



BOARD OF TRUSTEES CLEVELAND STATE UNIVERSITY

MINUTES OF THE MEETING

BOARD OF TRUSTEES MEETING

DATE: Thursday, November 20, 2025; 8:00 a.m.

PLACE: Glickman-Miller Hall, 1717 Euclid Avenue, Bonda Community Board Room, Cleveland, Ohio 44115; and via Zoom.

PRESENT: Board Chair Timothy J. Cosgrove; Trustees Nikki C. Byrd, Diane M. Downing, Alan G. Starkoff, Taras Szmagala, Jr., D. Geoffrey Vince, and Vanessa L. Whiting; Community Board Member David M. Reynolds; Ex Officio Member Michael B. Klein; Student Trustees Skye Carlson and Abigail Blackburn; Faculty Representatives Dr. Carol Olszewski and Dr. Linda Quinn; President Laura Bloomberg; and Secretary to the Board of Trustees, General Counsel and Vice President, Legal Affairs and Compliance Sonali B. Wilson.

Others in attendance: Provost and Sr. VP of Academic Affairs Nigamanth Sridhar; Chief of Staff and Chief Administrative Officer Patricia L. Franklin; Chief Financial Officer Nicole Addington; VP of Student Belonging and Success, Tachelle Banks; VP of Athletics Kelsie Harkey; VP of Marketing and Communication Roy Gifford; Chief Information Officer Wesam Helou; Executive Director of Government Affairs, Caryn Candisky; VP of Enrollment Management, Randall Deike; Chief HR Manager, Douglas Dykes; and Assistant Board Secretary Heather A. Link.

Chair Cosgrove called the meeting to order at 8:13 a.m. and confirmed that a quorum was present. He reminded members that the meeting was being livestreamed on the CSU website for public viewing.

Chair Cosgrove called for a motion to approve the minutes of the October 3, 2025 Meeting; Trustee Downing provided the motion. And, Trustee Vince seconded the motion. The minutes were approved by roll call.

REPORT OF THE CHAIR

Chair Cosgrove recognized a special guest in the room, Mrs. Mary Boyle, wife of former CSU Trustee John “Jack” Boyle. He presented her with a framed resolution, previously approved on July 7, 2025, “Memorial Tribute to John J. Boyle, III”, and he acknowledged Jack’s service, contributions, and dedication to the University.

Chair Cosgrove recognized Vice Chair Whiting for receiving the Humanitarian Award from the Diversity Center—NEO, and thanked members who were able to attend.

He wished the CSU men’s soccer team good luck at the NCAA tournament, after they were guaranteed a spot by winning the Horizon League Championship.

He reported on administrative reminders: members should complete their yearly ethics training by year-end; the AGB annual trustees conference is scheduled for March 28-30, 2026; and the board meeting calendar has been finalized for 2026.

Chair Cosgrove brought forward a resolution to recognize the contributions of former men’s basketball coach, Kevin Mackey. He remembered being a student at the time of the 1985-86 men’s basketball run in the NCAA March Madness tournament, and he attributed Coach Mackey’s leadership to the success of that team.

Chair Cosgrove moved the approval of the resolution; Trustee Szmagala provided the second. The Board Secretary called the roll resulting in the approval; Chair Cosgrove asked Athletic Director Harkey to present the resolution to Coach Mackey’s family members.

RESOLUTION 2025-71

**IN RECOGNITION AND APPRECIATION OF THE CONTRIBUTIONS OF
COACH KEVIN MACKEY**

WHEREAS, the Cleveland State University community was saddened to learn of the passing of former men’s basketball head coach, Kevin Mackey, on November 12, 2025, and extends its gratitude for his years of dedicated service and leadership to the University and its student-athletes; and

WHEREAS, Coach Mackey served as head coach of the men’s basketball program from 1983 to 1990, during which time he elevated Cleveland State University to unprecedeted levels of national recognition, competitive success, and program visibility; and

WHEREAS, under Coach Mackey’s leadership, the 1985-86 men’s basketball team captured the imagination of the nation as the celebrated “Cinderella” team - advancing to the NCAA Sweet Sixteen following remarkable victories over nationally recognized programs, including the historic

upset of Indiana University that placed CSU basketball firmly on the Division I map - and during his tenure he generated a level of excitement, pride, and campus-wide enthusiasm for CSU athletics that had never before been experienced at the University; and

WHEREAS, Coach Mackey remained a beloved figure within the CSU basketball family, and during the 20th-anniversary celebration of the 1986 Sweet Sixteen team, he received a standing ovation from fans and former players in recognition of the lasting pride and excitement he brought to the University; and

WHEREAS, Coach Mackey was widely credited with instilling a culture of passion, intensity, confidence, and belief among his players, inspiring excellence on and off the court, and creating memories that continue to resonate across generations of CSU alumni and fans; and

WHEREAS, his coaching legacy helped lay the foundation for the future success of CSU athletics, enhancing the University's profile regionally and nationally and contributing meaningfully to the Viking spirit that endures today:

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees, on behalf of the entire CSU community, honors the life and legacy of Coach Kevin Mackey, recognizes with appreciation his lasting contributions to the University and its student-athletes, and extends its heartfelt sympathy to his children—Brian, Cheryl, and Kristy—during this time of loss.

