

- (i) Reasonable suspicion testing may be ordered by a supervisor, chair, or other university administration only in consultation with the office of human resources employee and labor relations officer.
 - (ii) If the supervisor or manager is unclear that testing is merited, they should consult with the office of human resources employee and labor relations officer.
 - (iii) Where reasonable suspicion exists, the employee or volunteer shall be immediately relieved of duty pending the outcome of the testing. After an employee is sent for testing, the employee should be placed on administrative leave until further actions are taken.
 - (iv) Failure of a manager or supervisor to receive training on this policy shall not invalidate otherwise proper reasonable suspicion testing.
 - (v) Individuals testing positive should be referred to the university employee assistance program (EAP) for evaluation. The evaluation will determine and recommend if substance abuse treatment or education is appropriate and/or necessary. Employee and labor relations will review the recommendation and may determine that treatment is a requirement for any current employee who has an alcohol or drug problem that affects job performance.
- (e) Post-rehabilitation testing. When an employee has had a confirmed positive test result or has been sent to a drug dependency program at the request of the university and will remain as a university employee, then as a condition of continued employment, the employee will be required to take and pass a follow-up drug test or tests during a period of up to two years after the employee's return to work.
- (G) Self-disclosure of conviction by employee.
- (1) Consistent with this policy and as required by the Drug Free Workplace Act of 1988, all employees, faculty, staff and volunteers

are required to notify their immediate supervisor within five calendar days after any alcohol or drug-related conviction or finding of guilt, including a plea of nolo contendere occurring in the workplace. When a supervisor is so notified by an employee, the supervisor shall immediately notify the chief human resources officer.

- (2) Within thirty days of such notice, the university will take appropriate personnel action against the employee, which may include corrective action, random testing requirements, notification of an appropriate licensing authority, and required participation in a drug abuse assistance or rehabilitation program.
 - (3) If the self-disclosure is from an employee engaged in the performance of work under a federal grant or contract the supervisor shall notify the associate vice president for research. The associate vice president for research shall notify the federal agency sponsoring the grant or contract within ten days after notification of the employee's conviction.
- (H) Sanctions for violation or noncompliance.
- (1) A refusal to consent to testing shall be considered as a violation of this policy.
 - (2) Corrective action may include discipline up to and including termination, required participation in an evaluation by EAP and/or follow-through with an education/treatment program. If an employee refuses to participate or does not satisfactorily complete a required education/treatment program, the employee may be subject to corrective action up to and including termination.
 - (3) Students violating this policy will be subject to disciplinary action in accordance with "The Code of Student Rights, Responsibilities, and Conduct (The Code)." Sanctions may include warning, probation, suspension, expulsion, or referral for prosecution.
 - (4) Employees violating this policy will be subject to disciplinary action in accordance with applicable collective bargaining agreements and/or other university policies and procedures. Sanctions may include warning, reprimand, suspension, removal or termination, or referral for prosecution. Employees violating this policy may also be

required to participate in a drug or alcohol abuse assistance or rehabilitation program.

- (5) Employees, students, volunteers, and visitors who violate this policy may be prohibited from accessing university premises, services, programs or events (see university policy 3356-7-45, "Persona non grata").

3356-7-20 Drug-free environment.

Previous Policy Number: 7006.01
Responsible Division/Office: Human Resources
Responsible Officer: Vice President for Legal Affairs and Human Resources
Revision History: September 1998; December 2010; September 2015; December 2016
Board Committee: University Affairs
Effective Date: December 1, 2016
Next Review: 2021

- (A) Policy statement. Youngstown state university (“university”) is committed to creating a safe and healthy environment for its employees, students and visitors. The university prohibits the unlawful manufacture, distribution, dispensation, possession, sale or use of illegal drugs, controlled substances, intoxicants, and alcohol by any student, employee, organization (including student organizations), volunteer or visitor on university premises, at any location where university business is being conducted, as part of any university activity, in a university vehicle, or in the workplace. Employees are prohibited from working and from operating any university vehicle or equipment while under the influence of alcohol or non-prescribed controlled substances. Employees using prescribed or over-the-counter medication are prohibited from operating university vehicles or equipment at any time when their ability to do so might be impaired by the medication. No passenger in a university vehicle may consume alcoholic beverages or use non-prescribed controlled substances while in the vehicle
- (B) Purpose. This policy is designed to create and maintain an environment which sustains the general health and well-being of students, employees, and visitors and to comply with the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989. The authorized use of alcohol on university premises is governed by university policy 3356-5-10, “Alcoholic beverages on campus.”
- (C) Scope. This policy applies to all students, interns, faculty, employees (including student employees), volunteers, university visitors, third parties, (unless otherwise noted) and any individual or organization using university

premises or engaged in a university activity or program whether on or off campus.

As a recipient of federal funding, such as student financial aid and federal grants and contracts for research, the university is required to follow federal law including the Controlled Substances Act (CSA) (21 U.S.C, Chapter 13). The CSA prohibits the manufacture, dispensation, possession, use, or distribution of marijuana in any form on any university-owned property, in the conduct of university business or as part of any university activity. On September 8, 2016, Ohio law allowed certain activities related to the possession and use of medical marijuana. However, using and possessing marijuana, including medically prescribed marijuana, continues to be prohibited by and a violation of the CSA and university policy.

This prohibition applies even when the possession and use would be legal under the laws of Ohio. As a result, those with medical marijuana prescriptions/cards are not permitted to use medical marijuana on campus, in the conduct of university business or as part of any university activity. Sanctions for students and employees who are found to be in possession of or using marijuana include suspension, expulsion, and/or termination of employment.

This prohibition does not extend to research related to marijuana that is approved by:

1. The Agency for Health Care Research and Quality;
2. The National Institutes of Health;
3. The National Academy of Sciences;
4. The centers for Medicare and Medicaid services;
5. The United States Department of Defense;
6. The Centers for Disease Control and Prevention;
7. The United States Department of Veterans' Affairs;
8. The Drug Enforcement Administration;
9. The Food and Drug Administration;
10. Any board recognized by the National Institutes of Health for the purpose of evaluating the medical value of health care services.

Students who are legally authorized Ohio medical marijuana users and are living in university owned or managed housing, may submit a letter with supporting documentation to the associate vice-president for student experience asking to be released from their university housing and dining obligations.

(D) Definitions.

- (1) "University premise." Any building or land (including parking lots) owned, leased or used by the university including any site at which an employee is to perform work for the University.
- (2) "University vehicle or equipment." Any vehicle or equipment owned, leased, or operated by the university.
- (3) "Controlled substances." Include and are not limited to narcotics, depressants, stimulants, hallucinogens, cannabis, and any chemical compound added to federal or state regulations and denoted as a controlled substance.
- (4) "Illegal drugs." A substance whose use or possession is controlled by federal or state law but is not being used or possessed under the supervision of a licensed health care professional.
- (5) "Intoxicant." Any substance which can induce a condition of diminished mental and/or physical ability, excitement, irrational behavior or other physiological effects.
- (6) "Random testing." Drug or alcohol testing that is conducted on employees chosen by random selection.
- (7) "Reasonable suspicion testing." Testing based on specific, objective observations concerning the appearance, behavior, speech, or body odors of an employee including but not limited to slurred speech; dilated or pinpoint pupils; drowsiness or sleepiness; unusual or rapid changes in mood; unexplained work errors; impaired manual dexterity, coordination, or ability to reason; diversion of medications or upon verification of a drug or alcohol-related conviction; and self-disclosure of selling or taking drugs or alcohol.
- (8) "Refusal to consent." Obstructing the collection or testing process; submitting an altered, adulterated, or substitute sample; failing to appear for a scheduled test; refusing to complete the requested testing forms; failing to promptly provide specimen(s) for testing when directed to do so and without a valid medical basis for the failure.

(E) Guidelines.

- (1) All faculty, staff, volunteers, and student employees are required to report known or suspected violations of this policy to their supervisor, manager, or an appropriate administrator.
 - (2) This policy is subject to all applicable collective bargaining agreements and state law; however, no employee or bargaining unit may be exempted from application of this policy.
 - (3) Information and records relating to positive test results, drug and alcohol dependencies, and legitimate medical explanations provided by an employee or volunteer shall be kept confidential to the extent required by law and maintained in files separate from personnel files. Such records and information may only be disclosed among managers and supervisors on a need-to-know basis and may also be disclosed where relevant to a grievance, charge, claim or other legal proceeding.
 - (4) Voluntary submission for treatment of substance abuse problems will not subject employees or volunteers to disciplinary action or sanctions; however, submission for treatment shall not serve as a substitute for disciplinary action or sanction under this or any other university policy.
 - (5) Any employee, volunteer, or visitor who observes an individual unlawfully manufacturing, distributing, dispensing, using or possessing alcohol or possessing controlled substances on university premises shall be reported immediately to the university police. Off-site university programs or activities should contact campus police, security and/or local law enforcement.
- (F) Procedures.
- (1) Consistent with this policy, the office of human resources shall:
 - (a) Develop procedures for the implementation and monitoring of drug and alcohol testing program which may include contracting with outside entities to provide testing services;

- (b) Inform all employees of the drug-free environment policy upon employment and ensure that the policy is accessible to all employees on the human resources website;
 - (c) Provide access to training for supervisors and managers; and
 - (d) Provide information on resources available through the university's employee assistance program ("EAP").
- (2) Consistent with this policy, the office of student experience shall:
- (a) Annually inform students of the university's drug-free environment policy;
 - (b) Provide alcohol and drug abuse awareness programming for students.
- (3) Drug/alcohol testing.
- (a) Pre-employment testing. Applicants for specific safety-related and other designated positions at the university will be drug/alcohol tested after receiving a final offer of employment and prior to beginning work. Applicants will be notified at the time of application that testing for drugs is a requirement of the employment process. Offers of employment are contingent on successfully passing a drug/alcohol test.
 - (b) Random testing. Performed for safety-related and other designated positions as required by law and pursuant to individual agreements. Employees in this group are subject to random testing as a condition of continued employment.
 - (c) Ordered testing. With the approval of the office of human resources, departments or units within the university can establish testing standards that are more rigorous than outlined in this policy (such testing is typically required by federal regulations, licensure boards, and other legal or regulatory entities).
 - (d) Reasonable suspicion testing.

