

**BOARD OF TRUSTEES  
UNIVERSITY AFFAIRS COMMITTEE  
Delores E. Crawford, Chair  
David C. Deibel, Vice Chair  
All Trustees are Members**

**BACKGROUND MATERIALS  
Tuesday, September 6, 2016**

- 1. Human Resources Update** **Tab 1**  
This report will provide an update on current accomplishments and priorities for moving forward with Human Resources Department operations.
- 2. Human Resources Update on Position Searches** **Tab 2**  
This report will provide a list of all searches in progress.
- 3. ULP's/Grievances** **Tab 3**  
This report will provide the status of all Unfair Labor Practices and Grievances.
- 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. Summary of Staffing Levels by Race and Gender** **Tab 5**  
This report provide a comparison of the workforce demographics in terms of Race and Gender for the periods of April 1- June 31, 2015 and April 1- June 31, 2016.
- 6. Report on Search Waivers for Strategic Hiring** **Tab 6**  
This report will show strategic hiring activity pursuant to policy 3356-2-04 (Previous Policy Number 2004.01).

**Office of Human Resources Update**  
**August 2016**

**Employment, Processing and Employee Records:**

Jennifer Lewis, Director, Talent Acquisition, Processing and Employee Records has continued to attempt work with Chairs to post part time faculty opportunities and to coordinate orientation for newly hired part time faculty members.

**HRIS:**

Alisha Yanniello, Manager, HRIS continues to provide leadership in the in identifying and implementing the utilization of the Banner system. She is working on planning the implementation of the new FLSA regulations from the HRIS perspective.

**Benefits:**

Marcie Patton Manager, Compensation and Benefits has worked with our Health Care Consultants and the Health Care Advisory Committee to identify a vendor to conduct a dependent eligibility verification project. Notifications will be sent to employees with dependents outlining what they need to do to verify eligibility. Additionally, she has worked with the consultant to establish a High Deductible Health Plan (HDHP) option. She is planning for the Fall open enrollment for the health care plans.

Classification and Compensation - Jennifer Gavalier, Classification and Equal Opportunity Officer has been coordinating the Human Resources efforts to contend with the recent revisions to the Fair Labor Standards Act (FLSA) which will take effect on December 1, 2016. Additionally, she has completed a variety of job audits and position reviews associated with the various groups of employees.

Wellness – Carrie Clyde continues to plan and manage a variety of wellness programs including information sessions, incentives and physical activities.

**Training & Development:**

Rosalyn Donaldson, Manager, Training & Development has been engaged in training for classified employee performance evaluation process, Recruit for the Graduate Studies, semester kickoff programs include Academic Overview & YMES, Academic overrides, Starfish early alert. She has arranged through the State Auditor to have onsite training presented at the University for Public Records training.

The search for a Training Coordinator was successful and did identify a candidate; however, authorization to hire the candidate could not be obtained.

**Labor Relations:**

Al Boggs, Director of Labor Relations has been engaged in working with the ACE leadership and the Federal Mediation and Conciliation Service (FMCS) to resolve the backlog of grievances. Additionally, he has been working with HR staff members and the ACE leadership to sort out classified positions that should be included and excluded from the bargaining unit.

Further, he is engaged in working with managers, supervisors and chairs to identify issues for the upcoming negotiations with faculty and classified staff.

**State Personnel Board of Review:**

The job abolishment and layoff appeals on the 2014 layoffs were dismissed for the majority of the appeals. The union has filed objections to the initial determination for the remaining cases.

**State Employment Relations Board:**

At the moment there are not matters before SERB.

## **Current Postings – 4/16/16 to 7/15/16**

### **Faculty**

#### **College of Education**

- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Instructor, Student Teaching Supervisor – Counseling, Special Education and School Psychology
- Part-time Faculty – Counseling, Special Education and School Psychology
- Part-time Instructor – Early Childhood-PreK
- Part-time Instructor – 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 – Adolescent/Young Adult Education
- Part-time Instructor – Middle Childhood Education

#### **College of Health and Human Services**

- Part-time Instructor – Food & Nutrition
- Part-time Instructor – Social Work
- Part-time Faculty – Physical Therapy
- 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 and Physical Education Instructor
- Part-time Faculty – Health Informatics
- Part-time Faculty – Human Performance and Exercise Science
- Part-time Faculty – Public Health
- Part-time Faculty – HPES Aerobic Activities
- Part-time Faculty – Hospitality Management
- Part-time Faculty – Public Health – Environmental Health and Safety
- Instructor and Program Director, Dietetic Technician Associate Degree Program
- Part-time Instructor – Yoga
- Part-time Instructor – First Year Experience Course in Health & Human Services
- Part-time Instructor – Pharmacology for Nurse Anesthetist Students