REPORT OF THE PRESIDENT

President Bloomberg updated members on the recent tragic accident that took the life of two international students who were attending Cleveland State. She noted that the campus community has come together to mourn and to offer support to the families.

Recognizing that there were community members in the meeting room, President Bloomberg acknowledged that the University firmly supports academic freedom and free speech on campus; and furthermore, that she stands by decisions which have been made and approved by the Board.

Dr. Bloomberg reported that it has been a busy week on campus with many Homecoming events for students, alumni, faculty, community and friends. The America Scores program was one such event; the program brings together team-based soccer and writing workshops, along with annual community service projects for Cleveland youth. This year, the event saw more than 300 participants and their families come together on campus.

She updated members on CSU Athletics, including a divisional championship season for the men's soccer team and a perfect start for women's basketball. Dr. Bloomberg recognized the

leadership of current athletic director, Ms. Kelsey Harkey, and recommended that the Board approve a resolution to name Ms. Harkey as VP and Director of Athletics; this is the same title as previous CSU incumbents in the same position (as well as a similar title to others in the same positions in the Horizon League and around the NCAA). Chair Cosgrove noted that this change would be in title only, not a change in compensation.

President Bloomberg updated members on progress toward achieving key metrics of the Cleveland State United strategic plan, including the progress of the FY26 implementation goals. The Talent-Industry Hub at CSU is in the planning phase and will expand experiential and work-based learning (expected launch of the program is spring semester, 2026).

She highlighted CSU's Ohio Certified Public Manager program, which is expanding opportunities for participants state-wide, and has been a proven success in integrating undergraduate, graduate, exploratory and continuing education for lifelong learners. Dr. Bloomberg also reported on enhanced relationships with community partners to expand opportunities for prospective and current students and learners.

Dr. Bloomberg reported that the technology transformation planning is well underway, and she appreciates the campus-wide commitment to the implementation.

President Bloomberg reported on recent meetings with CSU alumni and gave a shout out to CSU faculty. She noted that for many alumni, their best memories and stories include faculty members who made an impact on them and their educational journey.

REPORT OF THE PROVOST

Chair Cosgrove announced that the agenda item, "Approval of Faculty Related Policies in Alignment with Senate Bill 1", would be considered later in the meeting under New Business, and he called on Provost Sridhar to provide background information on each of the revised policies.

Provost Sridhar noted that the policy implementations have proceeded through the appropriate approval processes. Some revisions have been included in the policies from the public comments, for example, including clinical faculty in the tenure eligibility policy and clarifying workload policy language. ODHE continues to provide guidance on the SB1 implementation.

Provost Sridhar reported that funding for research continues to remain strong, although the University has been impacted by Federal cuts (eight grants were canceled in the last year).

The Student Experience Project (SEP) continues to be a strong lever for student success, and CSU faculty continue to embrace the opportunities provided by the program.

REPORT OF THE CFO

CFO Addington reported updated data for the first quarter of the fiscal year. These included actual revenue and expenses; first quarter forecast; and first quarter enrollment and tuition.

She reported that planning is underway to strategically manage the budget without accessing any reserves, given that there is a decrease in net tuition and fees resulting from a slight drop in overall enrollment and a large decrease in international student enrollment.

Ms. Addington reviewed the calendar for building the University's budget for FY27; the FY27 budget is scheduled for presentation to Board members in May 2026.

REPORT FROM THE STUDENT TRUSTEES

Student Trustees Blackburn and Carlson opened the report by acknowledging the heart-breaking deaths of two international students, Samira Xhaferi (Ph.D. student) and Albi Cela (Law student). The students were engaged to be married, and there is a fundraising effort underway to transport their bodies to Albania for burial.

The student representatives participated in the ribbon-cutting ceremony of the new McCombs plaza in the CSU quad.

Ms. Blackburn and Ms. Carlson reported that there is still concern among some students that the WCSB radio station was removed from the radio airwaves without notice. They reported that some students are asking for the reinstatement of the station.

The student Trustees also noted that some students are feeling an undercurrent culture of a “run-around” in certain areas on campus, and they acknowledge that this may be from several different reasons, like lean staffing and limited resources.