- (i) Reasonable suspicion testing may be ordered by a supervisor, chair, or other university administration only in consultation with the office of human resources employee and labor relations officer.
 - (ii) If the supervisor or manager is unclear that testing is merited, they should consult with the office of human resources employee and labor relations officer.
 - (iii) Where reasonable suspicion exists, the employee or volunteer shall be immediately relieved of duty pending the outcome of the testing. After an employee is sent for testing, the employee should be placed on administrative leave until further actions are taken.
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- (e) Post-rehabilitation testing. When an employee has had a confirmed positive test result or has been sent to a drug dependency program at the request of the university and will remain as a university employee, then as a condition of continued employment, the employee will be required to take and pass a follow-up drug test or tests during a period of up to two years after the employee's return to work.
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- (1) Consistent with this policy and as required by the Drug Free Workplace Act of 1988, all employees, faculty, staff and volunteers

are required to notify their immediate supervisor within five calendar days after any alcohol or drug-related conviction or finding of guilt, including a plea of nolo contendere occurring in the workplace. When a supervisor is so notified by an employee, the supervisor shall immediately notify the chief human resources officer.

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- (3) If the self-disclosure is from an employee engaged in the performance of work under a federal grant or contract the supervisor shall notify the associate vice president for research. The associate vice president for research shall notify the federal agency sponsoring the grant or contract within ten days after notification of the employee's conviction.

(H) Sanctions for violation or noncompliance.

- (1) A refusal to consent to testing shall be considered as a violation of this policy.
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required to participate in a drug or alcohol abuse assistance or rehabilitation program.

- (5) Employees, students, volunteers, and visitors who violate this policy may be prohibited from accessing university premises, services, programs or events (see university policy 3356-7-45, "Persona non grata").



Explanation of New *University Policy*:

3356-7-52 Overtime for FLSA Salaried Nonexempt Employees

The University is adopting this policy to ensure we are in compliance with the new FLSA regulations including the new salary threshold for the payment of overtime. Most of the employees who are impacted are members of the APAS bargaining unit. That contract has no provision recognizing overtime as there was no need to address that until the new regulations.

**Board of Trustees Meeting
December 1, 2016
YR 2017-**

3356-7-52 Overtime for FLSA salaried nonexempt employees.

Previous Policy Number: N/A
Responsible Division/Office: Office of Human Resources
Responsible Officer: Vice President for Legal Affairs and Human Resources
Revision History: December 2016
Board Committee: University Affairs
Effective Date: December 1, 2016
Next Review: 2021

- (A) Policy statement. Youngstown state university (university) is committed to practices that promote the health and welfare of its employees and to the requirements of the Fair Labor Standards Act (FLSA). The FLSA establishes the criteria for determining which workforce positions are eligible to receive overtime pay (nonexempt), and which are not eligible to receive overtime pay (exempt).
- (B) Purpose. To outline the requirements and guidance for the payment of overtime for salaried nonexempt employees.
- (C) Scope. This policy applies to the payment of overtime for salaried nonexempt employees who work over 40 hours in a workweek.
- (D) Definitions. (For purposes of this policy).
- (1) Workweek. The workweek begins each Sunday morning at 12:01 a.m. and ends on the following Saturday at 12:00 a.m.
 - (2) Overtime compensation. Overtime pay will be paid to nonexempt employees who are required by management to be in active pay status for more than 40 hours in a workweek. Overtime payments are paid at one and one-half times the regular rate of pay. Time compensated for holidays will be included in the calculation of hours worked for purposes of determining the number of hours worked in the workweek.

- (3) White collar exemption. Employees who meet the following criteria: paid on a salary basis; meet the minimum salary level set established by the FLSA; and primary job duty meets the definition of executive, administrative or professional as defined by the FLSA.
 - (4) Teaching exemption. Employees whose primary duty is teaching, tutoring, instructing or lecturing. These employees are not eligible for overtime compensation pursuant to this policy.
 - (5) Academic administrative exemption. Employees whose primary duty is performing administrative functions directly related to academic instruction or training. The salary basis for this exemption is equal to the lowest entrance salary for teachers. These employees are not eligible for overtime compensation pursuant to this policy.
 - (6) Salaried nonexempt employees. Employees who do not meet one of the exemptions pursuant to the FLSA, including but not limited to the exemptions defined in this policy, will be considered as salaried nonexempt.
- (E) Parameters/Guidelines.
- (1) Human Resource is responsible for ensuring compliance with this policy and for establishing applicable procedures, processes and forms in order to implement this policy, including but not limited to the determination of exempt and non-exempt status, and under what circumstance an employee may earn overtime pay.
- (F) Procedures.
- (1) Employees who have been determined to be salaried nonexempt are required to report all hours worked in each workweek. This is facilitated through the utilization of a biweekly leave report.
 - (2) Payment of overtime will be made at the earliest semi-monthly pay date possible following the submission of the biweekly leave report.

- (3) In order to limit the amount of overtime during a 40 hour workweek, supervisors and salaried nonexempt employees shall use alternative or variable work schedules.
- (4) Prior written approval of a salaried nonexempt employee's supervisor is required before the employee can work in excess of 40 hours in a workweek

**RESOLUTION TO APPROVE
OVERTIME FOR FLSA SALARIED NONEXEMPT EMPLOYEES
POLICY, 3356-7-52**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis; and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the creation of a University Policy governing Overtime for FLSA Salaried Nonexempt Employees, policy number 3356-7-52, shown as Exhibit __ attached hereto.

3356-7-52 Overtime for FLSA salaried nonexempt employees.

Previous Policy Number: N/A
Responsible Division/Office: Office of Human Resources
Responsible Officer: Vice President for Legal Affairs and Human Resources
Revision History: December 2016
Board Committee: University Affairs
Effective Date: December 1, 2016
Next Review: 2021

- (A) Policy statement. Youngstown state university (university) is committed to practices that promote the health and welfare of its employees and to the requirements of the Fair Labor Standards Act (FLSA). The FLSA establishes the criteria for determining which workforce positions are eligible to receive overtime pay (nonexempt), and which are not eligible to receive overtime pay (exempt).
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 - (2) Payment of overtime will be made at the earliest semi-monthly pay date possible following the submission of the biweekly leave report.

- (3) In order to limit the amount of overtime during a 40 hour work week, supervisors and salaried nonexempt employees shall use alternative or variable work schedules.
- (4) Prior written approval of a salaried nonexempt employee's supervisor is required before the employee can work in excess of 40 hours in a workweek

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

WHEREAS, the *Policies of the Board of Trustees* authorize the President to manage the University, including appointing such employees as are necessary to effectively carry out the operation of the University and any other necessary personnel actions; and

WHEREAS, new appointments and other personnel actions have been made subsequent to the September 15, 2016, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2016-2017 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University; 3356-7-42, Selection of Professional/Administrative Staff; and 3356-7-43, Externally Funded Professional/Administrative Staff;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions as listed in Exhibit ___ attached hereto.

