

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

James E. "Ted" Roberts, Chair

David C. Deibel, Vice Chair

All Trustees are Members

James P. Tressel, *Ex-Officio*

**Tuesday, December 1, 2015
3:00 p.m. or immediately following
previous meeting**

**Tod Hall
Board Meeting Room**

AGENDA

A. Disposition of Minutes for Meeting Held September 8, 2015

B. Old Business

C. Committee Items

1. University Affairs Action Items

- a. Resolution to Rescind Payment of Employee Serving as University Consultant Policy, 3356-7-47 (Previous Policy Number 7023.02)** **Tab 1**
Kevin Reynolds, Chief Human Resources Officer, will report.
- b. Resolution to Rescind Supplementary Pay for Faculty Teaching at Distant Off-Campus Sites Policy, 3356-10-19 (Previous Policy Number 1019.01)** **Tab 2**
Kevin Reynolds, Chief Human Resources Officer, will report.
- c. Resolution to Modify and Retitle Supplementary Pay Policy, 3356-7-46 (Previous Policy Number 7023.01)** **Tab 3**
Kevin Reynolds, Chief Human Resources Officer, will report.
- d. Resolution to Modify and Retitle Supplemental Pay from Grants and Sponsored Programs for Faculty and Professional/Administrative Staff Policy, 3356-7-48 (Previous Policy Number 7023.03)** **Tab 4**
Michael Hripko, Associate Vice President for Research, will report.
- e. Resolution to Approve the Selection of the Position for Dean of the College of Liberal Arts and Social Sciences** **Tab 5**
Martin Abraham, Provost and Vice President for Academic Affairs, will report.

- f. Resolution to Approve the Selection of the Position for Dean of the College of Science, Technology, Engineering and Mathematics** **Tab 6**
Martin Abraham, Provost and Vice President for Academic Affairs, will report.
- g. Resolution to Ratify Personnel Actions** **Tab 7**
University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for faculty and professional/administrative staff, including intercollegiate athletics coaching positions, for August 15, 2015, through October 15, 2015. Personnel actions for faculty and professional/administrative staff are contingent upon approval of the Board of Trustees.
Kevin Reynolds, Chief Human Resources Officer, will report.

2. University Affairs Discussion Items

- a. Update on the Position Search for Dean of the College of Creative Arts and Communication**
Martin Abraham, Provost and Vice President for Academic Affairs, will report.
- b. Report of Collective Bargaining and Negotiations Subcommittee**
A verbal report of the Collective Bargaining and Negotiations Subcommittee will be presented. James E. "Ted" Roberts will report.
- c. Report of Intercollegiate Athletics Subcommittee**
A verbal report of the Intercollegiate Athletics Subcommittee will be presented. David C. Deibel will report.
- d. Litigation Update**
Holly Jacobs, Vice President and General Counsel, will provide a summary of litigation, personnel, and collective bargaining concerning YSU.

D. New Business

E. Adjournment

AGENDA ITEM: C.1.a.

AGENDA TOPIC: Resolution to Rescind Payment of Employee Serving as University Consultant Policy, 3356-7-47 (Previous Policy Number 7023.02)

STAFF CONTACT(S): Kevin Reynolds, Chief Human Resources Officer

BACKGROUND: This policy is being recommended for rescission because entering into a separate employment contract with the university when already employed violates the ethics laws except in very limited circumstances. Should the occasion arise, this situation will need specific review from the General Counsel's Office. While this policy has been in effect, we have found no circumstances of its use.

SUMMARY AND ANALYSIS: This policy is being recommended for rescission.

RESOLUTION:

**RESOLUTION TO RESCIND
PAYMENT OF EMPLOYEE SERVING AS UNIVERSITY
CONSULTANT POLICY, 3356-7-47
(PREVIOUS POLICY NUMBER 7023.02)**

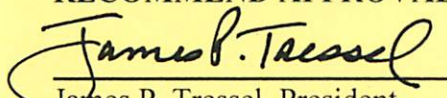
WHEREAS, the Institutional Policies are being reviewed and reconceptualized on an ongoing basis; and

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 rescind the Institutional Policy governing Payment of Employee Serving as University Consultant, policy number 3356-7-47 (Previous Policy Number 7023.02) of the *University Guidebook*, shown as Exhibit __, attached hereto.

RECOMMEND APPROVAL:


James P. Tressel, President

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TO BE RESCINDED

3356-7-47 Payment of employee serving as university consultant.

Previous Policy Number: 7023.02
Responsible Division/Office: Finance and Administration/Human Resources
Responsible Officer: VP for Finance and Administration
Revision History: January 1999; September 2011
Board Committee: University Affairs
Effective Date: September 27, 2011
Next Review: 2016

- (A) Policy statement. On occasion, it is necessary and appropriate to have employees perform services above and beyond their normal scope of duties and to pay employees for these additional services.
- (B) Parameters.
- (1) Typically, consultants hired by the university are not full-time faculty or staff members, but on occasion, it may be appropriate to utilize an employee as a consultant.
 - (2) Those employees serving as a consultant on a university grant or project will usually be compensated by an appropriate reduction of workload.
 - (3) Occasionally, it is impossible for an employee to be released from assigned responsibilities. In these circumstances, overload payment for consultant work may be considered.
- (C) Procedures.
- (1) Prior to making any commitments, an employee wishing to serve as a university consultant must first discuss it with the appropriate supervisor.
 - (2) If the employee and supervisor both support the request to serve as a university consultant, a request for approval is submitted in writing to the provost or appropriate vice president. Such a request will contain the following information:

- (a) Supporting credentials of the employee.
- (b) Detailed description of the services to be performed, including the amount of time required for the assignment.
- (c) The workload reduction needed or the overload payment to the employee with responsibilities that cannot be reduced and the method for determining the amount.
- (d) A letter of support from the employee's supervisor.

AGENDA ITEM: C.1.b.