Ms. Blackburn and Ms. Carlson reported that student-related Homecoming events are underway, and these are being met with enthusiasm and good participation.

REPORT FROM FACULTY REPRESENTATIVES

Faculty Representative Quinn noted that the fall semester is more than half-way through (week 13), and she shared good news regarding recent faculty initiatives and achievements. Of

note: the Student Experience Project continues to attract enthusiastic faculty participation and to support the dynamic ways faculty are addressing student needs; Dr. John Van Stan, an Associate Professor in the Dept. of Biological, Geological and Environmental Sciences, was awarded a new three-year grant from the NSF (The project is titled Collaborative Research: Macroscale Study of Forest Litter Effects on Precipitation Interception and Soil Water Budgets); and Associate Professor of English, Hilary Plum, recently published her sixth book, "State Champ."

Dr. Quinn also highlighted the ways that faculty provide service to the University: Senior College Lecturer, Dr. Sandra Chincholkar works with students with developmental issues to achieve success in their math and statistics courses; and Associate Professor of Management, Dr. Michele Heath, has chaired the University's Curriculum Committee for the past three years, leading the committee through thorough and numerous reviews of new and revised courses for the core curriculum, integrated degrees, and other curriculum related matters.

She also reported that later in the day, a number of faculty members, across many disciplines, would be recognized with a "Golden Apple" award. This recognition is a result of student-submitted nominations for the award.

Dr. Olszewski acknowledged Mrs. Boyle and her family members for their recognition of the impact of higher education on students and the community, and she thanked the Trustees for taking the time to tour the CSU campus spaces and places being considered for improvements.

Dr. Olszewski's report focused on the CSU mission statement ("Cleveland's University. Infinite Opportunity"), and the ways that faculty contribute to a student's educational journey. Faculty teach both content and how to be curious about subject matter; faculty help students to find their voices through feedback, mentorship, and believing in them—so that they can believe in themselves. She believes that students flourish when they feel seen and valued.

Dr. Olszewski would also like to see faculty be invited to participate more in the student recruiting process.

ACADEMIC AFFAIRS AND STUDENT SUCCESS COMMITTEE UPDATE

Chair Cosgrove noted that the work that is done at the committee level lays the foundation for Board discussions, and he called on Committee Chair Whiting to update members on the committee meeting of November 13, 2025.

Committee Chair Whiting reported that the committee received updates from the Provost, the VP of Student Belonging and Success, and the Executive Director for Government Affairs.

She reported that several items were considered and approved; those items are included on the Consent Agenda for full-Board consideration. The committee also met in Executive Session.

FINANCIAL AFFAIRS COMMITTEE UPDATE

Committee Chair Starkoff began his update by expressing appreciation for the reports from the student and faculty representatives; he thanked them for their time in preparing their reports, and he found them very helpful.

He reported on the committee meeting of November 13, 2025. The committee received updates from the CFO, VP for Enrollment, CAO and Chief of Staff, CIO, and Chief HR Officer.

The committee also received a report from the external auditor's team regarding the results of the Fiscal Year 2025 audit (Plante Moran's audit team leaders, Ashley Schade and Sydney Covelli). Chair Starkoff reported that an "unmodified opinion" will be issued on the FY 2025 financial statements.

He noted that the committee considered several items for action which are included on the Consent Agenda. And, the committee met in executive session which resulted in additional items for consideration under new business related to collective bargaining agreements (IATSE 27, IATSE 756, and FOP-CSUPD) and authorizing the issuance of a RFQ for a real estate development consultant.

REPORT OF THE CSU FOUNDATION

VP Rehm reported on fundraising progress as of October 31, 2025, which is at \$3.8 million; the year end goal is \$20 million. She noted that the Advancement Division is anticipating gifts that put them in a good place to meet the goal. The Advancement team has added development officers in each of the colleges, there is a strong pipeline of prospective donors, and the division will focus on stewardship of donors.

She reported on a donor commitment to sustain the Sullivan Deckard Scholars program; a donor commitment to the Washkewicz College (Kramerich Electronics Lab); a pending proposal supporting the CSU Galleries at E. 13th Street; and a \$147 thousand gift to the men's basketball program.

Ex officio Member Klein acknowledged the generous gift from the Sullivan family, and he noted that the Sullivan Deckard Scholars program is nationally recognized.

Mr. Klein reported that a national search is underway for the next Vice President of Advancement, and executive director of the CSU Foundation. He hopes for a final selection early in 2026.

The CSU Foundation has \$167 million in investment funds as of September 30, 2025.

He asked members to save the dates of CSU Giving Day (February 26, 2026) and Radiance, Realizing the Promise (May 7, 2026); he also invited members to suggest individuals to serve on the Foundation Board of Directors.

