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

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

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

4. Report on Search Waivers
Office of Human Resources Update
December 2021

Benefits
Benefits successfully completed the 2021 in-person Benefits Fair with approximately 105 employees attending. Representatives from the YSU medical plan, dental plan, retirement plans, campus recreation, living well and athletics participated in the two-day fair.

Beginning on July 1, 2022, the parameters of the University’s healthcare will change as follows:

- In-Network Co-Insurance costs will be covered at 85% University and 15% Employee (formerly 90%/10% respectively);
- Out-of-Network Insurance costs will be covered at 60% University and 40% Employee (Formerly 70%/30% respectively); and
- Employees will pay 18% of the premium costs for healthcare, vision and dental insurance coverage. Current employee premium cost is 15%.

These changes have been negotiated and included in the current labor agreements with the ACE, APAS, and OEA bargaining units and will be included in the University’s negotiations with the FOP.

Wellness Update:

- Wellness portal software update is in progress and the updated site is scheduled for a test launch on December 16, 2021 with a live launch on January 1, 2022.
- 2022 Incentive Program and Well-Being Initiatives have been finalized and will be presented to the University in January of 2022.

Human Resources Operations (Talent Acquisition, Compensation, Organization Development)
Conversion to new Human Resources NEOED software system continues with the “mapping” of YSU processes into the NEOED system. Phase 1 focuses on the employment/talent acquisition process including performance evaluations and is scheduled for completion in January 2022. Phase 2 will focus on employee training and education and is scheduled to be completed in the spring of 2022.

A compensation analysis is underway for administrative/professional positions in order to develop an updated classification system and compensation guidelines.

Manager/Supervisor training sessions are underway to review updates and changes to the ACE and APAS collective bargaining agreements. Chair and Deans training on the YSU-OEA agreement will be held on November 16, 2021.

Equal Opportunity/Title IX
For the 2021-2022 Academic Year, the EO/Title IX Office has augmented its on-line Title IX training for employees and students, with in-person specialized presentations. Led by EO/Title IX Director Dana Lantz, the office has tailored these in-person trainings for specific groups and issues. For example:

December 2021
In the Athletics Department, three separate trainings have been presented:
- Student-Athletes in fall sports met with the EO/Title IX Director and discussed various scenarios focusing on consent and Title IX violations. Student-Athletes in spring sports will receive the same training.
- Coaches and staff were trained on how to set boundaries in relationships with student athletes while still supporting their needs; and
- First-Year student-sports participating in FLIGHT (Student-Athlete Leadership Forum) participated in a training which addressed pitfalls student athletes may face with an emphasis on dating and domestic violence.

New faculty received two separate trainings:
- An overview of Title IX, its purpose and the faculty’s role in reporting and supporting students; and
- A specialized training on setting boundaries with students and bringing Title IX into the classroom.

Student employees who have direct contact with students in their employment role were provided with:
- Trainings addressing the unique position these students have as both employees and students with an emphasis on fulfilling their reporting responsibilities and supporting the University’s commitment to Title IX. This training was presented to the Resident Assistants, Student Success Tutors, and Student Conduct Board members.

Additionally, Director Lantz presented to the students in the graduate course Legal and Ethical Issues in Student Affairs and addressed the topics of Title IX as a federal mandate, the legal aspects of Title IX and how it impacts the day-to-day role of higher education employees. She also participated in an in-depth roundtable discussion with the faculty in the Theatre Program on setting boundaries between faculty and students and how to enhance student interaction within appropriate boundaries.

EO/Title IX will continue to develop and present in-person training for our campus community designed to educate and engage with both faculty, staff and students.

