



Board of Trustees Meeting Minutes

Committee Meetings, March 1, 2023, 10:00 a.m., Trustees Meeting Room, Tod Hall
(Resolutions, Supporting Documents and Background Materials in Appendix)

Attendance

Members Present:

Julie Centofanti, Charles T. George, John R Jakubek, Joseph J. Kerola (virtual attendance), Elsa Khan, Laura Lyden, Anita A. Hackstedde, Michael A. Peterson, Sergul Erzurum, Molly S. Seals (virtual from Hawaii), Eric Spiegel. Allen L. Ryan Jr. was absent.

I. MEETING SCHEDULE AND COMMITTEE LISTING

Board of Trustees Meeting Schedule March 1 and 2, 2023, and Board of Trustees Committee Membership List

II. INTERCOLLEGIATE ATHLETICS COMMITTEE

Joseph J. Kerola, Chair

Michael A. Peterson, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the committee's previous meeting(s) were provided to Trustees prior to the meeting. Trustees accepted the minutes as provided.

B. Old Business

No Old Business

C. Committee Items

1. Intercollegiate Athletics Discussion Items

a. Overview of Athletics Personnel Actions. Ron Strollo, executive director of Intercollegiate Athletics, reported on several personnel actions, including two separations, one salary adjustment, two reclassifications and three multi-year appointments (men's and women's head basketball coach and head football coach).

b. Report on the Educational Outcomes of Student Athletes. Rebecca Fink, senior associate athletics director, reported on various metrics on the educational outcomes of student athletes. The report showed a 62 percent graduation rate for YSU athletes in 2022, compared with 43 percent for the general YSU student population. By comparison, overall student athlete graduation rate in the Horizon League is 69 percent and in the Missouri Valley Football Conference is 68 percent. In addition, Jaysen Spencer, director of Athletic Academic Services, reported that YSU student athletes earned a 3.42 average grade point average in Fall 2022, including 134 students with 4.0 GPAs and 81 percent with GPAs above 3.0.

c. Report on the Academic Progress Rate (APR) Figures

- d. Report on the Average Cumulative GPA's by Term
- e. Report on the Number of Athletes by Academic Major. Chet Cooper, YSU faculty athletic representative, presented a report breaking down the academic majors of student athletes. The report shows that the Williamson College of Business Administration enrolls the largest number of student athletes with 159, followed by the Bitonte College of Health and Human Services with 118.
- f. Proposed Activities of the Faculty Athletic Representative, Including the Possibility of a Second Faculty Athletics Representative Given the Additional Teams and Fulfilling Responsibilities. Dr. Cooper noted that the NCAA requires each institution to appoint a faculty member as a liaison between Athletics and Academics. Cooper, a professor of Biological Sciences who has fulfilled that liaison role since 2010, presented to the board a formal job description for the position. Cooper also told trustees that, given the growth of YSU Athletics, the university should consider adding a second faculty athletic rep sometime in the future.
- g. Update on NCAA Transformation Committee Final Report, by Ross Miltner.

- 2. Background Materials
 - a. No background materials

D. New Business

No New Business

E. Adjournment

III. INVESTMENT COMMITTEE

Allen L. Ryan, Jr., Chair (absent)
Charles T. George, Vice Chair
All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the committee's previous meeting(s) were provided to Trustees. Trustees accepted the minutes as provided.

B. Old Business

No Old Business

C. Committee Items

1. Investment Discussion Item

- a.** Annual Disclosure of Trustee Relationships with University-Affiliated Financial Institutions
- b.** March 1, 2023 Quarterly Portfolio Asset Allocation and Investment Performance Review

2. Investment Action Items

- a.** Resolution to Approve an Outsourced Chief Investment Officer Investment Strategy. John Colla of Clearstead, the university's investment advisor, noted that the investment structure that exists today between Clearstead and YSU is considered non-discretionary. Under the resolution, that would change to an OCIO, which he said will allow Clearstead to act more nimbly, rebalancing the university's portfolio and entering into new investment strategies when the firm believes is optimal, rather than waiting until the next board meeting for approval. Neal McNally, vice president for Finance and Business Operations, agreed that this action will lessen the university's risk exposure.
- b.** Resolution to Approve the Addition of an Investment Manager for the Non-Endowed Long-Term Investment Pool. The resolution approves the addition of a \$2.75 million commitment to the Apollo Infrastructure Opportunities Fund III and the addition of Apollo as an investment manager.
- c.** Resolution to Approve Clearstead's Recommendation to Rebalance the Non-Endowment Long-Term Investment Pool. The recommendation includes moving \$1 million out of equity funds into short term fixed funds.

Neil McNally, vice president for Facilities and Business Operations, noted that adjustments included in the resolutions are within the criteria the board has in place to guide the management of the university's investment portfolio.

On a roll call vote, the committee unanimously approved all three resolutions.

2. Background Materials

- a.** No background materials

D. New Business

No New Business

E. Adjournment

IV. AUDIT SUBCOMMITTEE

Michael A. Peterson, Chair
Molly S. Seals, Vice Chair
Laura A. Lyden
Anita A. Hackstedde
Joseph J. Kerola

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the subcommittee's previous meeting(s) were provided to Trustees prior to the meeting. Trustees accepted the minutes as provided.

B. Old Business

No Old Business

C. Committee Items

1. Audit Discussion Items

- a.** Anonymous Reporting Hotline Stats Update by Michelle DiLullo, staff auditor.
- b.** FY23 Second Quarter Internal Audit Plan Update (DiLullo)
- c.** Audit Matrix Open Audit Recommendations Update (DiLullo)
- d.** Update on Enterprise Risk Management. Julie Gentile, director of Environmental and Occupational Health and Safety, updated the board on Enterprise Risk Management, including two insurance claims: \$325,000 in damage to six buildings on campus due to winter storms Dec. 24-26, and a fire at Ward Beecher Planetarium with losses estimated at \$400,000 minimum. Estimated time of repair is six to eight months.
- e.** Sunshine Law Star Rating for FY22. McNally reported that, for the third consecutive year, YSU was awarded the "highest achievement in open and transparent government" by the Ohio Auditor of State.
- f.** NCAA Agreed Upon Procedures Report, FY 2022 (McNally)
- g.** WYSU-FM Radio Station Audit, FY 2022 (McNally)

2. Background Materials

- a.** No background materials

D. New Business

No New Business

E. Adjournment

V. FINANCE AND FACILITIES COMMITTEE

Michael A. Peterson, Chair

Allen L. Ryan, Jr., Vice Chair

All Trustees are Members

" Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the Committee's previous meeting(s) were provided to Trustees prior to the meeting. Trustees accepted the minutes as provided.

Old Business

No Old Business

\$ Committee Items

Finance and Facilities Consent and Action Items

B Resolution to Modify Purchasing Policy, 3356-3-01.

The resolution was updated to allow for exceptions when consistent with the university's diversity goals.

C Resolution to Modify Acceptable Use of University Technology Resources Policy, 3356-4-09

Jim Yukech, associate vice president and chief information officer, reviewed the policy changes that limit TikTok and other social media platforms that harvest device and/or network data to designated devices and bans use of the platforms on university-owned devices that comingle data. Trustee Mike Peterson applauded the change. "I don't believe people understand how dangerous TikTok is," he said.

D Resolution to Approve an Increase to the International Application Fee

No resolutions were requested to be considered separately from consent, thus all three resolutions were moved to the consent agenda and approved unanimously by roll call vote.

2. Finance and Facilities Discussion Items

a. Quarterly Update on the FY 2023 Operating Budget

McNally said the budget plan is tracking on or better than projected in most categories of revenues and expenses, and in total. He cautioned, however, that "unlike last year, when we ended FY 2022 with a carry-forward balance of \$6.5 million, this year's budget will be much closer to break-even, which of course is more in-line with the expected financial performance of most public entities, and especially state universities." He added: "So this is a mixed report because on one hand it signals good news, which is that our budget plan for the current fiscal year is on track. But this report also tells us that a major budget strategy that we have in place now—that is, using prior year carryforward funds to balance this year's budget—that option won't be available to us next fiscal year."

b. FY2024 Budget Planning

McNally also reported on budget planning for FY 2024. Noting that "student enrollment is the single most important variable when planning a university budget," McNally presented a chart that shows YSU's enrollment levels are projected to continue declining over the next several years. As a result, the budget planning "outlook over the next several years" will be a "difficult and sometimes painful exercise" for YSU and similar universities across Ohio and the nation. "We're going to need to be more aggressive at trimming expenses because revenues will not be enough to support current levels of operations," he said.

c. Planning and Construction Projects Update

John Hyden, associate vice president of University Facilities, presented a report on YSU capital projects, including utility distribution upgrades/expansion, Watson Team Center, Stambaugh Classroom/Beeghly Physical Therapy and Maag Library Learning Commons.

d. IT Update

Jim Yukech, associate vice president and chief information officer, provided an update on Information Technology Services. Among other things, the report showed a 94 percent satisfaction rating on ITS' responses to service requests submitted through tickets. It also showed that the number of service tickets concerning WiFi has declined by two-thirds, with a WiFi "uptime" of 99.4 percent. . Yukech attributed part of that success to the strategic use of federal COVID relief funding, much of which was used to support WiFi and other technology enhancements on campus.

e. Report of Audit Subcommittee

Subcommittee Chair Peterson reported on discussions and activities of the Subcommittee's meeting earlier in the day.

4. Background Materials

- a. Reportable Budget and Interfund Transfers for the Quarter Ending December 31, 2022**
- b. Second Quarter Diversity and EDGE Spend Report**

D. New Business

No New Business

E. Adjournment

VI. Break for Lunch

VII. GOVERNANCE COMMITTEE

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

A. Disposition of the Minutes for the Previous Meeting

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B. Old Business

No Old Business

C. Committee Items

1. Governance Action Items

There are no Action Items

2. Governance Discussion Items

a. Updating the Plan for Strategic Actions to Take Charge of Our Future, presented by Mike Sherman, vice president for Student Affairs, Institutional Effectiveness and Board Professional

b. Overview 2022 IPEDS Feedback Report including Board-level Key Performance Indicators. Sherman said that among the findings: YSU is more selective than comparable peer institutions, its net price is lower, its six-year graduation rate of 47 percent is roughly equivalent to the 48 percent of peer institutions, it receives proportionally less state funding, and its average faculty salaries are slightly lower. He indicated there are other ways to consider compensation that must be considered when making decisions regarding faculty pay. Sherman presented information on board-level key performance indicators, including enrollment, faculty headcounts, degrees awarded and graduation rates.

c. States with the Most Colleges and Universities. Sherman provided information about states with the largest number of bachelor's degree-granting, public or not-for-profit institutions (Ohio ranks fifth with 104). Additional analysis associated with the number of 18- to 24-year-olds indicates there is much competition amongst institutions for such a population, he reported.

d. Nomination of Officers of the Board of Trustees for 2023-2024. Chair Jakubek said nominees for chair include trustees Peterson and Molly Seals; for vice chair, trustee Chuck George; and for secretary, trustee Anita Hackstedde. He said the election of officers will take place at the board's June meeting.

e. Trustees Conference, March 8, 2023, from 10:30 a.m. to noon (Virtual)

D. New Business

The board nominated Jocelyne Kollay Linsalata as a global/national member of the YSU Board of Trustees. Linsalata is a native of Youngstown, a two-time YSU graduate, a member and former chair of the YSU Foundation, chair of the Foundation's "We See Tomorrow" campaign, recipient of YSU's Friend of the University Award, and recipient of the Williamson College of Business Administration's Outstanding Alumni Service Award.

E. Background Materials

1. Talking points for YSU Florida event 2023

F. Adjournment

VIII. ACADEMIC EXCELLENCE AND STUDENT SUCCESS COMMITTEE

Molly S. Seals, Chair

Joseph J. Keroloa, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the Committee's previous meeting(s) were provided to Trustees prior to the meeting. Trustees accepted the minutes as provided.

B. Old Business

No Old Business

C. Committee Items

1. Academic Excellence and Student Success Action Items

- a. Resolution to Approve Religious Accommodations of Students Policy, 3356-8-09

Moved by Trustee Kerola, seconded by Trustee Peterson and unanimously approved by roll call vote.

2. Academic Excellence and Student Success Discussion Items

- a. Academic Program Enhancement and Effectiveness Including College-level KPIs Linked to College-level Plans for Strategic Actions. Brien N. Smith, provost and vice president for Academic Affairs, presented the board with 30 university performance metrics and examples of strategies that can be implemented to meet those metrics.

- b. General Education Transformation. Jennifer Pintar, vice provost, reported on continuing efforts by the administration and Academic Senate to transform the university's general education requirements.

- c. Academic Senate Update. Martha Pallante, chair of Academic Senate, updated the board on the Senate's activities, including the development of new general education requirements and ongoing discussions of post-COVID 19 classroom management practices. She also thanked Interim President Helen Lafferty for attending the Senate's February meeting.

3. Background Materials

- a. Office of Research Services Quarterly Report
- b. Current Accreditation Activity
- c. Academic Programs Update
- d. Sabbatical and Faculty Improvement Leaves for AY 2023-2024
- e. Research Professorship List
- f. Ad Hoc "Design Committee" of the Academic Senate

D. New Business

No New Business

E. Adjournment

IX. INSTITUTIONAL ENGAGEMENT COMMITTEE

Allen L. Ryan, Jr., Chair BCTFOU
Anita A. Hackstedde, Vice Chair
All Trustees are Members

" Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the \$committee's meeting(T were provided to Trustees prior to the meeting. Trustees accepted the minutes as provided.

Old Business

No Old Business

\$ Committee Items

1. Institutional Engagement Discussion Items

- a. Youngstown State University Foundation Quarterly Report. Heather Chunn, vice president, and Paul McFadden, president, reported that the YSU Foundation received \$6.4 million in gifts and pledges in the first two quarters of fiscal year 2023, down from \$12.3 million in the same period in 2022. McFadden also reported, however, that the Foundation received \$7.5 million in just the last two months, driven by the campaign for the new Zoldan Family Student Center Campaign. "It has really generated a lot of excitement," he said. Chunn also reported that the Foundation has hired four new staff members since November, with one more coming on board in March. The Foundation had four staff members in 2014, and now has 20.
- b. YSU Enrollment Optimization Actions: Increasing the Size and Strength of the Enrollment Funnel. A team of individuals made a presentation on the university's continuing efforts to optimize enrollment and increase the size and strength of the enrollment funnel. Presenters included Elaine Ruse, Christine Hubert, Nate Myers, Tysa Egleton, Amy Cossentino, Joy Polkabla Byers, Ross Morrone, Sal Sanders and Jennifer Pintar. Ruse reported that applications, admissions and the number of students registered already for orientation are all up for Fall 2023. Hubert reported that YSU recruiters attended 383 high school events and more than 100 college fairs this past Fall. She said applications from high school students for YSU's College Credit Plus program are also on the rise and represent a great recruitment opportunity for YSU. Cossentino reported on various initiatives of the Sokolov Honors College, including increased efforts to build closer relationships with high school students. Egleton focused on efforts to get students who have been out of school for more than a year to readmit to the university. Myers presented information showing international student enrollment up significantly, from 340 in Fall 2021 to 668 this Spring semester. "We're still very early in this growth curve," he added. Polkabla Byers reported on residence hall occupancy. She said the number of students living in university residence halls has always dropped by about 50 students between Fall and Spring semesters. This year, the number actually increased by nearly 50 this Spring semester. Pintar presented a chart showing a dramatic increase in online enrollment, from 400 in Fall 2020 to 1,171 this

past Fall semester, since YSU engaged with Academic Partnerships to recruit online students. Sanders shared a chart showing graduate student enrollment on the upswing as well, from 1,149 in Fall 2019 to 2,152 this past Fall semester. And Morrone talked about Marketing and Communications opportunities and initiatives to drive YSU from a regional university towards possibly a national university.

D. New Business

No New Business

E. Adjournment

X. WORKFORCE EDUCATION AND INNOVATION COMMITTEE

Chuck T. George, Chair
Laura A. Lyden, Vice Chair
All Trustees are Members

A. Disposition of the Minutes

This is the first meeting of this new Committee, so there are no minutes of previous meetings.

B. Old Business

No Old Business

C. Committee Items

1. Workforce Education and Innovation Discussion Items

a. Division of Workforce Education and Innovation Overview. Jennifer Oddo, vice president of Workforce Education and Innovation, provided an update on the division, including the organizational structure, financials, key projects and metrics. She introduced David Janofa, newly appointed associate vice president for Regional Operations, overseeing the Excellence Training Center at Kohli Hall, the IT Workforce Accelerator, Williamson Innovation Park, the Data Mine and Workforce Partnerships and Programs. Also included in the division are the National EV Training and Innovation Center and the Tressel Institute for Leadership and Teamwork.

2. Background Materials

a. No material this quarter.

D. New Business

No New Business

E. Adjournment

XI. UNIVERSITY AFFAIRS COMMITTEE

Anita A. Hackstedde, Chair

Charles T. George, Vice Chair

All Trustees are Members

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the Committee's previous meeting(s) were provided to Trustees prior to the meeting. Trustees accepted the minutes as provided.

B. Old Business

No Old Business

C. Committee Items

1. University Affairs Consent Items

- a.** Resolution to Modify Civic Leave with Pay, Excluded Professional/Administrative and Excluded Classified Staff Policy, 3356-7-11
- b.** Resolution to Modify Unscheduled Leave Policy, 3356-7-16
- c.** Resolution to Modify Distinguished Service Awards, Full-time Excluded Professional/ Administrative Employees and Full-time Excluded Classified Employees Policy, 3356-7-27
- d.** Resolution to Modify President's Leadership Merit Awards Policy, 3356-7-28

The resolutions were approved unanimously by roll call vote.

2. University Affairs Action Items

- a.** Resolution to Modify Employee Health Insurance Programs Policy, 3356-7-22
- b.** Resolution to Ratify Personnel Appointments - Faculty and P/A Staff, including Athletics - Faculty (six separations, two appointments, two position adjustments) and Professional Administrative (11 separations, nine appointments, five reclassifications/ position adjustments, seven promotions, six salary adjustments and one transfer).

No resolutions were requested to be considered separate from the consent agenda, thus after being considered, they were approved unanimously by roll call vote.

3. University Affairs Discussion Items

- a.** Affirmative Action Plan (Dana Lantz, director, Equal Opportunity and Policy Compliance)
- b.** Support Area Assessment: International Programs. Nate Myers, associate provost for International and Global Initiatives, provided a Support Area Assessment on the International Programs Office, including information on international enrollment, study abroad, English as a Second Language, international cultural activities and events, and collaboration with the Office of Diversity, Equity and Inclusion.

c. Support Area Assessment: Registrar. Jeanne Herman, associate vice president for Institutional Effectiveness, and Tysa Egletton, interim University Registrar, provided a Support Area Assessment on the Office of the Registrar, which includes Degree Audit and Records, Registration and the Penguin Service Center.

d. Support Area Assessment Schedule

University Affairs Executive Session

a. Litigation, Personnel and Collective Bargaining Update.

b. Executive Session

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

Trustee Seals conducted a roll call vote, and the motion was approved unanimously.

Entered Executive Committee: 4:13 p.m.

Exited Executive Committee: 5:36 p.m.

Background Materials

B Human Resources Update

C Human Resources Update on Position Searches

D Classified Civil Service Personnel Actions

E Report on Search Waivers

F e. Retirement Plan Committee Report of ARP, 403(b) and 457(b)

D. New Business

No New Business

E. Adjournment

XII. EXECUTIVE COMMITTEE

John R. Jakubek, Chair

Charles T. George, Vice Chair Joseph J. Kerola

Anita A. Hackstedde

Molly S. Seals

Michael A. Peterson

Allen L. Ryan, Jr.

A. Disposition of the Minutes for the Previous Meeting

Draft copies of the minutes of the Committee's previous meeting(s) were provided to Trustees prior to the meeting. Trustees accepted the minutes as provided.

B. Old Business

No Old Business

C. Committee Items

1. Executive Committee Discussion Items

Interim President Lafferty provided an update on her first month in office as well as points of pride.

2. Executive Committee Actions Items

No Action Items

D. New Business

No New Business

E. Adjournment



APPENDIX

*YSU Board of Trustees
Committee Meetings*

March 1, 2023

*Resolutions, Supporting
Documents and Background
Materials*



BOARD OF TRUSTEES

Meeting Schedule

Wednesday, March 1, 2023

10:00 a.m.	Intercollegiate Athletics Committee	Board Meeting Room 1st Floor, Tod Hall
10:30 a.m.*	Investment Committee	Board Meeting Room 1st Floor, Tod Hall
11:00 a.m.*	Audit Subcommittee	Board Meeting Room 1st Floor, Tod Hall
11:30 a.m.*	Finance & Facilities Committee	Board Meeting Room 1st Floor, Tod Hall
12:30 p.m.	Lunch	Leaders' Conference Room #236 2nd Floor, Tod Hall
1:00 p.m.*	Governance Committee	Board Meeting Room 1st Floor, Tod Hall
1:45 p.m.*	Academic Excellence and Student Success Committee	Board Meeting Room 1st Floor, Tod Hall
2:30 p.m.*	Institutional Engagement Committee	Board Meeting Room 1st Floor, Tod Hall
3:00 p.m.*	Workforce Education and Innovation Committee	Board Meeting Room 1st Floor, Tod Hall
3:30 p.m.*	University Affairs Committee	Board Meeting Room 1st Floor, Tod Hall
4:30 p.m.*	Executive Committee	Board Meeting Room 1st Floor, Tod Hall

Thursday, March 2, 2023

9:00 a.m.	Ohio Ethics Training	Board Meeting Room 1st Floor, Tod Hall
10:00 a.m.	Board Meeting	Board Meeting Room 1st Floor, Tod Hall



**YOUNGSTOWN STATE UNIVERSITY
BOARD OF TRUSTEES
COMMITTEES**

**John R. Jakubek, Chair
Charles T. George, Vice Chair
Molly S. Seals, Secretary**

2022-2023 STANDING COMMITTEES

**ACADEMIC EXCELLENCE AND
STUDENT SUCCESS COMMITTEE**

Molly S. Seals, Chair
Joseph J. Kerola, Vice Chair
All Trustees are members

FINANCE AND FACILITIES COMMITTEE

Michael A. Peterson, Chair
Allen L. Ryan, Jr., Vice Chair
All Trustees are members

AUDIT SUBCOMMITTEE

Michael A. Peterson, Chair
Molly S. Seals, Vice Chair
Laura A. Lyden
Anita A. Hackstedde
Joseph J. Kerola

INVESTMENT COMMITTEE

Allen L. Ryan, Jr., Chair
Charles T. George, Vice Chair
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INTERCOLLEGIATE ATHLETICS COMMITTEE

Joseph J. Kerola, Chair
Michael A. Peterson, Vice Chair
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INSTITUTIONAL ENGAGEMENT COMMITTEE

Allen L. Ryan, Jr., Chair
Anita A. Hackstedde, Vice Chair
All Trustees are members

**WORKFORCE EDUCATION AND
INNOVATION COMMITTEE**

Charles T. George, Chair
Laura A. Lyden, Vice Chair
All Trustees are members

UNIVERSITY AFFAIRS COMMITTEE

Anita A. Hackstedde, Chair
Charles T. George, Vice Chair
All Trustees are members

GOVERNANCE COMMITTEE

John R. Jakubek, Chair
Charles T. George, Vice Chair
All Trustees are members

EXECUTIVE COMMITTEE

John R. Jakubek, Chair
Charles T. George, Vice Chair
Joseph J. Kerola
Anita A. Hackstedde
Molly S. Seals
Michael A. Peterson
Allen L. Ryan, Jr.



SUMMARY OF PERSONNEL ACTIONS

Athletics Employees

10/16/2022 through 1/15/2023

Separations – 2

- Professional Administrative Excluded – 2

Appointments – 0

Salary Adjustments – 1

- Professional Administrative Externally Funded – 1

Reclassification - 2

- Professional Administrative Excluded – 2

Multi-Year Appointments – 3

- Professional Administrative Excluded – 3

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Binns, Armon	Excluded	Assistant Coach	Football	1/6/2023	1.00	\$ 58,140.00	Resignation
Love, Richard	Excluded	Associate Director	Athletic Ticket Office	12/19/2022	1.00	\$ 76,237.08	Resignation

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Spencer, Jaysen	Externally Funded	Director	Athletic Administration	1/1/2023	1.00	\$ 50,000.00	1.00	\$ 46,588.50

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	FTE	PREVIOUS SALARY
Lesko, Jennifer	Excluded	Assistant Athletics Director Sports Medicine/ Assistant Athletic Trainer	Training Room	10/16/2022	1.00	\$ 62,000.00	1.00	\$ 53,230.17
Morella, Thomas	Excluded	Associate Athletics Director Development / Associate Athletics Director	Ticket Office	1/1/2023	1.00	\$ 71,991.03	1.00	\$ 68,562.89

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
MULTI-YEAR APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Barnes, John	Excluded	Head Coach, Women's Basketball	Basketball - Women's	7/1/2022 - 4/30/2026	1.00	\$ 173,531.00	\$ 170,127.74
Calhoun, Jarrod	Excluded	Head Coach, Men's Basketball	Basketball - Men's	7/1/2022 - 4/30/2026	1.00	\$ 213,848.00	\$ 209,654.34
Phillips, Doug	Excluded	Head Coach, Football	Football	1/5/2023 - 12/31/2026	1.00	\$ 300,000.00	\$ 263,534.58

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGiate ATHLETICS
FOUR-YEAR COHORT STUDENT ATHLETES VS. GENERAL STUDENT BODY GRADUATION RATE
TEN YEAR HISTORY**

ENTERING FRESHMEN CLASS	<u>2022</u> 15-16	<u>2021</u> 14-15	<u>2020</u> 13-14	<u>2019</u> 12-13	<u>2018</u> 11-12	<u>2017</u> 10-11	<u>2016</u> 09-10	<u>2015</u> 08-09	<u>2014</u> 07-08	<u>2013</u> 06-07
YSU STUDENT-ATHLETES	62	59	62	61	60	63	61	64	65	62
YSU GENERAL STUDENTS	43	40	36	33	33	32	32	34	34	35
DIFFERENCE	19	19	26	28	27	31	29	30	31	27

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGiate ATHLETICS
STUDENT ATHLETES VS. GENERAL STUDENT BODY GRADUATION RATE (NON-COHORT)
TEN YEAR HISTORY**

ENTERING FRESHMEN CLASS	<u>2022</u> 15-16	<u>2021</u> 14-15	<u>2020</u> 13-14	<u>2019</u> 12-13	<u>2018</u> 11-12	<u>2017</u> 10-11	<u>2016</u> 09-10	<u>2015</u> 08-09	<u>2014</u> 07-08	<u>2013</u> 06-07
YSU STUDENT-ATHLETES	67	63	64	52	54	72	59	49	65	69
YSU GENERAL STUDENTS	47	48	41	37	35	31	31	33	33	32
DIFFERENCE	20	15	23	15	19	41	28	16	32	37
NCAA REQUIREMENT OF > 13%	13	13	13	13	13	13	13	13	13	13
DIFFERENCE	7	2	10	2	6	28	15	3	19	24
YSU - GSR	79	78	80	81	80	79	79	78	76	74
NCAA REQUIREMENT OF > 90%	90	90	90	90	90	90	90	90	90	90
DIFFERENCE	-11	-12	-10	-9	-10	-11	-11	-12	-14	-16

Note: The above figures represent a four-year cohort. Students must graduate within six years. Therefore, the 2017 figures represent the freshman entering classes of 07-08, 08-09, 09-10, 10-11.

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGiate ATHLETICS
FOUR-YEAR COHORT STUDENT-ATHLETES GRADUATION RATES
TEN YEAR HISTORY**

ENTERING FRESHMEN CLASS	<u>2022</u> 15-16	<u>2021</u> 14-15	<u>2020</u> 13-14	<u>2019</u> 12-13	<u>2018</u> 11-12	<u>2017</u> 10-11	<u>2016</u> 09-10	<u>2015</u> 08-09	<u>2014</u> 07-08	<u>2013</u> 06-07
HORIZON LEAGUE:										
CLEVELAND STATE	67	70	71	71	71	65	62	59	57	57
DETROIT	70	70	73	71	71	70	64	64	66	65
GREEN BAY	72	72	69	67	66	65	68	70	71	74
IUPUI	74	72	67	64	63	62				
MILWAUKEE	71	73	74	67	63	60	56	60	62	66
NORTHERN KENTUCKY	68	67	61	61	63	58	61			
OAKLAND	74	73	73	70	66	62	60	61	60	59
PURDUE FORT WAYNE	62	57								
ROBERT MORRIS	65	64								
UIC	75	74	73	75	75	73	72	70	68	69
WRIGHT STATE	62	61	62	64	64	68	71	66	69	65
YOUNGSTOWN STATE	62	59	62	61	60	63	61	64	65	62
HORIZON LEAGUE AVERAGE	69	68	69	67	66	65	64	64	65	65
NCAA DIVISION I	69	69	69	68	67	67	66	66	65	65
YSU GENERAL STUDENTS	43	40	36	33	33	32	32	34	34	35
HL GENERAL STUDENTS (AVERAGE)	51	51	48	47	46	45	46	47	47	47
YSU S/A'S ABOVE GENERAL STUDENTS	19	19	26	28	27	31	29	30	31	27
HL S/A'S ABOVE GENERAL STUDENTS	18	17	21	20	20	20	18	17	18	18
MISSOURI VALLEY FOOTBALL:										
ILLINOIS STATE	71	73	74	71	69	71	71	71	70	66
INDIANA STATE	58	59	62	57	59	57	55	58	54	57
MISSOURI STATE	74	72	72	66	63	60	61	62	63	65
NORTH DAKOTA	63	64								
NORTH DAKOTA STATE	74	71	70	66	67	66	64	62	64	65
NORTHERN IOWA	74	72	69	69	70	68	66	68	67	70
SOUTH DAKOTA	68	71	71	69	68	67	60	64	60	57
SOUTH DAKOTA STATE	71	70	71	73	73	72	72	73	70	71
SOUTHERN ILLINOIS	66	68	67	69	67	65	66	65	66	64
WESTERN ILLINOIS	62	63	65	63	63	65	63	66	68	65
YOUNGSTOWN STATE	62	59	62	61	60	63	61	64	65	62
MISSOURI VALLEY AVERAGE	68	67	68	66	66	65	64	65	65	64
NCAA DIVISION I	69	69	69	68	67	67	66	66	65	65
FCS	68	69	68	67	66	65	65	64	65	65
YSU GENERAL STUDENTS	43	40	36	33	33	32	32	34	34	35
MVFC GENERAL STUDENTS (AVERAGE)	55	55	53	53	52	53	52	53	53	53
YSU S/A'S ABOVE GENERAL STUDENTS	19	19	26	28	27	31	29	30	31	27
MVFC S/A'S ABOVE GENERAL STUDENTS	13	12	15	13	14	12	12	12	12	11

Source: NCAA Graduation Rates Report

Note: All figures represent the institutional rates. Therefore, the Missouri Valley Football Conference figures are not exclusively the football program figures rather they are the institutional figures.

Note: A cohort is four collective years of data, i.e. the 2019 cohort includes those students entering as freshmen receiving athletic aid in the years 09-10, 10-11, 11-12, 12-13 and who subsequently graduate with a four-year degree within six years of initial enrollment.

Note: Student-Athletes who, as entering freshmen received athletically-related aid, spent their entire athletic career at Youngstown State University (exhausting athletic eligibility), and subsequently graduated with a four-year degree.

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGiate ATHLETICS
FOUR-YEAR COHORT GENERAL STUDENTS GRADUATION RATES
TEN YEAR HISTORY

ENTERING FRESHMEN CLASS	<u>2022</u> 15-16	<u>2021</u> 14-15	<u>2020</u> 13-14	<u>2019</u> 12-13	<u>2018</u> 11-12	<u>2017</u> 10-11	<u>2016</u> 09-10	<u>2015</u> 08-09	<u>2014</u> 07-08	<u>2013</u> 06-07
HORIZON LEAGUE:										
CLEVELAND STATE	48	48	47	46	46	38	36	34	31	30
DETROIT	68	73	66	65	61	60	58	56	56	54
GREEN BAY	42	36	51	50	49	48	49	50	50	52
IUPUI	53	54	49	48	47	46				
MILWAUKEE	46	46	45	45	45	46	45	44	43	42
NORTHERN KENTUCKY	48	48	42	40	38	38	31			
OAKLAND	56	56	51	48	46	45	44	43	42	41
PURDUE FORT WAYNE	39	39								
ROBERT MORRIS	66	69								
UIC	61	63	59	59	59	58	58	57	56	55
WRIGHT STATE	42	43	38	37	37	39	40	40	42	43
YOUNGSTOWN STATE	43	40	36	33	33	32	32	34	34	35
HORIZON LEAGUE AVERAGE	51	51	48	47	46	45	44	45	44	44
NCAA DIVISION I	69	69	67	66	66	65	65	64	64	63
MISSOURI VALLEY FOOTBALL:										
ILLINOIS STATE	68	68	70	71	71	72	72	71	71	70
INDIANA STATE	41	41	40	40	39	40	41	41	42	42
MISSOURI STATE	57	58	55	54	54	54	54	55	54	55
NORTH DAKOTA	59	61								
NORTH DAKOTA STATE	61	62	58	56	56	55	54	54	53	53
NORTHERN IOWA	66	64	66	66	66	66	66	66	67	66
SOUTH DAKOTA	59	60	57	55	53	53	48	51	51	50
SOUTH DAKOTA STATE	58	59	55	55	55	56	56	58	57	56
SOUTHERN ILLINOIS	48	47	47	46	44	44	45	45	46	48
WESTERN ILLINOIS	48	46	50	51	53	54	54	55	56	54
YOUNGSTOWN STATE	43	40	36	33	33	32	32	34	34	35
MISSOURI VALLEY AVERAGE	55	55	53	53	52	53	52	53	53	53
NCAA DIVISION I	69	69	67	66	66	65	65	64	64	63
FCS	63	64	61	60	60	60	58	59	64	63

Source: NCAA Graduation Rates Report

Note: All figures represent the institutional rates. Therefore, the Missouri Valley Football Conference figures are not exclusively the football program figures rather they are the institutional figures.

Note: A cohort is four collective years of data, i.e. the 2018 cohort includes those students entering as freshmen receiving athletic aid in the years 08-09, 09-10, 10-11, 11-12 and who subsequently graduate with a four-year degree within six years of initial enrollment.

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
NCAA GRADUATION SUCCESS RATES
TEN YEAR HISTORY

ENTERING FRESHMEN CLASS	<u>2022</u> 15-16	<u>2021</u> 14-15	<u>2020</u> 13-14	<u>2019</u> 12-13	<u>2018</u> 11-12	<u>2017</u> 10-11	<u>2016</u> 09-10	<u>2015</u> 08-09	<u>2014</u> 07-08	<u>2013</u> 06-07
HORIZON LEAGUE:										
CLEVELAND STATE	88	89	92	95	94	90	86	82	82	82
DETROIT	89	90	91	91	90	90	82	80	81	80
GREEN BAY	92	90	91	92	93	94	96	92	90	91
IUPUI	92	92	91	90	89	86				
MILWAUKEE	90	91	89	84	78	74	71	74	76	77
NORTHERN KENTUCKY	84	84	79	78	77	72	76			
OAKLAND	88	90	90	87	84	82	80	80	80	81
PURDUE FORT WAYNE	83	80								
ROBERT MORRIS	88	86								
UIC	93	91	89	88	84	83	82	82	83	82
WRIGHT STATE	87	87	86	87	84	87	88	79	79	75
YOUNGSTOWN STATE	79	78	80	81	80	79	79	78	76	74
HORIZON LEAGUE AVERAGE	88	87	88	87	85	84	82	81	81	80
NCAA DIVISION I	89	89	90	88	87	86	84	83	82	81
MISSOURI VALLEY FOOTBALL:										
ILLINOIS STATE	90	90	91	90	88	88	88	87	87	84
INDIANA STATE	82	82	85	84	82	81	74	70	60	62
MISSOURI STATE	89	86	85	83	83	82	81	81	82	82
NORTH DAKOTA	82	82								
NORTH DAKOTA STATE	93	91	88	85	85	85	84	80	82	82
NORTHERN IOWA	91	88	87	87	85	82	80	80	82	84
SOUTH DAKOTA	94	93	92	88	89	86	79	76	74	73
SOUTH DAKOTA STATE	88	86	86	86	85	83	82	83	81	83
SOUTHERN ILLINOIS	88	90	89	90	86	83	81	78	80	79
WESTERN ILLINOIS	84	85	86	86	86	84	79	78	77	76
YOUNGSTOWN STATE	79	78	80	81	80	79	79	78	76	74
MISSOURI VALLEY AVERAGE	87	86	87	86	85	83	81	79	78	78
NCAA DIVISION I	89	89	90	88	87	86	84	83	82	81
FCS	88	88	88	87	76	74	73	71	72	68

Source: NCAA Graduation Success Rates Report

How does it differ from the Federal Graduation Rate?:

The NCAA developed its Graduation Success Rate (GSR) in response to criticism that the Federal Graduation Rate (FGR) understates the academic success of athletes because the FGR method does not take into account two important factors in college athletics:

- When student-athletes transfer FROM an institution before graduating and is in good academic standing (perhaps to transfer to another institution for more playing time, different major, or to go pro); and
- Those student-athletes who transfer TO an institution (e.g. from a community college or another 4-year college) and earn a degree.

The Federal Graduation Rate (FGR) treats transfers as nongraduates for the original institution the student-athlete attended, even if that student-athlete later graduates from another institution. Also, the FGR does not include that student-athlete in the graduation rates at the new institution where he/she does graduate. Therefore, once a student-athlete transfers to another school he/she is no longer recognized in the calculated graduation rate. The GSR takes into accounts both factors and gives credit to institutions for successful transfers, whether they are leaving or entering an institution.

Note: All figures represent the institutional rates. Therefore, the Missouri Valley Football Conference figures are not exclusively the football program figures rather they are the institutional figures.

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
SPORT BY SPORT
ACADEMIC PROGRESS RATE (APR)**

	2020-21 NCAA AVERAGE	2021-22				2020-21				2019-20				2018-19			
		POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR												
BASEBALL	977	95	97	979	983	102	103	990	981	106	109	972	973	101	103	981	980
MEN'S BASKETBALL	966	52	53	981	975	48	48	1000	948	46	51	902	938	48	48	1000	958
MEN'S CROSS COUNTRY	982	62	65	954	970	56	56	1000	977	31	34	912	949	44	44	1000	970
FOOTBALL	959	270	278	971	944	292	305	957	946	307	337	911	949	325	345	942	956
MEN'S GOLF	987	38	38	1000	1000	36	36	1000	1007	32	32	1000	977	34	34	1000	979
MEN'S SWIMMING	983	70	72	972	972	54	56	964	972	16	16	1000	1000				
MEN'S TENNIS	983	36	36	1000	976	28	30	933	958	26	26	1000	957	31	32	969	939
MEN'S TRACK	974	148	155	955	964	145	151	960	971	151	153	987	961	143	150	953	953
WOMEN'S BASKETBALL	983	55	55	1000	987	53	56	946	982	59	59	1000	991	55	55	1000	990
BOWLING	983	36	36	1000	1000	32	32	1000	1000	39	39	1000	982	24	24	1000	971
WOMEN'S CROSS COUNTRY	989	65	65	1000	996	67	68	985	990	44	44	1000	994	48	48	1000	987
WOMEN'S GOLF	992	43	44	977	988	44	44	1000	979	40	40	1000	977	31	32	969	976
LACROSSE	994	112	113	991	995	74	74	1000	1000								
SOCCER	990	115	116	991	986	116	117	991	980	98	99	990	964	87	91	956	957
SOFTBALL	986	81	81	1000	988	91	92	989	984	78	82	951	984	72	72	1000	993
WOMEN'S SWIMMING	993	97	98	990	989	93	93	1000	988	81	83	976	986	90	91	989	991
WOMEN'S TENNIS	991	25	25	1000	991	32	32	1000	991	26	26	1000	973	28	29	966	973
WOMEN'S TRACK	984	177	184	962	982	180	181	994	986	164	166	988	978	176	180	978	965
VOLLEYBALL	988	46	46	1000	1000	46	46	1000	984	40	40	1000	973	50	49	1000	970
INSTITUTIONAL APR	983		985	983		985	980			977	972			983	971		

- The APR, holds institutions accountable for the academic progress of their student-athletes through a team-based metric that accounts for the eligibility and retention of each student-athlete for each academic term.
- The APR is calculated as follows:
 - Each student receiving athletically related financial aid earns 1 point for staying in school (retention) & 1 point for being academically eligible (retention)
 - the 2 factors research identifies as best indicators of graduation.
 - A team's total points are divided by points possible and then multiplied by 1,000 to equal the team's Academic Progress Rate.
 - In addition to a team's current-year APR, its rolling four-year APR is also used to determine accountability.
 - Teams must earn a four-year APR of 930 to compete in NCAA Championships.

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
SPORT BY SPORT
ACADEMIC PROGRESS RATE (APR)**

	2020-21 NCAA AVERAGE	2017-18					2016-17					2015-16					2014-15				
		POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR		POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR		POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR		
BASEBALL	977	106	108	981	988	77	81	951	976	103	103	1000	980	116	115	1009	965				
MEN'S BASKETBALL	966	42	47	894	947	45	47	957	963	46	47	979	975	44	46	957	980				
MEN'S CROSS COUNTRY	982	39	40	975	970	36	40	900	968	40	40	1000	979	44	44	1000	977				
FOOTBALL	959	318	326	975	945	305	315	968	938	307	327	939	937	265	297	892	935				
MEN'S GOLF	987	33	32	1031	979	30	34	882	972	40	40	1000	1000	36	36	1000	993				
MEN'S SWIMMING	983																				
MEN'S TENNIS	983	29	31	935	946	25	27	926	939	23	25	920	963	45	46	978	972				
MEN'S TRACK	974	130	132	985	961	116	127	913	950	113	118	958	943	114	115	991	939				
WOMEN'S BASKETBALL	983	53	54	981	990	54	55	982	985	46	46	1000	981	43	43	1000	972				
BOWLING	983	24	24	1000	957	20	22	909	909												
WOMEN'S CROSS COUNTRY	989	33	34	971	985	32	32	1000	980	38	39	974	974	30	30	1000	978				
WOMEN'S GOLF	992	25	27	926	984	33	33	1000	993	32	32	1000	993	36	36	1000	1000				
LACROSSE	994																				
SOCcer	990	84	86	977	961	101	108	935	962	108	112	964	976	101	104	971	980				
SOFTBALL	986	72	72	1000	993	78	79	987	983	67	68	985	976	74	74	1000	977				
WOMEN'S SWIMMING	993	77	78	987	991	93	94	989	994	80	80	1000	1000	63	64	984	990				
WOMEN'S TENNIS	991	30	30	1000	981	24	26	923	980	27	27	1000	990	24	24	1000	979				
WOMEN'S TRACK	984	161	164	982	964	135	140	964	960	138	148	932	949	133	136	978	949				
VOLLEYBALL	988	46	50	920	965	46	48	958	980	51	52	981	985	52	52	1000	990				
INSTITUTIONAL APR	983			972	971			950	967			977	975			985	974				

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
SPORT BY SPORT
ACADEMIC PROGRESS RATE (APR)**

	2020-21		2013-14			2012-13			2011-2012			2010-2011					
	NCAA AVERAGE	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR												
BASEBALL	977	108	115	939	944	107	110	973	960	84	90	933	949	87	94	926	961
MEN'S BASKETBALL	966	49	51	961	971	57	57	1000	948	46	46	1000	951	50	54	926	929
MEN'S CROSS COUNTRY	982	29	30	967	932	26	28	929	937	31	31	1000	937	23	28	821	944
FOOTBALL	959	300	316	949	943	295	305	967	932	282	303	931	927	277	300	923	930
MEN'S GOLF	987	34	34	1000	993	36	36	1000	986	43	44	977	986	38	38	1000	976
MEN'S SWIMMING	983																
MEN'S TENNIS	983	30	33	909	960	33	32	1031	982	33	34	971	964	24	26	923	936
MEN'S TRACK	974	90	96	938	916	67	78	859	925	84	89	944	942	95	104	913	952
WOMEN'S BASKETBALL	983	54	56	964	952	64	66	970	955	48	50	960	956	51	56	911	967
BOWLING	983																
WOMEN'S CROSS COUNTRY	989	44	46	957	962	35	36	972	974	24	24	1000	972	22	24	917	966
WOMEN'S GOLF	992	33	34	971	979	38	38	1000	971	35	34	1029	965	31	34	912	964
LACROSSE	994																
SOCCER	990	97	99	980	989	107	108	991	981	90	92	978	974	81	80	1013	966
SOFTBALL	986	69	72	958	977	78	81	963	977	79	80	988	979	76	76	1000	962
WOMEN'S SWIMMING	993	75	75	1000	987	70	69	1014	967	84	87	966	961	82	84	976	960
WOMEN'S TENNIS	991	24	24	1000	952	28	29	966	927	19	20	950	938	29	32	906	950
WOMEN'S TRACK	984	127	131	969	943	106	116	914	936	113	122	926	938	113	118	958	931
VOLLEYBALL	988	49	50	980	990	49	50	980	970	50	50	1000	980	52	52	1000	975
INSTITUTIONAL APR	983			965	962			971	958			972	957			939	954

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
SPORT BY SPORT
ACADEMIC PROGRESS RATE (APR)**

	2020-21					2009-2010					2008-2009					2007-2008					2006-2007				
	NCAA AVERAGE	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR																				
BASEBALL	977	105	105	1000	959	112	117	957	952	108	113	956	946	113	122	926	944								
MEN'S BASKETBALL	966	49	56	875	936	51	50	1021	949	47	52	904	920	43	45	956	915								
MEN'S CROSS COUNTRY	982	24	24	1000	971	26	28	929	973	29	28	1036	967	22	24	917	957								
FOOTBALL	959	261	291	897	922	273	289	945	933	285	303	941	925	268	298	899	931								
MEN'S GOLF	987	27	28	964	951	32	32	1000	967	26	28	929	956	31	34	912	965								
MEN'S SWIMMING	983																								
MEN'S TENNIS	983	22	22	1000	948	29	30	967	947	27	31	871	948	31	32	969	955								
MEN'S TRACK	974	75	76	987	968	88	94	936	953	98	100	980	938	70	72	972	930								
WOMEN'S BASKETBALL	983	47	48	979	986	48	49	980	978	56	56	1000	971	57	58	983	963								
BOWLING	983																								
WOMEN'S CROSS COUNTRY	989	32	32	1000	992	27	28	964	973	32	32	1000	955	30	30	1000	952								
WOMEN'S GOLF	992	30	32	938	986	42	42	1000	986	32	32	1000	969	32	32	1000	970								
LACROSSE	994																								
SOCCER	990	85	90	944	961	84	87	966	958	88	92	957	949	88	90	978	936								
SOFTBALL	986	68	71	958	963	63	65	969	967	75	80	938	963	77	78	987	967								
WOMEN'S SWIMMING	993	84	91	923	957	73	74	986	979	77	80	963	968	58	60	967	965								
WOMEN'S TENNIS	991	25	28	893	967	32	32	1000	992	28	28	1000	983	31	32	969	984								
WOMEN'S TRACK	984	106	112	946	943	108	116	931	955	101	110	918	952	103	104	990	959								
VOLLEYBALL	988	45	50	900	966	49	48	1021	962	53	54	981	945	54	56	964	944								
INSTITUTIONAL APR	983			950	961			973	964			961	953			962	952								

	2020-21 NCAA AVERAGE	2005-2006				2004-2005				2003-2004			
		POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR
BASEBALL	977	101	106	953	950	116	121	959	948	121	128	945	945
MEN'S BASKETBALL	966	46	50	920	904	47	52	904	896	48	54	889	889
MEN'S CROSS COUNTRY	982	32	32	1000	966	33	36	917	952	47	48	979	979
FOOTBALL	959	279	298	936	938	291	316	921	942	289	300	963	963
MEN'S GOLF	987	26	26	1000	975	23	24	958	963	29	30	967	967
MEN'S SWIMMING	983												
MEN'S TENNIS	983	20	20	1000	949	31	32	969	931	23	26	885	885
MEN'S TRACK	974	82	88	932	921	66	76	868	914	73	76	961	961
WOMEN'S BASKETBALL	983	63	66	955	957	59	62	952	958	54	56	964	964
BOWLING	983												
WOMEN'S CROSS COUNTRY	989	22	24	917	938	25	28	893	944	43	44	977	977
WOMEN'S GOLF	992	34	36	944	960	28	30	933	969	34	34	1000	1000
LACROSSE	994												
SOCCER	990	98	104	942	926	74	80	925	916	78	86	907	907
SOFTBALL	986	77	80	963	965	76	80	950	966	65	66	985	985
WOMEN'S SWIMMING	993	70	70	1000	969	70	74	946	955	77	80	963	962
WOMEN'S TENNIS	991	32	32	1000	989	27	28	964	983	32	32	1000	1000
WOMEN'S TRACK	984	111	114	974	949	101	110	918	936	120	126	952	952
VOLLEYBALL	988	46	52	885	944	53	56	946	963	51	52	981	981
INSTITUTIONAL APR	983			958	950			933	946			957	957

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
AVERAGE CUMULATIVE GPA'S BY TERM
FIVE YEAR HISTORY**

SPORT	THREE YEAR AVERAGE	2022-23		2021-22		2020-21		2019-20		2018-19	
		SPRING 2023	FALL 2022	SPRING 2022	FALL 2021	SPRING 2021	FALL 2020	SPRING 2020	FALL 2019	SPRING 2019	FALL 2018
BASEBALL	3.28		3.34	3.20	3.26	3.32	3.27	3.29	3.18	3.23	3.23
MEN'S BASKETBALL	3.21		3.19	3.20	3.40	3.33	3.19	2.95	2.88	2.89	2.78
WOMEN'S BASKETBALL	3.77		3.77	3.74	3.84	3.76	3.76	3.73	3.73	3.74	3.75
MEN'S CROSS COUNTRY	3.17		3.29	3.28	3.13	3.24	3.13	2.96	2.78	3.23	3.16
WOMEN'S CROSS COUNTRY	3.47		3.51	3.46	3.46	3.52	3.41	3.47	3.40	3.38	3.36
FOOTBALL	3.09		3.17	3.17	3.10	3.12	3.06	2.94	2.88	2.81	2.84
MEN'S GOLF	3.50		3.31	3.48	3.59	3.55	3.55	3.53	3.47	3.52	3.52
WOMEN'S GOLF	3.57		3.74	3.54	3.60	3.56	3.54	3.47	3.34	3.43	3.42
LACROSSE	3.53		3.58	3.53	3.50	3.59	3.43				
SOCCEr	3.65		3.59	3.61	3.65	3.71	3.71	3.64	3.56	3.48	3.55
SOFTBALL	3.28		3.45	3.38	3.37	3.23	3.18	3.05	3.03	3.11	3.14
MEN'S SWIMMING	3.52		3.53	3.47	3.51	3.62	3.59	3.41	3.44		
WOMEN'S SWIMMING	3.51		3.57	3.52	3.51	3.52	3.51	3.43	3.34	3.31	3.29
MEN'S TENNIS	3.60		3.65	3.68	3.73	3.61	3.56	3.37	3.25	3.36	3.30
WOMEN'S TENNIS	3.66		3.69	3.66	3.63	3.64	3.70	3.66	3.65	3.55	3.53
MEN'S TRACK	3.10		3.19	3.13	3.16	3.09	2.86	3.15	3.09	3.13	3.14
WOMEN'S TRACK	3.41		3.49	3.41	3.43	3.35	3.34	3.42	3.33	3.36	3.37
VOLLEYBALL	3.60		3.63	3.61	3.62	3.56	3.54	3.65	3.66	3.64	3.62
BOWLING	3.76		3.81	3.84	3.87	3.80	3.78	3.48	3.43	3.19	3.14
ALL STUDENT-ATHLETE'S	3.38		3.42	3.38	3.52	3.38	3.33	3.26	3.20	3.19	3.17
NUMBER OF TEAMS ABOVE 3.0	18.17	0	19	19	19	19	18	15	15	15	15
NUMBER OF S/A'S WITH:											
SEMESTER GPA OF 4.00			134	92	102	111	114	104	64	50	52
SEMESTER GPA ABOVE 3.00			407	347	381	364	384	307	295	246	276
% SEMESTER GPA ABOVE 3.00			81%	74%	73%	76%	77%	76%	68%	62%	67%
CUMULATIVE GPA ABOVE 3.00			420	368	403	379	389	295	293	255	276
% CUMULATIVE GPA ABOVE 3.00			84%	79%	77%	80%	78%	73%	67%	65%	67%

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
FIVE YEAR HISTORY OF ACADEMIC MAJORS

<u>MAJOR</u>	<u>COLLEGE</u>	AS OF FALL SEMESTER				
		<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
Accounting	Business Administration	15	16	8	8	12
Advertising and PR	Business Administration		1			
Allied Health	Health and Human Services					
Anthropology	CLASS	1	1	1	1	1
Art Education	Education					
Art Studio	Creative Arts	3	3		2	3
Athletic Training	Health and Human Services				1	
Biology	STEM	11	10	21	21	22
BS MD	STEM					
Business	Business Administration	87	82	35	50	37
Chemical Engineering	STEM	1	1	1	3	1
Chemistry	STEM	2	2	2	2	2
Civil and Construct Eng	STEM	5	2		1	2
Civil Engineering	STEM	2	5	3	3	1
Clinical Laboratory Sci	Health and Human Services					
Communication Studies	Business Administration	16	15	13	18	13
Computer Information Systems	STEM					
Computer Science	STEM	4	3	1	1	1
Coordinated Program Dietetics	Health and Human Services					3
Counseling	Education	1			1	1
Criminal Justice	Health and Human Services	30	33	26	30	23
Dental Hygiene	Health and Human Services	2	2	5	5	4
Dietics	Health and Human Services	3	2	3	2	
Early Childhood Education	Education		1		1	
Economics	CLASS	5	5	4	3	2
Electric Utili Tech	STEM			1	1	
Electrical Engineering	STEM	3	3	2	3	2
Engineering	STEM	11	14	21	18	16
English	CLASS	2	1	1		
Environmental Studies	STEM	2	4	5	4	3
Exercise Science	Health and Human Services	46	53	59	46	56
Family and Consumer Studies	Health and Human Services					
Finance	Business Administration	10	7	11	8	11
Food and Nutrition	Health and Human Services					
Forensic Science	Health and Human Services	4	6	5	2	5
General Administration	Business Administration			19		2
General Studies	CLASS	53	45	31	30	49
Geography	CLASS	1	1	1		
Geology	CLASS					
Health and Human Services	Health and Human Services	5	2	1	1	1
Health Education	Education	1	2			
History	CLASS	1	1		1	1
Hospitality Management	Health and Human Services	3	5	4	2	
Human Resource Management	Business Administration			1		2
Individual Curriculum Prog	CLASS		3	2	1	
Industrial and Systems Engr	STEM	2	3	2		1
Info & Supply Chain Management	Business Administration					

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
FIVE YEAR HISTORY OF ACADEMIC MAJORS

<u>MAJOR</u>	<u>COLLEGE</u>	AS OF FALL SEMESTER				
		<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
Information Technology	STEM			1		
Information Technology B	STEM	1	2	3	1	4
Integrated Language Arts Educ	Education				2	2
Integrated Math Education	Education	2	1		1	1
Integrated Sciences Education	Education	1	2	2	2	2
Integrated Social Studies Educ	Education	3	2	1	1	1
Intervention Specialist	Education	8	8	8	5	4
Journalism	CLASS	5	3	1		1
Law	CLASS	2	1	1	2	2
Life Sciences Education	Education					
Long Term Care Administration	CLASS					
Management	Business Administration	3	4	15	6	8
Marketing	Business Administration	20	5	3	5	2
Marketing Management	Business Administration	1	17	9	6	5
Mathematics	STEM	3	4	3	2	2
Mechanical Engineering	STEM	13	9	10	5	7
Medical Lab Science	Health and Human Services	1				1
Merch Fashion and Interior	Health and Human Services			3	3	1
Middle Childhood Education	Education	4	4	4	5	3
Music Education	Creative Arts			1		
Music Perf Emphasis Music Record	Creative Arts	2	1			
Natural Science	STEM	8	5	6	6	5
Nursing	Health and Human Services	19	27	27	24	21
Philosophy	CLASS					
Physical Education	Education			2	2	3
Physical Sciences Education	Education					
Physical Therapy	Health and Human Services			1		1
Physics	STEM	5	2	2	1	1
Political Science	CLASS	6	4	4	2	4
Prof Writing and Editing	CLASS			3		
Psychology	CLASS	20	21	19	12	11
Public Health	Health and Human Services	2	4	3	1	
Religious Studies	CLASS					
Respiratory Care	Health and Human Services			1		
Science Pre Education	Education					
Social Services	Health and Human Services					
Social Work	Health and Human Services	3	2	3	3	2
Sociology	CLASS	1		2	1	1
Spanish	CLASS					
Special Education	Education	4	1	2	2	4
Technology	STEM	3	2	2	1	1
Telecommunications	Creative Arts	1	1	6	5	4
Telecomm St. Sprts Broadcast Tr	Business Administration	7	5			
Theatre Studies	Creative Arts			1		
Undetermined	Undetermined	52	47	75	58	49
Total		532	521	510	435	429

**YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
FIVE YEAR HISTORY OF ACADEMIC MAJORS**

<u>MAJOR</u>	<u>COLLEGE</u>	AS OF FALL SEMESTER				
		<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>
Business Administration		159	152	114	101	92
CLASS		97	86	70	53	72
Creative Arts		6	6	7	7	7
Education		24	21	19	22	21
Health and Human Services		118	138	139	121	117
STEM		76	71	86	73	71
Undetermined		52	47	75	58	49
Total		<u>532</u>	<u>521</u>	<u>510</u>	<u>435</u>	<u>429</u>

Youngstown State University
Faculty Athletics Representative (FAR)
Position Summary
DRAFT

Reports to: YSU President*

Job Summary: Represent YSU and its faculty in the university's relationships with the NCAA, the Horizon League, the Missouri Valley Football Conference, and other conferences as appropriate; provide input on athletics policies that affect student-athlete welfare; and serve in an advisory capacity to the President on issues related to the Department of Intercollegiate Athletics. The FAR is one of five recognized individuals authorized to contact the NCAA membership services staff in normal interaction between the NCAA and the university. The role of the FAR is to ensure that the university establishes and maintains the appropriate balance between academics and intercollegiate athletics.

Essential Functions and Responsibilities:

Be involved in the assurance of academic integrity of the athletic program; serve as liaison between athletics, student-athletes and faculty; serve on the Academic Eligibility Committee, attend eligibility meetings, and have signature authority to approve academic eligibility of student-athletes; complete and/or approve various scholarship applications and/or academic awards for student-athletes. In the event the institution has two actively serving FARs, the most recently selected FAR will serve on the Eligibility Committee.

Review and recommend programming designed to support the welfare of the student-athlete; conduct exit interviews with a sampling of student-athletes annually; administer surveys as requested by the department and/or NCAA; and approve submission of various appeals and/or waivers.

Serve and participate on the Intercollegiate Athletics Council; serve and participate on committees for the conference/league and NCAA as agreed to with the president, as well as attend related meetings, including the annual national FAR meeting.

Be knowledgeable of NCAA rules of compliance; fulfill the role within university's NCAA Violation Investigation Policy; and review and recommend the

university's attitude toward and/or vote on proposed NCAA legislation. Periodically attend athletic competitions and events; promote the athletics program of the university; deliver an annual report to the Academic Senate on significant issues related to athletics as stipulated in the Board of Trustees Bylaws; and periodically attend Student-Athlete Advisory Committee meetings.

Organize, populate, and serve as chair of an Athletic Faculty Advisory Committee of at least 15 faculty members from diverse fields of study focusing in academic areas of high student-athlete populations that meet at least twice per year (once per semester) with the executive director of athletics to discuss matters pertaining to the Intercollegiate Athletics program. The emphasis of these meetings is to provide greater communication between the Intercollegiate Athletics program and academic units on campus, while establishing a network to assist with areas pertaining to the student-athletes success, well-being, and recruitment.

Institutional Leadership Consultation and Involvement: The FAR will participate in bi-annual meetings with the President regarding issues related to the academic, physical, and mental well-being of its student-athletes. The FA will meet periodically with the Executive Director of Athletics to be provided updates on mutually agreed upon topics.

The FAR will provide an update to the Academic Senate annually.*

History (by Fiscal Year): Chet Cooper (2010 to current); Jane Kestner (2005-2009), Kathylynn Feld (1999-2004), Fred Blue (1995-1999), Frank Terrantine (1992-1994) and previously Paul Peterson.

*As stipulated in the Board of Trustees Bylaws.

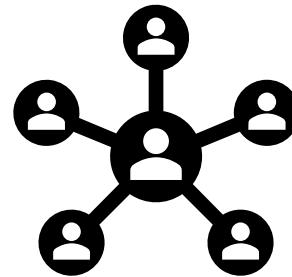
NCAA Transformation Committee Final Report

Initial Analysis and
Application for
YSU Athletics



**YOUNGSTOWN
STATE
UNIVERSITY**

Background



June 2021:

US Supreme Court decides 9-0 that NCAA cannot continue to limit compensation for student-athletes and refuses to exempt NCAA from Sherman Act Anti-Trust/Monopoly laws in *NCAA v. Alston*

January 2022:

NCAA Division 1 Board of Directors appoints Transformation Committee to lead “modernization efforts” for Division 1 member institutions and conferences

January 2023:

Transformation Committee releases final report to Division 1 Board of Directors, including multiple and significant recommendations for new requirements of Division 1 membership



YOUNGSTOWN
STATE
UNIVERSITY

Recommendations by Topic

Improvements to Athletics Department Culture and Operations

- DEI for athletics department
- Compliance audits
- Compliance education for campus offices
- Education for coaches outside compliance

Increased Academic Support and Education for Student-Athletes

- Life skills programming
- Skills for life after sports
- Career preparation services
- Academic support

Increased Institutional Support for Student-Athletes Wellness

- Mental health
- Sports medicine
- Medical insurance
- Scholarship protections
- Degree completion funds
- Concussion management



Perceived Strengths

Sports Medicine:

- Required Athletic Trainer coverage already achievable
- Sports Medicine evolution to independent medical model
- Partnership with NovaCare Rehabilitation
- Partnership with Southwoods Health

Medical Insurance:

- YSU already carries the required medical insurance for student-athletes

Departmental Culture and Operations:

- Compliance audit already in progress for 2022-23
- DEI audit completed in 2022-23
- DEI focused staffing changes in 2022-23
- Existing software for student-athlete and staff education



Perceived Challenges

Staffing:

- Full time athletics focused DEI support
- Full time athletics focused mental health support

Costs:

- Scholarship protection for multiple years
- Degree completion funds for 10 years

Future requirements TBA:

- TBA minimum Academic Progress Rate (APR) benchmarks
- TBA scholarship minimum floors to sponsor a sport
- TBA financial aid minimum requirements to be assessed after all other changes implemented

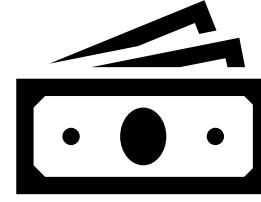


Key Future Updates



Timeline

Two years or less before recommendations become regular/annual requirements for NCAA Division 1 membership



Subsidy/Insurance

Recommendation made that NCAA identify new revenue sources to provide needs-based subsidy to member institutions; create a national medical insurance pool



Definitions

As details emerge on final rules language, definitions develop, and clarifications are provided via Q&A guidance, individual requirements may become more or less burdensome



YOUNGSTOWN
STATE
UNIVERSITY



Disclosure of Relationships with University-Affiliated Financial Institutions

(Updated January 31, 2023)

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:

- Clearstead _____
- Diamond Hill _____
- Dimensional Fund Advisors (DFA) _____
- Dodge & Cox _____
- Evanston Capital _____
- Federated _____
- H.I.G. Capital _____
- J.P. Morgan _____
- Loomis Sayles _____
- Lord Abbett _____
- PNC _____
- Prudential Global Investment Management (PGIM) _____
- State Treasury Asset Reserve of Ohio (STAR Ohio) _____
- Vanguard _____
- Victory _____
- Wells Fargo _____
- William Blair _____
- 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:

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

SIGNED: _____ DATED: _____

For audit and compliance purposes, please email completed form to npmcnally@ysu.edu, or send to YSU, Tod Hall 223, Office of the Vice President for Finance & Business Operations, by June 30, 2023.



March 1, 2023

YOUNGSTOWN STATE UNIVERSITY



1100 Superior Avenue East Suite 700
Cleveland, Ohio 44114
216.621.1090 | clearstead.com

CLEARSTEAD OVERVIEW

\$26+ BILLION
ASSETS UNDER ADVISEMENT*

1989
YEAR ESTABLISHED

130+
NUMBER OF EMPLOYEES

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Tax Strategy & Compliance
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Family Office Administration
Clearstead Trust

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SUSTAINABLE CLEARSTEAD

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*Approximate as of 12/31/2022.



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INSIGHTS & NEWS

PUBLICATIONS	PODCAST & VIDEOS	PR, AWARDS & INITIATIVES
<p>CLEARPOINT</p> <p>Implementing an Investment Plan: Is Timing a Critical Component?</p> <p>Behavioral Finance Can Create Calm Out of Difficult Markets</p> <p>Where's the Income?</p> <p>RESEARCH CORNER</p> <p>Weekly Updates from our Investment Office</p> <p>MARKET UPDATES</p> <p>Update: FTX</p> <p>MARKET MINUTE</p> <p>Review of September 2022</p> <p>Review of October 2022</p> <p>Review of November 2022</p> <p>Review of December 2022</p>	 <p>clearstead INVESTMENT FORUM</p>  <p>Episode 9: Staying in the Game: Women In Venture Capital</p> <p>VIDEOS</p> <p>4Q22 Quarterly Insights</p> <p>About Clearstead</p> <p>Private Wealth Management</p> <p>Institutional Investment Consulting</p> <p>The Investment Office</p>	<p>PR</p> <p>Investing in Clients: Clearstead Advisors, LLC to Launch Virtual Client Hub with eVestech</p> <p>AWARD</p> <p>2021 NAPA Top DC Advisor Teams*</p>  <p>INITIATIVE</p> <p>Sustainable Clearstead 2022 Impact Report</p>

*Clearstead responded to a survey from the sponsoring organization and did not pay a fee to be considered for the award. Third-party rankings and recognitions are no guarantee of future investment success and do not ensure that a client or prospective client will experience a higher level of performance results. These rankings are from an independent third-party organization and should not be construed as an endorsement of the advisor by any organization.

CONTENTS

1. Fiduciary Oversight Model: Discretion (OCIO) vs. Non-Discretion (**ACTION**)
2. Initiatives
3. Capital Markets Update
4. Non-Endowment Assets: Performance & Asset Allocation Review
 - o Real Assets: Infrastructure Manager Recommendation (**ACTION**)
 - o Portfolio Recommendations (**ACTION**)

APPENDIX

Endowment Assets: Performance & Asset Allocation Review

Supporting Information



FIDUCIARY OVERSIGHT MODEL: DISCRETION (OCIO) VS. NON-DISCRETION

EXECUTIVE SUMMARY

The current investment structure that exists today between Clearstead and Youngstown State is considered non-discretion. This has worked well over the years and has led to successful investment results.

At the request of the Board, Clearstead brought education to the Investment Committee and Board about types of Fiduciary service models – discretion (outsourced chief investment officer, “OCIO”) and non-discretion – and the differences in roles and responsibilities between them.

A discretionary service model would allow Clearstead to act more nimbly, rebalancing the portfolio and entering into new investment strategies when their firm believes is optimal, rather than wait until the next Board meeting for approval. Clearstead would continue to operate within the policy and asset allocation guidelines set by the Board.

Another difference between the service models is fees, as a discretionary (OCIO) assignment often comes with higher fees compared to a non-discretionary assignment. Clearstead values its partnership with YSU and **would not** pursue a change to the current fee structure.

The University evolving its partnership with Clearstead to a discretionary service model would delegate portfolio implementation to Clearstead as well as not change fees, an attractive solution for the Board’s consideration.

EXECUTIVE SUMMARY (CONTINUED)

Tasks completed and next steps for the Board:

- Clearstead present education on different Fiduciary service models (**COMPLETED**)
- Clearstead to gather Committee feedback / questions and follow up with responses (**COMPLETED**)
- Board decision on evolving the investment structure with Clearstead to a discretionary assignment (**ACTION**)

• If Approved:

- Clearstead would work with University stakeholders to update the investment advisory agreement to reflect a level of discretionary authority
- Clearstead would review and recommend changes to the Investment Policy and guidelines to update roles and responsibilities
- Clearstead would work with University stakeholders to be granted trading authority at PNC Bank (University's primary custodian) and any other custodians/managers (no authority for external cash movements will be given to Clearstead)



INITIATIVES

2023 CALENDAR YEAR INITIATIVES

		1Q	2Q	3Q	4Q	COMMENTS:	
STRATEGIC / ADMINISTRATIVE	Investment Policy Review	<input type="checkbox"/>				Potential Updates with Discretion Decision	
	Strategic Asset Allocation Review		<input type="checkbox"/>				
	Peer Review	<input type="checkbox"/>					
	2024 Oversight Dashboard			<input type="checkbox"/>			
	STAR Ohio/Plus Annual Review		<input type="checkbox"/>				
PORTFOLIO	Fixed Income Review	<input type="checkbox"/>					
	Alternative Investments Review					March '23: Real Assets	
	Global Equity Review			<input type="checkbox"/>			
	Invt Manager Recommendation	<input checked="" type="checkbox"/>				Infrastructure Manager Recommendation	
PERFORMANCE	Capital Markets Review	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
	Quarterly Performance Review	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
	Endowed Account Review / Oversight	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
OTHER	Fee Review			<input type="checkbox"/>			
	ORC Compliance Review			<input type="checkbox"/>			
	Clearstead Firm Update	<input checked="" type="checkbox"/>					
	Investment Structure Review	<input checked="" type="checkbox"/>					

LAST REVIEWED

Investment Policy:	03/02/2022
Strategic Asset Allocation:	03/02/2022
Fee Review:	09/20/2022

MEETING SCHEDULE

1Q:	March 1, 2023
2Q:	June 21, 2023
3Q:	September 19, 2023
4Q:	December 6, 2023



CAPITAL MARKETS UPDATE

QUARTERLY THEMES

WHAT HAPPENED LAST QUARTER?

- Both equity and fixed income markets were volatile throughout the quarter influenced by interest rate movements, inflation trending lower, and a potential recession, though ended the year recouping some losses
- International markets which lagged U.S. throughout most of the year, outperformed during the quarter
 - Quarter: S&P 500 +7.6%; MSCI EAFE +17.3%; MSCI Emerging Markets +9.7%
 - YTD: S&P 500 -18.1%; MSCI EAFE -14.5%; MSCI Emerging Markets -20.1%
- The Bloomberg Aggregate returned +1.9% for the quarter; 2022 was one of the most challenging periods for fixed income
- The global economy showed signs of modest strengthening during the quarter compared to first three quarters

LOOKING FORWARD:

- A recession is likely to be a process, not an event
- Markets continue to evaluate the earnings impact of the slowdown. Our base case scenario is any recession will be mild/shallow and corporate earnings will be moderately impacted
- Volatility is likely to remain elevated
- The Federal Reserve will enter a hawkish deceleration phase as it monitors inflation and economic data, and may be approaching their destination
- Yield environment is creating improved prospects for future fixed income returns
- Understanding liquidity needs is important in what is expected to be a volatile year

Source: Clearstead, Federal Reserve, Bloomberg LP. As of 12/31/2022. Past performance is not an indicator of future results.

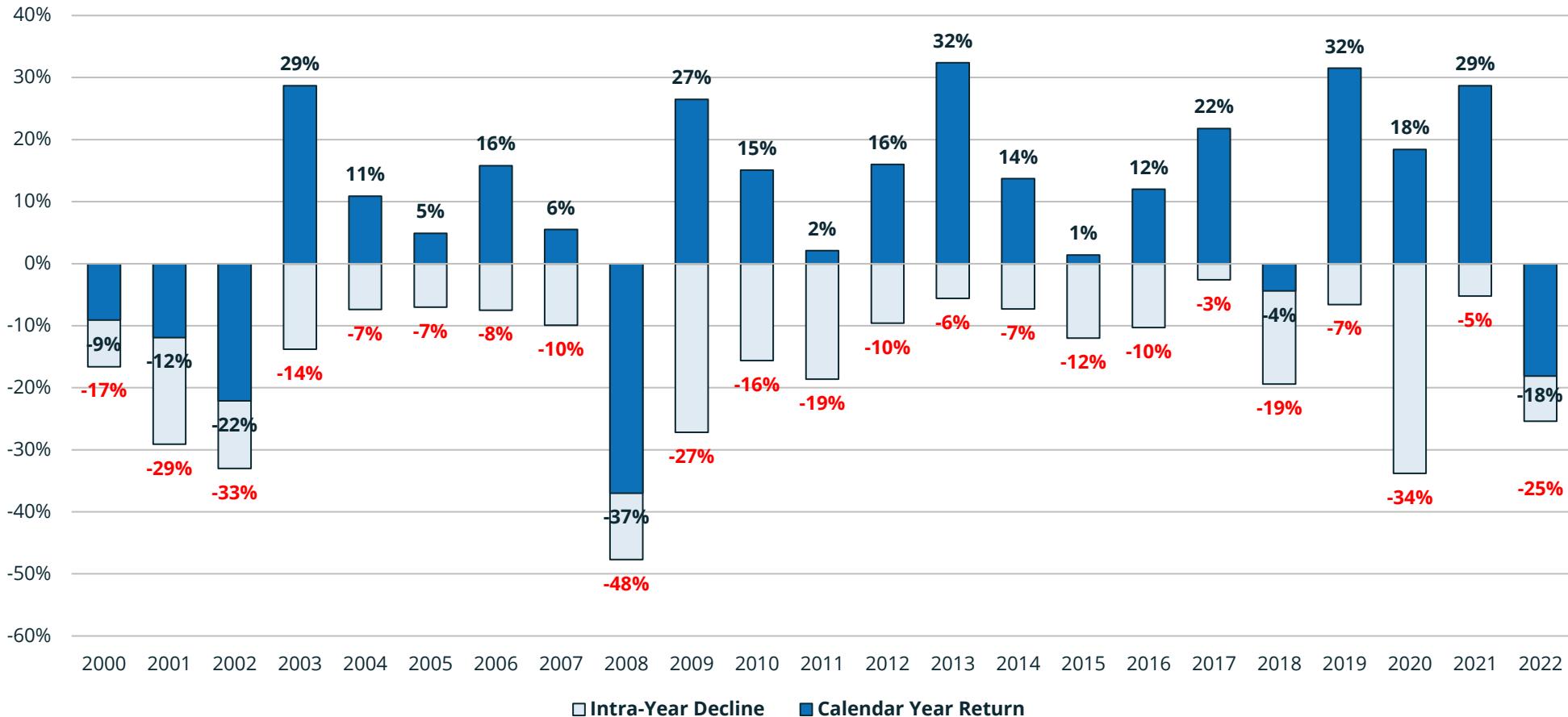
HISTORICAL ASSET CLASS RETURNS

2013	2014	2015	2016	2017	2018	2019	2020	2021	Q1 2022	Q2 2022	Q3 2022	Q4 2022	2022
Sm/Mid 36.8%	Large Cap 13.7%	Large Cap 1.4%	Sm/Mid 17.6%	Em Mkt 37.3%	Cash 1.9%	Large Cap 31.5%	Sm/Mid 20.0%	Large Cap 28.7%	Cash 0.0%	Cash 0.1%	Hdg Fnds 0.7%	Dev Intl 17.3%	Cash 1.5%
Large Cap 32.4%	Sm/Mid 7.1%	US Bonds 0.6%	Hi Yld 17.5%	Dev Intl 25.0%	US Bonds 0.0%	Sm/Mid 27.8%	Large Cap 18.4%	Sm/Mid 18.2%	Hdg Fnds -2.7%	Hdg Fnds -3.6%	Cash 0.5%	Em Mkt 9.7%	Hdg Fnds -4.7%
Dev Intl 22.8%	US Bonds 6.0%	Cash 0.1%	Large Cap 12.0%	Large Cap 21.8%	Glb Bond -0.9%	Dev Intl 22.0%	Em Mkt 18.3%	Dev Intl 11.3%	Hi Yld -4.5%	US Bonds -4.7%	Hi Yld -0.7%	Large Cap 7.6%	Hi Yld -11.2%
Hdg Fnds 9.0%	Hdg Fnds 3.4%	Hdg Fnds -0.3%	Em Mkt 11.2%	Sm/Mid 16.8%	Hi Yld -2.3%	Em Mkt 18.4%	Hdg Fnds 10.9%	Hdg Fnds 6.5%	Large Cap -4.6%	Hi Yld -10.0%	Sm/Mid -2.8%	Sm/Mid 7.4%	US Bonds -13.0%
Hi Yld 7.4%	Hi Yld 2.5%	Dev Intl -0.8%	US Bonds 2.7%	Glb Bond 9.3%	Hdg Fnds -4.0%	Hi Yld 14.4%	Glb Bond 9.5%	Hi Yld 5.4%	Sm/Mid -5.8%	Glb Bond -11.4%	US Bonds -4.8%	Glb Bond 6.9%	Dev Intl -14.5%
Cash 0.1%	Cash 0.0%	Sm/Mid -2.9%	Glb Bond 1.9%	Hdg Fnds 7.8%	Large Cap -4.4%	US Bonds 8.8%	Dev Intl 7.8%	Cash 0.1%	Dev Intl -5.9%	Em Mkt -11.5%	Large Cap -4.9%	Hi Yld 4.0%	Large Cap -18.1%
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%	US Bonds 7.5%	US Bonds -1.5%	US Bonds -5.9%	Dev Intl -14.5%	Glb Bond -9.1%	Hdg Fnds 2.4%	Sm/Mid -18.4%
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%	Hi Yld 6.2%	Em Mkt -2.5%	Glb Bond -6.5%	Large Cap -16.1%	Dev Intl -9.4%	US Bonds 1.9%	Glb Bond -19.6%
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%	Cash 0.5%	Glb Bond -8.2%	Em Mkt -7.0%	Sm/Mid -17.0%	Em Mkt -11.6%	Cash 0.9%	Em Mkt -20.1%

Past performance is not an indicator 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; US Bonds – Barclays Capital U.S. Aggregate; Glb Bond – Barclays Capital Global Treasury ex US; Hdg Fnds – HFRI FOF: Diversified Index; Cash – Merrill Lynch 91-day Tbill . Data as of 12/31/2022.
Source: Morningstar Direct.

DRAWDOWNS ARE NORMAL

S&P 500 CALENDAR YEAR RETURNS AND INTRA-YEAR DRAWDOWNS

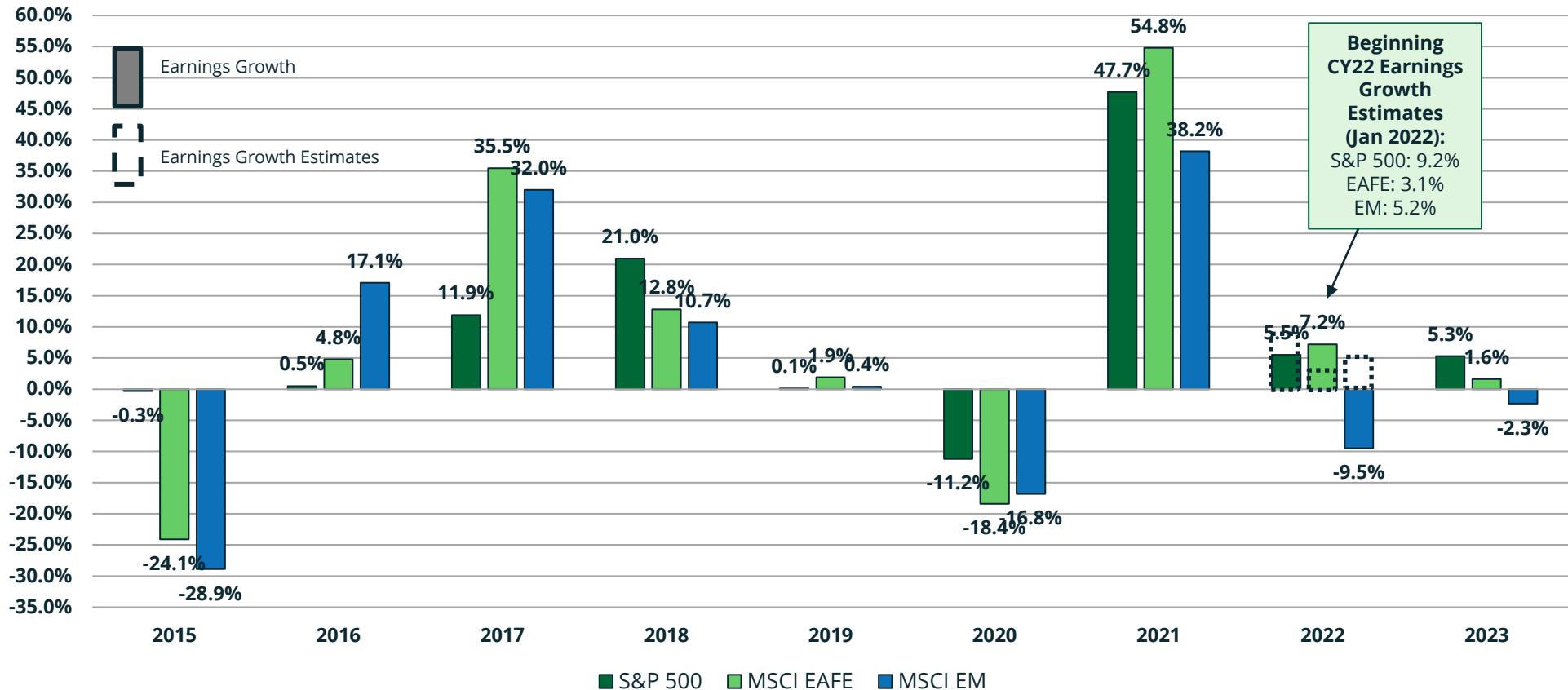


Since 2000: Average Calendar Year Return: +7.9%, Average Intra-Year Drawdown: -16.1%

Source: Clearstead, Bloomberg LP, as of 12/31/2022. Red figures are peak-to-trough largest intra-year decline. Black figures are calendar year total returns. Performance data shown represents past performance. Past performance is not an indicator of future results. Current performance data may be lower or higher than the performance data presented. Performance data is represented by indices, which cannot be invested in directly.

GLOBAL EARNINGS OUTLOOK

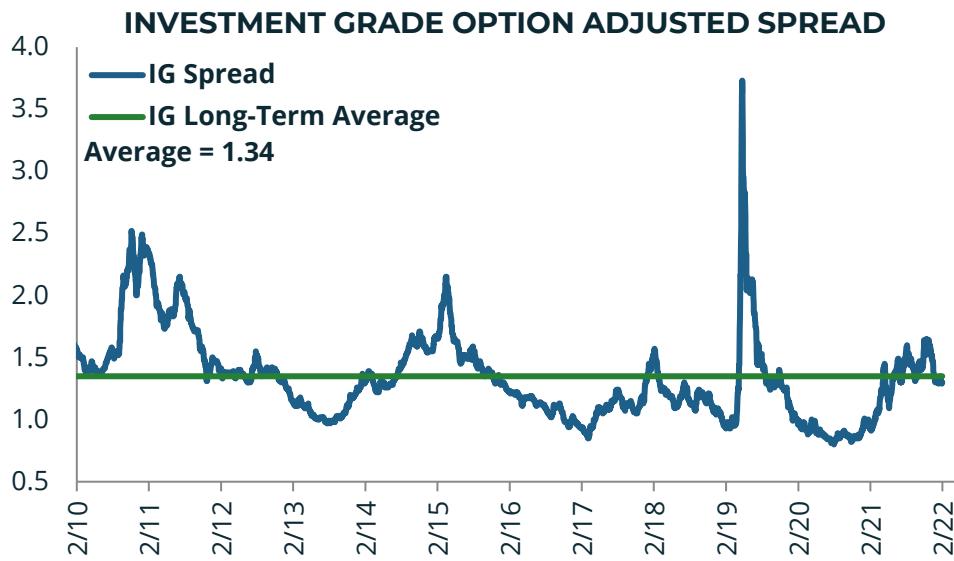
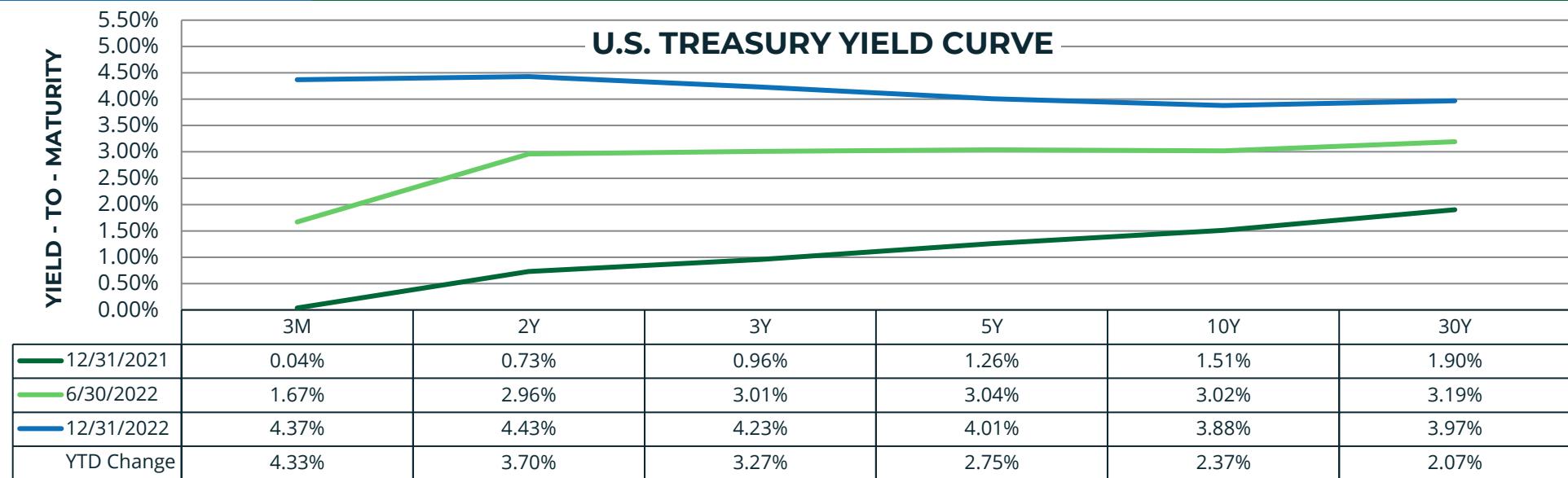
EARNINGS OUTLOOK BY YEAR



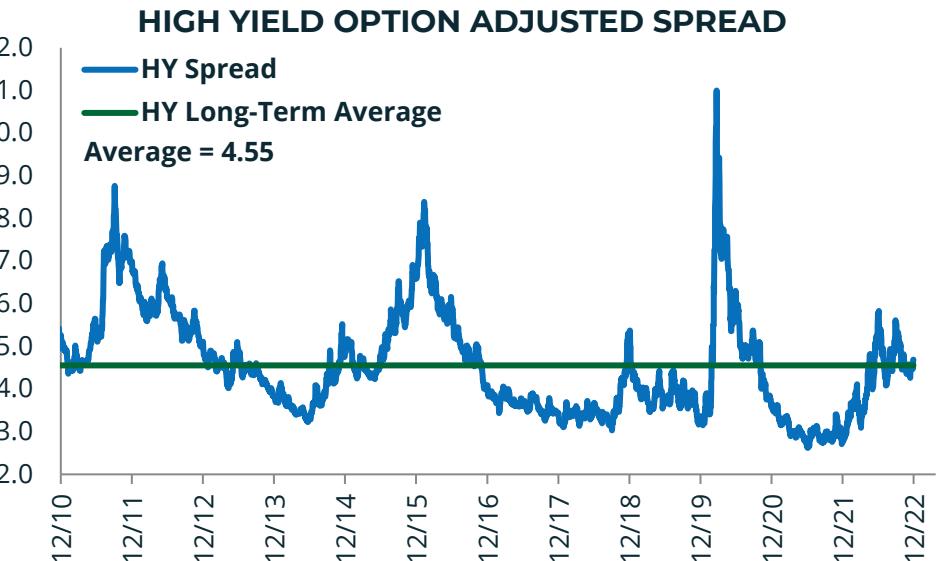
- Earnings expectations are beginning to soften for CY2023 as analysts downgrade their expectations; CY2023 U.S. EPS growth estimates have been reduced the least
- Expectations for EM markets have eroded the most in the face of heightened energy costs, global monetary tightening, and the slowdown in the Chinese economy (CY2022 EM earnings ex Russia would be approximately -3%)

Source: Bloomberg, FactSet, Goldman Sachs.
Data as of 12/31/2022.

FIXED INCOME: YIELD CURVE AND CREDIT SPREADS



Source: Bloomberg. Data as of 12/31/2022. Past performance is not an indicator of future results.



MARKETS PERFORMANCE: JANUARY UPDATE

- January was a broadly positive month for risk assets; China and non-U.S. equities surge
- In equity markets, developed international faired best; U.S. small caps led large cap as growth-oriented indices outperformed value indices
- In fixed income, high-yield outperformed
- U.S. rates fell during the month and the yield curve inverted further; U.S. 10-year yield fell from 3.9% to approximately 3.5%—moving about 40bps lower
 - Risk-on rally spurred by narrative of Fed slowing hikes, China re-opening post-COVID-19, and a soft-landing narrative gaining momentum

MARKET	Q1	Q2	Q3	Q4	Jan	Trend
S&P 500	-4.6%	-16.1%	-4.9%	7.6%	6.3%	---
Russell 2000	-7.5%	-17.2%	-2.2%	6.2%	9.7%	---
MSCI EAFE	-5.9%	-14.5%	-9.4%	17.3%	8.1%	---
MSCI EM	-7.0%	-11.5%	-11.6%	9.7%	7.9%	---
MSCI China	-14.2%	3.4%	-22.5%	13.5%	11.8%	---
MSCI ACWI	-5.3%	-15.5%	-6.7%	9.9%	7.2%	---
Bloomberg US Agg Bond	-5.9%	-4.7%	-4.8%	1.9%	3.1%	---
Bloomberg High Yield Bond	-4.8%	-9.8%	-0.7%	4.2%	3.8%	---
Bloomberg Muni Bond	-6.2%	-2.9%	-3.5%	4.1%	2.9%	---

Source: Bloomberg 1/31/2023
Past performance is not an indicator of future results.



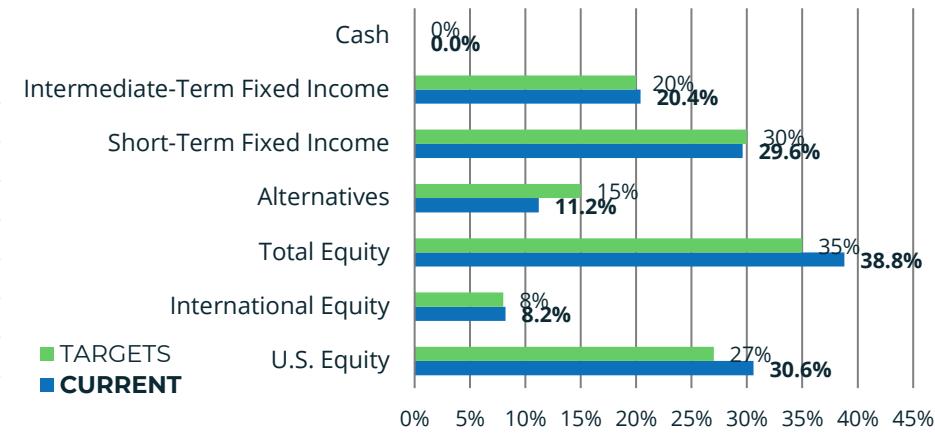
NON-ENDOWMENT ASSETS: PERFORMANCE & ASSET ALLOCATION REVIEW

NON-ENDOWMENT PERFORMANCE REVIEW (AS OF 12/31/2022)

NON-ENDOWMENT ASSETS	TRAILING PERIODS									CALENDAR YEARS			SINCE INCEPTION ⁴
	MARKET VALUE (\$MM)	QTD	CYTD	1 YR	2 YR	3 YR	5 YR	7 YR	10 YR	2021	2020	2019	
Total Non-Endowment Assets	\$73.026	3.0%	-7.9%	-7.9%	-0.3%	2.8%	3.6%	4.3%	3.8%	7.8%	9.5%	11.5%	3.8%
	Benchmark ¹	2.7%	-4.7%	-4.7%	-0.3%	1.7%	2.6%	3.0%	2.7%	4.3%	5.9%	8.7%	2.9%
Operating & Short-Term Pool	\$13.561	1.0%	1.6%	1.6%	0.8%	0.9%	1.4%	1.1%	0.8%	0.0%	1.1%	2.4%	0.7%
	Benchmark ²	0.8%	1.2%	1.2%	0.6%	0.7%	1.2%	1.0%	0.7%	0.0%	0.8%	2.3%	0.6%
Long-Term Pool	\$59.465	4.4%	-11.3%	-11.3%	-1.5%	1.8%	3.3%	4.5%	4.4%	9.5%	8.8%	15.3%	4.5%
	Benchmark ³	4.2%	-9.7%	-9.7%	-1.3%	2.3%	3.6%	4.6%	4.3%	8.0%	10.0%	14.2%	4.2%

LONG-TERM POOL ASSET ALLOCATION

	CURRENT	TARGETS	RANGE	+ / -
U.S. Equity	30.6%	27%	20-35%	3.6%
International Equity	8.2%	8%	0-15%	0.2%
Total Equity	38.8%	35%	25-45%	3.8%
Alternatives	11.2%	15%	0-20%	-3.8%
Short-Term Fixed Income	29.6%	30%	25-45%	-0.4%
Intermediate-Term Fixed Income	20.4%	20%	10-30%	0.4%
Cash	0.0%	0%	0-5%	0.0%



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.

OPERATING & SHORT-TERM POOL INVESTMENTS

	Ticker	Account Type	Begin Market Value \$	Market Value 12/31/2022	% of Portfolio
Total Operating & Short Term			\$32,360,317	\$13,560,592	100.0
Federated Hermes Government Obligations Fund	GOIXX	Cash	\$32,186,155	\$13,467,679	99.3
JPMorgan 100% U.S. Tr Sec MM Inst	JTSXX	Cash	\$82,258	\$165	0.0
STAR Ohio		Cash	\$91,903	\$92,748	0.7

The market value of the University's Operating & Short-Term Reserve Pool fluctuates quarter-over-quarter with operational cash flow, as depicted above.

Current yields for investments are:

- Federated Hermes Government Obligations Fund: **4.37%**
- JPMorgan 100% U.S. Treasury Securities Money Market: **4.27% (residual balance moved into Federated)**
- STAR Ohio: **4.89%**

LONG-TERM POOL PERFORMANCE REVIEW: JANUARY UPDATE

	Market Value 01/01/2023	Market Value 01/31/2023	% of Pool	1 Mo (%)	1 Yr (%)	3 Yr (%)	5 Yr (%)	Inception (%)	Inception Date
Total University Assets	\$73,034,196	\$95,368,656	100.0	3.2	-2.6	4.0	3.9	4.0	Apr-04
<i>Total Policy Benchmark¹</i>				2.0	-1.2	2.3	2.8	3.0	
Total Operating & Short Term	\$13,560,592	\$33,560,620	100.0	0.0	1.6	0.8	1.4	0.7	Jul-10
<i>Total Operating & Short Term Benchmark²</i>					0.3	1.6	0.7	1.3	0.6
JPMorgan 100% U.S. Tr Sec MM Inst	\$165	-	0.0	0.3	1.7	0.7	1.1	0.6	Oct-11
<i>90 Day U.S. Treasury Bill</i>				0.3	1.8	0.8	1.3	0.7	
Federated Hermes Government Obligations Fund	\$13,467,679	\$33,467,513	100.0	0.3	1.7	0.6	1.0	1.4	Oct-21
<i>90 Day U.S. Treasury Bill</i>				0.3	1.8	0.8	1.3	1.4	
STAR Ohio	\$92,748	\$93,107	0.0	0.4	2.1	0.9	-	1.4	Jul-18
<i>90 Day U.S. Treasury Bill</i>				0.3	1.8	0.8	1.3	1.3	
Total Long Term/ Reserves Pool	\$59,473,604	\$61,808,035	100.0	3.9	-4.8	3.2	3.7	4.8	Jul-10
<i>Total Long Term/ Reserves Fund Benchmark³</i>				3.5	-3.8	3.4	4.0	4.6	
Total Equity	\$23,056,524	\$24,720,671	40.0	7.2	-6.3	9.0	7.6	11.8	Jul-10
Total Domestic Equity	\$18,169,862	\$19,431,624	31.5	6.9	-6.2	10.0	9.1	13.4	Jul-10
<i>Russell 3000 Index</i>				6.9	-8.2	9.5	9.1	13.5	
Vanguard Institutional Index	\$11,773,488	\$12,512,923	20.2	6.3	-8.2	9.9	9.5	13.7	Jul-10
<i>S&P 500 Index</i>				6.3	-8.2	9.9	9.5	13.7	
Vanguard Mid Cap Index Adm	\$3,027,372	\$3,268,152	5.3	8.0	-4.8	9.0	8.0	11.9	Oct-10
<i>Vanguard Mid Cap Index Benchmark</i>				8.0	-4.7	9.0	8.1	11.9	
Loomis Sayles Sm Growth N	\$1,663,983	\$1,794,505	2.9	7.8	-4.1	6.8	8.3	8.0	Sep-19
<i>Russell 2000 Growth Index</i>				9.9	-6.5	4.3	4.7	6.4	
Victory Integrity Small Value Y	\$1,705,019	\$1,856,044	2.9	8.9	4.3	12.9	6.1	10.7	Oct-10
<i>Russell 2000 Value Index</i>				9.5	-0.5	9.9	5.8	9.8	
Total International Equity	\$4,886,661	\$5,289,048	8.5	8.2	-6.9	5.6	2.3	5.1	Oct-10
<i>MSCI EAFE (Net)</i>				8.1	-2.8	4.3	2.1	5.2	
William Blair International Growth I	\$2,142,607	\$2,310,753	3.7	7.8	-12.7	3.9	2.4	6.8	Jul-12
<i>MSCI AC World ex USA (Net)</i>				8.1	-5.7	3.6	1.4	5.6	
Dodge & Cox Internat'l Stock	\$2,744,054	\$2,978,295	4.8	8.5	-1.8	6.5	1.7	5.4	Oct-10
<i>MSCI EAFE (Net)</i>				8.1	-2.8	4.3	2.1	5.2	

LONG-TERM POOL PERFORMANCE REVIEW: JANUARY UPDATE

	Market Value 01/01/2023	Market Value 01/31/2023	% of Pool	1 Mo (%)	1 Yr (%)	3 Yr (%)	5 Yr (%)	Inception (%)	Inception Date
Total Alternatives	\$6,673,244	\$6,797,431	11.0	1.9	-3.5	-0.9	0.1	1.1	Mar-15
<i>Total Alternatives Benchmark⁴</i>				2.5	-0.4	2.6	2.7	2.7	
Weatherlow Offshore Fund I Ltd Cl IIA	\$4,471,886	\$4,597,098	7.4	2.8	-2.6	6.9	5.7	-5.1	Jul-21
<i>HFRI Fund of Funds Composite Index</i>				2.5	-0.4	4.4	3.0	-1.2	
H.I.G. Whitehorse Principal Lending Offshore Feeder Fd, L.P.	\$2,201,358	\$2,200,333	3.6	0.0	-	-	-	1.8	Jul-22
<i>Credit Suisse Leveraged Loan Index</i>				2.6	1.1	3.0	3.5	6.2	
Total Fixed Income	\$29,734,356	\$30,279,394	49.0	1.8	-3.9	-0.3	1.6	1.8	Jul-10
<i>Total Fixed Income Benchmark⁵</i>				1.2	-3.4	-0.6	1.2	1.4	
JPMorgan Core Bond	\$4,958,462	\$5,129,364	8.3	3.4	-7.8	-1.8	1.2	0.9	Sep-17
<i>Blmbg. U.S. Aggregate Index</i>				3.1	-8.4	-2.3	0.9	0.6	
YSU Intermediate Term Bond	\$4,220,753	\$4,308,636	7.0	2.1	-4.7	-0.6	1.7	3.1	Apr-04
<i>Blmbg. Intermed. U.S. Government/Credit</i>				1.9	-5.1	-1.1	1.3	2.8	
PGIM High Yield R6	\$2,947,261	\$3,050,095	4.9	3.5	-6.1	1.1	3.2	4.1	Jan-17
<i>Blmbg. U.S. Corp: High Yield Index</i>				3.8	-5.2	1.3	3.0	3.7	
YSU Short Term Bond	\$12,479,880	\$12,590,504	20.4	0.9	-1.7	0.0	1.4	2.1	Apr-04
<i>ICE BofA 1-3 Yr. Gov/Corp</i>				0.8	-2.4	-0.3	1.1	2.0	
Lord Abbett Short Duration Income I	\$5,128,000	\$5,200,795	8.5	1.4	-2.7	0.1	1.6	1.7	Apr-18
<i>ICE BofA 1-3 Yr. Gov/Corp</i>				0.8	-2.4	-0.3	1.1	1.2	
Total Cash & Cash Equivalents	\$9,481	\$10,539	0.0	0.3	2.0	0.7	-	0.9	Apr-18
<i>90 Day U.S. Treasury Bill</i>				0.3	1.8	0.8	1.3	1.3	
PNC Govt MMkt	\$9,481	\$10,539	0.0	0.4	1.9	0.7	-	-	Apr-18
<i>90 Day U.S. Treasury Bill</i>				0.3	1.8	0.8	1.3	1.3	

⁴90 Day U.S. Treasury Bill: 45.00%, Russell 3000 Index: 15.00%, Blmbg. Intermed. U.S. Government/Credit: 11.00%, MSCI EAFE (Net): 4.00%, ICE BofA 1-3 Yr. Gov/Corp: 17.00%, Total Alternatives Benchmark: 8.00%

⁵90 Day U.S. Treasury Bill: 95.00%, Blmbg. 1-3 Govt: 5.00%,

⁶Russell 3000 Index: 27.00%, Blmbg. Intermed. U.S. Government/Credit: 20.00%, MSCI EAFE (Net): 8.00%, ICE BofA 1-3 Yr. Gov/Corp: 30.00%, Total Alternatives Benchmark: 15.00%,

⁷HFRI Fund of Funds Composite Index: 100.00%,

⁸Blmbg. Intermed. U.S. Government/Credit: 36.00%, ICE BofA 1-3 Yr. Gov/Corp: 64.00%,



REAL ASSETS: INFRASTRUCTURE MANAGER RECOMMENDATION

EXECUTIVE SUMMARY

RECOMMENDATION: Clearstead recommends a \$2.75 million commitment to the Apollo Infrastructure Opportunities Fund III in the Long-Term Pool.

