



**BOARD OF TRUSTEES  
UNIVERSITY AFFAIRS COMMITTEE**

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

**BACKGROUND MATERIALS  
Wednesday, December 11, 2024**

- |  |              |
|--|--------------|
| <b>1. Human Resources Update</b>   | <b>Tab 1</b> |
| 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. |              |
| <b>2. Update on Position Searches</b>  | <b>Tab 2</b> |
| This report will provide a list of all searches in progress.   |              |
| <b>3. Classified Civil Service Personnel Actions</b>   | <b>Tab 3</b> |
| This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff.   |              |
| <b>4. Report on Search Waivers</b>   | <b>Tab 4</b> |

**Youngstown State University**  
**Board of Trustees Meeting December 2024**  
**Human Resources Update**

**Equal Opportunity and Title IX**

The Equal Opportunity and Title IX Office continues to offer training in the areas of Title VI, Title VII and Title IX, as well as search committee training. Additionally, in conformance with SB94, a new training will be offered beginning January 2025 to address incident response for matters involving ethnicity and religious based harassment.

The staff launched the Campus Climate Survey, in accordance with the ODHE Changing Campus Culture Initiative requirement.

**Benefits and Wellness**

The Annual Benefits Fair saw approximately 125 employees attend, an increase on previous years. During the fair, annual health care screenings were offered, resulting in more employees attending and availing themselves of the opportunity.

The 2024 annual wellness incentive program ended On November 15, 2024. This year the enrollment increased to 366 employees from 160 in 2023. Employees who participate receive incentive points that can be redeemed for up to three hundred dollars in gift cards.

**Training**

Each month of 2024, the HR Training Office offered compliance and management related training for faculty and staff. Staff members from Benefits, Training, Wellness, Equal Opportunity, Title IX, Labor and Employee Relations, and Human Resources Operation presented trainings on a variety of topics. We received positive feedback and some suggested topics for 2025.

**Labor Relations**

1. **ACE:** LOUs completed (Boiler Technician, Environmental Specialist, Locksmith, and Print Specialist).
2. **APAS:** Reviewing Appendices A, B, C, and D as agreed upon during negotiations.
3. **FOP:** Created new discipline process for FOP.
4. **YSU/OEA:** MOUs for Article 9 The Academic Environment related to Chair searches.

## **HR Operations**

In addition to processing new hires and other personnel actions for the start to the new academic year, the Office of Human Resources has been updating administrative policies and creating new electronic workflows to improve operations. Employee salaries were also reviewed for compliance with changes to the Department of Labor's Fair Labor Standards Act overtime regulations that were scheduled to go into effect January 1, 2025. Preparations were made and managers were surveyed regarding hours worked by employees under the newly proposed overtime threshold. However, on November 15, 2024, a federal judge in the Eastern District Court of Texas ruled to strike down all components of the new rule, meaning both the July and January salary thresholds are no longer in effect, and the triennial automatic updates will not take place. The salary threshold of \$35,568 set in 2019 will be the salary threshold employers are to adhere to. As a result, no additional salary adjustments will be made as result of the new ruling.

## **Organizational Development**

As an integral part of the strategic planning process, the Chief Human Resources Officer and Vice President of Legal Affairs held succession planning meetings with Vice Presidents and administrative officers in the areas of Academic Affairs, Finance & Business Operations and Institutional Effectiveness to assess and forecast workforce needs, identify critical positions, and begin to develop action plans to ensure continuity of services. The succession planning process meetings were held with an intent to formally establish and conduct a comprehensive review of current and future staffing needs and offer support and assistance in developing a succession plan for each area.