Labor and Employee Relations/Unfair Labor Practices, Grievances and Arbitrations

ACE Step 3/Arbitration Outstanding Grievances:

<table>
<thead>
<tr>
<th>Step 3 Grievance #/Date Filed</th>
<th>Subject Matter/Issue</th>
<th>Date Heard</th>
<th>Disposition of Grievance</th>
</tr>
</thead>
<tbody>
<tr>
<td>17-20 CBA</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>#754</td>
<td>Classification Plan</td>
<td>N/A</td>
<td>Withdrawal pending based on withdrawal of below ULP.</td>
</tr>
<tr>
<td>10/17/18</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

ACE Step 3 Outstanding Unfair Labor Practices:
- State Employment Relations Board Case #: 2019-ULP-10-0193. Subject matter is Grievance #759 & #760. Withdrawn by SERB on October 7, 2021.

December 2021
### FOP Step 3/Arbitrations:

<table>
<thead>
<tr>
<th>Step 3 Grievance #/ Date Filed</th>
<th>Subject Matter/Issue</th>
<th>Date Heard</th>
<th>Disposition of Grievance</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-21 CBA</td>
<td>Police Sergeant Involuntary Disability Separation</td>
<td>1/28/2020</td>
<td>Advanced to arbitration.</td>
</tr>
<tr>
<td>#65 1/17/2020</td>
<td>Shift Vacancies</td>
<td>N/A Due to COVID-19</td>
<td>Advanced to arbitration.</td>
</tr>
<tr>
<td>#66 3/3/2020</td>
<td>New Hire Step Increases</td>
<td>N/A Due to COVID-19</td>
<td>Advanced to arbitration.</td>
</tr>
<tr>
<td>#67 3/9/2020</td>
<td>Pay and Medical Reimbursement</td>
<td>N/A Due to COVID-19</td>
<td>Advanced to arbitration.</td>
</tr>
<tr>
<td>#69 4/2/2020</td>
<td>Overtime Pay</td>
<td>N/A Due to COVID-19</td>
<td>Advanced to arbitration.</td>
</tr>
<tr>
<td>#71 2/23/2021</td>
<td>Order of Accrued Leave Concurrent with FMLA</td>
<td>August 18, 2021</td>
<td>Advanced to arbitration.</td>
</tr>
</tbody>
</table>

### FOP Negotiations:
- Initial proposals exchanged; negotiations scheduled to begin November 15, 2021.

### YSU/OEA Arbitrations:
- Grievances #362-370, 372 and 373; Intent to Terminate; resolved by settlement agreement.
- Grievance #377; Distinguished Professor Award/Base Salary; arbitration held October 2021; parties' briefs to be submitted by January 21, 2022.

### APAS:
- No activity.

---

December 2021
<table>
<thead>
<tr>
<th>EMPLOYMENT INTO JOB GROUP</th>
<th>JOB GROUP</th>
<th>SEPARATIONS FROM JOB GROUP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment into Job Group 0</td>
<td>Executive</td>
<td>Separations from Job Group 0</td>
</tr>
<tr>
<td>Total Group 29</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3% of Total Group Minority (100% of Minority African American, 0% Hispanic)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>55% of Total Group Female</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment into Job Group 4</td>
<td>Administrative/Managerial</td>
<td>Separations from Job Group 5</td>
</tr>
<tr>
<td>Total Group 130</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5% of Total Group Minority (22% of Minority African American, 22% Hispanic)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>52% of Total Group Female</td>
<td></td>
<td></td>
</tr>
<tr>
<td>0% Minority</td>
<td></td>
<td></td>
</tr>
<tr>
<td>50% Female</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Employment into Job Group 10

**40% Minority (0% African American, 25% Hispanic)**

**40% Female**

Faculty Full-Time (Professor, Assistant Professor, Associate Professor, Lecturer, Senior Lecturer, Visiting Professor)

Total Group 373

23% of Total Group Minority (29% of Minority African American, 10% Hispanic)

47% of Total Group Female

<table>
<thead>
<tr>
<th>Employment into Job Group 27</th>
<th>Professional Salaried including Athletic Professionals</th>
<th>Separations from Job Group 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Group 336</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15% of Total Group Minority (53% of Minority African American, 20% Hispanic)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>55% of Total Group Female</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**15% Minority (25% African American, 25% Hispanic)**