WHY INVEST IN APOLLO INFRASTRUCTURE OPPORTUNITIES?

- **Established Market Leader**
- **Deep Team & Resources**
- **Disciplined Process and Robust Platform**
- **Track Record of Results**

EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

Apollo Global Management has launched its third infrastructure fund that will continue its value-oriented strategy investing in companies that provide essential services with high barriers to entry in the US and Europe, targeting 15-18% gross IRR (11-14% net) and 4-6% cash yield. The fund expects to capitalize on several key investment themes, such as global energy transition, digital infrastructure, global supply chain and sustainable living, targeting 10-15 equity investments between \$100 million and \$1 billion. The Infrastructure team of 23 dedicated professionals led by Dylan Foo has delivered 26% gross IRR (20% net) across Funds I and II with a 0% loss ratio, committing ~\$3 billion to 26 deals. All prior transactions were sourced via bilateral or proprietary negotiations.

REASONS WE LIKE APOLLO INFRASTRUCTURE OPPORTUNITIES FUND III:

- Flexible strategy with downside protection – the fund will apply its full arsenal to value creation: 1) buyout strategy seeking infrastructure companies providing essential services, with high barriers to entry and stable or contracted cash flows; 2) below-the-radar or misunderstood corporate carve-outs; or 3) structured solutions (mezzanine, preferred equity) in complex transactions taking advantage of market dislocation or regulatory change.
- Focus on downside protection – the base case projections of 1.6x multiple is based on contractual payments and operational improvements and does not rely on multiple expansion.
- Highly specialized team with deep resources of Apollo's platform – Dylan Foo, a 22-year industry veteran is supported by a team of 8 partners and 13 investment professionals. The IC includes heads of PE and Credit.
- Focus on mid-market transactions – in this current environment smaller deals are less competitive and are easier to finance.
- Attractive market opportunity – secular trends such as population growth and improvement of living standards, as well as aging of existing infrastructure, and replacing of legacy infrastructure and build out of networks, data centers, towers and similar assets creates an estimated annual need for infrastructure investment of \$4.4 trillion (until 2040) based on the McKinsey Global Institute 2022 report.

APOLLO INFRASTRUCTURE OPPORTUNITIES FUND III: MARKET LEADING INFRASTRUCTURE PLATFORM

AIOF I (2018)

Total Commitments: \$897.3mm

MOIC: 1.6x Gross / 1.5x Net

IRR: 25% Gross / 19% Net

Substantially Realized; 127% of Invested Capital

Highlights

Top-quartile performance⁵

Strong realizations to date;
focused on returning capital to LPs

Downside-oriented underwriting, active value
creation and opportunistic capital management

AIOF II (2020¹)

Total Commitments: \$2.5bn

MOIC: 1.3x Gross / 1.2x Net

IRR: 28% Gross / 23% Net

~85% Invested or Committed²

Highlights

Diversified across core sectors
(Renewables, Communications, Transportation)

Signed or closed 12 proprietary investments
~2 years into the AIOF II fund life

Actively executing on co-invest, ~\$2.5 billion
originated to date with significant pipeline ahead

AIOF III (2023)

Target Portfolio: 10-15 investments

Target Equity Investment: \$100 million - \$1 billion

Target IRR: 15-18% gross; 11-14% implied net³

Target Cash Yield: 4-6%⁴

Highlights

SFDR Article 8

Strong economic alignment

Mid-Market | Value-Oriented | OECD Focus

Source: Apollo. As of September 30, 2022, unless otherwise noted. Represents the views and opinions of Apollo Analysts. Subject to change at any time without notice. Past performance is not indicative nor a guarantee of future results. These returns are not indicative of actual returns received by any fund investor. (1) AIOF II's first investments were made in 2020, and its effective date was in 2021. (2) Transactions that closed after quarter-end, are expected to be added to AIOF II's Schedule of Investments when and as deployment occurs. (3) Based on hypothetical model of AIOF III which assumes a 1.5% management fee, 20% carried interest, deployment over 4 years and realizations in 9 years. Please refer to the Legal Disclaimer for additional information regarding target returns. (4) Target represents ITD average over the life of AIOF II, as so determined, by dividing numerator (x) investment proceeds received by the fund on a trailing twelve-month basis, excluding dispositions, by denominator (y) weighted average capital of the investments made by the fund, inclusive of any outstanding balance on the fund's credit facility. (5) Source: Cambridge Associates Benchmark Calculator via Refinitiv, utilizing Preliminary Q2 2022 data (latest available). Top-quartile performance claim measured on the basis of AIOF I net performance vs. Refinitiv data. AIOF I is a top-quartile fund when compared to the relevant benchmark, which includes 8 global core/core-plus, value added and opportunistic infrastructure funds with a 2018 vintage; upper-quartile threshold net IRR is 16.52% vs. AIOF I's net IRR of 19.19% as of September 30, 2022. Please refer to the end of this presentation for AIOF I and AIOF II Schedule of Investments.

APOLLO INFRASTRUCTURE OPPORTUNITIES FUND III: DISTINCT VALUE ORIENTATION WITHIN INFRASTRUCTURE

	THEMATIC INVESTING “TOP-DOWN, TREND DRIVEN”	APOLLO INFRASTRUCTURE “BOTTOM-UP, VALUE DRIVEN”
Asset Type	<ul style="list-style-type: none">Highly-regulated assets with no value-addGreenfield development projects with unmitigated development riskOperating companies with little / no hard assets	<ul style="list-style-type: none">Essential services with high barriers to entryDevelopment projects and platforms with structured features mitigating downsideBrownfield assets and platforms with expansion opportunity
Contracts	<ul style="list-style-type: none">Direct consumer exposure / merchant cash flowsCommodity exposure / weak inflation correlationHighly regulated / counterparty risk	<ul style="list-style-type: none">Full or partial, long-term contractsInflation-linked cash flowsOff-takers with high credit quality
Investment Type	<ul style="list-style-type: none">Concessions with limited ability to add operational value creationSimple coupon-based debt instruments without governanceCommon equity investments with highly leveraged capital structures and unlimited downside	<ul style="list-style-type: none">Equity buyouts via platform plays and corporate carve-outsPreferred equity and loans with upside participationBespoke structured investments with downside protection

Source: Apollo. As of December 2022. Reflects the views and opinions of Apollo Analysts, which are subject to change at any time without notice. There is no guarantee that investment opportunities of the investment type and with the underlying asset characteristics described above will be available in the future or achieve return targets.

APOLLO INFRASTRUCTURE OPPORTUNITIES FUND III: DOWNSIDE-PROTECTED INVESTMENT STRATEGY

EQUITY BUYOUTS

Applying Apollo's value creation experience to infrastructure assets seeking to generate upside through operational enhancement

- Majority or leading stakes in traditional infrastructure assets
- Proactive approach to value creation; ability to leverage our operating expertise to drive value and enhance performance
- Platforms and consolidation opportunities
- High-quality assets / essential service businesses with stable and/or contracted cash flows

SELECT EXAMPLE TRANSACTIONS



CORPORATE CARVE OUTS

Leverage Apollo's historical track record and proprietary skillset to execute complex carve-outs

- Bilateral negotiations with a larger corporate parent to extract a business or create a standalone enterprise
- Seek to uncover below-the-radar or misunderstood opportunities that are undervalued by the market
- Potential to achieve higher returns than typical brownfield assets

SELECT EXAMPLE TRANSACTIONS



STRUCTURED SOLUTIONS

Leveraging Apollo's structuring experience to pursue attractive investments across the capital structure in dislocated markets

- Mezzanine and hold co loan structures; preferred and structured equity
- Ability to add further downside protection
- Pursue opportunities resulting from market dislocation or regulatory change
- Positions Apollo as a solutions provider to

SELECT EXAMPLE TRANSACTIONS

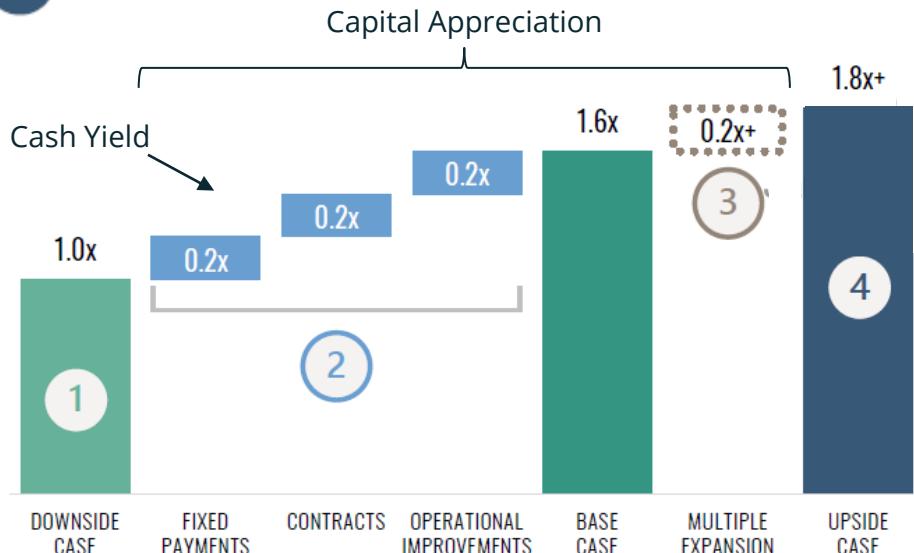


Source: Apollo. As of December 2022. Based on the views and opinions of Apollo Analysts. Subject to change at any time without notice. Investment examples have been provided for discussion purposes only to illustrate the types of investments that AIOF II would target. There is no guarantee that similar investment opportunities will become available in the future or, if available, achieve target returns. Please refer to AIOF II's Schedule of Investments for a full list of Fund investments

APOLLO INFRASTRUCTURE OPPORTUNITIES FUND III: CONSERVATIVE UNDERWRITING WITH TWO SOURCES OF RETURN

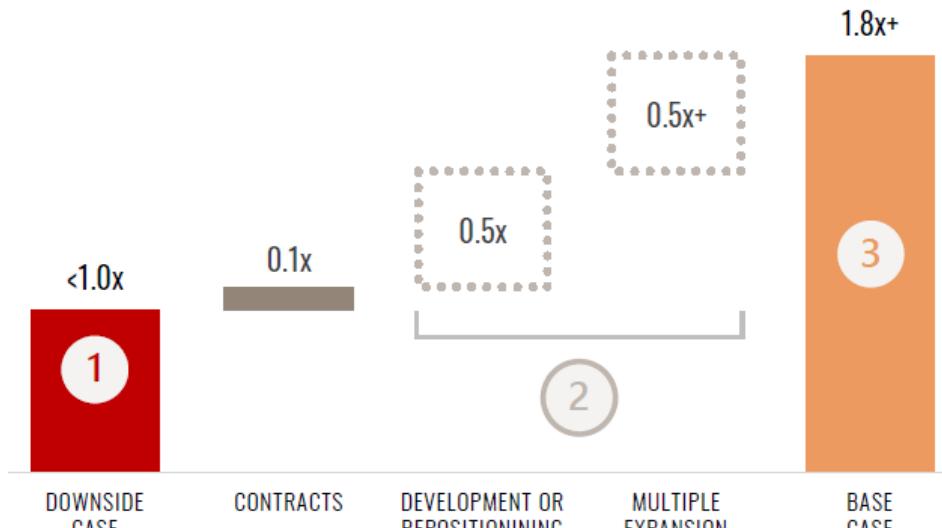
APOLLO'S ILLUSTRATIVE APPROACH TO INFRASTRUCTURE UNDERWRITING

- 1 Investments return cost even in downside and stress cases
- 2 Balanced returns contribution from structural features (e.g., fixed payments), contracts, and moderate operational enhancements
- 3 Minimal upside attributed to multiple expansion
- 4 Structurally trade some upside for narrower band of outcomes



COMPARISON ILLUSTRATIVE APPROACH TO INFRASTRUCTURE UNDERWRITING

- 1 Return below invested cost in downside and stress cases
- 2 Underwritten returns driven by development or repositioning and appreciation or multiple expansion
- 3 "Opportunistic" returns underwritten in the base case



For illustrative purposes only. Based on the views and opinions of Apollo Analysts. "Apollo's Illustrative Approach to Infrastructure Underwriting" is premised upon our infrastructure investment principles, including without limitation the prioritization of capital preservation through structural protections and fixed payments, contracted cash flows and operational improvements (e.g., capital structure optimization and EBITDA growth) as key sources of value creation. "Peers' Illustrative Approach to Infrastructure Underwriting" refers generally to a selection of large-cap infrastructure firms of generally similar size and scale that Apollo deems peers. There is no guarantee market conditions, the market environment, or the themes described herein will continue in the future. Such estimates and assumptions are subject to factors beyond Apollo's control and are subject to change at any time. Please refer to the Legal Disclaimer page for important information on the calculation of creation multiples. Illustrative, hypothetical, and/or target returns presented herein are gross and do not reflect the deduction of taxes, fees and expenses. Actual returns will be lower. Future results may vary substantially.

APOLLO INFRASTRUCTURE OPPORTUNITIES FUND III: PERFORMANCE TRACK RECORD

APOLLO INFRASTRUCTURE OPPORTUNITIES

Fund (Vintage)	Fund Size (\$ mm)	Invested (\$ mm)	Realized (\$ mm)	NAV (\$ mm)	DPI	Gross MOIC	Net MOIC	Peer Quartile	Gross IRR	Net IRR	Peer Quartile
Fund I (2018)	\$897	\$802.4	\$1,022.2	\$248.6	1.27x	1.6x	1.5x	1 st	25.0%	19.0%	1 st
Fund II (2020)	\$2,500	\$920.7	\$29.8	\$1,134.6	0.03x	1.3x	1.2x	1 st	28.0%	23.0%	1 st

Source: Apollo, Bloomberg, PitchBook as of 9/30/2022; S&P Global Infrastructure TR; *See disclosures
Past performance is not a guarantee of future results.

APOLLO INFRASTRUCTURE OPPORTUNITIES FUND III: KEY TERMS

REPRESENTATIVE TERMS FOR THE FUND

Fund	Apollo Infrastructure Opportunities Fund III
Minimum Investment	\$10 million, though Clearstead negotiated to have this waived for clients
Fund Size	\$4-5 billion
Target Return	15-18% gross IRR (11-14% net IRR) with 4-6% cash yield
Management Fee	1.5% of commitments during the Commitment Period, stepping down to 1.25% of adjusted cost after
Preferred Return	8% per annum
Carried Interest	20% in the Fund
Investment Period	5 years from the later of the effective date and final closing of the Fund
Fund Term	10 years from final close + 2 one-year extensions with LPAC consent
Catch Up	80%
Fee & Expense Offset	100%
Organization Expenses	\$6 million
GP Commitment	2.5% or at least \$100 million
Waterfall	American



PORTFOLIO RECOMMENDATIONS

PORTFOLIO RECOMMENDATIONS (ACTION)

YOUNGSTOWN STATE UNIVERSITY

AS OF FEBRUARY 17, 2023

	TICKER	INVESTMENT STRATEGY	MARKET VALUE (CURRENT)	% OF PORTFOLIO	CHANGES	MARKET VALUE (POST CHANGES)	% OF PORTFOLIO	POLICY TARGET	POLICY RANGE	TACTICAL + / -
Total Operating & Short Term			\$33,606,554	100.0%	\$0	\$33,606,554	100.0%	100.0%		
Operating Assets			\$33,606,554	100.0%		\$33,606,554	100.0%			60-100%
Federated Hermes Govt Obligations	FOGXX	Money Market	\$33,515,148	99.7%		\$33,515,148	99.7%			
Star Plus*	-	Cash Equivalent	\$0	0.0%		\$0	0.0%			
Star Ohio*	-	Cash Equivalent	\$91,406	0.3%		\$91,406	0.3%			
Short-Term Assets			\$0	0.0%		\$0	0.0%			0-40%
Vanguard Short-Term Federal Adm	VSGDX	Short-Term Fixed	\$0	0.0%		\$0	0.0%			
Total Long Term Reserves Pool			\$61,473,407	100.0%	\$0	\$61,473,407	100.0%	100.0%		
Domestic Equity			\$19,520,552	31.8%		\$18,720,552	30.5%	27.0%	20-35%	3.5%
Large Cap			\$12,537,449	20.4%		\$12,267,449	20.0%			
Vanguard Instl Index	VINIX	Large Cap Core	\$12,537,449	20.4%	-\$270,000	\$12,267,449	20.0%			
Small/Mid Cap			\$6,983,103	11.4%		\$6,453,103	10.5%			
Vanguard Mid Cap Index Adm	VIMAX	Mid-Cap Core	\$3,276,186	5.3%	-\$180,000	\$3,096,186	5.0%			
Loomis Sayles Small Growth N2	LSSNX	Small Cap Growth	\$1,819,105	3.0%	-\$140,000	\$1,679,105	2.7%			
Victory Integrity Small Cap Value Y	VSVIX	Small Cap Value	\$1,887,811	3.1%	-\$210,000	\$1,677,811	2.7%			
International Equity			\$5,256,046	8.6%		\$5,056,046	8.2%	8.0%	0-15%	0.2%
William Blair International Growth I	BIGIX	Foreign Growth	\$2,305,758	3.8%		\$2,305,758	3.8%			
Dodge & Cox International Stock	DODFX	Foreign Value	\$2,950,288	4.8%	-\$200,000	\$2,750,288	4.5%			
Total Equity			\$24,776,598	40.3%		\$23,776,598	38.7%	35.0%	25-45%	3.7%
Alternatives			\$6,797,431	11.1%		\$6,797,431	11.1%	15.0%	0-20%	-3.9%
H.I.G. Principal Lending Fund*	-	Private Credit	\$2,200,333	3.6%		\$2,200,333	3.6%			
Apollo Infrastructure Opps Fund III		Real Assets	\$0	0.0%		\$0	0.0%			
Weatherlow Fund*	-	Hedge FoF	\$4,597,098	7.5%		\$4,597,098	7.5%			
Fixed Income			\$29,899,133	48.6%		\$30,899,133	50.3%	50.0%	35-75%	0.3%
Short Term Fixed Income			\$17,644,413	28.7%		\$18,644,413	30.3%	30.0%	25-45%	0.3%
YSU Short Term Bond	-	Short-Term Fixed	\$12,470,282	20.3%		\$12,470,282	20.3%			
Lord Abbett Short Duration	LLDYX	Short-Term Fixed	\$5,174,131	8.4%	\$1,000,000	\$6,174,131	10.0%			
Intermediate Fixed Income			\$12,254,721	19.9%		\$12,254,721	19.9%	20.0%	10-30%	-0.1%
JPMorgan Core Bond Fund R6**	JCBUX	Core Plus Fixed	\$5,040,843	8.2%		\$5,040,843	8.2%			
YSU Intermediate Term Fixed	-	Inter-Term Fixed	\$4,229,094	6.9%		\$4,229,094	6.9%			
Prudential High Yield Bond R6	PHYQX	High Yield	\$2,984,783	4.9%		\$2,984,783	4.9%			
Cash & Cash Equivalents			\$245	0.0%		\$245	0.0%	0.0%	0-5%	0.0%
Equity Account Cash	-	Money Market	\$245	0.0%		\$245	0.0%			
Total University Assets			\$95,079,961			\$95,079,961				

*As of 01/31/2023.

**Held at JPMorgan.

Why Lord Abbett? Lord Abbett has a significant yield advantage over the other short-term fixed income investment – the (PNC) short-term bond portfolio – which is primarily held by the University to satisfy ORC requirements. Lord Abbett's yield of ~6.2% (as of 12/31) is an attractive rate for short-term bond exposure.



APPENDIX



ENDOWMENT ASSETS: PERFORMANCE & ASSET ALLOCATION REVIEW

ENDOWMENT ASSETS: PERFORMANCE & ASSET ALLOCATION (AS OF 12/31/2022)

ENDOWMENT ASSETS	MARKET VALUE (\$MM)	ASSET ALLOCATION	COMPOSITION	QTD	CYTD	TRAILING PERIODS					CALENDAR YEARS			SINCE INCEPTION ³
						1 YR	2 YR	3 YR	5 YR	7 YR	2021	2020	2019	
YSU Endowment Fund	\$13.356	67% Equity / 3% Alts / 30% Fixed Income & Cash	Stocks, Bonds, Mutual Funds	5.5%	-15.7%	-15.7%	1.0%	5.8%	6.9%	8.2%	20.9%	16.3%	23.8%	7.9%
			<i>Benchmark¹</i>	6.2%	-16.6%	-16.6%	0.3%	5.3%	7.3%	9.0%	20.6%	16.2%	25.6%	9.3%
			<i>Benchmark²</i>	5.4%	-15.8%	-15.8%	-1.2%	3.8%	6.0%	7.4%	15.9%	14.7%	22.2%	7.7%

COMPLIANCE

- Asset Allocation Guidelines: 70% Equities (60-80%) / 30% Cash & Fixed Income (20-40%) **(IN COMPLIANCE)**

HOLDINGS

- Equity Mutual Funds – 12% (4 Mutual Funds & ETFs)
- Stocks – 55% (30-60 U.S. Large/Mid-Cap Stocks)
- Alternatives – 3% (Real Estate Mutual Fund)
- Fixed Income Mutual Funds – 2% (Federated Total High Yield)
- Individual Bonds – 19% (8-12 Individual Bonds: U.S. Corporate / Gov't / Asset Backed Debt)
- Cash – 9%

1) Benchmark: 75% S&P 500 / 25% BBg US Aggregate.

2) Benchmark: 60% S&P 500 / 40% BBg US Aggregate.

3) Inception date: 06/2013.



SUPPORTING INFORMATION

U.S. ECONOMIC PROJECTIONS

FEDERAL RESERVE BOARD MEMBERS & BANK PRESIDENTS

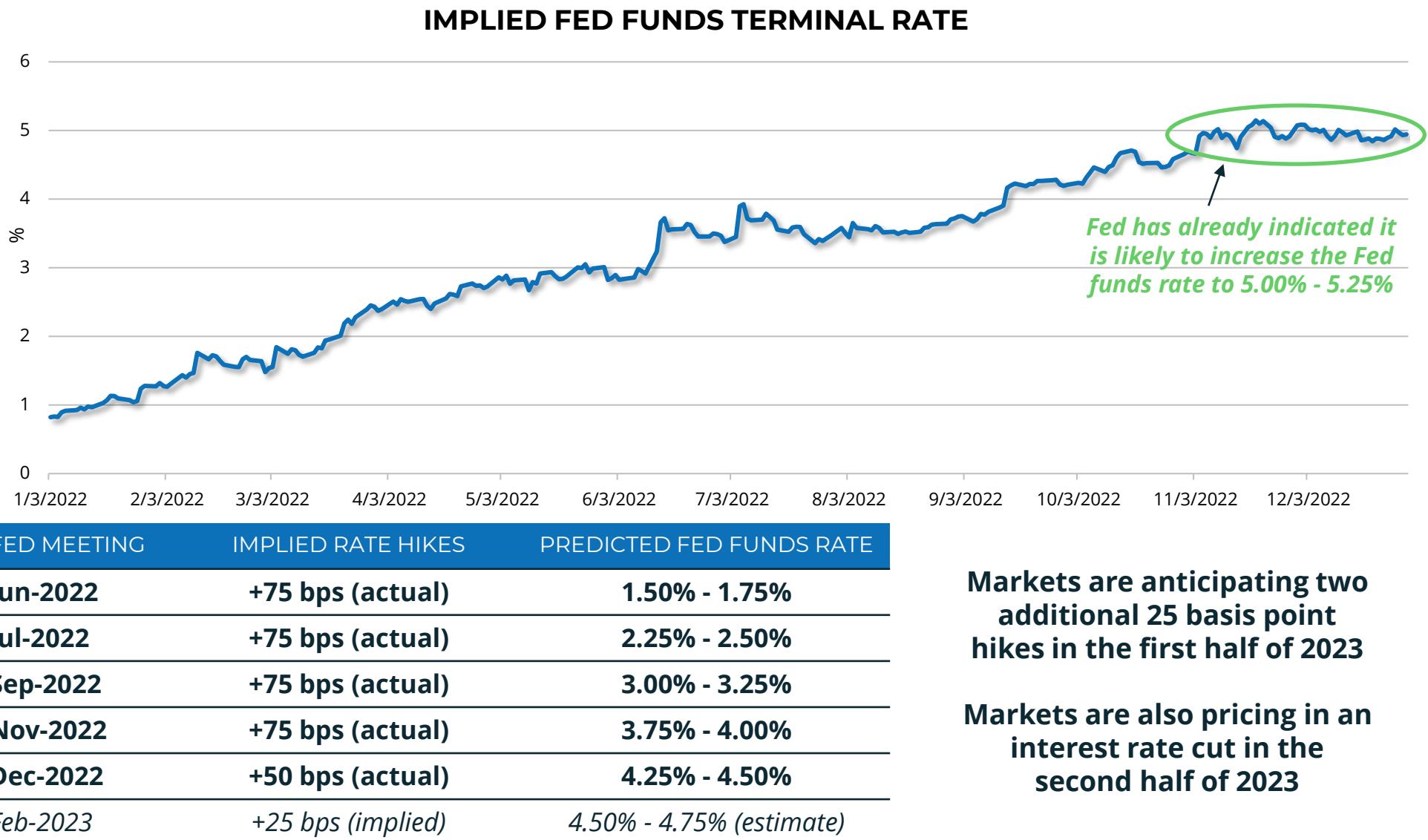
		2022	2023	2024	2025	LONGER RUN*
GDP	December 2022	0.5%	0.5%	1.6%	1.8%	1.8%
	September 2022	0.2%	1.2%	1.7%	1.8%	1.8%
	June 2022	1.7%	1.7%	1.9%		1.8%
	March 2022	2.8%	2.2%	2.0%		1.8%
Unemployment Rate	December 2022	3.7%	4.6%	4.6%	4.5%	4.0%
	September 2022	3.8%	4.4%	4.4%	4.3%	4.0%
	June 2022	3.7%	3.9%	4.1%		4.0%
	March 2022	3.5%	3.5%	3.6%		4.0%
Core PCE Inflation	December 2022	4.8%	3.5%	2.5%	2.1%	
	September 2022	4.5%	3.1%	2.3%	2.1%	
	June 2022	4.3%	2.7%	2.3%		
	March 2022	4.1%	2.6%	2.3%		
Federal Funds Rate	December 2022	4.4%	5.1%	4.1%	3.1%	2.5%
	September 2022	4.4%	4.6%	3.9%	2.9%	2.5%
	June 2022	3.4%	3.8%	3.4%		2.5%
	March 2022	1.9%	2.8%	2.8%		2.4%
# of implied 25 bps rate changes year	December 2022	17	3	-4	-4	
	September 2022	17	1	-3	-4	
	June 2022	13	2	-2		
	March 2022	7	3	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: Clearstead, U.S. Federal Reserve.

Data as of 12/14/2022. Past performance is not an indicator of future results.

MARKETS PRICING IN POTENTIAL FED ACTIONS



INFLATION TRENDS LOWER

GLOBAL HEADLINE CPI - YEAR-OVER-YEAR % CHANGE

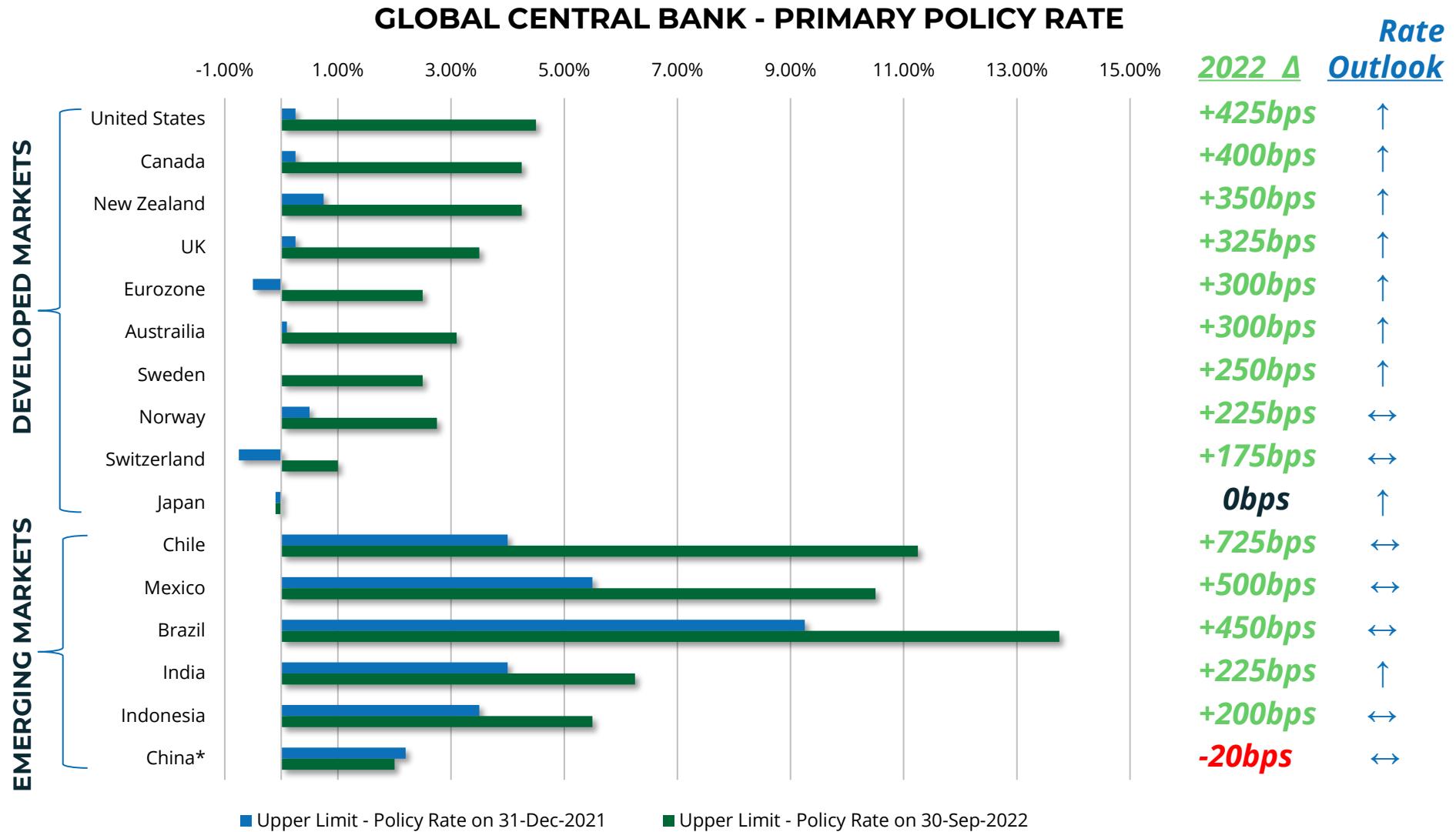
	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22
Dev. Markets																								
US	1.4	1.7	2.6	4.2	5.0	5.4	5.4	5.3	5.4	6.2	6.8	7.0	7.5	7.9	8.5	8.3	8.6	9.1	8.5	8.3	8.2	7.7	7.1	6.5
EU	0.9	0.9	1.3	1.6	2.0	1.9	2.2	3.0	3.4	4.1	4.9	5.0	5.1	5.9	7.5	7.5	8.1	8.6	8.9	9.1	10.0	10.7	10.0	9.2
Japan	-0.7	-0.5	-0.4	-1.1	-0.8	-0.5	-0.3	-0.4	0.2	0.1	0.6	0.8	0.5	0.9	1.2	2.5	2.5	2.4	2.6	3.0	3.0	3.7	3.8	3.8
UK	0.7	0.4	0.7	1.5	2.1	2.5	2.0	3.2	3.1	4.2	5.1	5.4	5.5	6.2	7.0	9.0	9.1	9.4	10.1	9.9	10.1	11.1	10.7	10.7
Canada	1.0	1.1	2.2	3.4	3.6	3.1	3.7	4.1	4.4	4.7	4.7	4.8	5.1	5.7	6.7	6.8	7.7	8.1	7.6	7.0	6.9	6.9	6.8	6.8
Australia	0.9	0.9	1.1	1.1	1.1	3.8	3.8	3.8	3.0	3.0	3.0	3.5	3.5	3.5	5.1	5.1	5.1	6.1	6.1	6.1	7.3	7.3	7.3	7.3
Switzerland	-0.5	-0.5	-0.2	0.3	0.6	0.6	0.7	0.9	0.9	1.2	1.5	1.5	1.6	2.2	2.4	2.5	2.9	3.4	3.4	7.3	7.2	7.2	7.2	7.2
Norway	2.5	3.3	3.1	3.0	2.7	2.9	3.0	3.4	4.1	3.5	5.1	5.3	3.2	3.7	4.5	5.4	5.7	6.3	6.8	3.5	3.3	3.0	3.0	2.8
Sweden	1.6	1.4	1.7	2.2	1.8	1.3	1.4	2.1	2.5	2.8	3.3	3.9	3.7	4.3	6.0	6.4	7.3	8.7	8.5	8.9	10.0	10.1	8.9	8.7
Asia																								
China	-0.3	-0.2	0.4	0.9	1.3	1.1	1.0	0.8	0.7	1.5	2.3	1.5	0.9	0.9	1.5	2.1	2.1	2.5	2.7	2.5	2.8	2.1	1.6	1.8
India	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.4	4.5	4.8	5.6	5.8	5.0	5.4	6.3	7.0	6.2	5.8	5.9	6.5	6.1	6.1	5.4
Indonesia	1.6	1.4	1.4	1.4	1.7	1.3	1.5	1.6	1.6	1.7	1.7	1.9	2.2	2.1	2.6	3.5	3.6	4.4	4.9	4.7	6.0	5.7	5.4	5.5
Malaysia	-0.2	0.1	1.7	4.7	4.4	3.4	2.2	2.0	2.2	2.9	3.3	3.2	2.3	2.2	2.2	2.3	2.8	3.4	4.4	4.7	4.5	4.0	4.0	4.0
S. Korea	0.9	1.4	1.9	2.5	2.6	2.4	2.6	2.6	2.4	3.2	3.8	3.7	3.6	3.7	4.1	4.8	5.4	6.0	6.3	5.7	5.6	5.7	5.0	5.0
Taiwan	-0.2	1.4	1.2	2.1	2.5	1.8	1.9	2.3	2.6	2.6	2.9	2.6	2.8	2.3	3.3	3.4	3.4	3.6	3.4	2.7	2.8	2.7	2.4	2.7
Latin America																								
Brazil	4.6	5.2	6.1	6.8	8.1	8.4	9.0	9.7	10.3	10.7	10.7	10.1	10.4	10.5	11.3	12.1	11.7	11.9	10.1	8.7	7.2	6.5	5.9	5.8
Chile	3.1	2.8	2.9	3.3	3.6	3.8	4.5	4.8	5.3	6.0	6.7	7.2	7.7	7.8	9.4	10.5	11.5	12.5	13.1	14.1	13.7	12.8	13.3	12.8
Colombia	1.6	1.6	1.5	2.0	3.3	3.6	4.0	4.4	4.5	4.6	5.3	5.6	6.9	8.0	8.5	9.2	9.1	9.7	10.2	10.8	11.4	12.2	12.5	13.1
Mexico	3.5	3.8	4.7	6.1	5.9	5.9	5.8	5.6	6.0	6.2	7.4	7.4	7.1	7.3	7.5	7.7	7.7	8.0	8.2	8.7	8.7	8.4	7.8	7.8

Energy and food prices, supply chain disruptions, and widespread labor market tightness has pushed inflation up globally

- Only China, and to a lesser extent Taiwan, have seen negligible rises in inflation
- Brazil has started to see a meaningful decline in inflation

Bloomberg Inflation Monitor as of 12/31/2022.

GLOBAL MONETARY CONDITIONS TIGHTEN



Source: Bloomberg LP, Clearstead, daily data as of 12/31/2022.

*7-Day Repo Rate.

GLOBAL ECONOMY: SLOWING GROWTH

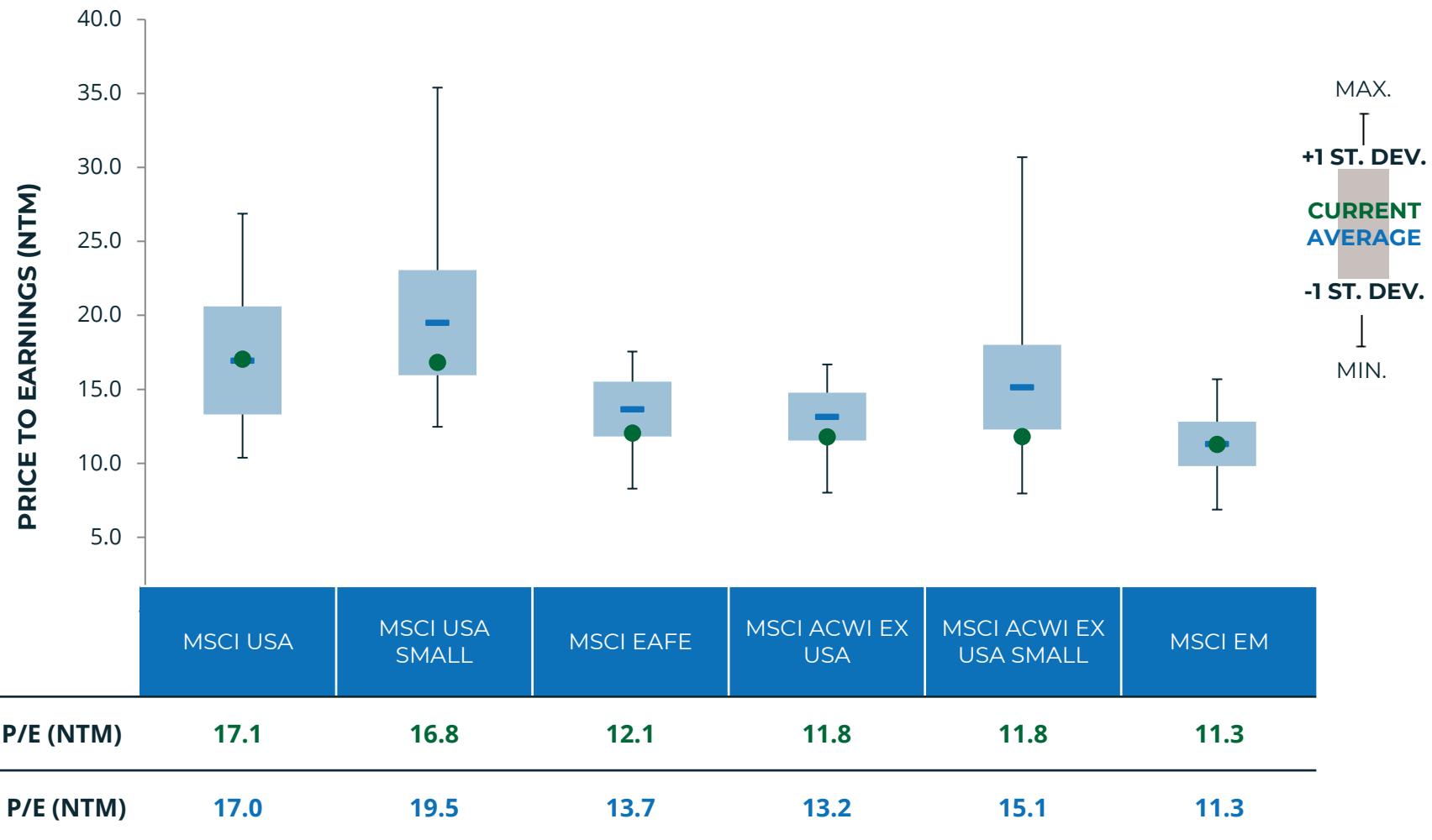
		Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	12M Trend
Global	Mfg	53.2	53.7	52.9	52.3	52.3	52.2	51.1	50.3	49.8	49.4	48.8	48.6	
	Serv	51.0	54.0	53.4	52.1	51.9	53.9	51.1	49.2	50.0	49.2	48.1	48.1	
US	Mfg	55.5	57.3	58.8	59.2	57.0	52.7	52.2	51.5	52.0	50.4	47.7	46.2	
	Serv	51.2	56.5	58.0	55.6	53.4	52.7	47.3	43.7	49.3	47.8	46.2	44.4	
Eurozone	Mfg	58.7	58.2	56.5	55.5	54.6	52.1	49.8	49.6	48.4	46.4	47.1	47.8	
	Serv	51.1	55.5	55.6	57.7	56.1	53.0	51.2	49.8	48.8	48.6	48.5	49.1	
UK	Mfg	57.3	58.0	55.2	55.8	54.6	52.8	52.1	47.3	48.4	46.2	46.5	45.3	
	Serv	54.1	60.5	62.6	58.9	53.4	54.3	52.6	50.9	50.0	48.8	48.8	50.0	
Japan	Mfg	55.4	52.7	54.1	53.5	53.3	52.7	52.1	51.5	50.8	50.7	49.0	48.8	
	Serv	47.6	44.2	49.4	50.7	52.6	54.0	50.3	49.5	52.2	53.2	50.3	51.7	
China	Mfg	49.1	50.4	48.1	46.0	48.1	51.7	50.4	49.5	48.1	49.2	49.4	49.0	
	Serv	51.4	50.2	42.0	36.2	41.4	54.5	55.5	55.0	49.3	48.4	46.7	48.0	
India	Mfg	54.0	54.9	54.0	54.7	54.6	53.9	56.4	56.2	55.1	55.3	55.7	57.8	
	Serv	51.5	51.8	53.6	57.9	58.9	59.2	55.5	57.2	54.3	55.1	56.4	56.4	
S. Korea	Mfg	52.8	53.8	51.2	52.1	51.8	51.3	49.8	47.6	47.3	48.2	49.0	48.2	

Global manufacturing and service PMIs have moved lower in Q4 in every major economy; and in most cases are now consistent with slightly negative real GDP growth in the first half 2023.

- U.S. PMIs have weakened in Q4 and are consistent with little-to-no real GDP growth
- European PMIs are consistent with a mild recessionary environment; Asian manufacturing PMIs are signaling a stark slowdown in global trade and only India's PMI readings suggest healthy GDP growth
- China's PMI faltered as COVID-19 cases surged in Nov/Dec 2022, but may rebound in the first quarter as cases subside

Source: Bloomberg, Markit/HIS.
Data as of 12/31/2022.

GLOBAL EQUITY VALUATIONS

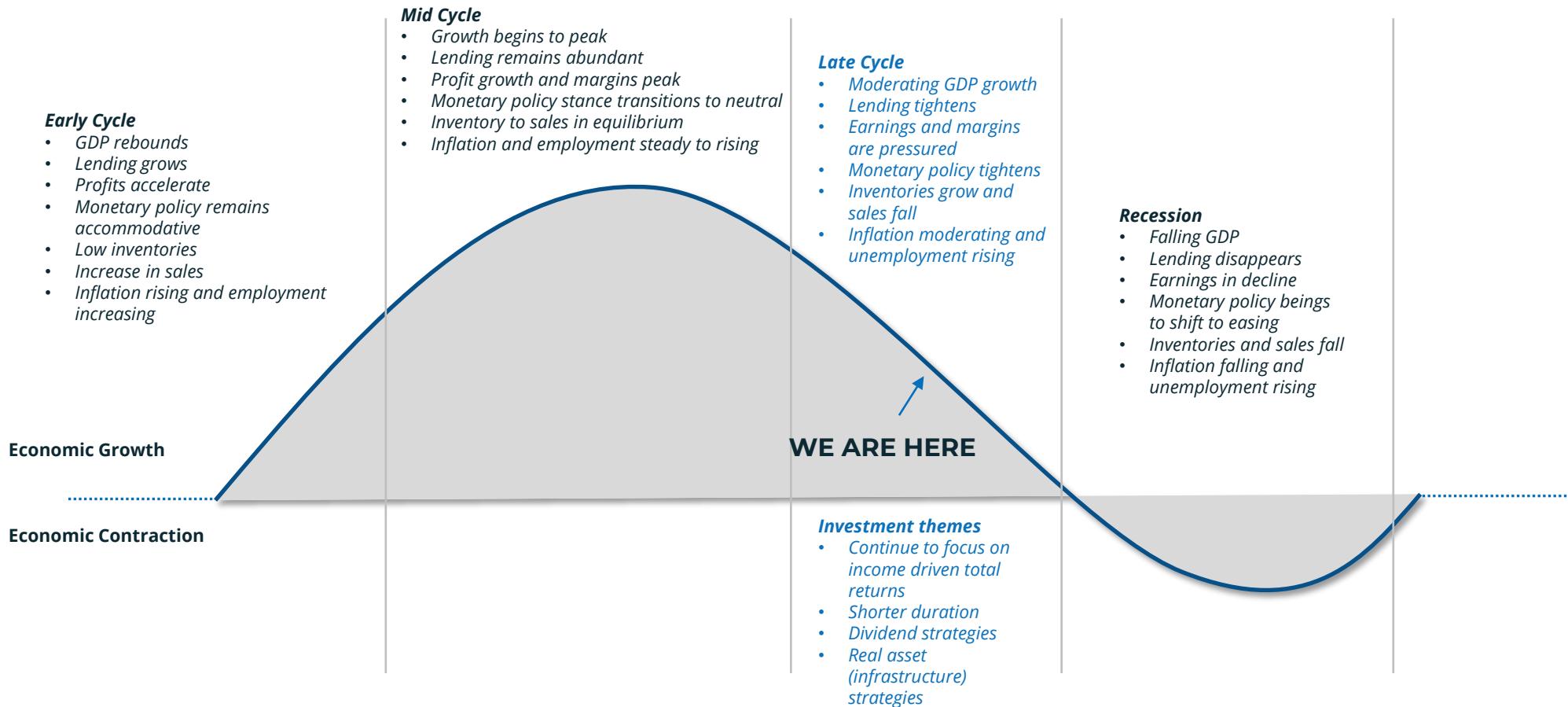


Source: Bloomberg as of 12/31/2022.

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.

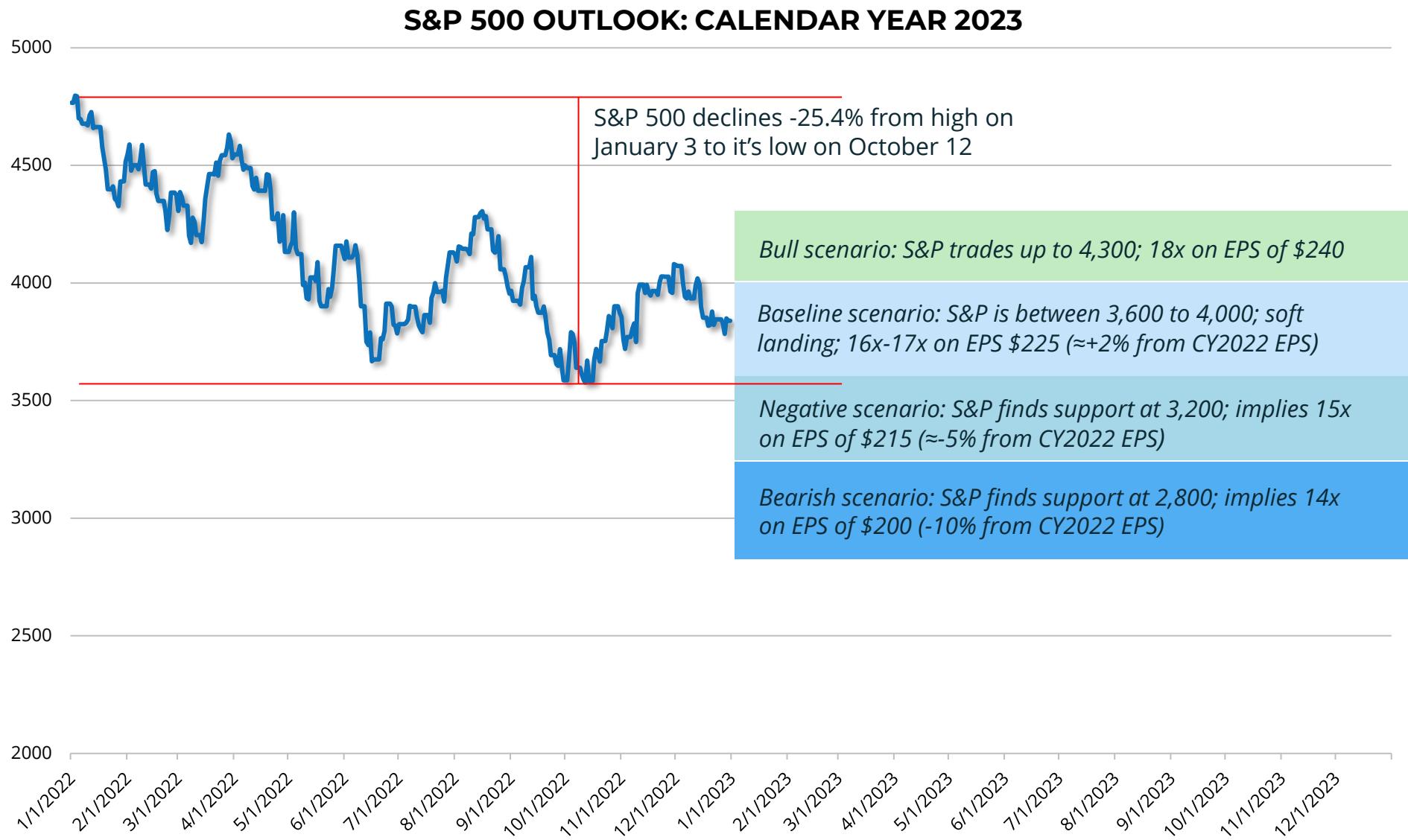
THE BUSINESS CYCLE: U.S. CURRENT ECONOMIC STATE

PHASES OF THE BUSINESS CYCLE



Source: Clearstead.
As of 12/31/2022.

S&P 500 INDEX: 2023 OUTLOOK



EXECUTIVE SUMMARY

	Market Value 10/01/2022	Market Value 12/31/2022	% of Portfolio	4th Quarter 2022 (%)	YTD (%)
Total University Assets	\$89,300,805	\$73,025,390	100.0	3.0	-7.9
<i>Total Policy Benchmark¹</i>				2.7	-4.7
Total Operating & Short Term	\$32,360,317	\$13,560,592	18.6	1.0	1.6
<i>Total Operating & Short Term Benchmark²</i>				0.8	1.2
Total Long Term/ Reserves Pool	\$56,940,489	\$59,464,798	81.4	4.4	-11.3
<i>Total Long Term/ Reserves Fund Benchmark³</i>				4.2	-9.7
Total Domestic Equity	\$16,768,025	\$18,169,862	24.9	8.4	-17.7
<i>Russell 3000 Index</i>				7.2	-19.2
Total International Equity	\$4,268,936	\$4,886,661	6.7	14.5	-17.6
<i>MSCI EAFE (Net)</i>				17.3	-14.5
Total Alternatives	\$6,384,402	\$6,673,675	9.1	1.4	-7.4
<i>Total Alternatives Benchmark</i>				1.8	-5.2
Total Fixed Income	\$29,518,874	\$29,734,356	40.7	1.4	-6.7
<i>Total Fixed Income Benchmark⁴</i>				1.1	-5.4
Total Cash & Cash Equivalents	\$252	\$244	0.0	16.7	17.3
<i>90 Day U.S. Treasury Bill</i>				0.8	1.5

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

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

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

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

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

ASSET ALLOCATION GUIDELINES COMPLIANCE

Total Plan Asset Allocation Policy	Range	Current
Operating & Short-Term Pool	0% - 50%	19%
Long Term/ Reserves Pool	50% - 100%	81%

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%	31%
International Equity	8%	0% - 15%	8%
Total Equity	35%	25% - 45%	39%
Alternatives	15%	0% - 20%	11%
Short-Term Fixed Income	30%	25% - 45%	30%
Intermediate Fixed Income	20%	10% - 30%	20%
Cash & Cash Equivalents	0%	0% - 5%	0%

In Line Within Tolerance Review

SCHEDULE OF ASSETS

	Ticker	Account Type	Begin Market Value \$	Market Value 12/31/2022	% of Portfolio
Total University Assets			\$89,300,805	\$73,025,390	100.0
Total Operating & Short Term			\$32,360,317	\$13,560,592	18.6
Federated Hermes Government Obligations Fund		Cash	\$32,186,155	\$13,467,679	18.4
JPMorgan 100% U.S. Tr Sec MM Inst	JTSXX	Cash	\$82,258	\$165	0.0
STAR Ohio		Cash	\$91,903	\$92,748	0.1
Total Long Term/ Reserves Pool			\$56,940,489	\$59,464,798	81.4
Total Domestic Equity			\$16,768,025	\$18,169,862	24.9
Vanguard Institutional Index	VINIX	US Stock Large Cap Core	\$10,947,037	\$11,773,488	16.1
Vanguard Mid Cap Index Adm	VIMAX	US Stock Mid Cap Core	\$2,777,020	\$3,027,372	4.1
Loomis Sayles Sm Growth N	LSSNX	US Stock Small Cap Growth	\$1,541,389	\$1,663,983	2.3
Victory Integrity Small Value Y	VSVIX	US Stock Small Cap Value	\$1,502,578	\$1,705,019	2.3
Total International Equity			\$4,268,936	\$4,886,661	6.7
William Blair International Growth I	BIGIX	International	\$1,903,513	\$2,142,607	2.9
Dodge & Cox Internat'l Stock	DODFX	International	\$2,365,423	\$2,744,054	3.8
Total Alternatives			\$6,384,402	\$6,673,675	9.1
Weatherlow Offshore Fund I Ltd Cl IIA		Hedge Fund	\$4,403,315	\$4,472,317	6.1
H.I.G. Whitehorse Principal Lending Offshore Feeder Fd, L.P.		Private Equity	\$1,656,325	\$2,201,358	3.0
Total Fixed Income			\$29,518,874	\$29,734,356	40.7
JPMorgan Core Bond	WOBDX	US Fixed Income Core	\$4,899,376	\$4,958,462	6.8
YSU Intermediate Term Bond		US Fixed Income Core	\$4,149,134	\$4,220,753	5.8
PGIM High Yield R6	PHYQX	US Fixed Income High Yield	\$2,842,827	\$2,947,261	4.0
YSU Short Term Bond		US Fixed Income Short Term	\$12,348,377	\$12,479,880	17.1
Lord Abbett Short Duration Income I	LLDYX	US Fixed Income Short Term	\$5,279,159	\$5,128,000	7.0
Total Cash & Cash Equivalents			\$252	\$244	0.0
PNC Govt MMkt	PKIXX	Cash	\$252	\$244	0.0

ATTRIBUTION OF MARKET VALUE

TOTAL UNIVERSITY ASSETS

	Q1-2022	Q2-2022	Q3-2022	Q4-2022	One Year
Total University Assets					
Beginning Market Value	\$87,254,985	\$102,269,338	\$77,012,438	\$89,300,805	\$87,254,985
Contributions	\$24,000,000	-	\$14,000,897	\$2,048	\$38,002,945
Distributions	-\$6,000,000	-\$20,000,000	-\$12,826	-\$19,009,237	-\$45,022,063
Net Cash Flows	\$18,000,000	-\$20,000,000	\$13,988,071	-\$19,007,189	-\$7,019,118
Net Investment Change	-\$2,985,648	-\$5,256,899	-\$1,699,704	\$2,731,774	-\$7,210,477
Ending Market Value	\$102,269,338	\$77,012,438	\$89,300,805	\$73,025,390	\$73,025,390
Change \$	\$15,014,352	-\$25,256,899	\$12,288,367	-\$16,275,415	-\$14,229,595

LONG-TERM POOL

	Q1-2022	Q2-2022	Q3-2022	Q4-2022	One Year
Total Long Term/ Reserves Pool					
Beginning Market Value	\$67,042,588	\$64,052,942	\$58,753,018	\$56,940,489	\$67,042,588
Contributions	-	-	\$897	\$2,048	\$2,945
Distributions	-	-	-\$11,929	-\$9,237	-\$21,166
Net Cash Flows	-	-	-\$11,032	-\$7,189	-\$18,221
Net Investment Change	-\$2,989,645	-\$5,299,925	-\$1,801,498	\$2,531,499	-\$7,559,569
Ending Market Value	\$64,052,942	\$58,753,018	\$56,940,489	\$59,464,798	\$59,464,798
Change \$	-\$2,989,645	-\$5,299,925	-\$1,812,529	\$2,524,310	-\$7,577,789

PERFORMANCE SUMMARY

	QTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2021 (%)	2020 (%)	2019 (%)	Inception (%)	Inception Date
Total University Assets	3.0	-7.9	-0.3	2.8	3.6	4.3	3.8	7.8	9.5	11.5	3.8	Apr- 04
Total Policy Benchmark ¹	2.7	-4.7	-0.3	1.7	2.6	3.0	2.7	4.3	5.9	8.7	2.9	
Total Operating & Short Term	1.0	1.6	0.8	0.9	1.4	1.1	0.8	0.0	1.1	2.4	0.7	Jul- 10
Total Operating & Short Term Benchmark ²	0.8	1.2	0.6	0.7	1.2	1.0	0.7	0.0	0.8	2.3	0.6	
Total Long Term/ Reserves Pool	4.4	-11.3	-1.5	1.8	3.3	4.5	4.4	9.5	8.8	15.3	4.5	Jul- 10
Total Long Term/ Reserves Fund Benchmark ³	4.2	-9.7	-1.3	2.3	3.6	4.6	4.3	8.0	10.0	14.2	4.3	
Total Domestic Equity	8.4	-17.7	2.2	7.4	8.8	11.0	12.1	26.9	18.5	30.4	12.9	Jul- 10
Russell 3000 Index	7.2	-19.2	0.8	7.1	8.8	11.0	12.1	25.7	20.9	31.0	13.0	
Total International Equity	14.5	-17.6	-4.8	1.9	1.9	5.3	5.1	10.0	16.7	26.7	4.5	Oct- 10
MSCI EAFE (Net)	17.3	-14.5	-2.4	0.9	1.5	4.5	4.7	11.3	7.8	22.0	4.6	
Total Alternatives	1.4	-7.4	-1.3	-2.1	0.2	1.7	-	5.3	-3.7	14.3	0.8	Mar- 15
Total Alternatives Benchmark ⁴	1.8	-5.2	0.3	2.0	2.5	3.2	-	6.2	5.4	11.7	2.4	
Total Fixed Income	1.4	-6.7	-3.4	-0.6	1.1	1.4	1.2	0.1	5.2	6.6	1.7	Jul- 10
Total Fixed Income Benchmark ⁵	1.1	-5.4	-3.1	-0.7	0.9	1.0	1.0	-0.8	4.5	5.0	1.3	
Total Cash & Cash Equivalents	16.7	17.3	8.3	5.6	-	-	-	0.0	0.4	1.5	4.0	Apr- 18
90 Day U.S. Treasury Bill	0.8	1.5	0.7	0.7	1.3	1.1	0.8	0.0	0.7	2.3	1.3	

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

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

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

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

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

PERFORMANCE REPORT CARD

	% of Portfolio	QTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2021 (%)	2020 (%)	2019 (%)	Inception (%)	Inception Date
Total University Assets	100.0	3.0	-7.9	-0.3	2.8	3.6	4.3	3.8	7.8	9.5	11.5	3.8	Apr-04
Total Policy Benchmark		2.7	-4.7	-0.3	1.7	2.6	3.0	2.7	4.3	5.9	8.7	2.9	
Total Operating & Short Term	18.6	1.0	1.6	0.8	0.9	1.4	1.1	0.8	0.0	1.1	2.4	0.7	Jul-10
Total Operating & Short Term Benchmark		0.8	1.2	0.6	0.7	1.2	1.0	0.7	0.0	0.8	2.3	0.6	
Federated Hermes Government Obligations Fund	18.4	0.8	1.4	0.7	0.5	1.0	0.8	0.6	0.0	0.3	1.8	1.2	Nov-21
90 Day U.S. Treasury Bill		0.8	1.5	0.7	0.7	1.3	1.1	0.8	0.0	0.7	2.3	1.3	
JPMorgan 100% U.S. Tr Sec MM Inst	0.0	0.8	1.4	0.7	0.6	1.1	0.9	0.6	0.0	0.3	2.0	0.6	Oct-11
90 Day U.S. Treasury Bill		0.8	1.5	0.7	0.7	1.3	1.1	0.8	0.0	0.7	2.3	0.7	
STAR Ohio	0.1	0.9	1.7	0.9	0.8	-	-	-	0.1	0.7	2.3	1.3	Jul-18
90 Day U.S. Treasury Bill		0.8	1.5	0.7	0.7	1.3	1.1	0.8	0.0	0.7	2.3	1.2	
Total Long Term/ Reserves Pool	81.4	4.4	-11.3	-1.5	1.8	3.3	4.5	4.4	9.5	8.8	15.3	4.5	Jul-10
Total Long Term/ Reserves Fund Benchmark		4.2	-9.7	-1.3	2.3	3.6	4.6	4.3	8.0	10.0	14.2	4.3	
Total Domestic Equity	24.9	8.4	-17.7	2.2	7.4	8.8	11.0	12.1	26.9	18.5	30.4	12.9	Jul-10
Russell 3000 Index		7.2	-19.2	0.8	7.1	8.8	11.0	12.1	25.7	20.9	31.0	13.0	
Vanguard Institutional Index	16.1	7.5	-18.1	2.6	7.6	9.4	11.5	12.5	28.7	18.4	31.5	13.3	Jul-10
S&P 500 Index		7.6	-18.1	2.7	7.7	9.4	11.5	12.6	28.7	18.4	31.5	13.3	
Vanguard Mid Cap Index Adm	4.1	9.0	-18.7	0.6	6.2	7.3	9.5	11.1	24.5	18.2	31.0	11.3	Oct-10
Vanguard Mid Cap Index Benchmark		9.0	-18.7	0.6	6.2	7.3	9.5	11.1	24.5	18.2	31.1	11.3	
Loomis Sayles Sm Growth N	2.3	8.0	-22.8	-7.8	4.5	7.8	10.1	11.5	10.2	34.3	26.7	5.8	Sep-19
Russell 2000 Growth Index		4.1	-26.4	-13.0	0.6	3.5	7.1	9.2	2.8	34.6	28.5	3.6	
Victory Integrity Small Value Y	2.3	13.5	-7.7	11.1	7.7	4.6	8.3	9.5	33.6	1.2	23.1	10.0	Oct-10
Russell 2000 Value Index		8.4	-14.5	4.7	4.7	4.1	8.2	8.5	28.3	4.6	22.4	9.1	
Total International Equity	6.7	14.5	-17.6	-4.8	1.9	1.9	5.3	5.1	10.0	16.7	26.7	4.5	Oct-10
MSCI EAFE (Net)		17.3	-14.5	-2.4	0.9	1.5	4.5	4.7	11.3	7.8	22.0	4.6	
MSCI AC World ex USA (Net)		14.3	-16.0	-4.8	0.1	0.9	4.8	3.8	7.8	10.7	21.5	3.7	
William Blair International Growth I	2.9	12.6	-28.3	-11.6	1.0	2.1	4.9	4.9	9.0	32.0	30.7	6.1	Jul-12
MSCI AC World ex USA (Net)		14.3	-16.0	-4.8	0.1	0.9	4.8	3.8	7.8	10.7	21.5	4.9	
Dodge & Cox Internat'l Stock	3.8	16.0	-6.8	1.7	1.9	1.2	5.2	4.8	11.0	2.1	22.8	4.7	Oct-10
MSCI EAFE (Net)		17.3	-14.5	-2.4	0.9	1.5	4.5	4.7	11.3	7.8	22.0	4.6	

PERFORMANCE REPORT CARD

	% of Portfolio	QTD (%)	1 Yr (%)	2 Yr (%)	3 Yr (%)	5 Yr (%)	7 Yr (%)	10 Yr (%)	2021 (%)	2020 (%)	2019 (%)	Inception (%)	Inception Date
Total Alternatives	9.1	1.4	-7.4	-1.3	-2.1	0.2	1.7	-	5.3	-3.7	14.3	0.8	Mar-15
Total Alternatives Benchmark		1.8	-5.2	0.3	2.0	2.5	3.2	-	6.2	5.4	11.7	2.4	
Weatherlow Offshore Fund I Ltd Cl IIA	6.1	1.6	-8.9	-1.9	6.3	5.7	5.0	5.5	5.6	24.7	13.6	-7.1	Jul-21
HFRI Fund of Funds Composite Index		1.8	-5.2	0.3	3.7	3.0	3.3	3.5	6.2	10.9	8.4	-2.8	
H.I.G. Whitehorse Principal Lending Offshore Feeder Fd, L.P.	3.0	0.0	-	-	-	-	-	-	-	-	-	1.8	Jul-22
Credit Suisse Leveraged Loan Index		2.3	-1.1	2.1	2.3	3.2	4.3	3.8	5.4	2.8	8.2	3.5	
Total Fixed Income	40.7	1.4	-6.7	-3.4	-0.6	1.1	1.4	1.2	0.1	5.2	6.6	1.7	Jul-10
Total Fixed Income Benchmark		1.1	-5.4	-3.1	-0.7	0.9	1.0	1.0	-0.8	4.5	5.0	1.3	
JPMorgan Core Bond	6.8	1.2	-12.3	-6.9	-2.1	0.3	1.1	1.2	-1.1	8.1	8.3	0.3	Sep-17
Bloomberg U.S. Aggregate Index		1.9	-13.0	-7.5	-2.7	0.0	0.9	1.1	-1.5	7.5	8.7	0.0	
YSU Intermediate Term Bond	5.8	1.7	-8.0	-4.7	-0.8	1.1	1.4	1.3	-1.3	7.5	7.2	3.0	Apr-04
Bloomberg Intermed. U.S. Government/Credit		1.5	-8.2	-4.9	-1.3	0.7	1.1	1.1	-1.4	6.4	6.8	2.7	
PGIM High Yield R6	4.0	3.7	-11.5	-3.0	-0.1	2.7	5.2	4.3	6.5	5.7	16.3	3.5	Jan-17
Bloomberg U.S. Corp: High Yield Index		4.2	-11.2	-3.3	0.0	2.3	5.0	4.0	5.3	7.1	14.3	3.2	
YSU Short Term Bond	17.1	1.1	-3.3	-1.9	0.0	1.1	1.1	1.0	-0.4	3.7	4.3	2.1	Apr-04
ICE BofA 1-3 Yr. Gov/Corp		0.9	-3.8	-2.1	-0.3	0.9	1.0	0.9	-0.4	3.3	4.1	1.9	
Lord Abbett Short Duration Income I	7.0	1.1	-4.6	-1.8	-0.2	1.3	1.9	1.7	1.1	3.2	5.6	1.4	Apr-18
ICE BofA 1-3 Yr. Gov/Corp		0.9	-3.8	-2.1	-0.3	0.9	1.0	0.9	-0.4	3.3	4.1	1.0	
Total Cash & Cash Equivalents	0.0	16.7	17.3	8.3	5.6	-	-	-	0.0	0.4	1.5	4.0	Apr-18
90 Day U.S. Treasury Bill		0.8	1.5	0.7	0.7	1.3	1.1	0.8	0.0	0.7	2.3	1.3	
PNC Govt MMkt	0.0	0.9	1.6	0.8	0.7	-	-	-	0.0	0.4	2.0	-	Apr-18
90 Day U.S. Treasury Bill		0.8	1.5	0.7	0.7	1.3	1.1	0.8	0.0	0.7	2.3	1.3	

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

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

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

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

VARYING LEVELS OF DISCRETION

ROLES & RESPONSIBILITIES



INVESTMENT INITIATIVE	INSTITUTION	CONSULTANT	INSTITUTION	CONSULTANT	INSTITUTION	CONSULTANT
Investment Policy		Collaborative		Collaborative		Collaborative
Strategic Asset Allocation		Collaborative		Collaborative		Collaborative
Illiquid Manager Changes (> Annual Liquidity)	Approves	Recommends	Approves	Recommends	<i>Varies</i>	<i>Varies</i>
Liquid Manager Changes (< Annual Liquidity)	Approves	Recommends	Approves	Recommends	Monitors	Implements
Tactical Adjustments	Approves	Recommends	Approves	Recommends	Monitors	Implements
Trading & Implementation	Monitors / Implements	Assists / Implements	Monitors	Implements	Monitors	Implements
External Cash Movements	Approves	Assists in Transfer	Approves	Assists / Implements	Approves	Assists / Implements



DEFINITIONS & DISCLOSURES

DEFINITIONS & DISCLOSURES

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

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

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

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

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

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

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

Index Definitions

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

The **Russell 1000 Value Index**, **Russell 1000 Index** and **Russell 1000 Growth Index** are indices that measure the performance of large-capitalization value stocks, large-capitalization 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, 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 mid-capitalization 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 for the U.S. equity market, measuring the performance of all U.S. equity securities with readily available price data. The **Wilshire Micro Cap Index** is a market capitalization-weighted index comprised of all stocks in the Wilshire 5000 Index below the 2,501st rank.

The **MSCI EAFE (Europe, Australasia, Far East) Index** is designed to measure developed market equity performance, excluding the U.S. and Canada. The **MSCI Emerging Markets (EM) Index** is designed to measure global emerging market equity performance. The **MSCI World Index** is designed to measure global developed market equity performance. The **MSCI Europe Index Ex-U.S. Index** is designed to measure the equity market performance of developed markets and excludes the U.S. The **MSCI Japan 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 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 (Baad/BBB-/BB- or above) using Moody's, S&P, and Fitch respectively, with maturity of at least one year. The **BC MBS Index** covers agency fixed-rate pass-through securities (both fixed-rate and hybrid ARM-backed) issued by Fannie Mae (FNMA) and Freddie Mac (FHLMC). The **BC U.S. Municipal Bond Index** covers the U.S. debt-denominated, long-term tax-exempt bond market from the municipal sector, state and local general obligation bonds, revenue bonds, and pre-refunded bonds. The **BC TIPS Index** is an unmanaged market value-weighted index of the three-year Treasury inflation-protected securities (TIPS) with a remaining maturity of one year or more. The **BC All Bonds Index** is a market value-weighted index of the three-year fixed-rate asset-backed and secured bonds that have the largest market value in the **BC Aggregate Bond Index**. The **BC All Bonds Index** is an unmanaged index that covers the following collateral types: credit cards, autos, home equity loans, stranded-cost utility (rate-regulated) bonds and manufactured housing. The **BC Global Aggregate Index** is composed of three sub-indexes: the U.S. Aggregate Index, Pan-European Aggregate Index, and the Asian-Pacific Aggregate Index. An aggregate index is created to be a broad-based measure of the performance of investment-grade fixed-rate debt on a global scale. The **BC U.S. Corporate Long-Term Bond 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 Bond 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-Term 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 AAA 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 Long-Term Government Index** is an unmanaged index reflecting the 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. Dollars denominated U.S. Treasuries, government-related and investment grade U.S. corporate securities that have a remaining maturity of greater than one year and less than ten years.

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

The **HFRU Funds of Index (HFR1 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 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.

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 flat-adjusted market capitalization-weighted index of publicly traded real estate securities such as real estate investment trusts (REITs) and real estate operating companies (REOCs). The **Cambridge PE Index** is a representation of returns for over 70% of the total dollars raised by U.S. leveraged buyout, subordinated debt and special situation managers from 1986 to December 2007. Returns are calculated based on the pooled time weighted return and are net of all fees. These pooled means represent the end to end rate of return calculated on the aggregate of all cash flows and market values reported by the general partners of the underlying constituents in the quarterly and annual reports.

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

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

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

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

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

The **HFRi Emerging Markets: Asia ex-Japan, Global Index, Latin America Index, Russia/Eastern Europe Index**: The constituents of the HFRi Emerging Markets Indices are selected according to their Regional Investment Focus only. There is no Investment Strategy criteria for inclusion in these indices. Funds classified as Emerging Markets have a regional investment focus in one of the following geographic areas: Asia ex-Japan, Russia/Eastern Europe, Latin America, Africa or the Middle East. **HFRi EH: Energy/Basic Materials** strategies which employ investment processes designed to identify opportunities in specific niche areas of the market in which the Manager maintains a level of expertise which exceeds that of a market generalist. **HFRi EH: Equity** strategies employ sophisticated quantitative techniques of analyzing price data to ascertain information about future price movement and relationships between securities, select securities for purchase and sale. **HFRi EH: Quantitative Directional** strategies employ sophisticated quantitative techniques of analyzing price data to ascertain information about future price movement and relationships between securities, select securities for purchase and sale. **HFRi EH: Technology/Healthcare** strategies employ investment processes designed to identify opportunities in securities in specific niche areas of the market in which the Manager maintain a level of expertise which exceeds that of a market generalist in identifying opportunities in companies engaged in all development, production and application of technology, biotechnology and as related to production of pharmaceuticals and healthcare industry. **HFRi ED: Distressed Restructuring** strategies which employ an investment process focused on corporate fixed income instruments, primarily on corporate credit instruments of companies trading at significant discounts to their value at issuance or obliged (par value) at maturity as a result of either formal bankruptcy proceeding or financial market perception of near term proceedings. **HFRi ED: 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. **HFRi ED: Private Issue/Regulation** D strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are primarily private and illiquid in nature. **HFRi Macro: Systematic Diversified** strategies have investment processes typically as function of mathematical, algorithmic and technical models, with little or no influence of individuals over the portfolio strategy. **HFRi RV: Fixed Income - Asset Backed** includes strategies in which the investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread is a fixed income instrument backed physical collateral or other financial obligations (loans, credit cards) other than those of a specific corporation. **HFRi RV: Fixed Income - Convertible** Arbitrage includes strategies in which the investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread is a convertible fixed income instrument. **HFRi RV: Fixed Income - Corporate** includes strategies in which the investment thesis is predicated on realization of a spread between related instruments in which one or multiple components of the spread is a corporate fixed income instrument. **HFRi RV: Multi-Strategies** employ an investment thesis predicated on realization of a spread between related instruments in which one or multiple components of the spread contains a fixed income, derivative, equity, real estate, MLP or combination of these or other instruments. **HFRi RV: Yield Alternatives** Index strategies employ an investment thesis 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 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 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 U.S. 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 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 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 calculated with current dividend data as of the most recent 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 performances, 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 a 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 the U.S., the **MSCI Canada Gross Index** is a free float-adjusted market capitalization weighted index that is designed to measure the equity market performance of Canada, the **MSCI EAFE Small Cap 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 developed and emerging markets, excluding the 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 US Prime Market 750 Index** is an unmanaged index considered representative of stocks of Asia Pacific countries excluding Japan. The **MSCI ACWI (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 Small Cap Gross Index** is an unmanaged index considered representative of stocks of the small cap segment of developed markets. The **MSCI US Small Cap 1750 Gross Index** represents the universe of small capitalization companies in the U.S. equity market. The **MSCI US Mid Cap 450 Index** represents the universe of medium capitalization companies in the U.S. equity market. The **MSCI US Mid Cap Value Index** represents the value companies of the MSCI US Mid Cap 450 Index. The **MSCI US Prime Market 750 Index** represents the universe of large and medium capitalization companies in the U.S. 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 specific 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. Government Bond Index** is a market value-weighted index of long-term tax-exempt bond market with four main sectors: state and local general obligation bonds, state and local general obligation bonds, and pre-refunded bonds. The **BC U.S. TIPS Index** is an unmanaged market index made up of U.S. Treasury Inflation-Protected Securities (TIPS) with a remaining maturity 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 one year and that are issued by a public dealer. The **BC ABS Index** is the following: collateralized by credit card receivables, the U.S. Agency Credit Index, Pass-Through Agency Index, and the Asian ABS Index. In order to be eligible to be included in the **BC ABS Index**, the performance of investment-grade fixed-rate debt on a global scale. The **BC U.S. Corporate Long A 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 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 Credit 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 **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 five years. The **BC 1-3 Year US Treasury Index** measures the performance of U.S. Treasury securities that have a maturity between 1 to 3 years. The **BC Government Credit Index** measures the performance of U.S. Government and corporate bonds rated investment grade or better, with maturities of at least one year.

The **BC High Yield Index** covers the universe of fixed rate, non-investment grade debt. Pay-in-kind (PIK) bonds, Eurobonds, and debt issues from countries designated as emerging markets (e.g., Argentina, Brazil, Venezuela, etc.) are excluded, but Canadian and global bonds (SEC registered) of issuers in non-EMG countries are included. Original issue zeroes, step-up coupon structures, and 144-A's are also included. The **BC Intermediate Government Index** measures the performance of intermediate U.S. government securities. The **BC Intermediate Government/Credit Bond Index** measures the performance of intermediate term U.S. government and corporate bonds. The **BC U.S. Long Term Corporate Index** measures the performance of investment-grade, fixed-rate, taxable securities issued by industrial, utility, and financial companies, with maturities greater than 10 years. The **BC Global Credit Hedged USD Index** contains investment grade and high yield credit securities from the Multiverse represented in US Dollars on a hedged basis. The **BC Long A+ 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 10 Year BB+ 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 U.S. Dollar Denominated corporate bonds publicly issued in the US market. Qualifying bonds have at least one year remaining to maturity and outstanding principal of \$100 million or more. The **BoFA ML U.S. Long Term Corporate Index** measures the performance of long-term investment grade corporate securities issued by the U.S. market and publicly traded in the United States. The **BoFA ML U.S. Corporate High-Yield BB+ 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 10 Year Treasury 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 U.S. Treasury 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 master 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 Treasury Bill Index** 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 **JP Morgan 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 **HFRX Funds of Funds Index (HFR FOF)** is an equal weighted index designed to measure the performance of hedge fund of fund managers. The more than 200 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 off-share funds and all returns are reported in USD. The **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. The **HFR Fund of Funds Conservative Index** is an equal-weighted index representing funds or funds that invest with multiple managers focused on consistent performance and lower volatility via absolute strategies. **HFR ED: Merger Arbitrage** strategies which employ an investment process primarily focused on opportunities in equity and equity related instruments of companies which are currently engaged in a corporate transaction.

The **FTSE All-World ex US Index** comprises large and midcap stocks providing coverage of developed and emerging markets, excluding the U.S. The **FTSE NAREIT Developed Index** is a global market capitalization weighted index composed of listed real estate securities from developed market countries in North America, Europe, and Asia. The **FTSE NAREIT Developed ex US Index** is a global market capitalization weighted index composed of listed real estate securities from developed market countries in North America, Europe, and Asia, excluding the U.S.. The **FTSE High Dividend Yield Index** comprises stocks that are characterized by higher-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 weighted 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. 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 **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 indexes (Income, 2000, 20005, 2010, 2015, 2020, 2025, 2030, 2035, 2040, 2045, 2050, 2055) available in three risk profiles: aggressive, moderate, and conservative. The indexes are built on asset allocation methodologies developed by Ibbotson Associates, a leader in asset allocation research and a Morningstar company since 2006. The indexes provide pure asset-class exposure to global equities, global fixed-income, commodities, and Treasury Inflation-Protected Securities (TIPS) by using existing Morningstar indexes 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 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 against loss.

This evaluation report has been prepared for the exclusive use of a specific client and is not a 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.



**RESOLUTION TO APPROVE
AN OUTSOURCED CHIEF INVESTMENT OFFICER
INVESTMENT STRATEGY**

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

WHEREAS, the Investment Committee has considered various approaches to asset management, including the non-discretionary model currently used by the university, and the discretionary model commonly referred to as an *outsourced chief investment officer* (OCIO) model; and

WHEREAS, the OCIO approach provides greater flexibility to more quickly respond to changes in investment markets, thereby helping to mitigate investment risk.

NOW, THEREFORE, BE IT RESOLVED, that the Investment Committee of the Board of Trustees of Youngstown State University does hereby approve moving to an outsourced investment officer model, effective immediately upon approval of this resolution.

EXECUTIVE SUMMARY (CONTINUED)

Tasks completed and next steps for the Board:

- Clearstead present education on different Fiduciary service models (**COMPLETED**)
- Clearstead to gather Committee feedback / questions and follow up with responses (**COMPLETED**)
- Board decision on evolving the investment structure with Clearstead to a discretionary assignment (**ACTION**)

• If Approved:

- Clearstead would work with University stakeholders to update the investment advisory agreement to reflect a level of discretionary authority
- Clearstead would review and recommend changes to the Investment Policy and guidelines to update roles and responsibilities
- Clearstead would work with University stakeholders to be granted trading authority at PNC Bank (University's primary custodian) and any other custodians/managers (no authority for external cash movements will be given to Clearstead)



**RESOLUTION TO APPROVE
THE ADDITION OF AN INVESTMENT MANAGER FOR THE
NON-ENDOWED LONG-TERM INVESTMENT POOL**

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Investment Committee of the Board of Trustees of Youngstown State University does hereby approve the addition of Apollo Infrastructure Opportunities Fund III as an investment manager for the University's pool of non-endowed long-term assets.

EXECUTIVE SUMMARY

RECOMMENDATION: Clearstead recommends a \$2.75 million commitment to the Apollo Infrastructure Opportunities Fund III in the Long-Term Pool.

WHY INVEST IN APOLLO INFRASTRUCTURE OPPORTUNITIES?

- **Established Market Leader**
- **Deep Team & Resources**
- **Disciplined Process and Robust Platform**
- **Track Record of Results**



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

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

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

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

**Board of Trustees Meeting
March 2, 2023
YR 2023-**

PORTFOLIO RECOMMENDATIONS (ACTION)

YOUNGSTOWN STATE UNIVERSITY

AS OF FEBRUARY 17, 2023

	TICKER	INVESTMENT STRATEGY	MARKET VALUE (CURRENT)	% OF PORTFOLIO	CHANGES	MARKET VALUE (POST CHANGES)	% OF PORTFOLIO	POLICY TARGET	POLICY RANGE	TACTICAL + / -
Total Operating & Short Term			\$33,606,554	100.0%	\$0	\$33,606,554	100.0%	100.0%		
Operating Assets			\$33,606,554	100.0%		\$33,606,554	100.0%			60-100%
Federated Hermes Govt Obligations	FOGXX	Money Market	\$33,515,148	99.7%		\$33,515,148	99.7%			
Star Plus*	-	Cash Equivalent	\$0	0.0%		\$0	0.0%			
Star Ohio*	-	Cash Equivalent	\$91,406	0.3%		\$91,406	0.3%			
Short-Term Assets			\$0	0.0%		\$0	0.0%			0-40%
Vanguard Short-Term Federal Adm	VSGDX	Short-Term Fixed	\$0	0.0%		\$0	0.0%			
Total Long Term Reserves Pool			\$61,473,407	100.0%	\$0	\$61,473,407	100.0%	100.0%		
Domestic Equity			\$19,520,552	31.8%		\$18,720,552	30.5%	27.0%	20-35%	3.5%
Large Cap			\$12,537,449	20.4%		\$12,267,449	20.0%			
Vanguard Instl Index	VINIX	Large Cap Core	\$12,537,449	20.4%	-\$270,000	\$12,267,449	20.0%			
Small/Mid Cap			\$6,983,103	11.4%		\$6,453,103	10.5%			
Vanguard Mid Cap Index Adm	VIMAX	Mid-Cap Core	\$3,276,186	5.3%	-\$180,000	\$3,096,186	5.0%			
Loomis Sayles Small Growth N2	LSSNX	Small Cap Growth	\$1,819,105	3.0%	-\$140,000	\$1,679,105	2.7%			
Victory Integrity Small Cap Value Y	VSVIX	Small Cap Value	\$1,887,811	3.1%	-\$210,000	\$1,677,811	2.7%			
International Equity			\$5,256,046	8.6%		\$5,056,046	8.2%	8.0%	0-15%	0.2%
William Blair International Growth I	BIGIX	Foreign Growth	\$2,305,758	3.8%		\$2,305,758	3.8%			
Dodge & Cox International Stock	DODFX	Foreign Value	\$2,950,288	4.8%	-\$200,000	\$2,750,288	4.5%			
Total Equity			\$24,776,598	40.3%		\$23,776,598	38.7%	35.0%	25-45%	3.7%
Alternatives			\$6,797,431	11.1%		\$6,797,431	11.1%	15.0%	0-20%	-3.9%
H.I.G. Principal Lending Fund*	-	Private Credit	\$2,200,333	3.6%		\$2,200,333	3.6%			
Apollo Infrastructure Opps Fund III		Real Assets	\$0	0.0%		\$0	0.0%			
Weatherlow Fund*	-	Hedge FoF	\$4,597,098	7.5%		\$4,597,098	7.5%			
Fixed Income			\$29,899,133	48.6%		\$30,899,133	50.3%	50.0%	35-75%	0.3%
Short Term Fixed Income			\$17,644,413	28.7%		\$18,644,413	30.3%	30.0%	25-45%	0.3%
YSU Short Term Bond	-	Short-Term Fixed	\$12,470,282	20.3%		\$12,470,282	20.3%			
Lord Abbett Short Duration	LLDYX	Short-Term Fixed	\$5,174,131	8.4%	\$1,000,000	\$6,174,131	10.0%			
Intermediate Fixed Income			\$12,254,721	19.9%		\$12,254,721	19.9%	20.0%	10-30%	-0.1%
JPMorgan Core Bond Fund R6**	JCBUX	Core Plus Fixed	\$5,040,843	8.2%		\$5,040,843	8.2%			
YSU Intermediate Term Fixed	-	Inter-Term Fixed	\$4,229,094	6.9%		\$4,229,094	6.9%			
Prudential High Yield Bond R6	PHYQX	High Yield	\$2,984,783	4.9%		\$2,984,783	4.9%			
Cash & Cash Equivalents			\$245	0.0%		\$245	0.0%	0.0%	0-5%	0.0%
Equity Account Cash	-	Money Market	\$245	0.0%		\$245	0.0%			
Total University Assets			\$95,079,961			\$95,079,961				

*As of 01/31/2023.

**Held at JPMorgan.

Why Lord Abbett? Lord Abbett has a significant yield advantage over the other short-term fixed income investment – the (PNC) short-term bond portfolio – which is primarily held by the University to satisfy ORC requirements. Lord Abbett's yield of ~6.2% (as of 12/31) is an attractive rate for short-term bond exposure.

YSU Anonymous Reporting Hotline
Aggregated Statistics
Fiscal Year 2023 Quarter 2

Hotline Activity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Reports received	4	1	-	-	5
Closed					
Unsubstantiated/insufficient information	-	1	-	-	1
Process enhancements noted	-	-	-	-	-
Investigation	3	-	-	-	3
Referred	1	-	-	-	1
Total Closed	4	1			5
Under review at quarter end	-	-	-	-	-

Reporting Method	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Ethicspoint Phone	1	1	-	-	2
Ethicspoint Website	3	-	-	-	3
Total:	4	-	-	-	5

Reporter Anonymity	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Fiscal Year To Date Total
Anonymous	4	-	-	-	4
Not anonymous	-	1	-	-	1
Total:	4	1	-	-	5

Youngstown State University
Quarterly Internal Audit Plan Update
FY23 Q2 October 1 - December 31, 2022

Projects						
Project Area	Risk Category	Risk Level*	Status**	Actual Q2 Hours	Actual YTD Hours	Audit Plan Budgeted Hours
Current Year Audits:						
Student Billing, Collections, and Accounts Receivable	Financial & Operational	High	In Process	74	74	200
Banner User Access	IT & Compliance	High	In Process	-		20
External Funding-related to the Division of Workforce Education & Innovation	Operational, Financial, & Compliance	High	Planned	-		200
Facilities and Building Access	Facilities, Operational, & Compliance	High	Planned	-		200
Consulting & Advisory						
Enterprise Risk Management/Other	Various	Moderate	Ongoing	2	2	155
Continuous Auditing Analytics						
Payroll	Financial, Operational, Compliance	Moderate	Ongoing	39	39	75
Accounts Payable	Financial, Operational, Compliance	Moderate	Ongoing	50	50	75
EthicsPoint Hotline Monitoring						
Follow-up on Open Audit Recommendations						
				Total Project Hours	185	185
				1,035		

***Risk Level**

Assessment of potential impact of risks and likelihood of risk events occurring; rating drives Internal Audit plan priorities:

High - significant risk area, high priority for Internal Audit coverage

Medium - moderate risk area, moderate priority for Internal Audit coverage

Non-Project Hours

Category	Actual Q2 Hours	Actual YTD Hours	Audit Plan Budgeted Hours
Professional Development	40	40	75
Administrative:	295	295	450
Total Administrative Hours	335	335	525

****Status Definitions**

Planned - as per audit plan, schedule to start in current FY

In Process - in progress at quarter end

Complete - audit procedures concluded and results communicated

Deferred - moved from current FY plan per updated risk assessment

Total Hours

520

520

1,560

Audit Recommendations Status- FY2023 Q2

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2020-01-01	Policies And Procedures ----- Student Organizations Audit	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.	Financial management policies have been drafted for inclusion in the Student Organization policies and guidelines. Implementation to organization leaders and integration into website and student guidelines expected by Jan. 2023.	Financial management procedures were added as section G in the Student Organization Policies and also added to the Organization Advisor Manual. PNC will be presenting at the Student Leadership Retreat. It will be recorded and available online for ongoing training for student treasurers.
Dated Issued	2/17/2020					
Risk Category	Financial					
Risk Level	Low					
Division	Student Experience					
Deadline	8/31/2020					
New Deadline	1/31/2023					
Current Status	On Schedule					
Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2021-02-04	Restricted Giving Within University And Affiliated Organizations ----- Donor Restricted Funds	Current procedures and communication mechanisms need to be reassessed and evaluated in order to ensure that individuals throughout the university have the training and necessary information to administer restricted giving, use of restricted funds and relationships with donors in an effective and efficient manner.	Work group has been convened. This group will include representatives from University and Foundation. The group will assess and evaluate training, communication and adherence to procedures for the purpose of ensuring continued effectiveness, improving efficiency and establishing best practices.	Significant progress has been made; but due to staff turnovers in the Controller's Office, including the Gifts Coordinator position, the pace has been slower than anticipated. Based on operational risk, the Special Assistant to the AVP of Finance & Controller has been assigned to lead this project to ensure that progress continues. In addition, effective Sept. 1, 2022 the Gifts Coordinator position will once again be filled and extensive training will begin.	Through collaboration between YSUF, The Financial Aid Office, and the Controller's Office, we have streamlined processes and included ALL endowed funds (YSU Foundation and YSU) in the communication to campus. Effective January 2023, all endowed scholarships spending budgets (YSUF and YSU) will be communicated to awarding authorities by Financial Aid and all endowed programmatic/award spending fund balances will be communicated to the colleges/departments by the Controller's Office.
Dated Issued	7/29/2021					
Risk Category	Financial					
Risk Level	Low					
Division	Finance and Business Operations					
Deadline	7/31/2022					
New Deadline	2/28/2022					
Current Status	CLOSED					
Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2022-Adv-01	Noncompliance In Travel Policy Updates ----- Advisory/Travel	Management should review travel guidelines and consider the need to update these guidelines to provide specific direction to employees regarding University travel and related use of affinity programs.	Management is responsive to the need for specific direction on University travel and related use of affinity programs. Updated guidelines will be developed.	Travel Guidelines currently address the Ohio Ethic Commission prohibition on airline rewards, but are silent with regard to hotel rewards (other than no reimbursement for expenses paid via points. Language addressing hotel rewards and other affinity programs will be incorporated into the next Travel Guidelines update scheduled for January 1, 2023.	Travel Guidelines currently address the Ohio Ethic Commission prohibition on airline rewards, but are silent with regard to hotel rewards (other than no reimbursement for expenses paid via points. Language addressing hotel rewards and other affinity programs will be incorporated into the next Travel Guidelines update scheduled for January 1, 2023.
Dated Issued	1/15/2000					
Risk Category	Financial					
Risk Level	Moderate					
Division	Finance and Business Operations					
Deadline	12/31/2022					
New Deadline	2/28/2023					
Current Status	On Schedule					

Audit Recommendations Status- FY2023 Q2

Audit	Info	Recommendation Name	Summary of Recommendation	Summary of Original Response	Prior Status Comment	Current Status Comment
Audit #	2022-Adv-02	Noncompliance In Travel Employee Training	Management should ensure that faculty and staff are adequately trained regarding travel guidelines.	Travel Guidelines were revised February 1, 2021 and training developed and implemented in March 2021, prior to this recommendation being made in December of 2021.	Language addressing hotel rewards and other affinity programs will be incorporated into the next Travel Guidelines and Training Material update scheduled for January 1, 2023. A communication will go out to Campus which will include a recap of any revisions made and will also include links to the revised Travel Guidelines and the Travel Training Site on Blackboard.	Language addressing hotel rewards and other affinity programs will be incorporated into the next Travel Guidelines and Training Material update scheduled for January 1, 2023. A communication will go out to Campus which will include a recap of any revisions made and will also include links to the revised Travel Guidelines and the Travel Training Site on Blackboard.
Dated Issued	1/15/2022					
Risk Category	Financial	----- Advisory/Travel				
Risk Level	Low					
Division	Finance and Business Operations					
Deadline	12/31/2022					
New Deadline	2/28/2023					
Current Status	On Schedule					

Enterprise Risk Management

March 2023

ERM Update

- Executive Committee met
- Risk Council met
- Established Working Groups
 - Minors on Campus
 - Liability Releases and Waivers
 - Mental Health
- Developed Risk Management Webpage



Minors on Campus Update

- Fact Finding of what current policies and procedures are being followed on campus
 - Campus Rec
 - Academic Departments
 - Athletics
- Coordinate into one OWNER under Risk Management
 - Registration Process
 - Documents and Forms
 - Training
 - Background Checks
- Implementation Plan
 - Develop webpage
 - Train groups at department/division meetings
 - Checklist for reference



Liability Releases and Waivers

- We are ALL responsible to protect the HEALTH and SAFETY of YSU students, employees, and visitors
- Work closely with Legal Affairs
 - Develop scope and applicability
 - Documents and Forms
- Help minimize legal exposure to YSU in the event of an injury to a participant or property damage in connection with a YSU sponsored trip, program, or activity.
- Heavily focus on communication and education from top-down
- Plan for the BEST but be prepared for the WORST



Mental Health

- Identified by United Educators (UE) as high risk for 2023 with potential for 6% premium credit
- Partnered with The Jed Foundation
 - Provides support, best practices, and guidance to improve student mental health and prevent suicide
 - Perform audit of current program and processes
 - Develop custom plan with tools, strategies, and techniques to improve student mental health and a more connected community
- Office of the Dean of Students is leading this effort
 - Have completed the first steps of the audit



Insurance Update

- Two significant Property Claims
 - December Storm 24th-26th
 - 6 Buildings on Campus
 - Estimated Cost of \$325K
 - 11 of the 13 IUC schools will have claims
 - Cost saving for YSU- deductible of \$100K divided by 11, Pool Penalty of 30% divided by 9
 - Planetarium Fire Jan 9th
 - Roof Repair- Contractor
 - Estimated Cost- dependent on equipment damage, dome \$400K
 - Subrogation of Costs- \$100K deductible
 - Estimated Time of repair- 6 to 8 months



StaRS

Star Rating System

Monitoring transparency in government

Reach for a star... by meeting every Sunshine Law requirement. Then add best practices from the list below to achieve a multiple-star rating



Compliant: Meets all Sunshine Law requirements

Compliant, plus 1-2 best practices

Compliant, plus 3-4 best practices

Compliant, plus 5 or more best practices

Name of Entity	County	Audit Period	Compliant	Best Practices (stars are clickable)	Non-Compliant (x's are clickable)
Youngstown State University	Mahoning	07/01/2019 to 06/30/2020			
Youngstown State University	Mahoning	07/01/2020 to 06/30/2021			
Youngstown State University	Mahoning	07/01/2021 to 06/30/2022			

Best Practices for: Youngstown State University (Mahoning County)

1. Method to Track Public Records Requests
2. Standard Request Forms
3. Public Records Request Acknowledgement
4. Public Records Custodian Identified and Trained
5. Prompt Certified Public Records Training
6. Online Presence – Upcoming Events and Office Operations
7. Online Presence – Official Documents

This entity received the Highest Achievement in Open and Transparent Government Award

**NOTE: Best practices 4 and 5 apply to elected officials and are not applicable to state universities.*

Source: https://ohioauditor.gov/open/StaRS_results.html

Youngstown State University

Mahoning County
Agreed-upon Procedures Report
June 30, 2022

Independent Accountant's Report on Applying Agreed-upon Procedures	1-14
Intercollegiate Athletics Program Statement of Revenues and Expenses	15
Notes to Intercollegiate Athletics Program Statement of Revenues and Expenses	16-17

**Independent Accountant's Report
on Applying Agreed-upon Procedures**

To James P. Tressel, President
Youngstown State University

We have performed the procedures enumerated below on Youngstown State University's (the "Institution") Intercollegiate Athletics Program Statement of Revenues and Expenses (the "Statement") under National Collegiate Athletic Association (NCAA) Bylaw 3.2.4.17 for the year ended June 30, 2022. The Institution's management is responsible for the Institution's Intercollegiate Athletics Program Statement of Revenues and Expenses under NCAA Bylaw 3.2.4.17 for Division I.

