
<p>Social Work Council on Social Work Education (CSWE)</p>	<p>Following submission of reaffirmation materials and an on-campus site visit in 2012, the Bachelor of Social Work program earned re-affirmed accreditation status in February 2013. This accreditation status remains in effect until February 2021. The self-study was submitted on April 15, 2020. On July 14, the program received its Letter of Instruction (LOI) outlining questions to address for the Fall 2020 site visit and expressing concerns about the faculty-to-student ratio. A site visitor and site date have not yet been determined.</p> <p>The BSW accreditation site visit occurred on October 21, 2020. The COA met in February 2021, and the results will be communicated by March 2021.</p> <p>In 2012, the Council on Social Work Education granted reaffirmation of accreditation of the Master of Social Work program. The program remains accredited until 2020. In 2014, Significant</p>

Program	Status
<p>Social Work (continued)</p>	<p>Program Changes reports were submitted to the Council on Social Work Education for expansion of the MSW degree program offerings at Lorain County Community College and Lakeland Community College sites. The MSW program submitted its self-study in March 2019. The Council on Accreditation (COA) review was completed successfully, and the MSW program’s site visit occurred on February 19, 2020. The site visit report was received on March 15, and a response was submitted on April 14. Concerned about the program’s high faculty-to-student ratio, the COA deferred its decision for a third time. The program must meet all standards in order to be re-accredited. On October 15, after reassessing the program’s candidacy, COA placed the program on Conditional Accredited Status based upon non-compliance with Accreditation Standard M3.3.4(c). The program must comply with the standard by June 2021.</p> <p>A restoration report submitted on December 1 reported that the MSW director’s time assigned to the program had been changed to 6 and 6. The COA met in February 2021, and the results will be communicated by March 2021.</p>
<p>Theatre National Association of Schools of Theatre (NAST)</p>	<p>Due to cuts in the number of tenure-track faculty and ongoing staffing issues, the Department of Theatre and Dance officially resigned its NAST accreditation effective May 3, 2018, and will not seek reaccreditation until these issues have been resolved. Covid-19 led to the cancellation of the NAST conference and prevented completion of the internal self-study. The department will continue to gather information with the plan to present in Fall 2021.</p>

Program	Status
World Languages and Cultures American Council on the Teaching of Foreign Languages (ACTFL) Recognition for Italian Education and Spanish Education	Resubmission of the Italian Education and Spanish Education programs to the American Council on the Teaching of Foreign Languages (ACTFL) in March 2016 has resulted in national recognition for both programs effective August 2016. Next submission is Spring 2021.

Update on Assessment of Student Learning

YSU has made and continues to make progress in fostering meaningful and relevant assessment of student learning.

Office of Assessment Reorganization

- Partnership with the Institute for Teaching and Learning (ITL):** Over the past year, the Office of Assessment has joined with the Office of Faculty Development to create the Institute for Teaching and Learning (ITL). This formal partnership builds on the ability of YSU to make student-centered and evidence-based decisions for both faculty and staff development. Data from student surveys (e.g. National Survey of Student Engagement, Noel Levitz Student Satisfaction Inventory) and data from program assessment is regularly examined and used to develop ITL programming. Growing out of student survey data that points to an inequitable educational experience for racially minoritized students, ITL is offering a spring Student-Centered Grading series, which will provide faculty an opportunity to learn about grading through an equity lens and strategies for reducing the achievement gap in their classrooms. This use of student learning data to drive ITL programming will be an ongoing process.

Assessment of Student Learning Activities

- Assessment Modifications in Response to COVID-19:** As a result of COVID-19 and remote-learning, ITL staff and members of the Assessment Council came together to propose modifications to the annual reporting cycle to best support both academic and co-curricular programs in completing 2020-2021 assessment reporting. These modifications included an extended deadline, ability to cycle through learning outcomes in a different order than planned, the expansion of acceptable assessment methods, the option to restart a cycle and create an Assessment Plan, and the creation of on-demand training videos to accompany drop-in consult hours. Additionally, a COVID-19 Update Option was created for academic programs allowing programs to complete an alternate assessment report looking at data and action of the program as they supported student learning during COVID-19.
- Academic Assessment:** The 2019-2020 reporting cycle began in Fall 2019. Academic programs engage in assessment reporting on a five-year cycle, and programs either completed an Assessment Plan, Assessment Update, or a Cycle Reflection. Programs also had the option to complete a COVID-19 Update. Annual reports were due on November 30,

2020, and then were reviewed by 12 trained volunteer reviewers and Assessment Council members. As of February 2021, 67% of programs have submitted, 6% are in progress with extensions, and 27% have not submitted. We anticipated a drop in submission rate because of COVID-19, and we have informed deans and chairs of missing programs in hopes of prompting an increase in submission before the end of the year. Reviews for completed programs are being processed by Assessment staff and will be shared with programs in February 2021.

- **Co-Curricular Assessment:** The 2019-2020 reporting cycle began in Fall 2019, and programs submitted their annual reports by July 31, 2020. The co-curricular submission rate for the past year was 80%, which is similar to prior years' submission rates. The quality of student learning assessment in co-curricular programs has increased greatly over the past five years. Similar to academic programs, co-curricular units are engaging in rigorous assessment through the utilization of a 3-5 year assessment cycle. Additionally, co-curricular programs engage in a peer-review process and provide colleagues with reflective and critical feedback to increase the way programs are utilizing student learning data to drive change in their units.
- **Increased Student Involvement in Assessment:** Over the past several years, student involvement in the review and collection of student-learning data has increased exponentially through intentional partnerships with graduate students in the MEd Counseling program and undergraduate students in Student Government Association (SGA). Annually, graduate students are reviewing student survey data and building assessment projects to take a deeper look at student perceptions. Graduate students create recommendations grounded in student data and share their findings with stakeholders on campus. For the past two years (and continuing), an assessment staff member has served as an advisor to SGA and has worked collaboratively with the SGA Assessment and Enrichment Committee. This partnership has created a two-way sharing of student data and a cohesive and creative approach to acting on that data. In addition to these intentional partnerships, in the past year 72 students have participated in ITL-hosted discussions about student-survey data.
- **Taskstream Assessment Management System:** As of the start of Spring 2021, all co-curricular programs are reporting annually through the Taskstream Assessment Management System (AMS). Additionally, 33 academic programs have been on-boarded to Taskstream AMS. Any academic program creating or revising an Assessment Plan (year 1 of their 5-year assessment cycle) is trained in utilizing Taskstream AMS for reporting. The use of this system is already proving beneficial as it: allows multiple users from programs to work on assessment reports; creates a centralized workspace that encourage continuous review of student learning data; manages historical assessment reports and data to encourage reflection; facilitates alignment between learning outcomes, divisional goals, and institutional priorities; and empowers ITL staff to take a more summative look at strengths and challenges in student learning data and offer faculty-development workshops in response to that data.

Current Student Data Collection—YSU Key Performance Indicator

- **National Survey of Student Engagement:** The National Survey of Student Engagement (NSSE) will launch on March 2nd and stay open through May 31st. The NSSE is a key performance indicator for the YSU *Plan for Strategic Actions to Take Charge of Our Future*. The NSSE collects data on first-year and senior student experiences in the areas of academic challenge, learning with peers, experiences with faculty, campus environment, and high impact experiences such as research or internships. Two additional modules were added: 1. Inclusiveness and Engagement with Cultural Diversity and 2. Academic Advising. The survey results provide critical information and benchmarking data regarding student engagement and success activities on the YSU campus.

General Education Assessment

The Repository of Assessment Data (ROAD) project continues but with more focused evaluations. Matched samples from students in Writing I and Writing II courses are being evaluated to create measures of value-added. In addition, the Department of Psychological Sciences and Counseling may volunteer for training and evaluation of matched samples from Writing II and their respective capstone courses.

**ACADEMIC PROGRAMS UPDATE
MARCH 2021**

1. Undergraduate Program Development:

Undergraduate Program Actions Requiring Board of Trustees Action and/or Notification or Approval by the Ohio Department of Higher Education

Since the last set of YSU Board of Trustees meetings, the Ohio Department of Higher Education has approved the following undergraduate program changes:

- Three academic minors were deactivated: **Art and Technology Art Major, Art and Technology Non-Art Major, and Illustration**. These deactivations did not require ODHE approval.

2. Graduate Program Development:

Graduate Program Actions Requiring Board of Trustees Action and/or Notification or Approval by the Chancellor's Council on Graduate Studies (CCGS)

- A new **Graduate Certificate in Public Health** was approved by campus committees.
- A new **Graduate Certificate in Public Health Research** was approved by campus committees.
- A new **Graduate Certificate in Public Health Administration** was approved by campus committees.
- A new **Post Master's Principal Certificate** to be offered online was approved by CCGS.
- A request to discontinue the following graduate programs was approved by CCGS: **M.S. in Education Content Areas: Art, Family and Consumer Sciences, Foreign Language, Health, History, Economics, English, K-12 Reading Endorsement, Mathematics, Music, Physical Education, Science, and TESOL**.
- A request for online delivery of the **Superintendent Licensure Program** was approved by CCGS.
- A request for online delivery of the **EdD in Educational Leadership** was approved by CCGS.

Sabbatical and Faculty Improvement Leaves
Approved for AY 2021-2022

One semester (FIL):

Amy Fluker, Humanities and Social Sciences (Fall)

Peter Woodlock, Lariccia School of Accounting and Finance (Spring)

Feng Yu, School of Computer Science, Information, & Engineering Technology (Spring)

Two semesters (Sabbatical):

Ian Renne, Chemical and Biological Sciences

Research Professorship List
Faculty Awarded for 2021-2022

1. Dr. Farzad Ahmadi, Rayen School of Engineering
“A wearable Ventriculoperitoneal Shunt System Occlusion Detector” -- Awarded 9 Hours
2. Dr. Christopher Arntsen, Chemical and Biological Sciences
“Computational Study of Intrinsically Stretchable Semiconducting Polymers” -- Awarded 6 Hours
3. Dr. Ganesaratnam Balendiran, Chemical and Biological Sciences
“Role of Fibrates and Like Molecules in Diabetes and Metabolic Diseases” -- Awarded 6 Hours
4. Dr. Christopher Barzak, English and World Languages
“Spirits of Another Sort” -- Awarded 6 Hours
5. Dr. Ewelina Boczkowska, Dana School of Music
“Documenting Exile: Music, Memory and Identity in Jerzy Fitelberg’s Letters” -- Awarded 9 Hours
6. Dr. Philip Brady, English and World Languages
“Line & Breath: Spoken Word & the Literary Tradition” -- Awarded 9 Hours
7. Dr. S. Cory Brozina, Rayen School of Engineering
“Industrial Engineering at YSU: A review and study to understand the state of industrial engineering and develop a plan of change” -- Awarded 9 Hours
8. Dr. Kyosung Choo, Rayen School of Engineering
“Heat Transfer Analysis of Metal Big Area Additive Manufacturing” -- Awarded 9 Hours
9. Dr. Timothy Francisco, English and World Languages
“Public Shakespeare: The Next Critical Turn” -- Awarded 6 Hours
10. Dr. Weiqing Ge, Graduate Studies in Health and Rehabilitation Sciences
“Chest Muscle Stiffness during Arm Movements and Activities” -- Awarded 6 Hours
11. Dr. Douglas Genna, Chemical and Biological Sciences
“siRNA at metal-organic frameworks: a new class of anticancer therapeutics” -- Awarded 9 Hours
12. Dr. Alina Lazar, School of Computer Science, Information, and Engineering Technology
“Temporal Deep Learning Anomaly Detection for Multivariate Time Series Data” -- Awarded 9 Hours
13. Dr. Holly Martin, Rayen School of Engineering
“Examining Adhesion and Growth of Bone Cells on Titanium Coated with a Biopolymer” -- Awarded 9 Hours
14. Dr. Tomi Ovaska, Lariccia School of Accounting and Finance
“Stifled Economy: A comparative Study of the Social-Economic Effects of Central Planning in Estonia” -- Awarded 6 Hours

15. Dr. Byung-Wook Park, Rayen School of Engineering
“Engineered Biohybrid Materials for Dermal Health Care” -- Awarded 9 Hours
16. Dr. Jena Root, Dana School of Music
“New chamber composition *Fontainebleau Chansons*” -- Awarded 6 Hours
17. Dr. Suresh Sharma, Rayen School of Engineering
“Developing Scenario Analysis for Nutrient Reduction in Atwood and Tappan Lake using SWAT model” – Awarded 9 Hours
18. Dr. Bradley Shellito, Humanities and Social Sciences
“Applications Manual for ArcGIS StoryMaps” -- Awarded 9 Hours
19. Dr. Paul Sracic, Humanities and Social Sciences
“Trade Law and the Next President” -- Awarded 6 Hours
20. Dr. Cicilia Yudha, Dana School of Music
“Musicians’ Migratory Patterns: The Life and Music of Slamet Abdul Sjukur (1935-2015)” -- Awarded 9 Hours
21. Dr. Yiyang Zhang, Lariccia School of Accounting and Finance
“iXBRL Early Adoption, Audit Efforts and Audit Resource Allocation” -- Awarded 6 Hours

YOUNGSTOWN STATE UNIVERSITY
PRELIMINARY ENROLLMENT SUMMARY
14TH DAY

Spring 2021

January 25, 2021

HEADCOUNT STATISTICS

	Spring 2019			Spring 2020			Spring 2021			% PREVIOUS YEAR	3-Year Average
	Undergrad	Grad	TOTAL	Undergrad	Grad	TOTAL	Undergrad	Grad	TOTAL		
Beehly College of Lib Arts, Soc Sci & Educ.	2,599	318	2,917	2,600	353	2,953	2,093	464	2,557	86.6	2,809
Bitonte College of Health & Human Svc.	2,775	422	3,197	2,567	424	2,991	2,426	508	2,934	98.1	3,041
Cliffe College of Creative Arts	475	27	502	457	28	485	435	24	459	94.6	482
Science, Technology, Engineering & Math	3,120	158	3,278	2,810	152	2,962	2,740	138	2,878	97.2	3,039
Williamson College of Business Administration	1,581	205	1,786	1,574	175	1,749	1,546	407	1,953	111.7	1,829
Student Success	215		215	201		201	274		274	136.3	230
College of Graduate Studies~		5	5		10	10		13	13	130.0	9
University Total	10,765	1,135	11,900	10,209	1,142	11,351	9,514	1,554	11,068	97.5	11,440
All terms reflect the 2020-2021 college reorganizations.											
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
First-Time Undergraduates¹	43	48	91	42	27	69	25	27	52	75.4	71
Freshmen	939	1,039	1,978	805	898	1,703	686	756	1,442	84.7	1,708
Sophomore	1,029	1,069	2,098	987	1,112	2,099	831	960	1,791	85.3	1,996
Junior	878	1,079	1,957	888	1,043	1,931	824	1,006	1,830	94.8	1,906
Senior	1,485	1,586	3,071	1,386	1,662	3,048	1,359	1,681	3,040	99.7	3,053
*Not Classified Undergraduates	660	910	1,570	523	836	1,359	500	859	1,359	100.0	1,429
Undergraduate Total	5,034	5,731	10,765	4,631	5,578	10,209	4,225	5,289	9,514	93.2	10,163
Graduate	378	570	948	328	601	929	475	872	1,347	145.0	1,075
*Grads with <= 34 Semester Hours Completed	7	13	20	10	24	34	9	12	21	61.8	25
*Grads > than 34 Semester Hours Completed	1	0	1	0	0	0	1	2	3	N/A	1
Professional	40	50	90	50	48	98	47	63	110	112.2	99
Doctorate	39	37	76	39	42	81	32	41	73	90.1	77
Graduate~ Total	465	670	1,135	427	715	1,142	564	990	1,554	136.1	1,277
University Total	5,499	6,401	11,900	5,058	6,293	11,351	4,789	6,279	11,068	97.5	11,440
YSU's Full-Time-Equivalent (FTE)			9,740			9,326			8,867	95.1	9,311

* 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

	Spring 2019			Spring 2020			Spring 2021			% PREVIOUS YEAR	3-Year Average
	Full-Time	Part-Time	TOTAL	Full-Time*	Part-Time	TOTAL	Full-Time	Part-Time	TOTAL		
In State~	7,045	2,900	9,945	7,008	2,466	9,474	6,754	2,453	9,207	97.2	9,542
Out of State	1,740	215	1,955	1,687	190	1,877	1,652	209	1,861	99.1	1,898
Total	8,785	3,115	11,900	8,695	2,656	11,351	8,406	2,662	11,068	97.5	11,440
%	73.8	26.2	100	76.6	23.4	100	75.9	24.1	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

Spring 2021

January 25, 2021

STUDENT ADMISSION STATUS

	Spring 2019			Spring 2020			Spring 2021			% PREVIOUS YEAR	3-Year Average
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
Undergraduate											
Continuing	4,229	4,603	8,832	3,893	4,515	8,408	3,571	4,267	7,838	93.2	8,359
First Time in College after HS Graduation ²	67	67	134	42	27	69	25	27	52	75.4	85
Former Transfer	7	11	18	10	16	26	7	8	15	57.7	20
High School (CCP + Early College)	568	845	1,413	523	839	1,362	497	852	1,349	99.0	1,375
New Transfer	86	124	210	92	110	202	69	78	147	72.8	186
Non-Matriculation	5	7	12	2	6	8	2	2	4	50.0	8
Readmitted (Former YSU)	39	54	93	50	50	100	45	46	91	91.0	95
Reinstated	22	8	30	13	8	21	8	5	13	61.9	21
Transient & Former Transient	11	12	23	6	7	13	1	4	5	38.5	14
Total Undergraduates	5,034	5,731	10,765	4,631	5,578	10,209	4,225	5,289	9,514	93.2	10,163
Graduate											
Continuing	411	602	1,013	382	635	1,017	455	806	1,261	124.0	1,097
First Time Graduate**	37	39	76	39	45	84	95	157	252	300.0	137
Non-Matriculation Graduate	1	16	17	4	25	29	9	17	26	89.7	24
Readmitted (Former YSU-Grad)	0	0	0	2	10	12	4	7	11	91.7	8
Readmitted Non Matric-Grad	0	0	0	0	0	0	1	3	4	N/A	1
Readmitted (Former YSU)	16	13	29	0	0	0	0	0	0	N/A	10
Total Graduates	465	670	1,135	427	715	1,142	564	990	1,554	136.1	1,277
Grand Total	5,499	6,401	11,900	5,058	6,293	11,351	4,789	6,279	11,068	97.5	11,440

²First 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

	Spring 2019			Spring 2020			Spring 2021			% PREVIOUS YEAR	3-Year Average
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
Academic Online Partnerships	N/A	N/A	N/A	17	54	71	219	456	675	950.7	N/A
Youngstown Online Programs	N/A	N/A	N/A	43	44	87	17	21	38	43.7	N/A
College Credit Plus	482	695	1,177	443	687	1,130	413	691	1,104	97.7	1,137
Early College	86	150	236	80	152	232	84	161	245	105.6	238
First-Generation Undergraduates	1,954	2,686	4,640	1,858	2,671	4,529	1,671	2,567	4,238	93.6	4,469
Honors/Scholars	507	638	1,145	542	691	1,233	517	681	1,198	97.2	1,192
Study Abroad (Full Term)	2	6	8	4	4	8	0	0	0	N/A	5
Non-Degree-P Program	75	45	120	Program Retired			Program Retired			N/A	N/A
Under 25 Years Old (excluding HS stdts)	3,832	4,251	8,083	3,636	4,236	7,872	3,377	4,054	7,431	94.4	7,795
25 Years of Age or Older	1,099	1,305	2,404	899	1,218	2,117	915	1,373	2,288	108.1	2,270

YOUNGSTOWN STATE UNIVERSITY
PRELIMINARY ENROLLMENT SUMMARY
14TH DAY

Spring 2021

January 25, 2021

RACIAL/ETHNIC BACKGROUND

	Spring 2019			Spring 2020			Spring 2021			% PREVIOUS YEAR	3-Year Average
	Men	Women	TOTAL	Men	Women	TOTAL	Men	Women	TOTAL		
American Indian/Alaskan Native	9	10	19	5	7	12	4	13	17	141.7	16
Asian	63	95	158	72	87	159	63	86	149	93.7	155
Black/African American	449	662	1,111	386	608	994	349	574	923	92.9	1,009
Hawaiian/Pacific Islander	2	1	3	3	1	4	2	2	4	100.0	4
Hispanic/Latinx	194	304	498	181	310	491	179	296	475	96.7	488
Minorities	717	1,072	1,789	647	1,013	1,660	597	971	1,568	94.5	1,672
White	4,072	4,759	8,831	3,766	4,678	8,444	3,649	4,744	8,393	99.4	8,556
Multi-Racial	170	208	378	181	228	409	156	220	376	91.9	388
International	319	137	456	263	151	414	201	134	335	80.9	402
Unspecified	221	225	446	201	223	424	186	210	396	93.4	422
TOTAL	5,499	6,401	11,900	5,058	6,293	11,351	4,789	6,279	11,068	97.5	11,440

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 - Spring Terms

YEAR	Total Headcount	YSU's FTE				FTE % OF HEADCOUNT
		Undergrad	Graduate	Total		
2014	12,823	9,387	+ 615	= 10,002	78.0	
2015	12,315	8,908	+ 658	= 9,566	77.7	
2016	12,361	8,893	+ 689	= 9,582	77.5	
2017	12,252	8,895	+ 705	= 9,600	78.4	
2018	11,872	8,985	+ 680	= 9,665	81.4	
2019	11,900	9,066	+ 674	= 9,740	81.8	
2020	11,351	8,664	+ 662	= 9,326	82.2	
2021	11,068	7,997	+ 870	= 8,867	80.1	

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

INSTITUTIONAL ENGAGEMENT

AGENDA



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
INSTITUTIONAL ENGAGEMENT COMMITTEE**

**Molly S. Seals, Chair
Allen L. Ryan, Vice Chair
All Trustees are Members**

**Wednesday, March 3, 2021
12:30 p.m. or immediately following
previous meeting**

**Chestnut Room
Kilcawley Center**

AGENDA

A. Disposition of Minutes for Meeting Held December 2, 2020

B. Old Business

C. Committee Items

1. Institutional Engagement Action Item

Tab C.1.a. = Tab 1 a. Resolution to Accept WYSU Memberships

The Board of Trustees will accept 835 memberships from WYSU totaling \$225,058 through the second quarter of Fiscal Year 2021. Shannon Tirone, Associate Vice President University Relations will report.

2. Institutional Engagement Discussion Items

Tab C.2.a. = Tab 2 a. Workforce Education/Innovation and Excellence Training Center

Jennifer Oddo, Executive Director, Strategic Workforce Education and Innovation and David Sipusic, Associate General Counsel for Research and Executive Director Excellence Training Center will report.

Tab C.2.b. = Tab 3 a. Government Engagement Matrix and Reports

David Sipusic, Associate General Counsel for Research and Executive Director Excellence Training Center will report.

Tab C.2.c. = Tab 4 b. YSU Foundation Quarterly Gift Report

The YSU Foundation received 2,123 outright gifts and 57 pledges totaling \$5,100,040.92, pledge payments totaling \$3,374,634.42 and 4 new planned gift commitments totaling \$943,794.00 for the second quarter of Fiscal Year 2021. Paul McFadden, President YSU Foundation will report.

D. New Business

E. Adjournment



RESOLUTION TO ACCEPT WYSU MEMBERSHIPS

WHEREAS, Board policy provides that the President shall compile a list of memberships to the University for each meeting of the Board of Trustees and present the list accompanied by his recommendation for action by the Board; and

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby accept these memberships on behalf of Youngstown State University and requests that the President acknowledge the acceptance of these memberships.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

**UNIVERSITY MEMBERSHIPS
EXECUTIVE SUMMARY**

WYSU-FM Board Report			
Fiscal Year 2020 -2021			
July 1, 2020 -December 31, 2020			
Gifts \$1,000 - \$105,000	14	\$124,962;	
Gifts \$500 - \$999	21	\$11,675	
Gifts Below \$500	800	\$88,421	
Total WYSU-FM	835	\$225,058	
** \$13,522 in Annual Fund Gifts to WYSU are not included in these totals.			

**UNIVERSITY MEMBERSHIPS
EXECUTIVE SUMMARY**

WYSU-FM Board Report				
Fiscal Year 2019-2020				
July 1,2019 -December 31, 2019				
Gifts \$1,000 - \$9,999	16	\$22,325		
Gifts \$500 - \$999	17	\$9,297		
Gifts Below \$500	836	\$92,867		
Total WYSU-FM	869	\$124,489		
<p>•* \$56,746 in Annual Fund Gifts to WYSU are not included in these totals. (\$43,486 was a bequest to WYSU-FM from the estate of Art Wolfcale)</p>				

YSU Center for Workforce Education and Innovation

The YSU Center for Workforce Education and Innovation works with organizations to design and deliver actionable workforce strategies, educational programs and workforce services to help develop in-demand industry skills while advancing employability outcomes for the workforce.

Our mission is to meet the individual where they are at in their life and learning journey by providing access to digital tools and readiness, training and certifications, and pathways to jobs through programs like apprenticeship, pre-apprenticeship and stackable credentials..

The Center works with national, regional and local employers, industry partners and the workforce ecosystem to provide a centralized hub for all workforce development needs through a sector-based approach:

Excellence Training
Center
Advanced Manufacturing

IT Workforce
Accelerator
Information Technology

Energy Storage and
Innovation
Energy

General Business
Other

The Center will deliver on its mission through the WERC@YSU offering model.

WERC@YSU

Workforce

YSU Workforce Innovation Services offers a broad spectrum of business services to meet an organization's workforce needs:

- Workforce consulting services
- Workforce program planning, design and delivery
- Community-based programming and initiatives

Education

YSU Workforce Education team develops workforce education and training strategies and programs leveraging:

- Apprenticeships and Pre-apprenticeships
- Digital learning (on-demand)
- Digital Credentials
- Corporate Training
- TechCred
- High School Skills Accelerators/K-12 Camps

Research

The Center will bring together students, faculty and industry professionals to accelerate research and education via :

- Public/private partnerships
- R&I Advanced Mfg.
- Federal and State Programs
- STTR/SBIR Initiatives

Commercialization

The Center will serve the community and our stakeholders to advance commercial projects and training through:

- Public/Private Partnerships (prototyping, production, support)
- YSU Workforce Education Marketplace

GM Community Investment

YSU, through the \$5M GM community investment and in partnership with Ultium and JobsOhio, will lead and launch a Virtual Career Fair (VCF) through a 24/7/365 digital experience designed to showcase the region as a great place to live, work and do business. The VCF will serve as a one-stop-destination to connect the community with in-demand career pathways, training and jobs. Concurrently, we will launch a high-touch experience using community centers and community-based organizations to bridge the divide with our underserved communities and to ensure access and opportunities for full participation.

Virtual Career Fair Strategy

Digital Access

- Provide access to broadband and devices for participation in the VCF and training opportunities.

Digital Literacy

- Partnership with community-based organizations to create workforce and digital readiness for in-demand jobs.

Education and Training

- Provide free and low cost industry skills training to the community.
- Stackable micro-credentials and YSU certificates.

Employability Outcomes

- Creation of a community Talent Marketplace in partnership with Opportunity@Work to connect trained job seekers with employers year round.

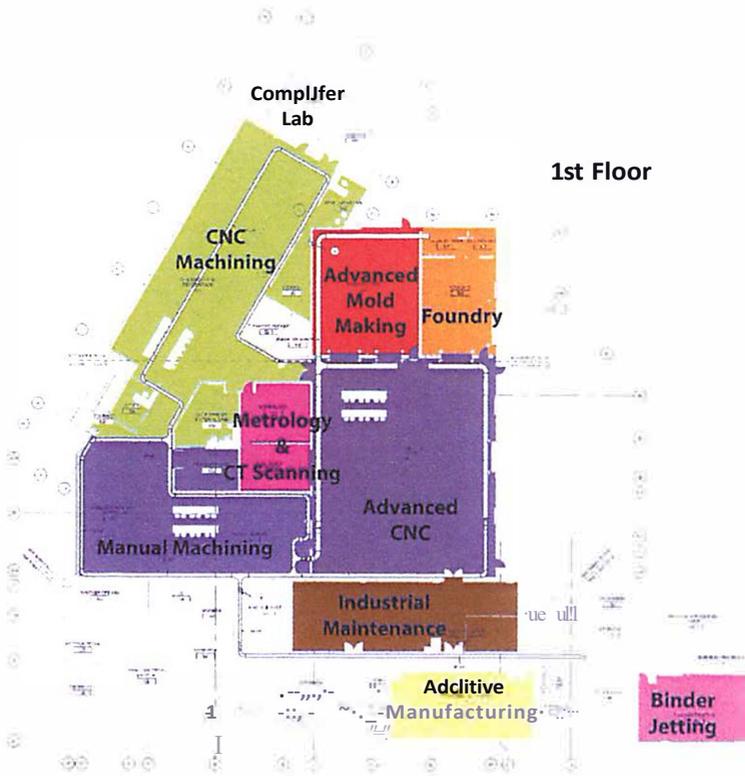
Excellence Training Center

David Sipusic, Executive Director

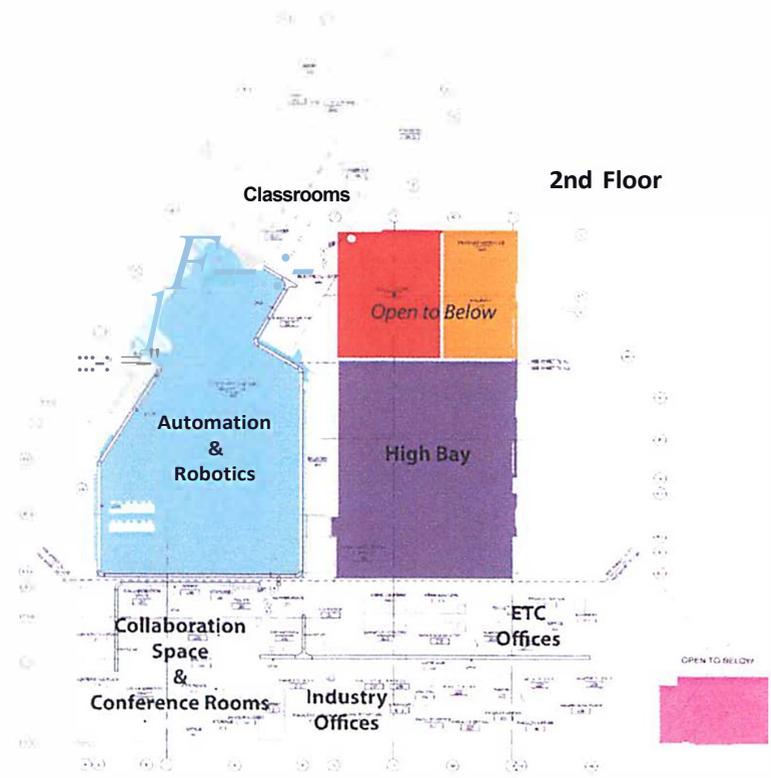
Project	Sponsor/Partner	Details
ExOne Tech Transfer/Patent	The ExOne Company	YSU's largest licensing and tech transfer deal on 3D Printing Technology leading to joint patent application
UNI Industry 4.0 Automation	U.S. Department of Defense University of Northern Iowa America Makes/NCDMM	Workforce education and research on integration of Industry 4.0 technologies in metal casting for the U.S. Defense Supply Chain
USAF 910 th Additive Adoption	U.S. Air Force	Workforce training in 3D printing technology and legacy part production for C-130 Aircraft
USAF Future Scholars Initiative	Mahoning Valley Regional Council of Governments	Program offers high school and college students STEM based education and research opportunities
YSU Registered Apprenticeship	FablabHub, LLC Urban Institute America Makes	Additive Manufacturing Specialist Apprenticeship registered and active with US Dept. of Labor; 3 Registered apprentices.
YSU Pre-apprenticeship	America Makes FablabHub/New Collar Network	Q221 training program launch for Additive Manufacturing Specialist and Advanced Manufacturing pre-apprenticeship. Up to 2000 workforce training program scholarships will be subsidized through GM clawback and available for free to the community. (pending final terms)
Certificates	Fanuc Solidworks	Certificates currently available: <ul style="list-style-type: none"> • Fanuc Robotics Certification • Solidworks Software Certificate

Excellence Training Center

Location: 360 W Commerce St, Youngstown, OH
 Size: 54,000 sq ft.
 Construction Funding: \$12.1 M (\$7M State of Ohio; \$5.1 M US EDA)
 Operational Funding: \$1 M (Ohio Dept. of High Education)



Zones - 1st Floor:
CNC Machining
Manual Machining
Industrial Maintenance
Metrology and CT Scanning
Advanced CNC
Advanced Mold Making
Foundry
Additive Manufacturing
Binder Jetting
Zones • 2nd Floor:
Automation & Robotics



IT Workforce Accelerator

Project	Sponsor/Partner	Details
IBM Pre-apprenticeship	 Ohio Industry Sector Partnerships Grant in collaboration with National Center for Urban Solutions (NCUS/AUS) Mahoning County Career and Technical Center Insight Charter Schools (PA) Inspiring Minds Goodwill Industries	<ul style="list-style-type: none"> • IBM is offering this IT training program through in-kind contribution to YSU through a US Dept of Labor grant. • 250 YSU students and workforce have registered for the program. • 0121: 5 cohort commitments with 25+ new students registered
Registered Apprenticeship	United States Dept of Labor IBM Phantom Fireworks	<ul style="list-style-type: none"> • IBM has provided access to playbooks, best practices and IT competency frameworks. • YSU Registered Apprenticeships include: <ul style="list-style-type: none"> • Software/Application Developer • Cybersecurity • IT Support • Project Manager *new • Business Analyst *new
Certificates	IBM	Certificates currently available: <ul style="list-style-type: none"> • IBM Software Engineer Pre-apprenticeship • IBM Mainframe System Pre-apprenticeship • IBM Cybersecurity Pre-apprenticeship • IBM Data Science Pre-apprenticeship • IBM IT Support Pre-apprenticeship

Energy Storage and Innovation Training Center

Project	Sponsor/Partner	Details
Battery Manufacturing Workforce	United States Department of Energy Oakridge National Labs	The \$1 million project will assist in the development of an Energy Storage Workforce Innovation Center, which will serve as a training center based in the Midwest.
Battery Manufacturing Workforce	Ultium Eastern Gateway Community College	Developing competency models, soft and technical skills training programs. Partnership with Eastern Gateway Community College on programming and delivery.
YSU Registered Apprenticeship	Ultium	Designing EV apprenticeship programs through YSU's US Department of Labor Registered apprenticeship program Target launch of 0321. National funding partners identified.
Pre-apprenticeship	Ultium	Developing pre-apprenticeship training, certificate and digital credentials for the EV manufacturing jobs. Free offering to community pending terms of GM clawback. Up to 2000 workforce training program scholarships will be subsidized through GM clawback and available for free to the community. (pending final terms)

YSU Academic Certificates

Credits	Major	Dept	College	Credits	Major	Dept	College
21.000	Applied Gerontology	GERO	HHS	12.000	Cert Lit Child and Young Adult	ENGL	BCLASSE
26.000	Cert Anatomy and Physiology	BIOL	STEM	18.000	Cert Mathematics	MATH	STEM
28.000	Cert Basic Police Training	CJFS	HHS	12.000	Cert Prof and Tech Writing	ENGL	BCLASSE
26.000	Cert Biomedical Research	BIOL	STEM	18.000	Cert Specialist in Literacy	TCED	BCLASSE
12.000	Cert Enterprise Resource Plan	MGT	BUS	12.000	Cert TESOL	ENGL	BCLASSE
18.000	Certificate Museum Studies	ART	CCAC	12.000	Cert Teaching of Literature	ENGL	BCLASSE
12.000	Comparative International Stud	HIST	BCLASSE	12.000	Cert Teaching of Writing	ENGL	BCLASSE
9.000	Data Analytics	STAT	STEM	12.000	Cert Working Class Studies	AMER	BCLASSE
12.000	Entrepreneurship Certificate	MKTG	BUS	9.000	Fanuc Robotics and Solidworks Certs	ENG	STEM
18.000	Forensic Science	FSCI	STEM	12.000	Homeland Security	CJFS	HHS
14.000	French Language	FRNC	BCLASSE	18.000	Instructional Communication	CMST	BUS
18.000	Geospatial Science & Tech Cert	GEOG	BCLASSE	15.000	Nurse Education Certificate	NURS	HHS
21.000	Health Information Systems	HPRF	HHS	12.000	Teacher Leadership Endorsement	TCED	BCLASSE
12.000	Homeland Security	CJFS	HHS	30.000	Cert Historic Preservation	HIST	BCLASSE
16.000	Italian Language	ITAL	BCLASSE	29.000	Adu Gero Acute Care NP AP Cert	NURS	HHS
12.000	Leadership Certificate	MGT	BUS	29.000	Adu Gero Acute Care Nur Pr Cer	NURS	HHS
13.000	Nonprofit Leadership	MKTG	BUS	29.000	Adu Gero Acute Care Nurs Pract	NURS	HHS
14.000	Spanish Language	SPAN	BCLASSE	26.000	Family Nurse Pract AP Cert	NURS	HHS
46.000	Cert Paramedic	HPRF	HHS	26.000	Family Nurse Practitioner Cert	NURS	HHS
35.000	Molecular Biology and Biotech	BIOL	STEM	26.000	Cisco and CompTIA A+	ENG	STEM
18.000	Applied History Certificate	HIST	BCLASSE	15.000	Nurse Education	NURS	HHS

GOVERNMENT/RESEARCH/BUSINESS ENGAGEMENT {JANUARY 2021- FEBRUARY 2021}

ORGANIZATION	IMPACT	TOPIC	ACADEMIC CONNECTION
VSU IBMITWA	REGIONAL/NATIONAL	WORKFORCE DEVELOPMENT: PRE-APPRENTICE AND APPRENTICESHIPS	OAA
UNIV. OF NORTHERN IOWA COLLABORATION FOR DEFENSE SUPPLIERS	NATIONAL (HOUSE BUDGET)	3DP DEFENSE APPROPRIATION REQUEST	ETC/STEM
OAK RIDGE NATIONAL LABS	NATIONAL (HOUSE BUDGET)	DESIGNATION OF YSU AS A HYBRID MANUFACTURING SPOKE	ETC/STEM
COMMUNITIES OF EXCELLENCE BI-WEEKLY ONLINE LEARNING SESSION	NATIONAL	COLLABORATIVE STRATEGIC PLANNING AMONGST MAHONING VALLEY ORGANIZATIONS	COMMUNITY OUTREACH
VSU/EGCC	REGIONAL	LORDSTOWN HUB WFD TRAINING CENTER	ETC/STEM
VSU/BRITE TECHNOLOGIES	REGIONAL	EV/ENERGY STORAGE RESEARCH AND INNOVATION	ETC/STEM
DOE/ORNL	NATIONAL (HOUSE BUDGET)	COLLABORATION BETWEEN DOE/BRITE INNOVATORS	ETC/STEM
DRIVE OHIO	REGIONAL	ESTABLISH STATE AUTONOMOUS VEHICLE CONFERENCE IN YOUNGSTOWN 2021	ETC/STEM
LORDSTOWN MOTORS CO.	NATIONAL	WORKFORCE TRAINING/RESEARCH DISCUSSION	STEM
ULTIUM/LG CHEM	INTERNATIONAL	WORKFORCE TRAINING/RESEARCH DISCUSSION	STEM
COVID TECHNOLOGIES	STATE	YSU ALUMNUS ESTABLISHING NE OHIO OPERATIONS FOR DEFENSE CONTRACTOR SPECIALIZING IN COMPUTATIONAL PHYSICS	STEM
LORDSTOWN SMART LOGISTICS HUB	NATIONAL	BUILD GRANT PROPOSAL 2021 (EASTGATE)	ETC/STEM
	Ongoing: Successful launch		
	Ongoing: Nearing Agreement		
	Progress Continuing		
	New Engagement		
	Engagement Nearing Completion		

YSUF Gift Processing Summary - Oct, 2020 - Dec., 2020 Vs. Oct, 2019 - Dec., 2019

	<u>Total Oct., 2020 - Dec., 2020</u>	<u>Total Oct., 2019 - Dec., 2019</u>	<u>Difference 2020/2019</u>
Development (New Gifts and New Pledges):			
YSU	\$1,149,006.51	\$959,955.31	\$189,051.20
YSUF	\$3,951,034.41	\$3,916,593.63	\$34,440.78
Total Development (New Gifts and New Pledges)	\$5,100,040.92	\$4,876,548.94	\$223,491.98
Planned Giving/Charitable Gift Annuities	\$948,794.00	\$1,335,000.00	-\$386,206.00
Pledge Payments (For Pledges Currently or Previously Included as Development):			
YSU	\$986,622.91	\$834,643.34	\$151,979.57
YSUF	\$2,388,011.51	\$1,789,146.01	\$598,865.50
Total Pledge Payments	\$3,374,634.42	\$2,623,789.35	\$750,845.07
Non-Gift Clearing - YSU	\$0.00	\$0.00	\$0.00
Non-Gift Clearing - YSUF	\$0.00	\$0.00	\$0.00
Number of New Gifts	2,123	2,352	-229
Number of Pledges	57	36	21
Number of Payments	194	266	-72
Number of Planned Gifts/Charitable Gift Annuities	4	9	-5
Non-Gift Clearing	0	0	0

**INSTITUTIONAL
ENGAGEMENT
BACKGROUND
AGENDA**



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
INSTITUTIONAL ENGAGEMENT COMMITTEE**

**Molly S. Seals, Chair
Allen L. Ryan, Vice Chair
All Trustees are Members**

**BACKGROUND MATERIALS
March 3, 2021**

- | | |
|---|--------------|
| 1. Alumni and Events Significant Upcoming Events | Tab 1 |
| 2. Safety Kit Distribution | Tab 2 |
| 3. Youngstown State University Foundation Naming Recognition | Tab 3 |



YOUNGSTOWN
STATE
UNIVERSITY

OFFICE OF ALUMNI AND EVENTS

Upcoming University Events that might be of interest to you:

Saturday, May 8

Purpose:

Place:

Time:

Contact:

Commencement

Virtual celebration for our graduates

Virtual on www.ysu.edu

10:00 am

Jackie LeViseur – 330-941-2136 or jmlevisieur@ysu.edu



**YOUNGSTOWN
STATE
UNIVERSITY**

OFFICE OF ALUMNI AND EVENTS

New COVID Kit Distribution Report

COVID-19 Safety Kits were distributed to the campus community including students, faculty and staff at the beginning of the spring semester. The kits included a copy of “Slow the Spread” information, two bottles of hand sanitizer, two washable cloth face masks and a laundry bag to contain the masks during cleaning. All items came inside of a YSU branded canvas toiletry bag.

All students were mailed a safety kit to their address on file with the University during the week of January 4, 2021.

Distribution took place to all faculty and staff on the first day of classes, January 11, 2021.



Youngstown State University / Youngstown State University Foundation
Naming Recognitions

Samuel A. & Judy B. Roth Reception Area: in Excellence Training Center (MVICC).

- Gift \$500,000

The Jim & Melissa DiBacco Family Leadership Center: in Stambaugh Stadium (it is a Room).

- Gift \$300,000

The James and Coralie Centofanti School of Nursing: in the Dr. Dominic A. and Helen M. Bitonte College of Health and Human Services.

- Gift \$1.5 million

**INVESTMENT SUBCOMMITTEE
AGENDA**



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
INVESTMENT SUBCOMMITTEE**

**Capri S. Cafaro, Chair
Charles T. George, Vice Chair
Allen L. Ryan, Jr.
Joseph J. Kerola
Victoria M. Woods**

**Wednesday, March 3, 2021
1:30 p.m. or immediately following
previous meeting**

**Kilcawley Center
Chestnut Room**

AGENDA

- A. Disposition of Minutes for Meeting Held December 2, 2020**
- B. Old Business**
- C. Committee Item**

1. Discussion Items

- C.1.a. = Tab 1 a. Annual Disclosure of Trustee Relationships with University-Affiliated Financial Institutions**
Neal McNally, Vice President for Finance and Business Operations, will report.
- C.1.b. = Tab 2 b. March 3, 2021 Quarterly Portfolio Asset Allocation and Investment Performance Review**
Sarah Parker and John Colla, will report.
- D. New Business**
- E. Adjournment**



Disclosure of Relationships with University-Affiliated Financial Institutions

(Reviewed for updates February 2021)

In accordance with Youngstown State University policy 3356-3-10, Investment of the University’s Non-Endowment and Endowment Funds, members of the Board of Trustees are required to disclose relationships, beyond the ordinary customer relationships, with the financial institutions involved with the University’s non-endowment and endowment funds. Please disclose the nature of any relationships with the institutions listed below.

The financial institutions involved with the Non-Endowment Funds are as follows:

- PNC _____
- Clearstead _____
- J.P. Morgan _____
- State Treasury Asset Reserve of Ohio (STAR Ohio) _____
- Vanguard _____
- Lord Abbett _____
- Loomis Sayles _____
- Victory _____
- William Blair _____
- Dodge & Cox _____
- Dimensional Fund Advisors (DFA) _____
- Wells Fargo _____
- Diamond Hill _____
- Prudential _____
- I have no business or familial relationship with the above institutions that require disclosure

The Financial Institutions involved with the Endowment Funds are as follows:

- PNC _____
- Huntington National Bank _____
- Clearstead _____
- Vanguard _____
- I have no business or familial relationship with the above institutions that require disclosure

SIGNED: _____ DATED: _____

For audit and compliance purposes, please return completed form to YSU, Tod Hall 223, Office of the Vice President for Finance & Business Operations by June 30, 2021.



March 3, 2021

YOUNGSTOWN STATE UNIVERSITY



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

CONTENTS

1. Firm Update
2. 2021 Initiatives
3. Capital Markets Update
4. Non-Endowment Assets: Performance & Asset Allocation Review
5. Responsible Investing Overview

APPENDIX

Endowment Assets: Performance & Asset Allocation Review
Supporting Information

CLEARSTEAD FIRM UPDATE: A REVIEW OF 2020

\$24 BILLION

ASSETS UNDER ADVISEMENT*

150+

NUMBER OF
INSTITUTIONAL CLIENTS

85+

NUMBER OF
EMPLOYEES

39

NUMBER OF EMPLOYEES
WITH CFA, CFP AND CPA
DESIGNATIONS

1989

YEAR FOUNDED

98%

INSTITUTIONAL CLIENT
RETENTION RATE ON A SIX-
YEAR BASIS**

33

NUMBER OF
SHAREHOLDERS

41

NUMBER OF STATES IN
WHICH WE HAVE CLIENTS

FIRM INITIATIVES

- Refined investment philosophy and process to reflect our collaborative culture – applying one firm, one voice to clients’ portfolios
- Added 12 professionals to research, private client and tax services, portfolio management, reporting, and information technology
- Diversity & Inclusion Council Announced a Clearstead Scholarship in partnership with the Ohio Foundation of Independent Colleges (OFIC) for students of color

ADVISORY SERVICES

- Institutional Investment Advisory
 - 401(k) and Corporate Retirement Plans
 - Socially Responsible Investing
 - Discretionary Management – PRISM OCIO®
- Private Client Services
 - Tax strategy & compliance
 - Estate & gift planning
 - Business succession planning
 - Private investment advisory, management, & admin
 - Family office services
- *ClearAccess* – alternative investments platform

COVID-19 RESPONSE

- Produced more frequent communication to clients, including the weekly *Research Corner*
- Reinforced sticking to current investment strategy in the face of uncertainty in the markets
- Shifted to virtual conferencing services to meet with clients and ensure their safety, relying on our long-standing Business Continuity Plan to enable our employees to work from home

THOUGHT LEADERSHIP

Videos:

- [Investment Opportunities in Uncertain Times](#)
- [Why Hire a DC Advisor?](#)
- [International Spotlight: U.S. – China Relations](#)
- [2020 Election: Investments & Financial Planning in an Uncertain Environment](#)

Upcoming in 2021:

- [Clearstead Investment Forum](#) Podcast

*Approximate as of 12/31/2020.
**As of 12/31/2020 (2015 through 2020).



LEARN MORE ABOUT US: [Blog](#) [in](#) [twitter](#) [f](#)

1100 Superior Avenue East · Suite 700 · Cleveland, Ohio 44114 · 216.621.1090 · [clearstead.com](#)

2021 OVERSIGHT DASHBOARD

		1Q	2Q	3Q	4Q	COMMENTS:
STRATEGIC / ADMINISTRATIVE	Investment Policy Review			<input type="checkbox"/>		
	Strategic Asset Allocation Review			<input type="checkbox"/>		
	Peer Review				<input type="checkbox"/>	
	2022 Oversight Dashboard				<input type="checkbox"/>	
	STAR Ohio/Plus Annual Review			<input type="checkbox"/>		
PORTFOLIO	Fixed Income Review				<input type="checkbox"/>	
	Alternative Investments Review		<input type="checkbox"/>			
	Domestic Equity Review					TBD
	International Equity Review					TBD
PERFORMANCE	Capital Markets Review	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Quarterly Performance Review	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
OTHER	Fee Review			<input type="checkbox"/>		
	ORC Compliance Review			<input type="checkbox"/>		
	Clearstead Firm Update	✓				
	Responsible Investing	✓				

LAST REVIEWED	
Investment Policy:	09/02/2020
Strategic Asset Allocation:	09/02/2020
Fee Review:	12/02/2020

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



CAPITAL MARKETS UPDATE

QUARTERLY THEMES

WHAT HAPPENED LAST QUARTER?

- Strong rally by risk assets to end the year
 - U.S. small cap stocks (Russell 2000) rallied 31%, outpacing the S&P 500's 12.1% return
 - Significant style rotation to value-oriented sectors during the quarter, but growth was the clear winner for 2020
- Economic stabilization in the U.S., but consumer spending and employment stall
- Operation Warp Speed begins rapid distribution of COVID-19 vaccines
- Additional \$900 billion fiscal stimulus package passed by Congress

BIG PICTURE FOR 2021

- Fiscal support around the globe remains strong
- Monetary policy remains highly accommodative and global central bank asset purchases will continue through 2021
- Rebound in global GDP expected in 2021
- A strong rebound in earnings growth, low inflation expectations, and supportive fiscal and monetary policy should bode well for equities, but can 20%+ global earnings growth support elevated valuations?
- Expected pace of vaccine distribution and herd immunity seem to have been already priced in by markets
- Low yield environment continues to pressure total portfolio return expectations

HISTORICAL ASSET CLASS RETURNS

2011	2012	2013	2014	2015	2016	2017	2018	2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020	2020
US Bonds 7.8%	REITs 20.1%	Sm/Mid 36.8%	REITs 27.2%	REITs 2.3%	Sm/Mid 17.6%	Em Mkt 37.3%	Cash 1.9%	Large Cap 31.5%	US Bonds 3.2%	Sm/Mid 26.6%	Em Mkt 9.6%	Sm/Mid 27.4%	Sm/Mid 20.0%
REITs 7.3%	Em Mkt 18.2%	Large Cap 32.4%	Large Cap 13.7%	Large Cap 1.4%	Hi Yld 17.5%	Dev Intl 25.0%	US Bonds 0.0%	REITs 28.1%	Cash 0.6%	Large Cap 20.5%	Large Cap 8.9%	Em Mkt 19.7%	Large Cap 18.4%
Glb Bond 5.2%	Dev Intl 17.3%	Dev Intl 22.8%	Sm/Mid 7.1%	US Bonds 0.6%	Large Cap 12.0%	Large Cap 21.8%	Glb Bond -0.9%	Sm/Mid 27.8%	Glb Bond -1.5%	Em Mkt 18.1%	Sm/Mid 5.9%	Dev Intl 16.1%	Em Mkt 18.3%
Hi Yld 4.4%	Sm/Mid 17.9%	Hdg Fnds 9.0%	US Bonds 6.0%	Cash 0.1%	Em Mkt 11.2%	Sm/Mid 16.8%	Hi Yld -2.3%	Dev Intl 22.0%	Hdg Fnds -6.0%	Dev Intl 14.9%	Dev Intl 4.8%	Large Cap 12.2%	Hdg Fnds 10.3%
Large Cap 2.1%	Large Cap 16.0%	Hi Yld 7.4%	Hdg Fnds 3.4%	Hdg Fnds -0.3%	REITs 9.3%	Glb Bond 9.3%	Hdg Fnds -4.0%	Em Mkt 18.4%	Hi Yld -13.1%	REITs 14.0%	Hi Yld 4.7%	REITs 9.2%	Glb Bond 9.5%
Cash 0.1%	Hi Yld 15.6%	REITs 3.2%	Hi Yld 2.5%	Dev Intl -0.8%	US Bonds 2.7%	REITs 9.3%	Large Cap -4.4%	Hi Yld 14.4%	Large Cap -19.6%	Hi Yld 9.6%	Hdg Fnds 4.2%	Hdg Fnds 7.5%	Dev Intl 7.8%
Sm/Mid -2.5%	Hdg Fnds 4.8%	Cash 0.1%	Cash 0.0%	Sm/Mid -2.9%	Glb Bond 1.9%	Hdg Fnds 7.8%	REITs -4.4%	US Bonds 8.8%	Dev Intl -22.8%	Hdg Fnds 7.2%	Glb Bond 3.8%	Hi Yld 6.5%	US Bonds 7.5%
Hdg Fnds -5.7%	US Bonds 4.2%	US Bonds -2.0%	Em Mkt -2.2%	Hi Yld -4.6%	Dev Intl 1.0%	Hi Yld 7.5%	Sm/Mid -10.0%	Hdg Fnds 8.4%	Em Mkt -23.6%	US Bonds 2.9%	REITs 1.5%	Glb Bond 4.7%	Hi Yld 6.2%
Dev Intl -12.1%	Glb Bond 1.8%	Em Mkt -2.6%	Glb Bond -2.8%	Glb Bond -4.8%	Hdg Fnds 0.5%	US Bonds 3.5%	Dev Intl -13.8%	Glb Bond 5.0%	REITs -25.4%	Glb Bond 2.3%	US Bonds 0.6%	US Bonds 0.7%	Cash 0.5%
Em Mkt -18.4%	Cash 0.1%	Glb Bond -4.9%	Dev Intl -4.5%	Em Mkt -14.9%	Cash 0.3%	Cash 0.9%	Em Mkt -14.6%	Cash 2.3%	Sm/Mid -29.7%	Cash 0.0%	Cash 0.0%	Cash 0.0%	REITs -5.9%

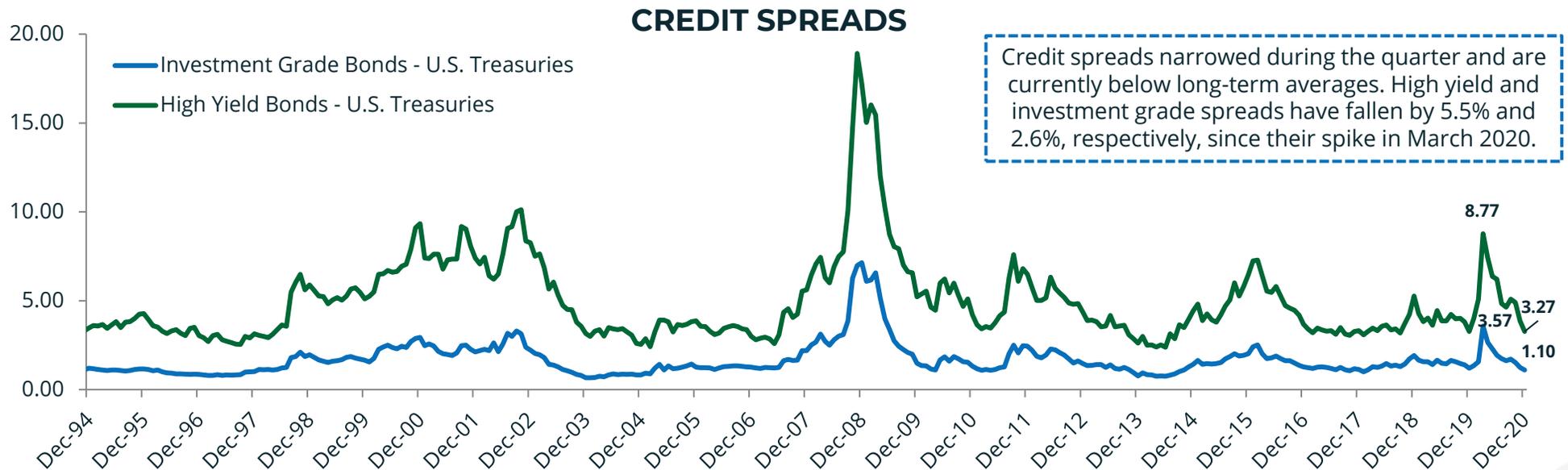
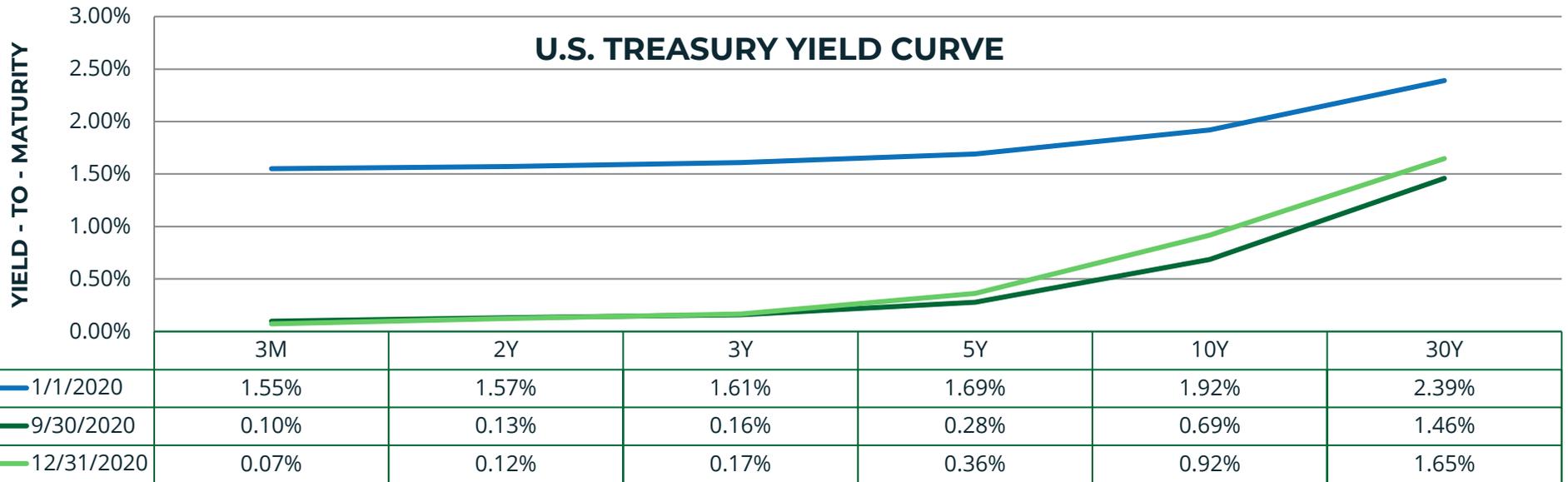
Past performance is not a guarantee of future results. Asset classes represented by: Large Cap – S&P 500 Index; Sm/Mid – Russell 2500 Index; Dev Intl – MSCI EAFE Index; Em Mkt – MSCI Emerging Markets Index; Hi Yld – Bank of America Merrill Lynch U.S. High Yield Master II; U.S. Bonds – Barclays Capital U.S. Aggregate; Glb Bond – Barclays Capital Global Treasury ex U.S.; REITs – NAREIT ALL REITs; Hdg Fnds – HFRI FOF: Diversified Index; Cash – Merrill Lynch 91-day Tbill. Data as of 12/31/2020. Source: Morningstar Direct.

THE DRIVERS OF EQUITY RETURNS

		EQUITY RETURN DRIVER	LONG-TERM AVERAGE (1928-2020)	2021 OUTLOOK
FUNDAMENTALS	LONG-TERM DRIVERS	Real GDP	~3.1%	Next year's expectations are for a sharp rebound in GDP ≈ 4%, with earnings projected to grow ≈ 22%.
		Inflation	~3.0%	Core CPI is expected to trek towards 2%, but it is unlikely to average 2.5% over the next 24 months.
		Dividend Yield	~3.7%	Dividends forecast to grow by 3.8% in 2021; Dividend yields will likely approach ~2% over the next year.
VALUATIONS	SHORT-TERM DRIVERS	Price/Earnings	~0% - 0.5%	P/E multiples are high (most expensive decile). While a robust rebound in earnings is expected in 2021; P/E multiples are likely to contract.
		Profit Margins	~0% - 1%	Margins are likely to be below long-run averages as the economy normalizes gradually in 2021, but steadily improve.
TECHNICALS		Sentiment	~0%	Technicals are relatively bullish and monetary policy is supportive of risk assets.
		Total Return	~9.6%	~4.0% - 9.0%

Sources: Clearstead, Bloomberg, Robert Shiller, <http://www.econ.yale.edu/~shiller/data.htm>, Factset Earnings Insight.
 Past performance is not a guarantee of future results. Total return depicted above of 9.6% is the S&P 500 Index total return from 1927-2020.

FIXED INCOME UPDATE: LOW YIELD ENVIRONMENT



Source: Bloomberg. Data as of 12/31/2020. US Treasuries – BarCap US Gov't 10-Yr Treasury; Investment Grade Bonds – BarCap BAA Corp; High Yield Bonds – BarCap US High Yield. Past performance is not a guarantee of future results.



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

NON-ENDOWMENT PERFORMANCE REVIEW (AS OF 12/31/2020)

NON-ENDOWMENT ASSETS	MARKET VALUE (\$MM)	QTD	YTD	1 YR	2 YR	3 YR	5 YR	7 YR	10 YR	2020	2019	2018	SINCE INCEPTION ⁴
Total Non-Endowment Assets	\$66.472	6.2%	9.5%	9.5%	10.5%	6.4%	6.1%	4.7%	4.4%	9.5%	11.5%	-1.5%	4.3%
	<i>Benchmark¹</i>	2.1%	2.2%	4.5%	4.1%	3.9%	3.9%	3.1%	2.9%	5.8%	8.7%	-0.4%	3.2%
Operating & Short-Term Pool	\$5.208	0.0%	1.1%	1.1%	1.7%	1.7%	1.2%	0.9%	0.7%	1.1%	2.4%	1.7%	0.6%
	<i>Benchmark²</i>	0.0%	0.8%	0.8%	1.6%	1.7%	1.2%	0.9%	0.7%	0.8%	2.3%	1.9%	0.6%
Long-Term Pool	\$61.264	7.6%	8.8%	8.8%	12.0%	6.6%	7.0%	5.6%	5.6%	8.8%	15.3%	-3.4%	5.7%
	<i>Benchmark³</i>	6.5%	9.9%	9.9%	12.0%	7.0%	7.0%	5.6%	5.4%	9.9%	14.2%	-2.4%	5.4%

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

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

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

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

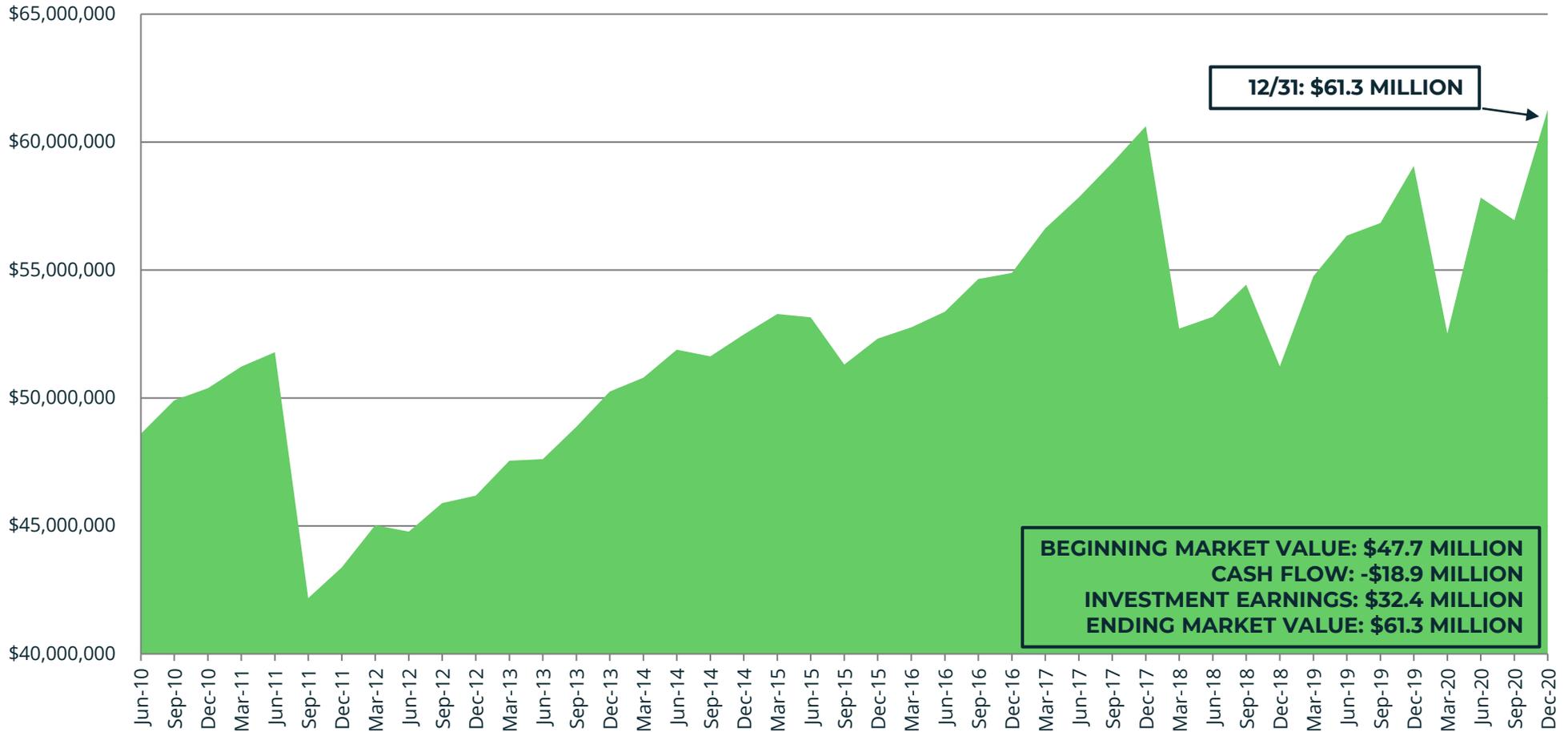
ATTRIBUTION OF MARKET VALUE

TOTAL UNIVERSITY ASSETS	2020 Q1	2020 Q2	2020 Q3	Fourth Quarter	One Year
Beginning Market Value	\$61,537,834	\$70,059,620	\$58,037,868	\$81,155,893	\$61,537,834
Contributions	\$22,010,522	\$8,233	\$24,009,125	\$4,260	\$46,032,140
Withdrawals	-\$7,010,396	-\$17,358,042	-\$2,909,826	-\$19,004,737	-\$46,283,001
Net Cash Flow	\$15,000,126	-\$17,349,809	\$21,099,299	-\$19,000,477	-\$250,861
Net Investment Change	-\$6,478,340	\$5,328,057	\$2,018,725	\$4,316,137	\$5,184,579
Ending Market Value	\$70,059,620	\$58,037,868	\$81,155,893	\$66,471,553	\$66,471,553
Net Change	\$8,521,786	-\$12,021,752	\$23,118,024	-\$14,684,340	\$4,933,718

LONG-TERM POOL	2020 Q1	2020 Q2	2020 Q3	Fourth Quarter	One Year
Beginning Market Value	\$59,067,298	\$52,519,226	\$57,832,762	\$56,950,176	\$59,067,298
Contributions	\$9,651	\$7,641	\$9,060	\$4,257	\$30,608
Withdrawals	-\$9,517	-\$7,641	-\$2,909,761	-\$4,257	-\$2,931,175
Net Cash Flow	\$134	\$0	-\$2,900,701	\$0	-\$2,900,567
Net Investment Change	-\$6,548,206	\$5,313,536	\$2,018,114	\$4,313,727	\$5,097,172
Ending Market Value	\$52,519,226	\$57,832,762	\$56,950,176	\$61,263,903	\$61,263,903
Net Change	-\$6,548,072	\$5,313,536	-\$882,587	\$4,313,727	\$2,196,605

ATTRIBUTION OF MARKET VALUE CHANGE: LONG-TERM POOL

**LONG-TERM POOL MARKET VALUE CHANGE
(07/01/2010 - 12/31/2020)**



UPDATED PORTFOLIO SNAPSHOT (NO RECOMMENDED CHANGES)

YOUNGSTOWN STATE UNIVERSITY

AS OF FEBRUARY 1, 2021

	TICKER	INVESTMENT STRATEGY	MARKET VALUE (CURRENT)	% OF PORTFOLIO	POLICY TARGET	POLICY RANGE	TACTICAL +/-
Total Operating & Short Term			\$27,528,855	100.0%	100.0%		
Operating Assets			\$27,411,302	99.6%		60-100%	
JPMorgan 100% U.S. Treas. MM Instl	JTSXX	Money Market	\$22,321,297	81.1%			
Star Plus*	-	Cash Equivalent	\$54,205	0.2%			
Star Ohio*	-	Cash Equivalent	\$5,035,800	18.3%			
Short-Term Assets			\$117,553	0.4%		0-40%	
Vanguard Short-Term Federal Adm	VSGDX	Short-Term Fixed	\$93,308	0.3%			
Cash in Vanguard Account		Money Market	\$24,245	0.1%			
Total Long Term Reserves Pool			\$61,288,952	100.0%	100.0%		
Domestic Equity			\$18,538,645	30.2%	27.0%	20-35%	3.2%
Large Cap			\$12,120,604	19.8%			
Vanguard Instl Index	VINIX	Large Cap Core	\$12,120,604	19.8%			
Small/Mid Cap			\$6,418,040	10.5%			
Vanguard Mid Cap Index Adm	VIMAX	Mid-Cap Core	\$3,027,560	4.9%			
Loomis Sayles Small Growth N2	LSSNX	Small Cap Growth	\$1,656,376	2.7%			
Victory Integrity Small Cap Value Y	VSVIX	Small Cap Value	\$1,734,104	2.8%			
International Equity			\$5,473,780	8.9%	8.0%	0-15%	0.9%
William Blair International Growth I	BIGIX	Foreign Growth	\$2,802,396	4.6%			
Dodge & Cox International Stock	DODFX	Foreign Value	\$2,671,384	4.4%			
Total Equity			\$24,012,425	39.2%	35.0%	25-45%	4.2%
Alternatives			\$6,836,116	11.2%	15.0%	0-20%	-3.8%
JPMorgan Strategic Income Opps Fd	JSOSX	Non-Traditional Bond	\$2,200,841	3.6%			
Wells Fargo Adv Absolute Return I	WABIX	Tactical Allocation	\$2,216,467	3.6%			
Diamond Hill Long-Short Y	DIAYX	Equity Long-Short	\$2,418,808	3.9%			
Fixed Income			\$30,399,279	49.6%	50.0%	35-75%	-0.4%
Short Term Fixed Income			\$17,300,401	28.2%	30.0%	25-45%	-1.8%
YSU Short Term Bond	-	Short-Term Fixed	\$11,622,366	19.0%			
Lord Abbett Short Duration	LLDYX	Short-Term Fixed	\$3,687,503	6.0%			
DFA Five-Year Global	DFGBX	Global Fixed	\$1,990,532	3.2%			
Intermediate Fixed Income			\$13,098,877	21.4%	20.0%	10-30%	1.4%
JPMorgan Core Bond Fund R6*	JCBUX	Core Plus Fixed	\$5,700,561	9.3%			
YSU Intermediate Term Fixed	-	Intermediate-Term Fixed	\$4,504,714	7.3%			
Prudential High Yield Bond R6	PHYQX	High Yield	\$2,893,603	4.7%			
Cash & Cash Equivalents			\$41,132	0.1%	0.0%	0-5%	0.1%
Equity Account Cash	-	Money Market	\$41,132	0.1%			
Total University Assets			\$88,817,807				

*As of 12/31/2020



RESPONSIBLE INVESTING OVERVIEW

RESPONSIBLE INVESTING OVERVIEW



Growing Interest	<ul style="list-style-type: none"> Responsible Investing has experienced tremendous growth. In 2018, \$12 trillion was invested according to Responsible Investing strategies in the US, representing 1 in 4 dollars of professionally managed assets We see increased interest among clients who must juggle priorities across many different stakeholders: Board members, Trustees, donors, students, partners, customers, etc.
Clearstead's Approach	<ul style="list-style-type: none"> For individuals/organizations that want to incorporate their mission and values into their investment objectives, we have the tools and resources to incorporate Responsible Investing into the overall investment program
Actionable Strategy	<ul style="list-style-type: none"> We apply the same rigorous, institutional investment approach regardless of whether Responsible Investing is incorporated into the portfolio Clearstead leads the process: 1) Education, 2) Identify Objectives, 3) Decide Approach, 4) Portfolio Construction, 5) Reporting & Risk Management

Source: ¹ US SIF Report on US Sustainable, Responsible and Impact Investing Trends 2018.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) FACTORS



Environmental (E)

- Green Building / Smart Growth
- Climate Change / Carbon
- Clean Technology
- Pollution / Toxics
- Sustainable Natural Resources / Agriculture
- Water Use and Conservation



Social (S)

- Workplace Safety
- Labor Relations
- Workplace Benefits
- Diversity and Anti-Bias Issues
- Community Development
- Human Rights



Governance (G)

- Board Independence
- Anti-Corruption Policies
- Board Diversity
- Executive Compensation
- Corporate Political Contributions



Source: US SIF, The Forum for Sustainable and Responsible Investment and Bloomberg

LEADING CRITERIA: INSTITUTIONAL INVESTORS

TOP SPECIFIC ESG CRITERIA FOR MONEY MANAGERS 2018

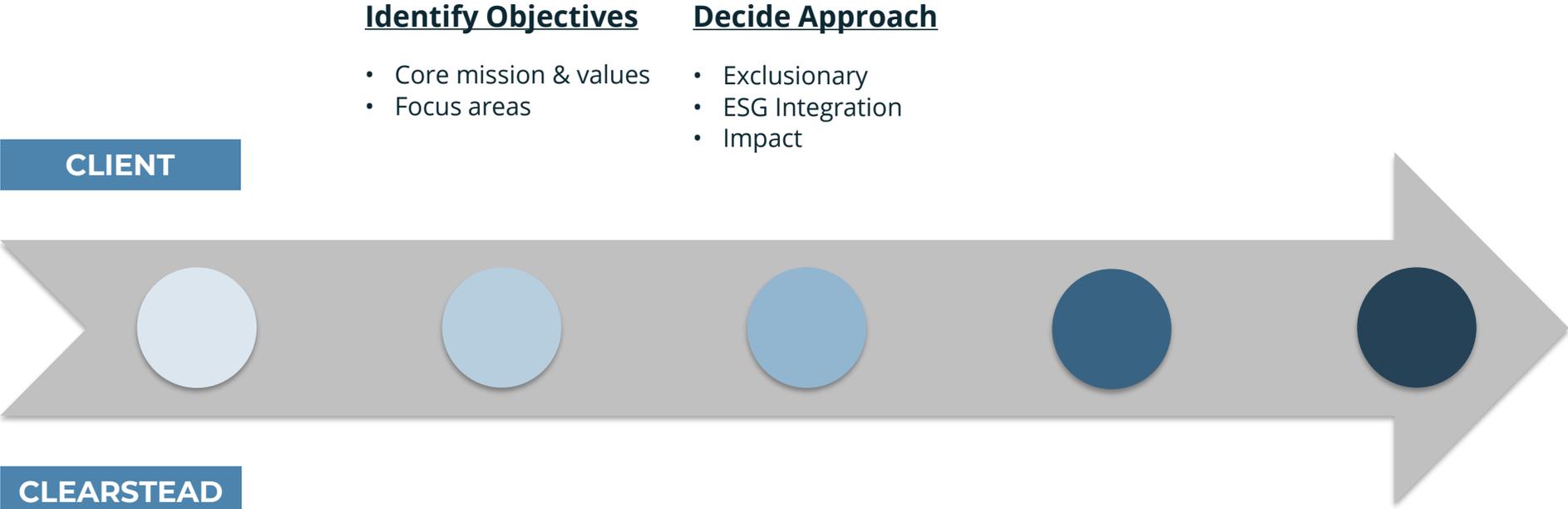
Climate Change/ Carbon	Tobacco	Conflict Risk (Terrorist or Repressive Regimes)	Human Rights	Transparency and Anti-Corruption
				
\$3.00 Trillion	\$2.89 Trillion	\$2.26 Trillion	\$2.22 Trillion	\$2.22 Trillion

LEADING CRITERIA: INSTITUTIONAL INVESTORS



FACTOR	CONSIDERATIONS
Financial	Returns
	Objectives
	Fees
Risk	Portfolio Risk and Complexity
	Implementation
	Headline Risk
Stakeholder	Organization Priorities
	Board Members
	Donors
	Students & Faculty
	Future Constituents

RESPONSIBLE INVESTING ROADMAP



Education

- What is Responsible Investing?
- How can it be incorporated into the portfolio?

