



**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

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

**Wednesday, September 18, 2024
1:31 p.m. or immediately following
previous meeting**

**Board Room
Tod Hall**

AGENDA

- A. Disposition of Minutes for Meeting**
- B. Old Business**
- C. Committee Items**

1. Action Items

- C.1.a. = Tab 1 a. Resolution to Modify Discrimination/Harassment Policy, 3356-2-03**
Dana Lantz, Executive Director, Equal Opportunity and Human Resources, and Title IX Coordinator, will report.
- C.1.b. = Tab 2 b. Resolution to Modify Conflicts of Interest and Conflicts of Commitment Policy, 3356-7-01**
Barb Greene, Director of Procurement Services, will report.
- C.1.c. = Tab 3 c. Resolution to Modify Outside Consulting/Employment Services - Faculty Policy, 3356-7-18**
Dana Lantz, Executive Director, Equal Opportunity and Human Resources, and Title IX Coordinator, will report.
- C.1.d. = Tab 4 d. Resolution to Ratify Personnel Actions**
University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for faculty and professional/administrative staff, including intercollegiate athletics coaching positions for April 16, 2024, through July 15, 2024. Personnel actions for faculty and professional/administrative staff are contingent upon approval of the Board of Trustees. Jennifer Lewis-Aey, Executive Director and Chief Human Resources Officer, will report.

2. Executive Session

- a. Litigation, Personnel and Collective Bargaining Update**
Holly Jacobs, Vice President for Legal Affairs and Human Resources, will provide a summary of current litigation and personnel matters, as well as a collective bargaining update.

D. New Business

E. Adjournment

Explanation of policy modification:**3356-2-03 Discrimination/Harassment.**

Ohio SB94 Ohio Safe Act required additions to our current discrimination/harassment policy, including: the establishment of a task force on combating antisemitism, Islamophobia, anti-Christian discrimination and hatred, harassment, bullying or violence towards others on the basis of their actual or assumed religious identity; annual reporting to the chancellor all harassment and intimidation reports that are submitted to the federal government under the “Jeanne Clery Disclosure of Campus Security policy and Campus Crime Statistics Act; all other additions to the policy are provisions/ procedures already established as practice but were not included as part of the official policy.



**YOUNGSTOWN
STATE UNIVERSITY**

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

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

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

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

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

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

3356-2-03 Discrimination/harassment.

Responsible Division/Office: Equal Opportunity, Policy Development and Title IX
 Responsible Officer: Executive Director, Equal Opportunity, Policy Development and Title IX
 Revision History: June 2009; June 2015; September 2016; September 2019; September 2020; June 2021; July 2023; December 2023, [September 2024](#)
 Board Committee: University Affairs
 Effective Date: ~~December 7, 2023~~ [September 19, 2024](#)
 Next Review: ~~2028~~ [2029](#)

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

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

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

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

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

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

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

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

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

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

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

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

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

- (b) Include information regarding this policy in orientation materials for new faculty, staff, students, and volunteers.
- (c) Notify persons of inappropriate conduct and encourage appropriate behavior when interacting with others.
- (d) Inform the university community about the problems caused by discrimination and harassment and the unacceptability and illegality of discrimination and harassment.
- (e) Address issues of discrimination and harassment from a multicultural perspective.

(2) The university police department in conjunction with the office of human resources shall provide training for all university administrators, faculty, and staff which shall address how to respond to hate incidents or incidents of harassment that occur during a class or event held at the university at the time the incident occurs. This training may be provided in person or online.

(3) A statement regarding discrimination and harassment will appear in the university bulletins (graduate and undergraduate), on the webpage of the office of equal opportunity, policy development and title IX, and relevant portions shall be referenced in "The Student Code of Conduct."

(4) The University shall create a campus task force on combating antisemitism, Islamophobia, anti-Christian discrimination, and hatred harassment, bullying, or violence towards others on the basis of their actual religious identity or what is assumed to be their religious identity at the university.

(P) Information, assistance, and counseling.