The Institution has agreed to the procedures performed and acknowledged that they are appropriate to meet the intended purpose of performing testing on certain intercollegiate athletics activity. Additionally, the required agreed-upon procedures are prescribed by the NCAA annually through published instructions, which is deemed as acknowledgement that the procedures performed are appropriate for its purposes. The procedures below are specified in the NCAA's 2022 Agreed-upon Procedures instructions. No other parties have agreed to and acknowledged the appropriateness of the procedures. This report may not be suitable for any other purpose. The procedures performed may not address all items of interest to a user of this report and may not meet the needs of all users of this report; as such, users are responsible for determining whether the procedures performed are appropriate for their purposes. We make no representation regarding the sufficiency of these procedures, either for the purpose intended or for any other purpose.

An agreed-upon procedures engagement involves performing specific procedures that the engaging party has agreed to and acknowledged to be appropriate for the intended purpose of the engagement and reporting on findings based on the procedures performed. As agreed to by the Institution, for the purpose of performing these procedures, exceptions are reported in accordance with the NCAA's 2022 Agreed-upon Procedures instructions.

Agreed-upon Procedures Related to the Intercollegiate Athletics Program Statement of Revenues and Expenses

The procedures that we performed and our results are as follows:

Internal Control Structure

A. Related to the Institution's internal control structure:

- 1) We met with the Institution's VP of finance to identify areas of significant interest and specific agreed-upon procedures related to both internal controls and other specified areas. This discussion did not identify any areas of significant interest or any other agreed-upon procedures.

To James P. Tressel, President
Youngstown State University

- 2) We met with the director of intercollegiate athletics and inquired about the general control environment over intercollegiate athletic finances, the level of control consciousness in the Institution, the competence of personnel, and the protection of records and equipment. The discussion did not identify any weaknesses in controls, and the general control environment is thought to be strong with competent and consistent personnel year over year.
- 3) We obtained the audited financial statements for the year ended June 30, 2022 and any additional reports regarding internal controls, if the Institution was audited independent of these agreed-upon procedures, and any corrective action taken in response to comments concerning the internal control structure.
- 4) We obtained any documentation of the accounting systems and procedures unique to the intercollegiate athletics department.

Cash disbursements, cash receipts, and athletic employee payroll are addressed in connection with the audit of the Institution's financial statements. The following control environment and accounting systems are (a) unique to intercollegiate athletics and (b) have not been addressed in connection with the audit of the Institution's financial statements. We performed the following procedure:

- i. We selected one game and tested the ticket collection receipting process by comparing the total receipts for the game to the reconciliation and documentation of the related cash deposit amount with the bank.

Result: We noted no exceptions. We selected one football game during the year and agreed the total receipts for the event on game day to deposit slips of the related cash deposit amount. Since there were minimal gate sales for the game, we selected four additional days of cash deposits made by the Institution's box office and tied general ledger activity to bank statements in order to verify the cash deposit process.

The ticket cash receipt amounts for the transactions were as follows:

Event Date	Sporting Event	Ticket		
		Sales Amount	Deposit Amount	Deposit Date

11/13/2021 Football vs. N. Dakota State University	\$ 344	\$ 344	11/16/2021
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Date of Revenue	Amount	Amount	Deposit Date
11/9/2021	\$ 80	\$ 80	11/12/2021
11/11/2021	100	100	11/15/2021
11/12/2021	363	363	11/16/2021
11/13/2021	152	152	11/16/2021

To James P. Tressel, President
Youngstown State University

NCAA Reporting

B. **Procedure:** We obtained the information submitted to the NCAA, including the financial data detailing operating revenues, expenses, and capital related to the Institution's intercollegiate athletics program that was submitted to the NCAA, and agreed the amounts to the Statement included in the agreed-upon procedures for the reporting period.

Result: We noted no discrepancies.

C. **Procedure for Grants-in-Aid:** We agreed the sports sponsored reported in the NCAA Membership Financial Reporting System to the Calculation of Revenue Distribution Equivalencies Report (CRDE) from Compliance Assistant (CA) or equivalent supporting equivalency calculations from the Institution. The NCAA Membership Financial Reporting System populates the sports from the NCAA Sports Sponsorship and Demographics Form as they are reported by the Institution between May and August. We compared current year Grants-in-Aid revenue distribution equivalencies to prior year reported equivalencies per the Membership Financial Report submission. We inquired and documented an explanation for any variance greater than +/- 4% in the results.

Grants-in-Aid	2020-2021	2021-2022	%	Explanation of Variance per Management
	Total	Total	Change	
Baseball	12.16	11.56	-4.93%	Decrease in roster size
Men's Basketball	12.83	16.07	25.25%	Increase in roster size
Football	69.70	66.82	-4.13%	Decrease in roster size
Men's Golf	5.24	5.01	-4.39%	Decrease in roster size and changes in scholarship amounts offered
Men's Swimming and Diving	5.62	8.99	59.96%	Newer program; growing rapidly
Men's Tennis	4.46	4.27	-4.26%	Decrease in roster size and changes in scholarship amounts offered
Women's Basketball	14.32	15.04	5.03%	The institution offered more aid during the year
Women's Bowling	3.11	6.14	97.43%	Increase in roster size
Women's Lacrosse	3.17	8.58	170.66%	Newer program; growing rapidly
Women's Soccer	11.38	12.30	8.08%	Increase in roster size
Women's Tennis	7.70	6.72	-12.73%	Decrease in roster size
Women's Track, Outdoor	19.67	22.23	13.01%	Increase in roster size
Women's Volleyball	7.82	11.60	48.34%	2020-2021 equivalencies awarded appear lower due to prior year data entry issue where scholarship amounts entered into compliance software were lower than actual scholarship amounts awarded. Increase due to actual scholarship amounts awarded entered into Compliance Assistant software for 2021-2022.

Result: We noted the Membership Financial Reporting System information provided by management was in draft form, and management represented there would be no changes to the final submission. With the draft provided by management, we noted no discrepancies.

D. **Procedure for Sports Sponsorship:** We obtained the Institution's Sports Sponsorship and Demographics Form report for the reporting year between May and August. We validated that the countable sports reported by the Institution meet the minimum requirements set forth in Bylaw 20.9.6.3 related to the number of contests and the number of participants in each contest that is counted toward meeting the minimum contest requirement. We compared current year number of sports sponsored to prior year reported total per the Membership Financial Report submission. We inquired and documented an explanation for any variance in the results.

To James P. Tressel, President
Youngstown State University

Result: We noted the Membership Financial Reporting System information provided by management was in draft form, and management represented there would be no changes to the final submission. With the draft provided by management, we noted no discrepancies.

E. Procedure for Pell Grants: We agreed the total number of Division I student-athletes who, during the academic year, received a Pell Grant award (e.g., Pell Grant recipients on full athletic aid, Pell Grant recipients on partial athletic aid, and Pell Grant recipients with no athletic aid) and the total dollar amount of these Pell Grants reported in the NCAA Membership Financial Reporting System to a report, generated out of the Institution's financial aid records, of all student-athlete Pell Grants. We compared current year Pell Grants total to prior year reported total per the Membership Financial Report submission. We inquired and documented an explanation for any variance greater than +/- 20 grants in the results.

Result: We noted the Membership Financial Reporting System information provided by management was in draft form, and management represented there would be no changes to the final submission. The total number of Pell Grants in 2021 and 2022 was 126 and 123, respectively. We agreed the total number of student-athletes who received a Pell Grant award during the academic year and the total dollar amount of the Pell Grants to be reported in the NCAA Membership Financial Reporting System to the reports generated from the Institution's financial aid records and noted no discrepancies.

Notes, Disclosures, and Other Procedures

F. Athletics-Related Capital Assets and Expenditures Procedure: We obtained the Institution's policies and procedures for acquiring, approving, depreciating, and disposing of intercollegiate athletics-related assets, as described in Note 2. We obtained a schedule of athletics-related capital expenditures made by athletics, the Institution, and affiliated organizations during the period. We agreed the schedule to the Institution's general ledger. We selected a sample of one transaction to validate existence of the transaction and accuracy of recording and recalculated totals.

Result: We selected the 2022 Trackman addition for \$24,245.25 and agreed it to the purchase order and the invoice dated 4/13/2022. We agreed total institutional property, plant, and equipment to the Institution's audited financial statements. We noted no exceptions.

G. Athletics-Related and Total Institutional Debt Procedure: We obtained repayment schedules for all outstanding intercollegiate athletics-related debt maintained by the Institution during the reporting period. We recalculated annual maturities (consisting of principal and interest) provided in the schedules obtained and agreed the total annual maturities to supporting documentation and the Institution's general ledger, as applicable. The repayment schedule is disclosed in Note 3. We agreed the total outstanding athletics-related debt and total institutional debt to supporting documentation and the Institution's audited financial statements, if available, or the Institution's general ledger.

Result: We agreed all outstanding intercollegiate debt to the repayment schedule in Note 3. We agreed total institutional debt to the Institution's audited financial statements. We noted no exceptions.

To James P. Tressel, President
Youngstown State University

H. Excess Transfers to Institution and Conference Realignment Expenses Procedure:

We requested the general ledger detail and would have compared the total expenses reported for excess transfers to the Institution and conference realignment expenses for a sample of one transaction if applicable.

Result: Management represented that this step is not applicable, as there were no excess transfers to the Institution or conference realignment expenses during the reporting period. We noted no exceptions.

I. Procedure: Changes in loan, endowment, or plant funds related to intercollegiate athletics shall not be included in the Statement.

- 1) We obtained and disclosed significant additions to restricted funds related to intercollegiate athletics, as well as significant changes to endowment and plant funds. Significant is defined as exceeding 10 percent of total revenues or expenses in the Statement.
- 2) We obtained and disclosed the value of endowments at the fiscal year-end that are dedicated to the sole support of athletics. We agreed the fair market value of the schedule to supporting documentation, the general ledger and the audited financial statements, if available. We agreed the total fair market value of athletics dedicated endowments and institutional endowments to supporting documentation, the Institution's general ledger and/or audited financial statements, if available.
- 3) We obtained and disclosed the value of all pledges at the fiscal year-end that support athletics.
- 4) We obtained and disclosed the athletics department fiscal year-end fund balance.

Result: We disclosed significant additions to contributions in Note 1 and all other items in Note 4.

Intercollegiate Athletics Program Statement of Revenues and Expenses

J. Procedure: We obtained the Statement for the reporting period, prepared by management, and agreed all amounts back to the Institution's general ledger.

Result: We noted no exceptions.

K. Procedure: We agreed each revenue and expense amount from the Statement to prior year amounts and budget estimates. We compared each revenue and expense account over 10% of total revenues and expenses, respectively, to prior period amounts and budget estimates. We obtained and documented any variations exceeding 10% of total revenues or expenses.

Result: There were no variances that met the thresholds for required disclosure.

To James P. Tressel, President
Youngstown State University

L. **Procedure:** We performed additional procedures on the following revenue and expense categories unless the specific reporting category was less than 4% of total revenues or expenses.

Result: See procedures below.

Revenues

M. **Procedure:** We agreed each revenue category reported in the Statement during the reporting period to supporting schedules provided by the Institution.

Result: The supporting schedules provided by the Institution agreed to the Statement without exception.

- 1) **Ticket Sales Procedure:** Ticket sales were less than 4% of total revenues, so additional procedures were not performed.
- 2) **Student Fees Procedure:** No amounts were reported for this revenue category; therefore, additional procedures were not performed.
- 3) **Direct State or Other Governmental Support Procedure:** No amounts were reported for this revenue category; therefore, additional procedures were not performed.
- 4) **Direct Institutional Support Procedure:** We agreed a sample of one direct institutional support recorded by the Institution during the reporting period with the institutional supporting budget transfers documentation and other corroborative supporting documentation and recalculated totals.

Result: We agreed the direct institutional support recorded for board-approved transfers to the journal entry recorded and the intercollegiate athletics operating budget. We noted no exceptions.

- 5) **Transfers Back to Institution Procedure:** Transfers back to the Institution were less than 4% of total revenues, so additional procedures were not performed.
- 6) **Indirect Institutional Support Procedure:** Indirect institutional support was less than 4% of total revenues, so additional procedures were not performed.
- 7) **Guarantees Procedure:** No amounts were reported for this revenue category; therefore, additional procedures were not performed.
- 8) **Contributions Procedure:** We obtained supporting documentation for each contribution of moneys, goods, or services received directly by an intercollegiate athletics program from any affiliated or outside organization, agency or group of individuals that constitutes 10 percent or more of all contributions received for intercollegiate athletics during the reporting periods. We disclosed the source and dollar value of these contributions in the report.

Result: We disclosed contributions over 10 percent in Note 1.

- 9) **In-Kind Procedure:** No amounts were reported for this revenue category; therefore, additional procedures were not performed.

To James P. Tressel, President
Youngstown State University

- 10) **Compensation and Benefits Provided by a Third Party Procedure:** No amounts were reported for this revenue category; therefore, additional procedures were not performed.
- 11) **Media Rights Procedure:** No amounts were reported for this revenue category; therefore, additional procedures were not performed.
- 12) **NCAA Distributions Procedure:** We agreed the amounts recorded in the revenue and expense reporting to general ledger detail for NCAA distributions and other corroborative supporting documents and recalculated totals.

Result: A listing of NCAA distributions was obtained and tied to the recorded amount. Supporting communications from the Horizon League or NCAA were reviewed, supporting each NCAA distribution. We noted no exceptions.
- 13) **Conference Distributions and Conference Distributions of Football Bowl Generated Revenue Procedure:** Conference distributions and conference distributions of football bowl generated revenue were less than 4% of total revenues, so additional procedures were not performed.
- 14) **Program Sales, Concessions, Novelty Sales and Parking Procedure:** Program sales, concessions, novelty sales and parking were less than 4% of total revenues, so additional procedures were not performed.
- 15) **Royalties, Licensing, Advertisements and Sponsorships Procedure:** Royalties, licensing, advertisements, and sponsorships were less than 4% of total revenues, so additional procedures were not performed.
- 16) **Sports Camp Revenues Procedure:** No amounts were reported for this revenue category; therefore, additional procedures were not performed.
- 17) **Athletics Restricted Endowment and Investment Income Procedure:** Athletics restricted endowment and investment income were less than 4% of total revenues, so additional procedures were not performed.
- 18) **Football Bowl Revenues Procedure:** No amounts were reported for this revenue category; therefore, additional procedures were not performed.
- 19) **Other Revenues Procedure:** Other revenues were less than 4% of total revenues, so additional procedures were not performed.

Expenses

N. **Procedure:** We agreed each expense category reported in the Statement during the reporting period to supporting schedules provided by the Institution.

Result: The supporting schedules provided by the Institution agreed to the Statement without exception.

To James P. Tressel, President
Youngstown State University

We performed the following procedures for the indicated expense category:

- 1) **Athletic Student Aid Procedures:** We selected a sample of 40 students from the listing of institutional student aid recipients during the reporting period (no less than 10% of the total student-athletes for institutions who have used the NCAA's CA software to prepare athletic aid detail, with a maximum sample size of 40, and no less than 20% of total student-athletes for institutions who have not, with a maximum sample size of 60).
 - a. We obtained individual student account detail for each selection and agreed total aid in the Institution's student system to student detail in CA or the institution report that ties directly to the NCAA Membership Financial Reporting System.
 - b. We performed a check of each student selected to ensure that their information was reported accurately in either the CA software or entered directly into the NCAA Membership Financial Reporting System using the following criteria:
 - i. The equivalency value for each student-athlete in all sports, including head-count sports, needs to be converted to a full-time equivalency value. The full-time equivalency value is calculated using the athletic grant amount reported on the Calculation of Revenue Distribution Equivalencies Report from CA as the numerator and the full grant amount which is the total cost for tuition, fees, books, room and board for an academic year as the denominator. If using the NCAA CA software, this equivalency value should already be calculated on the CRDE report labeled "Revenue Distribution Equivalent Award."
 - ii. Grants-in-aid is calculated by using the revenue distribution equivalencies by sport and in aggregate. (Athletic grant amount divided by the full grant amount.)
 - iii. Other expenses related to attendance (also known as cost of attendance) should not be included in grants-in-aid revenue distribution equivalencies. Only tuition, fees, room, board, and course-related books are countable for grants-in-aid revenue distribution per Bylaw 20.02.7.
 - iv. Full grant amount should be entered as a full year of tuition, not a semester or quarter.
 - v. Student-athletes are to be counted once, regardless of multiple sport participation, and should not receive a revenue distribution equivalency greater than 1.00.
 - vi. Athletics grants are valid for revenue distribution purposes only in sports in which the NCAA conducts championships competition, emerging sports for women and football bowl subdivision football.
 - vii. Grants-in-aid are valid for revenue distribution purposes in NCAA sports that do not meet the minimum contests and participants' requirements of Bylaw 20.9.6.3.
 - viii. Institutions providing grants to student-athletes listed on the CRDE as "Exhausted Eligibility (fifth-year)" or "Medical" receive credit in the grants-in-aid component.

To James P. Tressel, President
Youngstown State University

- ix. The athletics aid equivalency cannot exceed maximum equivalency limits. However, the total revenue distribution equivalency can exceed maximum equivalency limits due to exhausted eligibility and medical equivalencies (reference Bylaw 15.5.3.1).
- x. If a sport is discontinued and the athletic grant(s) are still being honored by the Institution, the grant(s) are included in student-athlete aid for revenue distribution purposes.
- xi. All equivalency calculations should be rounded to two decimal places.
- xii. If a selected student received a Pell Grant, ensure that the value of the grant is not included in the calculation of equivalencies or the total dollar amount of student athletic aid expense for the Institution.
- xiii. If a selected student received a Pell Grant, ensure that the student's grant was included in the total number and total value of Pell Grants reported for revenue distribution purposes in the NCAA Membership Financial Reporting System.

c. We recalculated totals for each sport and overall.

Result: The total amount of the countable aid from the squad list tied to the amount shown on the Statement within an insignificant amount. As the Institution utilizes the CA software, we selected 10%, or 40 students. We noted differences during the recalculation of revenue distribution per student for 19 students and a difference in recalculation of contributable aid for 1 student.

To James P. Tressel, President
 Youngstown State University

The student accounts tested are summarized below:

Student Tested	\$	Total Contributable Aid Recalculated	Total Contributable Aid Reported	Revenue Distribution Recalculation	Revenue Distribution Reported
1	\$ 2,000	2,000	2,000	0.10	0.10
2	\$ 12,043	12,043	12,043	0.50	0.60
3	\$ 12,736	12,736	12,736	0.55	0.65
4	\$ 18,259	18,259	18,259	0.96	0.96
5	\$ 19,624	19,624	19,624	0.85	1.00
6	\$ 17,594	17,594	17,594	0.86	0.86
7	\$ 17,169	17,169	17,169	0.73	0.88
8	\$ 23,178	23,178	23,178	0.94	1.00
9	\$ 23,678	23,678	23,678	0.96	1.00
10	\$ 7,789	7,789	7,789	0.40	0.40
11	\$ 8,500	8,500	8,500	0.36	0.43
12	\$ 9,000	9,000	9,000	0.39	0.39
13	\$ 9,000	9,000	9,000	0.44	0.44
14	\$ 21,527	21,000	21,000	0.79	0.79
15	\$ 19,805	19,805	19,805	0.77	0.77
16	\$ 14,000	14,000	14,000	0.56	0.56
17	\$ 9,211	9,211	9,211	0.39	0.47
18	\$ 20,248	20,248	20,248	0.80	0.99
19	\$ 12,953	12,953	12,953	0.43	0.58
20	\$ 8,287	8,287	8,287	0.36	0.36
21	\$ 23,318	23,318	23,318	0.96	1.00
22	\$ 17,862	17,862	17,862	0.75	0.89
23	\$ 29,708	29,708	29,708	0.94	0.94
24	\$ 12,957	12,957	12,957	0.55	0.66
25	\$ 10,587	10,587	10,587	0.46	0.55
26	\$ 15,000	15,000	15,000	0.75	0.75
27	\$ 11,000	11,000	11,000	0.48	0.58
28	\$ 15,000	15,000	15,000	0.57	0.57
29	\$ 4,000	4,000	4,000	0.20	0.20
30	\$ 6,075	6,075	6,075	0.25	0.25
31	\$ 12,604	12,604	12,604	0.45	0.45
32	\$ 12,000	12,000	12,000	0.63	0.63
33	\$ 16,400	16,400	16,400	0.65	0.65
34	\$ 12,000	12,000	12,000	0.48	0.48
35	\$ 29,792	29,792	29,792	0.97	0.97
36	\$ 12,089	12,089	12,089	0.49	0.61
37	\$ 15,000	15,000	15,000	0.60	0.75
38	\$ 18,102	18,102	18,102	0.76	0.95
39	\$ 19,272	19,272	19,272	0.85	1.00
40	\$ 25,639	25,639	25,639	0.82	0.82

2) **Guarantees Procedure:** Guarantees were less than 4% of total expenses, so additional procedures were not performed.

3) **Coaching Salaries, Benefits, and Bonuses Paid by the Institution and Related Entities Procedure:** We obtained and inspected a listing of coaches employed by the Institution and related entities during the reporting period. We selected a sample of five coaches' contracts that includes men's basketball, football, and women's basketball from the above listing. We agreed the financial terms and conditions of each selection to the related coaching salaries, benefits, and bonuses recorded by the Institution and related entities in the Statement during the reporting period. We obtained and inspected payroll summary registers for each selection. We agreed related payroll summary registers to the related coaching salaries, benefits, and bonuses paid by the Institution and related entities expense recorded by the Institution in the Statement during the reporting period and recalculated totals. We agreed the totals recorded to any employment contracts executed for the sample selected.

Result: We selected five coaches' contracts that included men's basketball, football, women's basketball, baseball and women's track and field. We agreed the financial terms and conditions of each to the related coaching salaries, benefits, and bonuses recorded by the Institution on the payroll detail. We agreed payroll detail totals to the Statement and recalculated totals. We noted no exceptions.

4) **Coaching Other Compensation and Benefits Paid by a Third Party Procedure:** No amounts were reported for this expense category; therefore, additional procedures were not performed.

5) **Support Staff/Administrative Salaries, Benefits and Bonuses Paid by the Institution and Related Entities Procedure:** We selected a sample of one support staff/administrative personnel employed by the Institution and related entities during the reporting period. We obtained and inspected payroll summary registers for the selection. We agreed related payroll summary registers to the related support staff/administrative salaries, benefits and bonuses paid by the Institution and related entities expense recorded by the Institution in the Statement during the reporting period. We also recalculated totals.

Result: We selected one support staff/administrative personnel, the assistant director of auxiliary services and program. We noted no exceptions.

6) **Support Staff/Administrative Other Compensation and Benefits Paid by a Third Party Procedure:** No amounts were reported for this expense category; therefore, additional procedures were not performed.

7) **Severance Payments Procedure:** No amounts were reported for this expense category; therefore, additional procedures were not performed.

8) **Recruiting Procedure:** Recruiting was less than 4% of total expenses, so additional procedures were not performed.

To James P. Tressel, President
Youngstown State University

9) **Team Travel Procedure:** We obtained documentation of the Institution's team travel policies. We agreed to existing institutional- and NCAA-related policies. We obtained general ledger detail and agreed to the total expenses reported.

Result: We noted no exceptions.

10) **Equipment, Uniforms and Supplies Procedure:** We obtained general ledger detail and agreed to the total expenses reported. We selected a sample of one transaction and agreed to supporting documentation. We recalculated totals.

Result: We selected a transaction paid on 12/4/2021 for basketball equipment totaling \$17,652.12 and agreed it to the purchase order, the invoice, and the check. We noted no exceptions.

11) **Game Expenses Procedure:** Game expenses were less than 4% of total expenses, so additional procedures were not performed.

12) **Fund Raising, Marketing and Promotion Procedure:** Fund raising, marketing and promotion were less than 4% of total expenses, so additional procedures were not performed.

13) **Sports Camp Expenses Procedure:** No amounts were reported for this expense category; therefore, additional procedures were not performed.

14) **Spirit Groups Procedure:** Spirit groups were less than 4% of total expenses, so additional procedures were not performed.

15) **Athletic Facility Debt Service, Leases and Rental Fees Procedure:** Athletic facility debt service, leases and rental fees were less than 4% of total expenses, so additional procedures were not performed.

16) **Direct Overhead and Administrative Expenses Procedure:** Direct overhead and administrative expenses were less than 4% of total expenses, so additional procedures were not performed.

17) **Indirect Institutional Support Procedure:** We tested this with the revenue section - Indirect Institutional Support.

18) **Medical Expenses and Medical Insurance Procedure:** Medical expenses and medical insurance were less than 4% of total expenses, so additional procedures were not performed.

19) **Memberships and Dues Procedure:** Memberships and dues were less than 4% of total expenses, so additional procedures were not performed.

20) **Student-Athlete Meals (non-travel) Procedure:** Student-athlete meals (non-travel) were less than 4% of total expenses, so additional procedures were not performed.

21) **Football Bowl Expenses Procedure:** No amounts were reported for this expense category; therefore, additional procedures were not performed.

To James P. Tressel, President
Youngstown State University

22) Other Operating Expenses and Transfers to Institution Procedure: We obtained general ledger detail and compared to the total expenses reported. We selected a sample of one transaction to validate existence of transaction and accuracy of recording and recalculated totals.

Result: We selected a transaction paid on 3/14/2022 for team catering totaling \$2,760 and agreed it to the invoice, purchase card detail, and payment of purchase card statement. We noted no exceptions.

Related to Affiliated and Outside Organizations not Under the Institution's Accounting Control

O. In preparation for our procedures related to the Institution's affiliated and outside organizations we:

- 1) Obtained from management a list of any affiliated and outside organizations that meet any of the following criteria:
 - i. Booster organizations established by or on behalf of an intercollegiate athletics program
 - ii. Independent or affiliated foundations or other organizations that have as a principal, or one of their principal purposes, the generating or maintaining of grants-in-aid or scholarships funds, gifts, endowments, or other moneys, goods or services to be used primarily by the intercollegiate athletics program
 - iii. Alumni organizations that have as a principal, or one of their principal purposes, the generating of moneys, goods or services for or on behalf of an intercollegiate athletics program and that contribute moneys, goods or services directly to an intercollegiate athletics program, booster group, or independent or affiliated foundation as previously noted.
- 2) We requested documentation on the Institution's practices and procedures for monitoring the internal controls in place and financial activities of these organizations. We inquired of management on the procedures for gathering information on the nature and extent of affiliated and outside organization activity for or on behalf of the Institution's intercollegiate athletics program.
- 3) We obtained and inspected audited financial statements of the organization and any additional reports regarding internal controls and any corrective action taken in response to comments concerning the control environment that were provided to us by management.

Result: We inquired of management as to whether they had identified any affiliated or outside organizations that meet the above criteria. Management provided a listing and indicated that the Penguin Club was the only outside organization that had expenses for or on behalf of the Institution's intercollegiate athlete program. Additionally, we noted the Penguin Club does not have audited financial statements, and the control environment is the same as that of the Institution.

To James P. Tressel, President
Youngstown State University

We were engaged by the Institution to perform this agreed-upon procedures engagement and conducted our engagement in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). We were not engaged to, and did not, conduct an examination or review engagement, the objective of which would be the expression of an opinion or conclusion, respectively, on the Institution's Intercollegiate Athletics Program Statement of Revenues and Expenses under National Collegiate Athletic Association Bylaw 3.2.4.17. Accordingly, we do not express such an opinion or conclusion. Had we performed additional procedures, other matters might have come to our attention that would have been reported to you.

We are required to be independent of the Institution and to meet our other ethical responsibilities in accordance with the relevant ethical requirements related to our agreed-upon procedures engagement.

This report is intended solely for the information and use of Youngstown State University and the National Collegiate Athletic Association and is not intended to be and should not be used by anyone other than those specified parties.

Plante & Moran, PLLC

Columbus, Ohio
December 21, 2022

Youngstown State University

Intercollegiate Athletics Program Statement of Revenues and Expenses

Year Ended June 30, 2022

Operating Revenues	Football	Men's Basketball	Women's Basketball	Other Sports	Non-Program Specific	Total
Ticket Sales	\$ 259,374	\$ 129,704	\$ 28,634	\$ 4,955	\$ -	\$ 422,667
Guarantees	725,000	60,000	15,000	-	-	800,000
Contributions	503,623	738	1,523	143,583	1,251,286	1,900,753
In-Kind Contributions	-	-	-	-	-	-
Direct State or Other Governmental Support	-	-	-	-	-	-
Direct Institutional Support	-	-	-	-	14,600,192	14,600,192
Less Transfers Back to Institution	-	-	-	-	(42,261)	(42,261)
Indirect Institutional Support	-	-	-	-	43,006	43,006
NCAA Distributions	-	-	-	-	1,311,640	1,311,640
Conference Distributions	-	-	-	20,125	-	20,125
Broadcast Television, Radio and Internet Rights	-	-	-	-	-	-
Program Sales, Concessions, Novelty Sales and Parking	206,350	766	68	-	-	207,184
Royalties, Licensing, Advertisements and Sponsorships	354,840	154,095	-	-	162,403	671,338
Sports Camp Revenues	-	-	-	-	-	-
Endowment and Investment Income	-	-	-	-	2,980	2,980
Other	-	-	-	7,384	218,803	226,187
Total Operating Revenues	2,049,187	345,303	45,225	176,047	17,548,049	20,163,811
Operating Expenses						
Athletic Student Aid	1,637,995	445,732	383,241	3,014,745	253,434	5,735,147
Guarantees	135,000	76,000	6,500	5,000	-	222,500
Coaching Salaries, Benefits and Bonuses Paid by the Institution	1,323,320	677,193	505,429	1,679,151	-	4,185,093
Support Staff/Administrative Salaries, Benefits and Bonuses Paid by the Institution	-	-	-	-	3,401,800	3,401,800
Recruiting	118,524	81,370	52,083	82,008	-	333,985
Team Travel	492,022	221,267	129,958	1,127,306	-	1,970,553
Equipment, Uniforms and Supplies	245,379	51,718	37,873	378,178	284,111	997,259
Game Expenses	96,505	161,884	88,044	134,383	7,938	488,754
Fund Raising, Marketing and Promotion	-	-	261	261	176,873	177,395
Sports Camp Expenses	-	-	-	-	-	-
Athletic Facilities Debt Service, Leases and Rental Fees	-	-	-	47,766	82,846	130,612
Direct Overhead and Administrative Expenses	-	-	-	-	151,850	151,850
Spirit Groups	-	-	-	-	68,764	68,764
Medical Expenses and Medical Insurance	-	-	-	-	176,575	176,575
Memberships and Dues	-	-	-	4,763	25,384	30,147
Student-Athlete Meals(non-travel)	99,743	5,100	-	26,860	-	131,703
Other Operating Expenses	90,576	47,270	35,536	98,792	860,183	1,132,357
Total Operating Expenses	4,239,064	1,767,534	1,238,925	6,599,213	5,489,758	19,334,494
Excess of Revenues (Under) Over Expenses	\$ (2,189,877)	\$ (1,422,231)	\$ (1,193,700)	\$ (6,423,166)	\$ 12,058,291	\$ 829,317

Youngstown State University

Notes to Intercollegiate Athletics Program Statement of Revenues and Expenses

Year Ended June 30, 2022

Note 1 - Contributions

Individual contributions of moneys, goods, or services received directly by the Institution's intercollegiate athletics program from any affiliated or outside organization, agency, or individuals (e.g., contributions by corporate sponsors) that constitute 10 percent or more of all contributions received for intercollegiate athletics during the year ended June 30, 2022 are as follows:

Source of Funds, Goods, and Services	Value
Penguin Club Pledge	\$ 200,000

Note 2 - Intercollegiate Athletics-Related Assets

Property and equipment are recorded at cost or, if donated, the fair value at the time of donation. Expense for maintenance and repairs is charged to current expense as incurred. Depreciation is computed using the straight-line method. No depreciation is recorded on land. Expenses for major renewals and betterments that extend the useful lives of the assets are capitalized. Estimated service lives range from 5 to 40 years depending on class.

The current year capitalized additions and deletions to facilities during the year ended June 30, 2022 are as follows:

	Current Year Additions	Current Year Deletions
Construction in Progress	\$ 132,439	\$ -
Equipment	252,255	49,819
Buildings	-	-
Building Improvements	-	-
Improvements - Other	-	-
Total Athletics Facilities	<u>\$ 384,694</u>	<u>\$ 49,819</u>
Other Institutional Facilities	\$ 13,084,953	\$ 397,187

The total estimated book values of property, plant, and equipment, net of depreciation, of the Institution as of June 30, 2022 are as follows:

	Estimated Book Value
Athletically Related Property, Plant, and Equipment Balance	\$ 20,730,558
Institution's Total Property, Plant, and Equipment Balance	\$ 225,004,275

Youngstown State University

Notes to Intercollegiate Athletics Program Statement of Revenues and Expenses

Year Ended June 30, 2022

Note 3 - Intercollegiate Athletics-Related Debt

The annual debt service and debt outstanding for the Institution as of June 30, 2022 are as follows:

	Annual Debt Service	Debt Outstanding
Athletically Related Facilities	\$ 82,846	\$ 2,328,834
Institution's Total	\$ 2,398,673	\$ 67,436,575

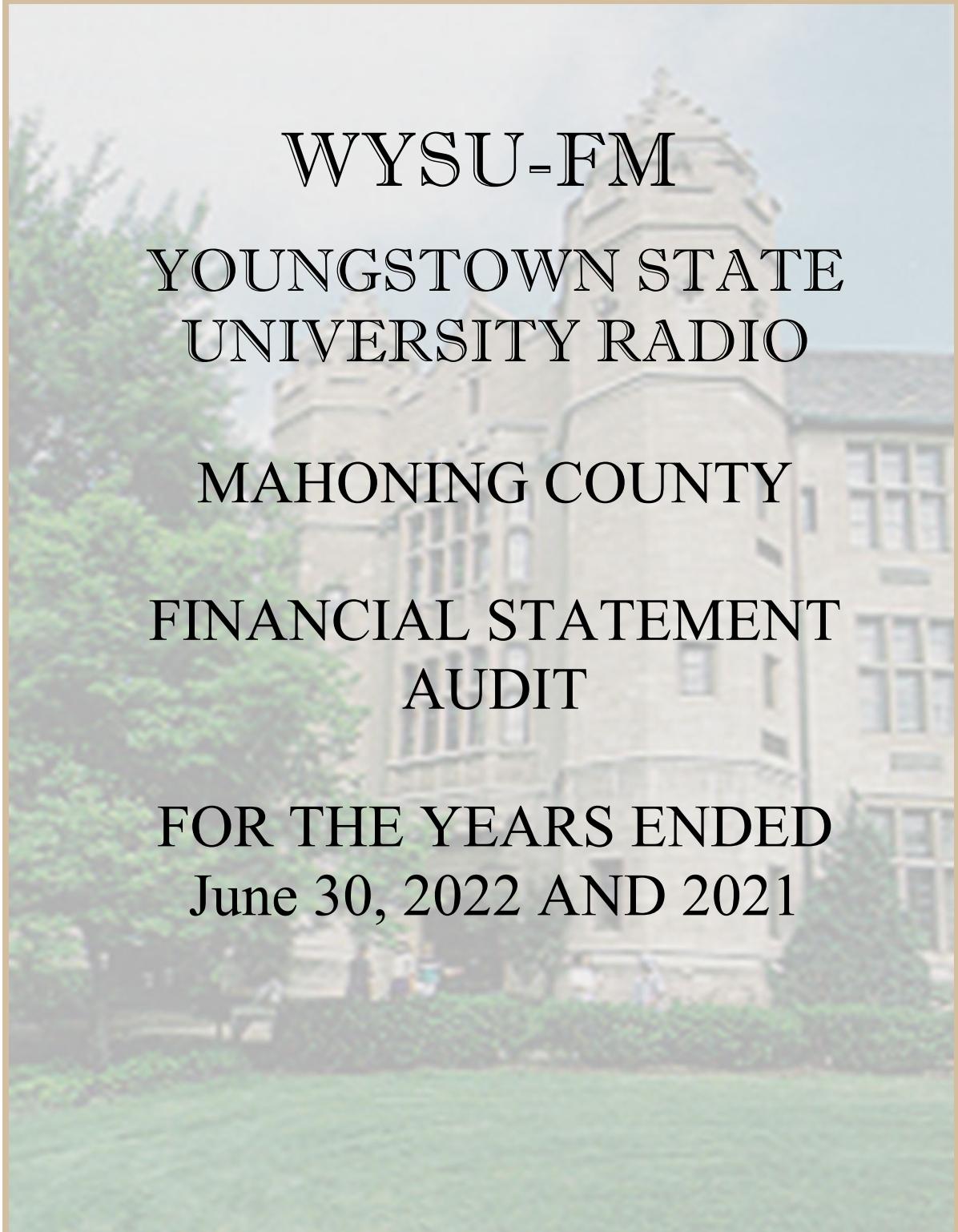
The repayment schedule for all outstanding intercollegiate athletics debt maintained by the Institution for the years ending June 30 is as follows:

	Total Intercollegiate Athletics Debt
2023	\$ -
2024	8,713
2025	161,396
2026	204,546
2027	212,429
2028-2034	<u>1,741,750</u>
	<u>\$ 2,328,834</u>

Note 4 - Restricted and Endowment and Plant Funds

During the year, the Institution had no significant change in loan, endowment, or plant funds related to intercollegiate athletics.

In addition, at June 30, 2022, the Institution had \$66,596 of endowments and \$0 in pledges receivable dedicated to the sole support of athletics not reported in the Statement. The athletics department's fund balance is \$2,425,298 at June 30, 2022.



WYSU-FM
YOUNGSTOWN STATE
UNIVERSITY RADIO

MAHONING COUNTY

FINANCIAL STATEMENT
AUDIT

FOR THE YEARS ENDED
June 30, 2022 AND 2021

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

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Independent Auditor's Report

To Management and the Board of Trustees
WYSU-FM Youngstown State University Radio

Report on the Audits of the Financial Statements

Opinion

We have audited the financial statements of the business-type activities of WYSU-FM Youngstown State University Radio (the "Station"), a department of Youngstown State University, as of and for the years ended June 30, 2022 and 2021 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.

In our opinion, the accompanying financial statements referred to above present fairly, in all material respects, the financial position of the business-type activities of WYSU-FM Youngstown State University Radio as of June 30, 2022 and 2021 and the changes in its financial position and cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audits of the Financial Statements* section of our report. We are required to be independent of the Station and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matter

As described in Note 1 to the financial statements, the financial statements of the Station are intended to present the net position, changes in net position, and cash flows of only that portion of Youngstown State University's business-type activities that is 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, 2022 and 2021 or the changes in net position or the changes in cash flows 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.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Station's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audits of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that audits conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing audits in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits 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 Station's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Station's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and other required supplementary information, as identified in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, 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.

To the Board of Trustees
WYSU-FM Youngstown State University Radio

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated December 9, 2022 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 solely 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 effectiveness of WYSU-FM Youngstown State University Radio's 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

December 9, 2022

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, 2022 with comparative information for the fiscal years ended June 30, 2021 and June 30, 2020. 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. In addition, many events were cancelled or temporarily postponed until the "shelter-at-home" guidelines were reduced or removed, which resulted in lost fundraising and underwriting revenues for the Station for the years ended June 30, 2022, June 30, 2021 and June 30, 2020. In response, the Station instituted measures to reduce personnel expenses, including temporary layoffs, permanent layoffs, furloughs and pay reductions and a reduction in operating

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS

expenses. To offset the financial impact and losses incurred by the Station due to the disruption caused by COVID-19 and to defray COVID-19 expenses, the Station received grants and other relief primarily authorized through the Coronavirus Aid, Relief, and Economic Security (CARES) Act, the Coronavirus Relief & Recovery Supplemental Appropriations Act (CRRSAA), and the American Rescue Plan Act of 2021.

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* and No. 35, *Basic Financial Statements and Management's Discussion and Analysis for Public Colleges and Universities*, as amended. 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 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

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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.

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 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.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

A summarized comparison of the Station's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position at June 30, 2022, 2021, and 2020 follows:

	June 30, 2022	June 30, 2021	June 30, 2020
Assets			
Current assets	\$ 1,932,895	\$ 1,923,766	\$ 1,681,535
Noncurrent assets			
Capital assets, net	103,465	121,412	153,236
Other assets	309,052	326,672	221,222
Total Noncurrent assets	<u>412,517</u>	<u>448,084</u>	<u>374,458</u>
Total Assets	<u>2,345,412</u>	<u>2,371,850</u>	<u>2,055,993</u>
Deferred Outflows of Resources	<u>67,296</u>	<u>49,715</u>	<u>130,919</u>
Liabilities			
Current liabilities	39,925	40,761	53,557
Noncurrent liabilities	223,708	388,089	1,061,453
Total Liabilities	<u>263,633</u>	<u>428,850</u>	<u>1,115,010</u>
Deferred Inflows of Resources	<u>325,410</u>	<u>349,636</u>	<u>223,198</u>
Net Position			
Net investment in capital assets	103,465	121,412	153,236
Restricted	274,847	317,286	237,495
Unrestricted	1,445,353	1,204,381	457,973
Total Net Position	<u>\$ 1,823,665</u>	<u>\$ 1,643,079</u>	<u>\$ 848,704</u>

Total assets, consisting primarily of cash and cash equivalents, accounts receivable, pledges receivable, investments, and capital assets, decreased \$26,438 or 1% from fiscal year 2021 to fiscal year 2022. Current assets increased \$9,129 or 0.47% between fiscal year 2021 and fiscal year 2022 primarily due to an increase in cash and cash equivalents. Noncurrent assets decreased \$35,567 or 8% from fiscal year 2021 to fiscal year 2022. The decrease was attributed to a combination of a decrease in endowment investments of \$43,678 due to unfavorable market environment in fiscal year 2022 and a decrease in net capital assets of \$17,947 which represents the recording of fiscal year 2022 depreciation offset by an increase in the net OPEB asset of \$26,058.

Total assets, consisting primarily of cash and cash equivalents, accounts receivable, pledges receivable, investments, and capital assets, increased \$315,857 or 15% from fiscal year 2020 to fiscal year 2021. Current assets increased \$242,231 or 14% between fiscal year 2020 and fiscal year 2021 primarily due to an increase in cash and cash equivalents, the result of \$148,564 received from the CPB Cares Act grant and a \$102,928 bequest from an estate. Noncurrent assets increased \$73,626 or 20% from fiscal year 2020 to fiscal year 2021. The increase was attributed to a combination of an increase in endowment investments of \$62,699 due to a favorable market environment in fiscal year 2021 and the recognition of a net OPEB asset of \$42,751 offset by a decrease in net capital assets of \$31,824 which represents the recording of fiscal year 2021 depreciation.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

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, 2022	June 30, 2021	June 30, 2020
Related to pension	\$ 65,605	\$ 28,697	\$ 65,676
Related to OPEB	1,691	21,018	65,243
Total Deferred Outflows of Resources	\$ 67,296	\$ 49,715	\$ 130,919

Deferred Inflows of Resources	June 30, 2022	June 30, 2021	June 30, 2020
Related to pension	\$ 248,059	\$ 195,976	\$ 151,759
Related to OPEB	77,351	153,660	71,439
Total Deferred Inflows of Resources	\$ 325,410	\$ 349,636	\$ 223,198

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 increased \$17,581 or 35% from fiscal year 2021 to fiscal year 2022. Deferred outflows of resources related to pension increased \$36,908 or 129% primarily due a \$24,236 increase in the changes in assumptions related to the Ohio Public Employees Retirement System (OPERS) plan as well as a \$10,009 increase in the differences between expected and actual experience related to the OPERS plan. Deferred outflows of resources related to OPEB decreased \$19,327 or 92% primarily due to a \$21,016 decrease in the changes in assumptions related to the OPERS plan.

Deferred inflows of resources decreased \$24,226 or 7% from fiscal year 2021 to fiscal year 2022. Deferred inflows of resources related to pension increased \$52,083 or 27% due to a \$91,885 increase in the net difference between projected and actual earnings on pension plan investments offset by a \$28,442 decrease in change in proportionate share of contributions to the OPERS plan and a \$11,360 decrease in the differences between expected and actual experience. Deferred inflows of resources related to OPEB decreased \$76,309 or 50 % due to a \$41,413 decrease in changes in assumptions, a \$28,143 decrease in the differences between expected and actual experience and a \$16,788 decrease in the change in proportionate share of contributions related to

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

the OPERS plan offset by a \$10,035 increase in the net difference between projected and actual earnings on OPEB investments related to the OPERS plan.

Deferred outflows of resources decreased \$81,204 or 62% from fiscal year 2020 to fiscal year 2021. Deferred outflows of resources related to pension decreased \$36,979 or 56% primarily due to a \$32,016 decrease in the changes in assumptions related to the Ohio Public Employees Retirement System (OPERS) plan. Deferred outflows of resources related to OPEB decreased \$44,225 or 68% primarily due to a \$44,139 decrease in the changes in assumptions related to the OPERS plan.

Deferred inflows of resources increased \$126,438 or 57% from fiscal year 2020 to fiscal year 2021. Deferred inflows of resources related to pension increased \$44,217 or 29% primarily due to a \$21,621 increase in the net difference between projected and actual earnings on pension plan investments, a \$15,091 increase in change in proportionate share of contributions to the OPERS plan and a \$7,506 increase in the differences between expected and actual experience. Deferred inflows of resources related to OPEB increased \$82,221 or 115% due to a \$69,267 increase in changes in assumptions related to the OPERS plan and a \$10,209 increase in change in proportionate share of contributions to the OPERS plan.

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 \$165,217 or 39% from fiscal year 2021 to fiscal year 2022 and was primarily due to a decrease in the net pension liability of \$166,183 or 48%.

Total liabilities consisting of accounts payable, payroll liabilities, unearned revenue, compensated absences, net pension liability, and net OPEB liability decreased \$686,160 or 62% from fiscal year 2020 to fiscal year 2021 and was primarily due to a decrease in the net pension liability of \$411,635 or 100%, a decrease in the net pension liability of \$238,526 or 41%, a decrease in compensated absences of \$23,203 or 38% and a decrease in accounts payable of \$19,507 or 85%.

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, 2022	June 30, 2021	June 30, 2020
Net investment in capital assets	\$ 103,465	\$ 121,412	\$ 153,236
Restricted - nonexpendable	108,153	108,153	108,153
Restricted - expendable	166,694	209,133	129,342
Unrestricted	<u>1,818,316</u>	<u>1,811,392</u>	<u>1,550,254</u>
Total net position without GASBs 68 and 75	2,196,628	2,250,090	1,940,985
GASB 68	(366,112)	(517,120)	(674,450)
GASB 75	<u>(6,851)</u>	<u>(89,891)</u>	<u>(417,831)</u>
Total Net Position	<u>\$ 1,823,665</u>	<u>\$ 1,643,079</u>	<u>\$ 848,704</u>

Overall, the Station's total net position increased \$180,586 or 11% from \$1,643,079 at June 30, 2021 to \$1,823,665 at June 30, 2022. This was primarily due to an increase of \$240,972 in unrestricted net position. Excluding net position attributed to GASBs 68 and 75, net position decreased \$53,462 or 2% from \$2,250,090 at June 30, 2021 to \$2,196,628 at June 30, 2022. The net investment in capital assets consists of equipment net of accumulated depreciation. The \$17,947 or 15% decrease from fiscal year 2021 to fiscal year 2022 was due to 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 2022, 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 \$42,439 or 20% primarily due to the allocation of unrealized investment losses in the Station's endowment fund. Unrestricted net position is not subject to externally imposed restrictions and is designated for future operations. Unrestricted net position increased \$6,924 or 0.38% from fiscal year 2021 to fiscal year 2022.

Overall, the Station's total net position increased \$794,375 or 94% from \$848,704 at June 30, 2020 to \$1,643,079 at June 30, 2021. This was primarily due to an increase of \$746,408 in unrestricted net position. Excluding net position attributed to GASBs 68 and 75, net position increased \$309,105 or 16% from \$1,940,985 at June 30, 2020 to \$2,250,090 at June 30, 2021. The net investment in capital assets consists of equipment net of accumulated depreciation. The \$31,824 or 21% decrease from fiscal year 2020 to fiscal year 2021 was due to 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 2021, 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 increased \$79,791 or 62% primarily due to the allocation of unrealized investment gains in the Station's endowment fund. Unrestricted net position is not subject to externally imposed restrictions and is designated for future operations. Unrestricted net position increased \$261,138 or 17% from fiscal year 2020 to fiscal year 2021.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

primarily due to an excess of membership revenue over expenses and federal appropriations received due to the COVID-19 pandemic.

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. Federal appropriations include COVID-19 relief funding from the CPB and the COVID-19 Higher Education Emergency Relief Fund – Institutional Portion.

A summary of the Station's revenues, expenses, and changes in net position follows:

	<u>June 30, 2022</u>	<u>June 30, 2021</u>	<u>June 30, 2020</u>
Total Operating Revenues	\$ 411,184	\$ 371,228	\$ 411,023
Total Operating Expenses	1,069,547	583,260	1,671,087
Operating Loss	(658,363)	(212,032)	(1,260,064)
Net Non-operating Revenues	838,949	1,006,407	1,076,441
Change in Net Position	180,586	794,375	(183,623)
Net Position at Beginning of the Year	1,643,079	848,704	1,032,327
Net Position at End of the Year	<u>\$ 1,823,665</u>	<u>\$ 1,643,079</u>	<u>\$ 848,704</u>

The Station's total operating revenues increased \$39,956 or 11% from fiscal year 2021 to fiscal year 2022. The increase was primarily the result of an increase of \$36,282 in revenue from in-kind contributions.

The Station's total operating revenues decreased \$39,795 or 10% from fiscal year 2020 to fiscal year 2021. The decrease was primarily the result of a decrease of \$20,013 in revenue from underwriting contracts due to the impact of the COVID-19 pandemic and a decrease of in-kind contributions of \$12,624.

The following is a recap of total operating expenses with the impact of the GASBs 68 and 75 pension expense accruals segregated.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

	June 30, 2022	June 30, 2021	June 30, 2020
Program Services	\$ 776,940	\$ 678,597	\$ 720,041
Support Services	526,655	389,933	716,449
Operating Expenses without GASBs 68 and 75 accruals	1,303,595	1,068,530	1,436,490
GASB 68 pension expense accruals	(151,008)	(157,330)	11,062
GASB 75 OPEB expense accrual	(83,040)	(327,940)	223,535
Total Operating Expenses	<u>\$ 1,069,547</u>	<u>\$ 583,260</u>	<u>\$ 1,671,087</u>

Excluding the impact of GASBs 68 and 75, total operating expenses increased \$235,065 or 22% from fiscal year 2021 to fiscal year 2022. Program services increased \$98,343 or 14% primarily due to increases in programming and production expense and broadcasting expense related to the increase in in-kind support from BEMC. In addition, the increase is attributed to an increase in program information expense due to hiring an employee at the end of fiscal year 2021 to fill the program information position which was left vacant in March 2021. Support services increased \$136,722 or 35% primarily attributed to an increase in management and general expenses related to the increase institutional support from the University.

Pension expense attributed to GASB 68 increased \$6,322 from (\$157,330) in fiscal year 2021 to (\$151,008) in fiscal year 2022; whereas OPEB expense attributed to GASB 75 increased \$244,900 from (\$327,940) in fiscal year 2021 to (\$83,040) in fiscal year 2022. These expenses are the result of changes in the deferred outflows/inflows and liabilities/assets related to pension/OPEB. The Station has no control over the factors affecting these changes.

Excluding the impact of GASBs 68 and 75, total operating expenses decreased \$367,960 or 26% from fiscal year 2020 to fiscal year 2021. Program services decreased \$41,444 or 6% primarily due to the shift of the broadcast engineering position from full-time status to part-time status. Support services decreased \$326,516 or 46% primarily attributed to planned staff reductions due to COVID-19 in fiscal year 2021, which included the elimination of a full-time position primarily utilized for underwriting and fundraising activities and a decrease in institutional support from the University.

Pension expense attributed to GASB 68 decreased \$168,392 from \$11,062 in fiscal year 2020 to (\$157,330) in fiscal year 2021; whereas OPEB expense attributed to GASB 75 decreased \$551,475 from \$223,535 in fiscal year 2020 to (\$327,940) in fiscal year 2021. These expenses are the result of changes in the deferred outflows/inflows and liabilities/assets related to pension/OPEB. Due to the pension asset income pick up in fiscal year 2021, Program information expenses and Traffic and continuity expenses included in Program Services expenses as well as Underwriting expenses included in Support Services expenses are all presenting as negative expenses on the Statements of Revenues, Expenses and Changes in Net Position. The Station has no control over the factors affecting these changes.

See Note 6 for additional information on pension plans and other post-employment benefits (OPEB) and Note 9 for more information about the COVID-19 pandemic.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Total net non-operating revenues decreased \$167,458 or 17% from fiscal year 2021 to fiscal year 2022. The Station did not receive federal appropriations in fiscal year 2022 resulting in a decrease of \$166,757 or 100%. The general appropriation from the University increased \$77,027 or 24% between fiscal year 2021 and fiscal year 2022, primarily due to payroll increases resulting from all positions being fully-staffed in fiscal year 2022 compared to fiscal year 2021 as well as a vacation and sick leave payout to an employee due to retirement. Donated facilities and administrative support from the University increased \$114,079 or 136% due to an increase in institutional support from the University, the result of an increase in total operating expenses in fiscal year 2022. Membership income increased \$24,661 or 10%, the result of two, month-long fundraising initiatives. The Station did not receive any bequests or large gifts in fiscal year 2022 as compared to fiscal year 2021 resulting in a decrease in private gifts of \$110,928 or 99%. Investment income, net of investment expense decreased \$105,540 or 145% which is attributed to the recognition of unrealized losses in the Station's endowment fund due to unfavorable market conditions.

Total net non-operating revenues decreased \$70,034 or 7% from fiscal year 2020 to fiscal year 2021. Federal appropriations increased \$91,757 or 122% primarily due to receiving CARES Act funding from the CPB. The general appropriation from the University decreased \$85,426 or 21% between fiscal year 2020 and fiscal year 2021, primarily due to payroll reductions resulting from an employee resigning from their position. Donated facilities and administrative support from the University decreased \$184,795 or 69% due to a decrease in institutional support from the University, the result of a decrease in total operating expenses in fiscal year 2021. Private gifts increased \$67,789 or 154% and included a \$102,928 bequest from an estate and a \$10,000 private gift. Investment gains, net of investment expense increased \$57,719 or 384% which is attributed to the recognition of unrealized gains in the Station's endowment fund due to favorable market conditions.

MANAGEMENT'S DISCUSSION AND ANALYSIS (CONT.)

Economic Factors for the Future

Despite challenges from the ongoing effects of the COVID-19 pandemic as well as the current economic environment, 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. WYSU remains dedicated to its goals of providing high quality and reliable service, expanding its audience, developing and securing external funding sources and representing the YSU community positively. The Station continues to work to enhance and expand its commitment to diversity, equity and inclusion. 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.

Continued shifts in market trends exacerbated by the pandemic and the downturn of the regional economy have led to an increased focus on underwriting and membership. Decreases in underwriting support due to the loss of two significant legacy station underwriters coupled with the increased popularity in digital advertising and substantial reductions in advertising rates charged by commercial radio stations in the market have made it difficult for the underwriting program to remain competitive. The Station plans to continue to seek opportunities to diversify network and local programming across all platforms to appeal to the current core audiences and attract a more diverse and younger audience. In order to address these goals, WYSU became a member of The Ohio Newsroom (TON), a formal collaboration of Ohio's existing network of public radio stations and newsrooms whose mission is to create a sustainable model for offering Ohio-focused news coverage. The station coordinator became an active member of both the underwriting committee and the marketing committee of TON. The underwriting committee of TON seeks to establish a statewide network of underwriters that will both make TON sustainable, and provide incremental underwriting revenue to the participating stations.

The Station recognizes the need to continuously enhance, upgrade and develop new technologies as well as build brand awareness. Major projects in the planning phase include rebuilding the Station's website, upgrading the broadcast automation system and making significant repairs to the primary antenna. The Station plans to increase marketing endeavors with a focus on TON, local news partnerships, the new *Policies and Politics* podcast and network news programming. In addition, the expansion of the student work program including the utilization of student board operators on the air will continue WYSU's goal to provide lifelong learning opportunities to not only its listeners but also to YSU students. Completion of these endeavors will allow the Station to continue to help listeners in their life-long learning pursuits, satisfy their intellectual curiosity, make more informed decisions, lead more fulfilling lives, become better and more involved citizens, and help make northeast Ohio and western Pennsylvania a better place to live.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

STATEMENTS OF NET POSITION AT JUNE 30, 2022 AND 2021

	<u>June 30, 2022</u>	<u>June 30, 2021</u>
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 1,918,160	\$ 1,904,033
Interest receivable	292	174
Accounts receivable (net of allowance of \$0 in 2022 and \$0 in 2021)	4,116	4,928
Pledges receivable (net of allowance of \$1,174 in 2022 and \$2,345 in 2021)	<u>10,327</u>	<u>14,631</u>
Total Current Assets	<u>1,932,895</u>	<u>1,923,766</u>
Noncurrent Assets		
Endowment investments	240,243	283,921
Net OPEB asset	68,809	42,751
Capital assets, net	<u>103,465</u>	<u>121,412</u>
Total Noncurrent Assets	<u>412,517</u>	<u>448,084</u>
Total Assets	<u>2,345,412</u>	<u>2,371,850</u>
DEFERRED OUTFLOWS OF RESOURCES		
Deferred outflows related to pension	65,605	28,697
Deferred outflows related to OPEB	<u>1,691</u>	<u>21,018</u>
Total Deferred Outflows of Resources	<u>67,296</u>	<u>49,715</u>
LIABILITIES		
Current Liabilities		
Accounts payable	3,726	3,464
Payroll liabilities	18,911	18,614
Unearned revenue	7,642	12,411
Compensated absences	<u>9,646</u>	<u>6,272</u>
Total Current Liabilities	<u>39,925</u>	<u>40,761</u>
Noncurrent Liabilities		
Compensated absences	40,050	38,248
Net pension liability	<u>183,658</u>	<u>349,841</u>
Total Noncurrent Liabilities	<u>223,708</u>	<u>388,089</u>
Total Liabilities	<u>263,633</u>	<u>428,850</u>
DEFERRED INFLOWS OF RESOURCES		
Deferred inflows related to pension	248,059	195,976
Deferred inflows related to OPEB	<u>77,351</u>	<u>153,660</u>
Total Deferred Inflows of Resources	<u>325,410</u>	<u>349,636</u>
NET POSITION		
Net investment in capital assets	103,465	121,412
Restricted, nonexpendable	108,153	108,153
Restricted, expendable - grant and endowment	166,694	209,133
Unrestricted	<u>1,445,353</u>	<u>1,204,381</u>
Total Net Position	<u>\$ 1,823,665</u>	<u>\$ 1,643,079</u>

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, 2022 AND 2021

	June 30, 2022	June 30, 2021
REVENUES		
Operating Revenues		
Corporation for Public Broadcasting grant	\$ 126,402	\$ 120,557
In-kind contributions	174,064	137,782
Broadcast Education Media Commission grant	33,570	31,350
Underwriting revenue	77,148	81,539
Total Operating Revenues	<u>411,184</u>	<u>371,228</u>
EXPENSES		
Operating Expenses		
Program Services		
Programming and production	430,677	337,656
Broadcasting	187,335	124,480
Program information	42,509	(7,966)
Traffic and continuity	10,254	(1,466)
Support Services		
Management and general	252,069	84,547
Fund raising and membership development	43,289	11,580
Underwriting	24,155	(5,215)
Clerical	61,312	7,820
Depreciation	17,947	31,824
Total Operating Expenses	<u>1,069,547</u>	<u>583,260</u>
Operating Loss	<u>(658,363)</u>	<u>(212,032)</u>
NONOPERATING REVENUES (EXPENSES)		
Federal appropriations	-	166,757
General appropriation from the University	401,139	324,112
Donated facilities and administrative support from the University	198,133	84,054
Membership revenue	271,723	247,062
Private gifts	750	111,678
Investment income, net of investment expense	(32,796)	72,744
Net Nonoperating Revenues	<u>838,949</u>	<u>1,006,407</u>
Change in Net Position	<u>180,586</u>	<u>794,375</u>
NET POSITION		
Net Position at Beginning of the Year	1,643,079	848,704
Net Position at End of the Year	<u>\$ 1,823,665</u>	<u>\$ 1,643,079</u>

See accompanying notes to financial statements.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

STATEMENTS OF CASH FLOWS FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

	June 30, 2022	June 30, 2021
Cash Flows from Operating Activities		
Corporation for Public Broadcasting grant	\$ 126,402	\$ 120,557
Broadcast Educational Media Commission grant	33,570	31,350
Underwriting support	73,161	80,921
Payments to suppliers	(412,154)	(374,128)
Payments to employees	(365,885)	(333,865)
Payments for benefits	(129,676)	(141,948)
Total Cash Flows Used in Operating Activities	(674,582)	(617,113)
Cash Flows from Noncapital Financing Activities		
Federal appropriations	-	166,757
General appropriation from the University	401,139	324,112
Membership receipts	276,057	247,582
Private gifts	750	111,678
Total Cash Flows Provided by Noncapital Financing Activities	677,946	850,129
Cash Flows from Investing Activities		
Interest on investments	(32,915)	72,792
Sale (purchase) of investments	43,678	(62,699)
Total Cash Flows Provided by Investing Activities	10,763	10,093
Change in Cash and Cash Equivalents	14,127	243,109
Cash and Cash Equivalents, Beginning of Year	1,904,033	1,660,924
Cash and Cash Equivalents, End of Year	\$ 1,918,160	\$ 1,904,033
Reconciliation of Operating Loss to Net Cash Used in Operating Activities		
Operating loss	\$ (658,363)	\$ (212,032)
Adjustments to reconcile operating loss to net cash used in operating activities:		
Depreciation	17,947	31,824
Donated facilities and administrative support from the University	198,133	84,054
Changes in assets and liabilities:		
Accounts receivable, net	782	311
Net OPEB asset	(26,058)	(42,751)
Accounts payable, payroll liabilities, compensated absences, and unearned revenue	967	(36,000)
Net pension/OPEB liability	(166,183)	(650,161)
Deferred outflows-pension and OPEB	(17,581)	81,204
Deferred inflows-pension and OPEB	(24,226)	126,438
Net Cash Flows Used in Operating Activities	\$ (674,582)	\$ (617,113)

See accompanying notes to financial statements.

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

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, 2022 and 2021, 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, 2022 AND 2021

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 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 90 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 and 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, 2022 AND 2021

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, 2022 and June 30, 2021 were \$7,642 and \$12,411, 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, 2022 AND 2021

Corporation for Public Broadcasting Community Service Grants - The Corporation for Public Broadcasting is a private, nonprofit grantmaking organization responsible for funding more than 1,000 television and radio stations. CPB distributes annual Community Service Grants (CSGs) to qualifying public broadcasting entities. CSGs are used to augment the financial resources of public broadcasting entities and thereby to enhance the quality of programming and expand the scope of public broadcasting services. Each CSG may be expended over one or two federal fiscal years as described in the Communications Act, 47 United States Code Annotated, Section 396(k)(7). In any event, each grant must be expended within two years of the initial grant authorization. According to the Communications Act, funds may be used at the discretion of recipients for purposes relating primarily to production and acquisition of programming. Also, the grants may be used to sustain activities begun with CSGs awarded in prior years. Certain *General Provisions* must be satisfied in connection with application for and use of the grants to maintain eligibility and meet compliance requirements. These *General Provisions* pertain to the use of grant funds, record keeping, audits, financial reporting, mailing lists, and licensee status with the Federal Communications Commission. The CSGs are reported on the accompanying financial statements as increases in unrestricted net position and restricted, expendable net position.

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

WYSU-FM YOUNGSTOWN STATE UNIVERSITY RADIO

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

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 2022, the provisions of the following GASB Statements became effective:

- 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. Starting with the fiscal year ended June 30, 2022, interest costs associated with construction will be expensed as incurred.
- 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, 2021. 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. 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.

Adoption of above standards had no impact on the statements as a whole as there were no construction projects in progress and no leases for the Station.

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

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

- 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. 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. 99, *Omnibus 2022*, issued April 2022. The requirements of this statement are effective immediately, with the exception of requirements related to leases, PPPs and SBITAs effective June 30, 2023; and the requirements related to financial guarantees and the classification and reporting of derivative instruments effective June 30, 2024. The Statements enhances comparability in accounting and financial reporting and improves the consistency of authoritative literature.
- GASB Statement No. 100, *Accounting Changes and Error Corrections-an amendment of GASB Statement No. 62*, issued June 2022. The requirements of this Statement are effective for fiscal years beginning after June 15, 2023. The primary objective of this Statement is to enhance accounting and financial reporting requirements for accounting changes and error corrections to provide more understandable, reliable, relevant, consistent, and comparable information for making decisions or assessing accountability.
- GASB Statement No. 101, *Compensated Absences*, issued June 2022. The requirements of this Statement are effective for fiscal years beginning after December 15, 2023. The objective of this statement is to better meet the information needs of financial statement users by updating the recognition and measurement guidance for compensated absences.

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

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

Note 2 – Cash and Cash Equivalents

For financial statement presentation purposes, the Station's 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.

The University's cash and cash equivalents at June 30, 2022 and June 30, 2021 consisted of the following:

	2022	2021
Carrying Amount (Cash and cash equivalents)	<u>\$ 29,097,272</u>	<u>\$ 26,292,042</u>
FDIC Insured	\$ 750,000	\$ 678,409
Uninsured but collateralized by pools of securities pledged by the depository banks	1,263,509	821,090
Uninsured but assets held in name of YSU not pledged as collateral elsewhere	<u>27,757,496</u>	<u>26,609,707</u>
Bank Balance	<u>\$ 29,771,005</u>	<u>\$ 28,109,206</u>

The difference in carrying amount and bank balance is caused by items in transit and outstanding checks. The University's deposits held in safekeeping by a bank, as trustee or escrow agent, included in cash totaled \$47,230 at June 30, 2022 and \$17,930 at June 30, 2021, 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 Station's cash and cash equivalents are included in these totals and were \$1,918,160 and \$1,904,033 at June 30, 2022 and June 30, 2021, 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, 2022 and June 30, 2021, 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.

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

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 managers for endowment funds. University endowment investments were \$12,287,093 as of June 30, 2022 and \$14,396,209 as of June 30, 2021. 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 \$240,243 as of June 30, 2022 and \$283,921 as of June 30, 2021.

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, 2022, the Station had the following investments measured at fair value:

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

	Fair Value Measurement				Total
	Level 1	Level 2	Level 3		
U.S. Government Obligations	\$ -	\$ 14,415	\$ -	\$ -	14,415
Corporate Bonds	- -	26,428	- -	- -	26,428
Foreign Bonds	- -	3,604	- -	- -	3,604
Bond Mutual Funds	11,772	- -	- -	- -	11,772
Common Stock	145,586	- -	- -	- -	145,586
Equity Mutual Funds	38,438	- -	- -	- -	38,438
Totals	<u>\$ 195,796</u>	<u>\$ 44,447</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 240,243</u>

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

	Fair Value Measurement				Total
	Level 1	Level 2	Level 3		
U.S. Government Obligations	\$ -	\$ 5,962	\$ -	\$ -	5,962
Corporate Bonds	- -	13,346	- -	- -	13,346
U.S. Government Bonds	- -	3,123	- -	- -	3,123
Bond Mutual Funds	2,555	- -	- -	- -	2,555
Preferred Stock	- -	2,271	- -	- -	2,271
Common Stock	199,596	- -	- -	- -	199,596
Equity Mutual Funds	57,068	- -	- -	- -	57,068
Totals	<u>\$ 259,219</u>	<u>\$ 24,702</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 283,921</u>

As of June 30, 2022, 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	\$ 14,415	\$ 4,805	\$ 9,610	\$ -	\$ -	- -
Corporate Bonds	26,428	2,883	23,545	- -	- -	- -
Foreign Bonds	3,604	- -	3,604	- -	- -	- -
Bond Mutual Funds	11,772	11,772	- -	- -	- -	- -
Common Stock	145,586	145,586	- -	- -	- -	- -
Equity Mutual Funds	38,438	38,438	- -	- -	- -	- -
Totals	<u>\$ 240,243</u>	<u>\$ 203,484</u>	<u>\$ 36,759</u>	<u>\$ -</u>	<u>\$ -</u>	<u>- -</u>

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

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

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

Investment Type	Fair Value	Investment Maturities (in Years)			
		Less than 1	1-5	6-10	More than 10
U.S. Government Obligations	\$ 5,962	\$ 5,962	\$ -	\$ -	\$ -
Corporate Bonds	13,346	5,111	8,235	-	-
U.S. Government Bonds	3,123	3,123	-	-	-
Bond Mutual Funds	2,555	2,555	-	-	-
Preferred Stock	2,271	2,271	-	-	-
Common Stock	199,596	199,596	-	-	-
Equity Mutual Funds	57,068	57,068	-	-	-
Totals	\$ 283,921	\$ 275,686	\$ 8,235	\$ -	\$ -

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

As of June 30, 2022, investments had the following quality credit ratings:

Investment Type	Fair Value	Aaa	Aa	A	Baa	Unrated
Corporate Bonds	\$ 26,428	\$ 4,934	\$ -	\$ 14,113	\$ 7,381	\$ -
Foreign Bonds	3,604	-	-	3,604	-	-
Bond Mutual Funds	11,772	6,746	-	-	4,968	58
Totals	\$ 41,804	\$ 11,680	\$ -	\$ 17,717	\$ 12,349	\$ 58

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

Investment Type	Fair Value	Aaa	Aa	A	Baa	Unrated
Corporate Bonds	\$ 13,346	\$ 5,286	\$ -	\$ 8,060	\$ -	\$ -
U.S. Government Bonds	3,123	-	3,123	-	-	-
Bond Mutual Funds	2,555	49	-	-	2,478	28
Totals	\$ 19,024	\$ 5,335	\$ 3,123	\$ 8,060	\$ 2,478	\$ 28

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

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

counterparty or are held by the counterparty's trust department or agent but not in the name of the University. At June 30, 2022 and 2021, 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, 2022, \$5,113,700 or 7% of the University's portfolio was held in an intermediate bond fund and \$5,343,570 or 8% was held in a short-term bond fund. As of June 30, 2021, \$5,647,949 or 7% was held in an intermediate bond fund.

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, 2022 and 2021, 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, 2022 was as follows:

	Beginning Balance	Additions	Reductions	Ending Balance
Depreciable assets:				
Antenna and tower	\$ 552,979	\$ -	\$ -	\$ 552,979
Studio and broadcast equipment	133,032	-	-	133,032
Total cost	686,011	-	-	686,011
Less: Accumulated depreciation	564,599	17,947	-	582,546
Capital assets, net	<u>\$ 121,412</u>	<u>\$ (17,947)</u>	<u>\$ -</u>	<u>\$ 103,465</u>

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

	Beginning Balance	Additions	Reductions	Ending Balance
Depreciable assets:				
Antenna and tower	\$ 600,660	\$ -	\$ 47,681	\$ 552,979
Studio and broadcast equipment	281,731	-	148,699	133,032
Total cost	882,391	-	196,380	686,011
Less: Accumulated depreciation	729,155	31,824	196,380	564,599
Capital assets, net	<u>\$ 153,236</u>	<u>\$ (31,824)</u>	<u>\$ -</u>	<u>\$ 121,412</u>

Note 5 – Compensated Absences

Compensated Absences at June 30, 2022 and June 30, 2021 were as follows:

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

	2022	2021
Beginning Balance	\$ 44,520	\$ 67,069
Additions	-	-
Reductions	(5,177)	22,549
Ending Balance	49,696	44,520
Less: current portion	9,646	6,272
Compensated Absences, noncurrent portion	<u><u>\$ 40,050</u></u>	<u><u>\$ 38,248</u></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 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 2022 and 2021 employer and member contribution rates on covered payroll to each system are:

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

	Employer Contribution Rate					Member Contribution Rate	
	Post-		Death				
	Pension	Retirement Healthcare	Benefits	Medicare B	Total		
OPERS-State/Local	14.0%	0.0%	0.0%	0.0%	14.0%	10.0%	

The required and actual contributions to the plans are:

	2022		2021	
	Pension	OPEB	Pension	OPEB
OPERS	\$ 50,659	-	\$ 46,172	-

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, 2022 and 2021, the Station reported a liability for its proportionate share of the net pension liability of OPERS. For June 30, 2022, the net pension liability was measured as of

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

December 31, 2021. For June 30, 2021, the net pension liability was measured as of December 31, 2020. 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, 2022 and 2021, the University's proportionate share of the net pension liability was 0.2347% and 0.223%, 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, 2022 and 2021, the Station's allocation of the University's proportion was 0.944% and 1.08%, respectively.

Plan	Measurement Date	Net Pension Liability		Proportionate Share		Change 2021-22	Change 2020-21
		2022	2021	2022	2021		
OPERS	December 31	\$ 183,658	\$ 349,841	0.002216%	0.002413%	-0.000197%	-0.000596%

For the years ended June 30, 2022 and 2021, the Station recognized pension expense of (\$100,349) and (\$111,158), respectively. At June 30, 2022 and 2021, the Station reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

	2022		2021	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ 10,154	\$ 5,426	\$ 145	\$ 16,786
Changes of assumptions	24,823	-	587	-
Net difference between projected and actual earnings on pension plan investments	-	233,350	-	141,465
Changes in proportion and differences between University contributions and proportionate share of contributions	4,458	9,283	204	37,725
University contributions subsequent to the measurement date	26,170	-	27,761	-
Totals	\$ 65,605	\$ 248,059	\$ 28,697	\$ 195,976

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

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

	Year Ended June 30	Amount
2023	\$ (36,187)	
2024	(80,387)	
2025	(54,923)	
2026	(37,196)	
2027	(33)	
Thereafter		102
Totals		<u>\$ (208,624)</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, Deferrals, and OPEB Expense

At June 30, 2022, the Station reported an (asset) for its proportionate share of the net OPEB (asset) of OPERS. For June 30, 2022, the net OPEB (asset) was measured as of December 31, 2021. For June 30, 2021, the net OPEB liability was measured as of December 31, 2020. The total OPEB liability/(asset) used to calculate the net OPEB liability/(asset) was determined by an actuarial valuation dated December 31, 2020 and 2019, respectively, rolled forward to the measurement date by incorporating the expected value of health care cost accruals, the actual health care payments, and interest accruals during the year for the defined benefit health care plans.

Typically, the Station'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 December 31, 2021 and 2020, 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, 2022 and 2021, the University's proportionate share of the net OPEB liability (asset) was 0.2327% and 0.222%, 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, 2022 and 2021, the Station's allocation of the University's proportion was .944% and 1.08%, respectively.

Plan	Measurement Date	Net OPEB Liability (Asset)		Proportionate Share		Change 2021-22	Change 2020-21
		2022	2021	2022	2021		
OPERS	December 31	\$ (68,809)	\$ (42,751)	0.002197%	0.002400%	-0.000203%	0.058000%

For the years ended June 30, 2022 and 2021, the Station recognized OPEB expense of (\$83,040) and (\$327,940), respectively. At June 30, 2022 and 2021, the Station reported deferred outflows of resources and deferred inflows of resources related to OPEB from the following sources.

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

	2022		2021	
	Deferred Outflows of Resources	Deferred Inflows of Resources	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	\$ -	\$ 10,437	\$ -	\$ 38,580
Changes of assumptions	- -	27,854	21,016	69,267
Net difference between projected and actual earnings on OPEB investments	- -	32,804	- -	22,769
Changes in proportion and differences between University contributions and proportionate share of contributions	1,691	6,256	2	23,044
University contributions subsequent to the measurement date	- -	- -	- -	- -
Totals	<u>\$ 1,691</u>	<u>\$ 77,351</u>	<u>\$ 21,018</u>	<u>\$ 153,660</u>

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
2023	\$ (49,115)
2024	(14,666)
2025	(7,167)
2026	(4,712)
2027	- -
Thereafter	- -
Totals	<u>\$ (75,660)</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.

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

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 Station's current year.

OPERS	
Valuation date - Pension	December 31, 2021
Valuation date - OPEB	December 31, 2020
Actuarial cost method	Individual entry age
Cost of living	2.05% - 3.00%
Salary increases, including inflation	2.75% - 10.75%
Inflation	2.75%
Investment rate of return - Pension	6.90%, net of investment expense, including inflation
Investment rate of return - OPEB	6.00%, net of investment expense, including inflation
Health care cost trend rates	5.5% initial, 3.50% ultimate in 2034
Experience study date	Period of 5 years ended December 31, 2020
Mortality basis	Pre-retirement mortality rates are based on 130% of the Pub-2010 General Employee Mortality tables (males and females) for State and Local Government divisions and 170% of the Pub-2010 Safety Employee Mortality tables (males and females) for the Public Safety and Law Enforcement divisions. Post-retirement mortality rates are based on 115% of the PubG-2010 Retiree Mortality Tables (males and females) for all divisions. Post-retirement mortality rates for disabled retirees are based on the PubNS-2010 Disabled Retiree Mortality Tables (males and females) for all divisions. For all of the previously described tables, the base year is 2010 and mortality rates for a particular calendar year are determined by applying the MP-2020 mortality improvement scales (males and females) to all of these tables.

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

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

OPERS	
Valuation date - Pension	December 31, 2020
Valuation date - OPEB	December 31, 2019
Actuarial cost method	Individual entry age
Cost of living	.50% - 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	8.5% initial, 3.50% ultimate in 2035
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 6.90 percent and 7.20 percent for the plan years ended December 31, 2021 and 2020, 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).

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

OPERS OPEB Discount Rate - The discount rate used to measure the total OPEB liabilities/(assets) was 6.00 percent for the plan years ended December 31, 2021 and 2020, respectively. At December 31, 2021 and 2020, 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.

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 12/31/21				
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	24.0%	1.32%	34.0%	1.07%
Domestic Equities	21.0%	5.64%	25.0%	5.64%
Real Estate	11.0%	5.39%	0.0%	0.00%
Private Equity	12.0%	10.42%	0.0%	0.00%
International Equity	23.0%	7.36%	25.0%	7.36%
Risk Parity	5.0%	2.92%	2.0%	2.92%
REITs	0.0%	0.00%	7.0%	3.71%
Other Investments	4.0%	2.85%	7.0%	1.93%
	<u>100.0%</u>		<u>100.0%</u>	

OPERS as of 12/31/20				
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%	1.32%	34.0%	1.07%
Domestic Equities	21.0%	5.64%	25.0%	5.64%
Real Estate	10.0%	5.39%	0.0%	0.00%
Private Equity	12.0%	10.42%	0.0%	0.00%
International Equity	23.0%	7.36%	25.0%	7.36%
REITs	0.0%	0.00%	7.0%	6.48%
Other Investments	9.0%	4.75%	9.0%	4.02%
	<u>100.0%</u>		<u>100.0%</u>	

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

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.

Plan	2022 (\$ in thousands)		
	1% Decrease	Current Discount Rate	1% Increase
OPERS	5.90% \$ 504	6.90% \$ 184	7.90% \$ (83)

Plan	2021 (\$ in thousands)		
	1% Decrease	Current Discount Rate	1% Increase
OPERS	6.20% \$ 679	7.20% \$ 350	8.20% \$ 77

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

The following presents the net OPEB liability/(asset) of the Station, calculated using the discount rate listed below, as well as what the Station'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	2022 (\$ in thousands)		
	1% Decrease	Current Discount Rate	1% Increase
OPERS	5.00% \$ (40)	6.00% \$ (69)	4.16% \$ (92)

Plan	2021 (\$ in thousands)		
	1% Decrease	Current Discount Rate	1% Increase
OPERS	5.00% \$ (11)	6.00% \$ (43)	7.00% \$ (69)

Sensitivity of the net OPEB liability(asset) 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/(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	2022 (\$ in thousands)		
	1% Decrease	Current Trend Rate	1% Increase
OPERS	(\$70)	(\$69)	(\$68)

Plan	2021 (\$ in thousands)		
	1% Decrease	Current Trend Rate	1% Increase
OPERS	(\$44)	(\$43)	(\$42)

NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

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, 2021, certain assumption changes were made by the plan. The OPERS pension discount rate was reduced from 7.20 percent to 6.90 percent, which impacted the annual actuarial valuation for the pension liability as of December 31, 2021.

During the measurement period ended December 31, 2020, certain assumption changes were made by the plan. The OPERS OPEB discount rate was increased from 3.16 percent to 6.00 percent, which impacted the annual actuarial valuation for OPEB prepared as of December 31, 2020.

Payable to the Pension Plan and OPEB Plan

The Station reported a payable of \$8,583 and \$7,751 for the outstanding amount of contributions to the OPERS pension plan required for the years ended June 30, 2022 and June 30, 2021, 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 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, 2022 and 2021. 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

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

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 offers 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, 2022 and 2021. 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 \$401,139 and \$324,112 in direct support for fiscal years 2022 and 2021, respectively, and \$198,133 and \$84,054 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.

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.

To offset the financial impact to students, the losses incurred by the University due to the disruption caused by COVID-19 and to defray COVID-19 expenses, the University received grants and other relief primarily authorized through the Coronavirus Aid, Relief, and Economics Security (CARES) Act, the Coronavirus Relief & Recovery Supplemental Appropriations Act (CRRSAA), and the American Rescue Plan Act of 2021. The total amount awarded from the onset of the

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

pandemic to the University through June 30, 2022, cumulatively, was \$64.6 million detailed as follows:

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

Revenue, reflected as federal appropriations in the Statements of Revenues, Expenses and Changes in Net Position for the University, totaled \$33,228,720 in fiscal year 2022, \$24,976,068 in fiscal year 2021 and \$6,063,592 in fiscal year 2020. The Station's federal appropriations are included in the University totals and were \$0 in fiscal year 2022, \$166,757 in fiscal year 2021 and \$75,000 in fiscal year 2020.

Expenses for the University totaled \$24,040,000 in fiscal year 2022, \$22,094,262 in fiscal year 2021 and \$4,298,543 in fiscal year 2020. The Station's expenses are included in the University totals and were \$150,995 in fiscal year 2022, \$3,657 in fiscal year 2021 and \$36,372 in fiscal year 2020. Substantially all awarded funds have either been spent as of June 30, 2022 or encumbered.

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.

Note 10 – Nonfederal Financial Support

The Corporation for Public Broadcasting (CPB) allocates a portion of its funds annually to public broadcasting entities, primarily based on NFFS. NFFS is defined as the total value of cash and the fair market value of property and services received as either a contribution or a payment and meeting all of the respective criteria for each.

A contribution is cash, property or services given to a public broadcasting entity for general operational purposes. Support received as a contribution by a public broadcasting entity must meet the following criteria to be includable as NFFS: (1) the source may be an entity except the federal government or any other public broadcasting entity; (2) the contribution may take the form of a gift, grant, bequest, donation or appropriation; (3) the purpose must be for the construction or operation of a noncommercial, educational public broadcast station or for the production,

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NOTES TO FINANCIAL STATEMENTS (CONT.) FOR THE YEARS ENDED JUNE 30, 2022 AND 2021

acquisition, distribution or dissemination of educational television or radio program and related activities; and (4) the recipient must be a public broadcasting entity on behalf of a public broadcast station. However, to eliminate distortions in the TV CSG grant program precipitated by extraordinary infusions of new capital investments in DTV, all capital contributions received for purposes of acquiring new equipment or upgrading existing or building new facilities regardless of source or form of the contribution are not included in calculating the fiscal year 2022 or fiscal year 2021 NFFS. This change excludes all revenues received for any capital purchases.

A payment is cash, property or services received by a public broadcasting entity from specific sources in exchange for specific services or materials. Support received as a payment by a public broadcasting entity must meet the following criteria to be includable as NFFS: (1) the source must be a state, any agency or political subdivision of a state, an educational institution or organization or a nonprofit entity; (2) the form of the payment must be appropriations or contract payments in exchange for specific services or materials; (3) the purpose must be for any related activity of the public broadcast station; and (4) the recipient must be a public broadcasting entity on behalf of a public broadcast station.

Reported NFFS for the Station was \$1,161,471 and \$1,019,899 for the radio fund for 2022 and 2021, respectively.

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REQUIRED SUPPLEMENTARY INFORMATION

Schedule of the Station's Proportionate Share of the Net Pension Liability Plan Years Ended 2014 to 2021

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)					
2021	0.002216%	\$ 183,658	\$ 342,580	53.61%	93.01%
2020	0.002413%	\$ 349,841	\$ 362,906	96.40%	87.21%
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.

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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
		Statutorily required contribution	Contributions in relation to the statutorily required contributions			
Ohio Public Employees Retirement System (OPERS)						
2022	\$ 50,659	\$ 50,659	\$ -	\$ 361,850		14.00%
2021	\$ 46,172	\$ 46,172	\$ -	\$ 329,801		14.00%
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

During the plan year ended December 31, 2021, there were changes to several assumptions for OPERS. The discount rate was reduced from 7.2% to 6.9%. The wage inflation dropped from 3.25% to 2.75%. The projected salary increase range changed from 3.25%-10.75% to 2.75%-10.75%. The experience study changed from the 5-year period ended December 31, 2015 to the 5-year period ended December 31, 2020. The mortality tables used changed from RP2014 to PUB-2010.

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.

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REQUIRED SUPPLEMENTARY INFORMATION

Schedules of the Station's Proportionate Share of the Net OPEB Liability (Asset) Plan Years Ended 2017 to 2021

Plan Year	Stations'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 (asset) as a percentage of the employer's	Plan fiduciary net position as a percentage of the total OPEB liability (asset)
Ohio Public Employees Retirement System (OPERS)					
2021	0.002197%	\$ (68,809)	\$ 342,580	20.09%	128.23%
2020	0.002400%	\$ (42,751)	\$ 362,906	11.78%	115.57%
2019	0.002980%	\$ 411,635	\$ 450,235	91.43%	47.80%
2018	0.002325%	\$ 303,125	\$ 473,020	64.09%	46.33%
2017	0.003114%	\$ 338,157	\$ 464,796	72.76%	54.14%

The plan year ends on December 31 for OPERS.

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REQUIRED SUPPLEMENTARY INFORMATION

Schedules of the Station's OPEB Contributions

Fiscal Year	Contributions in relation to the statutorily required contributions		Annual contribution deficiency	Station'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
	Statutorily required contribution	statutorily required contributions			
Ohio Public Employees Retirement System (OPERS)					
2022	\$ -	\$ -	\$ -	\$ 361,850	0.00%
2021	\$ -	\$ -	\$ -	\$ 329,801	0.00%
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, 2021.

Changes of assumptions

During the year ended December 2021, there were changes to several assumptions for OPERS. The experience study changed from the 5-year period ended December 31, 2015 to the 5-year period ended December 31, 2020. The municipal bond rate decreased from 2.00% to 1.84%. Wage inflation decreased 3.25% to 2.75%. The projected salary increase range changed from 3.25%-10.75% to 2.75%-10.75%. Health care cost trend rate decreased from 8.50% initial, 3.50% ultimate in 2035 to 5.50% initial, 3.50% ultimate in 2034.

During the plan year ended December 31, 2020, there were changes to several assumptions for OPERS. The health care cost trend rates decreased from 10.5% initial and 3.50% ultimate to 8.50% initial and 3.50% ultimate. The discount rate increased from 3.16% to 6.00%.

During the plan year ended December 31, 2019, there were changes to several assumptions for OPERS. The health care cost trend rates decreased from 10.00% initial and 3.25% ultimate to 10.50% initial and 3.50% ultimate. The discount rate was reduced from 3.96% to 3.16%.

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 the business-type activities 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, 2022 and the basic statements of revenue, 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 December 9, 2022.

Report on 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) 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 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 or significant deficiencies may exist that have not been identified.

Report on 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 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
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

December 9, 2022





**RESOLUTION TO MODIFY
PURCHASING POLICY, 3356-3-01**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 2, 2023
YR 2023-**

3356-3-01 Purchasing.

Responsible Division/Office: Procurement Services
Responsible Officer: VP for Finance and Business Operations
Revision History: June 1998; June 2001; March 2007; May 2010; January 2012; December 2016; June 2017; June 2022; March 2023
Board Committee: Finance and Facilities
Effective Date: **March 2, 2023**
Next Review: 2028

- (A) Policy statement. Employees who are delegated signature authority for university accounts are authorized to make purchasing decisions for their respective areas, following applicable university procedures. In all its business practices, the university will adhere fully to all applicable laws, regulations, and rules of the federal, state of Ohio, and local regulatory bodies. Those conducting business for the university will seek to obtain the best value when making purchases, while protecting the interests of Youngstown State University (University).
- (B) Purpose. This policy helps ensure compliance with applicable federal and state purchasing regulations and provides a means for purchasing at a reasonable cost.
- (C) Definitions.
 - (1) “Goods” are defined as, but not limited to, equipment, materials, other tangible assets, and insurance, but excluding real property or an interest in real property.
 - (2) “Services” are defined as any deliverable resulting from labor performed specifically for the university, whether from the application of physical or intellectual skills. Services include repair work, consulting, maintenance, data processing, and software design. Services do not include services furnished pursuant to employment agreements.
 - (3) “Professional design services” are defined as, but not limited to, services within the scope of practice of a state-registered architect,

registered engineer, registered surveyor, landscape architect and interior designer. See rule 3356-4-07 of the Administrative Code (university policy 3356-4-07, “Selection of design professionals for university capital projects”).

- (4) “Construction renovation” is defined in rule 3356-4-15 of the Administrative Code (university policy 3356-4-15, “University construction/renovation projects”).

(D) Parameters.

- (1) Accountability for vendor commitment and/or the actual purchase of goods or services rests with the financial manager. All construction/renovation projects must be coordinated through the university’s facilities office.
- (2) Procurement services has the primary responsibility to manage and monitor the purchasing process. Authority is delegated to the Maag library to purchase items to be added to its collection.
- (3) As a commitment to diversity, equity and inclusion, the university provides opportunities for socially and economically disadvantaged businesses and participates in the state of Ohio’s minority business enterprise (MBE) and encouraging diversity, growth and equity (EDGE) programs.
- (4) To ensure the best value and compliance with applicable federal and/or state of Ohio regulations, the university requires competitive selection for certain dollar thresholds and participates in competitively awarded governmental and group purchasing agreements.

(E) Procedures.

- (1) Requests for purchases are made by using a university-approved procurement card or the online procurement requisition system.
- (2) An authorized electronic requisition/purchase order for goods or services must be processed through procurement services prior to vendor commitment and/or the actual purchase except for authorized procurement card purchases. Exceptions may be made in the case of an emergency, such as, but not limited to,

unexpected building repairs that could otherwise result in catastrophic structural failure.

- (3) All purchases for goods and services for which there is an existing university contract or price agreement with one or more preferred vendors must be made from those vendors. This applies regardless of payment method (purchase order, p-card, etc.). Some existing university contracts and agreements can be found on punch out catalogs on the university's online procurement system. Instances where significant cost savings can be achieved by purchasing from a vendor not on an existing university contract or price agreement requires approval by the director of procurement services, or designee, prior to vendor commitment and/or actual purchase.
- (4) If there is no existing university contract available, procurement services can assist in locating an approved competitively awarded governmental or group purchasing agreement, such as state term schedule, general services administration schedule, inter-university council purchasing group, or others.
- (5) Competitive selection dollar thresholds.
 - (a) Goods or services when an individual transaction/project from a single supplier is fifty thousand dollars or more.
 - (b) Professional design services when an individual transaction is fifty thousand dollars or more.
 - (c) A construction/renovation project when the construction project cost is two hundred fifteen thousand dollars or more or the threshold established by rule 153:1-9-01 of the Administrative Code.
- (6) For purchases below the competitive selection dollar thresholds, the director of procurement services, or designee, may require a minimum of three quotes or a competitive selection process when in the best interest of the university to do so or when regulations require.
- (7) For purchases at or above the competitive selection dollar thresholds, appropriate forms of competitive selection include:

- (a) An invitation to bid (ITB). A formal ITB is drafted and sent to prospective bidders and published in appropriate media when seeking to purchase goods.
- (b) A request for proposal (RFP). RFPs are managed and distributed through the university's procurement services office. An RFP is drafted and sent to prospective bidders and published in appropriate media when seeking to purchase goods.
- (c) A request for qualifications (RFQ). With the assistance of procurement services, an RFQ is sent to prospective bidders and may be published in appropriate media when seeking to purchase services. RFQs for professional design services are handled solely through the facilities office.
- (d) Purchases under an approved competitively awarded governmental or group purchasing agreement, such as state term schedule, general services administration (GSA) schedule, inter-university council purchasing group, or others, some of which can be found on punch out catalogs on the university's online procurement system (eCUBE).

(8) Exceptions to competitive selection requirements.

- (a) Maintenance contracts purchased from the manufacturer or authorized dealer/supplier of the specific equipment to be serviced.
- (b) Software/hardware for system upgrades and ongoing maintenance and support on existing systems already in use.
- (c) Special circumstances, including single source provider, emergency purchases, or economic efficacy. If the purchase is at or above the competitive selection dollar threshold and the nature of the purchase is such that competitive selection would be impractical, the department making the request for a purchase may submit a written request for a waiver of competitive selection. Such requests must include justification as to why a waiver is

warranted, be signed by the appropriate financial manager with signature authority, and be attached electronically to the requisition being submitted for the purchase.

If the director of procurement services, or designee, finds that sufficient justification has been presented, the waiver may be approved. If the director, or designee, feels that a bid waiver should be denied, it will be forwarded to the vice president for finance and business operations, or designee, for a final determination. If the request is denied, procurement services will initiate a competitive selection process at the request of the department end user.

- (9) Bidding thresholds may be adjusted to comply with federal and/or state regulations.
- (10) Contract compliance and administration processes will be conducted in accordance with rule 3356-3-04 of the Administrative Code (university policy 3356-3-04, “Contract compliance and administration”).
- (11) The university assumes no obligation for any purchases made outside of the purchasing procedures established herein. Staff who fail to follow approved processes may be subject to personal financial liability and appropriate disciplinary action.
- (12) Purchases must follow established guidelines as delineated on the procurement services website.
- (13) Exceptions to this policy may be considered when consistent with the goals established by rule 3356-01.01 of the Administrative Code (university policy 3356-01.01, “Supplier diversity”).

3356-3-01 Purchasing.

Responsible Division/Office: Procurement Services
Responsible Officer: VP for Finance and Business Operations
Revision History: June 1998; June 2001; March 2007; May 2010; January 2012; December 2016; June 2017; June 2022; [March 2023](#)
Board Committee: Finance and Facilities
Effective Date: ~~June 23, 2022~~ [March 2, 2023](#)
Next Review: ~~2027~~ [2028](#)

- (A) Policy statement. Employees who are delegated signature authority for university accounts are authorized to make purchasing decisions for their respective areas, following applicable university procedures. In all its business practices, the university will adhere fully to all applicable laws, regulations, and rules of the federal, state of Ohio, and local regulatory bodies. Those conducting business for the university will seek to obtain the best value when making purchases, while protecting the interests of Youngstown State University (University).
- (B) Purpose. This policy helps ensure compliance with applicable federal and state purchasing regulations and provides a means for purchasing at a reasonable cost.
- (C) Definitions.
 - (1) “Goods” are defined as, but not limited to, equipment, materials, other tangible assets, and insurance, but excluding real property or an interest in real property.
 - (2) “Services” are defined as any deliverable resulting from labor performed specifically for the university, whether from the application of physical or intellectual skills. Services include repair work, consulting, maintenance, data processing, and software design. Services do not include services furnished pursuant to employment agreements.
 - (3) “Professional design services” are defined as, but not limited to, services within the scope of practice of a state-registered architect,

registered engineer, registered surveyor, landscape architect and interior designer. See rule 3356-4-07 of the Administrative Code (university policy 3356-4-07, “Selection of design professionals for university capital projects”).

- (4) “Construction renovation” is defined in rule 3356-4-15 of the Administrative Code (university policy 3356-4-15, “University construction/renovation projects”).

(D) Parameters.

- (1) Accountability for vendor commitment and/or the actual purchase of goods or services rests with the financial manager. All construction/renovation projects must be coordinated through the university’s facilities office.
- (2) Procurement services has the primary responsibility to manage and monitor the purchasing process. Authority is delegated to the Maag library to purchase items to be added to its collection.
- (3) As a commitment to diversity, equity and inclusion, the university provides opportunities for socially and economically disadvantaged businesses and participates in the state of Ohio’s minority business enterprise (MBE) and encouraging diversity, growth and equity (EDGE) programs.
- (4) To ensure the best value and compliance with applicable federal and/or state of Ohio regulations, the university requires competitive selection for certain dollar thresholds and participates in competitively awarded governmental and group purchasing agreements.

(E) Procedures.

- (1) Requests for purchases are made by using a university-approved procurement card or the online procurement requisition system.
- (2) An authorized electronic requisition/purchase order for goods or services must be processed through procurement services prior to vendor commitment and/or the actual purchase except for authorized procurement card purchases. Exceptions may be made in the case of an emergency, such as, but not limited to,

unexpected building repairs that could otherwise result in catastrophic structural failure.

- (3) All purchases for goods and services for which there is an existing university contract or price agreement with one or more preferred vendors must be made from those vendors. This applies regardless of payment method (purchase order, p-card, etc.). Some existing university contracts and agreements can be found on punch out catalogs on the university's online procurement system. Instances where significant cost savings can be achieved by purchasing from a vendor not on an existing university contract or price agreement requires approval by the director of procurement services, or designee, prior to vendor commitment and/or actual purchase.
- (4) If there is no existing university contract available, procurement services can assist in locating an approved competitively awarded governmental or group purchasing agreement, such as state term schedule, general services administration schedule, inter-university council purchasing group, or others.
- (5) Competitive selection dollar thresholds.
 - (a) Goods or services when an individual transaction/project from a single supplier is fifty thousand dollars or more.
 - (b) Professional design services when an individual transaction is fifty thousand dollars or more.
 - (c) A construction/renovation project when the construction project cost is two hundred fifteen thousand dollars or more or the threshold established by rule 153:1-9-01 of the Administrative Code.
- (6) For purchases below the competitive selection dollar thresholds, the director of procurement services, or designee, may require a minimum of three quotes or a competitive selection process when in the best interest of the university to do so or when regulations require.
- (7) For purchases at or above the competitive selection dollar thresholds, appropriate forms of competitive selection include:

- (a) An invitation to bid (ITB). A formal ITB is drafted and sent to prospective bidders and published in appropriate media when seeking to purchase goods.
- (b) A request for proposal (RFP). RFPs are managed and distributed through the university's procurement services office. An RFP is drafted and sent to prospective bidders and published in appropriate media when seeking to purchase goods.
- (c) A request for qualifications (RFQ). With the assistance of procurement services, an RFQ is sent to prospective bidders and may be published in appropriate media when seeking to purchase services. RFQs for professional design services are handled solely through the facilities office.
- (d) Purchases under an approved competitively awarded governmental or group purchasing agreement, such as state term schedule, general services administration (GSA) schedule, inter-university council purchasing group, or others, some of which can be found on punch out catalogs on the university's online procurement system (eCUBE).