**56% Female**

Employment into Job Group 9

**22% Minority (0% African American, 50% Hispanic)**

**67% Female**

Clerical/Secretary

Total Group 121

12% of Total Group Minority (60% of Minority African American, 33% Hispanic)

91% of Total Group Female

<table>
<thead>
<tr>
<th>Employment into Job Group 9</th>
<th>Separations from Job Group 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Group 121</td>
<td></td>
</tr>
<tr>
<td>12% of Total Group Minority (60% of Minority African American, 33% Hispanic)</td>
<td></td>
</tr>
<tr>
<td>91% of Total Group Female</td>
<td></td>
</tr>
</tbody>
</table>

0% Minority

0% Female

*Includes 24 Voluntary Separation/Retirement Program (VSRP) Faculty of which 29% Minority (86% African American, 0% Hispanic)

46% Female

Separations from Job Group 29 (Includes 24 VSRP Faculty) *

31% Minority (67% African American, 0% Hispanic)

48% Female
<table>
<thead>
<tr>
<th>Employment into Job Group 1</th>
<th>Technical/Paraprofessional (IT, Library, WYSU, Communication)</th>
<th>Separations from Job Group 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>100% Minority (0% African American, 0% Hispanic) 0% Female</td>
<td>Total Group 58 10% of Total Group Minority (50% of Minority African American, 17% Hispanic) 41% of Total Group Female</td>
<td>0% Minority 50% Female</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employment into Job Group 0</th>
<th>Skilled/Craft</th>
<th>Separations from Job Group 0</th>
</tr>
</thead>
<tbody>
<tr>
<td>0% Minority (0% African American, 0% Hispanic) 14% of Total Group Female</td>
<td>Total Group 7</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employment into Job Group 1</th>
<th>Service/Maintenance</th>
<th>Separations from Job Group 1</th>
</tr>
</thead>
<tbody>
<tr>
<td>100% Minority (0% African American, 100% Hispanic) 0% Female</td>
<td>Total Group 46 15% of Total Group Minority (86% of Minority African American, 14% Hispanic) 4% of Total Group Female</td>
<td>0% Minority 0% Female</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employment into Job Group 4</th>
<th>Full-time Protective Service/Police excluding Intermittent Protective Services/Police</th>
<th>Separation from Job Group 0</th>
</tr>
</thead>
<tbody>
<tr>
<td>50% Minority % Female</td>
<td>Total Group 23 26% of Total Group Minority (50% of Minority are African American, 50% are Hispanic) 26% of Total Group Female</td>
<td></td>
</tr>
</tbody>
</table>

Average Workforce Totals Between (does not include intermittent employees, occasional service employees or part-time faculty)
January 1, 2020 - October 15, 2020 - 1065 Employees
January 1, 2021 - October 15, 2021 - 926 Employees
Current Postings 7/16/2021 – 10/15/2021

Faculty

Beeghly College of Liberal Arts, Social Sciences, and Education

- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Instructor – Student Teaching Supervisor – Psychological Sciences & Counseling
- Part-time Faculty – Counseling and School Psychology
- Part-time Faculty – Reading & Study Skills
- Part-time Instructor – Approaches to Professional Assessment Praxis Core
- Part-time Instructor – Early Childhood Education/Early Childhood Intervention Specialist
- Part-time Instructor – Literacy Education Instructor
- Part-time Instructor – Middle Childhood Education
- Part-time Instructor – First Year Experience Education Course
- Part-time Instructor – Health & Physical Education Instructor
- Part-time Instructor – Health & Physical Education Methods Instructor
- Part-time Instructor – Adolescent/Young Adult Education
- Part-time Faculty – Special Education Instructor
- Part-time Faculty – Teacher Education
- Part-time Faculty – English
- Part-time Faculty – Sociology
- Part-time Faculty – Psychology
- Part-time Faculty – Honors
- Part-time Faculty – Introduction to Sociology
- Part-time Instructor – History
- Part-time Faculty – Geography
- Part-time Instructor – Women’s and Gender Studies
- Part-time Instructor – Spanish
- Part-time Instructor – Hebrew
- Part-time Instructor – Religious Studies
- Part-time Graduate Faculty, - Social Gerontology
- Part-time Faculty – Politics and International Relations
- Part-time Faculty – Philosophy
- Part-time Faculty – Linguistics/TESOL
- Part-time Faculty – First Year Experience Course, College of Liberal Arts and Social Sciences
- Part-time Faculty – Italian
- Part-time Faculty – Africana Studies
- Part-time Faculty – American Studies
- Part-time Faculty – French
- Part-time Faculty – American Sign Language
- Part-time Faculty – Spanish Phonetics/Distance Learning
Beeghly College of Liberal Arts, Social Sciences, and Education Continued