Portfolio Construction

- Manager selection
- Partial vs. full integration
- Active vs. passive

Reporting & Risk Management

- Performance
- Objective
- Monitoring and risk management



APPENDIX



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

ENDOWMENT ASSETS: PERFORMANCE & ASSET ALLOCATION (AS OF 12/31/2020)

ENDOWMENT ASSETS	MARKET VALUE	ASSET ALLOCATION	COMPOSITION	QTD	YTD	1 YR	2 YR	3 YR	5 YR	7 YR	2020	2019	2018	SINCE INCEPTION ³
YSU Endowment Fund	\$13.6 million	76% Equity / 4% Alts / 20% Fixed Income & Cash	Stocks, Bonds, Mutual Funds	9.3%	16.3%	16.3%	20.0%	11.1%	11.2%	9.4%	16.3%	23.8%	-4.8%	9.8%
			Benchmark ¹	7.5%	14.7%	14.7%	18.4%	11.0%	11.1%	9.6%	14.7%	22.2%	-2.3%	10.3%
Alumni License Plate Account	\$28,271	22% Equity / 78% Fixed Income & Cash	Mutual Fund & Cash	2.7%	4.9%	4.9%	11.5%	6.8%	8.9%	7.3%	4.9%	18.5%	-2.0%	7.5%
			Benchmark ²	3.2%	6.2%	6.2%	13.3%	7.8%	9.2%	8.2%	6.2%	20.8%	-2.3%	9.0%

COMPLIANCE

- Asset Allocation Guidelines: 70% Equities (60-80%) / 30% Cash & Fixed Income (20-40%)
 - YSU Endowment (In-Line)
 - Alumni (Out-of-Line – Cash build up in account due to contributions in 2020; change to investment strategy currently being discussed)
- Equity & Fixed Income Guidelines
 - YSU Endowment (In-Line)
 - Alumni (Out-of-Line – Cash build up in account due to contributions in 2020; change to investment strategy currently being discussed)

1) Benchmark: 60% S&P 500 / 40% BbgBarc US Aggregate.

Kilcawley Center & Alumni License Plate accounts- Transition to PNC as custodian completed on 11/1/2017. Historical allocation to single stock and bond positions resulted in large differences relative to benchmark. Both accounts are now currently invested in one low cost, balanced Vanguard mutual fund.

2) Benchmark: 65% ICE BofA 91 Days T-Bills / 35% Vanguard Balanced Benchmark.

3) Inception date: 06/2013.

ENDOWMENT HOLDINGS

YSU ENDOWMENT (HUNTINGTON)

- Equity Mutual Funds – 12% (5-10 Mutual Funds & ETFs)
- Stocks – 64% (40-60 U.S. Large/Mid-Cap Stocks)
- Alternatives – 4% (Commodity and Real Estate Mutual Funds & ETFs)
- Fixed Income Mutual Funds – 2% (Federated Total High Yield, Invesco Preferred Portfolio)
- Bonds – 11% (8-10 Bonds, U.S. Corporate / Gov't / Asset Backed Debt)
- Cash – 6%

ALUMNI LICENSE PLATE (PNC)

- Vanguard Balanced Index Fund (Adm) – 33%
- Cash – 67%



SUPPORTING INFORMATION

EXECUTIVE SUMMARY

Ending December 31, 2020

	Market Value 9/30/20 (\$)	Market Value 12/31/20 (\$)	% of Portfolio	2020 Q4 (%)	YTD (%)
Total University Assets	81,155,893	66,471,553	100.0	6.2	9.5
<i>Total Policy Benchmark</i>				3.5	5.8
Total Operating & Short Term	24,205,717	5,207,650	7.8	0.0	1.1
<i>Total Operating & Short Term Benchmark</i>				0.0	0.8
Total Long Term/ Reserves Pool	56,950,176	61,263,903	92.2	7.6	8.8
<i>Total Long Term/ Reserves Fund Benchmark</i>				6.5	9.9
Total Domestic Equity	16,202,824	18,299,229	27.5	16.1	18.5
<i>Russell 3000</i>				14.7	20.9
Total International Equity	4,843,610	5,393,589	8.1	20.0	16.7
<i>MSCI EAFE</i>				16.0	7.8
Total Alternatives	6,431,585	6,852,829	10.3	6.5	-3.7
<i>Total Alternatives Benchmark</i>				7.6	4.8
Total Fixed Income	29,431,026	30,677,124	46.2	1.1	5.2
<i>Total Fixed Income Benchmark</i>				0.3	4.4
Total Cash & Cash Equivalents	41,131	41,132	0.1	0.0	0.4
<i>ICE BofA 91 Days T-Bills TR</i>				0.0	0.7

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

- Total Operating & Short Term Benchmark = 95% ICE BofA 91 Days T-Bills TR / 5% BBgBarc US Govt 1-3 Yr TR

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

- Total Alternatives Benchmark = 100% HFRI Fund of Funds Composite Index

- Total Fixed Income Benchmark = 64% ICE BofA 1-3 Yrs US Corp & Govt TR / 36% BBgBarc US Govt/Credit Int TR

ASSET ALLOCATION GUIDELINES COMPLIANCE

As of December 31, 2020

Total Plan Asset Allocation Policy	Range	Current
Operating & Short-Term Pool	25% - 50%	8%
Long Term/ Reserves Pool	50% - 75%	92%

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

Long Term/ Reserves Pool	Target	Range	Current
Domestic Equity	27%	20% - 35%	30%
International Equity	8%	0% - 15%	9%
Total Equity	35%	25% - 45%	39%
Alternatives	15%	0%-20%	11%
Short-Term Fixed Income	30%	25% - 45%	28%
Intermediate Fixed Income	20%	10% - 30%	22%
Cash & Cash Equivalents	0%	0% - 5%	0%

In Line
 Within Tolerance
 Review

SCHEDULE OF ASSETS

	Asset Class	Market Value 9/30/20 (\$)	Market Value 12/31/20 (\$)	% of Total Plan	% of Pool
Total University Assets		81,155,893	66,471,553	100.0	100.0
Total Operating & Short Term		24,205,717	5,207,650	7.8	100.0
JPMorgan 100% U.S. Tr Sec MM Inst	Cash	19,092,338	92,464	0.1	1.8
Star Plus	Cash	54,181	54,205	0.1	1.0
Vanguard Short-Term Federal Adm	US Fixed Income Short Term	25,176	25,181	0.0	0.5
STAR Ohio	Cash	5,034,022	5,035,800	7.6	96.7
Total Long Term/ Reserves Pool		56,950,176	61,263,903	92.2	100.0
Total Domestic Equity		16,202,824	18,299,229	27.5	29.9
Vanguard Institutional Index	US Stock Large Cap Core	11,202,780	12,051,163	18.1	19.7
Vanguard Mid Cap Index Adm	US Stock Mid Cap Core	2,534,355	2,990,931	4.5	4.9
Loomis Sayles Sm Growth N	US Stock Small Cap Growth	1,275,241	1,593,345	2.4	2.6
Victory Integrity Small Value Y	US Stock Small Cap Value	1,190,449	1,663,790	2.5	2.7
Total International Equity		4,843,610	5,393,589	8.1	8.8
William Blair International Growth I	International	2,717,244	2,742,226	4.1	4.5
Dodge & Cox Internat'l Stock	International	2,126,366	2,651,363	4.0	4.3
Total Alternatives		6,431,585	6,852,829	10.3	11.2
JPMorgan Strategic Income Opps Sel	Absolute Return	2,179,313	2,194,509	3.3	3.6
Wells Fargo Adv Absolute Return Instl	All Assets	2,082,698	2,189,563	3.3	3.6
Diamond Hill Long-Short Y	Long/Short Equity	2,169,574	2,468,756	3.7	4.0
Total Fixed Income		29,431,026	30,677,124	46.2	50.1
JPMorgan Core Bond	US Fixed Income Core	5,633,914	5,700,561	8.6	9.3
YSU Intermediate Term Bond	US Fixed Income Core	4,621,994	4,650,334	7.0	7.6
PGIM High Yield R6	US Fixed Income High Yield	2,750,110	2,916,731	4.4	4.8
YSU Short Term Bond	US Fixed Income Short Term	11,710,514	11,741,964	17.7	19.2
Lord Abbett Short Duration Income I	US Fixed Income Short Term	2,752,727	3,701,594	5.6	6.0
DFA Five-Yr Global Fxd-Inc I	Global Fixed Income	1,961,767	1,965,939	3.0	3.2
Total Cash & Cash Equivalents		41,131	41,132	0.1	0.1
PNC Govt MMkt	Cash	41,131	41,132	0.1	0.1

PERFORMANCE SUMMARY

	Ending December 31, 2020								Calendar Years			Inception (%)	Inception Date
	2020 Q4 (%)	YTD (%)	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	5 Yrs (%)	7 Yrs (%)	10 Yrs (%)	2020 (%)	2019 (%)	2018 (%)		
Total University Assets	6.2	9.5	9.5	10.5	6.4	6.1	4.7	4.4	9.5	11.5	-1.5	4.3	Mar-04
<i>Total Policy Benchmark</i>	3.5	5.8	5.8	7.2	4.6	4.4	3.5	3.2	5.8	8.7	-0.4	3.4	
Total Operating & Short Term	0.0	1.1	1.1	1.7	1.7	1.2	0.9	0.7	1.1	2.4	1.7	0.6	Jun-10
<i>Total Operating & Short Term Benchmark</i>	0.0	0.8	0.8	1.6	1.7	1.2	0.9	0.7	0.8	2.3	1.9	0.6	
Total Long Term/ Reserves Pool	7.6	8.8	8.8	12.0	6.6	7.0	5.6	5.6	8.8	15.3	-3.4	5.7	Jun-10
<i>Total Long Term/ Reserves Fund Benchmark</i>	6.5	9.9	9.9	12.0	7.0	7.0	5.6	5.4	9.9	14.2	-2.4	5.4	
Total Domestic Equity	16.1	18.5	18.5	24.3	13.4	14.7	12.1	13.3	18.5	30.4	-5.7	15.1	Jun-10
<i>Russell 3000</i>	14.7	20.9	20.9	25.9	14.5	15.4	12.8	13.8	20.9	31.0	-5.2	15.5	
Total International Equity	20.0	16.7	16.7	21.6	6.7	9.6	5.6	5.8	16.7	26.7	-17.8	6.4	Sep-10
<i>MSCI EAFE</i>	16.0	7.8	7.8	14.7	4.3	7.4	4.4	5.5	7.8	22.0	-13.8	6.0	
<i>MSCI ACWI ex USA</i>	17.0	10.7	10.7	16.0	4.9	8.9	4.8	4.9	10.7	21.5	-14.2	5.5	
Total Alternatives	6.5	-3.7	-3.7	4.9	1.1	2.9	--	--	-3.7	14.3	-6.0	1.6	Mar-15
<i>Total Alternatives Benchmark</i>	7.6	4.8	4.8	8.2	3.9	4.3	--	--	4.8	11.7	-4.3	3.1	
Total Fixed Income	1.1	5.2	5.2	5.9	4.2	3.3	2.8	2.6	5.2	6.6	0.9	2.7	Jun-10
<i>Total Fixed Income Benchmark</i>	0.3	4.4	4.4	4.8	3.6	2.7	2.3	2.2	4.4	5.1	1.4	2.2	
Total Cash & Cash Equivalents	0.0	0.4	0.4	1.2	--	--	--	--	0.4	2.1	--	1.4	Mar-18
<i>ICE BofA 91 Days T-Bills TR</i>	0.0	0.7	0.7	1.5	1.6	1.2	0.9	0.6	0.7	2.3	1.9	1.6	

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

- Total Operating & Short Term Benchmark = 95% ICE BofA 91 Days T-Bills TR / 5% BBgBarc US Govt 1-3 Yr TR

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

- Total Alternatives Benchmark = 100% HFRI Fund of Funds Composite Index

- Total Fixed Income Benchmark = 64% ICE BofA 1-3 Yrs US Corp & Govt TR / 36% BBgBarc US Govt/Credit Int TR

PERFORMANCE REPORT CARD

	% of Portfolio	Ending December 31, 2020								Calendar Years			Inception (%)	Inception Date
		2020 Q4 (%)	YTD (%)	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	5 Yrs (%)	7 Yrs (%)	10 Yrs (%)	2020 (%)	2019 (%)	2018 (%)		
Total University Assets	100.0	6.2	9.5	9.5	10.5	6.4	6.1	4.7	4.4	9.5	11.5	-1.5	4.3	Mar-04
<i>Total Policy Benchmark</i>		3.5	5.8	5.8	7.2	4.6	4.4	3.5	3.2	5.8	8.7	-0.4	3.4	
Total Operating & Short Term	7.8	0.0	1.1	1.1	1.7	1.7	1.2	0.9	0.7	1.1	2.4	1.7	0.6	Jun-10
<i>Total Operating & Short Term Benchmark</i>		0.0	0.8	0.8	1.6	1.7	1.2	0.9	0.7	0.8	2.3	1.9	0.6	
JPMorgan 100% U.S. Tr Sec MM Inst	0.1	0.0	0.3	0.3	1.2	1.3	1.0	0.7	0.5	0.3	2.0	1.7	0.5	Sep-11
<i>ICE BofA 91 Days T-Bills TR</i>		0.0	0.7	0.7	1.5	1.6	1.2	0.9	0.6	0.7	2.3	1.9	0.7	
Vanguard Short-Term Federal Adm	0.0	0.5	4.5	4.5	4.3	3.3	2.4	2.0	1.8	4.5	4.2	1.4	1.7	Sep-10
<i>BBgBarc US Govt 1-5 Yr TR</i>		0.0	4.3	4.3	4.3	3.4	2.3	2.0	1.8	4.3	4.2	1.5	1.7	
STAR Plus	0.1	0.0	0.6	0.6	1.4	1.5	1.1	--	--	0.6	2.2	1.8	0.9	Jan-14
<i>ICE BofA 91 Days T-Bills TR</i>		0.0	0.7	0.7	1.5	1.6	1.2	0.9	0.6	0.7	2.3	1.9	0.9	
STAR Ohio	7.6	0.0	0.7	0.7	1.5	--	--	--	--	0.7	2.3	--	1.7	Jun-18
<i>ICE BofA 91 Days T-Bills TR</i>		0.0	0.7	0.7	1.5	1.6	1.2	0.9	0.6	0.7	2.3	1.9	1.6	
Total Long Term/ Reserves Pool	92.2	7.6	8.8	8.8	12.0	6.6	7.0	5.6	5.6	8.8	15.3	-3.4	5.7	Jun-10
<i>Total Long Term/ Reserves Fund Benchmark</i>		6.5	9.9	9.9	12.0	7.0	7.0	5.6	5.4	9.9	14.2	-2.4	5.4	
Total Domestic Equity	27.5	16.1	18.5	18.5	24.3	13.4	14.7	12.1	13.3	18.5	30.4	-5.7	15.1	Jun-10
<i>Russell 3000</i>		14.7	20.9	20.9	25.9	14.5	15.4	12.8	13.8	20.9	31.0	-5.2	15.5	
Vanguard Institutional Index	18.1	12.1	18.4	18.4	24.8	14.2	15.2	12.9	13.9	18.4	31.5	-4.4	15.4	Jun-10
<i>S&P 500</i>		12.1	18.4	18.4	24.8	14.2	15.2	12.9	13.9	18.4	31.5	-4.4	15.5	
Vanguard Mid Cap Index Adm	4.5	18.0	18.2	18.2	24.4	12.0	13.2	11.1	12.4	18.2	30.9	-9.3	13.5	Sep-10
<i>Vanguard Mid Cap Index Benchmark</i>		18.0	18.2	18.2	24.5	12.1	13.3	11.2	12.4	18.2	31.1	-9.2	13.5	
Loomis Sayles Sm Growth N	2.4	24.9	34.2	34.2	30.3	19.5	18.0	12.9	14.7	34.2	26.5	0.4	29.9	Aug-19
<i>Russell 2000 Growth</i>		29.6	34.6	34.6	31.5	16.2	16.4	12.1	13.5	34.6	28.5	-9.3	34.7	
Victory Integrity Small Value Y	2.5	39.8	1.2	1.2	11.6	0.5	7.2	5.1	8.3	1.2	23.1	-18.6	9.8	Sep-10
<i>Russell 2000 Value</i>		33.4	4.6	4.6	13.2	3.7	9.7	6.3	8.7	4.6	22.4	-12.9	10.0	
Total International Equity	8.1	20.0	16.7	16.7	21.6	6.7	9.6	5.6	5.8	16.7	26.7	-17.8	6.4	Sep-10
<i>MSCI EAFE</i>		16.0	7.8	7.8	14.7	4.3	7.4	4.4	5.5	7.8	22.0	-13.8	6.0	
<i>MSCI ACWI ex USA</i>		17.0	10.7	10.7	16.0	4.9	8.9	4.8	4.9	10.7	21.5	-14.2	5.5	

PERFORMANCE REPORT CARD

	% of Portfolio	Ending December 31, 2020								Calendar Years			Inception (%)	Inception Date
		2020 Q4 (%)	YTD (%)	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	5 Yrs (%)	7 Yrs (%)	10 Yrs (%)	2020 (%)	2019 (%)	2018 (%)		
William Blair International Growth I	4.1	16.3	32.0	32.0	31.3	12.4	12.4	8.2	8.2	32.0	30.7	-17.7	10.7	Jun-12
<i>MSCI ACWI ex USA</i>		17.0	10.7	10.7	16.0	4.9	8.9	4.8	4.9	10.7	21.5	-14.2	7.3	
Dodge & Cox Internat'l Stock	4.0	24.7	2.1	2.1	12.0	0.9	6.6	2.9	4.6	2.1	22.8	-18.0	5.3	Sep-10
<i>MSCI EAFE</i>		16.0	7.8	7.8	14.7	4.3	7.4	4.4	5.5	7.8	22.0	-13.8	6.0	
Total Alternatives	10.3	6.5	-3.7	-3.7	4.9	1.1	2.9	--	--	-3.7	14.3	-6.0	1.6	Mar-15
<i>Total Alternatives Benchmark</i>		7.6	4.8	4.8	8.2	3.9	4.3	--	--	4.8	11.7	-4.3	3.1	
JPMorgan Strategic Income Opps Sel	3.3	0.7	1.6	1.6	2.8	2.1	3.7	2.3	2.7	1.6	4.0	0.8	1.8	Sep-18
<i>BBgBarc US Universal TR</i>		1.3	7.6	7.6	8.4	5.5	4.9	4.3	4.2	7.6	9.3	-0.3	8.0	
Wells Fargo Adv Absolute Return Instl	3.3	5.1	-2.9	-2.9	3.9	0.7	3.4	1.9	--	-2.9	11.2	-5.6	1.4	Mar-15
<i>HFRF Fund of Funds Composite Index</i>		7.6	10.3	10.3	9.4	4.7	4.5	3.6	3.3	10.3	8.4	-4.0	3.4	
Diamond Hill Long-Short Y	3.7	13.8	-0.2	-0.2	10.9	4.6	6.0	5.2	7.0	-0.2	23.2	-6.9	5.0	Mar-15
<i>HFRX Equity Hedge Index</i>		7.8	4.6	4.6	7.6	1.6	2.9	1.9	0.8	4.6	10.7	-9.4	1.7	
Total Fixed Income	46.2	1.1	5.2	5.2	5.9	4.2	3.3	2.8	2.6	5.2	6.6	0.9	2.7	Jun-10
<i>Total Fixed Income Benchmark</i>		0.3	4.4	4.4	4.8	3.6	2.7	2.3	2.2	4.4	5.1	1.4	2.2	
JPMorgan Core Bond	8.6	1.1	8.1	8.1	8.2	5.5	4.5	4.0	3.9	8.1	8.3	0.2	4.9	Aug-17
<i>BBgBarc US Aggregate TR</i>		0.7	7.5	7.5	8.1	5.3	4.4	4.1	3.8	7.5	8.7	0.0	4.8	
YSU Intermediate Term Bond	7.0	0.6	7.5	7.5	7.3	5.1	3.9	3.3	3.2	7.5	7.2	0.8	4.0	Mar-04
<i>BBgBarc US Govt/Credit Int TR</i>		0.5	6.4	6.4	6.6	4.7	3.6	3.2	3.1	6.4	6.8	0.9	3.6	
PGIM High Yield R6	4.4	6.1	5.7	5.7	10.9	6.7	8.6	6.1	--	5.7	16.3	-1.2	7.0	Dec-16
<i>BBgBarc US High Yield TR</i>		6.5	7.1	7.1	10.7	6.2	8.6	5.7	6.8	7.1	14.3	-2.1	6.6	
YSU Short Term Bond	17.7	0.3	3.7	3.7	4.0	3.2	2.4	1.9	1.7	3.7	4.3	1.6	2.6	Mar-04
<i>ICE BofA 1-3 Yrs US Corp & Govt TR</i>		0.2	3.3	3.3	3.7	3.0	2.2	1.8	1.6	3.3	4.1	1.6	2.4	
Lord Abbett Short Duration Income I	5.6	1.7	3.2	3.2	4.4	3.4	3.4	2.8	3.1	3.2	5.6	1.4	3.8	Mar-18
<i>ICE BofA 1-3 Yrs US Corp & Govt TR</i>		0.2	3.3	3.3	3.7	3.0	2.2	1.8	1.6	3.3	4.1	1.6	3.4	
DFA Five-Yr Global Fxd-Inc I	3.0	0.2	1.5	1.5	2.8	2.4	2.2	2.2	2.4	1.5	4.0	1.7	2.2	Jun-13
<i>FTSE WGBI 1-5 Yr Hdg USD</i>		0.2	3.2	3.2	3.5	3.1	2.4	2.1	2.0	3.2	3.9	2.1	2.1	
Total Cash & Cash Equivalents	0.1	0.0	0.4	0.4	1.2	--	--	--	--	0.4	2.1	--	1.4	Mar-18
<i>ICE BofA 91 Days T-Bills TR</i>		0.0	0.7	0.7	1.5	1.6	1.2	0.9	0.6	0.7	2.3	1.9	1.6	

PERFORMANCE REPORT CARD

	% of Portfolio	2020 Q4 (%)	Ending December 31, 2020							Calendar Years			Inception (%)	Inception Date
			YTD (%)	1 Yr (%)	2 Yrs (%)	3 Yrs (%)	5 Yrs (%)	7 Yrs (%)	10 Yrs (%)	2020 (%)	2019 (%)	2018 (%)		
PNC Govt MMkt	0.1	0.0	0.4	0.4	1.2	--	--	--	--	0.4	2.1	--	1.4	Mar-18
ICE BofA 91 Days T-Bills TR		0.0	0.7	0.7	1.5	1.6	1.2	0.9	0.6	0.7	2.3	1.9	1.6	

- Total Policy Benchmark = 45% ICE BofA 91 Days T-Bills TR / 17% ICE BofA 1-3 Yrs US Corp & Govt TR / 11% BBgBarc US Govt/Credit Int TR / 8% Total Alternatives Benchmark / 15% Russell 3000 / 4% MSCI EAFE
- Total Operating & Short Term Benchmark = 95% ICE BofA 91 Days T-Bills TR / 5% BBgBarc US Govt 1-3 Yr TR
- Total Long Term/ Reserves Fund Benchmark = 27% Russell 3000 / 8% MSCI EAFE / 15% Total Alternatives Benchmark / 30% ICE BofA 1-3 Yrs US Corp & Govt TR / 20% BBgBarc US Govt/Credit Int TR
- Vanguard Mid Cap Index Benchmark = 100% CRSP US Mid Cap TR USD
- Total Alternatives Benchmark = 100% HFRI Fund of Funds Composite Index
- Total Fixed Income Benchmark = 64% ICE BofA 1-3 Yrs US Corp & Govt TR / 36% BBgBarc US Govt/Credit Int TR

U.S. ECONOMIC PROJECTIONS

FEDERAL RESERVE BOARD MEMBERS & BANK PRESIDENTS

		2020	2021	2022	2023	LONGER RUN*
GDP	December 2020	-2.4%	4.2%	3.2%	2.4%	1.8%
	September 2020	-3.7%	4.0%	3.0%	2.5%	1.9%
	June 2020	-6.5%	5.0%	3.5%		1.8%
Unemployment Rate	December 2020	6.7%	5.0%	4.2%	3.7%	4.1%
	September 2020	7.6%	5.5%	4.6%	4.0%	4.1%
	June 2020	9.3%	6.5%	5.5%		4.1%
Core PCE Inflation	December 2020	1.4%	1.8%	1.9%	2.0%	
	September 2020	1.5%	1.7%	1.8%	2.0%	
	June 2020	1.0%	1.5%	1.7%		
Federal Funds Rate	December 2020	0.1%	0.1%	0.1%	0.1%	2.5%
	September 2020	0.1%	0.1%	0.1%	0.1%	2.5%
	June 2020	0.1%	0.1%	0.1%		2.5%
# of implied 25 bps rate changes year	December 2020	0	0	0	0	
	September 2020	0	0	0	0	
	June 2020	0	0	0		

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

Source: Federal Reserve.
Data as of 12/31/2020. Past performance is not a guarantee of future results.

GLOBAL ECONOMY OUTLOOK: 2021-2022 FORECASTS

	2021 REAL GDP GROWTH ESTIMATES					2022 REAL GDP GROWTH ESTIMATES				
	IMF	OECD	CAPITAL	GOLDMAN	AVG.	IMF	OECD	CAPITAL	GOLDMAN	AVG.
U.S.	3.1%	3.2%	5.0%	5.3%	4.2%	2.4%	3.5%	4.5%	3.7%	3.5%
EU	5.2%	3.6%	5.0%	5.5%	4.8%	3.3%	3.3%	4.0%	4.0%	3.7%
China	8.2%	8.0%	10.0%	7.5%	8.4%	6.8%	4.9%	4.5%	5.7%	5.5%
Japan	2.3%	2.3%	3.7%	3.6%	3.0%	1.5%	1.5%	2.3%	2.1%	1.9%
UK	5.9%	4.2%	7.5%	7.0%	6.2%	3.8%	4.1%	7.5%	6.2%	5.4%
India	8.8%	2.9%	12.0%	13.0%	9.2%	8.0%	4.8%	9.5%	7.2%	7.4%

Expectations for the global economy are a strong bounce back in 2021 and 2022, as representative by real GDP growth estimates.

Although global economic growth is expected to be robust over the next two years, YoY real GDP growth estimates trends lower.

Source: Forecasts as of 12/2020; Clearstead, OECD, Goldman Sachs, Capital Economics, IMF—2022 projections are an average of 2021 forecast and 5-year long-run forecast.

GLOBAL ECONOMY: FURTHER RECOVERY DURING THE QUARTER

		Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	12M Trend
Global	Mfg	50.4	47.1	47.3	39.6	42.4	47.9	50.6	51.8	52.4	53.0	53.8	53.8	
	Serv	52.7	47.1	36.8	23.7	35.2	48.1	50.7	52.0	52.0	52.9	52.2	52.2	
US	Mfg	51.9	50.7	48.5	36.1	39.8	49.8	50.9	53.1	53.2	53.4	56.7	57.1	
	Serv	53.4	49.4	39.8	26.7	37.5	47.9	50.0	55.0	54.6	56.9	58.4	55.3	
Eurozone	Mfg	47.9	49.2	44.5	33.4	39.4	47.4	51.8	51.7	53.7	54.8	53.8	55.2	
	Serv	52.5	52.6	26.4	12.0	30.5	48.3	54.7	50.5	48.0	46.9	41.7	47.3	
UK	Mfg	50.0	51.7	47.8	32.6	40.7	50.1	53.3	55.2	54.1	53.7	55.6	57.5	
	Serv	53.9	53.2	34.5	13.4	29.0	47.1	56.5	58.8	56.1	51.4	47.6	49.9	
Japan	Mfg	48.8	47.8	44.8	41.9	38.4	40.1	45.2	47.2	47.7	48.7	49.0	50.0	
	Serv	51.0	46.8	33.8	21.5	26.5	45.0	45.4	45.0	46.9	47.7	47.8	47.2	
China	Mfg	51.1	40.3	50.1	49.4	50.7	51.2	52.8	53.1	53.0	53.6	54.9	53.0	
	Serv	51.8	26.5	43.0	44.4	55.0	58.4	54.1	54.0	54.8	56.8	57.8	57.8	
India	Mfg	55.3	54.5	51.8	27.4	30.8	47.2	46.0	52.0	56.8	58.9	56.3	56.4	
	Serv	55.5	57.5	49.3	5.4	12.6	33.7	34.2	41.8	49.8	54.1	53.7	53.7	
S. Korea	Mfg	49.8	48.7	44.2	41.6	41.3	43.4	46.9	48.5	49.8	51.2	52.9	52.9	

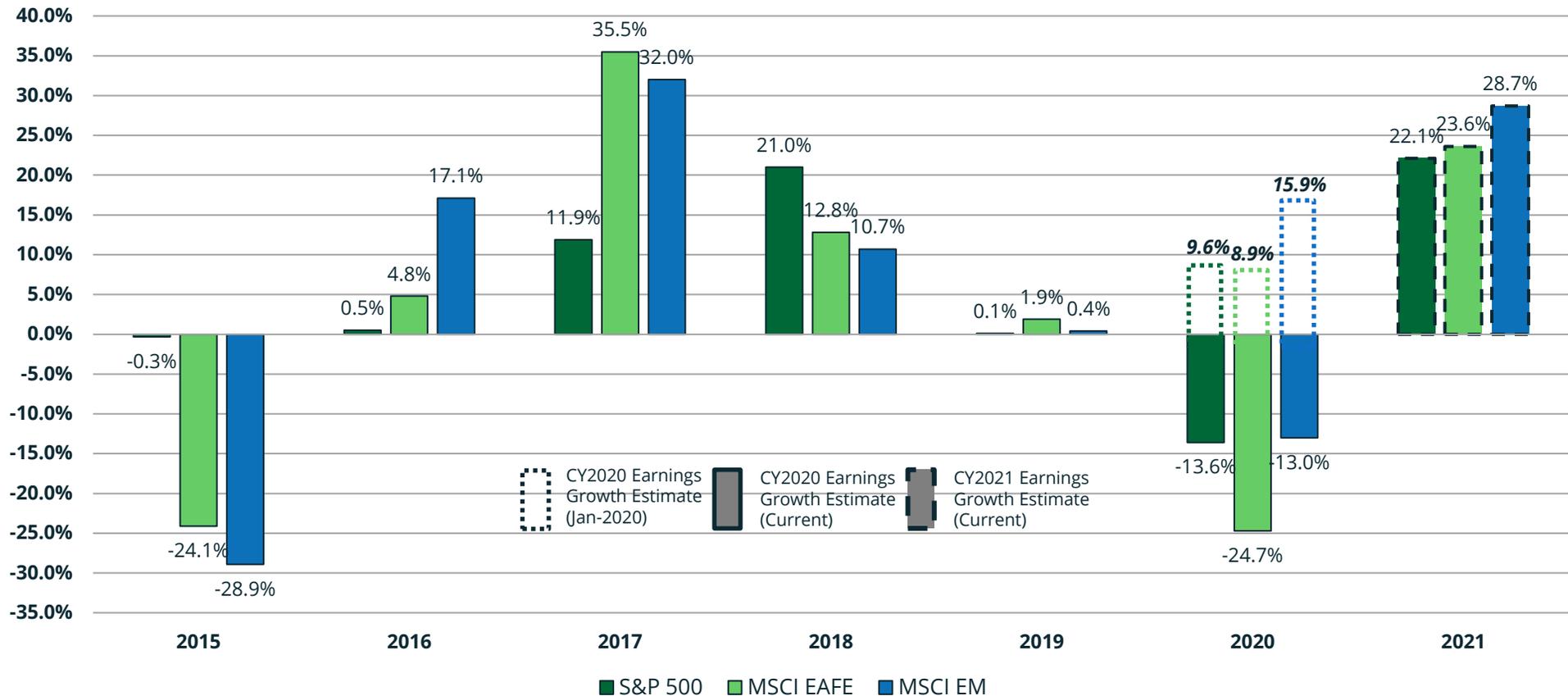
Global manufacturing PMIs moved higher in Q4 globally and in most markets, while the service sector provided mixed readings and weakest in countries experiencing COVID-19 surges.

- The service sector in most countries remains tied to dynamics related to the COVID-19 virus and varying restrictions designed to curb potential outbreaks
- PMI data generally confirms a continued economic recovery in most countries led by the tradable sector, suggesting further economic rebound expectations for the first half of 2021

Source: Bloomberg, Markit/HIS.
Data as of 12/31/2020.

GLOBAL EARNINGS OUTLOOK

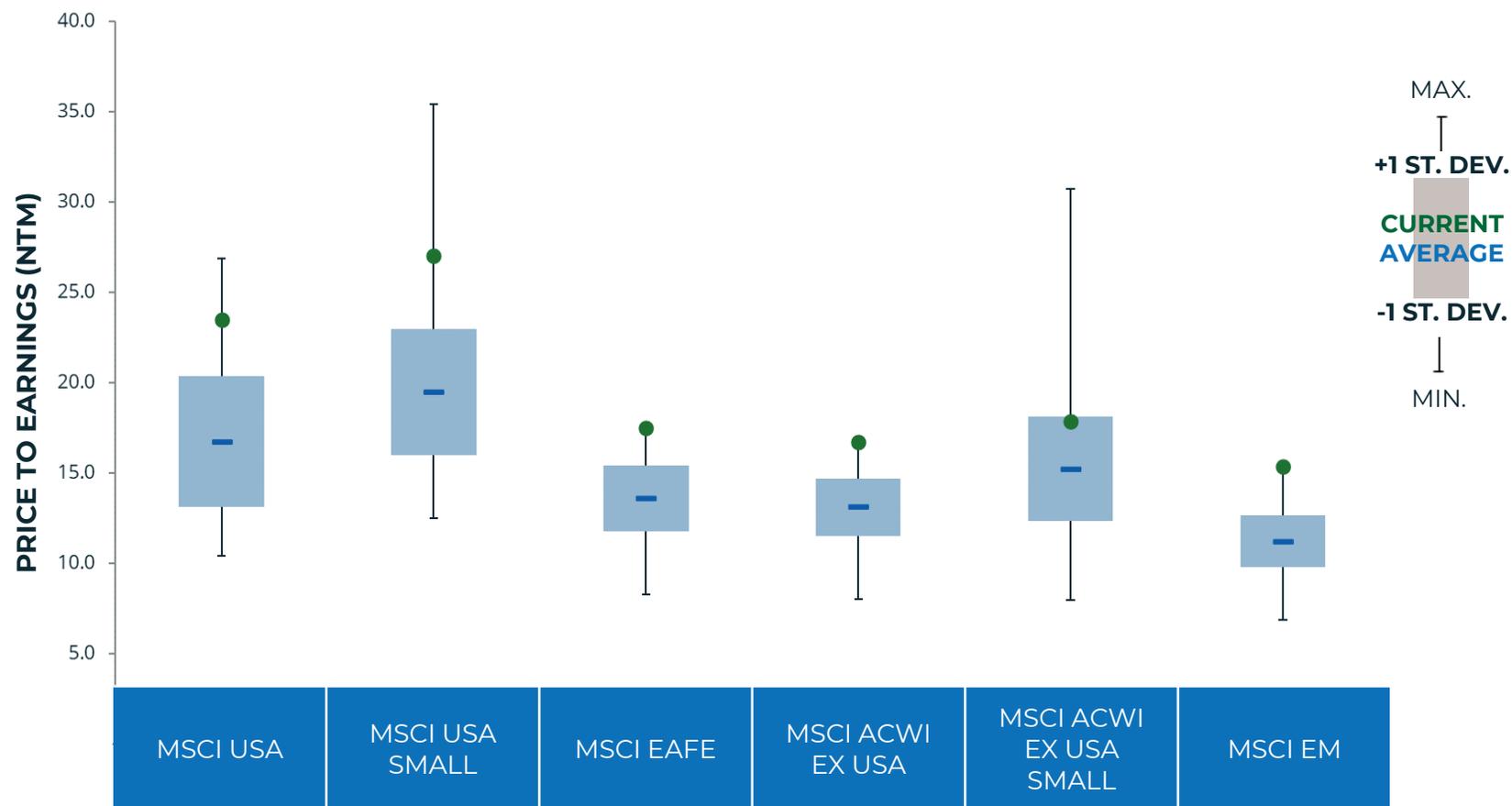
EARNINGS OUTLOOK BY YEAR



- Earning expectations improved in the final months of the year, though were still sharply negative in CY2020
 - US and EM earnings are likely to end the year down in 13%-14%; whereas EAFE earnings are likely to decline nearly -25%
- Expectations are for a robust rebound in earnings in CY2021- largely predicated on continuing widespread vaccinations and continued recovery in global economic activity

Source: Bloomberg, FactSet, Goldman Sachs.
Data as of 12/31/2020.

GLOBAL EQUITY VALUATIONS: AS OF 12/31/2020



Current P/E (NTM)

23.5

27.0

17.5

16.7

17.8

15.4

Average P/E (NTM)

16.7

19.5

13.6

13.1

15.2

11.2

Source: Bloomberg as of 12/31/2020.

Average taken over full index history. MSCI USA- 1994 - Current; MSCI USA Small- 1994 - Current; MSCI EAFE- 2003 - Current; MSCI ACWI ex USA- 2003 - Current; MSCI ACWI ex USA Small- 1994 - Current; MSCI EM- 2003 - Current.



DEFINITIONS & DISCLOSURES

DEFINITIONS & DISCLOSURES

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

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

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

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

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

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

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

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

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

Index Definitions:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

HFR Emerging Markets: Asia ex-Japan, Global Index, Latin America Index, Russia/Eastern Europe Index. The constituents of the HFR Emerging Markets indices are selected according to their Regional Investment Focus only. There is no investment Strategy criteria for inclusion in these indices. Funds classified as Emerging Markets have a regional investment focus in one of the following geographic areas: Asia ex-Japan, Russia/Eastern Europe, Latin America, Africa or the Middle East. **HFR EH: Energy/Basic Materials** strategies which employ investment processes designed to identify opportunities in securities in specific niche areas of the market in which the Manager maintains a level of expertise which exceeds that of a market generalist. **HFR EH: Equity** Market Neutral strategies employ sophisticated quantitative techniques of analyzing price data to ascertain information about future price movement and relationships between securities, select securities for purchase and sale. **HFR EH: Short-Biased** strategies employ analytical techniques in which the investment thesis is predicated on assessment of the valuation characteristics on the underlying companies with the goal of identifying overvalued companies. **HFR EH: Technology/Healthcare** strategies employ investment processes designed to identify opportunities in securities in specific niche areas of the market in which the Manager maintain a level of expertise which exceeds that of a market generalist in identifying opportunities in companies engaged in all development, production and application of technology, biotechnology and as related to production of pharmaceuticals and healthcare industry.

HFR ED: Distressed Restructuring strategies which employ an investment process focused on corporate fixed income instruments, primarily on corporate credit instruments of companies trading at significant discounts to their value at issuance or obliged (par value) at maturity as a result of either formal bankruptcy proceeding or financial market perceptions of near term proceedings.

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

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

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

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

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

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

DEFINITIONS & DISCLOSURES

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

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

The **Barclays Capital® (BC) U.S. Treasury Index** is designed to cover public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC Aggregate Bond Index** is an unmanaged, market value-weighted performance benchmark for investment-grade fixed-rate debt issues, including government, corporate, asset-backed, and mortgage-backed securities with maturities of at least one year. The **BC U.S. Credit Bond Index** is designed to cover publicly issued U.S. corporate and specified foreign debentures and secured notes that meet the specified maturity, liquidity, and quality requirements; bonds must be SEC-registered to qualify. The **BC U.S. Agency Index** is designed to cover publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government. The **BC CMBS Index** is designed to mirror commercial mortgage-backed securities of investment-grade quality (Baa3/BBB-/BBB- or above) using Moody's, S&P, and Fitch respectively, with maturity of at least one year. The **BC CMBS Index** covers agency mortgage-backed pass-through securities (both fixed-rate and hybrid ARMs) issued by Ginnie Mae (GNMA), Fannie Mae (FNMA), and Freddie Mac (FHLMC). The **BC U.S. Municipal Bond Index** covers the U.S. dollar-denominated, long-term tax-exempt bond market with four main sectors: state and local general obligation bonds, revenue bonds, insured bonds, and pre-refunded bonds. The **BC US TIPS Index** is an unmanaged market index made up of U.S. Treasury Inflation Linked Index securities. The **BC U.S. Government Bond Index** is a market value-weighted index of U.S. Government fixed-rate debt issues with maturities of one year or more. The **BC ABS Index** is a market value-weighted index that covers fixed-rate asset backed securities with average lives greater than or equal to one year and that are part of a public deal; the index covers the following collateral types: credit cards, auto, home equity loans, stranded-cost utility (rate-reduction bonds), and manufactured housing. The **BC Global Aggregate Index** is composed of three sub-indices: the U.S. Aggregate Index, the U.S. Aggregate Index, Pan-European Aggregate Index, and the Asian-Pacific Aggregate Index. In aggregate the index is created to be a broad-based measure of the performance of investment grade fixed rate debt on a global scale. The **BC US Corporate Long AA Index** is an unmanaged index representing public obligations of U.S. corporate and specified foreign debentures and secured notes with a remaining maturity of 10 years or more. The **BC U.S. Corporate High-Yield Index** measures the market of USD-denominated, non-investment grade, fixed-rate, taxable corporate bonds. The **BC Intermediate Corporate Index** includes dollar-denominated debt from U.S. and non-U.S. industrial, utility, and financial institutions issuers with a duration of 1-10 years. The **BC U.S. Treasury Long Index** is an unmanaged index representing public obligations of the U.S. Treasury with a remaining maturity of one year or more. The **BC U.S. Government 10 Year Treasury Index** measures the performance of U.S. Treasury securities that have a remaining maturity of less than 10 years. The **BC BAA Corporate Index** measures the performance of the taxable Baa rated fixed-rate U.S. dollar-denominated corporate bond market. The **BC Global Treasury ex US Index** includes government bonds issued by investment-grade countries outside the United States, in local currencies, that have a remaining maturity of one year or more and are rated investment grade or higher. The **BC Emerging Market Bond Index** is an unmanaged index that total returns for external-currency-denominated debt instruments of the emerging markets. The **BC U.S. Securitized Bond Index** is a composite of asset-backed securities, collateralized mortgage-backed securities (ERISA-eligible) and fixed rate mortgage-backed securities. The **BC Quality Distribution AAA, B, and CC-D Indices** measure the respective credit qualities of U.S. corporate and specified foreign debentures and secured notes. The **BC Universal Index** represents the union of the U.S. Aggregate Index, the U.S. High Yield Corporate Index, the 144A Index, the Eurodollar Index, the Emerging Markets Index, and the non-ERISA portion of the CMBS Index. The **BC 1-3 Year Government Credit Index** is an unmanaged index considered representative of performance of short-term U.S. corporate bonds and U.S. government bonds with maturities from one to three years. The **BC 1-5 Year Government Credit Index** is an unmanaged index considered representative of performance of short-term U.S. corporate bonds and U.S. government bonds with maturities from one to five years. The **BC Long-term Government Index** is an unmanaged index reflecting performance of the long-term government bond market. The **BC Intermediate Aggregate Index** measures the performance of intermediate-term investment grade bonds. The **BC Intermediate 1-3 Year Government/Credit Index** measures the performance of U.S. Dollar denominated U.S. Treasury, government-related and investment grade U.S. corporate securities that have a remaining maturity of greater than one year and less than ten years. The **BC U.S. 1-3 Year Government Bond Index** is composed of treasury bond and agency bond and agency bond indices that have maturities of one to three years. The **BC U.S. 1-5 Year Government Bond Index** is composed of treasury bond and agency bond indices that have maturities of one to five years. The **BC 1-3 Year US Treasury Index** measures the performance of the U.S. Treasury securities that have a maturity between 1 to 3 years. The **BC Government Credit Index** measures the performance of U.S. Government and corporate bonds rated investment grade or better, with maturities of at least one year.

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

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

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

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

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

The **Ibbotson Intermediate Government Bond Index** is measured using a one-bond portfolio with a maturity near 5 years.

The **JPMorgan Emerging Markets Bond Index Plus (EMBI+)** Index tracks total returns for traded external debt instruments (external meaning foreign currency denominated fixed income) in the emerging markets. The **JPMorgan GBI Global ex-US Index** represents the total return performance of major non-U.S. bond markets.

The **HFR Funds of Funds Index (HFRi FOF)** is an equal weighted index designed to measure the performance of hedge fund of fund managers. The more than 800 multi-strategy constituents are required to have at least \$50 million in assets under management and a trading track record spanning at least 12 months. The index includes both on and offshore funds and all returns are reported in USD. **HFR Relative Value Index** tracks investment managers who maintain positions in which the investment thesis is predicated on realization of a valuation discrepancy in the relationship between multiple securities. Managers employ a variety of fundamental and quantitative techniques to establish investment theses, and security types range broadly across equity, fixed income, derivative or other security types. Fixed income strategies are typically quantitatively driven to measure the existing relationship between instruments and, in some cases, identify attractive positions in which the risk adjusted spread between these instruments represents an attractive opportunity for the investment manager. RV position may be involved in corporate transactions also, but as opposed to ED exposures, the investment thesis is predicated on realization of a pricing discrepancy between related securities, as opposed to the outcome of the corporate transaction. **HFRi Fund of Funds Conservative Index** is an equal-weighted index representing funds or funds that invest with multiple managers focused on consistent performance and lower volatility via absolute strategies. **HFRi ED: Merger Arbitrage** strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are currently engaged in a corporate transaction.

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

The **Consumer Price Index (CPI)** is an inflationary indicator that measures the change in the cost of a fixed basket of products and services, including housing, electricity, food, and transportation. The CPI is published monthly. Please Note: the performance of this index lags by 1 month.

The **Credit Suisse Leveraged Loan Index** is a market value-weighted index designed to represent the investable universe of the U.S. dollar-denominated leveraged loan market. The **Dow Jones (DJ) UBS Commodity Index** measures the performance of the commodities market. It consists of exchange-traded futures contracts on physical commodities that are selected to account for the economic significance and market liquidity of each commodity. The **DJ U.S. Total Stock Market Index** is an all-inclusive measure composed of all U.S. equity securities with readily available prices. The **DJ U.S. Completion Total Stock Market Index** is a subset of the DJ U.S. Total Stock Market Index that excludes components of the S&P 500. The **Dow Jones U.S. Weighted Real Estate Securities Index** is a float-adjusted market capitalization-weighted index of publicly traded real estate securities such as real estate investment trusts (REITs) and real estate operating companies (REOCs).

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

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

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

This evaluation report has been prepared for the exclusive use of a specific client and no part of it may be used by any investment manager without permission of that client and Clearstead.

Evaluation of investment managers covers both quantitative and qualitative aspects. In addition to the investment performance evaluation, we monitor ownership structure, track key-employee information, and hold regular meetings with each investment management organization employed by our clients.

The data presented in this report have been calculated on a time-weighted rate of return basis. All returns are net of investment advisory fees, but gross of Clearstead advisory fees and custodian fees, unless otherwise labeled. The deduction of Clearstead advisory fees and custodian fees would have the effect of decreasing the indicated investment performance.

The performance data shown represent past performance. Past performance is not indicative of future results. Current performance data may be lower or higher than the performance data presented.

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

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

AUDIT SUBCOMMITTEE

AGENDA



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
AUDIT SUBCOMMITTEE
Michael A. Peterson, Chair
Molly S. Seals, Vice Chair
John R. Jakubek
James E. “Ted” Roberts
Galatiani G. Lopuchovsky**

**Wednesday, March 3, 2021
2:00 p.m. or immediately following
previous meeting**

**Kilcawley Center
Chestnut Room**

AGENDA

- A. Disposition of Minutes for Meeting Held December 2, 2020**
- B. Old Business**
- C. Committee Item**

1. Discussion Items

- C.1.a. = Tab 1 a. Audit Matrix Open Audit Recommendations Update**
This matrix tracks the progress of the implementation of recommendations for improvement or correction made by internal and external auditors.
Kelli L. Miller, Director of Internal Audit, will report.
- C.1.b. = Tab 2 b. FY21 Second Quarter Internal Audit Plan Update**
Kelli L. Miller, Director of Internal Audit, will report.
- C.1.c. = Tab 3 c. Anonymous Reporting Hotline Stats Update**
Kelli L. Miller, Director of Internal Audit, will report.
- d. Enterprise Risk Management Update**
Kelli L. Miller, Director of Internal Audit, will report.
- C.1.e. = Tab 4 e. Single Audit Report**
Katrena Davidson, Controller, will report.

- D. New Business**
- E. Adjournment**

AUDIT RECOMMENDATIONS STATUS - FY2021 Q2

Audit Recommendation Number / Name Audit Date Issued Risk Category Risk Level Division Original Deadline <i>Revised Deadline</i> Current Status	Summary of Recommendation	Summary of Response	Current Status Comment	Prior Status Comment
2015-03-02 Tracking Faculty Workload PT Academic Processes Feb. 2015 Academic Affairs Low Academic Affairs 12/31/2016 <i>6/30/2021</i> PENDING CLOSE	We recommend that further research be done to determine if the Banner System has the capability to calculate and track teaching hours, non-teaching time, and total faculty workload, and if the system does, then the use of the system should be implemented.	Banner has the ability to monitor faculty workload, and there is faculty workload non-teaching capability. A more detailed analysis of Banner system capabilities should be completed. The academic division is currently working with the Registrar's office to implement a scheduling and registration system; this system will make much of the data available at an earlier time and improve tracking and reporting processes.	Pending Faculty Workload Audit Scheduled FY 2021.	Pending Faculty Workload Audit Scheduled FY 2021.
2018-02-01 Conflict of interest in research Research Compliance Audit 2/11/19 research High Academic Affairs 7/31/2020 CLOSED	Develop and communicate procedures to ensure potential conflicts are timely and completely identified, disclosed, documented and reviewed in accordance with University Policy 3356-10-17 Objectivity in Research – Avoidance of Conflicts of Interest.	Management recognizes conflict of interest (COI), whether real or apparent, represents one of the greatest potential liabilities to the University. It is proposed that all Principal Investigators must have a COI declaration on file with the Research Office before being allowed to seek external support for scholarly activity or research.	Internal Audit obtained and reviewed documentation supporting procedures and processes implemented to address Conflicts of Interest in Research. Recommendation appears to be adequately addressed.	ERA system has been designed to capture COI issues in electronic routing process. COI form mgmt documentation implemented in April. Existing entered into system but not transitioned to new documentation formats.
2018-02-04 Risk assessment and monitoring federal grant subrecipients Research Compliance Audit 2/11/19 research Moderate Academic Affairs 3/31/2020 <i>12/31/2021</i> ON SCHEDULE - REVISED	Develop and implement procedures for subrecipient risk assessment and monitoring.	ORS and Grants Accounting are currently finalizing a formal sub-recipient risk assessment process based partially on the federal demonstration partnership best practices documentation. Of greater concern is the likelihood of sub-recipients failing to meet the terms and conditions of the sub award in a consistent and timely manner. Therefore, much of the focus of this issue will be on development of clear assessment protocols.	Final resolution has been delayed due to staffing shortages and COVID-19. Completion timeline contingent on staffing and remote work considerations. Temporary measures are in place to strengthen oversight until implementation completed.	Final resolution has been delayed due to staffing shortages and COVID-19. Completion timeline contingent on staffing and remote work considerations. Temporary measures are in place to strengthen oversight until implementation completed.

Audit Recommendation Number / Name Audit Date Issued Risk Category Risk Level Division Original Deadline <i>Revised Deadline</i> Current Status	Summary of Recommendation	Summary of Response	Current Status Comment	Prior Status Comment
2018-02-05 Principal investigator communication and training Research Compliance Audit 2/11/19 research Moderate Academic Affairs 1/31/2020 <i>7/31/2021</i> ON SCHEDULE	Develop formal, ongoing periodic training for PI's and potential PI's that is aligned with funding agency guidelines. Ensure required trainings are monitored for completion.	Management believes that the audit items can be substantially addressed as a result of the hiring a new Director of Research, Compliance and Initiatives (Dr. Van slambrouck) and the implementation of an ERA system. Pertinent tasks planned include: 1) Develop training materials on the use of the ERA software and establish procedures for proposal development and submission, consistent with relevant requirements. 2) Develop training videos which meet the scheduling needs of faculty, staff and students. 3) Develop a recordkeeping process within the ERA software for monitoring training.	ERA system training has been the focus. Training has been conducted in conjunction with roll-out of new system in module format. This is an ongoing task that will extend well into FY 21 and future years.	ERA system training has been the focus. This has been conducted in conjunction with roll-out of new system in module format. This is an ongoing task that will extend well into FY 21 and future years.
2018-02-06 Preparation of budgets for Banner entry Research Compliance Audit 2/11/19 research Moderate Academic Affairs 8/31/2020 CLOSED	Coordinate procedures with Grants Accounting to ensure budgets accurately reflect the sponsor-approved budget in alignment with the university's accounting system	ORS and Grants Accounting will meet jointly monthly. Uniform budgeting processes will be developed and approved. Efficient mechanisms will be put in place to 'flag' inconsistencies during the proposal phase and remedial measures will be standardized.	Internal Audit obtained and reviewed documentation supporting procedures and processes implemented to address Preparation of Budgets for Banner Entry. Recommendation appears to be adequately addressed.	Budgets are current being monitored via new ERA system interface with Banner for new and existing grants.
2018-02-08 Monitoring nonfinancial programmatic reporting Research Compliance Audit 2/11/19 research Low Academic Affairs 8/31/2019 <i>7/31/2020</i> CLOSED	Develop a process to track and monitor programmatic reporting to comply with Office of Research procedures ensuring timely submission of reports.	Appropriately configured ERA system will allow convenient tracking of reporting requirements and responses. Prior to such acquisition, ORS will follow-up on the reporting notifications the PI and ORS review from federal funding agencies.	Internal Audit obtained and reviewed documentation supporting procedures and processes implemented to address Monitoring Nonfinancial Programmatic Reporting. Recommendation appears to be adequately addressed.	ERA System is in place. New grants and existing grants are being entered, tracked and monitored in this system.
2018-02-10 Pre-approval of travel expenses charged to grants Research Compliance Audit 2/11/19 Financial Low Finance and Business Operations 1/1/2020 <i>12/31/2021</i> ON SCHEDULE - REVISED	Include Grants Accounting in the Concur automated approval workflow routing for expenses charged to grant funds.	Grants Accounting understands the desire to automate workflow approvals in Concur rather than relying on manual routing. We are exploring the use of automated workflows for travel reimbursements in Concur.	Procurement position vacancies and COVID implications continue to delay progress. Target dates contingent on staffing and remote work.	Procurement position vacancies and COVID implications continue to delay progress. Target dates contingent on staffing and remote work.

Audit Recommendation Number / Name Audit Date Issued Risk Category Risk Level Division Original Deadline <i>Revised Deadline</i> Current Status	Summary of Recommendation	Summary of Response	Current Status Comment	Prior Status Comment
2018-02-11 Electronic research administration system Research Compliance Audit 2/11/19 research Low 7/31/2020 <i>12/31/2021</i> ON SCHEDULE - REVISED	Develop a formal implementation plan for the ERA system software to enable appropriate oversight and management of the project.	A viable ERA system was identified and purchased. However, the vendor went out of business, rendering the selected platform impractical. The Office of Research has begun the process of evaluating alternative systems and a potential ERA system has been identified. The procurement of the system is expected in 1st quarter 2020 and implementation will follow.	System has been purchased and is being utilized by a limited number of users. There are still some issues that are being addressed. Wide distribution delayed while known issues are addressed.	System is in place. New and existing grants are being entered, tracked and monitored in this system. Still some implementation issues to be addressed but progressing.
2020-01-01 Policies and Procedures Student Organizations Audit 02/17/20 Financial Low Student Experience 8/31/2020 <i>2/28/2021</i> ON SCHEDULE	Update policies to address financial management requirements including tax status, accounting concepts, record keeping, contract requirements, funding mechanisms and procedures, disbursement controls, agency account and off-campus cash accounts.	Policies will be developed in this area.	COVID implications have delayed progress. Revised target dates contingent on COVID related priorities, staffing and remote work.	
2020-01-02 Training Oversight Student Organizations Audit 02/17/20 Academic Affairs Low Student Experience 8/31/2020 <i>2/28/2021</i> ON SCHEDULE	Improve student organization training and oversight of training compliance.	Will review and update training delivery methods and subject matter as well as monitoring compliance with training requirements.	COVID implications have delayed progress. Revised target dates contingent on COVID related priorities, staffing and remote work.	
2020-01-03 Activity Management Student Organizations Audit 02/17/20 Academic Affairs Low Student Experience 8/31/2020 <i>2/28/2021</i> ON SCHEDULE	Review and update policies, clarify roles and responsibilities and reinforce training related to use of campus space.	Will review and update policies regarding use of space and provide updates to students, advisors and reservationists.	COVID implications have delayed progress. Revised target dates contingent on COVID related priorities, staffing and remote work.	

Audit Recommendation Number / Name Audit Date Issued Risk Category Risk Level Division Original Deadline <i>Revised Deadline</i> Current Status	Summary of Recommendation	Summary of Response	Current Status Comment	Prior Status Comment
2020-01-04 Travel Management Student Organizations Audit 02/17/20 Academic Affairs Low Student Experience 8/31/2020 <i>2/28/2021</i> ON SCHEDULE	Clarify roles and responsibilities, reinforce training and modify record retention with regard to student organization travel.	Will clarify roles, enhance training and retain student travel records for three years.	COVID implications have delayed progress. Revised target dates contingent on COVID related priorities, staffing and remote work.	
2020-01-05 Cash Account Signers and Cash Handling Student Organizations Audit 02/17/20 Financial Low Student Experience 8/31/2020 <i>2/28/2021</i> ON SCHEDULE	Clarify roles and responsibilities and monitor compliance with policies related to cash account signers.	Working to bring all organizations into compliance. Will communicate with advisors regarding this policy. Also additional training and policy development in this area. Will develop component of annual registration to document compliance with account signatory policies.	COVID implications have delayed progress. Revised target dates contingent on COVID related priorities, staffing and remote work.	
2021-01-01 Monitoring and oversight of Rich Center Agreement Rich Center 9/30/20 Financial Moderate Academic Affairs 7/31/2021 ON SCHEDULE	Review and update agreement between YSU and Rich Center and enhance ongoing monitoring and oversight.	Committee will be established to review and update existing agreement. Revisions to be presented to YSU leadership. A process will be established to monitor on a consistent basis.		
2021-01-02 Monitoring Compliance with Agreement Rich Center 9/30/20 Financial Moderate Academic Affairs 7/31/2021 ON SCHEDULE	Develop procedures to ensure compliance with terms of agreement including assignment of responsibility, evaluation and compliance communication.	Working to establish procedures, assign monitoring responsibility, institute annual compliance review and create process for communication of compliance matters.		

Audit Recommendation Number / Name Audit Date Issued Risk Category Risk Level Division Original Deadline <i>Revised Deadline</i> Current Status	Summary of Recommendation	Summary of Response	Current Status Comment	Prior Status Comment
2021-01-03 Monitoring Compliance with YSU Policies Rich Center 9/30/20 human resources Moderate Academic Affairs 7/31/2021 ON SCHEDULE	Enhance compliance with YSU policies via training processes and review and approval of Rich Center specific policies and procedures.	Rich Center Autism (RCA) administration will review current policies and procedures, identify deficiencies and seek YSU BOT approval for Rich Center specific policies and procedures.		
2021-01-04 Affiliated Organization Policy - Friends of Rich Center Rich Center 9/30/20 N/A University Relations 6/30/2022 ON SCHEDULE	Educate and inform as to relationship between University, Rich Center and Friends. Execute a Memorandum of Agreement (MOA) to guide relationship between these parties. Ensure alignment with Affiliated Organization Policies.	RCA Administration will advocate for MOA between Friends and YSU which aligns with Affiliated Organization Policy.		
2021-01-05 Fiscal Practices and External Reporting of Friends of Rich Center Rich Center 9/30/20 N/A University Relations 6/30/2022 ON SCHEDULE	Develop policies and procedures and train staff in order to enhance fiscal practices and external reporting of Rich Center.	Procedures will be developed to address fiscal and reporting matters.		

Youngstown State University
Office of Internal Audit
Audit Plan Quarterly Update
Fiscal Year 2021
October 1, 2020 - December 31, 2020

	July 2020 - December 2020					Jan - Mar	Comment
	July - Sep	Oct - Dec	FY21 to date as of December 31			Quarter3	
	Quarter 1	Quarter 2	Total	Budget	Difference	Budget	
Audit and Assurance:							
Audit Engagements:							
Rich Center for Autism	175	34	209	160	49	0	Completed
Donor Restricted Funds	0	30	30	51	-21	170	Planning
Banner User Access	0	0	0		0	0	Not started
Faculty Workload	0	30	30	0	30	156	Planning
Continuous Auditing/Analytics	133	249	382	275	107	155	FY21 - Q2
Open Audit Recommendation							
Follow-up	10	70	80	70	10	35	Research
Hotline Monitoring	25	30	55	30	25	15	
	343	443	786	586	200	531	
Advisory	40	57	97	180	-83	90	Cares, Intl, Detect
Administrative & Planning:							
Administrative	40	27	67	105	-38	60	
Audit Risk Assessment, Annual Planning, Audit Subcommittee Prep and Meetings	20	15	35	30	5	15	
ERM Assistance	15	15	30	40	-10	20	
Professional Development & Training	4	25	29	20	9	10	
Holiday, Vacation/Sick	87	73	160	96	64	20	
	166	155	321	291	30	125	
Total Hours	549	655	1204	1057	147	746	

YSU Anonymous Reporting Hotline
Aggregated Statistics
Fiscal Year 2021 Quarter 3
As of 02/02/2021

Hotline Activity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
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Reports received	2	7	2		11
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Closed					
Unsubstantiated/insufficient information			1		1
Process enhancements noted					-
Investigation	2	2			4
Referred		4	2		6
Total Closed	2	6	3		11

Under review at quarter end	0	1	0		
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Reporting Method	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Ethicspoint Phone	-	-			0
Ethicspoint Website	2	7	2		11
Total:	2	7	2		11

Reporter Anonymity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Anonymous	2	7	2		11
Not anonymous	-				-
Total:	2	7	2		11



**YOUNGSTOWN
STATE
UNIVERSITY**

**MAHONING COUNTY
SINGLE AUDIT REPORT**

For the Years Ended June 30, 2020 and 2019



YOUNGSTOWN STATE UNIVERSITY

CONTENTS

	<i>Page</i>
<i>Message from President Tressel</i>	1
Financial Report	
<i>Independent Auditor's Report</i>	2
<i>Management's Discussion and Analysis</i>	4
<i>Basic Financial Statements</i>	
<i>Youngstown State University Statements of Net Position</i>	24
<i>The Youngstown State University Foundation</i> <i>Statements of Financial Position</i>	25
<i>Youngstown State University Statements of</i> <i>Revenues, Expenses, and Changes in Net Position</i>	26
<i>The Youngstown State University Foundation</i> <i>Statements of Activities and Change in Net Assets</i>	27
<i>Youngstown State University Statements of Cash Flows</i>	28
<i>Notes to Financial Statements</i>	30
Required Supplementary Information	
<i>Schedules of the University's Proportionate Share of the Net Pension Liability</i>	66
<i>Schedules of the University's Pension Contributions</i>	67
<i>Schedules of the University's Proportionate Share of the Net OPEB Liability (Asset)</i>	68
<i>Schedules of the University's OPEB Contributions</i>	69
Other Information	
<i>Board of Trustees</i>	70
<i>Executive Officers</i>	71
Supplementary Information	
<i>Report on Internal Control Over Financial Reporting and on Compliance</i> <i>and Other Matters Based on an Audit of Financial Statements</i> <i>Performed in Accordance with Government Auditing Standards</i>	72
<i>Report on Compliance for Each Major Federal Program and</i> <i>Report on Internal Control Over Compliance</i> <i>Required by the Uniform Guidance</i>	74
<i>Schedule of Expenditures of Federal Awards</i>	76
<i>Notes to Schedule of Expenditures of Federal Awards</i>	79
<i>Schedule of Findings and Questioned Costs</i>	80

YOUNGSTOWN STATE UNIVERSITY

MESSAGE FROM PRESIDENT TRESSEL

October 14, 2020

My message from last year's Annual Financial Report ended with this statement:

While challenges remain in the ever-evolving higher education landscape, especially with enrollment and its impact on the budget, we believe YSU is positioned well to build on our many strengths, to fulfill our potential, to facilitate positive change and to ensure the continued and expanding success of our students.