Mr. Klein announced that at the Radiance fundraiser, Tom and Marsha Hopkins, and Steve and Polly Percy, would be awarded the President's Medal. The Medal is the most prestigious non-academic recognition that Cleveland State University can confer.

CONSENT AGENDA

Chair Cosgrove stated that routine matters, or those recommended by committees and discussed previously, are considered on the Consent Agenda. He asked if there were any other items that Board members wished to discuss or remove; there were none.

Trustee Szmagala moved, and Trustee Downing seconded, the motion to approve the following consent agenda items: Approval and Acceptance of Fiscal Year 2025 Audit Reports; Approval of Fiscal Year 2025 Efficiency Report; Funding Authorization for Phase II of Rhodes Tower Asbestos Remediation Project; Authorizing the Issuance of a Request for Qualifications (RFQ) for a Real Estate Development Consultant; Ratification of the Appointment of Kelsie Harkey as Vice President; Accepting Gifts and Pledges, 1st Quarter, July 1, 2025 – September 30, 2025.

Board Secretary Wilson called the roll, and the following resolutions were approved.

RESOLUTION 2025-72

APPROVAL AND ACCEPTANCE OF FISCAL YEAR 2025 AUDIT REPORTS

WHEREAS, the Chief Financial Officer received the Fiscal Year 2025 audit reports from the University's external auditors, Plante Moran, including the Auditor Required Communication, Financial Statement Audit, and Single Audit Report; and

WHEREAS, the external auditors discussed the audit reports with University Administration; and

WHEREAS, the Financial Affairs Committee of the Board of Trustees has reviewed the audit reports as submitted by the University Administration and recommends full Board approval and acceptance:

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees approves and accepts the audit reports mentioned above.

RESOLUTION 2025-73

**APPROVAL OF CLEVELAND STATE UNIVERSITY FISCAL YEAR 2025
EFFICIENCY REPORT**

WHEREAS, the Governor of the State of Ohio created the Ohio Task Force on Affordability in February 2015 to make recommendations on the three principles of 1) efficiency in expense management and revenue generation, 2) maintaining a high quality of education, and 3) lowering the student's cost of earning a degree; and

WHEREAS, Section 3333.95 of the Ohio Revised Code (ORC) requires the Chancellor of the Ohio Department of Higher Education (ODHE) to maintain an Efficiency Advisory Committee composed of members from each of Ohio's public colleges and universities in support of the Task Force's recommendations; and

WHEREAS, each public college and university is required to submit an annual efficiency report to the Chancellor, which feeds into the ODHE annual efficiency report to the Governor and General Assembly; and

WHEREAS, State law also requires each public college and university's board of trustees to approve the institutions' annual efficiency report; and

WHEREAS, the Financial Affairs Committee of the Board of Trustees has reviewed the efficiency report as submitted by the University Administration and recommends full Board approval:

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees approves the efficiency report as submitted.

RESOLUTION 2025-74

FUNDING AUTHORIZATION FOR PHASE II OF RHODES TOWER

ASBESTOS REMEDIATION PROJECT

WHEREAS, in February 2023, the Euclid Avenue Development Corporation was awarded a \$3,365,110 grant through the Ohio Department of Development's ("ODOD") Brownfield Remediation Program for Phase I of a project to remediate asbestos from Rhodes Tower (the "Project"); and

WHEREAS, pursuant to Ohio Revised Code §122.6511, grants awarded through the Brownfield Remediation Program are limited to seventy-five percent of a project's estimated total cost, and the grantee is responsible to provide matching funds for the remaining twenty-five percent of estimated project costs and any additional funding that may be necessary to fully complete the project; and

WHEREAS, the cost of Phase I of the Rhodes Tower remediation project was estimated to be approximately \$4,480,000, and at its May 16, 2024 meeting, the Cleveland State University Board of Trustees authorized the release of \$1,120,000 in matching funds from FY2024 for Phase I of the Project (Resolution 2024-41); and

WHEREAS, Phase I of the Rhodes Tower remediation project was delayed allowing the University the opportunity to seek additional funding in Phase II; and

WHEREAS, in 2025 the Euclid Avenue Development Corporation was awarded an additional \$6,634,890 grant through the ODOD Brownfield Remediation Program for Phase II of the Project; and

WHEREAS, the cost of Phase II of the Project is estimated to be approximately \$11,020,000 and the University is seeking authorization for funding up to \$4,380,000 to be used for ODOD matching funds for the Project; and

WHEREAS, the Financial Affairs Committee has reviewed this matter as submitted by the University Administration and recommends full Board approval:

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees recommends authorizes purchase orders not to exceed \$4,380,000 to be used as matching funds for a \$6,634,980 Ohio Department of Development Brownfield Remediation Program Grant for Phase II of the asbestos remediation project in Rhodes Tower; and

BE IT FURTHER RESOLVED that the Financial Affairs Committee of the Board of Trustees recommends that the full Board reauthorize the release of \$1,120,000 in matching funds for Phase 1 of the asbestos remediation project in Rhodes Tower.