- Part-time Faculty – Humanities and Social Sciences – Political Science
- Part-Time Faculty – PAGES – Geology
- College Credit Plus Instructor – History
- Part-Time Faculty – Medical Practices
- Continuing Education Instructor – English ESOL

Bitonte College of Health and Human Services

- Part-time Instructor – Food & Nutrition Programs
- Part-time Faculty – Dental Hygiene
- Part-time Faculty – Medical Assisting Technology
- Part-time Faculty – Respiratory Care
- Part-time Faculty – Allied Health
- Part-time Faculty – Master of Health and Human Services
- Part-time Nursing – Clinical Faculty
- Part-time Faculty – Emergency Medical Services
- Part-time Faculty – Health Informatics
- Part-time Faculty – Public Health
- Part-time Faculty – Hospitality Management
- Part-time Faculty – Public Health – Environmental Health and Safety
- Part-time Instructor – First Year Experience Course in Health & Human Services
- Part-time Instructor – Pharmacology for Nurse Anesthetist Students
- Part-time Faculty – Medical Laboratory Programs
- Part-time Instructor – Social Work Lakeland and Lorain CC Campuses
- Part-time Instructor – Social Work
- Part-time Faculty – Criminal Justice
- Part-time Undergraduate Faculty – Merchandising – Fashion & Interiors
- Part-time Undergraduate Faculty – Dietetics Programs
- Part-time Faculty – Health & Human Services 1510/1511 First Year Experience Course
- Part-time Faculty – Kinesiology and Sport Science – Activity Courses
- Part-time Faculty – Kinesiology and Sport Science – Therapeutic Exercises
- Part-time Faculty – Physical Therapy – Clinical Psychology
- Part-time Faculty – Masters in Athletic Training
- Part-time Faculty – Nurse Practitioner (Online)
- Part-Time Faculty – Forensic Sciences
- Part-Time Nursing Graduate Faculty – Nursing

Cliffe College of Creative Arts & Communication

- Part-time Faculty – Theatre and Dance
- Part-time Instructor – Viola
- Part-time Faculty – Music Theory
- Part-time Instructor – Director of Dana Gospel Choir
- Part-time Faculty – Graphic Design
- Part-time Faculty – Art History
- Part-time Faculty – Visual Arts Foundations
- Part-time Vocal Instructor
Cliffe College of Creative Arts & Communication Continued

- Part-time Vocal Instructor – Classical Voice
- Part-time Instructor – Jazz Studies
- Part-time Faculty – Theatre & Dance Performance
- Part-time Instructor – Visual Arts
- Part-time Faculty Photography – Art
- Part-time Faculty – First Year Experience Course in College of Creative Arts & Communication
- Part-time Faculty – Dana School of Music
- College Credit Plus Instructor – Communication Foundation

