1. **Human Resources Update**
   This report will provide an update on current accomplishments and priorities for moving forward with Human Resources Department operations; and provide the status of all Unfair Labor Practices, Grievances and Arbitrations.

2. **Human Resources Update on Position Searches**
   This report will provide a list of all searches in progress.

3. **Classified Civil Service Personnel Actions**
   This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff.

4. **Report on Search Waivers**

5. **Faculty Awards**
Office of Human Resources Update
September, 2019

Benefits:
1. Inter University Council (IUC) Request for Proposal. Youngstown State University joined the members of the IUC Chief Human Resources Council in a Request for Proposals for Life and Disability Insurance and Dental Insurance. Following a competitive bidding process, Youngstown State University has made the following determinations:
   a. Life Insurance. To change life insurance carriers effective 1/1/2020 from Consumers Life to Securian resulting in a premium decrease of 3.9%, a potential annual savings of $20,114.00, and a four 4 year rate guarantee through 12/31/2023.
   b. Disability insurance. To change disability insurance carriers effective 1/1/2020 from Consumers Life to Unum resulting in a premium reduction of 13.8%, a potential annual savings of $4,453.00, and a 4 year rate guarantee through 12/31/2023.
   c. Dental Insurance. Delta Dental of Ohio is the University’s current dental insurance provider and will remain the dental insurance provider for Youngstown State University with no change in benefits. While Delta Dental will remain the University’s dental provider, the 3 year aggregate pricing achieved from the RFP provided for a 3 year rate guarantee from 1/1/2020 through 12/31/2022 and the following savings: year-one a savings of $3,600.00; year-two a savings of $3,600; year-three a savings of $51,416.

2. Medical and Prescription Insurance. Medical Mutual is Youngstown State University’s current medical/prescription administrator and the agreement between the University and Medical Mutual expires on June 30, 2010. In coordination with its human resources and benefits consulting firm, Findley, the University will be undertaking the RFP for administration of its medical/prescription insurance. The timeline for this process is as follows:
   - August of 2019- Evaluation of potential vendors
   - November 1, 2019- Request for Proposal to be sent to selected vendors
   - December 1, 2019- Deadline to receive Vendor proposals
   - January 1-18, 2020- Initial review and analysis of data provided by vendors
   - January 19-February 8, 2020 - Finalists invited for presentations to YSU
   - February 9-22, 2020 - Selection of final vendor
   - March, 2020 - Report to Board of Trustees
   - July 1, 2020- Effective date for new agreement

Human Resources Offices:
As a result of the recent Human Resources survey and in order to increase accessibly and efficiency, Human Resources has brought its benefits, compensation, recruiting, and employee processing into one office suite. This move was completed at the end of June.

September 2019
Title IX:
On August 14 the University received the results of its 2018-2019 Ohio Department of Higher Education (ODHE) Campus Climate Survey. The survey is sent to all Ohio colleges and universities and contains 13 benchmark questions designed to allow campuses to use data to guide action, provide data to the ODHE in order to measure statewide progress in addressing prevention and response to sexual violence, and to track trends over time. Some critical areas of focus for the Campus Climate Survey were as follows:

- **Perceptions of Campus Leadership, Policies, and Reporting**
- **Student Education, Efforts, and Knowledge**
- **Prevalence on Campus**

The 2019 Benchmark Report shows that our Students believe that University leadership is responsive and supportive in addressing and taking appropriate action regarding sexual violence. The Report also shows that our Students reported lower incidents of sexual harassment and non-consensual sexual contact but higher incidents of stalking than our peer institutions. In addition, the Report shows us that our Students lag behind our peer institutions in their knowledge of the University’s sexual misconduct policy and reporting procedures. The information contained in the Report will help the University to prioritize and focus our 2019-2020 outreach and education.
Youngstown State University

2019 Campus Climate Survey Results Summary

The State of Ohio’s Changing Campus Culture Initiative seeks to strengthen its ability to better respond to, and ultimately prevent, sexual violence on the state’s college and university campuses. All Ohio campuses were encouraged to participate in 13 common benchmark questions associated with recommendation #1 in the Changing Campus Culture report: use data to guide action. The purpose of the benchmark questions was to provide the Ohio Department of Higher Education with a common set of data to measure statewide progress in addressing prevention and response to sexual violence, and to track trends over time. This information has been provided in Appendix A.