- (1) Individuals may seek general information, anonymously or otherwise, regarding this policy by contacting any of the following offices/units. However, general inquiries with these offices/units will not be considered a report to the university and will not result in action under this policy.
 - (a) The office of equal opportunity, policy development, and title IX.
 - (b) The center for student progress/office of disability services.
 - (c) Housing and residence life.
 - (d) Office of human resources.
 - (e) Intercollegiate athletics.

(f) Office of student affairs through the ombudsperson.

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

Explanation of policy modification:

3356-7-01 Conflicts of Interest and Conflicts of Commitment.

- The new title of 3356-7-01 will be Conflicts of Interest.
- (A): Conflicts of commitment language was removed.
- (B): Conflicts of commitment language was removed.
- (C)(2): Conflicts of commitment language moved to 3356-7-18, Outside consulting/employment services - faculty.
- Former (D): Self-authored material language moved to 3356-7-18, Outside consulting/employment services - faculty.
- New (D): Clarified employee responsibilities concerning conflict of interest certification form.
- New (E) titled “Additional Types of Conflicts of Interest. Addresses: 1) Use of university resources, 2) Outside consulting/employment, and 3) Faculty self-authored materials.
- All sections under Former Section (G) have been addressed in this or other policies:
 - Former (G)(1)(a), (b) and (c) addressed by 3356-7-18, Outside consulting/employment services – faculty and 3356-7-34, and Outside consulting services/employment by full-time university employees.
 - Former (G)(1)(d) addressed by 3356-4-19, Use of university equipment.
 - Former (G)(1)(e) and (f) addressed by new (D)(4).
 - Former (G)(2), (3) and (4) addressed by new (D)(5), and (6).
- New (F): Added language concerning referral to human resources.



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

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

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

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

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

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

3356-7-01 Conflicts of interest and conflicts of commitment.

Responsible Division/Office: Controller's Office
 Responsible Officer: VP for Finance and Business Operations
 Revision History: August 1997, December 2010, September 2012,
 March 2018, December 2019, September 2024
 Board Committee: University Affairs
Effective Date: ~~December 8, 2019~~ September 19, 2024
 Next Review: 2024/2029

- (A) Policy statement All university officials and employees have a fundamental responsibility to act in the best interests of Youngstown state university ("YSU or university") and are to avoid conflicts of interest ~~and conflicts of commitment~~ in the conduct of university business. As part of this responsibility, the university expects all university officials and employees to apply their time and effort appropriately and to avoid any situation which conflicts with or gives the appearance of conflict in objectivity or job performance.
- (B) Purpose To educate university officials and employees about conflicts of interest ~~and conflicts of commitment~~ and to provide guidance on addressing, ~~and managing and disclosing~~ such conflict.
- (C) Guidelines
- (1) A conflict of interest typically exists when financial, professional, or other personal considerations directly or indirectly affect or benefit, or have the appearance of affecting or benefiting, an employee or the employee's family or business associates. Employees are expected to avoid participating in decisions or actions on behalf of the university which may result in or appear to result in such benefit.
- (2) ~~A conflict of commitment typically exists when an employee engages in outside activities, either paid or unpaid, that interferes with the performance of university job duties and responsibilities. Employees are expected to avoid any situation which compromises, or appears to compromise, their loyalty to the university and commitment to their university responsibilities.~~

~~Full-time faculty and administrative appointments should be regarded as full-time employment responsibilities to the university. All outside activities, whether for compensation or otherwise, must not be performed at the expense of the individual's primary responsibilities to the university.~~

Commented [KMK1]: Moved to 3356-7-18.

~~(2)(2) State ethics laws~~ Ohio ethics laws and related statutes.

- (a) Section 102.03 of the Revised Code prohibits employees from soliciting, ~~or~~ accepting or influencing one to give anything of value when it comes from a party who is interested in a pending matter or doing or seeking to do business with the university.
- (b) Sections 2921.42 and 2921.43 of the Revised Code prohibit public employees from having an unlawful interest in a public contract and from accepting payment from another entity for the performance of one's YSU duties.
- (i) These statutes also prohibit a public employee's family and business associates from having an unlawful interest in a public contract.
- (ii) The Revised Code provides certain exceptions to these prohibitions; however, all exceptions must be approved in advance through procurement services (the office of contract compliance).
- (c) An employee must report any potential conflict on the ~~"Conflict of Interest Certification Form"~~ conflict of interest certification form ("form"). The following procedures are designed to ensure integrity in the conduct of university business.