College of Science, Technology, Engineering and Mathematics

- Part-time Instructor – Mathematics
- Part-time Faculty – Physics
- Part-time Instructor – Mechanical Engineering Technology
- Part-time Instructor – Mechanical Engineering
- Part-time Faculty – Chemistry
- Part-time Instructor – Electrical and Computer Engineering
- Part-time Faculty – Computer Science and Information Systems
- Part-time Faculty – Civil/Environmental and Chemical Engineering
- Part-time Instructor – Engineering Technology
- Part-time Instructor – Biology in the Modern World Laboratory
- Part-time Instructor – Microbiology Laboratory
- Part-time Instructor – Civil and Construction Engineering Technology
- Part-time Faculty – Anatomy & Physiology
- Part-time Faculty – Plant Biology
- Part-time Instructor – Chemistry Lab Instructor
- Part-time Instructor – Draft and Design Technology
- Part-time Instructor – First Year Engineering Orientation
- Part-time Instructor – STEM Careers
- Part-time Instructor – Electrical Engineering Technology
- Part-time Instructor – Mathematics & Statistics
- Part-time Instructor – Microbiology for Health Care Professions Laboratory
- Part-time Instructor – Mammalogy
- Part-time Faculty – EUT Power Plant Technology Instructor
- Part-time Faculty – Industrial Engineering
- Part-time Faculty – Mechanical Engineering – Solid Mechanics
- Part-time Faculty – Mechanical Engineering – Thermal Fluids
- Part-time Faculty – Environmental Science
- Part-time Faculty – STEM First Year Orientation
- Part-time Faculty – Chemical Engineering
- Part-time Faculty – Forensic Sciences
- Part-time Faculty – STEM Professional Career Planning
- Visiting Assistant/Associate Professor – Electrical & Computer Engineering (Term)
- Assistant Professor – Electrical Engineering Technology (Tenure Track)
- College Credit Plus Instructor – Biological Sciences
- College Credit Plus Instructor – Physics
College of Science, Technology, Engineering and Mathematics Continued

- Assistant Professor – Civil Engineering (Tenure-Track)
- Lecturer – Industrial and Systems Engineering (Term)
- Assistant Professor – Mechanical Engineering (Tenure-Track)

Williamson College of Business Administration

- Part-time Instructor – Management
- Part-time Instructor – Marketing
- Part-time Instructor – Accounting/Finance
- Part-time Instructor – Management (Undergraduate Courses)
- Part-time Instructor – Legal Environment of Business
- Part-time Instructor – Master of Business Administration
- Part-time Instructor – Marketing/Center for Nonprofit Leadership
- Part-time Faculty – Economics
- Part-time Faculty – Communication Studies, Telecommunication Studies, and Journalism
- Lecturer – Finance Certified Financial Planner Track (Term)

Professional/Administrative

- Instruction Specialist
- Technology Trainer
- Research and Development Associate
- Manager, Business Operations
- Title IX Coordinator and Equal Opportunity Investigator
- Assistant Athletic Trainer
- Manager, Marketing and Business Development
- Senior Buyer
- Business Systems Administrator
- Dean - WCBA
- Project Manager – IT Infrastructure Services
- Assistant Athletics Director
- Assistant Coach, Women's Basketball, Director of Creative Content and Branding
- Manager, Athletic Facilities and Programs
- Studio Coordinator and Broadcast Engineer
- Academic Advisor 1
- Director, Undergraduate Advising
- Senior Research Scientist, Additive Manufacturing
- Executive Assistant to the Vice President
- Associate Director, Research Services
- Resolution Analyst

Classified

- Academic Operations Specialist 1 – Dean Education
- Groundskeeper 2
- Carpenter 2
Classified Continued

- Business Operations Specialist 1 – Academic Affairs
- Boiler Technician
- Groundskeeper 2
- Delivery and Mail Clerk
- Print Assistant
- Academic Operations Specialist 1 – Teacher Education and Leadership Studies
- Residence Hall Monitor (PT)
- Maintenance Repair Worker 2
- Academic Leader – Brookfield
- Activity Leader – Multiple Locations
- Business Operations Specialist 1 – Delivery Services
- Business Operations Specialist 2 – Undergraduate Admissions
- Software Integration Analyst 1
- Software Integration Analyst 2
SUMMARY OF PERSONNEL ACTIONS
Classified Employees
7/16/21 through 10/15/21

Appointments – 16
- Classified Civil Service – 8
- Classified Non-bargaining – 3
- Externally Funded – 1
- FOP – 4

Separations – 15
- Classified Civil Service – 7
- Classified Non-bargaining – 3
- Externally Funded – 3
- FOP – 1
- FOP Excluded – 1