Methodology and Sample

Data collection began in the 2018 fall semester and ended by May 30, 2019. Institutions collected data in various ways, including through paper surveys and electronically. All responses were anonymous. Response scales for the benchmark questions and demographic questions varied slightly for some institutions, and any questions with substantively different response scales were excluded from the aggregate analyses.

Fourteen public university main campuses, 22 community colleges, and 34 private institutions participated in the survey. The overall sample included 38,237 students across the sampled 70 higher education institutions.

Eight Hundred Thirty Eight students participated from Youngstown State University. The state wide sample description provided above can be used as a comparison point for Youngstown State University’s student population. In this report, comparisons are made for the data from the 13 benchmark questions between Youngstown State University students and all Universities. The aggregated data across all Universities that participated in the survey comprise the comparison group. Appendix A provides the average responses for each of the 13 benchmark questions for Youngstown State University and for all sampled Universities. See Appendix B for a complete list of participating institutions.
Summary of Results

Perceptions of Campus Leadership, Policies, and Reporting
Six questions assessed how students believe Youngstown State University leadership would respond to a report of sexual misconduct based on their opinions. Averages for each question for the campus sample are provided below along with the sample wide averages across all surveyed Universities.

1 = Not at all likely, 2 = A little bit likely, 3 = Somewhat likely, 4 = Very likely, 5 = Extremely likely

<table>
<thead>
<tr>
<th></th>
<th>Youngstown State University</th>
<th>All Universities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus officials would take the report seriously.</td>
<td>3.92</td>
<td>3.86</td>
</tr>
<tr>
<td>Campus officials would take steps to protect the safety of the person making the report.</td>
<td>3.94</td>
<td>3.82</td>
</tr>
<tr>
<td>Campus officials would support the person making the report.</td>
<td>3.87</td>
<td>3.76</td>
</tr>
<tr>
<td>Campus officials would take action against the alleged offender(s).</td>
<td>3.65</td>
<td>3.49</td>
</tr>
<tr>
<td>Campus officials would take steps to protect the person making the report from retaliation.</td>
<td>3.74</td>
<td>3.58</td>
</tr>
<tr>
<td>Campus officials would take action to address factors that may have led to the sexual misconduct.</td>
<td>3.63</td>
<td>3.45</td>
</tr>
</tbody>
</table>

Additionally, Youngstown State University students were asked how confident they are that the campus will follow formal procedures to address complaints of sexual misconduct (with responses ranging from 1=Strongly disagree to 4 =Strongly agree).

Youngstown State University average = 3.19
All Universities average = 2.97

Student Education, Efforts, and Knowledge
Students indicated whether or not they have participated in training on the prevention of sexual misconduct.

Youngstown State University = 50.48% of respondents participated
All Universities = 59.11% of respondents participated

Youngstown State University students also reported if they were actively involved in activities to address sexual misconduct (with responses ranging from 1=Strongly disagree to 4=Strongly agree).

Youngstown State University average = 1.93
All Universities average = 1.88
Furthermore, if an incident of sexual misconduct occurred, students indicated how knowledgeable they were with resources to get help (with responses ranging from 1=Not at all knowledgeable to 4=Very knowledgeable).

Where to go to get help if a friend or the student was the victim of sexual misconduct:
- Youngstown State University average = 2.74
- All Universities average = 2.94

Where to make a report of sexual misconduct on campus:
- Youngstown State University = 2.63
- All Universities = 2.77

Campus policies on sexual misconduct:
- Youngstown State University = 2.76
- All Universities = 2.90

Campus formal procedures to address complaints of sexual misconduct:
- Youngstown State University = 2.43
- All Universities = 2.39

Prevalence
Students at Youngstown State University evaluated how much they agreed with the statement “Sexual misconduct is a problem on campus” (with responses ranging from 1=Strongly disagree to 4=Strongly agree).