Three months after writing that, Covid-19 hit - and the world changed.

In a matter of two weeks, YSU transitioned all on-campus classes to online remote courses. In the Fall Semester, as the virus continued to spread, we instituted a plan limiting the number of students taking classes on campus, and we put into place dozens of protocols to keep our students, employees and campus community safe. We have worked closely with our governor, other public universities across Ohio, our employees, our students and our community to respond in an inclusive, transparent and collegial manner to the ever-changing circumstances.

Now, we move forward. While many of the difficulties and uncertainties that we have faced over the past few months are likely to continue, and possibly even multiply, it's important that we understand now, more than ever, that this moment also presents potential positive opportunities to us as an institution. It's time to step up, not back down.

And that brings us back to that concluding statement from last year's Financial Report message. It's as relevant today as it was back then. We are, in fact, despite everything that's happened, still in a position to build on our 112-year history as an institution that provides invaluable educational, cultural and economic benefits to the region. We are, even in the wake of this global pandemic, still positioned to provide the leadership to facilitate positive, long-lasting change across the Mahoning and Shenango valleys. And we certainly are, even as we face a future of many unknowns, still able to help our students become the scientists, entrepreneurs, doctors, innovators, teachers and law enforcement officers who will show us the way out of this turbulent time.

Sincerely yours,



James P. Tressel
President

Independent Auditor's Report

To the Board of Trustees
Youngstown State University

Report on the Financial Statements

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

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

Opinion

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

Emphasis of Matter

As described in Note 16 to the financial statements, the COVID-19 pandemic has impacted the operations of the University. Our conclusion is not modified with respect to this matter.

Other Matters

Report on Prior Year Financial Statements and Restatement

The basic financial statements of Youngstown State University and its discretely presented component unit, as of and for the year ended June 30, 2019, were audited by a predecessor auditor, which expressed an unmodified opinion on Youngstown State University. The predecessor auditor's report was dated October 15, 2019.

To the Board of Trustees
Youngstown State University

Required Supplemental Information

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

Other Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise Youngstown State University's basic financial statements. The schedule of expenditures of federal awards, as required by Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, and message from President Tressel, board of trustees, and executive officers listings, as listed in the table of contents, are presented for the purpose of additional analysis and are not a required part of the basic financial statements.

The schedule of expenditures of federal awards is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated in all material respects in relation to the basic financial statements as a whole.

The message from President Tressel, board of trustees, and executive officers listings have not been subjected to the auditing procedures applied in the audit of the basic financial statements, and, accordingly, we do not express an opinion or provide any assurance on them.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated October 14, 2020 on our consideration of Youngstown State University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Youngstown State University's internal control over financial reporting and compliance.

Plante & Moran, PLLC

October 14, 2020, except as to the schedule of expenditures of federal awards, which is as of January 22, 2021

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS

The Management's Discussion and Analysis section of Youngstown State University's (the University or YSU) Financial Report presents a discussion and analysis of the financial performance of the University during the fiscal year ended June 30, 2020 with comparative information for the fiscal years ended June 30, 2019 and June 30, 2018. This discussion has been prepared by management and should be read in conjunction with the financial statements and the accompanying notes that follow.

Introduction

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

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

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

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

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

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

The University is located on a 145-acre campus near downtown Youngstown, Ohio and is equidistant (approximately 60 miles) from both Pittsburgh and Cleveland. Fall 2020 enrollment was 11,788.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

On March 11, 2020, the World Health Organization declared the outbreak of a respiratory disease caused by a new coronavirus a pandemic, now known as COVID-19. In response to the COVID-19 pandemic, governments have taken preventative or protective actions, such as temporary closures of non-essential businesses and “shelter-at-home” guidelines for individuals. As a result, the global economy has been negatively affected, and the University’s operations were also impacted. Due to the “shelter-at-home” guidelines during April and May 2020, the University shifted to a remote online learning environment and sent students home.

Using the Financial Statements

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

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

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

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

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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

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

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

Overall key presentation elements of the financial statements include:

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

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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

The Statement of Net Position

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

A summarized comparison of the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position at June 30, 2020, 2019, and 2018 follows:

	June 30, 2020	June 30, 2019	June 30, 2018
Assets			
Current assets	\$ 61,921,355	\$ 72,959,245	\$ 78,278,611
Noncurrent assets			
Capital assets, net	219,966,440	216,581,791	215,994,991
Other assets	31,826,862	31,097,061	24,776,093
Total noncurrent assets	<u>251,793,302</u>	<u>247,678,852</u>	<u>240,771,084</u>
Total Assets	<u>313,714,657</u>	<u>320,638,097</u>	<u>319,049,695</u>
Deferred Outflows of Resources	27,832,781	43,471,234	38,025,661
Liabilities			
Current liabilities	26,164,070	26,222,716	25,854,525
Noncurrent liabilities	231,807,101	258,084,632	246,716,632
Total Liabilities	<u>257,971,171</u>	<u>284,307,348</u>	<u>272,571,157</u>
Deferred Inflows of Resources	<u>32,373,740</u>	<u>21,335,124</u>	<u>26,870,366</u>
Total Net Position	<u>\$ 51,202,527</u>	<u>\$ 58,466,859</u>	<u>\$ 57,633,833</u>
Net Position			
Net investment in capital assets	\$ 147,352,730	\$ 140,074,416	\$ 136,184,268
Restricted	29,338,685	32,333,899	31,793,379
Unrestricted	<u>(125,488,888)</u>	<u>(113,941,456)</u>	<u>(110,343,814)</u>
Total Net Position	<u>\$ 51,202,527</u>	<u>\$ 58,466,859</u>	<u>\$ 57,633,833</u>

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Current assets include unrestricted and restricted cash and cash equivalents, investments that mature within one year, receivables, inventories and other short-term assets. Noncurrent assets include unrestricted investments that mature in more than one year and investments that are restricted by donors or external parties as to their use. Also included are receivables deemed to be collectible in more than one year, capital assets and net OPEB assets. Current assets decreased \$11 million from fiscal year 2019 to fiscal year 2020 and decreased \$5.3 million from fiscal year 2018 to fiscal year 2019. Noncurrent assets increased \$4.1 million from fiscal year 2019 to fiscal year 2020 and increased \$6.9 million from fiscal year 2018 to fiscal year 2019.

Deferred outflows of resources include resources where the consumption is applicable to a future reporting period, but does not require further exchange of service. Deferred outflows which include items relating to pensions/OPEB decreased \$15.6 million from fiscal year 2019 to fiscal year 2020 and increased \$5.4 million from fiscal year 2018 to fiscal year 2019.

Current liabilities include all liabilities that are payable within the next fiscal year. Unearned revenues, principally from summer programs, are also presented as current liabilities. Liabilities that are due to be paid beyond the next fiscal year are reported as noncurrent liabilities and include debt, compensated absences, and net pension/OPEB asset/liabilities. Current liabilities remained flat from fiscal year 2019 to fiscal year 2020 and increased \$0.4 million from fiscal year 2018 to fiscal year 2019. Noncurrent liabilities decreased \$26.3 million from fiscal year 2019 to fiscal year 2020 and increased \$11.4 million from fiscal year 2018 to fiscal year 2019.

Deferred inflows of resources represent the acquisition of resources that are applicable to a future reporting period. Deferred inflows of resources which include unamortized concession arrangements and items relating to pensions/OPEB increased \$11 million from fiscal year 2019 to fiscal year 2020 and decreased \$5.5 million from fiscal year 2018 to fiscal year 2019.

Assets

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

	June 30, 2020	June 30, 2019	June 30, 2018
Cash and cash equivalents	\$ 5,791,497	\$ 17,124,401	\$ 24,301,741
Investments	68,470,267	67,727,713	63,866,375
Accounts, loans, and pledges receivable, net	12,615,556	12,287,432	13,200,765
Net OPEB asset	5,446,000	5,237,852	-
Capital assets, net	219,966,440	216,581,791	215,994,991
Other	1,424,897	1,678,908	1,685,823
Total Assets	<u>\$ 313,714,657</u>	<u>\$ 320,638,097</u>	<u>\$ 319,049,695</u>

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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

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

Overall accounts, net loans and pledges receivable, net increased \$0.3 million or 2.7% from fiscal year 2019 to fiscal year 2020. This increase was primarily due to an increase in net accounts receivable. Net accounts receivable increased \$.8 million from \$10.9 million at June 30, 2019 to \$11.7 million at June 30, 2020 primarily due to increased year end activity on capital projects funded from grants and state capital appropriations as well as unreimbursed uses of funds awarded under the Coronavirus, Aid, Relief, and Economic Security (CARES) Act.

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

Cash and cash equivalents decreased \$7.2 million or 30% from fiscal year 2018 to fiscal year 2019. The decrease was primarily due to an increase in cash used for various capital projects and an overall increase in cash used in operating activities. Deposits held by Trustees totaled \$17,028 at June 30, 2019 compared to \$24,870 at June 30, 2018.

Investments increased \$3.9 million or 6% from fiscal year 2018 to fiscal year 2019. This was primarily due to unrealized gains resulting from a favorable market environment.

Overall, net accounts, loans and pledges receivable decreased \$0.9 million from \$13.2 million at June 30, 2018 to \$12.3 million at June 30, 2019. Net accounts receivable decreased \$0.4 million from \$11.3 million at June 30, 2018 to \$10.9 million at June 30, 2019, primarily due to a decrease in year end activity on grants and capital projects combined with an increase in gifts raised by YSUF on behalf of YSU in the month of June over the prior year. Net loans decreased \$0.3 million from \$1.2 million at June 3, 2018 to \$0.9 million at June 30, 2019 due to the non-renewal of the Perkins Program by Congress. Net pledges remained relatively flat as new pledges are recorded by the Foundation in accordance with the development agreement.

Net OPEB assets increased \$5,237,852 or 100% from fiscal year 2018 to fiscal year 2019.

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

At June 30, 2020, the University had \$220 million in capital assets, net of accumulated depreciation. Depreciation totaled \$14.1 million, \$13.4 million, and \$12.7 million in fiscal years 2020, 2019, and 2018 respectively.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Details of net capital assets are shown below.

	June 30, 2020	June 30, 2019	June 30, 2018
Land	\$ 17,789,943	\$ 17,637,005	\$ 16,358,867
Buildings, net	101,561,380	102,319,696	107,252,793
Improvements to buildings, net	67,462,490	62,955,911	59,966,356
Improvements other than buildings, net	22,284,712	19,794,706	19,500,754
Construction in progress	4,290,786	5,280,515	4,115,034
Moveable equipment and furniture, net	5,249,533	7,169,577	7,427,750
Vehicles, net	299,330	355,610	358,645
Historical treasures	943,288	943,288	890,503
Capital leases, net	84,978	125,483	124,289
Total Capital Assets, net	<u>\$ 219,966,440</u>	<u>\$ 216,581,791</u>	<u>\$ 215,994,991</u>

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

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

Major capital activity during fiscal year 2018 included completion of the Barnes & Noble bookstore, the Cushwa Respiratory Care Lab, and improvements and development of the Campus Core and area's designated as gateways to YSU's campus. In addition, renovations took place in Meshel Hall's first and third floors, Ward Beecher Hall, and Bliss Hall Graduate offices. Repairs to the Fifth Avenue parking deck, replacement of the Jones Hall roof and upgrades to the underground steam and condensate lines originating at the Central Utility Plant were also completed. Construction in progress includes the Excellence Training Center, a multimedia center, academic area renovations, and upgrades including renovations to the Natatorium and Ward Beecher Hall and Jones Hall Facility Upgrades.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

See Note 7 for additional information on capital assets.

Other assets remained flat from fiscal year 2019 to fiscal year 2020, and from fiscal year 2018 to fiscal year 2019.

Deferred Outflows/Inflows of Resources

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

Deferred Outflows of Resources	June 30, 2020	June 30, 2019	June 30, 2018
Related to pension	\$ 20,224,223	\$ 38,407,114	\$ 33,308,150
Related to OPEB	5,929,505	3,260,281	2,788,887
Bond refunding	1,679,053	1,803,839	1,928,624
Total Deferred Outflows of Resources	<u>\$ 27,832,781</u>	<u>\$ 43,471,234</u>	<u>\$ 38,025,661</u>

Deferred Inflows of Resources	June 30, 2020	June 30, 2019	June 30, 2018
Service concession agreements	\$ 307,500	\$ 395,000	\$ 482,500
Related to pension	19,543,642	12,652,335	22,729,229
Related to OPEB	12,522,598	8,287,789	3,658,637
Total Deferred Inflows of Resources	<u>\$ 32,373,740</u>	<u>\$ 21,335,124</u>	<u>\$ 26,870,366</u>

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

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

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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

Deferred outflows of resources increased \$5.4 million or 14.3% from fiscal year 2018 to fiscal year 2019. Deferred outflows of resources related to pension increased \$5.1 million primarily due to a combination of a \$9.7 million increase in the net difference between projected and actual earnings on pension plan investments related to the OPERS plan, a \$3.1 million decrease in changes in assumptions, including \$4.4 million decrease related to the OPERS plan and \$1.3 million increase related to the STRS Ohio plan, and a \$1.5 million decrease in differences between expected and actual experience in the STRS Ohio plan. Deferred outflows of resources related to OPEB increased \$0.5 million or 16.9% primarily due to a \$1.5 million increase in the net differences between projected and actual earnings on OPEB investments related to the OPERS plan and a \$1 million decrease in changes in assumptions in the OPERS plan.

Deferred inflows of resources decreased \$5.5 million or 20.6% from fiscal year 2018 to fiscal year 2019. Deferred inflows of resources related to pension decreased \$10.1 million primarily due to a \$7 million decrease in the net difference between projected and actual earnings on pension plan investments, including \$8.8 million decrease related to OPERS and \$1.8 million increase related to STRS Ohio plan, and \$3 million decrease in change in proportionate share of contribution, of which \$2.5 million related to the STRS Ohio plan. Deferred inflows of resources related to OPEB increased \$4.6 million primarily due to a \$6.1 million increase in changes in assumptions in the STRS Ohio plan and a \$2 million decrease in the net difference between projected and actual earnings on OPEB investments related to the OPERS plan.

See Note 13 for additional information on employee benefit plans.

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

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Liabilities

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

	June 30, 2020	June 30, 2019	June 30, 2018
Accounts and construction payable	\$ 4,877,936	\$ 4,672,442	\$ 5,440,209
Payroll liabilities	8,150,854	8,732,941	8,943,359
Notes payable	13,919,024	14,692,269	15,017,057
Bonds payable, net	60,278,073	63,482,710	66,590,907
Unearned revenue	6,384,286	6,830,914	6,066,548
Compensated absences	6,996,865	7,529,370	8,295,752
Refundable advance	1,288,875	1,374,718	1,384,407
Other	2,053,012	1,452,859	1,382,030
Net pension liability	120,551,697	142,148,557	118,776,220
Net OPEB liability	33,470,549	33,390,568	40,674,668
Total Liabilities	<u>\$ 257,971,171</u>	<u>\$ 284,307,348</u>	<u>\$ 272,571,157</u>

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

Total liabilities increased \$11.7 million or 4.3% from fiscal year 2018 to fiscal year 2019. Bonds payable decreased \$3.1 million due to scheduled debt service payments. The net pension liability increased \$23.4 million. The OPERS net pension liability increased \$30.1 million; whereas the STRS Ohio net pension liability decreased \$6.7 million. The OPERS and STRS Ohio net pension liability balances were \$70.4 million and \$71.7 million at June 30, 2019 compared to \$40.3 million and \$78.4 million at June 30, 2018, respectively. The net OPEB liability decreased \$7.3 million or 17.9%. The OPERS net OPEB liability increased \$5.6 million; whereas the STRS Ohio net OPEB liability decreased \$12.9 million. The OPERS and STRS Ohio net OPEB liability balances were \$33.4 million and \$0 at June 30, 2019 compared to \$27.8 million and \$12.9 million at June 30, 2018, respectively.

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

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Net Position

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

	June 30, 2020	June 30, 2019	June 30, 2018
Total Net Position	\$ 51,202,527	\$ 58,466,859	\$ 57,633,833
Add			
Deferred inflows of resources related to pension/OPEB	32,066,240	20,940,124	26,387,866
Net pension/OPEB liability	154,022,246	175,539,125	159,450,888
Subtract			
Deferred outflows of resources related to pension/OPEB	(26,153,728)	(41,667,395)	(36,097,037)
Net OPEB asset	(5,446,000)	(5,237,852)	-
Total Net Position without GASBs 68 and 75	<u>\$ 205,691,285</u>	<u>\$ 208,040,861</u>	<u>\$ 207,375,550</u>

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

	June 30, 2020	June 30, 2019	June 30, 2018
Net investment in capital assets, net of related debt	\$ 147,352,730	\$ 140,074,416	\$ 136,184,268
Restricted, nonexpendable - endowments	5,534,526	5,470,553	5,435,363
Restricted, expendable - gifts, grants, and student loans	23,804,159	26,863,346	26,358,016
Unrestricted (without GASBs 68 and 75)	28,999,870	35,632,546	39,397,903
GASBs 68 and 75	(154,488,758)	(149,574,002)	(149,741,717)
Total Net Position	<u>\$ 51,202,527</u>	<u>\$ 58,466,859</u>	<u>\$ 57,633,833</u>

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

Overall, the University's total net position increased \$0.8 million or 1.5% from \$57.6 million at June 30, 2018 to \$58.4 million at June 30, 2019. This resulted from an excess of revenue over expenses and includes a \$3.9 million increase in the net amount invested in capital assets, a \$0.5 million increase in restricted net position and a \$3.6 million decrease in unrestricted net position.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

The net investment in capital assets consists of capital assets net of accumulated depreciation and deferred outflows of resources relating to bond refunding reduced by the outstanding balance of bonds, notes or other borrowings that are attributable to the acquisition, construction, or improvement of those assets. The increase of \$7.3 million from fiscal year 2019 to fiscal year 2020 was due to net capital additions of \$17.5 million, a \$4 million decrease in outstanding debt and current year depreciation and amortization of \$14.2 million. Outstanding debt was \$74.3 million at June 30, 2020 compared to \$78.3 million at June 30, 2019.

The increase of \$3.9 million from fiscal year 2018 to fiscal year 2019 was due to net capital additions of \$14 million, \$3.4 million decrease in outstanding debt and current year depreciation and amortization of \$13.5 million. Outstanding debt was \$78.3 million at June 30, 2019 compared to \$81.7 million at June 30, 2018.

Restricted, non-expendable net position consists primarily of endowment funds held by the University. Changes in this category are driven primarily by investment performance, which was positive in fiscal years 2020, 2019, and 2018.

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

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

Total restricted expendable net position was \$26.9 million at June 30, 2019 compared to \$26.4 million at June 30, 2018, an overall increase of \$.5 million or 1.9%. Non-capital restricted funds increased \$0.8 million from \$17.1 million at June 30, 2018 to \$17.9 million at June 30, 2019; whereas restricted funds designated for capital purposes decreased \$0.3 million from \$9.3 million at June 30, 2018 to \$9 million at June 30, 2019. The \$0.8 million increase in non-capital funds was primarily due to gift revenue exceeding expenses. Approximately \$0.5 million of the increase was due to investment income on the University endowments exceeding the actual distributions based on spending policy. Undistributed investment appreciation and earnings totaled \$4.6 million at June 30, 2019 compared to \$4.1 million at June 30, 2018. The \$0.3 million net decrease in capital gifts designated for capital projects included a \$0.9 million increase in funds restricted to a new Student Success Center, \$0.5 million increase in a gift fund for an Athletic Complex, as well as a \$1.6 million decrease in capital gift funds internally designated for debt service. At June 30, 2019, the Student Success Center fund totaled \$1.6 million, the Athletic complex funds totaled \$1 million and the capital gifts set aside for debt service totaled \$3.6 million.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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

	June 30, 2020	June 30, 2019	June 30, 2018
Operating and designated funds	\$ 8,618,056	\$ 6,238,645	\$ 8,567,394
Operating reserves	7,786,754	7,786,754	7,754,000
Plant funds	12,572,675	21,584,741	23,054,075
Loan funds	22,385	22,406	22,434
Total without GASBs 68 and 75	28,999,870	35,632,546	39,397,903
GASBs 68 (Pension fund)	(119,871,116)	(116,393,778)	(108,197,299)
GASB 75 (OPEB fund)	(34,617,642)	(33,180,224)	(41,544,418)
Total Unrestricted Net Position	<u>\$ (125,488,888)</u>	<u>\$ (113,941,456)</u>	<u>\$ (110,343,814)</u>

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

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

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

Total unrestricted net position was (\$113.9) million at June 30, 2019 compared to (\$110.3) million at June 30, 2018. The decrease of \$3.6 million from fiscal year 2018 to fiscal year 2019 reflects an excess of expenses over revenues during fiscal year 2019 from noncapital activity. Total unrestricted net position without funds relating to pension/OPEB decreased \$3.8 million whereas the funds relating to pension/OPEB decreased \$.2 million remaining flat at (\$149.6) million at June 30, 2019 compared to (\$149.7) million at June 30, 2018.

Operating and designated funds decreased \$2.4 million from \$8.6 million at June 30, 2018 to \$6.2 million at June 30, 2019; whereas plant funds decreased \$1.5 million from \$23.1 million to \$21.6 million, respectively.

The GASB 68 (Pension) fund decreased \$8.2 million from (\$108.2) million at June 30, 2018 to (\$116.4) million at June 30, 2019; whereas the GASB 75 (OPEB) fund increased \$8.3 million from (\$41.5) million at June 30, 2018 to (\$33.2) million at June 30, 2019.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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

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

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

	June 30, 2020	June 30, 2019	June 30, 2018
Operating Revenues			
Net tuition, fees and other student charges	\$ 81,330,058	\$ 79,930,380	\$ 80,328,208
Auxiliary enterprises	17,060,256	19,786,312	20,124,228
Grants and contracts	12,296,168	11,202,469	12,641,642
Other	2,963,247	3,058,609	3,397,130
Total Operating Revenues	113,649,729	113,977,770	116,491,208
Operating Expenses	208,208,708	201,356,820	163,295,310
Operating Loss	(94,558,979)	(87,379,050)	(46,804,102)
Nonoperating Revenues (Expenses)			
State appropriations	42,089,994	42,914,559	43,261,001
Federal appropriations	6,063,592	-	-
Gifts, grants, and contracts	31,513,479	32,177,910	31,434,047
Investment income	2,555,860	4,825,184	4,431,242
Other	(3,461,407)	(3,189,825)	(3,380,176)
Net Nonoperating Revenues	78,761,518	76,727,828	75,746,114
Gain/(Loss) Before Other Revenues, Expenses, and Changes	(15,797,461)	(10,651,222)	28,942,012
Other Revenues, Expenses, and Changes			
State capital appropriations	5,186,305	6,089,375	6,659,994
Capital grants and gifts	3,274,660	5,426,487	3,307,888
Other	72,164	(31,614)	274,323
Total Other Revenues, Expenses, and Changes	8,533,129	11,484,248	10,242,205
Change in Net Position	(7,264,332)	833,026	39,184,217
Net Position at Beginning of the Year, originally stated	58,466,859	57,633,833	61,957,254
Cumulative effect of GASB 75 implementation	-	-	(43,507,638)
Net Position at End of the Year	\$ 51,202,527	\$ 58,466,859	\$ 57,633,833

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Revenues

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

	June 30, 2020	June 30, 2019	June 30, 2018
Net tuition, fees, and other student charges	\$ 81,330,058	\$ 79,930,380	\$ 80,328,208
Gifts, grants and contracts	47,084,307	48,806,866	47,383,577
State appropriations	42,089,994	42,914,559	43,261,001
Auxiliary enterprises	17,060,256	19,786,312	20,124,228
Federal appropriations	6,063,592	-	-
State capital appropriations	5,186,305	6,089,375	6,659,994
Other revenue	3,422,390	3,651,548	4,176,659
Investment income	2,555,860	4,825,184	4,431,242
Total Revenues	<u>\$ 204,792,762</u>	<u>\$ 206,004,224</u>	<u>\$ 206,364,909</u>

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

Net tuition, fees and other student charges increased \$1.4 million or 1.8% from fiscal year 2019 to fiscal year 2020. Gross tuition and fees remained flat during fiscal year 2020 at \$110.9 million compared to \$110.8 million during fiscal year 2019, reflecting a combination of a 3.6% decrease in FTE enrollment, an increase in undergraduate tuition rates, and a \$1.1 million decrease for student adjustments due to COVID-19. Scholarship allowance was \$29.6 million in fiscal year 2020 compared to \$30.9 million in fiscal year 2019, a decrease of \$1.3 million. Gifts, grants, and contracts decreased \$1.7 million or 3.5% from fiscal year 2019 to fiscal year 2020 due to a \$0.6 million increase in grants and contracts, a \$1.2 million decrease in gifts and a \$1 million decrease in Pell grants due to the decrease in enrollment. State appropriations decreased slightly from fiscal year 2019 to fiscal year 2020. Fiscal year 2020 reflects a reduction of \$1.7 million in State support due to the impact of COVID-19. Auxiliary enterprises revenues decreased \$2.7 million or 13.9%, from fiscal year 2019 to fiscal year 2020 primarily due to the impact of COVID-19, including \$1.8 million decrease for housing, meal plan and parking fee adjustments. In addition, there was a \$0.4 million decrease in football guarantees and a \$0.5 million decrease in transportation fee due to the fact that the transportation fee was folded into the Penguin Tuition Promise in fiscal year 2019. Federal Appropriations in fiscal year 2020 totaled \$6.1 million, including \$6 million of Higher Education Emergency Relief Funds (HEERF) under the Coronavirus Aid, Relief, and Economic Security (CARES) Act and other grant revenue for the University's radio station. Investment income decreased \$2.2 million or 47% from fiscal year 2019 to fiscal year 2020 primarily due to significant unrealized losses resulting from market volatility due to the COVID-19 pandemic and State capital appropriations decreased \$0.9 million or 14.8% due to less activity on capital projects funds with state capital dollars.

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

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Overall, the University's total revenues remained flat between fiscal year 2018 and fiscal year 2019. The majority of the University's revenue, 60% in fiscal year 2019 and fiscal year 2018, is attributed to State appropriations, and net tuition and fees. Combined, these two revenue streams were \$122.8 million in fiscal year 2019 compared to \$123.6 million in fiscal year 2018.

Net tuition, fees and other student charges decreased \$0.4 million or 0.5% from fiscal year 2018 to fiscal year 2019. This was due to a combination of a \$1.7 million increase in gross tuition and fees offset by a \$2.1 million increase in the scholarship allowance, resulting from the University's continued investment in merit-based aid. Gifts, grants, and contracts increased \$1.4 million or 3% from fiscal year 2018 to fiscal year 2019 primarily due to a \$1.7 million increase in gifts, including gifts for the construction of a student success center, a multimedia center and an athletic facilities complex, a \$0.4 million increase in Pell grants due to a combination of an increase in the number of students receiving Pell grants and a slight decrease in the average aid per student; and a \$0.6 million decrease in grants and contracts activity. Investment income increased \$0.4 million or 8.9% from fiscal year 2018 to fiscal year 2019 primarily due to unrealized gains resulting from a favorable market environment. State capital appropriations decreased \$0.6 million from fiscal year 2018 to fiscal year 2019 due to decreased activity on capital projects.

Expenses

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

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

	June 30, 2020	June 30, 2019	June 30, 2018
Compensation	\$ 120,288,141	\$ 119,481,839	\$ 118,788,153
Operations	43,637,982	47,736,039	48,769,105
Scholarships	25,269,042	20,854,114	20,518,590
Depreciation and amortization	14,098,787	13,452,543	12,735,133
Operating Expenses without GASBs 68 and 75 accruals	203,293,952	201,524,535	200,810,981
GASBs 68 pension expense accruals	3,477,338	8,196,479	(35,552,451)
GASB 75 OPEB expense accrual	1,437,418	(8,364,194)	(1,963,220)
Total operating expenses	<u>\$ 208,208,708</u>	<u>\$ 201,356,820</u>	<u>\$ 163,295,310</u>

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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

	June 30, 2020	June 30, 2019	June 30, 2018
Instruction	\$ 65,507,499	\$ 65,918,879	\$ 64,538,138
Research	4,160,244	4,182,821	4,616,124
Public service	5,544,742	5,932,044	6,416,759
Academic support	17,336,886	16,004,260	15,149,971
Student services	11,964,339	11,255,563	10,742,141
Institutional support	19,324,042	22,531,265	23,465,417
Operation and maintenance of plant	15,465,790	16,133,509	17,455,934
Scholarships	25,295,390	16,111,355	16,028,918
Auxiliary enterprises	24,596,233	30,002,336	29,662,446
Depreciation and amortization	14,098,787	13,452,543	12,735,133
Total operating expenses	<u>\$ 203,293,952</u>	<u>\$ 201,524,575</u>	<u>\$ 200,810,981</u>

Excluding the impact of the pension and OPEB accruals, total operating expenses increased \$1.8 million or 0.9% from \$201.5 million during fiscal year 2019 to \$203.3 million during fiscal year 201. This net increase was due to increases of \$0.8 million in compensation, \$4.4 million in scholarships, and \$0.6 million in depreciation and amortization offset by a \$4.1 million decrease in operations.

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

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

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

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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

Salaries and wages increased \$0.3 million or 0.3% from \$89.9 million in fiscal year 2018 to \$90.2 million in fiscal year 2019; whereas fringe benefits increased \$0.4 million or 1.4% from \$28.9 million to \$29.3 million, respectively. Overall fringe benefits as a percentage of salaries and wages was 32.4% in fiscal year 2019 compared to 32.2% in fiscal year 2018. Depreciation and amortization increased \$0.7 million or 5.6% from \$12.7 million in fiscal year 2018 to \$13.4 million in fiscal year 2019. This increase was due to increases in capital asset additions.

A large portion of all aid is classified as scholarship allowance on the Statements of Revenues, Expenses and Changes in Net Position. Therefore, the net \$0.3 million increase in scholarship expense is a partial reflection of a \$0.4 million increase in federal financial aid for Pell grant recipients, a \$0.3 million increase in state support and a \$0.4 increase in external support. Overall, the University disbursed \$51.7 million to students in fiscal year 2019 compared to \$49.3 million in fiscal year 2018, including \$20.2 million and \$19.8 million in federal Pell grants, respectively.

Operations decreased \$1 million or 2% from \$48.7 million in fiscal year 2018 to \$47.7 million in fiscal year 2019. The decrease was largely due to the prior year including \$0.8 million in funding for the City of Youngstown's Wick Avenue Improvements and \$0.5 million in furnishings for the new Kilcawley Center annex, a space updated for student interactions and the Meshel Hall renovations. In addition, there was a \$0.3 million increase in academic information technology refresh, a \$0.3 million increase in faculty led study abroad travel and a \$0.5 million decrease in subaward activity. Overall, utilities remained relatively flat during fiscal year 2019 compared to fiscal year 2018.

Pension and OPEB expense attributed to GASBs 68 and 75 increased \$37.3 million from (\$37.5) million in fiscal year 2018 to (\$0.2) million in fiscal year 2019. These expenses are the result of changes in the deferred outflows/inflows and liabilities related to pensions/OPEB. The \$37.3 million increase is comprised of a \$43.8 million increase related to pensions and \$6.5 million decrease related to OPEB. OPERS pension/OPEB expense increased \$7.2 million and \$1 million, respectively; whereas STRS Ohio pension expense increased \$36.6 million and OPEB expense decreased \$7.5 million. OPERS pension/OPEB expense totaled \$13.2 million and \$5 million during fiscal year 2019 and fiscal year 2018, respectively; whereas STRS Ohio pension/OPEB expense totaled (\$13.4) million and (\$42.5) million, respectively. The STRS Ohio plan expenses are reflected as a reduction in Instruction on the Statements of Revenues, Expenses, and Changes in Net Position. The University has no control over the factors affecting these changes. See Note 13 for additional information on pension plans and other post employment benefits (OPEB).

Total operating and non-operating expenses for the University were \$212,057,094, \$205,171,198, and \$167,180,692 in fiscal years 2020, 2019 and 2018, respectively.

YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

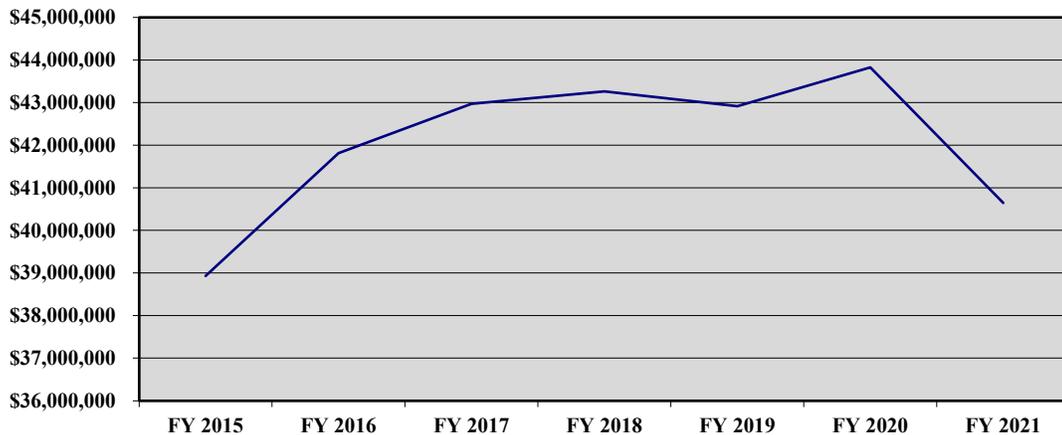
Economic Factors for the Future

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

Based on the most recent estimate provided by the Ohio Department of Higher Education, State Share of Instruction (SSI) funding for the University for fiscal year 2021 is expected to be 3.4% below fiscal year 2020 funding levels. This reduction is largely attributable to the COVID-19 pandemic, which not surprisingly has negatively impacted state of Ohio tax receipts and, therefore, hindered the state's ability to fund higher education at previous levels. SSI funding levels for the fiscal years 2022 and 2023 biennium are not yet known at this time and will be governed by state budget legislation that is expected to be introduced in the Ohio Statehouse in February 2021. It is expected that the SSI formula allocation will continue to be tied to degrees awarded and course completions as the primary drivers of SSI funding. Datasets used in the formula are based on a three-year rolling average and are weighted to take into account various at-risk student characteristics. The SSI formula continues to factor in discipline and program costs and enrollment levels.

The following graph reflects six years actual data for State Appropriations plus the budgeted amount for fiscal year 2021.

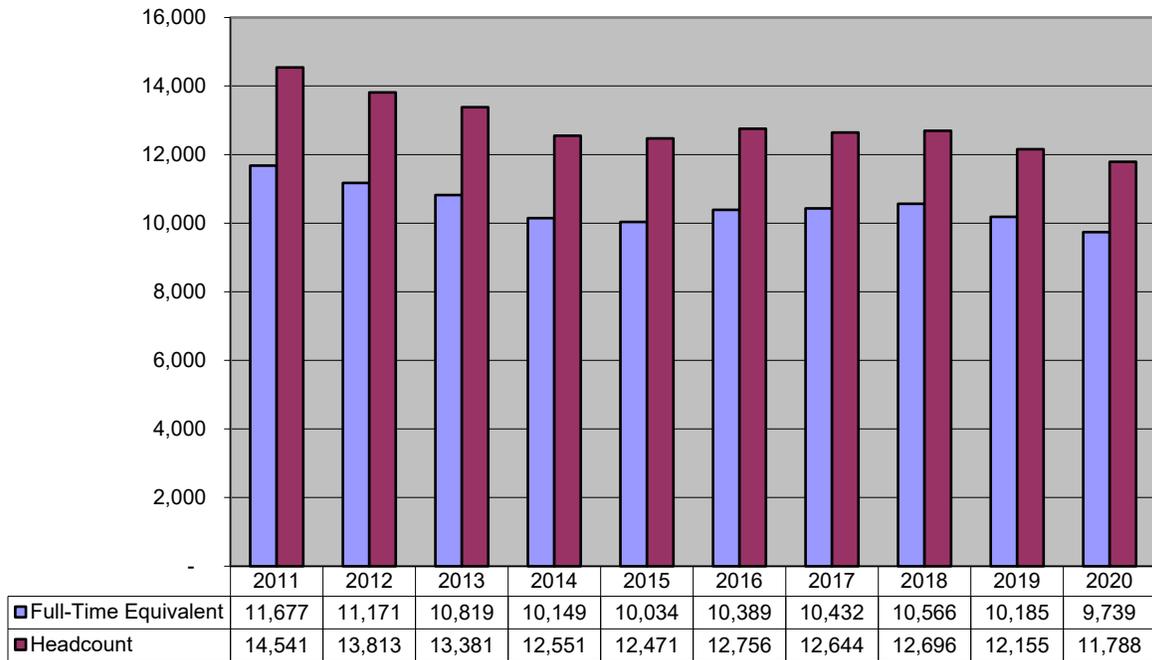
**State Appropriations
Fiscal Years 2015 through 2021**



YOUNGSTOWN STATE UNIVERSITY

MANAGEMENT’S DISCUSSION AND ANALYSIS (CONT.)

Fall Semester Enrollment Trends 2011 through 2020



Fall 2020 enrollments are 4.40% lower than the prior Fall semester on a full-time equivalency (FTE) basis. Following a five-year decline in FTE enrollments between Fall 2011 and 2015, YSU achieved three years of enrollment stability between Fall 2016 and Fall 2018 before these two consecutive setbacks. While the strong academic quality of the University’s new incoming student enrollments for Fall 2020 exceeded Fall 2019 and represents sustained progress, another decline during the worldwide COVID-19 Pandemic required dramatically different recruitment and enrollment strategies with adjustment to messaging about what YSU offers in terms of a high quality education at an affordable price.

The number of new Honors College freshmen for Fall 2020 was 337, which represents a 19.50% increase over Fall 2019, and further exemplifies YSU’s growth in the academic quality of our student body. The University experienced increases in new freshman for four consecutive years between Fall 2015 and Fall 2018, a 31% increase in that time, before dropping 9.35% in Fall 2020 and 15.65% during Fall 2019.

Freshman GPA averages were the highest in University history for the seventh straight year at 3.48 in spite of YSU’s shift to a test optional policy for undergraduate admission. Over half of our new freshmen, 55%, had a high school GPA of 3.5 or better. Efforts to widen the University’s appeal beyond its traditional footprint advanced for Fall 2020 along with an increase in students from out-of-state. Multicultural freshman decreased along with the number of Ohio counties represented in the freshman class. The University’s freshmen to sophomore retention rate increased slightly to 75.17% from 72.26% last year.

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF NET POSITION AT JUNE 30, 2020 AND 2019

	June 30, 2020	June 30, 2019
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 5,791,497	\$ 17,124,401
Investments	41,965,248	42,402,576
Restricted investments	510,584	311,830
Interest receivable	111,273	155,889
Accounts receivable, net	11,712,016	10,912,312
Pledges receivable, net	170,203	177,667
Loans receivable, net	476,298	472,818
Inventories	89,880	111,782
Prepaid expenses and unearned charges	1,094,356	1,289,970
Total Current Assets	61,921,355	72,959,245
Noncurrent Assets		
Investments	15,581,112	14,768,775
Endowments and other restricted investments	10,413,323	10,244,532
Pledges receivable, net	154,267	296,107
Loans receivable, net	102,772	428,528
Other noncurrent assets	129,388	121,267
Net OPEB asset	5,446,000	5,237,852
Nondepreciable capital assets	23,024,017	23,860,808
Depreciable capital assets, net	196,942,423	192,720,983
Total Noncurrent Assets	251,793,302	247,678,852
Total Assets	313,714,657	320,638,097
DEFERRED OUTFLOWS OF RESOURCES		
Deferred outflows related to pension	20,224,223	38,407,114
Deferred outflows related to OPEB	5,929,505	3,260,281
Bond refunding	1,679,053	1,803,839
Total Deferred Outflows of Resources	27,832,781	43,471,234
LIABILITIES		
Current Liabilities		
Accounts payable	2,331,553	2,735,656
Construction payable	2,546,383	1,936,786
Payroll liabilities	8,150,854	8,732,941
Bonds payable	3,095,000	2,980,000
Notes payable	859,068	773,245
Capital lease payable	44,579	40,567
Compensated absences	795,001	875,981
Unearned revenue	6,384,286	6,830,914
Other liabilities	1,957,346	1,316,626
Total Current Liabilities	26,164,070	26,222,716
Noncurrent Liabilities		
Bonds payable, net	57,183,073	60,502,710
Notes payable	13,059,956	13,919,024
Capital lease payable	51,087	95,666
Compensated absences	6,201,864	6,653,389
Refundable advance	1,288,875	1,374,718
Net pension liability	120,551,697	142,148,557
Net OPEB liability	33,470,549	33,390,568
Total Noncurrent Liabilities	231,807,101	258,084,632
Total Liabilities	257,971,171	284,307,348
DEFERRED INFLOWS OF RESOURCES		
Service concession agreements	307,500	395,000
Deferred inflows related to pension	19,543,642	12,652,335
Deferred inflows related to OPEB	12,522,598	8,287,789
Total Deferred Inflows of Resources	32,373,740	21,335,124
NET POSITION		
Net investment in capital assets	147,352,730	140,074,416
Restricted, nonexpendable - endowments	5,534,526	5,470,553
Restricted, expendable - gifts, grants, and student loans	23,804,159	26,863,346
Unrestricted	(125,488,888)	(113,941,456)
Total Net Position	\$ 51,202,527	\$ 58,466,859

See accompanying notes to financial statements.

THE YOUNGSTOWN STATE UNIVERSITY FOUNDATION

STATEMENTS OF FINANCIAL POSITION AT JUNE 30, 2020 AND 2019

	<u>June 30, 2020</u>	<u>June 30, 2019</u>
ASSETS		
Cash and cash equivalents	\$ 2,092,541	\$ 2,723,049
Investments	254,739,015	258,789,138
Pledges receivable, net	5,294,797	5,345,462
Pledges receivable for Youngstown State University, net	3,940,277	4,939,616
Prepaid expenses and other assets	957,443	1,582,430
Property and equipment, net	192,445	39,224
TOTAL ASSETS	<u>\$ 267,216,518</u>	<u>\$ 273,418,919</u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable	\$ 956,418	\$ 1,084,881
Grant commitments to Youngstown State University	9,987,574	8,545,274
Accrued liabilities and other	281,758	240,642
TOTAL LIABILITIES	<u>11,225,750</u>	<u>9,870,797</u>
NET ASSETS		
Net assets without donor restrictions	143,733,963	152,970,226
Net assets with donor restrictions	112,256,805	110,577,896
TOTAL NET ASSETS	<u>255,990,768</u>	<u>263,548,122</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 267,216,518</u>	<u>\$ 273,418,919</u>

See accompanying notes to financial statements.

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

	June 30, 2020	June 30, 2019
OPERATING REVENUES		
Tuition, fees, and other student charges (net of scholarship allowance of \$29,581,588 in 2020 and \$30,888,809 in 2019)	\$ 81,330,058	\$ 79,930,380
Federal grants and contracts	5,115,766	4,980,497
State grants and contracts	6,128,576	5,057,381
Local grants and contracts	396,177	384,198
Private grants and contracts	655,649	780,393
Sales and services	458,986	590,165
Auxiliary enterprises	17,060,256	19,786,312
Other operating revenues	2,504,261	2,468,444
Total Operating Revenues	113,649,729	113,977,770
OPERATING EXPENSES		
Instruction	68,758,212	53,445,556
Research	4,183,300	4,377,528
Public service	5,666,888	6,878,611
Academic support	17,676,610	18,304,608
Student services	12,233,145	12,980,166
Institutional support	19,687,607	25,847,626
Operation and maintenance of plant	15,703,812	17,870,275
Scholarships	25,295,390	16,111,355
Auxiliary enterprises	24,904,957	32,088,552
Depreciation and amortization	14,098,787	13,452,543
Total Operating Expenses	208,208,708	201,356,820
Operating Loss	(94,558,979)	(87,379,050)
NONOPERATING REVENUES (EXPENSES)		
State appropriations	42,089,994	42,914,559
Federal appropriations	6,063,592	-
Federal grants	19,655,799	20,686,800
Private gifts	11,857,680	11,491,110
Unrestricted investment income, net of investment expense	1,833,071	3,858,554
Restricted investment income, net of investment expense	722,789	966,630
Interest on capital asset-related debt	(3,495,938)	(3,604,468)
Other nonoperating revenues, net	34,531	414,643
Net Nonoperating Revenues	78,761,518	76,727,828
Loss Before Other Revenues, Expenses, and Changes	(15,797,461)	(10,651,222)
OTHER REVENUES, EXPENSES, AND CHANGES		
State capital appropriations	5,186,305	6,089,375
Capital grants and gifts	3,274,660	5,426,487
Other, net	72,164	(31,614)
Total Other Revenues, Expenses, and Changes	8,533,129	11,484,248
Change In Net Position	(7,264,332)	833,026
NET POSITION		
Net Position at Beginning of the Year	58,466,859	57,633,833
Net Position at End of the Year	\$ 51,202,527	\$ 58,466,859

THE YOUNGSTOWN STATE UNIVERSITY FOUNDATION

STATEMENTS OF ACTIVITIES AND CHANGES IN NET ASSETS FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

	June 30, 2020		
	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES, GAINS AND OTHER SUPPORT			
Contributions	\$ 3,446,644	\$ 8,002,384	\$ 11,449,028
In-kind donations	-	-	-
Investment earnings	1,837,174	910,358	2,747,532
Net realized gain on sale of investments	1,025,614	1,401,011	2,426,625
Net unrealized change in long-term investments	(3,203,185)	(3,469,196)	(6,672,381)
Reclassification due to management's reassessment of donor restrictions	-	-	-
Net assets released from restrictions	5,165,648	(5,165,648)	-
TOTAL REVENUES, GAINS AND OTHER SUPPORT	8,271,895	1,678,909	9,950,804
EXPENSES			
Distribution to Youngstown State University for scholarships and other programs	15,787,388	-	15,787,388
Administrative expenditures	1,720,770	-	1,720,770
TOTAL EXPENSES	17,508,158	-	17,508,158
INCREASE (DECREASE) IN NET ASSETS	(9,236,263)	1,678,909	(7,557,354)
Net Assets - Beginning of Year	152,970,226	110,577,896	263,548,122
Net Assets - End of Year	<u>\$ 143,733,963</u>	<u>\$ 112,256,805</u>	<u>\$ 255,990,768</u>
	June 30, 2019		
	Without Donor Restrictions	With Donor Restrictions	Total
REVENUES, GAINS AND OTHER SUPPORT			
Contributions	\$ 2,604,323	\$ 13,716,937	\$ 16,321,260
In-kind donations	-	599,400	599,400
Investment earnings	1,203,677	735,234	1,938,911
Net realized gain on sale of investments	2,922,565	1,834,169	4,756,734
Net unrealized change in long-term investments	4,507,552	2,689,458	7,197,010
Reclassification due to management's reassessment of donor restrictions	(499,145)	499,145	-
Net assets released from restrictions	6,909,392	(6,909,392)	-
TOTAL REVENUES, GAINS AND OTHER SUPPORT	17,648,364	13,164,951	30,813,315
EXPENSES			
Distribution to Youngstown State University for scholarships and other programs	15,047,701	-	15,047,701
Administrative expenditures	1,943,239	-	1,943,239
TOTAL EXPENSES	16,990,940	-	16,990,940
INCREASE IN NET ASSETS	657,424	13,164,951	13,822,375
Net Assets - Beginning of Year	152,312,802	97,412,945	249,725,747
Net Assets - End of Year	<u>\$ 152,970,226</u>	<u>\$ 110,577,896</u>	<u>\$ 263,548,122</u>

See accompanying notes to financial statements.

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

	June 30, 2020	June 30, 2019
Cash Flows from Operating Activities		
Student tuition and fees	\$ 81,855,274	\$ 79,677,972
Federal, state, and local grants and contracts	12,128,093	11,033,151
Private grants and contracts	691,292	604,550
Sales and services of educational and other departmental activities	16,537,842	20,249,044
Payments to suppliers	(43,315,573)	(52,632,427)
Payments to employees	(89,597,671)	(90,467,374)
Payments for benefits	(31,912,154)	(30,025,208)
Payments for scholarships	(24,932,145)	(16,121,596)
Other receipts, net	2,417,282	2,372,358
Total Cash Flows Used In Operating Activities	(76,127,760)	(75,309,530)
Cash Flows from Noncapital Financing Activities		
Federal grants	19,649,217	20,679,186
Federal educational appropriations	5,661,552	-
State educational appropriations	42,089,994	42,914,559
Direct lending receipts	52,916,027	52,485,546
Direct lending disbursements	(52,924,489)	(52,474,212)
Private gifts	12,003,365	11,175,424
Other	72,164	(31,614)
Other nonoperating expenses	(89,291)	239,398
Student loans collected	255,117	313,304
Student loan interest and fees collected	113,682	129,779
Total Cash Flows Provided by Noncapital Financing Activities	79,747,338	75,431,370
Cash Flows from Investing Activities		
Proceeds from sale of investments	20,699,468	20,491,005
Purchase of investments	(21,442,022)	(24,352,343)
Interest on investments	2,600,476	4,810,723
Total Cash Flows Provided by Investing Activities	1,857,922	949,385
Cash Flows from Capital and Related Financing Activities		
State capital appropriations	4,528,598	7,178,877
Private capital gifts and grants	2,947,663	4,339,127
Purchase of capital assets	(16,867,264)	(13,138,702)
Principal payments on capital debt	(3,793,812)	(3,222,852)
Interest payments on capital debt	(3,625,589)	(3,405,015)
Total Cash Flows Used In Capital and Related Financing Activities	(16,810,404)	(8,248,565)
Change in Cash and Cash Equivalents	(11,332,904)	(7,177,340)
Cash and Cash Equivalents, Beginning of Year	17,124,401	24,301,741
Cash and Cash Equivalents, End of Year	\$ 5,791,497	\$ 17,124,401

YOUNGSTOWN STATE UNIVERSITY

STATEMENTS OF CASH FLOWS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Reconciliation of Operating Loss to Net Cash Used in Operating Activities

	June 30, 2020	June 30, 2019
Operating loss	\$ (94,558,979)	\$ (87,379,050)
Adjustments to reconcile operating loss to net cash used in operating activities:		
Depreciation and amortization	14,098,787	13,452,543
Provision for bad debts	(6,722)	544,435
Gifts in kind	-	18,644
Changes in assets and liabilities:		
Accounts receivable, net	422,873	(795,567)
Inventories	21,902	99,001
Prepaid expenses and unearned charges	195,614	(60,891)
Net OPEB assets	(208,148)	5,237,852
Accounts payable	(404,103)	(456,892)
Accrued and other liabilities	163,063	(536,020)
Unearned revenue	(442,446)	738,364
Compensated absences	(532,505)	(766,382)
Net pension/OPEB asset	-	-
Net pension/OPEB liability	(21,516,879)	5,612,533
Deferred outflows-pensions and OPEB	15,513,667	(5,570,358)
Deferred inflows-pensions and OPEB	11,126,116	(5,447,742)
Net Cash Flows Used In Operating Activities	<u>\$ (76,127,760)</u>	<u>\$ (75,309,530)</u>

Noncash Investing and Financing Transactions

Capital Leases	<u>\$ -</u>	<u>\$ 37,000</u>
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See accompanying notes to financial statements.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Note 1 – Organization and Summary of Significant Accounting Policies

Organization and Basis of Presentation

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

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

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

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Summary of Significant Accounting Policies

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

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

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

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

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

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

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

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

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

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

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

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

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

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

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

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

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

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

Adoption of New Accounting Pronouncements – In fiscal year 2020, the provisions of the following GASB Statement became effective:

- GASB Statement No. 95, *Postponement of the Effective Dates of Certain Authoritative Guidance*, issued May 2020. The requirements of this Statement are effective immediately. The primary objective of this Statement is to provide temporary relief to governments and other stakeholders in light of the COVID-19 pandemic. That objective is accomplished by postponing the effective dates of certain provision in Statements and Implementation Guides that first became effective or are scheduled to become effective for periods beginning after June 15, 2018, and later

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

- GASB Statement No. 84, *Fiduciary Activities*, issued January 2017. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are now effective for reporting periods beginning after December 15, 2019. The objective of this Statement is to improve guidance regarding the identification of fiduciary activities for accounting and financial reporting purposes and how those activities should be reported.
- GASB Statement No. 87, *Leases*, issued June 2017. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are now effective for reporting periods beginning after June 15, 2021. The objective of this Statement is to better meet the information needs of financial statement users by improving accounting and financial reporting for leases by governments.
- GASB Statement No. 89, *Accounting for Interest Cost Incurred before the End of a Construction Period*, issued June 2018. As a result of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2020. The objectives of this Statement are (1) to enhance the relevance and comparability of information about capital assets and the cost of borrowing for a reporting period and (2) to simplify accounting for interest cost incurred before the end of a construction period.
- GASB Statement No. 90, *Majority Equity Interests-an amendment of GASB Statements No. 14 and No. 61*, issued August 2018. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2019. The primary objectives of this Statement are to improve the consistency and comparability of reporting a government's majority equity interest in a legally separate organization and to improve the relevance of financial statement information for certain component units.
- GASB Statement No. 91, *Conduit Debt Obligations*, issued May 2019. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2021. The primary objectives of this Statement are to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with commitments extended by issuers, arrangements associated with conduit debt obligations, and related note disclosures.
- GASB Statement No. 92, *Omnibus 2020*, issued January 2020. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are effective for fiscal years beginning after June 15, 2022. The objectives of this Statement are to enhance comparability in accounting and financial reporting and to improve the consistency of authoritative literature by addressing practice issues that have been identified during implementation and application of certain GASB Statements.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

- GASB Statement No. 93, *Replacement of Interbank Offered Rates*, issued March 2020. As a result of the adoption of GASB Statement No. 95, certain requirements of this Statement are now effective for reporting periods beginning after June 15, 2021. Some governments have entered into agreements in which variable payments made or received depend on an interbank offer rate. As a result of global reference rate reform, some rates are expected to cease to exist prompting governments to amend or replace financial instruments.
- GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*, issued March 2020. The requirements of this Statement are effective for fiscal years beginning after June 15, 2022. The primary objective of this Statement is to improve financial reporting by addressing issues related to public-private and public-public partnership arrangements.
- GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*, issued May 2020. The requirements of this Statement are effective for fiscal years beginning after June 15, 2022. This Statement provides guidance on the accounting and financial reporting for subscription-based information technology arrangements for government end users.
- GASB Statement No. 97, *Certain Component Unit Criteria, and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans-an amendment of GASB Statements No. 14 and No. 84, and a supersession of GASB Statement No. 32*, issued June 2020. The requirements of this Statement are effective for fiscal years beginning after June 15, 2021. The primary objectives of this Statement are to increase consistency and comparability related to the reporting of fiduciary component units; mitigate costs associated with the reporting of certain defined contribution pension plans; and enhance the relevance, consistency, and comparability of the accounting and financial reporting for Internal Revenue Code (IRC) Section 457 deferred compensation plans.

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

Note 2 – State and Federal Support

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

State appropriations totaled \$42,089,994 in fiscal year 2020 compared to \$42,914,559 in fiscal year 2019. The State Share of Instruction (SSI) is determined annually by the Ohio Department of Higher Education.

Capital appropriations from the State totaled \$5,186,305 in fiscal year 2020 compared to \$6,089,375 in fiscal year 2019 and included funding for equipment and the construction/major renovations of plant facilities.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

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

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

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

Note 3 – Cash and Cash Equivalents

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

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

Cash and Cash Equivalents at June 30, 2020 and June 30, 2019 consist of the following:

	2020	2019
Carrying Amount	<u>\$ 5,791,497</u>	<u>\$ 17,124,401</u>
FDIC Insured	\$ 804,129	\$ 3,276,286
Uninsured but collateralized by pools of securities pledged by the depository banks	2,701,909	6,851,051
Uninsured but assets held in name of YSU not pledged as collateral elsewhere	<u>3,093,179</u>	<u>8,701,866</u>
Bank Balance	<u>\$ 6,599,217</u>	<u>\$ 18,829,203</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

The difference in carrying amount and bank balance is caused by items in transit and outstanding checks. Deposits held in safekeeping by a bank, as trustee or escrow agent, included in cash totaled \$17,929 at June 30, 2020 and \$17,028 at June 30, 2019, which approximates market. These deposits, including interest on the investments, are retained in the trust for projects funded by bond proceeds and payment of principal and interest on outstanding indebtedness. The University's Star Plus account deposits are federally insured and totaled \$54,129 at June 30, 2020 and \$2,526,286 at June 30, 2019.

Credit risk for deposits is the risk that, in the event of a bank failure, the University's deposits may not be returned to the University. At June 30, 2020 and June 30, 2019, all uncollateralized or uninsured deposits of the University are exposed to credit risk. The University's investment policy and asset allocation guidelines facilitate the management and monitoring of credit risk.

Note 4 – Investments

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

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

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

Level 1 – Investments reflect prices quoted in active markets.

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

Level 3 – Investments reflect prices based upon unobservable sources.

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

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

As of June 30, 2019, the University had the following investments measured at fair value:

	Fair Value Measurement			Total
	Level 1	Level 2	Level 3	
U.S. Government Obligations	\$ -	\$ 5,768,916	\$ -	\$ 5,768,916
Corporate Bonds	-	9,143,311	-	9,143,311
Foreign Bonds	-	44,815	-	44,815
U.S. Government Bonds	-	2,649,055	-	2,649,055
Bond Mutual Funds	14,026,793	-	-	14,026,793
Preferred Stock	-	310,017	-	310,017
Common Stock	6,878,998	-	-	6,878,998
Equity Mutual Funds	28,905,808	-	-	28,905,808
Totals	\$ 49,811,599	\$ 17,916,114	\$ -	\$ 67,727,713

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

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

As of June 30, 2019, the University had the following investments and maturities using the segmented time distribution method:

Investment Type	Fair Value	Investment maturities (in years)			
		Less than 1	1-5	6-10	More than 10
U.S. Government Obligations	\$ 5,768,916	\$ 200,469	\$ 4,905,617	\$ 662,830	\$ -
Corporate Bonds	9,143,311	857,375	7,377,080	893,722	15,134
Foreign Bonds	44,815	-	44,815	-	-
U.S. Government Bonds	2,649,055	200,428	310,329	900,444	1,237,854
Bond Mutual Funds	14,026,793	14,026,793	-	-	-
Preferred Stock	310,017	310,017	-	-	-
Common Stock	6,878,998	6,878,998	-	-	-
Equity Mutual Funds	28,905,808	28,905,808	-	-	-
Totals	<u>\$ 67,727,713</u>	<u>\$ 51,379,888</u>	<u>\$ 12,637,841</u>	<u>\$ 2,456,996</u>	<u>\$ 1,252,988</u>

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

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

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

As of June 30, 2019, investments had the following quality credit ratings:

Investment Type	Fair Value	Aaa	Aa	A	Baa	Unrated
Corporate Bonds	\$ 9,143,311	\$ 2,385,735	\$ 704,439	\$ 2,688,343	\$ 2,603,421	\$ 761,373
Foreign Bonds	44,815	44,815	-	-	-	-
U.S. Government Bonds	2,649,055	2,649,055	-	-	-	-
Bond Mutual Funds	14,026,793	6,475,719	1,761,034	1,091,305	4,260,635	438,100
Totals	<u>\$ 25,863,974</u>	<u>\$ 11,555,324</u>	<u>\$ 2,465,473</u>	<u>\$ 3,779,648</u>	<u>\$ 6,864,056</u>	<u>\$ 1,199,473</u>

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Custodial Credit Risk – Custodial credit risk is the risk that in the event of the failure of the counterparty to a transaction, the University will not be able to recover the value of investments or collateral securities that are in the possession of an outside party. Investments that are both unregistered and uninsured are exposed to custodial credit risk if investments are held by the counterparty, or are held by the counterparty’s trust department or agent but not in the name of the University. At June 30, 2020 and 2019, the University had no exposure to custodial credit risk. The University does not address custodial credit risk in its investment policy and asset allocation guidelines.

Concentration of Credit Risk – Concentration of credit risk is the risk of loss attributed to the magnitude of investment in a single issuer. As of June 30, 2020, \$5,577,910 or 8% of the University’s portfolio was held in an intermediate bond fund compared to \$5,389,907 or 8% at June 30, 2019.

Foreign Currency Risk – Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. At June 30, 2020 and 2019, the University had no material exposure to foreign currency risk. The University does not address foreign currency risk in its investment policy and asset allocation guidelines.

Note 5 – Accounts and Loans Receivable

Accounts and loans receivable at June 30, 2020 and June 30, 2019 consist of the following:

	2020	2019
Accounts receivable		
Student accounts	\$ 6,629,274	\$ 7,420,998
Grants and contracts	2,470,082	1,934,214
State appropriations	1,649,876	992,169
Other receivables	4,072,524	4,124,045
Total Accounts receivable	14,821,756	14,471,426
Less: Allowance for doubtful accounts	3,109,740	3,559,114
Accounts receivable, net	<u>\$ 11,712,016</u>	<u>\$ 10,912,312</u>
Loans receivable		
Loans receivable - student notes	\$ 696,396	\$ 1,258,749
Less: Allowance for doubtful accounts	117,326	357,403
Loans receivable, net	579,070	901,346
Less: current portion	476,298	472,818
Loans receivable, noncurrent portion	<u>\$ 102,772</u>	<u>\$ 428,528</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Note 6 – Pledges Receivable

Unconditional promises to give to the University recorded as pledges receivable at June 30, 2020 and June 30, 2019 were as follows:

	2020	2019
Pledges receivable	\$ 341,747	\$ 514,045
Less: Allowance for doubtful accounts	15,900	24,050
Present value discount	1,377	16,221
Pledges receivable, net	<u>324,470</u>	<u>473,774</u>
Less: current portion	<u>170,203</u>	<u>177,667</u>
Pledges receivable, noncurrent portion	<u>\$ 154,267</u>	<u>\$ 296,107</u>

Pledges have been discounted to net present value using June 30, 2020 and June 30, 2019 U.S. Treasury Note rates of 0.29% (5-year) in fiscal year 2020 and 1.75% (5-year) and 1.875% (7-year) in fiscal year 2019.

Note 7 – Capital Assets

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Capital assets activity for the year ended June 30, 2019 was as follows:

	Beginning Balance	Additions/ Transfers	Reductions	Ending Balance
Nondepreciable assets:				
Land	\$ 16,358,867	\$ 1,278,138	\$ -	\$ 17,637,005
Construction in progress	4,115,034	1,703,181	537,700	5,280,515
Historical treasures	890,503	52,785	-	943,288
Depreciable assets:				
Buildings	285,499,361	-	154,658	285,344,703
Improvements to buildings	80,874,657	6,182,870	-	87,057,527
Improvements other than buildings	40,757,694	2,596,510	1,000,000	42,354,204
Moveable equipment and furniture	39,288,718	2,764,614	1,615,395	40,437,937
Vehicles	1,443,436	127,811	160,750	1,410,497
Capital leases	171,813	37,000	-	208,813
Total cost	<u>469,400,083</u>	<u>14,742,909</u>	<u>3,468,503</u>	<u>480,674,489</u>
Less accumulated depreciation:				
Buildings	178,246,568	4,781,983	3,544	\$ 183,025,007
Improvements to buildings	20,908,301	3,193,315	-	24,101,616
Improvements other than buildings	21,256,940	2,302,558	1,000,000	22,559,498
Moveable equipment and furniture	31,860,968	3,009,812	1,602,420	33,268,360
Vehicles	1,084,791	128,154	158,058	1,054,887
Capital leases	47,524	35,806	-	83,330
Total accumulated depreciation	<u>253,405,092</u>	<u>13,451,628</u>	<u>2,764,022</u>	<u>264,092,698</u>
Capital assets, net	<u>\$ 215,994,991</u>	<u>\$ 1,291,281</u>	<u>\$ 704,481</u>	<u>\$ 216,581,791</u>

As of June 30, 2020, the University had commitments related to construction projects totaling \$11,530,576.

Note 8 – Payroll and Other Liabilities

Payroll and other liabilities at June 30, 2020 and 2019 consist of the following:

	2020	2019
Payroll liabilities		
Accrued compensation	\$ 4,683,125	\$ 5,558,905
Accrued benefits	286,385	116,420
Accrued health care benefits and insurance payable	2,342,604	1,451,341
Retirement system contribution payable	838,740	1,606,275
Totals	<u>\$ 8,150,854</u>	<u>\$ 8,732,941</u>
Other liabilities		
Deposits held in custody	\$ 351,893	\$ 237,964
Interest payable	559,914	589,715
Other liabilities	1,045,539	488,947
Totals	<u>\$ 1,957,346</u>	<u>\$ 1,316,626</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Note 9 – Bonds

In January 2017, the University issued \$25,525,000 in Series 2016 General Receipts bonds. The proceeds from the bond sale were used for a partial advanced refunding of the Series 2009 General Receipts bonds and to construct a bookstore. As a result, \$19,930,000 of the 2009 bonds advanced refunded were considered to be defeased and the liability was removed from the University's long-term obligations. In addition, a deferred outflow of resources was recorded and will be amortized over the remaining life of the new debt. As of June 30, 2020 and 2019, the amount recorded as a deferred outflow was \$1,679,053 and \$1,803,839, respectively.

Details of the bonds payable for the General Receipts Bonds, Series 2016 as of June 30, 2020 follow:

Bond Component	Rate	Yield	Maturity Through	Original Principal
Serial Bond	5.000%	2.10%	2021	\$ 1,190,000
Serial Bond	5.000%	2.34%	2022	1,255,000
Serial Bond	5.000%	2.53%	2023	1,320,000
Serial Bond	5.000%	2.76%	2024	1,380,000
Serial Bond	5.000%	2.93%	2025	1,455,000
Serial Bond	5.000%	3.09%	2026	1,525,000
Serial Bond	5.000%	3.23%	2027	1,600,000
Serial Bond	3.000%	3.32%	2028	1,665,000
Serial Bond	3.250%	3.49%	2029	1,710,000
Serial Bond	5.000%	3.44%	2030	1,780,000
Serial Bond	5.000%	3.50%	2031	1,870,000
Serial Bond	3.500%	3.74%	2032	1,945,000
Serial Bond	3.625%	3.86%	2033	2,010,000
Serial Bond	3.625%	3.92%	2034	2,085,000
Term Bond	4.000%	4.12%	2035	310,000
Term Bond	4.000%	4.12%	2036	320,000
Term Bond	4.000%	4.12%	2037	335,000
Term Bond	4.000%	4.12%	2038	350,000
Total				<u>\$ 24,105,000</u>

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Details of the bonds payable for the General Receipts Bonds, Series 2011 as of June 30, 2020 follow:

Bond Component	Rate	Yield	Maturity Through	Original Principal
Serial Bond	3.50%	3.82%	2021	\$ 720,000
Serial Bond	3.75%	3.98%	2022	450,000
Serial Bond	5.00%	3.98%	2022	300,000
Serial Bond	4.00%	4.14%	2023	780,000
Term Bond	5.00%	4.55%	2026	2,570,000
Term Bond	5.00%	5.08%	2034	9,085,000
Total				\$ 13,905,000

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

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

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

Details of the bonds payable for the General Receipts Bonds (Taxable Build America Bonds), Series 2010 as of June 30, 2020 follow:

Bond Component	Rate/Yield *	Maturity Through	Original Principal
Serial Bond	5.209%	2021	\$ 1,185,000
Serial Bond	5.359%	2022	1,225,000
Serial Bond	5.509%	2023	1,265,000
Term Bond	6.109%	2026	4,085,000
Term Bond	6.549%	2031	8,030,000
Term Bond	6.579%	2034	5,700,000
Total			\$ 21,490,000

* Does not reflect impact of federal subsidies

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

In March 2009, the University issued \$31,255,000 of General Receipts Bonds, Series 2009 to acquire, construct and equip the new Williamson College of Business Administration building, renovate and replace portions of the existing Wick Pollock Inn, refund the remaining General Receipts Bonds, Series 1997 and Series 1998, refund the General Receipts Bond Anticipation Notes, Series 2008 (BAN), and pay a portion of the costs of issuance of the bonds. In January 2017, \$19,930,000 of the bonds were advanced refunded with the issuance of the Series 2016 General Receipts bonds. The balance of the amount defeased and put in escrow was \$19,005,000 at June 30, 2020 and \$19,930,000 at June 30, 2019.

The General Receipts Bonds, Series 2009 balance of \$885,000 as of June 30, 2018 was paid during fiscal year 2019.