(8) Exceptions to competitive selection requirements.

- (a) Maintenance contracts purchased from the manufacturer or authorized dealer/supplier of the specific equipment to be serviced.
- (b) Software/hardware for system upgrades and ongoing maintenance and support on existing systems already in use.
- (c) Special circumstances, including single source provider, emergency purchases, or economic efficacy. If the purchase is at or above the competitive selection dollar threshold and the nature of the purchase is such that competitive selection would be impractical, the department making the request for a purchase may submit a written request for a waiver of competitive selection. Such requests must include justification as to why a waiver is

warranted, be signed by the appropriate financial manager with signature authority, and be attached electronically to the requisition being submitted for the purchase.

If the director of procurement services, or designee, finds that sufficient justification has been presented, the waiver may be approved. If the director, or designee, feels that a bid waiver should be denied, it will be forwarded to the vice president for finance and business operations, or designee, for a final determination. If the request is denied, procurement services will initiate a competitive selection process at the request of the department end user.

- (9) Bidding thresholds may be adjusted to comply with federal and/or state regulations.
- (10) Contract compliance and administration processes will be conducted in accordance with rule 3356-3-04 of the Administrative Code (university policy 3356-3-04, “Contract compliance and administration”).
- (11) The university assumes no obligation for any purchases made outside of the purchasing procedures established herein. Staff who fail to follow approved processes may be subject to personal financial liability and appropriate disciplinary action.
- (12) Purchases must follow established guidelines as delineated on the procurement services website.
- (13) Exceptions to this policy may be considered when consistent with the goals established by rule 3356-01.01 of the Administrative Code (university policy 3356-01.01, “Supplier diversity”).



Explanation of policy modification:

3356-4-09 Acceptable Use of University Technology Resources

Revising Acceptable Use policy to limit TikTok and other social media platforms that harvest device and/or network data to designated devices and bans use of these platforms on University owned devices that comingle data.

The revisions also provide an exception for acceptable business and academic use cases. Once an exception is granted by the CIO, the department will need to purchase a designated device where data will not be comingled.

Board of Trustees Meeting

March 2, 2023

YR 2023-



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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

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

Responsible Division/Office: Information Technology Services
Responsible Officer: VP for Finance and Business Operations
Revision History: August 1999; November 2010; December 2012;
March 2016; June 2021; March 2023
Board Committee: Finance and Facilities
Effective Date: **March 2, 2023**
Next Review: 2028

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

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

(D) User requirements. All users of the university-owned technology resources (computing, digital recordings, networking and data), regardless of affiliation with the university, must:

- (1) Use only those technology resources that they are authorized to use and use them only in the manner and to the extent authorized.
- (2) Protect the confidentiality, integrity and availability of technology resources.
- (3) Comply with all federal, Ohio, and other applicable law as well as applicable regulations, contracts, and licenses.
- (4) Comply with all applicable policies at Youngstown state university (YSU).
- (5) Respect the right of other technology users to be free from harassment or intimidation.
- (6) Respect copyrights, intellectual property rights, and ownership of files and passwords.
- (7) Respect the privacy of other users and their accounts, regardless of whether those accounts are securely protected.
- (8) Respect the finite capacity of technology resources and limit use so as not to consume an unreasonable amount of or abuse those

resources or to interfere unreasonably with the activity of other users or to disrupt the authorized activities of the university.

- (9) Limit personal use of university technology resources so that such use does not interfere with one's responsibilities to the university.
- (10) Not attempt to circumvent information technology security systems or the university "IT Security Manual."
- (11) Not use any radio spectrum space on any YSU-owned or YSU-occupied property, unless it is part of an approved wireless services deployment by the university.
- (12) Not use technology resources for personal commercial purposes or for personal financial or other gain unless specifically approved by the university.
- (13) Not state or imply that they speak on behalf of the university without authorization to do so and not use university trademarks and logos without authorization to do so.

(E) User responsibilities.

- (1) By accepting employment, being admitted as a student, or asking for any guest technology resource privileges, users implicitly agree to adhere to this policy and agree to adhere to the university "IT Security Manual."
- (2) Users are responsible for any activity performed using their usernames and passwords except when account security is compromised by actions beyond the user's control.
- (3) Users are responsible for any activity performed on university-owned technology devices assigned to them except when the device is compromised by actions beyond the user's control.
- (4) There is no expectation of personal privacy when using university resources. See paragraph (F) of this rule.
- (5) Potential violations regarding use of technology resources should be reported to the appropriate information technology services

manager(s) or information security officer.

- (6) Users are responsible for ensuring that critical data are backed up and available to be restored for systems not administered by information systems technology. This includes critical information contained on technology devices oriented to individual use (e.g., desktops, laptops, smart phones, and similar such devices).
- (7) Users are responsible for maintaining data in compliance with the university records retention plan.
- (8) Users are responsible for ensuring that sensitive information to which they have access is guarded against theft. (See university policy 3356-4-13, “Sensitive information/information security”; rule 3356-4-13 of the Administrative Code.)
- (9) Personal use of computing resources not otherwise addressed in this policy or these procedures will generally be permitted if such use does not consume a significant amount of resources, does not interfere with the performance of an individual’s job or other university responsibilities, and is otherwise in compliance with university policies.

(F) No expectation of privacy.

- (1) The university does not routinely monitor specific individual end-user usage of its technology resources. However, the university does routinely monitor technology resource usage in the normal operation and maintenance of the university’s computing, network and data resources. This monitoring includes the caching and backing up of data and communications, the logging of activity, the monitoring of general usage patterns, the scanning of systems and networks for anomalies and vulnerabilities, the filtering of malicious traffic, and other activities that are necessary for the rapid and efficient delivery of services. Technology users should be aware that there is no expectation of privacy associated with the use of university technology resources.
- (2) When authorized by the office of the general counsel, the university may also specifically monitor the activity and accounts of individual end-users of university technology resources,

including login sessions, file systems, and communications.

- (3) When authorized by the appropriate university administrator (president, vice president, or associate vice president reporting to the president), the university may access active end-user accounts, files, or communications used for university business when needed by a supervisor or assigned personnel for university business and the end-user is unavailable. For inactive end-users, such as retirees or terminated employees, the end-user's former supervisor or the individual currently holding the supervisor position may request access. For inactive student end-users the provost may authorize access. For all other inactive end-users, the general counsel may authorize access.
- (4) The university, in its discretion, may disclose the results of any such general or individual monitoring, including the contents and records of individual communications, to appropriate university personnel, student conduct, or law enforcement agencies and may use those results in appropriate university disciplinary proceedings.
- (5) Personal computing devices:
 - (a) Personal computing devices (laptops, desktops, tablets, cellular phones) are restricted to the campus wireless network or the residence hall network.
 - (b) No personal computing devices will be allowed to connect to the wired campus network (excluding the residence hall network).
 - (c) Personal computing devices must comply with university "IT Security Manual" when using the campus wireless network or other provided university technology resource.
 - (d) Personal computing devices used to conduct university business are subject to public records requests.
 - (e) Personal hubs, routers, switches, or wireless access points are prohibited from being connected to either the university's wired or wireless network.

- (G) Email. Email is an official means for communication at the university. Students, faculty, and staff are expected to check their official email address on a frequent and consistent basis in order to stay current with university communications.
- (H) Security. The university employs various measures (i.e., the university's "IT Security Manual") to protect the security of information technology resources and user accounts; however, users should be aware that the university cannot provide good security without user participation. Users should increase their technology security awareness and fully employ access restrictions for their accounts, including using strong passwords, guarding passwords diligently and changing passwords regularly to help safeguard their use of technology.

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

- (I) Additional policy ramifications. Users must abide by all applicable restrictions, whether or not they are built into the computing system, network or information resources and whether or not they can be circumvented by technical or other means. Individuals who engage in electronic communications with persons in other states or countries or on other systems or networks may also be subject to the laws of those states and countries and the rules and policies of those technology systems and information resources.
- (J) Examples of unacceptable use:

- (1) As a further aid to policy compliance, the following non-exhaustive list is provided of activities that are prohibited.
 - (a) Using technology resources to engage in fraud, defamatory, abusive, unethical, indecent, obscene, pornographic and/or unlawful activities is prohibited.
 - (b) Using technology resources to procure, solicit, or transmit material that is in violation of sexual, racial or other harassment or hostile workplace laws is prohibited.

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

software products that are not appropriately licensed is prohibited.

- (j) Unauthorized copying and downloading of copyrighted material including, but not limited to, digitization and distribution of photographs from magazines, books or other copyrighted sources, copyrighted music and films and the installation of any copyrighted software for which an active license has not been procured is prohibited.
- (k) Circumventing user authentication or security of any host, network or account is prohibited. This includes, but is not limited to, monitoring by use of keylogging or session logging.
- (l) Revealing your account password to others or allowing use of your account by others is prohibited. This prohibition extends to family, other household members, friends and/or co-workers.
- (m) Attempting to log onto another user's account (secured or otherwise) is prohibited.
- (n) Sending electronic communications in such a way that masks the source or makes it appear to come from another source is prohibited.
- (o) Personal use beyond limited responsible use is prohibited.
- (p) Digital recordings of any sensitive nature, such as manager-employee personnel discussions/interactions or any discussions that email sensitive or protected data (i.e., FERPA, HIPAA, etc.), as well as recording of any meeting or conversation without full disclosure that the interaction is being recorded. All recordings become subject to the public records law of Ohio, university policy 3356-9-07, "Public records" and 3356-9-09, "Records management" (rules 3356-9-07 and 3356-9-09 of the Administrative Code).
- (q) Use of TikTok, or any other social media application that

freely harvests device and/or network data, is prohibited on YSU-owned devices.

- (2) Under no circumstances is an employee of Youngstown state university authorized to engage in any activity that is unethical or illegal under local, state or federal law while utilizing university-owned resources.

(K) Enforcement.

- (1) The office of the chief information officer (CIO) may suspend and/or restrict either an individual's or a device's access to the university network resource if:

- (a) It is deemed necessary to maintain the security or functionality of the network resource.
- (b) It is deemed necessary to protect the university from potential liability.
- (c) The account, system, or device is believed to have been either compromised or is in violation of this policy.

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

(L) Exceptions.

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

- (a) Approved exceptions require a departmental purchase of a dedicated YSU-owned device that does not comingle university data.

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

Responsible Division/Office: Information Technology Services
Responsible Officer: VP for Finance and Business Operations
Revision History: August 1999; November 2010; December 2012;
March 2016; June 2021;[March 2023](#)
Board Committee: Finance and Facilities
Effective Date: [June 3, 2021](#)[March 2, 2023](#)
Next Review: [2026](#)[2028](#)

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

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

(D) User requirements. All users of the university-owned technology resources (computing, digital recordings, networking and data), regardless of affiliation with the university, must:

- (1) Use only those technology resources that they are authorized to use and use them only in the manner and to the extent authorized.
- (2) Protect the confidentiality, integrity and availability of technology resources.
- (3) Comply with all federal, Ohio, and other applicable law as well as applicable regulations, contracts, and licenses.
- (4) Comply with all applicable policies at Youngstown state university ([“YSU”](#)).
- (5) Respect the right of other technology users to be free from harassment or intimidation.
- (6) Respect copyrights, intellectual property rights, and ownership of files and passwords.
- (7) Respect the privacy of other users and their accounts, regardless of whether those accounts are securely protected.
- (8) Respect the finite capacity of technology resources and limit use so as not to consume an unreasonable amount of or abuse those

resources or to interfere unreasonably with the activity of other users or to disrupt the authorized activities of the university.

- (9) Limit personal use of university technology resources so that such use does not interfere with one's responsibilities to the university.
- (10) Not attempt to circumvent information technology security systems or the university "IT Security Manual."
- (11) Not use any radio spectrum space on any YSU-owned or YSU-occupied property, unless it is part of an approved wireless services deployment by the university.
- (12) Not use technology resources for personal commercial purposes or for personal financial or other gain unless specifically approved by the university.
- (13) Not state or imply that they speak on behalf of the university without authorization to do so and not use university trademarks and logos without authorization to do so.

(E) User responsibilities.

- (1) By accepting employment, being admitted as a student, or asking for any guest technology resource privileges, users implicitly agree to adhere to this policy and agree to adhere to the university "IT Security Manual."
- (2) Users are responsible for any activity performed using their usernames and passwords except when account security is compromised by actions beyond the user's control.
- (3) Users are responsible for any activity performed on university-owned technology devices assigned to them except when the device is compromised by actions beyond the user's control.
- (4) There is no expectation of personal privacy when using university resources. See paragraph (F) of this rule.
- (5) Potential violations regarding use of technology resources should be reported to the appropriate information technology services

manager(s) or information security officer.

- (6) Users are responsible for ensuring that critical data are backed up and available to be restored for systems not administered by information systems technology. This includes critical information contained on technology devices oriented to individual use (e.g., desktops, laptops, smart phones, and similar such devices).
- (7) Users are responsible for maintaining data in compliance with the university records retention plan.
- (8) Users are responsible for ensuring that sensitive information to which they have access is guarded against theft. (See university policy 3356-4-13, “Sensitive information/information security”; rule 3356-4-13 of the Administrative Code.)
- (9) Personal use of computing resources not otherwise addressed in this policy or these procedures will generally be permitted if such use does not consume a significant amount of resources, does not interfere with the performance of an individual’s job or other university responsibilities, and is otherwise in compliance with university policies.

(F) No expectation of privacy.

- (1) The university does not routinely monitor specific individual end-user usage of its technology resources. However, the university does routinely monitor technology resource usage in the normal operation and maintenance of the university’s computing, network and data resources. This monitoring includes the caching and backing up of data and communications, the logging of activity, the monitoring of general usage patterns, the scanning of systems and networks for anomalies and vulnerabilities, the filtering of malicious traffic, and other activities that are necessary for the rapid and efficient delivery of services. Technology users should be aware that there is no expectation of privacy associated with the use of university technology resources.
- (2) When authorized by the office of the general counsel, the university may also specifically monitor the activity and accounts of individual end-users of university technology resources,

including login sessions, file systems, and communications.

- (3) When authorized by the appropriate university administrator (president, vice president, or associate vice president reporting to the president), the university may access active end-user accounts, files, or communications used for university business when needed by a supervisor or assigned personnel for university business and the end-user is unavailable. For inactive end-users, such as retirees or terminated employees, the end-user's former supervisor or the individual currently holding the supervisor position may request access. For inactive student end-users the provost may authorize access. For all other inactive end-users, the general counsel may authorize access.
- (4) The university, in its discretion, may disclose the results of any such general or individual monitoring, including the contents and records of individual communications, to appropriate university personnel, student conduct, or law enforcement agencies and may use those results in appropriate university disciplinary proceedings.
- (5) Personal computing devices:
 - (a) Personal computing devices (laptops, desktops, tablets, cellular phones) are restricted to the campus wireless network or the residence hall network.
 - (b) No personal computing devices will be allowed to connect to the wired campus network (excluding the residence hall network).
 - (c) Personal computing devices must comply with university "IT Security Manual" when using the campus wireless network or other provided university technology resource.
 - (d) Personal computing devices used to conduct university business are subject to public records requests.
 - (e) Personal hubs, routers, switches, or wireless access points are prohibited from being connected to either the university's wired or wireless network.

- (G) Email. Email is an official means for communication at the university. Students, faculty, and staff are expected to check their official email address on a frequent and consistent basis in order to stay current with university communications.
- (H) Security. The university employs various measures (i.e., the university's "IT Security Manual") to protect the security of information technology resources and user accounts; however, users should be aware that the university cannot provide good security without user participation. Users should increase their technology security awareness and fully employ access restrictions for their accounts, including using strong passwords, guarding passwords diligently and changing passwords regularly to help safeguard their use of technology.

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

- (I) Additional policy ramifications. Users must abide by all applicable restrictions, whether or not they are built into the computing system, network or information resources and whether or not they can be circumvented by technical or other means. Individuals who engage in electronic communications with persons in other states or countries or on other systems or networks may also be subject to the laws of those states and countries and the rules and policies of those technology systems and information resources.
- (J) Examples of unacceptable use:
 - (1) As a further aid to policy compliance, the following non-exhaustive list is provided of activities that are prohibited.
 - (a) Using technology resources to engage in fraud, defamatory, abusive, unethical, indecent, obscene, pornographic and/or unlawful activities is prohibited.
 - (b) Using technology resources to procure, solicit, or transmit material that is in violation of sexual, racial or other harassment or hostile workplace laws is prohibited.

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

software products that are not appropriately licensed is prohibited.

- (j) Unauthorized copying and downloading of copyrighted material including, but not limited to, digitization and distribution of photographs from magazines, books or other copyrighted sources, copyrighted music and films and the installation of any copyrighted software for which an active license has not been procured is prohibited.
- (k) Circumventing user authentication or security of any host, network or account is prohibited. This includes, but is not limited to, monitoring by use of keylogging or session logging.
- (l) Revealing your account password to others or allowing use of your account by others is prohibited. This prohibition extends to family, other household members, friends and/or co-workers.
- (m) Attempting to log onto another user's account (secured or otherwise) is prohibited.
- (n) Sending electronic communications in such a way that masks the source or makes it appear to come from another source is prohibited.
- (o) Personal use beyond limited responsible use is prohibited.
- (p) Digital recordings of any sensitive nature, such as manager-employee personnel discussions/interactions or any discussions that email sensitive or protected data (i.e., FERPA, HIPAA, etc.), as well as recording of any meeting or conversation without full disclosure that the interaction is being recorded. All recordings become subject to the public records law of Ohio, university policy 3356-9-07, "Public records" and 3356-9-09, "Records management" (rules 3356-9-07 and 3356-9-09 of the Administrative Code).

|

- (q) Use of TikTok, or any other social media application that

freely harvests device and/or network data, is prohibited on
YSU-owned devices.

(2) ~~Exemptions. Individual university staff may be exempted from these restrictions on a case by case basis (with written authorization according to the university "IT Security Manual") in the course of performing legitimate job responsibilities.~~

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

(4)(2) Under no circumstances is an employee of Youngstown state university authorized to engage in any activity that is unethical or illegal under local, state or federal law while utilizing university-owned resources.

(K) Enforcement.

(1) The office of the chief information officer (CIO) may suspend and/or restrict either an individual's or a device's access to the university network resource if:

- It is deemed necessary to maintain the security or functionality of the network resource.
- It is deemed necessary to protect the university from potential liability.
- The account, system, or device is believed to have been either compromised or is in violation of this policy.

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

(L) Exceptions.

- (1) The chief information officer, or designee, may approve exceptions to this policy on a case-by-case basis (with written authorization according to the university “IT Security Manual”).
- (2) Faculty and staff who have a legitimate business or academic case for using TikTok or other prohibited applications can request an exception.
 - (a) Approved exceptions require a departmental purchase of a dedicated YSU-owned device that does not comingle university data.



**RESOLUTION TO APPROVE
AN INCREASE TO THE INTERNATIONAL APPLICATION FEE**

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 an adjustment to the application fee for international applicants, as depicted on Exhibit A and made part hereof, effective retroactively on February 1, 2023.

Exhibit A

	<u>Current Rate</u>	<u>Proposed Rate</u>	<u>Change</u>
International Application Fee	\$45.00	\$75.00	\$30.00

YOUNGSTOWN STATE UNIVERSITY
General Fund and Auxiliary Enterprises
Budget to Actual and Actual to Actual Comparison
2nd Quarter (July 1 thru December 31)

Revenue	Fiscal Year 2023		Actual as a % of Budget	Business Indicator
	Budget	Actual		
Tuition and mandatory fees	\$ 89,120,575	\$ 83,649,201	93.9%	●
Other tuition and fees	10,590,539	7,963,426	75.2%	●
Student charges	1,171,150	625,527	53.4%	●
State appropriations	46,588,505	23,198,158	49.8%	●
Recovery of indirect costs	1,842,813	1,166,892	63.3%	●
Investment income	2,068,718	1,129,570	54.6%	●
Other income	917,700	507,779	55.3%	●
Auxiliary enterprises	17,304,541	15,501,677	89.6%	●
● On/Above target	Total	\$ 169,604,541	\$ 133,742,230	78.9%

● On/Above target

Total

\$ 169,604,541

\$ 133,742,230

78.9%

● On/Above target

● Caution

● Warning

Expenses	Fiscal Year 2023		Actual as a % of Budget	Business Indicator
	Budget	Actual		
Wages	\$ 80,392,632	\$ 38,135,309	47.4%	●
Benefits	29,966,865	17,202,846	57.4%	●
Scholarships	16,294,927	12,282,793	75.4%	●
Operations	32,524,681	17,418,400	53.6%	●
Plant & maintenance	13,324,371	6,613,091	49.6%	●
Fixed asset purchases	1,182,088	298,810	25.3%	●
Transfers	(2,043,819)	903,497	-44.2%	●
● On/Below target	Total	\$ 171,641,745	\$ 92,854,746	54.1%

● On/Below target

Total

\$ 171,641,745

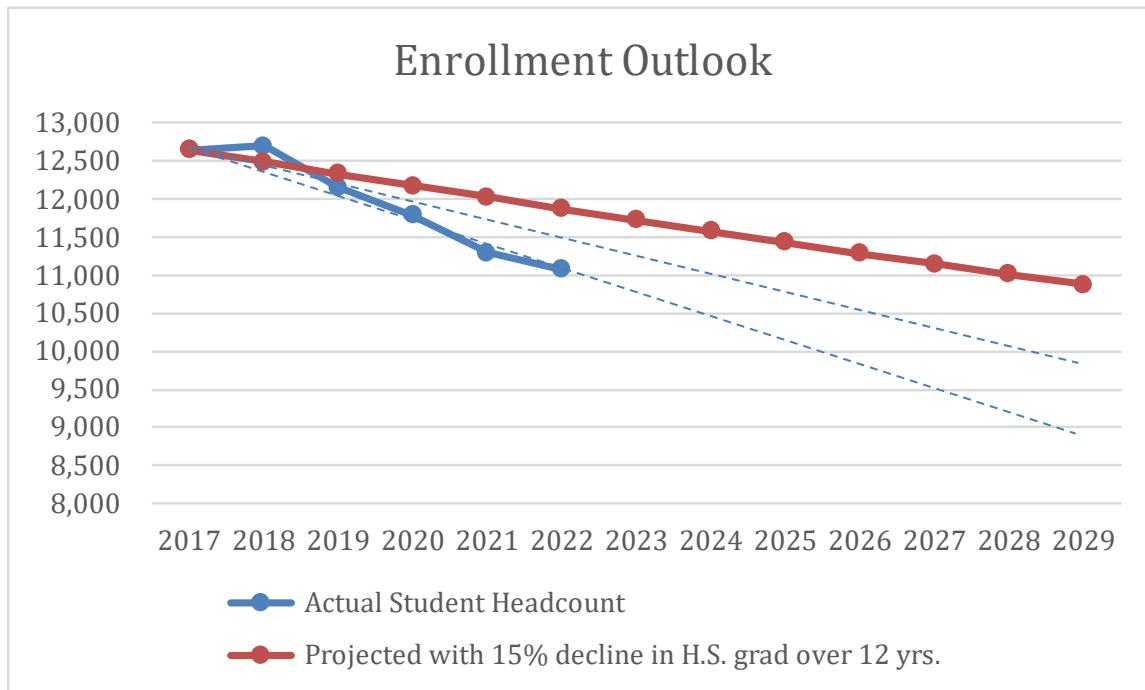
\$ 92,854,746

54.1%

● On/Below target

● Caution

● Warning



YSU Capital Projects Summary:

Board Projects Update 2/6/2023

Projects in Progress:

Utility Distribution Upgrades/Expansion
YSU 2122-07

\$1.65M (Capital Funds) GPD Group, Marucci Gaffney
This project is mostly complete with few items remaining.

Watson Team Center
YSU 2122-19

\$1.9M (Gift/Philanthropy Funds) YSU Staff, Murphy Contracting
Work is complete but awaiting final building inspections and approvals for occupancy.

Stambaugh Classroom/Beeghly Physical Therapy
YSU 2122-15

\$1.5M (Local Funds) OSports, Hudson Construction
Stambaugh is essentially complete, but HVAC equipment has still not arrived. Beeghly Center moving forward for a March completion.

Projects Out for Bids:

- Arlington Parking Facility, Bids due February 15th at 2:00pm

Projects at Controlling Board for Release of Funds:

- RAPIDS Grant equipment

Request for Architect/Engineer Qualifications Advertisements:

- None at this time.

Projects in Development for 2023:

Elevator Safety Repairs and Replacements
YSU 2122-08

\$550k (Capital Funds) Domokur, Murphy Contracting
Phase 2 of last year's project will include the full upgrade of the elevator and equipment in Silvestri Hall. Additionally, water infiltration issues will be addressed in the Beeghly Center elevator.

Moser Hall Renovations Phase 2
YSU 2122-21

\$900k (Capital Funds) YSU Staff
A continuation of last year's project that will address Schwebel Auditorium.

Arlington Parking Facility
YSU 2324-11

\$800k (Local Funds) GPD Group
This project will create a parking facility on Arlington and Fifth Avenue, at the location of the demolished M60 parking deck. This project will be completed this Summer.

Lyden Restrooms Phase 2
YSU 2324-20

\$600k (Local Funds) Olsavsky-Jaminet, Brock Builders
The second phase of a project that will completely upgrade restroom facilities in Lyden House dorm. This project will be completed this summer.

Campus Roof Replacements

YSU 2324-02

\$2M (Capital Funds) Prime AE Group

This project will replace sections of the roofs on Cushwa Hall and the Edmund J. Salata Complex. This project will start this summer and be complete in the Fall.

Garfield Building Renovations Phase 1

YSU 2324-15

\$800k (Capital Funds) Prime AE Group

This project will replace the roof on the Garfield Building. Construction will start late Fall 2023 or early Spring 2024 depending on material availability.

Emergency Generator Upgrades

YSU 2324-19

\$1M (Capital Funds) YSU Staff

This project will upgrade and replace emergency generators across campus. Construction will start Summer of 2023 and will be complete by Fall.

STEM Science Lab Renovations

YSU 2324-13

\$800k (Capital Funds) YSU Staff

This project will renovate STEM labs on the 5th and 6th floors of Ward Beecher. New flooring, ceilings, lighting, paint, and furniture upgrades are planned. This project will start in May 2023 and will be complete for the start of Fall Semester.

Additional Projects in Development:

- **Cafaro Hall, Cafaro Suite Renovations** – Upgrades to room finishes and furniture.
- **M30 Deck Maintenance** – Annual preventative maintenance on the M30 parking deck.
- **Lyden House Elevator Design** – Developing a design for the Lyden House elevator replacement.
- **Building Envelope Renovations** – Doors, windows, and brick/stone exteriors will be repaired/replaced.
- **Maag Library Learning Commons** – Renovate areas within the Maag Library to accommodate the relocation of the Resch Academic Success Center and Accessibility Services.

Information Technology Services Update

Board of Trustees

March 2023

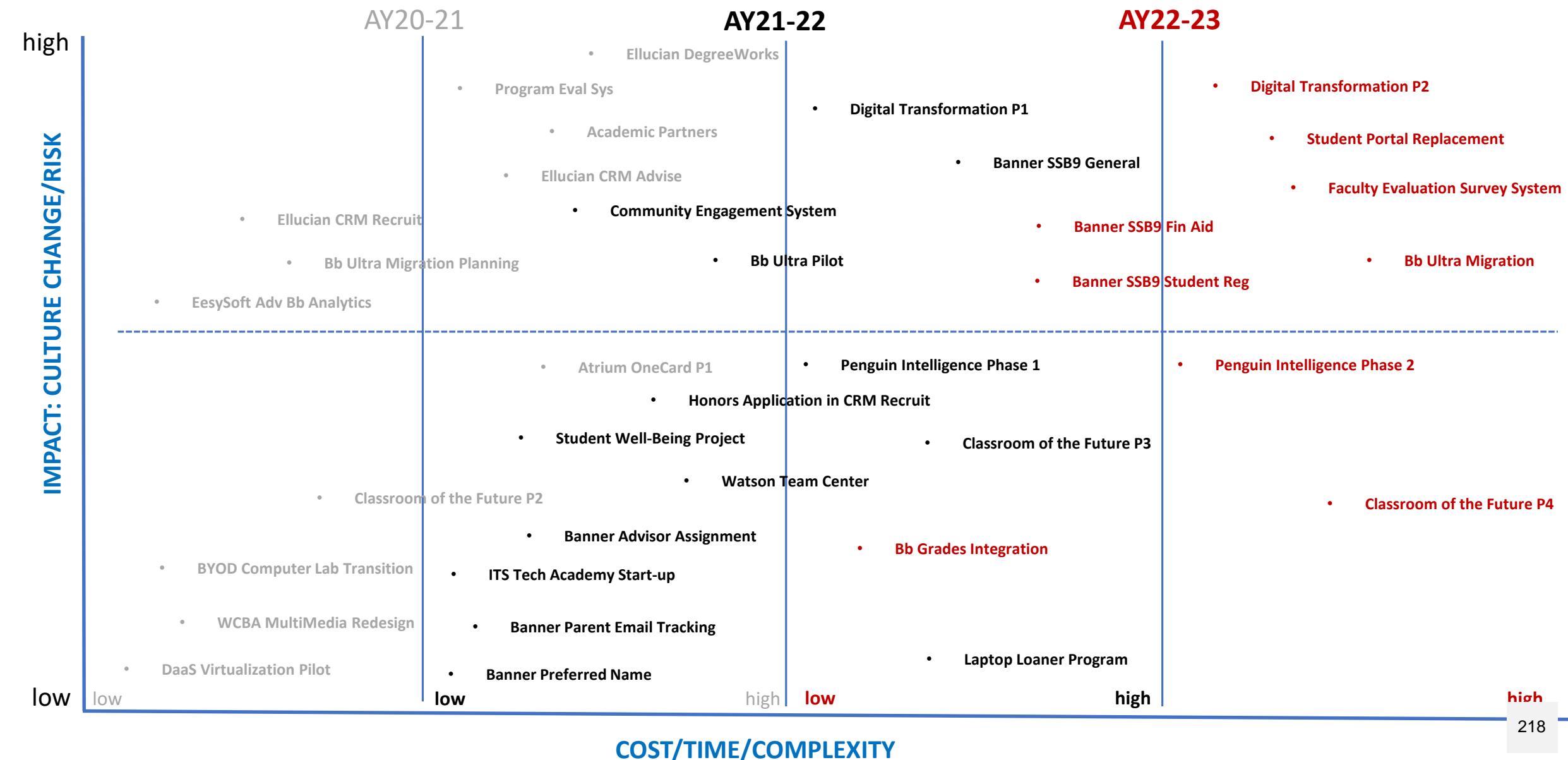


**YOUNGSTOWN
STATE
UNIVERSITY**



AY20-21 thru AY22-23 Technological Innovation for Strategic Transformation

Student Success & Experience Technology-enabled Initiatives





ITS Key Performance Indicators (KPI'S) Summary

2022 Annual Update

Department	KPI	KPI Measure	Annual Evaluation (2022)	Comments
ITS - Overall	1	ITS Productivity	82%	80% benchmark achieved; Administrative (i.e. meetings, paperwork, etc.) < 20%. Looking to raise benchmark to 85%.
Customer Services**	2	CSAT Campus Survey Quality of Service (n=343)	76.0%	YSU App Cloud dissatisfaction by Engineering students dominated negative responses.
	3	Ticket Survey (n= 1,917) *Faculty & Staff (96%) *Students (93%)	94%	Survey completed post ticket closure. <i>Most accurate measure of satisfaction.</i>
Infrastructure Services	4	Uptime - Wi-Fi	99.4%	Downtime primarily due to a firmware release upgrade glitch causing multiple reboots of controllers.
Training Services	5	Growth %	226%	'21 to '22: Workshops, Consultations & Participants Increased an average of 226% combined

**According to the American Customer Satisfaction Index, A CSAT Benchmark of very satisfied and satisfied is >77%. (Green); Average- 70-76% (Yellow) and below 70% (Red) Considered critical and needs immediate attention.



ITS Security Key Risk Indicator (KRI's) Summary

2022 Annual Update

Department	KPI	KRI Measure	Annual Evaluation (2022)	Comments
Security Services	1	Operating System Compliance	81.8%	Windows devices are highly compliant (nearly 100%). Apple devices will be focus through the remainder of this year. Current Apple OS compliance = 70%.
	2	Endpoint Point Protection	100%	Endpoint protection installed and maintained on every YSU-owned device (Security best-practice)
	3	Threat Landscape (last 30 days)	99.9%	<ul style="list-style-type: none">a) Malicious emails blocked; Out of 23669 of 23693 email, 24 were manually remediated during that time frameb) 156,250 Firewall threats blockedc) 440k attempts to compromise were against our approximate 106k accounts; 4 confirmed compromised accounts, 1 semi-successful breach





YSU IT Major Projects

Department	Project	Project Name	Health	Comments
Project Management Office	1	Penguin Intelligence – Student Module Implementation	Yellow	Resource constraints/availability have delayed this implementation. New target June.
	2	Data Integrity Initiative	Yellow	On hold due to demands of SSB9 projects; Slated for April start.
	3	Watson Team Center	Green	Complete
	4	Blackboard Ultra Course & Grades Syllabus Initiative	Green	Blackboard Ultra – Fall 2024
	5	Ellucian-NeoEd Talent Management System Implementation	Green	Target - 5/8/23
	6	Banner Majors and Concentrations Revamp	Green	Target - 3/31/23



YSU IT Major Projects

Department	Project	Project Name	Health	Comments
Project Management Office	7	Banner SSB-9 Financial Aid		Complete
	8	Watermark Faculty Evaluations Surveys		Complete; Historical survey data is being reformatted for input to the Watermark system.
	9	Luminis Portal Replacement Project		Target – 9/1/24
	10	Banner SSB-9 Student Registration		Target – 3/1/23
	11	Penguin Intelligence HR/Finance modules		Target - 6/30/23
	12	Banner SSB-9 HR/Payroll		Target – 6/30/23



Thank you!



**YOUNGSTOWN
STATE
UNIVERSITY**



YOUNGSTOWN STATE UNIVERSITY
Reportable Budget and Interfund Transfers
Quarter Ended December 31, 2022

BUDGET TRANSFERS WITHIN THE OPERATING BUDGET (i.e., General Fund and Auxiliaries):

FROM	TO	AMOUNT	REASON
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None.

TRANSFERS OUTSIDE OF THE OPERATING BUDGET:

FROM	TO	AMOUNT	REASON
Debt Service Reserve Funds (Unrestricted Plant Fund)	Bond Funds - Series 2016 and Series 2021 (Restricted Debt Service Funds)	\$1,343,429	Approved by Board in September.
Community Support Funds CWDS (Restricted Fund)	Cash Match Broadband and G5 (Restricted Fund)	\$389,225	To fund cash match requirement.
Debt Service Reserve - General Fund (Unrestricted Plant Fund)	Sick Leave Conversion Fund (Designated Fund)	\$395,000	Transfer Stambaugh Stadium Multimedia Center Interfund Loan Receivable.
Energy Storage Report & Roadmap (Restricted Fund)	Grants Residual Fund (Designated Fund)	\$227,545	Close out grant fund to Grant Residual Fund in accordance with Board Policy 3356-10-13.3 Disposition of residual funds from external grants and contracts.
Andrews Rec/Well Center Plant Reserve (Auxiliary Plant Fund)	S & C Area Floor Replacement (Auxiliary Plant Fund)	\$180,000	To fund replacement of the Strength and Conditioning floor in the Andrews Student Recreation & Wellness Center.
Housing Plant Reserve (Auxiliary Plant Fund)	Housing Repairs & Renovations (Auxiliary Plant Fund)	\$110,225	To fund Cafaro House hot water tank replacement.
James Dale American Study Project (Restricted Gift Fund)	Various Restricted Gift Funds (Restricted Gift Funds)	\$74,893	Per donor agreement, reallocate fund balance to new designations due to cessation of program.
Athletics (Auxiliary Operating)	Athletics Renovations (Auxiliary Plant Fund)	\$51,000	To fund ceiling replacements.
Debt Service Reserve - Athletics (Restricted Plant Fund)	Bond Fund - Series 2021 (Restricted Debt Service Fund)	\$43,435	To fund portion of FY23 Debt Service.

TRANSFERS OUTSIDE OF THE OPERATING BUDGET:

FROM	TO	AMOUNT	REASON
Debt Service Reserve - Housing (Auxiliary Plant Fund)	Bond Fund - Series 2021 (Restricted Debt Service Fund)	\$36,159	To fund portion of FY23 Debt Service.
Parker Hannifins Piston Pump (Restricted Fund)	Grants Residual Fund (Designated Fund)	\$28,941	Close out grant fund to Grant Residual Fund in accordance with Board Policy 3356-10-13.3 Disposition of residual funds from external grants and contracts.
Athletics (Auxiliary Operating)	Athletics Renovations (Auxiliary Plant Fund)	\$25,000	Renovation of Stambaugh Stadium Athletic Training Room Office.

Youngstown State University
Fiscal Year 2023 Second Quarter Diversity Spend Report
October 1, 2022 through December 31, 2022

	FY2023				FY2022			
	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	\$ 183,292	3.76%	\$ 337,132	3.38%	\$ 149,073	2.71%	\$ 282,642	2.64%
MBE - Other Certified	959	0.02%	8,540	0.09%	7,474	0.14%	13,964	0.13%
Disability Challenged	159,830	3.28%	270,740	2.71%	164,041	2.98%	264,281	2.47%
Recycled Materials	-	-	-	-	15,519	0.28%	49,762	0.46%
Veteran Owned	22,439	0.46%	62,589	0.63%	55,105	1.00%	239,808	2.24%
Woman Owned	41,954	0.86%	68,693	0.69%	10,343	0.19%	40,373	0.38%
Total Diversity Spend	\$ 408,474	8.38%	\$ 747,694	7.49%	\$ 401,555	7.29%	\$ 890,831	8.31%
Total Addressable Spend - Goods and Services	\$ 4,872,949	100.00%	\$ 9,984,169	100.00%	\$ 5,504,564	100.00%	\$ 10,716,762	100.00%
EDGE Spend - Goods, Services, and Construction*								
EDGE - Ohio Certified - Construction	\$ 14,250	0.18%	\$ 164,060	0.96%	\$ 107,822	1.73%	\$ 2,305,770	18.26%
EDGE - Goods and Services	26,576	0.33%	26,576	0.16%	-	-	-	-
Total EDGE Spend	\$ 40,826	0.51%	\$ 190,636	1.12%	\$ 107,822	1.73%	\$ 2,305,770	18.26%
Total Addressable Spend - Goods, Services, and Construction	\$ 8,016,109	100.00%	\$ 17,056,187	100.00%	\$ 6,238,847	100.00%	\$ 12,626,779	100.00%

* Includes payments to subcontractors

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, 2022 through December 31, 2022

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	\$ 123,866
BES Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Office Supplies	51,974
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	7,451
Subtotal - MBE - Ohio Certified			\$ 183,292
Minority Business Enterprise (MBE) - Other Certified			
Name	Address	Type of Contract	Purchases
Zymo Research Corporation	17062 Murphy Avenue, Irvine, California 92614	Lab Supplies	\$ 213
Amazon - Tier 2	PO Box 81207, Seattle, Washington 98108-1207	Miscellaneous Supplies	746
Subtotal - MBE - Other Certified			\$ 959
Disability Challenged			
Name	Address	Type of Contract	Purchases
Compass Family Services	535 Marmion Avenue, Youngstown, Ohio 44502	Janitorial Services	\$ 159,803
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	27
Subtotal - Disability Challenged			\$ 159,830
Recycled Materials			
Name	Address	Type of Contract	Purchases
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	\$ -
Subtotal - Recycled Materials			\$ -
Veteran Owned			
Name	Address	Type of Contract	Purchases
NPI Audio Visual	26500 Renaissance Parkway, Cleveland, Ohio 44128	Audio Visual Equipment	\$ 22,250
Amazon - Tier 2	PO Box 81207, Seattle, Washington 98108-1207	Miscellaneous Supplies	189
Subtotal - Veteran Owned			\$ 22,439
Woman Owned			
Name	Address	Type of Contract	Purchases
Innersource	755 Wick Avenue, Youngstown, Ohio 44505	Self-Help Programs	\$ 280
Amazon - Tier 2	PO Box 81207, Seattle, Washington 98108-1207	Miscellaneous Supplies	147
KDC	2100 Babcock Blvd, Pittsburgh, Pennsylvania 15209	Maintenance Supplies	2,999
Protect-N-Shred	P.O. Box 85, Cortland, Ohio 44410	Document Shredding	2,516
Roar Postal Supplies & Solutions	10600 W. 108th Terrace, Overland Park, Kansas 66210	Postal Supplies	66
Ryan Carpet Sales & Services Inc.	70 Victoria Road, Austintown, Ohio 44515	Flooring	24,645
School Health Corporation	5600 Apollo Drive, Rolling Meadows, Illinois 60008	Exercise Equipment	8,198
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	388
The Workroom	301 Superior Street, Rossford, Ohio 43460	Sewing Service	1,014
Youngstown Letter Shop	615 N. Meridian Road, Youngstown, Ohio 44509	Mailing Services	1,700
Subtotal - Woman Owned			\$ 41,954
Total Diversity Spend			\$ 408,474

Youngstown State University
EDGE Spend Detail Report
October 1, 2022 through December 31, 2022

Encouraging Diversity, Growth, and Equity (EDGE) - Ohio Certified

	Address	Project	Purchases
Domokur Architects			
*MCM Services	7533 Tyler Blvd., Mentor, Ohio 44060	YSU Elevator Safety Repairs and Replacements	\$ 2,750
Steel Valley Contractors			
*CSC Landscaping	1446 Som Center Rd., Mayfield Heights, Ohio 44124	M60 Parking Deck Demo	11,500
Western Reserve Mechanical	3041 South Main St., Niles, Ohio 44446	Goods and Services-Non Construction	26,576
	Total EDGE Certified Spend		<u>\$ 40,826</u>
	Total EDGE Spend		<u>\$ 40,826</u>

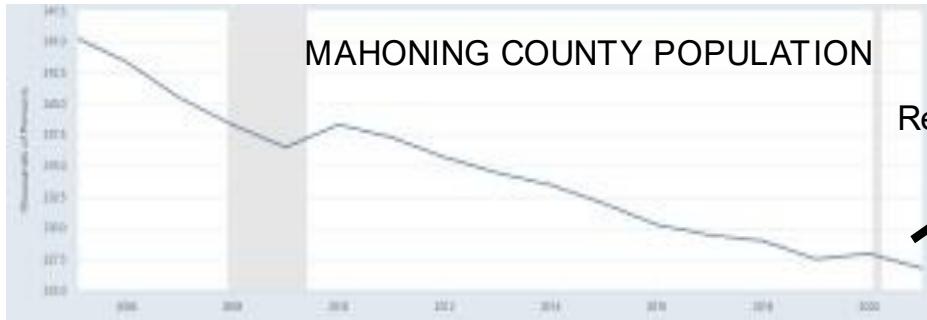
*EDGE subcontractors

Updating the Plan for Strategic Actions to Take Charge of Our Future

Spring Semester, 2023

It is anticipated that each group will have met at least one-time by the February 9, 2023 meeting described below...

DATE	Agenda Topics
February 9:	Questions to address to clarify roles Discuss the plan for each group to accomplish outcomes, including likely campus constituent feedback steps Thoughts and possible questions regarding campus-wide feedback
March 2:	Update on progress of working groups, including refined campus constituent feedback steps Questions to address to clarify roles Review possible questions to secure campus-wide feedback
March 23:	Update on progress of working groups, including update on constituent feedback Review strategies that may be emerging Finalize questions to secure campus-wide feedback
April 13:	Update on progress of working groups, including update on constituent feedback Review strategies that may be emerging and reconcile any overlaps Preliminary review of campus-wide feedback
May 4:	Update on progress of working groups, including update on constituent feedback Review preliminary suggested strategies
May 25:	Update on progress of working groups Review near final suggested strategies
June 15:	Update on progress of working groups Review working-group produced suggested strategies



Retain and Increase the Population is Essential for Sustainable Prosperity of the Region

**COLLEGE CREDIT PLUS
EARLY COLLEGE
DUAL CREDIT
AP CREDIT**

K-12

**CREDENTIALS
BADGES**

**CREDENTIALED
LEARNING
OUTCOMES**

DEGREE

CAREER

HIGH VALUE JOB

**CREDENTIALS
BADGES
PRIOR LEARNING**

CREDITS



DRAFT

Illustrates how YSU can be involved in the education to career pathway of the residents of the Mahoning Valley and beyond. The illustration represents how degree completion and earning credentials can help meet the workforce needs of the region. This approach can directly connect to the Plan for Strategic Actions to Take Charge of Our Future, particularly Collective Impact with the Community by linking to the areas of education, health, and arts/culture (prosperity) to experiential education, service learning, and virtually any community outreach initiative. The population of the Mahoning Valley is on a decline and supporting the workforce needs of the region in such a fashion might help reverse that trend, to the benefit to the region and to YSU.

IPEDS DATA FEEDBACK REPORT 2022

What Is IPEDS?

The Integrated Postsecondary Education Data System (IPEDS) is a system of survey components that collects data from all institutions that provide postsecondary education and are eligible to receive Title IV funding across the United States and other U.S. jurisdictions.

These data are used at the federal and state level for policy analysis and development; at the institutional level for benchmarking and peer analysis; and by students and parents, through the College Navigator (<https://nces.ed.gov/collegenavigator/>), an online tool to aid in the college search process. Additional information about IPEDS can be found on the website at <https://nces.ed.gov/ipeds>.

What Is the Purpose of This Report?

The Data Feedback Report is intended to provide institutions a context for examining the data they submitted to IPEDS. The purpose of this report is to provide institutional executives a useful resource and to help improve the quality and comparability of IPEDS data.

What Is in This Report?

The figures in this report provide a selection of indicators for your institution to compare with a group of similar institutions. The figures draw from the data collected during the 2021-22 IPEDS collection cycle and are the most recent data available. The inside cover of this report lists the pre-selected comparison group of institutions and the criteria used for their selection. The Methodological Notes at the end of the report describe additional information about these indicators and the pre-selected comparison group.

Where Can I Do More with IPEDS Data?

Each institution can access previously released Data Feedback Reports from 2005 and customize this 2022 report by using a different comparison group and IPEDS variables of its choosing. To learn how to customize the 2022 report, visit this resource page <https://nces.ed.gov/ipeds/Help/View2>. To download archived reports or customize the current Data Feedback Report, visit the 'Use the Data' portal on the IPEDS website <https://nces.ed.gov/ipeds> and click on Data Feedback Report.

**Youngstown State University
Youngstown, OH**

COMPARISON GROUP

Comparison group data are included to provide a context for interpreting your institution's indicators. If your institution did not define a custom comparison group for this report by July 15, 2022 NCES selected a comparison group for you. (In this case, the characteristics used to define the comparison group appears below.) The customized Data Feedback Report function available at <https://nces.ed.gov/ipeds/use-the-data/> can be used to reproduce the figures in this report using different peer groups.

The custom comparison group chosen by Youngstown State University includes the following 29 institutions:

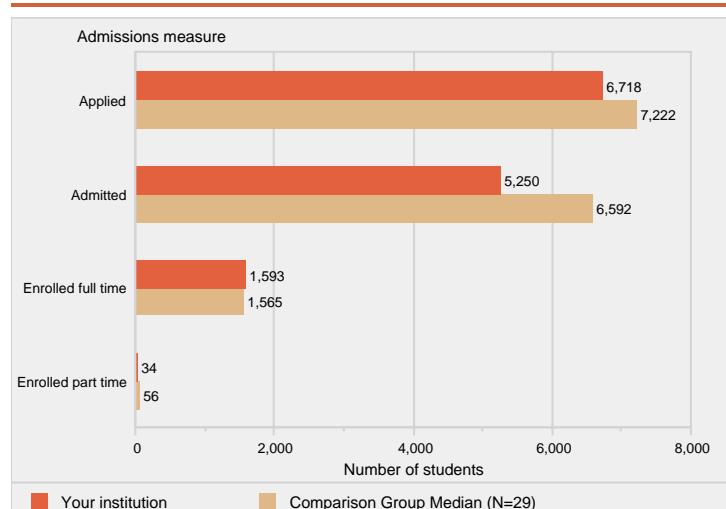
- [Austin Peay State University](#) (Clarksville, TN)
- [California State University-Chico](#) (Chico, CA)
- [California State University-Fresno](#) (Fresno, CA)
- [California State University-Sacramento](#) (Sacramento, CA)
- [Cleveland State University](#) (Cleveland, OH)
- [Columbus State University](#) (Columbus, GA)
- [Eastern Michigan University](#) (Ypsilanti, MI)
- [Eastern Washington University](#) (Cheney, WA)
- [Jacksonville State University](#) (Jacksonville, AL)
- [Kean University](#) (Union, NJ)
- [Lamar University](#) (Beaumont, TX)
- [McNeese State University](#) (Lake Charles, LA)
- [Middle Tennessee State University](#) (Murfreesboro, TN)
- [Northeastern State University](#) (Tahlequah, OK)
- [Northern Kentucky University](#) (Highland Heights, KY)
- [Northwestern State University of Louisiana](#) (Natchitoches, LA)
- [Purdue University Fort Wayne](#) (Fort Wayne, IN)
- [Sam Houston State University](#) (Huntsville, TX)
- [San Francisco State University](#) (San Francisco, CA)
- [Southeastern Louisiana University](#) (Hammond, LA)
- [Southern Oregon University](#) (Ashland, OR)
- [Texas A & M University-Commerce](#) (Commerce, TX)
- [Texas A & M University-Corpus Christi](#) (Corpus Christi, TX)
- [The University of Texas at Tyler](#) (Tyler, TX)
- [The University of Texas Rio Grande Valley](#) (Edinburg, TX)
- [University of Akron Main Campus](#) (Akron, OH)
- [University of Central Oklahoma](#) (Edmond, OK)
- [University of Memphis](#) (Memphis, TN)
- [University of Michigan-Flint](#) (Flint, MI)

The figures in this report have been organized and ordered into the following topic areas:

Topic Area	Figures	Pages
1) Admissions (only for non-open-admissions schools)	1 and 2	3
2) Student Enrollment	3, 4, 5 and 6	3 and 4
3) Awards	7	4
4) Charges and Net Price	8 and 9	5
5) Student Financial Aid	10 and 11	5
6) Military Benefits*	[Not applicable]	
7) Retention and Graduation Rates	12, 13, 14, 15, 16, 17, 18, 19 and 20	6, 7, 8 and 9
8) Finance	21 and 22	10
9) Staff	23 and 24	10 and 11
10) Libraries*	25 and 26	11

*These figures only appear in customized Data Feedback Reports (DFRs), which are available through Use the Data portal on the IPEDS website.

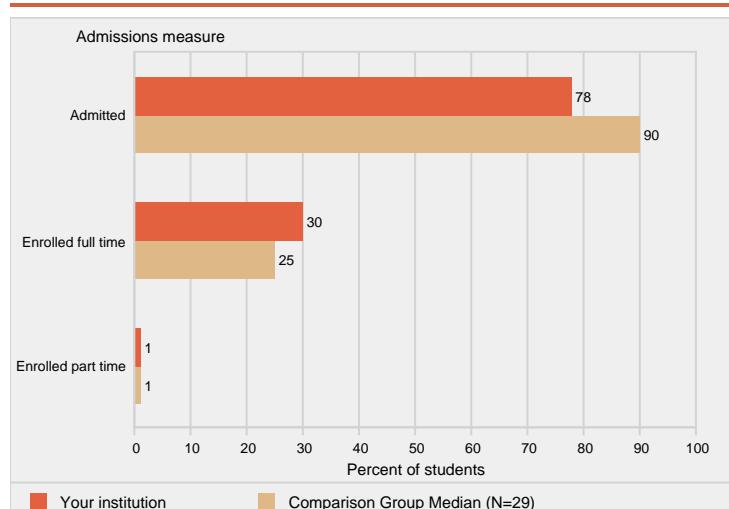
Figure 1. Number of first-time undergraduate students who applied, were admitted, and enrolled full and part time: Fall 2021



NOTE: Admissions data are presented only for institutions that do not have an open admission policy, and apply to first-time, degree/certificate-seeking undergraduate students only. For details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Admissions survey component.

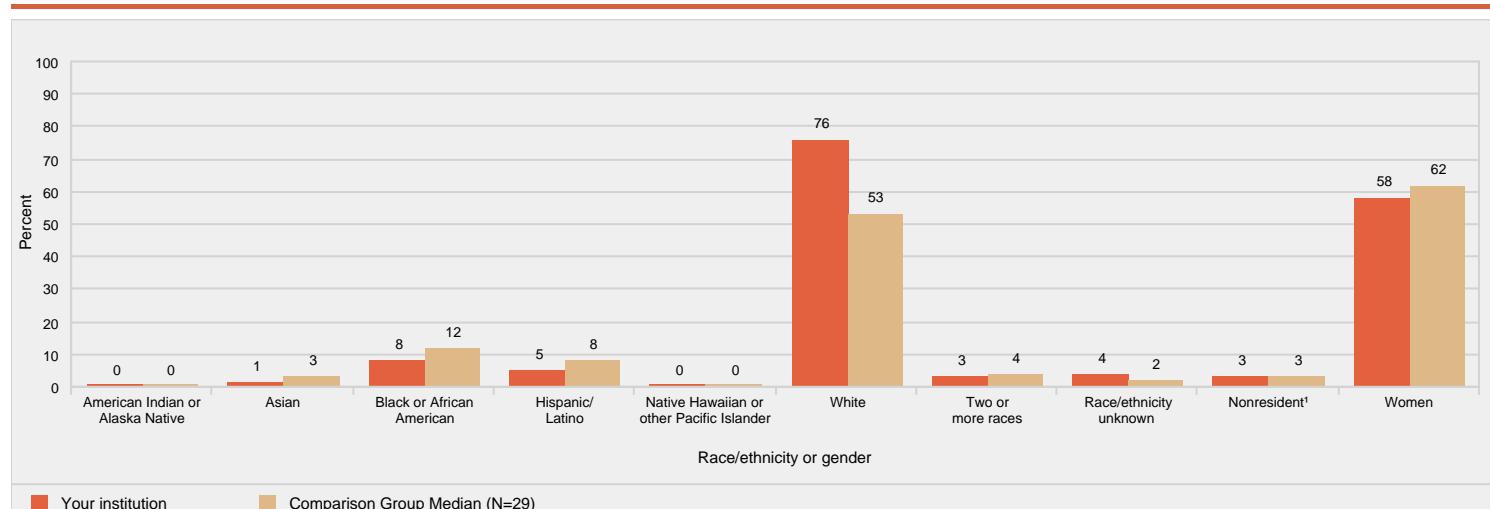
Figure 2. Percent of first-time undergraduate applicants admitted, and percent of admitted students enrolled full and part time: Fall 2021



NOTE: Admissions data are presented only for institutions that do not have an open admission policy, and apply to first-time, degree/certificate-seeking undergraduate students only. For details, see the Methodological Notes. See 'Use of Median Values for Comparison Group' for how median values are determined. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Admissions survey component.

Figure 3. Percent of all students enrolled, by race/ethnicity, and percent of students who are women: Fall 2021

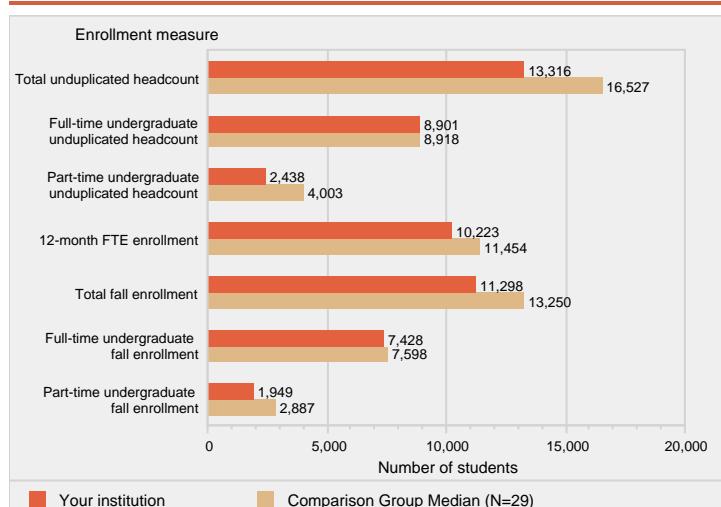


NOTE: For more information about disaggregation of data by race and ethnicity, see the Methodological Notes. Median values for the comparison group will not add to 100%. See 'Use of Median Values for Comparison Group' for how median values are determined. N is the number of institutions in the comparison group.

¹The use of Nonresident is for reporting purposes only and does not reflect a change in the collection of data for this category

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2022, Fall Enrollment survey component.

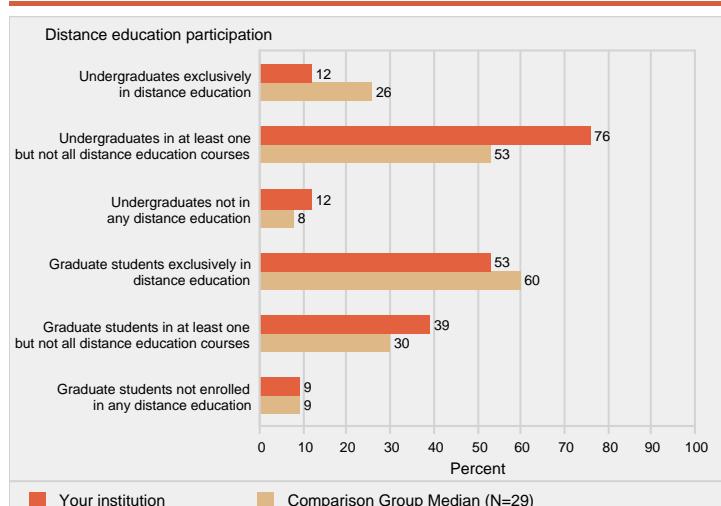
Figure 4. Total unduplicated headcount, full- and part-time undergraduate headcount, 12-month FTE enrollment (2020-21), and total fall enrollment, full-time and part-time undergraduate fall enrollment (Fall 2021)



NOTE: For details on calculating full-time equivalent (FTE) enrollment, see Calculating FTE in the Methodological Notes. Total headcount, FTE, and full- and part-time fall enrollment include both undergraduate and postbaccalaureate students, when applicable. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2021, 12-month Enrollment survey component and Spring 2022, Fall Enrollment survey component.

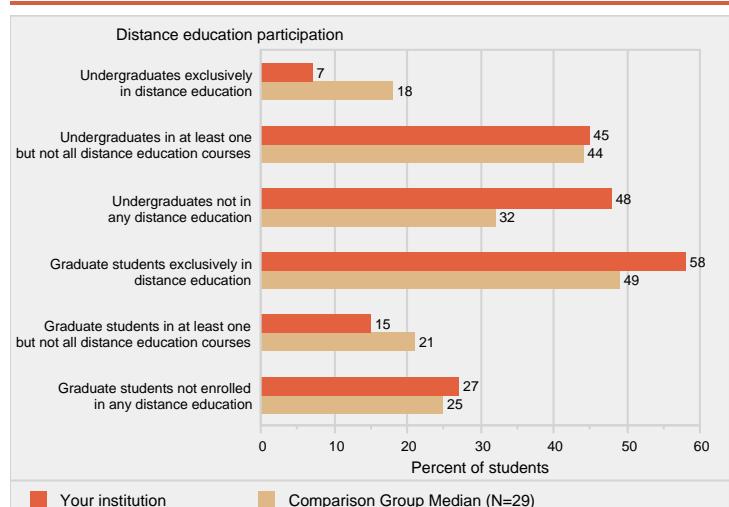
Figure 6. Percent of students enrolled in distance education courses, by amount of distance education and student level: 2020-21



NOTE: N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2021, 12-month Enrollment survey component.

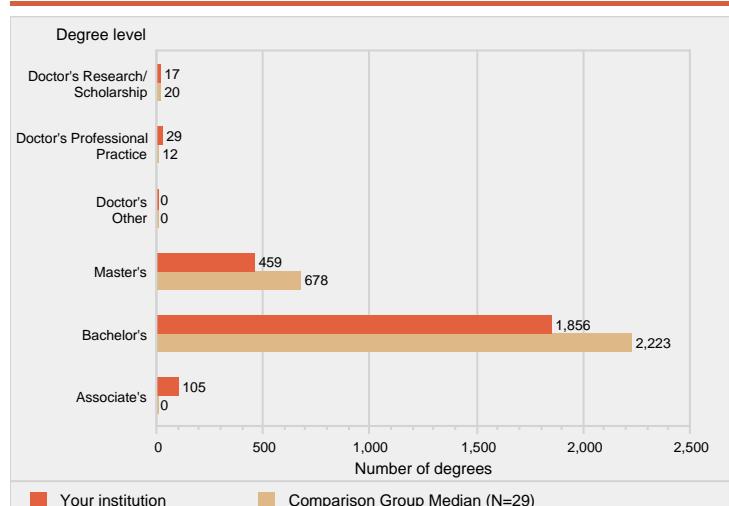
Figure 5. Percent of students enrolled in distance education courses, by amount of distance education and student level: Fall 2021



NOTE: N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2022, Fall Enrollment survey component.

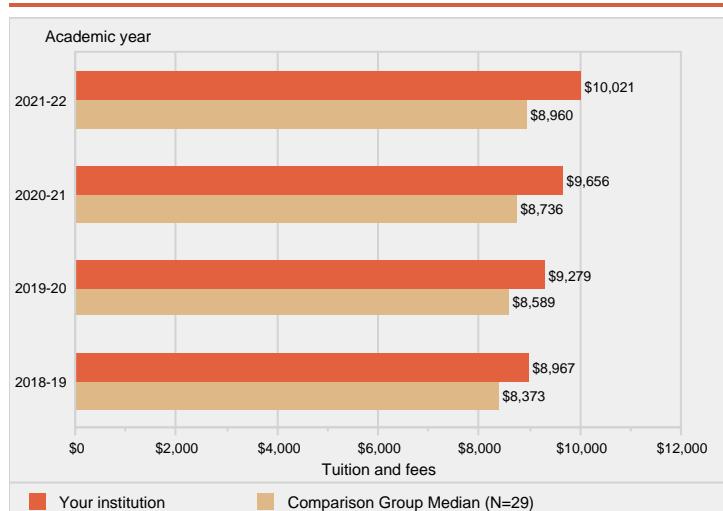
Figure 7. Number of degrees awarded, by level: 2020-21



NOTE: For additional information about postbaccalaureate degree levels, see the Methodology Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2021, Completions survey component.

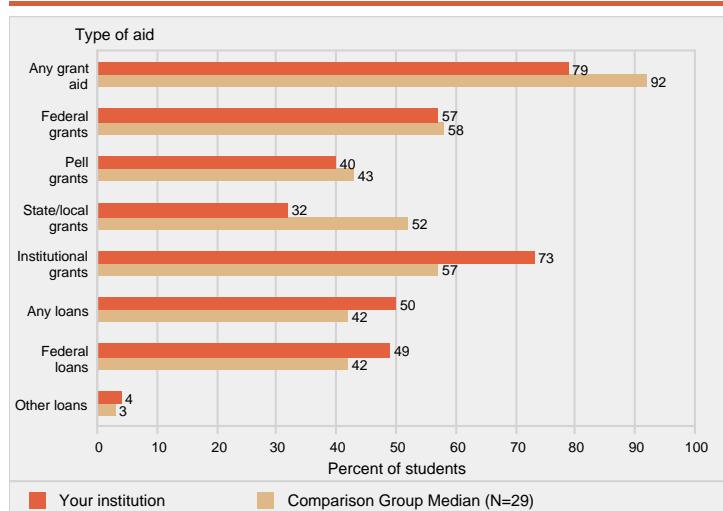
Figure 8. Tuition and required fees for full-time, first-time degree/certificate-seeking undergraduate students: Academic years 2018-19 to 2021-22



NOTE: The tuition and required fees shown here are the lowest reported from the categories of in-district, in-state, and out-of-state. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2021, Institutional Characteristics survey component.

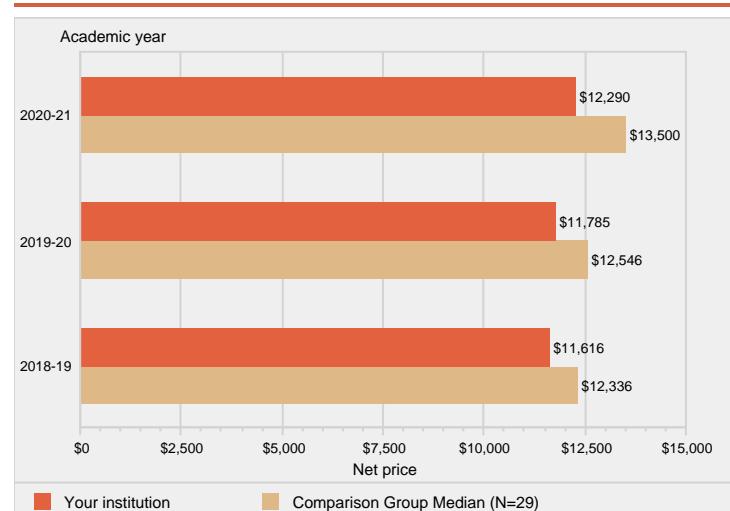
Figure 10. Percent of full-time, first-time degree/certificate-seeking undergraduate students who were awarded grant or scholarship aid, or loans, by type of aid: 2020-21



NOTE: Any grant aid above includes grant or scholarship aid awarded from the federal government, state/local government, or the institution. Federal grants include Federal Pell grants and other federal grants. Any loans include federal loans and other loans awarded to students. For details on how students are counted for financial aid reporting, see Cohort Determination in the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Student Financial Aid survey component.

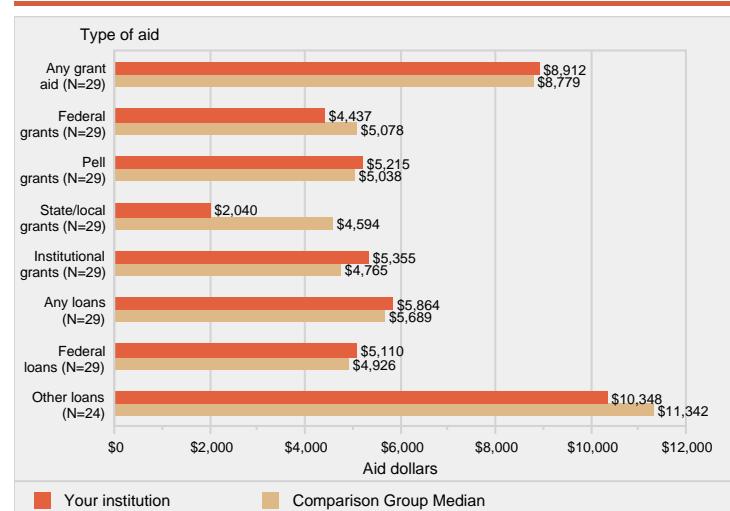
Figure 9. Average net price of attendance for full-time, first-time degree/certificate-seeking undergraduate students, who were awarded grant or scholarship aid: 2018-19 to 2020-21



NOTE: Average net price is for full-time, first-time degree/certificate-seeking undergraduate students and is generated by subtracting the average amount of federal, state/local government, and institutional grant and scholarship awarded aid from the total cost of attendance. Total cost of attendance is the sum of published tuition and required fees (lower of in-district or in-state for public institutions), books and supplies, and the weighted average of room and board and other expenses. For details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2021, Institutional Characteristics survey component and Winter 2021-22, Student Financial Aid survey component.

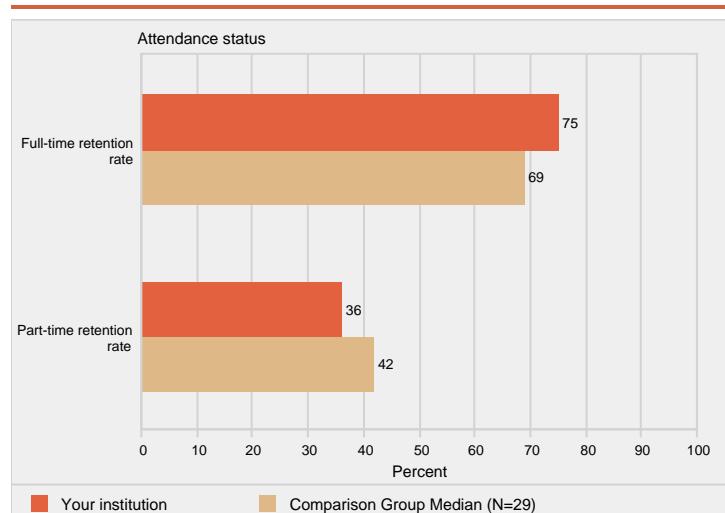
Figure 11. Average amounts of awarded grant or scholarship aid, or loans awarded to full-time, first-time degree/certificate-seeking undergraduate students, by type of aid: 2020-21



NOTE: Any grant aid above includes grant or scholarship aid awarded from the federal government, state/local government, or the institution. Federal grants include Federal Pell grants and other federal grants. Any loans include federal loans and other loans awarded to students. Average amounts of aid were calculated by dividing the total aid awarded by the unduplicated count of recipients at each institution. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Student Financial Aid survey component.

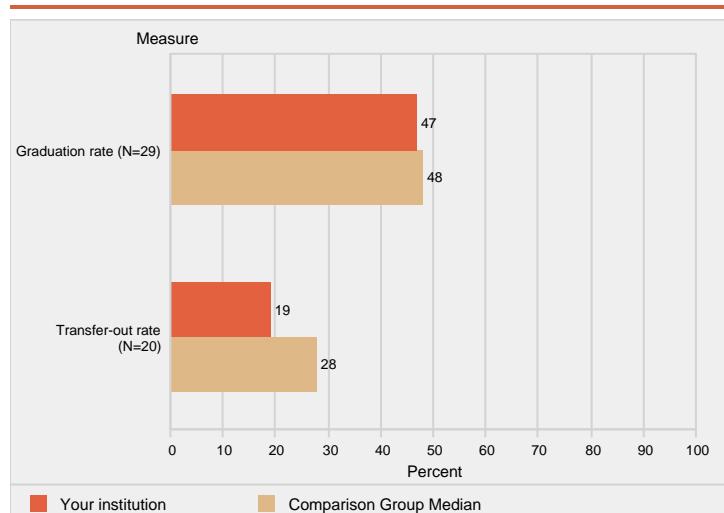
Figure 12. Retention rates of first-time bachelor's degree-seeking students, by attendance status: Fall 2020 cohort



NOTE: Retention rates are measured from the fall of first enrollment to the following fall. Academic reporting institutions report retention data for the Fall 2020 cohort of students who are still enrolled as of the institution's official fall reporting date or as of October 15, 2021. Program reporters determine the cohort with enrollment any time between August 1 - October 31, 2020 and retention based on August 1, 2021. Four-year institutions report retention rates for students seeking a bachelor's degree. For more details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2022, Fall Enrollment survey component.

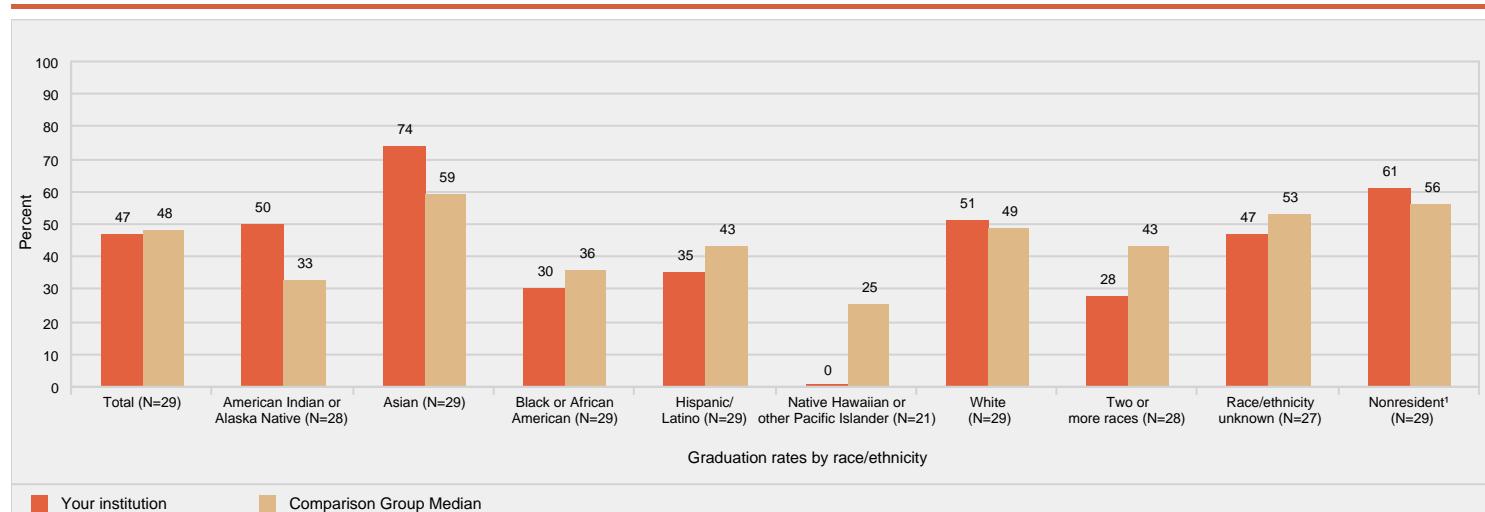
Figure 13. Graduation and transfer-out rates of full-time, first-time degree/certificate-seeking undergraduate students within 150% of normal time to program completion: 2015 cohort



NOTE: Graduation rate cohort includes all full-time, first-time degree/certificate-seeking undergraduate students. Graduation and transfer-out rates are the Student Right-to-Know rates. Only institutions with mission to prepare students to transfer are required to report transfer out. For more details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Graduation Rates survey component.

Figure 14. Graduation rates of full-time, first-time degree/certificate-seeking undergraduate students within 150% of normal time to program completion, by race/ethnicity: 2015 cohort

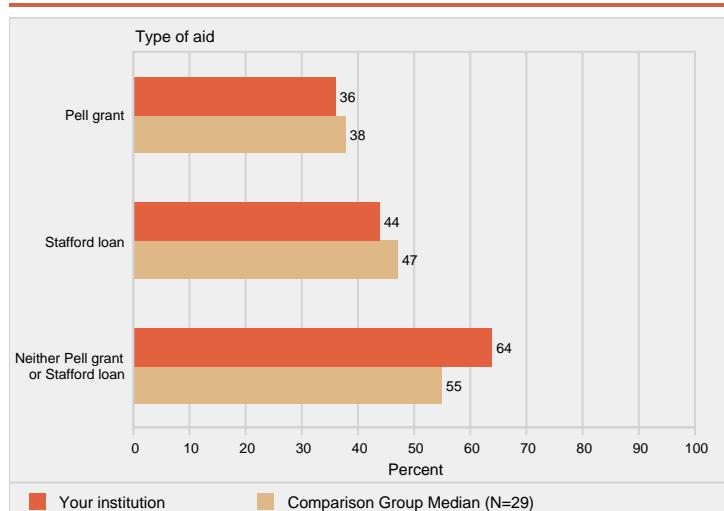


NOTE: For more information about disaggregation of data by race and ethnicity, see the Methodological Notes. The graduation rates are the Student Right-to-Know (SRK) rates. Median values for the comparison group will not add to 100%. N is the number of institutions in the comparison group.

¹ The use of Nonresident is for reporting purposes only and does not reflect a change in the collection of data for this category

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Graduation Rates survey component.

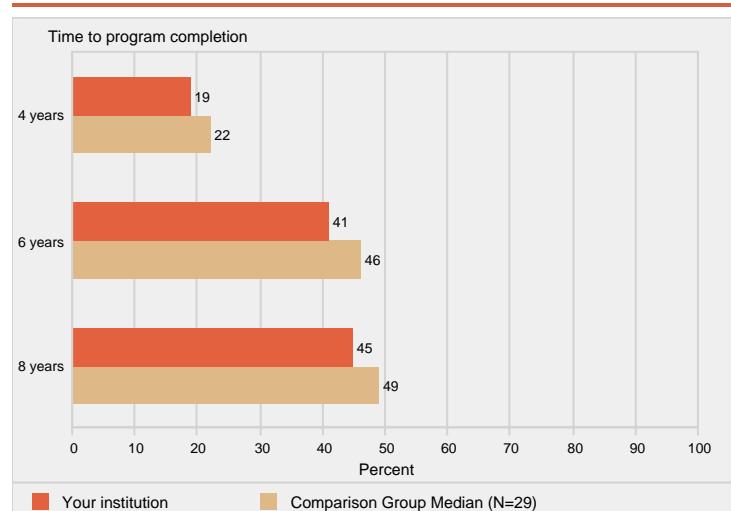
Figure 15. Graduation rates of full-time, first-time degree/certificate-seeking undergraduate students within 150% of normal time to program completion, by type of aid: 2015 cohort



NOTE: Graduation rate cohort includes all full-time, first-time degree/certificate-seeking undergraduate students. Data were collected on those students, who at entry of the cohort, were awarded a Pell Grant and students who were awarded a Subsidized Stafford loan, but did not receive a Pell Grant. Graduation rates are the Student Right-to-Know rates. For more details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Graduation Rates survey component.

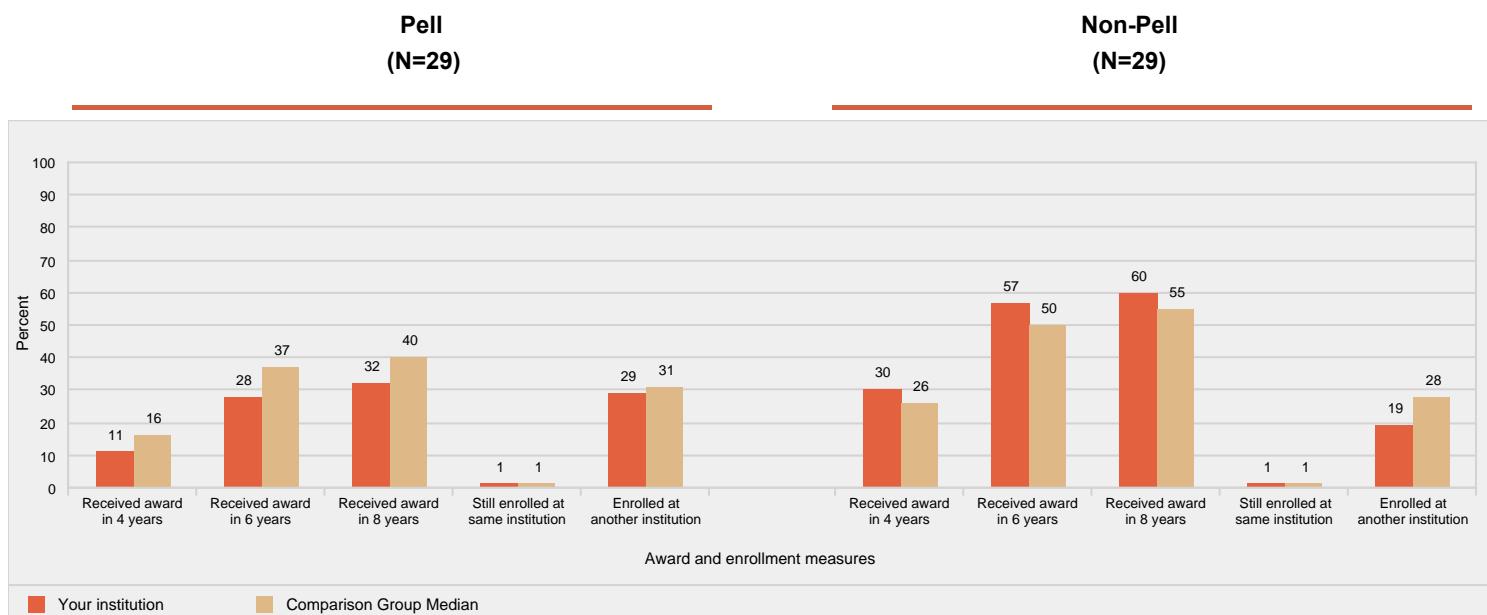
Figure 16. Bachelor's degree graduation rates of full-time, first-time bachelor's degree-seeking undergraduate students within 4 years, 6 years, and 8 years: 2013 cohort



NOTE: The 4-, 6-, and 8-year graduation rates are calculated using the number of students who completed a bachelor's or equivalent degree from a cohort of students who entered the institution seeking a bachelor's or equivalent degree. For details, see the Methodological Notes. N is the number of institutions in the comparison group. Medians are not reported for comparison groups with less than three values.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, 200% Graduation Rates survey component.

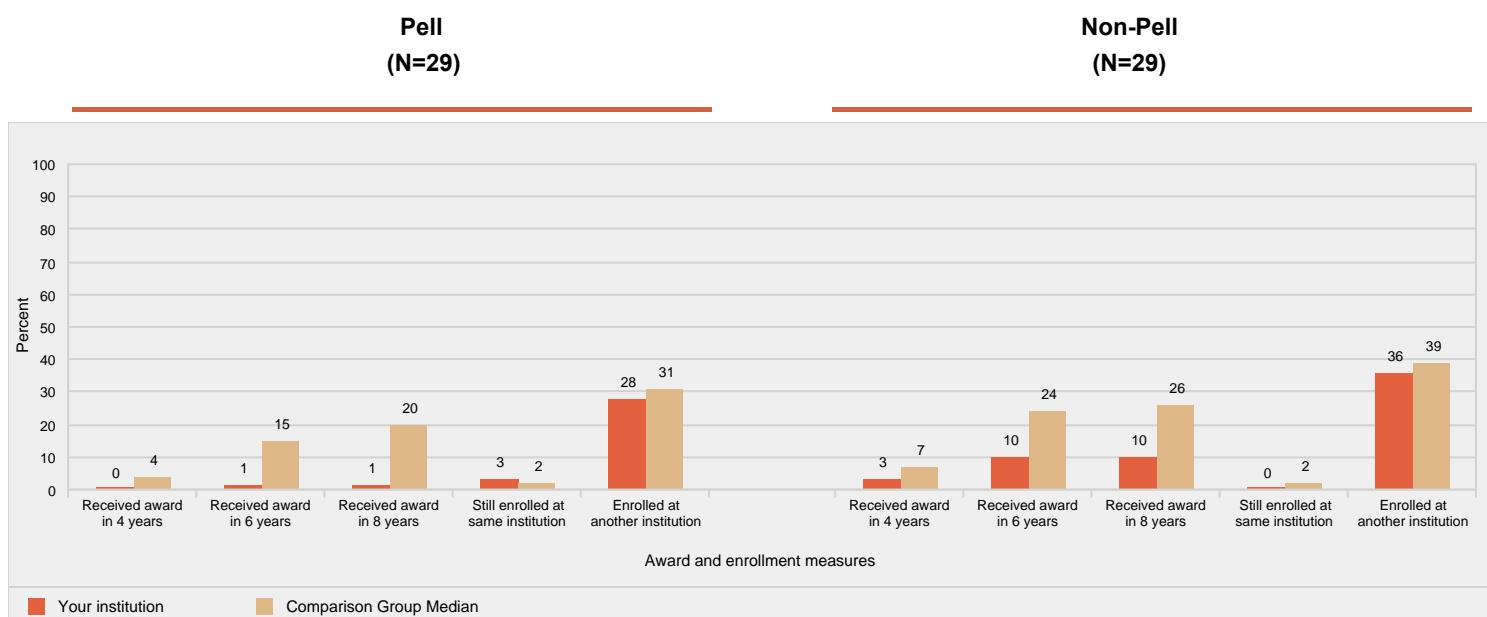
Figure 17. Award and enrollment rates of first-time, full-time, degree/certificate-seeking undergraduate students after 8 years of entry, by Pell status: 2013-14 cohort



NOTE: Award measures are based on the highest award received after 8 years of entry and enrollment measures are based on students who did not receive an award after 8 years of entry. Student cohorts (i.e., first-time, full-time; first-time, part-time; non-first-time, full-time; and non-first-time, part-time) are degree/certificate-seeking undergraduate students who entered the institution between July 1, 2013-June 30, 2014. Pell recipients are students with demonstrated financial need. For more details, see the Methodological Notes. N is the number of institutions in the comparison group. Medians are not reported for comparison groups with less than three values.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Outcome Measures survey component.

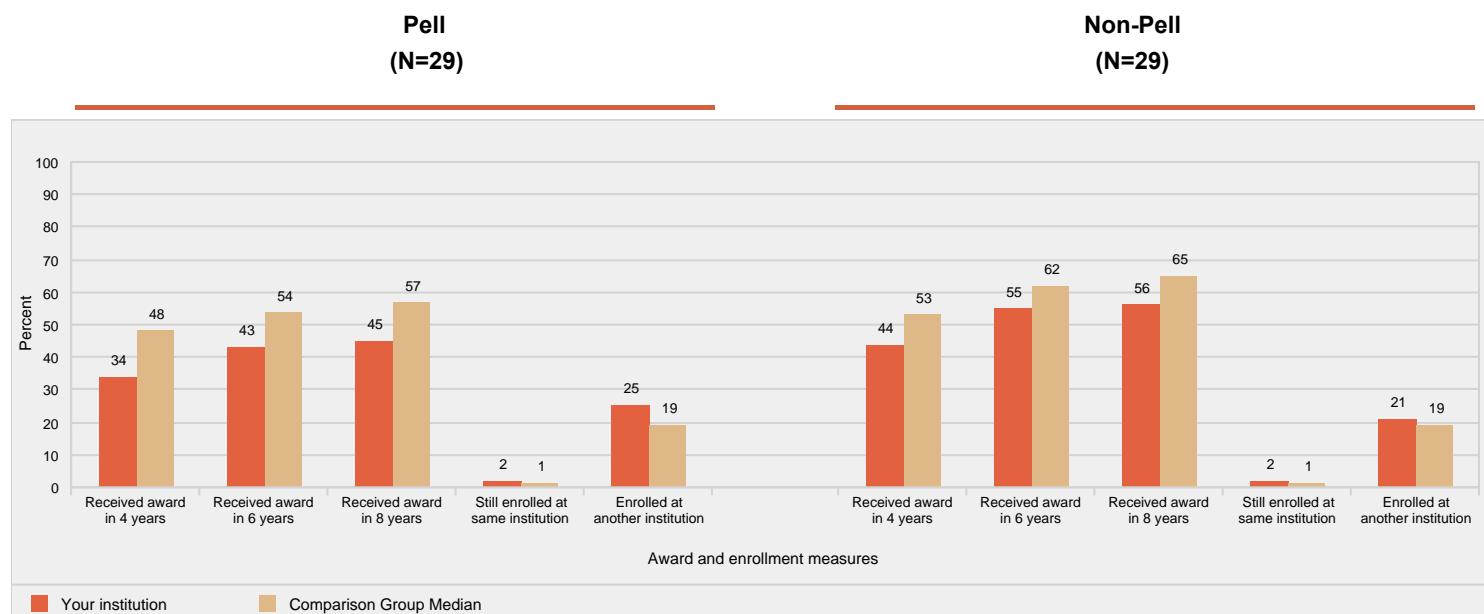
Figure 18. Award and enrollment rates of first-time, part-time, degree/certificate-seeking undergraduate students after 8 years of entry, by Pell status: 2013-14 cohort



NOTE: Award measures are based on the highest award received after 8 years of entry and enrollment measures are based on students who did not receive an award after 8 years of entry. Student cohorts (i.e., first-time, full-time; first-time, part-time; non-first-time, full-time; and non-first-time, part-time) are degree/certificate-seeking undergraduate students who entered the institution between July 1, 2013-June 30, 2014. Pell recipients are students with demonstrated financial need. For more details, see the Methodological Notes. N is the number of institutions in the comparison group. Medians are not reported for comparison groups with less than three values.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Outcome Measures survey component.

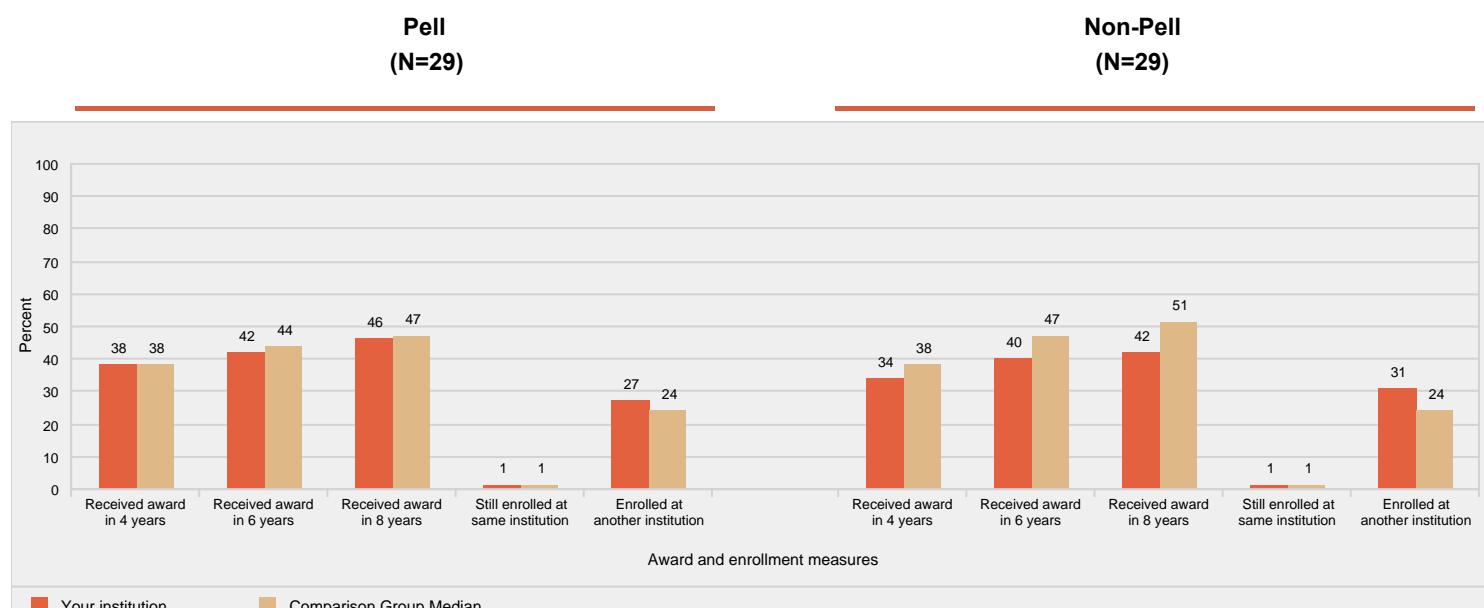
Figure 19. Award and enrollment rates of non-first-time, full-time, degree/certificate-seeking undergraduate students after 8 years of entry, by Pell status: 2013-14 cohort



NOTE: Award measures are based on the highest award received after 8 years of entry and enrollment measures are based on students who did not receive an award after 8 years of entry. Student cohorts (i.e., first-time, full-time; first-time, part-time; non-first-time, full-time; and non-first-time, part-time) are degree/certificate-seeking undergraduate students who entered the institution between July 1, 2013-June 30, 2014. Pell recipients are students with demonstrated financial need. For more details, see the Methodological Notes. N is the number of institutions in the comparison group. Medians are not reported for comparison groups with less than three values.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Outcome Measures survey component.

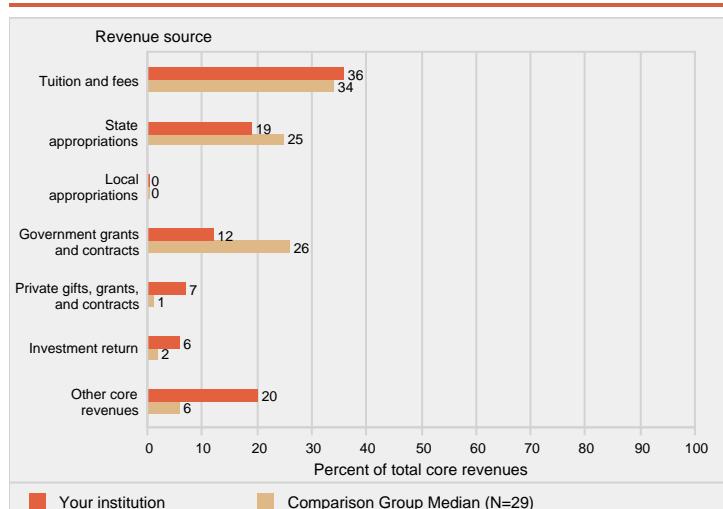
Figure 20. Award and enrollment rates of non-first-time, part-time, degree/certificate-seeking undergraduate students after 8 years of entry, by Pell status: 2013-14 cohort



NOTE: Award measures are based on the highest award received after 8 years of entry and enrollment measures are based on students who did not receive an award after 8 years of entry. Student cohorts (i.e., first-time, full-time; first-time, part-time; non-first-time, full-time; and non-first-time, part-time) are degree/certificate-seeking undergraduate students who entered the institution between July 1, 2013-June 30, 2014. Pell recipients are students with demonstrated financial need. For more details, see the Methodological Notes. N is the number of institutions in the comparison group. Medians are not reported for comparison groups with less than three values.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, Outcome Measures survey component.

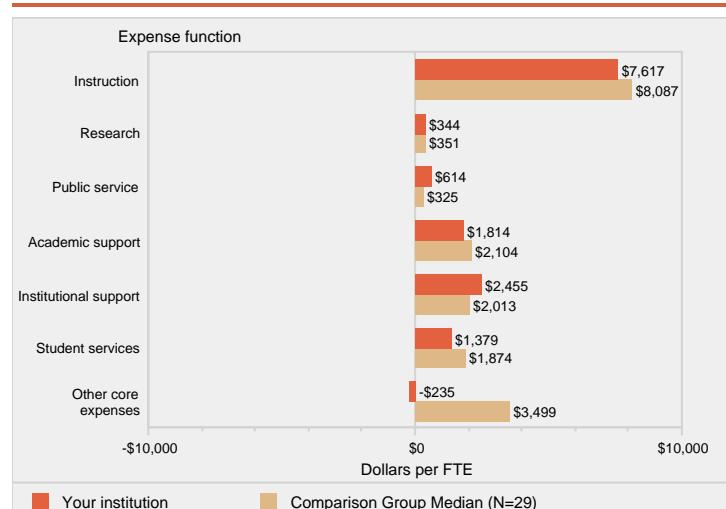
Figure 21. Percent distribution of core revenues, by source: Fiscal year 2021



NOTE: The comparison group median is based on those members of the comparison group that report finance data using the same accounting standards as the comparison institution. For more information, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2022, Finance survey component.

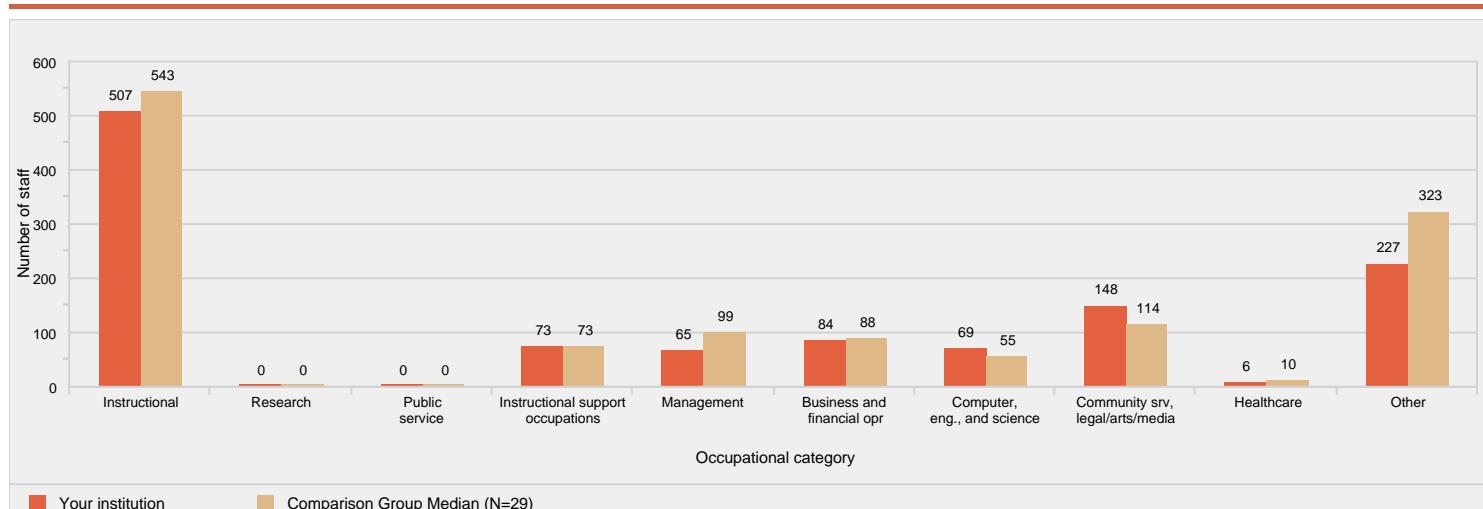
Figure 22. Core expenses per FTE enrollment, by function: Fiscal year 2021



NOTE: Expenses per full-time equivalent (FTE) enrollment, particularly instruction, may be inflated because finance data includes all core expenses while FTE reflects credit activity only. For details on calculating FTE enrollment and a detailed definition of core expenses, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Fall 2021, 12-month Enrollment survey component and Spring 2022, Finance survey component.

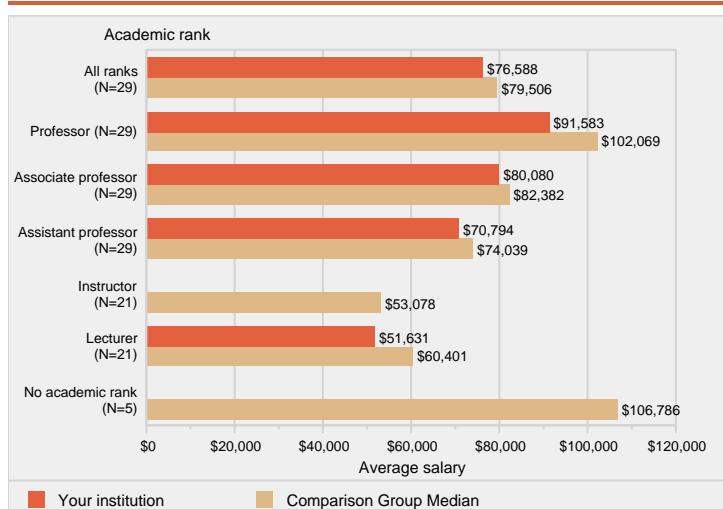
Figure 23. Full-time equivalent staff, by occupational category: Fall 2021



NOTE: Graduate assistants are not included. For calculation details, see the Methodological Notes. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2022, Human Resources survey component.