- Youngstown State University average = 2.24
- All Universities average = 2.52

Moreover, Youngstown State University students indicated how likely they think it is that they will experience sexual misconduct on campus (with responses ranging from 1=Not likely at all to 5=Extremely likely).

- Youngstown State University = 2.04
- All Universities = 2.13
The sample of students also reported if they have experienced any sexual misconduct since attending Youngstown State University. Percentages for each question for the campus sample are provided below along with the sample wide percentage across all surveyed Universities.

<table>
<thead>
<tr>
<th></th>
<th>Youngstown State University</th>
<th>All Universities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent that have experienced sexual harassment</td>
<td>13.25%</td>
<td>17.50%</td>
</tr>
<tr>
<td>Percent that have experienced stalking</td>
<td>8.11%</td>
<td>6.67%</td>
</tr>
<tr>
<td>Percent that have experienced non-consensual sexual contact</td>
<td>8.23%</td>
<td>11.59%</td>
</tr>
<tr>
<td>Percent that have experienced non-consensual sexual intercourse</td>
<td>2.39%</td>
<td>5.37%</td>
</tr>
<tr>
<td>Percent that have experienced intimate partner violence</td>
<td>5.37%</td>
<td>7.62%</td>
</tr>
</tbody>
</table>

Appendix A
### Average Responses to all Benchmark Questions

*See notes below table for response scales.*

<table>
<thead>
<tr>
<th>Question</th>
<th>2019 Youngstown State University</th>
<th>2018 Youngstown State University</th>
<th>2017 Youngstown State University</th>
<th>2019 All Universities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Campus officials would take the report seriously.¹</td>
<td>3.92</td>
<td>3.79</td>
<td>4.06</td>
<td>3.86</td>
</tr>
<tr>
<td>Campus officials would take steps to protect the safety of the person making the report.¹</td>
<td>3.94</td>
<td>3.74</td>
<td>4.07</td>
<td>3.82</td>
</tr>
<tr>
<td>Campus officials would support the person making the report.¹</td>
<td>3.87</td>
<td>3.68</td>
<td>4.00</td>
<td>3.76</td>
</tr>
<tr>
<td>Campus officials would take action against the alleged offender(s).¹</td>
<td>3.65</td>
<td>3.51</td>
<td>3.83</td>
<td>3.49</td>
</tr>
<tr>
<td>Campus officials would take steps to protect the person making the report from retaliation.¹</td>
<td>3.74</td>
<td>3.56</td>
<td>3.86</td>
<td>3.58</td>
</tr>
<tr>
<td>Campus officials would take action to address factors that may have led to the sexual misconduct.¹</td>
<td>3.63</td>
<td>3.49</td>
<td>3.79</td>
<td>3.45</td>
</tr>
<tr>
<td>Percent of students who reported taking a training on the prevention of sexual misconduct (Examples would include an online training, a workshop, a session, or a course).</td>
<td>50.48%</td>
<td>33.19%</td>
<td>32.09%</td>
<td>59.11%</td>
</tr>
<tr>
<td>If yes, how useful did you think the training was? (on prevention of sexual misconduct)²</td>
<td>3.02</td>
<td>3.09</td>
<td>3.40</td>
<td>3.08</td>
</tr>
<tr>
<td>Knowledge regarding where to make a report of sexual misconduct on campus.³</td>
<td>2.63</td>
<td>2.16</td>
<td>2.25</td>
<td>2.77</td>
</tr>
<tr>
<td>Knowledge regarding where to get help if you or a friend were the victim of sexual misconduct.³</td>
<td>2.74</td>
<td>2.24</td>
<td>2.36</td>
<td>2.94</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>Knowledge regarding your campus’ policies on sexual misconduct.³</td>
<td>2.76</td>
<td>2.38</td>
<td>2.36</td>
<td>2.90</td>
</tr>
<tr>
<td>Knowledge of your campus’ formal procedures to address complaints of sexual misconduct.³</td>
<td>2.43</td>
<td>2.08</td>
<td>1.98</td>
<td>2.39</td>
</tr>
<tr>
<td>I have confidence that my university/college will follow the formal procedures to address complaints of sexual misconduct.⁴</td>
<td>3.19</td>
<td>3.09</td>
<td>3.26</td>
<td>2.97</td>
</tr>
<tr>
<td>I can do something about sexual misconduct on campus.⁴</td>
<td>3.01</td>
<td>2.91</td>
<td>3.00</td>
<td>2.80</td>
</tr>
<tr>
<td>Doing something about sexual misconduct is solely the job of the college/university.⁴</td>
<td>2.17</td>
<td>2.16</td>
<td>2.06</td>
<td>1.88</td>
</tr>
<tr>
<td>I am actively involved in activities to address sexual misconduct on campus.⁴</td>
<td>1.93</td>
<td>1.92</td>
<td>1.88</td>
<td>1.88</td>
</tr>
<tr>
<td>Sexual misconduct is a problem on campus.⁴</td>
<td>2.24</td>
<td>2.35</td>
<td>2.25</td>
<td>2.52</td>
</tr>
<tr>
<td>How likely do you think it is that you will experience sexual misconduct on campus?⁵</td>
<td>2.04</td>
<td>2.03</td>
<td>1.84</td>
<td>2.13</td>
</tr>
<tr>
<td>Percent of students who experienced sexual harassment since attending Youngstown State University</td>
<td>13.25%</td>
<td>7.25%</td>
<td>10.02%</td>
<td>17.50%</td>
</tr>
<tr>
<td>Percent of students experienced stalking since attending Youngstown State University</td>
<td>8.11%</td>
<td>3.92%</td>
<td>6.11%</td>
<td>6.67%</td>
</tr>
<tr>
<td>Percent of students who experienced non-consensual contact since attending Youngstown State University</td>
<td>8.23%</td>
<td>5.46%</td>
<td>8.49%</td>
<td>11.59%</td>
</tr>
<tr>
<td>Percent of students who experienced non-consensual intercourse since attending Youngstown State University</td>
<td>2.39%</td>
<td>2.22%</td>
<td>2.04%</td>
<td>5.37%</td>
</tr>
<tr>
<td>Percent of students who experienced intimate partner violence since attending Youngstown State University</td>
<td>5.37%</td>
<td>0.68%</td>
<td>5.60%</td>
<td>7.62%</td>
</tr>
</tbody>
</table>