AGENDA TOPIC: Resolution to Rescind Supplementary Pay for Faculty Teaching at Distant Off-Campus Sites Policy, 3356-10-19 (Previous Policy Number 1019.01)

STAFF CONTACT(S): Kevin Reynolds, Chief Human Resources Officer

BACKGROUND: This policy applies only to faculty and this language has been duplicated in the collective bargaining agreement for faculty. The language is set forth in Section 29.5, Travel Reimbursement for Instruction, in the Agreement between Youngstown State University and the Youngstown State University, Ohio Education Association.

SUMMARY AND ANALYSIS: This policy is being recommended for rescission.

RESOLUTION:

**RESOLUTION TO RESCIND
SUPPLEMENTARY PAY FOR FACULTY TEACHING AT
DISTANT OFF-CAMPUS SITES POLICY, 3356-10-19
(PREVIOUS POLICY NUMBER 1019.01)**

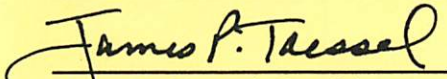
WHEREAS, the Institutional Policies are being reviewed and reconceptualized on an ongoing basis; and

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 rescind the Institutional Policy governing Supplementary Pay for Faculty Teaching at Distant Off-Campus Sites, policy number 3356-10-19 (Previous Policy Number 1019.01) of the *University Guidebook*, shown as Exhibit __, attached hereto.

RECOMMEND APPROVAL:


James P. Tressel, President

**Board of Trustees Meeting
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YR 2016-**

3356-10-19 Supplementary pay for faculty teaching at distant off-campus sites.

Previous Policy Number: 1019.01
Responsible Division/Office: Academic Affairs
Responsible Officer: Provost and VP for Academic Affairs
Revision History: December 1999; March 2007; December 2011
Board Committee: Academic Quality and Student Success
Effective Date: December 14, 2011
Next Review: 2016

- (A) Policy statement. On occasion, it is necessary and appropriate to have full-time faculty teach at instructional sites located beyond a fifty-mile radius from the Youngstown campus and to offer supplementary pay.
- (B) Parameters.
- (1) Only full-time faculty engaged in teaching regular for-credit Youngstown state university courses at sites located beyond a fifty-mile radius from the Youngstown campus are eligible for supplementary pay.
 - (2) Faculty engaged in teaching regular for-credit Youngstown state university courses at sites located beyond a fifty-mile radius from the main campus may be reimbursed for travel expenses in accordance with rule 3356-3-05 of the Administrative Code).
 - (3) Faculty teaching off-campus classes are subject to all applicable provisions of the "Agreement between Youngstown State University and the Youngstown State University Chapter of the Ohio Education Association."
 - (4) Should the teaching of a class off-campus trigger an approved overload assignment, the faculty member shall receive overload compensation as provided in the agreement.
 - (5) Supplemental pay shall be determined as follows:
 - (a) A teaching assignment involving one travel day (one

roundtrip) per week for a full academic term will qualify for five hundred dollars;

- (b) An assignment involving two or more travel days per week for a full academic term will qualify for one thousand dollars; and
- (c) An assignment involving more than two travel days per week per term will make the faculty member eligible for an overnight stay to reduce the travel to two travel days.

AGENDA ITEM: C.1.c.

AGENDA TOPIC: Resolution to Modify and Retitle Supplementary Pay Policy, 3356-7-46
(Previous Policy Number 7023.01)

STAFF CONTACT(S): Kevin Reynolds, Chief Human Resources Officer

BACKGROUND: Supplemental pay is defined as additional pay in unusual circumstances or unanticipated situations that cause short term staffing needs. The practice of paying supplemental pay extended beyond these defined circumstances.

SUMMARY AND ANALYSIS: The policy clarifies that supplemental pay is only to be used in defined circumstances, is for faculty and P/A staff only and for a limited duration of time, with exceptions approved by the President.

RESOLUTION:

**RESOLUTION TO MODIFY AND RETITLE
SUPPLEMENTARY PAY POLICY, 3356-7-46
(PREVIOUS POLICY NUMBER 7023.01)**

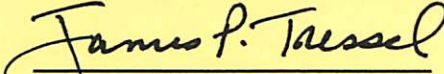
WHEREAS, the Institutional Policies are being reviewed and re-conceptualized on an ongoing basis; and

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 modification of the Institutional Policy governing Supplementary Pay, policy number 3356-7-46 (Previous Policy Number 7023.01) of the *University Guidebook*, to be retitled as Supplemental Pay for Faculty and Professional/Administrative Staff, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

RECOMMEND APPROVAL:


James P. Tressel, President

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3356-7-46 **Supplemental**ry pay: for faculty and professional/administrative staff.

Previous Policy Number: 7023.01
Responsible Division/Office: Human Resources
Responsible Officer: Vice President for ~~Finance and Administration~~Legal Affairs and Human Resources
Revision History: 1999; December 2003; June 2010; December 2015
Board Committee: University Affairs
Effective Date: ~~June 11, 2010~~ December 16, 2015
Next Review: ~~2015~~20

- (A) Policy statement. On occasion, it is necessary and appropriate to have employees perform services not included in the employee's assigned duties and responsibilities~~above and beyond their normal scope of duties~~ and to pay employees for these additional services. This policy does not apply to supplemental payment compensation for externally-funded grants, sponsored programs and contracts. See university policy 3356-7-48.
- (B) Definition. For the purpose of supplementalry pay, an "employee" is defined as any faculty or; professional/administrative staff;~~or classified civil service staff.~~
- (C) Parameters.
- (1) ~~Assignments of additional duties for s~~Supplementalry pay assignments are intended to enable the university to generally deal with short-term staffing needs ~~problems~~ involving unusual circumstances or; unanticipated situations, or assignments of additional duties beyond the scope of the assigned duties~~occasions when normal staffing practices will not suffice.~~ Such assignments will generally not be approved as a routine matter or on a continuing or reoccurring basis and may not exceed six months for professional/administrative staff, or one academic year for faculty~~in duration.~~ In special circumstances, with the approval of the president, these time limitations is ~~six-month period can~~may be extended. ~~for an additional six-month period.~~
 - (2) Supplementalry payments to an employee during any fiscal year may not exceed the lesser of either twenty per cent as calculated on the affected employee's full-time salary basis or ten thousand dollars. ~~However, contractual or grant agreements governing externally-funded activities and/or which provide special incentives to perform activities beyond an employee's normal scope of work may supersede this monetary limitation.~~ University policy 3356-7-48 "Supplemental pay from externally funded grants, sponsored programs and contracts for faculty and professional/administrative staff" governs supplemental pay in those situations.