~~(D) Use of self-authored material in a course taught by the author/co-author. Educational materials authored by instructors can be valuable and unique course resources. However, in order to avoid even the appearance of a conflict of interest, no university employee is to receive private gain arising from the sale of textbooks or other materials used in a Youngstown state university course in which the employee is an instructor. Therefore, an employee/instructor, including~~

full and part-time faculty, who wishes to use self-authored materials must:

- ~~(1) Waive royalties or other type of personal gain, or~~
- ~~(2) Designate the university or a recognized professional organization or honorary to receive such royalties or gain. This option must ensure that there will be no potential for future personal gain by the employee.~~
- ~~(3) Both of these options require an instructor to submit documentation of adherence to the above requirements to the appropriate dean and the provost/vice president for academic affairs. Written approval must be received from the appropriate dean and the provost/vice president of academic affairs prior to the use of self-authored materials. The written request and approval must identify the instructor, the course(s), the educational materials, the options being utilized, and will be retained by the appropriate dean.~~

- ~~(4) Employee/instructors are prohibited from bypassing these requirements through arrangements between or among fellow employees/instructors for the use of each other's self-authored materials for private gain.~~

Commented [JKMK2]: Moved to 3356-7-18.

~~(E)(D) Annual reporting requirements- Procedures.~~

- (1) All employees:
 - (a) Authorized to sign for expenditures;
 - (b) Involved in making or influencing purchasing decisions on behalf of the university; or
 - ~~(c) Whose family or business associates or oneself is doing business with the university shall annually complete the form.~~
- (2) ~~The office of procurement is responsible for sending the form to the employees referenced in (a) and (b) above. The employees referenced in (c) above have an ongoing duty to report as needed.~~
- ~~(d) Are required to complete a "Conflict of Interest Certification Form" annually.~~
- (3) Employees must disclose the names of all current and potential

vendors with whom the university does or may do business with and with whom the employee, the employee's family member or the employee's business associate(s) has a financial or fiduciary interest, regardless of whether the employee makes the purchase or not.

- ~~(4) Employees must disclose if they received gifts or entertainment of more than nominal value from suppliers of goods or services or from persons associated or seeking association with the university.~~
- ~~(2)(5) The employee/employees shall submit the completed form to their immediate supervisor for review and signature. If disclosures are made on the form, then each reviewer shall forward to the next level. This process continues until the form is reviewed and signed by the appropriate vice president/provost. Completed forms shall be forwarded to procurement services.~~
- ~~(3)(6) The contract compliance officer and the controller/director of procurement services will review these the completed forms and make any determinations necessary. The forms are retained in the office of contract compliance and will be shared with other offices as appropriate. The office of procurement services will share the forms with other offices as appropriate and maintain the forms and information in accordance with university retention schedules.~~
- ~~(4)(7) Employees are under a continuing obligation to update information on the form as circumstances change.~~

~~(E)(E) Additional Types of Conflicts of Interest:~~

- ~~(1) Use of university resources. University resources are to be used only in the interest of the university. Employees may not use university resources, facilities, personnel, equipment or confidential information as part of their outside consulting activities or for any other non-university purpose (see university policy, rule 3356-4-19 of the Administrative Code, "Use of university equipment").~~
- ~~(2) Outside consulting/employment. Refer to university policies 3356-7-18, "Outside consulting/employment services - faculty" and 3356-7-34, "Outside consulting services/employment by full-time university employees."~~

(3) Faculty self-authored materials. Refer to university policy 3356-7-18, "Outside consulting/employment services - faculty".