**Notes:**

1. Response scale: 1 = Not at all likely, 2 = A little bit likely, 3 = Somewhat likely, 4 = Very likely, 5 = Extremely likely

2. Response scale: 1 = Not useful, 2 = A little useful, 3 = Somewhat useful, 4 = Very useful, 5 = Extremely useful

3. Response scale: 1 = Not at all knowledgeable, 2 = A little knowledgeable, 3 = Somewhat knowledgeable, 4 = Very knowledgeable

4. Response scale: 1 = Strongly disagree, 2 = Disagree, 3 = Agree, 4 = Strongly agree

5. Response scale: 1 = Not at all likely, 2 = A little likely, 3 = Somewhat likely, 4 = Very likely, 5 = Extremely likely

Responses listed as “n/a” indicate no response data was provided for the question.

In some instances, question responses were not an exact match to the Ohio Department of Higher Education response scale, which impacts overall Sector Averages.

---

**Appendix B**

Institutions Participating in the 2019 Survey

University main campuses:
Bowling Green State University
Central State University
Youngstown State University

Cleveland State University
Kent State University
Miami University
Northeast Ohio Medical University
Ohio University
Shawnee State University
The Ohio State University
The University of Akron
The University of Toledo
University of Cincinnati
Wright State University
Youngstown State University

Community Colleges:
Belmont College
Central Ohio Technical College
Cincinnati State Technical & Community College
Clark State Community College
Columbus State Community College
Cuyahoga Community College
Edison State Community College
Hocking College
Lakeland Community College
Lorain County Community College
Marion Technical College
North Central State College
Northwest State Community College
Owens Community College
Rhodes State College
Rio Grande Community College
Sinclair Community College
Southern State Community College
Stark State College
Terra State Community College
Washington State Community College
Zane State College

