



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
INTERCOLLEGIATE ATHLETICS COMMITTEE**

**Joseph J. Kerola, Chair
Michael A. Peterson, Vice Chair
All Trustees are Members**

**Wednesday, June 22, 2022
10:00 a.m.**

**Board Room
Tod Hall**

AGENDA

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

1. Discussion Items

- C.1.a. = Tab 1 a. Overview of Athletics Personnel Actions**
Ron Stollo, Director of Athletics, will report.
- C.1.b. = Tab 2 b. New Staff Introductions and Role Explanations**
Rebecca Fink, Senior Associate Athletics Director, will report.
- C.1.c. = Tab 3 c. Overview of Infractions Aftermath and Changes Implemented**
This overview will include the penalties and policies of the football and soccer programs; as well as new programs being utilized like Jump Forward and Gameplan.
Rebecca Fink, Senior Associate Athletics Director, will report.
- C.1.d. = Tab 4 d. Title IX Changes**
An overview of the new NCAA Sexual Assault Guidelines and who the Deputy Coordinator is in the Athletics Department.
Ross Miltner, Associate General Counsel, will report.
- C.1.e. = Tab 5 e. Update on Name, Image and Likeness (NIL)**
Ross Miltner, Associate General Counsel, will report.
- C.1.f. = Tab 6 f. Senior Minority Administrator (SMA) Requirement**
Ross Miltner, Associate General Counsel, will report.

D. New Business

E. Adjournment

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 1/16/22 THROUGH 4/15/22
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Harden, Collin	APAS	Coordinator, Athletic Facility Operations	Athletic Facilities Rental	2/14/2022	1.00	\$ 37,715.00
Vargo, John	APAS	Coordinator, Sales & Promotion	Ticket Office	3/16/2022	1.00	\$ 45,000.00
Binns, Armon	Excluded	Assistant Coach, Football	Football	3/28/2022	1.00	\$ 57,000.00
Brown, Jahmal	Excluded	Assistant Coach, Football	Football	2/7/2022	1.00	\$ 90,000.00
Dukes, Christian	Excluded	Assistant Coach, Football	Football	3/7/2022	1.00	\$ 50,000.00
George, Mary Beth	Excluded	Assisitant Athletics Director, Sports Performance	Training Room	4/1/2022	1.00	\$ 62,500.00
Haneline, John	Excluded	Assistant Coach, Football Defense	Football	2/7/2022	1.00	\$ 57,360.00
Peterson, Cole	Excluded	Assistant Coach Football, Director of Operations	Football	2/16/2022	1.00	\$ 45,000.00
Rodenberg, James	Excluded	Assistant Coach, Sports Performance	Training Room	1/18/2022	1.00	\$ 62,500.00

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 1/16/22 THROUGH 4/15/22
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATON	FTE	SALARY	TYPE OF SEPARATION
Cummings-Morrow,	Excluded	Assistant Football Coach - DO	Football	1/16/2022	1.00	\$ 52,780.00	Resigned
Graham, William	Excluded	Assistant Softball Coach	Softball	2/28/2022	1.00	\$ 30,000.00	Resigned
Grossetti, Terry	Excluded	Assistant Volleyball Coach	Volleyball	1/21/2022	1.00	\$ 41,006.00	Non-renewal
Johnson, Tim	Excluded	Assistant Football Coach - QC	Football	2/15/2022	1.00	\$ 36,101.52	Non-renewal
Nardo, Bryan	Excluded	Assistant Football Coach	Football	2/15/2022	1.00	\$ 60,900.00	Non-renewal
Peterson, John	Excluded	Assistant Football Coach	Football	3/25/2022	1.00	\$ 71,Q50.00	Resigned
Schaefer, Joseph	Excluded	Assistant Football Coach	Football	1/21/2022	1.00	\$ 91,756.00	Resigned
Wonner, Cory	Excluded	Mgr, Athletic Facilities & Programs	Athletic Facilities Rental	2/27/2022	1.00	\$ 47,500.00	Resigned
Youboty, Ashton	Excluded	Assistant Football Coach	Football	2/11/2022	1.00	\$ 62,930.00	Resigned

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 1/16/22 THROUGH 4/15/22
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
Morella, Thomas	Excluded	Associate Athletics Director/ Assistant Director, Athletic Auxiliary Services	Athletic Administration	1/16/2022	1.00	\$ 67,218.52	\$ 64,017.64