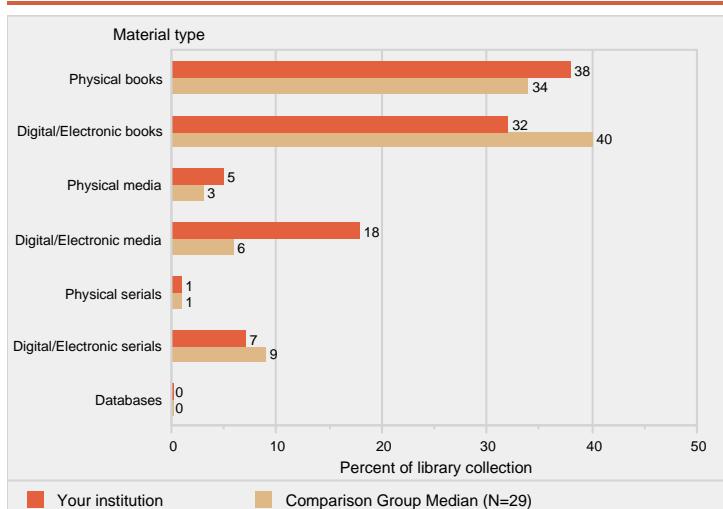
Figure 24. Average salaries of full-time non-medical instructional staff equated to 9-months worked, by academic rank: Academic year 2021-22



NOTE: See Methodology Notes for more details on average salary. N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2022, Human Resources survey component.

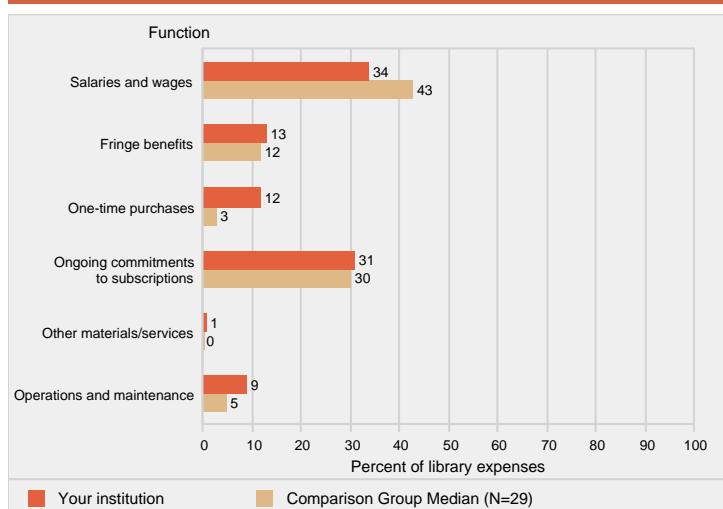
Figure 25. Percent distribution of library collection, by material type: Fiscal year 2021



NOTE: N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2022, Academic Libraries survey component.

Figure 26. Percent distribution of library expenses, by function: Fiscal year 2021



NOTE: N is the number of institutions in the comparison group.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Spring 2022, Academic Libraries survey component.

METHODOLOGICAL NOTES

Overview

This report is based on data supplied by institutions to IPEDS during 2021-22 data collection year. Response rates exceeded 99% for most survey components. IPEDS data release memos at <https://nces.ed.gov/ipeds/use-the-data/survey-components> provide an overview of the number of institutions responding to the survey components. Furthermore, data used in this report are provisional level and may be revised for a limited time through the IPEDS Prior Year Revision system.

Use of Median Values for Comparison Group

This report compares your institution's data to the median value for the comparison group for each indicator shown in the figure. If more than one indicator is present in a figure, the median values are determined separately for each indicator. Medians are not displayed for comparison groups with fewer than three values. Where percentage distributions are presented, median values may not add to 100%. To access all the data used to create the figures included in this report, go to 'Use the Data' portal on the IPEDS website at this provided link (<https://nces.ed.gov/ipeds>).

Missing Indicators

If an indicator is not reported for your institution, the omission implies that the indicator is not relevant to your institution and the data were not collected. Not all notes may be applicable to your report.

Use of Imputed Data

All IPEDS data are subject to imputation for total (institutional) and partial (item) nonresponse. If necessary, imputed values were used to prepare your report.

Data Confidentiality

IPEDS data are not collected under a pledge of confidentiality.

Disaggregation of Data by Race/Ethnicity

When applicable, some indicators are disaggregated by race/ethnicity. Data disaggregated by race/ethnicity have been reported using the 1997 Office of Management and Budget categories. Detailed information about the race/ethnicity categories can be found at <https://nces.ed.gov/ipeds/Section/Resources>.

Cohort Determination for Reporting Student Financial Aid, Graduation Rates, and Outcome Measures

Student cohorts for reporting Student Financial Aid and Graduation Rates data are based on the reporting type of the institution. For institutions that report based on an academic year (those operating on standard academic terms), student counts and cohorts are based on fall term data. Student counts and cohorts for program reporters (those that do not operate on standard academic terms) are based on unduplicated counts of students enrolled during a full 12-month period.

Student cohorts for reporting Outcome Measures are based on a full-year cohort from July 1-June 30 for all degree-granting institutions.

DESCRIPTION OF INDICATORS USED IN THE FIGURES

Admissions (only for non-open-admissions schools)

Admissions and Test Score Data

Admissions and test score data are presented only for institutions that do not have an open admission policy, and apply to first-time, degree/certificate-seeking undergraduate students only. Applicants include only those students who fulfilled all requirements for consideration for admission and who were notified of one of the following actions: admission, non-admission, placement on a wait list, or application withdrawn (by applicant or institution). Admitted applicants (admissions) include wait-listed students who were subsequently offered admission. Early decision, early action, and students who began studies during the summer prior to the fall reporting period are included. For customized Data Feedback Reports, test scores are presented only if scores are required for admission.

Student Enrollment

Enrollment Counts

12-month Enrollment captures a cumulative unduplicated headcount of enrollment over the full 12-month period beginning July 1 and ending June 30. In contrast, Fall Enrollment captures number of students enrolled on a particular date in the fall. Fall enrollment is often referred to as a "snapshot" of an institution's enrollment at a specific time.

FTE Enrollment

The full-time equivalent (FTE) enrollment used in this report is the sum of the institution's FTE undergraduate enrollment and FTE graduate enrollment (as calculated from or reported on the 12-month Enrollment survey component). Undergraduate and graduate FTE are estimated using 12-month instructional activity (credit and/or clock hours). See "Calculation of FTE Students (using instructional activity)" in the IPEDS Glossary at <https://surveys.nces.ed.gov/ipeds/VisGlossaryAll.aspx>.

Completions

Completions and Completers

Completions collects data on undergraduate and graduate completions and completers in a 12-month period. Completions are the counts of postsecondary awards granted where each award reported once but multiple awards may be reported for one recipient. Completers are the counts of students granted postsecondary awards. The count of completers is collected in two ways. The first way counts all completers, while the second way counts completers by award level (e.g., number of associate's completers, number of bachelor's completers).

Student Financial Aid

Financial Aid Recipients and Amounts

Student Financial Aid collects the counts of undergraduate students awarded different types of financial aid and the total amounts of aid awarded. The average dollar amount of aid awarded is then calculated. In addition, Student Financial Aid collects counts of full-time, first-time undergraduate students awarded aid and amounts of aid, and counts and disbursed amounts for undergraduate and graduate students receiving military education benefits.

Charges and Average Net Price

Tuition and Required Fees

Tuition is defined as the amount of money charged to students for instructional services, and required fees are those fixed sum charges to students for items not covered by tuition and that are required of such a large proportion of all students that the student who does not pay the charge is an exception. The amounts used in this report are for full-time, first-time degree/certificate-seeking undergraduate students and are those used by the financial aid office to determine the financial need. For institutions that have differential tuition rates for in-district or in-state students, the lowest tuition rate is used in the figure. Only institutions that operate on standard academic terms will have tuition figures included in their report.

Average Institutional Net Price

IPEDS collects data to calculate average net price at each institution for two groups of undergraduate students: those awarded grant and scholarship aid and those awarded Title IV federal aid.

Average net price is calculated for full-time, first-time degree/certificate-seeking undergraduate students who were awarded grant or scholarship aid from the federal government, state/local government, or the institution anytime during the academic year. For public institutions, this includes only students who paid the in-state or in-district tuition rate. Other sources of grant aid are excluded. Average net price is generated by subtracting the average amount of federal, state/local government, and institutional grant and scholarship aid from the total cost of attendance. Total cost of attendance is the sum of published tuition and required fees (lower of in-district or in-state for public institutions), books and supplies, and the weighted average of room and board, and other expenses.

For the purpose of the IPEDS reporting, aid awarded refers to financial aid that was awarded to, and accepted by, a student. This amount may differ from the aid amount that is disbursed to a student.

Retention, Graduation Rates, and Outcome Measures

Retention Rates

Retention rates are measures of the rate at which students persist in their educational program at an institution, expressed as a percentage. For four-year institutions, this is the percentage of first-time bachelors (or equivalent) degree-seeking undergraduate students from the previous fall who are still enrolled in the current fall. For all other institutions this is the percentage of first-time degree/certificate-seeking undergraduate students from the previous fall who either re-enrolled or successfully completed their program by the current fall. The full-time retention rate is calculated using the percentage of full-time, first-time degree/certificate-seeking undergraduate students, while the part-time rate is calculated using the percentage of part-time, first-time degree/certificate-seeking undergraduate students.

Graduation Rates and Transfer-out Rate

Graduation rates are those developed to satisfy the requirements of the Student Right-to-Know Act and Higher Education Act, as amended, and are defined as the total number of individuals from a given cohort of full-time, first-time degree/certificate-seeking undergraduate students who completed a degree or certificate within a given percent of normal time to complete all requirements of the degree or certificate program; divided by the total number of students in the cohort of full-time, first-time degree/certificate-seeking undergraduate students minus any allowable exclusions. Institutions are permitted to exclude from the cohort students who died or were totally and permanently disabled; those who left school to serve in the armed forces or were called up to active duty; those who left to serve with a foreign aid service of the federal government, such as the Peace Corps; and those who left to serve on an official church mission.

A further extension of the traditional Graduation Rates (GR) survey component which carries forward 100% and 150% graduation rates data previously reported in the GR survey component is the Graduation Rates 200% (GR200) survey component, which requests information on any additional completers and exclusions from the cohort between 151% and 200% normal time for students to complete all requirements of their program of study.

Transfer-out rate is the total number of students from the cohort who are known to have transferred out of the reporting institution (without earning a degree/award) and subsequently re-enrolled at another institution within the same time period; divided by the same adjusted cohort (initial cohort minus allowable exclusions) as described above. Only institutions with a mission that includes providing substantial preparation for students to enroll in another eligible institution are required to report transfers out.

Outcome Measures Data

Alternative measures of student success are reported by degree-granting institutions to describe the outcomes of four degree/certificate-seeking undergraduate student groups: first-time, full-time entering (FTFT); first-time, part-time entering (FTPT); non-first-time, full-time entering (NFTFT); and non-first-time, part-time entering (NFTPT). Additionally, each of the four cohorts collects data on two subcohorts: Pell grant recipients and non-Pell grant recipients. These measures provide the 4-year, 6-year, and 8-year award rates (or completions rates) after entering an institution. NCES calculates award rates by dividing a cohort's or subcohort's adjusted cohort into the number of total awards at 4-year, 6-year, and 8-year status points.

The initial cohort can be revised and take allowable exclusions resulting in an adjusted cohort. Institutions are permitted to exclude from the initial cohort students who died or were totally and permanently disabled; those who left school to serve in the armed forces or were called up to active duty; those who left to serve with a foreign aid service of the federal government, such as the Peace Corps; and those who left to serve on an official church mission.

The highest award and the type of award (i.e., certificate, Associate's, or Bachelor's) are reported at each status point. For students who did not earn an undergraduate award after 8-years of entry, the enrollment statuses are reported as either still enrolled at the institution, or subsequently transferred out of the institution. Unlike the Graduation Rates data, all institutions must report on a full-year cohort (students entering July 1 of one year to June 30 of the next year) and on their transfer out students, regardless if the institution has a mission that provides substantial transfer preparation.

Finance

Core Revenues

Core revenues for public institutions reporting under GASB reporting standards include tuition and fees; government (federal, state, and local) appropriations and operating and nonoperating grants/contracts; private gifts, grants, and contracts (private operating grants/contracts plus gifts and contributions from affiliated entities); sales and services of educational activities; investment income; other operating and nonoperating sources; and other revenues and additions (capital appropriations and grants and additions to permanent endowments). "Other core revenues" include federal appropriations, sales and services of educational activities, other operating and nonoperating sources, and other revenues and additions.

Core revenues for private, not-for-profit institutions (and a small number of public institutions) reporting under FASB reporting standards include tuition and fees; government (federal, state, and local) appropriations and grants/contracts; private gifts, grants and contracts (including contributions from affiliated entities); investment return; sales and services of educational activities; and other sources (a generated category of total revenues minus the sum of core and noncore categories on the Finance survey component). "Other core revenues" include government (federal, state, and local) appropriations, sales and services of educational activities, and other sources.

Core revenues for private, for-profit institutions reporting under FASB reporting standards include tuition and fees; government (federal, state, and local) appropriations and grants/contracts; private grants/ contracts; investment income; sales and services of educational activities; and other sources (a generated category of total revenues minus the sum of core and noncore categories on the Finance survey component). "Other core revenues" include government (federal, state, and local) appropriations and other sources.

At degree-granting institutions, core revenues exclude revenues from auxiliary enterprises (e.g., bookstores and dormitories), hospitals, and independent operations. Non-degree-granting institutions do no report revenue from auxiliary enterprises in a separate category, and thus may include these amounts in the core revenues from other sources.

Core Expenses

Core expenses include expenses for instruction, research, public service, academic support, student services, institutional support, scholarships and fellowships (GASB) or net grant aid to students (FASB) and other expenses. Core expenses exclude expenses for auxiliary enterprises, hospitals, and independent operations. "Other core expenses" is the sum of grant aid/scholarships and fellowships and other expenses.

Endowment Assets

Endowment assets, for public institutions under GASB reporting standards, and private, not-for-profit institutions under FASB reporting standards, include gross investments of endowment funds, term endowment funds, and funds functioning as endowment for the institution and any of its foundations and other affiliated organizations. Private, for-profit institutions under FASB do not hold or report endowment assets.

Salaries and Wages

Salaries and wages for public institutions under GASB reporting standards and private (not-for-profit and for-profit) institutions under FASB reporting standards, include amounts paid as compensation for services to all employees regardless of the duration of service, including all regular or periodic payments to a person for the regular or periodic performance of work or a service and payment to a person for more sporadic performance of work or a services (e.g., overtime, extra compensation, summer compensation, bonuses, sick or annual leave, etc.)

Staff

FTE Staff

The full-time-equivalent (FTE) by occupational category is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Occupational categories include instructional staff, research staff, public service staff, instructional support staff, management staff, and other occupations. Instructional staff are primarily engaged in teaching and do a combination of teaching, research, and/or public service. Research staff are staff whose primary function is research while public service staff are staff whose primary function is public service. Instructional support occupations include archivists, curators, and museum technicians; librarians and media collections specialists; librarian technicians; student and academic affairs and other education services occupations. Other staff include staff in service occupations; sales and related occupations; office and administrative support occupations; natural resources, construction, and maintenance occupations; production, transportation and material moving occupations; and military specific occupations. Graduate assistants are not included.

Equated Non-Medical Instructional Staff Salaries

Institutions report the number of full-time non-medical instructional staff and their salary outlays by academic rank, gender, and the number of months worked (9-, 10-, 11-, and 12-months). Salary outlays for staff who worked 10-, 11-, and 12-months were equated to 9-months of work by multiplying the outlays reported for 10-months by 0.90, the outlays reported for 11 months by 0.818, and the outlays reported for 12-months by 0.75. The equated 10-, 11-, and 12-outlays were then added to the outlays for instructional staff that worked 9-months to generate a total 9-month equated salary outlay. The total 9-month equated outlay was then divided by total number of non-medical instructional staff to determine an equated 9-month average salary. This calculation was done for each academic rank. Salary outlays were not reported for staff that work less than 9-months and were excluded.

Student-to-Faculty Ratio

Institutions can provide their institution's student-to-faculty ratio (i.e., student-to-instructional staff) for undergraduate programs or follow the NCES guidance in calculating their student-to-faculty ratio, which is as follows: the number of FTE students (using Fall Enrollment survey component data) divided by total FTE instructional staff (using the total primarily instruction + instruction/research/public service staff reported in Human Resources survey component and adding any not primarily instructional staff that are teaching a credit course). For this calculation, FTE for students is equal to the number of the full-time students plus one-third the number of part-time students; FTE for instructional staff is similarly calculated. Students in "stand-alone" graduate or professional programs (such as, medicine, law, veterinary, dentistry, social work, or public health) and instructional staff teaching in these programs are excluded from the FTE calculations.

Additional Resources

Additional information on the IPEDS survey components, including survey methodology, survey forms, and frequently asked questions, can be found at <https://nces.ed.gov/ipeds/use-the-data/survey-components>.

Additional information on the timing of IPEDS data collection, data coverage, and data release cycle, can be found at <https://nces.ed.gov/ipeds/use-the-data/timing-of-ipeds-data-collection>.

Additional definitions of variables used in this report can be found in the IPEDS glossary available at <https://surveys.nces.ed.gov/ipeds/VisGlossaryAll.aspx>.

Additional resources on the IPEDS Data Feedback Report, including the instructions on creating a custom comparison report, FAQs, and video tutorials, can be found at <https://nces.ed.gov/ipeds/Help/View/2>.

2022 Key Performance Indicators



**YOUNGSTOWN
STATE
UNIVERSITY**

Contents

- Academic Preparation of the Incoming Class
- Headcount and Full-Time Equivalent Enrollment
- Credit Hours of Instruction
- Fall-to-Fall Retention Rate
- Persistence Rate
- Cohort Graduation Rate
- Degrees Awarded
- Faculty Headcounts

The contents are illustrated for the University and by College, student segments: minority, international, and honors/scholar, and degree award recognition.

College reflects the academic reorganization of 2020-21:

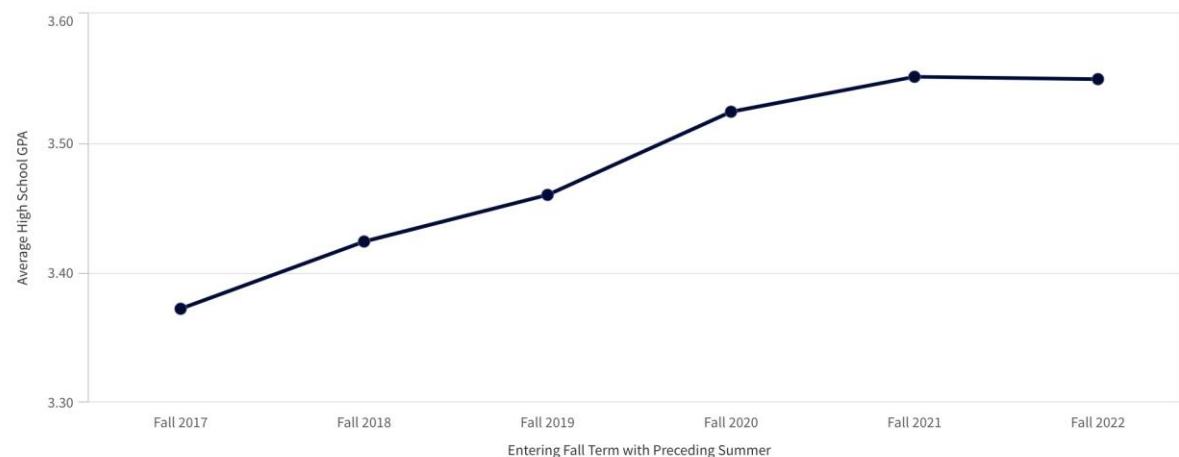
- **BCHHS** : Bitonte College of Health and Human Services
- **BCLASSE** : Beeghly College of Liberal Arts, Social Sciences, and Education
- **CCCA** : Cliffe College of Creative Arts
- **STEM** : College of Science, Technology, Engineering, and Mathematics
- **WCBA** : Williamson College of Business Administration

- **Academic Preparation of the Incoming Class**
- *Headcount and Full-Time Equivalent Enrollment*
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Academic Preparation of the Incoming Class: High School GPA

YSU's Average High School GPA

First-Time Undergraduate



Source: YSU Banner System. Includes students enrolled in fall term who entered YSU the preceding summer term.

Average High School GPA

Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
3.37	3.42	3.46	3.52	3.55	3.55	-0.00	-0%	0.18	5%

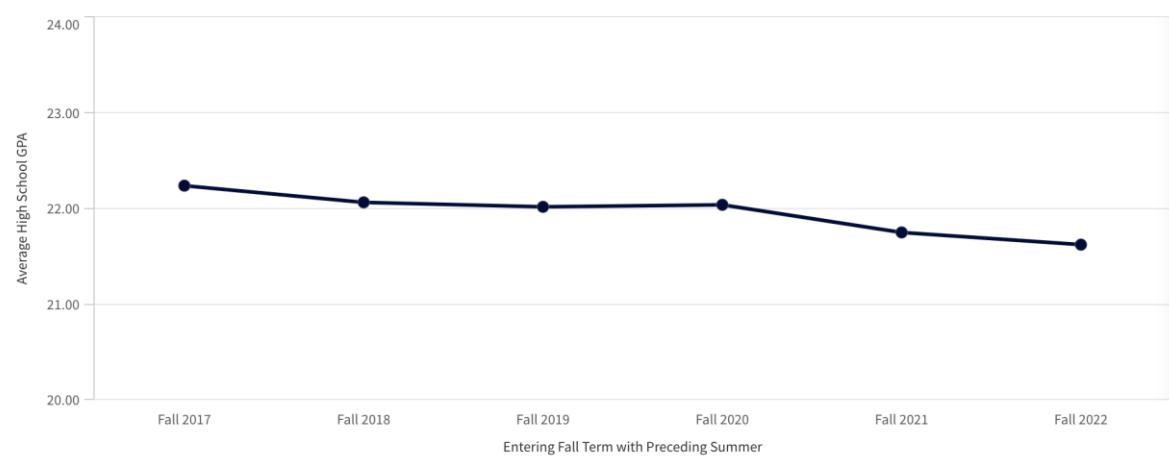
YSU's Average High School GPA by College

First-Time Undergraduate

Academic Preparation of the Incoming Class: ACT Composite Score

YSU's Average ACT Composite Score

First-Time Undergraduate



Source: YSU Banner System. Includes students enrolled in fall term who entered YSU the preceding summer term.

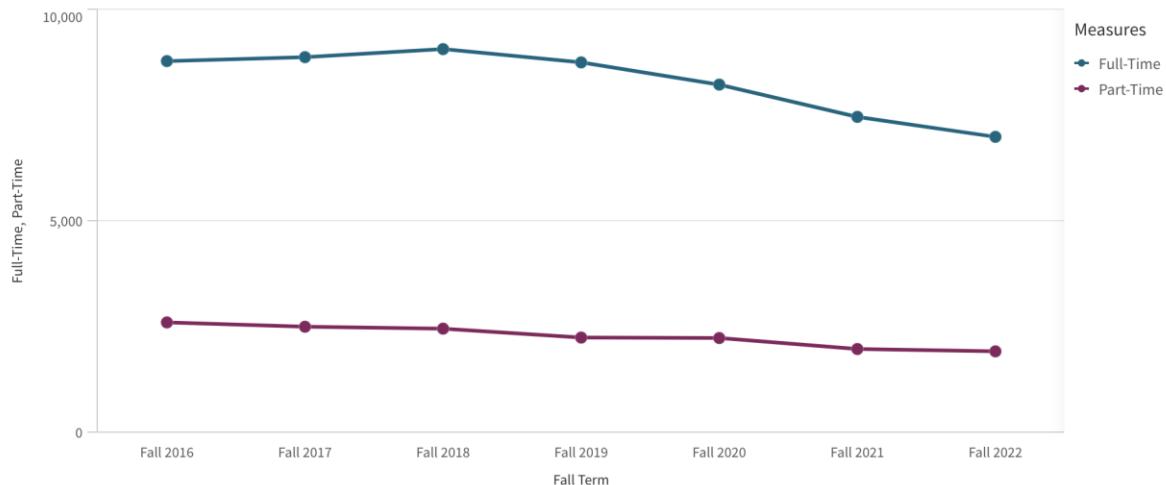
Average ACT Composite Score

Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
22.24	22.07	22.02	22.04	21.75	21.62	-0.13	-1%	-0.62	-3%

- *Academic Preparation of the Incoming Class*
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Undergraduate Part-Time and Full-Time Enrollment

YSU's Headcount (HDC): Undergraduate Part-Time and Full-Time Enrollment



Source: YSU IR Datasets. HDC is Undergraduate only.

Undergraduate Part-Time and Full-Time Enrollment

Q	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
Full-Time	8,880	9,070	8,756	8,231	7,468	6,996	-472	-6%	-1,884	-21%
Part-Time	2,506	2,461	2,250	2,239	1,979	1,924	-55	-3%	-582	-23%

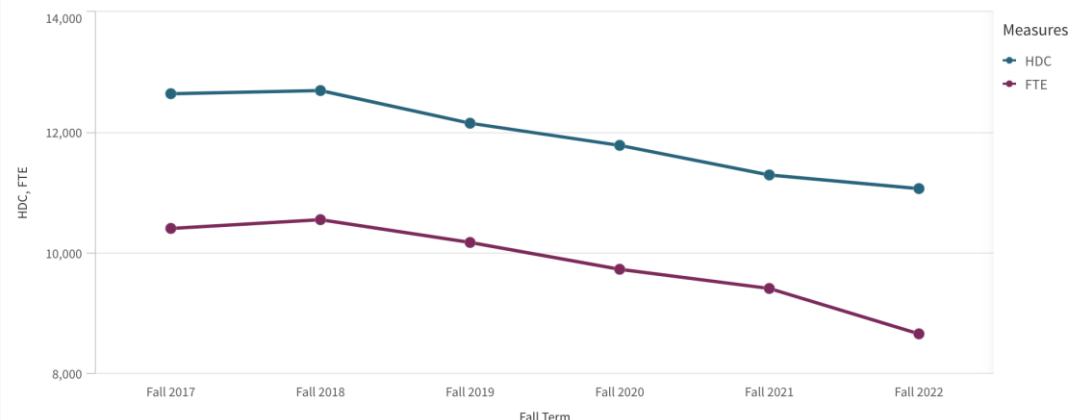
Share of Undergraduate Part-Time and Full-Time Enrollment

Q	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
Full-Time	78%	79%	80%	79%	79%	78%	-0.01	-1%	0.00	0%
Part-Time	22%	21%	20%	21%	21%	22%	0.01	3%	-0.00	-2%

Headcount and Full-Time Equivalent Enrollment

YSU's Headcount (HDC) and Full-Time Equivalent (FTE)

14th Day Fall Term



Source: YSU IR Datasets. HDC is Undergraduate and Graduate. FTE is Course Credit Hours divided by 15.

Headcount and Full-Time Equivalent

Q	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
HDC	12,644	12,696	12,155	11,788	11,298	11,072	-226	-2%	-1,572	-12%
FTE	10,412.40	10,557.47	10,180.07	9,735.87	9,418.00	8,666.13	-751.87	-8%	-1,746.27	-17%

Headcount and Full-Time Equivalent Enrollment: Minority

YSU's Headcount (HDC) and Full-Time Equivalent (FTE): Minority

14th Day Fall Term



Source: YSU IR Datasets. HDC is Undergraduate and Graduate. FTE is Course Credit Hours divided by 15. Minority includes Asian, Black, Hawaiian, Hispanic, and Native American.

Headcount and Full-Time Equivalent: Minority

Q	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
HDC	1,875	1,907	1,809	1,731	1,630	1,587	-43	-3%	-288	-15%
FTE	1,465.67	1,504.00	1,422.40	1,371.67	1,301.47	1,196.27	-105.20	-8%	-269.40	-18%

Headcount and Full-Time Equivalent Enrollment: International

YSU's Headcount (HDC) and Full-Time Equivalent (FTE): International

14th Day Fall Term



Source: YSU IR Datasets. HDC is Undergraduate and Graduate. FTE is Course Credit Hours divided by 15.

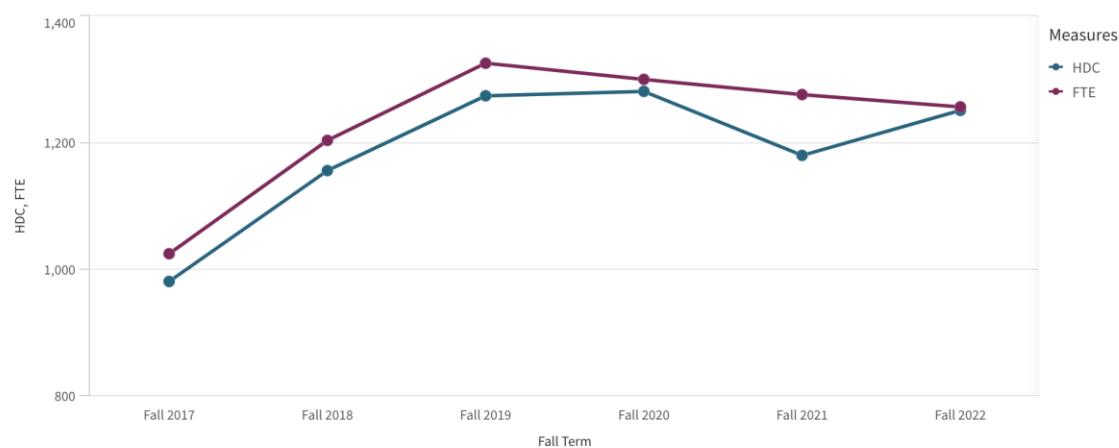
Headcount and Full-Time Equivalent: International

Q	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
HDC	442	454	447	339	340	561	221	65%	119	27%
FTE	402.47	437.20	421.53	323.67	329.73	479.47	149.73	45%	77.00	19%

Headcount and Full-Time Equivalent Enrollment: Honors/Scholar

YSU's Headcount (HDC) and Full-Time Equivalent (FTE): Honors/Scholar

14th Day Fall Term



Source: YSU IR Datasets. HDC is Undergraduate and Graduate. FTE is Course Credit Hours divided by 15.

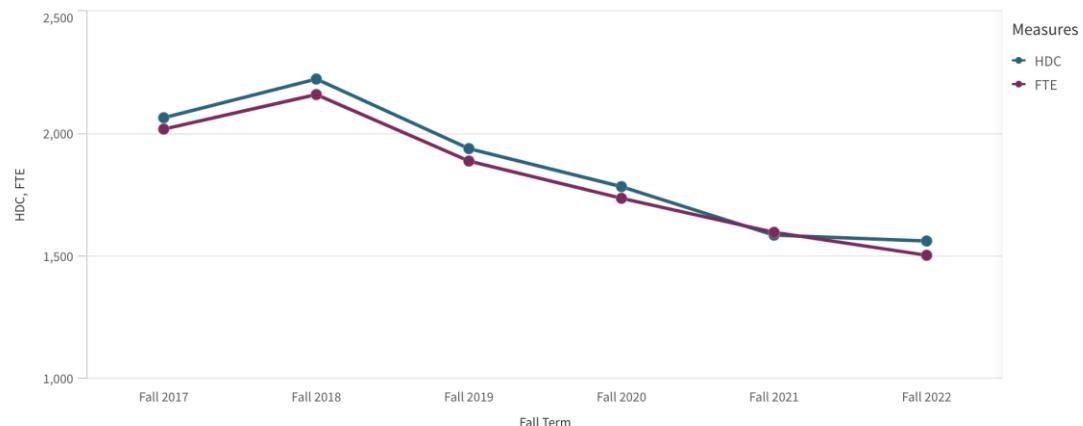
Headcount and Full-Time Equivalent: Honors/Scholar

Q	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
FTE	1,024.80	1,203.67	1,325.40	1,299.93	1,275.93	1,256.53	-19.40	-2%	231.73	23%
HDC	981	1,156	1,274	1,281	1,180	1,251	71	6%	270	28%

Headcount and Full-Time Equivalent Enrollment: First-Time Undergraduates

YSU's Headcount (HDC) and Full-Time Equivalent (FTE): First-Time Undergraduates

14th Day Fall Term



Source: YSU IR Datasets. HDC is Undergraduate and Graduate. FTE is Course Credit Hours divided by 15.

Headcount and Full-Time Equivalent: First-Time Undergraduates

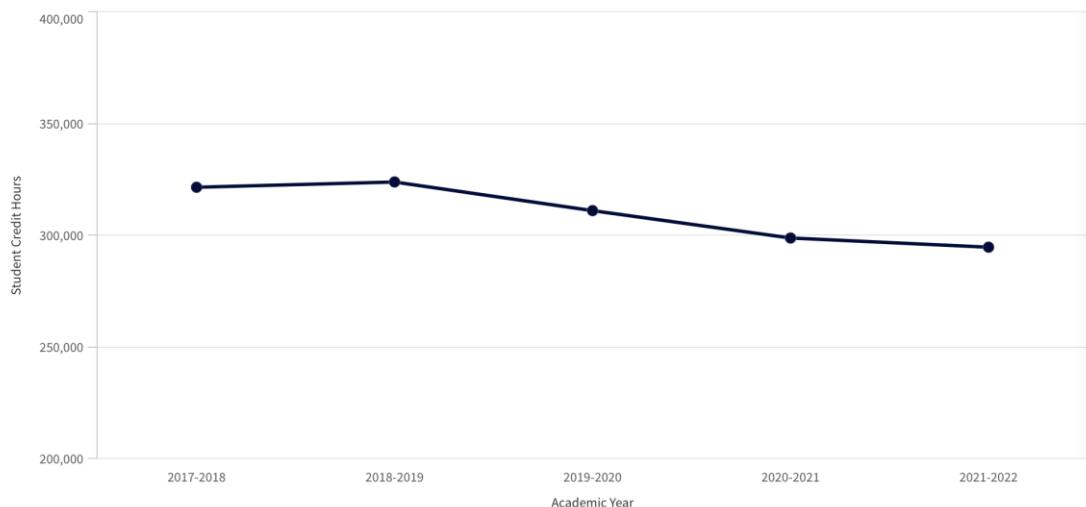
Q	Fall 2017	Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
HDC	2,065	2,223	1,939	1,784	1,586	1,562	-24	-2%	-503	-24%
FTE	2,018.53	2,159.60	1,888.27	1,736.33	1,597.40	1,503.87	-93.53	-6%	-514.67	-25%

- *Academic Preparation of the Incoming Class*
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Undergraduate Credit Hours of Instruction

YSU's Annual Credit Hours Attempted

Undergraduate



Source: YSU's course enrollment data reported via HEI to ODHE. Academic year is summer-fall-spring.

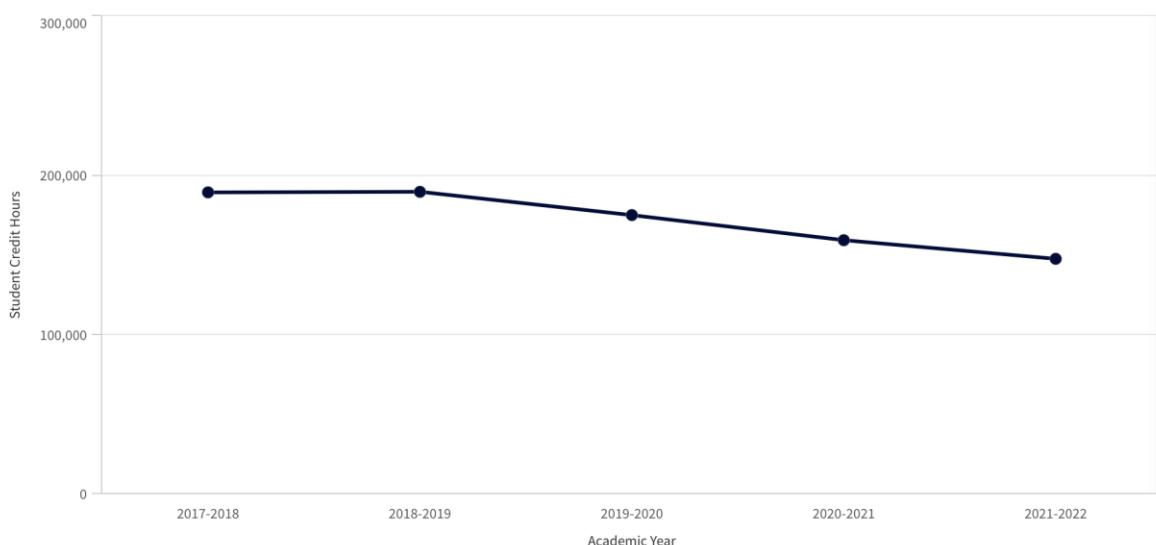
Annual Undergraduate Credit Hours Attempted

2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Four-Year Change	Four-Year Change %
321,634	324,002	311,175	298,907	294,807	-4,100	-1%	-26,827	-8%

Undergraduate Credit Hours of Instruction: Lower-Level

YSU's Annual Credit Hours Attempted: Lower-Level

Undergraduate



Source: YSU's course enrollment data reported via HEI to ODHE. Academic year is summer-fall-spring. Lower-level is defined as courses below 3000-level.

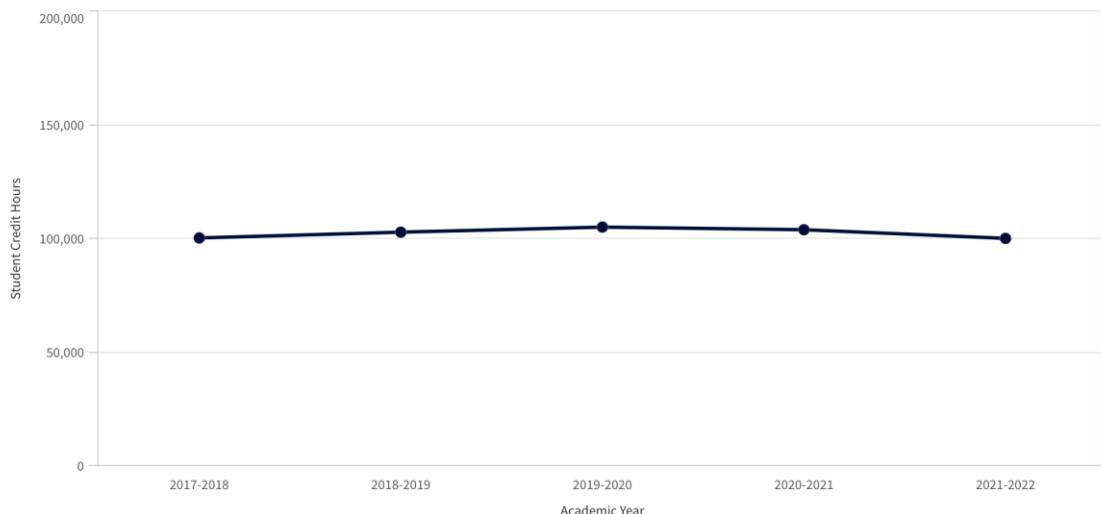
Annual Undergraduate Credit Hours Attempted: Lower-Level

2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Four-Year Change	Four-Y. Change	257
189,321	189,654	175,063	159,302	147,622	-11,680	-7%	-41,699	-22%	

Undergraduate Credit Hours of Instruction: Upper-Level

YSU's Annual Credit Hours Attempted: Upper-Level

Undergraduate



Source: YSU's course enrollment data reported via HEI to ODHE. Academic year is summer-fall-spring. Upper-level is defined as courses at or above the 3000-level.

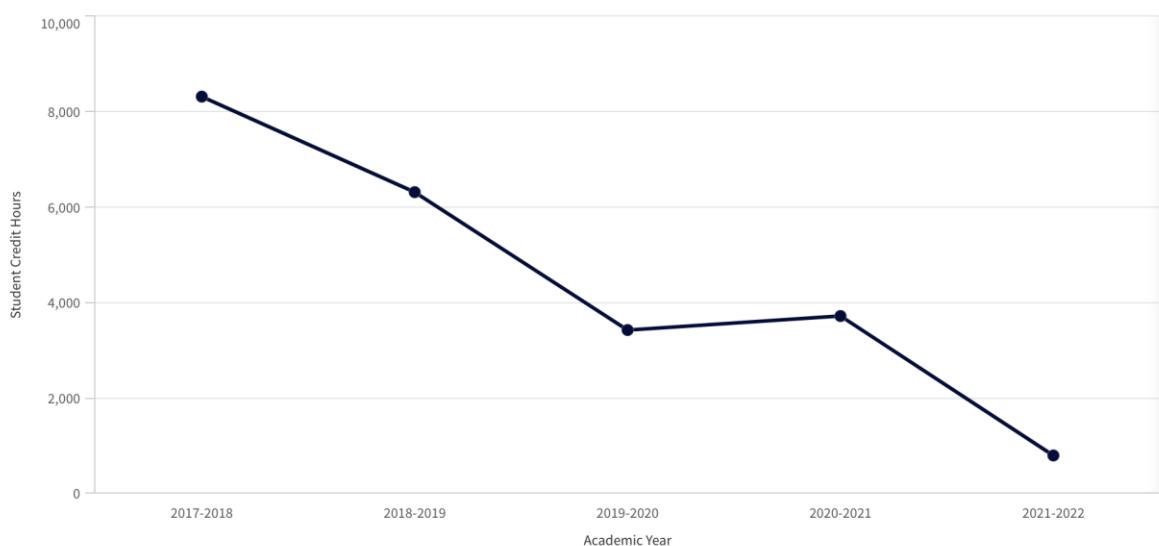
Annual Undergraduate Credit Hours Attempted: Upper-Level

2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Four-Year Change	Four-Year Change %
100,372	102,919	105,161	103,993	100,178	-3,815	-4%	-194	-0%

Undergraduate Credit Hours of Instruction: Developmental

YSU's Annual Credit Hours Attempted: Developmental

Undergraduate



Source: YSU's course enrollment data reported via HEI to ODHE. Academic year is summer-fall-spring.

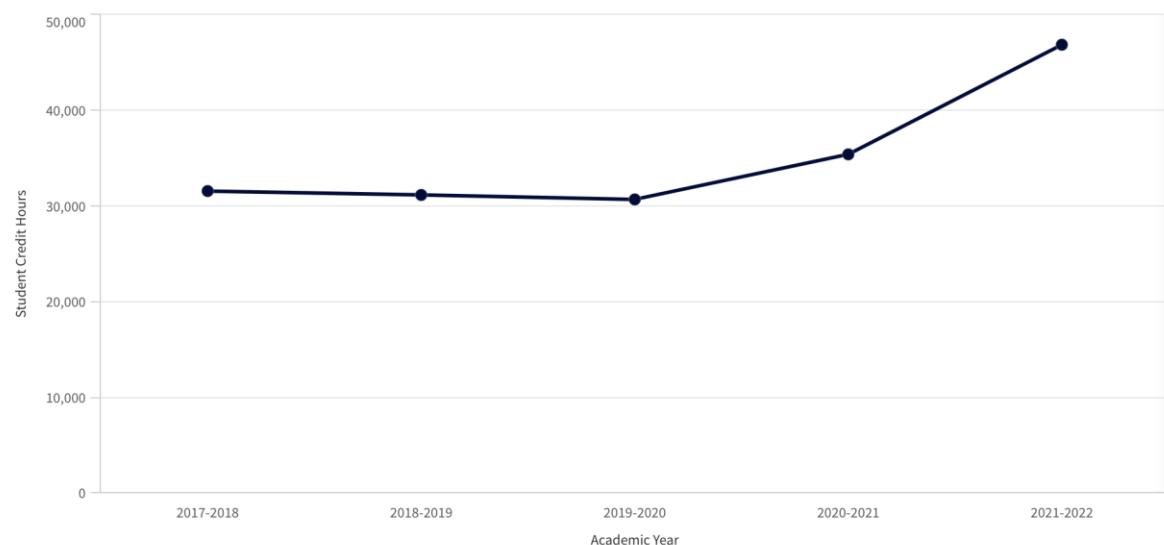
Annual Undergraduate Credit Hours Attempted: Developmental

2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Four-Year Change	Four-Year Change %
8,319	6,317	3,427	3,720	798	-2,922	-79%	-7,521	-90%

Graduate Credit Hours of Instruction

YSU's Annual Credit Hours Attempted

Graduate



Source: YSU's course enrollment data reported via HEI to ODHE. Academic year is summer-fall-spring.

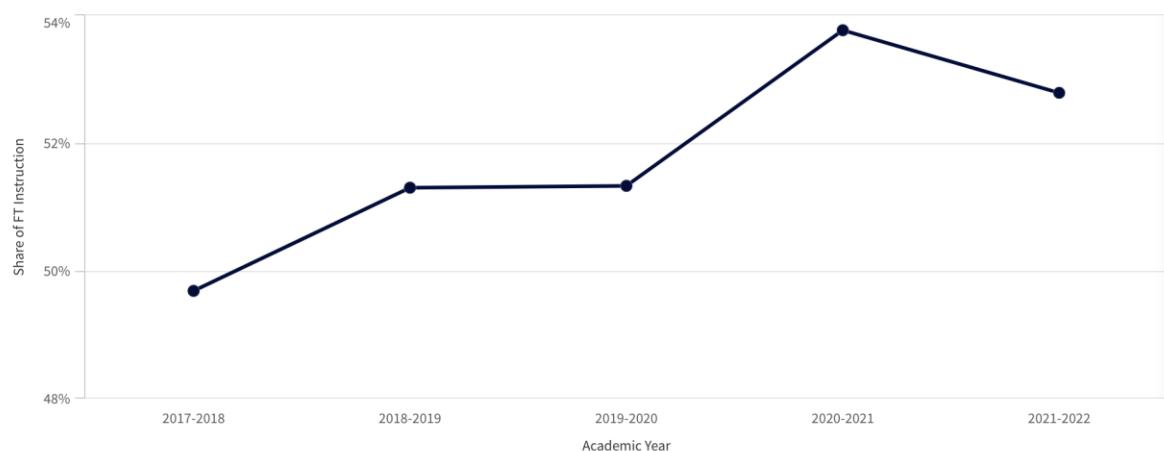
Annual Graduate Credit Hours Attempted

2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Four-Year Change	Four-Year Change %
31,574	31,165	30,699	35,410	46,870	11,460	32%	15,296	48%

Undergraduate Instruction by Full-Time Faculty

YSU's Share of Full-Time Instruction

Undergraduate Student Credit Hours



Source: ODHE - Instruction by Faculty Type, Table 2b.

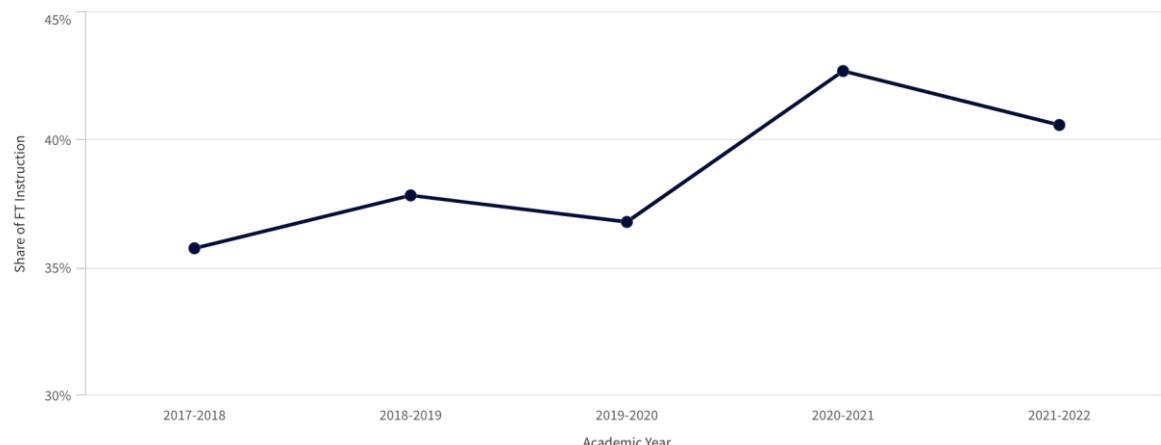
Undergraduate Student Credit Hours Taught by Full-Time Faculty

2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Four-Year Change	Four-Year Change %
50%	51%	51%	54%	53%	-0.01	-2%	0.03	6%

Undergraduate Instruction by Full-Time Faculty: First-Year

YSU's Share of Full-Time Instruction

Undergraduate Student Credit Hours



Source: ODHE - Instruction by Faculty Type, Table 2b. First-year is defined as students classified as first-time undergraduates or freshmen.

Undergraduate Student Credit Hours Taught by Full-Time Faculty: First-Year

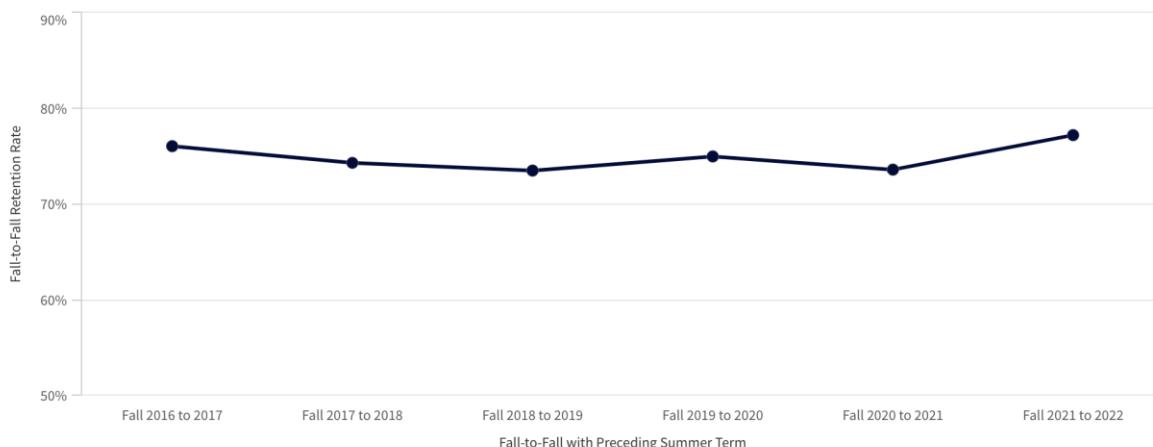
2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Four-Year Change	Four-Year Change %
36%	38%	37%	43%	41%	-0.02	-5%	0.05	13%

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Fall-to-Fall Retention Rate: First-Time Undergraduate

YSU's Fall-to-Fall Retention Rate

First-Time Undergraduate Fall 14th Day



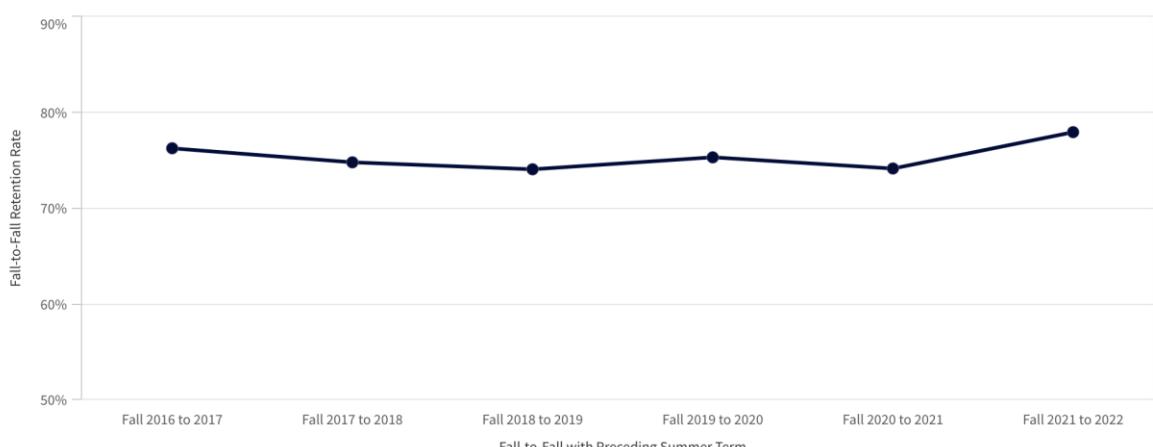
Source: YSU IR Dataset. Includes students enrolled in fall term who entered YSU the preceding summer term.

Fall-to-Fall Retention Rate: First-Time Undergraduate

Fall-to-Fall Retention Rate: First-Time Full-Time Undergraduate

YSU's Fall-to-Fall Retention Rate: Full-Time

First-Time Undergraduate Fall 14th Day



Source: YSU IR Dataset. Includes students enrolled in fall term who entered YSU the preceding summer term.

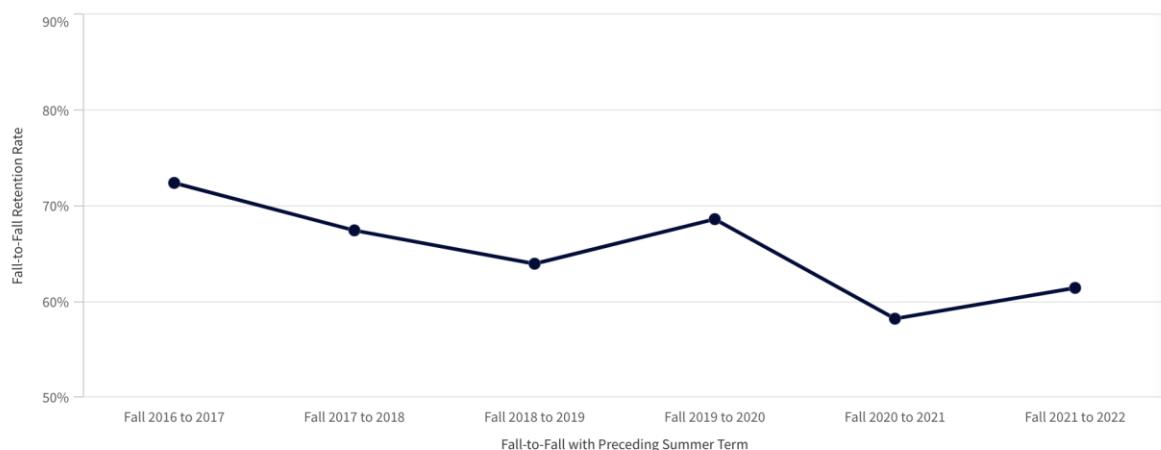
Fall-to-Fall Retention Rate: First-Time Full-Time Undergraduate

2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
76.3%	74.8%	74.1%	75.3%	74.2%	78.0%	0.038	5%	0.017	2%

Fall-to-Fall Retention Rate: First-Time Part-Time Undergraduate

YSU's Fall-to-Fall Retention Rate: Part-Time

First-Time Undergraduate Fall 14th Day



Source: YSU IR Dataset. Includes students enrolled in fall term who entered YSU the preceding summer term.

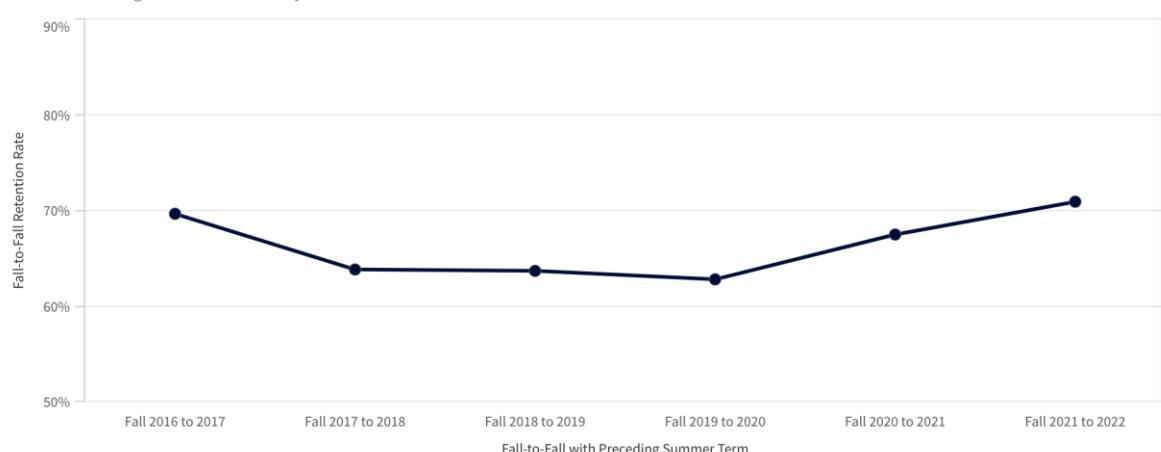
Fall-to-Fall Retention Rate: First-Time Part-Time Undergraduate

2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
72.4%	67.5%	64.0%	68.6%	58.2%	61.4%	0.032	6%	-0.110	-15%

Fall-to-Fall Retention Rate: First-Time Undergraduate, Minority

YSU's Fall-to-Fall Retention Rate: Minority

First-Time Undergraduate Fall 14th Day



Source: YSU IR Dataset. Includes students enrolled in fall term who entered YSU the preceding summer term. Minority includes Asian, Black, Hawaiian, Hispanic, and Native American.

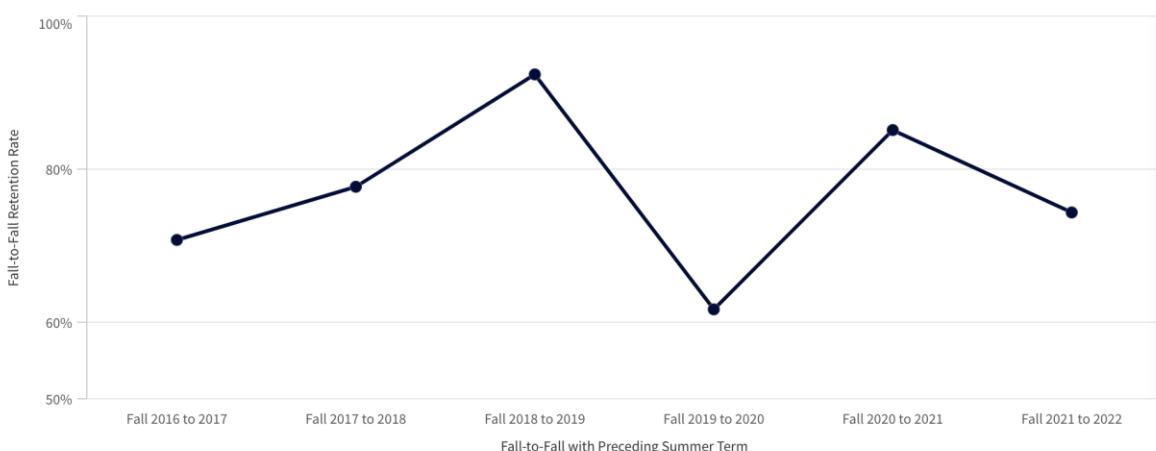
Fall-to-Fall Retention Rate: First-Time Undergraduate, Minority

2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
69.7%	63.9%	63.7%	62.8%	67.5%	70.9%	0.034	5%	0.013	2%

Fall-to-Fall Retention Rate: First-Time Undergraduate, International

YSU's Fall-to-Fall Retention Rate: International

First-Time Undergraduate Fall 14th Day



Source: YSU IR Dataset. Includes students enrolled in fall term who entered YSU the preceding summer term.

Fall-to-Fall Retention Rate: First-Time Undergraduate, International

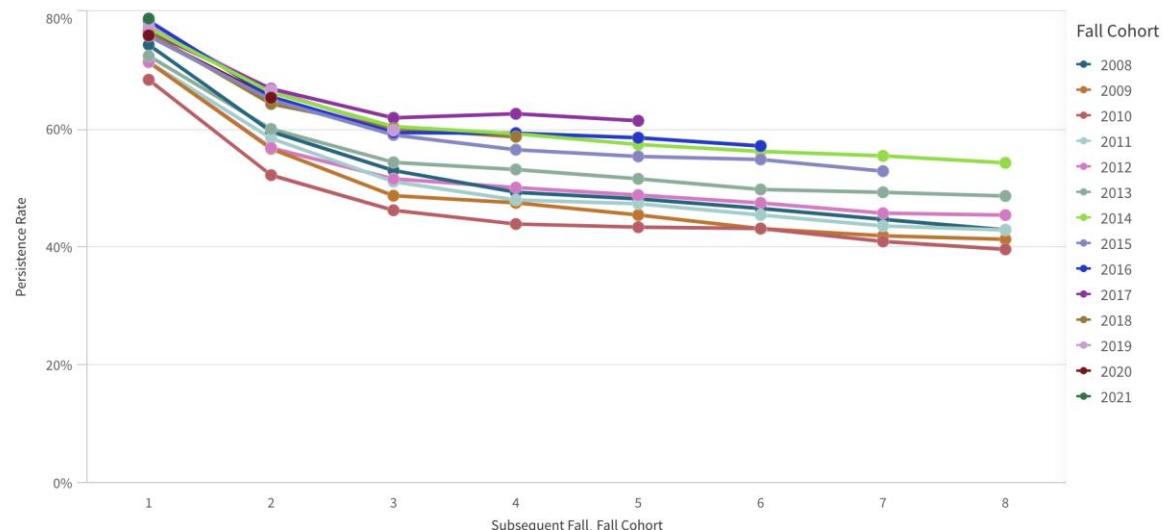
2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
70.8%	77.8%	92.5%	61.8%	85.2%	74.4%	-0.108	-13%	0.036	5%

- *Academic Preparation of the Incoming Class*
- *Headcount and Full-Time Equivalent Enrollment*
- *Credit Hours of Instruction*
- *Fall-to-Fall Retention Rate*
- **Persistence Rate**
- *Cohort Graduation Rate*
- *Degrees Awarded*
- *Faculty Headcounts*

Persistence through Eight Years after Entrance

YSU's Persistence Rate

First-Time Full-Time Bachelor's Degree-Seeking



Source: YSU IR Datasets and ODS_ST_ACADEMIC_OUTCOMES. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

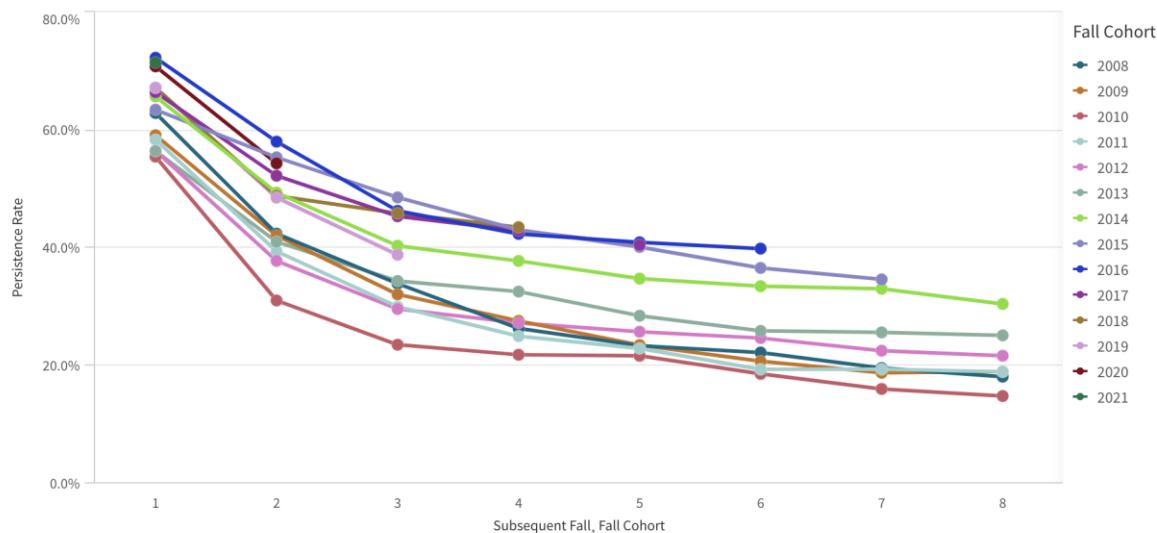
Persistence Rate: First-Time Full-Time Bachelor's Degree-Seeking

Fall Cohort	Subsequent Fall							
	1	2	3	4	5	6	7	8
2008	74.3%	59.6%	53.0%	49.3%	48.2%	46.6%	44.7%	42.9%
2009	71.4%	56.7%	48.7%	47.5%	45.5%	43.1%	41.9%	41.4%
2010	68.4%	52.2%	46.3%	43.9%	43.4%	43.2%	41.0%	39.6%
2011	71.4%	58.5%	51.1%	48.0%	47.4%	45.5%	43.6%	42.9%
2012	71.4%	56.8%	51.6%	50.1%	48.8%	47.5%	45.8%	45.4%
2013	72.4%	60.1%	54.4%	53.2%	51.6%	49.8%	49.3%	48.7%
2014	77.1%	66.3%	60.5%	59.2%	57.4%	56.2%	55.5%	54.3%
2015	75.8%	65.0%	59.0%	56.5%	55.4%	54.9%	52.9%	-
2016	78.4%	65.5%	59.4%	59.3%	58.6%	57.2%	-	-
2017	76.6%	66.9%	61.9%	62.6%	61.4%	-	-	-
2018	76.3%	64.3%	60.1%	58.7%	-	-	-	-
2019	77.5%	66.6%	59.8%	-	-	-	-	-
2020	75.9%	65.4%	-	-	-	-	-	-
2021	78.8%	-	-	-	-	-	-	-

Persistence through Eight Years after Entrance: Minority

YSU's Persistence Rate: Minority

First-Time Full-Time Bachelor's Degree-Seeking



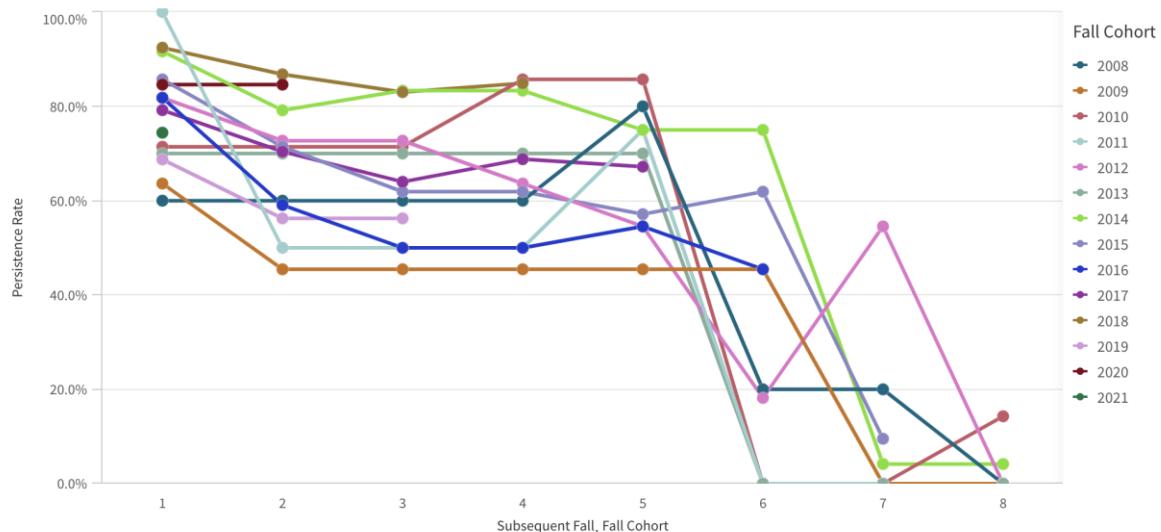
Source: YSU IR Datasets and ODS_ST_ACADEMIC_OUTCOMES. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major. Minority includes Asian, Black, Hawaiian, Hispanic, and Native American.

Persistence Rate: First-Time Full-Time Bachelor's Degree-Seeking, Minority

Fall Cohort	Subsequent Fall							
	1	2	3	4	5	6	7	8
2008	62.9%	42.4%	33.9%	26.3%	23.4%	22.2%	19.6%	18.1%
2009	59.1%	42.1%	32.1%	27.6%	23.5%	20.7%	18.8%	19.0%
2010	55.5%	31.1%	23.5%	21.8%	21.7%	18.6%	16.0%	14.8%
2011	58.3%	39.4%	30.0%	25.0%	22.9%	19.4%	19.4%	19.0%
2012	56.4%	37.8%	29.6%	27.3%	25.8%	24.7%	22.5%	21.7%
2013	56.4%	41.0%	34.4%	32.6%	28.5%	25.9%	25.6%	25.1%
2014	65.7%	49.4%	40.3%	37.8%	34.8%	33.5%	33.0%	30.5%
2015	63.4%	55.3%	48.5%	43.0%	40.1%	36.6%	34.6%	-
2016	72.2%	58.0%	46.3%	42.3%	40.9%	39.9%	-	-
2017	66.4%	52.2%	45.3%	42.9%	40.5%	-	-	-
2018	67.2%	48.8%	45.9%	43.5%	-	-	-	-
2019	67.2%	48.5%	38.8%	-	-	-	-	-
2020	70.8%	54.3%	-	-	-	-	-	-
2021	71.4%	-	-	-	-	-	-	-

Persistence through Eight Years after Entrance: International

YSU's Persistence Rate: International
First-Time Full-Time Bachelor's Degree-Seeking



Source: YSU IR Datasets and ODS_ST_ACADEMIC_OUTCOMES. Persistence means graduated or retained by the University to the next subsequent fall term. It does NOT indicate a continuation in the entering college or major.

Persistence Rate: First-Time Full-Time Bachelor's Degree-Seeking, International

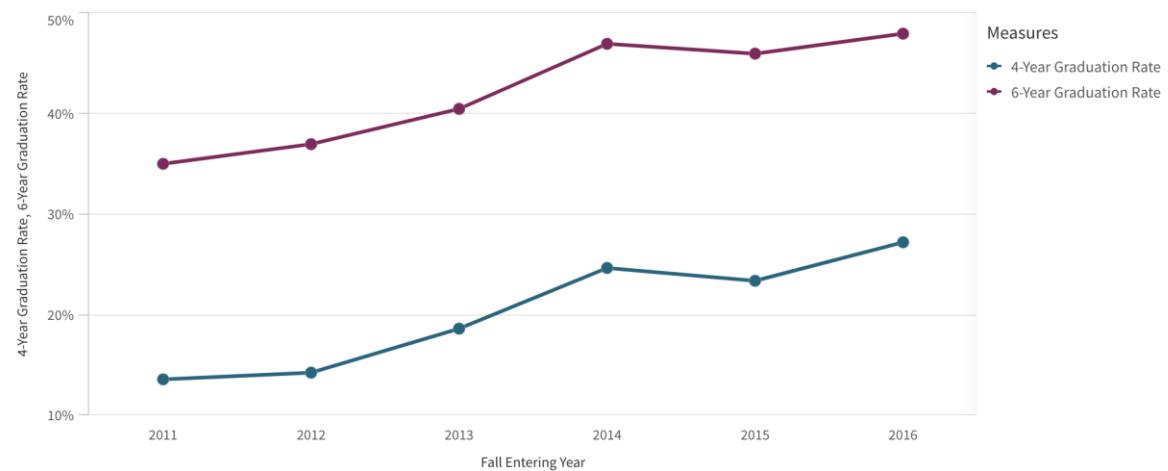
Fall Cohort	Subsequent Fall							
	1	2	3	4	5	6	7	8
2008	60.0%	60.0%	60.0%	60.0%	80.0%	20.0%	20.0%	0.0%
2009	63.6%	45.5%	45.5%	45.5%	45.5%	45.5%	0.0%	0.0%
2010	71.4%	71.4%	71.4%	85.7%	85.7%	0.0%	0.0%	14.3%
2011	100.0%	50.0%	50.0%	50.0%	75.0%	0.0%	0.0%	0.0%
2012	81.8%	72.7%	72.7%	63.6%	54.5%	18.2%	54.5%	0.0%
2013	70.0%	70.0%	70.0%	70.0%	70.0%	0.0%	0.0%	0.0%
2014	91.7%	79.2%	83.3%	83.3%	75.0%	75.0%	4.2%	4.2%
2015	85.7%	71.4%	61.9%	61.9%	57.1%	61.9%	-	-
2016	81.8%	59.1%	50.0%	50.0%	54.5%	45.5%	-	-
2017	79.2%	70.4%	64.0%	68.8%	67.2%	-	-	-
2018	92.5%	86.8%	83.0%	84.9%	-	-	-	-
2019	68.8%	56.3%	56.3%	-	-	-	-	-
2020	84.6%	84.6%	-	-	-	-	-	-
2021	74.4%	-	-	-	-	-	-	-

- *Academic Preparation of the Incoming Class*
- *Headcount and Full-Time Equivalent Enrollment*
- *Credit Hours of Instruction*
- *Fall-to-Fall Retention Rate*
- *Persistence Rate*
- **Cohort Graduation Rate**
- *Degrees Awarded*
- *Faculty Headcounts*

4- and 6-Year Graduation Rates, Cohorts 2011-2016

YSU's 4- and 6-Year Graduation Rates, Cohorts 2011-2016

First-Time Full-Time Bachelor's Degree-Seeking



Source: YSU IPEDS Graduation Rates survey responses.

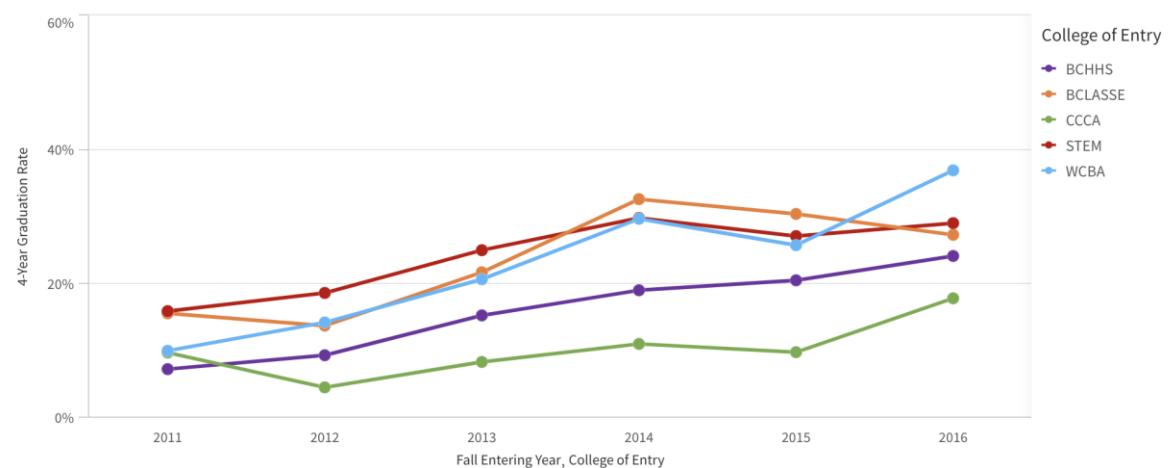
4- and 6-Year Graduation Rates, Cohorts 2011-2016

First-Time Full-Time Bachelor's Degree-Seeking

Q	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
4-Year	13.6%	14.2%	18.6%	24.7%	23.4%	27.2%	0.04	16%	0.14	100%
6-Year	35.0%	37.0%	40.5%	46.9%	46.0%	48.0%	0.02	4%	0.13	37%

YSU's 4-Year Graduation Rates, Cohorts 2011-2016 by College

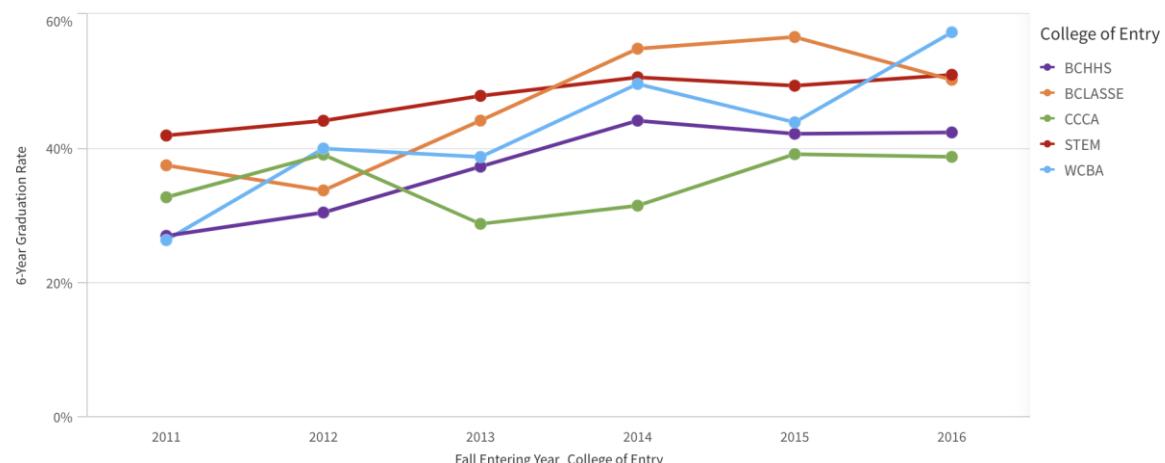
First-Time Full-Time Bachelor's Degree-Seeking



Source: YSU IPEDS Graduation Rates survey responses.

4- and 6-Year Graduation Rates, Cohorts 2011-2016

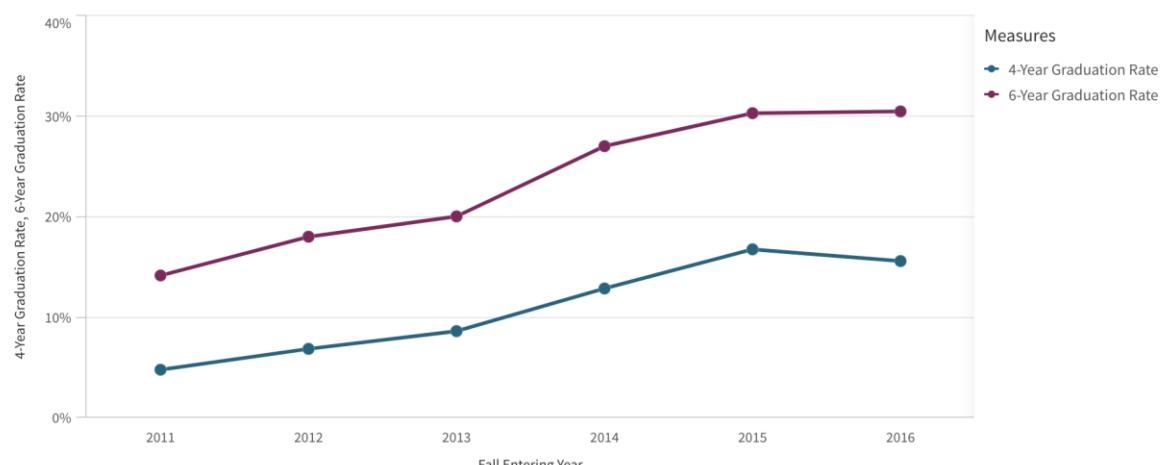
YSU's 6-Year Graduation Rates, Cohorts 2011-2016 by College
First-Time Full-Time Bachelor's Degree-Seeking



Source: YSU IPEDS Graduation Rates survey responses.

4- and 6-Year Graduation Rates, Cohorts 2011-2016: Minority

YSU's 4- and 6-Year Graduation Rates, Cohorts 2011-2016: Minority
First-Time Full-Time Bachelor's Degree-Seeking



Source: YSU IPEDS Graduation Rates survey responses. Minority includes Asian, Black, Hawaiian, Hispanic, and Native American.

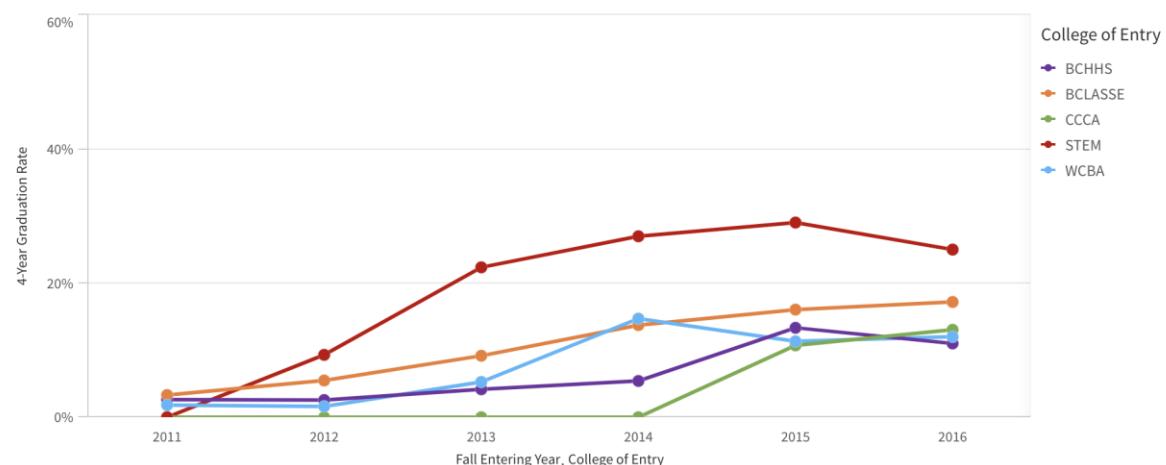
4- and 6-Year Graduation Rates, Cohorts 2011-2016: Minority
First-Time Full-Time Bachelor's Degree-Seeking

Q	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
4-Year	4.8%	6.9%	8.6%	12.9%	16.8%	15.6%	-0.01	-7%	0.11	226%
6-Year	14.2%	18.0%	20.1%	27.0%	30.3%	30.5%	0.00	1%	0.16	115%

4- and 6-Year Graduation Rates, Cohorts 2011-2016: Minority

YSU's 4-Year Graduation Rates, Cohorts 2011-2016 by College: Minority

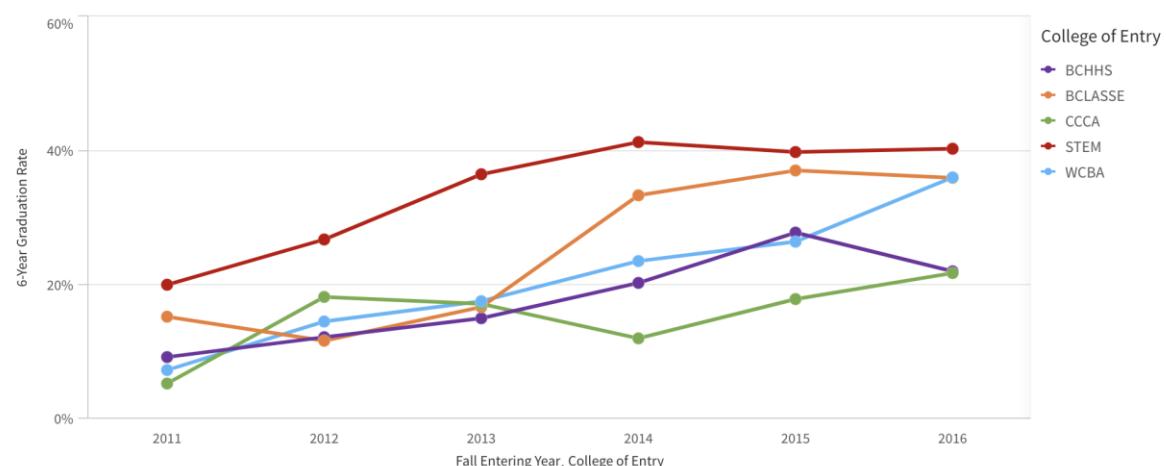
First-Time Full-Time Bachelor's Degree-Seeking



Source: YSU IPEDS Graduation Rates survey responses. Minority includes Asian, Black, Hawaiian, Hispanic, and Native American.

YSU's 6-Year Graduation Rates, Cohorts 2011-2016 by College: Minority

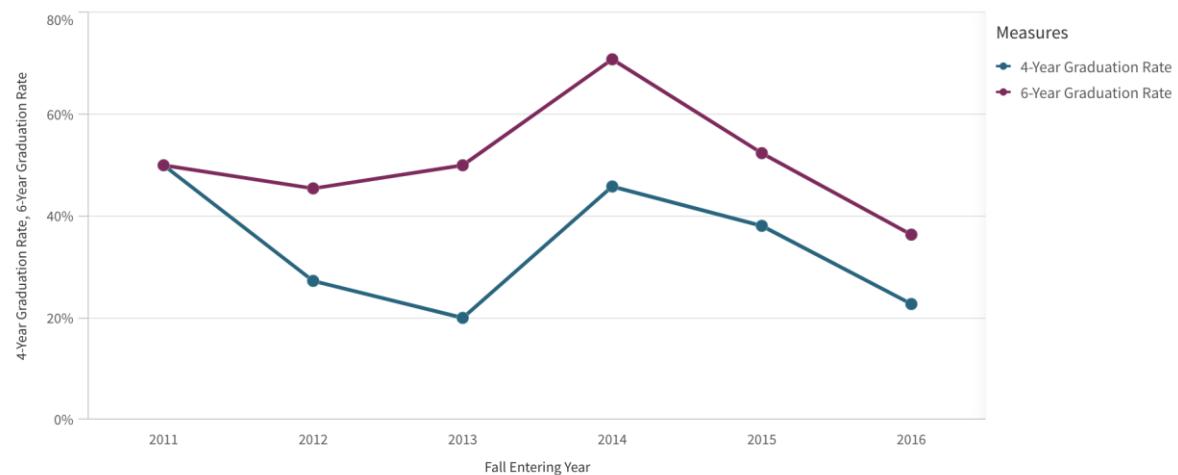
First-Time Full-Time Bachelor's Degree-Seeking



4- and 6-Year Graduation Rates, Cohorts 2011-2016: International

YSU's 4- and 6-Year Graduation Rates, Cohorts 2011-2016: International

First-Time Full-Time Bachelor's Degree-Seeking



Source: YSU IPEDS Graduation Rates survey responses.

4- and 6-Year Graduation Rates, Cohorts 2011-2016: International

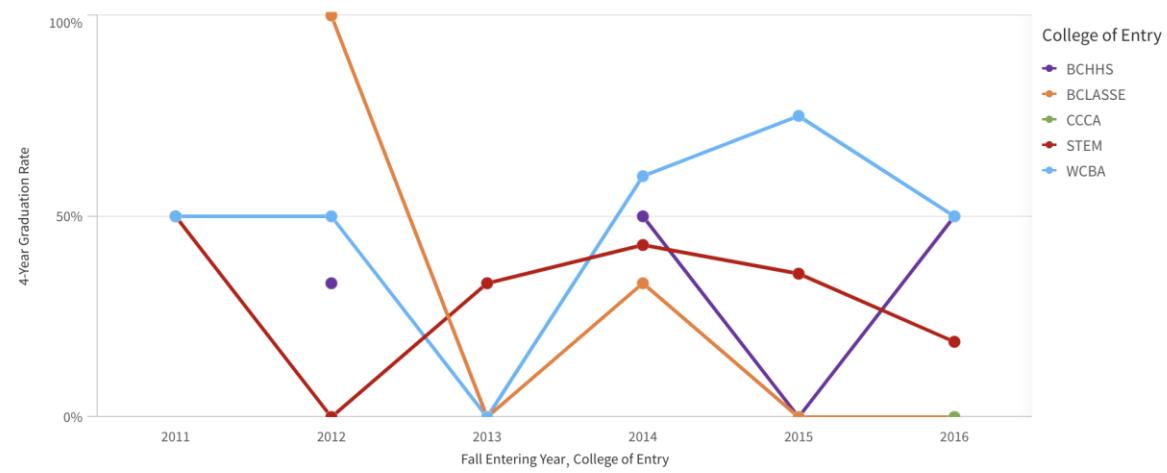
First-Time Full-Time Bachelor's Degree-Seeking

Q	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
4-Year	50.0%	33.3%	22.2%	45.8%	38.1%	22.7%	-0.15	-40%	-0.27	-55%
6-Year	50.0%	55.6%	55.6%	70.8%	52.4%	36.4%	-0.16	-31%	-0.14	-27%

4- and 6-Year Graduation Rates, Cohorts 2011-2016: International

YSU's 4-Year Graduation Rates, Cohorts 2011-2016 by College: International

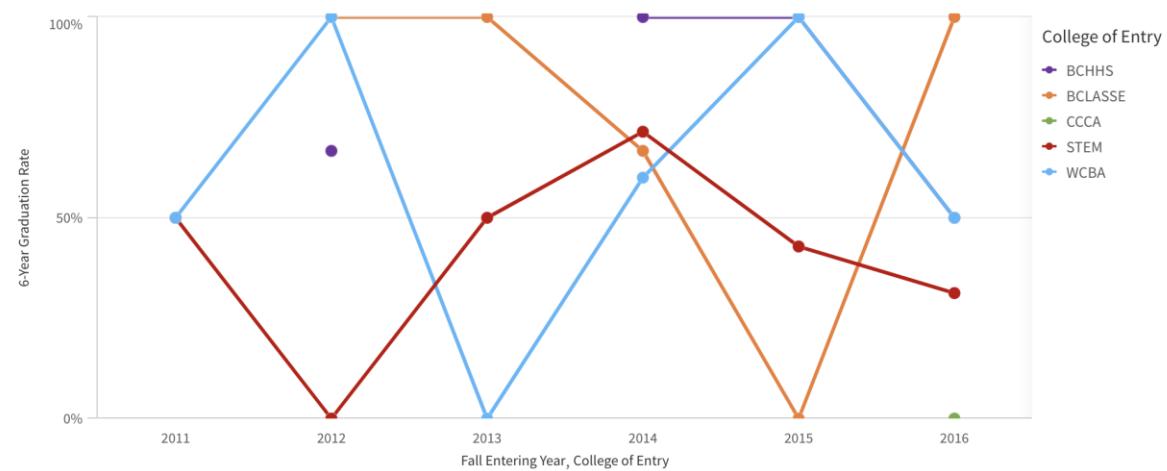
First-Time Full-Time Bachelor's Degree-Seeking



Source: YSU IPEDS Graduation Rates survey responses.

YSU's 6-Year Graduation Rates, Cohorts 2011-2016 by College: International

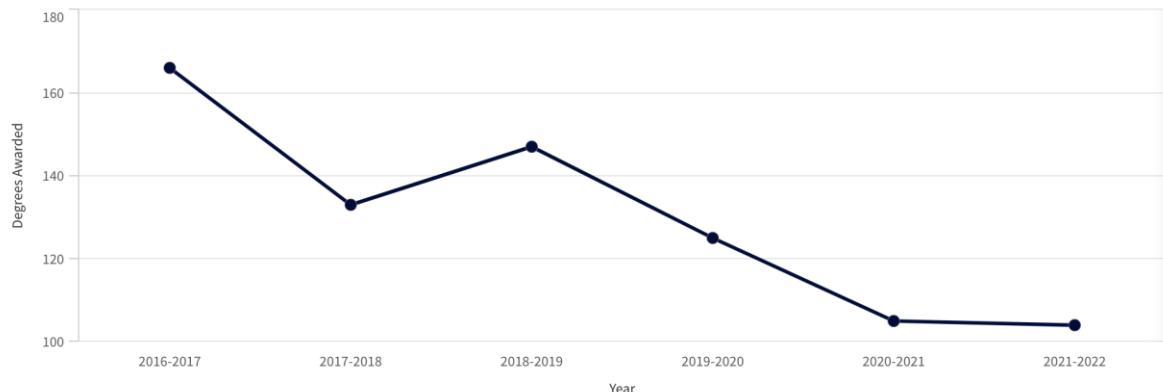
First-Time Full-Time Bachelor's Degree-Seeking



- *Academic Preparation of the Incoming Class*
- *Headcount and Full-Time Equivalent Enrollment*
- *Credit Hours of Instruction*
- *Fall-to-Fall Retention Rate*
- *Persistence Rate*
- *Cohort Graduation Rate*
- **Degrees Awarded**
- *Faculty Headcounts*

Degrees Awarded: Associate

YSU Degrees Awarded: Associate



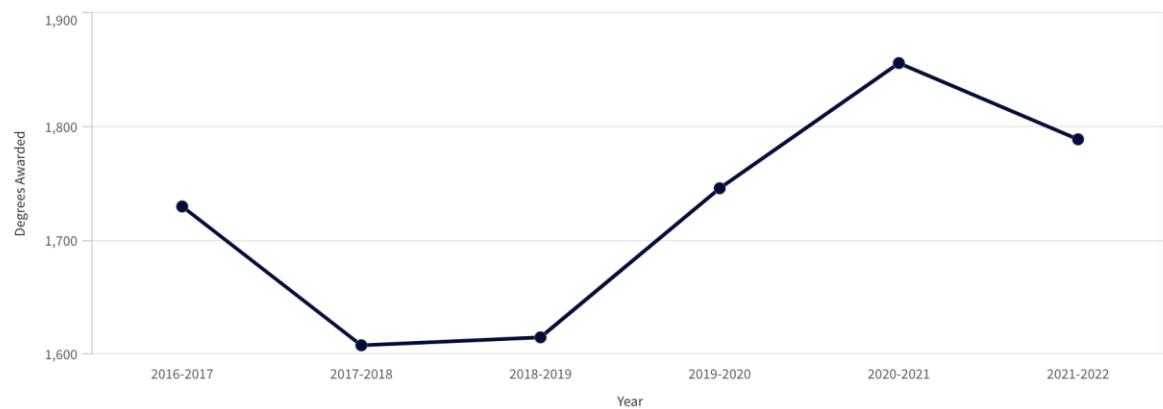
Source: YSU Banner System. July 1 through June 30.

Degrees Awarded: Associate

2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
166	133	147	125	105	104	-1	-1%	-62	-37%

Degrees Awarded: Bachelor's

YSU Degrees Awarded: Bachelor's



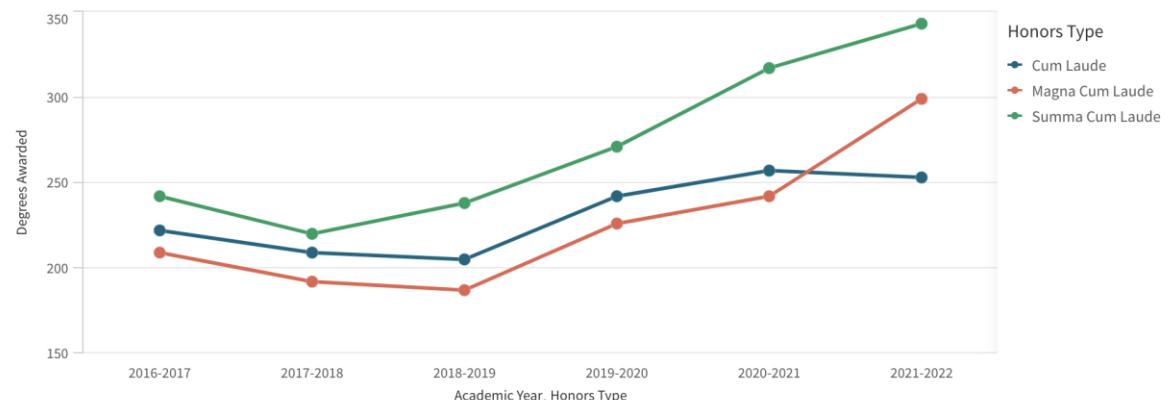
Source: YSU Banner System. July 1 through June 30.

Degrees Awarded: Bachelor's

2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
1,730	1,608	1,615	1,746	1,856	1,789	-67	-4%	59	3%

Degrees Awarded: Bachelor's with Honors

YSU Degrees Awarded: Bachelor's with Honors



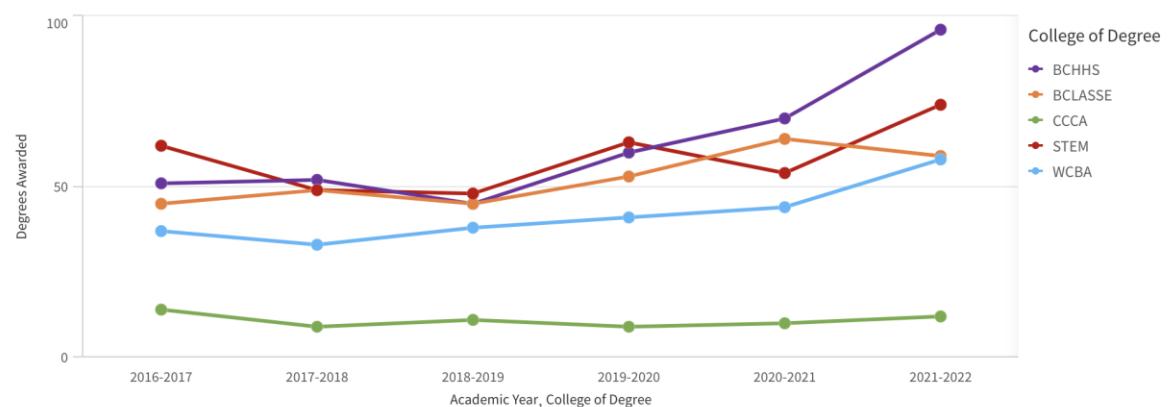
Source: YSU Banner System. July 1 through June 30.

Degrees Awarded: Bachelor's with Honors

Honors Type	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
Cum Laude	222	209	205	242	257	253	-4	-2%	31	14%
Magna Cum Laude	209	192	187	226	242	299	57	24%	90	43%
Summa Cum Laude	242	220	238	271	317	343	26	8%	101	42%

Degrees Awarded: Bachelor's, Magna Cum Laude

YSU Degrees Awarded by College: Bachelor's, Magna Cum Laude



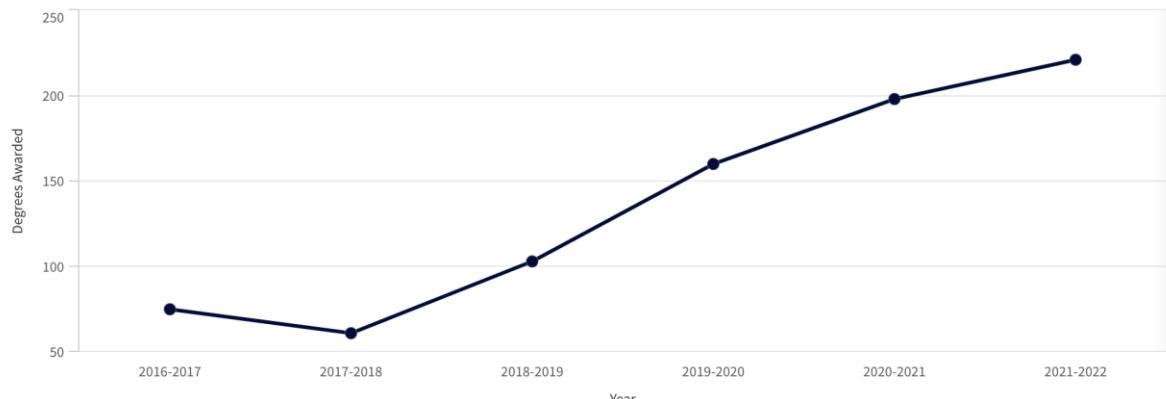
Source: YSU Banner System. July 1 through June 30.