Private colleges:
Ashland University
Aultman College
Bluffton University
Capital University
Cleveland Institute of Art
Cleveland Institute of Music
Defiance College
Franciscan University of Steubenville
Franklin University
Good Samaritan College of Nursing & Health Science
Heidelberg University
John Carroll University
Kettering College
Lourdes University
Malone University
Marietta College
Mercy College of Ohio
Mount Carmel College of Nursing
Mount Vernon Nazarene University
Muskingum University
Notre Dame College
Ohio Dominican University
Ohio Northern University
Otterbein University
The Christ College of Nursing and Health Sciences
Tiffin University
University of Findlay
University of Mount Union
University of Northwestern Ohio
Urbana University
Ursuline College
Wilmington College
Wittenberg University
Xavier University
Current Postings – 7/15/19

Faculty

College of Education

- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Instructor – Student Teaching Supervisor – Counseling, School Psychology and Educational Leadership
- Part-time Faculty – Counseling, School Psychology and Educational Leadership
- Part-time Faculty – Reading & Study Skills
- Part-time Instructor – Approaches to Professional Assessment Praxis Core
- Part-time Instructor – Early Childhood Education/Early Childhood Intervention Specialist
- Part-time Instructor – Literacy Education Instructor
- Part-time Instructor – Middle Childhood Education
- Part-time Instructor – First Year Experience Education Course
- Part-time Instructor – Health & Physical Education Instructor
- Part-time Instructor – Health & Physical Education Methods Instructor
- Part-time Instructor – Adolescent/Young Adult Education
- Part-time Faculty – Special Education Instructor
- Part-time Faculty – Teacher Education
- Lecturer – Teacher Education (Term)

College of Health and Human Services

- Part-time Instructor – Food & Nutrition Programs
- Part-time Faculty – Dental Hygiene
- Part-time Faculty – Medical Assisting Technology
- Part-time Faculty – Respiratory Care
- Part-time Faculty – Allied Health
- Part-time Faculty – Master of Health and Human Services
- Part-time Nursing – Clinical Faculty
- Part-time Faculty – Emergency Medical Services
- Part-time Faculty – Health Informatics
- Part-time Faculty – Public Health
- Part-time Faculty – Hospitality Management
- Part-time Faculty – Public Health – Environmental Health and Safety
- Part-time Instructor – First Year Experience Course in Health & Human Services
- Part-time Instructor – Pharmacology for Nurse Anesthetist Students
- Part-time Faculty – Medical Laboratory Programs
- Part-time Instructor – Social Work Lakeland and Lorain CC Campuses
- Part-time Instructor – Social Work
- Part-time Faculty – Criminal Justice and Forensic Sciences
- Part-time Undergraduate Faculty – Merchandising – Fashion & Interiors
College of Health and Human Services Continued

- Part-time Undergraduate Faculty – Dietetics Programs
- Part-time Faculty – Health & Human Services 1510/1511 First Year Experience Course
- Part-time Instructor – Human Ecology, Early Childhood-PreK
- Lecturer, Health Professions – Medical Laboratory Science/Technology (Term)
- Assistant Professor – Athletic Training Program Director
- Assistant Professor – Human Ecology – Hospitality Management (Tenure Track)
- Lecturer – Nursing – Undergraduate Medical Surgical (Term)
- Lecturer – Nursing – Undergraduate Med Surg/Mental Health (Term)
- Part-time Faculty – Kinesiology & Sport Science – Officiating

College of Liberal Arts and Social Sciences

- Part-time Faculty – English
- Part-time Faculty – Sociology
- Part-time Faculty – Psychology
- Part-time Faculty – Honors
- Part-time Faculty – Introduction to Sociology
- Part-time Instructor – Gerontology
- Part-time Instructor – History
- Part-time Faculty – Geography
- Part-time Instructor – Women’s and Gender Studies
- Part-time Instructor – Spanish
- Part-time Instructor – Hebrew
- Part-time Instructor – Religious Studies
- Part-time Graduate Faculty, Social Gerontology
- Part-time Faculty – Politics and International Relations
- Part-time Faculty – Philosophy
- Part-time Faculty – Linguistics/TESOL
- Part-time Faculty – Sociology, Anthropology, Gerontology (On-line Graduate Course)
- Part-time Faculty – Sociology, Anthropology, Gerontology (Undergraduate Courses)
- Part-time Faculty – First Year Experience Course, College of Liberal Arts and Social Sciences
- Part-time Faculty – Italian
- Part-time Faculty – Africana Studies
- Part-time Faculty – American Studies
- Part-time Faculty – French
- Lecturer – English Composition (Term)
- Part-time Faculty – American Sign Language
Cliffe College of Creative Arts & Communication

