



**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

**Charles T. George, Chair
Capri S. Cafaro, Vice Chair
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**BACKGROUND MATERIALS
Wednesday, September 1, 2021**

- 1. Ohio Department of Higher Education Changing Campus Culture Initiative** **Tab 1**
- 2. Human Resources Update** **Tab 2**
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.
- 3. Human Resources Update on Position Searches** **Tab 3**
This report will provide a list of all searches in progress.
- 4. Classified Civil Service Personnel Actions** **Tab 4**
This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff.
- 5. Report on Search Waivers** **Tab 5**
- 6. Years of Service Recognition for Faculty and Staff for Calendar Year 2021** **Tab 6**



Department of
Higher Education

Mike DeWine, Governor
Randy Gardner, Chancellor

August 2, 2021

President Jim Tressel
Youngstown State University
215 Tod Hall
Youngstown, OH 44555

Dear President Tressel,

For more than six years now, Ohio's campuses have worked to change the culture regarding sexual violence through the Changing Campus Culture initiative (www.ohiohighered.org/ccs). During this time the Ohio Department of Higher Education (ODHE) has worked closely with campus and community partners to provide access to high-quality training and resources that promote best practices. The work to implement effective strategies takes time, planning, and dedication from key staff and faculty members. The Changing Campus Culture data collected over the past several years demonstrate the strong commitment our campuses have to creating safe educational environments for all. Despite the numerous challenges from the past academic year, this work continued. I am proud to share some of what your campus achieved while implementing the recommendations of the Changing Campus Culture initiative:

- Your campus participated in the ODHE benchmark questions for both students and employees providing valuable data on our collective statewide efforts under the Initiative.
- Your campus successfully changed the delivery of prevention and response training in order to reach faculty, staff, students and campus law enforcement in a virtual format. Trainings were evaluated for effectiveness.
- Your campus developed and utilized a comprehensive prevention plan.
- Your campus worked to create a culture of shared respect and responsibility through a multi-faceted awareness campaign.
- Your campus has established comprehensive policies and protocols which go beyond the Title IX regulations.
- Your campus has established a formal relationship with a community-based advocacy organization and local law enforcement.
- Your campus has established an advocacy center.
- Your campus has implemented additional survivor-centered strategies including providing access to confidential resources and employees who are trained in trauma-informed response.
- Your campus participates in a community-based Sexual Assault Response Team.

Based on our review of your progress, your campus achieved five out of the five recommendations. I applaud the hard work and dedication of your staff to be creative and flexible in their efforts to prevent and better respond to sexual violence in your campus community.

Over the past year, ODHE has provided access to the following opportunities through the Changing Campus Culture initiative:

- Multiple opportunities for training on the new Title IX regulations for investigators, Title IX Coordinators, and conduct officers.
- Six different online workshops and separate discussion forums for students in place of our normal student summit.

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- Six webinar trainings, two leadership trainings, and access to model policies templates and risk mitigation resources to address youth protection efforts (www.ohiohighered.org/cccr/resources).
- Synchronous and asynchronous workshops on secondary and vicarious trauma for individuals responding to reports of sexual misconduct.
- A four-part training aimed at assisting campuses to identify and learn how to create more inclusive and culturally competent programs, awareness campaigns, and resources.
- ODHE also developed and made available a 15-episode podcast aimed at family members and parents of incoming or current college students. The goal of the podcast episodes is to help draw those individuals into the conversation around campus culture, consent, healthy relationships, and more. The podcast episodes are available through our website at www.ohiohighered.org/cccr/podcast.

With a return to a more normal academic year, ODHE will be working to help all campuses refocus their efforts to address sexual violence. Some of the opportunities that will be offered under the initiative in the coming year include:

- Training in alternative resolution practices, including informal resolution and restorative justice.
- Training and support for campus prevention plan development.
- Vendor services to synthesize multiple data sets to identify common risk and protective factors that contribute to campus culture.
- Vendor services to better understand the experiences of underrepresented and marginalized communities on campus as they relate to sexual violence.
- Development of awareness campaigns that connect with student communities.
- Trauma-informed response resources for staff and faculty members.