- (G) Additional disclosure requirements—Any employee, whether or not they meet the criteria of paragraphs (E)(1)(a) to (E)(1)(c) of this rule, must also complete the "Conflict of Interest Certification Form" in order to make the following disclosures:
- (1) Employees are also required, annually or as soon as possible, to disclose to their department head any of the following:
- (a) Any employment at the university in addition to primary employment (i.e., part-time teaching position, etc.).
 - (b) Outside employment that may interfere or conflict with the primary employment of the university.
 - (c) Other interests or activities that require commitments of time that may interfere with meeting university obligations.
 - (d) Use of supplies, equipment, or university resources for non-university purposes.
 - (e) Receipt of gifts or entertainment of more than nominal value from suppliers of goods or services.
 - (f) Receipt of gifts or entertainment of more than nominal value from persons associated or seeking association with the university.
- (2) The appropriate department head will review the disclosed information to determine whether a conflict of interest or commitment, the appearance of a conflict, or the potential for a conflict exists. If the department head is uncertain as to whether a specific situation constitutes a conflict of interest, they will consult with their supervisor.
- (3) If it is determined that a conflict of interest, the appearance of a conflict of interest, or the potential for a conflict of interest does exist, the department head and employee will together develop a

~~written statement of action to protect the university by managing, reducing, or eliminating the conflict situation. If the statement is mutually agreed upon, a copy will be submitted to the next highest level of authority for approval.~~

- ~~(4) If the department head and employee cannot mutually agree upon a statement of action, or if the statement of action is not approved by the next highest level of authority, the situation will be referred to the appropriate dean/ executive director or vice president for final determination.~~

~~(5)(F) An employee unsure of the applicability of this policy should consult with the office of procurement, the controller or the office of contract compliance. The office of procurement may refer an employee to human resources to complete an outside employment/consulting form or for further actions.~~

~~(H)(G) Policy violations —Violations of Failure to adhere to this policy, including but not limited to failure to disclose disclose required information or the knowing submission of an incomplete, erroneous, or misleading "Conflict of Interest Certification Form" form may result in corrective action discipline up to and including termination, in accordance with applicable disciplinary policies and collective bargaining agreements.~~

Explanation of policy modification:

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

- Conflict of commitment language is being moved from 3356-7-01 Conflicts of interest to this policy as it addresses conflicts of commitment.
- The language concerning use of self-authored materials by faculty is being moved from 3356-7-01 Conflicts of interest to this policy. Self-authored materials are a type of outside consulting/employment and the language is more appropriate in 3356-7-18 Outside consulting/employment services – faculty.
- These changes are consistent with the modifications made to 3356-7-01 Conflicts of interest.



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

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

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

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

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

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

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

Responsible Division/Office	Legal Affairs/Human Resources, Office of Academic Affairs
Responsible Officer	VP for Legal Affairs and Human Resources, Provost/VP for Academic Affairs
Revision History	April 1999, December 2013, December 2019, September 2022, September 2024
Board Committee	University Affairs
Effective Date:	September 21, 2022 September 19, 2024
Next Review	September 20, 2024

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

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

- (D) **Definition** In general, “consulting” is defined as professional activity related to the person’s field or discipline, where a fee-for-service or equivalent relationship with a third party exists.
- (E) **Parameters**
- (1) Ohio ethics laws and related statutes
- (a) The prohibitions contained in Ohio ethics law in divisions (D) and (E) of section 102.03 of the Revised Code do not apply to faculty who are educators and whose position does not involve administrative or supervisory functions.
- Divisions (D) and (E) of section 102.03 of the Revised Code prohibit employees from soliciting, accepting, or using their position to secure anything of value if the thing of value is of such a character as to have a substantial and improper influence upon the employee with respect to their duties.
- (b) Sections 102.04 and 2921.43 of the Revised Code prohibit all faculty, regardless of whether they perform administrative or supervisory duties, from receiving payment from a third party for the performance of their official duties.
- (c) Section 2921.42 of the Revised Code prohibits all faculty from having an unlawful interest in a public contract (i.e., authorizing or influencing the university to enter into a contract that benefits the employee, family, or business associates, or simply benefitting from a contract with the university unless the exceptions in division (C) of section 2921.42 of the Revised Code are met).
- (2) Faculty providing consulting services should also refer to rules 3356-7-01, 3356-5-12, and 3356-4-19 of the Administrative Code (university policies 3356-7-01, “Conflicts of interest and conflicts

of commitment", 3356-5-12, "Licensing of university names and marks", and 3356-4-19, "Use of university equipment")

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

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

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

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

Commented [KK1]: Moved from 3356-7-01.