- Part-time Faculty – Photography
- Part-time Faculty – Communication Studies, Telecommunication Studies, and Journalism
- Part-time Faculty – Theater and Dance
- Part-time Instructor – Viola
- Part-time Faculty – Music Theory
- Part-time Instructor – Director of Dana Gospel Choir
- Part-time Faculty – Graphic Design
- Part-time Faculty – Art History
- Part-time Faculty – Visual Arts Foundations
- Part-time Vocal Instructor
- Part-time Vocal Instructor – Classical Voice
- Part-time Instructor – Jazz Studies
- Part-time Instructor – Visual Arts
- Part-time Faculty – First Year Experience Course in College of Creative Arts & Communication
- Part-time Faculty – Dana School of Music
- Part-time Faculty – Dana School of Music – Tuba/Euphonium
- Part-time Faculty – Dana School of Music – Voice (Musical Theatre)

College of Science, Technology, Engineering and Mathematics

- Part-time Instructor – Mathematics
- Part-time Faculty – Physics
- Part-time Instructor – Mechanical Engineering Technology
- Part-time Instructor – Mechanical Engineering
- Part-time Faculty – Chemistry
- Part-time Instructor – Electrical and Computer Engineering
- Part-time Faculty – Computer Science and Information Systems
- Part-time Faculty – Civil/Environmental and Chemical Engineering
- Part-time Instructor – Engineering Technology
- Part-time Instructor – Biology in the Modern World Laboratory
- Part-time Instructor – Microbiology Laboratory
- Part-time Instructor – Civil and Construction Engineering Technology
- Part-time Instructor – Anatomy and Physiology 1 Lab
- Part-time Instructor – Human Physiology and Anatomy
- Part-time Instructor – Chemistry Lab Instructor
- Part-time Instructor – Draft and Design Technology
- Part-time Instructor – Frist Year Engineering Orientation
- Part-time Instructor – STEM Careers
- Part-time Instructor – Electrical Engineering Technology
- Part-time Instructor – Mathematics & Statistics
- Part-time Instructor – Microbiology for Health Care Professions Laboratory
- Part-time Instructor – Anatomy and Physiology 2
- Part-time Instructor – Anatomy and Physiology 2 Lab
- Part-time Instructor – Mammalogy
- Part-time Faculty – EUT Power Plant Technology Instructor
- Lecturer – School of Technology, First Year Engineering Technology (Term)
College of Science, Technology, Engineering and Mathematics Continued

- Part-time Faculty – Industrial Engineering
- Part-time Faculty – Mechanical Engineering – Solid Mechanics
- Part-time Faculty – Mechanical Engineering – Thermal Fluids
- Part-time Faculty – Environmental Science
- Assistant Professor – Biological Sciences (Tenure Track)
- Lecturer – Chemistry (Term)
- Part-time Faculty – STEM First Year Orientation

College of Business Administration

- Part-time Instructor – Management
- Part-time Instructor – Marketing
- Part-time Instructor – Accounting/Finance
- Part-time Instructor – Management (Undergraduate Courses)
- Part-time Instructor – Legal Environment of Business
- John S. and Doris M. Andrews Endowed Chair in Accounting
- Part-time Instructor – Master of Business Administration
- Part-time Instructor – Marketing/Center for Nonprofit Leadership

