



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

**John R. Jakubek, Chair
Capri S. Cafaro, Vice Chair
All Trustees are Members**

**BACKGROUND MATERIALS
Wednesday, December 4, 2019**

- | | |
|--|--------------|
| 1. Human Resources Update | Tab 1 |
| 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 | Tab 2 |
| This report will provide a list of all searches in progress. | |
| 3. Classified Civil Service Personnel Actions | Tab 3 |
| 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 | Tab 4 |

**Office of Human Resources Update
December, 2019**

Benefits.

- On October 23, 2019, YSU released its RFP for bids for the administration of its medical and prescription plans. The return date for the RFP is Monday, November 25, 2019 at 3pm. The current administrator for the YSU medical/prescription plans is Medical Mutual of Ohio (MMO); the administrator agreement with MMO expires on June 30, 2020. The review and selection of the final vendor is scheduled for February 9-22, 2020, followed by a report to the Board of Trustees in March and a new agreement effective date of July 1, 2020.
- In 2020 YSU will participate in the Inter-University Council RFP process for stop-loss insurance coverage.
- Health Insurance open enrollment runs from November 1-22, 2019.

Talent Acquisition, Processing & Employee Records.

- The employee off-boarding process for employees separating from YSU is being transitioned from paper to electronic; anticipated completion spring 2020.
- The part-time faculty hiring and on-boarding process is scheduled to transition from a paper to an electronic process by the fall of 2020; a test of the electronic process will be done in spring 2020 with the Department of Health Professions.

Human Resources Information System (HRIS).

- Human Resources has re-designed its website with a planned launch in mid-November 2019. The website was re-designed to provide easy ways to navigate commonly sought information. There are now two distinct portals to the new HR website; a public site and an internal site. The public site is designed to provide HR-related information, news and announcements and is accessible to current employees, perspective employees, retirees and the public in general. The internal website is where HR forms relating to benefits and employment are located. Logging in with a staff or faculty user name and password provides access to the internal site.

Organizational Development/Training. The Management Skills Training Modules have been launched. The trainings are small group, interactive sessions designed to help managers improve the skills they use on a daily basis. The training modules cover:

- Leaves-What if my employee tells me they're sick/their child, spouse, mother is sick? What can I do if my employee has no sick time left/uses excessive sick leave? What paid and unpaid leaves can be used and for what?
- The Search Process-Why the search process? Interviewing and hiring. What to do if an interview/search process breaks down?
- Managing Performance-Real employee workplace scenarios and how to respond.
- Classifications and Position Descriptions- How to replace a position. What's in a position description/classification specification? What about job duties and responsibilities?

Unfair Labor Practices, Grievances and Arbitrations.

ACE

- Grievance #753 challenging the awarding of overtime in Parking Services. University prevailed at arbitration.
- Grievance #756 challenging the denial of unpaid leave has advanced to arbitration; arbitration scheduled for 12/3/2019.
- Grievances #759 and #760 challenging respectively reclassifications and pay increases in IT Services have advanced to arbitration. Arbitration yet to be scheduled.
- An Unfair Labor Practice (ULP) has been filed regarding the above noted IT Services reclassification. The ULP has been deferred to arbitration.
- Grievance #761 challenging the University's interpretation and application of unpaid leave provision of the collective bargaining agreement has advanced to arbitration. Arbitration has yet to be scheduled.

FOP

- Grievance #64 challenging the filling of a vacancy. Heard and denied at Step 1 by YSU Police Chief Varso.

OEA

- Grievance #362-370 challenging intent to terminate. Concurrent appeal through Article 12.6 Appeals Committee.
- Grievance #371 challenging process for separation from employment.

APAS

- No Activity

Current Postings – 10/15/19

Faculty

College of Education

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

College of Health and Human Services

- Part-time Instructor – Food & Nutrition Programs
- Part-time Faculty – Dental Hygiene
- Part-time Faculty – Medical Assisting Technology
- Part-time Faculty – Respiratory Care
- Part-time Faculty – Allied Health
- Part-time Faculty – Master of Health and Human Services
- Part-time Nursing – Clinical Faculty
- Part-time Faculty – Emergency Medical Services
- Part-time Faculty – Health Informatics
- Part-time Faculty – Public Health
- Part-time Faculty – Hospitality Management
- Part-time Faculty – Public Health – Environmental Health and Safety
- Part-time Instructor – First Year Experience Course in Health & Human Services
- Part-time Instructor – Pharmacology for Nurse Anesthetist Students
- Part-time Faculty – Medical Laboratory Programs
- Part-time Instructor – Social Work Lakeland and Lorain CC Campuses
- Part-time Instructor – Social Work
- Part-time Faculty – Criminal Justice and Forensic Sciences
- Part-time Undergraduate Faculty – Merchandising – Fashion & Interiors
- Part-time Undergraduate Faculty – Dietetics Programs
- Part-time Faculty – Health & Human Services 1510/1511 First Year Experience Course
- Part-time Instructor – Human Ecology, Early Childhood-PreK