#### **College of Liberal Arts and Social Sciences**

- Part-time Faculty Instructor – English
- Part-time Faculty Instructor – Sociology
- Part-time Faculty Instructor – Psychology
- Part-time Faculty – Honors
- Part-time Faculty – Introduction to Sociology
- Part-time Instructor – Gerontology
- Part-time Instructor – English ESOL

## **College of Creative Arts & Communication**

- Part-time Instructor – Spanish
- Part-time Faculty – Photography
- Part-time Faculty – Communication Studies, Telecommunication Studies, and Journalism
- Part-time Faculty – Theater and Dance
- Part-time Instructor – Viola
- Part-time Instructor – Music Theory
- Part-time Instructor – Director of Dana Gospel Choir
- Part-time Instructor – Graphic Design
- Part-time Instructor – Art History
- Part-time Instructor – Visual Arts Foundations

## **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 – Mechanical Engineering
- Part-time Instructor – Engineering Technology
- Part-time Instructor – Civil and Construction Engineering Technology
- Professor and Chair – Computer Science Information Systems
- Part-time Instructor – Anatomy and Physiology 1 Lab
- Part-time Instructor – Anatomy and Physiology
- Part-time Instructor – Chemistry Lab Instructor

## **College of Business Administration**

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

## **Professional/Administrative**

- Digital Content Designer
- Career and Academic Advisor 2
- Senior Career and Academic Advisor 1
- Assistant Director for Programming
- Director, Career and Academic Advising
- Director, Housing & Residence Life
- Coordinator, Sports Clubs & Camps
- Associate Director, Systems Administration
- Assistant Coach, Baseball
- Coordinator, Media Engineer & Technology
- Associate Director, Center for Human Service Development
- Assistant Coordinator, STEM Professional Services
- Assistant Director, International Student & Scholar Services
- Coordinator, English Festival
- Assistant Coordinator, Project Pass
- Coordinator, Internships & Cooperative Education
- Assistant Director, International Admissions & Recruitment
- Coordinator, Center for Student Progress
- Additive Manufacturing Research Scientist
- Coordinator, Student Recruitment & Engagement

## **Externally Funded Positions**

- Academic Leader – East Liverpool City Schools
- Activity Leader – East Liverpool City Schools
- Academic Leader – Brookfield City Schools
- Activity Leader – Brookfield City Schools

## **Classified Civil Service**

- Electrician 1
- Database Analyst 3
- Administrative Assistant 1

## **Unclassified Service**

- Intermittent University Police Officer 1
- Dispatcher 1 – Intermittent

**GRIEVANCE SUMMARY**  
**FEBRUARY 16, 2016 – AUGUST 2, 2016**

**ACE GRIEVANCES**

# 737	Disciplinary Action	Appealed to arbitration
# 738	Bookstore discounts	Resolved
# 739	Discharge	Appealed to arbitration

**APAS GRIEVANCES**

# 85	Job audit	Resolved
# 86	Presidential holiday declaration	Withdrawn
# 87	Disciplinary letter in file	Resolved
# 88	Disciplinary action	In process

**OEA GRIEVANCES**

# 348	Reassign time	In process
# 349	Accessible parking	In process

**FOP GRIEVANCES**

# 50	Overtime assignment	Resolved
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**SUMMARY OF PERSONNEL ACTIONS**  
**Classified Employees**  
**4/16/16 through 7/15/16**

**Appointments – 12**

- Classified Civil Service –2
- Unclassified Civil Service – 2
- Non-Bargaining FOP – 8

**Separations – 40**

- Classified Civil Service –8
- Unclassified Civil Service – 26
- Externally Funded Non-Bargaining – 5
- Non-Bargaining FOP – 1

**Reclassifications – 5**

- Classified Civil Service – 5

**Promotions – 2**

- Classified Civil Service – 2

**Transfers – 1**

- Classified Civil Service –1



## **Salary Adjustments – 3**

- Classified Civil Service – 1
- Excluded FOP – 1
- Externally Funded Non-Bargaining – 1