SUMMARY OF PERSONNEL ACTIONS
Professional Administrative and Faculty Employees
5/1/16 through 10/15/16

Appointments – 40

New Positions – 20 *(Notated with an asterisk *)*

- Professional Administrative Staff – 4
- Professional Administrative Excluded – 1
- Professional Administrative Externally Funded – 7
- Faculty – 8

Replacement Positions – 20

- Professional Administrative Staff – 2
- Professional Administrative Excluded – 5
- Professional Administrative Externally Funded – 1
- Faculty – 12

Separations – 26

- Professional Administrative Staff – 6
- Professional Administrative Excluded – 4
- Professional Administrative Externally Funded – 6
- Faculty – 10

Reclassifications – 18

- Professional Administrative Staff – 15
- Professional Administrative Excluded – 3

Promotions – 29

- Professional Administrative Staff – 4
- Professional Administrative Excluded – 2
- Faculty – 23

Transfers – 0

Salary Adjustments/Position Audits – 54

- Professional Administrative Excluded – 1
- Professional Administrative Externally Funded – 53
- Faculty – 0

Salary Adjustments per CBA & BOT Policy – 35

- Professional Administrative Staff – 11
- Professional Administrative Excluded – 4
- Faculty – 20

Displacements – 0

Layoffs – 0

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	CONTRACT/ APPOINTMENT		
	TYPE	POSITION TITLE		DATES	FTE	SALARY
Christine Adams	APAS	Interim Head of Information Systems	Maag Library	5/16/16	1.000	\$ 48,868.00
Justin Bettura*	APAS	Interim Associate Director	Systems Administration	7/16/16	1.000	\$ 58,650.00
Carolyn Jesko*	APAS	Assistant Director Programming	Student Activities	9/16/16	1.000	\$ 39,000.00
Ronald Markowitz*	APAS	Interim Coordinator Adventure Recreation	Andrews Student Recreation & Wellness Ctr.	7/1/16	1.000	\$ 39,607.00
Carla Mattiussi	APAS	Career Academic Advisor 2	Career Services	9/16/16	1.000	\$ 39,000.00
Tessa Padilla*	APAS	Coord Sport Clubs Camps	Club Sports	9/6/16	1.000	\$ 39,607.00
Kelly Beers	Excluded	Assoc Dir Student Conduct	Student Experience	7/18/16	1.000	\$ 55,000.00
Susan Beiling	Excluded	Interim Director	Procurement Services	7/1/16	1.000	\$ 78,000.00
Kathleen Fitzgerald	Excluded	Director Housing Res Life	Housing & Residence Life	9/1/16	1.000	\$ 85,000.00
Sarah Gampo*	Excluded	Director Internal Auditor Risk Management	Internal Audit & Risk Management	8/8/16	1.000	\$ 76,000.00
Ian Tanner	Excluded	Associate Director, Residence Life	Housing & Residence Life	7/1/16	1.000	\$ 48,395.00
Ana Maria Torres	Excluded	Interim Director	Maag Library	5/1/16	1.000	\$ 76,355.00
Alexa Alpern*	Externally Funded	Digital Content Designer	Physics & Astronomy	9/6/16	1.000	\$ 42,000.00
Gary Clark*	Externally Funded	Coordinator	Mechanical & Industrial Engineering	6/1/16	0.250	\$ 9,000.00
Melanie Loew*	Externally Funded	Coordinator English Festival	English	9/1/16	0.375	\$ 13,125.00
Dominic Marchionda*	Externally Funded	City University Planning Coordinator	Mechanical & Industrial Engineering	6/1/16	0.250	\$ 12,000.00
Danielle Mordocco*	Externally Funded	Asst Coord Project PASS	School Partnership	8/8/16	0.750	\$ 31,500.00
Danielle Mordocco	Externally Funded	Temporary Coordinator	Reading & Study Skills	9/16/16	0.250	\$ 10,500.00
Mary Rhodes*	Externally Funded	Site Coordinator	Ctr for Human Services Dev	9/26/16	0.600	\$ 25,500.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	CONTRACT/ APPOINTMENT		
	TYPE	POSITION TITLE		DATES	FTE	SALARY
Marcelle Wilson*	Externally Funded	Museum Site Manager	History	7/16/16	0.500	\$ 20,800.00
Joseph Angelo*	Faculty	Instructor	Marketing	8/17/16	1.000	\$ 75,000.00
Shelley Blundell	Faculty	Assistant Professor	Communication	8/17/16	1.000	\$ 51,238.00
Stephen Brozina	Faculty	Assistant Professor and Director	Dean - STEM	7/16/16	1.000	\$ 78,167.00
Kristin Bruns	Faculty	Assistant Professor	Counseling, Special Edu & Sch Psych	8/17/16	1.000	\$ 63,000.00
Edward Burden	Faculty	Instructor	Electrical & Computer Engineering	8/17/16	1.000	\$ 58,000.00
Ronald Chordas	Faculty	Assistant Professor	Health Professions	8/17/16	1.000	\$ 52,263.00
Kelly Colwell	Faculty	Assistant Professor	Health Professions	8/17/16	1.000	\$ 53,000.00
Maria Delost	Faculty	Assistant Professor	Health Professions	9/1/16	1.000	\$ 53,000.00
Jaelyn Farris	Faculty	Assistant Professor	Psychology	8/17/16	1.000	\$ 60,000.00
Christopher Hill	Faculty	Assistant Professor	Theater and Dance	8/17/16	1.000	\$ 51,238.00
Alena Kirova*	Faculty	Assistant Professor	English	9/6/16	0.500	\$ 23,901.50
Alena Kirova*	Faculty	Assistant Professor	Foreign Languages & Literatures	9/6/16	0.500	\$ 23,901.50
Yongung Kwon*	Faculty	Assistant Professor	Human Perf & Exercise Science	8/17/16	1.000	\$ 60,000.00
Eric MacDonald*	Faculty	Professor and Friedman Chair	Electrical & Computer Engineering	8/17/16	1.000	\$ 160,000.00
Kimberly Pleva*	Faculty	Instructor	Management	8/17/16	1.000	\$ 40,000.00
Amy Raabe	Faculty	Instructor	Human Ecology	8/17/16	1.000	\$ 50,000.00
Robert Twomey*	Faculty	Assistant Professor	Art	8/17/16	1.000	\$ 60,000.00

**YOUNGSTOWN STATE UNIVERSITY
 PROFESSIONAL ADMINISTRATIVE AND FACULTY
 PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT		
				DATES	FTE	SALARY
Amy Williams	Faculty	Assistant Professor	Counseling, Special Edu & Sch Psych	8/17/16	1.000	\$ 54,000.00
Dennis Yommer*	Faculty	Instructor	English Language Institute	8/17/16	1.000	\$ 38,689.00
Jason Zapka	Faculty	Assistant Professor	School of Technology	8/17/16	1.000	\$ 62,000.00
* New Positions						

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY
Karen Graves	APAS	Assistant Director First Year Student Services	Center for Student Progress	7/31/2016	1.00	\$ 46,854.54
Lynn Haug	APAS	Retail Operations Manager	Kilcawley Center	8/31/2016	1.00	\$ 74,086.68
Mohammad Jadun	APAS	Coordinator	Center for Student Progress	10/10/2016	1.00	\$ 46,437.00
Lori Marshall	APAS	Senior Coordinator II	Center for Student Progress	8/5/2016	1.00	\$ 42,767.00
Jacob Stanley	APAS	Assistant Director Residential Ed.	Housing & Residence Life	9/2/2016	1.00	\$ 40,280.00
Claudette Womack	APAS	Senior Financial Aid Counselor II	Financial Aid & Scholarships	8/5/2016	1.00	\$ 46,448.14
Michael Crist	Excluded	Interim Associate Dean	Dean -CCAC	8/31/2016	1.00	\$ 121,000.00
David Kitt	Excluded	Associate Director ITS Operations	Network Architecture & Engineering	9/12/2016	1.00	\$ 81,000.00
Kenneth Schindler	Excluded	AVP Chief Technology Officer	Chief Technology Officer	9/15/2016	1.00	\$ 143,820.00
John Spencer	Excluded	Associate Director Production Services	Printing Services	8/31/2016	1.00	\$ 63,881.58
Jodi Cummings	Externally Funded	Internship Advisor	Dean - STEM Center for Human Service Development	6/30/2016	0.50	\$ 16,000.00
Hayley Jenkins	Externally Funded	Assistant Site Coordinator	Rich Center for Autism	6/30/2016	0.60	\$ 18,720.00
Joshua Mickels	Externally Funded	Instruction Specialist 1	Dean - STEM	9/20/2016	1.00	\$ 23,081.00
Michael Morley	Externally Funded	Assistant Director	Rich Center for Autism	4/30/2016	0.50	\$ 18,000.00
David Sisk	Externally Funded	Instruction Specialist	Rich Center for Autism	9/15/2016	1.00	\$ 23,081.00
Diane Timko	Externally Funded	Instruction Specialist 1	Rich Center for Autism	7/29/2016	1.00	\$ 24,486.00
Steven Brown	Faculty	Professor	English	8/8/2016	1.00	\$ 82,515.93
Renee Eggers	Faculty	Associate Professor	EFRTL	8/5/2016	1.00	\$ 68,825.61
William Greenway	Faculty	Professor	English Mechanical and Industrial Engineering	8/6/2016	1.00	\$ 91,087.00
Guha Manogharan	Faculty	Assistant Professor	Engineering	8/15/2016	1.00	\$ 65,650.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY
Deborah Mower	Faculty	Professor	Philosophy and Religious Studies	8/14/2016	1.00	\$ 75,674.00
Wallace Salkauski	Faculty	Assistant Professor	Foreign Languages and Literatures	7/20/2016	1.00	\$ 51,238.00
Patricia Sarro	Faculty	Professor	Art	8/15/2016	1.00	\$ 78,337.44
Helene Sinnreich	Faculty	Professor	History	8/6/2016	1.00	\$ 76,430.74
Issariya Sirichakwal	Faculty	Assistant Professor	Management	8/16/2016	1.00	\$ 111,100.00
Ruigang Wang	Faculty	Associate Professor	Chemistry	7/26/2016	1.00	\$ 64,215.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
RECLASSIFICATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW	PREVIOUS
						SALARY	SALARY
Crystal Bannon	APAS	Academic Advisor 2	Dean - Education	7/1/2016	1.00	\$ 40,060.76	\$ 38,153.10
Molly Burdette	APAS	Senior Academic Advisor 1	Dean - Class	7/1/2016	1.00	\$ 44,621.00	\$ 42,496.26
Susan Carfolo	APAS	Academic Advisor 2	Dean - Business Administration	7/1/2016	1.00	\$ 43,589.00	\$ 41,513.38
Justin Edwards	APAS	Academic Advisor 2	Dean - CCAC	7/1/2016	1.00	\$ 37,189.00	\$ 34,378.00
Julie Felix	APAS	Senior Academic Advisor 1	Dean - Class	7/1/2016	1.00	\$ 48,009.00	\$ 45,722.00
Karen Henning*	APAS	Senior Academic Advisor 1	Dean - Education	7/1/2016	1.00	\$ 54,211.00	\$ 54,211.00
Debora Kucharski	APAS	Academic Advisor 2	Dean - STEM	7/1/2016	1.00	\$ 48,621.26	\$ 46,305.96
Susanne Miller*	APAS	Senior Academic Advisor 2	Dean - Health & Human Services	7/1/2016	1.00	\$ 56,236.00	\$ 56,236.00
Kellie Mills-Dobozi*	APAS	Senior Academic Advisor 1	Dean - Health & Human Services	7/1/2016	1.00	\$ 43,949.00	\$ 43,949.00
Laurie Paul	APAS	Academic Advisor 2	Dean - CLASS	7/1/2016	1.00	\$ 44,792.00	\$ 42,659.46
Mary Jane Quaranta	APAS	Academic Advisor 2	Dean - Business Administration	7/1/2016	1.00	\$ 39,398.00	\$ 37,522.00
James Stipetich	APAS	Academic Advisor 2	Dean - STEM	7/1/2016	1.00	\$ 41,283.00	\$ 39,316.92
Mary Lou Weingart*	APAS	Senior Academic Advisor 1	Dean - CLASS	7/1/2016	1.00	\$ 57,037.00	\$ 57,037.00
Brian Wells*	APAS	Academic Advisor 2	Dean - Health & Human Services	7/1/2016	1.00	\$ 43,421.00	\$ 43,421.00
Nicole Wells	APAS	Academic Advisor 2	Dean - Health & Human Services	7/1/2016	1.00	\$ 42,507.00	\$ 40,483.00
Tysa Egleton	Excluded	Director & Assoc. Registrar Assoc. Director Financial	Registration & Records	9/1/2016	1.00	\$ 73,000.00	\$ 68,176.80
Barbara Greene	Excluded	Analysis Report	Financial Aid & Scholarships	7/1/2016	1.00	\$ 70,000.00	\$ 64,751.23
Sylvia Imler	Excluded	AVP Multicultural Affairs	Multicultural Affairs	10/1/2016	1.00	\$ 110,000.00	\$ 100,000.00

