

**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*

**BACKGROUND MATERIALS
Tuesday, December 1, 2015**

- 1. Human Resources Update** **Tab 1**
This report will provide an update on current Human Resources Department accomplishments and priorities for moving forward.
- 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 provides a comparison of the workforce demographics in terms of race and gender in September 2014 and September 2015.
- 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).

BACKGROUND MATERIALS:
University Affairs Committee

TAB 1: Human Resources Update

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer

HIGHLIGHTS OR ISSUES:

- HR is working to covert part-time faculty hiring process in to the PeopleAdmin system.
- The Benefits area of HR just has their annual health screening sessions in October and has enrollment sessions for health care and flexible spending going on until November 20th.
- A training schedule has been created for spring semester 2016 for faculty and staff, including an “Effective Manager Series”.
- FOP negotiations are ongoing and the current agreement has been extended to February 2016.
- Job abolishment and layoff appeals are scheduled for the week of December 7th.

TAB 2: Human Resources Update on Position Searches

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer, and Jennifer Lewis, Manager, Processing & Employee Records

HIGHLIGHTS OR ISSUES:

- 84 searches currently in progress, 30 Part-time Faculty, 26 Full-time Faculty, 19 Professional-Administrative, 2 Externally Funded, 3 Classified and 4 Unclassified.

TAB 3: ULP’s/Grievances

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer

HIGHLIGHTS OR ISSUES:

- Total of 4 grievances have been filed from September 1 through November 13, 2014 (2-ACE, 0-APAS, 1-FOP and 1-OEA).

TAB 4: Classified Civil Service Personnel Actions

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer

HIGHLIGHTS OR ISSUES:

- Pursuant to University Guidebook Policy No. 7021.01, Classified Civil Service Employees, The Chief Human Resources Officer serves as the designated appointing authority for classified staff.
- Attached are the Classified Staff Personnel Actions approved by the appointing authority.

TAB 5: Summary of Staffing Levels by Race and Gender

STAFF CONTACT: Cindy Kravitz, Director of Equal Opportunity and Policy Compliance

HIGHLIGHTS OR ISSUES:

- Matrix showing comparison of staffing levels between September 30, 2014 and September 30, 2015.

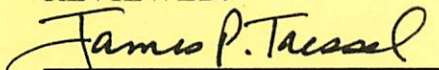
TAB 6: Report on Search Waivers for Strategic Hiring

STAFF CONTACT: Cindy Kravitz, Director of Equal Opportunity and Policy Compliance

HIGHLIGHTS OR ISSUES:

- Report consists of recommendations for strategic hiring for FY 2015-2016 approved pursuant to Search Waivers for Strategic Hiring policy 3356-2-04 (Previous Policy Number 2004.01).

REVIEWED:


James P. Tressel, President

Office of Human Resources Update

November 2015

Employment, Processing and Employee Records:

Jennifer Lewis has hired Arny Burney to replace Megan Massaro who moved to the employment unit. In collaboration with Rosalyn Donaldson, Manager, Training and Development, training sessions for Chairs and their administrative support staff on the part-time faculty hiring process has been conducted to initiate the conversion of part-time faculty hiring to the PeopleAdmin system. Employment forms are in the process of being updated and including ADA compliance.

HRIS:

Alisha Yanniello, Manager, HRIS, continues to provide leadership in the in identifying and implementing the utilization of the Banner system. She has been working with Ellucian to create reporting necessary for ACA compliance. Additionally, she has worked with the benefit vendors (Medical Mutual, National Vision Administrators and Delta Dental) to streamline the processes for updating participant information through electronic data transfer into their systems.

Benefits:

Marcie Patton was hired as the Manager of Compensation and Benefits. Shortly after her employment she conducted a search process and Linda Mazzucco was hired as a Benefits Management Analyst to replace Evelyn Kellam. A Benefits Fair was conducted in October in tandem with the annual health screenings, 15 benefit vendors participated. The annual open enrollment for health care and flexible spending is underway and will close on November 20th.

Affordable Care Act – The measures that we put in place to ensure that we are able to track hours are being tested to make certain that we are prepared for the full implementation of the ACA. Alisha Yanniello has worked with Marcie to bring her up to speed regarding efforts to contend with ACA compliance.