Promotions – 4
- Classified Civil Service – 2
- Classified Non-Bargaining – 1
- FOP – 1

Reclassifications/Position Adjustments – 4
- Classified Civil Service – 3
- Externally Funded – 1

Salary Adjustments – 17
- Classified Civil Service – 12
- Externally Funded – 5

Transfers – 4
- Classified Civil Service – 4

Recalls – 2
- Classified Civil Service – 2
<table>
<thead>
<tr>
<th>EMPLOYEE NAME</th>
<th>TYPE</th>
<th>POSITION TITLE</th>
<th>DEPARTMENT</th>
<th>CONTRACT/ APPOINTMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Miller, Jenifer</td>
<td>ACE</td>
<td>Academics Ops Specialist 1</td>
<td>Dean Bitonte Col Health &amp; Human</td>
<td>9/27/2021 0.75 $20,826.00</td>
</tr>
<tr>
<td>Pagan Wilcox, Claudia</td>
<td>ACE</td>
<td>Business Ops Specialist 1</td>
<td>Maag Library</td>
<td>8/30/2021 0.50 $13,884.00</td>
</tr>
<tr>
<td>Becker, TyRee</td>
<td>ACE</td>
<td>Technology Support Tech 1</td>
<td>IT Customer Services</td>
<td>8/17/2021 1.00 $43,929.60</td>
</tr>
<tr>
<td>Duffy, Scott</td>
<td>ACE</td>
<td>Financial Aid Loan Spec 2</td>
<td>Financial Aid and Scholarships</td>
<td>8/16/2021 1.00 $36,462.40</td>
</tr>
<tr>
<td>Haskins, Timothy</td>
<td>ACE</td>
<td>Residence Hall Monitor</td>
<td>Housing</td>
<td>9/26/2021 1.00 $29,536.00</td>
</tr>
<tr>
<td>Hickman, Chad</td>
<td>ACE</td>
<td>Residence Hall Monitor</td>
<td>Housing</td>
<td>9/26/2021 1.00 $29,536.00</td>
</tr>
<tr>
<td>Schumacher, Darla</td>
<td>ACE</td>
<td>Accountant 3</td>
<td>Financial Aid and Scholarships</td>
<td>8/2/2021 1.00 $36,462.40</td>
</tr>
<tr>
<td>Wogan, Lisa</td>
<td>ACE</td>
<td>Academics Ops Specialist 1</td>
<td>Visual and Dramatic Arts</td>
<td>8/15/2021 1.00 $28,121.60</td>
</tr>
<tr>
<td>Hannon, Melinda</td>
<td>Excluded</td>
<td>Human Resources Generalist</td>
<td>Human Resources</td>
<td>8/30/2021 1.00 $38,896.00</td>
</tr>
<tr>
<td>Natoli, Krystle</td>
<td>Excluded</td>
<td>Human Resources Generalist</td>
<td>Human Resources</td>
<td>8/30/2021 1.00 $38,896.00</td>
</tr>
<tr>
<td>Wallace, Jesse</td>
<td>Excluded</td>
<td>Supervisor</td>
<td>Central Utility Plant &amp; Distribution</td>
<td>7/19/2021 1.00 $65,000.00</td>
</tr>
<tr>
<td></td>
<td>Externally</td>
<td>Archival Asst Customer Service</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lowery, Susan</td>
<td>Funded</td>
<td>Specialist</td>
<td>Industry &amp; Labor Steel Museum</td>
<td>9/27/2021 0.50 $15,600.00</td>
</tr>
<tr>
<td>Killa, Tyler</td>
<td>FOP</td>
<td>Police Officer 1</td>
<td>YSU Police</td>
<td>7/19/2021 1.00 $40,809.60</td>
</tr>
<tr>
<td>Marshburn, Haley</td>
<td>FOP</td>
<td>Police Officer 1</td>
<td>YSU Police</td>
<td>7/19/2021 1.00 $40,809.60</td>
</tr>
<tr>
<td>Marsolo, Jeff</td>
<td>FOP</td>
<td>Police Officer 1</td>
<td>YSU Police</td>
<td>7/19/2021 1.00 $40,809.60</td>
</tr>
<tr>
<td>Wolfe, Chelsea</td>
<td>FOP</td>
<td>Police Officer 1</td>
<td>YSU Police</td>
<td>7/19/2021 1.00 $40,809.60</td>
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<tr>
<td>EMPLOYEE NAME</td>
<td>EMPLOYEE TYPE</td>
<td>POSITION TITLE</td>
<td>DEPARTMENT</td>
<td>CONTRACT/ APPOINTMENT DATES</td>
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<tr>
<td>------------------</td>
<td>--------------</td>
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<td>-----------------------------</td>
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<tr>
<td>Abbas, Dante</td>
<td>ACE</td>
<td>Software Integration Analyst 1</td>
<td>IT Application Services</td>
<td>7/26/2021 1.00 $54,828.80</td>
</tr>
<tr>
<td>Durse, Nicholas</td>
<td>ACE</td>
<td>Maintenance Repair Worker 2</td>
<td>Facilities Maintenance</td>
<td>7/31/2021 1.00 $45,843.20</td>
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<td>Kennehan, Rita</td>
<td>ACE</td>
<td>Academic Ops Specialist 1</td>
<td>Health Professions</td>
<td>12/1/2020 1.00 $43,035.20</td>
</tr>
<tr>
<td>Kolar, Margaret</td>
<td>ACE</td>
<td>Business Ops Specialist 2</td>
<td>Registration &amp; Records</td>
<td>8/30/2021 1.00 $44,740.80</td>
</tr>
<tr>
<td>Moy, Debra</td>
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# YOUNGSTOWN STATE UNIVERSITY
## CLASSIFIED EMPLOYEE
### PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
#### SALARY ADJUSTMENTS