Degrees Awarded: Bachelor's, Magna Cum Laude

College of Degree	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
BCHHS	51	52	45	60	70	96	26	37%	45	88%
BCLASSE	45	49	45	53	64	59	-5	-8%	14	31%
CCCA	14	9	11	9	10	12	2	20%	-2	-14%
STEM	62	49	48	63	54	74	20	37%	12	19%
WCBA	37	33	38	41	44	58	14	32%	21	57%

Degrees Awarded: Honors/Scholars

YSU Degrees Awarded: Honors/Scholars



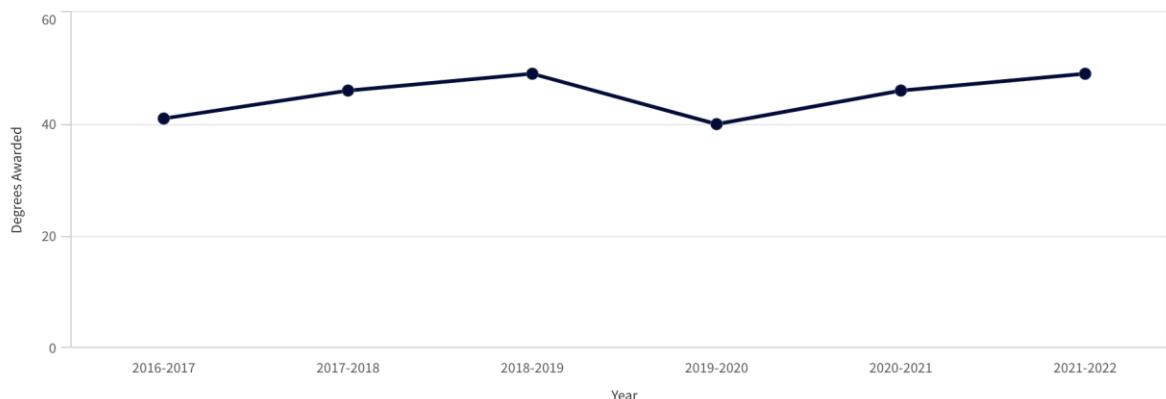
Source: YSU Banner System. July 1 through June 30.

Degrees Awarded: Honors/Scholars

2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
75	61	103	160	198	221	23	12%	146	195%

Degrees Awarded: Doctoral

YSU Degrees Awarded: Doctoral



Source: YSU Banner System. July 1 through June 30.

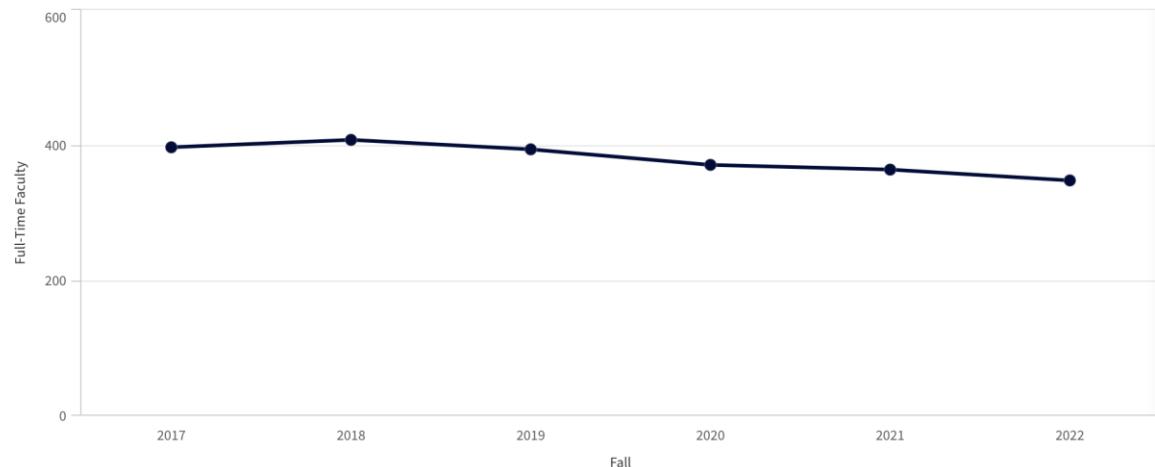
Degrees Awarded: Doctoral

2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
41	46	49	40	46	49	3	7%	8	20%

- *Academic Preparation of the Incoming Class*
- *Headcount and Full-Time Equivalent Enrollment*
- *Credit Hours of Instruction*
- *Fall-to-Fall Retention Rate*
- *Persistence Rate*
- *Cohort Graduation Rate*
- *Degrees Awarded*
- **Faculty Headcounts**

Full-Time Faculty Headcount

YSU's Full-Time Faculty Headcount



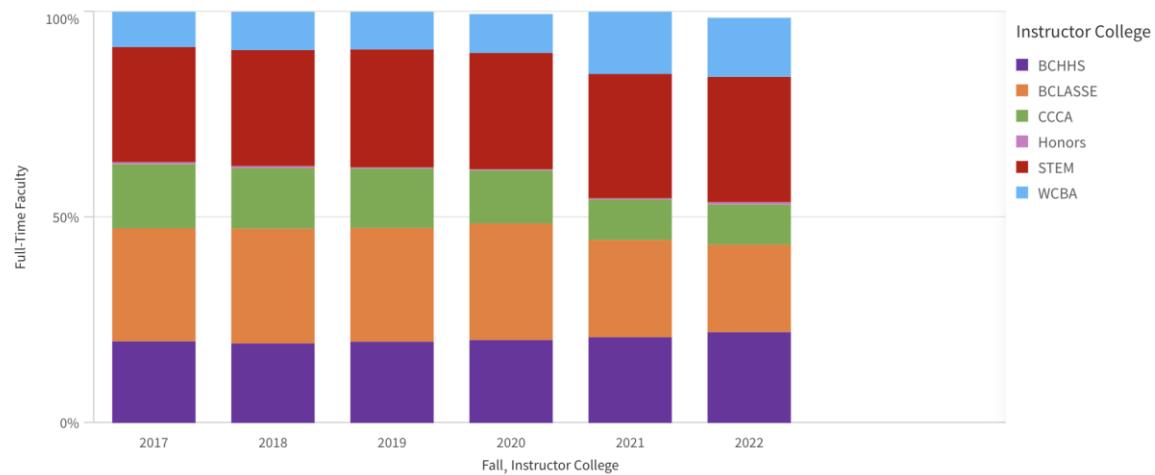
Source: YSU Banner data reported via IPEDS Human Resources Survey.

Full-Time Faculty Headcount

Fall 17	Fall 18	Fall 19	Fall 20	Fall 21	Fall 22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
397	408	394	371	364	348	-16	-4%	-49	-12%

Full-Time Faculty Headcount Share

YSU's Full-Time Faculty Percent Share by College



Source: YSU Banner data reported via IPEDS Human Resources Survey.

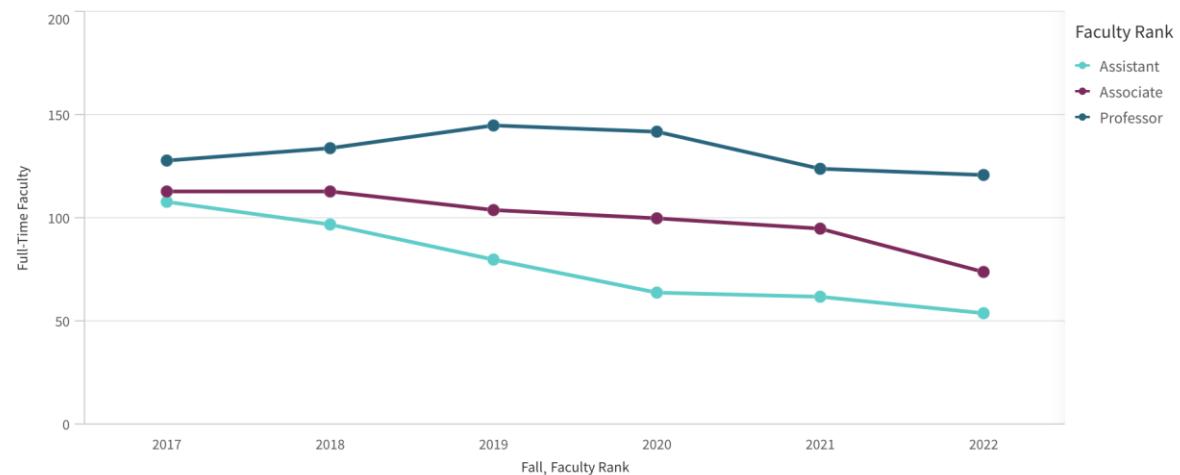
Full-Time Faculty Headcount Share by College

Instructor College	Q	Fall 17	Fall 18	Fall 19	Fall 20	Fall 21	Fall 22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
BCHHS		20%	19%	20%	20%	21%	22%	0.01	6%	0.02	11%
BCLASSE		27%	28%	28%	28%	24%	21%	-0.02	-10%	-0.06	-23%
CCCA		16%	15%	14%	13%	10%	10%	-0.00	-1%	-0.06	-37%
Honors		1%	0%	0%	0%	0%	1%	0.00	109%	0.00	14%
STEM		28%	28%	29%	28%	30%	30%	0.00	1%	0.03	9%
WCBA		9%	9%	9%	9%	15%	14%	-0.01	-5%	0.06	68%

280

Full-Time Faculty Headcount: Tenured by Rank

YSU's Full-Time Faculty Headcount: Tenured by Rank



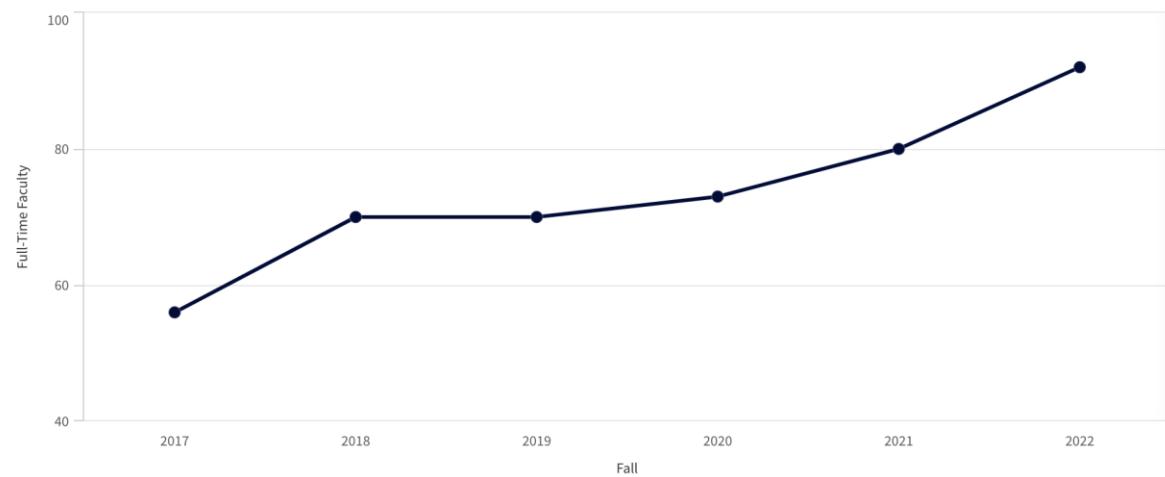
Source: YSU Banner data reported via IPEDS Human Resources Survey.

Full-Time Faculty Headcount: Tenured by Rank

Faculty Rank	Q	Fall 17	Fall 18	Fall 19	Fall 20	Fall 21	Fall 22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
Professor		128	134	145	142	124	121	-3	-2%	-7	-5%
Associate		113	113	104	100	95	74	-21	-22%	-39	-35%
Assistant		108	97	80	64	62	54	-8	-13%	-54	-50%

Full-Time Faculty Headcount: Not Tenure-Track

YSU's Full-Time Faculty Headcount: Not Tenure-Track



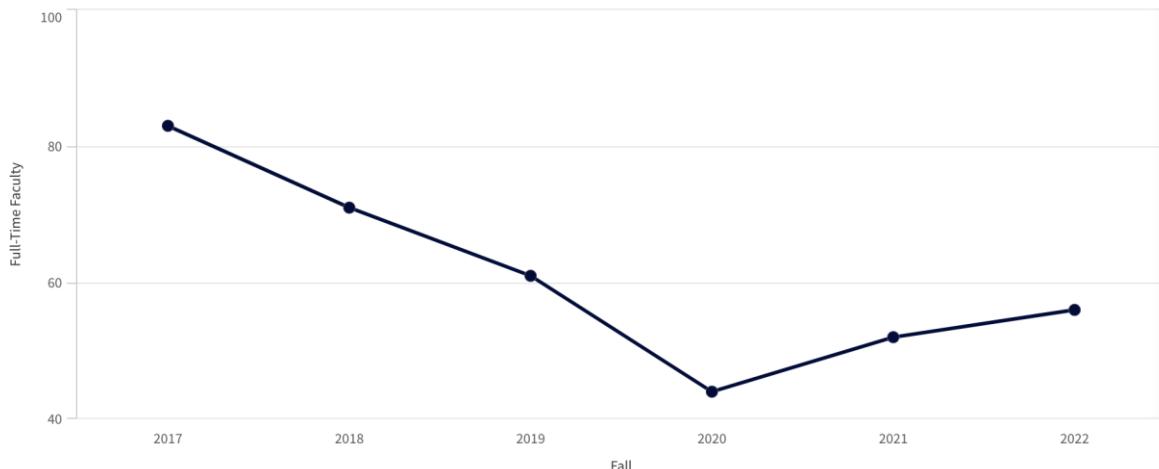
Source: YSU Banner data reported via IPEDS Human Resources Survey.

Full-Time Faculty Headcount: Not Tenure-Track

Fall 17	Fall 18	Fall 19	Fall 20	Fall 21	Fall 22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
56	70	70	73	80	92	12	15%	36	64%

Full-Time Faculty Headcount: Tenure-Track

YSU's Full-Time Faculty Headcount: Tenure-Track



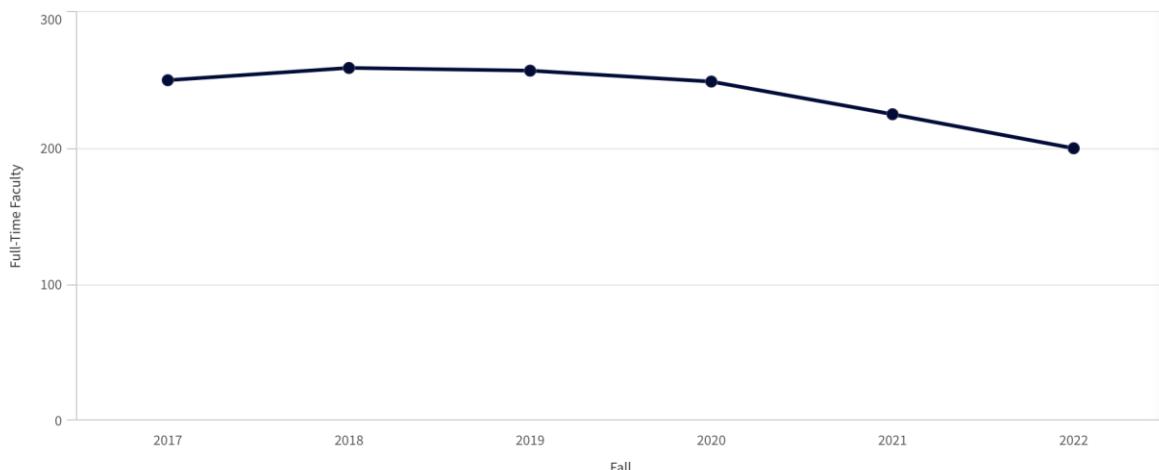
Source: YSU Banner data reported via IPEDS Human Resources Survey.

Full-Time Faculty Headcount: Tenure-Track

Fall 17	Fall 18	Fall 19	Fall 20	Fall 21	Fall 22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
83	71	61	44	52	56	4	8%	-27	-33%

Full-Time Faculty Headcount: Tenured

YSU's Full-Time Faculty Headcount: Tenured



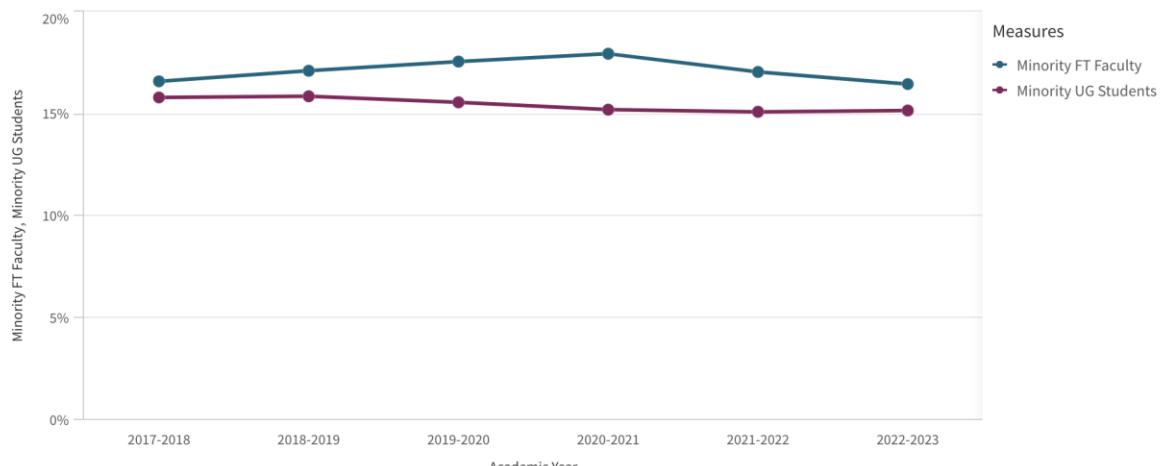
Source: YSU Banner data reported via IPEDS Human Resources Survey.

Full-Time Faculty Headcount: Tenured

Fall 17	Fall 18	Fall 19	Fall 20	Fall 21	Fall 22	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
250	259	257	249	225	200	-25	-11%	-50	-20%

Percentage Minority: Full-Time Faculty and Undergraduate Students

YSU's Percentage Minority Full-Time Faculty and Undergraduate Students



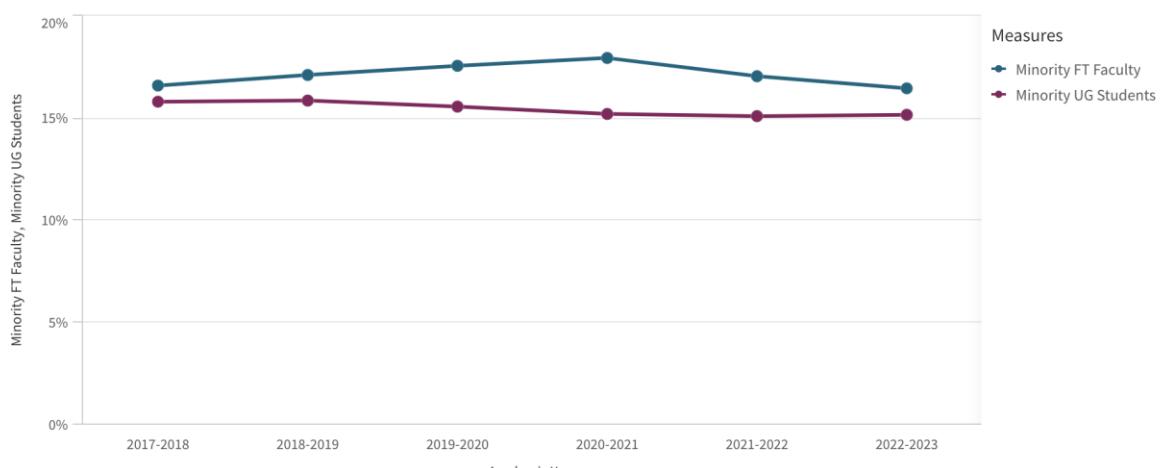
Source: YSU Banner data reported via IPEDS Human Resources Survey.

Percentage Minority Full-Time Faculty and Undergraduate Students

Minority	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
FT Faculty	16.8%	16.4%	16.5%	17.8%	16.5%	15.5%	-0.01	-6%	-0.01	-7.62%
Undergraduates	15.8%	15.9%	15.6%	15.2%	15.1%	15.2%	0.00	0%	-0.01	-4.06%

Percentage Minority: Full-Time Faculty and Undergraduate Students

YSU's Percentage Minority Full-Time Faculty and Undergraduate Students



Source: YSU Banner data reported via IPEDS Human Resources Survey.

Percentage Minority Full-Time Faculty and Undergraduate Students

Minority	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	One-Year Change	One-Year Change %	Five-Year Change	Five-Year Change %
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Undergraduates	15.8%	15.9%	15.6%	15.2%	15.1%	15.2%	0.00	0%	-0.01	-4.06%

Youngstown State University

High Level Summary

2022 IPEDS DATA FEEDBACK REPORT

Data is typically for Fall 2021, FY-21, or from the 2020-2021 academic year

[29 comparison institutions report](#)

March 2023

Board of Trustees

- YSU is more selective (78% vs. 90% admitted) and has a higher yield (30% vs. 25% matriculated)
- YSU average net price is lower (\$1,210) while published tuition and fees is higher (\$1,061) compared to peers
- A lower percentage of YSU students receive aid (79% vs. 92%) while the amount of aid received is higher for YSU students compared to peers (\$8,912 vs. \$8,779)
- The 6-y graduation rate for the 2015 cohort is similar (47% vs. 48%) while the graduation rates for black/African American are lower for YSU (30% vs. 36%; 21% vs. 32% in previous report), while YSU graduation rate for non-resident aliens is higher (61% vs. 56%) compared to peers
- 6-y graduation rate for the 2013 cohort is lower for YSU (41% vs. 46%) than compared to peers
- For YSU, the 6-y graduation rate for the 2015 cohort is 6% higher than that of the 2013 cohort, while for the same comparison it is 2% higher for peers for the 2015 cohort compared to the 2013 cohort
- YSU non-first-time, full-time, degree/certificate seeking undergraduate PELL recipients (2013-14 cohort) have a lower 8-y graduation rate (45% vs. 57%), and YSU non-PELL recipients have a lower graduation rate (56% vs. 65%) compared to peers
- State funding constitutes a smaller percentage of revenue for YSU compared to peers (19% vs. 25%), while 7% vs. 1% of revenue is derived from private gifts, grants, and contracts for YSU and peers, respectively
- YSU invests 69% while peers invest 57% of core expenses in the areas of instruction, academic support, and research per student FTE
- YSU spends \$13,988 while peers spend \$18,253 per student FTE (peers spend \$4,265 or 30% more than YSU per student FTE)
- Average salaries (9-month) for all academic ranks is \$76,588 for YSU vs. \$79,509 for Peers (3.6% lower than Peers)
- YSU has slightly more (49%) compared to peers (47%) of individuals in instruction and instructional support occupational categories considering all 10 categories of employment
- YSU has 1, 174 while peers have 1,305 FTE staff for 10 occupational categories (YSU employs 131 or 11% fewer FTE staff)

WHAT STATE HAS THE MOST COLLEGES?

(The larger the population unit per college the less the competition amongst colleges for potential students/participants)

Article from Broke Scholar regarding [What State Has the Most Colleges](#)

Rank	State	Number of Colleges	Rank
1	New York	190	1
2	California	151	2
3	Pensylvania	110	3
4	Texas	110	4
5	Ohio	104	5
6	Florida	92	6
7	Massachusetts	78	7
8	Illinois	73	8
9	North Carolina	63	9
10	Georgia	57	10

Population by age-group data source:

<https://datacenter.kidscount.org/data/tables/6538-adult-population-by-age-group#detailed/2/2-53/false/2048,574,1729,37,871,870,573,869,36,868/117,2802,2803/13515,13516>

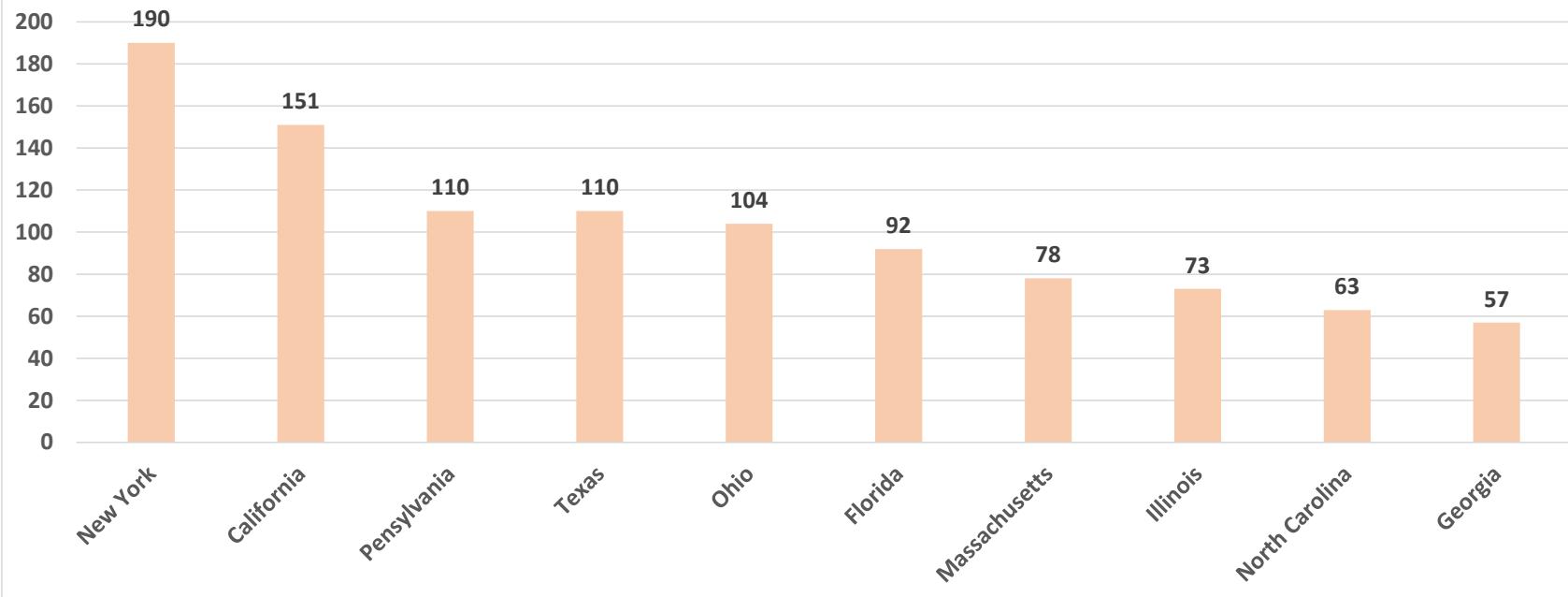
Population by state data source:

<https://worldpopulationreview.com/states>

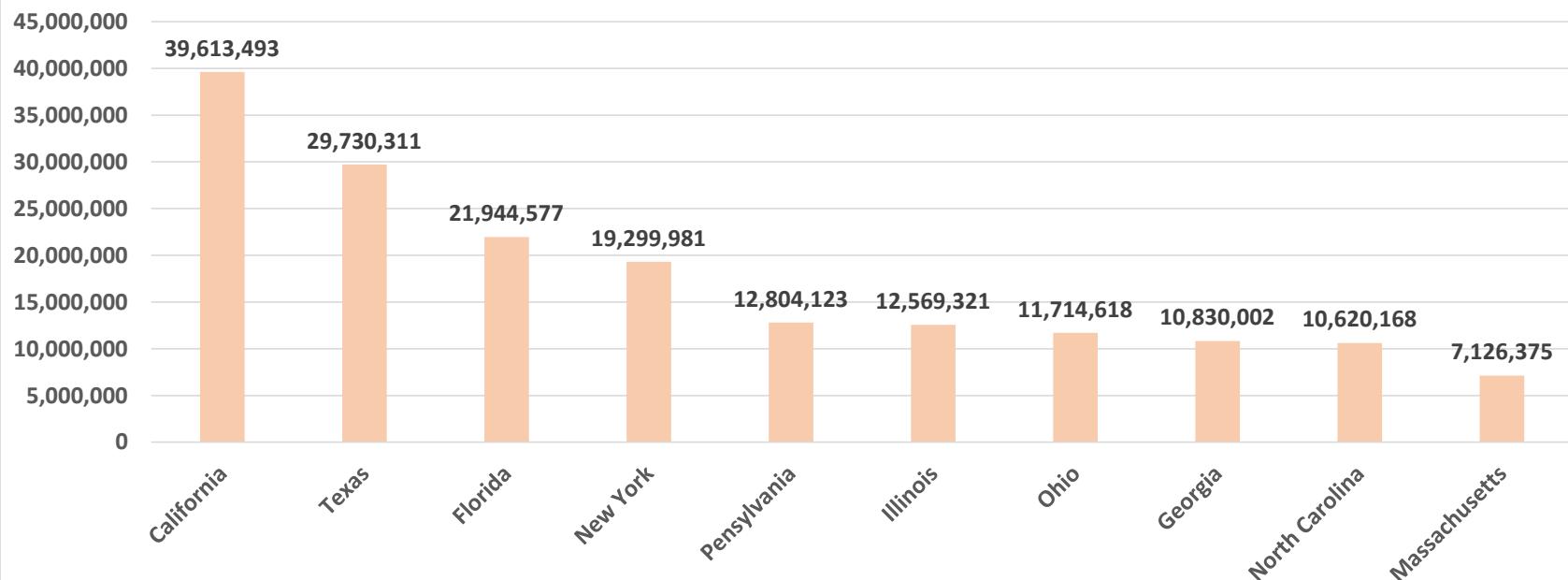
“...to determine which states have the most colleges, we sourced data from the [National Center for Education Statistics \(NCES\)](#). In order to qualify for our list, institutions had to:”

- Award bachelor's degrees (at a minimum)
- Be a four-year public college or university, or
- Be a four-year private, not-for-profit college or university

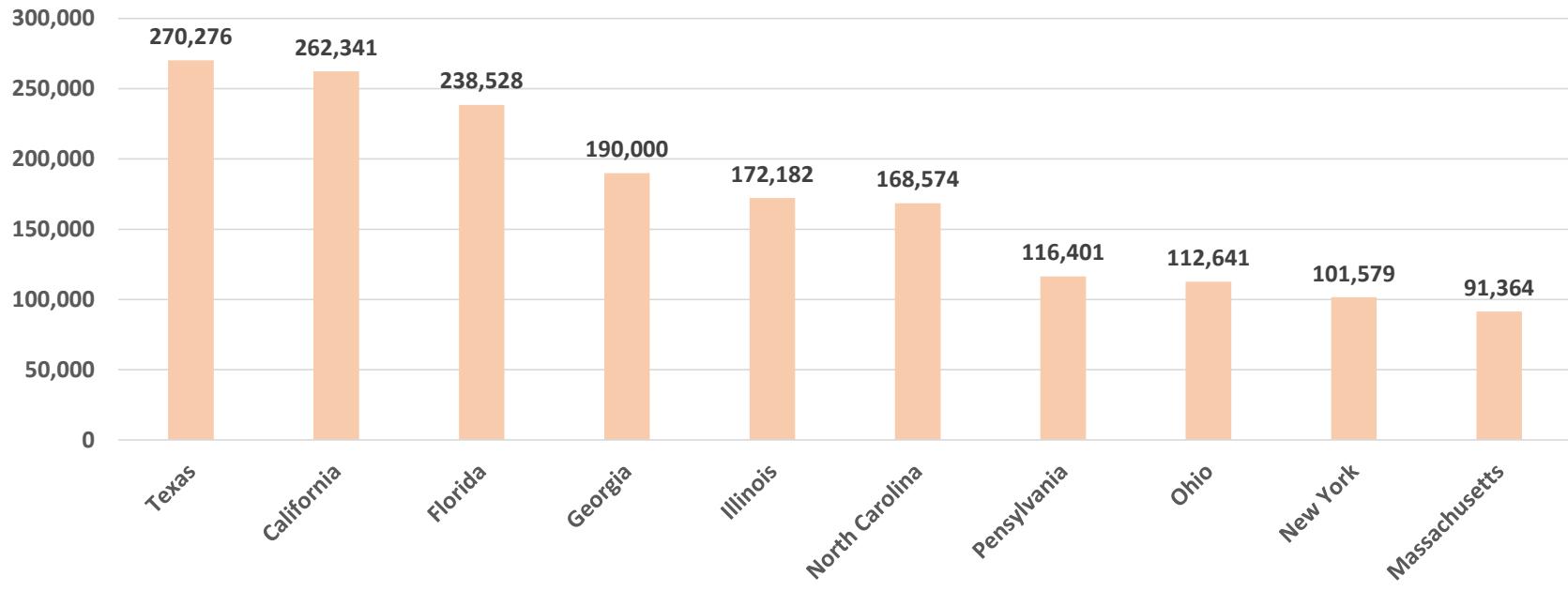
Top 10 States for the Number of Colleges



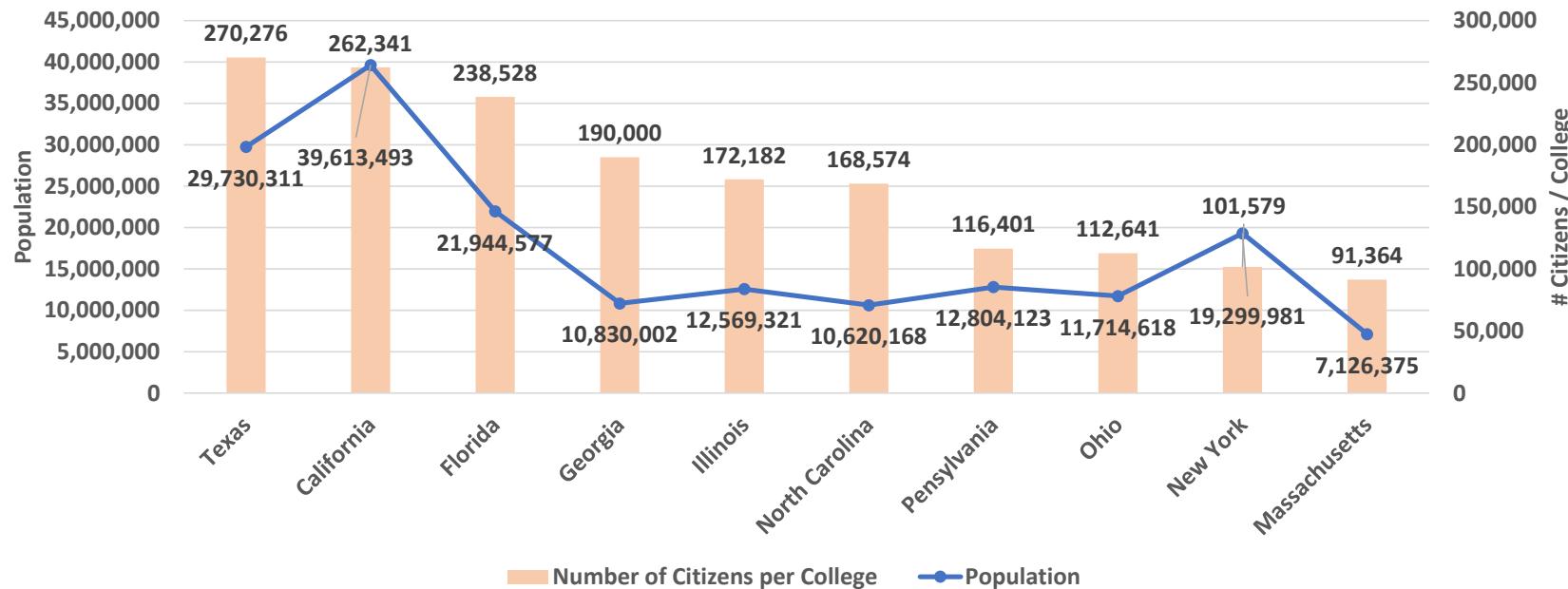
Population of the Top 10 States for the Number of Colleges

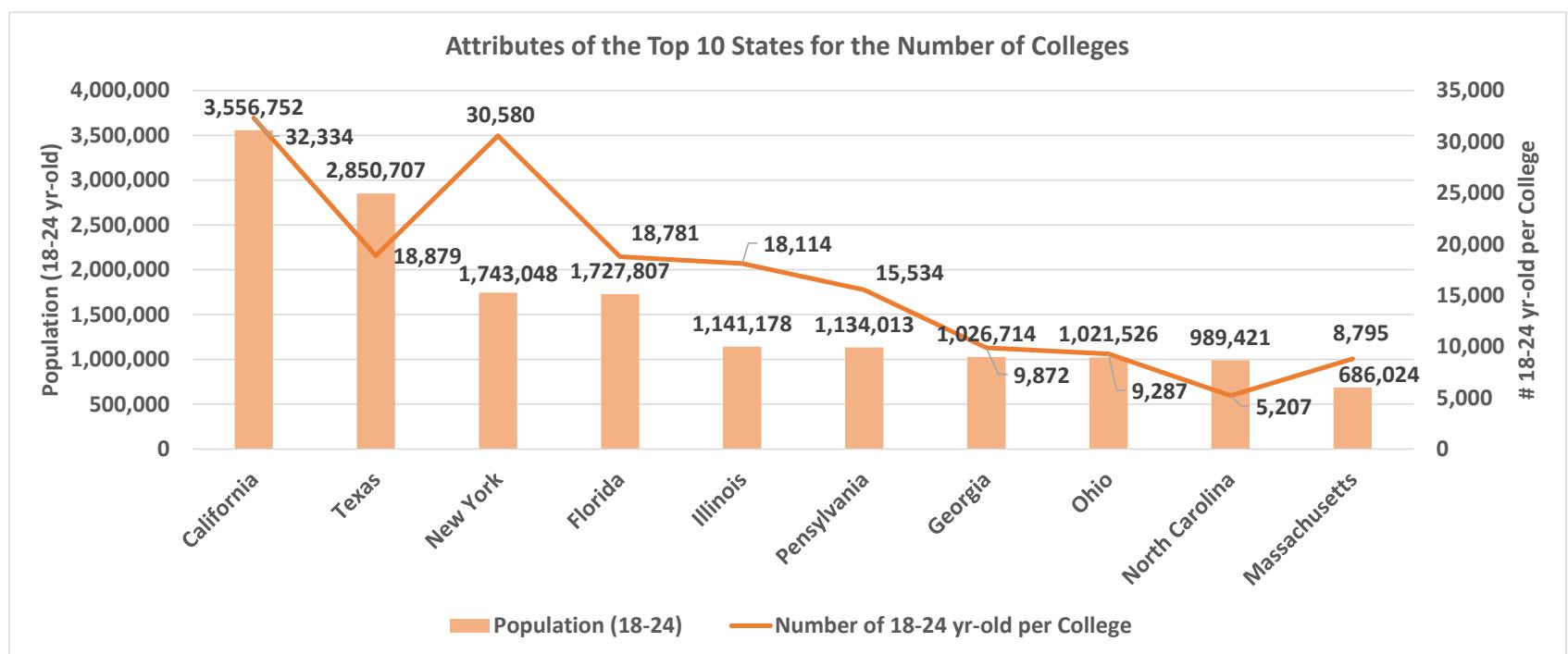
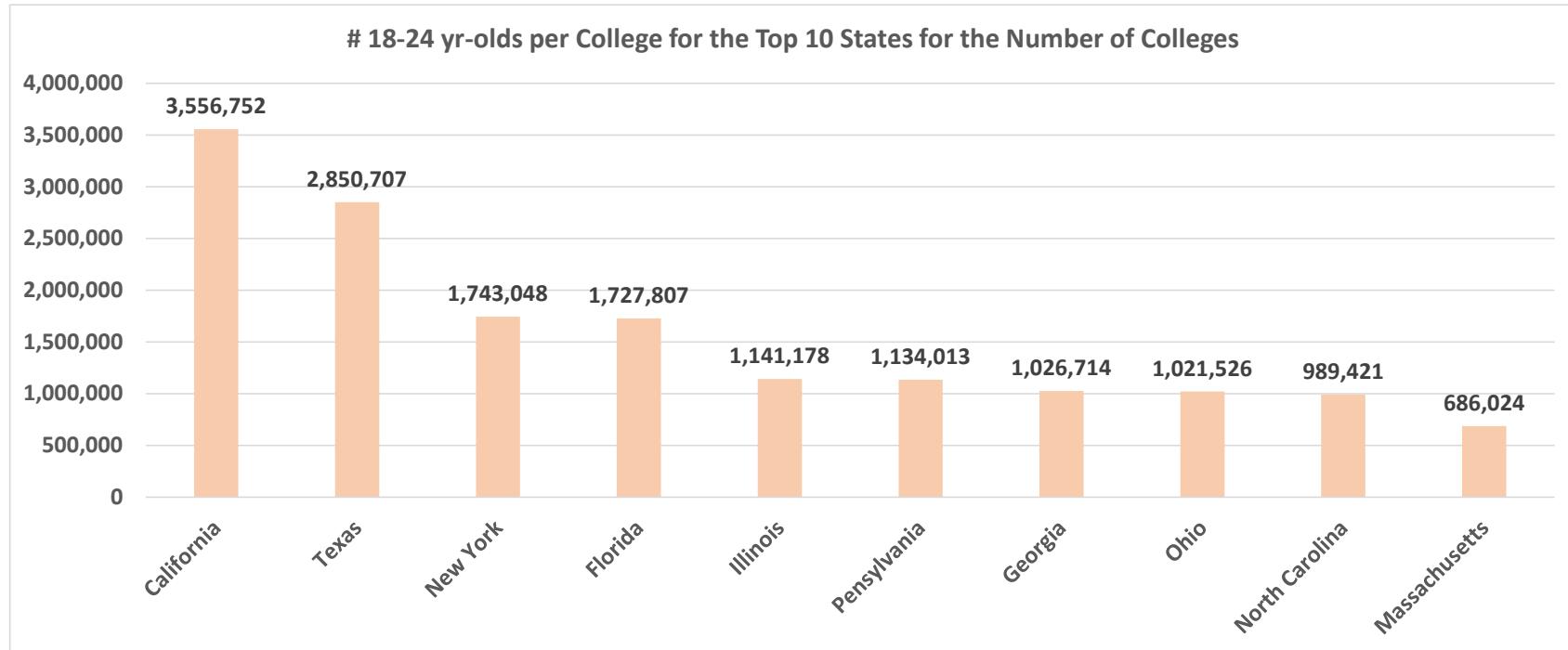


Number of Citizens per College for the Top 10 States for the Number of Colleges



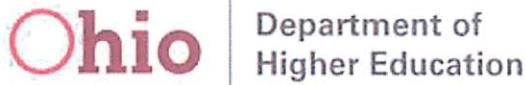
Attributes of the Top 10 States for the Number of Colleges





Cynthia M. Bell

From: Gardner, Randy <RGardner@highered.ohio.gov>
Sent: Friday, January 27, 2023 11:57 AM
To: Cynthia M. Bell
Subject: INVITATION – MARCH 8 TRUSTEES CONFERENCE



Mike DeWine, Governor
Randy Gardner, Chancellor

TO: TRUSTEES & PRESIDENTS
Ohio Public Colleges and Universities

FROM: RANDY GARDNER
Chancellor

RE: INVITATION – MARCH 8 TRUSTEES CONFERENCE

This is a “Save the Date” memo to inform you of our upcoming virtual Trustees Conference planned for Wednesday, March 8, from 10:30 AM to 12:00 PM. Please see below the detailed Microsoft Teams information necessary to join the virtual event on March 8.

I am grateful to all who serve our great state as a college or university trustee or president. Now more than ever, your leadership is so very important as we seek to reach students and prepare them for the critical role they will play in Ohio’s future.

As some of you may recall, in 2019 we sponsored the largest in-person Trustees Conference in Ohio history. In 2020 and 2021, we offered a virtual conference attended by well over 200 trustees, presidents, and campus administrators. This year, we have again decided to offer a virtual Trustees Conference to be held Wednesday, March 8, from 10:30 AM to 12:00 PM.

The agenda will include detailed updates on important DeWine-Husted Ohio higher education budget initiatives in addition to remarks from other dignitaries and invited guests. Please send a brief RSVP to Shelby Hartley at SHartley@highered.ohio.gov indicating your intent to participate. I sincerely hope you will be able to join us on March 8 as we continue to work together to elevate higher education and strive to meet the needs of Ohio students.

Microsoft Teams meeting
Join on your computer, mobile app or room device
[Click here to join the meeting](#)

Or call in (audio only)

[+1 614-721-2972](tel:+1614-721-2972),[90107330#](tel:90107330#) United States, Columbus

Phone Conference ID: 901 073 30#

You are currently subscribed to institution_admins as: cmbell02@ysu.edu.

To unsubscribe click here:

http://list.em.ohio.gov/u?id=17906845.c42e36bf41c3c13f330fa8c5b1b46c9c&n=T&l=institution_admins&o=1072051

(It may be necessary to cut and paste the above URL if the line is broken)

or send a blank email to leave-1072051-17906845.c42e36bf41c3c13f330fa8c5b1b46c9c@list.em.ohio.gov

Youngstown State University Talking Points February, 2023

- Retention rate* has increased from the mid-sixties during 2011-2015 and is now in the mid- to high-seventies since 2016.
- Over six consecutive years (2011-2016), the six-year graduation rate* has increased from 35% (2011) to 48% (2016); a 13% increase.
- The number of Bachelor's degrees awarded has increased 15% across the last four academic years (2017-18: 1,608 to 2020-21: 1,856).
- Of the \$904 MM 2018 regional economic impact, 77% (\$704 MM) was related to the impact YSU alumni had on the region representing a 15% return on the investment of one-dollar.
- Serving the workforce needs of the region, the Division of Workforce Education and Innovation has issued over 2,000 certificates in its first operational cycle.
- The YSU Nursing program enrollment has grown from 400 students in 2017 to 750 students in 2022.
- Over the past seven years (2015-2021), YSU's enrollment decrease has been the least at -9% of the main campuses in Ohio, while the University of Akron-Akron, and Kent State University-Kent, have experienced decreased enrollment by -37%, and -12%, respectively.
- The impact of YSU Foundation on students per academic year is significant (compared to 29 peer institutions for 2020-21):
 - 73% of YSU students receive institutional aid compared to 57% for Peers;
 - YSU students receive on average \$600 more institutional grants compared to Peers
 - YSU student net price of attendance is on average, \$1,210 more affordable compared to Peers
 - Fewer students of the 2015 cohort transferred out of YSU (19%) compared to 28% for Peers

The successes of YSU students in recent years has been remarkable as indicated by the following non-comprehensive list:

- Ethics Bowl team won the Central State Regional Ethics Bowl contest for the 6th consecutive year and advanced to the national competition for the 7th consecutive year.
- Concrete Canoe Team won the Eastern Great Lakes regional competition and place 4th in the national competition.
- Steel Bridge Team also won their regional competition and finished 7th nationally.
- Baja Racing Team finished 14th overall in an international competition in Rochester, N.Y., besting all other Ohio teams.
- A team of four YSU students from WCBA placed as finalists in the 2022 NASBITE International Student Case Competition.

*=for a given fall a cohort is first-time, full-time, degree-seeking students, including those who started in the summer



**RESOLUTION TO APPROVE
RELIGIOUS ACCOMMODATIONS OF STUDENTS POLICY, 3356-8-09**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the creation of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 2, 2023
YR 2023-**

3356-8-09 Religious accommodations of students.

Responsible Division/Office: Academic Affairs
Responsible Officer: Vice Provost for Academic Administration and Student Outreach Support
Revision History: **New**
Board Committee: Academic Excellence and Student Success
Effective Date: **March 2, 2023**
Next Review: 2028

- (A) Policy statement. It is the policy of Youngstown state university (university) to recognize that diversity comes in many forms including religious diversity. In order to support our students and their diverse beliefs, the university adopts a policy consistent with Ohio Revised Code 3345.024, "The Testing Your Faith Act."
- (B) Purpose. The purpose of this policy is to establish procedures to reasonably accommodate the sincerely held beliefs and practices of individual students with regard to all examinations or other academic requirements and absences for reasons of faith or religious or spiritual belief system.
- (C) Parameters. Students may be absent for up to three days each academic semester to take holidays for reasons of faith or religious or spiritual belief system or participate in organized activities conducted under the auspices of a religious denomination, church, or other religious or spiritual organization. The university shall not impose an academic penalty as a result of a student being absent as permitted under this policy.
 - (1) The university will provide students with reasonable alternative accommodations with regard to examinations and other academic requirements missed due to an absence described in this policy if both of the following apply:
 - (a) The student's sincerely held religious belief or practice severely affects the student's ability to take an examination or meet an academic requirement; and

- (b) Not later than fourteen days after the first day of instruction in a particular course, the student is required to provide the instructor with written notice of the specific dates for which the student requests alternative accommodations.

(D) Procedures.

- (1) Instructors' responsibilities.
 - (a) Instructors will accept without question the sincerity of a student's religious or spiritual belief system
 - (b) Instructors shall keep requests for alternative accommodations confidential.
 - (c) Instructors shall schedule a time and date for an alternative examination, which may be before or after the time and date the examination or other academic requirement was originally scheduled, but shall do so without prejudicial effect.
 - (d) All instructors must include in each course syllabus a statement referencing this policy that shall include:
 - (i) A description of the general procedure for requesting accommodations from the course instructor;
 - (ii) Contact information for an individual whom students may contact for more information about this policy; and
 - (iii) The procedure under which a student may notify the university with any complaint with regard to the implementation of this policy.
- (2) This policy shall be posted in a prominent location on the university web site. The posting shall include the contact information of an individual who can provide further information about this policy.

- (3) A non-exhaustive list of major religious holidays or festivals for the next two academic years shall be posted in a prominent location on the university web site. The list shall explicitly state that it is non-exhaustive and shall not be used to deny reasonable accommodation to a student for a holiday or festival of the student's faith or religious or spiritual belief system that does not appear on the list.
- (4) Students may notify the university of any complaint under this policy by contacting the office of equal opportunity, policy development & title IX.

Deans Strategies/Tactics

30 University Performance Metrics

1. 4 and 6 year graduation Rates
2. Annual persistence rates (all students by cohort, etc.)
3. Annual persistence rates (all students by cohort, etc.)
4. Career Placement Rate
5. Classroom utilization rates
6. Cohort Persistence Rates (term to term retention)
7. Cohort Progress Rates (credits earned, GPA, major)
8. Diversity (% minority students & % minority faculty)
9. Experiential learning (internships/co-ops/clinicals FTE by Colleges
10. First year enrollment
11. First-year retention rate
12. Four- and six-year graduation rate
13. Freshman class-size
14. Honors Student Headcount
15. Honors Students Graduates
16. International enrollment
17. NSSE Quality of the Educational Experience
18. NSSE Seniors rate your entire educational experience
19. NSSE Would you go to the same institution
20. Number of international students
21. On-Line Enrollment
22. Perceived value of the educational experience
23. Persistence rate for diverse students
24. Persistence rates of international students
25. Placement rate 6-months post-graduation
26. Reduce Achievement Gap
27. Student credit hours % taught by full-time faculty
28. Sustainability of the Education Training Center
29. Total enrollment (14-d) head-count and full-time equivalent
30. Yield of Admitted Students

Deans Strategies/Tactics
Represent All Goals Identified by the
Plan for Strategic Actions to Take Charge of Our Future

Implement Best Practices That Address Student Needs Throughout the Student Life Cycle to Increase Persistence, Completion and Postgraduate Success

YSU Will Be Recognized As a Community-Engaged Campus By The Carnegie Foundation In Education; Health; Prosperity And Equity; And Arts And Culture.

Establish Universal Learning Outcomes to Enhance the Value of a YSU Degree

Develop a Culture of Assessment That Ensures the Quality of Academic Program Majors, Minors, and Other Credentials

Develop a Recruitment and Enrollment Strategy That Aligns With a Completion Strategy

Create Frameworks to Optimize Student and Postgraduate Success

Conduct and Support Research That Provides Relevant and Meaningful Educational Experiences for Students and Faculty That Adds Value to Area Citizens and Regional Partners.

Establish Universal Learning Outcomes to Enhance the Value of a YSU Degree

Example Strategies Tied to Specific Performance Metrics

Performance Metric	Tactic/Strategy	Measure
<ul style="list-style-type: none"> First-year retention rate Cohort Progress Rates (credits earned, GPA, major) Reduce Achievement Gap Four- and six-year graduation rate 	Require all students with fewer than 60 earned credits to see an advisor to register	Sophomore persistence
<ul style="list-style-type: none"> First-year retention rate Cohort Progress Rates (credits earned, GPA, major) Reduce Achievement Gap Four- and six-year graduation rate 	Increase faculty adoption of CRM Advise	<ul style="list-style-type: none"> Number of faculty raising alerts number of alerts raised number of students who receive an alert Decrease D, F, W grades
<ul style="list-style-type: none"> First-year retention rate Cohort Progress Rates (credits earned, GPA, major) 	Increase the number of faculty who are raising alerts early and frequently enough to ensure most timely intervention	<ul style="list-style-type: none"> Dates of alerts Decrease in D, F, W grades
<ul style="list-style-type: none"> First-year retention rate Cohort Progress Rates (credits earned, GPA, major) Reduce Achievement Gap Four- and six-year graduation rate 	Faculty give early and frequent assignments to better assess course-level progress	<ul style="list-style-type: none"> Review of syllabi shows frequency of assignments Increase in student satisfaction on the Noel Levitz item: "Faculty provide timely feedback about my academic progress."
<ul style="list-style-type: none"> First-year retention rate Cohort Progress Rates (credits earned, GPA, major) Reduce Achievement Gap Four- and six-year graduation rate 	Offer math placement prep coaching to YSU bound graduating HS seniors to increase the number of students who are eligible to start their math pathway in their first semester	Increase the number of students with at least a level 20 math placement
<ul style="list-style-type: none"> First-year retention rate Cohort Progress Rates (credits earned, GPA, major) Reduce Achievement Gap Four- and six-year graduation rate 	Provide academic advising to students in conjunction with math prep coaching to guide students' choice of major	Decrease the number of students not progressing in majors that require students to complete Pre-Calculus or Calculus

Example Strategies Tied to Specific Performance Metrics (Continued)

Performance Metric	Tactic/Strategy	Measure
<ul style="list-style-type: none"> • First-year retention rate • Cohort Progress Rates (credits earned, GPA, major) • Reduce Achievement Gap • Four- and six-year graduation rate 	Continue required academic coaching for students on financial aid appeal until CUM GPA reaches 2.0	Number of students who recover academically
<ul style="list-style-type: none"> • First-year retention rate • Cohort Progress Rates (credits earned, GPA, major) • Reduce Achievement Gap • Four- and six-year graduation rate 	Create an GPA recalculation opportunity for students who change majors	Retention rate of students who petition for academic reassessment
<ul style="list-style-type: none"> • First-year retention rate • Cohort Progress Rates (credits earned, GPA, major) • Reduce Achievement Gap • Four- and six-year graduation rate 	Implement automatic GPA recalculation when a student repeats a course	
<ul style="list-style-type: none"> • Persistence rates • Four- and six-year graduation rate • Reduce Achievement Gap 	Analyze term to term persistence for second year students to identify attrition patterns and develop strategies accordingly	Actionable insights gained from data analysis
<ul style="list-style-type: none"> • First-year retention rate • Cohort Persistence Rates (term to term retention) 	Increase our “knowledge rate” of career placement by developing a University-wide strategy to capture job placement information at key intervals: at graduation, 3 months, 6 months, 1 year.	
<ul style="list-style-type: none"> • First-year retention rate • Cohort Persistence Rates (term to term retention) • Four- and six-year graduation rate 	Communicate job placement rates and career development opportunities to continuing students	Increase percent of students who return term to term

Example Strategies Tied to Specific Performance Metrics (Continued)

<ul style="list-style-type: none"> • Career Placement Rate • First-year retention rate • Cohort Persistence Rates (term to term retention) • Four- and six-year graduation rate 	<p>Integrate career development sequence into Success Seminars</p>	<ul style="list-style-type: none"> • Number of students with a Handshake Account • Number of students who complete career-related assessments
<ul style="list-style-type: none"> • Career Placement Rate • First-year retention rate • Cohort Persistence Rates (term to term retention) • Four- and six-year graduation rate 	<p>Integrate career development into academic advising</p>	<ul style="list-style-type: none"> • Number of students who enroll in career-development courses • Job placement rates • Increase in student satisfaction on the following Noel Levitz item: "My academic advisor helps me identify career development steps."
<ul style="list-style-type: none"> • Career Placement Rate • First-year retention rate • Cohort Persistence Rates (term to term retention) • Four- and six-year graduation rate 	<p>Offer career development courses to guide students at different stages of career development, either as general electives or as required courses in majors or meta majors</p>	<p>Job placement rate of students who enroll</p>
<ul style="list-style-type: none"> • Career Placement Rate • First-year retention rate • Cohort Persistence Rates (term to term retention) • Four- and six-year graduation rate 	<p>Increase internships and other career-related experiential learning opportunities, especially for LASS and CCCA majors</p>	<p>Job placement rate for students who complete at least one internship</p>

YSU General Education Transformation

- Proposal went to Academic Senate
- Feedback heard at two Town Hall meetings
- Discussions are continuing regarding modifications
- Overall agreement on:
 - The model containing certificates
 - Over 30 certificate ideas already submitted
 - The need to overhaul the courses
 - More relevant
 - Cross-disciplinary
 - The need to tie in the UWLO to courses and/or certificates





MEMORANDUM

Date: January 23, 2023

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

From: Office of Research Services (ORS)

Re: FY23 Second Quarter Report

Please see attached the FY23 Second Quarter Report as prepared for delivery to the Academic Excellence and Student Success Committee of the Board of Trustees.

ORS staff managed **25** major grant administration activities during this quarter (14 submissions and 11 awards/contracts). Additionally, the IRB processed 101 new protocols and 9 modifications.

Notable highlights:

- a Choose Ohio First Scholarship proposal (\$1.1 M) was submitted to support undergraduate students in Science, Technology, Engineering, Mathematics and Medical (STEMM) fields.
- a \$3M R01 proposal was submitted to the National Institutes of Health for studying health misinformation.
- the Ohio Department of Higher Education awarded YSU a \$316,624 RAPIDS award for equipment for the Excellence Training Center.
- a \$1.15M award was received from the Appalachian Regional Commission for training pathways for careers in broadband and the 5G sector.
- a series of virtual grant writing workshops will be offered from Feb 27 – Mar 2, 2023.

Accompanying this submission is the FY23 Quarter 2 Detail Report, which provides detail regarding institutional submissions and awards.



**EXECUTIVE
SUMMARY**

Second Quarter Report – FY23
October 1, 2022 to December 31, 2022

<u>Submitted Proposals to External Agencies:</u>	Total
Q2 Total Dollars Requested:	\$7,995,186
Q2 Indirect Cost Requested:	\$1,130,662
Q2 Total Proposals Worked:	15
Q2 Total Proposals Submitted:	14

<u>Funded Proposals from External Agencies:</u>	Total
Q2 Total Dollars Awarded:	\$1,849,591
Q2 Indirect Costs Awarded:	\$181,839
Q2 Total Projects Awarded:	11

Q2 YTD Comparison:

	FY22	FY23
<i>Q2 Submissions</i>	19	14
<i>Q2 Dollars Requested</i>	\$4,745,363	\$7,995,186
<i>Q2 Awards</i>	24	11
<i>Q2 Dollars Awarded</i>	\$3,280,469	\$1,849,591
<i>YTD Submissions</i>	51	37
<i>YTD \$ Requested</i>	\$12,479,768	\$14,543,707
<i>YTD Awards</i>	56	42
<i>YTD \$ Awarded</i>	\$9,058,788	\$6,515,769

FY22 Q2 Total Active Awards: 127

FY23 Q2 Total Active Awards: 123

FY22 Q2 Research Expenditures \$2,593,797

FY23 Q2 Research Expenditures: \$3,307,111

FY22 YTD Research Expenditures: \$5,041,223

FY23 YTD Research Expenditures: \$6,008,822



Proposals Submitted to External Agencies

Second Quarter Report – FY23

October 1, 2022 to December 31, 2022

PI Name	Department	Funding Agency	Amount Requested	Indirect Costs Requested	YSU Cost-Share
Powe, N.	Health & Rehab Sciences	National Institutes of Health	\$3,137,775	\$637,775	\$0
Wakefield, T.	Mathematics and Statistics	Ohio Department of Higher Education	\$1,120,000	\$0	\$1,120,000
Park, B.	Engineering	National Science Foundation	\$200,000	\$35,400	\$0
Genna, D.	Chemical & Biological Science	National Science Foundation	\$346,828	\$65,194	\$0
Borra, V.	Engineering	Community College of Allegheny County	\$673,680	\$105,924	\$0
Duchon, C.	Maag Library	State Library of Ohio	\$19,000	\$3,957	\$6,334
Cianciola, E.	Center for Human Services Development	City of Youngstown	\$4,000	\$0	\$0
Rogner, W.	YSU Police	Ohio Department of Public Safety	\$125,936	\$0	\$0
Ruller, J.	Division of Workforce Development and Innovation	Ohio Department of Development Disabilities	\$500,000	\$92,663	\$0
Ekstrand	Division of Workforce Development and Innovation	Ohio Department of Development	\$249,885	\$0	\$0
Ruller, J./McCartney, R.	Division of Workforce Development and Innovation	National Science Foundation via Carnegie Mellon University	\$1,438,907	\$189,749	\$0
Sexton	WYSU-FM	Corporation for Public Broadcasting	\$30,670	\$0	\$0
Sexton	WYSU-FM	Corporation for Public Broadcasting	\$86,435	\$0	\$0
Moss, M./ Kuzma D.	Janitorial Services	MCSWD	\$62,070	\$0	\$0
Total			\$7,995,186	\$1,130,662	\$1,126,334



Projects Awarded from External Agencies

Second Quarter Report – FY23

October 1, 2022 to December 31, 2022

PI Name	Department	Funding Agency	Amount Requested	Indirect Costs Requested	YSU Cost-Share
Frank, D.	Psychological Sciences	Army Research Institute	\$59,220	\$12,332	\$0
Wilson, M.	Humanities and Social Sciences	Ohio Humanities Council	\$7,487	\$1,559	\$7,500
Case, W.	Dana School of Music	National String Project Consortium	\$10,000	\$0	\$0
Crescimanno, M.	Pages	National Science Foundation via Hawaii Pacific University	\$23,000	\$4,789	\$0
Dewberry, L.	Management and Marketing	Wean Foundation	\$196,812	\$8,872	\$0
Cianciola, E.	Dean Honors College	United Way of Youngstown	\$8,534	\$1,777	\$0
Cianciola, E.	Dean Honors College	United Way of Youngstown	\$8,534	\$1,777	\$0
Cianciola, E.	Dean Honors College	Wright State University	\$9,500	\$1,978	\$0
Ruller, J.	Division of Workforce Education & Innovation	Ohio Department of Higher Education	\$316,624	\$0	\$0
McCartney, R.	Division of Workforce Education & Innovation	Appalachian Regional Commission	\$1,154,880	\$148,755	\$0
Ruller, J.	Division of Workforce Education & Innovation	National Center for Defense Manufacturing and Machining	\$55,000	\$0	\$0
Total			\$1,849,591	\$181,839	\$7,500

CURRENT ACCREDITATION ACTIVITY

March 2023

Summary of recent site visits:

- A phone conference call with staff of the Council on Accreditation of Nurse Anesthesia Educational Programs (COA) regarding the results of an unannounced visit confirmed that the Doctor of Nursing Practice (DNP)—Nurse Anesthesia program has continued accreditation.

Summary of recent accreditation actions:

- On August 3, 2022, the Higher Learning Commission (HLC) notified YSU of successful completion of the Year 4 Assurance Review with no recommended monitoring.
- On July 30, 2018, the HLC continued the accreditation of YSU with the next Reaffirmation of Accreditation scheduled to occur in 2027-28.

Details:

Program	Status
Art National Association of Schools of Art and Design (NASAD)	The NASAD Commission granted renewal of membership for the following degree options: BA in Art History, BS in Art Education, BFA in Studio Art, and MA in Art Education. The next full review is scheduled for 2025-2026. An affirmation statement and audit were submitted on June 30, 2021, noting that the MA and MFA have both been suspended and that the BFA tracks have been realigned. The annual HEADS report, affirmation statement, and audit were submitted July 5, 2022. NASAD was notified of a change of institutional representative for 2022-2023.
Athletic Training Commission on Accreditation of Athletic Training Education (CAATE)	The Master of Athletic Training program was granted initial accreditation for five years by CAATE in 2018. The next review will occur in 2023. After filling its program director position, the MAT program is currently in good standing with CAATE. The program has started the self-study process with a site visit scheduled for February 27-March 1, 2023.
Business AACSB International—The Association to Advance Collegiate Schools of Business	AACSB International approved the extension of accreditation in January 2020. Accreditation of the undergraduate and graduate business programs was extended for the standard five years. The next accreditation review will be in 2024. The first

Program	Status
Business (continued)	Continuous Review was submitted July 1 to prepare for the 2024 review.
Chemistry American Chemical Society (ACS)	The American Chemical Society (ACS) notified the YSU Chemistry Department in that its BS Chemistry program has met the requirements for continued ACS accreditation through 2023. The department must apply for re-accreditation by June 2023.
Counseling Council for Accreditation of Counseling and Related Educational Programs (CACREP)	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.
Dental Hygiene American Dental Association (ADA)	The self-study for continuing accreditation of the Dental Hygiene program was submitted in September 2017. This was the initial site visit following the transition from the Associate of Applied Science (AAS) degree to the Bachelor of Science in Dental Hygiene (BSDH) degree. A site visit occurred in November 2017, and the program was awarded full accreditation status, Approval Without Reporting Requirements, at the 2018 ADA CODA Summer Commission meeting. The accreditation cycle for allied dental programs is seven years. The next site visit will be in 2025.
Dietetics Program Academy of Nutrition and Dietetics (AND) Accreditation Council for Education in Nutrition and Dietetics (ACEND)	The two ACEND-accredited dietetics programs are the Didactic Program in Dietetics and the Dietetics Future Model/DFM (MPH-RDN graduate track). The graduate level MPH-DFM (Master's in Public Health-Dietetic Future Model) replaced the previously offered BSAS-CPD, as required by ACEND. The MPH-DFM program continues in good standing, and the decision has been made to not seek reaccreditation in 2023 due to lack of enrollment. The program director has consulted with ACEND about the process of voluntary withdrawal of accreditation. An accreditation

Program	Status
Dietetics (continued)	<p>decision letter with instructions on the close-out will be issued in July 2023.</p> <p>As part of its re-accreditation requirements, the Didactic Program in Dietetics completed an ACEND site visit in January 2021. Five program updates were completed to meet ongoing ACEND mandated changes to website requirements and published information for prospective students and the public as well as program goals and their reporting.</p> <p>The program was placed on probation on September 16, 2022, pending assimilation of the 2022 Accreditation Standards and submission of evidence of curricular matrix updates and program evaluation measures using the new templates. This report will be reviewed at the January 2023 ACEND board meeting for a decision on program compliance.</p> <p>Probationary documentation was submitted to HLC on October 20, 2022. The HLC response on October 26, 2022, indicated no additional action is required at this time.</p>
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)	<p>The Emergency Medical Services (EMS) program has voluntarily withdrawn its accreditation through the State of Ohio Division of EMS due to lack of enrollment. The effective withdrawal date was October 17, 2022.</p> <p>The Paramedic Certificate Program has voluntarily withdrawn its CoAEMSP accreditation</p>

Program	Status
EMS (continued)	due to lack of enrollment. The effective withdrawal date was November 1, 2022.
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 went from “program deficiency” to “program weakness,” a finding which means that the program has been removed from “show cause.” Like the other engineering programs, Industrial Engineering is now fully accredited until 2026.
Engineering Technology Engineering Technology Accreditation Commission of the Accreditation Board for Engineering and Technology (ETAC-ABET)	<p>Final findings from ETAC of the ABET visit were received on August 29, 2018. All of the AAS and BSAS Engineering Technology programs (CCET, EET, and MET) are accredited through September 30, 2024.</p> <p>Applications to renew existing accreditations for all AAS & BSAS Engineering Technology Programs were submitted. The accreditation team’s comprehensive visit is scheduled to take place in Fall 2023.</p>

Program	Status
Exercise Science Committee on Accreditation for the Exercise Sciences (CoAES) / Commission on Accreditation of Allied Health Education Programs (CAAHEP)	The Committee on Accreditation for the Exercise Sciences (CoAES) granted initial accreditation of the undergraduate Exercise Science program on May 18, 2018. The accreditation is for five years. The yearly report was submitted in June 2022.
Forensic Science American Academy of Forensic Sciences (AAFS)	Application for initial accreditation is pending. Program self-study and site visit will follow.
Long-Term Care Administration National Association of Long-Term Care Administrator Boards (NAB)	The Long-Term Care Administration program submitted its accreditation review to the National Association of Long-Term Care Administrator Boards (NAB) in Spring 2022, and the submission was approved by NAB. The program is currently seeking accreditation of the Healthcare Administration track. The Master's in Health and Human Services accreditation application will begin in the fall.
Medical Laboratory Technology National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)	The Medical Laboratory Technology program self-study and response were submitted in Spring 2020. A virtual site visit was conducted in July 2020. The program was awarded ten years of accreditation through 2030. The annual report was submitted in October 2022.
Medical Laboratory Science National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)	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. For the Medical Laboratory Science completion program, an extension was granted for submission of the self-study with a due date of April 1, 2022. The site visit was completed in October 2022, and no issues were cited. YSU is currently awaiting official reaccreditation notice from NAACLS. The annual report was submitted.

Program	Status
Music National Association of Schools of Music (NASM)	<p>In 2012, the NASM Commission on Accreditation voted to continue YSU and the Dana School of Music in good standing. In July 2016, the NASM Commission on Accreditation accepted YSU's Application for Plan Approval of Dana's Bachelor of Music in Music Recording.</p> <p>The NASM Commission on Accreditation has approved YSU's request to postpone the accreditation full review and site visit until 2023-2024.</p>
Nursing Accreditation Commission for Education in Nursing (ACEN) Commission on Collegiate Nursing Education (CCNE) 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>A candidacy application will be submitted to ACEN for the new Associate Degree in Nursing (ADN) program in Fall 2022.</p> <p>ACEN recently granted continuing accreditation for the BSN programs for the maximum eight years. The next evaluation visit will occur in Spring 2030.</p> <p>CCNE recently granted continuing accreditation for the BSN, MSN, and post-graduate APRN certificate programs for the maximum ten years. The next evaluation visit will occur in Spring 2032.</p> <p>The last MSN class will graduate in December 2022. The Doctor of Nursing Practice program matriculated on May 17, 2021. Both programs are accredited. The next evaluation will occur in Spring 2027.</p>
Physical Therapy Commission on Accreditation in Physical Therapy Education (CAPTE)	<p>The MPT has been discontinued. Accreditation now applies to the DPT program approved by HLC in 2008. Ten-year accreditation was reaffirmed in 2014 with a compliance report due in 2015. This report was submitted, and CAPTE granted the program continuing accreditation.</p> <p>The current status of the program is accredited. A progress report was submitted September 1, 2022. After review, the program was granted continued accreditation. Annual reports are required, and a site visit will occur in Spring 2025.</p>

Program	Status
<p>Public Health (Consortium of Eastern Ohio Master of Public Health) Council on Education for Public Health (CEPH)</p> <p>Public Health (continued)</p>	<p>The MPH is offered by a consortium of institutions including YSU. Initial accreditation was earned in 2003. In October 2009, the Council on Education for Public Health (CEPH) renewed accreditation for seven years until 2016. A 2016 site visit resulted in all compliant findings. In June 2017, the program received official notification of full accreditation with the seven-year accreditation term ending July 1, 2024. In order to align with site visit workload, CEPH offered on December 6, 2021, to extend the CEOMPH accreditation term until July 1, 2025, which was accepted.</p>
<p>Respiratory Care Commission on Accreditation for Respiratory Care (CoARC)</p>	<p>The site visits for the Respiratory Care programs were completed virtually due to the pandemic. The virtual site visit for the BSRC entry into practice program was completed February 8-9, 2021, without programmatic issues. Continuing re-accreditation status for the next ten years was conveyed for the BSRC entry into practice on July 21, 2021, at the CoARC quarterly meeting.</p> <p>Both the BSRC degree advancement (completion program) and the Master of Respiratory Care programs were conferred accreditation status in July 2021 at CoARC's quarterly board meeting.</p> <p>Virtual site visits for these two programs were completed May 10-11, 2021, without programmatic issues. Provisional initial accreditation was conferred at the CoARC quarterly board meeting. In the interest of substantial financial savings, the site visits were scheduled as one CoARC visit. The site visits were performed virtually while retaining the multiple program savings.</p> <p>All three programs performed a Report of Current Status (RCS) evaluation in July 2022 that was accepted by CoARC to have met or exceeded all accreditation standards for the year. The program continues to meet CoARC's high academic standards.</p>

Program	Status
Respiratory Care (continued)	YSU has increased capacity of the BSRC entry into practice program, placing initial cohort enrollment at 25 allowable students per cohort to enter, which is maximum for classroom capacity, clinical rotation sites, and accreditation standards.
Social Work Council on Social Work Education (CSWE)	<p>At its February 2021 meeting, the Commission on Accreditation (COA) voted to reaffirm accreditation for eight years, ending in October 2027 due to a one-meeting deferment received this cycle.</p> <p>The BSW program requested permission from CSWE to offer the program fully online. The request for online delivery status was submitted December 2022.</p> <p>In 2012, the Council on Social Work Education granted reaffirmation of accreditation of the Master of Social Work program.</p> <p>The BSW and MSW programs are scheduled for re-accreditation assessment in 2027.</p>
Theatre National Association of Schools of Theatre (NAST)	Due to cuts in the number of tenure-track faculty and ongoing staffing issues, the Dana School of Music and University Theatre officially resigned its NAST accreditation effective May 3, 2018, and will not seek reaccreditation until these issues have been resolved. Additional faculty reduction preceding the 2021-2022 academic year has further delayed the program's ability to reapply for specialized accreditation.
World Languages and Cultures American Council on the Teaching of Foreign Languages (ACTFL) Recognition for Italian Education and Spanish Education	The appropriate accrediting bodies are being notified that the Italian Education and Spanish Education programs are being deactivated.

Update on Assessment of Student Learning

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

Assessment of Student Learning Activities

- **Academic Assessment:** Academic programs engage in assessment reporting on a five-year cycle through an Assessment Plan, Assessment Update, or a Cycle Reflection. Programs identified for sunset through APEEI with enrolled students will complete a shortened Teach Out Update. Annual reports were due October 31, 2022, through Taskstream AMS. Submission rates were as follows: 27 programs completed an Assessment Plan, one program completed a Cycle Reflection, 49 programs completed an Assessment Update, and six programs completed a Teach-Out Update (58% current submission rate). As of February 2023, 25 programs (17%) have requested extensions to submit their reports in Spring 2023, and 41 programs (28%) have not submitted. Assessment Council members acted as volunteer peer reviewers of annual program submissions in December 2022-January 2023. Programs will be sent feedback in March 2023.
- **Co-Curricular Assessment:** Co-curricular programs continue to engage at high levels with student learning assessment. Reports will be due next in June 2023, with training and information provided later in the spring. Beginning in Fall 2022, Institute for Teaching and Learning staff began hosting a monthly Co-Curricular Assessment Community of Practice where entry- to mid-level professional staff come meet to learn more about collecting and using student data.

Current Student Data Collection

- **Noel Levitz Student Satisfaction Inventory & Adult Student Priorities Survey:** Student data from the Spring 2022 administration of the Noel Levitz Student Satisfaction Survey was shared widely across campus through the Fall Noel Levitz Snapshot Series. Each Monday, the Institute for Teaching and Learning released (via newsletter and website) a focused data one-pager including key data points. The Noel Levitz Data Conversations Lunch and Learn series will take place March 22, March 29, April 5, and April 12. This series will encourage campus conversation around data points.
- **National Survey of Student Engagement:** YSU will be participating in the National Survey of Student Engagement (NSSE) in Spring 2023. Survey administration dates are March 15, 2023, through May 14, 2023. All first-year and senior students will be invited to participate. In addition to posing the standard survey questions, YSU will be asking students to complete two topical modules: Civic Engagement and First Year Experience/Senior Transitions.

General Education Assessment

General Education assessment is being re-evaluated as YSU transitions to university-wide learning outcomes and continues the general education program transformation process.

ACADEMIC PROGRAMS UPDATE MARCH 2023

1. Undergraduate Program Development:

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

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

- No changes to report.

2. Graduate Program Development:

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

- A request to suspend admission to the **Master of Accountancy** program was approved by CCGS.
- A request to suspend admission to the **Master of Science in Applied Behavior Analysis** program was approved by CCGS.
- A request to change the **MA in Economics** program to **MS in Applied Economics** was sent to CCGS for approval.
- A proposal to offer an **MS in Statistics and Data Science** is in process.
- A proposal to offer the **MM in Music Education** online is in process.
- Admission to the **History Certificate in College Credit Plus Teaching** was suspended (CCGS approval is not required for certificates).

**Sabbatical and Faculty Improvement Leaves
Approved for AY 2023-2024**

One semester (FIL):

No Applicants

Two semesters (Sabbatical):

Michael Crescimanno – Physics, Astronomy, Geology, and Environmental Science

Nguyet Nguyen – Mathematics and Statistics

Research Professorship List Faculty Awarded for 2023-2024

1. Dr. Osama Aljarrah, Rayen School of Engineering
“An Integrated Digital Decision Support System for Improving Small Additive Manufacturers Practices” – Awarded 9 Hours
2. Dr. Ganesaratnam Balendiran, Chemical and Biological Sciences
“Role of Fibrates and Like Molecules in Diabetes and Metabolic Diseases” – Awarded 9 Hours
3. Mr. Christopher Barzak, English and World Languages
“Old World Resurrections” – Awarded 9 Hours
4. Dr. Vamsi Borra, Rayen School of Engineering
“3D Printing of THz Antenna for 6G Communication” – Awarded 9 Hours
5. Dr. Kristen Bruns, Psychological Sciences and Counseling
“Use of Competencies to Improve Counselor Training for Working with Suicidal Clients” – Awarded 6 Hours
6. Dr. Kyosung Choo, Rayen School of Engineering
“Thermal Stress Analysis of Hybrid Manufacturing for Rapid Tooling and Repair” – Awarded 6 Hours
7. Dr. Thomas Diggins, Chemical and Biological Sciences
“Quantification of Impacts and Potential Regeneration of Eastern Forests After Emerald Ash Borer Invasion” – Awarded 9 Hours
8. Dr. Douglas Genna, Chemical and Biological Sciences
“Peptidomimetic Metal-Organic Frameworks Synthesized via Orthogonal Disulfide Bond Coupling Reactions” – Awarded 9 Hours
9. Dr. David Griswold, Graduate Studies in Health and Rehabilitation Studies
“Pragmatically Applied Spinal Manipulation Therapy and Dry Needling versus Spinal Manipulation Therapy Alone for Low Back Pain. A Multi-Center Randomized Clinical Trial” – Awarded 9 Hours
10. Dr. Carrie Jackson, Psychological Sciences and Counseling
“The Role of the School Psychologist in Transition Planning” – Awarded 6 Hours
11. Dr. Seokgi Lee, Rayen School of Engineering
“Synchronized Control for Warehouse Operations and Last Mile Delivery Service by Real-Time Information and Resource Sharing” – Awarded 9 Hours

12. Dr. Caroline Oltmann, Dana School of Music and University Theatre
“New Female Composers of Music for and with Piano – A Gateway Collection and Compilation of the Creative Outputs and Initiatives of Women Composers of Gen-X and Beyond” – Awarded 9 Hours
13. Dr. Byung-Wook Park, Rayen School of Engineering
“Biomanufacturer Engineered Biohybrid Therapeutics – Toward a Smart Wound Dressing” – Awarded 9 Hours
14. Dr. Suresh Sharma, Rayen School of Engineering
“Community Engagement in Coastal Ohio for the Resiliency of Storm Drainage Infrastructure Against Climate Change” – Awarded 9 Hours
15. Dr. Richard VanVoorhis, Psychological Sciences and Counseling
“The Champion’s School Based Model of Support for Girls with Autism: An International School Psychology Program Collaboration” – Awarded 9 Hours
16. Dr. Feng Yu, School of Computer Science, Information and Engineering Technology
“Automated Pipeline System for Approximate Query Processing on Big Data” – Awarded 9 Hours
17. Dr. Cicilia Yudha, Dana School of Music and University Theatre
“Publishing Monograph “Musicians” Migratory Patterns: The Life and Music of Slamet Abdul Sjukur (1935-2015)” – Awarded 9 Hours
18. Dr. Rongyao (Gloria) Zhang, Lariccia School of Accounting and Finance
“Managerial Attributes, CSR and Firm Value” – Awarded 9 Hours
19. Dr. Yiyang (Ian) Zhang, Lariccia School of Accounting and Finance
“COSO Framework Adoption and Cybersecurity Breaches” – Awarded 9 Hours

Ad Hoc “Design Committee” of the Academic Senate
Approved April 2022

The (currently ad hoc) Design Committee harnesses the abilities and expertise of faculty members to best utilize and improve our university’s campus, and broader impact on the built and natural environment. The committee approaches the university’s physical resources with intent to make the most of and improve upon facilities. Aesthetics, environmental concerns, and efficiencies are all under consideration. Making the most of extant facilities, seeing the campus as a tool for learning, and improving upon the university community’s environment are all within the committee’s purview. The committee works with the Facilities Office and the Grounds Department to ensure best possible practices to make our campus an effective, useful, cutting edge and distinctive place that fosters a unique and forward-thinking university identity.

Four initial meetings of the design committee produced recommendations presented to the Senate and unanimously approved at last April’s meeting. These are forwarded to the Board of Trustees and University President with hopes of consideration. Any feedback may be presented to the Senate for further action.

These initial recommendations have focused on two distinct areas, improving campus connectivity with and gateways from surrounding areas (particularly Downtown and the North Side) and moving grounds design and maintenance towards greater resource efficiency and environmental benefit.

The committee recommends the following with regards to campus linkage with its surroundings:

- 1) Pursue with local and state government partners funds earmarked in the Infrastructure Investment and Jobs Act to heal the damage done by highways to obtain air rights and construct improvements along the campus boundary with and crossing of U.S. Route 422. Unfortunately it is not known at this time whether the funds are still available due to the delay in scheduling this presentation; however, this would in particular allow for the widening of the Fifth Avenue Bridge so that it might be maintained in the winter to enable pedestrian traffic and the construction of a land bridge across the highway along Elm Street in order to join Cafaro House to the rest of campus with greenspace. This might also include generally improving appearances at the on-ramps that are the primary approaches to campus.
- 2) Design and implement an improved pedestrian connection on Elm Street to connect campus to downtown in collaboration with the city government.
- 3) Explore no-build ways of creating visual and traffic linkages between campus and downtown.

Two specific paths are recommended:

- 1) Collaborate with the city and commercial and religious entities (particularly the churches on Wood Street) to develop a cohesive and aesthetically sensitive lighting scheme in the evenings that would increase visual linkage between downtown and campus, highlight structures of historical and aesthetic interest, and enhance the feeling of safety of the environs.
- 2) The other proposal would be to develop a tour embedded in a cellphone-based application that would guide visitors around downtown, campus, and surroundings, enabling them to feel informed about and comfortable in the area. This might in part be informational and in part entertaining, featuring audio/musical (and if resources allow visual) experiences, potentially generated by YSU students. Discussion is already underway in Cliffe College about the feasibility of generating this in-house.

The committee recommends the following with regards to campus grounds:

- 1) Set the goal of being designated a Certified Wildlife Habitat by the National Wildlife Federation. This involves providing birds, insects, and other wild species with food, water, cover, and places to raise young, as well as developing sustainable practices.
- 2) Become more sustainable by reducing the amount of mechanical mowing required on campus. Explore with the city the possibility of ordinance exemption to experiment with swaths of wild meadow. If or where this might not be feasible, expand beds planted with native flowers and shrubs. Assess where additional native trees might be planted, and which species will be most resilient to climate change and invasive diseases. Where lawn must be maintained, incorporate clovers and grasses which seldom require mowing.
- 3) Continue eliminating invasive non-native species. This task has already been commenced with plans to eliminate the euonymus in front of the stadium, but should spread to other areas of concern.

YOUNGSTOWN STATE UNIVERSITY

FEBRUARY 2023

DIVISION OF STUDENT AFFAIRS EVENT HIGHLIGHTS!

WEDNESDAY, FEBRUARY 1

Crate Stacks and Snacks

3:30pm-6:30pm | Rec Center: Court C

Grab some pizza and try crate stacking. See how many milk crates you are able to stack up and climb while being safely belayed so you don't fall. Register: store.recenter.ysu.edu. Contact: Cameron Adams, caadams02@ysu.edu. Sponsored by Campus Rec

THURSDAY, FEBRUARY 2

Step Out of Social Anxiety

February 2, 9, 16 and 23 | 3:00pm-4:00pm

Participate in this four week workshop series to learn how to Step Out of Social Anxiety. It is important that you attend all sessions in sequence. Scan to sign up and reserve your space: Sponsored by Student Counseling Services



FRIDAY, FEBRUARY 3

Friday Nights at the Cove: Open Mic

7:00pm-10:00pm | Kilcawley Center, The Cove

Join us for some fun after hours as we wind down from the week. Bring a friend or meet a new one here. Have a talent and want to show it off? Join us for a fun night under the Mic! Follow @ysu_penguin_experience on Instagram for details about each Friday's activity.

MONDAY, FEBRUARY 6

Crafternoons at the Cove | Feel the Love and Mercy

2:00pm-4:00pm | Kilcawley Center, The Cove

Make cards for family, friends, and Mercy Health patients! Snap a polaroid picture to go with your card! Or try our Heart Art, express your love on canvas with 3-d craft supplies. Contact: Dalton Campana, dacampagna@student.ysu.edu; Kiah Sartain, kpowell04@student.ysu.edu; or Lauren McFadden, lmmcfadden@student.ysu.edu. Sponsored by Campus Rec and Student Activities

TUESDAY, FEBRUARY 7

ADHD: Managing Your Symptoms

Tuesday, February 7, 14, 21 and 28 | 3:00pm

Attend this 4-week long group to connect with others that struggle with ADHD and want to find a way to manage their symptoms. Scan to sign up and reserve your space: Sponsored by Student Counseling Services



Housing Fair & Renter Education

4:30pm-7:30pm | Christman Dining Commons

Still need to make a plan for your housing in 2023-24? Visit with representatives from Housing & Residence Life and local apartment properties to learn about options available for you! Contact: Erin Driscoll, eedriscoll@ysu.edu. Sponsored by Housing & Residence Life

WEDNESDAY, FEBRUARY 8

Hair is Culture

6:00pm-8:00pm | Kilcawley Center, Rossi Room

Come learn about the cultural importance of Afro-hair, its history, and a short demonstration. Contact: Lance Nave, ionave@ysu.edu. Sponsored by Housing & Residence Life

THURSDAY, FEBRUARY 9

Pete's 90th Birthday

11:00am-1:00pm | Kilcawley Center, The Hub

It's time to party! Grab a treat and wish Pete a Happy 90th Birthday! Sponsored by Student Activities, Student Government, and Maag Library

FRIDAY, FEBRUARY 10

Friday Nights at the Cove

7:00pm-10:00pm | Kilcawley Center, The Cove

This week's event is hosted by IFC! Join us for some fun after hours as we wind down from the week. Bring a friend, or meet a new one here. Follow @ysu_penguin_experience on Instagram for details about each Friday's activity.



SATURDAY, FEBRUARY 11

Diversity, Equity and Inclusion Gala: An Evening of Elegance

5:30pm-9:00pm | Mr. Anthony's Banquet Center

7440 South Avenue, Boardman, Ohio 44512
Social Hour begins at 5:30pm. The Michael Austin Project will provide entertainment. Tickets are \$50.00 per person. Proceeds will benefit the YSU Enrichment Scholastic Summer Program. RSVP by February 6 by contacting Susan Moorer: smmoorer@ysu.edu or (330) 941-1538.

Sponsored by the Office of Diversity, Equity, & Inclusion

TUESDAY, FEBRUARY 14

Paint Your Heart Out | Paint a Heart for Valentine's Day!

2:00pm-4:00pm | Rec Center: Lobby

Come paint a heart to destress and celebrate the holiday. The first 30 to arrive will receive a heart to paint. Contact: Dina Fabry, dmfabry@ysu.edu. Sponsored by Campus Rec

WEDNESDAY, FEBRUARY 15

Black History Month Panel

10:30am-11:30am | Kilcawley Center, The Hub

Take a Deep Dive into Black History Month during our live podcast-style panel! Join us as we have a meaningful discussion about Black History and culture. Sponsored by Student Activities

American Red Cross Adult CPR/AED with First Aid Option Blended Learning

2:30pm-4:00pm | Rec Center

Participants who successfully complete the course will be certified in Adult CPR and AED for 2 years. Register: store.recenter.ysu.edu. Contact: Dina Fabry, dmfabry@ysu.edu. Sponsored by Campus Rec

THURSDAY, FEBRUARY 16

Campus Rec All-Star Contest | Join the League!

2:00pm-4:00pm | Rec Center, Court B

This combine will consist of skills drill, 3-point shooting contest, and a dunk contest. Register: IMLeagues.com. Contact: Kiah Sartain, kpowell04@student.ysu.edu. Sponsored by Campus Rec

FRIDAY, FEBRUARY 17

Friday Nights at the Cove: Jewelry Making

6:00pm-9:00pm | Kilcawley Center, The Cove

Join us for some fun after hours as we wind down from the week. Bring a friend or meet a new one here. We will be making fun jewelry pieces. Follow @ysu_penguin_experience on Instagram for details about each Friday's activity.

MONDAY, FEBRUARY 20

Crafternoons at the Cove | Black History Month Embroidery Kits

2:00pm-4:00pm | Kilcawley Center, The Cove (Student Activities Side)

Celebrate Black History Month by stitching up one of our BHM-themed embroidery kits. Enjoy some comradery as you relax, chat, and work on your craft. Sponsored by Student Activities

TUESDAY, FEBRUARY 21

Picture This | Join the Club!

10:00am-12:00pm | The Cove Hallway

Visit our photo booth with Club Sports and Intramurals while learning more about how to join the clubs! Contact: clubsport@ysu.edu. Sponsored by Campus Rec

International Sports Series - Cricket Tournament

6:00pm-10:00pm | Stambaugh Stadium

This program is offered in partnership with the International Programs Office. Contact: Kiah Sartain, kpowell04@student.ysu.edu. Sponsored by Campus Rec

WEDNESDAY, FEBRUARY 22

Pizza for Prevention

2:00pm-3:30pm | Campus Rec Lobby

Stop by, grab a slice and let's chat. As a student, what resources do you need that we don't have? This forum is completely open and your chance to have your voice heard. Contact: Mason Edmunds, mgedmuds-guest@ysu.edu. Sponsored by Campus Rec

Campus Rec Combine | Compete Like the Pros!

4:00pm-6:00pm | Rec Center: Basketball Courts

Compete in the 40-yard dash, vertical jump, bench press, and more! Contact: Dalton Campana, dacampagna@student.ysu.edu. Sponsored by Campus Rec

Order of Omega Scholarship Night

7:00pm-9:00pm | Kilcawley Center, Rossi Room

This event will honor Greek Life members that made the honor roll and have demonstrated academic excellence. The evening will feature dessert and research presentations by Greek Life students. Sponsored by Student Activities

THURSDAY, FEBRUARY 23

Cleveland Cavaliers vs. Denver Nuggets

Arrive by 4:00pm, Game at 7:00pm, return by 1:00am

Rocket Mortgage FieldHouse

Join us on a coach bus to a Cleveland Cavaliers basketball game! Prices have been discounted to \$10/ticket. Only one ticket per student. Register: store.recenter.ysu.edu. Contact: Kiah Sartain, kpowell04@student.ysu.edu. Sponsored by Campus Rec and Student Activities



FRIDAY, FEBRUARY 24

Warrior Awareness Training

11:00am – 1:00pm | Veterans Resource Center

Warrior Awareness Training is training designed to educate and enlighten faculty, staff and select students on military culture, benefits and hurdles faced by this unique population of students on campus. Scan to register:

Contact: Rick Williams, plwilliams@ysu.edu. Sponsored by the Office of Veterans Affairs

Penguin Nights Around the World

9:00pm-1:00am | Kilcawley Center

Come to YSU's most popular late-night event. It's FUN around the world! Enjoy free food, games, and entertainment, as well as chances to play and win outstanding prizes. Top prizes will include an Apple Watch, fitbit inspire 2, JBL Tune 230NC TWS True Wireless Bluetooth Earbuds, Keurig K-Select 52-Ounce Coffee Maker, YSU apparel and so much more! Enter Kilcawley Center via the outdoor entrance to Chick fil A. Have your YSU ID ready to gain admission. Sponsored by Student Activities and Pepsi

SATURDAY, FEBRUARY 25

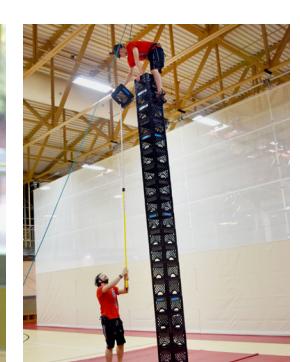
YSU Bouldering Competition

Check in and day-of registration begins at 10:00am

Climbing starts at 11:00am and ends at 2:00pm

Rec Center: Climbing Wall

Climb and compete with over 35 different climbing routes of varying skill levels. Register: store.recenter.ysu.edu. Contact: Cameron Adams, caadams02@ysu.edu. Sponsored by Campus Rec



See reverse side for March events!



Scan with your phone camera for the full list of upcoming Student Affairs events.

February is jam-packed with events from the Division of Student Affairs. For more info about any of our programs and events, email studentaffairs@ysu.edu



YOUNGSTOWN STATE UNIVERSITY

Youngstown State University does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity and/or expression, disability, age, religion or veteran/military status in its programs or activities. Please visit www.ysu.edu/ada-accessibility for contact information for persons designated to handle questions about this policy.

YOUNGSTOWN STATE UNIVERSITY

MARCH 2023

DIVISION OF STUDENT AFFAIRS EVENT HIGHLIGHTS!

FRIDAY, MARCH 3

Annual Student Awards Application Deadline

Deadline for applications and references for individual student leadership, advisor and organizations awards! Contact: Student Activities, (330) 941-3575. Sponsored by Student Activities

MONDAY, MARCH 6

Spring Break

Monday, March 6 - Friday, March 10

Letter to Home

Monday, March 6 - Friday, March 10 | Residence Halls Are you a H&RL resident missing home? Students will be able to send letters home during spring break along with a picture to include inside. Contact: Lance Nave, lonave@ysu.edu.

Sponsored by Housing & Residence Life

Cuyahoga Valley National Park Hike

10:00am-4:00pm | Traveling from the Rec to the Virginia Kendall Area of CVNP Begin spring break with a 4-6 mile moderate hike through CVNP. Transportation and lunch will be provided. Register: store.reccenter.ysu.edu. Registration Deadline: 3/5/23. Contact: Thomas Worsham, tworsham@ysu.edu. Sponsored by Campus Rec

TUESDAY, MARCH 7

Spring Break SPIN

5:30pm-6:30pm | Rec Center: SPIN Studio SPIN with Steve & Sal during Spring Break! Free for students & Campus Recreation members. Scan to register: Contact: Dina Fabry, dmfabry@ysu.edu.

Sponsored by Campus Rec



WEDNESDAY, MARCH 8

Cincinnati Museum Tour/Bus Trip

Visit the National Underground Railroad Freedom Center and the Nancy & David Wolf Holocaust Museum. \$20 registration fee covers the cost of museum admission, lunch, and transportation. Trip coordinated by the Office of Diversity, Equity and Inclusion with support from Student Activities, Housing & Residence Life, Campus Recreation, and Student Experience. Scan QR Code to register.



THURSDAY, MARCH 9

Kahoot

2:00pm-4:00pm | Kilcawley Center, Rossi Room Want to test your knowledge? Come enjoy this Kahoot event with questions on Disney characters, YSU and more. Contact: Lance Nave, lonave@ysu.edu.

Sponsored by Housing & Residence Life

FRIDAY, MARCH 10

Field Day

12:00pm-5:00pm | Carfaro/Lyden Greens Want something fun to do during the break? Come and participate in a H&RL Field Day! Students will engage in a variety of outdoor activities and enjoy some time in the sun! Contact: Lance Nave, lonave@ysu.edu.

Sponsored by Housing & Residence Life

SUNDAY, MARCH 12

Ballin' like it's March Madness!

Sunday, March 12 - Monday, April 3 Follow the madness that is NCAA basketball in March! Fill out your men's and women's basketball brackets for a chance to win a t-shirt and a prize. Winners will be based on bracket accuracy. Register: IMLeagues.com. Contact: Kiah Sartain, kpowell04@student.ysu.edu.

Sponsored by Campus Rec

MONDAY, MARCH 13

Crafternoons at the Cove: Make a Spring Wreath

2:00pm-4:00pm | Kilcawley Center, The Cove (Student Activities Side) Get ready for Spring with a new wreath! Make one for your door or as wall decor! Spring flowers, yarn, tulle and other decorations will be provided to decorate with! A secondary craft will be available if demand is high!

Sponsored by Student Activities

Follow us on Instagram for event updates & more fun content! @ysu_penguin_experience

WEDNESDAY, MARCH 15

American Red Cross Adult CPR/AED with First Aid

Option Blended Learning

2:30pm-4:00pm | Rec Center

Participants who successfully complete the course will be certified in Adult CPR and AED for 2 years. Register: store.reccenter.ysu.edu. Contact: Dina Fabry, dmfabry@ysu.edu.

Sponsored by Campus Rec



THURSDAY, MARCH 16

Get Charmed & Make Your Own Bracelet!

2:00pm-4:00pm | Rec Center: Lobby

Design your own beaded bracelet! The first 30 to arrive will receive all supplies to make a bracelet. Contact: Dalton Campana, dacampana@student.ysu.edu.

Sponsored by Campus Rec

Global Rec Night | Sports Around the World!

4:00pm-7:00pm | Rec Center: Court C & D

Join us for a night to recognize and learn about their backgrounds and history including bass fishing, equestrian, fencing, lacrosse, rugby, soccer, and more! For questions, contact clubsport@ysu.edu.

Sponsored by Campus Rec

FRIDAY, MARCH 17

Hike through Packard Park

4:00pm-6:00pm | Packard Park - Warren, OH 44483

Come join our free hike and tour of Packard Park. This tour will give knowledge on plant care, horticulture, ecology knowledge, and a gardening lecture. Contact: Dalton Campana, dacampana@student.ysu.edu.

Sponsored by Campus Rec

Friday Nights at the Cove

7:00pm-10:00pm | Kilcawley Center, The Cove

Join us for some fun after hours as we wind down from the week. Bring a friend, or meet a new one here. Follow @ysu_penguin_experience on Instagram for details about each Friday's activity.

MONDAY, MARCH 20

YSU Serves Week

Monday, March 20 - Saturday, March 25

How will you serve Youngstown? Keep an eye out for more events happening that week! #ysuserves

Sponsored by Student Activities

TUESDAY, MARCH 21

Housing Fair

11:00am-2:00pm | Kilcawley Center, Lower Arcade

Do you have your housing lined up for Fall semester? Stop by to meet representatives from on- and off-campus housing properties, learn more about the basics of renting and leasing, and educate yourself about the variety of options available here at YSU. Bring a friend, have a slice of pizza, and start your journey to find your next home at YSU. Contact: Erin Driscoll, eedriscoll@ysu.edu.

WEDNESDAY, MARCH 22

Press Play: Destress with Games

2:00pm-4:00pm | Kilcawley Center, The Cove

Bring your own gaming systems, challenge your peers in some head-to-head or jump back into that game you never have time for. Contact: Mason Edmunds, mgedmunds-guest@ysu.edu.