*Reclassification resulted in title change only no increase in salary.

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
PROMOTIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT			
				APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Crystal Bannon	APAS	Senior Career Academic Advisor 1	Career Services	9/16/2016	1.00	\$ 43,000.00	\$ 40,060.76
Karen Becker	APAS	Director First Year Experience	Provost-VP Academic Affairs	9/16/2016	1.00	\$ 71,000.00	\$ 61,322.40
Andrea Tharp	APAS	Coordinator	Honor's College	9/6/2016	1.00	\$ 42,500.00	\$ 38,775.00
Michael Vansach	APAS	Senior Financial Analyst	University Bursar	9/16/2016	1.00	\$ 56,000.00	\$ 39,478.40
Christina Costello	Excluded	Director, Center Career Management	Dean - WCBA	8/1/2016	1.00	\$ 50,000.00	\$ 32,000.00
Christina Hardy	Excluded	Director, Career Academic Advising	Career Services	8/22/2016	1.00	\$ 66,000.00	\$ 51,040.80
Christopher M. Barzak	Faculty	Professor	English	8/17/2016	1.00	\$ 75,674.00	\$ 64,857.00
Jane Beese	Faculty	Associate Professor	Educ Found Research Tech & Leadr Criminal Justice & Forensic Sciences	8/17/2016	1.00	\$ 66,648.00	\$ 61,812.00
Susan A. Clutter	Faculty	Associate Professor	Sciences	8/17/2016	1.00	\$ 64,215.00	\$ 52,785.39
M Kathleen L. Cripe	Faculty	Associate Professor	Teacher Education	8/17/2016	1.00	\$ 64,215.00	\$ 52,785.39
Patrick R. Durrell	Faculty	Professor	Physics & Astronomy	8/17/2016	1.00	\$ 76,674.00	\$ 67,608.94
Kendra Fowler	Faculty	Associate Professor	Marketing	8/17/2016	1.00	\$ 108,680.00	\$ 103,020.00
Ou Hu	Faculty	Professor	Economics	8/17/2016	1.00	\$ 82,566.00	\$ 75,947.00
G. Jay Kerns	Faculty	Professor	Mathematics & Statistics Computer Science & Info Systems	8/17/2016	1.00	\$ 76,125.00	\$ 69,632.43
Alina Lazar	Faculty	Professor	Electrical & Computer Engineering	8/17/2016	1.00	\$ 91,846.00	\$ 85,045.00
Frank X. Li	Faculty	Professor	Engineering	8/17/2016	1.00	\$ 86,323.00	\$ 79,630.00
Joseph P. Louth	Faculty	Associate Professor	Dana School of Music	8/17/2016	1.00	\$ 64,215.00	\$ 52,785.00

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
PROMOTIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Colleen E. McLean	Faculty	Associate Professor	Geological & Environmental Sciences	8/17/2016	1.00	\$ 64,215.00	\$ 56,661.00
Kin P. Moy	Faculty	Professor	School of Technology	8/17/2016	1.00	\$ 77,873.00	\$ 71,346.51
Michelle D. Nelson	Faculty	Professor	Art	8/17/2016	1.00	\$ 75,674.00	\$ 67,327.61
Alicia Prieto Langarica	Faculty	Associate Professor	Mathematics & Statistics	8/17/2016	1.00	\$ 64,215.00	\$ 55,631.00
Joseph Palardy	Faculty	Professor and Coordinator General Education	Economics	8/17/2016	1.00	\$ 99,004.00	\$ 91,230.27
Bonita Sharif	Faculty	Associate Professor	Computer Science & Info Systems	8/17/2016	1.00	\$ 84,430.00	\$ 77,265.00
Cynthia M. Shields	Faculty	Clinical Associate Professor	Nursing	8/17/2016	1.00	\$ 65,215.00	\$ 56,957.70
Carla A. Simonini	Faculty	Associate Professor	Foreign Languages & Literatures	8/17/2016	1.00	\$ 65,215.00	\$ 52,786.00
Patrick T. Spearman	Faculty	Associate Professor	Educ Found Research Tech & Leadr	8/17/2016	1.00	\$ 64,215.00	\$ 58,644.14
Jamal K. Tartir	Faculty	Professor	Mathematics & Statistics	8/17/2016	1.00	\$ 75,674.00	\$ 69,001.77
Mark C. Vopat	Faculty	Professor	Philosophy & Religious Studies	8/17/2016	1.00	\$ 75,674.00	\$ 66,154.30
Robert E. Wardle	Faculty	Associate Professor	Criminal Justice & Forensic Sciences	8/17/2016	1.00	\$ 64,215.00	\$ 52,785.39

**YOUNGSTOWN STATE UNIVERSITY
 PROFESSIONAL ADMINISTRATIVE AND FACULTY
 PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
TRANSFERS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
None						