- (3) To allow for accurate and transparent financial analysis and reporting and for audit purposes, supplemental~~ry~~ payments should be made from the appropriate ~~and designated supplemental~~ account code in the university's financial system. Such payments shall be made to the employee ~~as a lump sum payment~~ on a ~~biweekly or~~ semimonthly basis.

Supplemental pay assignments must be approved in advance by the employee or the faculty member's manager in any situation in which the assignment is for work for another university department.

(D) Procedures.

- (1) A department/unit supervisor with the approval of the ~~or~~ divisional executive officer may authorize assignments of additional duties for supplemental pay when encountering short-term staffing problems ~~that~~ cannot be met through normal staffing practices ~~may explore the possibility of assigning additional duties to an employee.~~
- (2) Requests ~~to make for~~ supplemental~~ry~~ payments ~~should~~must be approved prior to any work being assigned or undertaken. Exceptions may be granted for emergency situations documented by the department supervisor and affirmed by the division executive officer. ~~Such emergency situations shall not exceed one biweekly or semimonthly pay period.~~
- (3) ~~The division executive officer may authorize assignments of additional duties for supplementary pay.~~ Funds necessary to cover the cost of supplemental~~ry~~ payments will be provided from ~~within~~ the department's ~~division affected supplemental pay account.~~
- (4) ~~Faculty~~Bargaining unit members should refer to their collective bargaining agreements for additional supplemental pay procedures and requirements.
- (5) The ~~office~~department of human resources will develop necessary administrative procedures, including a "Supplemental Pay" and form and guidelines for supplemental pay s in order to process and manage supplemental~~ry~~ payments.

3356-7-46 Supplemental pay for faculty and professional/administrative staff.

Previous Policy Number: 7023.01
Responsible Division/Office: Human Resources
Responsible Officer: Vice President for Legal Affairs and Human Resources
Revision History: 1999; December 2003; June 2010; December 2015
Board Committee: University Affairs
Effective Date: December 16, 2015
Next Review: 2020

- (A) Policy statement. On occasion, it is necessary and appropriate to have employees perform services not included in the employee's assigned duties and responsibilities and to pay employees for these additional services. This policy does not apply to supplemental payment compensation for externally-funded grants, sponsored programs and contracts. See university policy 3356-7-48.
- (B) Definition. For the purpose of supplemental pay, an "employee" is defined as any faculty or professional/administrative staff.
- (C) Parameters.
- (1) Supplemental pay assignments are intended to enable the university to generally deal with short-term staffing needs involving unusual circumstances or unanticipated situations, or assignments of additional duties beyond the scope of the assigned duties. Such assignments will generally not be approved as a routine matter or on a continuing or reoccurring basis and may not exceed six months for professional/administrative staff, or one academic year for faculty. In special circumstances, with the approval of the president, these time limitations may be extended.
 - (2) Supplemental payments to an employee during any fiscal year may not exceed the lesser of either twenty per cent as calculated on the affected employee's full-time salary basis or ten thousand dollars. University policy 3356-7-48 "Supplemental pay from externally funded grants, sponsored programs and contracts for faculty and professional/administrative staff" governs supplemental pay in those situations.
 - (3) To allow for accurate and transparent financial analysis and reporting and for audit purposes, supplemental payments should be made from the appropriate account code in the university's financial system. Such payments shall be made to the employee on a semimonthly basis.

Supplemental pay assignments must be approved in advance by the employee or the faculty member's manager in any situation in which the assignment is for work for another university department.

(D) Procedures.

- (1) A department/unit supervisor with the approval of the divisional executive officer may authorize assignments of additional duties for supplemental pay when short-term staffing problems cannot be met through normal staffing practices.
- (2) Requests for supplemental payments should be approved prior to any work being assigned or undertaken. Exceptions may be granted for emergency situations documented by the department supervisor and affirmed by the division executive officer.
- (3) Funds necessary to cover the cost of supplemental payments will be provided from the department's supplemental pay account.
- (4) Bargaining unit members should refer to their collective bargaining agreements for additional supplemental pay procedures and requirements.
- (5) The office of human resources will develop necessary administrative procedures, including a "Supplemental Pay" form and guidelines for supplemental pay in order to process and manage supplemental payments.

AGENDA ITEM: C.1.d.

AGENDA TOPIC: Resolution to Modify and Retitle Supplemental Pay from Grants and Sponsored Programs for Faculty and Professional/Administrative Staff Policy, 3356-7-48 (Previous Policy Number 7023.03)

STAFF CONTACT(S): Michael Hripko, Associate Vice President for Research

BACKGROUND: Board Policy 3356-7-48 is subject to review in 2015. This review affords the opportunity to update the Policy to reflect current organizational structure, ensure consistencies with related supplemental pay policies, and update external (Federal) references.

SUMMARY AND ANALYSIS: Board Policy 3356-7-48 proposed revisions, include moving this Policy under the Office of Research, clarifying language to reflect current organizational structure, providing consistency with related university supplemental pay policies, and updating external references to reflect current Federal policy.