Wellness – Carrie Clyde continues to offer a variety of wellness programs including information sessions and physical activities. She conducted the annual health screenings and had 360 employees participated in screening and 205 in the flu shot program. She worked with various university staff to facilitate the opening of a third lactation room on campus.

Online student evaluation of faculty was rolled out in November.

Training:

Rosalyn Donaldson, Technology and Training Coordinator, has established the training schedule for the upcoming months and semester.

She has also been engaged the development of a variety of other training including the EIT project, ALICE training implementation and an assortment of other training initiatives. She is formulating a management development advisory committee to select training topics and promote new programs. Certain of the training offerings are being converted to online training through the Blackboard module. In January, the 2016 training is scheduled for an “Effective Manager Series” to cover supervisory skills and policy and procedure compliance. A component will be round table discussions on union contracts compliance issues headed by Al Boggs, Director, Labor Relations.

Labor Relations:

The negotiations with the Fraternal Order of Police are ongoing and the contract has been extended through February 2016.

State Personnel Board of Review:

The job abolishment and layoff appeals are rescheduled for the week of December 7th.

State Employment Relations Board:

The ULP regarding the implementation of the ACE agreement is pending with SERB. George Crisci is representing the university and has submitted a position statement on behalf of the university. It is not currently scheduled for a hearing.

Current Postings – 8/16/15 to 10/15/15

Faculty

College of Education

- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Faculty – Teacher Education
- Part-time Instructor, Student Teaching Supervisor – Counseling, Special Education and School Psychology
- Part-time Faculty Educational Leadership
- Assistant Professor in Counseling (Tenure Track)
- Instructor/Field Education Coordinator

College of Health and Human Services

- Part-time Instructor – Food & Nutrition
- Instructor/ Field Education Coordinator – Social Work
- Assistant Professor – Social Work
- 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
- Clinical Assistant Professor – Physical Therapy
- Part-time Faculty Medical Laboratory Programs
- Clinical Instructor – Nursing (OB/Women's Health)
- Assistant Professor Athletic Training Clinical Education Coordinator (Tenure Track)
- Part-time Faculty Golf 1 (*Filled*)
- Part-time Instructor for Boxing (*Filled*)

College of Liberal Arts and Social Sciences

- Part-time Faculty Instructor – English
- Part-time Faculty – Reading and Study Skills
- Part-time Faculty Instructor – Sociology
- Part-time Faculty Instructor – Psychology
- Assistant Professor – Psychology
- Assistant Professor – Applied Developmental Psychology
- Assistant Professor – ABA/Clinical Psychology

College of Creative Arts & Communication

- Part-time Instructor – Spanish
- Part-time Faculty Photography
- Part-time Faculty Communication Studies, Telecommunication Studies, and Journalism
- Part-time Instructor Draft and Design Technology
- Assistant Professor in Journalism and Communication Studies- Tenure Track
- Assistant Professor of Telecommunication Studies (Sports Broadcasting)
- Assistant Professor (Tenure Track) Costume Design
- Assistant/Associate Professor in Digital Media (Tenure Track)
- Assistant Professor, Theater Historian

College of Science, Technology, Engineering and Mathematics

- Part-time Instructor – Mathematics
- Associate/Professor of Mechanical and Industrial Engineering
- Part-time Faculty Geology
- Part-time Web-based Geology Instructor
- Part-time Geology for Engineers Instructor
- Part-time Faculty Physics
- Part-time Faculty Civil/Environmental and Chemical Engineering
- Part-time Instructor Mechanical Engineering Technology
- Assistant Professor – Civil and Construction Engineering Technology
- Assistant Professor – Civil & Environmental Engineering
- Assistant Professor – Mechanical Engineering – Solids
- Assistant Professor – Mechanical Engineering Technology
- Assistant Professor – Mathematics & Statistics
- Assistant Professor – Chemistry

College of Business Administration

- Assistant Professor – Manufacturing Management
- Assistant Professor – Technology Management
- Assistant or Associate Professor – Marketing (Tenure Track)
- Assistant or Associate Professor – Accounting