It is my hope that you will continue to support and engage with your campus leaders on this topic, one of great importance to Ohio's students and their families.

Sincerely,



Randy Gardner
Chancellor

**Office of Human Resources Update
September 2021**

Equal Opportunity, Title IX and Policy Development

The former Director of the Office of Equal Opportunity, Title IX and Policy Development, Mark Weir, resigned effective July 15, 2021 in order to work closer to his home in Pittsburgh, PA. Effective July 16, 2021 Dana Lantz, the former Deputy Director of Law for the City of Youngstown became the University's new Director of Equal Opportunity, Title IX and Policy Development/Title IX Coordinator.

Effective July 1, 2021, Ann Gardner became the Associate Director, Equal Opportunity Analytics and Policy Development/Deputy Title IX Coordinator. Ms. Gardner, who formerly served as the Assistant Director of the International Programs Office, will focus on expanding the diversity of applicant pools and the University's workforce.

Benefits

The 2021 Benefits Fair is scheduled for September 28 and 29 in Kilcawley Center. Healthcare providers will be available to provide information on YSU's insurance plans along with Ohio public retirement systems, OPERS and STRS, and Alternative Retirement Plan providers.

Corresponding with the new 2021-2022 Academic Year, YSU will launch its annual employee wellness and prevention programming including the "2021 Battle of the Birds" step challenge against Morehead State and Miami of Ohio Universities, and the "Living Well" initiative which includes health preventive health initiatives and healthy lifestyle information.

The RFP process has been completed for the Employee Wellness Portal and Platform and YSU's current provider, Cerner Health Corp., has been chosen to provide wellness portal and platform service and support. A new, customized Wellness Portal and Platform will go-live in January 2022.

The University is participating in an IUC vendor review and proposal process for vision insurance coverage to begin in January of 2023. The University's current vision insurance coverage ends on December 31, 2022.

Talent Acquisition and Organizational Development

In order to create greater efficiencies and information access, the areas of Talent Acquisition and Organizational Development, are in the process of being combined into a single unit responsible for employment and compensation.

Entry of full and part-time faculty appointments for the 2021-2022 academic year is in process.

HRIS

Human Resources is in the process of replacing its current employment software system, People Admin, with NEOED. The NEOED system is specifically designed for educational institutions with modules within the NEOED system consisting of recruiting, new employee onboarding, performance evaluations and learning/training. Implementation will be done module by module beginning with recruitment and ending with learning/training and an anticipated completion of January-February of 2022.

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

Kevin Kralj, the former Director of Labor Relations (DLR), who left YSU in February 2021, applied for and was selected as YSU's DLR effective August 2, 2021.

• **ACE**

#/Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
#754 10/17/18	Classification Plan	N/A	Remains under discussion with ACE.
#759 & #760* 8/2/19	IT Reclassifications and Pay Increases	8/13/19	Remains under discussion. Grievance Denied 8/23/19 by DLR (*also subject of an Unfair Labor Practice [ULP]). Arbitration not scheduled.

* ACE Outstanding Unfair Labor Practices

State Employment Relations Board Case #: 2019-ULP-10-0193. Subject matter is Grievance #759 & #760. The validity of the YSU Classification Plan. Parties agreed to defer the ULP until arbitration is completed for Grievance #759 & #760.

• **APAS**

APAS collective bargaining concluded. Awaiting APAS signature on agreement. No outstanding grievances or arbitrations.

• **OEA**

OEA Arbitration-373 Stephen Chalmers (Termination): Arbitration scheduled for week of August 23 and August 30, 2021.

• **FOP**

#/Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
#67 3/9/2020	New Hire Step Increases	Due to Covid hearing requirement suspended.	Grievance Denied. Arbitrator selection in process.
#69	Emergency Pay Request based on Covid-19 University "closure".	Due to Covid hearing requirement suspended.	Grievance Denied 4/13/2020 by DLR. Arbitrator selection in process.
#73	Type of leave utilized during Family Medical Leave.	In process.	N/A

FOP Collective Bargaining; scheduling in process.