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
SALARY ADJUSTMENTS/POSITION AUDITS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Jane Kestner	Excluded	Interim Associate Dean	Dean - Class	8/16/2016	0.50	\$ 65,848.00	1.00	\$ 131,696.00
Jodie Bock	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 23,773.00	1.00	\$ 21,175.00
Daniel Bondi	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 32,307.00	1.00	\$ 29,639.00
Mona Bozick	Externally Funded	Coordinator Events Mgmt. Research Assoc. III GIS	Rich Center for Autism Center for Urban & Regional Studies	7/1/2016	0.75	\$ 29,430.00	0.75	\$ 27,000.00
John Bralich	Externally Funded	Manager	Regional Studies	7/1/2016	1.00	\$ 54,735.00	1.00	\$ 53,140.98
Erika Campolito	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 28,825.00	1.00	\$ 26,445.00
Anthony Candel	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 35,255.00	1.00	\$ 32,344.00
Roberta Castor	Externally Funded	Instruction Specialist 1	Rich Center for Autism Center for Human Service Development	6/1/2016	1.00	\$ 23,773.00	1.00	\$ 21,810.00
Elizabeth Cianciola	Externally Funded	Research Associate 1	Development	7/1/2016	1.00	\$ 40,800.00	0.80	\$ 32,640.00
Brendan Considine	Externally Funded	Classroom Supervisor	Rich Center for Autism	7/1/2016	1.00	\$ 40,417.00	1.00	\$ 37,080.00
Amy Cornell	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 31,471.00	1.00	\$ 27,238.00
Joseph Corpa	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 25,199.00	1.00	\$ 21,810.00
Gloria Counihan	Externally Funded	Lead Instruction Specialist Center Operations	Rich Center for Autism	6/1/2016	1.00	\$ 27,986.00	1.00	\$ 25,675.00
Mary DeFino	Externally Funded	Coordinator	Rich Center for Autism	7/1/2016	1.00	\$ 27,986.00	1.00	\$ 25,675.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
SALARY ADJUSTMENTS/POSITION AUDITS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Kristin DelMonaco	Externally Funded	Instruction Specialist 1 Board Certified Behavior	Rich Center for Autism	6/1/2016	1.00	\$ 23,081.00	1.00	\$ 21,175.00
Rachael Dobson	Externally Funded	Analyst	Rich Center for Autism	7/1/2016	1.00	\$ 57,500.00	1.00	\$ 40,000.00
Scott Gereb	Externally Funded	Instruction Specialist Associate Director	Rich Center for Autism	6/1/2016	1.00	\$ 24,466.00	1.00	\$ 22,446.00
Bergen Giordani	Externally Funded	Development	Rich Center for Autism	7/1/2016	1.00	\$ 54,500.00	1.00	\$ 50,000.00
Cassandra Guerrieri	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 23,773.00	1.00	\$ 21,810.00
Kristen Italiano	Externally Funded	Project PASS Coordinator	Dean - Education	7/1/2016	1.00	\$ 54,088.00	0.875	\$ 47,327.00
Jana Joseph	Externally Funded	Lead Instruction Specialist	Rich Center for Autism Dean - Business	6/1/2016	1.00	\$ 35,255.00	1.00	\$ 32,344.00
Mousa Kassis	Externally Funded	International Trade Advisor	Administration	7/1/2016	1.00	\$ 58,663.00	1.00	\$ 53,333.00
Pamela Kassos	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 30,585.00	1.00	\$ 28,873.00
Kristin Knight	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 31,472.00	1.00	\$ 28,873.00
Julianne Laird	Externally Funded	Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 23,081.00	1.00	\$ 21,175.00
Jeanette Leon	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 31,472.00	1.00	\$ 28,873.00
Alexandra Lessick	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 24,486.00	1.00	\$ 22,464.00
Ashley Lopes	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 23,773.00	1.00	\$ 21,810.00

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
SALARY ADJUSTMENTS/POSITION AUDITS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Tabatha Lovejoy	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 30,556.00	1.00	\$ 28,033.00
Melissa Ludban	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 24,486.00	1.00	\$ 22,464.00
Anthony Mancini	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 23,773.00	1.00	\$ 21,810.00
Dominic Marchionda	Externally Funded	City University Planning Coordinator	Center for Urban & Regional Studies	7/1/2016	0.75	\$ 37,080.00	0.75	\$ 36,000.00
Dominic Marchionda	Externally Funded	City University Planning Coordinator	Mechanical & Industrial Engineering	7/1/2016	0.25	\$ 12,360.00	0.25	\$ 12,000.00
Tia May	Externally Funded	Classroom Supervisor Associate Director	Rich Center for Autism Programs	7/1/2016	1.00	\$ 38,154.00	1.00	\$ 35,004.00
Renee McConnell	Externally Funded	Programs	Rich Center for Autism	7/1/2016	1.00	\$ 71,233.00	1.00	\$ 65,351.00
Carolyn McGlone	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 23,773.00	1.00	\$ 21,810.00
Caitlin McKinney	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 27,986.00	1.00	\$ 25,675.00
Nicholas Mediate	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 23,773.00	1.00	\$ 21,810.00
Joshua Mickels	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 23,081.00	1.00	\$ 21,175.00
Steven Mientkiewicz	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 31,472.00	1.00	\$ 28,873.00
Cathy Mumaw	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 33,208.00	1.00	\$ 30,466.00
Grace Naji	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 31,470.00	1.00	\$ 28,872.00
Patrick O'Brien	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 23,081.00	1.00	\$ 21,175.00
Skyler O'Donnell	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 28,825.00	1.00	\$ 26,445.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
SALARY ADJUSTMENTS/POSITION AUDITS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW		OLD		PREVIOUS	
					FTE	SALARY	FTE	SALARY	FTE	SALARY
Alexis Paidas	Externally Funded	Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 23,081.00	1.00	\$ 21,175.00		
Teresa Peck	Externally Funded	School Nurse	Rich Center for Autism	7/1/2016	0.75	\$ 40,875.00	0.75	\$ 37,500.00		
Erica Pitts	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 23,081.00	1.00	\$ 21,175.00		
Barbara Protopapa	Externally Funded	General Activities Assistant	Rich Center for Autism	7/1/2016	0.25	\$ 4,592.00	0.25	\$ 4,420.00		
Julia Rach	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 29,665.00	1.00	\$ 27,216.00		
Jo Ann Sicafuse	Externally Funded	Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 23,081.00	1.00	\$ 21,175.00		
David Sisk	Externally Funded	Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 23,081.00	1.00	\$ 21,175.00		
Catherine Tabus	Externally Funded	Instruction Specialist 1	Rich Center for Autism	6/1/2016	1.00	\$ 25,220.00	1.00	\$ 23,138.00		
Natalie Trott	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 34,294.00	1.00	\$ 31,462.00		
Taliah Watkins	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	6/1/2016	1.00	\$ 34,294.00	1.00	\$ 31,462.00		

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
SALARY ADJUSTMENTS PER CBA AND BOT POLICY

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Emilie Eberth	APAS	Coordinator, STEM Outreach and Scholarships	Dean's Office, STEM	7/1/2016	1.00	\$ 40,274.08	1.00	\$ 39,274.08
Jessica Gaskell	APAS	Counselor	Student One Stop	7/1/2016	1.00	\$ 32,320.00	1.00	\$ 31,820.00
Ryan McNicholas	APAS	Coordinator Fitness & Wellness	Campus Recreation Housing & Residence Life	7/2/2012	1.00	\$ 41,116.60	1.00	\$ 40,606.60
Justin Munz	APAS	Housing Coordinator	Housing & Residence Life	7/1/2016	1.00	\$ 28,170.00	1.00	\$ 27,670.00
Molly O'Malley	APAS	Housing Coordinator Social Work Internship	Life	7/1/2016	1.00	\$ 28,170.00	1.00	\$ 27,670.00
Maureen Reardon	APAS	Coordinator Coordinator of External Relations for Williamson College of Business	Social Work	7/1/2016	1.00	\$ 59,605.12	1.00	\$ 58,605.12
Christine Shelton	APAS		Dean's Office, WCBA Ward Beecher	7/1/2016	1.00	\$ 55,115.00	1.00	\$ 54,115.00
Tiffany Stone Wolbrecht	APAS	Planetarium Lecturer BSW Internship	Planetarium	7/1/2016	1.00	\$ 38,500.00	1.00	\$ 38,000.00
Theresa Swindler	APAS	Coordinator Senior Fin. Aid Counselor II	Social Work Financial Aid & Scholarships	7/1/2016	1.00	\$ 54,235.84	1.00	\$ 53,235.84
Jennifer Thomas	APAS	Special Programs Coordinator, Police Academy	Criminal Justice and Forensic Sciences Undergraduate	7/1/2016	1.00	\$ 37,093.00	1.00	\$ 36,593.00
Edward Villone	APAS			7/1/2016	1.00	\$ 43,055.00	1.00	\$ 42,055.00
Christine Hubert	Excluded	Associate Director	Admissions	7/1/2016	1.00	\$ 70,401.00	1.00	\$ 69,401.00

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
SALARY ADJUSTMENTS PER CBA AND BOT POLICY