**AUTHORIZING THE ISSUANCE OF A REQUEST FOR QUALIFICATIONS (RFQ)
FOR A REAL ESTATE DEVELOPMENT CONSULTANT**

WHEREAS, Cleveland State University is committed to advancing its mission through the responsible stewardship and strategic development of University property; and

WHEREAS, the Board of Trustees recognizes that the University may benefit from engaging a qualified real estate development consultant to assist in planning, financing, and delivering potential development projects consistent with the University's mission; and

WHEREAS, the issuance of a Request for Qualifications ("RFQ") will allow the University to identify and evaluate qualified firms with demonstrated experience in higher education, public-private partnerships, and real estate development; and

WHEREAS, the Board has determined that soliciting qualifications will also allow the University to assess market interest, development capacity, and alignment with priorities, including identifying facilities challenges and opportunities, creating efficient development roadmaps, and ensuring university alignment and financial sustainability:

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees hereby authorizes the issuance of an RFQ for a real estate development consultant to support the assessment of and potential development opportunities on University-owned property; and

BE IT FURTHER RESOLVED that the Chief Administrative Officer is authorized and directed to issue and manage the RFQ process in accordance with applicable state procurement requirements and University policies, including the evaluation of responses and recommendation of qualified respondents to the Board for further consideration; and

BE IT FURTHER RESOLVED that the Board of Trustees shall review and approve any subsequent Request for Proposals (RFP), development agreement, or related transaction arising from the RFQ process prior to execution.

RESOLUTION 2025-76

**RATIFICATION OF THE APPOINTMENT OF KELSIE HARKEY
AS VICE PRESIDENT**

WHEREAS, Kelsie Gory Harkey served admirably for over a year as the Interim Director of Athletics following the departure of Vice President and Director of Athletics Scott Garrett; and

WHEREAS, in May 2025, the Administration retained her services and negotiated the essential terms and conditions of Ms. Harkey's employment as the Cleveland State University's Director of Athletics; and

WHEREAS, in recognition of her accomplishments and in keeping with precedent for prior Athletic Directors, the President recommends adding the title of Vice President to reflect these achievements; and

WHEREAS, Ms. Harkey's salary and terms of employment remain the same and this recognition comes at no cost to the University:

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees hereby ratifies the appointment of Kelsie Harkey as Vice President.

RESOLUTION 2025-77

**ACCEPTING GIFTS AND PLEDGE PAYMENTS
1ST QUARTER, FY 2026
JULY 1, 2025 TO SEPTEMBER 30, 2025**

RESOLVED, that the gifts and pledge payments totaling \$2,511,135 received by the Cleveland State University Foundation during the period July 1, 2025 to September 30, 2025 are hereby accepted with thanks; and

BE IT FURTHER RESOLVED, that the President is hereby directed to use these gifts subject to their terms and conditions.

EXECUTIVE SESSION

Chair Cosgrove moved for the Board to recess into Executive Session to discuss matters required to be kept confidential, to discuss imminent and pending litigation with the University General Counsel, and to discuss matters related to collective bargaining. Trustee Downing seconded the motion.

A roll call vote was taken by the Secretary of the Board; voting in the affirmative were Ms. Byrd, Mr. Dolan, Ms. Downing, Mr. Starkoff, Mr. Szmagala, Ms. Whiting, and Mr. Cosgrove. The motion carried.

Chair Cosgrove excused everyone except the voting trustees, President Bloomberg, ex officio member Klein, Community Trustee Reynolds, Assistant Board Secretary Link, and VP, General Counsel and Board Secretary Wilson. He noted that specific senior administrators and others would be called into the Session at the appropriate discussion times. These individuals included: Provost Sridhar, Chief of Staff Franklin, CFO Addington, Chief HR Officer Dykes, CIO Helou, Ms. Andrea Chudy, Associate General Counsel Scott Campbell, Associate General Counsel

King, Associate General Counsel Jeric, Mr. Marcus Harris, Mr. Yaesul Park, and Mr. George Crisci.

The executive session began at 9:57 a.m.

At 12:42 a.m., Chair Cosgrove announced that the Board had finished its business in Executive Session and was returning to its regular meeting.

Board Secretary Wilson reported for the record, that Chair Cosgrove left the executive session at 11:57 a.m., and returned at 12:42 p.m.