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

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

Maturities of all bonds payable and debt service for fiscal years subsequent to June 30, 2020 follow (also see Note 12):

Fiscal Year	General Receipts Bonds		
	Principal	Interest	Total
2021	\$ 3,095,000	\$ 2,988,709	\$ 6,083,709
2022	3,230,000	2,835,360	6,065,360
2023	3,365,000	2,671,779	6,036,779
2024	3,505,000	2,493,445	5,998,445
2025	3,670,000	2,299,265	5,969,265
2026-2030	20,970,000	8,334,255	29,304,255
2031-2035	20,660,000	2,372,901	23,032,901
2036-2038	1,005,000	61,500	1,066,500
Totals	<u>\$ 59,500,000</u>	<u>\$ 24,057,214</u>	<u>\$ 83,557,214</u>

NOTE: Expected future federal subsidies for the BABs is \$3,725,839

Federal subsidies received by the University were \$452,580 in fiscal year 2020 and \$469,823 in fiscal year 2019. These are reported as non-operating federal grant revenue. Interest expense on indebtedness was \$3,025,687 in fiscal year 2020 and \$3,143,249 in fiscal year 2019. On construction-related debt, net interest cost was not capitalized in fiscal year 2019 as all construction projects financed through debt were completed.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

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

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

Note 10 – Notes Payable

During fiscal year 2016, the University entered into a 14 year performance contract with Johnson Controls for campus energy savings measures. The contract amount of \$16 million includes an assured performance providing for an annual measured cost savings of not less than \$2 million per year and was financed through PNC Equipment Finance over 14 years at an interest rate of 3.366% and requires annual installment payments. Title to the assets vests in the University. Security of the debt is limited to the revenues appropriated for such purpose. In March 2018, in accordance with the escrow agreement, \$725,988 in residual project funds were transferred to the debt service fund and were used to pre-pay debt service originally scheduled for fiscal year 2019, resulting in a reduced amount due in that year.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Details of the revised installment schedule follows:

Fiscal Year	Principal	Interest	Total
2021	\$ 859,068	\$ 468,255	\$ 1,327,323
2022	950,444	439,355	1,389,799
2023	1,078,673	407,381	1,486,054
2024	1,203,118	371,093	1,574,211
2025	1,324,774	330,618	1,655,392
2026	1,438,677	286,051	1,724,728
2027	1,549,702	237,652	1,787,354
2028	1,712,894	185,518	1,898,412
2029	1,869,393	127,894	1,997,287
2030	1,932,281	65,005	1,997,286
Totals	<u>\$ 13,919,024</u>	<u>\$ 2,918,822</u>	<u>\$ 16,837,846</u>

Interest expense on indebtedness was \$470,251 in fiscal year 2020 and \$461,219 in fiscal year 2019.

Note 11 – Capital Leases

The University leases equipment for its mailroom under a capital lease agreement which bears interest of 9.9%. In addition, the University also leases equipment for its print shop under two capital lease agreements which bear imputed interest of 10.08% and 6.51%. The net book value of capital leased assets included in net capital assets in the Statement of Net Position at June 30, 2020 and June 30, 2019 was \$84,978 and \$125,483, respectively.

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

Year Ending June 30,	Mailroom Equipment	Print Shop Equipment	Print Shop Equipment	Total
2021	\$ 19,520	\$ 23,400	\$ 8,340	\$ 51,260
2022	1,626	23,400	8,340	33,366
2023	-	5,850	8,340	14,190
2024	-	-	7,645	7,645
Total future minimum lease payments	<u>21,146</u>	<u>52,650</u>	<u>32,665</u>	<u>106,461</u>
Less amount representing interest	<u>1,173</u>	<u>5,720</u>	<u>3,902</u>	<u>10,795</u>
Total obligations under capital lease	<u>\$ 19,973</u>	<u>\$ 46,930</u>	<u>\$ 28,763</u>	<u>\$ 95,666</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

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

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

Long-term liability activity (also see Notes 9, 10, and 11) for the year ended June 30, 2019 was as follows:

	Beginning Balance	Additions	Reductions	Ending Balance	Current Portion
Bonds payable					
General receipts bonds principal	\$ 65,345,000	\$ -	\$ 2,865,000	\$ 62,480,000	\$ 2,980,000
Unamortized premium/discount	1,245,907	-	243,197	1,002,710	-
Bonds payable, net	<u>66,590,907</u>	<u>-</u>	<u>3,108,197</u>	<u>63,482,710</u>	<u>2,980,000</u>
Note payable	15,017,057	-	324,788	14,692,269	773,245
Capital leases	132,297	37,000	33,064	136,233	40,567
Compensated absences	8,295,752	-	766,382	7,529,370	875,981
Refundable advance	1,384,407	2,055	11,744	1,374,718	-
Total long-term liabilities	<u>\$ 91,420,420</u>	<u>\$ 39,055</u>	<u>\$ 4,244,175</u>	<u>\$ 87,215,300</u>	<u>\$ 4,669,793</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Note 13 – Employee Benefit Plans

Plan Descriptions

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

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

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

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

Contributions

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

Member contributions are set at the maximums authorized by the ORC. The plans' 2020 and 2019 employer and member contribution rates on covered payroll to each system are:

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

The required and actual contributions to the plans are:

	2020		2019	
	Pension	OPEB	Pension	OPEB
STRS	\$ 5,318,458	\$ -	\$ 5,404,211	\$ -
OPERS	5,171,188	-	5,189,816	-
	<u>\$ 10,489,646</u>	<u>\$ -</u>	<u>\$ 10,594,027</u>	<u>\$ -</u>

Benefits Provided

STRS Ohio

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

Any member may retire who has (1) five years of service credit and attained age 60; (2) 25 years of service credit and attained age 55; or (3) 30 years of service credit regardless of age. Beginning August 1, 2015, eligibility requirements for an unreduced benefit changed. The maximum annual retirement allowance, payable for life, considers years of credited service, final average salary (3-5 years) and multiplying by a factor ranging from 2.2 percent to 2.6 percent with 0.1 percent incremental increases for years greater than 30-31, depending on retirement age.

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

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

OPERS

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

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

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

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

Net Pension Liability, Deferrals, and Pension Expense

At June 30, 2020 and 2019, the University reported a liability for its proportionate share of the net pension liability of STRS Ohio/OPERS. For June 30, 2020, the net pension liability was measured as of June 30, 2019 for STRS Ohio and December 31, 2019 for the OPERS plan. For June 30, 2019, the net pension liability was measured as of June 30, 2018 for STRS Ohio and December 31, 2018 for the OPERS plan. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of those dates, except STRS Ohio's net pension liability's actuarial valuation for the June 30, 2018 measurement date was dated July 1, 2018, which was rolled forward to the measurement date. The University's proportion of the net pension liability was based on a projection of its long-term share of contributions to the pension plan relative to the projected contributions of all participating reporting units, actuarially determined.

Plan	Measurement Date	Net Pension Liability		Proportionate Share		Percent Change	Percent Change
		2020	2019	2020	2019	2019-20	2018-19
STRS Ohio	June 30	\$ 72,710,830	\$ 71,671,389	0.328794%	0.325960%	0.002834%	-0.004196%
OPERS	December 31	47,840,867	70,477,168	0.244668%	0.258405%	-0.013737%	-0.001087%
		<u>\$ 120,551,697</u>	<u>\$ 142,148,557</u>				

For the years ended June 30, 2020 and 2019, the University recognized pension expense of \$13,966,984 and \$18,790,506 respectively. At June 30, 2020 and 2019, the University reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

	2020		2019	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 609,692	\$ 1,069,345	\$ 1,675,631	\$ 1,523,417
Changes of assumptions	11,192,367	-	18,933,851	-
Net difference between projected and actual earnings on pension plan investments	-	13,298,716	9,675,669	4,346,074
Changes in proportion and differences between University contributions and proportionate share of contributions	449,501	5,175,581	22,189	6,782,844
University contributions subsequent to the measurement date	7,972,663	-	8,099,774	-
Totals	<u>\$ 20,224,223</u>	<u>\$ 19,543,642</u>	<u>\$ 38,407,114</u>	<u>\$ 12,652,335</u>

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

Year Ended June 30	Amount
2021	\$ 285,108
2022	(4,044,055)
2023	(168,130)
2024	(3,341,190)
2025	(7,805)
Thereafter	(16,010)
Totals	<u>\$ (7,292,082)</u>

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

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

At June 30, 2020, the University reported a liability/(asset) for its proportionate share of the net OPEB liability/(asset) of STRS Ohio/OPERS. For June 30, 2020, the net OPEB liability/(asset) was measured as of June 30, 2019 for STRS Ohio and December 31, 2019 for the OPERS plan. For June 30, 2019, the net OPEB liability/(asset) was measured as of June 30, 2018 for STRS Ohio and December 31, 2018 for the OPERS plan. The total OPEB liability/(asset) used to calculate the net OPEB liability/(asset) was determined by an actuarial valuation as of those dates, except OPERS which used an actuarial valuation dated December 31, 2018 and 2017, respectively, rolled forward to the measurement date by incorporating the expected value of health care cost accruals, the actual health care payments, and interest accruals during the year for the defined benefit health care plans.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Typically, the University's proportion of the net OPEB liability/(asset) would be based on a projection of its long-term share of contributions to the OPEB plan relative to the projected contributions of all participating reporting units, actuarially determined, except as noted below. For plan years ending June 30, 2019 and 2018, STRS Ohio did not allocate employer contributions to the OPEB plan. Therefore, STRS Ohio's calculation of the employers' proportionate share is based on total contributions to the plan for both pension and OPEB.

For plan years ending December 31, 2019 and 2018, OPERS did not allocate employer contributions to the OPEB plan. Therefore, OPERS's calculation of the employers' proportionate share is based on total contributions to the plan for both pension and OPEB.

Plan	Measurement Date	Net OPEB Liability (Asset)		Proportionate Share		Percent Change	Percent Change
		2020	2019	2020	2019	2019-20	2018-19
STRS Ohio	June 30	\$ (5,446,000)	\$ (5,237,852)	0.327941%	0.325960%	0.001981%	-0.004196%
OPERS	December 31	33,470,549	33,390,568	0.242319%	0.256109%	-0.013790%	0.000169%
		<u>\$ 28,024,549</u>	<u>\$ 28,152,716</u>				

For the years ended June 30, 2020 and 2019, the University recognized OPEB expense of \$1,437,418 and (\$8,364,194), respectively. At June 30, 2020 and 2019, the University reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources.

	2020		2019	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 494,898	\$ 3,338,036	\$ 630,971	\$ 403,263
Changes of assumptions	5,412,032	5,970,000	1,076,552	7,137,000
Net difference between projected and actual earnings on OPEB investments	-	2,046,311	1,552,758	598,000
Changes in proportion and differences between University contributions and proportionate share of contributions	22,575	1,168,251	-	149,526
University contributions subsequent to the measurement date	-	-	-	-
Totals	<u>\$ 5,929,505</u>	<u>\$ 12,522,598</u>	<u>\$ 3,260,281</u>	<u>\$ 8,287,789</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

Year Ended June 30	Amount
2021	\$ (1,082,642)
2022	(1,352,340)
2023	(1,190,608)
2024	(1,872,143)
2025	(1,114,158)
Thereafter	18,798
Totals	<u>\$ (6,593,093)</u>

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

Actuarial Assumptions

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

	STRS Ohio	OPERS
Valuation date - Pension	July 1, 2018	December 31, 2018
Valuation date - OPEB	June 30, 2018	December 31, 2017
Actuarial cost method	Entry age normal	Individual entry age
Cost of living	None	2.50% - 3.00%
Salary increases, including inflation	2.50% - 12.50%	3.25% - 10.75%
Inflation	2.50%	2.50%
Investment rate of return - Pension	7.45%, net of investment expense including inflation	7.20%, net of investment expense, including inflation
Investment rate of return - OPEB	7.45%, net of investment expense including inflation	6.00%, net of investment expense, including inflation
Health care cost trend rates	-5.23% to 9.62% initial, 4% ultimate	10.0% initial, 3.25% ultimate in 2029
Experience study date	Period of 5 years ended June 30, 2016	Period of 5 years ended December 31, 2015
Mortality basis	RP-2014 Annuitant Mortality Table with 50% of rates through age 69, 70% of rates between 70 and 79, 90% of rates between ages 80 and 84, and 100% of rates thereafter, projected forward generationally using mortality improvement scale MP-2016.	RP-2014 Healthy Annuitant Mortality Table

Pension Discount Rate

The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and that employer contributions will be made at contractually required rates for all plans. Based on those assumptions, each pension plan's fiduciary net position was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability. The discount rates used to measure the total pension liabilities for STRS Ohio were 7.45 percent for the plan years ended June 30, 2019 and 2018. The discount rates used to measure the total pension liability for OPERS were 7.20 percent for the plan years ended December 31, 2019 and 2018, respectively.

OPEB Discount Rate

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

STRS Ohio OPEB Discount Rate - The discount rate used to measure the total OPEB liabilities/(assets) was 7.45 percent for the plan years ended June 30, 2019 and 2018. At June 30, 2019 and 2018, the plan's fiduciary net position was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability/(asset).

OPERS OPEB Discount Rate - The discount rate used to measure the total OPEB liabilities/(assets) were 3.16 percent and 3.96 percent for the plan years ended December 31, 2019 and 2018, respectively. At December 31, 2019 and 2018, the plan's fiduciary net position was projected to become insufficient to make all projected future benefit payments for current active and inactive employees. Therefore, a blended rate was used, which consisted of the long-term expected rate of return on OPEB plan investments for the funded benefit payments of 6.00 percent and the Fidelity 20-year Municipal General Obligation AA Index rate of 2.75 percent and 3.71 percent at December 31, 2019 and December 31, 2018, respectively. At December 31, 2019, the long-term expected rate of return on health care investments was applied to projected costs through the year 2034, and the municipal bond rate was applied to all health care costs after that date. At December 31, 2018, the long-term expected rate of return on health care investments was applied to projected costs through the year 2031, and the municipal bond rate was applied to all health care costs after that date.

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

STRS Ohio as of 7/1/18			OPERS as of 12/31/18				
Investment Category	Target Allocation	Long-Term Expected Real Rate of Return	Investment Category	Pension Portfolio		Health Care Portfolio	
				Target Allocation	Long-Term expected Real Rate of Return	Target Allocation	Long-Term expected Real Rate of Return
Domestic equity	28.0%	5.10%	Fixed income	23.0%	2.79%	34.0%	2.42%
International equity	23.0%	5.30%	Domestic Equities	19.0%	6.21%	21.0%	6.21%
Alternatives	17.0%	4.84%	Real Estate	10.0%	4.90%	0.0%	0.00%
Fixed Income	21.0%	75.00%	Private Equity	10.0%	10.81%	0.0%	0.00%
Real Estate	10.0%	3.75%	International Equity	20.0%	7.83%	22.0%	7.83%
Liquidity Reserves	1.0%	0.00%	REITs	0.0%	0.00%	6.0%	5.98%
			Other Investments	18.0%	5.50%	17.0%	5.57%
Totals	<u>100.0%</u>			<u>100.0%</u>		<u>100.0%</u>	

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

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

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

Plan	2019 (\$ in thousands)					
	1% Decrease		Current Discount Rate		1% Increase	
STRS Ohio	6.45%	\$ 104,666	7.45%	\$ 71,671	8.45%	\$ 43,745
OPERS	6.20%	104,452	7.20%	70,477	8.20%	42,262
		<u>\$ 209,118</u>		<u>\$ 142,148</u>		<u>\$ 86,007</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

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

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

Plan	2019 (\$ in thousands)					
	1% Decrease		Current Discount Rate		1% Increase	
STRS Ohio	6.45%	\$ (4,489)	7.45%	\$ (5,238)	8.45%	\$ (5,867)
OPERS	2.96%	42,719	3.96%	33,391	4.96%	25,972
		<u>\$ 38,230</u>		<u>\$ 28,153</u>		<u>\$ 20,105</u>

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

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

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

Plan	2019 (\$ in thousands)		
	1% Decrease	Current Trend Rate	1% Increase
STRS Ohio	\$ (5,831)	\$ (5,238)	\$ (4,635)
OPERS	32,096	33,391	34,882
	<u>\$ 26,265</u>	<u>\$ 28,153</u>	<u>\$ 30,247</u>

Pension plan and OPEB plan fiduciary net position

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

Benefit changes

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Assumption changes

During the measurement periods ended June 30, 2018 and December 31, 2018, respectively, certain assumption changes were made by the plans. The STRS Ohio OPEB discount rate increased significantly from 4.13 percent to 7.45 percent due to the cash flow analysis and there was a reduction in the health care cost trend rates, which impacted the annual actuarial valuation for OPEB prepared as of June 30, 2018. The OPERS pension discount rate was reduced from 7.5 percent to 7.2 percent, which impacted the annual actuarial valuation for pension prepared as of December 31, 2018.

Payable to the Pension Plans and OPEB Plans

The University reported a payable of \$792,469 and \$1,480,075 for the outstanding amount of contributions to the STRS Ohio and OPERS pension plans required for the years ended June 30, 2020 and June 30, 2019, respectively

Defined Contribution Pension Plan

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

Eligible employees have 120 days from their date of hire to make an irrevocable election to participate in the ARP. Under this plan, employees who would have otherwise been required to be in STRS Ohio or OPERS, and who elect to participate in the ARP, must contribute the employee's share of retirement contributions to one of nine private providers approved by the Ohio Department of Insurance. The legislation mandates that the employer must contribute an amount to the state retirement system to which the employee would have otherwise belonged, based on an independent actuarial study commissioned by the Ohio Retirement Study Council and submitted to the Ohio Department of Higher Education. That amount is 4.7 percent for STRS Ohio and 2.44 percent for OPERS for the years ended June 30, 2020 and 2019. If the employee was hired on or after August 2005, the employer contributes 6.00 percent. The employer also contributes what would have been the employer's contribution under STRS Ohio or OPERS, less the aforementioned percentages, to the private provider selected by the employee. The University plan provides these employees with immediate plan vesting. The ARP does not provide disability benefits, survivor benefits, or postretirement health care. Benefits are entirely dependent on the sum of contributions and investment returns earned by each participant's choice of investment options. STRS Ohio and OPERS also offer a defined contribution plan and a combined plan with features of both a defined contribution plan and a defined benefit plan. For the year ended June 30, 2020 and 2019, employee contributions totaled \$1,358,569 and \$1,353,870, and the University recognized pension expense of \$401,784 and \$401,705, respectively.

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Note 14 – Contingencies and Risk Management

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

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

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

Liabilities for estimates of outstanding claims and claims incurred but not reported under self-insurance programs have been recorded. Changes in the self-insured health care liabilities included in accrued health care benefits payable (also see Note 8) at June 30, 2020 and June 30, 2019 were as follows:

	2020	2019	2018
Liability at beginning of fiscal year	\$ 1,426,480	\$ 1,203,340	\$ 974,065
Current year claims including changes in estimates	19,748,612	16,324,274	14,444,546
Claim payments	<u>(18,852,075)</u>	<u>(16,101,134)</u>	<u>(14,215,271)</u>
Liability at end of fiscal year	<u>\$ 2,323,017</u>	<u>\$ 1,426,480</u>	<u>\$ 1,203,340</u>

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.)

FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

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

Note 15 – Component Unit

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

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

YSUF investments consist of the following at June 30, 2020 and 2019:

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

	Quoted Prices in Active markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Balance at June 30, 2019
Investments				
Cash and cash equivalents	\$ 955,322	\$ -	\$ -	\$ 955,322
Common stock - U.S. stocks	47,206,171	-	-	47,206,171
Mutual funds:				
Exchange traded	43,183,205	-	-	43,183,205
Money market	4,412,252	-	-	4,412,252
Fixed income	21,501,148	5,241,021	-	26,742,169
Equity	64,164,015	779,452	-	64,943,467
Total mutual funds	<u>133,260,620</u>	<u>6,020,473</u>	-	<u>139,281,093</u>
Alternative investments:				
Private equity	-	-	21,911,739	21,911,739
Commodities hedge funds	-	-	1,580,183	1,580,183
Total alternative investments	<u>-</u>	<u>-</u>	<u>23,491,922</u>	<u>23,491,922</u>
Total	<u>\$ 181,422,113</u>	<u>\$ 6,020,473</u>	<u>\$ 23,491,922</u>	<u>\$ 210,934,508</u>
Investments measured at NAV -				
Hedge funds				47,854,630
Total assets				<u>\$ 258,789,138</u>

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Net assets without donor restrictions at June 30, 2020 and 2019 consist of the following:

	2020	2019
Current operations	\$ 137,760,870	\$ 147,145,855
Funds held for deferred compensation agreement	200,468	152,496
Amounts committed to the University to be disbursed	<u>5,772,625</u>	<u>5,671,875</u>
Total net assets without donor restrictions	<u>\$ 143,733,963</u>	<u>\$ 152,970,226</u>

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

	2020	2019
Subject to the Foundation's spending policy and appropriation - Investments in perpetuity (including original gift amount of \$97,257,973 and \$89,739,031, as of June 30, 2020 and 2019, respectively), which, once appropriated, is expendable to support various activities	\$ 100,812,995	\$ 97,625,608
Subject to appropriation and expenditures when a specified event occurs:		
Funds available to assist the University's Department of Philosophy and Religious Studies in the scholarly study ore religion, history, and culture	1,254,918	1,107,297
Funds available to assist the University in land acquisitions	569,609	554,332
Land received in kind	-	599,400
Other	<u>162,108</u>	<u>69,335</u>
Subtotal	1,986,635	2,330,364
Subject to the passage of time - Pledges receivable for the benefit of the University for scholarships and other programs or endowments	<u>9,457,175</u>	<u>10,621,924</u>
Net assets with donor restrictions	<u>\$ 112,256,805</u>	<u>\$ 110,577,896</u>

Financial support from YSUF was \$8,878,607 for the fiscal year ended June 30, 2020 and \$8,322,749 for the fiscal year ended June 30, 2019. Financial support from YSUF has been committed for fiscal year 2021 in the amount of \$9,987,574.

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

YOUNGSTOWN STATE UNIVERSITY

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Note 16 – COVID-19 Pandemic

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

To offset the financial impact to students and the losses incurred by the University due to the disruption caused by COVID-19, the University received grants and other relief primarily from the Coronavirus Aid, Relief, and Economic Security (CARES) Act. The University’s allocation of Higher Education Emergency Relief Fund (HEERF) grants totaled \$10,376,462, of which 50% was required to be given directly to students. For the year ended June 30, 2020, the University recognized HEERF grant revenue totaling \$6,045,135, of which \$3,200,000 was provided as emergency grants to students and \$2,845,134 was used to reimburse the University for loss of tuition and fees revenue. In addition, in July 2020, the University received other emergency relief in the form of Coronavirus Relief Funds (CRF) through the Ohio Department of Higher Education (ODHE) in the amount of \$3,924,308. Expenses incurred through June 30, 2020 that are eligible for reimbursement in fiscal year 2021 totaled \$1,079,230. The severity of the continued impact due to COVID-19 on the University’s financial condition, results of operations or cash flows will depend on a number of factors, including, but not limited to, the duration and severity of the pandemic and the extent and severity of the impact on the University’s community, all of which are uncertain and cannot be predicted.

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION

Schedules of the University's Proportionate Share of the Net Pension Liability Plan Years Ended 2014 to 2019

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

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

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

Schedules of the University's Pension Contributions

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

Changes of benefit terms

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

Changes of assumptions

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

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

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

Schedules of the University's Proportionate Share of the Net OPEB Liability (Asset) Plan Years Ended 2017 to 2019

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

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

YOUNGSTOWN STATE UNIVERSITY

REQUIRED SUPPLEMENTARY INFORMATION (CONT.)

Schedules of the University's OPEB Contributions

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

Changes of benefit terms

There were no significant changes in benefit terms affecting the STRS Ohio and OPERS plans for the plan years ended June 30, 2019 and December 31, 2019, respectively.

Changes of assumptions

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

OPERS - During the plan year ended December 31, 2019, there were changes to several assumptions for OPERS. The health care cost trend rates decreased from 10.0% initial and 3.25% ultimate to 10.5% initial and 3.5% ultimate. The discount rate was reduced from 3.96% to 3.16%.

YOUNGSTOWN STATE UNIVERSITY

OTHER INFORMATION

Board of Trustees

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YOUNGSTOWN STATE UNIVERSITY

OTHER INFORMATION (CONT.)

Executive Officers

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President

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Eddie J. Howard, Jr., Ed.D.

Vice President for Student Affairs

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Vice President for Institutional Effectiveness and Board Professional

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

Independent Auditor's Report

To Management and the Board of Trustees
Youngstown State University

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Youngstown State University (the "University"), a component unit of the State of Ohio, and its discretely presented component unit as of and for the year ended June 30, 2020 and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated October 14, 2020.

Internal Control Over Financial Reporting

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

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

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

Compliance and Other Matters

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

To Management and the Board of Trustees
Youngstown State University

Purpose of This Report

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

Plante & Moran, PLLC

October 14, 2020

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

Independent Auditor's Report

To the Board of Trustees
Youngstown State University

Report on Compliance for Each Major Federal Program

We have audited Youngstown State University's (the "University") compliance with the types of compliance requirements described in the U.S. Office of Management and Budget (OMB) Compliance Supplement that could have a direct and material effect on each of the University's major federal programs for the year ended June 30, 2020. The University's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

Management's Responsibility

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

Auditor's Responsibility

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

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

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

Opinion on Each Major Federal Program

In our opinion, the University complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of the major federal programs for the year ended June 30, 2020.

Report on Internal Control Over Compliance

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

To the Board of Trustees
Youngstown State University

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

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

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

Plante & Moran, PLLC

January 22, 2021

Schedule of Expenditures of Federal Awards

Year Ended June 30, 2020

Federal Agency/Pass-through Agency/Program Title	CFDA Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters:				
Student Financial Assistance Cluster				
U.S. Department of Education - Direct Programs:				
Federal Supplemental Educational Opportunity Grants	84.007	Not Applicable	\$ -	\$ 261,648
Federal Work Study Program	84.033	Not Applicable	-	386,001
Federal Perkins Loan Program	84.038	Not Applicable	-	1,167,821
Federal Pell Grant Program	84.063	Not Applicable	-	19,203,218
Federal Direct Student Loans	84.268	Not Applicable	-	<u>52,924,489</u>
Total Student Financial Assistance Cluster			-	73,943,177
Research and Development Cluster				
U.S. Department of Commerce - Direct Program - Investments for Public Works and Economic Development Facilities				
	11.300	Not Applicable	-	49,329
U.S. Department of Commerce - Pass-through Program - National Oceanic & Atmospheric Administration - The Ohio State University - Sea Grant Support				
	11.417	60074491	-	<u>1,717</u>
Total U.S. Department of Commerce			-	51,046
U.S. Department of Defense - Direct Program - Basic and Applied Scientific Research				
	12.300	Not Applicable	-	62,108
U.S. Department of Defense - Pass-through Programs:				
Army Research Office - Basic Scientific Research	12.431	W911NF2010175	-	100,597
University of Akron - Air Force Defense Research Sciences Program	12.800	YSU-03989	-	113,397
National Center for Defense Manufacturing and Machining (NCDMM) - General Electric - Air Force Defense Research Sciences Program	12.800	20182090	-	129,882
National Center for Defense Manufacturing and Machining (NCDMM) - The University of Dayton Research Institute - Air Force Defense Research Sciences Program	12.800	RSC17041	15,141	139,186
National Center for Defense Manufacturing and Machining (NCDMM) - Air Force Defense Research Sciences Program	12.800	Not Available	709,976	1,220,321
National Center for Defense Manufacturing and Machining (NCDMM) - Air Force Defense Research Sciences Program	12.800	Not Available	368,819	463,814
National Center for Defense Manufacturing and Machining (NCDMM) - Air Force Defense Research Sciences Program	12.800	Not Available	<u>297,688</u>	<u>487,327</u>
Total U.S. Department of Defense			1,391,624	2,716,632
National Aeronautics and Space Administration: Pass-through Programs:				
Ohio Space Grant Consortium - Science	43.001	Not Available	-	11,252
Space Telescope Science Institute - Science	43.001	HST-GO-15235.004-A	-	7,399
Space Telescope Science Institute - Science	43.001	HST-GO-15258.005-A	-	<u>7,597</u>
Total National Aeronautics and Space Administration			-	26,248
National Science Foundation - Direct Programs:				
Engineering Grants	47.041	Not Applicable	-	13,707
Mathematical and Physical Sciences	47.049	Not Applicable	-	229,070
Education and Human Resources	47.076	Not Applicable	-	29,723
National Science Foundation - Pass-through Programs:				
University of Akron - Engineering Grants	47.041	03433-YSU1	-	4,000
Case Western Reserve University - Mathematical and Physical Sciences	47.049	RES511941	-	20,384
Association for Women in Mathematics - Mathematical and Physical Sciences	47.049	1642548	-	<u>1,287</u>
Total National Science Foundation			-	298,171

Youngstown State University

Schedule of Expenditures of Federal Awards (Continued)

Year Ended June 30, 2020

Federal Agency/Pass-through Agency/Program Title	CFDA Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters (continued):				
Research and Development Cluster (Continued)				
Environmental Protection Agency - Direct Program - Regional Wetland Program Development Grants	66.461	Not Applicable	\$ 25,283	\$ 74,413
Department of Education - Pass-through Programs:				
Ohio Department of Education - The University of Cincinnati - Special Education Grants to States	84.027	012122-003	-	57,536
The University of Cincinnati - Special Education Grants to States	84.027A	011488-002	-	1,022
Ohio Department of Education - The University of Cincinnati - School Improvement Grants	84.377	012498-002	-	11,249
The Ohio State University - Transition Programs for Students with Intellectual Disabilities into Higher Education	84.407A	60051504	-	<u>10,552</u>
Total Department of Education			-	80,359
Department of Health and Human Services - Direct Programs:				
Nurse Anesthetist Traineeships	93.124	Not Applicable	-	19,609
Diabetes, Digestive, and Kidney Diseases Extramural Research	93.847	Not Applicable	-	29,234
Department of Health and Human Services - Pass-through Program - University of Pittsburgh - Aging research	93.866	0048408 (127307-1)	-	<u>31,460</u>
Total Department of Health and Human Services			-	<u>80,303</u>
Total Research and Development Cluster			1,416,907	3,327,172
TRIO Cluster				
Department of Education - Direct Program - TRIO Upward Bound	84.047A	Not Applicable	-	243,526
Economic Development Cluster				
Economic Development Agency - Direct Program - Economic Adjustment Assistance	11.307	Not Applicable	-	419,721
Child Nutrition Cluster				
Department of Agriculture - Pass-through Program - State of Ohio Department of Education - Summer Food Service Program for Children	10.559	02428971	-	<u>897</u>
Total Clusters			1,416,907	77,934,493
Other Programs				
Department of Commerce - Pass-through Program - Consortium for Ocean Leadership - NOAA Mission-Related Education Awards	11.008	SA#20-03	-	9,000
Department of Defense - Pass-through Programs:				
State of Ohio, Development Services Agency - Procurement Technical Assistance for Business Firms	12.002	PTAG2005	-	6,400
State of Ohio, Development Services Agency - Procurement Technical Assistance for Business Firms	12.002	PTAG20200527	-	<u>33,246</u>
Total Department of Defense			-	39,646
Department of Justice - Direct Program - Equitable Sharing Program	16.922	Not Applicable	-	2,972
Department of State - Direct Program - Public Diplomacy Programs	19.040	Not Applicable	-	41,809
National Aeronautics and Space Administration - Direct Program - Science	43.001	Not Applicable	-	5,000

Schedule of Expenditures of Federal Awards (Continued)

Year Ended June 30, 2020

Federal Agency/Pass-through Agency/Program Title	CFDA Number	Pass-through Entity Identifying Number	Total Amount Provided to Subrecipients	Federal Expenditures
Clusters (continued):				
Other Programs (Continued)				
National Endowment for the Humanities - Pass-through Program - Ohio Humanities Council - Promotion of the Humanities Teaching & Learning Resources & Curriculum Development	45.162	M019-071	\$ -	\$ 1,219
Small Business Administration - Pass-through Programs:				
State of Ohio, Development Services Agency - Small Business Development Centers	59.037	OSBG-19-326	-	161,383
State of Ohio, Development Services Agency - Small Business Development Centers	59.037	OSBG-20-326	-	118,774
State of Ohio, Development Services Agency - Small Business Development Centers	59.037	OSBG-19-332	-	800
State of Ohio, Development Services Agency - Small Business Development Centers	59.037	OSBG-20-350	-	1,370
Total Small Business Administration			-	282,327
Department of Education - Direct Programs - Gaining Early Awareness and Readiness for Undergraduate Programs	84.334	Not Applicable	-	6,900
Department of Education - Education Stabilization Fund:				
COVID-19 - Higher Education Emergency Relief Fund - Student Aid	84.425E	Not Applicable	-	3,200,000
COVID-19 - Higher Education Emergency Relief Fund - Institutional Portion	84.425F	Not Applicable	-	2,845,135
Total Education Stabilization Fund			-	6,045,135
Department of Education - Pass-through Programs:				
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10078	-	2,463
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10864	-	868
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10936	-	1,488
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	12107	-	-
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	12107	-	162,399
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10936	-	172,187
State of Ohio Department of Education - Twenty-First Century Community Learning Centers	84.287	10864	-	168,596
DC Department of Higher Education - College Access Challenge Grant Program	84.378A	Not Available	-	943
Total Department of Education			-	6,560,979
Department of Health and Human Services - Direct Program - Nurse Corps Scholarship Program	93.303	Not Applicable	-	8,795
Department of Health and Human Services - Pass-through Programs:				
State of Ohio Department of Jobs and Family Services - Stephanie Tubbs Jones Child Welfare Services Program	93.645	G-2021-06-0247	-	7,014
State of Ohio Department of Jobs and Family Services - Foster Care - Title-IV-E	93.658	G-1819-06-0337	-	20,702
State of Ohio Department of Jobs and Family Services - Foster Care - Title-IV-E	93.658	G-2021-06-0247	-	55,568
Total Department of Health and Human Services			-	92,079
Total Other Programs			-	7,035,031
Total Expenditures of Federal Awards			\$ 1,416,907	\$ 84,969,524

Notes to Schedule of Expenditures of Federal Awards

Year Ended June 30, 2020

Note 1 - Basis of Presentation

The accompanying schedule of expenditures of federal awards (the "Schedule") includes the federal grant activity of Youngstown State University (the "University") under programs of the federal government for the year ended June 30, 2020. The information in the Schedule is presented in accordance with the requirements of Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (the "Uniform Guidance"). Because the Schedule presents only a selected portion of the operations of the University, it is not intended to and does not present the financial position, changes in net position, or cash flows of the University.

Note 2 - Summary of Significant Accounting Policies

Expenditures reported in the Schedule are reported on the same basis of accounting as the basic financial statements. Such expenditures are recognized following the cost principles contained in Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, wherein certain types of expenditures are not allowable or are limited as to reimbursement. Pass-through entity identifying numbers are presented where available.

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

Note 3 - Loans Balances

Federal Direct Loan Program

The University participates in the Federal Direct Student Loan Program (84.268). The University originates but does not provide funding for federal direct loans (FDL). The amount presented on the schedule of expenditures of federal awards represents the value of new FDL processed by the University for the year ended June 30, 2020.

Federal Perkins Loan Program

The amount presented on the schedule of expenditures of federal awards for the Federal Perkins Loan Program (84.038) represents the value of new loans made or received during the audit period, plus the beginning of the audit period balance of loans from previous years for which the federal government imposes continuing compliance requirements. The amount outstanding for the Federal Perkins Loan Program at June 30, 2020 is \$672,829. Total new loans disbursed under the Federal Perkins Loan Program for the fiscal year ended June 30, 2020 were \$0.

Schedule of Findings and Questioned Costs

Year Ended June 30, 2020

Section I - Summary of Auditor's Results

Financial Statements

Type of auditor's report issued: Unmodified

Internal control over financial reporting:

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

Federal Awards

Internal control over major programs:

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

Identification of major programs:

CFDA Number	Name of Federal Program or Cluster	Opinion
Various 84.425	Student Financial Assistance Cluster Education Stabilization Fund	Unmodified Unmodified

Dollar threshold used to distinguish between type A and type B programs: \$750,000

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

Section II - Financial Statement Audit Findings

None

Section III - Federal Program Audit Findings

None



**YOUNGSTOWN
STATE
UNIVERSITY**

**AUDIT
SUBCOMMITTEE
BACKGROUND
AGENDA**



**YOUNGSTOWN
STATE
UNIVERSITY**

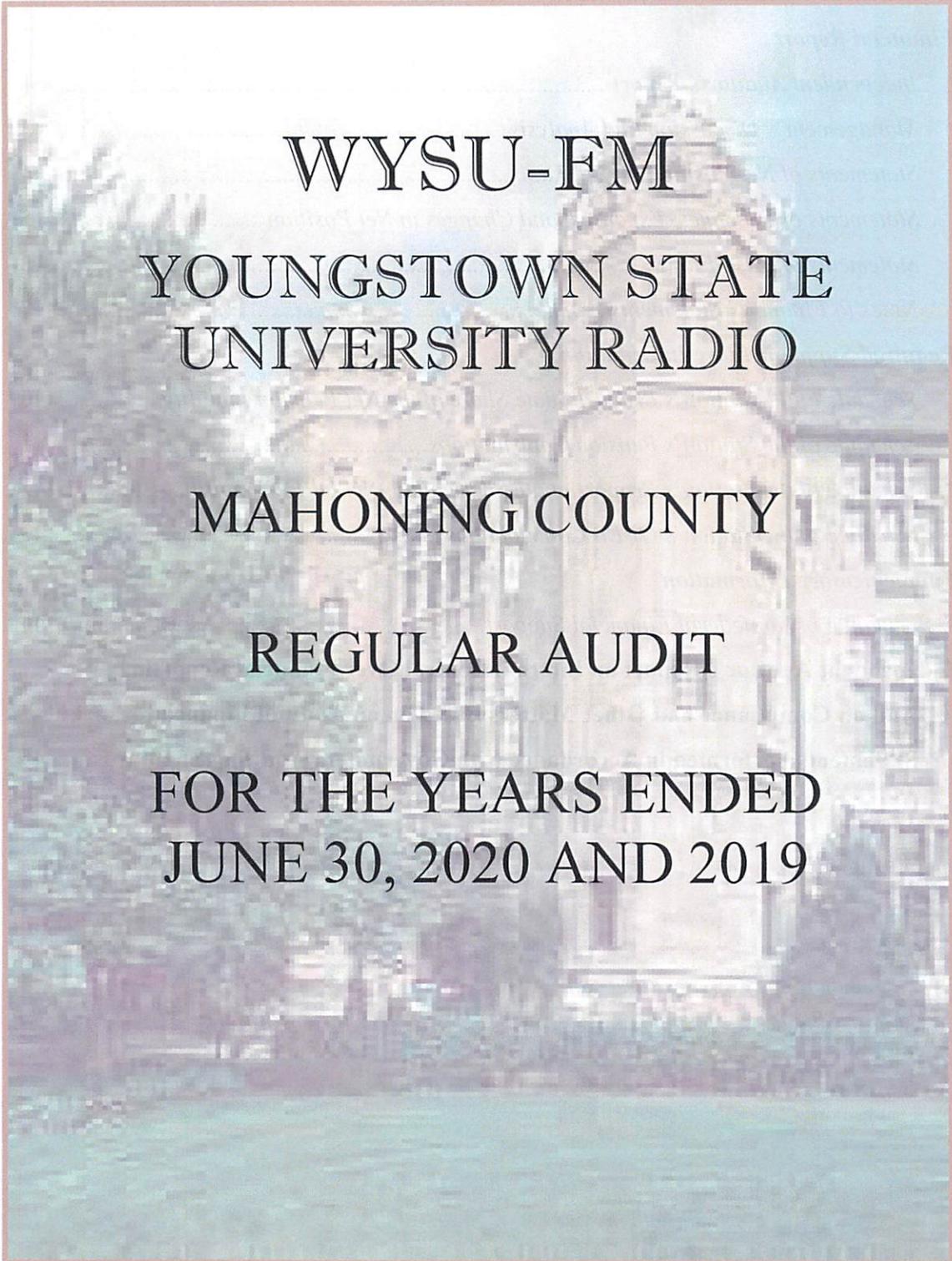
**BOARD OF TRUSTEES
AUDIT SUBCOMMITTEE
Michael A. Peterson, Chair
Molly S. Seals, Vice Chair
John R. Jakubek
James E. "Ted" Roberts
Galatiani G. Lopuchovsky**

**BACKGROUND MATERIALS
Wednesday, March 3, 2021**

1. WYSU-FM Annual Report

Annual audited report on financial information for WYSU-FM.

Tab 1

The background of the page is a photograph of a large, multi-story brick building, likely a university building, with a prominent central tower and arched windows. The building is set against a clear blue sky. In the foreground, there is a green lawn and some trees. The entire image is framed by a thin red border.

WYSU-FM
YOUNGSTOWN STATE
UNIVERSITY RADIO

MAHONING COUNTY

REGULAR AUDIT

FOR THE YEARS ENDED
JUNE 30, 2020 AND 2019

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

CONTENTS

Financial Report

<i>Independent Auditor's Report</i>	1
<i>Management's Discussion and Analysis</i>	3
<i>Statements of Net Position</i>	14
<i>Statements of Revenues, Expenses, and Changes in Net Position</i>	15
<i>Statements of Cash Flows</i>	16
<i>Notes to Financial Statements</i>	17

Required Supplementary Information

<i>Schedule of the Station's Proportionate Share of the Net Pension Liability</i>	40
<i>Schedule of the Station's Pension Contributions</i>	41
<i>Schedule of the Station's Proportionate Share of the Net OPEB Liability</i>	42
<i>Schedule of the Station's OPEB Contributions</i>	43

Supplementary Information

<i>Schedule of Nonfederal Financial Support</i>	44
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Independent Auditor's Report on Internal Control Over Financial Reporting

And on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with Government Auditing Standards	45
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Independent Auditor's Report

To the Board of Trustees
WYSU-FM Youngstown State University Radio

Report on the Financial Statements

We have audited the accompanying financial statements of WYSU-FM Youngstown State University Radio (the "Station"), a department of Youngstown State University, as of and for the year ended June 30, 2020 and the related notes to the financial statements, which collectively comprise WYSU-FM Youngstown State University Radio's basic financial statements, as listed in the table of contents.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of WYSU-FM Youngstown State University Radio as of June 30, 2020 and the changes in its financial position and cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of Matters

We draw attention to Note 1, which explains that these financial statements of the Station are intended to present the net position, changes in net position, and changes in cash flows of only that portion of Youngstown State University's business-type activities that are attributable to the transactions of the Station. They do not purport to, and do not, present fairly the net position of Youngstown State University as of June 30, 2020 and 2019, the changes in its net position, or the changes in its cash flows thereof for the years then ended in conformity with accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

As discussed in Note 11 to the financial statements, the 2019 financial statements have been restated to correct a misstatement. Our opinion is not modified with respect to this matter.

To the Board of Trustees
WYSU-FM Youngstown State University Radio

As described in Note 10 to the financial statements, the COVID-19 pandemic has impacted operations at the Station. Our opinion is not modified with respect to this matter.

Other Matters

Report on Prior Year Financial Statements

The basic financial statements of WYSU-FM Youngstown State University Radio as of and for the year ended June 30, 2019 were audited by a predecessor auditor, which expressed an unmodified opinion on the financial statements. The predecessor auditor's report was dated November 26, 2019.

Required Supplementary Information

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

Other Information

Our audit was conducted for the purpose of forming an opinion on the financial statements that collectively comprise WYSU-FM Youngstown State University Radio's basic financial statements. The schedule of non-federal financial support is presented for the purpose of additional analysis and is not a required part of the basic financial statements.

The schedule of non-federal financial support is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. Such information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of non-federal financial support is fairly stated in all material respects in relation to the basic financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated November 30, 2020 on our consideration of WYSU-FM Youngstown State University Radio's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, grant agreements, and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering WYSU-FM Youngstown State University Radio's internal control over financial reporting and compliance.

Plante & Moran, PLLC

November 30, 2020

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS

The Management's Discussion and Analysis section of the WYSU-FM Youngstown State University Radio (WYSU-FM or the Station) Financial Report presents an unaudited discussion and analysis of the financial performance of the Station, a non-commercial public radio station operated by Youngstown State University (the University or YSU), during the fiscal year ended June 30, 2020 with comparative information for the fiscal years ended June 30, 2019 and June 30, 2018. This discussion has been prepared by management and should be read in conjunction with the financial statements and the accompanying notes that follow.

Introduction

The University operates WYSU-FM, a 50,000-watt radio station that serves the Mahoning and Shenango Valley regions with fine arts, news, and information programming from its studios in Melnick Hall. WYSU-FM functions as a department of the Division of University Relations at the University. The Station broadcasts a mix of news and classical music programs on its main analog channel, HD1 (digital) channel, and an internet stream. WYSU-FM also broadcasts classical music on its HD2 channel and second internet stream. The Station broadcasts at 88.5 MHz in Youngstown, Ohio, 90.1 MHz in Ashtabula, Ohio, and 89.7 MHz in New Wilmington, Pennsylvania.

WYSU-FM is a non-commercial, listener-supported, community-based public radio station committed to being the region's leading source for quality programming. It provides trusted in-depth news, engaging conversation, and music that stimulates the mind and spirit. As one of YSU's most visible daily representatives to the community, WYSU-FM also strives to be a valuable ambassador to the community, providing a forum to promote the artistic and intellectual activities of the University.

Since 1969, public radio WYSU 88.5 FM has been northeast Ohio's and western Pennsylvania's source for the best in news and information programming, music, and entertainment. WYSU-FM is a charter National Public Radio (NPR) affiliate station. Every week thousands of listeners tune to the Station for its eclectic and innovative non-commercial program schedule including engaging news and information, great entertainment, and superb classical, jazz, and folk music – together providing a provocative, culturally rich, and intellectually stimulating journey for WYSU-FM listeners.

On March 11, 2020, the World Health Organization declared the outbreak of a respiratory disease caused by a new coronavirus a pandemic, now known as COVID-19. In response to the COVID-19 pandemic, governments have taken preventative or protective actions, such as temporary closures of non-essential businesses and "shelter-at-home" guidelines for individuals. As a result, the global economy has been negatively affected, and the Station's operations were also impacted. Due to the "shelter-at-home" guidelines during April and May 2020, the Station expanded its remote operations capabilities. Four remote studios were purchased and were integrated into the Station's normal operations. These units enable staff to broadcast remotely in the event they are not permitted on campus or cannot reach the studios for any reason.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Using the Financial Statements

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

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

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

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

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

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

liability of the pension system against the public employer. State law operates to mitigate the obligation of the public employer to the employee because all parties enter the employment exchange with notice as to the law. The pension system is responsible for the administration of the plan.

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

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

Overall key presentation elements of the financial statements include:

- Assets and liabilities are categorized as either current or noncurrent. Current assets and liabilities will be consumed or fulfilled within one year.
- Revenues and expenses are categorized as either operating or non-operating. Significant recurring sources of the Station's revenues, including the general appropriation from the University and membership revenue are considered non-operating, as defined by GASB Statement No. 35.
- Capital assets are reported net of accumulated depreciation.

Certain line items have been restated in the Statements of Net Position, Statements of Revenues, Expenses and Changes in Net Position, Statements of Cash Flows, and related notes to the financial statements for the fiscal year ended June 30, 2019. In addition, certain line items for the fiscal year ended June 30, 2018 have been restated in the Management Discussion and Analysis section for comparison purposes. See Note 10 for additional information on the restatement of the fiscal year 2019 financial statements.

The Statement of Net Position

The Statement of Net Position presents the financial position of the Station at the end of the fiscal year and includes all assets (current and noncurrent), deferred outflows of resources, liabilities (current and noncurrent), deferred inflows of resources, and net position of the Station. Current assets are classified as such if they are available to satisfy current liabilities, which are generally

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

defined as being due within one year of the date of the Statement of Net Position. Net position is one indicator of the financial condition of the Station, while the change in net position is an indicator of whether the overall financial condition has improved or worsened during the year.

A summarized comparison of the Station's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position at June 30, 2020, 2019, and 2018 was as follows:

	June 30, 2020	As Restated June 30, 2019	As Restated June 30, 2018
Assets			
Current assets	\$ 1,681,535	\$ 1,697,621	\$ 1,669,533
Noncurrent assets			
Capital assets, net	153,236	91,269	125,483
Other assets	221,222	215,731	205,309
Total Noncurrent assets	<u>374,458</u>	<u>307,000</u>	<u>330,792</u>
Total Assets	<u>2,055,993</u>	<u>2,004,621</u>	<u>2,000,325</u>
Deferred Outflows of Resources	<u>130,919</u>	<u>353,796</u>	<u>122,134</u>
Liabilities			
Current liabilities	53,557	44,661	45,201
Noncurrent liabilities	1,061,453	1,246,929	940,906
Total Liabilities	<u>1,115,010</u>	<u>1,291,590</u>	<u>986,107</u>
Deferred Inflows of Resources	<u>223,198</u>	<u>34,500</u>	<u>161,133</u>
Net Position			
Net investment in capital assets	153,236	91,269	125,483
Restricted	237,495	250,280	367,615
Unrestricted	457,973	690,778	482,121
Total Net Position	<u>\$ 848,704</u>	<u>\$ 1,032,327</u>	<u>\$ 975,219</u>

Total assets, consisting primarily of cash and cash equivalents, accounts receivable, pledges receivable, investments, and capital assets, increased \$51,372 or 3% from fiscal year 2019 to fiscal year 2020. Current assets decreased \$16,086 or 1% between fiscal year 2019 and fiscal year 2020 primarily due to decreases in cash and cash equivalents and accounts receivable, the result of decreases in membership and underwriting revenue due to the impact of the COVID-19 pandemic. Noncurrent assets increased \$67,458 or 22% from fiscal year 2019 to fiscal year 2020. The increase was primarily attributed to a \$61,967 or 68% increase in capital assets, which was due to the purchase of a new primary transmitter that was installed in January 2020.

Total assets increased \$4,296 or 0.2% from fiscal year 2018 to fiscal year 2019. Current assets increased \$28,088 or 2% between fiscal year 2018 and fiscal year 2019 and was primarily due to an increase in cash and cash equivalents, the result of an increase in membership revenue and an overall net decrease in cash used in operating activities. Accounts and pledges receivable remained relatively flat from fiscal year 2018 to fiscal year 2019. Noncurrent assets decreased \$23,792 or 7% from fiscal year 2018 to fiscal year 2019. The decrease was attributed to a combination of an increase in investments of \$10,422 or 5% primarily due to unrealized gains resulting from a

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

favorable market environment and a decrease of \$34,214 or 27% in capital assets, which represented current year depreciation expense.

See Note 2 for additional information on cash and cash equivalents, Note 3 for investments, and Note 4 for capital assets.

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

Deferred Outflows of Resources	June 30, 2020	June 30, 2019	June 30, 2018
Related to pension	\$ 65,676	\$ 231,845	\$ 97,249
Related to OPEB	65,243	121,951	24,885
Total Deferred Outflows of Resources	<u>\$ 130,919</u>	<u>\$ 353,796</u>	<u>\$ 122,134</u>

Deferred Inflows of Resources	June 30, 2020	June 30, 2019	June 30, 2018
Related to pension	\$ 151,759	\$ 21,378	\$ 135,943
Related to OPEB	71,439	13,122	25,190
Total Deferred Inflows of Resources	<u>\$ 223,198</u>	<u>\$ 34,500</u>	<u>\$ 161,133</u>

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

Deferred outflows of resources decreased \$222,877 or 63% from fiscal year 2019 to fiscal year 2020. Deferred outflows of resources related to pension decreased \$166,169 or 72% primarily due to a \$119,899 decrease in the net difference between projected and actual earnings on pension plan investments. Deferred outflows of resources related to OPEB decreased \$56,708 or 47% primarily due to a combination of a \$85,525 decrease in the change in proportionate share of contributions and a \$43,212 increase in the changes in assumptions.

Deferred inflows of resources increased \$188,698 or 547% from fiscal year 2019 to fiscal year 2020. Deferred inflows of resources related to pension increased \$130,381 primarily due to a \$119,844 increase in the net difference between projected and actual earnings on pension plan investments. Deferred inflows of resources related to OPEB increased \$58,317 due to a combination of a \$36,691 increase in the differences between expected and actual experience and a \$20,960 increase in the net difference between projected and actual earnings on pension plan investments.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Deferred outflows of resources increased \$231,662 or 190% from fiscal year 2018 to fiscal year 2019. Deferred outflows of resources related to pension increased \$134,596 primarily due to a \$119,899 increase in the net difference between projected and actual earnings on pension plan investments. Deferred outflows of resources related to OPEB increased \$97,066 primarily due to a combination of a \$13,897 increase in the net difference between projected and actual earnings on pension plan investments and an \$85,602 increase in the change in proportionate share of contribution.

Deferred inflows of resources decreased \$126,633 or 79% from fiscal year 2018 to fiscal year 2019. Deferred inflows of resources related to pension decreased \$114,565 primarily due to a \$109,783 decrease in the net difference between projected and actual earnings on pension plan investments. Deferred inflows of resources related to OPEB decreased \$12,068 due to a combination of a \$25,190 decrease in the net difference between projected and actual earnings on pension plan investments and an increase of \$12,169 in changes in assumptions.

See Note 6 for additional information on employee benefit plans.

Total liabilities consisting of accounts payable, payroll liabilities, unearned revenue, compensated absences, net pension liability, and net OPEB liability decreased \$176,580 or 14% from fiscal year 2019 to fiscal year 2020 and was primarily due to a combination of a decrease in the net pension liability of \$285,488 or 33% and an increase in the net OPEB liability of \$108,510 or 36%.

Total liabilities increased \$305,483 or 31% from fiscal year 2018 to fiscal year 2019 and was due to a combination of an increase in the net pension liability of \$370,397 or 74%, offset by an overall decrease in compensated absences of \$28,623 or 27% and a decrease of \$35,032 or 10% in the net OPEB liability.

See Note 5 for additional information on compensated absences and Note 6 for information on employee benefit plans.

Net position represents the residual interest in the Station's assets after deferred outflows of resources are added, and liabilities and deferred inflows of resources are deducted. The following is a recap of total net position segregating the unrestricted net position relating to the impact of the GASBs 68 and 75.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

	June 30, 2020	As Restated June 30, 2019	As Restated June 30, 2018
Net investment in capital assets	\$ 153,236	\$ 91,269	\$ 125,483
Restricted - nonexpendable	108,153	108,153	108,153
Restricted - expendable	129,342	142,127	259,462
Unrestricted	1,550,254	1,548,462	1,362,735
Total net position without GASBs 68 and 75	1,940,985	1,890,011	1,855,833
GASB 68	(674,450)	(663,388)	(542,152)
GASB 75	(417,831)	(194,296)	(338,462)
Total Net Position	<u>\$ 848,704</u>	<u>\$ 1,032,327</u>	<u>\$ 975,219</u>

Overall, the Station's total net position decreased \$183,623 or 18% from \$1,032,327 at June 30, 2019 to \$848,704 at June 30, 2020. This was primarily due to a combination of a decrease of \$232,805 in unrestricted net position offset by an increase of \$61,967 in net investment in capital assets. Excluding net position attributed to GASBs 68 and 75, net position increased \$50,974 or 3% from \$1,890,011 at June 30, 2019 to \$1,940,985 at June 30, 2020. The net investment in capital assets consists of equipment net of accumulated depreciation. The \$61,967 or 68% increase from fiscal year 2019 to fiscal year 2020 was due to the purchase of equipment offset by current year depreciation expense. Restricted nonexpendable net position consists primarily of endowment funds held by the University in the name of the Station. Changes in this category are driven by additions or deductions to the endowment corpus. During fiscal year 2020, there were no changes. Restricted expendable net position is subject to externally imposed restrictions governing their use. Changes in this category are due to the timing of revenues and expenses in funds provided by donors and grantors. Restricted expendable net position decreased \$12,785 or 9% primarily due to COVID-19 related expenses, which were not reimbursable until fiscal year 2021. Unrestricted net position is not subject to externally imposed restrictions and is designated for future operations. Unrestricted net position remained flat with an increase of \$1,792 or 0.1% from fiscal year 2019 to fiscal year 2020.

Overall, the Station's total net position increased \$57,108 or 6% from \$975,219 at June 30, 2018 to \$1,032,327 at June 30, 2019. This was primarily due to a combination of a decrease of \$117,335 in restricted net position and a \$208,657 increase in unrestricted net position. Excluding net position attributed to GASBs 68 and 75, net position increased \$34,178 or 2% from \$1,855,833 at June 30, 2018 to \$1,890,011 at June 30, 2019, as a result of excess revenues over expenses. The \$34,214 or 27% decrease from fiscal year 2018 to fiscal year 2019 in net investment in capital assets was due to current year depreciation expense. Restricted nonexpendable net position remained unchanged from fiscal year 2018 to fiscal year 2019. Restricted expendable net position decreased \$117,335 or 45% primarily due to a board-approved transfer of \$127,237 of additional gifts for the WYSU-FM Melnick Hall renovation project to the Station's membership account fund to replenish amounts previously spent on the project. Unrestricted net position increased \$185,727 or 14% from fiscal year 2018 to fiscal year 2019 due to the combination of excess membership and underwriting revenue over expenses and the above-mentioned transfer from the Melnick Hall renovation project fund to the membership fund.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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

These statements present the operating results and the non-operating revenues and expenses of the Station. Operating revenues are generated by an annual Community Service Grant (a portion of which is restricted) from the Corporation for Public Broadcasting (CPB) and an annual grant from the Broadcast Educational Media Commission (BEMC), which is administered by the eTech Ohio Commission. In addition, in-kind support is received from BEMC and includes support for transmission of Radio Reading Service Programming. Operating revenues also include contributions from area businesses (program underwriting). Operating expenses are incurred to vendors and employees for providing goods or services for the overall operations of the Station. Net non-operating revenues include federal appropriations, the general appropriation from the University, donated facilities and administrative support from the University, membership revenue, net revenue from fund raising, private gifts, and net investment income.

A summary of the Station's revenues, expenses, and changes in net position follows:

		As Restated	As Restated
	June 30, 2020	June 30, 2019	June 30, 2018
Total Operating Revenues	\$ 411,023	\$ 433,029	\$ 435,914
Total Operating Expenses	1,671,087	1,377,607	1,549,992
Operating Loss	(1,260,064)	(944,578)	(1,114,078)
Net Non-operating Revenues	1,076,441	1,014,686	1,054,992
Gain (Loss) Before Other Revenue, Expenses, and Changes	(183,623)	70,108	(59,086)
Total Other Revenue, Expenses, and Changes	-	(13,000)	12,520
Change in Net Position	(183,623)	57,108	(46,566)
Net Position at Beginning of the Year, as restated	1,032,327	975,219	1,336,310
Cumulative effect of GASB 75 implementation	-	-	(314,525)
Net Position at End of the Year	\$ 848,704	\$ 1,032,327	\$ 975,219

The Station's total operating revenues decreased \$22,006 or 5% from fiscal year 2019 to fiscal year 2020. The decrease was the result of a decrease in underwriting contracts due to the impact of the COVID-19 pandemic.

The Station's total operating revenues remained relatively flat from fiscal year 2018 to fiscal year 2019, with a decrease of \$2,885 or 0.7%. Comparing fiscal year 2019 to fiscal year 2018, the CPB grant decreased \$4,012 or 3% and in-kind contributions decreased \$3,784 or 2%. Offsetting these decreases was an increase in underwriting revenue, which increased \$4,911 or 4% from fiscal year 2018 to fiscal year 2019. The increase was mainly due to a strong underwriter renewal rate and attracting new underwriting clients from outside the Station's immediate geographical area.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

The following is a recap of total operating expenses with the impact of the GASBs 68 and 75 pension expense accruals segregated.

	<u>June 30, 2020</u>	<u>June 30, 2019</u>	<u>June 30, 2018</u>
Program Services	\$ 720,041	\$ 817,998	\$ 824,119
Support Services	716,449	582,539	661,974
Operating Expenses without GASBs 68 and 75 accruals	1,436,490	1,400,537	1,486,093
GASB 68 pension expense accruals	11,062	121,236	39,962
GASB 75 OPEB expense accrual	223,535	(144,166)	23,937
Total Operating Expenses	<u>\$ 1,671,087</u>	<u>\$ 1,377,607</u>	<u>\$ 1,549,992</u>

Excluding the impact of GASBs 68 and 75, total operating expenses increased \$35,953 or 3% from fiscal year 2019 to fiscal year 2020. Program services decreased \$97,957 or 12% primarily attributed to staff reductions in fiscal year 2020, which included a full-time position in programming shifting to a part-time position and the retirement of a full-time broadcast engineer. Support services increased \$133,910 or 23% primarily due to increased staff utilization percentages towards fundraising and membership activities and an increase in institutional support from the University.

Excluding the impact of GASBs 68 and 75, total operating expenses decreased \$85,556 or 6% from fiscal year 2018 to fiscal year 2019. Program services decreased \$6,121 or 1% due to a combination of a decrease in broadcasting supplies and small equipment, offset by an increase in program information as staff duties shifted from other categories into program information. Support services decreased \$79,435 or 12% primarily due to unplanned vacancies during fiscal year 2019 that resulted in a shifting of staff duties between categories.

Total net non-operating revenues increased \$61,755 or 6% from fiscal year 2019 to fiscal year 2020. The Station received federal appropriations of \$75,000 related to CARES Act funding from the CPB due to the COVID-19 pandemic, as well as a \$43,139 bequest from an estate. The general appropriation from the University decreased \$109,345 or 21% between fiscal year 2019 and fiscal year 2020, primarily due to payroll reductions resulting from the retirement of a broadcast engineer and the lay-off of another employee. Donated facilities and administrative support from the University increased \$72,785 or 37% due to an increase in institutional support from the University, the result of a new indirect administrative support calculation implemented by the CPB in fiscal year 2020. Membership income decreased \$23,328 or 8% due to the COVID-19 pandemic.

Total net non-operating revenues decreased \$40,306 or 4% from fiscal year 2018 to fiscal year 2019. The general appropriation from the University decreased \$40,554 or 7% between fiscal year 2018 and fiscal year 2019, primarily due to a decrease in the Station's vacation and sick leave accruals for eligible employees. Although the membership base had decreased slightly, overall membership revenue increased \$20,788 or 8% and the average donation per member also increased 8% in fiscal year 2019 compared to fiscal year 2018. The Station exceeded its membership fundraising goals for both its fall 2018 and spring 2019 fund drives. Net revenues from fund

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

raising decreased \$19,833 or 100% from fiscal year 2018 to fiscal year 2019. The Station is co-sponsor of the "Mad About the Arts" event that is typically held in the spring of each calendar year. However, in 2019, this event was moved to the fall, so no revenue was recognized in fiscal year 2019 since the event was held in fiscal year 2020.

The Station had no other revenues, expenses and changes in fiscal year 2020. Other revenues, expenses and changes decreased \$25,520 or 204% from fiscal year 2018 to fiscal year 2019. With the completion of the Melnick Hall renovation project during fiscal year 2017, no capital gifts were received during fiscal year 2019. With \$13,000 of pledges collected from the spring 2019 fund drive, the Station established the Barbara A. Krauss Memorial Scholarship to be awarded annually to students enrolled in the Dana School of Music and majoring in music recording and technology.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Economic Factors for the Future

Despite challenges arising from the current global pandemic, management believes the Station is well-positioned to continue its favorable financial condition. As one of Youngstown State University's most visible campus and community entities, WYSU-FM reaches over 30,000 weekly listeners who spend 12 million hours annually with the Station. The broadcast coverage area includes eight counties in Ohio and three in Pennsylvania, as well as many other listeners throughout the country and around the world through its streaming services and smartphone applications. With the continued support of the University's Board of Trustees, administration, and dedicated staff, as well as the generous loyalty of the Station's listener-members, the support of businesses, non-profit organizations, and foundations, WYSU-FM maintains stability during challenging economic times.

Membership and underwriting, the Station's two streams of public support, continue to be a crucial element in the Station's future. Projected decreases in underwriting for fiscal year 2021 due to the COVID-19 pandemic highlight the need to enhance performance in the areas of membership. Steps towards this goal include the implementation of two, month-long donor drives in October and April as well as promotion of the Station's expanded local news footprint during the pandemic, the vehicle donation program and the importance of public radio during a crisis. The Station provides a great deal of information to its listeners regarding assistance during the pandemic as well as being a crucial part of the Emergency Alert System, a state and national warning system for extreme weather events and other emergencies. In order to better serve its listeners and expand its audience, the Station added five new programs to promote diversity, inclusion and variety as well as adding a local news headline segment to each hourly national newscast to better serve the audience with local news and information.

As the pandemic has become a long-term reality, the Station has implemented operational projects to maintain business continuity including the purchase of remote broadcast equipment to mitigate future potential shutdowns. In fiscal year 2021, the Station plans to continue development of remote broadcast capability, upgrade IT infrastructure software, upgrade the Station's website, and replace the transmission line switch at the primary transmitter. Completion of these projects will allow the Station to better serve its audience's needs and provide the Station with the ability to continue operations despite physical restrictions caused by the COVID-19 pandemic.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

STATEMENTS OF NET POSITION AT JUNE 30, 2020 AND 2019

	June 30, 2020	As Restated June 30, 2019
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 1,660,924	\$ 1,669,985
Interest receivable	222	326
Accounts receivable (net of allowance of \$1,369 in 2020 and \$1,733 in 2019)	5,228	14,491
Pledges receivable (net of allowance of \$3,987 in 2020 and \$3,408 in 2019)	15,161	12,819
Total Current Assets	1,681,535	1,697,621
Noncurrent Assets		
Endowment investments	221,222	215,731
Capital assets, net	153,236	91,269
Total Noncurrent Assets	374,458	307,000
Total Assets	2,055,993	2,004,621
DEFERRED OUTFLOWS OF RESOURCES		
Deferred outflows related to pension	65,676	231,845
Deferred outflows related to OPEB	65,243	121,951
Total Deferred Outflows of Resources	130,919	353,796
LIABILITIES		
Current Liabilities		
Accounts payable	22,971	3,793
Payroll liabilities	11,628	18,768
Unearned revenue	13,340	14,379
Compensated absences	5,618	7,721
Total Current Liabilities	53,557	44,661
Noncurrent Liabilities		
Compensated absences	61,451	69,949
Net pension liability	588,367	873,855
Net OPEB liability	411,635	303,125
Total Noncurrent Liabilities	1,061,453	1,246,929
Total Liabilities	1,115,010	1,291,590
DEFERRED INFLOWS OF RESOURCES		
Deferred inflows related to pension	151,759	21,378
Deferred inflows related to OPEB	71,439	13,122
Total Deferred Inflows of Resources	223,198	34,500
NET POSITION		
Net investment in capital assets	153,236	91,269
Restricted, nonexpendable	108,153	108,153
Restricted, expendable	129,342	142,127
Unrestricted	457,973	690,778
Total Net Position	\$ 848,704	\$ 1,032,327

See accompanying notes to financial statements.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

STATEMENTS OF REVENUES, EXPENSES AND CHANGES IN NET POSITION FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

	June 30, 2020	As Restated June 30, 2019
REVENUES		
Operating Revenues		
Corporation for Public Broadcasting grant	\$ 124,819	\$ 126,447
In-kind contributions	150,406	156,394
Broadcast Education Media Commission grant	34,246	33,198
Underwriting revenue	101,552	116,990
Total Operating Revenues	411,023	433,029
EXPENSES		
Operating Expenses		
Program Services		
Programming and production	512,794	501,982
Broadcasting	199,959	222,432
Program information	77,032	66,326
Traffic and continuity	21,467	14,617
Support Services		
Management and general	406,112	284,367
Fund raising and membership development	112,529	51,128
Underwriting	165,320	104,150
Clerical	137,477	98,391
Depreciation	38,397	34,214
Total Operating Expenses	1,671,087	1,377,607
Operating Loss	(1,260,064)	(944,578)
NONOPERATING REVENUES (EXPENSES)		
Federal appropriations	75,000	-
General appropriation from the University	409,538	518,883
Donated facilities and administrative support from the University	268,849	196,064
Membership revenue	256,480	279,808
Net revenues from fund raising	7,660	-
Private gifts	43,889	-
Investment income, net of investment expense	15,025	19,931
Net Nonoperating Revenues	1,076,441	1,014,686
Gain (Loss) Before Other Revenues, Expenses, and Changes	(183,623)	70,108
OTHER REVENUES, EXPENSES, AND CHANGES		
Other	-	(13,000)
Total Other Revenues, Expenses, and Changes	-	(13,000)
Change in Net Position	(183,623)	57,108
NET POSITION		
Net Position at Beginning of the Year, as restated	1,032,327	975,219
Net Position at End of the Year	\$ 848,704	\$ 1,032,327

See accompanying notes to financial statements.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

	<u>June 30, 2020</u>	<u>As Restated June 30, 2019</u>
Cash Flows from Operating Activities		
Corporation for Public Broadcasting grant	\$ 124,819	\$ 126,447
Broadcast Educational Media Commission grant	34,246	33,198
Underwriting support	109,630	113,354
Payments to suppliers	(383,203)	(350,007)
Payments to employees	(423,513)	(494,644)
Payments for benefits	(170,684)	(197,452)
Total Cash Flows Used in Operating Activities	<u>(708,705)</u>	<u>(769,104)</u>
Cash Flows from Noncapital Financing Activities		
Federal appropriations	75,000	-
General appropriation from the University	409,538	518,883
Membership receipts	254,283	278,835
Fundraising receipts	10,930	-
Payments for fundraising	(3,270)	-
Private gifts	43,889	-
Other	-	(13,000)
Total Cash Flows Provided by Noncapital Financing Activities	<u>790,370</u>	<u>784,718</u>
Cash Flows from Investing Activities		
Interest on investments	15,129	19,778
Purchase of investments	(5,491)	(10,422)
Total Cash Flows Provided by Investing Activities	<u>9,638</u>	<u>9,356</u>
Cash Flows from Capital and Related Financing Activities		
Purchase of capital assets	(100,364)	-
Total Cash Flows Used by Capital and Related Financing Activities	<u>(100,364)</u>	<u>-</u>
Change in Cash and Cash Equivalents	(9,061)	24,970
Cash and Cash Equivalents, Beginning of Year	<u>1,669,985</u>	<u>1,645,015</u>
Cash and Cash Equivalents, End of Year	<u>\$ 1,660,924</u>	<u>\$ 1,669,985</u>
Reconciliation of Operating Loss to Net Cash Used in Operating Activities		
Operating loss	\$ (1,260,064)	\$ (944,578)
Adjustments to reconcile operating loss to net cash used in operating activities:		
Depreciation	38,397	34,214
Donated facilities and administrative support from the University	268,849	196,064
Changes in assets and liabilities:		
Accounts receivable, net	9,118	(2,224)
Prepaid expenses	-	232
Accounts payable, payroll liabilities, compensated absences, and unearned revenue	398	(29,882)
Net pension/OPEB liability	(176,978)	335,365
Deferred outflows-pension and OPEB	222,877	(231,662)
Deferred inflows-pension and OPEB	188,698	(126,633)
Net Cash Flows Used in Operating Activities	<u>\$ (708,705)</u>	<u>\$ (769,104)</u>

See accompanying notes to financial statements.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Note 1 – Organization and Summary of Significant Accounting Policies

Organization and Basis of Presentation

WYSU-FM Youngstown State University Radio (WYSU-FM or the Station) is operated as a department of the Division of University Relations at Youngstown State University (the University or YSU) and is subject to the policies established by the University's Board of Trustees. The Station reports annually to the Corporation for Public Broadcasting (CPB).