## **Displacements – 0**

## **Layoffs – 3**

- Classified Civil Service – 3

## **Recalls – 0**

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

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	CONTRACT/ APPOINTMENT		FTE	SALARY
	TYPE	POSITION TITLE		DATES			
O'Connell, Joyce	ACE	Temporary Administrative Assistant	Electrical and Computer Engineering	5/5/2016		0.25	\$ 11,804.00
Pedaline, Cory	ACE	Network Administrator 2	Media & Academic Computing	5/31/2016		1.00	\$ 49,233.60
Bosela, Christine	Non-ACE	Intermittent Cashier	University Bursar	7/14/2016		0.50	\$ 10,400.00
Miller, Jeffrey	Non-ACE	Intermittent Delivery Worker	Delivery Services	4/18/2016		0.50	\$ 15,433.60
Abu-Ghannam, Khaled	FOP - Excluded	Intermittent Police Officer 1	YSU Police	4/18/2016		0.50	\$ 17,617.60
Colter, Steven	FOP - Excluded	Intermittent Police Officer 1	YSU Police	5/31/2016		0.50	\$ 17,617.60
Fellows, Rendin	FOP - Excluded	Intermittent Police Officer 1	YSU Police	4/18/2016		0.50	\$ 17,617.60
Jordan, Deanna	FOP - Excluded	Intermittent Police Officer 1	YSU Police	4/18/2016		0.50	\$ 17,617.60
Phifer, Jeff	FOP - Excluded	Intermittent Police Officer 1	YSU Police	4/18/2016		0.50	\$ 17,617.60
Reents, Lawrence	FOP - Excluded	Intermittent Police Officer 1	YSU Police	4/18/2016		0.50	\$ 17,617.60
Satterthwaite, Travis	FOP - Excluded	Intermittent Police Officer 1	YSU Police	4/18/2016		0.50	\$ 17,617.60
Sletvold, Jason	FOP - Excluded	Intermittent Police Officer 1	YSU Police	4/18/2016		0.50	\$ 17,617.60

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

EMPLOYEE		POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT	
EMPLOYEE NAME	TYPE			DATES	FTE
Deluco, Mary Elizabeth	ACE	Intermittent Customer Service Assistant 2	Undergraduate Admissions	5/31/2016	0.50 \$ 17,274.40
Herns, Genia	ACE	Mail Clerk Messenger	Delivery Services	5/20/2016	1.00 \$ 38,604.80
Koch, Melissa	ACE	Intermittent Cashier	Bookstore	6/3/2016	0.50 \$ 15,901.60
Lowry, Melissa	ACE	Storekeeper 2	Bookstore	5/1/2016	0.75 \$ 34,616.40
O'Connell, Joyce	ACE	Temporary Administrative Assistant	Metropolitan College	5/20/2016	0.25 \$ 11,804.00
Powers, Charles	ACE	Systems Analyst 1	Degree Audit	5/31/2016	1.00 \$ 91,852.80
Pozega, Rosalyn	ACE	Administrative Assistant 1 Intermittent Parking Facilities	Electrical & Computer Engineering	5/4/2016	0.50 \$ 17,274.40
Wilson, James	ACE	Attendant	Parking Services	5/6/2016	0.50 \$ 21,174.40
Banko, Erin	Externally Funded Non-ACE	Academic Leader	Center for Human Services Development	6/30/2016	0.25 \$ 9,360.00
Huda, Natalie	Externally Funded Non-ACE	Academic Leader	Center for Human Services Development	6/30/2016	0.075 \$ 2,808.00
Majovsky, Tabitha	Externally Funded Non-ACE	Academic Leader	Center for Human Services Development	6/30/2016	0.125 \$ 4,680.00
Nicolaou-Harrington, Brittany	Externally Funded Non-ACE	Academic Leader	Center for Human Services Development	6/30/2016	0.05 \$ 1,872.00
Williams, William	Externally Funded Non-ACE	Academic Leader	Center for Human Services Development	6/30/2016	0.125 \$ 4,680.00
Carter, Arthur	FOP - Excluded	Intermittent Police Officer 1	YSU Police	5/20/2016	0.50 \$ 17,617.60
Bosela, Christine	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50 \$ 10,400.00
Bodendorfer, Alette	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50 \$ 15,433.60