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

- (6) Consulting services may not be offered for activities provided by the university as part of its operations unless otherwise approved in consultation with the provost. Faculty may not enter into consulting arrangements that compete with the interests and work of the university.
- (F) Procedures
- (1) Faculty shall annually complete the outside consulting/employment disclosure form (form), regardless of whether or not they engage in outside consulting/employment.
 - (2) Faculty shall submit the completed form to their chairperson for review and approval/disapproval at least thirty days prior to the commencement of the consulting/employment services. The chairperson shall complete their review and forward the form to the office of human resources.
 - (3) The office of human resources will forward a copy of the completed form to the signatories and will also provide copies of the form to the office of research services in order to assist with conflict checks in that office. The office of human resources will maintain the forms and information in accordance with university retention schedules.
 - (4) The form must be completed on an annual basis for each new and ongoing employment or consulting arrangement. Faculty are under a continuing duty to update the form when circumstances change.
- (G) Faculty self-authored materials. Use of self-authored material in a course taught by the author/co-author. Educational materials authored by instructors can be valuable and unique course resources. However, in order to avoid even the appearance of a conflict of interest, no university employee is to receive private gain arising from the sale of textbooks or

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

- (1) Waive royalties or other type of personal gain, or
- (2) Designate the university or a recognized professional organization or honorary to receive such royalties or gain. This option must ensure that there will be no potential for future personal gain by the employee.
- (3) Both of these options require an instructor to submit documentation of adherence to the above requirements to the appropriate dean and the provost/vice president for academic affairs. Written approval must be received from the appropriate dean and the provost/vice president of academic affairs prior to the use of self-authored materials. The written request and approval must identify the instructor, the course(s), the educational materials, the options being utilized, and will be retained by the appropriate dean.
- (4) Employee instructors are prohibited from bypassing these requirements through arrangements between or among fellow employees/instructors for the use of each other's self-authored materials for private gain.

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~~(G)(1)~~ Policy violations

- (1) Faculty are responsible for any damages or claims for damages which may arise in connection with their outside consulting activities. The limited immunity conferred by section 9.86 of the Revised Code does not apply to consulting activities.
- (2) Failure to adhere to this policy, including but not limited to failure to properly report outside consulting services/employment may result in corrective action/discipline up to and including termination.



**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

WHEREAS, the *Policies of the Board of Trustees* authorize the President to manage the University, including appointing such employees as are necessary to effectively carry out the operation of the University and any other necessary personnel actions; and

WHEREAS, new appointments and other personnel actions have been made subsequent to the June 7, 2024, meeting of the Board of Trustees; and

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions, attached hereto.



YOUNGSTOWN
STATE
UNIVERSITY

SUMMARY OF PERSONNEL ACTIONS

Faculty

4/16/2024 through 7/15/2024

Separations – 20

- Faculty Tenured – 14
- Faculty Term – 6

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

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



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

Separations – 22

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

Appointments – 15

Replacement Positions – 12

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

New Positions – 3

- Professional Administrative Staff – 3

Reclassifications/Position Adjustments – 4

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

Promotions – 7

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

Salary Adjustments – 17

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

Transfers – 1

- Professional Administrative Staff – 1

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



YOUNGSTOWN
STATE
UNIVERSITY

SUMMARY OF PERSONNEL ACTIONS
Athletic Employees
4/16/2024 through 7/15/2024

Separations – 10

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

Appointments – 13

Replacement Positions – 13

- Professional Administrative Excluded – 13

Reclassification/Position Adjustments – 2

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

Promotions – 2

- Professional Administrative Excluded – 2

Salary Adjustments – 18

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

Transfers – 1

- Professional Administrative Excluded – 1

Multi-Year Appointments – 2

- Professional Administrative Excluded – 2

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

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

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

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

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

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

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

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

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

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

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

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

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

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



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

Supplemental Pay Assignments – 107

General/Restricted Funded Assignments – 65

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

Grant Funded Assignments – 42

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

Faculty Secondary Appointments – 57

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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