## Current Postings 11/15/2024

<b><u>Full-time Faculty</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Assistant Professor, Forensic Biology – Chemical and Biological Sciences (Tenure-Track)	Academic Affairs	Chemical & Biological Sciences
Assistant Professor, Civil Engineering (Tenure-Track)	Academic Affairs	Rayen School of Engineering
Assistant Professor, Mechanical Engineering (Tenure-Track)	Academic Affairs	Rayen School of Engineering
Assistant Professor, Computer Science and Information Systems (Tenure-Track)	Academic Affairs	Computer Science & Info Systems
Assistant Professor, Forensic Sciences – Chemical and Biological Sciences (Tenure-Track)	Academic Affairs	Chemical & Biological Sciences
Assistant Professor, Mathematics and Statistics (Tenure-track)	Academic Affairs	Mathematics & Statistics
Lecturer, Electrical Engineering (Term)	Academic Affairs	Rayen School of Engineering
Lecturer, Health Information Management (Term)	Academic Affairs	Health Professions
Assistant Professor, Plant Ecology – Biology (Tenure-Track)	Academic Affairs	Chemical & Biological Sciences
Assistant or Associate Professor, Physical Therapy (Tenure-Track)	Academic Affairs	Physical Therapy
Assistant Professor, Chemical Engineering (Tenure-Track)	Academic Affairs	Rayen School of Engineering
Lecturer, Medical Laboratory Science Programs (Term)	Academic Affairs	Health Professions
Assistant Professor, Electrical and Computer Engineering (Tenure-Track)	Academic Affairs	Rayen School of Engineering
Lecturer, Management (Term)	Academic Affairs	Management & Marketing
Lecturer, Computer Science & Information Systems (Term)	Academic Affairs	Computer Science & Info Systems
Assistant Professor, Primary Education/Primary Intervention Specialist (Tenure – Track)	Academic Affairs	Teacher Ed & Leadership Studies
<b><u>Part-time Faculty</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department/Major</u></b>
Part-time Faculty, Teacher Education and Leadership Studies	Academic Affairs	Teacher Ed & Leadership Studies
Part-time Faculty, Materials Science and Engineering	Academic Affairs	Materials Science and Engineering
Part-time Faculty, First Year Student Services	Academic Affairs	Student Success
Part-time Faculty, Teacher Education (Undergraduate Courses)	Academic Affairs	Teacher Ed & Leadership Studies
Part-time Faculty, Photography	Academic Affairs	Art
Part-Time Faculty, World Languages	Academic Affairs	English & World Languages
Part-Time Faculty, Geography	Academic Affairs	Geography
Part-Time Faculty, Humanities and Social Sciences - Anthropology	Academic Affairs	Sociology & Anthropology

## Current Postings 11/15/2024

<b><u>Part-time Faculty Continued</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department/Major</u></b>
Part-time Faculty, Physical Therapy - Pediatrics	Academic Affairs	Physical Therapy
Part-time Faculty, Master of Health and Human Services (MHHS)	Academic Affairs	Master of Health & Human Services
Part-time Faculty, STEM Careers	Academic Affairs	Dean - STEM
Part-time Faculty, Management Undergraduate Courses	Academic Affairs	Management & Marketing
Part-time Faculty, Management	Academic Affairs	Management & Marketing
Part-Time Faculty, Health Professions - Kinesiology and Sport Science	Academic Affairs	Kinesiology and Sport Science
Part-time Faculty, Master in Athletic Training	Academic Affairs	Master of Athletic Training
Part-time Faculty, Radiologic Technology – Health Professions (Term)	Academic Affairs	Health Professions
Part-time Faculty, Healthcare Administration – Health Professions (Term)	Academic Affairs	Health Professions
Part-time Faculty, Paralegal	Academic Affairs	Philosophy & Religious Studies
Part-time Faculty, Sociology	Academic Affairs	Sociology & Anthropology
Part-time Faculty, Physics	Academic Affairs	Physics & Astronomy
Part-time Faculty, Honors	Academic Affairs	Honors College
Part-time Faculty, Medical Practices	Academic Affairs	Honors College
Part-time Faculty, Environmental Science	Academic Affairs	Geology & Environmental Studies
Part-time Faculty, PAGES - Geology	Academic Affairs	Geology & Environmental Studies
Part-time Faculty, Director of Dana Gospel Choir	Academic Affairs	Dana School of Music
Part-time Faculty, Dana School of Music	Academic Affairs	Dana School of Music
Part-time Faculty, Pharmacology for Nurse Anesthetist Students	Academic Affairs	Nursing
Part-time Faculty, Physical Therapy	Academic Affairs	Physical Therapy
Part-time Faculty, Visual Arts	Academic Affairs	Art
Part-time Faculty, Graphic Design	Academic Affairs	Art
Part-time Faculty, Mechanical Engineering Technology	Academic Affairs	School of Technology
Part-time Faculty, Marketing	Academic Affairs	Management & Marketing
Part-time Faculty, Mathematics	Academic Affairs	Mathematics & Statistics
Part-time Faculty, Nursing Clinical	Academic Affairs	Nursing
Part-time Faculty, Electrical Engineering Technology	Academic Affairs	School of Technology
Part-time Faculty, Civil and Construction Engineering Technology	Academic Affairs	School of Technology
Part-time Faculty, Teacher Education (Graduate Courses)	Academic Affairs	Teacher Ed & Leadership Studies