NEW BUSINESS

Chair Cosgrove announced that there were several items for consideration as a result of the Executive Session.

He called on CIO Helou to answer questions regarding the University's managed print services; there were none.

Trustee Szmagala moved the approval; Trustee Downing provided the second. The Board Secretary called the roll and the following resolution was approved.

RESOLUTION 2025-78

APPROVAL OF MANAGED PRINT / COPIER SERVICES AGREEMENT WITH COMDOC

WHEREAS, since 2010 Cleveland State University has had a managed print/copier program with Xerox Corporation and later ComDoc, Inc. providing printers and copiers to departments across campus; and

WHEREAS, the Inter-University Council Purchasing Group has negotiated a contract for similar managed print/copier services with ComDoc, Inc. following a request for proposals to facilitate the ongoing delivery of the services at competitive prices; and

WHEREAS, the Administration is proposing the continuation of a managed print services program for the University through participation under the IUC-PG Agreement with ComDoc, Inc.:

NOW THEREFORE, BE IT RESOLVED the Cleveland State University Board of Trustees authorizes the Chief Information Officer to execute a contract and all related documents for the purchase of managed print /copier services and a lease agreement for equipment through ComDoc, Inc. for an aggregate not to exceed \$4,000,000.00 over the next 5 year period (\$800,000 annually),

attached hereto in substantial form and subject to revisions as deemed necessary by the University's Office of General Counsel to protect the interests of the University.

CIO Helou was called on to answer questions regarding the preferred selection of a system integrator for the University; there were none.

Trustee Szmagala moved the approval; Trustee Vince provided the second. The Board Secretary called the roll and the following resolution was approved.

RESOLUTION 2025-79

**AUTHORIZATION TO ENTER INTO A CONTRACT WITH INCLINE
ALCHEMY, INC.**

WHEREAS, the Board of Trustees has previously approved the selection of Workday as Cleveland State University's ERP; and

WHEREAS, to implement the ERP, Cleveland State University issued a Request for Proposal (RFP) for a System Integrator (SI) to complete the implementation of Workday, covering Full Platform (HCM and Finance) and Student; and

WHEREAS, by the July 1, 2025 deadline, four vendors had submitted complete responses to the SI RFP; and

WHEREAS, IS&T leadership narrowed the field to the top three vendors based on scoring the vendors against seven different categories and these three vendors were invited to campus for presentations; and

WHEREAS, cross-functional teams from Finance, Human Resources, Academic Affairs, Enrollment Management, IS&T, and other administrative areas (known as the Advisory Committee) participated in evaluation sessions to ensure broad institutional input and alignment; and

WHEREAS, at the request of above-mentioned Advisory Committee, two vendors were brought back to campus on for further evaluation; and

WHEREAS, on August 18, 2025, the Advisory Committee agreed to recommend Incline Alchemy. Inc., as our system integrator for Cleveland State University's ERP implementation of Workday to our Senior Leadership Group;

WHEREAS, on August 21, 2025 the Senior Leadership Group unanimously agreed to select Incline Alchemy. Inc., as our System Integrator for Cleveland State University's ERP implementation of Workday;

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees authorizes the President of Cleveland State University to execute a contract with Incline Alchemy, Inc., in substantial form attached hereto, as part of the overall Technology Transformation Program, subject to revisions as deemed necessary by the University's Office of General Counsel to protect the interests of the University.

Acknowledging that a rigorous process had taken place in the selection of a project manager for the implementation of Workday, CIO Helou was called on to answer questions; there were none.

Trustee Downing moved the approval; Trustee Vince provided the second. The Board Secretary called the roll and the following resolution was approved.

RESOLUTION 2025-80

**AUTHORIZATION TO ENTER INTO A CONTRACT
WITH THE CHARRON COLLECTIVE**

WHEREAS, the Board of Trustees has previously approved the selection of Workday as Cleveland State University's ERP; and

WHEREAS, to implement the Workday ERP Cleveland State University will require Project Management Services; and

WHEREAS, Cleveland State University issued an RFP for Project Management Services; and

WHEREAS, following a review of the submissions by the RFP selection committee made up of IS&T employees, the committee recommended The Charron Collective for the Project Management Services for the Workday implementation; and

WHEREAS, the Senior Leadership Group unanimously agreed to selection of The Charron Collective as the Project Manager for Cleveland State University's ERP implementation of Workday:

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees authorizes the President of Cleveland State University to execute a contract with The Charron Collective in substantial form attached hereto, as part of the overall Technology Transformation Program, subject to revisions as deemed necessary by the University's Office of General Counsel to protect the interests of the University.

Chair Cosgrove announced that two items regarding Fenn Hall renovations would be considered with one motion, and he called on Chief of Staff Franklin to answer questions regarding the proposed resolutions. There were none.