The financial statements of the Station are intended to present the financial position, the changes in financial position and cash flows, of only that portion of the activities of Youngstown State University that is attributable to the transactions of the Station. They do not purport to, and do not present fairly the financial position of Youngstown State University as of June 30, 2020 and 2019, and the changes in its financial position and its cash flows, for the years then ended in accordance with accounting principles generally accepted in the United States of America.

The financial statements of the Station have been prepared in accordance with accounting principles generally accepted in the United States of America as prescribed by the Government Accounting Standards Board (GASB).

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

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

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Summary of Significant Accounting Policies

The accompanying financial statements have been prepared using the economic resource measurement focus and the accrual basis of accounting. The Station reports as a business-type activity, as defined by the GASB. Business-type activities are those that are financed in whole or in part by fees charged to external parties for goods or services.

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

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

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

Accounts Receivable - Accounts receivable consist of underwriting charges for various Station programs and amounts due from private sources in connection with reimbursement of allowable expenses under the applicable Station grants and contracts. Also included are gifts received by the Youngstown State University Foundation (YSUF or Foundation) in the month of June on behalf of the Station, in accordance with a development services agreement between the University and the Foundation. Accounts are recorded net of allowance for uncollectible accounts.

Pledges Receivable – The University has a development services agreement with the Foundation. As part of the agreement, non-fundraising pledges are recorded by the Foundation. Payments on those pledges are collected by the Foundation and remitted to the Station on a monthly basis. Pledges receivable consist of transactions relating to fundraising activities. The Station receives pledges of financial support from corporations, foundations, and individuals. Revenue is recognized when a pledge representing an unconditional promise to pay is received and all

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

eligibility requirements have been met. In the absence of a conditional pledge, revenue is recognized when the gift is received. Pledges are recorded net of an allowance for uncollectible amounts and are discounted to net present value.

Capital Assets - Capital assets are comprised of equipment and stated at cost or acquisition value at date of gift. The capitalization threshold for equipment is \$5,000. Depreciation is computed using the straight-line method over the estimated useful life of the asset. The estimated useful life for equipment is 3 to 7 years. The antenna and tower are depreciated over 10 years.

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

Unearned Revenue - Unearned revenue includes certain underwriting amounts received prior to the end of the fiscal year that relate to the subsequent accounting period. Unearned revenue at June 30, 2020 and June 30, 2019 were \$13,340 and \$14,379, respectively.

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

Deferred Outflows and Inflows of Resources – Deferred outflows of resources represent the consumption of resources that are applicable to a future reporting period, but do not require further exchange of goods or services. Deferred inflows of resources represent the acquisition of resources that are applicable to a future resource period. Deferred outflows and inflows of resources in the Station's financial statements relate to the Ohio Public Employees Retirement System (OPERS) pension/OPEB plan.

Pensions/OPEB – For purposes of measuring the net pension/OPEB asset/liability, deferred outflows of resources and deferred inflows of resources related to pensions/OPEB, pension/OPEB expense, information about the fiduciary net position of the pension/OPEB plans, and additions to/deductions from their fiduciary net position have been determined on the same basis as they are reported by the pension/OPEB plan, which use the economic resources measurement focus and the full accrual basis of accounting. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

General Appropriation from the University - The general appropriation represents support from the University for salaries and operating expenses not provided through other sources.

Donated Facilities and Administrative Support - Donated facilities and administrative support represent the Station's allocated amounts of institutional support and donated facilities and is recorded as non-operating revenue and expenses in the Statement of Revenue, Expenses, and Changes in Net Position. Administrative support is based on the Station's pro-rata share of the University's total salaries, wages, and administrative expenses. Donated facilities are the Station's pro-rata share of the University's total plant expenses along with calculated occupancy costs.

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

Measurement Focus and Financial Statement Presentation - Operating revenues and expenses result from providing programming, production, and broadcasting support for the Station. The principal operating revenues include two grants, one from the CPB and one from the Broadcast Educational Media Commission (BEMC), along with underwriting revenue from area businesses. Principal operating expenses include programming, production, broadcasting, fundraising, and management services and support. The principal non-operating revenues are the general appropriation from the University and membership support.

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

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

Adoption of New Accounting Pronouncements - In fiscal year 2020, the provisions of the following GASB Statements became effective:

- GASB Statement No. 95, *Postponement of the Effective Dates of Certain Authoritative Guidance*, issued May 2020. The requirements of this Statement are effective immediately. The primary objective of this Statement is to provide temporary relief to governments and other stakeholders in light of the COVID-19 pandemic. That objective is accomplished by postponing the effective dates of certain provision in Statements and Implementation Guides that first became effective or are scheduled to become effective for periods beginning after June 15, 2018 and later.

Newly Issued Accounting Pronouncements - As of the report date, the GASB issued the following statements not yet implemented by the Station:

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

- GASB Statement No. 84, *Fiduciary Activities*, issued January 2017. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are now effective for reporting periods beginning after December 15, 2019. The objective of this Statement is to improve guidance regarding the identification of fiduciary activities for accounting and financial reporting purposes and how those activities should be reported.
- GASB Statement No. 87, *Leases*, issued June 2017. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are now effective for reporting periods beginning after June 15, 2021. The objective of this Statement is to better meet the information needs of financial statement users by improving accounting and financial reporting for leases by governments.
- GASB Statement No. 89, *Accounting for Interest Cost Incurred before the End of a Construction Period*, issued June 2018. As a result of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2020. The objectives of this Statement are (1) to enhance the relevance and comparability of information about capital assets and the cost of borrowing for a reporting period and (2) to simplify accounting for interest cost incurred before the end of a construction period.
- GASB Statement No. 90, *Majority Equity Interests-an amendment of GASB Statements No. 14 and No. 61*, issued August 2018. As a result of adoption of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2019. The primary objectives of this Statement are to improve the consistency and comparability of reporting a government's majority equity interest in a legally separate organization and to improve the relevance of financial statement information for certain component units.
- GASB Statement No. 91, *Conduit Debt Obligations*, issued May 2019. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are effective for reporting periods beginning after December 15, 2021. The primary objectives of this Statement are to provide a single method of reporting conduit debt obligations by issuers and eliminate diversity in practice associated with commitments extended by issuers, arrangements associated with conduit debt obligations, and related note disclosures.
- GASB Statement No. 92, *Omnibus 2020*, issued January 2020. As a result of the adoption of GASB Statement No. 95, the requirements of this Statement are effective for fiscal years beginning after June 15, 2022. The objectives of this Statement are to enhance comparability in accounting and financial reporting and to improve the consistency of authoritative literature by addressing practice issues that have been identified during implementation and application of certain GASB Statements.
- GASB Statement No. 93, *Replacement of Interbank Offered Rates*, issued March 2020. As a result of the adoption of GASB Statement No. 95, certain requirements of this Statement are

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

now effective for reporting periods beginning after June 15, 2021. Some governments have entered into agreements in which variable payments made or received depend on an interbank offer rate. As a result of global reference rate reform, some rates are expected to cease to exist prompting governments to amend or replace financial instruments.

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

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

Note 2 – Cash and Cash Equivalents

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

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

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

The University's cash and cash equivalents at June 30, 2020 and June 30, 2019 consisted of the following:

	2020	2019
Carrying Amount (Cash and cash equivalents)	<u>\$ 5,791,497</u>	<u>\$ 17,124,401</u>
FDIC Insured	\$ 804,129	\$ 3,276,286
Uninsured but collateralized by pools of securities pledged by the depository banks	2,701,909	6,851,051
Uninsured but assets held in name of YSU not pledged as collateral elsewhere	<u>3,093,179</u>	<u>8,701,866</u>
Bank Balance	<u>\$ 6,599,217</u>	<u>\$ 18,829,203</u>

The difference in carrying amount and bank balance is caused by items in transit and outstanding checks. Deposits held in safekeeping by a bank, as trustee or escrow agent, included in cash totaled \$17,929 at June 30, 2020 and \$17,028 at June 30, 2019, which approximates market. These deposits, including interest on the investments, are retained in the trust for projects funded by bond proceeds and payment of principal and interest on outstanding indebtedness. The University's STAR Plus account deposits are federally insured and totaled \$54,129 at June 30, 2020 and \$2,526,286 at June 30, 2019.

The Station's cash and cash equivalents are included in these totals and were \$1,660,924 and \$1,669,985 at June 30, 2020 and June 30, 2019, respectively.

Credit risk for deposits is the risk that, in the event of a bank failure, the University's deposits may not be returned to the University. At June 30, 2020 and June 30, 2019, all uncollateralized or uninsured deposits of the University are exposed to credit risk. The University's investment policy and asset allocation guidelines facilitate the management and monitoring of credit risk.

Note 3 - Investments

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

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

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

The University utilizes an investment advisor and investment managers for endowment funds. University endowment investments were \$10,915,812 as of June 30, 2020 and \$10,338,298 as of June 30, 2019. The Station's restricted investments represent WYSU-FM's endowment fund, which includes endowment corpus and undistributed investment earnings. Investment income is allocated to the Station's endowment fund on a monthly basis based on the value of WYSU-FM's endowment fund in relation to the total value of the University's endowments. The fair value of the Station's endowment investments was \$221,222 as of June 30, 2020 and \$215,731 as of June 30, 2019.

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

Level 1 – Investments reflect prices quoted in active markets.

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

Level 3 – Investments reflect prices based upon unobservable sources.

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

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

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

	Fair Value Measurement			Total
	Level 1	Level 2	Level 3	
U.S. Government Obligations	\$ -	\$ 6,194	\$ -	\$ 6,194
Corporate Bonds	-	25,441	-	25,441
U.S. Government Bonds	-	3,982	-	3,982
Bond Mutual Funds	3,761	-	-	3,761
Preferred Stock	-	4,203	-	4,203
Common Stock	145,564	-	-	145,564
Equity Mutual Funds	32,077	-	-	32,077
Totals	\$ 181,402	\$ 39,820	\$ -	\$ 221,222

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

As of June 30, 2019, the Station had the following investments measured at fair value:

	Fair Value Measurement			
	Level 1	Level 2	Level 3	Total
U.S. Government Obligations	\$ -	\$ 10,570	\$ -	\$ 10,570
Corporate Bonds	-	20,279	-	20,279
U.S. Government Bonds	-	10,355	-	10,355
Bond Mutual Funds	3,236	-	-	3,236
Preferred Stock	-	6,472	-	6,472
Common Stock	142,814	-	-	142,814
Equity Mutual Funds	22,005	-	-	22,005
Totals	\$ 168,055	\$ 47,676	\$ -	\$ 215,731

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

Investment Type	Fair Value	Investment Maturities (in Years)			
		Less than 1	1-5	6-10	More than 10
U.S. Government Obligations	\$ 6,194	\$ -	\$ 6,194	\$ -	\$ -
Corporate Bonds	25,441	11,282	14,159	-	-
U.S. Government Bonds	3,982	-	1,991	1,991	-
Bond Mutual Funds	3,761	3,761	-	-	-
Preferred Stock	4,203	4,203	-	-	-
Common Stock	145,564	145,564	-	-	-
Equity Mutual Funds	32,077	32,077	-	-	-
Totals	\$ 221,222	\$ 196,887	\$ 22,344	\$ 1,991	\$ -

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

As of June 30, 2019, the Station had the following investments and maturities using the segmented time distribution method:

Investment Type	Fair Value	Investment Maturities (in Years)			
		Less than 1	1-5	6-10	More than 10
U.S. Government Obligations	\$ 10,570	\$ 4,314	\$ 6,256	\$ -	\$ -
Corporate Bonds	20,279	-	20,279	-	-
U.S. Government Bonds	10,355	4,099	6,256	-	-
Bond Mutual Funds	3,236	3,236	-	-	-
Preferred Stock	6,472	6,472	-	-	-
Common Stock	142,814	142,814	-	-	-
Equity Mutual Funds	22,005	22,005	-	-	-
Totals	\$ 215,731	\$ 182,940	\$ 32,791	\$ -	\$ -

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

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

Investment Type	Fair Value	Aaa	Aa	A	Baa	Unrated
Corporate Bonds	\$ 25,441	\$ 5,602	\$ 6,239	\$ 13,600	\$ -	\$ -
U.S. Government Bonds	3,982	-	3,982	-	-	-
Bond Mutual Funds	3,761	1,701	105	375	1,420	160
Totals	<u>\$ 33,184</u>	<u>\$ 7,303</u>	<u>\$ 10,326</u>	<u>\$ 13,975</u>	<u>\$ 1,420</u>	<u>\$ 160</u>

As of June 30, 2019, investments had the following quality credit ratings:

Investment Type	Fair Value	Aaa	Aa	A	Baa	Unrated
Corporate Bonds	\$ 20,279	\$ 5,527	\$ 6,331	\$ 8,421	\$ -	\$ -
U.S. Government Bonds	10,355	10,355	-	-	-	-
Bond Mutual Funds	3,236	771	799	352	1,138	176
Totals	<u>\$ 33,870</u>	<u>\$ 16,653</u>	<u>\$ 7,130</u>	<u>\$ 8,773</u>	<u>\$ 1,138</u>	<u>\$ 176</u>

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

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

Custodial Credit Risk - Custodial credit risk is the risk that in the event of the failure of the counterparty to a transaction, the University will not be able to recover the value of investments or collateral securities that are in the possession of an outside party. Investments that are both unregistered and uninsured are exposed to custodial credit risk if investments are held by the counterparty or are held by the counterparty's trust department or agent but not in the name of the University. At June 30, 2020 and 2019, the University had no exposure to custodial credit risk. The University does not address custodial credit risk in its investment policy and asset allocation guidelines.

Concentration of Credit Risk - Concentration of credit risk is the risk of loss attributed to the magnitude of investment in a single issuer. As of June 30, 2020, \$5,577,910 or 8% of the University's portfolio was held in an intermediate bond fund compared to \$5,389,907 or 8% at June 30, 2019.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Foreign Currency Risk - Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. At June 30, 2020 and 2019, the University had no material exposure to foreign currency risk. The University does not address foreign currency risk in its investment policy and asset allocation guidelines.

Note 4 – Capital Assets

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

	Beginning Balance	Additions	Reductions	Ending Balance
Depreciable assets:				
Antenna and tower	\$ 512,606	\$ 88,054	\$ -	\$ 600,660
Studio and broadcast equipment	269,421	12,310	-	281,731
Total cost	782,027	100,364	-	882,391
Less: Accumulated depreciation	690,758	38,397	-	729,155
Capital assets, net	<u>\$ 91,269</u>	<u>\$ 61,967</u>	<u>\$ -</u>	<u>\$ 153,236</u>

Capital assets activity for the year ended June 30, 2019 was as follows:

	Beginning Balance	Additions	Reductions	Ending Balance
Depreciable assets:				
Antenna and tower	\$ 548,857	\$ -	\$ 36,251	\$ 512,606
Studio and broadcast equipment	269,421	-	-	269,421
Total cost	818,278	-	36,251	782,027
Less: Accumulated depreciation	692,795	34,214	36,251	690,758
Capital assets, net	<u>\$ 125,483</u>	<u>\$ (34,214)</u>	<u>\$ -</u>	<u>\$ 91,269</u>

Note 5 – Compensated Absences

Compensated Absences at June 30, 2020 and June 30, 2019 were as follows:

	2020	2019
Beginning Balance	\$ 77,670	\$ 106,293
Additions	-	-
Reductions	10,601	28,623
Ending Balance	67,069	77,670
Less: current portion	5,618	7,721
Compensated Absences, noncurrent portion	<u>\$ 61,451</u>	<u>\$ 69,949</u>

Note 6 – Employee Benefit Plans

Plan Descriptions

The Station participates in the Ohio Public Employees Retirement System (OPERS), statewide, cost-sharing, multiple-employer defined benefit public employee retirement system governed by

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

the Ohio Revised Code (ORC) that covers all employees of the Station. The system has multiple retirement plan options available to its members, with three options. The system provides retirement, survivor, and disability benefits to plan members and their beneficiaries. The system also provides post-employment health care benefits (including Medicare B premiums) to retirees and beneficiaries who elect to receive those benefits.

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

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

Contributions

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

Member contributions are set at the maximums authorized by the ORC. The plan's 2020 and 2019 employer and member contribution rates on covered payroll to each system are:

	Employer Contribution Rate					Member Contribution Rate
	Pension	Post-	Death	Medicare B	Total	Total
		Retirement Healthcare	Benefits			
OPERS-State/Local	14.0%	0.0%	0.0%	0.0%	14.0%	10.0%

The required and actual contributions to the plans are:

	2020		2019	
	Pension	OPEB	Pension	OPEB
OPERS	\$ 57,331	-	\$ 66,200	-

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Benefits Provided

OPERS

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

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

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

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

Net Pension Liability, Deferrals, and Pension Expense

At June 30, 2020 and 2019, the Station reported a liability for its proportionate share of the net pension liability of OPERS. For June 30, 2020, the net pension liability was measured as of December 31, 2019. For June 30, 2019, the net pension liability was measured as of December 31, 2018. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of those dates. The University's proportion of the net pension liability was based on a projection of its long-term share of contributions to the pension plan relative to the projected contributions of all participating reporting units, actuarially determined. At June 30, 2020 and 2019, the University's proportionate share of the net pension liability was 0.245% and 0.258%, respectively. The amount the University allocated to the Station is based on total retirement contributions for the Station's employees as a percentage of the total retirement contributions for the University. At June 30, 2020 and 2019, the Station's allocation of the University's proportion was 1.23% and 1.27%, respectively.

Plan	Measurement Date	Net Pension Liability		Proportionate Share		Percent Change	Percent Change
		2020	2019	2020	2019	2019-20	2018-19
OPERS	December 31	\$588,367	\$873,855	0.003009%	0.003204%	-0.000195%	-0.001087%

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

For the years ended June 30, 2020 and 2019, the Station recognized pension expense of \$68,393 and \$186,901, respectively. At June 30, 2020 and 2019, the Station reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	2020		2019	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 219	\$ 9,280	\$ 353	\$ 12,994
Changes of assumptions	32,603	-	77,823	611
Net difference between projected and actual earnings on pension plan investments	-	119,844	119,899	-
Changes in proportion and differences between University contributions and proportionate share of contributions	213	22,635	116	7,773
University contributions subsequent to the measurement date	32,641	-	33,654	-
Totals	\$ 65,676	\$ 151,759	\$ 231,845	\$ 21,378

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

Year Ended June 30	Amount
2021	\$ (28,930)
2022	(46,543)
2023	4,759
2024	(47,719)
2025	(96)
Thereafter	(195)
Totals	\$ (118,724)

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

Net OPEB Liability, Deferrals, and OPEB Expense

At June 30, 2020, the Station reported a liability for its proportionate share of the net OPEB liability of OPERS. For June 30, 2020, the net OPEB liability was measured as of December 31, 2019. For June 30, 2019, the net OPEB liability was measured as of December 31, 2018. The total OPEB liability used to calculate the net OPEB liability was determined by an actuarial valuation dated December 31, 2018 and 2017, respectively, rolled forward to the measurement date by incorporating the expected value of health care cost accruals, the actual health care payments, and interest accruals during the year for the defined benefit health care plans.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Typically, the Station's proportion of the net OPEB liability would be based on a projection of its long-term share of contributions to the OPEB plan relative to the projected contributions of all participating reporting units, actuarially determined, except as noted below.

For plan years ending December 31, 2019 and 2018, OPERS did not allocate employer contributions to the OPEB plan. Therefore, OPERS' calculation of the employers' proportionate share is based on total contributions to the plan for both pension and OPEB. At June 30, 2020 and 2019, the University's proportionate share of the net OPEB liability was 0.242% and 0.256%, respectively. The amount the University allocated to the Station is based on total retirement contributions for the Station's employees as a percentage of the total retirement contributions for the University. At June 30, 2020 and 2019, the Station's allocation of the University's proportion was 1.23% and 1.27%, respectively.

Plan	Measurement Date	Net OPEB Liability		Proportionate Share		Percent Change 2019-20	Percent Change 2018-19
		2020	2019	2020	2019		
OPERS	December 31	\$ 411,635	\$ 303,125	0.002980%	0.002325%	0.000655%	-0.000789%

For the years ended June 30, 2020 and 2019, the Station recognized OPEB expense of \$223,535 and (\$143,631), respectively. At June 30, 2020 and 2019, the Station reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources.

	2020		2019	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 11	\$ 37,644	\$ 234	\$ 953
Changes of assumptions	65,155	-	21,943	12,169
Net difference between projected and actual earnings on OPEB investments	-	20,960	13,897	-
Changes in proportion and differences between University contributions and proportionate share of contributions	77	12,835	85,877	-
University contributions subsequent to the measurement date	-	-	-	-
Totals	<u>\$ 65,243</u>	<u>\$ 71,439</u>	<u>\$ 121,951</u>	<u>\$ 13,122</u>

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

Year Ended June 30	Amount
2021	\$ 3,030
2022	(287)
2023	17
2024	(8,956)
2025	-
Thereafter	-
Totals	<u>\$ (6,196)</u>

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

Actuarial Assumptions

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

OPERS	
Valuation date - Pension	December 31, 2019
Valuation date - OPEB	December 31, 2018
Actuarial cost method	Individual entry age
Cost of living	1.40% - 3.00%
Salary increases, including inflation	3.25% - 10.75%
Inflation	3.25%
Investment rate of return - Pension	7.20%, net of investment expense, including inflation
Investment rate of return - OPEB	6.00%, net of investment expense, including inflation
Health care cost trend rates	10.5% initial, 3.50% ultimate in 2030
Experience study date	Period of 5 years ended December 31, 2015
Mortality basis	RP-2014 Healthy Annuitant Mortality Table

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

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

OPERS	
Valuation date - Pension	December 31, 2018
Valuation date - OPEB	December 31, 2017
Actuarial cost method	Individual entry age
Cost of living	2.50% - 3.00%
Salary increases, including inflation	3.25% - 10.75%
Inflation	2.50%
Investment rate of return - Pension	7.20%, net of investment expense, including inflation
Investment rate of return - OPEB	6.00%, net of investment expense, including inflation
Health care cost trend rates	10.0% initial, 3.25% ultimate in 2029
Experience study date	Period of 5 years ended December 31, 2015
Mortality basis	RP-2014 Healthy Annuitant Mortality Table

Pension Discount Rate

The projection of cash flows used to determine the discount rate assumed that employee contributions will be made at the current contribution rate and that employer contributions will be made at contractually required rates for all plans. Based on those assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments for current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability. The discount rates used to measure the total pension liability for OPERS were 7.20 percent for the plan years ended December 31, 2019 and 2018, respectively.

OPEB Discount Rate

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

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

OPERS OPEB Discount Rate - The discount rates used to measure the total OPEB liability were 3.16 percent and 3.96 percent for the plan years ended December 31, 2019 and 2018, respectively. At December 31, 2019 and 2018, the plan's fiduciary net position was projected to become insufficient to make all projected future benefit payments for current active and inactive employees. Therefore, a blended rate was used, which consisted of the long-term expected rate of return on OPEB plan investments for the funded benefit payments of 6.00 percent and the Fidelity 20-year Municipal General Obligation AA Index rate of 2.75 percent and 3.71 percent at December 31, 2019 and December 31, 2018, respectively. At December 31, 2019, the long-term expected rate of return on health care investments was applied to projected costs through the year 2034, and the municipal bond rate was applied to all health care costs after that date. At December 31, 2018, the long-term expected rate of return on health care investments was applied to projected costs through the year 2031, and the municipal bond rate was applied to all health care costs after that date.

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

OPERS as of 12/31/19				
Investment Category	Pension Portfolio		Health Care Portfolio	
	Target Allocation	Long-Term expected Real Rate of Return	Target Allocation	Long-Term expected Real Rate of Return
Fixed income	25.0%	1.83%	36.0%	1.53%
Domestic Equities	19.0%	5.75%	21.0%	5.75%
Real Estate	10.0%	5.20%	0.0%	0.00%
Private Equity	12.0%	10.70%	0.0%	0.00%
International Equity	21.0%	7.66%	23.0%	7.66%
REITs	0.0%	0.00%	6.0%	5.69%
Other Investments	13.0%	4.98%	14.0%	4.90%
	<u>100.0%</u>		<u>100.0%</u>	

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

OPERS as of 12/31/18				
Investment Category	Pension Portfolio		Health Care Portfolio	
	Target Allocation	Long-Term expected Real Rate of Return	Target Allocation	Long-Term expected Real Rate of Return
Fixed income	23.0%	2.79%	34.0%	2.42%
Domestic Equities	19.0%	6.21%	21.0%	6.21%
Real Estate	10.0%	4.90%	0.0%	0.00%
Private Equity	10.0%	10.81%	0.0%	0.00%
International Equity	20.0%	7.83%	22.0%	7.83%
REITs	0.0%	0.00%	6.0%	5.98%
Other Investments	18.0%	5.50%	17.0%	5.57%
	<u>100.0%</u>		<u>100.0%</u>	

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

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

2020 (\$ in thousands)				
Plan	1% Decrease	Current Discount Rate	1% Increase	
OPERS	6.20% \$ 978	7.20% \$ 588	8.20% \$ 238	

2019 (\$ in thousands)				
Plan	1% Decrease	Current Discount Rate	1% Increase	
OPERS	6.20% \$ 1,295	7.20% \$ 874	8.20% \$ 524	

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

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

2020 (\$ in thousands)				
Plan	1% Decrease	Current Discount Rate	1% Increase	
OPERS	2.16% \$ 539	3.16% \$ 412	4.16% \$ 310	

2019 (\$ in thousands)				
Plan	1% Decrease	Current Discount Rate	1% Increase	
OPERS	2.96% \$ 338	3.96% \$ 303	4.96% \$ 236	

Sensitivity of the net OPEB liability to changes in the health care cost trend rate

The following presents the net OPEB liability of the Station, calculated using the healthcare cost trend rate listed below, as well as what the Station's net OPEB liability would be if it were

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

calculated using a health care cost trend rate that is 1.00 percentage point lower or 1.00 percentage point higher than the current rate:

Plan	1% Decrease	Current Trend Rate	1% Increase
OPERS	\$399	\$412	\$424

Plan	1% Decrease	Current Trend Rate	1% Increase
OPERS	\$291	\$303	\$317

Pension plan and OPEB plan fiduciary net position

Detailed information about the pension plan’s fiduciary net position is available in the separately issued OPERS financial report.

Benefit changes

Effective in 2022, OPERS will replace the current self-insured group plan with a marketplace concept for pre-Medicare retirees.

Assumption changes

During the measurement period ended December 31, 2018, certain assumption changes were made by the plan. The OPERS pension discount rate was reduced from 7.5 percent to 7.2 percent, which impacted the annual actuarial valuation for pension prepared as of December 31, 2018.

Payable to the Pension Plan and OPEB Plan

The Station reported a payable of \$4,053 and \$10,828 for the outstanding amount of contributions to the OPERS pension plan required for the years ended June 30, 2020 and June 30, 2019, respectively.

Defined Contribution Pension Plan

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

Eligible employees have 120 days from their date of hire to make an irrevocable election to participate in the ARP. Under this plan, employees who would have otherwise been required to be in OPERS, and who elect to participate in the ARP, must contribute the employee’s share of retirement contributions to one of nine private providers approved by the Ohio Department of Insurance. The legislation mandates that the employer must contribute an amount to the state

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

retirement system to which the employee would have otherwise belonged, based on an independent actuarial study commissioned by the Ohio Retirement Study Council and submitted to the Ohio Department of Higher Education. That amount is 2.44 percent for OPERS for the years ended June 30, 2020 and 2019. If the employee was hired on or after August 2005, the employer contributes 6.00 percent. The employer also contributes what would have been the employer's contribution under OPERS, less the aforementioned percentages, to the private provider selected by the employee. The University plan provides these employees with immediate plan vesting. The ARP does not provide disability benefits, survivor benefits, or postretirement health care. Benefits are entirely dependent on the sum of contributions and investment returns earned by each participant's choice of investment options. OPERS also offer a defined contribution plan and a combined plan with features of both a defined contribution plan and a defined benefit plan. There were no contributions made to the ARP for the fiscal years ended June 30, 2020 and 2019. Contributions were equal to the required contributions for each year.

Note 7 - Related Party

Youngstown State University Foundation is a legally separate nonprofit organization exempt from federal income tax and classified as a public charity. The Foundation is devoted to the support, expansion, and development of educational programs at the University that are useful and beneficial to the students and the community. During fiscal year 2015, the University entered into a development services agreement with the Foundation, wherein the Foundation raises and maintains donations on behalf of the University. The Foundation remits all related funds received on a monthly basis.

The operations of WYSU-FM are supported by general appropriations from the University. The University's support allocation totaled \$409,538 and \$518,883 in direct support for fiscal years 2020 and 2019, respectively, and \$268,849 and \$196,064 in indirect administrative support and donated facilities.

Note 8 – Risk Management

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

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Note 9 – COVID-19 Pandemic

On March 11, 2020, the World Health Organization declared the outbreak of a respiratory disease caused by a new coronavirus a pandemic, now known as COVID-19. In response to the COVID-19 pandemic, governments have taken preventative or protective actions, such as temporary closures of non-essential businesses and “shelter-at-home” guidelines for individuals. As a result, the global economy has been negatively affected, and the Station’s operations were also impacted. Due to the “shelter-at-home” guidelines during April and May 2020, the Station expanded its remote operations capabilities. Four remote studios were purchased and were integrated into the Station’s normal operations. These units enable staff to broadcast remotely in the event they are not permitted on campus or cannot reach the studios for any reason. The Station also had fundraising and live events cancelled or temporarily postponed until the “shelter-at-home” guidelines were reduced or removed, which resulted in lost revenues for the Station for the year ended June 30, 2020. In response, the Station instituted measures to reduce personnel expenses, including a temporary layoff, furloughs, and pay reductions.

To offset the financial impact to students and the losses incurred by the University due to the disruption caused by COVID-19, the University received grants and other relief primarily from the Coronavirus Aid, Relief, and Economics Security (CARES) Act. The University’s allocation of Higher Education Emergency Relief Fund (HEERF) grants totaled \$10,376,462, of which 50% was required to be given directly to students. For the year ended June 30, 2020, the University recognized HEERF grant revenue totaling \$6,045,135, of which \$3,200,000 was provided as emergency grants to students and \$2,845,134 was used to reimburse the University for loss of tuition and fees revenue. The Station received an allocation of emergency stabilization funds for public media included in the Coronavirus Aid, Relief, and Economics Security (CARES) Act, which was awarded by an advisory group convened by the Corporation for Public Broadcasting (CPB). The Station’s allocation of emergency stabilization funds totaled \$75,000 and is reflected as federal appropriations in the Statement of Revenues, Expenses, and Changes in Net Position. In addition, in July 2020, the University received other emergency relief in the form of Coronavirus Relief Fund (CRF) through the Ohio Department of Higher Education (ODHE) in the amount of \$3,924,308. Expenses incurred through June 30, 2020 that are eligible for reimbursement in fiscal year 2021 totaled \$1,079,230, of which \$17,914 were incurred by the Station. The severity of the continued impact due to COVID-19 on the University’s financial condition, results of operations or cash flows will depend on a number of factors, including, but not limited to, the duration and severity of the pandemic and the extent and severity of the impact on the University’s community, all of which are uncertain and cannot be predicted.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2020 AND 2019

Note 10 – Restatement of Fiscal Year 2019 Financial Statements

Certain line items have been restated in the Statements of Net Position, Statements of Revenues, Expenses and Changes in Net Position, Statements of Cash Flows, and related notes to the financial statements for the fiscal year ended June 30, 2019, to reflect the recognition of the full amount of the Corporation for Public Broadcasting grant in the fiscal year awarded. Changes to the fiscal year 2019 financial statement line items are summarized as follows:

	6/30/19 Originally Reported	Restatement for Unearned Revenue	6/30/19 Restated
Statements of Net Position:			
Liabilities			
Unearned revenue	\$ 140,826	\$ (126,447)	\$ 14,379
Total Current Liabilities	171,108	(126,447)	44,661
Total Liabilities	1,418,037	(126,447)	1,291,590
Net Position			
Restricted, expendable	\$ 108,580	\$ 33,547	\$ 142,127
Unrestricted	597,878	92,900	690,778
Total Net Position	905,880	126,447	1,032,327
Statements of Revenues, Expenses and Changes in Net Position:			
Operating Revenues			
Corporation for Public Broadcasting grant	\$ 130,459	\$ (4,012)	\$ 126,447
Total Operating Revenues	437,041	(4,012)	433,029
Net Position			
Net position at Beginning of the Year	\$ 844,760	\$ 130,459	\$ 975,219
Net position at End of the Year	905,880	126,447	1,032,327
Statement of Cash Flows:			
Operating loss	\$ (940,566)	\$ (4,012)	\$ (944,578)
Changes in accounts payable, payroll liabilities, compensated absences, and unearned revenue	(33,894)	4,012	(29,882)

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

REQUIRED SUPPLEMENTARY INFORMATION

Schedule of the Station's Proportionate Share of the Net Pension Liability Plan Years Ended 2014 to 2019

Plan Year	Station's proportion of the net pension liability (asset)	Station's proportionate share of the net pension liability (asset)	Station's covered payroll	Station's proportionate share of the collective net pension liability as a percentage of the employer's covered payroll	Plan fiduciary net position as a percentage of the total pension liability
Ohio Public Employees Retirement System (OPERS)					
2019	0.003009%	\$ 588,367	\$ 450,235	130.68%	82.44%
2018	0.003204%	\$ 873,885	\$ 473,020	184.74%	78.00%
2017	0.003238%	\$ 503,458	\$ 464,796	108.32%	79.00%
2016	0.003304%	\$ 748,429	\$ 461,655	162.12%	80.00%
2015	0.003450%	\$ 595,414	\$ 462,132	128.84%	80.00%
2014	0.003470%	\$ 416,913	\$ 445,112	93.66%	84.00%

The plan year ends on December 31 for OPERS.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

REQUIRED SUPPLEMENTARY INFORMATION

Schedules of the Station's Pension Contributions

Fiscal Year	Statutorily required contribution	Contributions in relation to the statutorily required contributions	Annual contribution deficiency	Station's covered payroll	Contributions recognized by the pension plan in relation to the statutorily or contractually required employer contribution as a percent of the employer's covered payroll
Ohio Public Employees Retirement System (OPERS)					
2020	\$ 57,331	\$ 57,331	\$ -	\$ 409,509	14.00%
2019	\$ 65,665	\$ 65,665	\$ -	\$ 472,860	13.89%
2018	\$ 63,928	\$ 63,928	\$ -	\$ 474,256	13.48%
2017	\$ 57,269	\$ 57,269	\$ -	\$ 459,488	12.47%
2016	\$ 55,912	\$ 55,912	\$ -	\$ 465,061	12.02%
2015	\$ 55,579	\$ 55,579	\$ -	\$ 461,406	12.05%

Changes of benefit terms

There were no changes in benefit terms affecting the OPERS plan.

Changes of assumptions

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

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

REQUIRED SUPPLEMENTARY INFORMATION

Schedules of the Station's Proportionate Share of the Net OPEB Liability Plan Years Ended 2017 to 2019

Plan Year	Station's proportion of the net OPEB liability (asset)	Station's proportionate share of the net OPEB liability (asset)	Station's covered payroll	Station's proportionate share of the collective net OPEB liability as a percentage of the employer's covered payroll	Plan fiduciary net position as a percentage of the total OPEB liability
Ohio Public Employees Retirement System (OPERS)					
2019	0.002980%	\$ 411,635	\$ 450,235	91.43%	47.80%
2018	0.002325%	\$ 303,125	\$ 473,020	64.09%	65.40%
2017	0.003114%	\$ 338,157	\$ 464,796	72.76%	60.70%

The plan year ends on December 31 for OPERS.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

REQUIRED SUPPLEMENTARY INFORMATION

Schedules of the Station's OPEB Contributions

Fiscal Year	Statutorily required contribution	Contributions in relation to the statutorily required contributions	Annual contribution deficiency	Station's covered pay roll	Contributions recognized by the OPEB plan in relation to the statutorily or contractually required employer contribution as a percent of the employer's covered pay roll
Ohio Public Employees Retirement System (OPERS)					
2020	\$ -	\$ -	\$ -	\$ 409,509	0.00%
2019	\$ -	\$ -	\$ -	\$ 472,860	0.00%
2018	\$ 2,468	\$ 2,468	\$ -	\$ 474,256	0.52%

Changes of benefit terms

There were no significant changes in benefit terms affecting the OPERS plan for the plan year ended December 31, 2019.

Changes of assumptions

OPERS - During the plan year ended December 31, 2019, there were changes to several assumptions for OPERS. The health care cost trend rates decreased from 10.0% initial and 3.25% ultimate to 10.5% initial and 3.5% ultimate. The discount rate was reduced from 3.96% to 3.16%.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

SUPPLEMENTARY INFORMATION

SCHEDULE OF NONFEDERAL FINANCIAL SUPPORT FOR THE YEAR ENDED JUNE 30, 2020

Direct Income	\$	856,456
Indirect Administrative Support		268,849
In-Kind Contributions of Services and Other Assets		<u>150,406</u>
Total Nonfederal Financial Support	\$	<u><u>1,275,711</u></u>

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

Independent Auditor's Report

To Management and the Board of Trustees
WYSU-FM Youngstown State University Radio

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of WYSU-FM Youngstown State University Radio (the "Station"), a department of Youngstown State University, which comprise the basic statement of net position as of June 30, 2020 and the related basic statements of revenues, expenses, and changes in net position and cash flows for the year then ended, and the related notes to the financial statements and have issued our report thereon dated November 30, 2020.

Internal Control Over Financial Reporting

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

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

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

Compliance and Other Matters

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

To Management and the Board of Trustees
WYSU-FM Youngstown State University Radio

Purpose of This Report

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

Plante & Moran, PLLC

November 30, 2020



**YOUNGSTOWN
STATE
UNIVERSITY**

FINANCE & FACILITIES

AGENDA



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
FINANCE AND FACILITIES COMMITTEE**

**Michael A. Peterson, Chair
Capri S. Cafaro, Vice Chair
All Trustees are Members**

**Wednesday, March 3, 2021
2:30 p.m. or immediately following
previous meeting**

**Kilcawley Center
Chestnut Room**

AGENDA

- A. Disposition of Minutes for Meeting Held December 2, 2020**
- B. Old Business**
- C. Committee Items**

- 1. Finance and Facilities Consent Items*** – Neal McNally, Vice President for Finance and Business Operations, and Greg Morgione, Associate General Counsel, will report.

- C.1.a. = Tab 1 a. Resolution to Modify Reduction/Refund of Tuition and Fees Policy, 3356-3-02.1**
- C.1.b. = Tab 2 b. Resolution to Modify University Facilities – Use, Priorities, and Fees Policy, 3356-4-03**
- C.1.c. = Tab 3 c. Resolution to Modify Acquisition of Real Estate Policy, 3356-4-05**
- C.1.d. = Tab 4 d. Resolution to Modify Identity Theft Red Flags Policy, 3356-4-14**

2. Finance and Facilities Action Items

- C.2.a. = Tab 5 a. Resolution to Approve Changes to Student Fees**
Neal McNally, Vice President for Finance and Business Operations, will report.
- C.2.b. = Tab 6 b. Resolution to Approve Interfund Transfers**
Katrena Davidson, Controller, will report.

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

3. Finance and Facilities Discussion Items

- C.3.a. = Tab 7** **a. Quarterly Update on the FY 2021 Operating Budget**
Neal McNally, Vice President for Finance and Business Operations, will report.
- C.3.b. = Tab 8** **b. Plan to Refund Existing Debt Obligations Related to Series 2010 and 2011 Bonds**
Neal McNally, Vice President for Finance and Business Operations, will report.
- C.3.c. = Tab 9** **c. Planning and Construction Projects Update**
John Hyden, Associate Vice President, University Facilities, and Rich White, Director of Planning and Construction, will report.
- d. Report of Audit Subcommittee**
A verbal report of the Audit Subcommittee will be presented.
Michael A. Peterson will report.
- e. Report of Investment Subcommittee**
A verbal report of the Investment Subcommittee will be presented.
Capri S. Cafaro will report.
- D. New Business**
- E. Adjournment**



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY
REDUCTION/REFUND OF TUITION AND FEES POLICY,
3356-3-02.1**

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies; and

WHEREAS, the Reduction/Refund of Tuition and Fees policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Reduction/Refund of Tuition and Fees, policy number 3356-3-02.1, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

3356-3-02.1 Reduction/refund of tuition and fees.

~~Previous Policy Number: 3002.01~~

Responsible Division/Office: Finance and Business Operations

Responsible Officer: ~~VP~~Vice President for Finance and Business
Operations

Revision History: March 1998; March 2007; March 2011; March
2016; March 2021

Board Committee: Finance and Facilities

Effective Date: ~~March 16, 2016~~ March 4, 2021

Next Review: ~~2021~~2026

- (A) Policy statement. The board of trustees of Youngstown state university shall review and approve the schedule of student tuition and fees. This schedule and the associated refund procedures will be published in university "Bulletins" and other official university documents.
- (B) Parameters.
- (1) A full or partial reduction of the instructional, general, information services, performance, music, college, ~~lab~~program and ~~materials~~course fees, and the nonresident surcharge will be provided for all withdrawals or reductions which take place during a specified period of time outlined in the current university "Undergraduate" and "Graduate Bulletins," or as modified by action of the board of trustees.
 - (2) Students suspended or dismissed from the university for non-academic reasons are not entitled to any reduction of fees unless extenuating circumstances are demonstrably present, such as a medical condition as verified by a physician.
- (C) Procedures.
- (1) To receive a reduction of fees, a student must officially withdraw or complete an official change of registration.
 - (2) Students who withdraw or reduce hours after the specified refund

period, and who do so for reasons beyond their control (such as for a medical issue, induction into military service, change in work shifts ~~or~~, transfer of employment or death of immediate family member), may request to have their fees reviewed in accordance with the fees and charges appeals board process. If approved, the fees may be revised on a prorated basis.

- (3) Students withdrawing from all classes as a result of being called to active military service are eligible for a full reduction of fees. Students must officially withdraw and must provide the fees and charges appeals board with supporting documentation validating the withdrawal.
- (4) Individuals seeking additional information on the reduction/refund of fees and charges should refer to the current Youngstown state university "Undergraduate Bulletin," "Graduate Bulletin," or by ~~calling~~ contacting the office of ~~the~~ university bursar ~~at 330-941-1311~~ 3133.

3356-3-02.1 Reduction/refund of tuition and fees.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: Vice President for Finance and Business
Operations
Revision History: March 1998; March 2007; March 2011; March
2016; March 2021
Board Committee: Finance and Facilities
Effective Date: March 4, 2021
Next Review: 2026

- (A) Policy statement. The board of trustees of Youngstown state university shall review and approve the schedule of student tuition and fees. This schedule and the associated refund procedures will be published in university "Bulletins" and other official university documents.
- (B) Parameters.
- (1) A full or partial reduction of the instructional, general, information services, performance, music, college, program and course fees, and the nonresident surcharge will be provided for all withdrawals or reductions which take place during a specified period of time outlined in the current university "Undergraduate" and "Graduate Bulletins," or as modified by action of the board of trustees.
 - (2) Students suspended or dismissed from the university for non-academic reasons are not entitled to any reduction of fees unless extenuating circumstances are demonstrably present, such as a medical condition as verified by a physician.
- (C) Procedures.
- (1) To receive a reduction of fees, a student must officially withdraw or complete an official change of registration.
 - (2) Students who withdraw or reduce hours after the specified refund period, and who do so for reasons beyond their control (such as for a medical issue, induction into military service, change in work shifts, transfer of employment or death of immediate family

member), may request to have their fees reviewed in accordance with the fees and charges appeals board process. If approved, the fees may be revised on a prorated basis.

- (3) Students withdrawing from all classes as a result of being called to active military service are eligible for a full reduction of fees. Students must officially withdraw and must provide the fees and charges appeals board with supporting documentation validating the withdrawal.
- (4) Individuals seeking additional information on the reduction/refund of fees and charges should refer to the current Youngstown state university "Undergraduate Bulletin," "Graduate Bulletin," or by contacting the office of university bursar.



**RESOLUTION TO MODIFY
UNIVERSITY FACILITIES – USE, PRIORITIES, AND FEES POLICY,
3356-4-03**

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies; and

WHEREAS, the University Facilities – Use, Priorities, and Fees policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy University Facilities – Use, Priorities, and Fees, policy number 3356-4-03, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

3356-4-03 University facilities - use, priorities, and fees.

~~Previous Policy Number: 4003.01~~

Responsible Division/Office: Finance and Business Operations

~~Responsible Officer:~~ ~~VP~~ Vice President for Finance and Business Operations

Revision History: June 1998; August 2010; September 2015; March 2021

Board Committee: Finance and Facilities

Effective Date: ~~September 24, 2015~~ March 4, 2021

Next Review: ~~2020~~ 2026

- (A) Policy statement. The facilities of Youngstown state university (“university”) are the property of the state of Ohio. The board of trustees authorizes the president to establish the fees, priorities, and procedures for the use of university facilities.
- (B) Purpose. To establish standards for the responsible management of university facilities in order to maximize the positive use of university facilities and minimize disruption to the university functions or activities.
- (C) Scope. This policy applies to all university, student, and non-university organizations or individuals that wish to schedule events or use university facilities.
- (D) Definitions.
- (1) “Facilities.” Buildings, structures or land (including athletic fields, green spaces, and parking facilities) owned or leased by the university.
 - (2) “University organizations.” All university units, departments, and offices staffed by university employees acting within the scope of their employment, including but not limited to university committees, governance bodies, and councils.
 - (3) “Student organizations.” All student groups and organizations officially registered and recognized by the university.
 - (4) “Non-university organizations.” Organizations other than university or student organizations that are legally separate entities

from the university, even though some participants or members may be university personnel, students, or alumni. A non-university organization may be an individual.

- (5) “University event.” A program or activity that is administered by the university or a university organization.
 - (6) “Student event.” A program or activity that is planned and directed by a student organization.
 - (7) “Non-university event.” A program or activity administered by a non-university group using university facilities with no university sponsorship.
 - (8) “Sponsored event.” A program or activity that involves both a non-university organization and a university or student organization.
 - (9) “Responsible office.” Individual or office responsible for booking and/or scheduling use of a specific facility.
- (E) Parameters for usage.
- (1) Any non-university organization or individual requesting to use university facilities must complete a university agreement for use of facilities and equipment which is available from the responsible office.
 - (2) Activities may take place only in facilities that are appropriate for the activity in question. Considerations as to appropriateness include but are not limited to the purpose of the facilities, nature of the activity, staging requirements, anticipated attendees, and university calendar and staffing concerns.
 - (3) The right to use university facilities does not confer the right to use the university name or to imply university sponsorship or endorsement of an event.
 - (4) All individuals and/or organizations that are granted permission to use university facilities must pay all applicable fees and charges and must comply with all applicable federal, state, and municipal

regulations and university rules and policies, including but not limited to the university's policies regarding alcoholic beverages on campus, drug-free environment, smoke and tobacco-free environment and minors on campus policies.

- (5) No individual or organization may assign its use of university facilities.
 - (6) The university reserves the right to set limits on the number of reservations of facilities by non-university organizations.
- (F) Priority usage.
- (1) The majority of university facilities contain classrooms (indoor and outdoor), laboratories, and assorted faculty and administrative offices which are devoted to advancing the teaching and learning processes. Use of these facilities is generally limited to meeting university needs.
 - (2) Where there is a conflict between requests, usage decisions will be based on the timeliness of the request, the availability of alternative university facilities, and fulfillment of the university's educational and institutional needs. University and student organizations shall have priority over non-university organizations. Usage shall follow the following priorities:
 - (a) Priority ~~1~~one. Use for regularly scheduled academic classes, labs, programs of instruction and research and activities resulting from academic courses such as rehearsals, concerts, seminars and lectures.
 - (b) Priority ~~2~~two. University-wide events, activities, and programs such as visitation days, orientation, graduation ceremonies, university scholars and honors program, intercollegiate athletics competitive events and practices.
 - (c) Priority ~~3~~three. Meetings, workshops, training and development programs for university employees or special academic or athletic events run or sponsored by a university organization.

- (d) Priority ~~4~~four. Programs or activities of registered student organizations.
 - (e) Priority ~~5~~five. Faculty and staff recreational programs and activities.
 - (f) Priority ~~6~~six. Programs or activities sponsored or co-sponsored by the university or student organization.
 - (g) Priority ~~7~~seven. Non-university program or activity.
- (G) Event sponsorship. A university or student organization seeking to sponsor an event with a non-university organization is subject to the following requirements:
- (1) The event must be consistent with the goals and purposes of the university or student organization.
 - (2) The university or student organization must designate a contact person who has knowledge of the non-university organization and the arrangements for the event, including the date, time, location, purpose, and number of attendees.
 - (3) The contact person must be present at the event.
 - (4) -The university or student organization accepts fiscal responsibility for any fees, costs, and/or damage related to the event which the non-university organization refuses or fails to pay.
- (H) Fronting prohibited. No organization or individual may front for another individual or organization. Fronting occurs when an individual or organization reserves space for the use of another individual or organization in order to conceal the identity of the true user or to help the true user avoid university policies, rules, fees, or fiscal or insurance requirements.
- (I) Responsible office.
- (1) Procedures for scheduling and use authorization vary among different facilities. In general, information and access to university facilities is secured through the responsible office for the facility.

- (2) The responsible office shall record confirmed and approved facility use on the university's banner system or the integrated administrative database in current use by the university.
 - (3) When an event or program requires the use of university parking facilities, the responsible office shall contact parking services as soon as the reservation is made in order to request and schedule use of university parking facilities. The responsible office shall also contact university police and catering services if required for the event.
- (J) Cost, charges, and fees.
- (1) University and student events are subject to payment for the direct costs of facility usage. Direct costs include but are not limited to cost of staffing, security, setup, cleaning, food and beverage costs, and damages incurred during an event.
 - (2) -Non-university events are subject to direct costs of facility usage as well as equipment use and rental charges.
- (K) Food and alcohol. All food and beverages served in university facilities must be provided by the university's contracted food service provider unless otherwise stipulated. Requests to provide and/or sell alcoholic beverages must be approved in advance of an event. Restrictions and permit requirements for the provision and/or sale of alcohol are determined by the location of an event. Information regarding alcohol is available through the responsible office of the facility (see university policy 3356-5-10 concerning alcoholic beverages on campus).
- (L) Insurance. In order to use university facilities, student and non-university organizations are subject to all applicable university insurance coverage requirements.
- (M) Fundraising and commercial activity.
- (1) University facilities are not available for fundraising or commercial profit purposes if the funds are designated solely to enrich an individual or commercial entity. This does not preclude fundraising or profit-making activities in support of the university

or university or student organizations. University facilities and resources may not be used for political fundraising.

- (2) -All commercial sales, solicitations, and advertising activity on university facilities are prohibited without prior authorization from the university. Entities or individuals wishing to access the university for purposes of commercial solicitation or advertising should consult university policy 3356-7-19 concerning access to campus for commercial solicitation or advertising.
- (N) Use of university facilities by nonprofit external organizations.
- (1) As a service to the community, Youngstown state university may allow the use of university facilities by nonprofit external organizations for nonprofit educational, recreational, social, religious, civic, philanthropic and like purposes. Such use may not interfere in any way with the regular programs and activities of the university. External organizations are required to provide the director overseeing the facility with a current copy of the internal revenue service (“IRS”) exemption letter indicating that the organization is incorporated as a 501(c)(3) nonprofit organization. (A federal identification number is not a substitute for the IRS exemption letter.)
 - (2) All use and rental forms, procedures, and university policies remain in effect for a nonprofit organization. Where a nonprofit organization requests a rental space discount, the availability and amount of a discount will be determined by the director overseeing the facility with final approval by the vice president of finance and business operations. Security discounts are to be determined by the university chief of police, with final approval by the associate vice president of university relations. Parking and janitorial services are unable to provide discounts.
 - (3) If a university department, program, or student group (collectively, “campus entity”) is sponsoring or co-sponsoring a nonprofit organization for an event on campus, rental fees may be waived. However, all applicable university forms, procedures, and policies remain in effect, including but not limited to the requirement that the campus entity shall provide a representative at the event to ensure all university policies are upheld.

- (O) Public safety. University ~~policy~~ police officers may be required at certain events on campus. The chief of the Youngstown state university police department or his/her designee, in conjunction with the responsible office of the facility, will make this determination. The necessity for ~~an amount of~~ public safety services and other safety personnel or services shall be based on the date, time, and location of the event, the type of event, the anticipated number of attendees and any other relevant factors and statutory requirements.
- (P) Change, suspension, or termination of use. The university reserves the right to change locations and/or suspend or terminate current and future usage approval for any event, program, organization or individual under the following circumstances:
- (1) In the event of an emergency;
 - (2) When usage interferes with or disrupts university functions or use;
 - (3) When facilities are misused;
 - (4) When the user of facilities, including attendees or participants, fails to comply with a usage agreement, university policy or rule, or local, state or federal laws.

3356-4-03 University facilities - use, priorities, and fees.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: Vice President for Finance and Business Operations
Revision History: June 1998; August 2010; September 2015; March 2021
Board Committee: Finance and Facilities
Effective Date: March 4, 2021
Next Review: 2026

- (A) Policy statement. The facilities of Youngstown state university (“university”) are the property of the state of Ohio. The board of trustees authorizes the president to establish the fees, priorities, and procedures for the use of university facilities.
- (B) Purpose. To establish standards for the responsible management of university facilities in order to maximize the positive use of university facilities and minimize disruption to the university functions or activities.
- (C) Scope. This policy applies to all university, student, and non-university organizations or individuals that wish to schedule events or use university facilities.
- (D) Definitions.
 - (1) “Facilities.” Buildings, structures or land (including athletic fields, green spaces, and parking facilities) owned or leased by the university.
 - (2) “University organizations.” All university units, departments, and offices staffed by university employees acting within the scope of their employment, including but not limited to university committees, governance bodies, and councils.
 - (3) “Student organizations.” All student groups and organizations officially registered and recognized by the university.
 - (4) “Non-university organizations.” Organizations other than university or student organizations that are legally separate entities from the university, even though some participants or members

may be university personnel, students, or alumni. A non-university organization may be an individual.

- (5) “University event.” A program or activity that is administered by the university or a university organization.
 - (6) “Student event.” A program or activity that is planned and directed by a student organization.
 - (7) “Non-university event.” A program or activity administered by a non-university group using university facilities with no university sponsorship.
 - (8) “Sponsored event.” A program or activity that involves both a non-university organization and a university or student organization.
 - (9) “Responsible office.” Individual or office responsible for booking and/or scheduling use of a specific facility.
- (E) Parameters for usage.
- (1) Any non-university organization or individual requesting to use university facilities must complete a university agreement for use of facilities and equipment which is available from the responsible office.
 - (2) Activities may take place only in facilities that are appropriate for the activity in question. Considerations as to appropriateness include but are not limited to the purpose of the facilities, nature of the activity, staging requirements, anticipated attendees, and university calendar and staffing concerns.
 - (3) The right to use university facilities does not confer the right to use the university name or to imply university sponsorship or endorsement of an event.
 - (4) All individuals and/or organizations that are granted permission to use university facilities must pay all applicable fees and charges and must comply with all applicable federal, state, and municipal regulations and university rules and policies, including but not

limited to the university's policies regarding alcoholic beverages on campus, drug-free environment, smoke and tobacco-free environment and minors on campus policies.

- (5) No individual or organization may assign its use of university facilities.
 - (6) The university reserves the right to set limits on the number of reservations of facilities by non-university organizations.
- (F) Priority usage.
- (1) The majority of university facilities contain classrooms (indoor and outdoor), laboratories, and assorted faculty and administrative offices which are devoted to advancing the teaching and learning processes. Use of these facilities is generally limited to meeting university needs.
 - (2) Where there is a conflict between requests, usage decisions will be based on the timeliness of the request, the availability of alternative university facilities, and fulfillment of the university's educational and institutional needs. University and student organizations shall have priority over non-university organizations. Usage shall follow the following priorities:
 - (a) Priority one. Use for regularly scheduled academic classes, labs, programs of instruction and research and activities resulting from academic courses such as rehearsals, concerts, seminars and lectures.
 - (b) Priority two. University-wide events, activities, and programs such as visitation days, orientation, graduation ceremonies, university scholars and honors program, intercollegiate athletics competitive events and practices.
 - (c) Priority three. Meetings, workshops, training and development programs for university employees or special academic or athletic events run or sponsored by a university organization.

- (d) Priority four. Programs or activities of registered student organizations.
 - (e) Priority five. Faculty and staff recreational programs and activities.
 - (f) Priority six. Programs or activities sponsored or co-sponsored by the university or student organization.
 - (g) Priority seven. Non-university program or activity.
- (G) Event sponsorship. A university or student organization seeking to sponsor an event with a non-university organization is subject to the following requirements:
 - (1) The event must be consistent with the goals and purposes of the university or student organization.
 - (2) The university or student organization must designate a contact person who has knowledge of the non-university organization and the arrangements for the event, including the date, time, location, purpose, and number of attendees.
 - (3) The contact person must be present at the event.
 - (4) The university or student organization accepts fiscal responsibility for any fees, costs, and/or damage related to the event which the non-university organization refuses or fails to pay.
- (H) Fronting prohibited. No organization or individual may front for another individual or organization. Fronting occurs when an individual or organization reserves space for the use of another individual or organization in order to conceal the identity of the true user or to help the true user avoid university policies, rules, fees, or fiscal or insurance requirements.
- (I) Responsible office.
 - (1) Procedures for scheduling and use authorization vary among different facilities. In general, information and access to university facilities is secured through the responsible office for the facility.

- (2) The responsible office shall record confirmed and approved facility use on the university's banner system or the integrated administrative database in current use by the university.
 - (3) When an event or program requires the use of university parking facilities, the responsible office shall contact parking services as soon as the reservation is made in order to request and schedule use of university parking facilities. The responsible office shall also contact university police and catering services if required for the event.
- (J) Cost, charges, and fees.
 - (1) University and student events are subject to payment for the direct costs of facility usage. Direct costs include but are not limited to cost of staffing, security, setup, cleaning, food and beverage costs, and damages incurred during an event.
 - (2) Non-university events are subject to direct costs of facility usage as well as equipment use and rental charges.
- (K) Food and alcohol. All food and beverages served in university facilities must be provided by the university's contracted food service provider unless otherwise stipulated. Requests to provide and/or sell alcoholic beverages must be approved in advance of an event. Restrictions and permit requirements for the provision and/or sale of alcohol are determined by the location of an event. Information regarding alcohol is available through the responsible office of the facility (see university policy 3356-5-10 concerning alcoholic beverages on campus).
- (L) Insurance. In order to use university facilities, student and non-university organizations are subject to all applicable university insurance coverage requirements.
- (M) Fundraising and commercial activity.
 - (1) University facilities are not available for fundraising or commercial profit purposes if the funds are designated solely to enrich an individual or commercial entity. This does not preclude fundraising or profit-making activities in support of the university

or university or student organizations. University facilities and resources may not be used for political fundraising.

- (2) All commercial sales, solicitations, and advertising activity on university facilities are prohibited without prior authorization from the university. Entities or individuals wishing to access the university for purposes of commercial solicitation or advertising should consult university policy 3356-7-19 concerning access to campus for commercial solicitation or advertising.
- (N) Use of university facilities by nonprofit external organizations.
- (1) As a service to the community, Youngstown state university may allow the use of university facilities by nonprofit external organizations for nonprofit educational, recreational, social, religious, civic, philanthropic and like purposes. Such use may not interfere in any way with the regular programs and activities of the university. External organizations are required to provide the director overseeing the facility with a current copy of the internal revenue service (“IRS”) exemption letter indicating that the organization is incorporated as a 501(c)(3) nonprofit organization. (A federal identification number is not a substitute for the IRS exemption letter.)
 - (2) All use and rental forms, procedures, and university policies remain in effect for a nonprofit organization. Where a nonprofit organization requests a rental space discount, the availability and amount of a discount will be determined by the director overseeing the facility with final approval by the vice president of finance and business operations. Security discounts are to be determined by the university chief of police, with final approval by the associate vice president of university relations. Parking and janitorial services are unable to provide discounts.
 - (3) If a university department, program, or student group (collectively, “campus entity”) is sponsoring or co-sponsoring a nonprofit organization for an event on campus, rental fees may be waived. However, all applicable university forms, procedures, and policies remain in effect, including but not limited to the requirement that the campus entity shall provide a representative at the event to ensure all university policies are upheld.

- (O) **Public safety.** University police officers may be required at certain events on campus. The chief of the Youngstown state university police department or his/her designee, in conjunction with the responsible office of the facility, will make this determination. The necessity for public safety services and other safety personnel or services shall be based on the date, time, and location of the event, the type of event, the anticipated number of attendees and any other relevant factors and statutory requirements.

- (P) **Change, suspension, or termination of use.** The university reserves the right to change locations and/or suspend or terminate current and future usage approval for any event, program, organization or individual under the following circumstances:
 - (1) In the event of an emergency;
 - (2) When usage interferes with or disrupts university functions or use;
 - (3) When facilities are misused;
 - (4) When the user of facilities, including attendees or participants, fails to comply with a usage agreement, university policy or rule, or local, state or federal laws.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY
ACQUISITION OF REAL ESTATE POLICY,
3356-4-05**

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies; and

WHEREAS, the Acquisition of Real Estate policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Acquisition of Real Estate, policy number 3356-4-05, shown as Exhibit attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

3356-4-05 Acquisition of real estate.

~~Previous Policy Number: 4005.01~~

Responsible Division/Office: Finance and ~~Administration~~Business Operations

Responsible Officer: ~~VP~~Vice President -for Finance and ~~Administration~~Business Operations

Revision History: April 1998; March 2001; March 2002; September 2004; October 2010; June 2015; March 2021

Board Committee: Finance and Facilities

Effective Date: ~~June 17, 2015~~March 4, 2021

Next review: ~~2020~~2026

- (A) Policy statement. The board of trustees designates the geographical area in the vicinity of the campus within which the university may seek to acquire real estate. A willing seller/buyer approach will be used as a guiding principle on the acquisition of property. Authority to negotiate preliminary purchases of real estate is delegated to the president and/or designee. Final approval to acquire real estate rests with the board of trustees. (Nothing in this policy statement shall be construed as to limit the authority of the board or of its finance and facilities committee ~~at section I A or section 9 B3 of article III of the bylaws.~~)
- (B) Parameters.
- (1) The university has a primary area of geographic interest that has been jointly agreed to by the university and the ~~board of regents~~NMHHOhio department of higher education. This area is defined as follows:
- (a) A southern boundary beginning at the intersection of Rayen avenue and Belmont avenue, running east on Rayen avenue, south on Fifth avenue, east on Wood street, north on Wick avenue, east on Rayen avenue to Andrews avenue.
 - (b) An eastern boundary generally consisting of the line running north on Andrews avenue to the intersection with the eastbound access road.
 - (c) A northern boundary generally consisting of the line running west on the eastbound access road to Wick avenue,

north on Wick avenue to a point one hundred ten feet north of the westbound access road, west to Bryson street, north on Bryson street to Madison avenue, west on Madison avenue to the intersection at Fifth avenue, south on Fifth avenue to the eastbound access ~~road~~road, and west on the eastbound access road to Ford avenue.

- (d) A western boundary generally consisting of the line running south on Ford avenue to Scott street, west on Scott street to Belmont avenue, south on Belmont avenue to Rayen avenue.
- (2) The university has a secondary area of geographic interest that extends six to eight blocks beyond the primary area in the north, south, and west sides of the campus.
 - (a) The university maintains a good neighbor policy in this area and takes proactive steps to ensure the health and safety of residents of this area.
 - (b) The university is a catalyst to develop this area and encourage commercial, economic, and housing development activity.
 - (c) The overriding goal of this activity is to create a living/learning environment that is conducive to the mission of the institution.
 - (3) On occasion, the university may be the recipient of real estate in other locations. The acceptance and disposition of such gifts is determined on a case-by-case basis by the president and recommended to the institutional engagement committee of the board. Prior to the acceptance of such gifts by the institutional engagement committee and the board of trustees, the real estate will be evaluated in accordance with paragraph (C) of this ~~rule~~policy.
- (C) Procedures.

- (1) As appropriate, the finance and facilities committee of the board of trustees will review the property acquisition plans of the university and make any necessary modifications.
- (2) As appropriate, the finance and facilities committee agenda will include an item, "Property Acquisition Update." This status report addresses ongoing activities, pending actions, and issues that need attention.
- (3) The first step of the real estate acquisition process in the primary or secondary areas of geographic interest will be to obtain preliminary approval from the president or his designee to begin discussions with the landowner, conduct a title search, obtain an appraisal, and, as appropriate, conduct a phase one environmental assessment.
- (4) If after communicating with the landowner, conducting a title search, obtaining an appraisal, and performing a phase one environmental assessment, if deemed appropriate, the administration desires to proceed with acquisition of the property, the administration will obtain a resolution from the finance and facilities committee, which recommends to the board of trustees that the board approve acquisition of the real estate and the means of acquisition. In seeking such a resolution from the finance and facilities committee, the administration will prepare and submit to the committee an executive summary identifying the real estate and justifying the proposed acquisition. The executive summary may also include an analysis of the phase one environmental assessment and a budget impact statement.
 - (a) For real estate without a building, the budget impact statement will identify the intended use, projected cost of acquisition, and environmental compliance costs.
 - (b) For real estate with a building, the budget impact statement will identify the intended use, projected cost of acquisition, estimated remodeling or demolition costs, environmental compliance costs, annual operating costs (e.g., utilities, insurance, janitorial services, basic maintenance, staffing costs), projected revenue earnings, if any, and other pertinent information.

- (5) After receiving the listed information, the finance and facilities committee may seek additional information, decline the administration's request for approval to acquire the property, or pass a resolution that recommends to the board of trustees that acquisition of the real estate be approved.
- (6) After the board of trustees approves acquisition of the real estate, the administration may proceed to acquire the real estate within the parameters approved by the board, and subject to the approval of the state of Ohio controlling board, as may be required.
- (7) Acquisitions of real estate will be at the appraised value or less whenever possible. Exceptions will be approved in advance by the president or his designee.
- (8) The administration will record all property acquisitions with the state of Ohio and/or the university in the official log of institutional property.

3356-4-05 Acquisition of real estate.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: Vice President for Finance and Business Operations
Revision History: April 1998; March 2001; March 2002; September 2004; October 2010; June 2015; March 2021
Board Committee: Finance and Facilities
Effective Date: March 4, 2021
Next review: 2026

- (A) Policy statement. The board of trustees designates the geographical area in the vicinity of the campus within which the university may seek to acquire real estate. A willing seller/buyer approach will be used as a guiding principle on the acquisition of property. Authority to negotiate preliminary purchases of real estate is delegated to the president and/or designee. Final approval to acquire real estate rests with the board of trustees. (Nothing in this policy statement shall be construed as to limit the authority of the board or of its finance and facilities committee.)
- (B) Parameters.
- (1) The university has a primary area of geographic interest that has been jointly agreed to by the university and the Ohio department of higher education. This area is defined as follows:
- (a) A southern boundary beginning at the intersection of Rayen avenue and Belmont avenue, running east on Rayen avenue, south on Fifth avenue, east on Wood street, north on Wick avenue, east on Rayen avenue to Andrews avenue.
 - (b) An eastern boundary generally consisting of the line running north on Andrews avenue to the intersection with the eastbound access road.
 - (c) A northern boundary generally consisting of the line running west on the eastbound access road to Wick avenue, north on Wick avenue to a point one hundred ten feet north of the westbound access road, west to Bryson street, north on Bryson street to Madison avenue, west on Madison

avenue to the intersection at Fifth avenue, south on Fifth avenue to the eastbound access road, and west on the eastbound access road to Ford avenue.

- (d) A western boundary generally consisting of the line running south on Ford avenue to Scott street, west on Scott street to Belmont avenue, south on Belmont avenue to Rayen avenue.
- (2) The university has a secondary area of geographic interest that extends six to eight blocks beyond the primary area in the north, south, and west sides of the campus.
 - (a) The university maintains a good neighbor policy in this area and takes proactive steps to ensure the health and safety of residents of this area.
 - (b) The university is a catalyst to develop this area and encourage commercial, economic, and housing development activity.
 - (c) The overriding goal of this activity is to create a living/learning environment that is conducive to the mission of the institution.
 - (3) On occasion, the university may be the recipient of real estate in other locations. The acceptance and disposition of such gifts is determined on a case-by-case basis by the president and recommended to the institutional engagement committee of the board. Prior to the acceptance of such gifts by the institutional engagement committee and the board of trustees, the real estate will be evaluated in accordance with paragraph (C) of this policy.
- (C) Procedures.
- (1) As appropriate, the finance and facilities committee of the board of trustees will review the property acquisition plans of the university and make any necessary modifications.
 - (2) As appropriate, the finance and facilities committee agenda will include an item, "Property Acquisition Update." This status report

addresses ongoing activities, pending actions, and issues that need attention.

- (3) The first step of the real estate acquisition process in the primary or secondary areas of geographic interest will be to obtain preliminary approval from the president or his designee to begin discussions with the landowner, conduct a title search, obtain an appraisal, and, as appropriate, conduct a phase one environmental assessment.
- (4) If after communicating with the landowner, conducting a title search, obtaining an appraisal, and performing a phase one environmental assessment, if deemed appropriate, the administration desires to proceed with acquisition of the property, the administration will obtain a resolution from the finance and facilities committee, which recommends to the board of trustees that the board approve acquisition of the real estate and the means of acquisition. In seeking such a resolution from the finance and facilities committee, the administration will prepare and submit to the committee an executive summary identifying the real estate and justifying the proposed acquisition. The executive summary may also include an analysis of the phase one environmental assessment and a budget impact statement.
 - (a) For real estate without a building, the budget impact statement will identify the intended use, projected cost of acquisition, and environmental compliance costs.
 - (b) For real estate with a building, the budget impact statement will identify the intended use, projected cost of acquisition, estimated remodeling or demolition costs, environmental compliance costs, annual operating costs (e.g., utilities, insurance, janitorial services, basic maintenance, staffing costs), projected revenue earnings, if any, and other pertinent information.
- (5) After receiving the listed information, the finance and facilities committee may seek additional information, decline the administration's request for approval to acquire the property, or pass a resolution that recommends to the board of trustees that acquisition of the real estate be approved.