RESOLUTION:

**RESOLUTION TO MODIFY AND RETITLE
SUPPLEMENTAL PAY FROM GRANTS AND SPONSORED PROGRAMS FOR
FACULTY AND PROFESSIONAL/ADMINISTRATIVE STAFF POLICY, 3356-7-48
(PREVIOUS POLICY NUMBER 7023.03)**

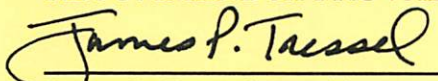
WHEREAS, the Institutional Policies are being reviewed and reconceptualized on an ongoing basis; and

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 modification of the Institutional Policy governing Supplemental Pay from Grants and Sponsored Programs for Faculty and Professional/Administrative Staff, policy number 3356-7-48 (Previous Policy Number 7023.03) of the *University Guidebook*, to be retitled as Supplemental Pay from Externally Funded Grants, Sponsored Programs and Contracts for Faculty and Professional/Administrative Staff, shown as Exhibit __ attached hereto. A copy of the policy indicating changes to be made is also attached.

RECOMMEND APPROVAL:


James P. Tressel, President

**Board of Trustees Meeting
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3356-7-48 Supplemental pay from externally funded grants, ~~and~~ sponsored programs and contracts for faculty and professional/administrative staff.

Previous Policy Number: 7023.03
Responsible Division/Office: ~~Human Resources~~ Office of Research
Responsible Officer: Provost and Vice President for Finance and Administration Academic Affairs
Revision History: December 2008; December 2015
Board Committee: University Affairs
Effective Date: **December 17, 2008** 16, 2015
Next Review: ~~2015~~ 20

- (A) Policy statement. ~~Assignment of duties associated with e~~ Externally-funded grants and contracts ~~are intended to~~ enable the university and its employees to participate in scholarly, creative activities. ~~On occasion,~~ In support of these activities it is necessary and appropriate to have employees perform services above and beyond their normal scope of duties and for those employees to receive ~~to~~ pay ~~employees~~ for ~~these~~ additional services.
- ~~(B) — Background. This policy compliments the following board policies:~~
- ~~(1) — Rule 3356-7-46 of the Administrative Code.~~
- ~~(2) — Rule 3356-7-47 of the Administrative Code.~~
- ~~(C) — Definition. “Supplementary payment compensation” is defined here for faculty and for professional/administrative staff. For classified civil service staff, this issue is dealt with under a separate board policy and follows the guidelines of the Fair Labor Standards Act (“FLSA”).~~
- ~~(D)~~ B) Parameters. ~~Assignment of duties associated with externally funded grants and contracts is intended to enable the university and its employees to participate in scholarly, creative activities.~~ The sponsors of grant awards ~~impose~~ establish guidelines and compliance requirements ~~which are designed~~ to serve their stakeholders and/or taxpayer public interests. All supplemental payment requests from externally funded grants, sponsored programs and contracts (through the office of ~~grants and~~

~~sponsored programs~~research) must be ~~pre~~approved prior to the ~~inception of the~~ activities for which compensation is sought. The parameters and criteria defining the salary ~~compensation rate structure~~ are determined by university policy, ~~including trustee policies and~~ collective bargaining agreements, ~~as well as~~and federal compliance regulations.

(1) Payment to faculty.

~~(a) — Youngstown state university — Ohio education association agreement (“YSU-OEA”), article 24.1, “(Faculty Development and Research) External Funding: Faculty members who receive grants for research and other activities which subsidize a portion of the faculty member's salary shall receive a workload reallocation (i.e., reassigned teaching time) providing such specific arrangements were approved by the provost prior to the submission of the grant proposal.”~~

~~(b)~~ a Excerpt from federal regulation office of management and budget (“OMB”) A-21. Supplemental pay compensation must be reasonable. The U.S. OMB “Circular A-21— Principles for Determining Costs Applicable to Grants, Contracts, and Other Agreements with Educational Institutions” reads Per Title 2, CFR 200.400 to 200.43, the “Uniform Administrative Cost Requirements, Cost Principals, and Audit Requirements for Federal Awards”:

~~“The pay level for salary rates for periods during and outside the Academic Year: Under current regulations, faculty compensation on sponsored program appointments may never exceed the institutionally established base salary, excluding incidental work, for regular employees serving on sponsored programs.” (Please note that this phrase should be interpreted to read as: “except for” incidental work.)~~ “charges for work performed on Federal awards by faculty members during the academic year are allowable at the Institutional Base Salary (IBS) rate. Except as noted in paragraph (h)(1)(ii) of this section, in no event will charges to Federal awards, irrespective of the basis of computation, exceed the proportionate share of the IBS for

that period. This principle applies to all members of faculty at an institution. IBS is defined as the annual compensation paid by an Institute of Higher Education (IHE) for an individual's appointment, whether that individual's time is spent on research, instruction, administration, or other activities. IBS excludes any income that an individual earns outside of duties performed for the IHE. Unless there is prior approval by the Federal awarding agency, charges of a faculty member's salary to a Federal award must not exceed the proportionate share of the IBS for the period during which the faculty member worked on the award.

YSU accepts the federal definition of "incidental" work as any work in excess of normal for the individual for which supplemental compensation is paid by the institution under institutional policy. To be consistent with the faculty collective bargaining agreement ("~~CBA~~") between Youngstown state university ("YSU") and the Ohio Education Association (hereinafter referred to as YSU/YSU-OEA CBA), compensation for incidental work is at the equivalent rate as overload pay (~~as currently described in article 4.7 of the CBA for the 2008–2011 contract year~~). "Overload" refers to those activities beyond the standard twenty-four workload hours during an academic year that are normally assigned. Based on YSU/YSU-OEA CBA language, for overload, twelve workload hours are equivalent to the normal workload of a full-time faculty member normally employed for forty hours/week.