PERSONNEL ACTION MINORITY/FEMALE SNAPSHOT REPORT
April 16 - July 15, 2021

EMPLOYMENT INTO JOB GROUP	JOB GROUP	SEPARATIONS FROM JOB GROUP
Employment into Job Group 0	Executive Total Group 29 3% Minority (100% African American) 55% Female	Separations from Job Group 0
Employment into Job Group 2 0% Minority 0% Female	Administrative/Managerial Total Group 143 3.5% Minority (1% African American, 1% Hispanic) 48% Female	Separations from Job Group 0
Employment into Job Group 1 0% Minority 0% Female	Faculty Full-Time (Professor, Assistant Professor, Associate Professor, Lecturer, Senior Lecturer, Visiting Professor) Total Group 399 21% Minority (7% African American, 2% Hispanic) 46% Female	Separations from Job Group 7 (Does not include VSRP separated Faculty) 14% Minority 0% Female
Employment into Job Group 18 6% Minority (100% African American) 39% Female	Professional Salaried including Athletic Professionals Total Group 382 15% Minority (8% African American, 3% Hispanic) 55% Female	Separations from Job Group 2 0% Minority 100% Female
Employment into Job Group 6 0% Minority 100% Female	Clerical/Secretary Total Group 129 10% Minority (7% African American, 3% Hispanic) 91% Female	Separations from Job Group 0
Employment into Job Group 2 0% Minority 50% Female	Technical/Paraprofessional (IT, Library, WYSU, Communication) Total Group 59 8% Minority (5% African American, 2% Hispanic) 37% Female	Separations from Job Group 0
Employment into Job Group 0	Skilled Craft Total Group 8 0% Minority 13% Female	Separations from Job Group 0

PERSONNEL ACTION MINORITY/FEMALE SNAPSHOT REPORT
April 16 - July 15, 2021

Employment into Job Group 1 0% Minority 0% Female	Service/Maintenance [Job Group 07B] Total Group 51 12% Minority (100% African American) 4% Female	Separations from Job Group 1 0% Minority 0% Female
Employment into Job Group 0 0% Minority 0% Female	Full-time Protective Service/Police excluding Intermittent Protective Services/Police Total Group 20 30% Minority (50% African American, 50% Hispanic) 20% Female	Separation from Job Group 0 0% Minority 0% Female

Current Postings – 7/15/2021

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
- Part-time Faculty – Humanities and Social Sciences – Political Science
- Lecturer, Psychological Sciences and Counseling – Psychology Program (Term)
- Lecturer, Teacher Education and Leadership Studies – Education Administration (Term)

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)
- Lecturer, Health Professions – Public Health (Term)
- Assistant Professor – Social Work (Tenure Track)

Cliffe College of Creative Arts & Communication

- Part-time Faculty – Photography
- 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
- Part-time Vocal Instructor – Classical Voice
- Part-time Instructor – Jazz Studies
- Part-time Faculty – Theatre & Dance Performance
- Part-time Instructor – Visual Arts

Cliffe College of Creative Arts & Communication Continued

- Part-time Faculty – First Year Experience Course in College of Creative Arts & Communication
- Part-time Faculty – Dana School of Music
- Assistant Professor – Director of Bands – Dana School Music (Tenure Track)
- Assistant Professor – Graphic & Interactive Design (Tenure Track)
- Lecturer, Dana School of Music – Director of Athletic Bands (Term)
- Director and Associate Professor, Dana School of Music

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
- Lecturer, Mechanical Engineering Technology (Term)
- Visiting Assistant/Associate Professor, Electrical & Computer Engineering (Term)
- Lecturer, Engineering Education (Term)
- Assistant Professor – Electrical Engineering Technology (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
- Assistant Director of Compliance
- Coordinator, Housing and Residence Life
- Systems Engineer
- Research and Development Associate
- Training Coordinator, Workforce Education Programs (WEP)
- Assistant Coach, Football – Quality Control
- Manager, Business Operations
- Associate General Counsel for Athletics
- Assistant Director, International Admissions and Recruitment
- Title IX Coordinator and Equal Opportunity Investigator
- Assistant Athletic Trainer
- Academic Advisor 2 – WCBA
- Manager, Marketing and Business Development
- Assistant Coach, Strength and Conditioning
- Coordinator, Cross-cultural and Overseas Experience
- Coordinator, Graphic Services
- Senior Buyer
- Business Systems Administrator
- Academic Advisor 1 – WCBA
- Dean – WCBA
- Project Manager – IT Infrastructure Services
- Program Administrator, Dental Hygiene
- Coordinator, Social Media and Communications