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
David Kitt	Excluded	Associate Director	Network Architecture & Engineering	7/1/2016	1.00	\$ 81,000.00	1.00	\$ 80,000.00
Vince Sacco	Excluded	Director	University Facilities	7/1/2016	1.00	\$ 83,886.00	1.00	\$ 82,886.00
Marilyn Ward	Excluded	Budget Officer, Academic Affairs	Office of the Provost	7/1/2016	1.00	\$ 86,000.00	1.00	\$ 85,000.00
Ewelina Boczkowska	Faculty	Associate Professor	Dana School of Music Mathematics &	8/17/2016	1.00	\$ 67,154.00	1.00	\$ 66,154.00
Annette M. Burden	Faculty	Professor	Statistics	8/17/2016	1.00	\$ 78,959.00	1.00	\$ 77,959.00
Michael Butcher	Faculty	Associate Professor	Biological Science	8/17/2016	1.00	\$ 67,154.00	1.00	\$ 66,154.00
Joy D. Christiansen Erb	Faculty	Associate Professor	Art	8/17/2016	1.00	\$ 68,477.00	1.00	\$ 67,477.00
Michael J. Crescimanno	Faculty	Professor	Physics & Astronomy	8/17/2016	1.00	\$ 80,904.00	1.00	\$ 79,904.00
Rebecca M. Curnalia	Faculty	Associate Professor	Communication	8/17/2016	1.00	\$ 67,154.00	1.00	\$ 66,154.00
Donna DeBlasio	Faculty	Professor	History	8/17/2016	1.00	\$ 80,519.00	1.00	\$ 79,519.00
Patrick Durrell	Faculty	Associate Professor	Physics & Astronomy	8/17/2016	1.00	\$ 76,674.00	1.00	\$ 75,674.00
Johanna Krontiris-Litowitz	Faculty	Professor	Biological Science	8/17/2016	1.00	\$ 89,040.00	1.00	\$ 88,040.00
Karen H. Larwin	Faculty	Associate Professor	Educ Found Research Tech & Leadr	8/17/2016	1.00	\$ 67,720.00	1.00	\$ 66,720.00
Kenneth E. Learman	Faculty	Professor	Physical Therapy	8/17/2016	1.00	\$ 97,178.00	1.00	\$ 96,178.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
SALARY ADJUSTMENTS PER CBA AND BOT POLICY**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Diana Q. Palardy	Faculty	Associate Professor	Foreign Languages & Literatures	8/17/2016	1.00	\$ 67,154.00	1.00	\$ 66,154.00
Ronald Shaklee	Faculty	Professor & Chair	Geography	7/1/2016	1.00	\$ 106,685.00	1.00	\$ 105,685.00
Bonita Sharif	Faculty	Associate Professor	Computer Science & Info Systems	8/17/2016	1.00	\$ 84,430.00	1.00	\$ 83,430.00
Cynthia Shields	Faculty	Clinical Associate Professor	Nursing	8/17/2016	1.00	\$ 65,215.00	1.00	\$ 64,215.00
Carla A. Simonini	Faculty	Associate Professor	Foreign Languages & Literatures	8/17/2016	1.00	\$ 65,215.00	1.00	\$ 64,215.00
Virgil C. Solomon	Faculty	Associate Professor Professor and Andrews Chair	Mechanical & Industrial Engineering	8/17/2016	1.00	\$ 69,964.00	1.00	\$ 68,964.00
David Stout	Faculty	Chair	Accounting & Finance	8/17/2016	1.00	\$ 170,517.00	1.00	\$ 169,517.00
Linda J. Strom	Faculty	Associate Professor	English	8/17/2016	1.00	\$ 75,650.00	1.00	\$ 74,650.00
Mary L. Yacovone	Faculty	Associate Professor	Health Professions	8/17/2016	1.00	\$ 67,154.00	1.00	\$ 66,154.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
DISPLACEMENTS RESULTING FROM LAYOFF**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE	NEW DEPARTMENT	DATE DISPLACED	FTE
None					

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 5/1/16 THROUGH 10/15/16
LAYOFFS AS A RESULT OF JOB ABOLISHMENT**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF LAYOFF	FTE	SALARY
None						

Report on the Educational Outcome of Student-Athletes
will be forth coming.

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
SPORT BY SPORT
ACADEMIC PROGRESS RATE (APR)

	2015-16				2014-15				2013-14				2012-13			
	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR	POINTS EARNED	TOTAL POSSIBLE	ANNUAL APR	MULTI-YEAR APR
BASEBALL	103	103	1000	980	116	115	1009	965	108	115	939	944	107	110	973	960
MEN'S BASKETBALL	46	47	979	975	44	46	957	980	49	51	961	971	57	57	1000	948
MEN'S CROSS COUNTRY	40	40	1000	979	44	44	1000	977	29	30	967	932	26	28	929	937
FOOTBALL	306	329	930	934	266	299	890	935	300	316	949	943	295	305	967	932
MEN'S GOLF	40	40	1000	1000	36	36	1000	993	34	34	1000	993	36	36	1000	986
MEN'S TENNIS	23	25	920	949	45	48	938	959	30	33	909	960	33	32	1031	982
MEN'S TRACK	113	118	958	943	114	115	991	939	90	96	938	916	67	78	859	925
WOMEN'S BASKETBALL	46	46	1000	981	43	43	1000	972	54	56	964	952	64	66	970	955
WOMEN'S CROSS COUNTRY	38	39	974	974	30	30	1000	978	44	46	957	962	35	36	972	974
WOMEN'S GOLF	32	32	1000	993	36	36	1000	1000	33	34	971	979	38	38	1000	971
SOCCER	108	112	964	976	103	106	972	980	97	99	980	989	107	108	991	981
SOFTBALL	67	68	985	976	74	74	1000	977	69	72	958	977	78	81	963	977
SWIMMING	80	80	1000	997	62	64	969	986	75	75	1000	987	70	69	1014	967
WOMEN'S TENNIS	27	28	964	981	24	24	1000	979	24	24	1000	952	28	29	966	927
WOMEN'S TRACK	138	148	932	947	134	138	971	947	127	131	969	943	106	116	914	936
VOLLEYBALL	51	52	981	985	52	52	1000	990	49	50	980	990	49	50	980	970

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
AVERAGE CUMULATIVE GPA'S BY TERM
FIVE YEAR HISTORY

SPORT	ACCEPTABLE GPA EXPECTATIONS		THREE YEAR AVERAGE	2015-16		2014-15		2013-14		2012-13		2011-12	
				SPRING	FALL	SPRING	FALL	SPRING	FALL	SPRING	FALL	SPRING	FALL
				2016	2015	2015	2014	2014	2013	2013	2012	2012	2011
BASEBALL	2.80	2.99	3.07	3.09	3.07	3.06	3.03	3.03	3.13	3.20	3.20	3.04	3.07
MEN'S BASKETBALL	2.50	2.59	2.92	2.95	2.88	2.80	2.78	3.01	3.07	3.01	2.95	2.99	3.02
WOMEN'S BASKETBALL	2.80	2.99	3.45	3.52	3.51	3.39	3.40	3.42	3.46	3.56	3.52	3.38	3.28
MEN'S CROSS COUNTRY	2.80	2.99	3.12	3.19	3.19	3.12	3.08	3.17	2.97	2.80	2.65	2.59	2.74
WOMEN'S CROSS COUNTRY	2.80	2.99	3.38	3.34	3.30	3.29	3.33	3.51	3.50	3.42	3.43	3.45	3.39
FOOTBALL	2.50	2.59	2.72	2.68	2.69	2.75	2.72	2.74	2.75	2.74	2.73	2.72	2.68
MEN'S GOLF	2.80	2.99	3.32	3.41	3.41	3.37	3.35	3.25	3.15	3.15	3.14	2.94	2.86
WOMEN'S GOLF	2.80	2.99	3.54	3.59	3.57	3.62	3.65	3.44	3.38	3.40	3.32	3.19	3.12
SOCCER	2.80	2.99	3.40	3.38	3.38	3.41	3.42	3.43	3.36	3.37	3.34	3.45	3.44
SOFTBALL	2.80	2.99	3.35	3.33	3.34	3.32	3.32	3.43	3.38	3.38	3.40	3.41	3.40
SWIMMING	2.80	2.99	3.30	3.47	3.47	3.35	3.25	3.20	3.08	3.16	3.14	3.25	3.24
MEN'S TENNIS	2.80	2.99	3.41	3.24	3.25	3.60	3.64	3.38	3.35	3.34	3.32	3.27	3.27
WOMEN'S TENNIS	2.80	2.99	3.59	3.55	3.60	3.70	3.75	3.50	3.41	3.33	3.28	3.31	3.10
MEN'S TRACK	2.80	2.99	2.98	2.98	2.95	2.95	2.99	3.00	2.98	2.89	2.80	2.85	2.83
WOMEN'S TRACK	2.80	2.99	3.18	3.20	3.11	3.15	3.15	3.28	3.20	3.18	3.13	3.08	3.08
VOLLEYBALL	2.80	2.99	3.28	3.41	3.36	3.29	3.27	3.20	3.14	3.05	2.97	2.97	2.89
ALL STUDENT-ATHLETE'S			3.10	3.11	3.08	3.10	3.07	3.17	3.07	3.09	3.06	3.04	2.94
MEN'S TEAMS AVERAGE			3.08	3.08	3.06	3.09	3.08	3.08	3.06	3.02	2.97	2.91	2.92
WOMEN'S TEAMS AVERAGE			3.39	3.42	3.40	3.39	3.39	3.38	3.32	3.32	3.28	3.28	3.22
TOTAL TEAM AVERAGE			3.25	3.27	3.26	3.26	3.26	3.25	3.21	3.19	3.15	3.12	3.09
NUMBER OF TEAMS ABOVE 3.0 (16 TOTAL PROGRAMS)			13.33	13	13	13	13	15	13	13	11	10	11
NUMBER OF S/A'S WITH: SEMESTER GPA OF 4.00				36	37	45	51	44	47	34	24	35	32
SEMESTER GPA ABOVE 3.00				223	232	206	208	201	209	195	183	189	183
% SEMESTER GPA ABOVE 3.00				62%	62%	63%	61%	61%	59%	59%	54%	56%	53%
CUMULATIVE GPA ABOVE 3.00				217	225	183	194	186	193	189	193	179	185
% CUMULATIVE GPA ABOVE 3.00				60%	61%	56%	57%	56%	55%	57%	57%	53%	53%

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
FIVE YEAR HISTORY OF ACADEMIC MAJORS