(~~e~~b) Faculty salary rate structure (for federal and state grants):

-
- (i) During the academic year, external grant funds ~~will be~~ are used to provide workload reallocation (~~or~~ reassigned time or supplemental pay). ~~On rare occasion, a~~ A faculty member ~~is permitted to~~ may receive supplemental ~~ry~~ pay, for project activities that do not overlap with regular workload assignments or other grant-related activities with appropriate documentation. ~~Further~~ A additional

compensation can ~~only~~ be provided for those activities defined as “incidental work,” as described above and shall be paid at a rate consistent with standard overload pay. “Overload” refers to those activities beyond the standard twenty-four workload hours during an academic year that are normally assigned. ~~Therefore, for supplemental compensation during an academic year, activities beyond the standard twenty-four workload hours are permitted at a rate established as the dollar amount per workload hour (as described in the current YSU/YSU-OEA CBA).~~

- (ii) ~~During summer months, YSU faculty are typically only paid for teaching duties, as there is no reassigned time for research.~~ Dependent upon the guidelines of the federal grant sponsors, faculty may receive up to three months of additional salary. ~~(not counting summer vacation).~~ Supplemental pay from externally funded grants, sponsored programs, and contracts may not be received by faculty and professional/administrative staff while on leave from the university. ~~These p~~Payments are to be paid at a rate ~~dependent-based~~ upon the individual’s prorated institutional base salary (IBS). This rate structure may not exceed the university-established base salary (according to ~~“OMB” circular “A” 21~~ Title 2, C.F.R. 200, the “Uniform Administrative Cost Requirements, Cost Principals, and Audit Requirements for Federal Awards”). ~~The Youngstown state university/Youngstown state university—Ohio education association CBA~~ YSU/YSU-OEA CBA specifies a maximum of nine teaching hours to be full-time for summer. For payment purposes in the summer, nine workload hours is considered full-time; with the nine hours being a combination of teaching hours plus research hours (hence, three credit hours is the equivalent of one month in during the summer). Any additional compensation is based on the overload rate

described above, for grant project activities with appropriate documentation.

(dc) Payments from private sources including businesses: There are no upper salary rate limits on payments received from the private business sector. However, the minimum payments may not be at a rate less than that those charged to federal grants and contracts. During the academic year, these sponsor funds will first be used to cover re-assigned teaching time. ~~As a guide, a~~ Additional compensation during the academic year or summer will use a minimum of the pro-rated annual salary or the overload rate. ~~(described in this rule)~~. The sponsored program agreement with a company must be pre-approved and finalized through the associate provost vice-president for research. Specific duties involving associated with this compensation cannot be the same or overlap with those funded by of an existing, concurrent external grant, project, sponsored program, or contract.

~~(e) — The “Academic Affairs Policy for Supplemental Pay for Research Active Faculty” is incorporated by reference and available at the school of graduate studies and research (append).~~

(2) Payment to full time professional/administrative staff:

(a) Under most circumstances, ~~these individuals~~ full time professional/administrative staff ~~may~~ are not be eligible for any supplemental pay, since these employees have twelve-month full-time appointments or "salaried" positions. Full time professional/ ~~Administrative~~ staff cannot request supplemental pay compensation for any function that is part of their job description and duties, and. ~~Therefore, they~~ are not eligible for additional compensation for externally-funded activities, except when those activities may be classified as supplemental and incidental work and are that is unrelated to their current duties, such as filling short term staffing needs, or in support of other unanticipated situations.

- (b) ~~In rare circumstances, w~~When supplemental compensation ~~may~~is to be paid, the rate of pay will be based on a prorated or ~~the~~-equivalent hourly basis. Compensation is permitted and ~~shall be based,~~shall not exceed the lesser up to a maximum of twenty percent of the ~~earned~~ annual salary or ten thousand dollars during any fiscal year. The specific duties and timeline, on the externally-funded grant or contract must be detailed clearly and pre-approved.
- (c) Department chairs:
- (i) During the summer terms, ~~D~~department chairs (having twelve-month appointments) may wish to undertake grant-funded work that can generate supplemental pay during the summer terms. Chairs are permitted to receive ~~three~~six workload hours of salary at their respective faculty rate,~~, or in combination, the sponsor funds can be used to buy out the reassigned teaching duties.~~
- (ii) During the academic year, ~~funds from external sponsors may be used to supplant the teaching obligations (as reassigned time) of the chairs.~~ ~~E~~chairs may receive supplemental pay for incidental work for project activities during evenings and on weekends, with appropriate documentation.

(3) See Rule 3356-7-46 of the Administrative Code (university policy 3356-7-46 Supplemental Pay) for further information on supplemental pay.

(EC) Procedures.

- (1) Requests to make and/or receive supplemental compensation, from an external grant,~~, or~~ sponsored program, or contract must be ~~pre-~~approved prior to any work being assigned or undertaken. The request for payment must be a justifiable expenditure, as documented in the formal grant budget awarded by the external sponsoring agency. In all cases, supplemental compensation to

faculty, administrative staff and department chairs is subject to the approval by their respective dean, unit head, vice president, or the provost. The principal investigator (PI) authorizes payment to an employee on a form (“Request for Grant-Funded Supplemental Pay”), which must be submitted to the associate ~~provost~~vice-president for research for ~~pre-~~approval, prior to any grant work being initiated.

- (2) Both the PI and the payee attest that the activities for supplemental compensation were performed as described. The PI and payee are expected to document their times spent on federally funded grant activities, as instructed by the office of ~~grants-accounting~~research. The university will develop and maintain the necessary administrative procedures to process and manage supplemental payments.

3356-7-48 Supplemental pay from externally funded grants, sponsored programs and contracts for faculty and professional/administrative staff.