Professional/Administrative

- Staff Architect
- Counselor, Financial Aid
- Instruction Specialist
- Assistant Provost, Diversity & Inclusion
- Coordinator, Learning Resources – Nursing
- Director (Nursing)
- Assistant Director of Athletic Communications & Event Management
- Assistant Coach, Track & Field/Cross Country
- Assistant Director Diversity Programs
- Research Analyst
- Manager, Campus Technology Support (CTS)
- School Nurse
- Assistant Coach, Women’s Lacrosse
- Director, Financial Aid and Scholarships
- Coordinator, Student Conduct
- Academic Advisor 1
- Academic Budget Officer
- Career & Academic Advisor 1
- Title IX Coordinator
- Coordinator, International Student Services
- Coordinator, Preclinical/TESOL Placement
Classified

- Club Sports Team Specialist
- Group X Instructor
- Academic Encourager
SUMMARY OF PERSONNEL ACTIONS
Classified Employees
4/16/19 through 7/15/19

Appointments – 8

- Classified Civil Service – 5
- Classified Non-Bargaining – 3

Separations – 15

- Classified Civil Service – 6
- Classified Non-Bargaining – 6
- FOP – 1
- FOP Excluded – 2

Reclassifications/Position Adjustments – 26

- Classified Civil Service – 26

Promotions – 2

- Classified Civil Service – 2

Transfers – 1

- Classified Civil Service – 1

Salary Adjustments – 3

- Classified Civil Service – 3
<table>
<thead>
<tr>
<th>EMPLOYEE NAME</th>
<th>TYPE</th>
<th>POSITION TITLE</th>
<th>DEPARTMENT</th>
<th>CONTRACT/ APPOINTMENT DATES</th>
<th>FTE</th>
<th>SALARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brooks, Genine</td>
<td>ACE</td>
<td>Clerk 2</td>
<td>Parking Services</td>
<td>5/28/2019</td>
<td>1.00</td>
<td>$25,272.00</td>
</tr>
<tr>
<td>Cerimele, Richard</td>
<td>ACE</td>
<td>Groundskeeper 2</td>
<td>Grounds</td>
<td>6/24/2019</td>
<td>1.00</td>
<td>$27,768.00</td>
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<tr>
<td>Doak, David</td>
<td>ACE</td>
<td>Maintenance Repair Worker 2</td>
<td>Facilities Maintenance</td>
<td>5/28/2019</td>
<td>1.00</td>
<td>$30,596.80</td>
</tr>
<tr>
<td>Ferradino, Darla</td>
<td>ACE</td>
<td>Records Technician 1</td>
<td>Registration &amp; Records</td>
<td>6/24/2019</td>
<td>1.00</td>
<td>$30,596.80</td>
</tr>
<tr>
<td>Gran, Zackary</td>
<td>ACE</td>
<td>Accountant 2</td>
<td>Financial Aid and Scholarships</td>
<td>7/8/2019</td>
<td>1.00</td>
<td>$32,760.00</td>
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# Youngstown State University
## Classified Employee Personnel Actions 4/16/19 Through 7/15/19
### Promotions

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<th>New Position Title/ Old Position Title</th>
<th>New Department/ Old Department</th>
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Office of Equal Opportunity and Policy Development
Report on Search Waivers

Requestor: Eddie Howard Jr., Vice President for Student Experience
Department/Unit: Student Experience, Housing
Position: Director of Housing and Off-Campus Living
Candidate: Kelly Beers
Rationale: With the departure of the previous Director of Housing, there was an immediate need to fill this position. The Student Experience’s need is immediate and did not provide sufficient time for a traditional search process. Ms. Beers’ background and expertise is in housing. She was already serving in a director’s role, (Director of Title IX) and her transition into this role would be seamless.

Requestor: Ronald Strollo, Executive Director
Department/Unit: Athletics
Position: Special Assistant to the Executive Director of Athletics (Externally Funded)
Candidate: Allan Spiegal
Rationale: This position will be funded externally from the Penguin Club. The funding will only be provided for one year. The Athletics Department’s need is immediate and did not provide sufficient time for a traditional search process. Mr. Spiegal’s background in analytics is unique in that he can review our current marketing and business strategies in order to make recommendations on how to better generate revenue.

Requestor: Nancy Landgraff, Chair – Physical Therapy Department
Department/Unit: Physical Therapy
Position: Assistant/Associate Professor (Tenure Track)
Candidate: Edmund Ickert
Rationale: The search committee is in unanimous agreement to waive the traditional search process in order to expedite the hiring of Dr. Ickert in order to all his preparation for Fall assignments. It will also allow efficiency in the process and eliminate redundancy. Dr. Ickert is an experienced Physical Therapist with expertise in content areas that are needed by the department.