- (6) After the board of trustees approves acquisition of the real estate, the administration may proceed to acquire the real estate within the parameters approved by the board, and subject to the approval of the state of Ohio controlling board, as may be required.
- (7) Acquisitions of real estate will be at the appraised value or less whenever possible. Exceptions will be approved in advance by the president or his designee.
- (8) The administration will record all property acquisitions with the state of Ohio and/or the university in the official log of institutional property.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY
IDENTITY THEFT RED FLAGS POLICY,
3356-4-14**

WHEREAS, University Policies are reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies; and

WHEREAS, the Identity Theft Red Flags policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Identity Theft Red Flags, policy number 3356-4-14, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

3356-4-14 Identity theft red flags.

~~Previous Policy Number: 4012.02~~

Responsible Division/Office: Finance and Business Operations

Responsible Officer: ~~VP~~Vice President for Finance and Business Operations

Revision History: December 2010; December 2015; March 2021

Board Committee: Finance and Facilities

Effective Date: ~~December 16, 2015~~ March 4, 2021

Next Review: ~~2020~~2026

- (A) Policy statement. The university will establish an identity theft prevention program ~~designed to detect, prevent and mitigate identity theft in connection with the opening of a covered account or an existing covered account and to provide for continued administration of the program in compliance with~~ pursuant to part 681 of Title 16 of the Code of Federal Regulations, implementing sections 114 and 315 of the Fair and Accurate Credit Transactions Act (“FACTA”) of 2003. The program is designed to detect, prevent and mitigate identity theft in connection with the opening of a covered account or existing covered account within the university. The program is commensurate to the size and complexity of the university as a creditor.
- (B) Purpose. The purpose of this policy is to enable appropriate university officials to develop and implement policies and procedures to address the risks of identity theft to its students, faculty, staff, vendors and other customers.
- (C) Definitions. All terms used in this policy that are defined in 16 C.F.R. section 681.2 shall have the same meaning provided therein.
- (D) Parameters.
- (1) The requirements of this policy apply to all university departments and organizations, which: regularly arrange for the extension, renewal or continuation of credit; defer payment for services rendered and/or regularly extend, renew or continue credit; furnish information to consumer reporting agencies; or use consumer reports to conduct credit or background checks on prospective

employees.

- (2) This policy incorporates by reference university policies and procedures to the extent necessary to accomplish the purpose of this policy and to comply with 16 C.F.R. section 681.2, including but not limited to the following rules of the Administrative Code:
 - (a) Rule 3356-4-09 – “Acceptable use of university technology resources”;
 - (b) Rule 3356-3-08 – “Cash collection sites”;
 - (c) Rule 3356-9-06 – “Professional conduct of faculty, department chairpersons, and professional/administrative employees”;
 - (d) Rule 3356-4-13 – “Sensitive information/information security”;
 - (e) Rule 3356-3-04 – “Contract compliance and ~~/~~administration.”
- (3) At a minimum, the university’s identity theft prevention program will include:
 - (a) Guidelines for identifying patterns, practices or specific activities that indicate the possible existence of an identity theft;
 - (b) Identification of reasonable and appropriate action steps that will be taken when a pattern, practice or specific activity has been detected;
 - (c) Processes for requiring that accounts accessed or managed by external vendors on behalf of the university have implemented an appropriate program;
 - (d) Training to educate employees ~~on~~ whose job is pertinent to the program as described in (D)(1) above;
 - (e) Periodic review and updates to the program;

- (f) Annual program reporting to appropriate university leadership.
- (4) In administering the program, the vice president for finance and business operations (chief financial officer) shall:
- (a) Assign specific responsibility for the program's implementation;
 - (b) Review reports prepared pursuant to section [\(D\)\(8\)](#) below;
 - (c) Approve all material changes to the program as necessary to address changing identity theft risks.
- (5) The program shall include procedures to ensure that the activities of service providers are conducted in accordance with reasonable policies and procedures designed to detect, prevent and mitigate the risk of identity theft whenever the organization engages a service provider to perform an activity in connection with one or more covered accounts.
- (6) The program shall include relevant red flags from the following categories as appropriate:
- (a) Alerts, notifications, or other warnings received from consumer reporting agencies or service providers, such as fraud detection services;
 - (b) The presentation of suspicious documents;
 - (c) The presentation of suspicious personal identifying information;
 - (d) The unusual use of, or other suspicious activity related to, a covered account;
 - (e) Notice from customers, victims of identity theft, law enforcement authorities, or other persons regarding possible identity theft in connection with covered accounts.

- (7) The program shall provide for appropriate responses to detected red flags to prevent and mitigate identity theft. The response shall be commensurate with the degree of risk posed. Appropriate responses may include:
- (a) Monitor a covered account for evidence of identity theft;
 - (b) Contact the customer;
 - (c) Change any passwords, security codes or other security devices that permit access to a covered account;
 - (d) Reopen a covered account with a new account number;
 - (e) Not open a new covered account;
 - (f) Close an existing covered account;
 - (g) Notify law enforcement;
 - (h) Determine no response is warranted under the particular circumstances.
- (8) Program reports. Each annual report shall address material matters related to the program and shall evaluate:
- (a) The effectiveness of the program in accomplishing its purpose;
 - (b) Any service provider arrangements;
 - (c) Any significant incidents involving identity theft that may have occurred and the university's response to those incidents;
 - (d) All recommendations for material changes to the program.

3356-4-14 Identity theft red flags.

Responsible Division/Office: Finance and Business Operations
Responsible Officer: Vice President for Finance and Business
Operations
Revision History: December 2010; December 2015; March 2021
Board Committee: Finance and Facilities
Effective Date: March 4, 2021
Next Review: 2026

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- (8) Program reports. Each annual report shall address material matters related to the program and shall evaluate:
- (a) The effectiveness of the program in accomplishing its purpose;
 - (b) Any service provider arrangements;
 - (c) Any significant incidents involving identity theft that may have occurred and the university's response to those incidents;
 - (d) All recommendations for material changes to the program.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO APPROVE
CHANGES TO STUDENT FEES**

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, Ohio law also provides that each Board may establish special purpose fees, service and housing charges, fines and penalties and that a tuition surcharge shall be paid by all students who are not residents of Ohio; and

WHEREAS, Ohio law provides that fees charged for instruction shall not be considered to be a price for service but shall be considered to be an integral part of the state government financing program in support of higher education opportunity for students;

NOW, THEREFORE, BE IT RESOLVED, that the Youngstown State University Board of Trustees does hereby approve changes to student fees, as depicted on Exhibit __ and made part hereof, effective summer semester 2021.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

Exhibit ____

YOUNGSTOWN STATE UNIVERSITY
Accelerated Online Programs

Fee Description	Current Fee	Proposed Modification*		
		Proposed	\$ Change	% Change
Master of Family Nurse Practitioner				
Technology Software Fee (per credit hour)	N/A	\$4.00	New	N/A
Registered Nurse to Bachelor of Science in Nursing				
In-state program rate	\$9,800.00	\$8,820.00	(\$980.00)	-10.0%
Non-resident program rate	\$9,940.00	\$8,960.00	(\$980.00)	-9.9%

* Proposed effective date: Summer term 2021.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO APPROVE
INTERFUND TRANSFERS**

WHEREAS, University Policy Number 3356-3-11.1, Budget Transfers, requires Board of Trustees approval for inter-fund transfers of \$100,000 or more for operating purposes or for any purpose other than a specific capital improvement project, for capital improvements or construction projects of \$500,000 or more, and for transfers out of operating reserves regardless of amount; and

WHEREAS, certain accounting and budget adjustments and transfers outside the operating budget are necessary during the course of a fiscal year and at the end of a fiscal year.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the transfer of funds, as detailed in Exhibit __.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**



YOUNGSTOWN STATE UNIVERSITY
Interfund Transfers Requiring Board Approval
Transfers Outside of the Operating Budget
Requested Transfers for Second & Third Quarter FY2021

FROM	TO	AMOUNT	REASON
Second Quarter 2021			
<i>Higher Education Emergency Relief Fund - Institutional Portion (Restricted Fund)</i>	<i>Operating Funds</i>		<i>Transfers totaling \$208,378 for loss of revenue due to COVID-19. Transfers are reflected in Operating Funds as of December 31, 2020.</i>
	Housing Services	\$5,887	Housing and Meal Plan Adjustments
	General Fund	\$174,701	General Fee and Student Health Fee Adjustments
	Parking Services	\$27,790	Parking/Transport Fee Adjustments
Third Quarter 2021			
<i>CARES (CRF) Round 2 (Restricted Fund)</i>	<i>Operating Funds</i>		<i>Transfers totaling \$480,106 for loss of revenue in January due to COVID-19. Cumulative FY21 transfers to operating funds for loss of revenue through January 31, 2021 totaled \$688,484.</i>
	Housing Services	\$479,900	Housing and Meal Plan Adjustments
	General Fund	\$206	General Fee and Student Health Fee Adjustments

YOUNGSTOWN STATE UNIVERSITY
Budget to Actual Comparison for the University General Fund
For the 3-month period of 7/1/20 - 12/31/20

FY2021 Revenue 2nd Quarter, 12/31/20	Fiscal Year 2021		Actual as a % of Budget	Business Indicator	Actual Compared to Prior Year
	Budget	Actual			
Tuition and mandatory fees	\$ 92,745,716	\$ 84,794,320	91.4%	●	↓
Other tuition and fees	13,573,465	12,196,626	89.9%	●	↓
Student charges	781,185	770,201	98.6%	●	↓
State appropriations	40,643,835	20,225,822	49.8%	●	↓
Recovery of indirect costs	1,931,413	844,076	43.7%	●	↓
Investment income	2,000,000	1,061,259	53.1%	●	↓
Other income	924,386	462,674	50.1%	●	↓
Total	\$ 152,600,000	\$ 120,354,978	78.9%	●	↓

● On/Above target

● Caution

● Warning

FY2021 Expenses 2nd Quarter, 12/31/20	Fiscal Year 2021		Actual as a % of Budget	Business Indicator	Actual Compared to Prior Year
	Budget	Actual			
Wages	\$ 70,886,969	\$ 33,025,611	46.6%	●	↓
Benefits	24,977,836	14,381,090	57.6%	●	↑
Scholarships	13,684,255	3,057,311	22.3%	●	↓
Operations	14,983,950	6,533,847	43.6%	●	↓
Plant & maintenance	7,344,719	2,694,739	36.7%	●	↓
Fixed asset purchases	276,096	47,840	17.3%	●	↓
Transfers	20,478,163	20,781,266	101.5%	●	↓
Total	\$ 152,631,988	\$ 80,521,704	52.8%	●	↓

● On/Below target

● Caution

● Warning



Youngstown State University General Receipts Bonds, Series 2021

Preliminary Financing Timetable

February 2021							March 2021							April 2021							May 2021							June 2021						
S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S	S	M	T	W	Th	F	S
	1	2	3	4	5	6		1	2	3	4	5	6					1	2	3							1			1	2	3	4	5
7	8	9	10	11	12	13	7	8	9	10	11	12	13	4	5	6	7	8	9	10	2	3	4	5	6	7	8	6	7	8	9	10	11	12
14	15	16	17	18	19	20	14	15	16	17	18	19	20	11	12	13	14	15	16	17	9	10	11	12	13	14	15	13	14	15	16	17	18	19
21	22	23	24	25	26	27	21	22	23	24	25	26	27	18	19	20	21	22	23	24	16	17	18	19	20	21	22	20	21	22	23	24	25	26
28							28	29	30	31				25	26	27	28	29	30		23	24	25	26	27	28	29	27	28	29	30			
														30	31						30	31												

Date	Activity	Responsibility
Feb 16 at 2:30	Working Group Kickoff Conference Call Contact Rating Agencies to Schedule Rating Call	ALL UND / YSU
Week of March 1	Distribute first draft of POS & bond documents Distribute first draft of Appendix A	BC YSU
March 3	YSU Board Meeting	YSU
Week of March 8	Begin preparation of rating agency / credit materials	UND / YSU
March 15	Conference Call to discuss documents and timing Comments due to drafting parties Draft of rating / credit outline materials	All All UND
March 29	Distribute second draft of documents Revised rating / credit outline	BC / YSU UND
Week of April 5	Conference Call to discuss documents and timing Comments due to drafting parties Draft of rating / credit outline materials	All All UND
Week of April 12	Distribute third draft of documents and BPA Revised rating materials	BC/UC UND
Week of April 19	Conference Call to discuss documents and timing Comments due to drafting parties	All
Week of April 28	Near final documents distributed to working group Materials sent to rating agencies Rating Prep Call	All UND UND / YSU
Week of May 3	Rating call with S&P & Moody's	YSU / UND
Week of May 17	Receive ratings from agencies Date TBD: Working Group conference call to discuss timeline	YSU ALL
Week of May 24	<i>Trustee to send Conditional Call Notice to DTC</i>	T
June 1	Due Diligence call	All
June 3	YSU Board Meeting to Approve Financing	YSU
June 4	Finalize and publish POS	ALL
June 15	Pricing of the Series 2016 Execute Bond Purchase Agreement Apply for CUSIPs	YSU / UND
Week of June 21	Close on Series 2016 Bonds	ALL

YSU	Youngstown State University
BC / DS	Bond Counsel: Dinsmore & Shohl
UC	Underwriter's Counsel: Tucker Ellis
UND	Underwriter: PNC Capital Markets and Stifel
T	Trustee: US Bank

Refunding of Series 2010 and Series 2011 Bonds – Upfront Savings Tax-Exempt Refunding Analysis (All Callable Bonds)

Summary of Refunding Analysis	
Dated/Delivery Date	6/29/2021
Call Date	6/15/2031
Final Maturity	12/15/2033
Refunding Par (\$)	\$26,655,000
Refunded Par (\$)	\$33,490,000
NPV Savings (\$) - Aggregate	\$6,647,195
Savings as % of Par - Aggregate	19.85%
NPV Savings (\$) – Series 2010	\$3,769,209
Savings as % of Par – Series 2010	18.56%
NPV Savings (\$) – Series 2011	\$2,877,986
Savings as % of Par – Series 2011	21.83%
All-in-TIC (%)	1.59%
Arbitrage Yield (%)	1.28%

Summary of Aggregate Refunding Results				
FYE	Combined Prior Debt Service ⁽¹⁾	Refunding DS	Gross Savings	NPV Savings @ 1.28%
6/30/2022	3,444,303	1,240,891	2,203,413	2,190,072
6/30/2023	3,437,432	1,291,100	2,146,332	2,106,578
6/30/2024	3,431,305	1,291,100	2,140,205	2,074,279
6/30/2025	3,424,917	3,167,800	257,117	246,196
6/30/2026	3,424,256	3,419,500	4,756	4,693
6/30/2027	3,426,692	3,425,500	1,192	1,292
6/30/2028	3,417,035	3,414,750	2,285	2,264
6/30/2029	3,417,151	3,413,125	4,026	3,798
6/30/2030	3,411,681	3,410,125	1,556	1,509
6/30/2031	3,410,389	3,405,500	4,889	4,421
6/30/2032	3,407,749	3,403,875	3,874	3,451
6/30/2033	3,408,393	3,404,750	3,643	3,179
6/30/2034	3,402,260	3,397,875	4,385	3,742
Cash on Hand	-	-	-	1,722
Totals	44,463,563	37,685,891	6,777,673	6,647,195

⁽¹⁾ Remaining debt service on the callable bonds only

Interest Rate Sensitivity - Rising Interest Rates		
Rate Change	NPV Savings (\$)	NPV Savings (%)
0.50%	5,499,270	16.42%
0.40%	5,725,414	17.10%
0.30%	5,953,492	17.78%
0.20%	6,183,203	18.46%
0.10%	6,414,753	19.15%
Current	6,647,195	19.85%

Interest Rate Sensitivity - Falling Interest Rates		
Rate Change	NPV Savings (\$)	NPV Savings (%)
Current	6,647,195	19.85%
-0.10%	6,881,442	20.55%
-0.20%	7,117,724	21.25%
-0.30%	7,355,758	21.96%
-0.40%	7,595,803	22.68%
-0.50%	7,837,730	23.40%

Based on market conditions as of February 19, 2021



YSU Capital Projects Summary:

Board Projects Update 1/29/2021

Projects in Progress:

ETC - Innovation and Commercialization Center
YSU 1718-14

\$11.5M (Capital Funds C34554, Grants) SSOE Group, Brock Builders
This project will be the purchase and renovation of property adjacent to YSU's campus on Commerce Street along with the construction of new high-bay and low-bay space to ultimately create an Excellence Training Center. This project is underway and proceeding well despite COVID and weather issues. Project completion will be Late March/Early April 2021.

Fedor Hall Renovations
YSU 1920-22

\$1M (Capital Funds) Olsavsky Jaminet, Murphy Contracting
This project will be the partial renovation of Fedor Hall. Sprinkler piping will be installed, new flooring will be installed and part of the roof will be replaced. Additionally, a grant received by the Rich Center will be used to upgrade and modernize the elevator. The main part of the project is complete but additional work requested by the Rich Center is still ongoing. We anticipate this work to be complete by June 2021.

Covelli Arched Entrance
YSU 1920-35

\$150k (Local Funds) Behnke Associates, Hively Contracting
This project will be for the creation of an arched entryway into the Covelli Sports Complex on the West side of Fifth Avenue. This project has been delayed due to contractor and supplier issues. We are hopeful that it will be complete before March.

Projects Currently At Controlling Board:

- None at this time.

RFQ's Posted to OFCC Website for Design Services:

- Building Envelope Renovations
- Utility Distribution Upgrades and Expansion
- Elevator Safety Repairs and Replacements
- General Pre-Qualifications

Projects Currently Advertised for Bids:

- None at this time.

Projects in Development for 2021:

Edmund J. Salata Complex Renovations
YSU 2021-1

\$350k (Capital Funds) YSU Staff.

The Salata Complex is home to Facilities, Grounds, Planning and Construction, Central Receiving and the Mail Room. This project will replace inefficient windows, renovate the restrooms, replace stairs, upgrade some finishes and also will include minor HVAC upgrades. This project will bid in early 2021 and will be complete by the Fall of 2021.

Cushwa Hall Physical Therapy Renovations 3
YSU 2021-2

\$327k (Capital Funds) YSU Staff.

This project will use the remaining funds in the Cushwa Hall Physical Therapy capital line to continue work in restrooms, stairwells and other support areas. This project will bid in early 2021 and will be complete by Fall semester.

Storm Water Upgrades
YSU 2021-3

\$250k (Capital Funds) YSU Staff.

This project will fix areas that are prone to flooding during heavy or prolonged rain events. Areas in Melnick Hall and the Physical Plant Motor Pool will be addressed. This project will bid in late Spring 2021 and will be complete Fall 2021.

Parking Deck Renovations
YSU 2021-4

\$500k (Local Funds) Walker Consultants.

This project will be the maintenance and upgrades to the M30 and M60 parking decks. This project will bid in March 2021 and this project will be complete for the start of Fall semester.

Ward Beecher Science Hall Renovations 3
YSU 2021-5

\$290k (Capital Funds) YSU Staff.

This project will use remaining capital funds to continue upgrades in Ward Beecher. Work on the entryways, stairwells and minor HVAC upgrades will be completed. This project will bid in early 2021 and will be complete by the Fall semester.

Campus Development
YSU 2122-10

\$750k (Capital Funds) YSU Staff.

This project will be the upgrade and/or replacement of concrete walks, brick walks, drive entrances, retaining walls, accessibility ramps and exterior stairs and railings across campus. This project will bid in late February and be complete before the start of Fall classes.

Projects in Development for 2022:

- Building Envelope Renovations \$2,100,000
- Utility Distribution Upgrades/Expansion \$2,250,000
- Moser Hall Renovations \$2,500,000
- Elevator Safety Repairs and Replacements \$1,500,000
- IT Infrastructure Upgrades \$1,000,000
- Lincoln Building Renovations \$500,000

FINANCE & FACILITIES

BACKGROUND AGENDA



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
FINANCE AND FACILITIES COMMITTEE
Michael A. Peterson, Chair
Capri S. Cafaro, Vice Chair
All Trustees are Members**

**BACKGROUND MATERIALS
Wednesday, March 3, 2021**

- | | |
|---|--------------|
| 1. Budget and Interfund Transfers for the Quarter Ending December 31, 2020,
Reportable under Policy Number 3356-3-11.1, Budget Transfers | Tab 1 |
| 2. Second Quarter Diversity and EDGE Spend Report | Tab 2 |



YOUNGSTOWN STATE UNIVERSITY
Reportable Budget and Interfund Transfers
Quarter Ended December 31, 2020

BUDGET TRANSFERS WITHIN THE OPERATING BUDGET (i.e., General Fund and Auxiliaries):

FROM	TO	AMOUNT	REASON
Institution Wide Budget Reserve	Facilities	\$250,000	Support for Facilities Maintenance Agreements.

TRANSFERS OUTSIDE OF THE OPERATING BUDGET:

FROM	TO	AMOUNT	REASON
Operating Carryforward Fund (Designated Fund)	Various Funds (Plant and Designated Funds)	\$2,189,375	Approved by Board in December.
Cafaro Field (Unrestricted Plant Fund)	General Fund Plant Reserve (Unrestricted Plant Fund)	\$366,745	Approved by Board in December.
Parking Services (Auxiliary Fund)	M30 & M60 Parking Deck Renovations (Auxiliary Plant Fund)	\$100,000	Approved by Board in December.
Andrew Rec Center (Auxiliary Fund)	Andrew Rec Center Plant Reserve (Auxiliary Plant Fund)	\$30,000	Approved by Board in December.
Student Experience Discretionary Fund (Auxiliary Designated Fund)	General Fund	\$40,540	To fund Admissions Grad Assistants
Cafaro Field (Unrestricted Plant Fund)	Stambaugh Multimedia Center - Local Funds (Unrestricted Plant Fund)	\$26,424	To fund additional project costs.

Youngstown State University
Fiscal Year 2021 Second Quarter Diversity Spend Report
October 1, 2020 through December 31, 2020

	FY2021				FY2020			
	2nd QTR	Percent of Addressable	YTD	Percent of Addressable	2nd QTR	Percent of Addressable	YTD	Percent of Addressable
Diversity Spend - Goods and Services (excludes EDGE and construction)								
MBE - Ohio Certified	\$ 79,060	1.81%	\$ 173,627	1.84%	\$ 329,892	6.25%	\$ 802,225	7.75%
MBE - Other Certified	69	0.00%	393	0.00%	35	0.01%	74	0.00%
Disability Challenged	138,783	3.18%	193,692	2.05%	167,168	3.17%	293,777	2.84%
Recycled Materials	12,746	0.29%	65,403	0.69%	2,856	0.05%	5,471	0.05%
Veteran Owned	228	0.01%	228	0.00%	9,848	0.19%	19,683	0.19%
Woman Owned	6,251	0.14%	20,828	0.22%	7,911	0.15%	15,725	0.15%
Total Diversity Spend	\$ 237,137	5.44%	\$ 454,171	4.81%	\$ 517,710	9.81%	\$ 1,136,955	10.99%
Total Addressable Spend - Goods and Services	\$ 4,361,041	100.00%	\$ 9,434,002	100.00%	\$ 5,276,320	100.00%	\$ 10,349,281	100.00%
EDGE Spend - Goods, Services, and Construction								
EDGE - Ohio Certified - Construction	\$ 44,000	0.64%	\$ 80,500	0.67%	\$ 35,000	0.37%	\$ 360,147	1.87%
Total EDGE Spend	\$ 44,000	0.64%	\$ 80,500	0.67%	\$ 35,000	0.37%	\$ 360,147	1.87%
Total Addressable Spend - Goods, Services, and Construction	\$ 6,910,830	100.00%	\$ 12,034,226	100.00%	\$9,586,804	100.00%	\$ 19,292,667	100.00%

Definitions:

MBE (Minority Business Enterprise): The MBE program is designed to assist minority businesses in obtaining state government contracts for goods and services. (Unlike the Encouraging Diversity, Growth and Equity program, the MBE program does not apply to construction contracts.) The State of Ohio developed the program because it recognized the need to encourage, nurture and support the growth of minority businesses to foster their development and increase the number of qualified competitors in the marketplace.

EDGE (Encouraging Diversity, Growth, and Equity Program): The EDGE program is designed to assist socially and economically disadvantaged businesses in obtaining state government contracts in the following areas: construction, architecture and engineering; professional services; goods and services; and information technology services. (In contrast to the Minority Business Enterprise program, the EDGE program does apply to construction contracts.) The State of Ohio developed the program because it recognizes the need to encourage, nurture, and support the growth of economically and socially disadvantaged businesses to foster their development and increase the number of qualified competitors in the marketplace.

Youngstown State University (YSU) does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity and/or expression, disability, age, religion or veteran/military status in its programs or activities. Please visit YSU's Commitment to Accessibility webpage for contact information for persons designated to handle questions about this policy.

Youngstown State University
Diversity Spend Detail Report - Goods and Services
(excludes EDGE and construction)
October 1, 2020 through December 31, 2020

Minority Business Enterprise (MBE) - Ohio Certified

Name	Address	Type of Contract	Purchases
Brown Enterprise Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Computer Supplies	\$ 79,060
Subtotal - MBE - Ohio Certified			\$ 79,060

Minority Business Enterprise (MBE) - Other Certified

Name	Address	Type of Contract	Purchases
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	\$ 69
Subtotal - MBE - Other Certified			\$ 69

Disability Challenged

Name	Address	Type of Contract	Purchases
Compass Family Services	535 Marmion Avenue, Youngstown, Ohio 44502	Janitorial Services	\$ 138,783
Subtotal - Disability Challenged			\$ 138,783

Recycled Materials

Name	Address	Type of Contract	Purchases
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	\$ 12,746
Subtotal - Recycled Materials			\$ 12,746

Veteran Owned

Name	Address	Type of Contract	Purchases
Techsmith	P.O. Box 26095, Lansing, Michigan 48909	Computer Software Services	\$ 228
Subtotal - Veteran Owned			\$ 228

Youngstown State University
Diversity Spend Detail Report - Goods and Services
(excludes EDGE and construction)
October 1, 2020 through December 31, 2020

Woman Owned			
Name	Address	Type of Contract	Purchases
Protect-N-Shred	P.O. Box 85, Cortland, Ohio 44410	Document Shredding	\$ 2,034
The Workroom	301 Superior Stree, Rossford, Ohio 43460	Sewing Service	514
Roar Postal Supplies & Solutions	10600 W. 108th Terrace, Overland Park, Kansas 66210	Postal Supplies	254
Ryan Carpet Sales & Services Inc.	70 Victoria Road, Austintown, Ohio 44515	Flooring	3,450
	Subtotal - Woman Owned		\$ 6,251
	Total Diversity Spend		\$ 237,137

Youngstown State University
EDGE Spend Detail Report
October 1, 2020 through December 31, 2020

Encouraging Diversity, Growth, and Equity (EDGE) - Ohio Certified			
Name	Address	Project	Purchases
The Murphy Contracting Company	285 Andrews Ave PO Box 1833, Youngstown, Ohio 44501	Academic Area Renovations	\$ 20,000
The Murphy Contracting Company	285 Andrews Ave PO Box 1833, Youngstown, Ohio 44501	Pedestrian Bridge Renovations	24,000
	Total EDGE Spend		<u>\$ 44,000</u>

UNIVERSITY AFFAIRS

AGENDA



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE
Charles T. George, Chair
Capri S. Cafaro, Vice Chair
All Trustees are Members**

**Wednesday, March 3, 2021
3:30 p.m. or immediately following
previous meeting**

**Kilcawley Center
Chestnut Room**

AGENDA

- A. Disposition of Minutes for Meetings Held November 20, 2020; and December 2, 2020**
- B. Old Business**
- C. Committee Items**

1. Intercollegiate Athletics Action Item

C.1.a. = Tab 1

a. Resolution to Ratify Personnel Actions

University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for intercollegiate athletics staff and coaching positions, for October 16, 2020, through January 15, 2021. Personnel actions for intercollegiate athletics staff and coaching are contingent upon approval of the Board of Trustees. Ron Strollo, Executive Director of Athletics, will report.

2. Intercollegiate Athletics Discussion Item

C.2.a. = Tab 2

a. Overview on Intercollegiate Athletics

Ron Strollo, Executive Director of Athletics, will report.

3. University Affairs Consent Items* - Cynthia Kravitz, Associate Vice President and Chief Human Resources Officer, will report.

C.3.a. = Tab 3

a. Resolution to Modify and Retitle Externally Funded Professional/Administrative Staff Policy, 3356-7-43

C.3.b. = Tab 4

b. Resolution to Modify and Retitle Acting/Interim Appointments of University Administrators Policy, 3356-9-10

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

4. University Affairs Action Items

- C.4.a. = Tab 5** **a. Resolution to Modify and Retitle Public Use of University Grounds for Expressive Activity Policy, 3356-4-21**
Holly Jacobs, Vice President for Legal Affairs and Human Resources, will report.
- C.4.b. = Tab 6** **b. Resolution to Approve the Reclassifications of Personnel:**
- **Joy Polkabila Byers to Associate Vice President for Student Experience**
 - **Elaine Ruse to Associate Vice President for Student Enrollment and Business Services**
 - **Nicole Kent-Strollo to Dean of Students and Ombudsperson**
- James P. Tressel, President, will report.
- C.4.c. = Tab 7** **c. Resolution to Ratify Personnel Actions**
University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for faculty and professional/administrative staff, for October 16, 2020, through January 15, 2021. Personnel actions for faculty and professional/administrative staff are contingent upon approval of the Board of Trustees.
Cynthia Kravitz, Associate Vice President and Chief Human Resources Officer, will report.

2. University Affairs Discussion Items

- C.5.a. = Tab 8** **a. Diversity Committee Update**
Ann Gardner, Assistant Director, Office of the General Counsel, will report.
- C.5.b. = Tab 9** **b. Affirmative Action Plan**
Mark Weir, Director, Equal Opportunity and Policy Compliance, will report.
- c. Litigation, Personnel and Collective Bargaining Update**
Holly Jacobs, Vice President for Legal Affairs and Human Resources, will provide a summary of current litigation and personnel matters, as well as a collective bargaining update.

D. New Business

E. Adjournment



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

WHEREAS, the *Policies of the Board of Trustees* authorize the President to manage the University, including appointing such employees as are necessary to effectively carry out the operation of the University and any other necessary personnel actions; and

WHEREAS, new appointments and other personnel actions have been made subsequent to the December 2, 2020, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2020-2021 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-7-36, Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches; 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University; and 3356-7-42, Selection of Professional/Administrative Staff;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions as listed in Exhibit ___ attached hereto.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

SUMMARY OF PERSONNEL ACTIONS
Athletics Employees
10/16/20 through 1/15/21

Appointments – 1

- Professional Administrative Staff – 1

Separations – 2

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

Reclassifications/Position Adjustments – 1

- Professional Administrative Excluded – 1

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Bailey, Rashaun	APAS	Assistant Athletic Trainer	Training Room	12/16/2020	1.00	\$ 56,273.16

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	DATE OF SEPARATON	FTE	SALARY	TYPE OF SEPARATION
	TYPE	POSITION TITLE					
Burkey, Todd*	APAS	Assistant Athletic Trainer	Training Room	10/30/2020	1.00	\$ 50,645.44	Resignation
Tuura, Jacob	Excluded	Assistant Coach, Strength Conditioning	Training Room	12/31/2020	1.00	\$ 31,694.11	Resignation
<i>*Please note: all salaries for APAS new hires prior to 12/1/2020 are at the furlough reduction rate.</i>							

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Sommers, Matthew	Excluded	Assistant Coach, Director Sports Performance/Assistant Coach, Strength Conditioning	Training Room	12/1/2020	1.00	\$ 45,000.00	\$ 34,697.00

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
IMPACT ON CAMPUS
TEN YEAR "SNAP SHOT"**

	<u>2019-20</u>	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>
ENROLLMENT:										
# OF STUDENT-ATHLETES	447	425	404	400	377	376	356	359	362	353
TOTAL SUBSIDY ELIGIBLE FTE	8,558	8,890	8,946	9,089	9,078	9,266	9,837	10,193	10,844	11,307
% WHO ARE STUDENT-ATHLETES	5%	5%	5%	4%	4%	4%	4%	4%	3%	3%
INTERNATIONAL ENROLLMENT:										
STUDENT-ATHLETES	37	44	40	42	34	31	26	24	18	22
GENERAL STUDENT BODY	455	336	356	195	117	120	111	112	97	76
% WHO ARE STUDENT-ATHLETES	8%	13%	11%	22%	29%	26%	23%	21%	19%	29%
OUT-OF-STATE ENROLLMENT:										
STUDENT-ATHLETES	157	164	168	169	156	162	160	142	122	117
GENERAL STUDENT BODY	684	697	772	643	577	525	498	578	563	540
% WHO ARE STUDENT-ATHLETES	23%	24%	22%	26%	27%	31%	32%	25%	22%	22%
MINORITY ENROLLMENT:										
STUDENT-ATHLETES	131	133	132	124	122	127	108	97	95	81
GENERAL STUDENT BODY	1,974	1,622	2,086	1,773	1,640	1,626	1,796	1,979	2,119	2,151
% WHO ARE STUDENT-ATHLETES	7%	8%	6%	7%	7%	8%	6%	5%	4%	4%
% OF MINORITY STUDENT-ATHLETES	28%	29%	31%	28%	29%	30%	26%	26%	25%	21%
ATHLETIC AID RECIPIENTS:										
FULL ATHLETIC SCHOLARSHIPS	81	81	74	69	109	119	123	117	111	113
PARTIAL ATHLETIC SCHOLARSHIPS	298	306	287	281	242	194	224	214	162	165
NO ATHLETIC SCHOLARSHIPS	112	111	99	105	93	116	92	94	104	100
<i>NOTE: INCLUDES 5TH YEAR AID & CHEERLEADERS</i>										
ATHLETIC AID RECIPIENTS BY %:										
FULL ATHLETIC SCHOLARSHIPS	16%	16%	16%	15%	25%	28%	28%	28%	29%	30%
PARTIAL ATHLETIC SCHOLARSHIPS	61%	61%	62%	62%	55%	45%	51%	50%	43%	44%
NO ATHLETIC SCHOLARSHIPS	23%	22%	22%	23%	21%	27%	21%	22%	28%	26%
<i>NOTE: INCLUDES 5TH YEAR AID & CHEERLEADERS</i>										
HOUSING:										
STUDENT-ATHLETES LIVING "ON-CAMPUS"	288	260	256	164	183	201	185	176	203	205
CAPACITY OF "ON CAMPUS" HOUSING	1,221	1,221	1,221	1,206	1,206	1,206	1,206	1,206	1,206	1,206
% OCCUPIED BY STUDENT-ATHLETES	24%	21%	21%	14%	15%	17%	15%	15%	17%	17%
S/A'S "ON CAMPUS" NOT ON ROOM SCHOLARSHIPS	219	191	195	122	98	115	101	84	113	116
S/A'S "ON CAMPUS" ON FULL ROOM SCHOLARSHIPS	69	69	61	42	85	86	84	92	90	89

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
IMPACT ON CAMPUS
TEN YEAR "SNAP SHOT"**

	<u>2019-20</u>	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>
CUMULATIVE GRADE POINT AVERAGES (GPA):										
STUDENT-ATHLETES (AS OF SPRING SEMESTER)	3.26	3.19	3.17	3.12	3.11	3.10	3.17	3.09	3.04	3.06
GENERAL STUDENT BODY	3.18	3.13	3.11	3.10	3.06	3.04	3.02	2.99	2.96	2.94
<i>DIFFERENCE</i>	<i>0.08</i>	<i>0.06</i>	<i>0.06</i>	<i>0.02</i>	<i>0.05</i>	<i>0.06</i>	<i>0.15</i>	<i>0.10</i>	<i>0.08</i>	<i>0.12</i>
FOUR YEAR COHORT GRADUATION RATES:										
STUDENT-ATHLETES	62	61	60	63	61	64	65	62	59	56
GENERAL STUDENT BODY	36	33	33	32	32	34	34	35	36	36
<i>DIFFERENCE</i>	<i>26</i>	<i>28</i>	<i>27</i>	<i>31</i>	<i>29</i>	<i>30</i>	<i>31</i>	<i>27</i>	<i>23</i>	<i>20</i>
SIX YEAR (SINGLE) GRADUATION RATES:										
STUDENT-ATHLETES	64	52	54	72	59	49	65	69	71	54
GENERAL STUDENT BODY	41	37	35	31	31	33	33	32	35	37
<i>DIFFERENCE</i>	<i>23</i>	<i>15</i>	<i>19</i>	<i>41</i>	<i>28</i>	<i>16</i>	<i>32</i>	<i>37</i>	<i>36</i>	<i>17</i>
GRADUATION RATES WHO EXHAUST ELIGIBILITY:	95	95	95	96	95	93	93	93	93	93
UNIVERSITY - FOUR YEAR COHORT GRADUATION RATES:										
AFRICAN-AMERICAN	11	10	9	9	8	9	10	12	13	14
WHITE	43	40	39	38	38	38	39	39	39	39
ATHLETES - FOUR YEAR COHORT GRADUATION RATES:										
AFRICAN-AMERICAN	45	45	43	38	35	46	53	58	60	51
WHITE	68	65	66	70	67	69	70	63	59	56

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
IMPACT ON CAMPUS
TEN YEAR "SNAP SHOT"**

	<u>2019-20</u>	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>
# OF CAMPUS VISITORS:										
ATHLETICS	273,666	320,871	320,103	325,310	258,348	267,543				
ENTIRE UNIVERSITY	567,713	772,442	654,749	634,462	477,187	534,123				
%	48%	42%	49%	51%	54%	50%				
# OF YOUTH CAMP ATTENDEES	392	2,845	3,226	3,449	2,810	3,133	2,987	2,483	2,465	2,327
COMMUNITY SERVICE EVENTS / OUTREACH:										
EVENTS	78	78	83	145	143	118	163	106	100	105
HOURS	1,388	1,497	999	N/A						
PATRONS	N/A	N/A	N/A	11,023	21,096	24,798	20,388	12,387	10,802	14,811
TOTAL ATTENDANCE:										
WOMEN'S BASKETBALL	19,140	25,704	23,295	25,290	26,604	22,770	23,598	22,071	13,320	12,558
MEN'S BASKETBALL	38,816	31,382	35,928	34,846	28,196	30,585	34,890	37,264	34,536	36,176
FOOTBALL	84,147	69,324	85,218	104,504	89,070	84,672	94,542	84,324	82,866	90,660
TOTAL	142,103	126,410	144,441	164,640	143,870	138,027	153,030	143,659	130,722	139,394
TOTAL NUMBER OF EVENTS:										
WOMEN'S BASKETBALL	15	17	15	15	18	15	18	15	12	13
MEN'S BASKETBALL	16	13	12	14	14	15	15	17	12	16
FOOTBALL	7	6	6	8	6	7	7	6	6	6
TOTAL	38	36	33	37	38	37	40	38	30	35
TOTAL ATTENDANCE PER EVENT:										
WOMEN'S BASKETBALL	1,276	1,512	1,553	1,686	1,478	1,518	1,311	1,471	1,110	966
MEN'S BASKETBALL	2,426	2,414	2,994	2,489	2,014	2,039	2,326	2,192	2,878	2,261
FOOTBALL	12,021	11,554	14,203	13,063	14,845	12,096	13,506	14,054	13,811	15,110
TOTAL	3,740	3,511	4,377	4,450	3,786	3,730	3,826	3,781	4,357	3,983
TOTAL VICTORIES:										
FOOTBALL	6	4	6	12	5	7	8	7	6	3
MEN'S BASKETBALL	18	12	8	13	11	11	15	18	16	9
WOMEN'S BASKETBALL	13	22	16	9	21	21	15	23	10	6
NUMBER OF TEAMS FINISHING IN TOP HALF OF LEAGUE	N/A	10	9	12	11	11	14	11	9	7
% OF TEAMS FINISHING IN TOP HALF OF LEAGUE	N/A	56%	50%	67%	61%	61%	78%	61%	50%	39%
ECONOMIC VALUE OF EARNED MARKETING \$:										
ATHLETICS										
ENTIRE UNIVERSITY										
%										

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
IMPACT ON CAMPUS
TEN YEAR "SNAP SHOT"**

	<u>2019-20</u>	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>
BUDGET VS. UNIVERSITY:										
ATHLETICS	16,097,745	15,647,745	15,174,959	14,829,700	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715
ENTIRE UNIVERSITY (GENERAL FUND + AUXILIARIES)	183,962,880	180,177,652	175,888,462	169,779,488	176,900,000	173,100,000	177,200,000	178,700,000	181,000,000	178,100,000
%	9%	9%	9%	9%	8%	8%	8%	7%	6%	7%
BUDGETED SCHOLARSHIPS VS. TOTAL BUDGET:										
TOTAL SCHOLARSHIP BUDGET	5,294,949	5,169,949	5,022,940	4,833,691	4,711,038	4,552,066	4,357,660	4,180,573	3,928,287	3,861,426
TOTAL ATHLETIC BUDGET	16,097,745	15,647,745	15,174,959	14,829,700	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715
% OF SCHOLARSHIP VS. TOTAL BUDGET	33%	33%	33%	33%	32%	32%	32%	35%	34%	32%
BUDGETED REVENUE:										
TOTAL ATHLETICS BUDGET	16,097,745	15,647,745	15,174,959	14,829,700	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715
GENERATED BY ATHLETICS	3,475,500	3,816,650	3,631,650	3,536,500	3,471,500	3,187,500	3,088,500	2,900,789	2,907,541	2,924,586
NONMANDATORY TRANSFER	12,622,245	11,831,095	11,543,309	11,293,200	11,064,728	10,843,986	10,451,869	9,058,167	8,799,129	8,977,129
ACTUAL ATHLETIC "REVENUE":										
EARNED REVENUE (INCLUDING DONATIONS)	3,383,915	3,549,485	3,747,555	3,524,764	3,881,598	3,363,669	3,320,585	2,916,270	3,024,063	2,753,632
TUITION AND FEES	9,370,864	8,920,224	8,201,428	7,033,684	6,959,442	6,789,325	6,394,835	5,955,862	5,413,130	5,108,153
STATE SHARE OF INSTRUCTION	1,367,261	1,404,740	1,179,981	1,092,198	1,017,941	869,688	866,516	872,093	787,456	785,166
TOTAL	14,122,040	13,874,449	13,128,964	11,650,646	11,858,981	11,022,682	10,581,936	9,744,225	9,224,649	8,646,951
ACTUAL ATHLETIC "REVENUE" VS. TOTAL BUDGET:										
TOTAL ATHLETICS BUDGET	16,097,745	15,647,745	15,174,959	14,829,700	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715
TOTAL ACTUAL ATHLETIC "REVENUE"	14,122,040	13,874,449	13,128,964	11,650,646	11,858,981	11,022,682	10,581,936	9,744,225	9,224,649	8,646,951
NET	1,975,705	1,773,296	2,045,995	3,179,054	2,677,247	3,008,804	2,958,433	2,214,731	2,482,021	3,254,764
ACTUAL ATHLETIC "REVENUE" BY CATEGORY:										
FOOTBALL TICKET SALES	401,185	344,693	423,286	370,715	408,812	363,089	414,786	380,671	335,020	358,998
BASKETBALL TICKET SALES	142,470	132,256	132,261	133,727	119,559	123,765	124,896	132,174	125,989	108,456
GUARANTEES	397,000	808,000	928,000	717,000	1,042,000	750,000	870,000	621,000	768,000	606,000
PROGRAM SALES	4,713	4,079	6,058	6,067	5,714	5,131	7,583	6,298	7,495	7,566
ADVERTISING / ROYALTIES	775,527	750,320	689,334	608,161	577,453	540,098	475,715	446,832	416,723	411,656
SCHOLARSHIP LOGES	519,973	409,284	429,973	429,973	394,006	429,973	389,973	357,769	429,721	425,073
NCAA DISTRIBUTIONS	1,083,773	1,017,093	1,016,628	803,229	930,597	799,855	646,019	602,250	615,478	574,597
FOOTBALL TAILGATE / MISCELLANEOUS	195,350	165,451	154,572	181,027	144,202	135,418	137,400	120,926	96,528	95,965
MEDICAL, CONCESSION, & VENDING COMMISSIONS	91,343	79,342	113,948	111,985	107,225	110,416	121,520	126,568	123,130	127,200
TOTAL	3,611,334	3,710,518	3,894,060	3,361,884	3,729,568	3,257,745	3,187,893	2,794,487	2,918,084	2,715,511
PENGUIN CLUB MEMBERSHIPS:										
BASKETBALL	114,315	113,475	121,400	94,550	90,275	93,735	83,073	73,096	67,009	70,195
OLYMPIC	35,732	36,008	33,927	36,397	38,877	38,937	37,077	44,178	43,590	42,480
FOOTBALL	296,053	293,584	282,109	285,634	305,095	259,295	260,506	234,535	218,996	216,224
TOTAL	446,101	443,067	437,436	416,581	434,247	391,967	380,656	351,809	329,595	328,899
ENDOWMENTS - CORPUS VALUE										
	9,486,175	9,136,817	8,998,329	8,156,988	7,092,286	7,252,178	7,247,226	6,075,449	5,418,341	4,720,626
ENDOWMENTS - ANNUAL INCOME										
	332,399	275,190	257,865	267,398	250,506	229,251	226,672	244,522	203,025	174,095
ENDOWMENTS - NUMBER										
	162	148	143	133	119	105	98	91	87	83

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
IMPACT ON CAMPUS
TEN YEAR "SNAP SHOT"**

	<u>2019-20</u>	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>
TOTAL ATHLETIC EXPENDITURES VS. PEERS:										
AVERAGE OF MAC, HORIZON LEAGUE, & MVFC			20,979,423	20,840,078	20,179,266	19,539,434	18,444,915	17,699,614	16,804,059	15,649,846
YOUNGSTOWN STATE UNIVERSITY			15,876,225	15,410,657	14,928,633	14,946,755	14,385,066	13,632,988	12,546,717	12,468,802
DIFFERENCE			5,103,198	5,429,421	5,250,633	4,592,679	4,059,849	4,066,626	4,257,342	3,181,044
TOTAL "UNALLOCATED" EXPENDITURES VS. PEERS:										
AVERAGE OF MAC, HORIZON LEAGUE, & MVFC			6,309,752	6,400,274	6,269,630	6,053,953	5,734,234	5,474,374	5,169,766	4,743,112
YOUNGSTOWN STATE UNIVERSITY			4,381,846	3,985,676	4,045,572	4,159,490	4,213,970	3,443,493	3,426,364	3,629,763
DIFFERENCE			1,927,906	2,414,598	2,224,058	1,894,463	1,520,264	2,030,881	1,743,402	1,113,349
SPENDING PER STUDENT-ATHLETE										
AVERAGE OF THE MAC		75,721	71,014	68,567	66,720	62,814	58,581	56,015	52,595	48,006
AVERAGE OF THE MVFC		48,515	45,288	45,447	43,233	41,762	39,332	37,551	36,911	34,666
AVERAGE OF ALL 2 CONFERENCES	-	62,118	58,151	57,007	54,977	52,288	48,957	46,783	44,753	41,336
YOUNGSTOWN STATE UNIVERSITY		38,132	39,298	38,527	39,598	39,752	40,407	37,975	34,659	35,322
DIFFERENCE BETWEEN AVERAGE AND YSU	-	(23,986)	(18,853)	(18,480)	(15,379)	(12,536)	(8,550)	(8,808)	(10,094)	(6,014)
SPENDING PER STUDENT-ATHLETE (NO SCHOLARSHIPS)										
AVERAGE OF THE MAC		56,773	52,403	50,324	49,164	46,588	42,639	41,037	38,650	34,286
AVERAGE OF THE MVFC		36,765	33,860	33,957	32,227	31,740	29,515	28,234	27,615	25,919
AVERAGE OF ALL 2 CONFERENCES	-	46,769	43,132	42,141	40,696	39,164	36,077	34,636	33,133	30,103
YOUNGSTOWN STATE UNIVERSITY		26,506	27,587	27,203	27,292	28,069	29,035	26,261	24,016	25,226
DIFFERENCE BETWEEN AVERAGE AND YSU	-	(20,263)	(15,545)	(14,938)	(13,404)	(11,095)	(7,042)	(8,375)	(9,117)	(4,877)
INSTITUTIONAL FUNDING PER STUDENT-ATHLETE										
AVERAGE OF THE MAC		54,358	50,527	45,991	45,508	44,134	42,072	40,049	38,456	36,111
AVERAGE OF THE MVFC		28,770	29,369	29,670	29,181	24,873	22,842	21,933	21,451	20,586
AVERAGE OF ALL 2 CONFERENCES	-	41,564	39,948	37,831	37,345	34,504	32,457	30,991	29,954	28,349
YOUNGSTOWN STATE UNIVERSITY		25,758	25,746	25,524	28,474	26,824	28,049	23,955	24,878	23,936
DIFFERENCE BETWEEN AVERAGE AND YSU	-	(15,806)	(14,202)	(12,307)	(8,871)	(7,680)	(4,408)	(7,036)	(5,076)	(4,413)

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
IMPACT ON CAMPUS
TEN YEAR "SNAP SHOT"**

	<u>2019-20</u>	<u>2018-19</u>	<u>2017-18</u>	<u>2016-17</u>	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>
TITLE IX - # OF STUDENT-ATHLETES PARTICIPANTS:										
MEN	260	243	232	219	212	216	201	193	199	194
WOMEN	187	182	172	181	165	160	155	166	163	159
TOTAL	447	425	404	400	377	376	356	359	362	353
TITLE IX - PERCENTAGE OF STUDENT-ATHLETES:										
MEN	58%	57%	57%	55%	56%	57%	56%	54%	55%	55%
WOMEN	42%	43%	43%	45%	44%	43%	44%	46%	45%	45%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
TITLE IX - # OF GENERAL STUDENT BODY:										
MEN	5,020	5,450	5,508	5,370	5,319	5,371	5,736	6,021	6,351	6,351
WOMEN	5,986	6,081	5,878	6,025	5,857	5,982	6,442	6,635	7,018	7,018
TOTAL	11,006	11,531	11,386	11,395	11,176	11,353	12,178	12,656	13,369	13,369
TITLE IX - PERCENTAGE OF GENERAL STUDENT BODY:										
MEN	46%	47%	48%	47%	48%	47%	47%	48%	48%	48%
WOMEN	54%	53%	52%	53%	52%	53%	53%	52%	52%	52%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
TITLE IX - PERCENTAGE OF STUDENT AID EXPENDED:										
MEN	58%	59%	58%	56%	57%	58%	55%	56%	57%	54%
WOMEN	42%	41%	42%	44%	43%	42%	45%	44%	43%	46%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
TITLE IX - EQUIPMENT, UNIFORMS, AND SUPPLIES:										
MEN	382,510	313,169	407,078	368,442	283,486	283,288	304,656	312,764	215,666	295,012
WOMEN	212,494	200,126	181,248	192,855	166,772	134,826	139,648	168,631	129,589	113,025
DIFFERENCE	(170,016)	(113,043)	(225,830)	(175,587)	(116,714)	(148,462)	(165,008)	(144,133)	(86,077)	(181,987)
TITLE IX - TRAVEL AND MEALS:										
MEN	1,009,615	939,711	896,377	886,673	819,977	886,348	810,348	845,994	737,257	643,866
WOMEN	460,319	562,587	563,346	620,098	489,651	473,813	423,118	465,783	399,081	376,400
DIFFERENCE	(549,296)	(377,124)	(333,031)	(266,575)	(330,326)	(412,535)	(387,230)	(380,211)	(338,176)	(267,466)
TITLE IX - ACCESS TO COACHING (FTE):										
MEN COACHES	22.130	21.625	20.875	20.875	20.875	21.250	21.000	20.630	20.130	20.130
WOMEN COACHES	17.880	17.375	16.625	16.375	15.625	18.250	18.250	17.880	16.320	16.320
DIFFERENCE	(4.250)	(4.250)	(4.250)	(4.500)	(5.250)	(3.000)	(2.750)	(2.750)	(3.810)	(3.810)
TITLE IX - RECRUITING:										
MEN	149,576	222,012	255,167	234,735	247,145	222,479	224,326	221,720	160,240	141,600
WOMEN	97,808	133,651	127,796	121,645	98,155	94,035	86,746	85,394	96,243	85,520
DIFFERENCE	(51,768)	(88,361)	(127,371)	(113,090)	(148,990)	(128,444)	(137,580)	(136,326)	(63,997)	(56,080)



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY AND RETITLE
EXTERNALLY FUNDED PROFESSIONAL/ADMINISTRATIVE STAFF
POLICY, 3356-7-43**

WHEREAS, University Policies are being reviewed and re-conceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

WHEREAS, the Externally Funded Professional/Administrative Staff policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy governing Externally Funded Professional/Administrative Staff, policy number 3356-7-43, to be retitled as Externally Funded University Positions, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

3356-7-43 Externally funded ~~professional/administrative staff~~university
positions.

~~Previous Policy Number: 7021.04~~

Responsible Division/Office: Human Resources

Responsible Officer: Vice President for ~~Finance and Administration~~
Legal Affairs and Human Resources

Revision History: March 1999; September 2001; October 2010;
April 2013; June 2013; March 2021

Board Committee: University Affairs

Effective Date: ~~June 12, 2013~~ March 4, 2021

Next Review: ~~2018~~ 2026

(A) Policy statement. ~~While the president has overall responsibility for the management of the university, the responsibility for decisions about the employment of personnel is delegated to the appropriate divisional executive officer who is responsible for making personnel decisions within the described university procedures. Personnel actions will become effective upon approval by the board of trustees.~~

~~The university employs ~~staff members~~ individuals with experience, degrees, and ~~other~~ appropriate credentials ~~appropriate to their responsibilities. Hiring managers are charged with the responsibility of assuring that qualified individuals are appointed as professional/administrative staff members.~~~~

~~(B) Parameters.~~

~~(1) The university employs persons whose ~~in~~ positions which are externally funded through research grants, endowments, and other non-university sources (collectively referred to as externally funded positions). These positions are identified as full or part-time ~~professional/administrative staff~~ positions and are typically temporary in nature. The duration~~

of these positions is dependent on the duration of the corresponding external funding source[s].

(B) Scope. This policy applies to all full or part-time professional/administrative and classified positions that are fully or partially funded from external sources.

(C) Parameters.

- (1) Externally funded positions are excluded from collective bargaining. Positions that are funded through a combination of both internal and external resources are considered to be externally funded by employment category and are excluded from collective bargaining.
- (2) ~~These~~ As determined by full time equivalent hours (FTE) and unless otherwise noted in this policy, externally funded employees ~~are not placed in a university salary plan (see rule 3356-7-40 of the Administrative Code), but~~ are eligible for the same benefits of the as other similar excluded professional/administrative staff, or excluded classified positions, including fringe benefits (see rules 3356-7-31 to 3356-7-34 of the Administrative Code), vacation leave (see rule 3356-7-09 of the Administrative Code), sick leave (see rule 3356-7-13 of the Administrative Code), and distinguished service awards (see rule 3356-7-27 of the Administrative Code), as determined by the FTE unless otherwise noted herein.
- (3) Contingent on the funding source, Externallyexternally funded full-time professional/administrative staff-employees who are awarded a distinguished service award will be eligible for receive the award amount only as a stipend of two thousand dollars. The distribution of this award will be for the full award amount, contingent on the funding source. Recipients will receive either a cash stipend in the full amount or a one thousand dollar stipend and one thousand dollars added to the base salary in the following contract year.
- (4) For the purposes of annual performance evaluation and disciplinary action, if necessary, these employees are subject to the

processes in place for other ~~professional/administrative staff~~
similar excluded positions.

- (5) ~~Instructional~~Instruction specialist(s) employed at the ~~rich~~Rich center for autism are not eligible to accrue vacation leave.
- (6) Each full-time employee in an ~~instructional~~instruction specialist position may convert ~~two~~four sick leave days per contract year to personal days. Each part-time employee may ~~also~~ convert ~~one~~two sick leave ~~day~~days per year.
- (7) Unless otherwise noted in this policy, all externally funded positions and employees are subject to all university policies, procedures and regulations.

~~(C)~~(D) Procedures.

- (1) Recruitment to fill externally funded ~~professional/administrative~~ positions must be authorized by the appropriate divisional executive officer and adhere to the office of human resources employment processes. Recruitment activities must conform to the affirmative action procedures (see rule 3356-2-02 of the Administrative Code).
- (2) Position announcements/postings for an externally funded position must identify the position as externally funded or contingent on the availability of a funding source.
- ~~(2) The offer of employment is extended by the office of human resources in collaboration with the appropriate divisional executive officer upon the recommendation of the dean or executive director and the person responsible for the employing unit.~~
- ~~(3) The office of human resources prepares the official offer of employment.~~
- ~~(4) Externally funded professional/administrative staff are excluded from collective bargaining.~~
- ~~(5) Part time externally funded professional/administrative staff are employed on an FTE basis, assuming a forty hour workweek.~~

- (6)(3) ~~Individuals hired for Externally~~externally funded ~~professional/administrative staff~~positions are informed at the time of ~~appointment or reappointment~~hire that their employment is dependent upon external funding and if such funding ceases, employment is terminated ~~upon a two-week notice~~.
- (7)(4) Externally funded professional/administrative ~~staff members~~employees who earn and accrue vacation leave should use it during the contract period in which it is earned. Authorization to carry forward unused vacation leave into the next fiscal year requires written approvals of the department head and the chief human resources officer by ~~June thirtieth~~May first of each year.
- (5) Unused vacation or sick leave shall not be converted to a cash payment ~~if the availability of funds ceases, the appointment is not renewed, the employee resigns, or the employee is terminated for cause~~.
- (8)(6) The chief human resources officer will prepare and submit a summary of ~~all~~ personnel actions (i.e., appointments, promotions, reclassifications, transfers, demotions, salary adjustments, and separations) to the university affairs committee for recommendation for approval and/or acknowledgment by the board of trustees. The professional/administrative personnel actions shall be contingent upon approval by the board; however, professional/administrative staff (except those covered under rules 3356-9-01 and 3356-9-02 of the Administrative Code) may begin employment prior to approval by the board.

3356-7-43 Externally funded university positions.

Responsible Division/Office: Human Resources
Responsible Officer: Vice President for Legal Affairs and Human Resources
Revision History: March 1999; September 2001; October 2010; April 2013; June 2013; March 2021
Board Committee: University Affairs
Effective Date: **March 4, 2021**
Next Review: 2026

- (A) Policy statement. The university employs individuals with experience, degrees, and appropriate credentials in positions which are externally funded through research grants, endowments, and other non-university sources (collectively referred to as externally funded positions). These positions are identified as full or part-time positions and are typically temporary in nature. The duration of these positions is dependent on the duration of the corresponding external funding source[s].
- (B) Scope. This policy applies to all full or part-time professional/administrative and classified positions that are fully or partially funded from external sources.
- (C) Parameters.
- (1) Externally funded positions are excluded from collective bargaining. Positions that are funded through a combination of both internal and external resources are considered to be externally funded by employment category and are excluded from collective bargaining.
 - (2) As determined by full time equivalent hours (FTE) and unless otherwise noted in this policy, externally funded employees are eligible for the same benefits as other similar excluded professional/administrative or excluded classified

positions, including vacation leave, sick leave, and distinguished service awards.

- (3) Contingent on the funding source, externally funded full-time employees who are awarded a distinguished service award will receive the award amount only as a stipend for the full award amount.
- (4) For the purposes of annual performance evaluation and disciplinary action, if necessary, these employees are subject to the processes in place for other similar excluded positions.
- (5) Instruction specialist(s) employed at the Rich center for autism are not eligible to accrue vacation leave.
- (6) Each full-time employee in an instruction specialist position may convert four sick leave days per contract year to personal days. Each part-time employee may convert two sick leave days per year.
- (7) Unless otherwise noted in this policy, all externally funded positions and employees are subject to all university policies, procedures and regulations.

(D) Procedures.

- (1) Recruitment to fill externally funded positions must be authorized by the appropriate divisional executive officer and adhere to the office of human resources employment processes. Recruitment activities must conform to the affirmative action procedures (see rule 3356-2-02 of the Administrative Code).
- (2) Position announcements/postings for an externally funded position must identify the position as externally funded or contingent on the availability of a funding source.
- (3) Individuals hired for externally funded positions are informed at the time of hire that their employment is dependent upon external funding and if such funding ceases, employment is terminated.

- (4) Externally funded professional/administrative employees who earn and accrue vacation leave should use it during the contract period in which it is earned. Authorization to carry forward unused vacation leave into the next fiscal year requires written approvals of the department head and the chief human resources officer by May first of each year.
- (5) Unused vacation or sick leave shall not be converted to a cash payment.
- (6) The chief human resources officer will prepare and submit a summary of personnel actions (i.e., appointments, promotions, reclassifications, transfers, demotions, salary adjustments, and separations) to the university affairs committee for recommendation for approval and/or acknowledgment by the board of trustees. The professional/administrative personnel actions shall be contingent upon approval by the board; however, professional/administrative staff (except those covered under rules 3356-9-01 and 3356-9-02 of the Administrative Code) may begin employment prior to approval by the board.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY AND RETITLE
ACTING/INTERIM APPOINTMENTS OF UNIVERSITY
ADMINISTRATORS POLICY, 3356-9-10**

WHEREAS, University Policies are being reviewed and re-conceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

WHEREAS, the Acting/Interim Appointments of University Administrators policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy governing Acting/Interim Appointments of University Administrators, policy number 3356-9-10, to be retitled as Acting/Interim Appointments of University Executive and Administrative Employees, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**

03356-9-10 Acting/interim appointments of university executive and

~~Administrators~~administrative employees.

Previous Policy Number: —	New
Responsible <u>Division/Office</u> :	— Human Resources
Responsible Officer:	<u>Vice President for Legal Affairs and Human Resources</u> General — Counsel
Revision History:	May 2015; <u>March 2021</u>
Board Committee:	University Affairs
BOT Approval <u>Effective Date</u>:	May 5, 2015<u>March 4, 2021</u>
Next Review:	2020 <u>2026</u>

- (A) Policy statement. In its efforts to promote equal access and opportunity and a diverse and highly qualified workforce, it is the general practice of Youngstown state university (“university”) to hire employees through a formal search process. However, where there is a critical, immediate, or unforeseen need for an individual to perform specific university job responsibilities, appointments outside of the regular search process may be made.
- (B) Purpose. To provide uniform guidelines and procedures for the use of acting and interim appointments for executive and administrative, non-bargaining unit positions.
- (C) Scope. This policy applies to the appointment of all university executive and administrative officers and to administrative, non-bargaining unit positions. The applicable articles of the faculty collective bargaining agreement or if applicable department governance document shall be utilized for the appointment of an interim chair of an academic department. This policy does not apply to the appointment of an interim or acting university president (see rules 3356-9-04 and 3356-9-08 of the Administrative Code).
- (D) Definitions.
 - (1) “Acting appointment.” The temporary placement of an existing employee in a position due to the absence of an incumbent who is expected to return to the position (e.g., incumbent on leave of absence). Upon the return of the incumbent, the acting appointment will return to his/her former position.
 - (2) “Interim appointment.” The temporary placement of an existing employee or nonemployee to perform the duties of a vacant or soon-

to-be-vacant position while a unit is being reorganized or prior to or while university recruitment is underway to permanently select a successor (e.g., unanticipated or sudden departure of the incumbent).

(E) Parameters.

- (1) An individual serving through an acting/interim appointment must possess at least the minimum qualifications stipulated in the applicable job description.
- (2) An acting/interim appointee may be a candidate to permanently fill a position unless non-candidacy for the permanent position ~~was~~is a condition of the acting/interim appointment.
- (3) An individual serving an acting/interim appointment is prohibited from serving on ~~any University~~a university search committee during the duration of his/her appointment.
- (4) Equal opportunity guidelines shall be considered when making an acting/interim appointment.

(F) Procedures.

- (1) Acting appointment.
 - (a) An acting appointment is appropriate when an incumbent employee will be unavailable or unable to perform his/her job responsibilities for more than thirty days or in those situations in which the continuation of the incumbent's job responsibilities is critical to the effective continuing operation of the university.
 - (b) The president has the authority to appoint an acting or interim executive officer.
 - (c) For all other administrative acting/interim appointments, the immediate supervisor in consultation with the appropriate executive officer and the chief human resources officer shall determine if an acting/interim appointment is necessary for the effective operation of the unit or if an employee(s) is able to take on additional assignments and/or responsibilities for a limited time while maintaining his/her current job responsibilities.
 - (d) An initial acting appointment may last for up to one hundred eighty days and may thereafter be renewed in writing in thirty-

day increments by approval of the executive officer or president and the chief human resources officer.

- (e) ~~Any additional Compensation~~compensation shall be in accordance with human resources supplemental pay guidelines.
 - (f) A search to permanently fill the appointed position shall follow the selection process in the applicable policy.
- (2) Interim appointment.
- (a) All anticipated interim appointments shall be submitted in writing to the chief human resources officer (CHRO) and the director of equal opportunity and policy ~~compliance for recommendation. The request-~~development (director) and must include the name of the position, the name of the individual(s) considered for appointment, the start date of the appointment, the anticipated length of the appointment, ~~the anticipated start date of the search process,~~the qualification of the individual to fulfill the duties of the position, and the rationale supporting the appointment. The CHRO and director, or their designees, shall review and when appropriate, provide guidance to insure compliance with the requirements of this policy.
 - (b) The interim appointment of an executive level officer shall be approved by the board of trustees.
 - (c) The interim appointment of an administrative officer shall be approved by the president.
 - (d) All other interim appointments shall be approved by the immediate supervisor after consultation with the appropriate executive officer and the chief human resources officer.
 - (e) Interim appointments shall not exceed one year without a written request and the written approval of the president. The president may extend the appointment in writing in increments of up to ninety days. A request for an extension must include an anticipated date to begin the search process or a rationale for deferring a final search.

~~(G) — Existing appointments. All acting and interim appointments in place as of the effective date of this policy shall be reviewed for consistency with this policy and brought into reasonable compliance with this policy.~~

3356-9-10 Acting/interim appointments of university executive and administrative employees.

Responsible Division/Office: Human Resources
Responsible Officer: Vice President for Legal Affairs and Human Resources
Revision History: May 2015; March 2021
Board Committee: University Affairs
Effective Date: March 4, 2021
Next Review: 2026

- (A) Policy statement. In its efforts to promote equal access and opportunity and a diverse and highly qualified workforce, it is the general practice of Youngstown state university (“university”) to hire employees through a formal search process. However, where there is a critical, immediate, or unforeseen need for an individual to perform specific university job responsibilities, appointments outside of the regular search process may be made.
- (B) Purpose. To provide uniform guidelines and procedures for the use of acting and interim appointments for executive and administrative, non-bargaining unit positions.
- (C) Scope. This policy applies to the appointment of all university executive and administrative officers and to administrative, non-bargaining unit positions. The applicable articles of the faculty collective bargaining agreement or if applicable department governance document shall be utilized for the appointment of an interim chair of an academic department. This policy does not apply to the appointment of an interim or acting university president (see rules 3356-9-04 and 3356-9-08 of the Administrative Code).
- (D) Definitions.
- (1) “Acting appointment.” The temporary placement of an existing employee in a position due to the absence of an incumbent who is expected to return to the position (e.g., incumbent on leave of absence). Upon the return of the incumbent, the acting appointment will return to his/her former position.
 - (2) “Interim appointment.” The temporary placement of an existing employee or nonemployee to perform the duties of a vacant or soon-to-be-vacant position while a unit is being reorganized or prior to or

while university recruitment is underway to permanently select a successor (e.g., unanticipated or sudden departure of the incumbent).

(E) Parameters.

- (1) An individual serving through an acting/interim appointment must possess at least the minimum qualifications stipulated in the applicable job description.
- (2) An acting/interim appointee may be a candidate to permanently fill a position unless non-candidacy for the permanent position is a condition of the acting/interim appointment.
- (3) An individual serving an acting/interim appointment is prohibited from serving on a university search committee during the duration of his/her appointment.
- (4) Equal opportunity guidelines shall be considered when making an acting/interim appointment.

(F) Procedures.

- (1) Acting appointment.
 - (a) An acting appointment is appropriate when an incumbent employee will be unavailable or unable to perform his/her job responsibilities for more than thirty days or in those situations in which the continuation of the incumbent's job responsibilities is critical to the effective continuing operation of the university.
 - (b) The president has the authority to appoint an acting or interim executive officer.
 - (c) For all other administrative acting/interim appointments, the immediate supervisor in consultation with the appropriate executive officer and the chief human resources officer shall determine if an acting/interim appointment is necessary for the effective operation of the unit or if an employee(s) is able to take on additional assignments and/or responsibilities for a limited time while maintaining his/her current job responsibilities.
 - (d) An initial acting appointment may last for up to one hundred eighty days and may thereafter be renewed in writing in thirty-day increments by approval of the executive officer or president and the chief human resources officer.

- (e) Any additional compensation shall be in accordance with human resources supplemental pay guidelines.
 - (f) A search to permanently fill the appointed position shall follow the selection process in the applicable policy.
- (2) Interim appointment.
- (a) All anticipated interim appointments shall be submitted in writing to the chief human resources officer (CHRO) and the director of equal opportunity and policy development (director) and must include the name of the position, the name of the individual(s) considered for appointment, the start date of the appointment, the anticipated length of the appointment, the qualification of the individual to fulfill the duties of the position, and the rationale supporting the appointment. The CHRO and director, or their designees, shall review and when appropriate, provide guidance to insure compliance with the requirements of this policy.
 - (b) The interim appointment of an executive level officer shall be approved by the board of trustees.
 - (c) The interim appointment of an administrative officer shall be approved by the president.
 - (d) All other interim appointments shall be approved by the immediate supervisor after consultation with the appropriate executive officer and the chief human resources officer.
 - (e) Interim appointments shall not exceed one year without a written request and the written approval of the president. The president may extend the appointment in writing in increments of up to ninety days. A request for an extension must include an anticipated date to begin the search process or a rationale for deferring a final search.



**YOUNGSTOWN
STATE
UNIVERSITY**

Explanation of Modifications to *University Policy*:

3356-4-21 Public Use of University Grounds for Expressive Activity

This policy has been modified to comply with state law sections 3345.0211 to 3345.0214 of the Revised Code, known as the Forming Open and Robust University Minds (FORUM) Act, effective March 24, 2021, which governs free speech on campuses in Ohio. The title of the policy has been changed to “Campus free speech” to align with the Act.