College of Health and Human Services Continued

- Lecturer, Health Professions – Medical Laboratory Science/Technology (Term)
- Part-time Faculty – Kinesiology & Sport Science – Evaluation & Management of Upper Extremities
- Part-time Faculty – Kinesiology & Sport Science – Clinical Exercise Physiology
- Lecturer – Social Work (Term)

College of Liberal Arts and Social Sciences

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

Cliffe College of Creative Arts & Communication

- Part-time Faculty – Photography
- Part-time Faculty – Communication Studies, Telecommunication Studies, and Journalism
- Part-time Faculty – Theater and Dance
- Part-time Instructor – Viola
- Part-time Faculty – Music Theory
- Part-time Instructor – Director of Dana Gospel Choir

Cliffe College of Creative Arts & Communication Continued

- Part-time Faculty – Graphic Design
- Part-time Faculty – Art History
- Part-time Faculty – Visual Arts Foundations
- Part-time Vocal Instructor
- Part-time Vocal Instructor – Classical Voice
- Part-time Instructor – Jazz Studies
- Part-time Instructor – Visual Arts
- Part-time Faculty – First Year Experience Course in College of Creative Arts & Communication
- Part-time Faculty – Dana School of Music
- Part-time Faculty – Dana School of Music – Tuba/Euphonium
- Part-time Faculty – Dana School of Music – Voice (Musical Theatre)

College of Science, Technology, Engineering and Mathematics

- Part-time Instructor – Mathematics
- Part-time Faculty – Physics
- Part-time Instructor – Mechanical Engineering Technology
- Part-time Instructor – Mechanical Engineering
- Part-time Faculty – Chemistry
- Part-time Instructor – Electrical and Computer Engineering
- Part-time Faculty – Computer Science and Information Systems
- Part-time Faculty – Civil/Environmental and Chemical Engineering
- Part-time Instructor – Engineering Technology
- Part-time Instructor – Biology in the Modern World Laboratory
- Part-time Instructor – Microbiology Laboratory
- Part-time Instructor – Civil and Construction Engineering Technology
- Part-time Instructor – Anatomy and Physiology 1 Lab
- Part-time Instructor – Human Physiology and Anatomy
- Part-time Instructor – Chemistry Lab Instructor
- Part-time Instructor – Draft and Design Technology
- Part-time Instructor – 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 – Anatomy and Physiology 2
- Part-time Instructor – Anatomy and Physiology 2 Lab
- Part-time Instructor – Mammalogy
- Part-time Faculty – EUT Power Plant Technology Instructor
- Assistant Professor – Civil Engineering (Tenure Track)
- Lecturer – Electrical & Computer Engineering (Term)
- Assistant Professor – Mechanical Engineering – Dynamic Systems (Tenure Track)

College of Science, Technology, Engineering and Mathematics Continued

- Part-time Faculty – Industrial Engineering
- Part-time Faculty – Mechanical Engineering – Solid Mechanics
- Part-time Faculty – Mechanical Engineering – Thermal Fluids
- Part-time Faculty – Environmental Science
- Part-time Faculty – STEM First Year Orientation

College of Business Administration

- Part-time Instructor – Management
- Part-time Instructor – Marketing
- Part-time Instructor – Accounting/Finance
- Part-time Instructor – Management (Undergraduate Courses)
- Part-time Instructor – Legal Environment of Business
- Part-time Instructor – Master of Business Administration
- Part-time Instructor – Marketing/Center for Nonprofit Leadership

Professional/Administrative

- Staff Architect
- Instruction Specialist
- Assistant Director Diversity Programs
- Director, Financial Aid and Scholarships
- Coordinator, International Student Services
- Associate Director, Equal Opportunity, Title IX & Policy Development
- Director, Environmental, Occupational Health & Safety
- Academic Advisor 2
- Operations Manager, Excellence Training Center (ETC)

Classified

- Club Sports Team Specialist
- Group X Instructor
- Delivery & Mail Clerk
- Air Quality Technician
- Technology Support Technician 1