Sponsored by Campus Rec

THURSDAY, MARCH 23

Volunteer Fair

10:00am-2:00pm | Kilcawley Center, Lower Arcade

Student Activities will be hosting a volunteer fair as part of YSU Serves Week. Community organizations will be tabling, showcasing their organization and volunteer opportunities they have available.

Sponsored by Student Activities

Compete to Get Rec'd | When in Doubt, Bench it Out!

4:00pm-6:00pm | Rec Center: Strength & Conditioning

Bench press your 1 rep max & get a prize! Contact: Dina Fabry, dmfabry@ysu.edu.

Sponsored by Campus Rec

SGA Candidate Debate

Time TBA | Kilcawley Center, Schwebel Reception

Meet the candidates that have filed petitions to run for office as President and Executive Vice President of Student Government Association for the next academic year. Save the Date to Cast Your Vote - April 4 & 5.

Sponsored by Student Government Association



WEDNESDAY, MARCH 29

Fitness Seminar: Wick Park

1:00pm-2:00pm | Wick Park - Youngstown, OH

Come join a free full body workout seminar at Wick Park. This fitness class will utilize the exercise equipment at Wick Park, along with cardio exercises in between stations. Contact: Dalton Campana, dacampana@student.ysu.edu.

Sponsored by Campus Rec

THURSDAY, MARCH 30

Color Me Crazy, Color Craze!

4:00pm-6:00pm | Kilcawley Center, The Cove

Join Club Sports & Intramurals for a stress-free event that includes music, tie dye, art, and games! One tie dye shirt per person while supplies last.

For questions, contact clubsport@ysu.edu.

Sponsored by Campus Rec

FRIDAY, MARCH 31

Safe Zone Training

1:00-3:00pm | Kilcawley Center, Room 2068

Facilitator: Dr. Carrie Jackson. Safe Zone trainings are opportunities to learn about LGBTQ+ identities, gender and sexuality, and examine prejudice, assumptions, and privilege. Scan to Register:

Friday Nights at the Cove

7:00pm-10:00pm | Kilcawley Center, The Cove

Join us for some fun after hours as we wind down from the week. Bring a friend, or meet a new one here. Follow @ysu_penguin_experience on Instagram for details about each Friday's activity.

Get the YSU App! Events, news, services, courses, maps, meet students and classmates.

Get it on Google Play or the App Store.



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**Youngstown State University Foundation
Gift Processing Summary**

	Second Quarter			<u>Difference</u> <u>2023/2022</u>	Year-to-Date			<u>Difference</u> <u>2023/2022</u>
	<u>FY'23</u>	<u>FY'22</u>			<u>FY'23</u>	<u>FY'22</u>		
Development (New Gifts and New Pledges):								
YSU	\$1,196,417.30	\$952,534.65		\$243,882.65	\$2,141,343.22	\$2,863,878.61		-\$722,535.39
YSUF	\$1,198,635.94	\$6,139,021.04		-\$4,940,385.10	\$3,436,928.43	\$9,423,031.49		-\$5,986,103.06
Total Development (New Gifts and New Pledges)	\$2,395,053.24	\$7,091,555.69		-\$4,696,502.45	\$5,578,271.65	\$12,286,910.10		-\$6,708,638.45
Planned Giving/Charitable Gift Annuities	\$870,000.00	\$501,391.83		\$368,608.17	\$870,000.00	\$3,381,391.83		-\$2,511,391.83
Pledge Payments (For Pledges Currently or Previously Included as Development):								
YSU	\$596,818.75	\$1,866,922.47		-\$1,270,103.72	\$773,516.25	\$2,055,609.97		-\$1,282,093.72
YSUF	\$1,361,726.12	\$3,451,588.11		-\$2,089,861.99	\$1,963,057.44	\$3,775,257.55		-\$1,812,200.11
Total Pledge Payments	\$1,958,544.87	\$5,318,510.58		-\$3,359,965.71	\$2,736,573.69	\$5,830,867.52		-\$3,094,293.83
Number of Gifts								
New Gifts	1,777	2,044		-267	2,183	2,639		-456
Pledges	35	48		-13	40	58		-18
Payments	120	165		-45	200	304		-104
Planned Gifts/Charitable Gift Annuities	3	7		-4	3	13		-10

Institutional Engagement Committee

Youngstown State University Board of Trustees

March 1, 2023



**STRATEGICALLY
INCREASE
ENROLLMENT
MARKET SHARE**



For Ohio (2010 through 2021: source EAB)

18-Year-Old Population Graduating High School	-11,227	-7%
College-Going Rate of High School Graduates	66% to 60%	-6%
Enrollment of First-time Students	-27,347	-25%

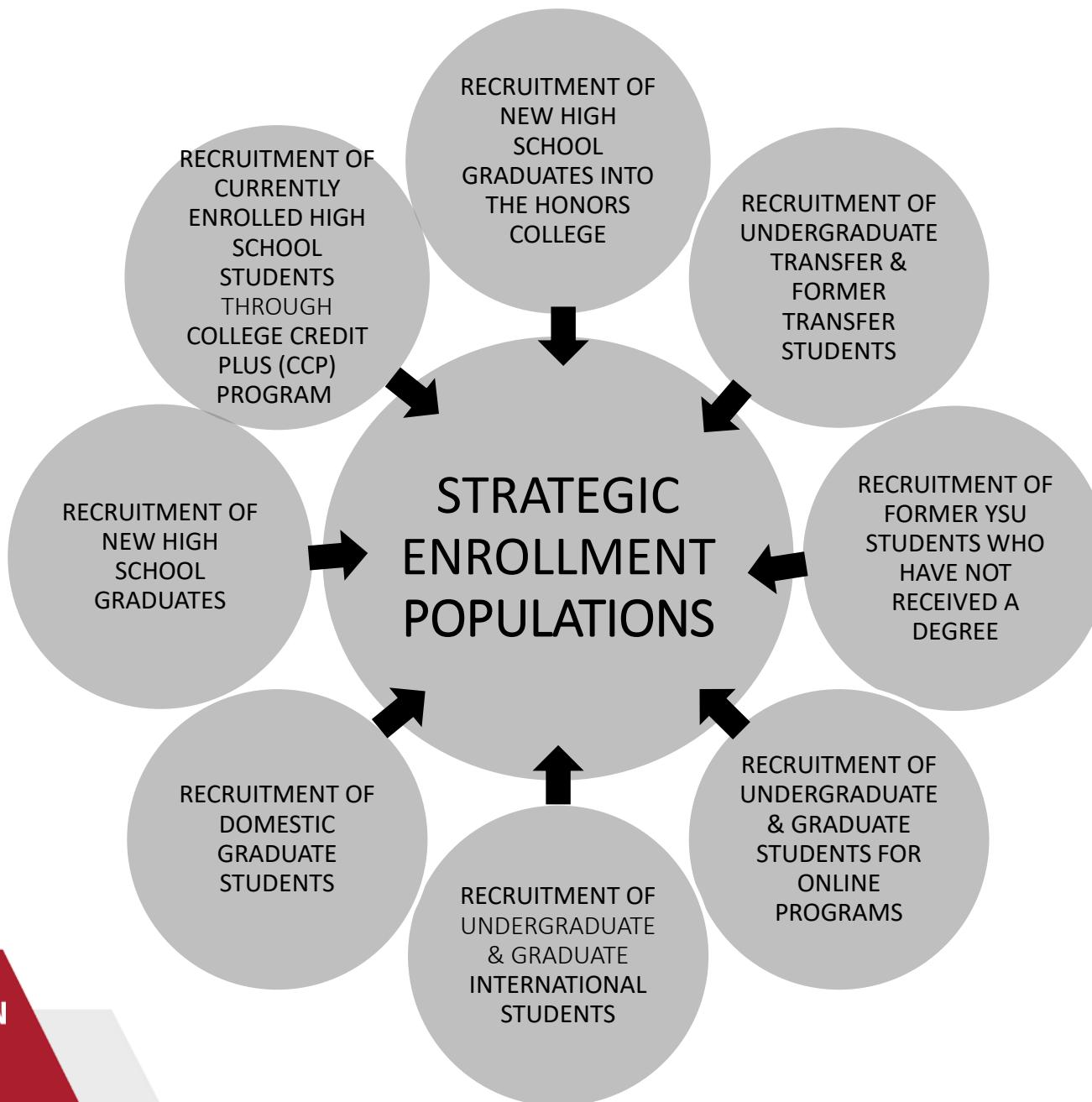
Provide academic as well as enrichment experiences to attract market share:

- General Education that is transformative
- Availability of internship and co-ops
- Unique academic program design
- Career and life-skills related credentials
- Unique intramural activities
 - Cricket
 - E-sports
 - Pickleball

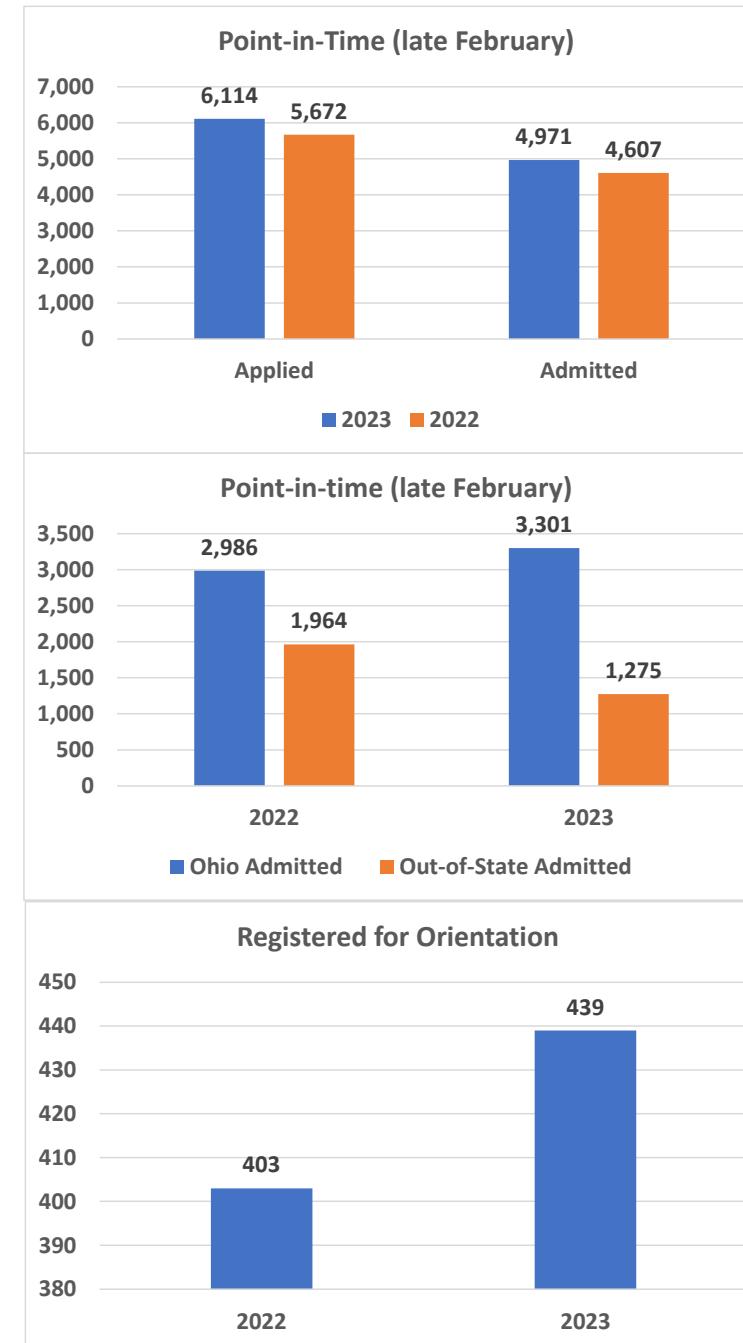
Unique academic learner record (potentially redesigned transcript)

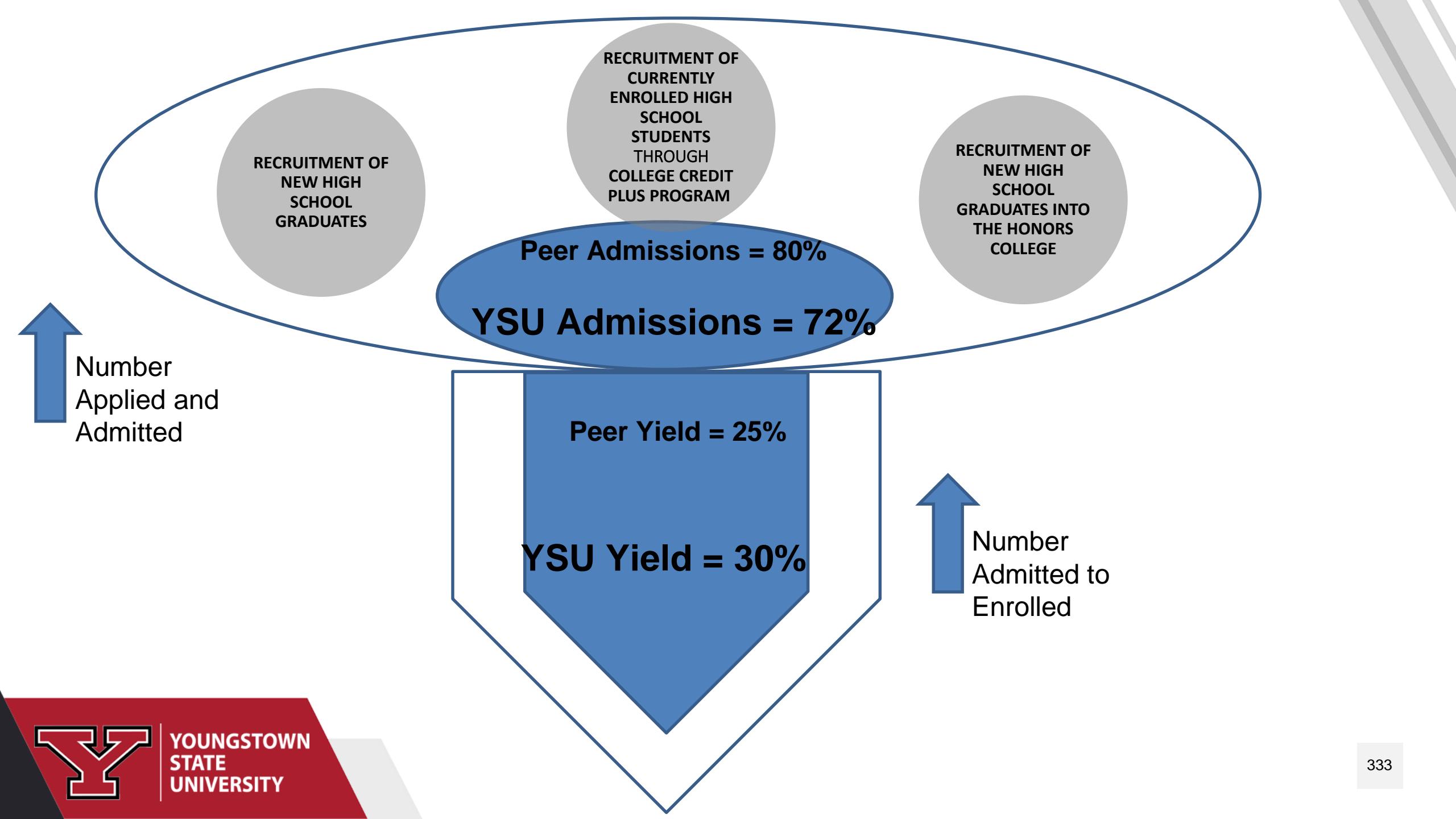


**MANY AREAS
FOR WHICH
TO GAIN
MARKET
SHARE**

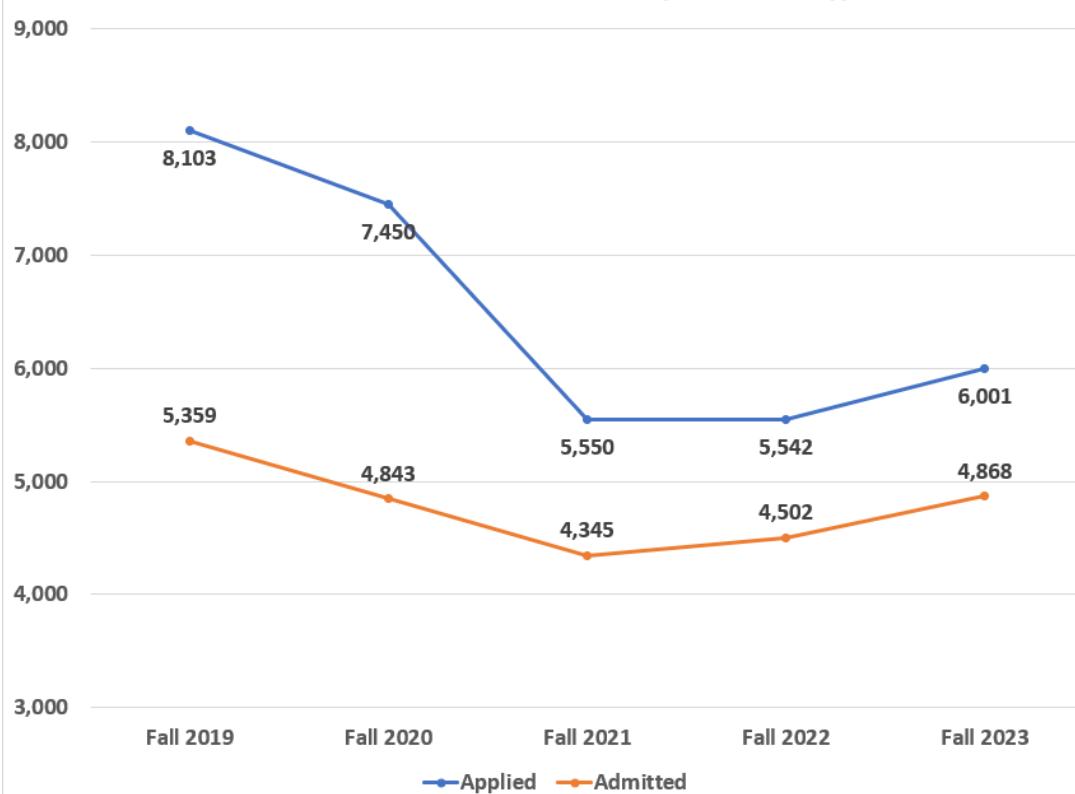


Fall 2023 Outlook



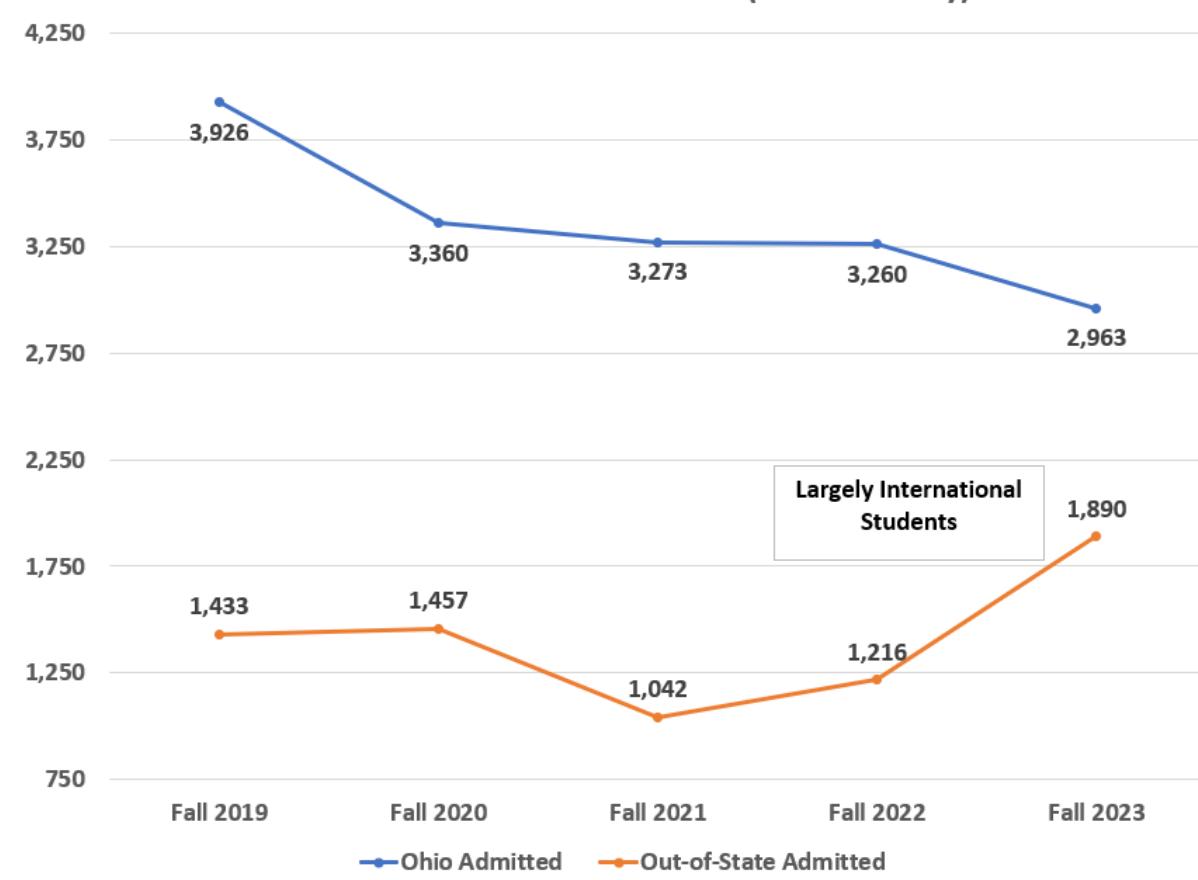


Fall-to-Fall for Same Point in Time (Later February)

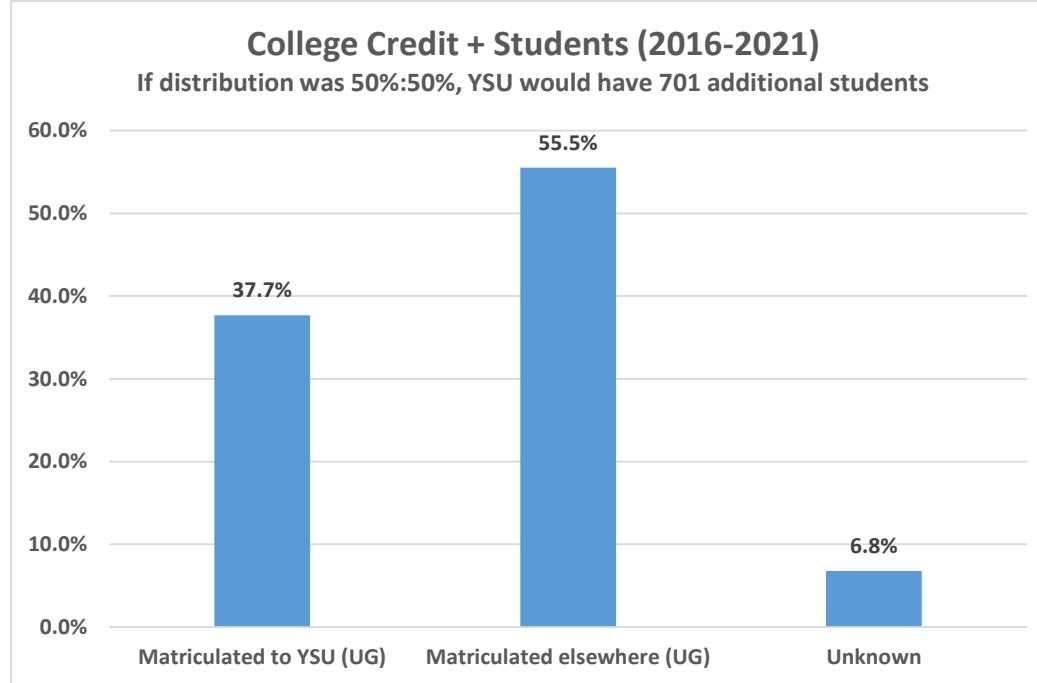
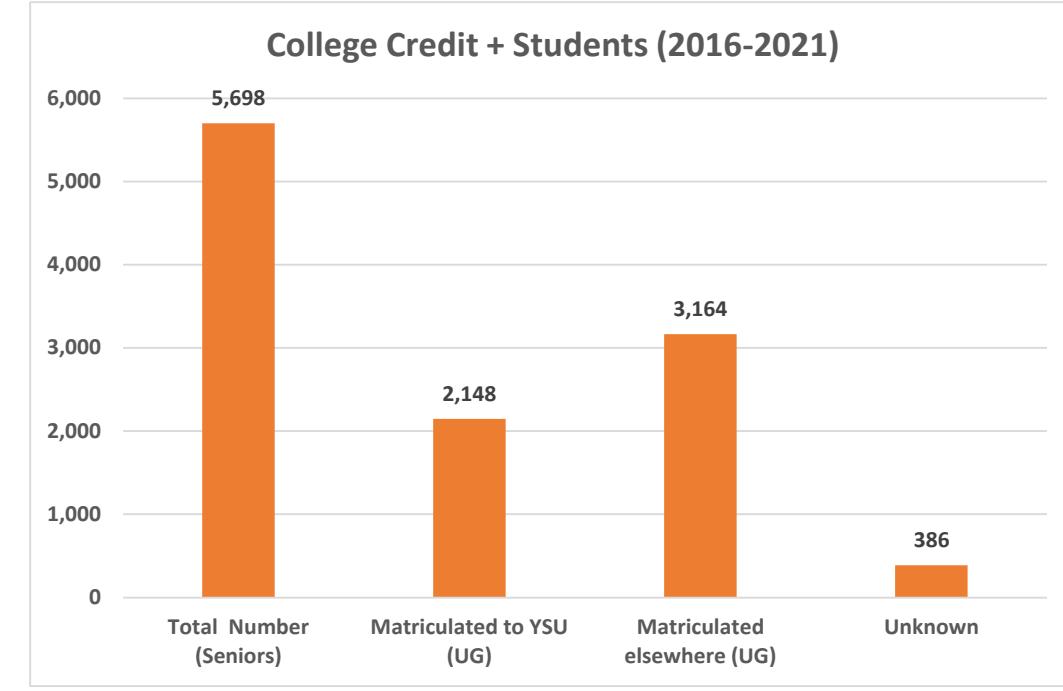


Domestic Market Share

Fall-to-Fall for Same Point in Time (Later February)



College-Credit Plus Opportunities



YOUNGSTOWN
STATE
UNIVERSITY

Sokolov Honors College Enrollment Update

- 2022-23 First-Year Honors Cohort (30th class)
- Collaboration with Undergraduate Admissions to incorporate honors application into CRMRecruit.
- Relationship Building
 - Fall 2022 Open House
 - Personalized Visits
 - High School Visits/College Fairs
 - Ambassadors Program
- CCP in Honors
- Applicant Pool for 2023-24
- Orientation 2023 (31st class)

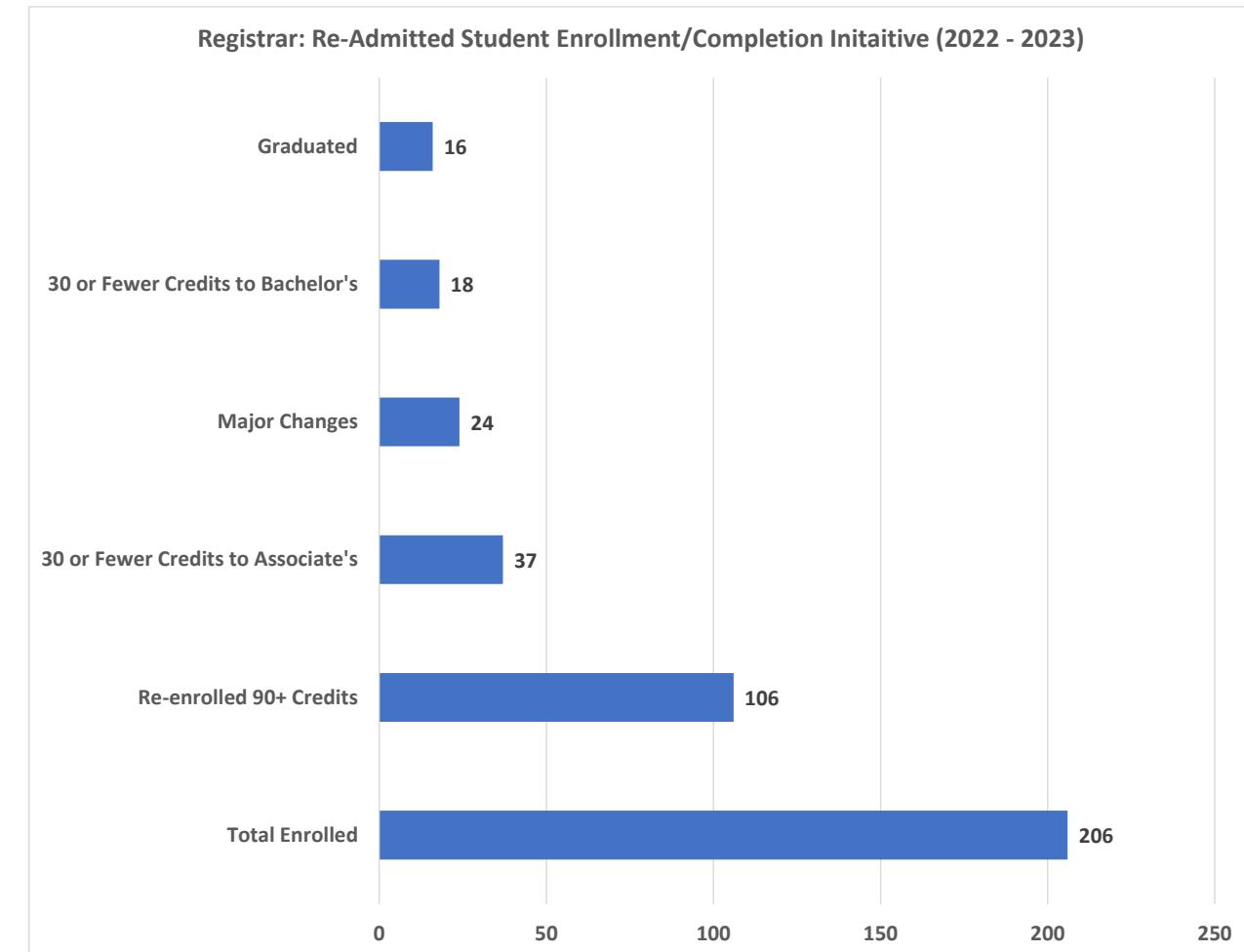


Office of the Registrar

College Comeback program to help students who left college without a degree resume their education in collaboration with seven other Ohio public institutions

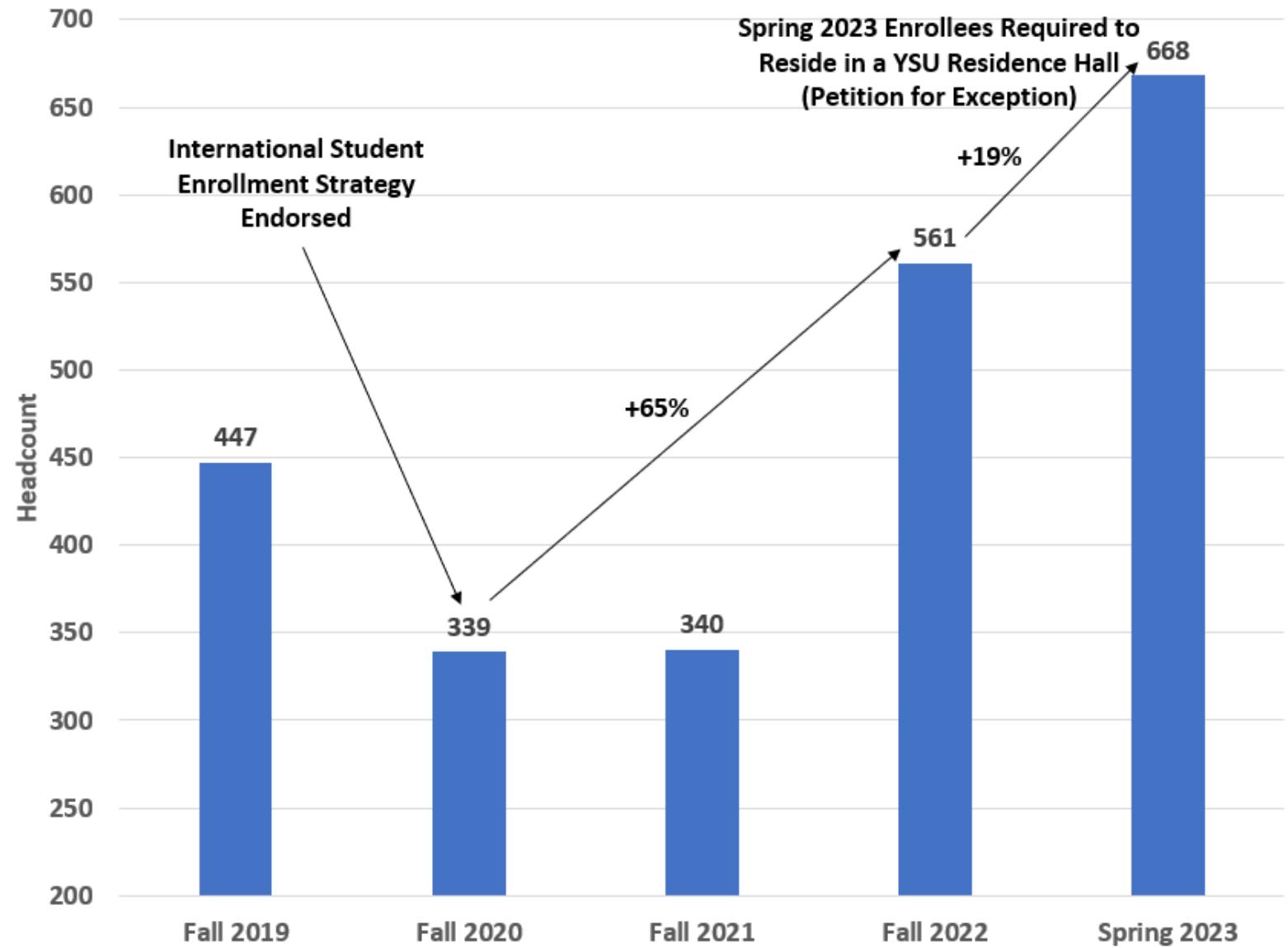
Readmission student outreach focused on degree completion
Major changes
Associate v Bachelor assessments
Graduation requirement reviews

Fund Your Education (FYE) program to provide intrusive financial counseling for first-time, first year students

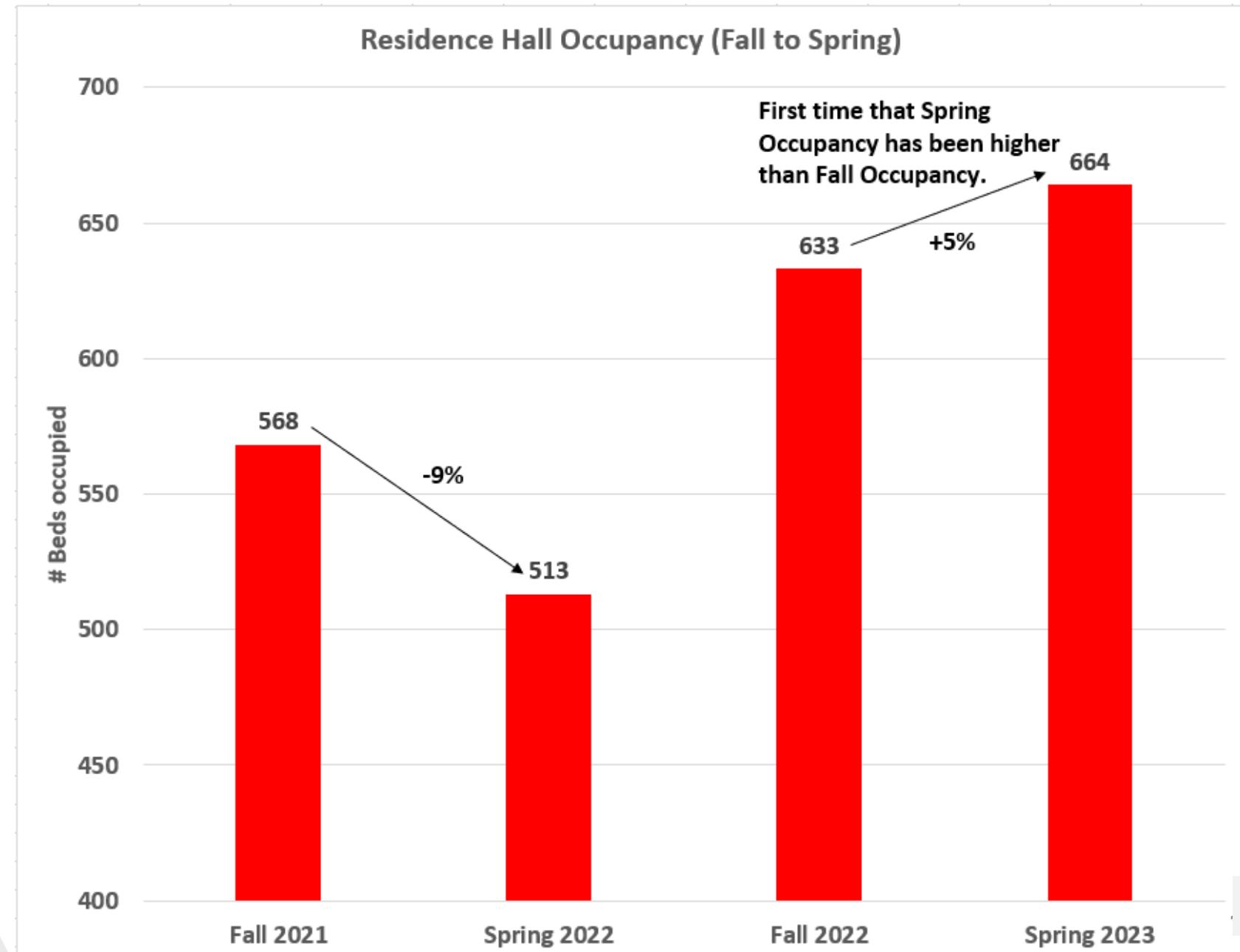


International Student Market Share

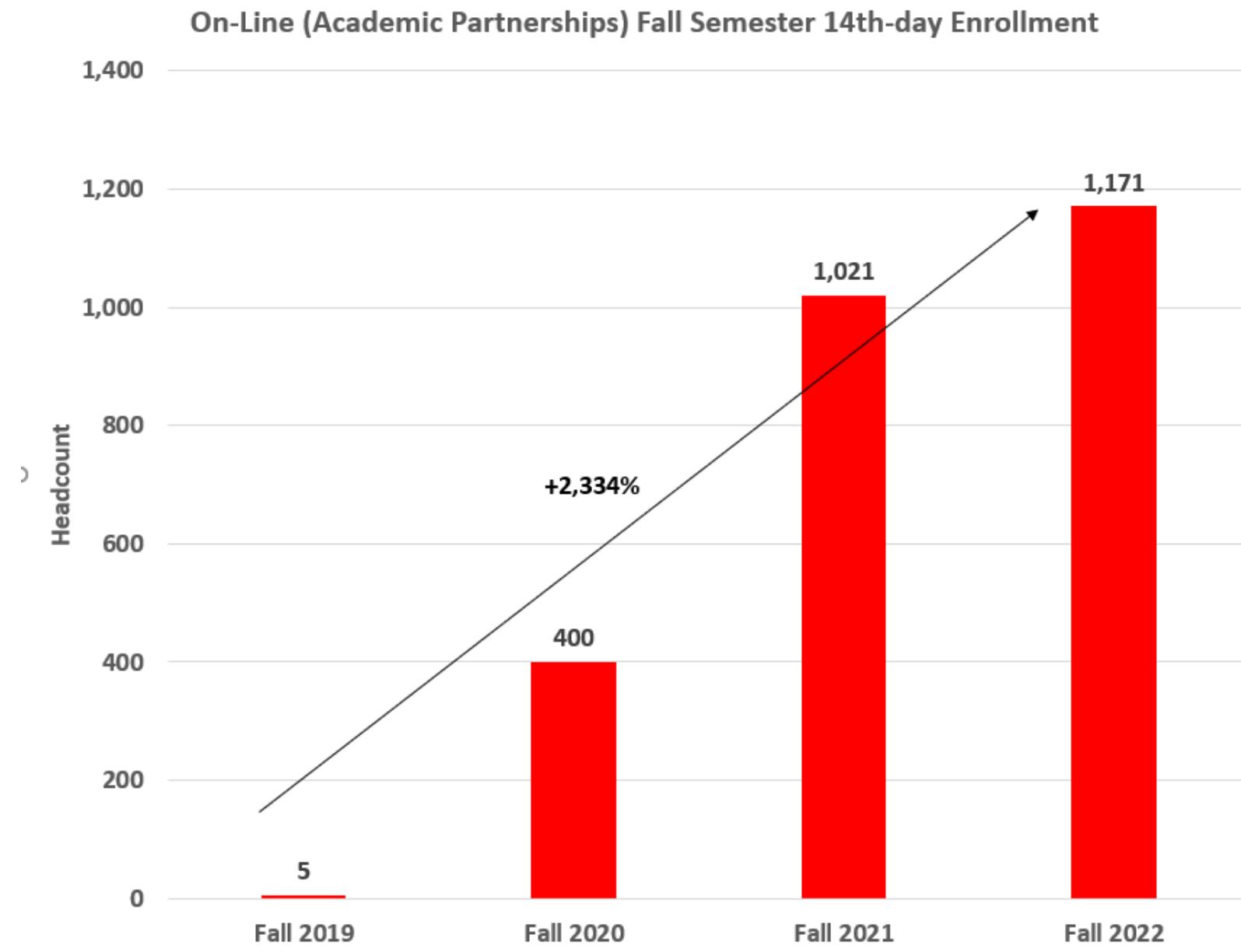
International Fall Semester 14th-day Enrollment



International Student Success Strategy

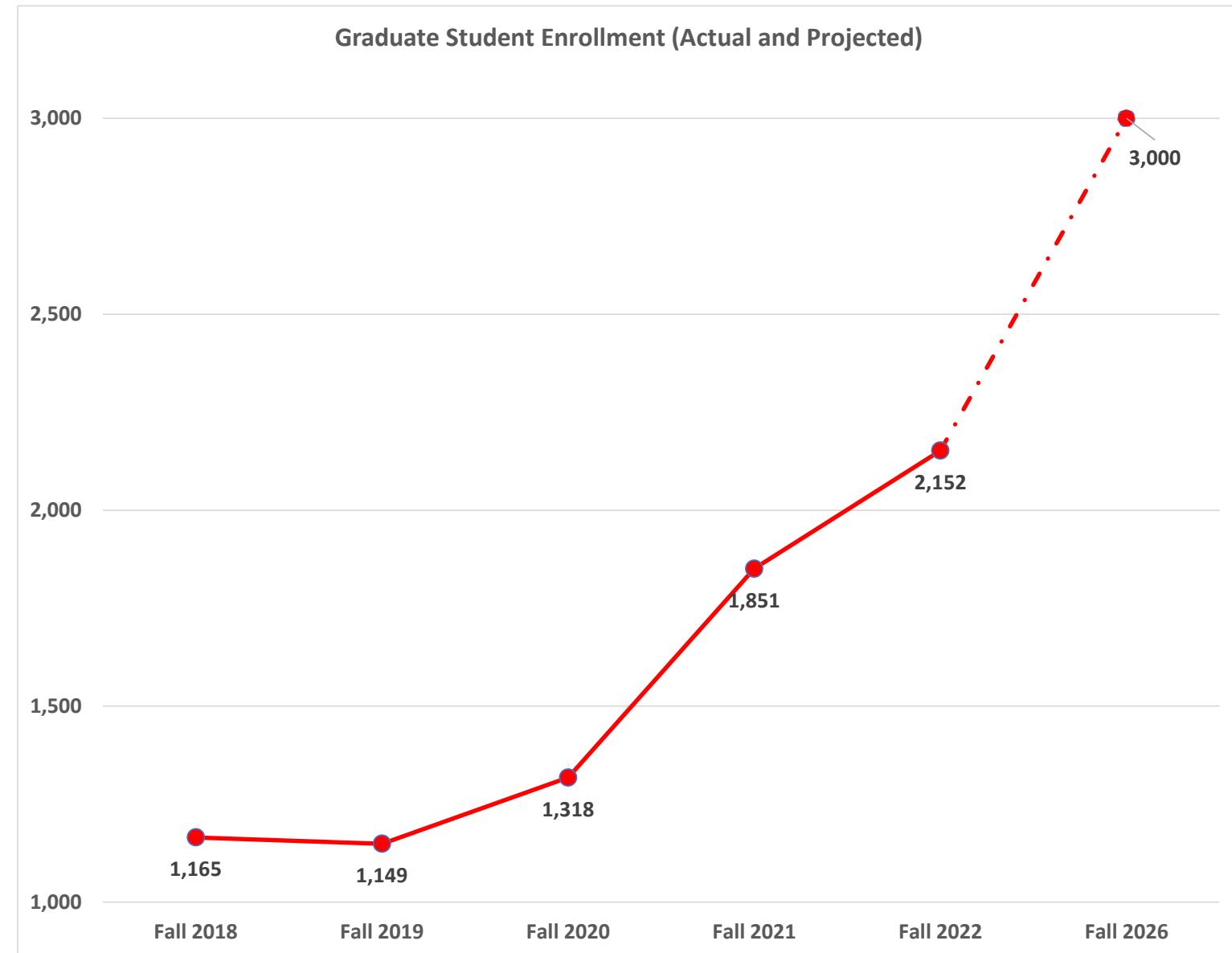


On-Line Market Share



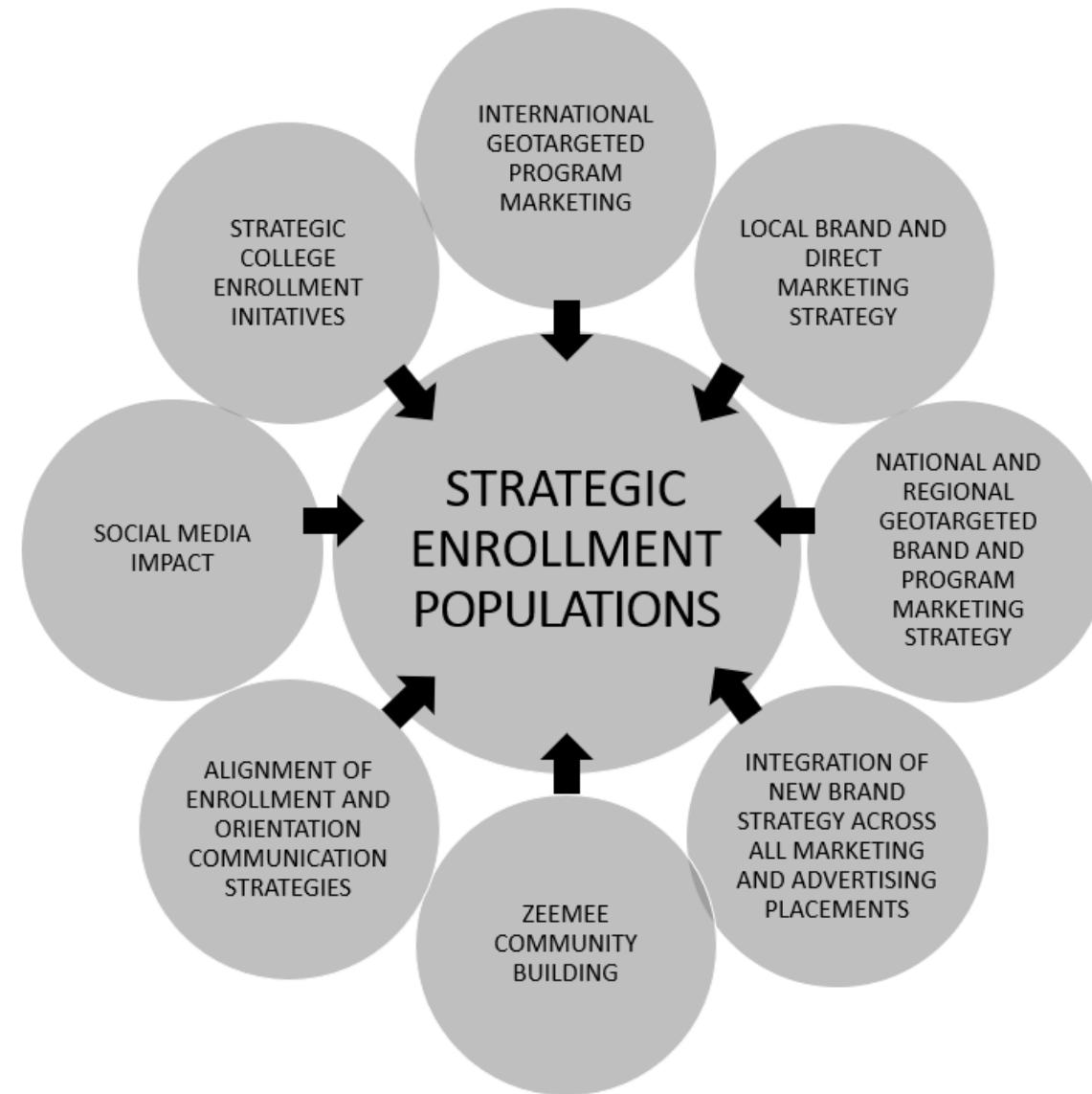
YOUNGSTOWN
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Graduate Student Market Share



YOUNGSTOWN
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UNIVERSITY

Marketing and Communication





Youngstown State University
**Division of Workforce
Education & Innovation**



Division of Workforce Education and Innovation
Report to Board of Trustees
March 1, 2023

Agenda Items

- Organizational Overview
- Financial Overview
- Key Project Updates
- KPI's

ORGANIZATIONAL OVERVIEW

The Division of Workforce Education and Innovation aligns **Workforce**, **Education**, **Research** and **Commercialization** through our integrated **WERC@YSU** approach to developing in-demand industry skills.

Our workforce and education programs serve YSU students, K-12, companies and community members looking to upskill, reskill or enter into new career pathways. We engage our learners through the online YSU Skills Accelerator and through classroom, hybrid and experiential learning at any one of our training centers.

Through partnerships with the YSU Research Foundation (YSURF) and Small Business Development Center (SBDC), students can participate in our integrated research and commercialization initiatives, supported through industry and government led projects.

Our Training Centers

Excellence Training Center (ETC) at Kohli Hall: This 54,000 state-of-the-art advanced manufacturing technology center is located on Main Campus and is equipped with over \$15M of advanced manufacturing and research equipment. From additive manufacturing to industrial electronics and leading the way in advanced robotics, the ETC serves students and industry in developing in-demand capabilities.

Jackie Ruller, Director

National EV Training and Innovation Center: This national center, to be located in Lordstown, OH, is under development with Foxconn with support from General Motors and Ultium Cells. The first of its kind this center will focus on advancing workforce, education, research and commercialization for EV's. This center will serve industry, academia and workforce leaders across the country in helping to advance emerging skills and innovation.

Jennifer Oddo, Interim

IT Workforce Accelerator at Silvestri Hall: Established through industry partnerships with IBM, WIA, Cisco and others, the IT Workforce Accelerator now delivers in-demand IT skills training around software development, cybersecurity, cloud, artificial intelligence, networking and telecommunications.

Lindsey Ekstrand, Director

The Data Mine: An on-campus learning community established in partnership with Purdue University and in collaboration with the College of STEM. YSU students, from any major, study the science of data while applying their knowledge to real world company sponsored projects.

David Janofa, Interim

Williamson Innovation Park: Located just south of campus, this 220-acre open air research park will be used by YSU students and area K-12 students to launch their STEM projects for engineering, biosciences, aviation and more! (opening July 2023)

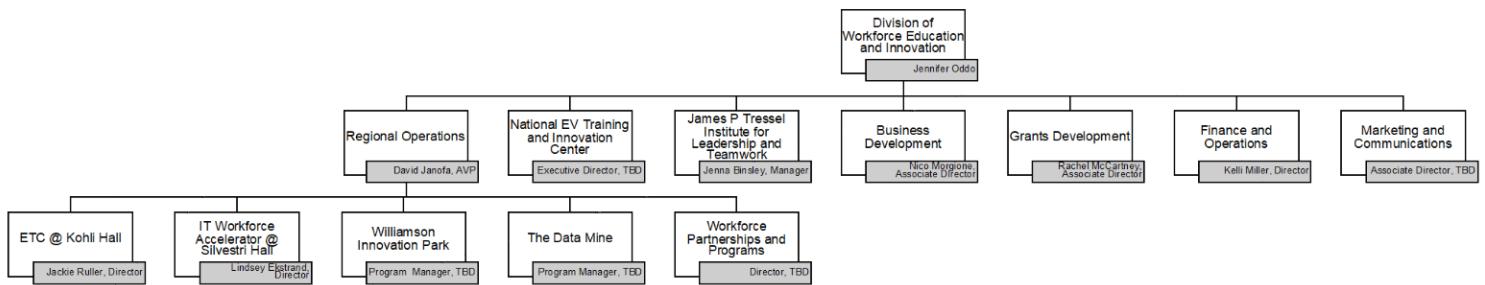
David Janofa, Interim

James P. Tressel Institute of Leadership and Teamwork: The James P. Tressel Institute for Leadership and Teamwork will empower students, community leaders, and business directors to make a meaningful difference wherever their paths take them. The institute will provide courses, workshops, guest speakers, and more to prepare students and participants to become strong, impactful leaders.

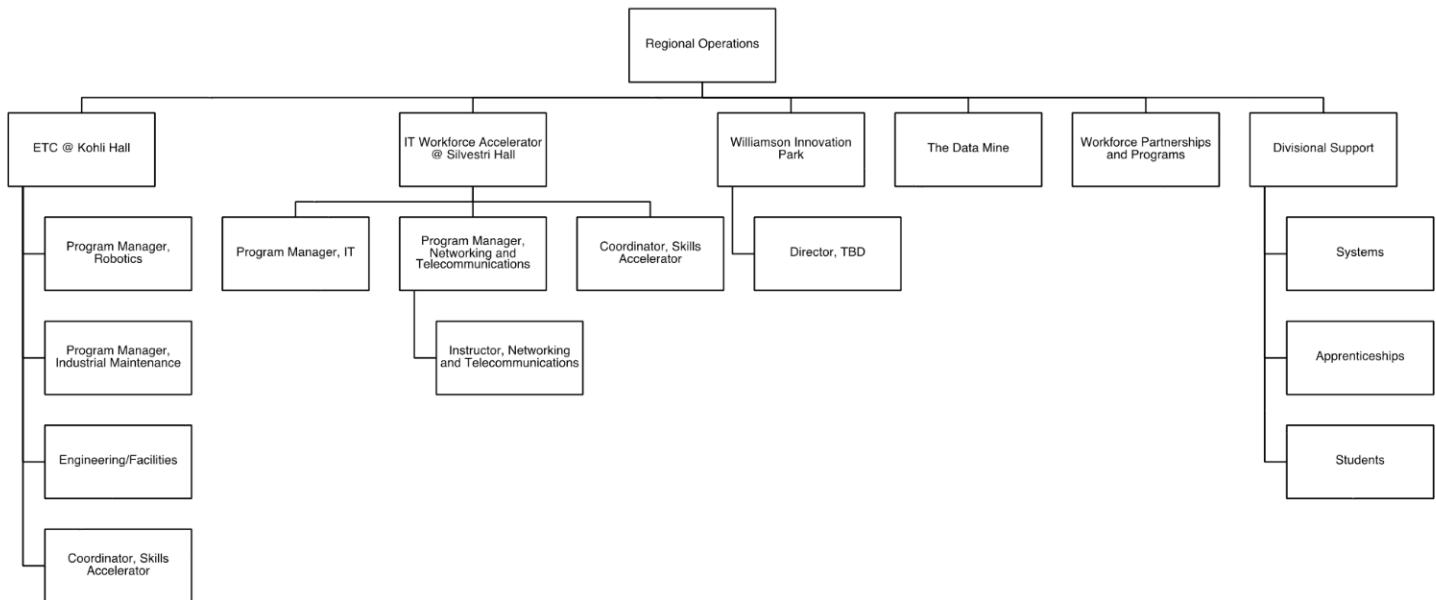
Jenna Binsley, Manager

ORGANIZATIONAL OVERVIEW

Division of Workforce Education and Innovation Organizational Chart



Division of Workforce Education and Innovation Organizational Chart



DIVISIONAL FINANCIAL REPORT

Divisional					
Account Title	PD of Performance	Adjusted Budget	Year to Date	Encumbrances	Available Balance
General	N/A	31,889	14,705	-	17,184
Continuing Ed WF	N/A	915	2,732	-	(1,817)
Grants Residual Fund		-	(227,545)	125,620	101,925
NCDMM Storefront	8/11/21-7/30/23	300,000	-	-	300,000
Ohio Pathways	3/24/22-6/30/24	100,000	-	39,588	60,412
5G Readiness	10/1/22-9/30/25	1,154,880	17,111	-	1,137,769
MV WF Partner	7/1/21-6/30/23	178,764	29,662	-	149,102
Tech Prep 23	7/1/22-6/30/23	20,000	-	-	20,000
IMAP Round 2	1/1/22-7/31/23	241,390	6,720	-	234,670
Grant Writing	1/1/22-12/31/22	20,398	1,259	-	19,139
Comm Support Fnds CWDS	Evergreen	2,328,533	1,130,980	211,755	985,798
Comm Supp-ESITC	Evergreen	1,500,000	59,680	42,000	1,398,320
Cash Match BB and 5G		-	(389,225)	-	389,225
TILT	N/A	411,622	37,333	-	374,289
YSUF Tessel St Work	N/A	107,693	4,246	-	103,447
Total Divisional		6,396,085	687,658	418,963	5,289,464
Excellence Training Center					
Account Title	PD of Performance	Adjusted Budget	Year to Date	Encumbrances	Available Balance
General	N/A	52,276	-	-	52,276
Continuing Ed ETC	N/A	376,191	23,144	8,563	344,485
Hybrid Mfg	8/26/21-9/30/23	541,194	102,494	58,415	380,284
DLA 4.0	4/1/22-09/30/24	3,172,868	1,058,962	465,045	1,648,861
DLA 4.0 + Option A		2,590,455	-	160,915	2,429,540
MVICCETC State Funds	7/1/19-6/30/22	-	-	-	-
TechCred 7	11/1/20-9/30/22	10,646	7,238	1,032	2,376
Tech Cred 8	6/3/21-6/30/22	11,485	-	-	11,485
MVICC FY 22 23	7/1/21-6/30/23	922,228	363,606	66,914	491,708
Tech Cred 9	8/6/21-8/30/22	8,100	-	-	8,100
Tech Cred 13	2/2/22-5/31/23	27,250	1,000	-	26,250
TechCred Rd 15	N/A	15,936	1,000	-	14,936
MVICC Ops	N/A	1,820	36	-	1,784
Ed Youth Camps	N/A	27,861	1,135	-	26,726
Gifts	N/A	344,484	13,824	-	330,659
YSUF Roth End Gifts	N/A	16,200	-	-	16,200
YSUF Humtown	N/A	3,175	-	-	3,175
RAPIDS 5		540,833	-	220,182	320,651
Rapids 6		316,834	-	-	316,834
Total ETC		8,979,836	1,572,440	981,066	6,426,331
Total Consolidated		15,375,921	2,260,097	1,400,029	11,715,795

KEY PROJECT UPDATES

Project: Foxconn EV Academy powered by YSU



Project Overview

The EV Academy will serve as a National Hub to help the emerging electric vehicle industry build and scale a sustainable workforce around advanced manufacturing, energy storage and other integrated technology solutions, such as artificial intelligence, 5G and cybersecurity. The goal is to bring together industry, academia and government under a connected open source approach to share resources, best practices and programs to serve the workforce needs with greater agility.

Phase 1:

- 2 buildings totaling 25,000 square feet
- Foxconn owns the buildings, YSU will operate within the buildings
- YSU will own and operate the digital footprint
- Initial Skill focus: Electrical/Electronics, Electric Charging, Industrial Maintenance, Robotics, Automation, Other TBD
- GM/Ultium support leveraging GM Community Investment for training and innovation center
- Formal MOU in process

Phase 2:

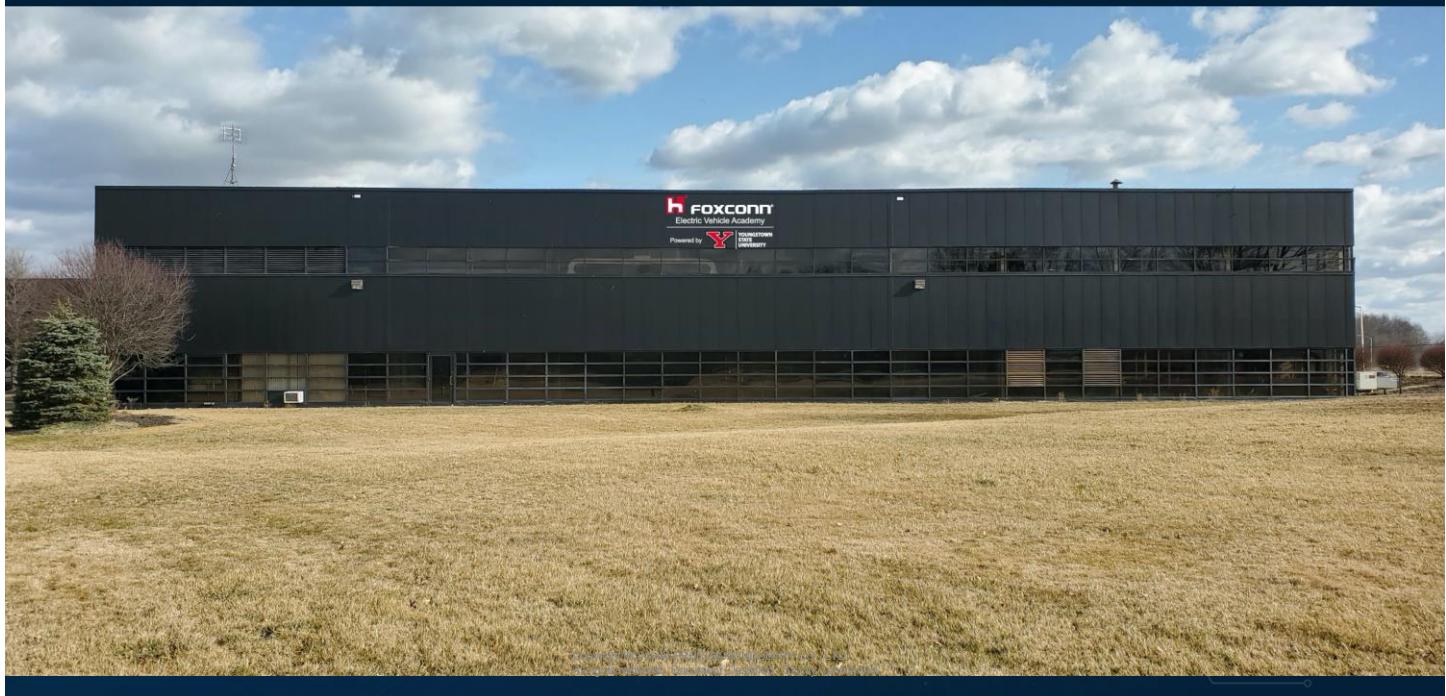
- Expansion to meet demands of Foxconn, Ultium and ecosystem needs.

Activities:

- Faculty Roundtables with Foxconn engineering teams
- Divisional meetings with Foxconn leaders to assess skills needs
- EV Conference in planning phases for late Summer 2023.

h foxconn® Building Two – Option One

EV EV System



Project: Silvestri Modernization



Project Overview:

Divisional Offices, the IT Workforce Accelerator Training Center and the Tressel Institute for Leadership and Teamwork will be moving in a phased approach to Silvestri Hall. Full move to be completed by start of Fall Semester 2023. Funding, totaling \$225k for renovations, provided by the division leveraging proceeds from external initiatives.

Project will expand capacity to 6+ training rooms, convening space for 50+ participants and more connected access to YSU Students and the community. Additionally, the IT Workforce Accelerator will have an increased focus on developing a center for information technology workforce training programs.

Programs under development:

- Computer Programming Fundamentals
- Networking and Telecommunications
- Agile and Design Thinking
- Big Data

Project: Penguin Shark Tank



PENGUIN SHARK TANK COMPETITION

WEDNESDAY APRIL 26, 2023

YSU Williamson College of Business

Time: 5:30pm-7:30pm
Room: 1171

POWERED BY:

YOUNGSTOWN STATE UNIVERSITY
 Excellence Training Center

APEX ACCELERATORS

YOUNGSTOWN STATE UNIVERSITY
 Williamson College of Business Administration

Ohio Small Business Development Centers Youngstown State University

YBI YOUNGSTOWN BUSINESS INCUBATOR

Project: YSU Excellence Training Center awarded \$500K grant to serve students with disabilities

Project Overview

Youngstown State University's Excellence Training Center, in collaboration with the Columbiana County Board of Developmental Disabilities and Columbiana County Educational Service Center, has been awarded a \$500,000 grant to increase the participation in and attainment of industry-recognized credentials and apprenticeships for students with disabilities.

The project through the Ohio Department of Developmental Disabilities-Pathways to Careers-Improving Post-Secondary Education Options for Students with Developmental Disabilities focuses on current high school seniors and those who graduated in the 2020, 2021 and 2022.

The initiative is designed to assist those individuals in accessing post-secondary education, training or apprenticeships.

Project: YSU Student Projects

- (1) **Google Dashboard Control** - Students are researching the narrative of the region using tools like Google, ChatGPT and Twitter tone analyzing software. The students will also develop strategies and recommendations on how we can create a more appealing digital footprint for the region.
- (2) **YSU Data Mine** – The Data Mine in collaboration with Purdue and YSU College of STEM Math Department have launched its second semester with an additional 12 students. 14 students participated in Fall 2022 and received 4 credits each. Through support of DWEI and our corporate paid sponsor NUVVE, students and faculty will be attending Purdue's Data Mine Symposium with West Lafayette, IN, later this Spring.

The program currently has two projects:

- (1) Nuvve – Electric Charging Station Data Project
- (2) Central Insurance of Ohio – Social Media Data project

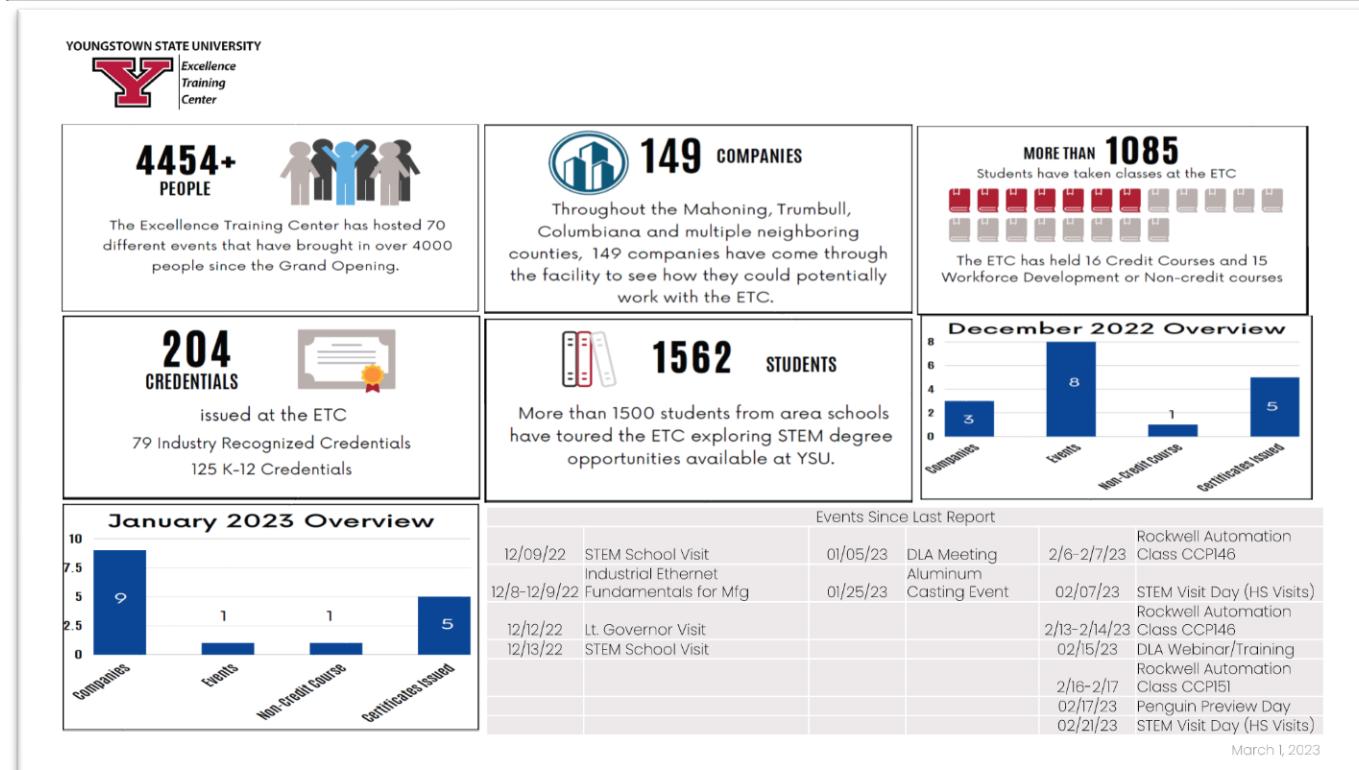
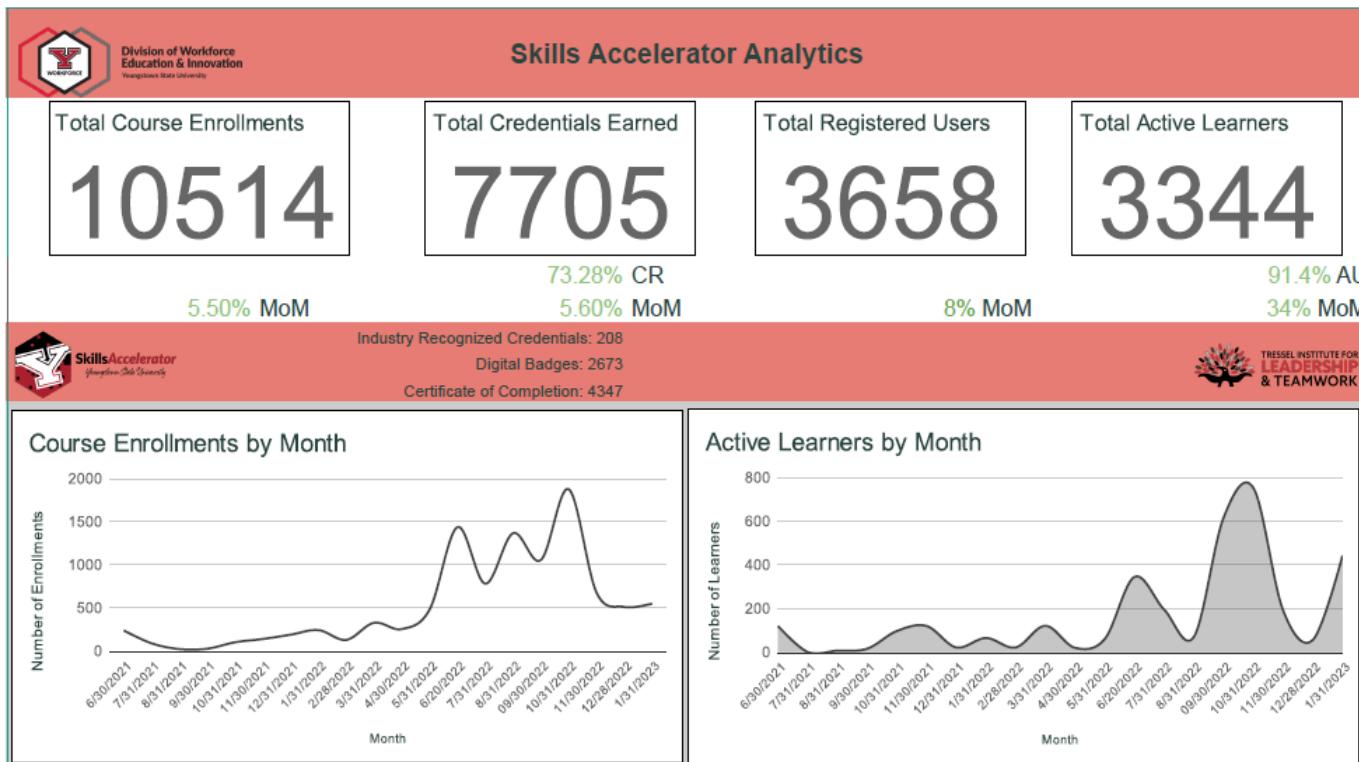
The goal for Fall 2023 is 4 additional corporate sponsored projects with 25 students across all disciplines.

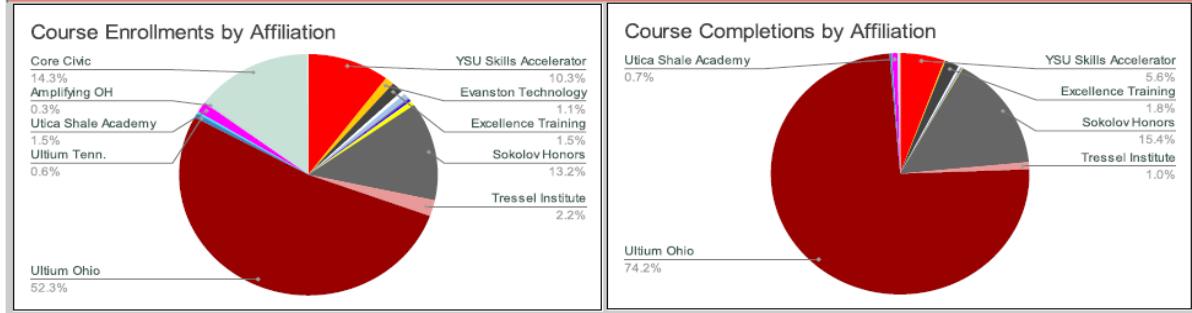
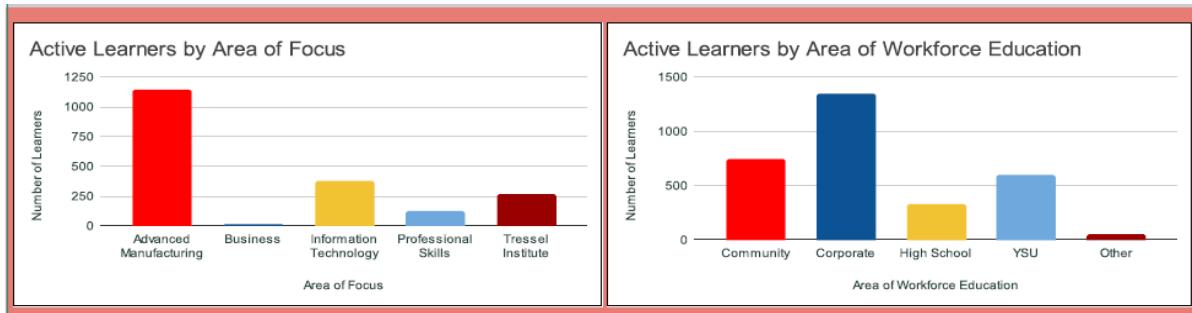
- (3) **Regional Repopulation Study** - Professor Sumell and his Urban Economics course will guide Spring semester class to identify repopulation strategies for the Mahoning Valley including retention of current population and attraction of new residents to the area. They will also survey YSU student body to better understand the driving forces in keeping our students in the region.
- (4) **Research Report on 4- and 2- year higher education credentialing programs** – YSU Students evaluating IUC and OACC schools to determine scope of their credentialing programs as compared to YSU DWEI. Additionally, students are researching national exemplary institutions to assess programs and best practices.

Key Performance Metrics

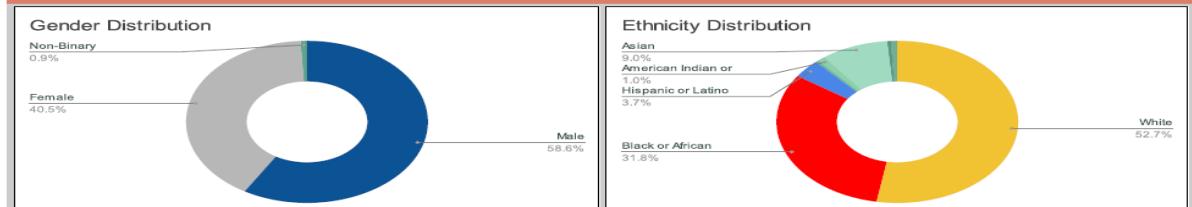
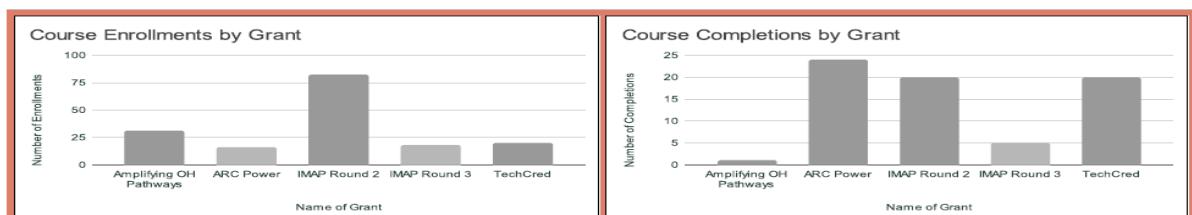
The Division is currently making changes to its systems to better collect KPI data for each training center. Expected completion of this new reporting will take effect July 1, 2023.

Divisional Enrollments – All Centers





March 1, 2023



Workforce Education Highlights

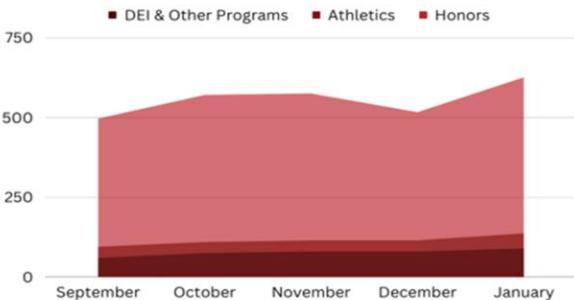


March 1, 2023

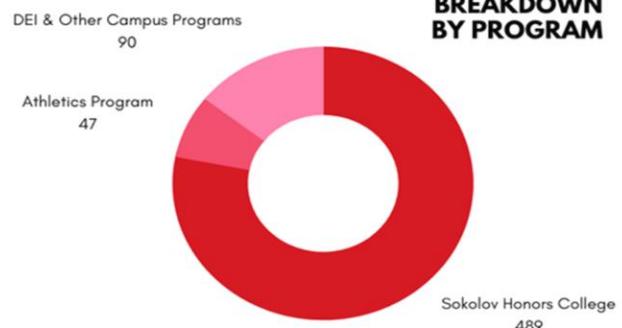


626 STUDENTS

Enrolled in the Tressel Institute Personal Leadership Badge Program



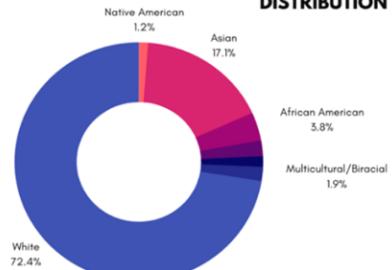
STUDENT BREAKDOWN BY PROGRAM



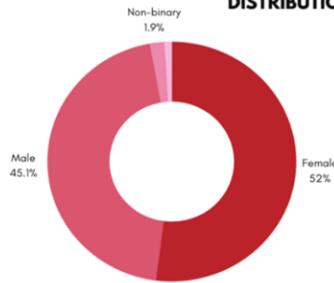
82 BADGES ISSUED



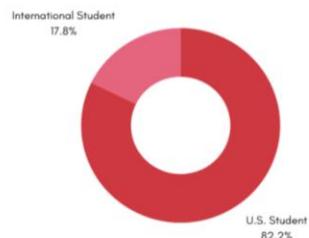
ETHNICITY DISTRIBUTION



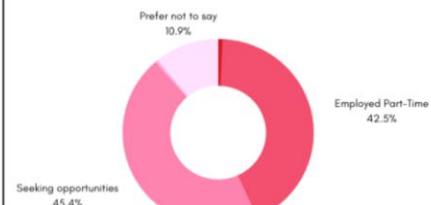
GENDER DISTRIBUTION



INTERNATIONAL STUDENT DISTRIBUTION



EMPLOYMENT DISTRIBUTION





**RESOLUTION TO MODIFY
CIVIC LEAVE WITH PAY, EXCLUDED
PROFESSIONAL/ADMINISTRATIVE AND EXCLUDED CLASSIFIED
STAFF POLICY, 3356-7-11**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 2, 2023
YR 2023-**

3356-7-11 Civic leave with pay, excluded professional/administrative and excluded classified staff.

Responsible Division/Office: Human Resources

Responsible Officer: VP for Legal Affairs and Human Resources

Revision History: October 1998; March 1999; March 2013;
September 2018; March 2023

Board Committee: University Affairs

Effective Date: **March 2, 2023**

Next Review: 2028

(A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its leave programs, it provides for and encourages preventive healthcare; physical, emotional, and mental well-being; professional growth and development; and civic responsibility.

(B) Parameters.

(1) As provided in rule 123:1-34-03 of the Administrative Code and section 124.135 of the Revised Code, employees shall be granted civic leave with full pay and benefits when:

(a) Subpoenaed to appear before any court or other legally constituted body authorized to compel the attendance of witnesses, where the employee is not a party to the action;

(b) Summoned for jury duty by any court of competent jurisdiction; or

(c) The university appoints or approves an appointment to serve in an unpaid position on an advisory board or commission or to solicit for charities for which university payroll deductions are made. This policy does not apply to situations where employees are being compensated by a third party, i.e., expert witness testimony.

- (2) Employees required to appear or serve for only part of a day for court or jury duty may be obligated to return to a scheduled work assignment following dismissal by the court.
- (3) Employees who are appellants in any action before the state personnel board of review (SPBR) and are in active pay status at the time of a scheduled hearing before SPBR may be granted civic leave with full pay and benefits for purposes of attending the hearing.

(C) Procedures.

- (1) Employees shall provide written notification of civic leave to the supervisor as far in advance of the leave as possible. Documentation regarding the leave (e.g., a copy of the summons or subpoena) shall be attached to the notification.
- (2) Employees may retain any money received as compensation or expense reimbursement for jury duty or court attendance compelled by subpoena.
- (3) Employees covered by collective bargaining should refer to their respective agreement.

3356-7-11 Civic leave with pay, excluded professional/administrative and excluded classified staff.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: October 1998; March 1999; March 2013;
September 2018; March 2023
Board Committee: University Affairs
Effective Date: ~~September 6, 2018~~March 2, 2023
Next Review: ~~2023~~2028

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its leave programs, it provides for and encourages preventive healthcare; physical, emotional, and mental well-being; professional growth and development; and civic responsibility.
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 - (a) Subpoenaed to appear before any court or other legally constituted body authorized to compel the attendance of witnesses, where the employee is not a party to the action;
 - (b) Summoned for jury duty by any court of competent jurisdiction; or
 - (c) The university appoints or approves an appointment to serve in an unpaid position on an advisory board or commission or to solicit for charities for which university payroll deductions are made. This policy does not apply to situations where employees are being compensated by a third party, i.e., expert witness testimony.

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- (2) Employees may retain any money received as compensation or expense reimbursement for jury duty or court attendance compelled by subpoena.
- (3) Employees covered by collective bargaining should refer to their respective agreement.



**RESOLUTION TO MODIFY
UNSCHEDULED LEAVE POLICY, 3356-7-16**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 2, 2023
YR 2023-**

3356-7-16 Unscheduled leave policy.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: March 1999; January 2012; December 2018;
March 2023
Board Committee: University Affairs
Effective Date: **March 2, 2023**
Next Review: 2028

- (A) Policy statement. As a comprehensive university with a resident student community, Youngstown State University (University) must maintain certain essential functions and services regardless of whether the University, or a portion of the University, has been closed due to inclement weather or other extraordinary circumstances. When unscheduled leave is in effect, nonessential employees may elect to work or take accrued leave or leave without pay. Under unscheduled leave, employees are not required to provide usual advance notice when they have determined travel to or remaining on campus may reasonably jeopardize their safety.
- (B) Purpose. To provide consistent guidelines and procedures for employees and students to follow when an emergency situation necessitates the declaration of unscheduled leave.
- (C) Scope. This policy applies to all employees, including student employees and students of the University, with the exception of employees deemed to be essential employees.
- (D) Definitions.
 - (1) “Unscheduled leave” - accrued leave that nonessential University employees may take in the event of extreme weather or similar emergency circumstances which prevents them from reporting to or continuing work as usual. Sick leave cannot be utilized for unscheduled leave unless the absence meets the University criteria for use of sick leave.
 - (2) “Essential function or service” - a function or service designated as indispensable to the continued and safe operation of the University.

Essential functions and services include but are not limited to snow removal, public safety, telecommunications, environmental, student residence, and food services. Essential functions and services may vary depending on circumstances.

(3) “Essential employee” - an employee whose presence is required regardless of the existence of an emergency and whose absence from duty could endanger the safety and/or well-being of the campus population and/or physical plant.

(E) Parameters.

- (1) The use of unscheduled leave is only available when the president, or his/her designee, has invoked the unscheduled leave policy.
- (2) Supervisors will specifically notify essential personnel when they are required to report for work during a period of unscheduled leave. Notification requiring an employee to report to work is based on the specific emergency circumstances and the function or service designated as essential under these emergency circumstances.
- (3) Individuals utilizing unscheduled leave do not need to request and have leave preapproved; however, they are responsible for notifying their supervisor, or in the case of students, their instructor, when they intend to take leave or be absent from class.
- (4) The type of leave taken must be consistent with other university policies and/or bargaining unit agreements. Employees may not use sick leave for an unscheduled leave absence unless the absence meets the criteria established for sick leave by their bargaining unit agreement or other board of trustees’ policy.
- (5) Leave without pay may only be utilized if the employee has no other appropriate leave time available.
- (6) This policy may be invoked for the entire campus, only certain buildings or areas of campus, for an entire day(s) or portion of a day(s).

- (7) This policy may be invoked when the university is operating in “classes cancelled” status.

(F) Procedures.

- (1) The president, or his/her designee, has the authority to invoke this policy. The decision to invoke this policy will be communicated to the campus community via normal electronic media.
- (2) Supervisors will establish reasonable procedures for nonessential employees to follow to notify their departments if unscheduled leave is taken.
- (3) All leave taken must be reported and approved on either the bi-weekly time sheet or the semi-monthly leave report as applicable.
- (4) Faculty members seeking to cancel classes during declared unscheduled leave must follow their department procedures.

(G) Policy violation. Employees who fail to adhere to the requirements of this policy without sufficient justification, will be subject to appropriate disciplinary action.

(H) Students. Students should consult course syllabi and the university's [e-bulletin](#) for procedures regarding absence from class.

3356-7-16 Unscheduled leave policy.

Responsible Division/Office: Human Resources

Responsible Officer: VP for Legal Affairs and Human Resources

Revision History: March 1999; January 2012; December 2018; [March 2023](#)

Board Committee: University Affairs

Effective Date: [December 6, 2018](#)[March 2, 2023](#)

Next Review: [2023](#)[2028](#)

- (A) Policy statement. As a comprehensive university with a resident student community, Youngstown state university (“university”) must maintain certain essential functions and services regardless of whether the university, or a portion of the university, has been closed due to inclement weather or other extraordinary circumstances. When unscheduled leave is in effect, nonessential employees may elect to work or take accrued leave or leave without pay. Under unscheduled leave, employees are not required to provide usual advance notice when they have determined travel to or remaining on campus may reasonably jeopardize their safety.
- (B) Purpose. To provide consistent guidelines and procedures for employees and students to follow when an emergency situation necessitates the declaration of unscheduled leave.
- (C) Scope. This policy applies to all employees, including student employees and students of the university, with the exception of employees deemed to be essential employees.
- (D) Definitions.
 - (1) “Unscheduled leave.” - [Leave accrued leave](#) that nonessential university employees may take in the event of extreme weather or similar emergency circumstances which prevents them from reporting to or continuing work as usual. [Sick leave cannot be utilized for unscheduled leave unless the absence meets the university criteria for use of sick leave.](#)
 - (2) “Essential function or service.” - [A](#) - a function or service designated as indispensable to the continued and safe operation of

the university. Essential functions and services include but are not limited to snow removal, public safety, telecommunications, environmental, student residence, and food services. Essential functions and services may vary depending on circumstances.

| (3) “Essential employee.” ~~An~~ - an employee whose presence is required regardless of the existence of an emergency and whose absence from duty could endanger the safety and/or well-being of the campus population and/or physical plant.

(E) Parameters.

(1) The use of unscheduled leave is only available when the president, or his/her designee, has invoked the unscheduled leave policy.

(2) ~~Essential personnel are required to report for work when unscheduled leave is declared, unless they are specifically notified not to report by their supervisor. Supervisors will specifically notify essential personnel when they are required to report for work during a period of unscheduled leave. Notification requiring an employee to report to work is based on the specific emergency circumstances and the function or service designated as essential under these emergency circumstances.~~

(3) Individuals utilizing unscheduled leave do not need to request and have leave preapproved; however, they are responsible for notifying their supervisor, or in the case of students, their instructor, when they intend to take leave or be absent from class.

(4) The type of leave taken must be consistent with other university policies and/or bargaining unit agreements. Employees may not use sick leave for an unscheduled leave absence unless the absence meets the criteria established for sick leave by their bargaining unit agreement or other board of trustees’ policy.

(5) Leave without pay may only be utilized if the employee has no other appropriate leave time available.

(6) This policy may be invoked for the entire campus, only certain buildings or areas of campus, for an entire day(s) or portion of a day(s).

- (7) This policy may be invoked when the university is operating in “classes cancelled” status.
- (F) Procedures.
 - (1) The president, or his/her designee, has the authority to invoke this policy. The decision to invoke this policy will be communicated to the campus community via normal electronic media.
 - (2) Supervisors will establish reasonable procedures for nonessential employees to follow to notify their departments if unscheduled leave is taken.
 - (3) All leave taken must be reported and approved on either the bi-weekly time sheet or the semi-monthly leave report as applicable.
 - (4) Faculty members seeking to cancel classes during declared unscheduled leave must follow their department procedures.
- (G) Policy violation. Employees who fail to adhere to the requirements of this policy without sufficient justification, will be subject to appropriate disciplinary action.
- (H) Students. Students should consult course syllabi and the university’s [e-bulletin](#) for procedures regarding absence from class.



**RESOLUTION TO MODIFY
DISTINGUISHED SERVICE AWARDS, FULL-TIME EXCLUDED
PROFESSIONAL/ADMINISTRATIVE EMPLOYEES AND FULL-TIME
EXCLUDED CLASSIFIED EMPLOYEES POLICY, 3356-7-27**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 2, 2023
YR 2023-**

3356-7-27 Distinguished service awards, full-time excluded professional administrative employees and full-time excluded classified employees.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: October 1998; October 2010; June 2016;
December 2021; March 2023
Board Committee: University Affairs
Effective Date: **March 2, 2023**
Next Review: 2028

- (A) Policy statement. Youngstown state university (university) recognizes employees for outstanding performance of duties that contributes to the good of the university and grants awards for such achievement.
- (B) Scope. This policy applies to full-time excluded professional administrative employees and to full-time excluded classified employees. This policy does not apply to academic department chairpersons. See rule 3356-7-53 of the Administrative Code (university policy 3356-7-53, "Excellence awards for department chairpersons").
- (C) Parameters.
 - (1) Up to four awards may be granted annually to full-time excluded professional/administrative employees whose performance at the university has been identified as outstanding.
 - (2) Full-time excluded professional administrative employee award recipients shall receive two thousand dollars divided as follows:
 - (a) A cash award of one thousand, and
 - (b) One thousand dollars added to the individual's base salary in the following contract year.
 - (3) One award may be granted annually to a full-time excluded classified employee whose performance at the university has been identified as outstanding.

- (4) A full-time excluded classified award recipient shall receive a cash award of one thousand four hundred dollars.
- (5) The president, provost, vice presidents, deans, and executive directors are not eligible for consideration for distinguished service awards.

(D) Procedures.

- (1) To be eligible to receive a distinguished service award, an individual must be nominated during the “Call for Nominations” process, which is annually initiated in December.
- (2) Staff members, faculty, students, or alumni may make nominations.
- (3) The provost and each vice president will appoint a person from each division to serve as a committee to review nominations and recommend award recipients. The nominations will be reviewed and awarded by a committee comprised of the divisional vice presidents.
- (4) The committee will seek input from the supervisors of the nominees.
- (5) The committee will forward the names of the award recipients to the office of human resources.
- (6) Announcement of the awards will be presented to the university affairs committee of the board of trustees at the March board of trustees meeting.

3356-7-27 Distinguished service awards, full-time excluded professional administrative employees and full-time excluded classified employees.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: October 1998; October 2010; June 2016;
December 2021; [March 2023](#)
Board Committee: University Affairs
Effective Date: [December 2, 2021](#)[March 2, 2023](#)
Next Review: [2026](#)[2028](#)

- (A) Policy statement. Youngstown state university (“university”) recognizes employees for outstanding performance of duties that contributes to the good of the university and grants awards for such achievement.
- (B) Scope. This policy applies to full-time excluded professional administrative employees and to full-time excluded classified employees. This policy does not apply to academic department chairpersons. See [rule 3356-7-53 of the Administrative Code](#) (university policy 3356-7-53, “Excellence awards for department chairpersons ~~for awards to academic chairs~~; [rule 3356-7-53 of the Administrative Code](#).”).
- (C) Parameters.
 - (1) Up to four awards may be granted annually to full-time excluded professional/administrative employees whose performance at the university has been identified as outstanding.
 - (2) Full-time excluded professional administrative employee award recipients shall receive two thousand dollars divided as follows:
 - (a) A cash award of one thousand, and
 - (b) One thousand dollars added to the individual’s base salary in the following contract year.
 - (3) One award may be granted annually to a full-time excluded classified employee whose performance at the university has been

identified as outstanding.

- (4) A full-time excluded classified award recipient shall receive a cash award of one thousand four hundred dollars.
- (5) The president, provost, vice presidents, deans, and executive directors are not eligible for consideration for distinguished service awards.

(D) Procedures.

- (1) To be eligible to receive a distinguished service award, an individual must be nominated during the “Call for Nominations” process, which is annually initiated in December.
- (2) Staff members, faculty, students, or alumni may make nominations.
- (3) The provost and each vice president will appoint a person from each division to serve as a committee to review nominations and recommend award recipients. The nominations will be reviewed and awarded by a committee comprised of the divisional vice presidents.
- (4) The committee will seek ~~written~~ input ~~off~~ from the supervisors of ~~all~~ ~~persons nominated for an award~~ the nominees.
- (5) The committee will forward the names of the award recipients ~~recommended by the committee will be forwarded~~ to the office of human resources.
- (6) Announcement ~~and presentation~~ of the awards ~~occurs at the annual staff awards dinner.~~
- (7) ~~Annually a list of all recipients of the distinguished service award will be presented to the university affairs committee of the board of trustees at the March board of trustees meeting.~~



**RESOLUTION TO MODIFY
PRESIDENT'S LEADERSHIP MERIT AWARDS POLICY, 3356-7-28**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 2, 2023
YR 2023-**

3356-7-28 President's leadership merit awards.

Responsible Division/Office: Office of the President
Responsible Officer: President and AVP for University Relations
Revision History: December 1998; October 2010; March 2018;
 March 2023
Board Committee: University Affairs
Effective Date: **March 2, 2023**
Next Review: 2028

- (A) Policy statement. Youngstown state university (university), through its president, recognizes executive and administrative officers that have made distinctive contributions to the university's mission and ideals beyond the regular performance of duties and responsibilities.
- (B) Scope. This policy applies to executive and administrative level officers of the university as defined in rules 3356-9-01 and 3356-9-02 of the Administrative Code (university policies 3356-9-01, "Selection and evaluation of executive level officers of the university" and 3356-9-02, "Selection and annual evaluation of administrative officers of the university," respectively). This policy excludes the president of the university, who is ineligible to receive the presidential award.
- (C) Parameters.
 - (1) In order to be eligible, an executive or administrative officer must be a current full-time employee who has worked at the university for at least two consecutive years, not including temporary employment.
 - (2) Prior winners may not be considered for the award more than every five years.
 - (3) Award recipients will have made a distinctive contribution to the university in one or more of the following areas:
 - (a) Service
 - (b) Innovation

- (c) Teamwork/collaboration
- (d) Leadership
- (e) Student success

(4) Leadership merit award(s) for outstanding service and commitment to the university is typically announced during the regular June meeting of the board of trustees but may be announced at any other regular board of trustees meeting.

(5) The leadership award allows the president to utilize an annual stipend of up to three thousand dollars to recognize executive and administrative officers.

(D) Procedure.

- (1) The president shall receive nomination(s) of executive or administrative level officer(s) for this award from the divisional vice presidents. After review of the nominations, the president may then select which nominee(s) will receive this award.
- (2) Prior to making the award, the president will provide the names of the recipient(s) to the board of trustees.

3356-7-28 President's leadership merit awards.

Responsible Division/Office: Office of the President
Responsible Officer: President and AVP for University Relations
Revision History: December 1998; October 2010; March 2018; [March 2023](#)

Board Committee: University Affairs
Effective Date: [March 15, 2018](#)[March 2, 2023](#)
Next Review: [2023](#)[2028](#)

- (A) Policy statement. Youngstown state university (~~“university”~~), through its president, recognizes executive and administrative officers that have made distinctive contributions to the university’s mission and ideals beyond the regular performance of duties and responsibilities.
- (B) Scope. This policy applies to executive and administrative level officers of the university as defined in rules 3356-9-01 and 3356-9-02 of the Administrative Code (~~corresponding~~ university policies 3356-9-01, “Selection and evaluation of executive level officers of the university” and 3356-9-02, “Selection and annual evaluation of administrative officers of the university,” respectively). This policy excludes the president of the university, who is ineligible to receive the presidential award.
- (C) Parameters.
 - (1) In order to be eligible, an executive or administrative officer must be a current full-time employee who has worked at the university for at least two consecutive years, not including temporary employment.
 - (2) Prior winners may not be considered for the award more than every five years.
 - (3) Award recipients will have made a distinctive contribution to the university in one or more of the following areas:
 - (a) Service
 - (b) Innovation

- (c) Teamwork/collaboration
- (d) Leadership
- (e) Student success

(4) Leadership merit award(s) for outstanding service and commitment to the university is typically announced during the regular June meeting of the board of trustees but may be announced at any other regular board of ~~trustee's~~trustees meeting.

(5) The leadership award allows the president to utilize an annual stipend of up to three thousand dollars to recognize executive and administrative officers.

(D) Procedure.

- (1) The president ~~may select an~~shall receive nomination(s) of executive or administrative level officer(s) ~~of~~for this award from the ~~university to~~divisional vice presidents. After review of the nominations, the president may then select which nominee(s) will receive this award.
- (2) Prior to making the award, the president will provide the names of the recipient(s) to the board of trustees.