## Current Postings 11/15/2024

<b><u>Part-time Faculty Continued</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department/Major</u></b>
Part-time Faculty, Adolescent/Young Adult Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-time Faculty, Literacy Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-time Faculty, Mathematics	Academic Affairs	Mathematics & Statistics
Part-Time Faculty, Politics and International Relations	Academic Affairs	Politics and International Relation
Part-Time Faculty, Nursing - Graduate	Academic Affairs	Nursing
Part-Time Faculty, Nurse Practitioner (Online)	Academic Affairs	Nursing
Part-time Faculty, Health Professions - Dental Hygiene	Academic Affairs	Health Professions
Part-time Faculty, Medical Laboratory Programs	Academic Affairs	Health Professions
Part-time Faculty, Public Health	Academic Affairs	Health Professions
Part-time Faculty, History	Academic Affairs	History
Part-Time Faculty, Counseling and School Psychology	Academic Affairs	Psychological Sciences & Counseling
Part-Time Faculty, Special Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-Time Faculty, Middle Childhood Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-time Faculty, Dietetics Program (Undergraduate)	Academic Affairs	Health Professions
Part-Time Faculty, Mechanical Engineering	Academic Affairs	Mechanical Engineering
Part-Time Faculty, Computer Science and Information Systems	Academic Affairs	Computer Science & Info Systems
Part-Time Faculty, Civil, Environmental and Chemical Engineering	Academic Affairs	Civil Environmental & Chemical Engr
Part-time Faculty, Chemistry	Academic Affairs	Chemistry
Part-Time Faculty, Chemistry Lab	Academic Affairs	Chemistry
Part-Time Faculty, Visual Arts Foundations	Academic Affairs	Art
Part-Time Faculty, Communication - Journalism and Telecommunication Studies	Academic Affairs	Communication
Part-time Faculty, Merchandising - Fashion and Interiors	Academic Affairs	Hospitality Mgt & Merchandising
Part-Time Faculty, Chemical Engineering	Academic Affairs	Civil Environmental & Chemical Engr
Part-time Faculty, Criminal Justice	Academic Affairs	Criminal Justice
Part-time Faculty, Hospitality Management	Academic Affairs	Hospitality Mgt & Merchandising
Part-time Faculty, English Composition	Academic Affairs	English
Part-time Faculty, Philosophy	Academic Affairs	Philosophy & Religious Studies
Part-time Faculty, Forensic Sciences	Academic Affairs	Forensic Science
Part-Time Faculty, Humanities and Social Sciences - Political Science	Academic Affairs	Politics and International Relation