SUMMARY OF PERSONNEL ACTIONS
Classified Employees
7/16/19 through 10/15/19

Appointments – 9

- Classified Civil Service – 8
- Classified Non-Bargaining – 1

Separations – 14

- Classified Civil Service – 9
- Classified Non-Bargaining – 4
- FOP Excluded – 1

Reclassifications/Position Adjustments – 5

- Classified Civil Service – 4
- Classified Non-Bargaining – 1

Promotions – 3

- FOP – 3

Transfers – 2

- Classified Civil Service – 2

Salary Adjustments – 17

- Classified Civil Service – 16
- Externally Funded Non-ACE – 1

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/19 THROUGH 10/15/19
APPOINTMENTS

| EMPLOYEE NAME | EMPLOYEE TYPE | POSITION TITLE | DEPARTMENT | CONTRACT/ APPOINTMENT DATES | FTE | SALARY |
|------------------------|----------------------|-------------------------------------|-------------------------------|------------------------------------|------------|---------------|
| DeLucia, Nicholas | ACE | Technology Support Tech 1 | IT Customer Services | 8/5/2019 | 1.00 | \$ 43,929.60 |
| Genova, Nick | ACE | Software Integration Analyst 1 | IT Application Services | 8/19/2019 | 1.00 | \$ 54,828.80 |
| Hood, Kevin | ACE | Automotive Mechanic 3 | Motor Pool | 9/3/2019 | 1.00 | \$ 41,121.60 |
| Lawrence-Manley, Julie | ACE | Administrative Assistant 1 | Printing Services | 9/3/2019 | 1.00 | \$ 27,768.00 |
| Marsico, Kimberly | ACE | Administrative Assistant 1 | Dean-College Graduate Studies | 10/14/2019 | 1.00 | \$ 27,768.00 |
| McCormick, Gemini | ACE | Payroll Specialist 1 | Payroll | 10/14/2019 | 1.00 | \$ 32,302.40 |
| Woodford, Debra | ACE | Clerk 2 | Parking Services | 9/3/2019 | 0.50 | \$ 12,636.00 |
| Young, Tami | ACE | Secretary | Military Science | 9/16/2019 | 1.00 | \$ 26,769.60 |
| Lowery, Kyra | Non-ACE | Intermittent Residence Hall Monitor | Housing & Residence Life | 9/29/2019 | 0.50 | \$ 14,768.00 |

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/19 THROUGH 10/15/19
SEPARATIONS

| EMPLOYEE NAME | EMPLOYEE TYPE | POSITION TITLE | DEPARTMENT | CONTRACT/ APPOINTMENT DATES | FTE | SALARY |
|----------------------|----------------------|-------------------------------|-------------------------------|--|------------|---------------|
| Anderson, Wayne | ACE | Mail Clerk Messenger | Delivery Services | 7/26/2019 | 1.000 | \$ 33,529.60 |
| Gillis, Patricia | ACE | Administrative Assistant 2 | Procurement Services | 7/19/2019 | 1.000 | \$ 65,041.60 |
| James, Donna | ACE | Payroll Specialist I | Payroll | 9/27/2019 | 1.000 | \$ 63,980.80 |
| Jennings, Robert | ACE | Groundskeeper 2 | Grounds | 8/20/2019 | 1.000 | \$ 43,659.20 |
| Jenyk, Jonathan | ACE | Systems Analyst 1 | University Bursar | 9/30/2019 | 1.000 | \$ 56,825.60 |
| Lewis, Joel | ACE | Audio Visual Prod Spec | Marketing & Communications | 10/15/2019 | 1.000 | \$ 53,539.20 |
| Pasquale, Carl | ACE | Tech Support Technician 1 | IT Customer Services | 9/23/2019 | 1.000 | \$ 76,377.60 |
| O'Connell, Joyce | ACE | Administrative Assistant 1 | College Access and Transition | 10/7/2019 | 0.625 | \$ 30,433.00 |
| Wendt, Suella | ACE | Customer Service Assistant 2 | Undergraduate Admissions | 9/27/2019 | 1.000 | \$ 36,025.60 |
| Annarella, Madelyn | Non-ACE | Intermittent Academic Leader | Center for Human Services Dev | 8/12/2019 | 0.400 | \$ 14,976.00 |
| Fralin, Deborah | Non-ACE | Intermittent Activity Leader | Center for Human Services Dev | 8/13/2019 | 0.500 | \$ 10,784.80 |
| Lowe, Randy | Non-ACE | Intermittent Delivery Worker | Delivery Services | 8/30/2019 | 1.000 | \$ 15,433.60 |
| Stein, Donna | Non-ACE | Intermittent Activity Leader | Center for Human Services Dev | 8/1/2019 | 0.500 | \$ 10,784.80 |
| Minnie, Gary | FOP Excluded | Intermittent Police Officer 1 | YSU Police | 9/2/2019 | 1.000 | \$ 22,547.20 |