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

<b>EMPLOYEE</b>					<b>CONTRACT/ APPOINTMENT</b>	
<b>EMPLOYEE NAME</b>	<b>TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>DATES</b>	<b>FTE</b>	<b>SALARY</b>
Bodnar, Danielle	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 10,400.00
Bowman, Tiffany	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,662.40
Charles, Julie	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,901.60
Cobbin, Monica	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,215.20
Colella, Theresa	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,662.40
Currao, Diana	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 10,400.00
DeMain, Gina	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,433.60
Gaglione, Gail	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,433.60
Gajdos, Melissa	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 10,400.00
House, Glenda	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 17,118.40
Janis-Verbosky, Deborah	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 10,400.00
Jones, Janice	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,662.40
Knight, Rose	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 10,400.00
Layton, Patricia	Non-ACE	Intermittent Cashier	Bookstore	5/5/2016	0.50	\$ 17,638.40
Lisko, Debra	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,433.60
Lucente, Martha	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,662.40
Manfredi, Rosemarie	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 20,789.60
Myers, Josephine	Non-ACE	Intermittent Clerk	Housing & Residence Life	4/22/2016	0.50	\$ 14,175.20
Rosa, Laura	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 10,400.00
Shiple, Tiffany	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,433.60
Smith, Lisa	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,433.60
Smolko, Maryann	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 17,638.40
Smusz, Karen	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 20,165.60
Varga, Jessica	Non-ACE	Intermittent Cashier	Bookstore	6/1/2016	0.50	\$ 15,662.40

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 4/16/16 THROUGH 7/15/16**  
**RECLASSIFICATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Eisenbraun, Mark	ACE	Boiler Tech and Building Maintenance Supervisor	Facilities Maintenance	7/1/2016	1.00	\$ 55,203.20	\$ 52,249.60
Jacobson, James	ACE	Boiler Tech and Building Maintenance Supervisor	Facilities Maintenance	7/1/2016	1.00	\$52,790.40	\$ 49,961.60
Kennedy, Michael	ACE	Boiler Tech and Building Maintenance Supervisor	Facilities Maintenance	7/1/2016	1.00	\$37,481.60	\$ 35,464.00
Kinsey, Eric	ACE	Boiler Tech and Building Maintenance Supervisor	Facilities Maintenance	7/1/2016	1.00	\$38,604.80	\$ 35,545.60
Schippert, Scott	ACE	Boiler Tech and Plumber	Central Utility Plant	7/1/2016	1.00	\$ 42,224.00	\$ 39,977.60

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 4/16/16 THORUGH 7/15/16**  
**PROMOTIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT</b>		<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
				<b>APPT. DATES</b>	<b>FTE</b>		
Graneto, Lora	ACE	Administrative Assistant 1	Kilcawley Center	5/15/2016	1.00	\$ 34,548.80	\$ 32,760.00
Richards, Steven	ACE	STEM Laboratory Specialist	Dean - STEM	4/3/2016	1.00	\$ 52,977.60	\$ 49,961.60

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

<b>EMPLOYEE</b>		<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT</b>		
<b>EMPLOYEE NAME</b>	<b>TYPE</b>			<b>DATES</b>	<b>FTE</b>	<b>SALARY</b>
Bowman, Michael	ACE	Administrative Assistant 2	Kilcawley	7/1/2016	1.00	\$65,769.60

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

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>NEW FTE</b>	<b>NEW SALARY</b>	<b>OLD FTE</b>	<b>PREVIOUS SALARY</b>
Reed, Harriet	ACE Externally Funded	Secretary	Student Experience Dean - Business	7/1/2016	0.50	\$ 24,471.20	1.00	\$ 48,942.40
Thomas, Crystal	Non-ACE	Administrative Assistant 1 University Law Enforcement	Administration	4/17/2016	1.00	\$ 30,388.80	0.525	\$ 24,918.82
Varso, Shawn	FOP - Excluded	Supervisor & Acting Chief	YSU Police	4/28/2016	1.00	\$ 75,296.00	1.00	\$ 71,334.00



**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 4/16/16 THROUGH 7/15/16**  
**DISPLACEMENTS RESULTING FROM LAYOFF**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE</b>	<b>FTE</b>	<b>NEW DEPARTMENT</b>	<b>DATE DISPLACED</b>
None					

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 4/16/16 THROUGH 7/15/16**  
**LAYOFFS AS A RESULT OF POSITION ABOLISHMENT**