Explanation of Modifications to *University Policy*:

3356-7-22 Employee Health Insurance Program.

The language in this policy was changed to allow the University more flexibility to establish and negotiate premium funding rates and coverage tiers for health and prescription insurance coverage. The Board of Trustees continues to retain approval of the percentage funding rates for health and prescription insurance rates. Additionally, updates were made to the policy to include current electronic links and to simplify and clarify policy language.



**RESOLUTION TO MODIFY
EMPLOYEE HEALTH INSURANCE PROGRAMS POLICY, 3356-7-22**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 2, 2023
YR 2023-**

3356-7-22 Employee health insurance programs.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: March 1998; December 2011; June 2015;
December 2016; March 2018; March 2023
Board Committee: University Affairs
Effective Date: **March 2, 2023**
Next Review: 2028

- (A) Policy statement. The board of trustees authorizes all of the university's employee health care insurance programs. This policy is intended to authorize participation in the medical, prescription drug, dental and vision plan options for professional/administrative and other non-bargaining employees of the university.
- (B) Health care advisory committee. A health care advisory committee (HCAC) with representation from all bargaining units and non-bargaining employees from each of the university divisions is established in accordance with the HCAC September 2011 policy and guidelines. The charge of the committee is to review and assess existing medical, dental, prescription drug, and vision benefit plan options and other cost-controlling measures.
- (C) Plan design and benefit levels.
 - (1) Bargaining unit employees are eligible for medical, dental, prescription drug, and vision coverage in accordance with the applicable collective bargaining agreement.
 - (2) Eligible employees who are not covered by a collective bargaining agreement are eligible for medical, dental, prescription drug, and vision coverage as identified in the [Employee Benefits](#) section of the office of human resources website.
- (D) Premium sharing.
 - (1) Bargaining unit employees who choose to enroll in the medical, prescription drug, dental or vision plan will be required to

contribute toward the cost of coverage in accordance with the applicable collective bargaining agreement.

- (2) Eligible employees who are not covered by a collective bargaining agreement and who choose to enroll in the university's health insurance plans will be required to share in the cost of coverage as follows:
 - (a) Employees will contribute, via payroll deduction, an aggregate percent of the funding level as recommended by the office of human resources or negotiated through collective bargaining and approved by the board of trustees. Annual funding level percentages will be identified for the new plan year.
- (3) Payments shall be deducted in equal amounts from each eligible participant's paychecks.

(E) Working spouse/coordination of benefits.

- (1) Working spouses of university employees who have access to group medical and/or prescription coverage which is sponsored, maintained and/or provided by the spouse's current employer, former employer (if retirees), or business for self-employed individuals other than sole proprietors, collectively or individually, (referred to as employer coverage), are required to enroll for primary coverage at least at the single coverage level unless he/she is entitled to medicare as of January 1, 2015. These spouses are only permitted to have secondary access to university group medical and/or prescription drug plan (referred to as university coverage). The use of the word spouse in this policy refers to a legal spouse.

For purposes of this section, in instances where the spouse's employer makes no monetary contribution for employer coverage, such plans will not be considered to be employer coverage. This is intended to apply to situations in which the spouse is a current employee in a business but not to situations in which the spouse is a business owner, including partner of a company and/or firm, is a self-employed individual (other than a sole proprietor) in a business, or a retiree in a group medical and/or prescription drug insurance plan.

- (2) The requirement of paragraph (E)(1) of this rule does not apply to any spouse who works less than twenty-five hours per week and is required to pay more than fifty percent of the single premium rate or five hundred dollars per month, whichever is greater, in order to participate in employer coverage.
- (3) An employee's spouse who fails to enroll in their employer coverage, as outlined above, will remain on the university coverage for secondary coverage.
- (4) In the event the spouse is a medicare beneficiary and medicare is secondary to the university coverage and medicare is primary to the spouse's employer coverage, the university coverage will be the primary coverage. Sections 3902.11 to 3902.14 of the Revised Code shall govern the implementation and interpretation of these coordination of benefits rules.

(F) Upon becoming eligible, the employee's spouse must enroll in employer coverage unless he/she is exempt from this requirement in accordance with the exemptions stated in this policy.

(G) All employees choosing to enroll, whose spouse participates in the university's group medical and/or prescription drug insurance coverage, shall, upon request, complete and submit to the plan a written certification verifying whether his/her spouse is eligible for and enrolled in employer coverage. If any employee fails to complete and submit the certification form during the annual certification process, such employee's spouse will be removed from university coverage. Any information not completed or provided on the certification form may be requested from the employee.

(H) If an employee submits false material information or fails to timely advise the plan via the chief human resources officer or designee, of a change in the eligibility of the employee's spouse for employer coverage within thirty days of notification of such eligibility, and such false information or failure results in the provision of university coverage to which the employee's spouse is not entitled, the employee's spouse will be disenrolled from university coverage. Such disenrollment may be retroactive to the date as of which the employee's spouse became ineligible for plan coverage, as determined by the administrator for the university coverage.

The administrator shall provide at least thirty days advance written notice of any proposed retroactive disenrollment. In the event of retroactive disenrollment, the employee will be personally liable to the applicable university coverage for reimbursement of benefits and expenses, including attorney's fees and costs incurred by the university coverage as a result of the false information or failure. Additionally, if the employee submits false information in this context, the employee may be subject to disciplinary action up to and including termination of employment.

- (I) The details of the working spouse limitations and coordination of benefits requirements are available on the office of human resources website at [Employee Benefits](#).
- (J) For purposes of salary deduction toward insurance premium cost sharing, families in which both spouses are employed by the university have the option either to be treated as only one employee, employee plus one or family coverage, or to select individual coverage and for each to pay the single salary share for premium.
- (K) If one spouse works for the university and the other does not, the children may remain on the university insurance. If both spouses work for the university and choose employee plus one or family coverage, the spouses will determine which employee pays for the employee plus one or family coverage.
- (L) An employee may opt out of health insurance benefits (medical, prescription drug, dental and/or vision) coverage upon submission of sufficient evidence, in accordance with the provisions of this rule, of such coverage from another source.

3356-7-22 Employee health insurance programs.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: March 1998; December 2011; June 2015;
December 2016; March 2018; [March 2023](#)
Board Committee: University Affairs
Effective Date: [March 15, 2018](#)[March 2, 2023](#)
Next Review: [2023](#)[2028](#)

- (A) Policy statement. The board of trustees authorizes all of the university's employee health care insurance programs. This policy is intended to authorize participation in the medical, prescription drug, dental and vision plan options for professional/administrative and other non-bargaining employees of the university.
- (B) Health care advisory committee. A health care advisory committee ("HCAC²) with representation from all bargaining units and non-bargaining employees from each of the university divisions is established in accordance with the HCAC September 2011 policy and guidelines. The charge of the committee is to review and assess existing medical, dental, prescription drug, and vision benefit plan options and other cost-controlling measures.
- (C) Plan design and benefit levels.
 - (1) Bargaining unit employees are eligible for medical, dental, prescription drug, and vision coverage in accordance with the applicable collective bargaining agreement.
 - (2) Eligible employees who are not covered by a collective bargaining agreement are eligible for medical, dental, prescription drug, and vision coverage as identified in the ["Benefits" section on Employee Benefits section of](#) the office of human resources website.
- (D) Premium sharing.
 - (1) Bargaining unit employees who choose to enroll in the medical, prescription drug, dental or vision plan will be required to

contribute toward the cost of coverage in accordance with the applicable collective bargaining agreement.

- (2) Eligible employees who are not covered by a collective bargaining agreement and who choose to enroll in the university's health insurance plans will be required to share in the cost of coverage as follows:
 - (a) Employees will contribute, via payroll deduction, an aggregate ~~of fifteen per cent~~ percent of the funding level. ~~Funding rates will be established for three tiers: the employee only, employee plus one dependent, and family (employee plus two or more dependents) contracts. A flat percentage of salary that is required for funding level to be reached will be identified each July first as recommended by the office of human resources or negotiated through collective bargaining and approved by the board of trustees. Annual funding level percentages will be identified for the new plan year.~~
 - (b) ~~Notwithstanding the foregoing formula, employees shall pay no more or no less than the following percentages of the funding rates effective July 1, 2017 through June 30, 2018:~~
 - (i) ~~Minimum of ten per cent, and~~
 - (ii) ~~Maximum of twenty per cent.~~
 - (c) ~~Effective July 1, 2018 and thereafter, employees will contribute via pay deduction fifteen per cent of the cost of the employee only, employee plus one dependent, and family (employee plus two or more dependents) of the full premium for fully insured components, or for self-insured components, the established fully insured equivalent rate.~~
- (3) Payments shall be deducted in equal amounts from each eligible participant's ~~semimonthly~~ paychecks.

(E) Working spouse/coordination of benefits.

(1) ~~As a condition of eligibility for coverage under the university's group medical and/or prescription drug plan (referred to as "university coverage"), if an employee's spouse is eligible for~~ Working spouses of university employees who have access to group medical and/or prescription coverage which is sponsored, maintained and/or provided by the spouse's current employer, former employer (if retirees), or business for self-employed individuals other than sole proprietors, collectively or individually, (referred to as "employer coverage"), ~~the spouse must are required to~~ enroll for primary coverage at least at the single coverage ~~in his/her employer coverage level~~ unless he/she is entitled to medicare as of January 1, 2015. These spouses are only permitted to have secondary access to university group medical and/or prescription drug plan (referred to as university coverage). The use of the word "spouse" in this policy refers to a legal spouse.

For purposes of this section, in instances where the spouse's employer makes no monetary contribution for employer coverage, such plans will not be considered to be employer coverage. This is intended to apply to situations in which the spouse is a current employee in a business but not to situations in which the spouse is a business owner, including partner of a company and/or firm, is a self-employed individual (other than a sole proprietor) in a business, or a retiree in a group medical and/or prescription drug insurance plan.

(2) The requirement of paragraph (E)(1) of this rule does not apply to any spouse who works less than twenty-five hours per week and is required to pay more than fifty ~~per cent~~percent of the single premium ~~funding~~ rate or five hundred dollars per month, whichever is greater, in order to participate in employer coverage.

(3) An employee's spouse who fails to enroll in their employer coverage, as outlined above, ~~shall be ineligible for~~will remain on the university coverage for secondary coverage.

(4) ~~Upon the spouse's enrollment in employer coverage, that coverage will become the primary plan and the university coverage will become the secondary plan, according to the primary plan's~~

~~coordination of benefits and participation rules. Notwithstanding the foregoing, in~~ In the event the spouse is a medicare beneficiary and medicare is secondary to the university coverage and medicare is primary to the spouse's employer coverage, the university coverage will be the primary coverage. Sections 3902.11 to 3902.14 of the Revised Code shall govern the implementation and interpretation of these coordination of benefits rules.

- (F) Upon becoming eligible, the employee's spouse must enroll in employer coverage unless he/she is exempt from this requirement in accordance with the exemptions stated in this policy.
- (G) All employees choosing to enroll, whose spouse participates in the university's group medical and/or prescription drug insurance coverage, shall, upon request, complete and submit to the plan a written certification verifying whether his/her spouse is eligible for and enrolled in employer coverage. If any employee fails to complete and submit the certification form during the annual certification process, such employee's spouse will be removed ~~immediately~~ from university coverage. Any information not completed or provided on the certification form may be requested from the employee.
- (H) If an employee submits false material information or fails to timely advise the plan via the chief human resources officer or designee, of a change in the eligibility of the employee's spouse for employer coverage within thirty days of notification of such eligibility, and such false information or failure results in the provision of university coverage to which the employee's spouse is not entitled, the employee's spouse will be disenrolled from university coverage. Such disenrollment may be retroactive to the date as of which the employee's spouse became ineligible for plan coverage, as determined by the administrator for the university coverage.

The administrator shall provide at least thirty days advance written notice of any proposed retroactive disenrollment. In the event of retroactive disenrollment, the employee will be personally liable to the applicable university coverage for reimbursement of benefits and expenses, including attorney's fees and costs incurred by the university coverage as a result of the false information or failure. Additionally, if the employee submits false information in this context, the employee may be subject to disciplinary action up to and including termination of employment.

- (I) The details of the working spouse limitations and coordination of benefits requirements are available ~~upon request from the human resource office on the office of human resources website at Employee Benefits.~~
- (J) For purposes of salary deduction toward insurance premium cost sharing, families in which both spouses are employed by the university have the option either to be treated as only one employee, employee plus one or family coverage, or to select individual coverage and for each to pay the single salary share for premium.
- (K) If one spouse works for the university and the other does not, the children may remain on the university insurance. If both spouses work for the university and choose employee plus one or family coverage, the ~~higher paid~~spouses will determine which employee pays for the employee plus one or family coverage.
- (L) An employee may opt out of health insurance benefits (medical, prescription drug, dental and/or vision) coverage upon submission of sufficient evidence, in accordance with the provisions of this rule, of such coverage from another source.



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 9, 2022, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2022-2023 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-05, Faculty Rank and Tenure for Designated Administrators; 3356-9-02, Selection, Appointment, and Annual Evaluation of Administrative Officers; 3356-7-42, Selection, Appointment, and Evaluation of Professional/Administrative Staff; 3356-7-43, Externally Funded University Positions; and 3356-7-36, Hiring and Selection Process, Evaluation and Compensation for Intercollegiate Athletic Coaches;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions, attached hereto.



SUMMARY OF PERSONNEL ACTIONS

Faculty

10/16/2022 through 1/15/2023

Separations – 6

- Tenured Faculty – 2
- Term Faculty – 4

Appointments – 2

- Term Faculty – 2

Position Adjustments – 2

- Tenure Track Faculty – 1
- Tenured Faculty – 1

YOUNGSTOWN STATE UNIVERSITY
FACULTY

PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/ PROGRAM	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Cali, Sabrina	Faculty - Term	Lecturer	Kinesiology and Sport Science	12/19/2022	1.00	\$ 42,734.00	Resignation
Goldberg, Randall	Faculty - Tenured	Associate Professor	Dana School of Music	12/31/2022	1.00	\$ 73,252.10	Resignation
Hu, Ou	Faculty - Tenured	Professor	Economics	12/31/2022	1.00	\$ 92,055.71	Resignation
Ramadan, Saleem	Faculty - Term	Lecturer	Mechanical Engineering	1/6/2023	1.00	\$ 58,140.00	Resignation
Tavoni, Stephen	Faculty - Term	Lecturer	Biology	12/31/2022	1.00	\$ 51,000.00	Resignation
Yancer, Sean	Faculty - Term	Lecturer	Dana School of Music	1/6/2023	1.00	\$ 44,460.45	Resignation

YOUNGSTOWN STATE UNIVERSITY
FACULTY

PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023

APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Term Appointments						
Forbes, Joanna	Faculty - Term	Lecturer	Management	1/1/2023	1.00	\$ 44,000.00
Reed, Andrae	Faculty - Term	Lecturer	Computer Science & Information Systems	1/2/2023	1.00	\$ 59,000.00

YOUNGSTOWN STATE UNIVERSITY
FACULTY

PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023

POSITION ADJUSTMENTS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/OLD POSITION TITLE	DEPARTMENT	CONTRACT/APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Peck, Teresa	Faculty - Tenure Track / Faculty - Term	Assistant Professor / Senior Lecturer	Nursing	1/1/2023	1.00	\$ 60,000.00	\$ 57,053.52
Reale, Steven	Faculty - Tenured	Professor	Dana School of Music	8/22/2022	1.00	\$ 86,369.49	\$ 83,695.58



SUMMARY OF PERSONNEL ACTIONS

Professional Administrative - (Excluding Athletics)

10/16/2022 through 1/15/2023

Separations – 11

- Professional Administrative Staff – 7
- Professional Administrative Excluded – 2
- Professional Administrative Externally Funded – 2

Appointments – 9

New Positions – 2 (*Notated with an asterisk **)

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

Replacement Positions – 7

- Professional Administrative Staff – 5
- Professional Administrative Excluded – 1
- Professional Administrative Externally Funded – 1

Reclassifications/Position Adjustments – 5

- Professional Administrative Staff – 2
- Professional Administrative Excluded – 3

Promotions – 7

- Professional Administrative Staff – 2
- Professional Administrative Excluded – 5

Salary Adjustments – 6

- Professional Administrative – 3
- Professional Administrative Excluded – 3

Transfers – 1

- Professional Administrative Staff – 1

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Campbell, Emily	APAS	Academic Advisor 1	Dean - STEM	12/27/2022	1.00	\$38,760.00	Resigned
Haskins, Jacob	APAS	Case Manager	Student Success	11/25/2022	1.00	\$44,517.90	Resigned
Kline, Bryan	APAS	Success Coordinator	First Year Student Services	11/18/2022	1.00	\$43,000.00	Resigned
Lorenzi, Danielle	APAS	Coordinator Admissions Recruit	Dean Cliffe College of Creative Arts	11/10/2022	1.00	\$55,482.77	Resigned
McMaster, Shannon	APAS	Coordinator	Study Abroad	11/12/2022	0.50	\$21,420.00	Resigned
Russo, Carmen	APAS	Senior Counselor PSC	Registration & Records	10/21/2022	1.00	\$39,438.02	Resigned
Sak, Domonique	APAS	Coordinator Comp Sports Camps	Club Sports	12/30/2022	1.00	\$44,496.31	Resigned
Hrishenko, Michael	Excluded	Director	IT Customer Services	1/2/2023	1.00	\$117,860.85	Retirement
Page, Leslie	Excluded	Temporary Success Coordinator	First Year Student Services	1/13/2023	0.63	\$31,000.00	Temporary Appointment Ended
McDavid, Todd	Externally Funded	Regional Admissions Officer	Student Enroll & Business Services	12/15/2022	1.00	\$39,995.71	Retirement
Price, Alisha	Externally Funded	Site Coordinator	Ctr for Human Services Dev	12/16/2022	0.80	\$36,695.84	Resigned

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Henline, Emily	APAS	Academic Advisor 1	Dean - WCBA	1/3/2023	1.00	\$ 38,500.00
McCurry, Rebecca	APAS	Counselor Penguin Service Center	Registration & Records	11/16/2022	1.00	\$ 37,000.00
Merrill, Katherine	APAS	Coordinator Community Engagement and Events	Performing Arts Series	1/1/2023	1.00	\$ 60,000.00
Mims, Donquail	APAS	Coordinator Transition and Mentoring Programs	Diversity and Inclusion	12/19/2022	1.00	\$ 40,000.00
Missik, Lauren	APAS	Coordinator Community Standards and Student Conduct	Dean of Students	1/3/2023	1.00	\$ 45,000.00
Tharp, Andrea*	APAS	Assistant Director Community Engagement	Honors College	11/16/2022	0.50	\$ 22,881.00
Carter, Shane	Excluded	Temporary Associate Director International Programs	Study Abroad	1/3/2023	0.80	\$ 56,000.00
Mosca, Joseph*	Excluded	Intermittent Recruitment and Retention Advisor	Dean Bitonte College Health & Human Services	11/16/2022	0.50	\$ 24,000.00
O'Donnell, Skyler	Externally Funded	Site Coordinator	Center for Human Services Development	11/16/2022	0.80	\$ 32,000.00
* New Positions						

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/OLD POSITION TITLE	NEW DEPARTMENT/OLD DEPARTMENT	CONTRACT/APPOINTMENT DATES	NEW FTE/OLD FTE	NEW SALARY	PREVIOUS SALARY
Bibler, Cheri	APAS	Senior Business Systems Administrator/ Business Systems Administrator	IT Data Analytics / IT Application Services	1/1/2023	1.00	\$ 77,725.25	\$ 74,023.95
Kroliski, Joel	APAS	Senior Business Systems Administrator/ Business Systems Administrator	IT Data Analytics / IT Application Services	1/1/2023	1.00	\$ 68,509.50	\$ 63,281.37
Geilhard, Ryan	Excluded	Director / Director	IT Customer Services / IT Infrastructure Services	1/1/2023	1.00	\$ 125,724.94	\$ 119,738.04
Hartup, Mollie	Excluded	Director / Associate Director	Honors College	11/16/2022	1.00	\$ 66,195.19	\$ 58,579.81
Rager, Lexi	Excluded / APAS	Associate Director / Assistant Director	Honors College	7/1/2022	1.00	\$ 48,363.00	\$ 43,786.98

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
PROMOTIONS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/OLD POSITION TITLE	NEW DEPARTMENT/OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Mouse, David	APAS / ACE	Software Integration Engineer / Software Integration Analyst 2	IT Application Services	12/1/2022	1.00	\$ 69,248.40	\$ 60,216.00
Richard, LaTieya	APAS	Senior Technology Trainer / Technology Trainer	IT Training Services	1/1/2023	1.00	\$ 52,800.00	\$ 48,960.00
Greene, Barbara	Excluded	Director / Interim Director	Procurement Services	11/16/2022	1.00	\$ 84,500.00	\$ 80,600.40
Markowitz, Ronald	Excluded / APAS	Associate Director Operations & Events / Coordinator Adv. Rec.	Kilcawley Center / Andrews Student Recr. & Wellness Center	10/16/2022	1.00	\$ 57,000.00	\$ 46,454.31
Maurice, Aaron	Excluded / Classified Excluded	Classification and Compensation Administrator / Human Resources Generalist	Human Resources	12/1/2022	1.00	\$ 50,000.00	\$ 39,769.60
Miller, Megan	Excluded / APAS	Assistant Registrar / Senior Counselor Penguin Service Center	Registration & Records	12/1/2022	1.00	\$ 60,000.00	\$ 38,250.00
Wells, Tasha	Excluded	Director Data Analytics / Associate Director	IT Data Analytics / IT Customer Services	1/1/2023	1.00	\$ 105,000.00	\$ 87,120.50

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Gary, Sarah	APAS	Coordinator Ctr. Career Mgmt.	Dean - WCBA	11/15/2022	0.50	\$ 18,966.90	0.75	\$ 28,450.35
Krasinski, Steven	APAS	Systems Engineer	IT Infrastructure Services	12/1/2022	1.00	\$ 75,457.76	1.00	\$ 74,957.76
Miller, Carrie	APAS	Success Coordinator	First Year Student Services	1/1/2023	1.00	\$ 43,500.00	1.00	\$ 43,000.00
Hoffman, Patrick	Excluded	Director	Financial Aid and Scholarships	12/1/2022	1.00	\$ 87,000.00	1.00	\$ 82,824.00
Smith, Jessica	Excluded	Manager Scholarships Special Programs	Financial Aid and Scholarships	12/16/2022	1.00	\$ 54,220.62	1.00	\$ 51,638.69
Thomas, Jennifer	Excluded	Manager Verification and Special Programs	Financial Aid and Scholarships	12/16/2022	1.00	\$ 55,068.45	1.00	\$ 52,446.14

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
TRANSFERS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	SALARY
Gran, Zackary	APAS	Senior Financial Analyst / Coordinator, Grants Accounting	Financial Aid and Scholarships / Controller's Office	11/1/2022	1.00	\$ 48,141.45



SUMMARY OF PERSONNEL ACTIONS

Athletics Employees

10/16/2022 through 1/15/2023

Separations – 2

- Professional Administrative Excluded – 2

Appointments – 0

Salary Adjustments – 1

- Professional Administrative Externally Funded – 1

Reclassification - 2

- Professional Administrative Excluded – 2

Multi-Year Appointments – 3

- Professional Administrative Excluded – 3

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Binns, Armon	Excluded	Assistant Coach	Football	1/6/2023	1.00	\$ 58,140.00	Resignation
Love, Richard	Excluded	Associate Director	Athletic Ticket Office	12/19/2022	1.00	\$ 76,237.08	Resignation

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Spencer, Jaysen	Externally Funded	Director	Athletic Administration	1/1/2023	1.00	\$ 50,000.00	1.00	\$ 46,588.50

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	FTE	PREVIOUS SALARY
Lesko, Jennifer	Excluded	Assistant Athletics Director Sports Medicine/ Assistant Athletic Trainer	Training Room	10/16/2022	1.00	\$ 62,000.00	1.00	\$ 53,230.17
Morella, Thomas	Excluded	Associate Athletics Director Development / Associate Athletics Director	Ticket Office	1/1/2023	1.00	\$ 71,991.03	1.00	\$ 68,562.89

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
MULTI-YEAR APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Barnes, John	Excluded	Head Coach, Women's Basketball	Basketball - Women's	7/1/2022 - 4/30/2026	1.00	\$ 173,531.00	\$ 170,127.74
Calhoun, Jarrod	Excluded	Head Coach, Men's Basketball	Basketball - Men's	7/1/2022 - 4/30/2026	1.00	\$ 213,848.00	\$ 209,654.34
Phillips, Doug	Excluded	Head Coach, Football	Football	1/5/2023 - 12/31/2026	1.00	\$ 300,000.00	\$ 263,534.58



TO: Board of Trustees, Youngstown State University
Dr. Sergul A. Erzurum
Mr. Charles T. George
Dr. Anita A. Hackstedde
Dr. John R. Jakubek
Mr. Joseph J. Kerola
Mrs. Laura A. Lyden
Mr. Michael A. Peterson
Mr. Allen L. Ryan, Esq.
Mrs. Molly S. Seals
Mr. Eric A. Spiegel
Ms. Julie L. Centofanti, Student Trustee
Ms. Elsa Khan, Student Trustee

FROM: Dana Lantz, Director Equal Opportunity, Policy Development & Title IX
RE: 3356-2-02 Equal Opportunity and Affirmative Action Plan Report
DATE: February 6, 2022

Attached please find the Executive Summary Data of the Affirmative Action Plan. Included are the following reports:

2023 Affirmative Action Plan Job Group Analysis for Female and Minority for Y2022.

2022 Affirmative Action Protected Veteran Three Year Data Collection

2022 Affirmative Action Individuals with Disabilities Three Year Data Collection

2022 Affirmative Action Plan Placement Goals Analysis with 2023 Placement Goals

2023 Affirmative Action Plan Action Oriented Program

The complete 2023 Affirmative Action Plan is available for review in the Office of Equal Opportunity, Policy Development and Title IX.



Affirmative Action Plan Job Group Analysis of Female and Minority Employees for Y2022.

Job Group Analysis 2022 with 2021 comparisons - Total number of employees by category with minority and male/female count.

<u>Category</u>	<u>Year</u>	<u>Total</u>	<u>Min.</u>	<u>Male</u>	<u>Female</u>
1- Executive, Administrative, Managerial	2021	158	8	77	81
	2022	177	10	87	90
2- Faculty	2021	1051	138	499	552
	2022	957	141	451	506
3- Professional/Non-Faculty	2021	341	53	152	189
	2022	335	55	155	180
4- Clerical/Secretarial	2021	125	16	3	112
	2022	123	16	13	110
5- Technical / Paraprofessional	2021	61	6	34	27
	2022	43	8	31	11
6- Skilled Crafts	2021	7	0	6	1
	2022	7	0	6	1
7- Service Maintenance	2021	205	34	159	46
	2022	166	29	128	38



Employee Total Analysis 2022 with 2021 comparisons - Number and percentage of total workforce (one thousand eight hundred eight) by race.

	<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Asian</u>	<u>Pac. Is.</u>	<u>Nat Am</u>	<u>Two+</u>
2021	1693/86.9%	124/6.46%	46/2.3%	67/3.4%	0/0%	3/.001%	15/.007%
2022	1549/85.6%	127/7.02%	48/2.6%	73/4.0%	0/0%	1/.055%	10/.55%

Year to Year Comparison - Total workforce with minority and female percentages.

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
Total Employees	1962	2073	1948	1808
Female	51%	52%	52%	51.7%
Minority	13%	13%	13%	14.3%

Important note: Workforce decreased by 6.5% and the female percentage remained constant and the minority percentage increased.

*Data from 2019, 2020 derived from the March 2021 Board of Trustees meeting report.

Protected Veterans Three Year Data Collection

Youngstown State University Youngstown, OH

Required Data	January 1, 2020 through December 31, 2020	January 1, 2021 through December 31, 2021	January 1, 2022 through December 31, 2022
Number of applicants who self-identify as protected veterans pre-offer	86	202	191
Total number of job openings	152	220	207
Total number of jobs filled	152	220	207
Total number of applicants for all jobs	1402	4847	5790
Total number of protected veteran applicants hired	2	7	8
Total number of applicants hired	118	167	136

Individuals with Disabilities Three Year Data Collection

Youngstown State University Youngstown, OH

Required Data	January 1, 2020 through December 31, 2020	January 1, 2021 through December 31, 2021	January 1, 2022 through December 31, 2022
Number of applicants who self-identify as individuals with disabilities pre-offer	47	168	0
Total number of job openings	152	220	207
Total number of jobs filled	152	220	207
Total number of applicants for all jobs	1402	4847	5790
Total number of applicants with disabilities hired	0	0	0
Total number of applicants hired	118	167	136



2022 Affirmative Action Plan Placement Goals Analysis with current demographics and 2023 Placement Goals

The 2023 Affirmative Action Plan incorporates all one thousand eight hundred eight (1808) current employees, a decrease from the one thousand nine hundred forty-eight (1948) employees in 2022. This includes two hundred fifty-nine (259) minorities, an increase from two hundred fifty-five (255) minority employees in 2022; and nine hundred thirty-six females (936) a decrease from one thousand eight (1008) female employees in 2022. The employees are categorized into twenty-five (25) Job Groups.

Legal Standard: We must compare the percentage of minorities and women in each job group with the availability for those job groups as calculated in this AAP. 41 C.F.R. § 60-2.13 to 60.2.15. When the percentage of minorities or women in a job group is less than would be reasonably expected given their availability, we are required to establish placement goals, which also serve as reasonably attainable objectives to measure progress toward achieving equal employment opportunity. 41 C.F.R. § 60-2.16.

Placement goals are established as a percentage equal to the calculated availability and serve as objectives or targets reasonably attainable by means of applying every good faith effort to make all aspects of the entire affirmative action program work. 41 C.F.R. § 60- 2.16. Although we are required to make good faith efforts to meet its goals, the goals are not allowed under law to be quotas.

Analysis: Of the twenty-five (25) job groups, seven (7) contain goals for the hiring of female and/or minorities.

1C Directors and Chairs

Y2022 Placement Goal was 20.5% Minority. Hired 7 employees: placement includes including 1(14.3%) minority and 2(28.6%) females.

This group consists of 78 employees, of whom 5(6.4%) are minorities and 42(53.8%) are females.

Y2023 Placement Goal is 21.1% Minority.

2A Professors

Y2022 Placement Goal was 52.2% Female. Hired/promoted 5 employees: placement includes 2(40%) minorities and 2(40%) females.

This group consists of 112 employees, of whom 26 (23.2%) are minorities and 40 (35.7%) are females.

Y2023 Placement Goal is 51.1% Female.

2B Associate Professors

Y2022 Placement Goal 57.2% Female. Hired/promoted 11: placement includes 4 (36.4%) minorities and 7 (63.6%) females.

This group consists of 91 employees, of whom 21 (23.1%) are minorities and 40 (44.0%) are females.

Y2023 Placement Goal is 55.7% Female.



No goal for minority or female. As 2A and 2B are promotional groups, 2C is the foundation for reaching the goals established in 2A and 2B. Promotional opportunities are detailed in the collective bargaining agreement.

2D Instructors

Y2022 Placement Goal was 28.8% Minority. Hired 22 employees; placement includes 2 (9.1%) minorities and 12 (54.5%) females.

This is a revised group as part-time faculty were moved to 2F to provide better comparison data. This group consists of 83 employees, of whom 11 (13.3%) are minorities and 49 (59.0%) are females.

Y2023 Placement Goal is 28.9% Minority.

2E Other Lecturer/Teach Staff

Y2022 Placement Goal was 30.1% Minority and 54.3% Female. Hired 9 employees: placement includes 2 (22.2%) minorities and 4 (44.4%) females.

This group consists of 85 employees, of whom 11 (12.9%) are minorities and 28 (32.9%) are females.

Y2023 Placement Goal is 30.1% Minority and 54.3% Female.

2F Part-time Faculty

New group as part-time faculty were removed from 2D to provide better comparison data.

This group consists of 529 employees, of whom 57 (10.8%) are minorities and 320 (60.5%) are females.

Y2023 Placement Goal is 29% Minority.

3C Athletic Professional

Y2022 Placement Goal was 39.8% Female. Hired 19 employees; placement includes 8 (42.1%) minorities and 6 (31.6%) females.

This group consists of 73 employees, of whom 15 (20.5%) are minorities and 18 (24.7%) are females.

Y2023 Placement Goal is 39% Female.

7B Service Maintenance

Y2022 Placement Goal was 14.4% Female. Hired 7: placement includes 1 (14.3%) female.

This group consists of 53 employees, of whom 7 (13.2%) are minorities and 3 (5.7%) are females.

Y2023 has no further placement goal.



One of the key components to the effective implementation of an AAP is the acknowledgement of progress toward the goals established in the utilization analysis of the preceding year.

Per the report by Outsource and based upon the data analysis, categories where the goals were not met, the data reveals that there were a limited number of openings and/or lack of qualified applicants. While the Actual placement rate was not met, significant progress was made based upon the number of placements to identify these areas as having met the goals.



2023 Affirmative Action Plan - Action Oriented Programs for Females, Minorities, Veterans, and Individuals with Disabilities.

1. **Workforce:** As detailed in the 2022 report, we created an additional job group to aid in the analysis of full-time and part-time teaching positions. The data gleaned from the new category supports the establishment of a goal for minority placement in the part-time faculty job group.
2. **Recruitment:** Efforts continue to recruit qualified candidates for a diverse workforce. The Office of Human Resources has an employee tasked with identifying outreach opportunities, while continuing its utilization of posting sites such as: Higher Ed Jobs (with Diversity tags where appropriate) Higher Education Recruitment Consortium, Handshake, and YSU's webpage. An HBCU database has been created and other minoritized group contacts such as OCCHA have been identified for outreach opportunities to assist in outreach by Search Chairs, Deans, and Chairs to identify qualified applicants. Additional online posting opportunities that reach large audiences, such as Indeed and Monster will also be available for posting. Youngstown State University will also utilize Ohio Means Jobs, the state workforce agency.
3. **Search and hiring process:** The Office of Equal Opportunity monitors the personnel hiring activities from posting to hiring to ensure equal opportunity for all protected class candidates.

How is the Office of Equal Opportunity Involved?

Job Posting: The Office of Equal Opportunity reviews Job postings to evaluate the minimum and preferred qualifications to ensure that work experience coordinates with position responsibilities to prevent the systemic exclusion of those who have education and talent but may not have had the opportunity to gain extensive experience.

Search Chair and Committee Training: All Search Chair and Committee members are required to attend training before serving on a search committee. With the implementation of LEARN, the new training platform, we will provide one location for dynamic training on several topics. We have developed both the new technical training for NeoED and a comprehensive Search Chair committee overview training with a focus on understanding bias. The purpose of the trainings is to ensure EEO commitments are implemented.

Selecting candidates for interview: Search committees select candidates to interview after reviewing the minimum and preferred qualifications. The Office of Equal Opportunity either approves, denies, or adds additional candidates to the interview pool by reviewing the candidates and the qualifications. It is important to note that only EO reviewer can see the protected class status of the applicants.



Offer: The hiring manager recommends a candidate for hire. The Office of Equal Opportunity reviews the pool of interviewed candidates to ensure that the most qualified candidate is selected.

4. **Improved Self-identification:** NeoEd Implementation allows for better pre-offer and post-offer identification of protected class status for veterans and individuals with disabilities.
5. **Training:** Increased opportunities for all employees to attend live, in person, training on Discrimination / Harassment and Title IX. Allows for questions and feedback.



YOUNGSTOWN
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INTERNATIONAL PROGRAMS OFFICE

Support Area Assessment

IPO = International Programs Office



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Mission & Quality Statements

Mission Statement

“IPO enables, supports and sustains ... fostering a broad understanding of global perspectives ... ensures that a diversity of students and cultures are represented ... enables globally-related academic experiences.”

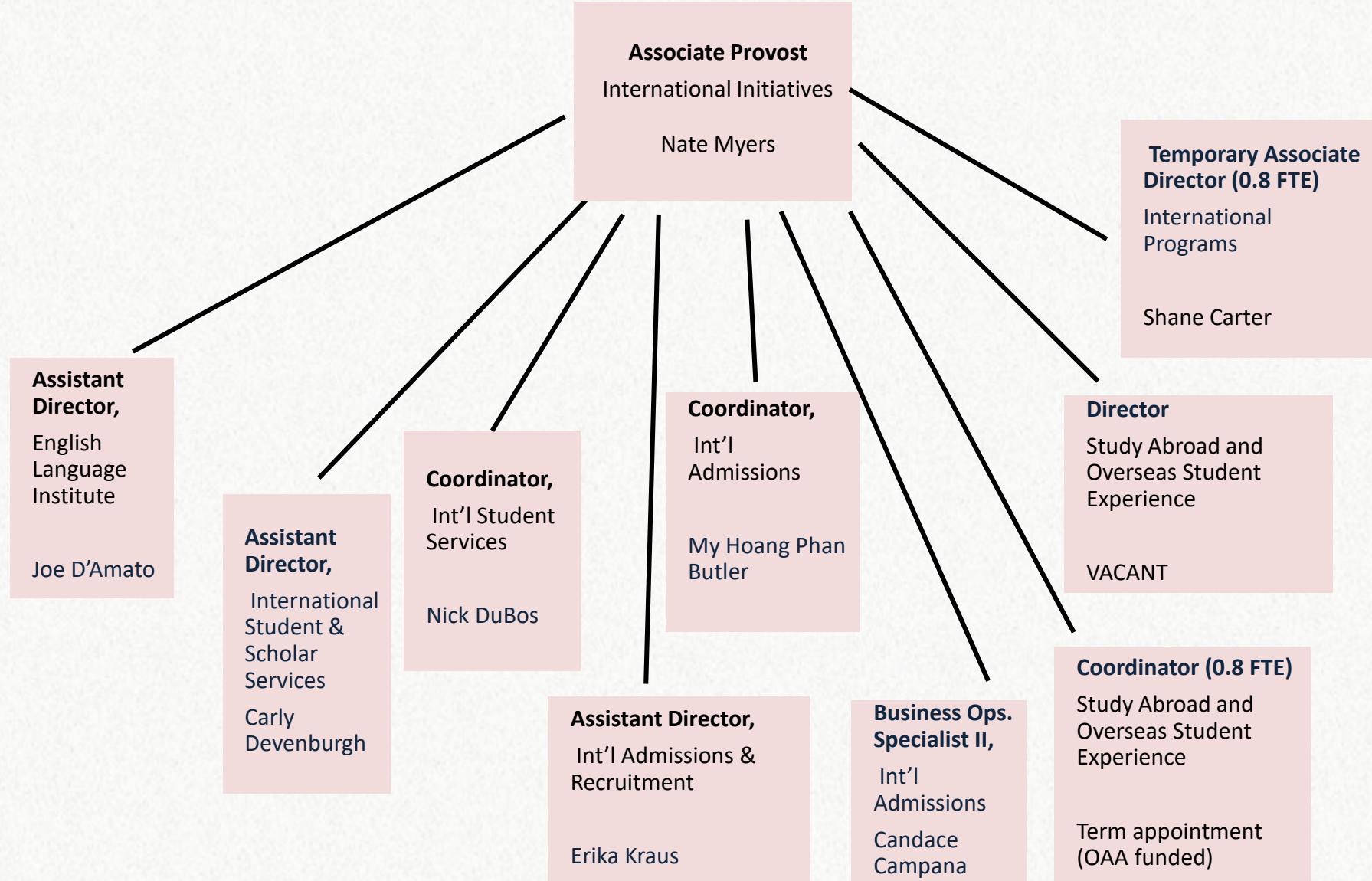
Quality Statement

“IPO continuously ... assists the institution in capitalizing on our ‘affordability brand’ ...actively acquire knowledge of our field ...for the purpose of cultivating a staff of experts ...which will be the basis for student success....”

Attributes Statement

“...data constantly informs decision-making.”

International Program Office

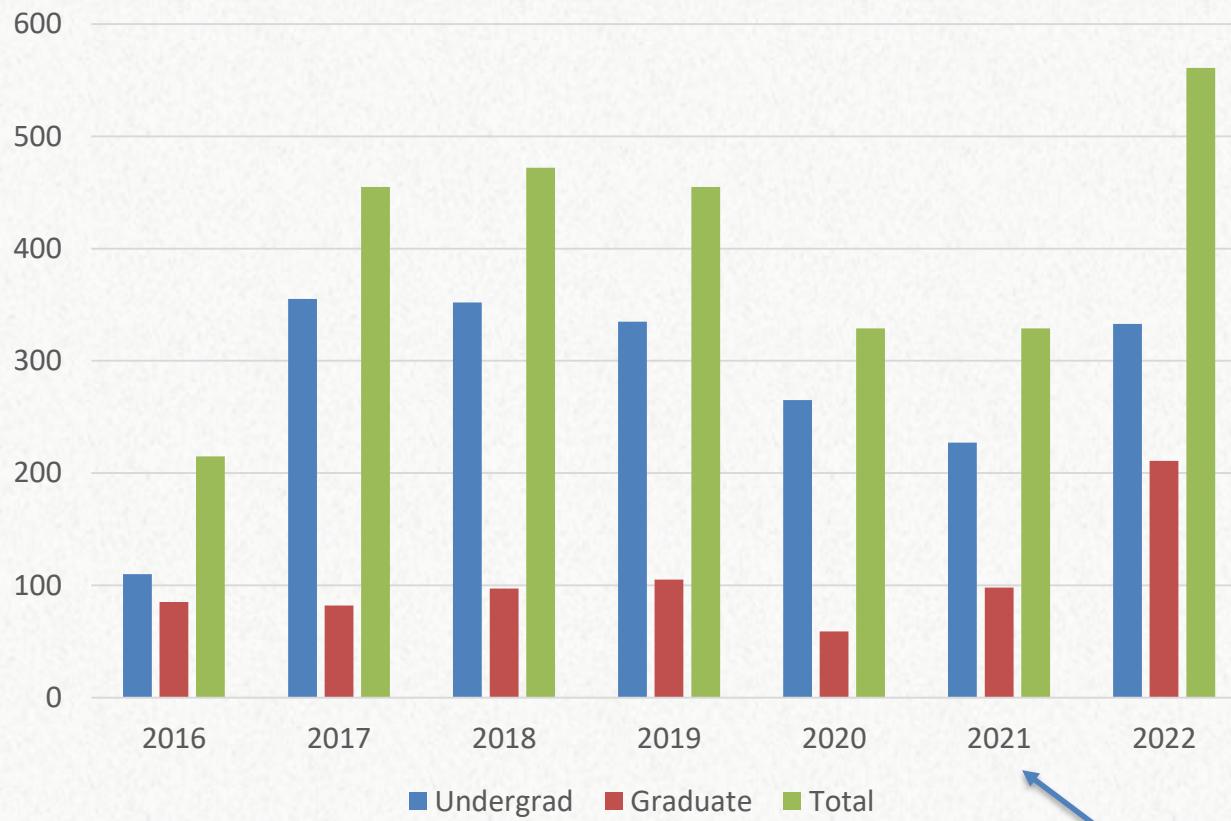


IPO Areas of Expertise

- Homeland Security Designated Office and Official to review documents to determine I-20 status (Certificate of Eligibility for Non-Immigrant Student Status)
- International Enrollment Management
 - International Recruitment
 - International Credential Evaluation
 - International Admissions
 - F and J Immigration Advising
- Study Abroad
- English as a Second Language (ESL)
- International Cultural Activities & Events
- Collaboration with the Office of Diversity, Equity, and Inclusion



Historical Fall Semester International Enrollment



Strategic International Enrollment Plan
presented to the Board December, 2021



International Student Body

S22 International Students: Country of Citizenship	
Albania	2
Antigua & Barbuda	1
Australia	5
Azerbaijan	3
Bahamas, The	9
Bangladesh	4
Belarus	2
Belgium	1
Brazil	6
Canada	10
Chile	1
Czech Republic	1
Dominica	1
Egypt	1
Ethiopia	2
France	3
Georgia	2
Germany	2
Ghana	13

Greece	1
Honduras	1
Hungary	2
Iceland	1
India	42
Iran	2
Italy	4
Japan	1
Jordan	4
Kenya	11
Kuwait	8
Kyrgyzstan	1
Mali	1
Mauritius	1
Mexico	3
Moldova, Republic Of	1
Nepal	94
Netherlands	1
Nigeria	10
Pakistan	1
Poland	1

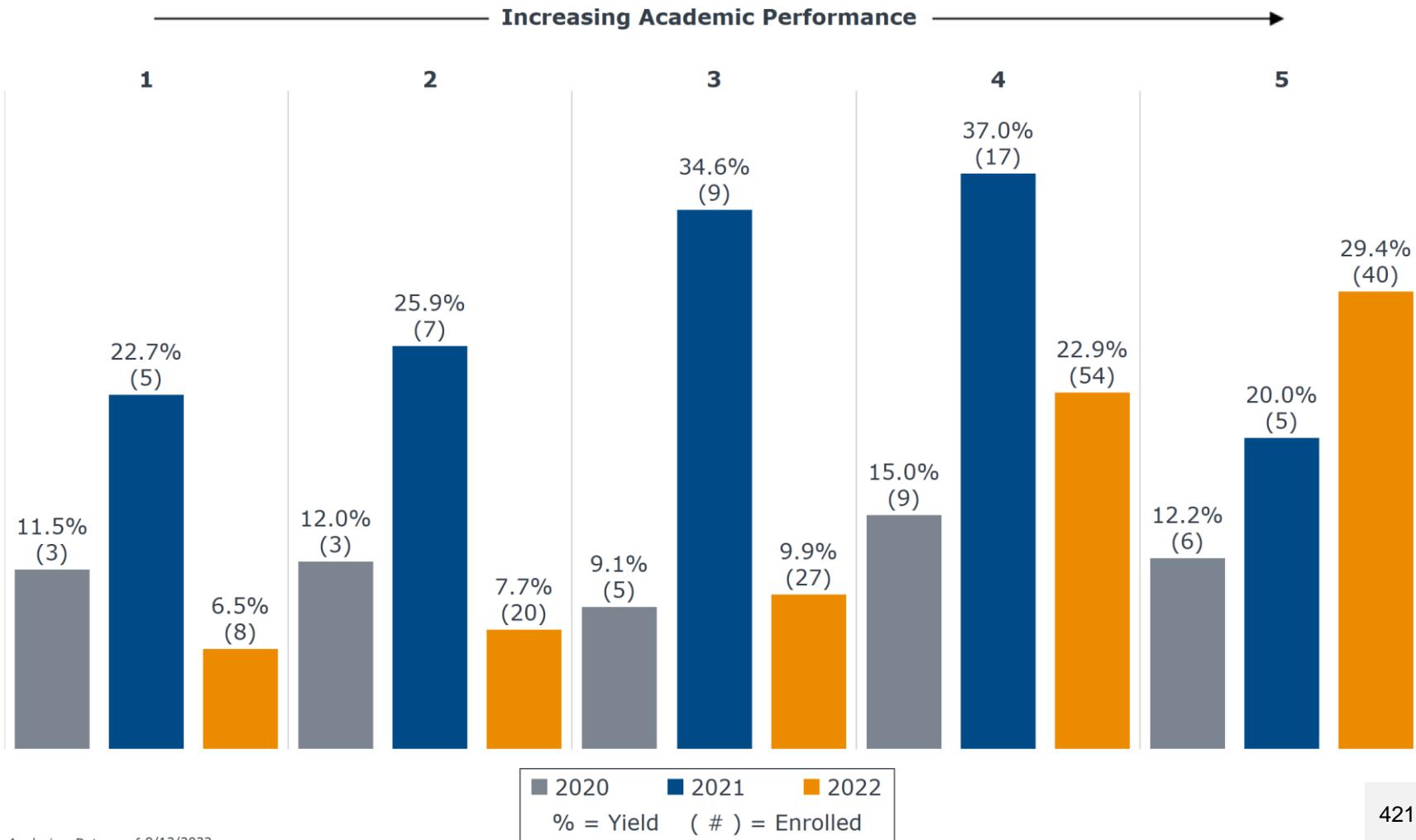
Romania	2
Russia	1
Saudi Arabia	49
Serbia	1
Sierra Leone	5
Slovenia	1
South Korea	11
Spain	6
Sri Lanka	1
Sweden	2
Thailand	2
Turkey	2
Turkmenistan	1
United Kingdom	5
Venezuela	1
Vietnam	21
Zimbabwe	2
Total	373
Countries Represented	57



Yield by Academic Rank



Full-Time Freshman International Students



International Programs Staff (non instructional) to Student Ratio & Comparison

Institution	Total # of Int'l Students	# of non-ESL Int'l Staff	Int'l Student to Staff Ratio
University of Akron	450	6	75:1
Kent State University	2,315	17.5	132:1
Wright State University	1,017	11	92:1
Bowling Green State University	814	10	81:1
Youngstown State University	561	6	94:1

Historical Study Abroad Participation

Academic Year	YSU Students Studying Abroad	YSU Total Enrollment	Percentage of Total Enrolled who studied abroad
2012-2013	153	13,813	1.1%
2013-2014	144	13,381	1%
2014-2015	172	12,551	1.4%
2015-2016	142	12,471	1.1%
2016-2017	134	12,756	1%
2017-2018	178	12,644	1.4%
2018-2019	224	12,696	1.7%
2019-2020	178	12,155	1.4%
2020-2021	0	11,788	0%
2021-2022	0	11,298	0%
2022-2023	90 (est.)	?	?

Study Abroad Staff to Student Ratio & Comparison

Institution	Anticipated # of Study Abroad Students (22-23)	# of study abroad staff	Study abroad Student to Staff Ratio
University of Akron	97	1	97:1
Kent State University	1500	5	300:1
Wright State University	70	2.25	89:1
Bowling Green State University	70	0.75	93:1
Youngstown State University	90	0.8	112:1

Alignment with Mission and Vision and the Plan for Strategic Actions to take Charge of our Future

- ***Strategy:*** Develop and enhance partnerships and collaboration agreements with international universities
- ***Strategy:*** Develop a Strategic Enrollment Plan for Graduate Education and International Programs

Division of Institutional Effectiveness

Board of Trustee Meeting

March 2023



**YOUNGSTOWN
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Office of the Registrar

Degree Audit & Records

- Degree audit, verification and diploma services
- Records management, review, maintenance and document imaging
- Transfer articulation
- Transcript services
- Undergraduate readmission

Registration

- Course and room scheduling
- Enrollment certification
- Final exam scheduling
- Ellucian/Banner Student module management
- Academic policy enforcement
- Catalog management, review and maintenance

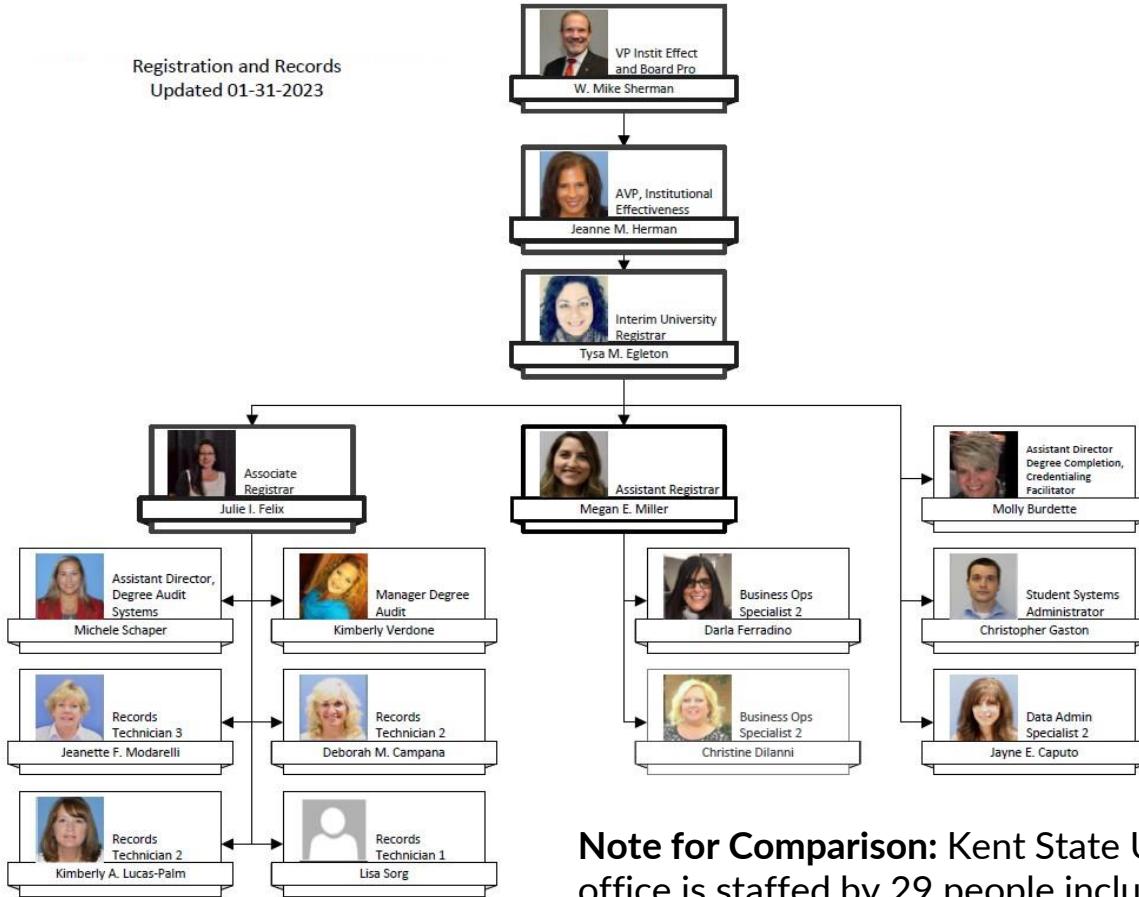
Penguin Service Center (PSC)

- Enrollment counseling
- Access to and release of student academic information
- One stop support for the areas of records, registration, student billing and financial aid and scholarships
- **College Comeback** and degree completion pathways

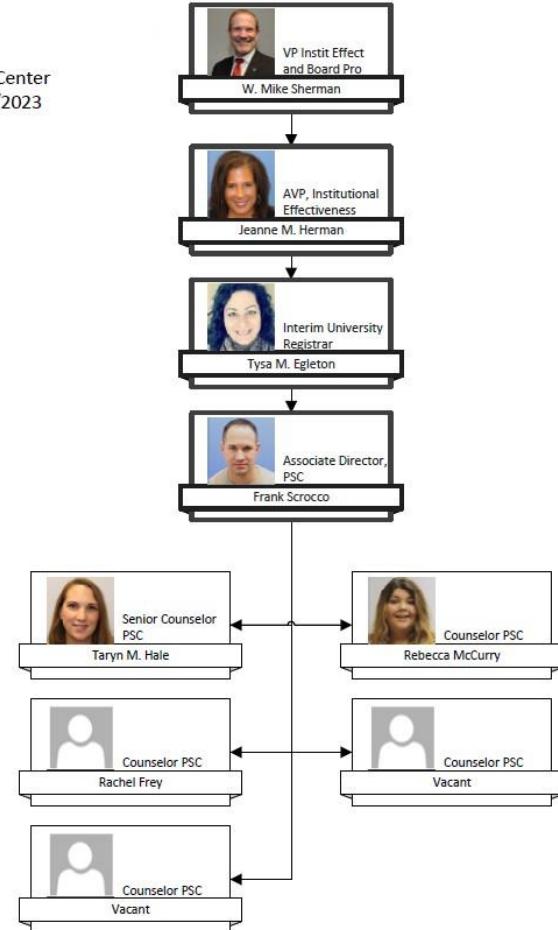


Office of the Registrar Staff Organization

Registration and Records
Updated 01-31-2023



Penguin Service Center
Updated 01/31/2023



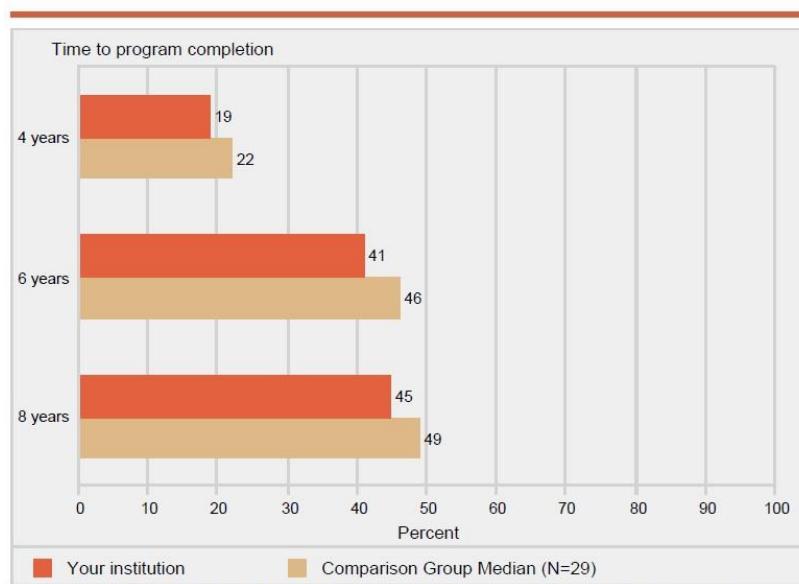
Note for Comparison: Kent State University's Registrar office is staffed by 29 people including the registrar, associate registrars, assistant registrars, clerks and technicians and the One Stop is staffed with 16 people comprising a director, associate director and three levels of counselors



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Quality of Service Indicators

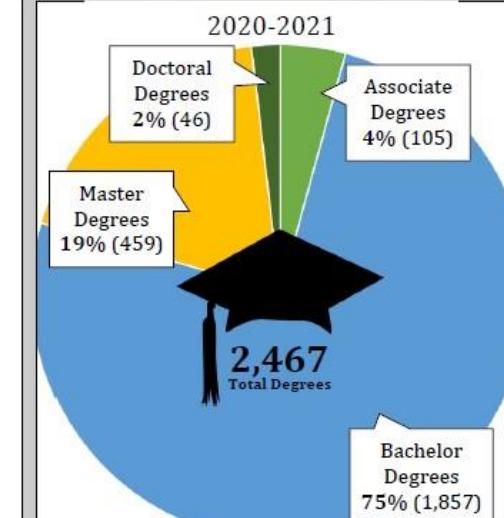
Figure 16. Bachelor's degree graduation rates of full-time, first-time bachelor's degree-seeking undergraduate students within 4 years, 6 years, and 8 years: 2013 cohort



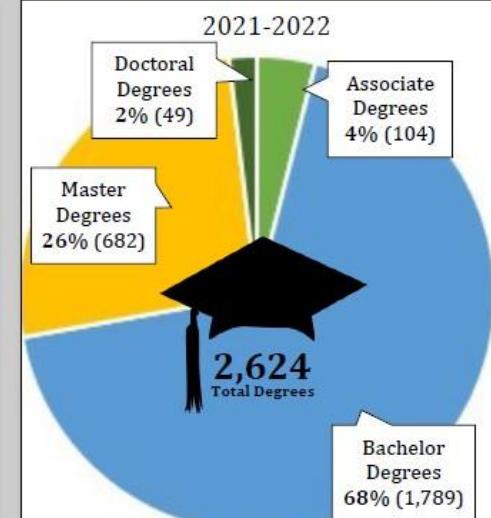
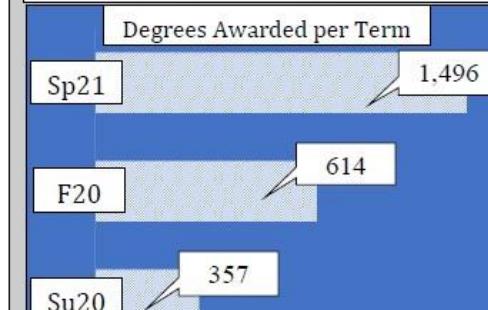
NOTE: The 4-, 6-, and 8-year graduation rates are calculated using the number of students who completed a bachelor's or equivalent degree from a cohort of students who entered the institution seeking a bachelor's or equivalent degree. For details, see the Methodological Notes. N is the number of institutions in the comparison group. Medians are not reported for comparison groups with less than three values.

SOURCE: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS): Winter 2021-22, 200% Graduation Rates survey component.

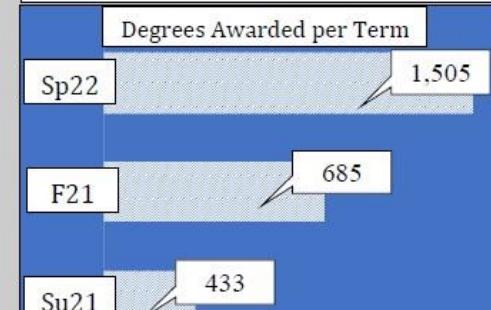
DEGREES AWARDED YEAR-TO-YEAR COMPARISON



Awarded 21 Graduate & 82 Undergraduate Certificates



Awarded 25 Graduate & 135 Undergraduate Certificates



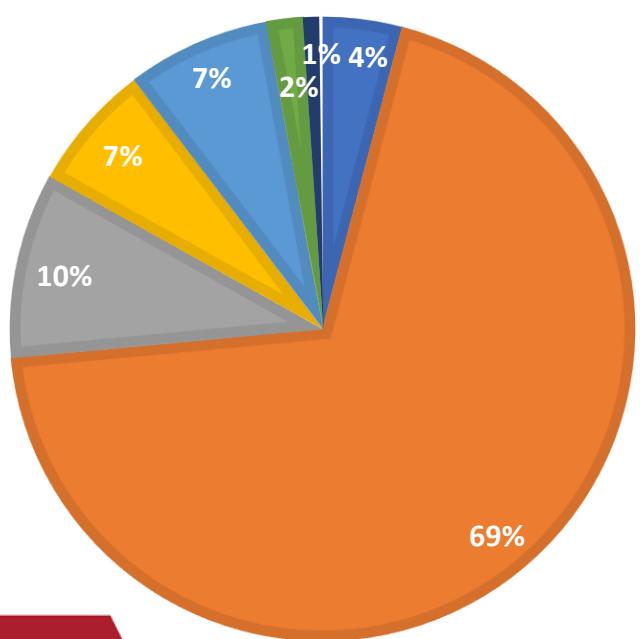
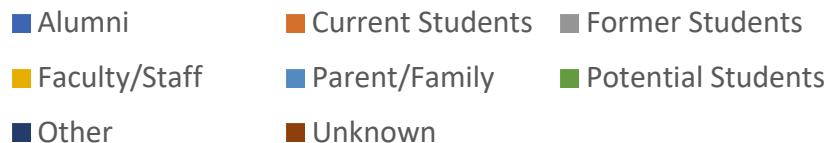
The university has awarded 129,942 total associate, bachelor, master and doctorate degrees since 1922.



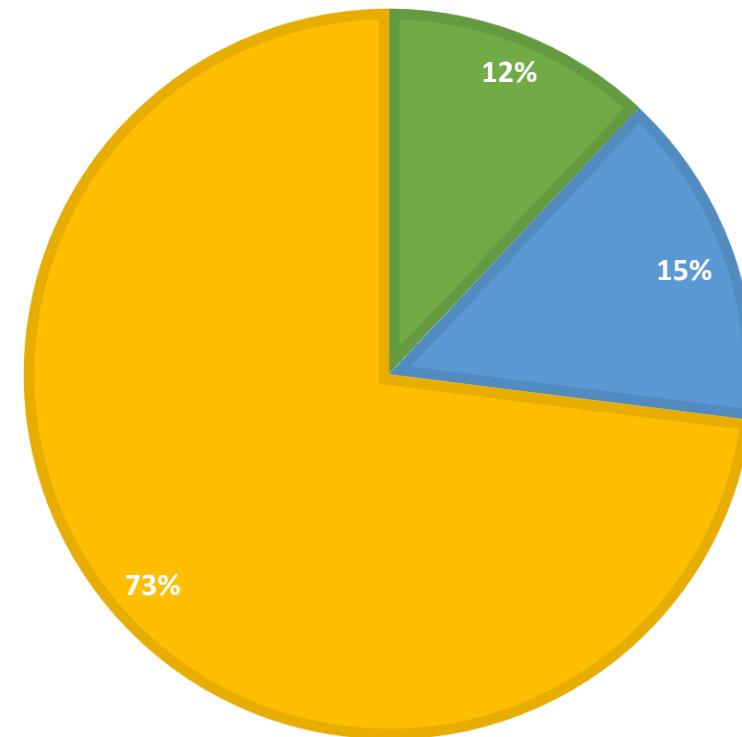
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Quality of Service Indicators cont.

12,156 PSC CONTACTS ASSISTED IN 2022



TYPE OF PSC CONTACT INTERACTION



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Quality of Service Indicators cont.

PSC Satisfaction Survey Result Highlights

They are all great! They are very direct, informative, and helpful! Everyone at YSU are all exceptionally friendly, considerate, and helpful!

I haven't gone to YSU since 2008. This office was instrumental and vital in helping me re-register. They were fully engaged with me through the process!

I really enjoy the PSC and how helpful they are. It makes college life at YSU a lot easier.

(Staff) were very patient and helpful and friendly... even after I called 1000x today with screaming children in the background. You're appreciated!

Very kind, polite and knowledgeable. Knew exactly what needed to be done and was familiar with everything. Also explained it very well. Thank you!

This is probably the best trained "customer service" staff I have ever dealt with. They always knew whom I should talk, to, etc. to get what I needed to get done in my particular case.



Department Impact on Strategic Actions 2020 and Beyond

- Recommended a Senate approved timeline for curricula changes that ensure a more timely catalog process
- Restructured the policy section of the undergraduate catalog to increase transparency and usage
- Implemented Penguin PASS degree auditing system for requirement tracking, transfer credit and equivalency processing
- Created a two-tiered, in-person staffing model to strengthen Penguin Service Center customer service and counselor productivity
- Reevaluated pre-payment processes to alleviate reenrollment barriers
- Developed billing budget appointments for first year students to proactively work through first-time billing barriers
- Constructed an online readmission application to give returning students a more efficient method to reenroll
- Dedicated human resources to degree completion initiatives
- Implemented electronic upload for Advanced Placement (AP) credit to allow for faster awarding of credit to student transcripts
- Built Banner Proxy for online authorization release of student information to a third party as means to help students and parents navigate student business functions
- Instituted 25Live, a classroom scheduling software that will optimize classroom space
- Collaborated with IT to establish Banner SSB 9 Student Profile, Advisor Profile, Class List and Registration



Point of Pride: Billing Budget Counseling

- Fund Your Education (FYE) virtual appointments for first time, first year students with PSC counselors
- Reviews billing and financial budgets to eliminate barriers that could prevent current or future enrollment

FALL 2022 SEMESTER
FUND YOUR EDUCATION

We want you to be able to make a financial plan for the fall semester before your bill is due in September. Use this form to budget the costs of tuition and fees so that you have an estimate of your financial responsibilities!

Full-Time Registration (12-18 credits) List the estimated tuition and fees for fall semester here. Ohio Resident — List \$5,205 Out of State (ATA) — List \$5,385	EXPENSE		
College & Course Fees Some colleges and courses have additional fees. List an estimated total for fall semester here. Course fees can range and are hard to estimate. We recommend listing an estimate between \$75-\$500	EXPENSE		
Living On Campus List the estimated room and board for fall semester here. Residence halls — List \$5,008 University Courtyard — List \$5,130 Off Campus Housing — Check your lease, but do not list.	EXPENSE		
Parking Pass Some students need to park on campus. List an estimated total for fall semester here. Commuter Permit — List \$45 Overnight Permit — List \$90	EXPENSE		
YSU Financial Aid Offer Review your offer. List gift aid. If you plan on using self-help aid, list that too. Parents Plus Loan — List amount if parent applied and was approved. Work Study — Do not list; you must get a campus job for these funds.	ASSET		
Estimated Bill Balance for Fall Semester Take the total red and subtract the total green to get your balance.	TOTAL		
Negative Balance (For example, -\$1,000) Yay! You should have enough funds to pay your YSU bill. You will also receive a refund of the excess funds to cover some of your indirect costs. We recommend setting up direct deposit for your refund.	Zero Balance (For example, \$0) Yay! You should have enough funds to pay your YSU bill. You will need to find a way to cover your indirect costs.	Positive Balance (For example, \$1,000) You may not have enough funds to pay your YSU bill. Your options are: <ul style="list-style-type: none">• Pay Balance by Sept 1• Enroll in Payment Plan by Aug 4• Reexamine Financial Aid Offer	Payment Plan (Five Payments Available) Payment 1: \$50 + _____ Payment 2: _____ Payment 3: _____ Payment 4: _____ Payment 5: _____

For questions, contact the Penguin Service Center at (330) 941-6000.

YOUNGSTOWN STATE UNIVERSITY Penguin Service Center 8-ONE-STOP-ON-CAMPUS

YOUNGSTOWN STATE UNIVERSITY



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Thank you!

Supplemental Slides Follow



**YOUNGSTOWN
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Office of the Registrar

Mission Statement

The Office of the Registrar provides quality service to YSU students within all areas related to enrollment by supporting the systems and policies of the learning environment and safeguarding the integrity of the University's records and regulations.

Quality Statement

We work closely with faculty and staff across the institution to retain and graduate students as we develop strategies, dispose resources and implement campus projects to support the University's plan for strategic academic actions.

Degree Audit

Records

Registration

Penguin Service Center



YOUNGSTOWN
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UNIVERSITY

Office of the Registrar

Attribute Statements

- Providing a proficient and holistic level of customer service that will lead to increased student retention and persistence
- Maintaining an accurate permanent records for each student, past and present
- Furnishing information, support and referrals to the university community and outside agencies in an efficient manner while upholding federal regulations
- Supporting students, faculty and staff by integrating the latest technology into our services



Office of the Registrar

Classification Summary

CLASSIFICATION	FY19		FY20		FY21		FY22		FY23	
	Avg Salary	FTE								
Administrative Assistant 2	\$43,836	1.00	\$44,156	1.00	\$43,615	1.00	\$0	.00	\$0	.00
Administrative Assistant 2	\$30,597	1.00	\$0	.00	\$0	.00	\$0	.00	\$0	.00
Assistant Director, Degree Audit	\$0	.00	\$0	.00	\$0	.00	\$65,999	1.00	\$67,320	1.00
Assistant Director, Degree Comp	\$0	.00	\$0	.00	\$0	.00	\$57,000	1.00	\$58,140	1.00
Assistant Director, PSC	\$42,081	1.00	\$43,352	1.00	\$0	.00	\$0	.00	\$0	.00
Assistant Registrar	\$0	.00	\$0	.00	\$0	.00	\$0	.00	\$59,195	1.00
Associate Director, PSC	\$0	.00	\$0	.00	\$0	.00	\$0	.00	\$60,000	1.00
Associate Director, PSC	\$0	.00	\$0	.00	\$53,000	1.00	\$54,000	1.00	\$0	.00
Associate Director, Records	\$62,500	1.00	\$63,125	1.00	\$64,388	1.00	\$64,388	1.00	\$0	.00
Associate Registrar	\$0	.00	\$0	.00	\$0	.00	\$0	.00	\$73,327	1.00
AVP, Institutional Effectiveness	\$0	.00	\$0	.00	\$0	.00	.00	1.00	\$122,744	1.00
Business Ops Specialist 2	\$43,389	1.00	\$43,615	1.00	\$43,615	1.00	\$44,160	1.00	\$44,160	1.00
Business Ops Specialist 2	\$0	.00	\$0	.00	\$0	.00	\$33,779	1.00	\$33,780	1.00
Counselor Penguin Service Ctr	\$0	.00	\$41,208	1.00	\$42,032	1.00	\$0	.00	\$0	.00
Counselor Penguin Service Ctr	\$0	.00	\$0	.00	\$0	.00	\$0	.00	\$32,000	1.00
Counselor Penguin Service Ctr	\$0	.00	\$0	.00	\$0	.00	\$42,032	1.00	\$0	.00
Counselor Penguin Service Ctr	\$0	.00	\$0	.00	\$0	.00	\$0	.00	\$32,000	1.00



Office of the Registrar

Classification Summary cont.

CLASSIFICATION	FY19		FY20		FY21		FY22		FY23	
	Avg Salary	FTE	Avg Salary	FTE	Avg Salary	FTE	Avg Salary	FTE	Avg Salary	FTE
Counselor Penguin Service Ctr	\$36,593	1.00	\$0	.00	\$0	.00	\$0	.00	\$0	.00
Counselor Penguin Service Ctr	\$32,100	1.00	\$0	.00	\$0	.00	\$0	.00	\$0	.00
Counselor Penguin Service Ctr	\$33,500	1.00	\$34,170	1.00	\$0	.00	\$0	.00	\$0	.00
Data Admin Specialist 2	\$87,994	1.00	\$88,314	1.00	\$88,314	1.00	\$89,418	1.00	\$89,418	1.00
Director PSC, Assoc Registrar	\$73,500	1.00	\$74,235	1.00	\$75,720	1.00	\$75,720	1.00	\$0	.00
Manager, Degree Audit	\$0	.00	\$0	.00	\$57,176	1.00	\$57,176	1.00	\$59,195	1.00
Records Technician 1	\$0	.00	\$0	.00	\$0	.00	\$0	.00	\$31,695	1.00
Records Technician 1	\$0	.00	\$30,846	1.00	\$31,304	1.00	\$33,779	1.00	\$0	.00
Records Technician 2	\$50,513	1.00	\$50,832	1.00	\$53,370	1.00	\$54,037	1.00	\$54,037	1.00
Records Technician 2	\$32,760	1.00	\$33,964	1.00	\$37,624	1.00	\$38,094	1.00	\$38,094	1.00
Records Technician 3	\$53,550	1.00	\$53,869	1.00	\$53,869	1.00	\$54,542	1.00	\$54,542	1.00
Senior Counselor PSC	\$0	.00	\$0	.00	\$0	.00	\$0	.00	\$39,135	1.00
Senior Counselor PSC	\$0	.00	\$0	.00	\$0	.00	\$37,500	1.00	\$38,250	1.00
Senior Counselor PSC	\$0	.00	\$37,325	1.00	\$38,071	1.00	\$0	1.00	\$0	.00
Senior Counselor PSC	\$0	.00	\$0	.00	\$38,094	1.00	\$38,094	1.00	\$39,438	1.00
Student Systems Administrator	\$0	.00	\$0	.00	\$0	.00	\$56,942	1.00	\$56,942	1.00
Systems Analyst 1	\$60,767	1.00	\$61,087	1.00	\$0	.00	\$0	.00	\$0	.00
University Registrar	\$0	.00	\$0	.00	\$0	.00	\$0	.00	\$90,154	1.00
University Registrar	\$94,093	1.00	\$95,034	1.00	\$107,781	1.00	\$107,781	1.00	\$0	.00
	\$777,773	15	\$795,132	15	\$827,974	15	\$1,004,442	20	\$1,173,566	21



8 Facts to Know About the Penguin Service Center

8 Facts to Know About the Penguin Service Center's Role with Enrollment and Retention

After the 2012 Noel Levitz survey results, the university aimed to improve student service and increase efficiency.

Provide a Welcoming Reception | Reduce "Run Around" for Students | Integrate Student Services | Improve Service Responsiveness | Develop Staff Knowledge Base

SEVEN-MONTH IMPLEMENTATION TIMELINE

- August 2012: Restructuring of Office of Registrar creates One Stop positions.
- September 2012: Associate Director and two Counselors hired.
- October 2012: Visited three established Ohio One Stops and began intensive cross-training.
- January 2013: Designed website and installed call management system.
- February 2013: **Student ONE STOP** YOUNGSTOWN STATE UNIVERSITY

The Student One Stop was renamed Penguin Service Center: A One Stop for Campus on August 14, 2017

OUR CORE VALUES FOR SERVICE

- 1** Students First, Always. Decisions should be made and actions should be taken with the students' best interest in mind. Student success and retention should drive our policies, practices, procedures, and all forms of communication.
- 2** Value Our Colleagues, Too. Faculty and staff across campus should be considered and at times included in our actions and decisions with students. We all have equal contributions to make for students' success. We strive to build effective relationships with stakeholders.
- 3** Under-Promise AND Over-Deliver. In order to manage and exceed expectations, we should strive to deliver more than we promise. The promises we make are the foundations for how we deliver and perform our services.
- 4** Everything We Do Must Be Goal-Oriented. To assess the effectiveness of our services, policies and procedures, our goals should be clearly defined with desired student outcomes. We will collect detailed data and utilize it for continuous quality improvement.

HOW WE SUPPORT STUDENTS

On Demand Service	
Teach how to navigate course registration	Clarify how to read a bill and utilize payment options
Explain financial aid requirements and eligibility	Connect to other support services and resources

Intervention & Outreach

Identify customers that require additional counseling after initial contact to ensure all issues are resolved

Target proactive, intrusive counseling to student populations who may encounter unique barriers for enrollment, including but not limited to students who stop out, readmitted and transfer students

HOW WE PROVIDE SERVICE

12,156 Total Contacts in 2022
(Contacts are current, former & potential students, parents, faculty, & staff)

WHAT WE'VE ACCOMPLISHED

- ✓ Integrated the Frontline Services for Records, Registration, Financial Aid and University Billing
- ✓ Developed Annual Cross-Training and Customer Service Training for Professional and Student Staff
- ✓ Maintained Open Reception Area with Computer Access to Facilitate Self-Service
- ✓ Provided More Web Access and Self-Service Functions for Current Students
- ✓ Administered Penguin Portal Lock-Out Access Support for Current Students
- ✓ Guided First-Year, Current, Returning, Transfer and Transient Students Through the Enrollment Process
- ✓ Assisted Faculty, Staff, Students and Their Families to Understand the Connections Between Services
- ✓ Refined Processes to Decrease Referrals to Other Departments
- ✓ Maintained a Chatbot for Frequently Asked Questions on the Website Available 24/7
- ✓ Communicated Information, Deadlines, Policies and Processes Strategically
- ✓ Transitioned Staff Organizational Structure from One-Tier to Two-Tiered System to Enhance Customer Experience

Fully Served Contacts Under 5 Minutes on Average

Six professional staff and student employees assist contacts with services related to academic records, course registration, financial aid, university billing and portal use, as well as, admission, orientation, academic advisement and department referrals.

WHAT STUDENTS HAVE SAID

"Very friendly. Very professional. Very comforting."

"I was trying to find out about my classes not being in Blackboard. I was sent all around--to instructors, advisors, enrollment, the Tech Desk... Finally, I spoke to Megan and she walked me through everything and completely resolved my issue in minutes. She was awesome and I am so grateful I still going to attend YSU."

"I haven't gone to YSU since 2008. The office was instrumental and vital in helping me re-register. They were fully engaged with me throughout the process!"

"The staff member I talked to was friendly and knowledgeable, and I'm thankful I was able to act on my issues with so little trouble."

"It was easy, convenient, and they were pleasant and helpful!"

"I REALLY appreciate that I have a real person to talk to when I have issues or concerns with my account. Thank you for being there when I need you!"

WHAT WE'D LIKE TO DO NEXT

Build new partnerships to strengthen degree completion | Create Opportunities for Student Financial Wellness | Create Outreach Efforts for Sophomore/Junior Enrollment | Advocate for the Reduction of Inefficient Processes

Youngstown State University does not discriminate on the basis of race, color, national origin, sex, sexual orientation, gender identity and/or expression, disability, age, religion or veteran/military status in its programs or activities. Please visit www.yzu.edu/dbs-accessibility for contact information for persons designated to handle questions on this policy.



YOUNGSTOWN
STATE
UNIVERSITY

**ACADEMIC SUPPORT AREA ASSESSMENT
UNIVERSITY AFFAIRS DISCUSSION ITEM**

SCHEDULE

2023

June Academic Affairs-**Brien**
 University Relations-**Shannon**
 YSU/IPEDS – **Mike & Jeanne**

Office of Human Resources Update
March 2023

Benefits, Wellness and Training

The HR Benefits group is in the process of preparing the IRS 1095-C form for distribution to full-time employees to inform them of available healthcare coverage. In furtherance of moving from paper to electronic accessibility, these forms will be available to employees in electronic form.

The 2023 Employee Wellness Program, *Living Well* launched on January 3 and will be active until November 2023. The *Living Well* program provides employees with activities and incentives to address health issues and improve their overall health.

The RFP process is underway for an employee wellness portal vendor. The current vendor, Cerner/Oracle, will be discontinuing its portal effective 12/31/2023. A new employee wellness portal will be in place for the 2024 calendar year.

The implementation of the new HR software system, NEOED, continues. The transfer of employee information as well as the implementation of the recruitment and employee on-boarding and off-boarding modules have been completed (INSIGHT module). Currently content for the electronic form module (E-FORMS module) and the education and learning module (LEARN module) are being developed and uploaded to the NEOED system. The electronic evaluation module (PERFORM module) will be uploaded after the LEARN and E-FORMS modules are completed. NEOED implementation is anticipated to be completed by the summer of 2024.

Equal Opportunity/Title IX

The University 2023 Affirmative Action Plan (AAP) is completed (based on 2022 employment and applicant data) and will presented at the March 2023 Board of Trustees University Affairs Meeting by Dana Lantz, Director Equal Opportunity, Policy Development and Title IX.

Labor and Employee Relations/ Outstanding Unfair Labor Practices, Grievances and Arbitrations

ACE

- #767 and #768 Starting Pay Rate. Settlement reached through mediation.
- #769 and #770 Reclassification of IT. Replicas of Grievances #759 and #760 which were withdrawn by ACE. Advanced to arbitration, arbitrator selected. Motion to Dismiss to be filed with arbitrator.

APAS

- No activity

FOP

- #75 Disciplinary suspension. Arbitration held 12/19/2022. Post arbitration briefs to be submitted.
- #78 Post-accident drug testing process. Step 2 hearing held in abeyance while policy and procedure reviewed.

OEA

- #394 Overload pay calculation. Advanced to arbitration, arbitrator not selected. Settlement discussions ongoing.



Current Postings

10/15/2022 – 01/16/2023

Beeghly College of Liberal Arts, Social Sciences & Education

- College Credit Plus Instructor, English
- College Credit Plus Instructor, History
- Continuing Education Instructor, English ESOL
- Assistant Professor, Primary Education /Primary Intervention Specialist (Tenure-Track)
- Part-Time Nursing Graduate Faculty, Nursing
- Pharmacology Instructor for Nurse Anesthetist Students
- Part-time Faculty, Art History
- Part-time Faculty, Visual Arts Foundations
- Part-time Faculty, Visual Arts
- Part-time Faculty, Graphic Design
- Part-time Instructor, Early Childhood Education/Early Childhood Intervention Specialist
- Part-Time Faculty, Religious Studies
- Part-time Faculty, Philosophy
- Part-time Faculty, English
- Part-time Faculty, Humanities and Social Sciences, Political Science
- Part-Time Faculty, Psychology
- Part-Time Faculty, Counseling and School Psychology
- Part-Time Faculty, Politics and International Relations
- Part-Time Faculty, Special Education
- Part-Time Faculty, Middle Childhood Education
- Part-time Faculty, History
- Part-time Faculty, Adolescent/Young Adult Education
- Part-time Faculty, Literacy Education
- Part-time Faculty, Teacher Education (Graduate Courses)
- Part-time Faculty, Photography
- Part-Time Faculty, World Languages
- Part-Time Faculty, Humanities and Social Sciences – Anthropology
- Part-time Faculty, Teacher Education (Undergraduate Courses)
- Part-time Faculty, Reading & Study Skills

Bitonte College of Health and Human Services

- Part-time Faculty, Criminal Justice
- Part-time Faculty, Merchandising-Fashion & Interiors
- Part-time Faculty, Social Work
- Part-time Faculty, Social Work Lakeland & Lorain CC Campuses
- Part-time Faculty, Hospitality Management
- Part-time Faculty, Forensic Sciences
- Part-time Faculty, Respiratory Care
- Part-time Faculty, Mathematics and Statistics
- Part-Time Faculty, Nursing – Graduate
- Part-Time Faculty, Nurse Practitioner (Online)
- Part-time Faculty, Health Professions - Dental Hygiene
- Part-time Faculty, Medical Laboratory Programs
- Part-time Faculty, Public Health
- Part-time Faculty, Dietetics Program (Undergraduate)
- Part-time Faculty, Nursing Clinical
- Part-Time Faculty, Health Professions - Kinesiology and Sport Science

Cliffe College of Creative Arts & Communication

- College Credit Plus Instructor, Communication Foundation
- Lecturer, Dana School of Music, Music Industry, Recording Arts (Term)
- Part-Time Faculty, Dana School of Music
- Part-time Faculty, Communication Studies, Journalism and Telecommunication Studies
- Part-time Faculty, Theatre & Dance Performance
- Part-time Faculty, Director of Dana Gospel Choir
- Part-time Faculty, Dana School of Music
- Part-time Faculty, Pharmacology for Nurse Anesthetist Students

College of Science, Technology, Engineering & Math

- College Credit Plus Instructor, Biological Sciences
- College Credit Plus Instructor, Chemistry
- College Credit Plus Instructor, Mathematics/Statistics
- College Credit Plus Instructor, Physics
- Lecturer, Chemical Engineering (Term)
- Part-time Faculty, Anatomy & Physiology
- Part-time Faculty, Plant Biology
- Part-time Faculty, Chemistry
- Part-time Faculty, Civil, Environmental and Chemical Engineering
- Part-time Faculty, Computer Science, and Information Systems
- Part-time Faculty, Industrial Engineering

- Part-time Faculty, Mechanical Engineering
- Part-Time Faculty, Chemistry Lab
- Part-Time Faculty, Electrical and Computer Engineering
- Part-Time Faculty, Chemical Engineering
- Part-time Faculty, Mathematics
- Part-Time Faculty, Geography
- Part-time Faculty, Electrical Engineering Technology
- Part-time Faculty, Civil and Construction Engineering Technology
- Part-time Faculty, Mechanical Engineering Technology
- Part-time Faculty, Environmental Science
- Part-time Faculty, PAGES – Geology
- Part-time Faculty, Physics

Sokolov Honors College

- Part-time Faculty, Honors
- Part-time Faculty, Medical Practices

Student Success

- College Credit Plus Instructor, Career Exploration & Development
- Part-Time Faculty, Career Exploration & Development
- Part-time Faculty, First Year Student Services

Professional Administrative

- Coordinator, STEM Professional Services
- Program Coordinator, Admissions and Recruitment
- Coordinator, Regional Admissions
- Project Coordinator and Website Content Creator
- Assistant Coach, Women's Lacrosse
- Manager, Customer Service and Special Programs
- Coordinator, STEM Laboratory
- Coordinator, Studio Art Support
- Buyer
- Counselor, Penguin Service Center
- Instruction Specialist
- Director, Career Exploration & Development
- Coordinator, Cross-cultural and Overseas Experience
- Academic Advisor 1
- Senior Financial Analyst

- Data Warehouse Engineer
- Assistant Coach, Football
- Director, IT Infrastructure Services
- Associate Director, Andrews Student Recreation and Wellness Center
- Coordinator, Equal Opportunity and Policy Compliance
- International Student and Scholar Advisor
- Coordinator, Competitive Sports and Summer Camps
- Director, First Year Student Services
- Assistant Coach, Volleyball

Classified

- Financial Aid Loan Specialist 2
- Software Integration Analyst 1
- Layout Design Artist
- Activity Leader - Multiple Locations
- Business Operations Specialist 2 (.50 FTE)
- Residence Hall Monitor
- Clerk 2
- Academic Leader - Multiple locations
- Customer Service Assistant 1
- Groundskeeper 3
- Police Officer 1
- Academic Operations Specialist 2
- Academic Operations Specialist 2
- Site Coordinator – Girard Intermediate
- Maintenance Repair Worker 2
- Human Resources Generalist
- Print Specialist



SUMMARY OF PERSONNEL ACTIONS

Classified Employees

10/16/2022 through 01/15/2023

Separations – 12

- Classified Civil Service – 7
- Classified Excluded – 1
- Externally Funded – 1
- FOP – 1
- FOP Excluded – 2

Appointments – 15

- Classified Civil Service – 9
- Externally Funded – 4
- FOP – 2

Reclassifications/Position Adjustments – 9

- Classified Civil Service – 7
- Externally Funded – 2

Promotions – 1

- Classified Civil Service – 1

Salary Adjustments – 11

- Classified Civil Service – 10
- FOP – 1

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	FTE	SALARY	SEPARATION TYPE
Bero, Robert	ACE	Groundskeeper 3	Grounds	12/8/2022	1.00	\$ 38,979.20	Retirement
Cennane, Louis	ACE	Mover 2	Facilities Maintenance	10/25/2022	1.00	\$ 36,545.60	Resignation
Frisby, Connie	ACE	Academic Operations Specialist 2	School Computer Science, Information & Engineer Technology	12/30/2022	1.00	\$ 52,020.80	Retirement
Haskins, Timothy	ACE	Residence Hall Monitor	Housing	12/9/2022	1.00	\$ 30,763.20	Resignation
Noble, Mary	ACE	Software Integration Analyst 2	IT Application Services	10/28/2022	1.00	\$ 101,462.40	Resignation
Olmi, Sandra	ACE	Accountant Examiner 3	University Bursar	11/30/2022	1.00	\$ 45,364.80	Retirement
Pletcher, Alissa	ACE	Academic Operations Specialist 1	Teacher Education & Leadership Studies	12/20/2022	1.00	\$ 28,953.60	Resignation
Durkin, Robin	Excluded	Intermittent Academic Leader	Center for Human Services Development	12/20/2022	0.40	\$ 20,800.00	Resignation
Price, Aisha	Externally Funded	Site Coordinator	Center for Human Services Development	12/16/2022	0.80	\$ 36,695.84	Resignation
Jordan, Deanna	FOP	Police Officer 2	YSU Police	12/12/2022	1.00	\$ 50,814.40	Resignation
Gatto, Thomas	FOP Excluded	Intermittent Police Officer 1	YSU Police	1/3/2023	0.25	\$ 22,547.20	Resignation
Grimaldi, Carylon	FOP Excluded	Intermittent Police Officer 1	YSU Police	11/6/2022	0.25	\$ 17,617.60	Resignation

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Beadling, Scott	ACE	Mover 2	Delivery Services	1/9/2023	1.00	\$ 31,345.60
Blank, Megan	ACE	Technology Support Technician 1	IT Customer Services	12/19/2022	1.00	\$ 43,929.60
Everingham, Christine	ACE	Business Operations Specialist 2	Undergraduate Admissions	1/3/2023	1.00	\$ 31,782.40
Findley, Elysia	ACE	Academic Operations Specialist 1	Dean - WCBA	12/5/2022	1.00	\$ 27,768.00
Kempe, Timothy	ACE	Groundskeeper 2	Grounds	12/27/2022	1.00	\$ 31,782.40
Kovalscik, Stephen	ACE	Business Operations Specialist 2	College Access and Transition	1/3/2023	1.00	\$ 31,782.40
Natoli, Frank	ACE	Data Administration Specialist 1	Alumni Engagement	12/8/2022	1.00	\$ 37,419.20
Roche, Macey	ACE	Layout Design Artist	Marketing & Communications	1/3/2023	1.00	\$ 35,048.00
Wyatt, Charles	ACE	Custodial Technician 3	Janitorial Services	11/21/2022	1.00	\$ 31,054.40
Durkin, Robin	Externally Funded	Academic Leader	Ctr for Human Services Dev	12/19/2022	0.40	\$ 20,800.00
Brookhart, Carey	Externally Funded	Academic Leader	Ctr for Human Services Dev	11/7/2022	0.40	\$ 20,800.00
Teagarden, Ashley	Externally Funded	Academic Leader	Ctr for Human Services Dev	11/7/2022	0.40	\$ 20,800.00
Wentz, Kaari	Externally Funded	Office Administrator Workforce Training	Excellence Training Center	11/7/2022	1.00	\$ 45,219.20
Kane, Caitlin	FOP	Police Officer 1	YSU Police	11/21/2022	1.00	\$ 42,244.80
Stoner, Hope	FOP	Police Officer 1	YSU Police	11/21/2022	1.00	\$ 42,244.80

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE

PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023

RECLASSIFICATIONS/POSITION AUDITS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/OLD POSITION TITLE	NEW DEPARTMENT/OLD DEPARTMENT	APPOINTMENT DATES	NEW FTE /OLD FTE	NEW SALARY	PREVIOUS SALARY
Cerimele, Richard	ACE	Temp. Groundskeeper 3 / Groundskeeper 2	Grounds	12/18/2022	1.00	\$ 37,440.00	\$ 34,049.60
Adovasio, Linda	ACE	Academic Operations Specialist 2 / Academic Operations Specialist 1	Rayen School of Engineering	1/15/2023	1.00	\$ 56,700.80	\$ 53,996.80
Kostantas, Amalia	ACE	Academic Operations Specialist 2 / Academic Operations Specialist 1	Psychological Sciences & Counseling	8/14/2022	1.00	\$ 36,753.60	\$ 35,006.40
Latronica, Brandon	ACE	Systems Technician 2 / Systems Technician 1	IT Infrastructure Services	12/18/2022	1.00	\$ 49,836.80	\$ 46,758.40
McLaughlin, Lisa	ACE	Account Examiner 3 / Financial Aid Loan Specialist 2	Bursar's / Financial Aid & Scholarships	12/4/2022	1.00	\$ 42,244.80	\$ 44,360.40
Mogg, Jill	ACE	Academic Operations Specialist 2 / Academic Operations Specialist 1	Physics, Astronomy, Geology & Environmental Sciences	1/15/2023	1.00	\$ 52,041.60	\$ 49,566.40
Yoder, Daniel	ACE	Systems Technician 1 / Technology Support Technician 1	IT Infrastructure Services / IT Customer Services	12/18/2022	1.00	\$ 46,134.40	\$ 43,929.60
Cox, Janine	Externally Funded	Business Operations Specialist 3 / Business Operations Specialist 2	Center for Workforce Education & Innovation	8/28/2022	1.00	\$ 43,472.00	\$ 41,392.00
O'Neal, Tula	Externally Funded	Temporary Site Coordinator / Academic Leader	Center for Human Services Development	1/15/2023	0.75 / 0.40	\$ 32,760.00	\$ 20,800.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
PROMOTIONS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
McLaughlin, Lisa	ACE	Financial Aid Loan Specialist 2 / Account Examiner 3	Financial Aid & Scholarships / University Bursar	11/6/2022	1.00	\$ 44,360.40	\$ 42,244.80

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 10/16/2022 THROUGH 1/15/2023
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Cowles, Matthew	ACE	Audio Visual Productions Specialist	Marketing & Communications	11/20/2022	1.00	\$ 43,555.20	1.00	\$ 35,464.00
Gregory, Jayne	ACE	Business Operations Specialist 1	Delivery Services	1/1/2023	1.00	\$ 28,953.60	1.00	\$ 28,516.80
Hanlon, Jolie	ACE	Library Assistant	Maag Library	11/6/2022	1.00	\$ 31,657.60	1.00	\$ 31,200.00
Linton, Gary	ACE	Boiler Technician	Central Utility Plant & Distribution	1/1/2023	1.00	\$ 56,700.80	1.00	\$ 55,848.00
Mahr, Daniel	ACE	Residence Hall Monitor	Housing	12/4/2022	1.00	\$ 30,763.20	1.00	\$ 30,305.60
Phillips, Andrew	ACE	Carpenter 2	Facilities Maintenance	1/1/2023	1.00	\$ 49,171.20	1.00	\$ 44,720.00
Pletcher, Alissa	ACE	Academic Operations Specialist 1	Teacher Education & Leadership Studies	12/4/2022	1.00	\$ 28,953.60	1.00	\$ 28,516.80
Ruehle, Andrea	ACE	Business Operations Specialist 1	Health Professions	10/23/2022	0.75	\$ 21,715.20	0.75	\$ 21,387.60
Schofield, Robert	ACE	Maintenance Repair Worker 2	Facilities Maintenance	12/4/2022	1.00	\$ 42,140.80	1.00	\$ 41,537.60
Straley, Joel	ACE	Residence Hall Monitor	Housing	12/18/2022	1.00	\$ 30,763.20	1.00	\$ 30,305.60
Satterthwaite, Travis	FOP	Police Officer 2	YSU Police	12/4/2022	1.00	\$ 50,814.40	1.00	\$ 49,233.60



TO: Board of Trustees, Youngstown State University
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Mr. Charles T. George
Dr. Anita A. Hackstedde
Dr. John R. Jakubek
Mr. Joseph J. Kerola
Mrs. Laura A. Lyden
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Mr. Allen L. Ryan, Esq.
Mrs. Molly S. Seals
Mr. Eric A. Spiegel
Ms. Julie L. Centofanti, Student Trustee
Ms. Elsa Khan, Student Trustee

FROM: Dana Lantz, Director Equal Opportunity, Policy Development & Title IX

RE: 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for the March 2023 Board of Trustees Meeting

Below please find the report information as required by 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff pursuant to section (F)(6). The information contained herein consists of search waivers approved during the time period beginning October 16, 2022 through and including January 15, 2023.

Date approved: October 26, 2022
Requestor: Katrena Davidson / Neal McNally
Department: Procurement Services
Position: Director of Procurement Services
Candidate: Barbara Greene
Start date: November 16, 2022
Race/Gender: White / Female
Rationale: “Barb has been functioning as Interim Director of Procurement Services since April 2022. Prior to that she has been an integral part of the management team in the department as the Manager of Accounts Payable and Travel Services. She has been a loyal employee of YSU since 1999 and has been in management positions for over 11 years, including Financial Aid. The last two Directors of the Department came from outside of YSU and left YSU after a short period for higher paying opportunities. Barb has proven that she can be successful and has shown a desire to be in the position permanently. Promotion from within YSU demonstrates our commitment in our existing employees.”

Youngstown State University (YSU)
ARP, 403(b) and 457(b) Retirement Plans
Activity Report

of
Fiduciary Committee
to
Board of Directors

December 22, 2022

The Fiduciary Committee (Committee) was appointed by the Board of Trustees of YSU to be the fiduciary committee for the ARP, 403(b) and 457(b) Retirement Plans (Plan). This report is provided periodically to inform the Board, at a high level, of the activities of the Committee.

The Committee actively carried out its responsibilities during the 12-month period from January 1, 2022 to December 31, 2022 (Reporting Period), taking the following actions, among others:

1. The Committee met twice during the Reporting Period.
2. The Committee reviewed semi-annual reports from its independent investment advisor, and investment co-fiduciary, on the investments offered in the Plan. This reporting included a review of the following elements, among others: (a) any matters affecting the Plan's investment firms, (b) any matters affecting the investment managers and their staff, (c) any variance from the investment manager's stated investment style, (d) performance of the investments relative to peers and an appropriate benchmark, (e) risk and (f) costs.
3. At each semi-annual meeting the Committee's independent investment advisor provided an overview of the domestic and international capital markets.
4. The Committee received a detailed report on the underlying investments that make up the Plan's target date retirement fund offering.
5. No investment changes were made during the Reporting Period due to issues with the above or noncompliance with the Plan's investment policy statement.
6. The Committee periodically reviewed plan participant demographic information from the plan recordkeeper.
7. Working with its independent investment advisor, the Committee negotiated a reduced fee with TIAA.
8. From time to time the Committee received education on investment-related items.

9. The Committee received semi-annual updates on legal and regulatory developments that affect the Plan.
10. Minutes were kept of each meeting.

Committee Members:

Neal McNally – Vice President for Finance and Business Operations

Katrena Davidson – Associate Vice President for Finance and Controller

Cynthia Kravitz – Associate Vice President of Human Resources and Chief Human
Resource Officer

Steve Hoffmaster – Associate Controller and Director of Payroll

Greg Morgione – Associate General Counsel

Stacey Luce – Manager of Employee Benefits and Training