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/19 THROUGH 10/15/19
RECLASSIFICATIONS/POSITION ADJUSTMENTS

| EMPLOYEE NAME | EMPLOYEE TYPE | NEW POSITION TITLE/ OLD POSITION TITLE | DEPARTMENT | CONTRACT/ APPOINTMENT DATES | FTE | NEW SALARY | PREVIOUS SALARY |
|----------------------|----------------------|---|-----------------------------------|--|------------|-----------------------|----------------------------|
| Cascarelli, Linda | ACE | Administrative Assistant 1/ Secretary | Dean - Business Administration | 5/12/2019 | 1.00 | \$ 39,436.80 | \$ 37,564.80 |
| Mook, Lenora | ACE | Accountant Examiner 3/ Customer Service Assistant 3 | University Bursar | 4/14/2019 | 1.00 | \$ 50,876.80 | \$ 48,464.00 |
| Polis, Troy | ACE | Intermittent ACE Parking Facilities Attendant/ Intermittent Non-ACE Parking Facilities Attendant | Parking Services | 9/15/2019 | 0.50 | \$ 12,334.40 | \$ 10,400.00 |
| Tarbet, Donna | ACE | Accountant Examiner 3/ Customer Service Assistant 2 | University Bursar | 4/14/2019 | 1.00 | \$ 49,649.60 | \$ 47,299.20 |
| Osborn, Brandi | Non-ACE | Human Capital Mgmt Analyst/ Human Resources Analyst 1 | Human Resources | 6/9/2019 | 1.00 | \$ 40,684.80 | \$ 36,691.20 |

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/19 THROUGH 10/15/19
PROMOTIONS

| EMPLOYEE NAME | EMPLOYEE TYPE | NEW POSITION TITLE/ OLD POSITION TITLE | NEW DEPARTMENT/ OLD DEPARTMENT | CONTRACT/ APPOINTMENT DATES | FTE | NEW SALARY | PREVIOUS SALARY |
|----------------------|----------------------|---|---|--|------------|-----------------------|----------------------------|
| Cranmer, Robert | FOP | Police Officer 2/Police Officer 1 | YSU Police | 9/1/2019 | 1.00 | \$ 44,532.80 | \$ 40,809.60 |
| Fellows, Rendin | FOP | Police Officer 2/Police Officer 1 | YSU Police | 9/1/2019 | 1.00 | \$ 44,532.80 | \$ 40,809.60 |
| Jordan, Deanna | FOP | Police Officer 2/Police Officer 1 | YSU Police | 9/1/2019 | 1.00 | \$ 44,532.80 | \$ 40,809.60 |

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/19 THROUGH 10/15/19
TRANSFERS

| EMPLOYEE NAME | EMPLOYEE TYPE | NEW POSITION TITLE/ OLD POSITION TITLE | NEW DEPARTMENT/ OLD DEPARTMENT | CONTRACT/ APPOINTMENT DATES | FTE | NEW SALARY | PREVIOUS SALARY |
|----------------------|----------------------|---|--|--|------------|-----------------------|----------------------------|
| Bowman, Michael | ACE | Administrative Assistant 2 | Student Counseling Center/ Student Experience | 8/4/2019 | 1.00 | \$ 67,246.00 | \$ 66,996.80 |
| Ferguson, Robert | ACE | Data Security Analyst 1/ Tech Support Technician 1 | IT Security Services/ IT Customer Services | 7/21/2019 | 1.00 | \$ 62,067.20 | \$ 62,067.20 |