Classified

- Academic Operations Specialist 1 – Dean Education
- Business Operations Specialist 2 – Center Workforce Education & Innovation
- Groundskeeper 2
- Clerk 2
- Business Operations Specialist 1 – Kilcawley Center
- Carpenter 2
- Athletic Facilities Specialist
- Business Operations Specialist 1 – Center for Student Progress
- Technology Support Technician 1
- Business Operations Specialist 1 – Academic Affairs
- Boiler Technician
- Academic Operations Specialist 3 – Dean CCCA
- Business Operations Specialist 1 – Health Professions
- Groundskeeper 2
- Delivery and Mail Clerk
- Residence Hall Monitor
- Library Assistant
- Academic Operations Specialist 1 – Dean BCHHS
- Print Assistant
- Academic Operations Specialist 1 – Teacher Education and Leadership Studies
- Business Operations Specialist 4 – Facilities Maintenance
- Human Resources Generalist
- Financial Aid Loan Specialist 2
- Carpenter 2
- Business Operations Specialist 1 – Accessibility Services
- Residence Hall Monitor (PT)
- Maintenance Repair Worker 2

SUMMARY OF PERSONNEL ACTIONS
Classified Employees
4/16/21 through 7/15/21

Appointments – 6

- Classified Civil Service – 5
- Externally Funded – 1

Separations – 8

- Classified Civil Service – 7
- FOP Excluded – 1

Promotions – 7

- Classified Civil Service – 7

Reclassifications/Position Adjustments – 7

- Classified Civil Service – 6
- Classified Non-bargaining – 1

Salary Adjustments – 15

- Classified Civil Service – 15

Transfers – 3

- Classified Civil Service – 3

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/21 THROUGH 7/15/21
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Cook, Ashlee	ACE	Business Ops Specialist 1	Kilcawley Center	7/6/2021	0.50	\$ 13,884.00
Elia, Della	ACE	Academic Ops Specialist 1	Dean BCLASSE	5/3/2021	1.00	\$ 28,184.00
Kelty, Joseph	ACE	Groundskeeper 2	Grounds	6/7/2021	1.00	\$ 27,768.00
Klacik, Amy	ACE	Academic Ops Specialist 1	Dean BCLASSE	6/21/2021	1.00	\$ 28,184.00
Montgomery, Hunter	ACE	Information Security Tech 1	IT Security Services	7/6/2021	1.00	\$ 43,929.60
Cox, Janine	Externally Funded	Business Ops Specialist 2	Center for Workforce Education & Innovation	5/10/2021	1.00	\$ 39,998.40

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/21 THROUGH 7/15/21
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY	SEPARATION TYPE
Banks, Ellen	ACE	Library Media Technical Asst 2	Maag Library	5/28/2021	1.00	\$ 48,297.60	Retire
Berger, Jean	ACE	Academic Ops Specialist 1	Teacher Ed & Leader. Studies	5/19/2021	1.000	\$ 39,811.20	Resign
Cann, Mari Ann	ACE	Academic Ops Specialist 3	Dean CCCA	7/1/2021	1.00	\$ 51,750.40	Retire
Carpenter, Donald	ACE	Boiler Technician and Plumber	Central Utility Plant & Distr.	6/28/2021	1.00	\$ 41,537.60	Resign
Cetina, Ethan	ACE	Groundskeeper 2	Grounds	5/21/2021	1.00	\$ 32,344.00	Resign
Cirjak, David	ACE	Groundskeeper 2	Grounds	4/16/2021	1.00	\$ 32,344.00	Resign
Parker, Alan	ACE	Carpenter Supervisor	Facilities Maintenance	4/30/2021	1.00	\$ 55,868.80	Retire
Pusateri, Douglas	FOP	Police Officer 2	YSU Police	4/30/2021	1.00	\$ 57,865.60	Retire