MAJOR	COLLEGE	AS OF FALL SEMESTER				
		2016	2015	2014	2013	2012
Accounting	Business Administration	11	4	5	4	14
Advertising and PR	Business Administration	1		1		
Allied Health	Health and Human Services		1	1	1	
Art Education	Education	3	2	4	3	
Art Studio	Creative Arts and Communication	6	4	5	4	3
Biology	STEM	20	15	14	16	11
BS MD	STEM					2
Business	Business Administration	26	19	27	5	4
Chemical Engineering	STEM	4	3	3	2	2
Chemistry	STEM	3	2	1	2	4
Civil and Construct Eng	STEM	2	2	1		2
Civil Engineering	STEM	3	2	5	5	3
Clinical Laboratory Sci	Health and Human Services					1
Communication Studies	Creative Arts and Communication	17	16	18	16	11
Computer Information Systems	STEM		1		1	1
Computer Science	STEM	2	2	1		
Coordinated Program Dietetics	Health and Human Services	1	4		1	1
Counseling	Education	1				
Criminal Justice	Health and Human Services	30	31	39	40	33
Dental Hygiene	Health and Human Services	1		1	1	1
Early Childhood Education	Education	4	4	8	6	4
Economics	CLASS	5	6	1	4	7
Electrical Engineering	STEM	1			1	
Engineering	STEM	7	18	13	19	12
English	CLASS	2				
Environmental Studies	STEM	3	3			
Exercise Science	Health and Human Services	46	44	45	42	45
Family and Consumer Studies	Health and Human Services				1	1
Finance	Business Administration	3	3	1	8	6
Food and Nutrition	Health and Human Services			2		
Forensic Science	Health and Human Services	2	2	1	2	
General Administration	Business Administration			3		4
General Studies	CLASS	37	40	37	35	27
Geography	CLASS	4	2	1	1	
Geology	CLASS	1	1	2	1	1
Health and Human Services	Health and Human Services				1	
Health Education	Education		1			
History	CLASS	1			1	
Hospitality Management	Health and Human Services				1	4
Human Resource Management	Business Administration	2	1			
Individual Curriculum Prog	CLASS					
Industrial and Systems Engr	STEM	5	3	2		2
Info & Supply Chain Management	Business Administration	1				
Information Technology	STEM				1	
Information Technology B	STEM	2		1		
Integrated Language Arts Educ	Education	3	1	4	2	1
Integrated Math Education	Education			3	4	3

YOUNGSTOWN STATE UNIVERSITY
INTERCOLLEGIATE ATHLETICS
FIVE YEAR HISTORY OF ACADEMIC MAJORS

MAJOR	COLLEGE	AS OF FALL SEMESTER				
		2016	2015	2014	2013	2012
Integrated Sciences Education	Education				1	1
Integrated Social Studies Educ	Education	2	2	1	2	5
Journalism	CLASS	2				1
Law	CLASS		1	1		1
Life Sciences Education	Education					1
Long Term Care Administration	CLASS	1	1			
Management	Business Administration	26	13	12	14	15
Marketing	Business Administration	1	8	7	8	8
Marketing Management	Business Administration	6	4		5	4
Mathematics	STEM	2	1	2	2	
Mechanical Engineering	STEM	14	11	10	6	6
Medical Lab Science	Health and Human Services	1				
Merch Fashion and Interior	Health and Human Services	1	2	3	3	1
Middle Childhood Education	Education	5	2	6	5	7
Music Education	Creative Arts and Communication	1				
Natural Science	STEM	4	6	3	1	1
Nursing	Health and Human Services	13	15	16	11	17
Philosophy	CLASS					1
Physical Education	Education	5	3	2	8	5
Physical Sciences Education	Education	1			2	2
Physical Therapy	Health and Human Services	1				
Physics	STEM	2	1	1		1
Political Science	CLASS	3	2	1	2	2
Prof Writing and Editing	CLASS				1	1
Psychology	CLASS	11	16	10	7	8
Public Health	Health and Human Services	2	3	2	2	2
Religious Studies	CLASS		1			
Respiratory Care	Health and Human Services			1	1	1
Science Pre Education	Education			1		
Social Services	Health and Human Services					
Social Work	Health and Human Services	1		1	1	2
Sociology	CLASS	3	3	5	5	4
Spanish	CLASS	1				
Special Education	Education	3	4	5	3	7
Technology	STEM	1	4	1	1	
Telecommunications	Creative Arts and Communication	3	3			
Undetermined	Undetermined	26	36	22	29	25
Total		402	379	363	351	339

YOUNGSTOWN STATE UNIVERSITY
 INTERCOLLEGIATE ATHLETICS
 FIVE YEAR HISTORY OF ACADEMIC MAJORS

<u>MAJOR</u>	<u>COLLEGE</u>	<u>AS OF FALL SEMESTER</u>				
		<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>
Business Administration		77	52	56	44	55
CLASS		71	73	58	57	53
Creative Arts and Communication		27	23	23	20	14
Education		27	19	34	36	36
Health and Human Services		99	102	112	108	109
STEM		75	74	58	57	47
Undetermined		26	36	22	29	25
Total		402	379	363	351	339

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

WHEREAS, the *Policies of the Board of Trustees* authorize the President to manage the University, including appointing such employees as are necessary to effectively carry out the operation of the University and any other necessary personnel actions; and

WHEREAS, new appointments and other personnel actions have been made subsequent to the September 15, 2016, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2016-2017 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-7-36, Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches; 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University; and 3356-7-42, Selection of Professional/Administrative Staff;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions as listed in Exhibit ___ attached hereto.

3356-7-36 Hiring and selection process, contracts and compensation for intercollegiate athletic coaches.

Previous Policy Number: 7016.02
Responsible Division/Office: Intercollegiate Athletics; Human Resources
Responsible Officer: VP for Finance and Administration
Revision History: September 1999; September 2003;
November 2010; December 2012; April 2013
Board Committee: University Affairs
Effective Date: April 26, 2013
Next Review: 2018

- (A) Policy statement. The university seeks to attract and retain highly qualified intercollegiate athletic coaches. During the hiring process, the university is committed to the principle of gender equity, equal opportunity and diversity in filling each coaching vacancy. The university also affirms the principle of merit-based salary adjustments that are directly associated with positive competitive results as evidenced by the performance evaluation. Additionally, periodic market surveys will be conducted for coaching positions to ensure that salaries remain competitive. Further, certain coaches as professional/administrative staff may be eligible for multiple year contracts of employment.
- (B) Parameters.
- (1) General:
- (a) While intercollegiate athletics coaches in all sports are in the university's professional/administrative staff category, this policy is intended to establish unique hiring and selection processes and compensation programs.
- (b) Contracts for coaches of fall term sports other than football will terminate on January thirty-first, contracts for football coaches will terminate on the last of February, contracts for coaches of winter sports (men's and women's basketball, swimming, and diving) will terminate on April thirtieth, and contracts for spring term sports (baseball, softball, track, tennis, and golf) will terminate on June thirtieth.

- (c) When it is in the best interest of the university, the president, upon the recommendation of the executive director of intercollegiate athletics, may present other appointment plans for specific coaches to the internal affairs committee of the board of trustees.
- (2) Hiring and selection process:
- (a) Advertising to fill athletic coaching positions of the university will be done in a manner that will provide an opportunity for a diverse pool of candidates to apply. Regardless, expediency in posting and hiring is a requisite in filling coaching positions due to the unique nature of the coaching profession.
 - (b) An individual will be selected from an applicant pool obtained as a result of a publicly posted position vacancy and a search process.
 - (c) External consultants may be utilized during the process of searching, screening, and interviewing coaching candidates. Search committees will also be utilized.
 - (d) Background checks will be conducted for the final preferred candidate as requested by the department of intercollegiate athletics.
 - (e) Contracts for intercollegiate athletics head coaches are negotiated at the time of the recruitment and selection process.
- (3) Compensation:
- (a) Head coaches. Individual salary adjustments may exceed any board-established cost of living adjustment (“COLA”). Unsuccessful competitive performance will affect salary adjustments that may result in an amount less than any board-established COLA or no salary increase for the future contract term. Any such salary adjustments will occur at the beginning of a new contract term. A pool of

funds will be created utilizing the aggregate amount of any COLA increases that are to be allocated (including associated fringe amounts) for future distribution for competitively successful outcomes. A recommendation may be made periodically by the executive director of intercollegiate athletics to the president.

- (b) Assistant coaches. For sports that utilize assistant coaches, the head coach, in consultation with the executive director intercollegiate athletics, will have authority to allocate the pool of money budgeted for all assistant coaches in that sport at his/her discretion within the limitations of the pool. In years in which the amount of awarded merit increases is less than the amount allocated by the university, the balance (including associated fringe amounts) will be placed into the appropriate salary reserve account for future merit increases or distribution during the search process for a new coaching staff. In years which the amount of the merit increases is greater than the pool, the funds will come from the salary reserve account. Board-approved "Gender Equity Plan" or current operating budget line items will serve as additional resources for merit increases. The allocation may occur at the beginning of the contract period of July first annually. A recommendation will be made annually by the executive director of intercollegiate athletics to the president.

(C) Procedures.

(1) General:

- (a) The term of the initial contract offered to a coach will be determined during the recruitment and selection process by the executive director of intercollegiate athletics in consultation with the president.
- (b) All head coaches are evaluated annually by the executive director of intercollegiate athletics, or designee, and contracts may be renewed through negotiation.