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/19 THROUGH 10/15/19
SALARY ADJUSTMENTS

| EMPLOYEE NAME | EMPLOYEE TYPE | POSITION TITLE | DEPARTMENT | CONTRACT/ APPOINTMENT DATES | NEW FTE | NEW SALARY | OLD FTE | PREVIOUS SALARY |
|----------------------|----------------------|-----------------------------|-------------------------------|--|--------------------|-----------------------|--------------------|----------------------------|
| Adams, Edward | ACE | Residence Hall Monitor | Housing & Residence Life | 8/16/2019 | 0.50 | \$ 15,610.40 | 0.50 | \$ 15,256.80 |
| Bidwell, Carter | ACE | Automotive Mechanic 2 | Grounds | 9/1/2019 | 1.00 | \$ 41,100.80 | 1.00 | \$ 45,177.60 |
| Bodnark, Mary | ACE | Layout Design Artist | Marketing Communications | 4/1/2018 | 0.75 | \$ 43,882.80 | 0.50 | \$ 29,255.20 |
| Cann, Mari Ann | ACE | Executive Secretary 1 | Dean - CCAC | 10/28/2018 | 1.00 | \$ 56,659.20 | 1.00 | \$ 51,500.80 |
| Chance, Robert | ACE | Boiler and Air Quality Tech | Central Utility Plant & Distr | 9/1/2019 | 1.00 | \$ 44,012.80 | 1.00 | \$ 43,368.00 |
| Dittrich, James | ACE | Web Programmer | Marketing Communications | 8/4/2019 | 1.00 | \$ 57,990.40 | 1.00 | \$ 57,137.60 |
| Innocent, Tracey | ACE | Travel Specialist | Athletic Facilities Rental | 9/15/2019 | 1.00 | \$ 41,080.00 | 1.00 | \$ 40,476.80 |
| Joy, Rachell | ACE | Layout Design Artist | Marketing Communications | 4/1/2018 | 0.75 | \$ 40,794.00 | 0.50 | \$ 27,196.00 |
| Kimmel, Pamela | ACE | Administrative Assistant 1 | Enrollment Management | 10/13/2019 | 0.75 | \$ 26,067.60 | 1.00 | \$ 34,756.80 |
| Kostas, Amalia | ACE | Residence Hall Monitor | Housing & Residence Life | 9/29/2019 | 1.00 | \$ 31,699.20 | 1.00 | \$ 31,220.80 |
| Mehle, Vicki | ACE | Residence Hall Monitor | Housing & Residence Life | 9/29/2019 | 1.00 | \$ 31,699.20 | 1.00 | \$ 31,220.80 |
| Peachock, Patrick | ACE | Residence Hall Monitor | Housing & Residence Life | 9/29/2019 | 0.50 | \$ 15,849.60 | 0.50 | \$ 15,610.40 |
| Pedaline, Gary | ACE | Delivery & Mail Clerk | Delivery Services | 9/1/2019 | 1.00 | \$ 22,193.60 | 1.00 | \$ 21,860.80 |
| Rossi, Todd | ACE | Residence Hall Monitor | Housing & Residence Life | 9/29/2019 | 1.00 | \$ 31,699.20 | 1.00 | \$ 31,220.80 |
| Schoenfeld, Melissa | ACE | Print Assistant | Printing Services | 9/29/2019 | 1.00 | \$ 30,014.40 | 1.00 | \$ 32,988.80 |
| Wogan, Lisa | ACE | Secretary | Health Professions | 9/15/2019 | 0.500 | \$ 13,707.20 | 0.50 | \$ 13,509.60 |
| Miller, Carrie | Externally Funded | Administrative Assistant 1 | Upward Bound | 9/1/2019 | 0.75 | \$ 27,019.20 | 1.00 | \$ 36,025.60 |

Office of Equal Opportunity and Policy Development
Report on Search Waivers

Requestor: Katrena Davidson, Controller

Department/Unit: Procurement Services

Position: Director of Procurement Services

Candidate: David McCracken

Rationale: With changes in leadership in the department during the last few years, there has been a strain on the overall effectiveness of the department. Waiving the search process to fill the role is the most effective and efficient manner to proceed. David has been employed in the Office of Procurement Services as a Manager (effective November 2018) and as Interim Director (May 2019). As he is currently serving in this role, he has demonstrated his ability to improve the operations in the Procurement Services Department.

Requestor: Shannon Tirone, AVP of University Relations

Department/Unit: University Relations

Position: Campus Safety and Emergency Preparedness Officer

Candidate: William Rogner

Rationale: Mr. Rogner has begun, and in most cases, created the safety procedures and emergency readiness as it relates to lock downs and emergency evacuations. Mr. Rogner has put together the camera placement grid for the campus and works very closely with IT. Mr. Rogner is essentially currently serving in this role and his likelihood for success is very high. Having him in this position full-time will allow him to expand his campus evaluations and put procedures in place.

Number of Postings (August 1, 2019 – October 31, 2019)*:

- Faculty:
 - Full-time 4
 - Part-time 1

- Professional/Administrative:
 - Full-time 3
 - Part-time 0

Total Postings: 8

*New Postings since last report.