Trustee Byrd moved the approval; Trustee Szmagala provided the second. The Board Secretary called the roll and the following resolutions were approved.

RESOLUTION 2025-81

**RATIFICATION OF THE CONTRACT FOR ARCHITECT/ENGINEER
FOR THE FENN HALL RENOVATION AND IMPROVEMENT PROJECT**

WHEREAS, pursuant to House Bill 2 of the 135th General Assembly of The Ohio Legislature, the University was appropriated and reappropriated certain capital funding in the amount of \$31,795,451, designated or available for use for a Fenn Hall Renovation Project; and

WHEREAS, the Fenn Hall Renovation Project supports the University's strategic plan, Cleveland State United, by improving the student experience and cultivating a culture of transformation and continuous improvement; and

WHEREAS, on January 23, 2025, the Cleveland State University Board of Trustees approved Resolution 2025-04, authorizing the University Administration to proceed with the renovation and improvement project for Fenn Hall; and

WHEREAS, through a public formal selection process as required by Ohio law, University Purchasing Policy, and the requirements of the Ohio Facilities Construction Commission, DS Architecture was selected as the most qualified respondent to provide design services for the project; and

WHEREAS, the University has entered into the Architect/Engineer Agreement with DS Architecture attached hereto as Attachment "A" on September 23, 2025:

WHEREAS, pursuant to University Policy, contracts in excess of \$1,000,000 require prior approval of the Board, and this contract is being presented to the Board after the fact and is therefore being ratified:

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees ratifies the Architect/Engineer Agreement attached hereto as Attachment "A" between Cleveland State University and DS Architecture for professional design services required for the renovation and improvement of Fenn Hall.

RESOLUTION 2025-82

**AUTHORIZATION TO EXECUTE CONTRACT FOR CONSTRUCTION MANAGER
AT RISK FOR THE FENN HALL RENOVATION AND IMPROVEMENT PROJECT**

WHEREAS, pursuant to House Bill 2 of the 135th General Assembly of The Ohio Legislature, the University was appropriated and reappropriated certain capital funding in the amount of \$31,795,451, designated or available for use for a Fenn Hall Renovation Project; and

WHEREAS, the Fenn Hall Renovation Project supports the University's strategic plan, Cleveland State United, by improving the student experience and cultivating a culture of transformation and continuous improvement; and

WHEREAS, on January 23, 2025, the Cleveland State University Board of Trustees approved Resolution 2025-04, authorizing the University Administration to proceed with the renovation and improvement project for Fenn Hall; and

WHEREAS, through a public formal selection process as required by Ohio law, University Policy, and the requirements of the Ohio Facilities Construction Commission, Gilbane Building Company was selected as the construction firm offering the best value to provide construction services for the project; and

WHEREAS, the University and Gilbane Building Company desire to enter into the University Construction Manager at Risk Agreement attached hereto as Attachment "A":

WHEREAS, pursuant to University Policy, contracts in excess of \$1,000,000 require prior approval of the Board:

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees approves the Construction Manager at Risk Agreement attached hereto as Attachment "A" between Cleveland State University and Gilbane Building Company for construction services required for the renovation and improvement of Fenn Hall; and

BE IT FURTHER RESOLVED that the Cleveland State University Board of Trustees hereby authorizes the Administration of Cleveland State University to execute the Construction Manager at Risk Agreement between Cleveland State University and Gilbane Building Company, subject to revisions of such agreement as deemed necessary by the University's Office of General Counsel to protect the interests of the University.

Chair Cosgrove announced that three collective bargaining agreements would be considered. He called on Chief HR Officer Dykes to address any questions; there were none.

Trustee Szmagala moved the approval of the three agreements; Trustee Vince provided the second. The Board Secretary called the roll and the following resolutions were approved.

RESOLUTION 2025-83

**APPROVAL OF INTERNATIONAL ALLIANCE OF THEATRICAL STAGE
EMPLOYEES (IATSE), LOCAL 27 COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, the University and the International Alliance of Theatrical Stage Employees (IATSE), Local 27 have reached a final tentative agreement for a two-year successor collective bargaining agreement for Local 27 staff extending from July 1, 2025, through June 30, 2027; and

WHEREAS, the bargaining unit members of the IATSE, Local 27 have ratified the tentative agreement; and

WHEREAS, the Financial Affairs Committee of the Board of Trustees has reviewed this matter as submitted by the University Administration and recommends full Board approval:

NOW, THEREFORE BE IT RESOLVED that the Cleveland State University Board of Trustees approves the successor collective bargaining agreement between Cleveland State University and the IATSE, Local 27.