<b>EMPLOYEE</b>						
<b>EMPLOYEE NAME</b>	<b>TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>DATE OF LAYOFF</b>	<b>FTE</b>	<b>SALARY</b>
Brady, Andre	ACE	Sales Manager 3	Bookstore	6/3/2016	1.00	\$ 53,601.60
Sefcik, Leonard	ACE	Sales Manager 3	Bookstore	6/3/2016	1.00	\$ 34,548.80
Slanina, Gordon	ACE	Data Systems Coordinator 1	Bookstore	6/3/2016	1.00	\$ 34,548.80

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 4/16/16 TO 7/15/2016**  
**RECALLS FROM LAYOFF**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>RECALLED DATE</b>	<b>FTE</b>	<b>SALARY</b>
None						

Youngstown State University  
 Summary of Staffing Levels By Race and Gender  
 From April 1-June 30, 2015/2016

4/1-6/30/2015	Caucasian		African American		Hispanic		Asian		Native American		Multi-Racial		Total
Rank	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	194	161	14	14	3	2	28	19	0	0	0	0	435
Professional/ Admin.	150	143	12	13	4	3	3	3	0	2	1	1	335
Classified	113	160	11	18	4	6	0	0	0	1	1	0	314
Externally Funded	21	45	0	6	1	0	0	1	0	0	0	1	75
<b>Total</b>	<b>478</b>	<b>509</b>	<b>37</b>	<b>51</b>	<b>12</b>	<b>11</b>	<b>31</b>	<b>23</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>2</b>	<b>1159</b>
4/1-6/30/2016	Caucasian		African American		Hispanic		Asian		Native American		Multi-Racial		Total
Rank	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	191	157	13	13	3	2	28	19	0	0	0	0	426
Professional/ Admin.	145	145	12	13	4	3	3	3	0	2	0	2	332
Classified	114	155	10	19	4	6	0	0	0	1	1	0	310
Externally Funded	28	72	1	5	0	1	0	1	0	0	0	1	109
<b>Total</b>	<b>478</b>	<b>529</b>	<b>36</b>	<b>50</b>	<b>11</b>	<b>12</b>	<b>31</b>	<b>23</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>1177</b>
Difference	Caucasian		African American		Hispanic		Asian		Native American		Multi-Racial		Total
Rank	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	-3	-4	-1	-1	0	0	0	0	0	0	0	0	-9
Professional/ Admin.	-5	2	0	0	0	0	0	0	0	0	-1	1	-3
Classified	1	-5	-1	1	0	0	0	0	0	0	0	0	-4
Externally Funded	7	27	1	-1	-1	1	0	0	0	0	0	0	34
<b>Total</b>	<b>0</b>	<b>20</b>	<b>-1</b>	<b>-1</b>	<b>-1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-1</b>	<b>1</b>	<b>18</b>

Guidelines provided by U.S. Office of Management & Budget

Caucasian, not of Hispanic origin - Origins in any of the original peoples in Europe, North Africa or the Middle East

African American, not of Hispanic origin - Origins in any black racial group

Hispanic - Origins of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture, regardless of race

Asian or Pacific Islander - Origins in any of the original peoples of the Far East, SE Asia, the Indian Subcontinent, or Pacific Islands

American Indian or Alaskan Native - Origins in any of the original peoples of North America who maintain cultural identification through tribal affiliation or community recognition

\*Faculty includes full-time faculty, department chairs and other faculty exempt from the bargaining unit, does not include part-time faculty

**Office of Equal Opportunity and Policy Development**  
**Hiring Activity under Policy 3356-2-04/Search waivers for hiring of faculty and professional/  
administrative staff**

Requestor: Julia Gergits, Chair

Department/Unit: English Department /English Language Institute

Position: Instructor English as a Second Language (ESOL) (term-contract)

Rationale: Youngstown State University is changing its ESOL courses from non-credit to credit courses to align with other institutions of higher education. The candidate currently teaches non-credit ESOL courses and the hire will allow for a smooth and timely transition.

Hired: Dennis Yommer

Requestor: Joseph Mosca, Dean

Department/Unit: Health and Human Services/Health Professionals

Position: Assistant Professor/Term one-year appointment 2016-2017

Rationale: Hire is temporary to successfully obtain accreditation (2017). The candidate is currently the Director of Medical Laboratory Programs and has extensive experience with accreditation and will be instrumental in preparing the University for accreditation.

Hired: Maria Delost