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</table>
TO: Board of Trustees, Youngstown State University
Ms. Capri S. Cafaro
Mr. Charles T. George
Dr. Anita A. Hackstedde
Dr. John R. Jakubek
Mr. Joseph J. Kerola
Mr. Michael A. Peterson
Mr. James “Ted” Roberts, Esq.
Mr. Allen L. Ryan, Esq.
Mrs. Molly S. Seals
Mr. Eric A. Spiegel
Dr. Helen K. Lafferty
Ms. Elsa Khan, Student trustee
Ms. Galena Lopuchovsky, Student trustee

FROM: Dana Lantz, Director Equal Opportunity, Policy Development & Title IX

RE: 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for December 2021 Board of Trustees’ Meeting

DATE: October 22, 2021

Below please find the report information as required by 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff report pursuant to section (F)(6). The information contained herein consists of search waivers approved during the time period beginning July 16, 2021 through and including October 15, 2021. This time period reflects a change in the search waiver reporting from years past in order to create consistency with the Human Resource Department reporting time periods in other areas. As a result of this change, the first eight (8) reported waivers contained in this report were previously reported on the August 9, 2021 search waiver report.
PRIOR REPORTED INFORMATION

Date: July 16, 2021
Requestor: Holly Jacobs
Department: Equal Opportunity, Policy Development and Title IX
Position: Director, Equal Opportunity, Policy Development and Title IX
Candidate: Dana Lantz
Rationale: Specialized skills and experience and demonstrated commitment to EO in the City of Youngtown. Previously interviewed during search and was strong candidate.

Date: July 16, 2021
Requestor: Myisha Jennings
Department: Athletics
Position: Assistant Basketball Coach
Candidate: Ben Asher
Rationale: Program underway and immediate need for assistant coach. Requestor indicated potential health and safety concern for student athletes if position not filled.

Date: August 16, 2021
Requestor: Frank Li
Department: Rayen School of Engineering - Mechanical Engineering
Position: Lecturer
Candidate: Erik Haake
Rationale: Immediate need to fill a one-year appointment due to loss of three full time employees in Mechanical Engineering Department. Will conduct a tenure track search for next year.