Professional/Administrative

- Director, WCBA Center for Career Management
- Manager, Additive Manufacturing Laboratory
- Health & Human Services Reference Librarian
- Systems Engineer – ITS
- Training Coordinator Human Resources
- Systems Librarian
- Dean & Professor – CLASS
- Planetarium Lecturer
- Manager, Systems Support Services
- Interim Assistant Director for Programming
- Staff Architect
- Head Coach, Soccer
- Clinical & Student Services Coordinator
- Human Resources Classification & Equal Opportunity Officer
- Director – Student Counseling Center
- Senior Systems Administrator
- Coordinator, Continuous Improvement Process
- Program Coordinator
- Dean & Professor – College of Science, Technology, Engineering & Mathematics
- Coordinator, Mathematics Assistance Center (*Filled*)
- Assistant Men's Basketball Coach, Quality Control (*Filled*)
- Assistant Coach, Men's Basketball (*Filled*)
- Associate Director of Housing (*Filled*)
- Associate Director, Information Security Officer – ITS (*Filled*)
- Manager Accounts Payable & Travel Services (*Filled*)
- Operations Manager – Kilcawley Center (*Filled*)
- Assistant Swimming & Diving Coach (*Filled*)
- Assistant Director – Undergraduate Admissions (*Filled*)
- Associate Director – Admissions Operations (*Filled*)
- Associate Director – Transfer Recruitment & Admissions (*Filled*)
- Assistant Softball Coach (*Filled*)
- Director of Grants & Sponsored Programs (*Filled*)
- Dean of the Honors College – University Scholars & Honors Program (*Canceled*)
- Housing Coordinator (*Filled*)
- Regional Admissions Officer – Part-time (*Filled*)
- Director, Dual Enrollment & Student Support Services (*Filled*)
- Director, Small Business Development Center (SBDC) & International Trade Assistance Center (*Canceled*)

Externally Funded Positions

- Instruction Specialist 1 – Rich Center for Autism
- Instruction Specialist Part-time – Rich for Autism
- Center Operations Coordinator – Rich Center for Autism (*Filled*)

Classified Civil Service

- Maintenance Repair Worker 1
- Assistant Sales Manager 2
- Office Assistant 2
- Administrative Assistant 1 (*Filled*)
- Benefits Management Analyst (*Filled*)
- Administrative Assistant 2 (*Canceled*)

Unclassified Service

- Intermittent University Police Officer 1
- Dispatcher 1
- Clerk 1 – Intermittent
- Customer Service Assistant 1 – Intermittent
- Customer Service Assistant 2 – Intermittent (*Filled*)

GRIEVANCE ACTIVITY FROM SEPTEMBER 1, 2015 - NOVEMBER 13, 2015

ACE

Grievance #733 filed on October 21, 2015 related to job audit timeliness.

Grievance #734 filed October 30, 2015 related to out of grade pay.

APAS

No activity

FOP

Grievance #48 filed October 6, 2015 related to vacation accrual.

OEA

Grievance # 347 filed October 16, 2015 related to the student evaluation of faculty process.

SUMMARY OF PERSONNEL ACTIONS
Classified Employees
8/16/15 through 10/15/15

Appointments – 29

- Classified Civil Service – 0
- Classified Non-ACE – 1
- Classified Externally Funded Non-ACE – 28