Previous Policy Number: 7023.03
Responsible Division/Office: Office of Research
Responsible Officer: Provost and Vice President for Academic Affairs
Revision History: December 2008; December 2015
Board Committee: University Affairs
Effective Date: December 16, 2015
Next Review: 2020

- (A) Policy statement. Externally-funded grants and contracts enable the university and its employees to participate in scholarly, creative activities. In support of these activities it is necessary and appropriate to have employees perform services above and beyond their normal scope of duties and for those employees to receive pay for additional services.
- (B) Parameters. The sponsors of grant awards establish guidelines and compliance requirements to serve their stakeholders and/or taxpayer public interests. All supplemental payment requests from externally funded grants, sponsored programs and contracts (through the office of research) must be approved prior to the activities for which compensation is sought. The parameters and criteria defining salary compensation are determined by university policy, collective bargaining agreements, and federal compliance regulations.
- (1) Payment to faculty.
- (a) Per Title 2, CFR 200.400 to 200.43, the “Uniform Administrative Cost Requirements, Cost Principals, and Audit Requirements for Federal Awards”:
- “charges for work performed on Federal awards by faculty members during the academic year are allowable at the Institutional Base Salary (IBS) rate. Except as noted in paragraph (h)(1)(ii) of this section, in no event will charges

to Federal awards, irrespective of the basis of computation, exceed the proportionate share of the IBS for that period. This principle applies to all members of faculty at an institution. IBS is defined as the annual compensation paid by an Institute of Higher Education (IHE) for an individual's appointment, whether that individual's time is spent on research, instruction, administration, or other activities. IBS excludes any income that an individual earns outside of duties performed for the IHE. Unless there is prior approval by the Federal awarding agency, charges of a faculty member's salary to a Federal award must not exceed the proportionate share of the IBS for the period during which the faculty member worked on the award.

YSU accepts the federal definition of "incidental" work as any work in excess of normal for the individual for which supplemental compensation is paid by the institution under institutional policy. To be consistent with the faculty collective bargaining agreement between Youngstown state university ("YSU") and the Ohio Education Association (hereinafter referred to as YSU/YSU-OEA CBA), compensation for incidental work is at the equivalent rate as overload pay. "Overload" refers to those activities beyond the standard twenty-four workload hours during an academic year that are normally assigned. Based on YSU/YSU-OEA CBA language, for overload, twelve workload hours are equivalent to the normal workload of a full-time faculty member normally employed for forty hours/week.

- (b) Faculty salary rate structure (for federal and state grants).
 - (i) During the academic year, external grant funds are used to provide workload reallocation (reassigned time or supplemental pay). A faculty member may receive supplemental pay, for project activities that do not overlap with regular workload assignments or other grant-related activities with appropriate documentation. Further additional compensation can be provided for those activities defined as "incidental work," as described above and shall be

paid at a rate consistent with standard overload pay. "Overload" refers to those activities beyond the standard twenty-four workload hours during an academic year that are normally assigned.

- (ii) Dependent upon the guidelines of the federal grant sponsors, faculty may receive up to three months of additional salary. Supplemental pay from externally funded grants, sponsored programs, and contracts may not be received by faculty and professional/administrative staff while on leave from the university. Payments are to be at a rate based upon the individual's institutional base salary (IBS). This rate structure may not exceed the university-established base salary (according to Title 2, C.F.R. 200, the "Uniform Administrative Cost Requirements, Cost Principals, and Audit Requirements for Federal Awards"). The YSU/YSU-OEA CBA specifies a maximum of nine teaching hours to be full-time for summer. For payment purposes in the summer, nine workload hours is considered full-time; with the nine hours being a combination of teaching hours plus research hours (hence, three credit hours is the equivalent of one month during the summer). Any additional compensation is based on the overload rate described above, for grant project activities with appropriate documentation.
- (c) Payments from private sources including businesses: There are no upper salary rate limits on payments received from the private business sector. However, minimum payments may not be less than those charged to federal grants and contracts. During the academic year, sponsor funds will first be used to cover re-assigned teaching time. Additional compensation during the academic year or summer will use a minimum of the pro-rated annual salary or the overload rate. The sponsored program agreement with a company must be pre-approved and finalized through the associate vice-president for research. Specific duties associated with this compensation cannot be the same or overlap with those

funded by an existing, concurrent grant, sponsored program, or contract.

- (2) Payment to full time professional/administrative staff.
 - (a) Under most circumstances, full time professional/administrative staff are not eligible for supplemental pay, since these employees have twelve-month full-time appointments or "salaried" positions. Full time professional/administrative staff cannot request supplemental pay compensation for any function that is part of their job description and duties, and are not eligible for additional compensation for externally-funded activities, except when those activities may be classified as supplemental and incidental that is unrelated to their current duties, such as filling short term staffing needs, or in support of other unanticipated situations.
 - (b) When supplemental compensation is to be paid, the rate of pay will be based on a pro-rated or equivalent hourly basis. Compensation is permitted and shall not exceed the lesser of twenty percent of the annual salary or ten thousand dollars during any fiscal year. The specific duties and timeline, on the externally-funded grant or contract must be detailed clearly and pre-approved.
 - (c) Department chairs.
 - (i) During the summer terms, department chairs (having twelve-month appointments) may wish to undertake grant-funded work that can generate supplemental pay during the summer terms. Chairs are permitted to receive six workload hours of salary at their respective faculty rate.
 - (ii) During the academic year, chairs may receive supplemental pay for incidental work for project activities during evenings and on weekends, with appropriate documentation.

- (3) See Rule 3356-7-46 of the Administrative Code (university policy 3356-7-46 Supplemental Pay) for further information on supplemental pay.

(C) Procedures.

- (1) Requests to make and/or receive supplemental compensation, from an external grant, sponsored program, or contract must be approved prior to any work being assigned or undertaken. The request for payment must be a justifiable expenditure, as documented in the formal grant budget awarded by the external sponsoring agency. In all cases, supplemental compensation to faculty, administrative staff and department chairs is subject to the approval by their respective dean, unit head, vice president, or the provost. The principal investigator (PI) authorizes payment to an employee on a form ("Request for Grant-Funded Supplemental Pay"), which must be submitted to the associate vice-president for research for approval prior to any grant work being initiated.
- (2) Both the PI and the payee attest that the activities for supplemental compensation were performed as described. The PI and payee are expected to document their times spent on federally funded grant activities, as instructed by the office of research. The university will develop and maintain the necessary administrative procedures to process and manage supplemental payments.

AGENDA ITEM: C.1.e.