Board of Trustees Meeting

March 4, 2021

YR 2021-



**RESOLUTION TO MODIFY AND RETITLE
PUBLIC USE OF UNIVERSITY GROUNDS FOR EXPRESSIVE
ACTIVITY POLICY, 3356-4-21**

WHEREAS, University Policies are being reviewed and re-conceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

WHEREAS, the Public Use of University Grounds for Expressive Activity policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy governing Public Use of University Grounds for Expressive Activity, policy number 3356-4-21, to be retitled as Campus Free Speech, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

3356-4-21 ~~Public use of university grounds for expressive activity~~ Campus free speech.

Responsible Division/Office: Office of the President
Responsible Officer: President
Revision History: September 2014; December 2020; March 2021
Board Committee: University Affairs
Effective Date: ~~December 3, 2020~~ March 4, 2021
Next Review: 2026

- (A) Policy statement. Youngstown state university values the freedoms of speech, thought, expression and assembly both as constitutionally guaranteed rights and as part of the university’s core educational, research, and public service mission and shall not prohibit any individual from engaging in noncommercial expressive activity on campus, so long as the individual’s conduct is lawful and does not materially and substantially disrupt the functioning of the institution. The university also recognizes that the exercise of these freedoms must be balanced with the rights of others to learn, work, and conduct business. Any speech or other expressive activities by persons under this policy should not be considered to be speech made by or on behalf of the university/administrators or to be endorsed by the university/administrators.
- (B) Purpose. To provide guidelines for the free and orderly exchange of ideas on university grounds and to ensure that these activities do not imperil public safety, obstruct or damage university facilities, or interfere with the university’s mission and functions. To provide guidelines in accordance with state law section 3345.0211 to 3345.0214 of the Revised Code, known as the Forming Open and Robust University Minds (FORUM) Act, hereinafter referred to as the “FORUM Act.”
- (C) Definitions.
- (1) “Expressive activity” means all forms of non-commercial expression that are protected by the First Amendment to the U.S. Constitution, which may include peaceful assemblies, speeches, protests, picketing, leafleting, circulating petitions, distributing literature, and similar expressive communications and activities.

- (2) “Harassment” means unwelcome conduct that is so severe, pervasive and objectively offensive and speech that is not protected by the First Amendment to the U.S. Constitution or Article I of the Ohio Constitution (Unprotected Expression) that it effectively denies an individual equal access to the individual’s education program or activity.
- (3) “Outdoor areas of campus” means the generally accessible outside areas of campus where members of the campus community are commonly allowed, such as grassy areas, walkways and other similar common areas. This does not include outdoor areas where access is restricted to a majority of the campus community.
- (4) “Materially and substantially disrupts” means when a person, with the intent to, or with knowledge of doing so, significantly hinders another person’s or group’s expressive activity, prevents communication of their message, or prevents the transaction of the business of a lawful meeting, gathering, or procession by either engaging in violent or otherwise unlawful behavior or physically blocking or using threats of violence to prevent any person from attending, listening to, viewing, or otherwise participating in an expressive activity.
- (5) “Campus community” means students, student groups, faculty, staff, and employees of a state institution of higher education and their invited guests.

(D) Parameters.

- (1) Generally accessible outdoor areas of campus.
 - (a) Any person or group may use any publicly accessible outdoor ~~area~~areas of ~~the university’s~~ campus except ~~parking lots and~~ decks, garages, ~~public streets,~~ and driveways. Federal, state and local laws will be enforced as applicable. The use of walkways or other common areas may not block the free passage of others or impede the regular operation of the university. The university does not maintain free speech zones although reasonable time, place and manner restrictions may be necessary.

(b) Reasonable time, place and manner restrictions are permitted when in the service of a significant institutional interest if the restrictions are viewpoint and content neutral and provide for ample alternative means for expressive activities. - For example, ~~Amplification~~ amplification may be restricted during work or class hours or if the area is in use for an official university event, or a university-sponsored event; alternative options for the expressive activity shall be presented.

~~(a) — Use may include speaking, nonverbal expression, and ——— distribution of literature, circulating petitions, and the — display of signage.~~

(c) Prior approval is not necessary as long as the primary action is not to advertise or sell a commercial product.

(d) Those seeking access to the university for commercial solicitation or advertising purposes should consult university policy 3356-7-19, "Access to campus for purposes of commercial solicitation or adverting." Employees should consult university policy 3356-7-25 regarding political activities of employees.

(e) Facilities which are leased by the university and which do not have general access outdoor areas controlled by the university are not available for use under this policy.

(2) Harassment.

(a) The campus community has the right to an environment free of conduct that unreasonably interferes, hinders or otherwise denies another the ability to have equal access to the education environment free from harassment, as defined in paragraph (C)(2) of this policy. The university community shall refrain from harassment while conducting expressive activities.

(b) For conduct to violate this policy, the conduct must be more than merely offensive; it must be so objectively

offensive, severe and pervasive that it denies one's access to education.

- (c) Examples of conduct considered harassment may include, but are not limited to, true threats; fighting words or words that actually provoke immediate violent reaction; obscenity (including child pornography); ~~defamatory~~defamation -or false statements ~~that harm the reputation of another;~~ blackmail, criminal solicitation and other criminal speech and any other harassing speech that meets the definition of this policy.
- (d) This policy is not intended to impair any constitutionally protected expressive activity.
- (e) Any member of the campus community may file a complaint alleging "harassment," as defined herein, pursuant to university policy 3356-2-03, "Discrimination/harassment." The complaint procedures as set forth in paragraphs (H) to (P) of university policy 3356-2-03, "Discrimination/harassment," shall be followed.
- (f) The standards of "harassment," as defined in other university policies such as in university policy 3356-2-03, "Discrimination/harassment" and university policy 3356-2-05, "Title IX sexual harassment policy," may vary.

~~(2)~~(3) Large groups.

- (a) Any person or group whose use of an outdoor area is expected or reasonably likely to draw more than one hundred people ~~must~~ should notify the university's police department at (330) 941-3527 at least three business days before the date of the expressive activity and provide information as to the specific location to be used for the event, the estimated number of persons, and the name and contact information of at least one person who can be contacted regarding logistics of the event, and shall include at least one person who will be personally present. If three business days' notice is not provided, the person or group must contact the university's police department as soon as

reasonably possible prior to the event. A member of the campus community whose spontaneous and contemporaneous expressive activity results in a large group gathering is advised to notify the university police.

- (b) Prior notice is necessary in order to ensure that there is sufficient space for the large group event, the large group event does not conflict with any other scheduled use of the outdoor area, and that sufficient university resources are available for crowd control and security.

~~(3)~~(4) Student use.

- (a) In addition to the right of access to generally accessible outdoor areas described above, any student, group of students, or registered student organization may seek to reserve the use of specific outdoor areas by contacting the office of ~~student affairs at (330) 941-3532~~ university events. Reserving the space is not required, but does result in priority use.
- (b) A student or student organization request to reserve such area or space ~~shall~~should be made at least two business days prior to the use. A request will be granted unless it would conflict or interfere with a previously scheduled event or activity or violate this policy.
- (c) A student or student organization that has reserved a specific area or space under this policy will have priority over any other persons seeking to use the area or space during the scheduled time period. Any decision denying a request shall be promptly communicated in writing to the requester and shall set forth the basis for the denial.

(5) Use of indoor space.

- (a) University indoor space is mainly dedicated to the mission of teaching, learning, research, extracurricular and student life and other university support activities. Specific buildings may have specific rules that govern these spaces and not all areas of buildings are available for the general

public or even students or staff. Additionally, some spaces are reserved for use to specific faculty, staff or students and other spaces require reservation to use. See university policy 3345-4-03, “University facilities – use, priorities, and fees.”

(b) Production and hosting of large events by the university or any other person or group should follow the guidelines set forth by the office of university events.

(c) Public bulletin boards. The university provides designated public bulletin boards for the purpose of posting materials. Refer to university policy 3356-4-17 regarding the display of posters and other printed materials.

(d) The university affirms its commitment to freedom of assembly and expressive activity at appropriate indoor spaces. However, activities in indoor spaces that materially and substantially disrupt the functioning of the institution are prohibited. Noise levels and crowds that impede or interfere with academic instruction and research or other scheduled events may be more disruptive indoors than in outdoor areas of campus. Determinations will be made by the administrator responsible for the space in consultation with other appropriate university officers and/or the YSU police.

~~(a)(c)~~ Public bulletin boards. The university provides designated public bulletin boards for the purpose of posting materials. Refer to university policy 3356-4-17 regarding the display of posters and other printed materials. Issues of public safety are determinations for the police to resolve.

~~(5)~~ (6) Neutrality. All decisions and actions of university employees and agents made under this policy shall be content and viewpoint neutral.

(E) Prohibited activities.

(1) Any event or activity that disrupts the ability of the university to effectively and peacefully teach students, provide client services,

or conduct any of its other business and support operations is prohibited. Examples include, but are not limited to, excessive noise, impeding vehicle or pedestrian traffic, and conduct otherwise unlawful.

- (2) Damage to university property including, but not limited to, damage to grounds and landscaping, driving stakes or poles into the ground, hammering nails into buildings, fastening or attaching anything to sidewalks, paved areas, or any part of any building, structure, or fixture.
 - (3) Distribution or solicitation by placing any material on vehicles in the parking lots, decks or garages.
 - (4) Leaving trash, litter, materials, or pollutants in any area.
 - (5) Expressive activities that meet the definition of harassment under this policy.
 - (6) The university shall not charge security fees to a student or a student group based upon the content of their expression, the content of the expression of their invited guest or the anticipated reaction to an invited guest's expression.
 - (7) Materially and substantially disrupting another's lawful expressive activity significantly hindering the person or group's expressive activity, thus creating a "heckler's veto." This does not prevent counter demonstrations or other constitutionally protected expression.
- (F) Enforcement.
- (1) Administrators or academics charged with the responsibility of managing indoor and outdoor events; events management staff; administrators and academics responsible for the space where the activity is occurring are responsible for enforcement. ~~The Youngstown state university police department shall enforce the provisions of this policy.~~
 - (2) The Youngstown state university police department shall be responsible for making decisions involving the safety of the

campus community. Any person who violates this policy may be subject to any order to leave university property and may be subject to arrest if that order is not promptly obeyed. Employees who violate this policy may be subject to discipline up to and including termination.

- (G) Dispute resolution. Any person or organization that believes unlawful, unreasonable, or arbitrary limitations have been imposed on their expressive activities in violation of the FORUM Act may file a complaint. Any person or organization that believes they have suffered harassment as a result of another member of the campus community's expressive activities under this policy may file a complaint with the ~~office of general counsel at (330) 941-2340~~ office of equal opportunity and policy development & Title IX.
- (H) The FORUM Act requires that the university submit to the governor, speaker of the house of representative and the president of the senate a report detailing compliance with the Act within 180 days of the effective date of FORUM. This report shall also be published on the university's website created for purposes of education on First Amendment issues. The website will contain materials, programs and procedures to inform those responsible for the education or discipline of students regarding free expression on campus.

3356-4-21 Campus free speech.

Responsible Division/Office: Office of the President
Responsible Officer: President
Revision History: September 2014; December 2020; March 2021
Board Committee: University Affairs
Effective Date: March 4, 2021
Next Review: 2026

- (A) Policy statement. Youngstown state university values the freedoms of speech, thought, expression and assembly both as constitutionally guaranteed rights and as part of the university’s core educational, research, and public service mission and shall not prohibit any individual from engaging in noncommercial expressive activity on campus, so long as the individual’s conduct is lawful and does not materially and substantially disrupt the functioning of the institution. The university also recognizes that the exercise of these freedoms must be balanced with the rights of others to learn, work, and conduct business. Any speech or other expressive activities by persons under this policy should not be considered to be speech made by or on behalf of the university/administrators or to be endorsed by the university/administrators.
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 - (3) “Outdoor areas of campus” means the generally accessible outside areas of campus where members of the campus community are commonly allowed, such as grassy areas, walkways and other similar common areas. This does not include outdoor areas where access is restricted to a majority of the campus community.
 - (4) “Materially and substantially disrupts” means when a person, with the intent to, or with knowledge of doing so, significantly hinders another person’s or group’s expressive activity, prevents communication of their message, or prevents the transaction of the business of a lawful meeting, gathering, or procession by either engaging in violent or otherwise unlawful behavior or physically blocking or using threats of violence to prevent any person from attending, listening to, viewing, or otherwise participating in an expressive activity.
 - (5) “Campus community” means students, student groups, faculty, staff, and employees of a state institution of higher education and their invited guests.
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- (1) Generally accessible outdoor areas of campus.
 - (a) Any person or group may use any publicly accessible outdoor areas of campus except decks, garages, and driveways. Federal, state and local laws will be enforced as applicable. The use of walkways or other common areas may not block the free passage of others or impede the regular operation of the university. The university does not maintain free speech zones although reasonable time, place and manner restrictions may be necessary.

- (b) Reasonable time, place and manner restrictions are permitted when in the service of a significant institutional interest if the restrictions are viewpoint and content neutral and provide for ample alternative means for expressive activities. For example, amplification may be restricted during work or class hours or if the area is in use for an official university event, or a university-sponsored event; alternative options for the expressive activity shall be presented.
 - (c) Prior approval is not necessary as long as the primary action is not to advertise or sell a commercial product.
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 - (f) The standards of “harassment,” as defined in other university policies such as in university policy 3356-2-03, “Discrimination/harassment” and university policy 3356-2-05, “Title IX sexual harassment policy,” may vary.
- (3) Large groups.
- (a) Any person or group whose use of an outdoor area is expected or reasonably likely to draw more than one hundred people should notify the university’s police department at (330) 941-3527 at least three business days before the date of the expressive activity and provide information as to the specific location to be used for the event, the estimated number of persons, and the name and contact information of at least one person who can be contacted regarding logistics of the event, and shall include at least one person who will be personally present. If three business days’ notice is not provided, the person or group must contact the university’s police department as soon as reasonably possible prior to the event. A member of the campus community whose spontaneous and contemporaneous expressive activity results in a large group gathering is advised to notify the university police.

- (b) Prior notice is necessary in order to ensure that there is sufficient space for the large group event, the large group event does not conflict with any other scheduled use of the outdoor area, and that sufficient university resources are available for crowd control and security.

(4) Student use.

- (a) In addition to the right of access to generally accessible outdoor areas described above, any student, group of students, or registered student organization may seek to reserve the use of specific outdoor areas by contacting the office of university events. Reserving the space is not required, but does result in priority use.
- (b) A student or student organization request to reserve such area or space should be made at least two business days prior to the use. A request will be granted unless it would conflict or interfere with a previously scheduled event or activity or violate this policy.
- (c) A student or student organization that has reserved a specific area or space under this policy will have priority over any other persons seeking to use the area or space during the scheduled time period. Any decision denying a request shall be promptly communicated in writing to the requester and shall set forth the basis for the denial.

(5) Use of indoor space.

- (a) University indoor space is mainly dedicated to the mission of teaching, learning, research, extracurricular and student life and other university support activities. Specific buildings may have specific rules that govern these spaces and not all areas of buildings are available for the general public or even students or staff. Additionally, some spaces are reserved for use to specific faculty, staff or students and other spaces require reservation to use. See university policy 3345-4-03, "University facilities – use, priorities, and fees."

- (b) Production and hosting of large events by the university or any other person or group should follow the guidelines set forth by the [office of university events](#).
 - (c) Public bulletin boards. The university provides designated public bulletin boards for the purpose of posting materials. Refer to university policy 3356-4-17 regarding the display of posters and other printed materials.
 - (d) The university affirms its commitment to freedom of assembly and expressive activity at appropriate indoor spaces. However, activities in indoor spaces that materially and substantially disrupt the functioning of the institution are prohibited. Noise levels and crowds that impede or interfere with academic instruction and research or other scheduled events may be more disruptive indoors than in outdoor areas of campus. Determinations will be made by the administrator responsible for the space in consultation with other appropriate university officers and/or the YSU police.
 - (e) Issues of public safety are determinations for the police to resolve.
- (6) Neutrality. All decisions and actions of university employees and agents made under this policy shall be content and viewpoint neutral.
- (E) Prohibited activities.
- (1) Any event or activity that disrupts the ability of the university to effectively and peacefully teach students, provide client services, or conduct any of its other business and support operations is prohibited. Examples include, but are not limited to, excessive noise, impeding vehicle or pedestrian traffic, and conduct otherwise unlawful.
 - (2) Damage to university property including, but not limited to, damage to grounds and landscaping, driving stakes or poles into the ground, hammering nails into buildings, fastening or attaching

anything to sidewalks, paved areas, or any part of any building, structure, or fixture.

- (3) Distribution or solicitation by placing any material on vehicles in the parking lots, decks or garages.
 - (4) Leaving trash, litter, materials, or pollutants in any area.
 - (5) Expressive activities that meet the definition of harassment under this policy.
 - (6) The university shall not charge security fees to a student or a student group based upon the content of their expression, the content of the expression of their invited guest or the anticipated reaction to an invited guest's expression.
 - (7) Materially and substantially disrupting another's lawful expressive activity significantly hindering the person or group's expressive activity, thus creating a "heckler's veto." This does not prevent counter demonstrations or other constitutionally protected expression.
- (F) Enforcement.
- (1) Administrators or academics charged with the responsibility of managing indoor and outdoor events; events management staff; administrators and academics responsible for the space where the activity is occurring are responsible for enforcement.
 - (2) The Youngstown state university police department shall be responsible for making decisions involving the safety of the campus community. Any person who violates this policy may be subject to any order to leave university property and may be subject to arrest if that order is not promptly obeyed. Employees who violate this policy may be subject to discipline up to and including termination.
- (G) Dispute resolution. Any person or organization that believes unlawful, unreasonable, or arbitrary limitations have been imposed on their expressive activities in violation of the FORUM Act may file a [complaint](#). Any person or organization that believes they have suffered harassment as

a result of another member of the campus community's expressive activities under this policy may [file a complaint](#) with the office of equal opportunity and policy development & Title IX.

- (H) The FORUM Act requires that the university submit to the governor, speaker of the house of representative and the president of the senate a report detailing compliance with the Act within 180 days of the effective date of FORUM. This report shall also be published on the university's website created for purposes of education on First Amendment issues. The website will contain materials, programs and procedures to inform those responsible for the education or discipline of students regarding free expression on campus.



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO APPROVE THE RECLASSIFICATIONS OF
JOY POLKABLA-BYERS, ELAINE RUSE,
AND NICOLE KENT-STROLLO**

WHEREAS, the duties of the Division of Student Affairs have been realigned and redesigned to provide a comprehensive array of services and programs designed to ensure quality student experiences at YSU; and

WHEREAS, the Division of Student Affairs will be divided in to three units: The Office of Student Experience, the Office of Student Enrollment and Business Services, and the new Office of the Dean of Students; and

WHEREAS, the duties and responsibilities of the Vice President, Student Experience have been expanded and realigned to provide more enhanced student services for the three units described above. The position of Vice President has been realigned into three separate and enhanced positions: the Associate Vice President for Student Experience; the Associate Vice President for Student Enrollment and Business Services; and the Dean of Students and Ombudsperson. Each of these positions is considered to be an Administrative Officer pursuant to Selection, Appointment and Annual Evaluation of Administrative Officers, Policy Number 3356-9-02; and

WHEREAS, the duties and responsibilities of the Office of Student Experience will include Housing and Residence Life, Student Activities, Campus Recreation and Student Well-being, Veterans Affairs and Auxiliary Services, including Kilcawley Center. Ms. Joy Polkabla-Byers' duties of Executive Director of Campus Recreation and Student Well-being have been expanded and a recommendation has been made to reclassify this position to Associate Vice President, Student Experience; and

WHEREAS, the duties and responsibilities of the Office of Student Enrollment and Business Operations will include Undergraduate Admissions and Financial Aid and Scholarships. Ms. Elaine Ruse's duties of Executive Director of Student Enrollment Services have been expanded and a recommendation has been made to reclassify this position to Associate Vice President, Student Enrollment and Business Services; and

WHEREAS, the duties and responsibilities of the Office of Dean of Students will include Student Outreach and Support, Student Counselling Services and the newly named Community Standards, Advocacy and Conduct office. Dr. Nicole Kent-Strollo's duties of Director of YSU Student Outreach and Support have been expanded and a recommendation has been made to reclassify this position to Dean of Students and Ombudsperson; and

WHEREAS, revised job descriptions identifying the duties and responsibilities of the Associate Vice President, Student Experience; Associate Vice President, Student Enrollment and Business Services; and Dean of Students and Ombudsperson have been attached to this document; and

WHEREAS, University Policy Number 3356-9-02 sets forth the selection procedures for selecting Administrative Officers and allows for modification.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the reclassifications of the following positions: Associate Vice President, Student Experience; Associate Vice President, Student Enrollment and Business Services; and the Dean of Students and Ombudsperson.

BE IT FURTHER RESOLVED, that the Board of Trustees hereby approves the following appointments: Ms. Joy Polkabila-Byers to the position of Associate Vice President, Student Experience; Ms. Elaine Ruse to the position of Associate Vice President Student Enrollment and Business Services; and Dr. Nicole Kent-Strollo to the position of Dean of Students and Ombudsperson through the reclassification process.

**Board of Trustees Meeting
March 4, 2021
YR 2021-**



Name: Joy Polkabila Byers
Issue Date: 02/01/2021
Salary Range/Pay Grade: G11 Excl.
Reviewed By: JT/JPB/CAK
FLSA Review: Exempt
Hiring Range: \$97,338 - \$131,853

TITLE: Associate Vice President, Student Experience

DEPARTMENT: Student Experience

SUMMARY OF POSITION: Administers the University's Department of Student Experience. Serves as part of the senior leadership team of the Division of Student Affairs. Provides visionary and strategic leadership for departments and programs within the Division of Student Affairs that serve an engaged and diverse student population. Manages, directs, and supervises activities designed to optimize the student experience, including a holistic, multidisciplinary approach to student wellbeing; supervises and oversees selected contracted services. Directly supervises and has oversight of the Andrews Student Recreation and Wellness Center, Auxiliary Services, Housing and Residence Life, Student Activities/Greek Life/SGA, and Veterans Affairs units.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES: Guides the development and implementation of a comprehensive, multidiscipline, holistic wellness program. Develops a strategic vision and wellbeing theme that addresses the needs and issues facing a diverse student population. Stays current on trends and topics facing higher education, student affairs, and veteran affairs as well as the impact of health and wellbeing. Advocates for student success by creating and maintaining a healthy campus environment; partners with community stakeholders to create a wider network of support and success channels to achieve health and wellness centered outcomes.

Provides leadership and direction in assessing the student and community needs for out of classroom experience and designs and implements programs that meet those needs. Develops relationships between community agencies and organizations to promote and advance interest of the University.

Oversees series of professional development initiatives for Student Affairs professional and student staff; improves communication and fellowship among Student Affairs staff; provides meaningful opportunities for learning/sharing/discussing professional topics.

Oversees the implementation of residential programming model and administers an inclusive and wide-ranging residential education effort; oversees the establishment and continued growth of RHA (Residence Hall Association), NRHH (National Residence Hall Honorary), and hall governance systems. Oversees the establishment of goals and strategies for residential academic success and support.

Provides strong leadership for and oversees the recruitment and development of a diverse professional staff; supervises employees; evaluates staffing needs; assigns and reviews work; establishes timeframes for the completion of tasks; trains and orients new employees; approves and/or disapproves requests for leaves; interviews candidates for employment and recommends for hire; evaluates work performance; receives and responds to grievances; provides assistance with the development of unit work procedures and policies; recommends and provides staff development opportunities.

**PROFESSIONAL/ADMINISTRATIVE STAFF
POSITION DESCRIPTION**

Page 2 of 3

Provides leadership and supervises the planning, organization, and coordination of student services in the Division of Student Affairs while achieving university-level goals and objectives.

Cultivates an enhanced, intentionally designed, inclusive, and engaging student experience that supports vibrant campus life; regularly attends student functions and events; collaborates with campus leadership to foster a comprehensive experience for students, consistent with the mission of the university.

Establishes and implements short- and long-term department goals, objectives, policies, budgets, and operating procedures aligned with university and divisional priorities. Performs department and program assessments and evaluations to determine effectiveness; implements corrective action as required for continuous improvement.

Serves on and supports the division's senior leadership team; balances analysis, knowledge, and experience in decision making to identify and solve challenging problems; applies informed and strategic decision-making tactics to support the department/unit as well as the division's priorities.

Provides supervision and administration of the collection of data and development of reports related to assigned areas. Provides leadership and gives direction for the development and implementation of unit policies and procedures.

Oversees administration of all unit budgets; monitors department spending to ensure that expenditures do not exceed budgetary limitations; approves operating expenses.

OTHER FUNCTIONS AND RESPONSIBILITIES: The duties of this position may change from time to time and/or based on institutional need. YSU reserves the right to add or delete duties and responsibilities at the discretion of the President.

SUPERVISION EXERCISED: Supervision is exercised over staff and student employees.

REPORTS TO: President

REQUIRED CERTIFICATIONS AND/OR LICENSURES: None

PHYSICAL REQUIREMENTS: In accordance with the U.S. Department of Labor physical demands strength ratings, this position will perform sedentary work.

SEDENTARY: work involves exerting up to 10 pounds of force occasionally or a negligible amount of force frequently to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs may be defined as Sedentary when walking and standing are required only occasionally and all other Sedentary criteria are met.

MINIMUM QUALIFICATIONS: At least a Master's degree in student personnel, higher education, business administration, or a related field. At least 8 years of related administrative and managerial experience; excellent interpersonal and communication skills; demonstrated proficiency in Windows-based software applications; ability to work effectively in a diverse environment; previous experience in budget

management, supervision, and facility and program management; experience in the application and implementation of technology in student affairs, particularly student information systems, ability to meet flexible work schedule, including some evenings and weekends.

PREFERRED QUALIFICATIONS: Prior experience with public and urban institutions of higher education; an ability to develop institutional policies and practices that are consistent with trends in federal, state, and higher education law; demonstrated experience in providing response and assistance to students in crisis situations; proven ability to create a climate responsive to student concerns; and excellent communication skills, including the ability to effectively listen to all points of view, build consensus on initiatives and issues, and inform others of policies and plans. Experience working effectively within academic shared governance and collective bargaining environments.

I hereby acknowledge that I have reviewed this position description and fully understand these job duties and responsibilities in their entirety.

If I have any questions about these job duties and responsibilities, I will contact my immediate supervisor or a member of Human Resources.

Supervisor: _____

Employee: _____



Name: Elaine Ruse
Issue Date: 02/01/2021
Salary Range/Pay Grade: G11 Excl.
Reviewed By: JT/ER/CAK
FLSA Review: Exempt
Hiring Range: \$97,338 - \$131,853

TITLE: Associate Vice President, Student Enrollment and Business Services

DEPARTMENT: Student Enrollment and Business Services

SUMMARY OF POSITION: Administers the University's Enrollment and Business Services Departments. Serves as part of the senior leadership team of the Division of Student Affairs. Provides visionary and strategic leadership for departments and programs within the Division of Student Affairs that serve an engaged and diverse student population. Manages, directs, and supervises activities designed to optimize the student enrollment and business services experience, including refining, implementing, and managing a complete strategic enrollment management plan to meet university enrollment objectives. Directly supervises and has oversight for the units within Enrollment Management including Financial Aid and Scholarships and Undergraduate Admissions.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES: Collaborates with the University's marketing leadership team to support the ongoing development and management of the Youngstown State University brand across multiple constituent groups, ensuring that all enrollment initiatives advance the university brand in accordance with the University's strategic plan.

Initiates and oversees all university enrollment management and marketing research in addition to strategy development and implementation and recruitment programming.

Provides to the university community a regular and accurate supply of pertinent research on strategic enrollment management trends at the local, regional, state, and national levels.

Provides strong leadership for and oversees the recruitment and development of a diverse professional staff; supervises employees; evaluates staffing needs; assigns and reviews work; establishes timeframes for the completion of tasks; trains and orients new employees; approves and/or disapproves requests for leaves; interviews candidates for employment and recommends for hire; evaluates work performance; receives and responds to grievances; provides assistance with the development of unit work procedures and policies; recommends and provides staff development opportunities.

Provides leadership and supervises the planning, organization, and coordination of student services in the Division of Student Affairs while achieving university-level goals and objectives.

Cultivates an enhanced, intentionally designed, inclusive, and engaging student enrollment and business services program that supports vibrant campus life; regularly attends student functions and events; collaborates with campus leadership to foster a comprehensive experience for students, consistent with the mission of the university.

Establishes and implements short- and long-term department goals, objectives, policies, budgets, and operating procedures aligned with university and divisional priorities. Performs department and program assessments and evaluations to determine effectiveness; implements corrective action as required for continuous improvement.

**PROFESSIONAL/ADMINISTRATIVE STAFF
POSITION DESCRIPTION
Page 2 of 2**

Serves on and supports the division's senior leadership team; balances analysis, knowledge, and experience in decision making to identify and solve challenging problems; applies informed and strategic decision-making tactics to support the department/unit as well as the division's priorities.

Provides supervision and administration of the collection of data and development of reports related to assigned areas. Provides leadership and gives direction for the development and implementation of unit policies and procedures.

Oversees administration of all unit budgets; monitors department spending to ensure that expenditures do not exceed budgetary limitations; approves operating expenses; monitors budget construction for compliance with federal and state programs and goal setting accomplishments.

OTHER FUNCTIONS AND RESPONSIBILITIES: The duties of this position may change from time to time and/or based on institutional need. YSU reserves the right to add or delete duties and responsibilities at the discretion of the President.

SUPERVISION EXERCISED: Supervision is exercised over staff and student employees.

REPORTS TO: President

REQUIRED CERTIFICATIONS AND/OR LICENSURES: None

PHYSICAL REQUIREMENTS: In accordance with the U.S. Department of Labor physical demands strength ratings, this position will perform sedentary work.

SEDENTARY: work involves exerting up to 10 pounds of force occasionally or a negligible amount of force frequently to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs may be defined as Sedentary when walking and standing are required only occasionally and all other Sedentary criteria are met.

MINIMUM QUALIFICATIONS: At least a Master's degree in business administration, student personnel, higher education administration, or a related field. At least 5 years of experience in financial aid, enrollment management, student recruitment and retention, and/or university marketing. Demonstrated effective team management skills, communication skills and the ability to develop, execute and assess short and long term plans with unquestioned integrity. Excellent written, presentation, and interpersonal skills; open and collegial approach to management.

I hereby acknowledge that I have reviewed this position description and fully understand these job duties and responsibilities in their entirety.

If I have any questions about these job duties and responsibilities, I will contact my immediate supervisor or a member of Human Resources.

Supervisor: _____

Employee: _____



Name: Nicole Kent-Strollo
Issue Date: 02/01/2021
Salary Range/Pay Grade: G11
Reviewed By: JT/NKS/CAK
FLSA Review: Exempt
Hiring Range: \$97,338-\$131,853

TITLE: Dean of Students and Ombudsperson

DEPARTMENT: Office of the Dean of Students

SUMMARY OF POSITION: Administers the Office of the Dean of Students and serves as an advocate for students and the primary administrative contact for students in both graduate and undergraduate programs. Provides leadership and guidance designed to support students' academic and personal success and to achieve University goals and objectives. Acts as the University's Student Ombudsperson. Serves as part of the senior leadership team of the Division of Student Affairs. Leads the Concern, Assistance, Referral, and Evaluation (CARE) Team. Serves as the University's Student Judicial Officer for academic dishonesty grievances. Directly supervises and has oversight for the units within the Office of the Dean of Student including Student Outreach and Support, the CARE Team, Student Counseling Services, and Community Standards, Advocacy, and Student Conduct.

ESSENTIAL FUNCTIONS AND RESPONSIBILITIES: Develops key collaborative relationships with campus administrative areas, faculty and campus and community leaders, to plan and implement initiatives, resolve issues, and respond to crisis and non-crisis incidents. Develops strategies to promote student engagement and learning in collaboration with the Office of Academic Affairs. Promotes students' academic and personal success through programming designed to increase student satisfaction and retention.

Provides support and resources for individuals and groups to address conflict, issues, or concerns with the goal of effective problem resolution. Both within the Office and through collaboration with campus units, such as the Title IX Coordinator/Office of Equal Opportunity and Title IX, Office of Diversity, Equity, and Inclusion, and outside entities; provides educational and outreach programs designed to foster a culture of respect, collaboration, and problem resolution.

Leads the coordination of the division's responses to major crises and other unusual events impacting students.

As the leader of CARE TEAM, ensures that behavioral concerns that may negatively affect the campus learning environment or potentially harm the health, welfare, and safety of members of the YSU community or the individual(s) exhibiting such behaviors, are appropriately addressed. Develops and implements programs to assist students who are struggling in any number of areas including emotional, intellectual, physical, social, spiritual, etc.; reaches out to students and provides them with available resources and assistance. Guides students and supports them in resolving a variety of different issues and conflicts which may be impacting their ability to succeed as a YSU student.

Identifies, publicizes, and maintains a network of resources available on campus and in the community; refers students to available resources to resolve physical, financial, academic, social, psychological, and behavioral issues.

**PROFESSIONAL/ADMINISTRATIVE STAFF
POSITION DESCRIPTION**

Page 2 of 3

Works with various divisions across campus to respond to requests for community service and outreach. Serves as a point of contact during these events as appropriate.

Provides strong leadership for and oversees the recruitment and development of a diverse professional staff; supervises employees; evaluates staffing needs; assigns and reviews work; establishes timeframes for the completion of tasks; trains and orients new employees; approves and/or disapproves requests for leaves; interviews candidates for employment and recommends for hire; evaluates work performance; receives and responds to grievances; provides assistance with the development of unit work procedures and policies; recommends and provides staff development opportunities.

Cultivates an enhanced, intentionally designed, inclusive, and engaging student experience that supports vibrant campus life; regularly attends student functions and events; collaborates with campus leadership to foster a comprehensive experience for students, consistent with the mission of the university.

Establishes and implements short- and long-term department goals, objectives, policies, budgets, and operating procedures aligned with university and divisional priorities. Performs department and program assessments and evaluations to determine effectiveness; implements corrective action as required for continuous improvement.

As a member of the division's senior leadership team, balances analysis, knowledge, and experience in decision making to identify and solve challenging problems; applies informed and strategic decision-making tactics to support the department/unit as well as the division's priorities.

Provides supervision and administration of the collection of data and development of reports related to assigned areas. Provides leadership and gives direction for the development and implementation of unit policies and procedures.

Oversees administration of all unit budgets; monitors department spending to ensure that expenditures do not exceed budgetary limitations; approves operating expenses.

OTHER FUNCTIONS AND RESPONSIBILITIES: The duties of this position may change from time to time and/or based on institutional need. YSU reserves the right to add or delete duties and responsibilities at the discretion of the President.

SUPERVISION EXERCISED: Supervision is exercised over staff and student employees.

REPORTS TO: President

REQUIRED CERTIFICATIONS AND/OR LICENSURES: None

PHYSICAL REQUIREMENTS: In accordance with the U.S. Department of Labor physical demands strength ratings, this position will perform sedentary work.

SEDENTARY: work involves exerting up to 10 pounds of force occasionally or a negligible amount of force frequently to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs may be

defined as Sedentary when walking and standing are required only occasionally and all other Sedentary criteria are met.

MINIMUM QUALIFICATIONS: Master's degree in higher education administration, student personnel, or a relevant field. At least 5 years of progressively responsible experience in higher education administration. Demonstrated effectiveness as a culturally competent professional with broad experience interacting with and supporting the needs of a diverse student population. Demonstrated ability in all aspects of crisis management, including the ability to work collaboratively with others in managing crises.

PREFERRED QUALIFICATIONS: Terminal degree in higher education, student personnel, or a relevant field. At least 10 years of progressively responsible experience in higher education administration.

I hereby acknowledge that I have reviewed this position description and fully understand these job duties and responsibilities in their entirety.

If I have any questions about these job duties and responsibilities, I will contact my immediate supervisor or a member of Human Resources.

Supervisor: _____

Employee: _____

SUMMARY OF PERSONNEL ACTIONS
Professional Administrative and Faculty Employees
10/16/20 through 1/15/21

Appointments – 11

New Positions – 5 *(Notated with an asterisk *)*

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

Replacement Positions – 6

- Professional Administrative Staff – 2
- Professional Administrative Excluded – 1
- Faculty – 3

Separations – 9

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 4
- Faculty – 4

Reclassifications/Position Adjustments – 2

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

Promotions – 2

- Professional Administrative Excluded – 2

Salary Adjustments – 6

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 1
- Professional Administrative Externally Funded – 1
- Faculty – 3

Faculty Rank Minimum Adjustments – 69

- Faculty – 66
- Department Chair – 3

Transfers – 1

- Professional Administrative Staff – 1

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	CONTRACT/ APPOINTMENT		
	TYPE	POSITION TITLE		DATES	FTE	SALARY
Lujan, Jaesson	APAS	Coordinator	Veterans Affairs	1/4/2021	1.00	\$ 43,500.00
Streiner, Christopher	APAS	Payroll Coordinator	Payroll	11/16/2020	1.00	\$ 44,100.00
Sanders, Charles	Excluded	Manager Admissions Support Services	Undergraduate Admissions	12/21/2020	1.00	\$ 54,417.00
Simeon, Chelsea*	Excluded	Intermittent Electronic Media Advisor	Communication	1/13/2021	0.50	\$ 24,960.00
Oddo, Jennifer*	Externally Funded	Executive Director SWEI	Excellence Training Center	10/19/2020	1.00	\$ 165,000.00
Ruller, Jackie*	Externally Funded	Program Director	Excellence Training Center	11/16/2020	1.00	\$ 85,260.00
Jones, Todd*	Faculty	Lecturer	Computer Science & Information Systems	1/1/2021	1.00	\$ 58,513.00
Mithy, Sharmin*	Faculty	Lecturer	Rayen School of Engineering - Mechanical Engineering	1/1/2021	1.00	\$ 56,000.00
Paul, Anindita	Faculty	Assistant Professor	Rayen School of Engineering - Electrical Engineering	1/1/2021	1.00	\$ 75,000.00
Pesch, Alexander	Faculty	Assistant Professor	Rayen School of Engineering - Mechanical Engineering	1/1/2021	1.00	\$ 75,000.00
Wardeh, Muhammad	Faculty	Lecturer	Rayen School of Engineering - Mechanical Engineering	1/11/2021	1.00	\$ 56,000.00
*New Positions						
<i>Please note: all initial salaries for APAS new hires prior to 12/1/2020 are at the furlough reduction rate.</i>						
<i>Please note: all initial salaries over \$65,000 for Excluded and Externally Funded new hires prior to 12/1/2020 are at the salary reduction rate.</i>						

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATON	FTE	SALARY	SEPARATION TYPE
Conroy, Joseph	APAS	Coordinator Facilities and Programs	Campus Rec & Intramural Sports	1/8/2021	1.00	\$ 59,781.29	Retirement
Howard, Eddie	Excluded	Vice President Student Affairs	Student Experience	1/4/2021	1.00	\$ 150,232.10	Resignation
Moring, Greg	Excluded	Associate Dean CCAC	Dean Cliffe College of Creative Arts	12/31/2020	1.00	\$ 106,625.70	Retirement
Sakonyi White, Robin	Excluded	Associate Director CSP	Center for Student Progress	10/30/2020	1.00	\$ 59,259.17	Resignation
Wentz, Christopher*	Excluded	Director	IT Security Services	10/23/2020	1.00	\$ 102,697.55	Resignation
Angelo, Joseph	Faculty	Lecturer	Marketing	12/3/2020	1.00	\$ 80,372.81	Resignation
Daugherty, Timothy	Faculty	Lecturer	Rayen School of Engineering - Mechanical Engineering	12/15/2020	1.00	\$ 25,000.00	Temporary Appointment Ended
Helfrich, Richard	Faculty	Assistant Professor	Art	1/6/2021	1.00	\$ 63,060.54	Resignation
Wallace, Darrell	Faculty	Professor	Rayen School of Engineering - Mechanical Engineering	12/31/2020	1.00	\$ 85,405.00	Resignation

** Salaries for Excluded positions over \$65,000 separated prior to 12/1/2020 are at the salary reduction rate.*

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Russo, Carmen*	APAS	Senior Counselor Penguin Service Center/Counselor Penguin Service Center	Registration & Records	11/1/2020	1.00	\$ 34,284.00	\$ 32,651.42
McGiffin, Maura	Excluded	Associate Director Penguin Service Center/Assistant Director Penguin Service Center	Registration & Records	11/1/2020	1.00	\$ 53,000.00	\$ 39,797.00
<i>*Please note: all salaries for APAS employees prior to 12/1/2020 are at the furlough reduction rate.</i>							

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Christiansen Erb, Joy	Excluded	Special Assistant to the Dean/Professor & Chair	Dean Cliffe College of Creative Arts/Art Department	12/16/2020	1.00	\$ 100,324.14	\$ 96,466.00
Schroeder, Sharon*	Excluded	Director/Associate Director	College Access and Transition	10/19/2020	1.00	\$ 65,660.00	\$ 62,601.70
* Salaries for Excluded positions over \$65,000 promoted prior to 12/1/2020 are at the salary reduction rate.							

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Noday, Linda	APAS	Coordinator	Disability Services	1/1/2021	0.38	\$ 13,655.25	0.50	\$ 18,207.00
Page, Leslie*	Excluded	Director	First Year Student Services	11/16/2020	1.00	\$ 64,882.17	1.00	\$ 58,206.30
	Externally Funded							
Wilson, Marcelle		Museum Site Manager	History	1/1/2021	0.50	\$ 22,771.00	0.50	\$ 21,686.73
Louth, Joseph	Faculty	Associate Professor	School of Performing Arts	8/16/2020	1.00	\$ 70,407.64	1.00	\$ 70,000.00
McCormick, Missy	Faculty	Associate Professor	Art	8/16/2020	1.00	\$ 71,658.00	1.00	\$ 70,000.00
Reale, Steven	Faculty	Professor	School of Performing Arts	8/16/2020	1.00	\$ 75,000.00	1.00	\$ 78,474.00

**Please note: all salaries that were over \$65,000 for Excluded and Externally Funded salary adjustments prior to 12/1/2020 are at the salary reduction rate.*

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
FACULTY RANK MINIMUM ADJUSTMENTS

EMPLOYEE FIRST NAME	EMPLOYEE LAST NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	NEW RANK MINIMUM	PREVIOUS SALARY
Amanda	Fehlbaum	Faculty	Associate Professor	Sociology & Anthropology Politics and International Relations	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Adam	Fuller	Faculty	Associate Professor	Theater and Dance	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Katherine	Garlick	Faculty	Associate Professor	Gerontology and Long- term Care	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Tiffany	Hughes	Faculty	Associate Professor	Dana School of Music	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Daniel	Keown	Faculty	Associate Professor	Mathematics & Statistics	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Lucy	Kerns	Faculty	Associate Professor	Geography	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Peter	Kimosop	Faculty	Associate Professor	Psychology	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Matthew	Lindberg	Faculty	Associate Professor	Mathematics & Statistics	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Thomas	Madsen	Faculty	Associate Professor	Mathematics & Statistics	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Nguyet	Nguyen	Faculty	Associate Professor	Mathematics & Statistics	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Molly	Roche	Faculty	Associate Professor	Nursing	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Suzanne	Smith	Faculty	Associate Professor	Health Professions	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Gina	Villamizar	Faculty	Associate Professor	World Languages and Cultures	8/10/2020	1.00	\$ 69,026.00	\$ 67,015.00
Joe	Sanson	Faculty	Associate Professor	School of Technology	8/10/2020	1.00	\$ 69,026.00	\$ 67,571.34
Douglas	Genna	Faculty	Associate Professor	Chemistry	8/10/2020	1.00	\$ 69,026.00	\$ 68,110.00
Diana	Awad Scrocco	Faculty	Associate Professor	English	8/10/2020	1.00	\$ 69,026.00	\$ 68,690.00
Stacy	Graber	Faculty	Associate Professor	English	8/10/2020	1.00	\$ 69,026.00	\$ 68,690.00
Patrick	O'Leary	Faculty	Associate Professor	Human Ecology	8/10/2020	1.00	\$ 69,026.00	\$ 68,690.38

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
FACULTY RANK MINIMUM ADJUSTMENTS**

EMPLOYEE FIRST NAME	EMPLOYEE LAST NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	NEW RANK MINIMUM	PREVIOUS SALARY
Crystal	Ratican	Faculty	Associate Professor	Teacher Education	8/10/2020	1.00	\$ 69,026.00	\$ 68,690.38
Michael	Raulin	Faculty	Associate Professor	Psychology	8/10/2020	1.00	\$ 69,026.00	\$ 68,690.38
Amanda	Roby	Faculty	Associate Professor	Health Professions	8/10/2020	1.00	\$ 69,026.00	\$ 68,690.38
Richard	Rogers	Faculty	Associate Professor	Criminal Justice	8/10/2020	1.00	\$ 69,026.00	\$ 68,690.38
Pam	Epler	Faculty	Assistant Professor	Teacher Education	8/10/2020	1.00	\$ 55,660.00	\$ 55,388.95
Amy	Fluker	Faculty	Assistant Professor	History	8/10/2020	1.00	\$ 55,660.00	\$ 55,388.95
Meenakshi	Venkataraman	Faculty	Assistant Professor	Social Work	8/10/2020	1.00	\$ 55,660.00	\$ 55,389.00
Barbara	Flinn	Faculty	Lecturer	English	8/10/2020	1.00	\$ 42,734.00	\$ 41,489.00
Cynthia	Huising	Faculty	Lecturer	Physics & Astronomy	8/10/2020	1.00	\$ 42,734.00	\$ 41,489.00
Garrett	Kellar	Faculty	Lecturer	Kinesiology and Sport Science	8/10/2020	1.00	\$ 42,734.00	\$ 41,489.00
Willie	Peterson	Faculty	Lecturer	Social Work	8/10/2020	1.00	\$ 42,734.00	\$ 41,489.00
Emily	Dolsak	Faculty	Lecturer	Mathematics & Statistics	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.00
Sepideh	Khavari	Faculty	Lecturer	Mathematics & Statistics	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.00
Alayne	Leone	Faculty	Lecturer	Lariccia School of Accounting & Finance	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.00
Michael	Villano	Faculty	Lecturer	Lariccia School of Accounting & Finance	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.00
Russell	Brickey	Faculty	Lecturer	English	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.23
Ronald	Fields	Faculty	Lecturer	English	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.23
Kerri	Henderson	Faculty	Lecturer	Lariccia School of Accounting & Finance	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.23
Jacklynn	Mercer	Faculty	Lecturer	English	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.23

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
FACULTY RANK MINIMUM ADJUSTMENTS

EMPLOYEE FIRST NAME	EMPLOYEE LAST NAME	EMPLOYEE TYPE	EMPLOYEE POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	NEW RANK MINIMUM	PREVIOUS SALARY
Kyle	Starkey	Faculty	Lecturer	History	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.23
Sean	Yancer	Faculty	Lecturer	Dana School of Music	8/10/2020	1.00	\$ 42,734.00	\$ 42,526.23
Elyse	Gessler	Faculty	Lecturer	Communication	8/10/2020	1.00	\$ 42,734.00	\$ 42,527.00
Steven	Reale	Faculty	Professor	Dana School of Music	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Michael	Butcher	Faculty	Professor	Biology	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Dragana	Crnjak	Faculty	Professor	Art	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Priscilla	Gitimu	Faculty	Professor	Hospitality Mgt & Merchandising	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Jozsi	Jalics	Faculty	Professor	Mathematics & Statistics	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Susan	Lisko	Faculty	Professor	Nursing	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Jeanine	Mincher	Faculty	Professor	Human Ecology	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Valerie	O'Dell	Faculty	Professor	Nursing	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Jena	Root	Faculty	Professor	Dana School of Music	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Tacibaht	Turel	Faculty	Professor	Hospitality Mgt & Merchandising	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Jeffrey	Tyus	Faculty	Professor	Communication	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Alice	Wang	Faculty	Professor	Dana School of Music	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Mary	Yacovone	Faculty	Professor	Health Professions	8/10/2020	1.00	\$ 80,829.00	\$ 78,474.00
Diana	Palardy	Faculty	Professor	World Languages and Cultures	8/10/2020	1.00	\$ 80,829.00	\$ 78,615.00
Mary Beth	Earnhardt	Faculty	Professor	Communication	8/10/2020	1.00	\$ 80,829.00	\$ 78,761.51
Francois	Fowler	Faculty	Professor	Dana School of Music	8/10/2020	1.00	\$ 80,829.00	\$ 80,435.85
Xiangjia	Min	Faculty	Professor	Biology	8/10/2020	1.00	\$ 80,829.00	\$ 80,435.85
Rachael	Pohle-Krauza	Faculty	Professor	Human Ecology	8/10/2020	1.00	\$ 80,829.00	\$ 80,435.85

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
FACULTY RANK MINIMUM ADJUSTMENTS**

EMPLOYEE FIRST NAME	EMPLOYEE LAST NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	NEW RANK MINIMUM	PREVIOUS SALARY
Zara	Rowlands	Faculty	Professor	Human Ecology	8/10/2020	1.00	\$ 80,829.00	\$ 80,435.85
Rebecca	Curnalia	Faculty	Professor	Communication	8/10/2020	1.00	\$ 83,579.00	\$ 81,224.00
Alicia	Prieto Langarica	Faculty	Professor	Mathematics & Statistics	8/10/2020	1.00	\$ 83,579.00	\$ 81,224.00
Swati	Sethi	Faculty	Senior Lecturer	Psychology	8/10/2020	1.00	\$ 48,925.00	\$ 47,500.00
Tami	Holcomb-Hathy	Faculty	Senior Lecturer	Social Work	8/10/2020	1.00	\$ 48,925.00	\$ 48,687.50
Sarah	Jenyk	Faculty	Senior Lecturer	Economics	8/10/2020	1.00	\$ 48,925.00	\$ 48,687.50
Laura	Dewberry	Faculty	Senior Lecturer	Marketing	8/10/2020	1.00	\$ 48,925.00	\$ 48,688.00
Michael	Pontikos	Faculty	Senior Lecturer	Marketing	8/10/2020	1.00	\$ 48,925.00	\$ 48,688.00
Amy	Crawford*	Faculty/Chair	Professor and Chair	Communication	7/1/2020	1.00	\$ 80,829.00	\$ 80,435.00
Joy	Christiansen Erb*	Faculty/Chair	Professor and Chair	Art	7/1/2020	1.00	\$ 80,829.00	\$ 78,783.52
Dana	Davis*	Faculty/Chair	Associate Professor and Chair	Human Services	7/1/2020	1.00	\$ 69,026.00	\$ 68,690.38
*Amount listed is Department Chair faculty base salary only. Employee also receives stipend for Department Chair duties.								

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
TRANSFERS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
VanSuch, Theresa*	APAS	Coordinator Restricted Funds/Payroll Coordinator	Controller's Office/ Payroll Office	11/16/2020	1.00	\$ 52,014.80	1.00	\$ 52,014.80
<i>*Please note: all APAS positions transferred prior to 12/1/2020 are at the furlough reduction rate.</i>								

HR Workforce Diversity Committee

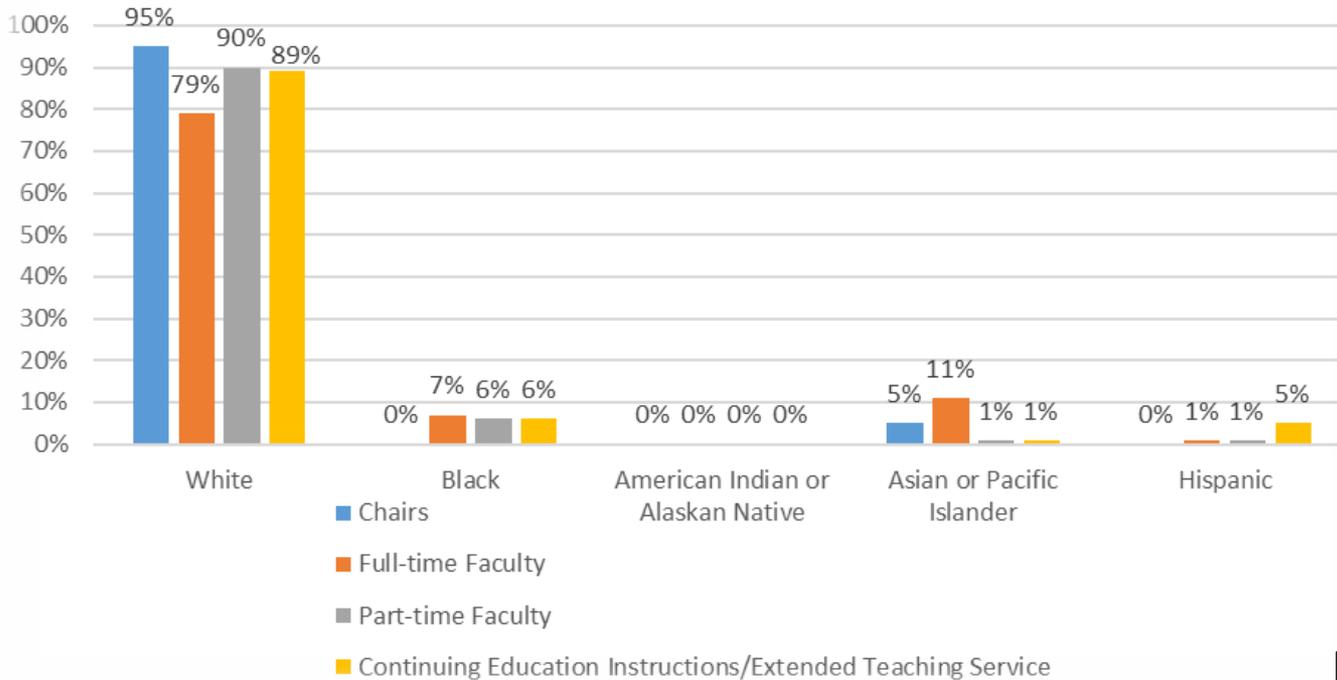
Mission = Diversify Faculty

“HOW CAN A PERSON THRIVE AND SUCCEED IN AN INSTITUTION WHERE YOU SEE MORE JANITORIAL WORKERS THAT ARE THEIR RACE THAN YOU SEE ACTUAL PROFESSORS AND HIGHER UP FACULTY MEMBERS.”

2016 YSU STUDENT, NATIONAL SURVEY OF STUDENT ENGAGEMENT

Data and Demographics

Faculty Demographics



Faculty = 950 people

- 425 Part-time faculty
- 372 Full-time faculty
- 133 Continuing Ed. Instructors
- 20 Chairs

Mahoning Valley

Black population = 16.1 %

Hispanic/Latinx = 6.5 %

Black students = almost 9 % of the student body

Hispanic/Latinx students = almost 4.5 % of the student body



**YOUNGSTOWN
STATE
UNIVERSITY**

Recommendations

Full-time

New networking and outreach

Send job postings to HBCUs, HSIs, and professional organizations like National Society of Black Engineers

Search advocacy program

Train YSU personnel to enhance equity, validity, and diversity in hiring

Part-time

New networking and outreach

Send job postings to regional professional organizations and YSU Black and Hispanic-Latinx Alumni

Pilot project to revamp hiring process

Use search committees to interview candidates, refresh applicant pools, explore commitment to and understanding of diversity, equity and inclusion (DEI)

Cont. Ed

New networking and outreach

Send job postings to Black/Hispanic/Latinx alumni and local Black Knights Police Organization

Sponsor state-certified training

Recruit future Black/Hispanic/Latinx/Female instructors

DEI Commitment

Explore DEI during interview and with rubric

Chairs

Increasing diversity of tenured faculty

Diversify tenured faculty because chairs are selected from within the department

Retention phase

Encourage departments to analyze and reflect on the inclusivity of the environment, examine trends, and understand faculty concerns and needs



Affirmative Action Plan 2020 Annual Report

Youngstown State University

Mark R. Weir, M.Ed.,
Director of Equal Opportunity, Policy
Development, & Title IX



YOUNGSTOWN
STATE
UNIVERSITY

Employment Period 1/1/2020 – 12/31/2020

	Total	Percentage
Total Employees	2073	
Female	1,078	52%
Minority/Employees of Color	277	13%
Black	154	0.07%
Hispanic	44	21%
Asian	63	3%
American Indian or Alaskan Native	5	0.0024%
Native Hawaiian	0	0%
Two or More Races	11	0.0053%
Individuals with Disability*	0	0%
Protected Veteran*	56	0.027%

- The total workforce in 2020 was 2,073, while the total workforce in 2019 was 1,962.
- Female employees made up 52% of the workforce in 2020, and 51% in 2019.
- 13% of employees were from minority groups in both 2020 and 2019.
- The number of individuals with reported disabilities was the same in 2020 and 2019, while the percentage of protected veterans was slightly reduced (52 in 2019).

2020 Employee Data

JOB GROUP	NEW HIRES	TERMINATIONS*
(1) EXECUTIVE/ADMIN/MANGERIAL	4	8
(2) FACULTY	64	25
(3) PROFESSIONAL/NON-FACULTY	36	32
(4) CLERICAL/SECRETARIAL	3	20
(5) TECHNICAL OR PARAPROFESSIONAL	7	10
(6) SKILLED CRAFTS	0	0
(7) SERVICE MAINTAINENCE	4	7
TOTALS	118	102

All job groups, EEO codes, job group codes, and job group descriptions are in **Appendix A** of your background materials.

*Total Terminations include **both** voluntary and involuntary separations*

Employee Turnover Data:

- Total Employee Turnover Rate = 5.0%
- Voluntary, (transfer, retirement, resignation, death), Turnover Rate = 3.5%
- Involuntary, (layoff, RIF, termination, non-renewal, contract ended) = 1.5%



2020 Affirmative Action Plan

JOB GROUP	2020 WORKFORCE PERCENTAGE	FEMALE WORKFORCE PERCENTAGE	MINORITY/ EMPLOYEES OF COLOR WORKFORCE PERCENTAGE
(1) EXECUTIVE/ADMIN/MANGERIAL	8%	4%	0.5%
(2) FACULTY	54%	29%	7.3%
(3) PROFESSIONAL/NON-FACULTY	17%	9%	2.5%
(4) CLERICAL/SECRETARIAL	8%	7.3%	1.1%
(5) TECHNICAL OR PARAPROFESSIONAL	3%	1.2%	0.3%
(6) SKILLED CRAFTS	0.3%	0.05%	0%
(7) SERVICE MAINTAINENCE	10%	1.9%	1.6%

*All job groups, EEO codes, job group codes, and job group descriptions are in **Appendix A** of your background materials.

2021 Affirmative Action Plan

JOB GROUP	2020 WORKFORCE PERCENTAGE	AREA OF FOCUS	2021 PLACEMENT GOALS NEEDED
(1) EXECUTIVE/ADMIN/MANGERIAL	8%	Minority	Minority (Dir. & Chairs) - 18.4%
(2) FACULTY	54%	Minority & Female	Minority (Lecturer - 24.9% & Other 27.0%) Female (Prof - 51% & Assoc Prof - 58.4%)
(3) PROFESSIONAL/NON-FACULTY	17%	Female	Female (Athletic Professionals) - 36.7%
(4) CLERICAL/SECRETARIAL	8%	N/A	None
(5) TECHNICAL OR PARAPROFESSIONAL	3%	N/A	None
(6) SKILLED CRAFTS	0.3%	N/A	None
(7) SERVICE MAINTAINENCE	10%	Female	Female (Occasional Service) – 25.4%

The Office of Human Resources in partnership with the Office of Diversity, Equity, and Inclusion, and Equal Opportunity established a workforce diversity committee to increase recruitment and retention efforts, advertising, and professional development for search committees in these areas with the overall institutional goal of an increase in the diversity of applicant pools as well as new hires.



Affirmative Action Plan (AAP) Report – Years 2020 & 2021



Minorities and Women AAP:

- **Placement Goals** – This section shows if any of your job groups are underutilized in minorities or females when comparing the availability to the current employment percentages. There were areas of underutilization identified and placement goals set for the following job groups (*all job groups are listed in Appendix A:*)
 - 1C - Directors & Chairs – minority (2020 & 2021)
 - 2A – Professor – female (2021)
 - 2B – Associate Professor – female (2021)
 - 2D – Lecturer – minority (2021)
 - 2E - Other Lecturer/Teaching Staff minority & female (2020 & 2021)
 - 3C - Athletic Professionals – female (2020 & 2021)
 - 7B - Service/Maintenance – female (2020 & 2021)

- **Progress to 2020 Goals** – This section shows if progress was made towards job groups with placement goals identified in the previous year's AAP through hires or promotions into job groups throughout the previous plan year. Progress was made toward one placement goal was met from the 2020 plan:
 - 2A Professors – female (primarily due to voluntary resignations)

However, there were six job groups where no progress was made, and the goal was not met from the 2020 plan:

- 1C – Directors & Chairs – minority
- 2B – Associate Professor – female
- 2D – Lecturer (formerly Instructor) – minority
- 2E - Other Lecturer/Teaching Staff minority & female
- 3C - Athletic Professionals – female
- 7B - Service/Maintenance – female

Employee Turnover Data:

- Total Employee Turnover Rate = 5.0% (National Avg. Administration 12%; Faculty 16% (Higher Ed Direct/CUPAHR)
- Total Terminations include **both** voluntary and involuntary separations

- Voluntary, (transfer, retirement, resignation, death), Turnover Rate = 3.5%
- Involuntary, (layoff, RIF, termination, non-renewal, contract ended), = 1.5%

Veterans and Disabled AAPS (2020 Data):

- ***Protected Veterans Data Collection*** – This document includes information pertaining to applicants, job openings and the number of Protected Veterans who have applied and been hired to your openings. 6.1% of all applicants identified as protected veterans for 152 job openings.
- ***Protected Veterans Benchmarks for Hiring*** – This report compares your hires made in the previous year to the national percentage of veterans, 5.7%, which was published by the OFCCP. There were two, (2), veterans hired for a 1.7% hiring rate which fell short of the 5.9% benchmark.
- ***Individuals with Disabilities Data Collection*** – This document includes information pertaining to applicants, job openings and the number of Individuals with disabilities who have applied and been hired to your openings. 3.4% of all applicants self-id as individuals with a disability for 152 job openings.
- ***Individuals with Disabilities Utilization Analysis*** – This report compares the organization's current incumbency rate of individuals with disabilities to the OFCCP established utilization goal of 7% employment of individuals with disabilities for each job group. No employees were listed as individuals with disabilities; therefore, no job groups met the 7% disability utilization goal.

APPENDIX A

Job Group Code	EEO Code	Job Group Description
01A	Executive/Administrative/Managerial	University Executive
01B	Executive/Administrative/Managerial	Assistant/Associate Deans & VPs
01C	Executive/Administrative/Managerial	Directors & Chairs
01D	Executive/Administrative/Managerial	Managers/Supervisors
02A	Faculty	Professor
02B	Faculty	Associate Professor
02C	Faculty	Assistant Professor
02D	Faculty	Lecturer
02E	Faculty	Other Lecturer/Instructor/Teaching Staff
03A	Professional/Non-Faculty	Academic Professionals
03B	Professional/Non-Faculty	Administrative Professionals
03C	Professional/Non-Faculty	Athletic Professionals
04A	Clerical/Secretarial	Upper Level Administrative Support
04B	Clerical/Secretarial	Mid-Level Administrative Support
04C	Clerical/Secretarial	Lower Level Administrative Support
05A	Technical or Paraprofessional	Technicians/Health/Lab/Research
05B	Technical or Paraprofessional	Technicians/Elec/Data Process
05C	Technical or Paraprofessional	Technicians/Comm/Media
05D	Technical or Paraprofessional	Technicians/Other
06A	Skilled Crafts	Skilled Craft
07A	Service Maintenance	Protective Service
07B	Service Maintenance	Service/Maintenance
07C	Service Maintenance	Occasional Service

UNIVERSITY AFFAIRS

BACKGROUND AGENDA



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE
Charles T. George, Chair
Capri S. Cafaro, Vice Chair
All Trustees are Members**

**BACKGROUND MATERIALS
Wednesday, March 3, 2021**

- | | |
|--|--------------|
| 1. Human Resources Update | Tab 1 |
| This report will provide an update on current accomplishments and priorities for moving forward with Human Resources Department operations; and provide the status of all Unfair Labor Practices, Grievances and Arbitrations. | |
| 2. Human Resources Update on Position Searches | Tab 2 |
| This report will provide a list of all searches in progress. | |
| 3. Classified Civil Service Personnel Actions | Tab 3 |
| This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff. | |
| 4. Report on Search Waivers | Tab 4 |
| 5. Diversity Committee Update | Tab 5 |

Office of Human Resources Update March 2021

Benefits

Annual healthcare open enrollment process for calendar year 2021 has been completed. All changes are effective as of January 1, 2021. With COVID-19 restrictions in place, the Benefits Office took the opportunity to encourage employees to submit necessary documentation electronically. Employee response was positive and this is an initial step to providing our employees with the option of an entirely electronic enrollment and submission process. HR continues to work with Information Technology Services to achieve this goal.

In response to the COVID-19 pandemic, the Wellness Program has expanded programs and resources on mental health and stress available to employees. Specifically, Wellness is offering a Mind Your Mental Health Challenge beginning February 15 – March 15 to bring awareness and help employees who are experiencing mental health issues. YSU will continue to offer various programs and incentives programs to address all aspects of wellness throughout the year to provide resources and assistance to employees.

Talent Acquisition, Processing & Employee Records/Human Resources Information System (HRIS)

The Office of Human Resources has successfully processing all Part-time Faculty, Full-time Faculty Summer and Full-time Faculty Overload Payments using the Banner Faculty Load and Compensation (FLAC) module. Currently the Office of Human Resources as part of the university's FLAC Implementation Team, is working collaboratively with the Ellucian Banner Consultant to further implement the FLAC module to include all the Full-time Faculty's base workload with the goal of establishing a database of the actual direct instructional labor cost data of every course section within each academic term. Once complete, the data derived from this project will be utilized by the Office of Academic Affairs in future faculty salary budget development processes and for academic program costs and margin analysis.

Organizational Development

The College and University Professional Association (CUPA) faculty & staff salary surveys and the American Association of University Professors (AAUP) faculty survey have been completed. Both surveys provide data for peer analysis of salary and benefits.

The new Position Description Review and Refresh program begins in 2021. Department heads/managers are being contacted on a rotating schedule to review and where appropriate update position descriptions. Position descriptions will be reviewed and refreshed every 5 years.

Currently completing the restructuring process for the Institute of Teaching and Learning, Student Affairs, and Information Technology Services.

Equal Opportunity, Policy Development & Title IX

The Office will send the Annual Campus Climate Surveys, as required by the Ohio Department of Higher Education, to the campus community in February. The survey assesses campus outreach, attitudes and institutional responsiveness to issues of sex-based discrimination and sexual violence. Two (2) surveys will be sent to the campus community: one (1) to all current (full time/part time/undergraduate/graduate) students and one (1) to all employees (faculty/staff). Participation is anonymous and voluntary. The survey results help the University to identify and address areas of concern and to assess the effectiveness and impact of University programming and outreach.

A new Title IX online educational module has been launched to educate students on Policy 3356-2-05 Title IX Sexual Harassment Policy. This online educational module is required by the Ohio Department of Higher Education. The new module is also part of the onboarding materials for all new employees.

Labor and Employee Relations/Unfair Labor Practices, Grievances and Arbitrations

- **ACE**

ACE-Step 3 Grievances

#/Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
#754 10/17/18	Classification Plan	N/A	Under discussion with ACE.
#756 5/9/19	Norma Grumley Separation	5/23/19	Grievance Denied 5/31/19 by Director of Labor Relations (DLR). Arbitration held on 12/14/20. Post Arbitration Brief due on 2/5/21.
#759 & #760 8/2/19	IT Reclassifications and Pay Increases	8/13/19	Grievance Denied 8/23/19 by DLR (*also subject of an Unfair Labor Practice [ULP]). Arbitration not scheduled.
#762 12/13/19	Tiffany Moore, Administrative Assistant 2 Job Duties	1/7/20	Grievance Denied 1/19/20 by DLR. Unsuccessful mediation held on 12/1/20. Settlement discussions ongoing.
#763 7/22/2020	Sheila Maldonado, Administrative Assistant Reclassification	8/10/20	Grievance Denied 8/21/20 by DLR. Period for ACE to move to arbitration extended pending SPBR decision.
#764 11/16/2020	Richard Perrine Written Warning		Step 2 heard on 12/3/2020. Grievance Denied by Department Head. Step 3 heard on 1/25/2021. Disposition is Pending.

* ACE Outstanding Unfair Labor Practices

State Employment Relations Board Case #: 2019-ULP-10-0193. Subject matter is Grievance #759 & #760. The validity of the YSU Classification Plan. Parties agreed to defer the ULP until arbitration is completed for Grievance #759 & #760.

ACE Collective Bargaining

Agreement negotiations finalized in 2020.

- **APAS**

APAS Collective Bargaining

Negotiations to begin in April 2021

- **OEA**

OEA Arbitration

Grievance #362-370, and 373/Stephen Chalmers (Intent to Terminate). Article 12.6 Faculty Appeals Committee review completed, recommended reversal of intent to terminate. University implemented termination. Bifurcation

Arbitration held on 10/19/20. Post-hearing brief filed 1/7/21. Awaiting arbitration decision on bifurcation of issues.

OEA Collective Bargaining

Agreement negotiations finalized in 2020.

• **FOP**

FOP Outstanding Grievances

#/Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
#65 1/17/2020	Police Sergeant (D. Buzard) Involuntary Disability Separation	1/28/2020	Grievance Denied 2/3/2020 by DLR. Arbitration pending on decision of SPBR filed by Grievant.
#67 3/9/2020	New Hire Step Increases	Due to Covid hearing requirement suspended.	Grievance Denied 4/8/2020 by DLR. Arbitration to be scheduled.
#68 4/1/2020	Schialdone (Request for Pay and Medical Reimbursement due to employee self-quarantine for travel during Covid-19).	Due to Covid hearing requirement suspended.	Grievance Denied 4/15/2020 by DLR. Arbitration to be scheduled.
#69	Emergency Pay Request based on Covid-19 University "closure".	Due to Covid hearing requirement suspended.	Grievance Denied 4/13/2020 by DLR. Arbitration scheduling in process.