RESOLUTION 2025-84

**APPROVAL OF IATSE, TREASURERS AND TICKET SELLERS UNION, LOCAL 756
COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, the University and the IATSE, Treasurers and Ticket Sellers Union, Local 756 have reached a final tentative agreement for a three-year successor collective bargaining agreement for Local 756 staff extending from July 1, 2025, through June 30, 2028; and

WHEREAS, the bargaining unit members of the IATSE, Treasurers and Ticket Sellers Union, Local 756 have ratified the tentative agreement; and

WHEREAS, the Financial Affairs Committee of the Board of Trustees has reviewed this matter as submitted by the University Administration and recommends full Board approval:

NOW, THEREFORE BE IT RESOLVED that the Cleveland State University Board of Trustees approves the successor collective bargaining agreement between Cleveland State University and the IATSE, Treasurers and Ticket Sellers Union, Local 756.

RESOLUTION 2025-85

**APPROVAL OF FRATERNAL ORDER OF POLICE (FOP), OHIO LABOR COUNCIL,
INC COLLECTIVE BARGAINING AGREEMENT**

WHEREAS, the University and the Fraternal Order of Police (FOP), Ohio Labor Council, Inc have reached a final tentative agreement for a three-year successor collective bargaining agreement for Fraternal Order of Police (FOP), Ohio Labor Council, Inc staff extending from January 1, 2025, through December 31, 2027; and

WHEREAS, the bargaining unit members of the FOP, Ohio Labor Council, Inc have ratified the tentative agreement; and

WHEREAS, the Financial Affairs Committee of the Board of Trustees has reviewed this matter as submitted by the University Administration and recommends full Board approval:

NOW, THEREFORE BE IT RESOLVED that the Cleveland State University Board of Trustees approves the successor collective bargaining agreement between Cleveland State University and the FOP, Ohio Labor Council, Inc.

Chair Cosgrove called on Provost Sridhar to come forward to provide answers to questions regarding the approval of faculty related policies in alignment with SB1; there were none.

Trustee Vince moved the approval; Trustee Szmagala provided the second. The Board Secretary called the roll and the following resolution was approved.

RESOLUTION 2025-86

APPROVAL OF FACULTY RELATED POLICIES IN ALIGNMENT WITH SENATE BILL 1

WHEREAS, new legislation, Senate Bill 1 titled "Enact Advance Ohio Higher Education Act" (SB 1), requires a series of faculty related policies be board approved no later than December 31, 2025, including Policy on Tenure, Faculty Workload Assignment, Faculty Retrenchment, Faculty Annual Performance Evaluation, and Faculty Post Tenure Review; and

WHEREAS, SB 1 requires, among other things, that universities develop the following: standards for institutional workloads for full and part time faculty, processes for annual faculty evaluations, standards for faculty retrenchment and program elimination, criteria and processes for faculty tenure, and the procedures associated with post tenure review based on performance evaluations; and

WHEREAS, the University Administration recommends the approval of the Policy on Tenure, Faculty Workload Assignment Policy, Faculty Retrenchment Policy, Faculty Annual Performance Evaluation Policy, and the Faculty Post Tenure Review Policy to ensure compliance with the new regulations; and

WHEREAS, the Office of General Counsel drafted the Policy on Tenure, Faculty Workload Assignment Policy, Faculty Retrenchment Policy, Faculty Annual Performance Evaluation Policy, and the Faculty Post Tenure Review Policy following the requirements of the legislation; and

WHEREAS, the draft policies were posted on the University's website for a 30-day comment period as required by the Board's rulemaking policy; and

WHEREAS, the Academic Affairs and Student Success committee has reviewed this matter as submitted by the University Administration and recommends full Board approval:

NOW, THEREFORE, BE IT RESOLVED that the Cleveland State University Board of Trustees approves the Policy on Tenure, Faculty Workload Assignment Policy, Faculty Retrenchment Policy, Faculty Annual Performance Evaluation Policy, and the Faculty Post Tenure Review Policy; and further instructs the University Administration to file each approved policy with the Ohio Legislative Services Commission after which time said Policy shall become final, subject to any changes or revisions that are required or deemed necessary by the General Counsel.

ADJOURNMENT

Asking if there were any other items of business to discuss, and hearing none, Chair Cosgrove acknowledged that the meeting went longer than scheduled; he thanked members for their dedicated patience and active involvement throughout the meeting.

The meeting was adjourned at 12:54 p.m.

Respectfully submitted,

APPROVED ON JANUARY 21, 2026

Sonali B. Wilson
Vice President of Legal Affairs and
Compliance, General Counsel and
Board Secretary

APPROVED ON JANUARY 21, 2026

Timothy J. Cosgrove
Chair, Board of Trustees