AGENDA TOPIC: Resolution to Approve the Selection of the Position for Dean of the College of Liberal Arts and Social Sciences

STAFF CONTACT(S): Martin Abraham, Provost and Vice President for Academic Affairs

BACKGROUND: The University Affairs Committee and the full Board approved the creation of a Dean of the College of Liberal Arts and Social Sciences position and authorized a search in accordance with *University Guidebook* policy 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University. A national search was conducted, and a representative search committee invited finalists for interview. Students, faculty, staff, and available trustees interviewed finalists.

SUMMARY AND ANALYSIS: The successful candidate will start as soon as practical. A vitae and accompanying materials are included.

RESOLUTION:

**RESOLUTION TO APPROVE THE SELECTION OF THE POSITION
FOR DEAN OF THE COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES**

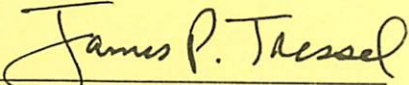
WHEREAS, a vacancy occurred in the College of Liberal Arts and Social Sciences upon the resignation of Shearle Furnish; and

WHEREAS, the Board of Trustees approved the authorization of a search in accordance with *University Guidebook* policy 3356-9-02; and

WHEREAS, a search was completed and a strong consensus emerged to select a particular candidate;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize the University to hire a Dean of the College of Liberal Arts and Social Sciences.

RECOMMEND APPROVAL:


James P. Tressel, President

Board of Trustees
December 16, 2015
YR 2016-

Vitae and any support material for candidate selected to be Dean of the College of Liberal Arts and Social Sciences will be distributed at the BOT committee meeting, if a candidate is selected by that time.

AGENDA ITEM: C.1.f.

AGENDA TOPIC: Resolution to Approve the Selection of the Position for Dean of the College of Science, Technology, Engineering and Mathematics

STAFF CONTACT(S): Martin Abraham, Provost and Vice President for Academic Affairs

BACKGROUND: The University Affairs Committee and the full Board approved the creation of a Dean of the College of Science, Technology, Engineering and Mathematics and authorized a search in accordance with *University Guidebook* policy 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University. Accordingly, a national search was conducted, and a representative search committee invited finalists for interview. Students, faculty, staff, and available trustees interviewed finalists.

SUMMARY AND ANALYSIS:

The successful candidate will start as soon as practical. A full vitae and accompanying materials are included.

RESOLUTION:

**RESOLUTION TO APPROVE THE SELECTION OF THE POSITION
FOR DEAN OF THE COLLEGE OF SCIENCE, TECHNOLOGY,
ENGINEERING AND MATHEMATICS**

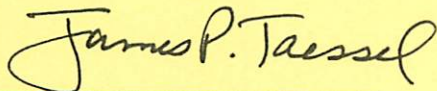
WHEREAS, a vacancy occurred in the College of Science, Technology, Engineering and Mathematics upon the promotion of Martin A. Abraham; and

WHEREAS, the Board of Trustees approved the authorization of a search in accordance with *University Guidebook* policy 3356-9-02; and

WHEREAS, a search was completed and a strong consensus emerged to select a particular candidate;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby authorize the University to hire a Dean for the College of Science, Technology, Engineering and Mathematics.

RECOMMEND APPROVAL:



James P. Tressel, President

Board of Trustees
December 16, 2015
YR 2016-

Vitae and any support material for candidate selected to be Dean of the College of Science, Technology, Engineering, and Mathematics will be distributed at the BOT committee meeting, if a candidate is selected by that time.

AGENDA ITEM: C.1.g.

AGENDA TOPIC: Resolution to Ratify Personnel Actions

STAFF CONTACT(S): Kevin Reynolds, Chief Human Resources Officer

BACKGROUND: The Board of Trustees of Youngstown State University shall employ, fix the compensation of, and remove the president and such professors, teachers, and other employees as may be deemed necessary. The Board shall do all things necessary for the creation, proper maintenance, and successful continuous operation of the University.

SUMMARY AND ANALYSIS: The Chief Human Resources Officer will prepare and submit a summary of all personnel actions (i.e., appointments, promotions, reclassifications, transfers, demotions, salary adjustments and separations) to the University Affairs Committee for recommendation for approval by the Board of Trustees. Approval is required for personnel actions for faculty and professional/administrative staff, including intercollegiate athletics coaching positions, for August 15, 2015, through October 15, 2015.

RESOLUTION:

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

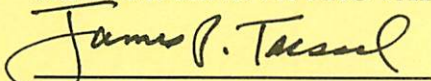
WHEREAS, the *Policies of the Board of Trustees* authorize the President to manage the University, including appointing such employees as are necessary to effectively carry out the operation of the University and any other necessary personnel actions; and

WHEREAS, new appointments and other personnel actions have been made subsequent to the September 24, 2015, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2015-2016 Budget and with the University policy on Equal Employment Opportunity;

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.

RECOMMEND APPROVAL:


James P. Tressel, President

**Board of Trustees Meeting
December 16, 2015
YR 2016-**

SUMMARY OF PERSONNEL ACTIONS
Professional Administrative and Faculty Employees
8/16/15 through 10/15/15

Appointments – 23

New Positions – 7

- Professional Administrative Staff – 0
- Professional Administrative Excluded – 3
- Professional Administrative Externally Funded – 4
- Faculty – 0

Replacement Positions – 16

- Professional Administrative Staff – 3
- Professional Administrative Excluded – 5
- Professional Administrative Externally Funded – 7
- Faculty – 1

Separations – 7

- Professional Administrative Staff – 0
- Professional Administrative Excluded – 4
- Professional Administrative Externally Funded – 2
- Faculty – 1

Reclassifications – 0

Promotions – 2

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

Transfers – 0

Salary Adjustments/Position Audits – 4

- Professional Administrative Excluded – 3
- Professional Administrative Externally Funded – 1