FOP Collective Bargaining

Negotiations to begin in May 2021

2020 Employee Turnover Rate

5% Employee Turnover Rate

Current Postings – 1/15/2021

Faculty

Beeghly College of Liberal Arts, Social Sciences, and Education

- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Instructor – Student Teaching Supervisor – Psychological Sciences & Counseling
- Part-time Faculty – Counseling and School Psychology
- Part-time Faculty – Reading & Study Skills
- Part-time Instructor – Approaches to Professional Assessment Praxis Core
- Part-time Instructor – Early Childhood Education/Early Childhood Intervention Specialist
- Part-time Instructor – Literacy Education Instructor
- Part-time Instructor – Middle Childhood Education
- Part-time Instructor – First Year Experience Education Course
- Part-time Instructor – Health & Physical Education Instructor
- Part-time Instructor – Health & Physical Education Methods Instructor
- Part-time Instructor – Adolescent/Young Adult Education
- Part-time Faculty – Special Education Instructor
- Part-time Faculty – Teacher Education
- Part-time Faculty – English
- Part-time Faculty – Sociology
- Part-time Faculty – Psychology
- Part-time Faculty – Honors
- Part-time Faculty – Introduction to Sociology
- Part-time Instructor – Gerontology
- Part-time Instructor – History
- Part-time Faculty – Geography
- Part-time Instructor – Women’s and Gender Studies
- Part-time Instructor – Spanish
- Part-time Instructor – Hebrew
- Part-time Instructor – Religious Studies
- Part-time Graduate Faculty, Social Gerontology
- Part-time Faculty – Politics and International Relations
- Part-time Faculty – Philosophy
- Part-time Faculty – Linguistics/TESOL
- Part-time Faculty – Sociology, Anthropology, Gerontology (On-line Graduate Course)
- Part-time Faculty – Sociology, Anthropology, Gerontology (Undergraduate Courses)
- Part-time Faculty – First Year Experience Course, College of Liberal Arts and Social Sciences
- Part-time Faculty – Italian
- Part-time Faculty – Africana Studies
- Part-time Faculty – American Studies
- Part-time Faculty – French
- Part-time Faculty – American Sign Language
- Part-time Faculty – Spanish Phonetics/Distance Learning
- Part-time Faculty – Humanities and Social Sciences – Political Science

Bitonte College of Health and Human Services

- Part-time Instructor – Food & Nutrition Programs
- Part-time Faculty – Dental Hygiene
- Part-time Faculty – Medical Assisting Technology
- Part-time Faculty – Respiratory Care
- Part-time Faculty – Allied Health
- Part-time Faculty – Master of Health and Human Services
- Part-time Nursing – Clinical Faculty
- Part-time Faculty – Emergency Medical Services
- Part-time Faculty – Health Informatics
- Part-time Faculty – Public Health
- Part-time Faculty – Hospitality Management
- Part-time Faculty – Public Health – Environmental Health and Safety
- Part-time Instructor – First Year Experience Course in Health & Human Services
- Part-time Instructor – Pharmacology for Nurse Anesthetist Students
- Part-time Faculty – Medical Laboratory Programs
- Part-time Instructor – Social Work Lakeland and Lorain CC Campuses
- Part-time Instructor – Social Work
- Part-time Faculty – Criminal Justice
- Part-time Undergraduate Faculty – Merchandising – Fashion & Interiors
- Part-time Undergraduate Faculty – Dietetics Programs
- Part-time Faculty – Health & Human Services 1510/1511 First Year Experience Course
- Part-time Instructor – Human Ecology, Early Childhood-PreK
- Part-time Faculty – Kinesiology and Sport Science – Activity Courses
- Part-time Faculty – Kinesiology and Sport Science –Therapeutic Exercises
- Part-time Faculty – Physical Therapy – Clinical Psychology
- Part-time Faculty – Masters in Athletic Training
- Assistant/Associate Professor – Masters in Athletic Training Program

Cliffe College of Creative Arts & Communication

- Part-time Faculty – Photography
- Part-time Faculty – Theatre and Dance
- Part-time Instructor – Viola
- Part-time Faculty – Music Theory
- Part-time Instructor – Director of Dana Gospel Choir
- Part-time Faculty – Graphic Design
- Part-time Faculty – Art History
- Part-time Faculty – Visual Arts Foundations
- Part-time Vocal Instructor
- Part-time Vocal Instructor – Classical Voice
- Part-time Instructor – Jazz Studies

Cliffe College of Creative Arts & Communication Continued

- Part-time Instructor – Visual Arts
- Part-time Faculty – First Year Experience Course in College of Creative Arts & Communication
- Part-time Faculty – Dana School of Music
- Lecturer – Department of Visual and Dramatic Arts – Graphic & Interactive Design (Term)

College of Science, Technology, Engineering and Mathematics

- Part-time Instructor – Mathematics
- Part-time Faculty – Physics
- Part-time Instructor – Mechanical Engineering Technology
- Part-time Instructor – Mechanical Engineering
- Part-time Faculty – Chemistry
- Part-time Instructor – Electrical and Computer Engineering
- Part-time Faculty – Computer Science and Information Systems
- Part-time Faculty – Civil/Environmental and Chemical Engineering
- Part-time Instructor – Engineering Technology
- Part-time Instructor – Biology in the Modern World Laboratory
- Part-time Instructor – Microbiology Laboratory
- Part-time Instructor – Civil and Construction Engineering Technology
- Part-time Instructor – Anatomy and Physiology 1 Lab
- Part-time Instructor – Human Physiology and Anatomy
- Part-time Instructor – Chemistry Lab Instructor
- Part-time Instructor – Draft and Design Technology
- Part-time Instructor – Frist Year Engineering Orientation
- Part-time Instructor – STEM Careers
- Part-time Instructor – Electrical Engineering Technology
- Part-time Instructor – Mathematics & Statistics
- Part-time Instructor – Microbiology for Health Care Professions Laboratory
- Part-time Instructor – Anatomy and Physiology 2
- Part-time Instructor – Anatomy and Physiology 2 Lab
- Part-time Instructor – Mammalogy
- Part-time Faculty – EUT Power Plant Technology Instructor
- Part-time Faculty – Industrial Engineering
- Part-time Faculty – Mechanical Engineering – Solid Mechanics
- Part-time Faculty – Mechanical Engineering – Thermal Fluids
- Part-time Faculty – Environmental Science
- Part-time Faculty – STEM First Year Orientation
- Part-time Faculty – Chemical Engineering
- Part-time Faculty – Forensic Sciences
- Visiting Assistant/Associate Professor – Electrical & Computer Engineering (Term)

Williamson College of Business Administration

- Part-time Instructor – Management
- Part-time Instructor – Marketing
- Part-time Instructor – Accounting/Finance
- Part-time Instructor – Management (Undergraduate Courses)
- Part-time Instructor – Legal Environment of Business
- Part-time Instructor – Master of Business Administration
- Part-time Instructor – Marketing/Center for Nonprofit Leadership
- Part-time Faculty – Economics
- Part-time Faculty – Communication Studies, Telecommunication Studies, and Journalism

Professional/Administrative

- Staff Architect
- Network Engineer
- Coordinator, Center for Student Progress
- Systems Administrator 1, IT Application Services
- Instruction Specialist – Rich Center
- Systems Administrator 1, Educational Programs
- Student Systems Administrator, Registration Support Services
- Athletic Academic Advisor
- Outreach Coordinator, Assured Digital Microelectronics Education and Training Ecosystem (ADMETE)
- Research & Development Associate
- Software Integration Specialist
- Assistant Director, Marketing and Advertising
- Assistant Coach, Swimming
- Information Security Engineer

Classified

- Maintenance Repair Worker 2
- Police Officer 1

SUMMARY OF PERSONNEL ACTIONS
Classified Employees
10/16/20 through 1/15/21

Appointments – 2

- Classified Civil Service – 1
- Classified Non-bargaining – 1

Separations – 10

- Classified Civil Service – 6
- Classified Non-bargaining – 3
- FOP – 1

Reclassifications/Position Adjustments – 1

- Classified Non-bargaining – 1

Salary Adjustments – 3

- Classified Civil Service – 3

Promotions – 1

- Classified Civil Service – 1

Recalls – 5

- Classified Civil Service – 5

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Tirado, Jalon*	ACE	Custodial Technician 3	Janitorial Services	10/19/2020	1.00	\$ 27,539.20
Lynn, Celine*	Excluded	Intermittent Activity Leader	Center for Human Services Development	10/26/2020	0.50	\$ 10,660.00
<i>*Please note: the initial salaries for all positions hired prior to 12/6/2020 are at the furlough reduction rate.</i>						

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY	SEPARATION TYPE
Coira, Omar	ACE	Boiler Tech and Plumber	Central Utility Plant & Distribution	1/6/2021	1.000	\$ 44,907.20	Resignation
Kennehan, Rita*	ACE	Academic Operations Specialist 1	Health Professions	12/1/2020	1.000	\$ 43,035.20	Retirement
Mistovich, Robert	ACE	Bldg Maintenance Supervisor	Facilities Maintenance	12/7/2020	1.000	\$ 52,956.80	Retirement
Sarnowski, Cindy*	ACE	Administrative Assistant 1	School of Performing Arts	11/3/2020	1.000	\$ 36,358.40	Resignation
Schippert, Scott*	ACE	Boiler Tech and Plumber	Central Utility Plant & Distribution	10/30/2020	1.000	\$ 40,414.40	Resignation
Wittkugle, Laurie*	ACE	Administrative Assistant 2	International Programs Office	10/21/2020	1.000	\$ 37,544.00	Resignation
Balzac, Daniel	Excluded	Intermittent Intramural Assistant	Andrews Student Recreation & Wellness Center	9/1/2020	0.375	\$ 8,580.00	Resignation
Lynn, Celine	Excluded	Intermittent Activity Leader	Center for Human Services Development	12/26/2020	0.500	\$ 10,660.00	Resignation
Mazzocca, Jacqueline	Excluded	Business Operations Specialist 4	Facilities Maintenance	12/31/2020	1.000	\$ 71,780.80	Retirement
Schialdone, Joseph	FOP	Police Officer 2	YSU Police	12/31/2020	1.000	\$ 49,088.00	Disability Separation
*Please note: the salaries for all ACE positions listed prior to 12/6/2020 are at the furlough reduction rate.							

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Burzynski, Evangeline	Excluded	HR Office Administrator/Human Capital Management Analyst	Human Resources	1/3/2021	1.00	\$ 53,830.40	\$ 46,800.00

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Burdette, Nicole*	ACE	Human Resources Analyst 1	Human Resources	10/25/2020	1.00	\$ 26,145.60	1.00	\$ 25,750.40
Latronica, Brandon	ACE	Systems Technician 1	IT Infrastructure Services	12/6/2020	1.00	\$ 44,595.20	1.00	\$ 43,929.60
Schoenfeld, Melissa*	ACE	Print Assistant	Printing Services	10/25/2020	1.00	\$ 27,830.40	1.00	\$ 27,435.20
<i>*Please note: the salaries for all ACE positions listed prior to 12/6/2020 are at the furlough reduction rate.</i>								

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
PROMOTIONS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Shaffer, Charles	ACE	Bldg Maintenance Supervisor/ Maintenance Repair Worker 2	Facilities Maintenance	12/6/2020	1.00	\$ 43,160.00	1.00	\$ 33,800.00

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/20 THROUGH 1/15/21
RECALLS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF RECALL	FTE	SALARY
Campana, Candace*	ACE	Business Operations Specialist 1	International Programs Office	11/2/2020	1.00	\$ 32,427.20
Dota, Mary	ACE	Business Operations Specialist 1	Jambar	1/4/2021	0.63	\$ 25,448.02
Marsico, Kimberly	ACE	Academic Operations Specialist 1	Military Science	1/4/2021	1.00	\$ 27,768.00
McKinney, Shari*	ACE	Administrative Operations Specialist	Study Abroad - International Programs	10/16/2020	0.38	\$ 17,014.40
Rossi, Sherri*	ACE	Academic Operations Specialist 1	Dana School of Music	11/30/2020	1.00	\$ 28,454.40
*Please note: the salaries for all ACE positions listed that were recalled prior to 12/6/2020 are at the furlough reduction rate.						

Office of Equal Opportunity, Policy Development & Title IX Report on Search Waivers

Requestor: Phyllis Paul, Dean, Cliffe College of Creative Arts

Department/Unit: Cliffe College of Creative Arts

Position: Special Assistant to the Dean

Candidate: Joy Christiansen Erb

Rationale: For three and a half years, Professor Christiansen Erb has served the Art Department, Cliffe College, and the University at large as an excellent Chairperson. During that time, she has proven that she has the skill set to meet the extensive administrative and artistic responsibilities of the Special Assistant to the Dean position in Cliffe. Select examples of those tasks include providing curricular leadership; guidance concerning accrediting bodies' requirements; developing and implementing academic advising guidelines; improving and increasing recruitment activities; responding to student complaints and grievances; developing cross-campus collaborative relationships; timely completion of all departmental, college, and university processes; and strong, dedicated work ethic.

In addition to her administrative experience, Professor Christiansen Erb is an accomplished photographer and visual artist. Given our focus on the continued improvement of our students' academic experiences and advising/ retention/recruiting expectations, as well as our increased emphasis on community engagement and print/electronic/virtual public-facing endeavors, the combination of these two skill sets is exactly what the Cliffe College needs in the office of the Special Assistant to the Dean. According to Dr. Paul, there is no one in Cliffe College better situated to bring these unique qualifications to the Special Assistant to the Dean position, thus helping the university and us continue and forward the great work begun by Mr. Greg Moring to contribute in even more meaningful ways to the University's Strategic Plan.

Requestor: Brien N. Smith, Provost & Vice President of Academic Affairs

Department/Unit: Office of Academic Affairs

Position: Assistant Provost, Teaching & Learning

Candidate: Hillary Fuhrman

Rationale: Ms. Fuhrman has developed the Institute for Teaching and Learning (ITL) from the ground up. During the pandemic, the role of ITL has been indispensable in transforming this university to a virtual learning environment. Hillary developed the current ITL strategic plan to dovetail perfectly into the current YSU Strategic Plan to Take Charge of Our Future. Academic Excellence as well as Teaching and Learning play prominently in the YSU strategic plan. ITL addresses the following YSU strategies directly:

1. Update University policies and guidelines, including promotion and tenure documents, to reflect the importance of faculty engagement in innovative teaching strategies.
2. Define expectations and provide opportunities for faculty to learn and apply best pedagogical practices.
3. Enhance the quality and capacity of technological support that promotes learning.
4. Coordinate with the Institute for Teaching and Learning to develop tools for the improvement, evaluation and assessment of teaching and learning.
5. Implement a faculty development and mentoring plan

Requestor: Charles Howell, Dean, Beeghly College of Liberal Arts, Social Sciences, and Education

Department/Unit: Rich Center for Autism

Position: Executive Director

Candidate: Gregory Boerio

Rationale: For the past six months, Gregory Boerio has served as Interim Executive Director of the Rich Center. Mr. Boerio assumed this responsibility during a budget crisis, which he successfully resolved. He has since prepared a revised budget for the current fiscal year. That budget was presented to and approved by the YSU Board of Trustees, and under his leadership the Center has met spending and revenue targets.

During the COVID crisis, Mr. Boerio led the implementation of remote learning in March and April. As Interim Executive Director, he prepared and executed a plan to return to in-person learning, which began on July 8 of last year and has continued up to the present with minimal interruption. During this period, Mr. Boerio learned that renovation of Fedor Hall would begin on September 1. He identified two alternative locations on the YSU campus (McKay Auditorium in Beeghly Hall and the vacant 2nd floor of the Phelps building), secured the approval of the Youngstown Police Department and the Ohio Department of Juvenile and Family Services for these locations, and developed and implemented the plan for temporary relocation. Work at Fedor Hall is expected to be complete by June 2021.

Mr. Boerio has also worked with the YSU Office of Internal Audit to review fiscal and personnel procedures at the Rich Center, as well as the relationship between YSU, the Center, its Advisory Board, and the Friends of the Rich Center, which raises funds to support the Center. Mr. Boerio has attended promptly to the issues identified by the Auditor and is making steady progress toward resolving them, based on an agreed-upon schedule.

Throughout his tenure as Interim Executive Director, Mr. Boerio has maintained excellent relationships with staff, students, parents, community supporters, and the YSU administration. Based on his strong record of leadership over the past 6 months, Dr. Howell strongly recommends that he be appointed to the continuing position of executive director.

The recommendations against a search at this time are for the following reasons:

1. Mr. Boerio is the most qualified candidate for the position (far more qualified than anyone else in the search pool in the last national search)
2. The Rich Center finds itself in the midst of rapid change, including building renovation, temporary relocation, the ongoing COVID response, and response to issues raised in the audit findings, circumstances in which an external search would be extremely disruptive
3. In the highly unlikely event an equally qualified external candidate was found, he or she would take many months to achieve the depth of understanding of the Center and its relationship to YSU that Mr. Boerio currently demonstrates.

Number of Postings *(October 14, 2020 – January 25, 2021) *:

- **Faculty:**
 - Full-time - 6
 - Part-time -13

- **Professional/Administrative:**
 - Full-time - 13
 - Part-time - 0

Total Postings: 17

*Postings since last report.



Strategies to Increase Faculty Diversity at YSU

Preliminary Report from the Workforce Diversity Committee

March 3, 2021

Table of Contents

Executive Summary.....	2
Introduction	3
Date and Demographics.....	6
Full-Time Faculty Positions.....	8
Recommendation 1.....	10
Recommendation 2.....	11
Part-Time Faculty Positions.....	12
Recommendation 3.....	13
Continuing Education Instructors.....	15
Recommendation 4.....	17
Chairs	18
Retention	19
Conclusion	19

Executive Summary

“HOW CAN A PERSON THRIVE AND SUCCEED IN AN INSTITUTION WHERE YOU SEE MORE JANITORIAL WORKERS THAT ARE THEIR RACE THAN YOU SEE ACTUAL PROFESSORS AND HIGHER UP FACULTY MEMBERS.”

2016 YSU STUDENT, NATIONAL SURVEY OF STUDENT ENGAGEMENT

In order to fulfill YSU’s mission and commitment to diversity, equity and inclusion, YSU seeks to increase the diversity of the faculty who teach, guide and mentor students. This is especially critical for Black and Hispanic/Latinx students who have substantially lower graduation rates than their White peers. Research has shown that an increase in the diversity of faculty positively affects overall graduation rates for underrepresented minoritized students.

Black faculty members make up just six percent of the total faculty body. Hispanic/Latinx faculty members make up just two percent of the total faculty body. There are no Black or Hispanic/Latinx chairs or deans in any college. Black students make up almost nine percent of the total student body, while Hispanic/Latinx students make up about four and a half percent of the student body.

The Office of Human Resources formed the Workforce Diversity Committee to increase diversity awareness measures, processes and goals in the recruitment and hiring framework for faculty at YSU in order to yield a sustained and long-term improvement in the diversity of YSU faculty.

Implementation of the recommendations can begin immediately with existing resources and staff. This outreach and recruitment effort represents the first phase of a two-part strategy focusing on both recruitment and retention of diverse faculty.

Recommendations

Greater outreach, networking and advertising of all open faculty positions to historically Black Colleges and Universities, Hispanic Serving Institutions, regional and national professional organizations for Black and Hispanic/Latinx individuals, and YSU minoritized alumni;

Implementation of a Search Advocacy Program to train YSU faculty, staff and students to participate as search committee members to promote equity, validity, and diversity in YSU faculty searches;

New hiring practices for part-time faculty tested in a pilot project including the formation of designated search committees and applicant interviews which will include questions on their commitment to and understanding of diversity, equity and inclusion (DEI) in an educational setting; and

New measures to increase the diversity of the Peace Officer Training Academy instructors including sponsoring state-certified training for underrepresented instructors, alerting local minoritized police organizations and alumni of openings, and using a hiring rubric that considers the candidate’s commitment to and understanding of DEI in an educational setting.



“HOW CAN A PERSON THRIVE AND SUCCEED IN AN INSTITUTION WHERE YOU SEE MORE JANITORIAL WORKERS THAT ARE THEIR RACE THAN YOU SEE ACTUAL PROFESSORS AND HIGHER UP FACULTY MEMBERS.”

2016 YSU STUDENT, NATIONAL SURVEY OF STUDENT ENGAGEMENT

Introduction

YSU’s mission is to provide innovative lifelong learning opportunities that will inspire individuals, enhance futures and enrich lives. Recognizing integrity and human dignity as a core value, YSU roots all behaviors, decisions and actions in the achievement of integrity, mutual respect, collegiality, equity and inclusion. In order to fulfill this mission, YSU seeks to increase the diversity of the faculty who teach, guide and mentor students. This is especially critical for students of color who have substantially lower graduation rates than their White peers. According to 2019 data from the National Center for Education Statistics, the most recent 6-year overall graduation rate statistics for YSU Bachelor’s degree seeking students reveal a 33% completion gap between White and Black student 6-year graduation rates and 19% completion gap between White and Hispanic/Latinx students.

Further, 93% of Black students surveyed in a 2019 student project disagreed with the statement that “A majority of the professors look like me.” Research has shown that an increase in the diversity of faculty positively affects overall graduation rates for underrepresented minoritized students.¹

Further, faculty diversity contributes directly to educational quality and producing better educational outcomes for all students. In addition to increased student engagement and retention, a diverse faculty body encourages more robust classroom discussions and exposes students to new ideas and new groups of people. This will prepare them to navigate successfully in diverse work environments and to thrive in their future careers.

¹ Stout, R. & Archie, C., Cross, D., Carman, C. (2018). The Relationship between Faculty Diversity and Graduation Rates in Higher Education. *Intercultural Education*, 29:3, 399-417, <https://doi.org/10.1080/14675986.2018.1437997>.

Committee Members

- Cynthia Kravitz, AVP of Human Resources/Chief Human Resources Officer/Deputy Title IX Coordinator
- Jennifer Lewis-Aey, Director of Talent Acquisition and Employee Records
- Jenn Drennen, Director of Organizational Development
- Carol Bennett, Assistant Provost, Diversity, Equity and Inclusion
- Mark Weir, Director of Equal Opportunity and Policy Development
- Molly O'Malley, Associate Director of Equal Opportunity and Policy Development
- Ann Gardner, Assistant Director, Office of the General Counsel

In order to address this critical concern, the Office of Human Resources formed a Workforce Diversity Committee in the fall of 2020. The Committee is working to increase diversity awareness measures, processes and goals in the recruitment and hiring framework at YSU in order to yield a sustained and long-term improvement in the diversity of the YSU workforce. Given the positive effect that increased faculty diversity has on underrepresented students of color, the Committee decided to focus first on the diversity of the faculty body.

The Workforce Diversity Committee is also supporting the efforts of the Diversity, Equity and Inclusion (DEI) Taskforce organized by Carol Bennett, Assistant Provost, Diversity, Equity and Inclusion, to increase the recruitment and retention of underrepresented faculty and staff. The Workforce Diversity Committee is also working in conjunction with the Diversity, Equity, and Inclusion (DEI) Subcommittee of the YSU Academic Senate chaired by Dr. Jeffrey Tyus, Professor of Communication. Two members of the Workforce Diversity Committee, Carol Bennett and Ann Gardner, also sit on the Diversity Subcommittee. The Workforce Diversity Committee has facilitated information sharing of diversity data at YSU and is scheduled to share its report and findings on faculty diversity at YSU with the Subcommittee. The Workforce Diversity Committee plans to actively incorporate suggestions and recommendations from the DEI Subcommittee in this report.

The DEI Subcommittee of the Academic Senate is focused on promoting diversity, equity, and inclusion within multiple areas of the YSU campus. The Subcommittee

believes these terms need to move from "buzzwords" to "action items." The Subcommittee would like to see faculty actively engaged in the dialogue regarding diversity, equity, and inclusion. It is seeking to examine and improve how YSU addresses the issue of diversity, equity, and inclusion from the perspectives of the campus community, students, faculty, and alumni.

We believe the coordinated work of the Workforce Diversity Committee, the DEI Subcommittee of the Academic Senate, and the DEI Taskforce will put YSU on the path to recruiting, hiring and retaining a more diverse faculty body. All students will benefit from these initiatives, especially students of color.

Finally, implementation of the recommendations can begin immediately with existing resources and staff in the current 2020-21 academic year and thereafter. This outreach and recruitment effort represents the first phase of a two-part strategy focusing on both recruitment and retention of diverse faculty. The retention strategies proposed for the next phase will be implemented in the 2021-22 academic year and continue thereafter.

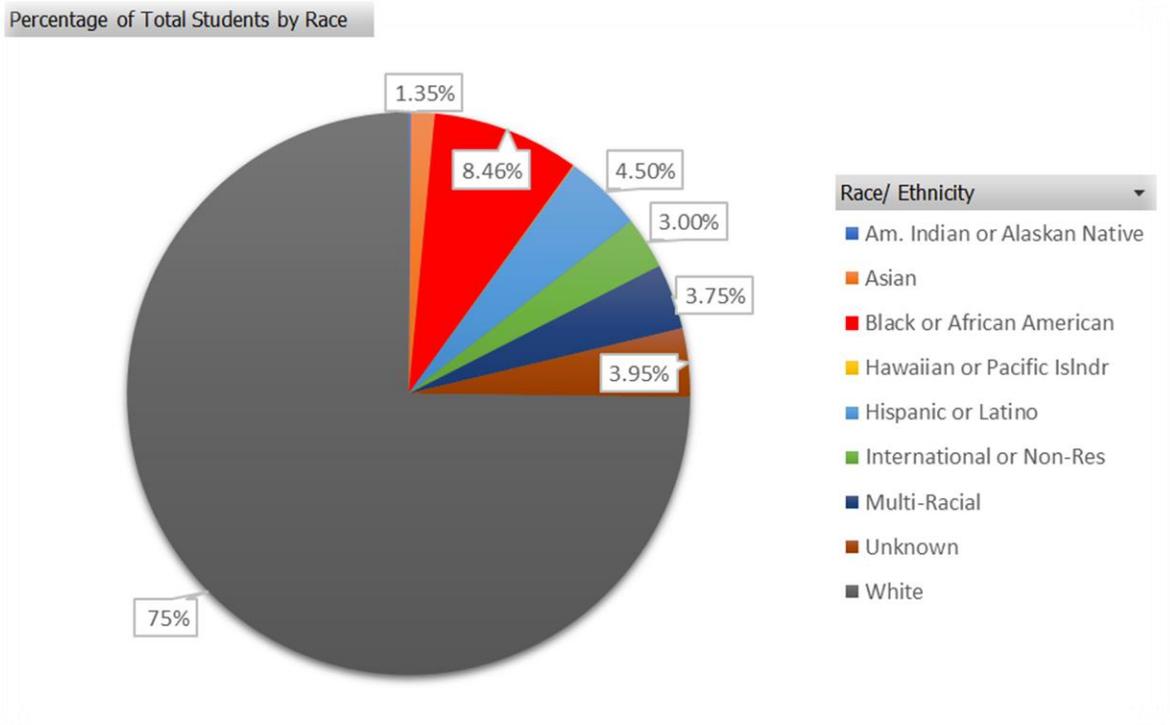
Data and Demographics

The term “underrepresented minority” refers to a person who identifies as American Indian or Alaskan Native, Asian, Black, Hawaiian or Pacific Islander or Hispanic/Latinx.

At YSU, Black students are the largest underrepresented minoritized students on campus. Black students make up almost nine percent of the total student body. In comparison, Black faculty members of all types make up approximately six percent of the faculty body. There are no Black deans or chairs in any college.

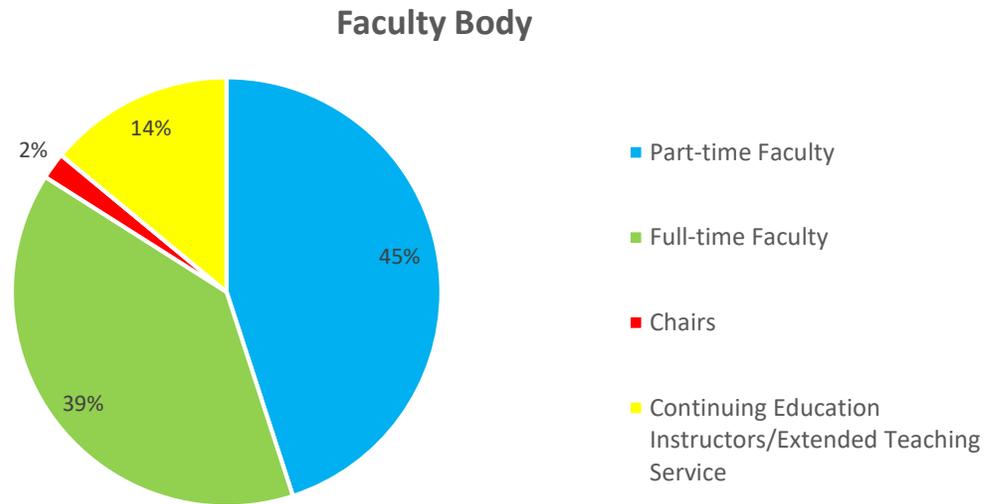
Hispanic/Latinx students are the second largest underrepresented minoritized students. They make up almost four and a half percent of the total student body, while Hispanic/Latinx faculty members make up only two percent of the total faculty body. There are no Hispanic/Latinx deans or chairs in any college.

Finally, students identifying as American Indian or Alaskan Native, Asian and Hawaiian or Pacific Islander together make up only about one and a half percent of the total student body. In contrast, faculty members with these racial backgrounds comprise five percent of the total faculty body. Five percent of the chairs identify as Asian or Pacific Islander. (See Attachment 1: YSU Preliminary 14th Day Enrollment Fall Terms by Minority and Ethnicity.)



The faculty body at YSU is comprised of 950 individuals in four groups:

- 425 Part-time Faculty
- 372 Full-time faculty
- 133 Continuing Education Instructors/Extended Teaching Service
- 20 Chairs ²



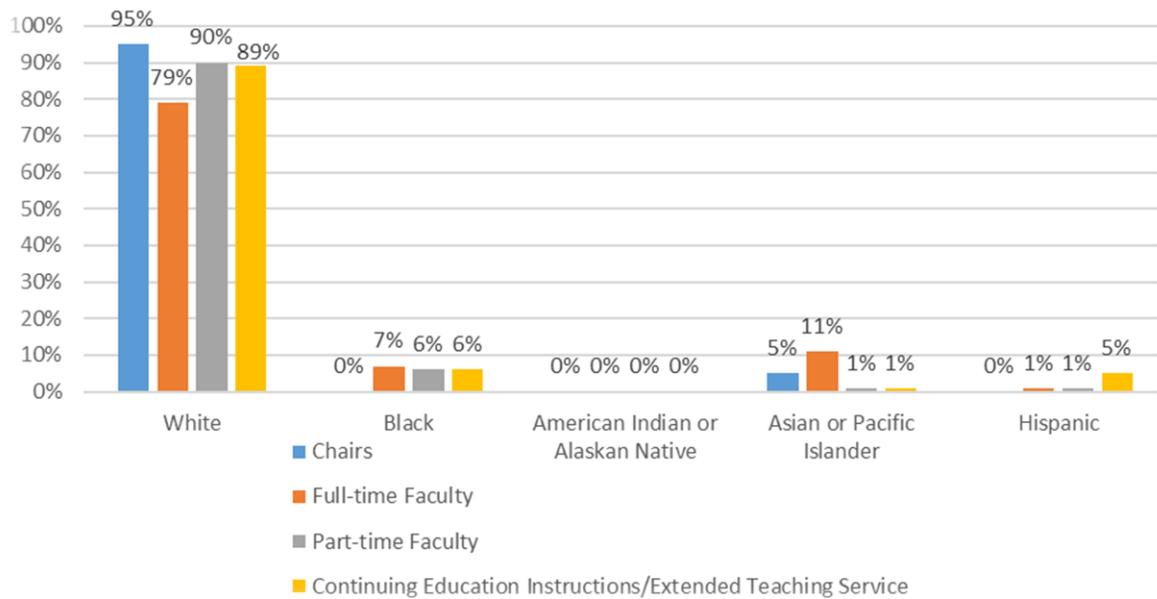
Black faculty members make up six percent of the part-time faculty, seven percent of the full-time faculty, and six percent of the continuing education instructors/extended teaching service. There are no Black chairs.

Hispanic/Latinx faculty members make up one percent of both the part-time and full-time faculty and five percent of the continuing education instructors/extended teaching service. There are no Hispanic/Latinx chairs.

American Indian or Alaskan Native and Asian or Pacific Islander faculty members make up one percent of the part-time faculty, eleven percent of the full-time faculty, and one percent of the continuing education instructors/extended teaching service. They also make up five percent of the chairs of the departments. (See Attachment 2: Faculty Diversity Report November 1, 2020.)

² Faculty breakdown on November 1, 2020.

Faculty Demographics



Full-time Faculty Positions

Increasing diversity in the full-time faculty body is especially important to increase student success and retention. Full-time tenure-track faculty members are a particular focus for diversification. A single hire of a tenure-track faculty candidate can turn into a 30-year commitment that influences and shapes generations of students. Further, tenure-track faculty are expected to engage in teaching, scholarship and service. This translates to research oversight, internships, mentorship and guidance of students.

With a diverse faculty pool, YSU can increase success among groups that have been traditionally underrepresented on campus. When students see themselves reflected in the makeup of their professors, they are often encouraged to reach for higher standards of performance.

Definition

Faculty are personnel engaged in full-time employment with academic rank whose primary responsibilities include teaching, scholarship, and service. Faculty members are governed by University Policies and an agreement between Youngstown State University and the Youngstown State University Chapter of the Ohio Education Association (OEA). Faculty Rank

includes the following: Lecturer, Senior Lecturer, Assistant Professor, Associate Professor and Professor.

Current Hiring Process

Full-time faculty positions are formally advertised on the YSU website, the Higher Education Recruitment Consortium (HREC) and HigherEdJobs.com. To reach a broader pool of candidates in a particular specialty, Human Resources may also submit additional advertisements to HigherEdJobs.com or the Higher Education Recruitment Consortium (HERC), which is a non-profit coalition that assists members in recruiting and retaining outstanding and diverse employees. Specific departments also occasionally request and pay for additional advertisements in outside resources in their fields. HigherEdJobs.com includes two diversity postings each year in its advertising package, which can be utilized, for critical tenure-track positions. Formal search committees are created for all full-time faculty positions.

The Office of Equal Opportunity and Policy Development (EOPD) has oversight of the full-time faculty search process to ensure that all applicants are provided fair and equitable consideration for employment and that recommendations for appointment/hire are made on the basis of merit and qualifications. The EOPD provides support and training to search committee chairs and committees for faculty positions.

YSU provides a faculty posting template to assist chairs in drafting advertisements that states: "The University: Creates diverse educational experiences that develop ethical, intellectually curious students who are invested in their communities; ...Fosters understanding of diversity, sustainability, and global perspectives;..." This diversity language is required in all new postings.

Search committees are also encouraged to use a faculty search committee rubric provided on the HR website that includes the evaluation of a candidate's "[a]bility to work with diverse students and groups to contribute to a climate of inclusion." The use of the template is not mandatory, and there is currently no mechanism to monitor whether search committees are actually using the sample rubric referencing diversity and inclusion.

Recommendation 1

Implement targeted recruitment efforts to reach a broader applicant pool from:

- Historically Black Colleges and Universities
- Hispanic/Latinx Serving Institutions
- National and regional professional organizations for Black and Hispanic/Latinx individuals in specific fields e.g. National Society of Black Engineers

RECOMMENDATIONS

There are 32 Historically Black Colleges and Universities (HBCUs) in the United States with PhD programs. Further, there are 127 Hispanic/Latinx Serving Institutions (HSIs) with doctoral degree programs. The Office of Diversity, Equity, and Inclusion will work with Human Resources to compile lists of these institutions with PhD programs to provide to department chairs and deans. The deans, chairs and the faculty in their departments can then research and examine the institutions to determine which ones are most likely to produce talented candidates in their fields. The chairs and departments will ideally begin networking with select HBCUs and HSIs with attractive programs in their fields.

When chairs post a new position, Human Resources will ask them to provide the names of two to three institutions that will receive the new job posting. Human Resources will then send the job posting in that department to the career services center of the selected institutions. There is no expected direct cost in sending email notifications to these institutions.

In consultation with the chairs and deans, Human Resources and the Office of Diversity, Equity, and Inclusion will also develop a list of national and regional professional organizations for Black and Hispanic/Latinx individuals in specific fields. Chairs would be asked to identify one or more of these professional organizations to receive notice of an opening. Human Resources will be responsible for sending an email notice to the organization and maintaining accurate contact lists. There is no expected direct cost in sending email notifications to these organizations.

Further, all candidates from the targeted institutions and organizations should be offered an initial interview if they meet the minimum qualifications for the position. The Office of Equal Opportunity and Policy Development will ensure that these candidates from the targeted institutions and organizations are offered interviews.

It is hoped that these simple steps will encourage further networking and collaboration between specific departments at

YSU, selected HBCUs and HSIs, and Black and Hispanic/Latinx professional organizations. The best outcomes will occur when academic units are personally engaged in efforts to recruit diverse candidates and prime the pump by creating networks of potential candidates.

Recommendation 2

Establish a Search Advocacy Program based on the model developed at Oregon State University

RECOMMENDATIONS

An effective way to drive change in faculty hiring is to train search advocates based on the Oregon State University model to enhance equity, validity, and diversity in university hiring.

Search advocates would be YSU faculty, staff, and students specially trained as search and selection process advisors who would promote equity, validity and diversity on faculty searches. Their preparation would include workshops addressing current research about implicit bias, diversity, the changing legal landscape in hiring, inclusive employment principles, practical strategies for each stage of the search process, and effective ways to be an advocate on a search committee.

Campus-wide search training and monitoring is critical to success because it builds the culture and prepares departments for diverse candidates. Unless that happens, minoritized hires are likely to leave to find a more welcoming campus climate at another institution. (See Attachment 3: McMurtrie, B. (2016, Sept. 11). How to Do a Better Job of Searching for Diversity. *Chronicle of Higher Education*.) Newly trained search advocates will be assigned first to searches conducted by the colleges and departments that are statistically underrepresented.

Plans are underway to identify four individuals at YSU who will be trained virtually by Oregon State University, including at least one faculty member. These individuals will then train additional personnel at YSU.

The Office of Equal Opportunity and Policy Development & Title IX will facilitate the training. Mark Weir, Director of that office, has already received the training and is in close communication with Oregon State University.

Part-time Faculty Positions

Increasing diversity in the part-time faculty pool is especially important to increase student success and retention. Part-time faculty represent 45% percent of the faculty body in total. Students are not typically aware of the employment status of their professors. A part-time faculty member can have significant influence on a student.

Moreover, increasing diversity in the part-time faculty body creates a pipeline for increased diversity in full-time faculty positions. Given the nationwide shortage of minoritized PhD candidates for tenure-track positions, this pipeline can become an extremely valuable recruitment mechanism.

Definition

A Part-time Faculty Member is an individual under an assignment agreement with the University during an academic semester on a term-by-term basis with no commitment to ongoing employment. The primary responsibility of Part-time Faculty is teaching. Part-time Faculty remain active in the Banner system and unless notified of early termination/resignation or are terminated by electronic process after three (3) years of non-use.

Current Hiring Process

Part-time faculty members are currently recruited through the YSU website and referrals from existing faculty, staff, chairs, and deans. Human Resources does not formally advertise part-time faculty positions on HighEdJobs.com, the Higher Education Recruitment Consortium (HERC) or other sites unless specifically requested by departments. Additional advertisement to HighEdJobs.com or HERC may be utilized for specialties that are difficult to recruit candidates for positions. Additional advertisement in outside resources is occasional utilized at the request and expense of the requesting department.

Prospective candidates must regularly check the YSU employment site at <http://jobs.ysu.edu> for available teaching positions. The postings remain on the YSU employment site indefinitely for the administrative ease of the chairs who must fill positions for multiple terms, unless specifically requested by the chair or dean to be closed. Candidates can see the original posting date, which may be several years prior and which may create the impression the position will not be filled.

Once candidates apply, in most instances, there is no formal search or interview process. Chairs may elect to add search committee members and more chairs are electing to do so; however, this is not required. Chairs must comply with all University and Board of Trustees policies, including policies prohibiting discrimination and harassment. State ethics laws also prohibit chairs from signing a contract of employment for a relative or business associate. Ohio Rev. Code section 2921.42. Otherwise, chairs have discretion in deciding whether to interview candidates that have been approved by the Office of Equal Opportunity and Policy Development. Candidates selected for interview and suggested for hire by the chair must be approved by the dean and Provost for hire.

In YSU's People Admin system for processing prospective candidates, chairs have several drop down menu choices to indicate the applicants' status in the hiring process, e.g. whether they are under review, whether they are being interviewed, whether they were not considered. Chairs are not currently required to update the status of each candidate, and in some instances where this is not done, it is not possible to tell if a chair actually reviewed a candidate's information.

Recommendation 3

Implement targeted recruitment efforts to reach a broader applicant pool from regional professional organizations for minoritized individuals

Send postings to Higher Education Recruitment Consortium and HigherEdJobs.com

Reach out to local YSU Black and Hispanic/Latinx alumni to encourage them to apply for part-time positions

Update the hiring practices for part-time faculty positions to refresh and increase diversity in the applicant pool

Recommendations

The current recruitment system is not likely to yield a more diverse pool of applicants for part-time positions at YSU. Targeted efforts are needed to effect change. In order to reach a broader applicant pool targeting underrepresented minoritized candidates, YSU should advertise openings for part-time faculty positions to regional professional associations for minoritized individuals. For example, a notice of an opening for a part-time faculty position in the Department of Engineering should be sent to the National Society of Black Engineers, Region IV Northeast Ohio Alumni Extension. If the opening is for remote learning, the notice should be sent nationally as well.

In consultation with the chairs and deans, Human Resources and the Office of Diversity, Equity, and Inclusions will develop a list of regional professional organizations for each department. Chairs would be asked to identify one or more regional professional organizations that should receive notice of an opening. Human Resources and the Office of Diversity, Equity, and Inclusion would then be responsible for sending an email notice to the association and maintaining accurate contact lists. All candidates from the targeted professional organizations should be offered an initial interview if they meet the minimum qualifications for the position. There is no expected direct cost in sending email notifications to these associations.

Human resources will also begin posting part-time jobs on the Higher Education Recruitment Consortium (HERC) website and HigherEdJobs.com. HERC is a non-profit consortium of colleges, universities, hospitals, research labs, government agencies, and related non- and for-profit organizations, committed to diversifying the pipeline of faculty, staff, and executives in academia.

Another opportunity to broaden the pool is to reach out to YSU's minoritized alumni. Relying on support from and working in conjunction with the Office of Alumni & University Events, Human Resources can develop a contact list of local alumni. Alumni could be notified of specific openings by field or generally encouraged to check the YSU employment website for opportunities twice per year.

Finally, the part-time hiring process will be updated as well with the goal of providing a more diverse applicant pool and ensuring that the pool is thoroughly reviewed with diversity as a focus of consideration:

- Candidates will be asked to answer a questions pertaining to their commitment to diversity, equity and inclusion when applying online
- Departments will form a designated committee to review part-time faculty applicant materials and current part-time faculty
- Departments will interview a minimum number of at least three candidates
- The Office of Equal Opportunity and Policy Development will review and approve interview requests
- Chairs should update the status of all applicants for a position so that it is possible to see that all applicants have been considered and interviewed, rejected, or left in the pool for consideration at a later date
- Search advocates as described above will be assigned to these committees as available
- The People Admin job posting site will be refreshed to ensure that postings are updated and current
- Human resources will provide guidance and training on diversifying part-time faculty

Given the broad nature of these systemic changes to the part-time hiring process, the new hiring practices should be rolled out in a pilot program with several cooperating departments. Once issues and concerns are addressed and solved, broader rollout of the new practices can proceed.

Continuing Education Instructors

Eighty-one of the 133 continuing education instructors at YSU work in the Peace Officer Training Academy (Academy). Because they form the vast majority of this pool, special focus will be paid to the hiring of instructors in the Academy. Only eight of the 81 instructors are women. Generally, there is very limited turnover in the pool of instructors, with only a handful of new positions opening each year.

Definition

Continuing education instructors generally teach seminars or other non-credit courses and may also teach only a segment of a class. For example, in the Academy, continuing education instructors are brought in to address specific aspects of a course such as finger printing, criminal investigation, evidence gathering techniques, etc. Other continuing education instructors teach CPR or first aid in the health professions or English as a second language in the English Language Institute. These positions are hourly appointments approved by the Provost's office.

Current Hiring Process

There are two types of instructors hired by the Academy: Classroom instructors and instructors who engage in supplemental instruction or tutoring. All classroom instructors are required by state law to be certified through the State of Ohio's Instructional Skills Training program, but those engaged in supplemental instruction are not. To obtain certification, the classroom instructors must complete a mandatory 80-hour training course and have five years of active duty experience. The tuition for the training course costs approximately \$ 1,000. Once an officer obtains the required certification, his or her name and field of expertise are listed on the Ohio Law Enforcement Gateway (OHLEG) on the Ohio Attorney General's website.

When the Academy has an opening for a new classroom instructor, the commander turns to OHLEG and reaches out to certified candidates in the required field in the tri-county area of Mahoning, Trumbull and Columbiana counties. The Academy believes that contacting these certified instructors directly is a more productive approach than posting the positions on job sites and responding to numerous candidates who lack the state-mandated certification.

Candidates are then selected for on-campus interviews with the Academy's co-commanders. Candidates are not asked any specific questions regarding their commitment to diversity, equity, and inclusion, but they are thoroughly questioned about their philosophy towards policing and reference checked.

When the Academy has an opening for an instructor of supplemental instruction, the co-commanders are able to cast a broader net and hire candidates who are not state certified. Overall, the Academy has been focusing on the recruitment of minoritized instructors and women for both categories of instructors, who are in short supply in the field. The Academy especially seeks to hire minoritized and female instructors for course topics related to cultural sensitivity.

Recommendation 4

Earmark funds to sponsor several minoritized and/or female police officers to become state-certified instructors in the Peace Officer Training Academy (Academy) who will teach at YSU upon certification

Reach out to local Black, Hispanic/Latinx, and/or female alumni to alert them to new positions in the Academy

Ask current minoritized and female instructors to recommend peers for consideration for open positions

Include questions related to diversity, equity and inclusion (DEI) during the interview process and utilize a hiring rubric that considers a candidate's commitment to DEI

Recommendations

In order to increase the number of underrepresented minoritized and female Academy instructors, it would be beneficial to devote earmarked funds to sponsor two or three minoritized and/or female police officers to become state-certified instructors. YSU could then ask those graduates to commit to teaching a certain number of courses per year. Given the lack of certified female and minoritized candidates in the OHLEG directory in the tri-county area, this is the fastest way to secure diverse new talent in the Academy's classrooms.

In addition, the Academy could reach out to local Black, Hispanic/Latinx, and female alumni to alert them of new openings in supplemental instruction. The Academy could also reach out to local minoritized police organizations like the Black Knights Police Association, Inc. of Youngstown to share openings with them.

The Academy should also ask its current minoritized and female instructors to recommend peers for consideration for open positions.

Finally, the Academy should ask questions pertaining to diversity, equity and inclusion during the interview process and utilize a hiring rubric that factors in the candidates commitment to diversity, equity and inclusion. Human Resources can work with the Academy's commanders to assist in developing the rubric.

Department Chairs

Definition

Department chairs are administrators charged with managerial and supervisory duties. As such, they report to the deans and serve at all times at the pleasure of the President of the University. Chairs retain earned academic rank and tenure status and have responsibilities for teaching, scholarship, and university service.

Current Hiring Process

Article 9 of the faculty collective bargaining agreement between YSU and the YSU Chapter of the Ohio Education Association (YSU-OEA Agreement 2020-2023) governs the selection of department chairs.

To be eligible for selection as a department chair, an individual must be tenured or have received notification of tenure prior to the beginning of their term. Full-time department faculty will vote and nominate one faculty member at a departmental meeting convened by the dean.

The dean and the department forward their recommendations regarding the selected nominee to the Provost. The Provost may proceed to appoint the nominee or ask the department to select a second nominee after holding a meeting with the department. If the department's second nominee is not acceptable to the Provost, he or she may appoint the department chair of his or her choice subject to certain exclusions.

Recommendations

In order to increase the number of underrepresented minoritized chairs, it is imperative to increase the overall number of tenured underrepresented minoritized faculty members. Chairs are selected from within the department, and diversifying the department is the first step. The previous recommendations that address efforts to recruit more underrepresented minoritized faculty members should help with this goal.

In addition, the implementation of the Search Advocate Program will likely broaden perspectives in each department on campus and draw attention to the need to diversity the faculty body at every tier. It is hoped that these broader perspectives and new insights will similarly inform the nomination and selection process for department chairs.

Retention

This report and its recommendations focus on outreach and recruitment of underrepresented minoritized faculty. Once faculty are recruited; however, the university must retain these faculty by creating a welcoming, inclusive environment that will allow all to thrive and succeed. There are multiple retention strategies to explore in the next phase, including:

- Supporting individual academic units in self-reflection and analysis of their units;
- Offering training to assist in retention efforts;
- Examining statistical data to understand patterns and trends;
- Surveying faculty to better understand their concerns and needs;
- Providing support to the Office of Diversity, Equity and Inclusion in creating and teaching an eight-week course on diversity, equity and inclusion; and
- Reviewing the adequacy of current resources dedicated to diversity, equity and inclusion.

The recruitment strategies proposed here will be implemented in the 2020-21 academic year and continue thereafter. The retention strategies proposed for the next phase will be implemented in the 2021-22 academic year and continue thereafter.

Conclusion

In order to fulfill its mission, YSU seeks to increase the diversity of the faculty who teach, guide and mentor students. This is especially critical for students of color who have substantially lower graduation rates than their White peers.

As society becomes more diverse, so should our faculty pool. At YSU, we have diverse groups that often do not see themselves represented in our faculty. Studies show that this can cause a disconnect with students. When students see and connect with faculty that they identify with culturally, there is a higher level of engagement and academic persistence typically increases.

In order to address this critical concern, the Office of Human Resources formed the Workforce Diversity Committee to increase diversity awareness measures, processes and goals in the recruitment and hiring framework at YSU. Focusing first on faculty because of their importance to student success, the Committee has proposed actionable steps to increase the recruitment of Black and Hispanic/Latinx faculty at every level.

This first phase focusing on recruitment has already commenced in the current academic year with existing resources and staff. Several of the recommendations are already underway and in the process of being implemented.

The second phase of the Committee's work will turn to retention strategies to create a welcoming, inclusive environment that will allow all to thrive and succeed. There are multiple retention strategies to explore in the next phase, which is expected to commence in the subsequent academic year, 2021-22.

It is believed that these strategies will yield a more diverse faculty body as whole, which will benefit underrepresented minoritized students and produce better educational outcomes for all students.

Youngstown State University
Preliminary 14th Day Enrollment - Fall Terms
by Minority/Ethnicity
Total University

	2016		2017		2018		2019		2020	
	#	%	#	%	#	%	#	%	#	%
Undergraduate										
American Indian	15	0.13	15	0.13	16	0.14	13	0.12	15	0.14
Asian	128	1.12	129	1.13	142	1.23	150	1.36	139	1.33
Black	1,190	10.44	1,125	9.88	1,108	9.61	1,001	9.10	937	8.95
Hawaiian/Pacific Islldr	7	0.06	7	0.06	4	0.03	5	0.05	4	0.04
Hispanic	450	3.95	436	3.83	484	4.20	492	4.47	475	4.54
Minorities	1,790	15.71	1,712	15.04	1,754	15.21	1,661	15.09	1,570	15.00
White	8,542	74.96	8,457	74.28	8,586	74.46	8,146	74.01	7,811	74.60
Multi-Racial*	358	3.14	374	3.28	392	3.40	409	3.72	400	3.82
International	218	1.91	357	3.14	357	3.10	340	3.09	276	2.64
Unspecified	487	4.27	486	4.27	442	3.83	450	4.09	413	3.94
Total	11,395	100	11,386	100	11,531	100	11,006	100	10,470	100
Graduate										
American Indian	3	0.22	4	0.32	2	0.17	1	0.09	2	0.15
Asian	13	0.96	18	1.43	18	1.55	17	1.48	18	1.37
Black	84	6.17	91	7.23	92	7.90	85	7.40	90	6.83
Hawaiian/Pacific Islldr	1	0.07	0	0.00	0	0.00	1	0.09	2	0.15
Hispanic	41	3.01	50	3.97	41	3.52	44	3.83	49	3.72
Minorities	142	10.43	163	12.96	153	13.13	148	12.88	161	12.22
White	1,061	77.96	959	76.23	865	74.25	840	73.11	1,019	77.31
Multi-Racial*	8	0.59	8	0.64	9	0.77	19	1.65	30	2.28
International	100	7.35	85	6.76	97	8.33	107	9.31	63	4.78
Unspecified	50	3.67	43	3.42	41	3.52	35	3.05	45	3.41
Total	1,361	100	1,258	100	1,165	100	1,149	100	1,318	100
Overall Totals										
American Indian	18	0.14	19	0.15	18	0.14	14	0.12	17	0.14
Asian	141	1.11	147	1.16	160	1.26	167	1.37	157	1.33
Black	1,274	9.99	1,216	9.62	1,200	9.45	1,086	8.93	1,027	8.71
Hawaiian/Pacific Islldr	8	0.06	7	0.06	4	0.03	6	0.05	6	0.05
Hispanic	491	3.85	486	3.84	525	4.14	536	4.41	524	4.45
Minorities	1,932	15.15	1,875	14.83	1,907	15.02	1,809	14.88	1,731	14.68
White	9,603	75.28	9,416	74.47	9,451	74.44	8,986	73.93	8,830	74.91
Multi-Racial*	366	2.87	382	3.02	401	3.16	428	3.52	430	3.65
International	318	2.49	442	3.50	454	3.58	447	3.68	339	2.88
Unspecified	537	4.21	529	4.18	483	3.80	485	3.99	458	3.89
Total	12,756	100	12,644	100	12,696	100	12,155	100	11,788	100

International students with Permanent Resident or Political Asylum visas are listed under appropriate minority/ethnicity category for specified term.

*Beginning Fall 2010 students were given the ability to self-identify multiple racial backgrounds.

Summary-All Faculty Combined							
	Total #	Percentage					
PTF	425	45%					
FT Faculty	372	39%					
Chairs	20	2%					
CONTEDED/ETS	133	14%					
	950						
	Total #	Percentage	Minority Percentage				
White	813	86%					
Black	60	6%	6%				
American Indian or Alaskan Native	2	0%	0%				
Asian or Pacific Islander	49	5%	5%				
Hispanic	16	2%	2%				
Two or More Races	2	0%	0%				
Unknown	8	1%					
	950		14%				
Part time Faculty							
	Total #	Percentage					
Female	254	60%					
Male	171	40%					
	425						
	Total #	Percentage	Minority Percentage				
White	382	90%					
Black	26	6%	6%				
American Indian or Alaskan Native	1	0%	0%				
Asian or Pacific Islander	5	1%	1%				
Hispanic	5	1%	1%				
Two or More Races	2	0%	0%				
Unknown	4	1%					
	425		9%				
Full time Faculty							

	Total #	Percentage					
Female	173	47%					
Male	199	53%					
	372						
	Total #	Percentage	Minority Percentage				
White	294	79%					
Black	26	7%	7%				
American Indian or Alaskan Native	1	0%	0%				
Asian or Pacific Islander	42	11%	11%				
Hispanic	5	1%	1%				
Two or More Races	0	0%	0%				
Unknown	4	1%					
	372		20%				

Continuing Education Instructions/Extended Teaching Service

	Total #	Percentage					
Female	44	33%					
Male	89	67%					
	133						
	Total #	Percentage	Minority Percentage				
White	118	89%					
Black	8	6%	6%				
American Indian or Alaskan Native	0	0%	0%				
Asian or Pacific Islander	1	1%	1%				
Hispanic	6	5%	5%				
Two or More Races	0	0%	0%				
Unknown	0	0%					
	133		11%				

Chairs

	Total #	Percentage					
Female	9	45%					
Male	11	55%					

	20						
	Total #	Percentage	Minority Percentage				
White	19	95%					
Black	0	0%	0%				
American Indian or Alaskan Native	0	0%	0%				
Asian or Pacific Islander	1	5%	5%				
Hispanic	0	0%	0%				
Two or More Races	0	0%	0%				
Unknown	0	0%					
	20		5%				

How to Do a Better Job of Searching for Diversity

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ABSTRACT

In the often subjective faculty-search process, some colleges are taking new steps to bring a wider spectrum of candidates to the table.

FULL TEXT

As the members of the search committee gather for the first time, their goal seems straightforward: create a shortlist of finalists for the tenure-track position in their department. It's agreed that anyone receiving one or more "outstanding" votes will be considered for a phone interview, and the rest will be dropped.

Alice, a recently hired associate professor, really likes one candidate, but the other members tell her they've met him and he's "a disaster," with a "terrible personality." He's eliminated. Two postdoctoral fellows in the department have applied, but only one advances, because his mentor, Jane, is on the committee and vouches for him. A third candidate is held in reserve because someone heard she'd resigned from her job to follow her spouse, and the committee isn't sure it can close the deal with both of them. A candidate from a prestigious Ph.D. program is granted a phone interview despite having no teaching experience, while someone from a lesser university who has taught is put on the back burner.

Sound familiar? Anyone who has sat on a faculty-search committee knows how fraught the process can be, as this case study illustrates. It is often rife with personal biases, groupthink, power dynamics, rushed judgment, and potential conflicts of interest, while relying on imperfect measures of intelligence, experience, and ability.

The process may also be why the professoriate has a diversity problem. If whom you know, where you got your degree, and "fit" - a vague characteristic that often does little more than reflect how comfortable we feel about someone - are what get people in the door, where does that leave job seekers who are different from those who do the hiring?

The fact is that academe remains a predominantly white enclave for people with Ph.D.s, a situation that student protesters have drawn attention to in recent months. On average, out of every 100 full-time faculty members only five are black, four are Hispanic, and fewer than one is Native American. These figures barely changed from 2009 to 2013 (the latest year for which figures are available), even as the student body became more diverse.

That growing gap has driven a number of colleges to rethink the faculty-search process. After all, there is no other place on campus where a single hire can turn into a 30-year commitment. Some institutions train professors to avoid the kinds of implicit bias that lead to discounting experiences different from our own, they employ recruiters to

How to Do a Better Job of Searching for Diversity

help search committees cultivate a more diverse applicant pool, or they use data and internal reviews to examine hiring patterns down to the departmental level.

To be sure, creating a more racially and ethnically diverse faculty has serious structural challenges. Only 13 percent of people who earned doctorates in 2014 came from underrepresented groups. In science, technology, engineering, and math, the showing is often worse. How can you hire people who aren't there?

Yet colleges that have rethought the search process found that some of these barriers can be overcome through more-active recruiting combined with more openness toward nontraditional candidates. And while it may be hard to move the needle nationally, any one institution, they note, can do a lot to improve its numbers.

"There is a small pool, but we are building a community that will attract people to be a part of it," says Scott A. Ashford, dean of the College of Engineering at Oregon State University. "And if we develop that, then the small pool doesn't concern me, because we'll be the place people want to be."

Few institutions have embraced this rethinking as ambitiously as Oregon State, which created the position of "search advocate" about a decade ago to help hiring committees design a fair and inclusive process. The university has trained more than 800 people, or about 15 percent of the current faculty and staff, to become search advocates. While search advocacy is just one tool that Oregon State is using to improve hiring outcomes, it shows some promising early results. According to reviews of searches that took place in 2014-15, those with search advocates resulted in the hiring of candidates from underrepresented groups in 25 percent of the cases, compared with 11 percent for those without advocates.

"We're seeing a groundswell of interest from deans and departments chairs," says Anne Gillies, the search-advocate program director, who created the program at Oregon State. "They have noticed that complaints about searches are mainly about those that do not have advocates on them."

One hot August morning, while the rest of the campus is in a summer lull, Ms. Gillies welcomes a new class of recruits to search-advocacy training. A mixture of faculty and staff members from Oregon State and Mount Hood Community College, longtime employees as well as new hires, have signed up. Some are here because their departments require search chairs to be trained; others simply have an interest in making the campus more diverse.

The two-day program delves into the problems of implicit bias, the legal environment, and enhanced recruiting and screening strategies, among other things. It's also packed with research and data. Ms. Gillies knows her audience: "Why would a faculty member agree to engage in the process," she asks, "without evidence to suggest that what they're doing may not be as effective as they think?"

One of her favorite tools is the case study, in which she asks the class to break down a real-life example - in this case the search with Alice, a professor she knows at another university. The group is quick to see the many ways in which this search failed to be either thoughtful or objective. The committee moved through applications too quickly. Candidates were rejected based on feelings or intuition. Others were advanced because of favoritism or bias toward elite institutions.

The search advocate, Ms. Gillies reminds participants throughout the workshop, is not there to criticize, judge, or steer committee members toward particular candidates. Rather, the advocate is there to help them test their thinking. Asking people why they value certain qualifications or how they will measure required skills, she says, can be a powerful tool for getting them to consider a broader set of options.

In the session and during breaks, participants talk about how hard it is to recruit racial and ethnic minorities to Corvallis. "Welcome to one of the palest places in America," jokes one participant. That is not an exaggeration. About 88 percent of Oregon residents are white, far above the national average, the legacy of racial-exclusion laws on the books as recently as the 1920s.

Oregon State remains challenged by those demographics and further limited by its rural location, a 90-minute drive from Portland. Yet both the state and the campus are changing, shaped by a growing number of Latino residents,

How to Do a Better Job of Searching for Diversity

international students, and first-generation collegegoers. Those changes have accelerated diversity and equity initiatives on campus, including the creation in 2014-15 of about 40 tenure-track positions designed to improve student success as well as faculty diversity.

When she ran her first workshop, in 2008, Ms. Gillies was greeted with suspicion: Was she training spies to report back to human resources? Since then the campus has warmed to the advocates' role, she and others say, particularly as the benefits of a diverse work force and an understanding of unconscious bias have entered into a national conversation.

Workshop participants are encouraged to take a series of online tests that measure implicit bias, to show that most of us absorb ideas that lead us to stereotype people based on the group they are in. Ms. Gillies segues into a discussion of two types of thinking: fast and slow. When search-committee members are stressed, tired, or short on time, they often default to the more emotional, less neutral forms of judgment found in fast thinking. The job of the search advocate is to slow everything down, she says, so that people have time to think carefully.

At one point, Ms. Gillies flashes a series of grids on the screens around the room, outlining a detailed matrix against which a hypothetical search committee can measure each candidate's experience, credentials, and skills. By taking a methodical approach, she says, members are less likely to use superficial reasons for rejecting or advancing applicants.

"It's a messy process, it's difficult, it takes time," she says. "That's what a search is."

A 2008 report, "Breakthrough Advances in Faculty Diversity," by the academic-consulting firm EAB, concluded that many diversity efforts falter because colleges fail to drive a sense of ownership down into academic units. The report's recommendations for senior leaders echo those being tried by a number of colleges today: Engage faculty members, share data on how peer institutions are performing, prime the pump by creating networks of potential candidates, review the diversity of candidate pools as searches progress, and be prepared to respond to red flags.

"One of the things I've realized is it really doesn't seem to happen on its own," says Lee C. Bollinger, president of Columbia University, who has long led campus-diversity efforts. "Everybody says to themselves, We really want to have more diverse faculty, we think it's good for a variety of reasons ... and the fact is, very little happens. You have to wonder what it is that leads to that."

Mr. Bollinger and his former provost, Claude Steele, determined that the search process had to be more closely examined after they saw how "certain patterns and practices and outlooks and perspectives that people have lead to a replication of existing characteristics," Mr. Bollinger says. That's true not just of racial, gender, and ethnic diversity, he says, but of intellectual diversity as well. "You have to break down a lot of things about your thinking, and that turns out not to be an easy process for people - and it may be even harder for many people in the academy."

Columbia last year added \$33 million to \$30-million faculty-diversity efforts, including expanding pipeline programs into the professoriate and improving support systems for diversity in hiring.

The Faculty of Arts & Sciences, for example, recruited Susan Drange Lee from the University of California at Los Angeles as director of faculty development and diversity. She will work committee by committee, she says, to provide research and data to improve searches. That includes comparing the composition of applicant pools with national data that show the available number of candidates in a given field. At UCLA, she says, "that alone was very eye-opening for many, if not most, of the faculty."

Rethinking the search process helps dismantle the add-on approach to diversity that has plagued academic hiring for so long, says Mary B. James, dean for institutional diversity and a professor of physics at Reed College. "A lot of search committees still think of diversity as this little pebble, and the 'real criteria' are separate," she says. "It's an extra thing you add at the end. When do I put the pebble on the scale? How big is the pebble if it's race? If it's gender?"

How to Do a Better Job of Searching for Diversity

If colleges instead begin conversations about hiring long in advance of when positions come open, says Ms. James, not only will they start building networks of potential recruits, but they'll also be forward-thinking in their outlook. She works with search committees to develop a process similar to what Ms. Gillies recommends at Oregon State: Discuss your discipline's future, recruit widely, and agree on what you're measuring before you open up that first application. "It's the act of doing it that really changes you," she says.

Renee Baker, executive director for faculty recruitment at the Rochester Institute of Technology, says campuswide search training and monitoring is critical to success. "If you don't build the culture and prepare them for the people you're bringing in, you're going to have a revolving door" with minority hires, she says. "We have to deal with climate, repeatedly."

Job candidates say they can tell the difference. In every interview on six campuses, Matthew Anderson, an assistant professor in the department of microbiology at Ohio State University, gauged the institution's interest in diversity. His Eastern Cherokee heritage may not directly affect his research, he says, but he wanted to work in a place that welcomed him.

The search committee at Ohio State "did an amazing job" of introducing him to people involved in Native American issues, which enabled him to envision what it would be like to work there. The search committee at a similarly ranked campus, which he declines to name, deflected his questions on diversity and cultural life, telling him at one point that it didn't have time to fit that into his schedule. Ohio State isn't particularly diverse, he notes, but the openness he found signaled to him that it wanted to change. "Not only did they acknowledge it's part of who I am," he says, "it's part of what I do."

At Oregon State, search advocates are usually placed on committees in departments outside their professional fields, allowing them the freedom to ask a lot of questions. What are the emerging fields in a particular discipline? That opens the door for candidates whose research and teaching reflect America's changing interests and demographics. Can the job ad be written broadly and with a minimum of required qualifications? That can attract unconventional applicants, such as those who came up through the community-college system or transitioned from nonacademic careers. Do the venues where the department normally advertises attract a diverse set of scholars? That encourages faculty members to tap their professional networks and create new ones.

Denise Lach, director of the university's School of Public Policy and a search advocate, says that, for the most part, people enjoy being challenged. "You start with the job description," she says, "and try to take out hot-button words or words that look like code."

One search committee, for example, wanted candidates who had secured a particular kind of grant. Ms. Lach asked who typically gets that kind of financing. "So what it means is that they had a good mentor who is connected to the funding agency and is also a good grant writer," she says of the conversation that followed. "They were talking about it and started to realize that what they were doing was privileging the people who had already been privileged in their graduate program." The committee ended up writing a more general statement, in which candidates could reflect their resourcefulness in a variety of ways.

Oregon State is one of a growing number of colleges that ask applicants to demonstrate their own commitment to diversity and inclusion. But that can present a challenge. Linda Bruslind, a senior instructor in the department of microbiology, nods knowingly when Ms. Gillies says many candidates still ignore that requirement. Is it because they don't understand the request, Ms. Bruslind wonders, or that they don't take it seriously? She recalls one applicant's saying that the fact that he had moved the date of a department potluck dinner after he learned that it fell on a colleague's religious holiday showed he was committed to diversity.

Another challenge, search advocates say, is to get committees to think beyond past performance, toward future possibilities. "Invariably I see search committees have the problem of, Well, we have a recent Ph.D. with three publications compared to an associate professor with 30 publications. And they can't get beyond that," says Dan Edge, associate dean of the College of Agricultural Sciences. "You really need to focus on trying to glean the potential as opposed to what people have actually done. That's a tough one."

How to Do a Better Job of Searching for Diversity

Still, Ms. Bruslind and other faculty members say they're seeing a culture shift. Part of that is Oregon State's increased commitment to hiring people interested in supporting diversity. And part of that is generational. Younger faculty members have come of age in a more diverse environment and are often quicker to understand why it's an important conversation to have with candidates. Seeking new hires who contribute to diversity, advocates say, also forces departments to reflect on their own actions.

"As we start the conversation about who we hire, it changes the conversation about who we are," says Ms. Lach. "How come we're not doing the kind of outreach to underrepresented communities that we expect new hires to do? In that way, we're training ourselves how to become better teachers, better mentors, better grant writers."

The university's work shows signs of paying off, with the number of members of underrepresented groups inching upward across the campus. About 15 percent of assistant professors come from underrepresented groups, compared with 9 percent of associate professors and 5 percent of full professors.

"The hardest part," says Mr. Ashford, dean of the engineering school, "is the constant involvement to enable this process to be successful. It takes the committee members, it takes the faculty to help recruit, it takes the school head to be engaged in the search. It takes me as the dean to be engaged in the search."

One chair, he says, was removed when he didn't go through search-advocacy training. A search was rejected because the committee hadn't asked candidates to submit diversity statements. Mr. Ashford, who recently appointed an associate dean for faculty advancement to help with this work, says that while diversifying the faculty has been a slow process, he's convinced that his college has become a more welcoming place.

Ingrid Arocho, a new assistant professor of civil and construction engineering, agrees. During her telephone interview, she says, "it was really obvious they cared about it."

"It wasn't enough for me to say I love diversity because I am diverse," says Ms. Arocho, who is from Puerto Rico. Instead, she talked about how it was important to encourage students to see that construction careers were possible for women and minorities. During her on-campus interviews, the search committee introduced her to professors and staff members from different backgrounds. The experience persuaded her that she'd fit in.

Now that she's begun participating in faculty searches, she sees what it's like on the other side of the table. If committee members want to reject a candidate, for example, they must clearly state why. "You can't go with, 'I don't feel it's the right person.' You have to justify it," she says. "Even though that sounds small, sometimes that's what you need to be open to someone who looks different."

Beth McMurtrie writes about campus culture, among other things. Follow her on Twitter [@bethmcmurtrie](https://twitter.com/bethmcmurtrie), or email her at beth.mcmurtrie@chronicle.com

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Ralph Lyhus for The Chronicle

How to Do a Better Job of Searching for Diversity 4

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**Wednesday, March 3, 2021
5:00 p.m. or immediately following
previous meeting**

**Kilcawley Center
Chestnut Room**

AGENDA

- A. Disposition of Minutes**
- B. Old Business**
- C. Committee Items**
 - 1. Executive Discussion Item**
 - a. Presidential Goals**
 - 2. Executive Action Item**
 - a. Presidential Employment Contract**
- D. New Business**
- E. Adjournment**