Date: August 16, 2021
Requestor: Frank Li
Department: Rayen School of Engineering - Electrical Engineering
Position: Lecturer
Candidate: Xiaomei Ren
Rationale: Immediate need to fill a one-year appointment due to passing of a professor in the department. Will conduct a tenure track search for next year.

Date: August 16, 2021
Requestor: Frank Li
Department: Rayen School of Engineering - Chemical Engineering
Position: Lecturer
Candidate: Zhuanzhuan Shirley Xie
Rationale: Immediate need to fill a one-year appointment due to unexpected vacancy. Will conduct a tenure track search for next year.
Date: August 23, 2021  
Requestor: Frank Li  
Department: Rayen School of Engineering -Industrial and System Engineering  
Position: Lecturer  
Candidate: Mithy Sharmin  
Rationale: Immediate need due to unexpected vacancy. Will conduct a tenure track search for next year.

Date: August 23, 2021  
Requestor: Jeremy Schwartz and Betty Jo Licata  
Department: Lariccia School of Accounting and Finance  
Position: Lecturer  
Candidate: M. Constance Augustine-Thompson  
Rationale: Immediate need to fill a position in the Tax and Accounting Courses due to vacancy as a result of the VSRP.

Date: August 23, 2021  
Requestor: Bruce Keillor  
Department: Management  
Position: Lecturer  
Candidate: Michelle Green  
Rationale: Immediate need to fill position in Management and marketing due to vacancy as a result of the VSRP.

NEW REPORTED INFORMATION

Effective Date: August 16, 2021  
Requestor: Ronald Strollo  
Department: Intercollegiate Athletics  
Position: Deputy Athletics Director  
Candidate: Tory Lindley  
Rationale: Immediate need to fill position due to vacant athletic trainer positions and increased NCAA requirements relating to COVID. Candidate has 28 years of professional responsible experience relative to position.

Effective Date: August 16, 2021  
Requestor: Rebecca Fink  
Department: Intercollegiate Athletics  
Position: Assistant coach, Baseball  
Candidate: Eric Bunnell  
Rationale: Due to resignation of another coach, immediate need to fill position. 17 year’s experience coaching with Experience at Division I, II and III. Worked with YSU players and has extensive knowledge of program.
Effective Date: January 1, 2022
Requestor: Dana Davis
Department: Social Work
Position: Assistant Professor
Candidate: Dessalegn Guyo
Rationale: Qualified candidate for a vacancy in a tenure track position that must be filled to become compliant with the accreditation minimum standards in the Masters of Social Work program. Candidate was finalist in recent search.

Effective Date: September 7, 2021
Requestor: Jeffrey Coldren
Department: Psychological Sciences and Counseling
Position: Temporary Lecturer
Candidate: Paul Yarab
Rationale: Due to the retirement or resignations of three faculty members over Summer 2021 and another employee granted leave, department had urgent need to fill a teaching position. The candidate was a finalist in the most recently filled search and is highly qualified.

Effective Date: October 1, 2021
Requestor: Rebecca Fink
Department: Intercollegiate Athletics
Position: Associate Athletics Director, Sports Medicine
Candidate: Jennifer Tymkew
Rationale: This position serves as the Health Care Administrator to the NCAA and requires a unique set of skills. This candidate is uniquely qualified having significant clinical and leadership experience. Possesses a terminal degree for licensed athletic trainers and a history of research and presentations addressing the growing emphasis on medical care for intercollegiate athletes.

Effective Date: October 1, 2021 or earliest possible
Requestor: Rebecca Fink
Department: Athletics
Position: Assistant Coach, Track and Field
Candidate: Arnaldo Morales
Rationale: Immediate need to fill position as practice schedule underway. Candidate possesses desired qualifications specifically with jumpers. Familiar with the program as he was a prior student athlete at YSU.

Effective Date: October 25, 2021
Requestor: Pedro Cortes/Frank Li
Department: Civil, Environmental and Chemical Engineering
Position: Research Associate
Candidate: Bhargavi Mummareddy
Rationale: post doctorate YSU graduate previously worked on this externally funded project.