## Current Postings 11/15/2024

<b><u>Part-time Faculty Continued</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department/Major</u></b>
Part-time Faculty, Respiratory Care	Academic Affairs	Health Professions
Part-time Faculty, Mathematics and Statistics	Academic Affairs	Mathematics & Statistics
Part-Time Faculty, Psychology	Academic Affairs	Psychological Sciences & Counseling
Part-time Faculty, Student Teaching/Pre-Clinical Supervisor- Teacher Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-Time Faculty, Electrical and Computer Engineering	Academic Affairs	Electrical Engineering
Part-Time Faculty, Art History	Academic Affairs	Art
Part-Time Faculty, Social Work	Academic Affairs	Social Work
Part-Time Faculty, Social Work - Lakeland & Lorain CC Campuses	Academic Affairs	Social Work
Part-Time Faculty, Industrial Engineering	Academic Affairs	Mechanical Engineering
Part-Time Faculty, Plant Biology	Academic Affairs	Biology
Part-time Faculty, Theatre and Dance Performance	Academic Affairs	Theater and Dance
Part-time Faculty, Anatomy and Physiology	Academic Affairs	Biology
Part-time Faculty, Higher Education Administration – Teacher Education	Academic Affairs	Teacher Education
Part-Time Faculty, Early Childhood Education/Early Childhood Intervention Specialist	Academic Affairs	Teacher Ed & Leadership Studies
<b><u>Professional Administrative</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Intermittent Coordinator Costume Shop	Academic Affairs	Theater and Dance
Intermittent Associate Director, YSU Youth Orchestra	Academic Affairs	Dana School of Music
Program Administrator, Recycling Program	Finance & Business	Janitorial Services
Coordinator	Academic Affairs	Ward Beecher Planetarium
Associate Director, Residence Life	President	Housing
Classroom Mentor Lead Instruction Specialist	Academic Affairs	Rich Center for Autism
Program Advisor and Academic Coach, Strong Start	Academic Affairs	Academic Success Center
Lead Instruction Specialist	Academic Affairs	Rich Center for Autism
Instructional Designer	Academic Affairs	Distance Learning
Case Manager	President	Dean of Students

## Current Postings 11/15/2024

<b><u>Professional Administrative Continued</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Dean	Academic Affairs	Dean Bitonte Col Health & Human
Coordinator, Community Standards & Student Conduct	Academic Affairs	Dean of Students
Assistant Director, College Credit Plus	Academic Affairs	College Access and Transition
Director	Inst Effectivenes	Institutional Research & Analytics
University Architect	Finance & Business	Facilities Maintenance
Financial Aid Counselor	Inst Effectivenes	Financial Aid and Scholarships
Academic Advisor 1	Academic Affairs	Dean - STEM
Athletic Academic Coordinator	President	Academic Counseling
Manager	Inst Effectivenes	Undergraduate Admissions
Assistant Coach, Swimming	President	Swimming & Diving - Women's
Coordinator, Choose Ohio First Scholarship Program and STEM Scholarship	Academic Affairs	Dean - STEM
Web Developer	President	Marketing & Communications
Assistant Coach, Sports Performance	President	Training Room
Assistant Coach, Softball	President	Softball
Coordinator, Career, Internships & Co-Ops	Academic Affairs	Dean - STEM
Coordinator, STEM K-12 Access and Outreach	Academic Affairs	Dean - STEM
Instruction Specialist	Academic Affairs	Rich Center for Autism
Coordinator, Regional Admissions (10 month)	Inst Effectivenes	Undergraduate Admissions
<b><u>Classified</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Boiler Technician	Finance & Business	Facilities Maintenance
Locksmith	Finance & Business	Facilities Maintenance
Human Resources Generalist - Benefits	Legal Affairs & HR	Human Resources
Business Operations Specialist 2	Inst Effectivenes	Registration & Records
Print Specialist	Finance & Business	Printing Services
Parking Facilities Attendant (Intermittent)	Finance & Business	Parking Services
Parking Facilities Attendant (.75)	Finance & Business	Parking Services