Separations – 17

- Classified Civil Service – 2
- Classified Non-ACE – 15

Reclassifications – 0

Promotions – 1

- Classified Civil Service – 1

Transfers – 0

Salary Adjustments – 2

- Classified Civil Service – 1
- Classified Externally Funded Non-ACE – 1

Displacements – 0

Layoffs – 0

Recalls – 3

- Classified Civil Service – 3

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
APPOINTMENTS**

EMPLOYEE		CONTRACT/ APPOINTMENT				
EMPLOYEE NAME	TYPE	POSITION TITLE	DEPARTMENT	DATES	FTE	SALARY
Josephine Ballew	Non-ACE	Intermittent Clerk	Housing & Residence Life Center for Human Service	9/6/2015	0.50	\$ 14,175.20
Erin Banko*	Externally Funded Non-ACE	Academic Leader	Development Center for Human Service	9/23/2015	0.25	\$ 9,360.00
Anna Carpenter*	Externally Funded Non-ACE	Academic Leader	Development Center for Human Service	9/30/2015	0.25	\$ 9,360.00
Julie Cianfarano*	Externally Funded Non-ACE	Academic Leader	Development Center for Human Service	9/29/2015	0.13	\$ 4,680.00
Phillip Davis*	Externally Funded Non-ACE	Academic Leader	Development Center for Human Service	9/29/2015	0.25	\$ 9,360.00
Heather Dissette*	Externally Funded Non-ACE	Activity Leader	Development Center for Human Service	9/29/2015	0.40	\$ 8,528.00
Carmen Garcia*	Externally Funded Non-ACE	Academic Leader	Development Center for Human Service	10/12/2015	0.40	\$ 14,976.00
Ryan Gill*	Externally Funded Non-ACE	Academic Leader	Development Center for Human Service	9/30/2015	0.25	\$ 9,360.00
Steven Hall*	Externally Funded Non-ACE	Academic Leader	Development Center for Human Service	9/29/2015	0.13	\$ 4,680.00
Melissa Hall-Gregory*	Externally Funded Non-ACE	Academic Leader	Development Center for Human Service	9/29/2015	0.13	\$ 4,680.00
Lauren Higgins*	Externally Funded Non-ACE	Activity Leader	Development Center for Human Service	9/29/2015	0.40	\$ 8,528.00
Tonia Holtom*	Externally Funded Non-ACE	Activity Leader	Development Center for Human Service	9/29/2015	0.40	\$ 8,528.00
Natalie Huda*	Externally Funded Non-ACE	Academic Leader	Development	9/23/2015	0.08	\$ 2,808.00

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
APPOINTMENTS**

EMPLOYEE		POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT		
EMPLOYEE NAME	TYPE			DATES	FTE	SALARY
Jannine Hunter	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/29/2015	0.25	\$ 9,360.00
Beth Liszka*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/30/2015	0.13	\$ 4,680.00
Tabitha Majovsky*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/23/2015	0.13	\$ 4,680.00
Brooke Nicolaou*	Externally Funded Non-ACE	Activity Leader	Center for Human Service Development	9/29/2015	0.13	\$ 2,665.00
Brittany Nicolaou- Harrington*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/23/2015	0.05	\$ 1,872.00
Jill Pasqual*	Externally Funded Non-ACE	Activity Leader	Center for Human Service Development	9/30/2015	0.40	\$ 8,528.00
Lindsey Pasquerilla*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	10/5/2015	0.40	\$ 14,976.00
Michelle Pitoscia*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/30/2015	0.25	\$ 9,360.00
Alisha Price*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/30/2015	0.25	\$ 9,360.00
Taylor Price*	Externally Funded Non-ACE	Activity Leader	Center for Human Service Development	10/14/2015	0.40	\$ 8,528.00
Breaca Pugliano*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/30/2015	0.10	\$ 3,744.00
William Ramsey*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/29/2015	0.25	\$ 9,360.00

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
APPOINTMENTS**

EMPLOYEE		POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT		
EMPLOYEE NAME	TYPE			DATES	FTE	SALARY
Marian Roberts*	Externally Funded Non-ACE	Assistant Activity Leader	Center for Human Service Development	9/30/2015	0.40	\$ 7,696.00
Adriane Singer*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/30/2015	0.13	\$ 4,680.00
William Williams*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/23/2015	0.13	\$ 4,680.00
Shirley Willich*	Externally Funded Non-ACE	Academic Leader	Center for Human Service Development	9/30/2015	0.13	\$ 4,680.00

* Center for Human Service Development after school program positions end 6/30/15