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 1/16/22 THROUGH 4/15/22
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Bujnoch, Austen	Excluded	Assistant Coach Football	Football	3/1/2022	1.00	\$ 70,000.00	1.00	\$ 60,900.00
Gibson, Deonte	Excluded	Assistant Coach, Football	Football	4/1/2022	1.00	\$ 65,000.00	1.00	\$ 60,000.00
Harvey, Evan B.	Excluded	Assistant Coach Football QC	Football	4/1/2022	1.00	\$ 48,000.00	1.00	\$ 41,155.73
Preto, Mark A.	Excluded	Assistant Coach Football	Football	4/1/2022	1.00	\$ 39,377.00	1.00	\$ 36,101.52
Rothenbuhler, Troy	Excluded	Assistant Coach Football	Football	3/1/2022	1.00	\$ 90,000.00	1.00	\$ 81,200.00
Sinagoga, Joshua	Excluded	Assistant Coach Football	Football	4/1/2022	1.00	\$ 55,000.00	1.00	\$ 50,750.00
Spalding, Devon L.	Excluded	Assistant Coach Football	Football	4/1/2022	1.00	\$ 53,000.00	1.00	\$ 46,209.95

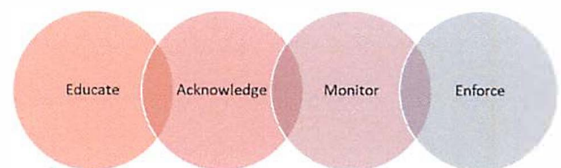
New Staff Introductions and Role Explanations

Rebecca Fink, Senior Associate Athletics Director



Compliance Staff and Structure

- Four full-time staff members
 - Rebecca Fink, Senior Associate Athletic Director
 - Kiersten Klekner-Alt, Assistant Athletic Director
 - Tyler Burk, Assistant Director of Compliance
 - Tyler Mettillie, Assistant Director of Compliance
- Additional Support
 - Ross Miltner, Associate General Counsel
- Each position serves as a compliance liaison for select sports as well as overseeing specific topic areas and/or processes



Overview of Infractions Aftermath and Changes Implemented

Rebecca Fink, Senior Associate Athletics Director



Overview of Infractions

Football Case No. 01239

- Decision Date: April 20, 2021
- Probation: April 20, 2021, to April 19, 2023
- Level II violations
 - Impermissible Contact with Transfer
 - Failure to Pass Annual NCAA Coaches Certification Test
 - Failure to Monitor

Soccer Case No. 00995

- Decision Date: January 11, 2022
- Probation: Extended through April 19, 2026
- Level I and Level II violations
 - Falsification of Transcripts for International Women's Soccer Student-Athletes
 - Cost-Free Housing, Transportation and Payment of Application Fee for Student-Athlete



Overview of Infractions

Football Penalties

Completed

- Financial Penalty: fine of \$5,000
- Recruiting Restrictions on Official/Unofficial Visits, Evaluation Days, Recruiting Communication
- Public Reprimand

On-Going

- Probation: Two years of probation from April 20, 2021, to April 19, 2023
- Annual Reporting Requirements
- Prospect Notification prior to Scholarship Offer or Official Visit



Overview of Infractions

Soccer Penalties

Completed

- Postseason Ban (2019-20)
- Recruiting Restrictions on Official/Unofficial Visits, Evaluation Days, Recruiting Communication
- Vacation of Wins
- Scholarship Reduction
- Financial Penalty: fine of \$5000 plus 2% of soccer budget
- Public Reprimand

On-Going

- Probation: Three Additional Years of Probation through April 19, 2023
- Annual Reporting Requirements
- Prospect Notification prior to Scholarship Offer or Official Visit



Enhancements and Changes Implemented

- Compliance Staffing
 - Staff expansion from 3 to 4; two fully dedicated to compliance and other two have higher percentage of time for compliance than before violations
- General Counsel Support
 - Ross's position will serve as an additional resource and provide perspective on compliance matters as well as improving policies and procedures
- Compliance Manual
 - Drafting and revising an accurate and comprehensive manual of all compliance policies and procedures



Enhancements and Changes Implemented

- JumpForward Software
 - On-Boarding of all sports on JumpForward for 2022-23 academic year
 - Built in rules and monitoring safeguards
- Proactive Rules Education
 - Required monthly meetings with coaches and sport supervisors
 - Weekly check-ins with sport liaisons
 - Annual education with athletic staff, boosters, and any other identified groups (Admissions, Financial Aid, etc)
- Compliance Audit
 - Will begin summer of 2022
 - Full review of compliance processes and policies
 - Risk management analysis





VIOLATION STRUCTURE AND LEVELS



LEVEL I

SEVERE BREACH OF CONDUCT

Violations that:

- Seriously undermine or threaten the integrity of college sports.
- Provide or are intended to provide a substantial or extensive recruiting, competitive or other advantage.
- Are a substantial or extensive impermissible benefit.