Requestor: Ronald Strollo, Executive Director
Department/Unit: Athletics
Position: Assistant Men’s Basketball Coach
Candidate: Ethan Faulkner
Rationale: The men’s basketball team is departing for a foreign tour on August 14th (tour only permitted once every four years) and with the departure from the staff by Mark Richmond, that

September 2019
did not provide sufficient time for a traditional search process. Mr. Faulkner’s playing and excellent work experience enable him for success in this role.

Number of Postings (May 1, 2019 – July 31, 2019)*:

- Faculty:
  - Full-time 6
  - Part-time 7

- Professional/Administrative:
  - Full-time 17
  - Part-time 3

Total Postings: 33

*New Postings since last report.
The following individuals received monetary awards provided for in Board Policies 3356-7-53 Excellence Awards for Department Chairpersons, 3356-7-52 Part-time Faculty Teaching Excellence Award or by the Agreement between Youngstown State University and the Youngstown State University Chapter of the Ohio Education Association:

**DISTINGUISHED PROFESSORSHIP AWARDS**
Each Distinguished Professor Award recipient shall receive a $2,500.00 monetary award to be split equally between a one-time lump sum payment to be made by June 1 and an increase to the base pay of the faculty member’s base salary at the beginning of the following contract year.

**For excellence in teaching:**
- Ramesh Dangol, Management
- David Griswold, Physical Therapy
- Brian Leskiw, Chemistry
- Tomi Ovaska, Economics
- Nina V. Stourman, Chemistry
- Sharon Stringer, Psychology
- Padraic Taylor, Mathematics and Statistics
- Amy Williams, Counseling, School Psychology and Educational Leadership

**For excellence in scholarship:**
- Philip Brady, English
- Brett Conner, Mechanical, Industrial and Manufacturing Engineering
- Kendra Fowler, Marketing
- Weiqing Ge, Physical Therapy
- Victoria Kress, Counseling, School Psychology and Educational Leadership
- Diana Palardy, World Languages and Cultures
- Donald Priour, Physics and Astronomy
- Cicilia Yudha, Dana School of Music

**For excellence in service:**
- John Feldmeier, Physics and Astronomy
- Marsha Huber, Accounting and Finance
- Michael Jerryson, Philosophy and Religious Studies
- Alicia Prieto Langarica, Mathematics and Statistics
- Karen Larwin, Counseling, School Psychology and Educational Leadership
- Missy McCormick, Art
- Mary Shortreed, Nursing
- Richard VanVoorhis, Counseling, School Psychology and Educational Leadership
DISTINGUISHED PROFESSOR DESIGNATION
A faculty member receiving the title of Distinguished Professor shall also receive a cash award of $3,000 before June 1. As with the DP Award, this cash award can be split equally between a one-time lump sum payment and an increase to the base pay of the faculty member’s base salary during the following fiscal year, provided that the faculty member is still actively employed by the University.

- John Feldmeier, Physics and Astronomy
- Michael Jerryson, Philosophy and Religious Studies
- Karen Larwin, Counseling, School Psychology and Educational Leadership

PART-TIME FACULTY TEACHING EXCELLENCE AWARDS
Part-time faculty teaching excellence award recipients shall receive two thousand dollars.

- Cheryl Borovitcky, Teacher Education
- Terre Brock Davis, Art
- Anna Draa, Geological and Environmental Sciences
- Michele Fredrick-Jacobson, Mathematics and Statistics
- Jamie Jamison, Communication
- Albert Pondillo, Psychology

EXCELLENCE AWARD FOR DEPARTMENT CHAIRPERSON
Department chairperson excellence award recipients shall receive two thousand dollars, a stipend of one thousand dollars, and one thousand dollars added to the individual’s base salary in the following contract year.

Scholarship

- Jake J. Protivnak, Counseling, School Psychology and Educational Leadership

Teaching

- Thomas Wakefield, Mathematics and Statistics