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/21 THROUGH 7/15/21
PROMOTIONS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Allshouse, Robert	ACE	Technology Support Tech 2/ Tech Support Technician 1	IT Customer Services	4/25/2021	1.00	\$ 54,121.60	\$ 51,542.40
Brooks, Genine	ACE	Academic Ops Specialist 1/ Clerk 2	Dana School of Music/ Parking Services	4/25/2021	1.00	\$ 29,036.80	\$ 25,896.00
Gordon, John	ACE	Technology Support Tech 2/ Tech Support Technician 1	IT Customer Services	4/25/2021	1.00	\$ 73,382.40	\$ 69,888.00
Kostantas, Amalia	ACE	Academic Ops Specialist 1/ Residence Hall Monitor	Teacher Ed & Leadership Studies/ Housing	7/4/2021	1.00	\$ 33,779.20	\$ 32,177.60
Liguori, Joseph	ACE	Technology Support Tech 2/ Technology Support Tech 1	IT Customer Services	4/25/2021	1.00	\$ 51,480.00	\$ 49,025.60
Schneider, Jeremy	ACE	Technology Support Tech 2/ Technology Support Tech 1	IT Customer Services	4/25/2021	1.00	\$ 53,726.40	\$ 51,168.00
Soltis, Eugene	ACE	Technology Support Tech 2/ Technology Support Tech 1	IT Customer Services	4/25/2021	1.00	\$ 48,734.40	\$ 44,595.20

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/21 THROUGH 7/15/21
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Eisenbraun, Mark	ACE	Boiler Technician/Boiler Tech Bldg Maintenance Supervisor	Facilities Maintenance	6/6/2021	1.00	\$ 59,508.80	\$ 56,680.00
Jacobson, James	ACE	Boiler Technician/Boiler Tech Bldg Maintenance Supervisor	Facilities Maintenance	6/6/2021	1.00	\$ 57,324.80	\$ 54,267.20
Kennedy, Michael	ACE	Boiler Technician/Boiler Tech Bldg Maintenance Supervisor	Facilities Maintenance	6/6/2021	1.00	\$ 57,324.80	\$ 46,758.40
Kinsey, Eric	ACE	Boiler Technician/Boiler Tech Bldg Maintenance Supervisor	Facilities Maintenance	6/6/2021	1.00	\$ 57,324.80	\$ 46,758.40
Moore, Tiffany	ACE	Academic Ops Specialist 3/ Administrative Assistant 2	Dean - WCBA	6/6/2021	1.00	\$ 38,625.60	\$ 36,795.20
Steadman, Zachary	ACE	Boiler Technician/Boiler & Air Quality Tech	Central Utility Plant & Distr.	7/4/2021	1.00	\$ 57,324.80	\$ 42,494.40
Burdette, Nicole	Excluded	Human Resources Generalist/ HR Analyst 1	Human Resources	4/25/2021	1.00	\$ 40,684.80	\$ 29,057.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/21 THROUGH 7/15/21
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Bogunia, John	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 40,643.20	1.00	\$ 30,596.80
Brown, Kenneth	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 40,643.20	1.00	\$ 30,596.80
Cerimele, Richard	ACE	Groundskeeper 2	Grounds	6/20/2021	1.00	\$ 28,870.40	1.00	\$ 28,433.60
Durse, Nicholas	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 45,843.20	1.00	\$ 43,659.20
Eggleston, Steven	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 46,488.00	1.00	\$ 44,283.20
Ferradino, Darla	ACE	Records Technician 1	Registration & Records	6/20/2021	1.00	\$ 31,699.20	1.00	\$ 31,304.00
Gucwa, Paul	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 45,843.20	1.00	\$ 43,659.20
Hudzik, Stefanie	ACE	Museum Specialist	Smith Museum Operation	6/20/2021	0.48	\$ 14,826.24	0.48	\$ 14,606.59
Latimer, Christopher	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 42,494.40	1.00	\$ 33,072.00
Lyubuska, Bohdan	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 45,219.20	1.00	\$ 43,056.00
Mastorides, Nickiforos	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 42,494.40	1.00	\$ 35,713.60
Matasy, Michael	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 42,494.40	1.00	\$ 33,467.20
Mohler, Daniel	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 42,494.40	1.00	\$ 31,782.40
Trimacco, Paul	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/4/2021	1.00	\$ 45,219.20	1.00	\$ 43,056.00
Woodford, Debra	ACE	Clerk 2	Parking Services	4/25/2021	1.00	\$ 25,646.50	0.50	\$ 12,823.20