Can include:

- Lack of institutional control.
- Academic misconduct.
- Failure to cooperate with an NCAA investigation.
- Unethical conduct.
- Violation of head coach responsibility rules.
- Payment to recruits.
- Booster involvement in recruiting with member knowledge.
- Intentional violations.
- Collective Level II and/or Level III violations.

LEVEL II

SIGNIFICANT BREACH OF CONDUCT

Violations that:

- Provide or are intended to provide more than a minimal but less than a substantial or extensive recruiting, competitive or other advantage.
- Include more than a minimal but less than a substantial or extensive impermissible benefit.
- Involve conduct that may compromise the integrity of college sports.

Can include:

- Failure to monitor.
- Systemic violations that do not amount to lack of institutional control.
- Multiple recruiting, financial aid or eligibility violations.
- Violation of head coach responsibility rules.
- Impermissible contact with a student-athlete or prospect.
- Collective Level III violations.

LEVEL III

BREACH OF CONDUCT

Violations that:

- Are isolated or limited in nature.
- Provide no more than a minimal recruiting, competitive or other advantage.
- Provide no more than a minimal impermissible benefit.

Can include:

- Inadvertent violations that are limited in nature.
- Extra benefit, financial aid, academic eligibility and recruiting violations, provided they do not create more than minimal advantages.

Title IX Changes

Ross Miltner, Associate General Counsel



Title IX Changes

NCAA Policy on Campus Sexual Violence (2021):

- Starting in AY 2021-22, three requirements:
 - 1) Athletics Dept. complies with campus Title IX policies and procedures
 - 2) Campus Title IX policy and office contact info provided to student-athletes and available within athletics department
 - 3) All student-athletes, coaches, and athletics staff have Title IX education
- YSU submitted attestation for these 3 items in May 2022



Title IX Changes

Starting in AY 2022-23, adds three additional requirements:

- 4) Student-athletes must complete an annual disclosure for Title IX and serious misconduct
 - YSU already has a definition of serious/sexual misconduct in the Serious Misconduct Rule which the Board adopted in March 2020 with similar intent
- 5) Schools must take "reasonable steps" to confirm whether student-athletes were disciplined in Title IX proceeding or criminally convicted of serious misconduct
 - Compliance already investigates prospective transfers' conduct at prior school (meets #6 below)
 - Now must also investigate background of all student-athletes
 - Only concerned about serious misconduct, not looking for minor offenses
 - Internally we create procedures to decide our steps and how the information impacts eligibility
- 6) Institution must have written procedure and follow that process to gather background information related to Title IX and serious misconduct for incoming transfer students



Update on Name, Image, and Likeness (NIL)

Ross Miltner, Associate General Counsel



Name, Image & Likeness (NIL)

NIL at YSU by the numbers (7/1/21- present)

- **95** total NIL deals disclosed
 - By team, Women's Basketball had the most total deals
- **\$47,484** total value transacted (mostly cash, some in kind)
 - Average value per deal **\$539**
 - By team, Football had the highest total transaction amount at a median deal value of nearly **\$3,000**
- YSU named "small school of the year" by Opendorse
- NIL landscape continues to evolve with "Collectives"
 - Groups of donors create LLC's to pool funds and award NIL deals
 - NCAA regulating these as boosters so they cannot induce or recruit prospects
 - Goal of encouraging the creation of a local collective to support YSU in 2022



Senior Minority Administrator (SMA) Requirement

Ross Miltner, Associate General Counsel



Senior Minority Administrator (SMA)

- NCAA requiring each member institution to have an SMA
 - 8/1/22 deadline for Division I
- "Highest-ranking ethnic minority administrator" designed to:
 - Mirror the Senior Women's Administrator (SWA) position
 - Enhance diversity representation in athletics department and on campus
 - Provide opportunity for ethnic minorities in key leadership position
 - Complement and engage in Diversity, Equity, and Inclusion (DEi) efforts within the department
- YSU's SMA identified and will begin new role in July 2022