## Current Postings 11/15/2024

<b><u>Classified Continued</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Electrician	Finance & Business	Facilities Maintenance
Groundskeeper 2	Finance & Business	Grounds
Academic Leader - Multiple Locations	Academic Affairs	Community Engagement
Academic Operations Specialist 2	Academic Affairs	Dean BCLASSE
Business Operations Specialist 2	Inst Effectivenes	Undergraduate Admissions
Business Operations Specialist 2	Academic Affairs	Dean - STEM
Maintenance Repair Worker 2	Finance & Business	Facilities Maintenance
Police Officer 1	Finance & Business	YSU Police
<b><u>Unclassified</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Activity Leader - Multiple Locations	Academic Affairs	Community Engagement



## SUMMARY OF PERSONNEL ACTIONS

### Classified Employees

7/16/2024 through 10/15/2024

#### Separations – 6

- Classified Civil Service – 5
- Classified Excluded – 1

#### Appointments – 5

- Classified Civil Service – 4
- FOP – 1

#### Reclassifications/Position Adjustments – 7

- Classified Civil Service – 6
- Classified Excluded – 1

#### Promotions – 1

- Classified Civil Service – 1

#### Salary Adjustments – 8

- Classified Civil Service – 4
- FOP – 4

#### Transfers – 1

- Classified Civil Service – 1

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024**  
**SEPARATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT / APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>	<b>SEPARATION TYPE</b>
Allshouse, Robert	ACE	Technology Support Technician 2	IT Customer Services	7/26/2024	1.00	\$ 56,950.40	Retirement
Bielecki, Joseph	ACE	Environmental Scientist 1	Environmental Health Safety	9/7/2024	0.50	\$ 27,570.40	Retirement
Harris, Willie	ACE	Print Specialist	Printing Services	8/7/2024	1.00	\$ 34,632.00	Termination
Herbert, Sallee	ACE	Business Operations Specialist 2	Kilcawley Center	10/14/2024	1.00	\$ 36,067.20	Resignation
Monroe, Alyse	ACE	Business Operations Specialist 2	Dean - STEM	8/2/2024	1.00	\$ 35,360.00	Resignation
Teagarden, Ashley	Excluded	Intermittent Academic Leader	Community Engagement	8/14/2024	0.40	\$ 17,313.92	Resignation

**YOUNGSTOWN STATE UNIVERSITY  
CLASSIFIED EMPLOYEE  
PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024  
APPOINTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>
Carlisle, Randell	ACE	Maintenance Repair Worker 2	Facilities Maintenance	10/7/2024	1.00	\$ 40,643.20
Diefenderfer, Morgan	ACE	Library Assistant	Maag Library	10/7/2024	1.00	\$ 33,030.40
Kendro, Michael	ACE	Library Assistant	Maag Library	10/7/2024	1.00	\$ 33,030.40
Krieder, Allison	ACE	Museum Specialist	Smith Museum Operation	9/9/2024	0.48	\$ 16,837.60
Lettau, Paul	FOP	Police Officer	YSU Police	9/1/2024	1.00	\$ 52,249.60

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024**  
**RECLASSIFICATIONS/POSITION ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>APPOINTMENT DATES</b>	<b>NEW FTE /OLD FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Black, Brian	ACE	Groundskeeper 2/ Temporary Groundskeeper 3	Grounds	9/3/2024	1.00	\$ 35,380.80	\$ 38,896.00
Black, Brian	ACE	Temporary Groundskeeper 3/ Groundskeeper 2	Grounds	7/31/2024	1.00	\$ 38,147.20	\$ 34,694.40
Jusino, Marybelle	ACE	Business Operations Specialist 2/ Legal Secretary	General Counsel	5/19/2024	1.00	\$ 46,966.40	\$ 44,720.00
O'Hara, Nancy	ACE	Academic Operations Specialist 2/ Academic Operations Specialist 1	Lariccia School Accounting & F	6/16/2024	1.00	\$ 58,988.80	\$ 56,180.80
Raib, Connie	ACE	Academic Operations Specialist 1	Nursing	9/8/2024	1.00/ 0.50	\$ 32,884.80	\$ 16,442.40
Yoder, Daniel	ACE	Systems Technician 2/ System Technician 1	IT Infrastructure Services	7/28/2024	1.00	\$ 50,377.60	\$ 47,985.60
Buchenic, Rebecca	Excluded	Academic Leader/ Temporary Site Coordinator	Community Engagement	10/1/2024	0.25/ 0.65	\$ 10,821.20	\$ 21,840.00