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/21 THROUGH 7/15/21
TRANSFERS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT	FTE	NEW	PREVIOUS
				DATES		SALARY	SALARY
Handel, Marilyn	ACE	Business Ops Specialist 1/ Academic Ops Specialist 1	Distance Learning/Art	5/9/2021	0.50	\$ 18,012.80	\$ 18,012.20
Mehle, Vicki	ACE	Clerk 2/Residence Hall Monitor	Parking Services/Housing	7/11/2021	1.00	\$ 32,177.60	\$ 32,177.60
Pope, Shannon	ACE	Business Ops Specialist 1/ Academic Ops Specialist 1	Academic Success Center/ Criminal Justice Consumer Science	5/23/2021	1.00	\$ 36,025.60	\$ 36,025.60

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 E. "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 September 2021 Board of Trustees' Meeting

DATE: August 9, 2021

Below please find the report information as required by 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff pursuant to section (F)(6). Included is the information regarding all postings for professional/administrative staff and faculty. The information contained herein is for the period of April 28, 2021 – August 9, 2021.

Youngstown State University posted: 74 (seventy-four) full-time and no (0) part-time professional/administrative positions: 31 (thirty-one) full-time and 12 (twelve) part-time faculty positions.

In addition to the posting, thirteen search waivers were granted. A summary of the search waiver information is as follows:

Date: June 1, 2021
Requestor: Rebecca Fink and Emily Wollet
Department: Athletics
Position: Director of Athletic Academic Services
Candidate: Jaysen Spencer
Rationale: Urgent need to fill position due to staff changes. Candidate has extensive prior experience.

Date: June 3, 2021
Requestor: Joy Polkabila Byers
Department: Housing and Residence Life
Position: Director, Housing and Residence Life
Candidate: Olivia Cupp
Rationale: Candidate possesses the specialized skill and understanding of the strategic plan of the University as it relates to the department. Successfully led the merger of two departments as interim director (December 2020) and directed the University Covid response in residence halls.

Date: June 3, 2021
Requestor: Joy Polkabila Byers
Department: Campus Recreation
Position: Director, Campus Recreation
Candidate: Ryan McNicholas
Rationale: Promotional opportunity of a highly skilled current employee allows reorganization of the department and will allow cost savings.

Date: June 8, 2021
Requestor: Jennifer Oddo
Department: Division of Workforce Education and Development
Position: Manager, marketing and Business Development
Candidate: Brooke Waid
Rationale: Externally funded role through GM Clawback for a period not to exceed three years.

Date: June 23, 2021
Requestor: Holly Jacobs
Department: Equal Opportunity, Policy Development and Title IX
Position: Associate Director, Equal Opportunity Analytics and Policy Development
Candidate: Ann Gardner
Rationale: Served as the Assistant Director, Policy Development and Human Resources Support and can seamlessly transition to the Associate Director. As an attorney has a specialized skill in drafting of policy. Leading the development of a search advocate pilot program designed to increase diversity of the applicant pool and workforce.

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.