- (c) The term of a contract can be modified through the use of the regular appointment process.
 - (d) All head coaches annually evaluate their assistants and submit their recommendations to the executive director of intercollegiate athletics.
- (2) Hiring and selection. The procedures that follow provide an overall structure for coaching position selections. It is recognized that these procedures may need to be adjusted to accommodate a particular situation.
- (a) The executive director of intercollegiate athletics, or his/her designee, in consultation with the hiring manager will, at a minimum, select at least a three-member search committee to screen qualified candidates.
 - (b) Postings will appear, at a minimum, on the Youngstown state university (“YSU”) athletics department website. The posting will be open to receive applications for a minimum of seven calendar days and applicants will apply by utilizing the “PeopleAdmin” online employment application.
 - (c) A list of candidates who have self-identified will be requested from the office of equal opportunity and diversity. Candidates to be interviewed must possess the minimum qualifications for the position. It is anticipated that the successful candidate will have qualifications in excess of the minimum. Justifications for not interviewing an applicant will include written rationale regarding any determination concerning the differences in qualifications for the candidates selected for interviews. Such assessments will be fair and will include consideration of the national collegiate athletic association (“NCAA”) expectations related to both YSU’s “Gender Equity” and “Minority Opportunity” plans.
 - (d) Upon approval from the office of equal opportunity and diversity, the search committee will conduct reference checks and participate in the interview process. The hiring

manager of the open position, in consultation with the executive director of intercollegiate athletics, will ultimately identify the candidate to be extended a preliminary offer, understanding that the office of human resources will make the official offer upon receipt of a positive background check.

- (e) The office of human resources shall submit background checks when requested by the department of intercollegiate athletics for the final preferred candidate. Employment offers may be made contingent upon an acceptable background report to ensure that the hiring process is expedited.
 - (f) Exceptions to the above selection process may be granted in special circumstances where departure offers demonstrable benefits to the university. A request for such an exception must be submitted in writing to the chief human resources officer and the office of equal opportunity and diversity for review and consideration. A request initiated by the department of intercollegiate athletics, together with the office of human resources and the office equal opportunity and diversity, will be submitted to the president for final approval.
 - (g) The chief human resources officer will submit a summary of all filled coaches positions to the board of trustees at the next regularly scheduled meeting for approval. Offers of employment for coaches shall be contingent upon board of trustees' approval; however, coaches may begin employment prior to board of trustees' approval.
- (3) Compensation:
- (a) Head coaches. The performance evaluation process will be conducted at the end of each season by the executive director of intercollegiate athletics for each head coach. Determinations regarding merit increases, if any, will be based upon the outcome of the performance evaluation. Predetermined competitive benchmarks will allow head

coaches with competitively successful seasons to earn a salary increase in a subsequent contract.

- (b) Assistant coaches. The performance evaluation process will be conducted at the end of each season by the head coach for each assistant coach. Determinations regarding merit increases, if any, will be based upon the outcome of the performance evaluation.

SUMMARY OF PERSONNEL ACTIONS
Professional Administrative - Athletics
4/1/16 through 10/15/16

Appointments – 3

New Positions – 0 *(Notated with an asterisk *)*

- Professional Administrative Excluded – 0

Replacement Positions – 3

- Professional Administrative Excluded – 3

Separations – 5

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 4

Reclassifications – 1

- Professional Administrative Excluded – 1

Promotions – 0

Transfers – 0

Salary Adjustments per BOT Policy – 15

- Professional Administrative Excluded – 15

Displacements – 0

Layoffs – 0

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE - ATHLETICS
PERSONNEL ACTIONS 4/1/16 THROUGH 10/15/16
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	CONTRACT/ APPOINTMENT		
	TYPE	POSITION TITLE		DATES	FTE	SALARY
Joshua Merrigan	Excluded	Assistant Coach Baseball	Baseball	8/8/16	1.000	\$ 32,505.00
Mark Preto	Excluded	Assistant Coach Football Video	Football	8/2/16	1.000	\$ 31,254.00
Eric Smith	Excluded	Assistant Coach Baseball	Baseball	8/1/16	0.750	\$ 18,100.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE - ATHLETICS
PERSONNEL ACTIONS 4/1/16 THROUGH 10/15/16
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	DATE OF		
	TYPE	POSITION TITLE		SEPARATON	FTE	SALARY
Martha Dettl	APAS	Assistant Athletic Trainer	Training Room	8/31/2016	1.00	\$ 36,000.00
Steven Gillispie	Excluded	Head Coach Baseball	Baseball	7/23/2016	1.00	\$ 61,200.00
Tyler Lippert	Excluded	Assistant Coach, Throws	Women's Track	10/11/2016	1.00	\$ 33,176.00
Jason Neal	Excluded	Assistant Coach Baseball	Baseball	7/23/2016	0.75	\$ 18,100.00
Kevin Smallcomb	Excluded	Assistant Coach Baseball	Baseball	7/23/2016	1.00	\$ 32,505.00

**YOUNGSTOWN STATE UNIVERSITY
 PROFESSIONAL ADMINISTRATIVE - ATHLETICS
 PERSONNEL ACTIONS 4/1/16 THROUGH 10/15/16
RECLASSIFICATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE SALARY	PREVIOUS SALARY
Matthew Anderson	Excluded	Head Coach, Swimming & Diving & Aquatics Coordinator	Intercollegiate Athletics	7/1/2016	1.00 \$ 50,840.00	\$ 40,840.00

**YOUNGSTOWN STATE UNIVERSITY
 PROFESSIONAL ADMINISTRATIVE - ATHLETICS
 PERSONNEL ACTIONS 4/1/16 THROUGH 10/15/16
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT APPT. DATES	NEW FTE SALARY	PREVIOUS SALARY
None						

**YOUNGSTOWN STATE UNIVERSITY
 PROFESSIONAL ADMINISTRATIVE - ATHLETICS
 PERSONNEL ACTIONS 4/1/16 THROUGH 10/15/16
TRANSFERS**

EMPLOYEE				CONTRACT/ APPOINTMENT		
EMPLOYEE NAME	TYPE	POSITION TITLE	DEPARTMENT	DATES	FTE	SALARY
None						

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE - ATHLETICS
PERSONNEL ACTIONS 4/1/16 THROUGH 10/15/16
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
John Barnes	Excluded	Head Women's Basketball Coach	Intercollegiate Athletics	5/1/2016	1.00	\$ 142,000.00	1.00	\$ 132,000.00
Mark Brandenstein	Excluded	Assistant Coach Strength & Conditioning	Intercollegiate Athletics	5/1/2016	1.00	\$ 40,265.00	1.00	\$ 30,265.00
Katrina Brumfield	Excluded	Assistant Coach, Track & Field Jumps	Intercollegiate Athletics	7/1/2016	1.00	\$ 33,176.00	1.00	\$ 32,848.00
Brian Campbell	Excluded	Head Coach, Softball	Intercollegiate Athletics	7/1/2016	1.00	\$ 48,323.00	1.00	\$ 47,845.00
Brian Gorby	Excluded	Head Coach, Men's and Women's Cross Country	Intercollegiate Athletics	7/1/2016	1.00	\$ 55,400.00	1.00	\$ 54,852.00
Tyler Lippert	Excluded	Assistant Coach, Track & Field Throws	Intercollegiate Athletics	7/1/2016	1.00	\$ 33,176.00	1.00	\$ 32,848.00
Tim Marlowe	Excluded	Assistant Football Coach	Intercollegiate Athletics	5/1/2016	1.00	\$ 30,000.00	1.00	\$ 24,000.00
Richard McNutt	Excluded	Assistant Football Coach	Intercollegiate Athletics	5/1/2016	1.00	\$ 63,000.00	1.00	\$ 55,000.00
Nathan Miklos	Excluded	Head Coach, Women's Golf	Intercollegiate Athletics	7/1/2016	0.75	\$ 28,141.00	0.75	\$ 27,863.00
Carl Pelini	Excluded	Assistant Football Coach	Intercollegiate Athletics	5/1/2016	1.00	\$ 77,000.00	1.00	\$ 70,000.00
Richard Penniman	Excluded	Assistant Coach, Track & Field	Intercollegiate Athletics	9/1/2016	0.25	\$ 6,275.00	0.25	\$ 6,213.00

YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE - ATHLETICS
PERSONNEL ACTIONS 4/1/16 THROUGH 10/15/16
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Fredrick Robinson	Excluded	Assistant Coach Men's Basketball	Intercollegiate Athletics	4/1/2016	1.00	\$ 72,000.00	1.00	\$ 62,000.00
Mickael Sopol	Excluded	Head Coach, Men's & Women's Tennis	Intercollegiate Athletics	7/1/2016	1.00	\$ 49,372.00	1.00	\$ 48,884.00
David Townsend	Excluded	Assistant Coach, Track & Field	Intercollegiate Athletics	9/1/2016	0.50	\$ 14,116.00	0.50	\$ 13,976.00
Sara Zilles	Excluded	Assistant Coach, Softball	Intercollegiate Athletics	7/1/2016	1.00	\$ 34,900.00	1.00	\$ 34,555.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE - ATHLETICS
PERSONNEL ACTIONS 4/1/16 THROUGH 10/15/16
DISPLACEMENTS RESULTING FROM LAYOFF**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE	NEW DEPARTMENT	DATE DISPLACED	FTE
None					

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE - ATHLETICS
PERSONNEL ACTIONS 4/1/16 THROUGH 10/15/16
LAYOFFS AS A RESULT OF JOB ABOLISHMENT**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF LAYOFF	FTE	SALARY
None						