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024**  
**PROMOTIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Elia, Della	ACE	Records Technician 2/ Academic Operations Specialist 2	Registration & Records/ Dean BCLASSE	8/11/2024	1.00	\$ 37,876.80	\$ 35,360.00

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024**  
**SALARY ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>NEW FTE</b>	<b>NEW SALARY</b>	<b>OLD FTE</b>	<b>PREVIOUS SALARY</b>
Chance, Robert	ACE	Air Quality Technician	Facilities Maintenance	9/22/2024	1.00	\$ 48,921.60	1.00	\$ 44,782.40
Tirado, Jalon	ACE	Custodial Technician 3	Janitorial Services	8/25/2024	1.00	\$ 37,419.20	1.00	\$ 34,028.80
Tirado, Jalon	ACE	Custodial Technician 3	Janitorial Services	9/22/2024	1.00	\$ 37,128.00	1.00	\$ 37,419.20
Toth, Shaun	ACE	Electrician	Facilities Maintenance	9/22/2024	1.00	\$ 55,598.40	1.00	\$ 52,520.00
Killa, Tyler	FOP	University Police Officer	YSU Police	7/19/2024	1.00	\$ 53,913.60	1.00	\$ 52,249.60
Marshburn, Haley	FOP	University Police Officer	YSU Police	7/19/2024	1.00	\$ 53,913.60	1.00	\$ 52,249.60
Winbush, Thurston	FOP	University Police Officer	YSU Police	8/17/2024	1.00	\$ 63,564.80	1.00	\$ 61,672.00
Wolfe, Alan	FOP	University Police Officer	YSU Police	9/10/2024	1.00	\$ 53,913.60	1.00	\$ 52,249.60

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024**  
**TRANSFERS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Cambouris, Jennifer	ACE	Academic Operations Specialist 2	Mathematics & Statistics/ Dean - Graduate Studies	9/22/2024	1.00	\$ 60,486.40	\$ 60,486.40





## YOUNGSTOWN STATE UNIVERSITY

1 Tressel Way, Youngstown, OH 44555

TO: Board of Trustees, Youngstown State University

FROM: Dana Lantz, Executive Director, Equal Opportunity and Human resources

RE: 3356-7-55 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for the December 2024 Board of Trustees Meeting

Below please find the report information as required by 3356-7-55 Search waivers for hiring of faculty and professional/administrative staff. The information contained herein consists of search waivers approved during the time period beginning July 16, 2024, through and including October 15, 2024.

**Position/Department:** Program Director Driving School / STEM  
**Candidate:** Brian Beckett  
**Rationale for Request:** This program was designed to continue where EGCC left off. We created this program to accommodate the displaced EGCC students. Mr. Brian Beckett was the CDL Program Director at Eastern Gateway Community College. He has all the skills and experience that we are looking for.

**Position/Department:** Lecturer: AAS Fire Science / Chemistry  
**Candidate:** Carl DeCarlo  
**Rationale for Request:** This program was designed to continue where EGCC left off. We created this program to accommodate the displaced EGCC students. Mr. Carl DeCarlo was the Program Coordinator for the Associates in Applied Science in Fire Science at Eastern Gateway.

**Position/Department:** Lecturer and Program Coordinator / School of Computer Science  
**Candidate:** Melanie DeCarlo  
**Rationale for Request:** This program was designed to continue where EGCC left off. We created this program to accommodate the displaced EGCC students. Ms. Melanie DiCarlo was the Program Coordinator for the Associates in Applied Science in Professional Office Management at Eastern Gateway Community College. She has all the skills and experience that we are looking for.