YEARS of SERVICE RECOGNITION

1/1/2021 – 12/31/2021

40 Years of Service

Mary Ann Bodnark – Marketing & Communications
7/27/2021
Christine Yankle – Chief Information Officer 4/1/2021

35 Years of Service

Michael Hrishenko – IT Customer Services 7/28/2021
Michael Orto – Facilities Maintenance 9/15/2021

30 Years of Service

Robert Ault – Maag Library 12/2/2021
Kathy Buser – Communication 5/5/2021
Jeffrey Dick – Geology & Environmental Studies
Lonnie Gentry – Health Professions 6/3/2021
Michele Huston – Controller's Office 8/5/2021
Martha Pallante – History 9/15/2021
Sylvia Rupert – Dean – STEM 7/15/2021
W. Gregg Sturuss – Physics & Astronomy 9/15/2021

25 Years of Service

Linda Adovasio – Rayen School of Engineering 6/24/2021
Jennifer Cambouris – Dean – Graduate Studies 12/9/2021
Mark Eisenbraun – Facilities 5/28/2021
Neil Flowers – Mathematics & Statistics 9/15/2021
Alan Jacobs – Geology & Environmental Studies
9/15/2021
Steve Katros – Dean – BCHHS 12/11/2021
Jennifer Kurcon – Financial Aid & Scholarships 7/1/2021
Susan Lisko – Nursing 9/15/2021
Heather Lorimer – Biology 9/15/2021
Sheila Maldonado – Languages 9/3/2021
Mustansir Mir – Philosophy & Religious Studies 9/15/2021
Peter Norris – Chemistry 9/15/2021
Valerie O'Dell – Nursing 9/15/2021
Laurie Paul – Dean – BCLASSE 4/15/2021
Bryan Remias – YSU Police 12/23/2021
Glenn Schaft – Dana School of Music 9/15/2021
Gary Snyder – Parking Services 11/24/2021
Ronald Strollo – Athletic Administration 9/9/2021
Randall Williams – YSU Police 12/24/2021

20 Years of Service

Dawn Amolsh – Biology 9/26/2021
William Border – Academic Achievers 7/1/2021
John Bralich – Geography & Urban-Regional Studies
1/1/2021
Erin DeBernardo – Marketing & Communications
1/1/2021
Eileen Esposito – Honors College 3/27/2021
Crystal Hawthorne – Dean – BCLASSE 2/19/2021
Victoria Kress – Counseling, School Psychology, &
Educational Leadership 8/16/2021
David Luscher – WYSU-FM 88.5 2/19/2021
Rebecca Moore – Maag Library 8/15/2021
David Morgan – Dana School of Music 8/16/2021
Terry Round – YSU Police 2/28/2021
Shannon Tirone – University Relations 1/1/2021
Paul Trimacco – Facilities 6/4/2021
Timothy Varso – YSU Police 2/17/2021
Bonnie Winters – Health Professions 8/21/2021
John L. Young – Kilcawley Center 3/7/2021

10 Years of Service

Brittany Bowyer – VP-Finance & Business Operations
4/10/2021
Marylynn Britt – Financial Aid & Scholarships 7/5/2021
Tiffany Buck – Andrews Student Recreation & Wellness
Center 9/26/2021
Susan Carfolo – Dean – WCBA 7/11/2021
Amy Cornell – The Rich Center for Autism 6/8/2021
M. Kathleen Cripe – Teacher Education 8/22/2021
Rosalyn Donaldson – IT Customer Services 9/19/2021
Kendra Fowler – Marketing 8/22/2021
Alisha Greco-Yanniello – IT Application Services
10/17/2021
Sherri Hrusovski – Dean – STEM 9/1/2021
Charles Jeffords – Teacher Education 8/22/2021
Sarah Jenyk – Economics 8/22/2021
Pamela Kassos – The Rich Center for Autism 2/16/2021
Eric Kinsey – Facilities Maintenance 7/18/2021
Kristin Knight – The Rich Center for Autism 7/1/2021
Joseph Louth – Dana School of Music 8/22/2021
Matthew Mazuroski – Theater & Dance 8/22/2021
Michele Schaper – Registrar's Office 4/4/2021
Shaun Toth – Facilities Maintenance 7/18/2021
Edward Villone – Peace Officers Training Academy
1/3/2021