Displacements – 0

Layoffs – 0

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	CONTRACT/ APPOINTMENT		
	TYPE	POSITION TITLE		DATES	FTE	SALARY
Molly O'Malley	APAS	Housing Coordinator	Housing & Residence Life	9/16/2015	1.00	\$ 27,670.00
Lucas Politsky	APAS	Housing Coordinator	Housing & Residence Life	9/1/2015	1.00	\$ 28,170.00
Llancyllius Williams	APAS	Coordinator	Math Assistance Center Center for Human Service Development	9/8/2015	1.00	\$ 48,000.00
Melissa Chizmar	Externally Funded	Site Coordinator	Rich Center for Autism	9/1/2015	0.60	\$ 25,500.00
Kristin DelMonaco	Externally Funded	Instruction Specialist	Center for Human Service Development	9/1/2015	1.00	\$ 21,175.00
Jean Fitch	Externally Funded	Site Coordinator	Center for Human Service Development	9/1/2015	0.60	\$ 25,500.00
Hayley Jenkins	Externally Funded	Assistant Site Coordinator	Center for Human Service Development	9/16/2015	0.60	\$ 18,720.00
Amy Klingensmith	Externally Funded	Site Coordinator	Development	9/1/2015	0.60	\$ 25,500.00
Todd McDavid	Externally Funded	Regional Admissions Officer	Enrollment Management	8/16/2015	0.48	\$ 24,000.00
Patrick O'Brien	Externally Funded	Instruction Specialist	Rich Center for Autism	9/1/2015	1.00	\$ 21,175.00
Katherine Perry	Externally Funded	Instruction Specialist	Rich Center for Autism	10/1/2015	1.00	\$ 22,446.00
Kenneth Pugh	Externally Funded	Coordinator	Upward Bound	9/21/2015	1.00	\$ 30,090.00
Cathy Sankey	Externally Funded	Regional Admissions Officer	Enrollment Management	10/5/2015	0.39	\$ 16,042.00
Jo Ann Sicafuse	Externally Funded	Instruction Specialist	Rich Center for Autism	10/1/2015	1.00	\$ 21,175.00
Raymond Shaffer	Faculty	Assistant Professor Associate Director Transfer,	Accounting & Finance	9/1/2015	1.00	\$ 69,616.00
Kimberlee Avery	P/A Excluded	Recruitment & Admissions	Undergraduate Admissions	9/8/2015	1.00	\$ 60,000.00
Chelsea Gilliam	P/A Excluded	Head Women's Bowling Coach Associate Director of Admissions -	Athletics	9/1/2015	0.75	\$ 25,000.00
Jody Kraner	P/A Excluded	Operations	Undergraduate Admissions	9/16/2015	1.00	\$ 60,000.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	CONTRACT/ APPOINTMENT		
	TYPE	POSITION TITLE		DATES	FTE	SALARY
Ronald Markowitz	P/A Excluded	Temporary Coordinator	Center for Student Progress	10/1/2015	1.00	\$ 37,189.00
Fredrick Robinson	P/A Excluded	Assistant Coach-Men's Basketball	Athletics	9/21/2015	1.00	\$ 62,000.00
Andrew Shepard-Smith	P/A Excluded	Director	Grants & Sponsored Programs	9/16/2015	1.00	\$ 100,000.00
Jacqueline Smith	P/A Excluded	Assist Coach Swimming & Diving	Athletics	10/1/2015	1.00	\$ 32,169.00
Sara Zilles	P/A Excluded	Assistant Softball Coach	Athletics	9/16/2015	1.00	\$ 34,555.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY
Rona Butler	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	8/21/2015	1.00	\$ 28,032.00
Eugene Mach	Externally Funded	Coordinator	Upward Bound	8/20/2015	1.00	\$ 30,090.00
Susan Leson	Faculty	Associate Professor Assistant Men's Basketball	Human Ecology	9/25/2015	1.00	\$ 64,857.00
Brian DePaoli	P/A Excluded	Coach	Athletics Center for Urban & Regional Studies	9/8/2015	1.00	\$ 60,000.00
Thomas Finnerty	P/A Excluded	Associate Director Assistant Men's Basketball		9/30/2015	1.00	\$ 71,415.30
Steve Hall	P/A Excluded	Coach	Athletics	8/31/2015	1.00	\$ 62,000.00
Teri Riley	P/A Excluded	Senior Associate Provost	Provost VP - Academic Affairs	9/20/2015	1.00	\$ 137,088.00

**YOUNGSTOWN STATE UNIVERSITY
 PROFESSIONAL ADMINISTRATIVE AND FACULTY
 PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
RECLASSIFICATIONS**

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

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 8/16/15 THORUGH 10/15/15
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
William D'Amico	APAS	Assistant Director	Undergraduate Admissions	9/1/2015	1.00	\$ 44,000.00	\$ 32,000.00
Kevin Bruinsma	P/A Excluded	Assistant Coach Men's Basketball	Athletics	9/21/2015	1.00	\$ 60,000.00	\$ 40,007.00

**YOUNGSTOWN STATE UNIVERSITY
 PROFESSIONAL ADMINISTRATIVE AND FACULTY
 PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
TRANSFERS**

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

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
SALARY ADJUSTMENTS/POSITION AUDITS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Amy Cossentino	P/A Excluded	Director	University Scholars & Honors Program	10/16/2015	1.00	\$ 84,849.00	1.00	\$ 79,097.00
Danielle Meyer	P/A Excluded	Director	Housing & Residence Life	8/16/2015	1.00	\$ 75,508.00	1.00	\$ 70,568.00
Trevor Parks	P/A Excluded	Director	Sports Information	8/16/2015	1.00	\$ 55,058.00	1.00	\$ 51,456.00
Patricia Veisz	P/A Externally funded	Temporary Director	WCBA	10/1/2015	0.85	\$ 62,534.00	1.00	\$ 73,569.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE AND FACULTY
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
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 8/16/15 THROUGH 10/15/15
LAYOFFS AS A RESULT OF POSITION ABOLISHMENT**

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