**Position/Department:** Lecturer / Nursing  
**Candidate:** Monica Hudson  
**Rationale for Request:** She has worked in the educator role for EGCC. She has knowledge of the rules of the West Virginia Board of Nursing, NC-SARA approval process and developed relationships with facilities in the Steubenville area. These relationships are important in creating a good learning experience for students in the clinical setting.

### Office of Human Resources

Tod Hall, Rm 359

330.941.1508 | Fax: 330.941.3716



## YOUNGSTOWN STATE UNIVERSITY

1 Tressel Way, Youngstown, OH 44555

- Position/Department:** Lecturer and Transition Director of Clinical Education / Health Professions  
**Candidate:** Kathleen Compton  
**Rationale for Request:** Key Personnel vacancies must be filled within sixty (60) calendar days following the effective date of the vacancy. Accredited programs may use temporary, acting, transitional, or permanent personnel for absences and temporary, transitional, or personnel for vacancies.
- Position/Department:** Lecturer – Associate Degree Social Work / Social Work  
**Candidate:** Angela Kearns  
**Rationale for Request:** I am requesting this departure due to the quick turnaround for hiring faculty to accommodate the summer enrollment of EGCC students.
- Position/Department:** Associate Director, Athletic Academic Services / Athletics  
**Candidate:** Rebecca King  
**Rationale for Request:** Evaluation of current staff member and reorganization of academic staff.
- Position/Department:** Lecturer: AAS Machining / STEM  
**Candidate:** Carl Kovach  
**Rationale for Request:** This program was designed to continue where EGCC left off. We created this program to accommodate the displaced EGCC students. Mr. Kovach was the Program Coordinator for the Associates in Applied Science in Machining at Eastern Gateway Community College. He has all the skills and experience that we are looking for.
- Position/Department:** Lecturer / Health Professions  
**Candidate:** Tracy Miller  
**Rationale for Request:** We are requesting this departure since this individual has successfully directed all of these various online programs for years as well as managing the medical assisting program in Jefferson. She also already has the relationship with Trinity health systems in Jefferson to continue to make the medical assisting program successful.
- Position/Department:** Associate Director / Office of Belonging, Empowerment and Engagement  
**Candidate:** Susan Moorer  
**Rationale for Request:** The rationale is that Ms. Moorer has the experience to serve in this elevated role that will accentuate the development and delivery of the initiatives of the Office of BEE on behalf of all our students and community.
- Position/Department:** Academic Marketing and Enrollment Strategy Officer / Provost, VP - Academic Affairs  
**Candidate:** Ross Morrone  
**Rationale for Request:** Ross is currently performing the duties for the Office of Academic Affairs. This recognizes those efforts.

Office of Human Resources  
Tod Hall, Rm 359  
330.941.1508 | Fax: 330.941.3716





## YOUNGSTOWN STATE UNIVERSITY

1 Tressel Way, Youngstown, OH 44555

<b>Position/Department:</b>	Director, Resch Academic Service Center / Academic Success Center
<b>Candidate:</b>	Michael Greco
<b>Rationale for Request:</b>	Many recent searches in academic support areas have yielded few qualified candidates, resulting in significant delays in filling open positions. The ASC is critical to the persistence and retention of undergraduate students; any disruption in services or the quality of services would be detrimental to students and to YSU's retention efforts. Given Mike's qualifications I doubt a search would result in a better qualified candidate, and certainly not one who knows YSU as well as Mike does.
<b>Position/Department:</b>	Lecturer – Associate Degree / Teacher Education and Leadership Studies
<b>Candidate:</b>	Dan Wakefield
<b>Rationale for Request:</b>	Dan Wakefield had the unique qualifications needed for this position and has proven himself as the perfect candidate.

### Office of Human Resources

Tod Hall, Rm 359

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