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
SEPARATIONS**

EMPLOYEE		CONTRACT/ APPOINTMENT				
EMPLOYEE NAME	TYPE	POSITION TITLE	DEPARTMENT	DATES	FTE	SALARY
Denise Altman	ACE	Secretary	Reading & Study Skills	8/22/2015	1.00	\$ 36,377.60
Nakia Burch	ACE	Customer Service Assistant 1	Bursar	9/19/2015	1.00	\$ 35,817.60
Michael Adovasio	Non-ACE	Intermittent Custodial Worker	Housing & Residence Life	8/15/2015	0.50	\$ 14,664.00
Pamela Bradshaw	Non-ACE	Intermittent Custodial Worker	Housing & Residence Life	8/15/2015	0.50	\$ 17,804.80
Pamela Clower	Non-ACE	Intermittent Cashier	Bookstore	8/15/2015	0.50	\$ 15,901.60
Kimberly DePietro	Non-ACE	Intermittent Cashier	Bookstore	8/15/2015	0.50	\$ 15,662.40
Terry Evans	Non-ACE	Intermittent Cashier	Bookstore	8/15/2015	0.50	\$ 15,433.60
Natalie Finamore	Non-ACE	Intermittent Cashier	Bookstore	8/15/2015	0.50	\$ 15,433.60
Shannon Fitz-Patrick	Non-ACE	Intermittent Cashier	Bookstore	8/17/2015	0.50	\$ 10,400.00
Kelli Funtulis	Non-ACE	Intermittent Cashier	Bookstore	8/15/2015	0.50	\$ 15,901.60
Celestine Glenn	Non-ACE	Intermittent Cashier	Bookstore	8/20/2015	0.50	\$ 10,400.00
Chelsea Hall	Non-ACE	Intermittent Cashier	Bookstore	8/15/2015	0.50	\$ 15,433.60
Valerie Herdman	Non-ACE	Intermittent Cashier	Bookstore	8/15/2015	0.50	\$ 17,118.40
Rhonda Kempe	Non-ACE	Intermittent Data Entry Operator 1	Registration & Records	8/15/2015	0.50	\$ 18,460.00
		Intermittent Customer Service				
Shanley Monroe	Non-ACE	Assistant 2	Office of Admissions	9/11/2015	0.50	\$ 17,274.40
Sarilee Roeder	Non-ACE	Intermittent Clerk 2	Registration & Records	8/15/2015	0.50	\$ 19,302.40
Kristina Schippert	Non-ACE	Intermittent Cashier	Bookstore	8/15/2015	0.50	\$ 15,433.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE

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
CLASSIFIED EMPLOYEE
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
Colleen Warren	ACE	Customer Service Assistant 2	Undergraduate Admissions	9/6/2015	1.00	\$ 34,548.80	\$ 23,509.20

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15
TRANSFERS

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

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE**

PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15

SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Diane Crowe	ACE	Administrative Assistant 1	EFRTL	7/26/2015	0.50	\$ 20,051.20	1.00	\$ 40,102.40
Carrie Miller	Externally Funded Non- ACE	Secretary	Upward Bound	9/1/2015	1.00	\$ 32,760.00	0.75	\$ 24,570.00

YOUNGSTOWN STATE UNIVERSITY

CLASSIFIED EMPLOYEE

PERSONNEL ACTIONS 8/16/15 THROUGH 10/15/15

DISPLACEMENTS RESULTING FROM LAYOFF

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

YOUNGSTOWN STATE UNIVERSITY

CLASSIFIED EMPLOYEE

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						

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 8/16/15 TO 10/15/2015
RECALLS FROM LAYOFF

EMPLOYEE NAME	EMPLOYEE			RECALLED		
	TYPE	POSITION TITLE	DEPARTMENT	DATE	FTE	SALARY
Darlene Aliberti	ACE	Secretary	School of Technology	8/23/2015	1.00	\$ 37,760.00
Jean Grabaskas	ACE	Executive Secretary	Dean - CLASS	8/23/2015	1.00	\$ 40,227.20
Monica Temnick	ACE	Administrative Assistant 2	Office of the Registrar	10/4/2015	1.00	\$ 40,227.20

Youngstown State University
Office of Equal Opportunity & Policy Compliance

Summary of Staffing Levels By Race and Gender September 30, 2014 to September 30, 2015

Sept.30, 2014	Caucasian		African American		Hispanic		Asian		Native American		Unknown		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	182	149	16	13	4	1	25	16	0	0	15	13	434
Professional/ Admin.	133	138	11	11	4	3	3	3	0	2	12	9	329
Classified	111	161	10	18	4	6	0	0	0	1	14	26	351
Externally Funded	18	39	0	5	0	0	0	1	0	0	2	8	73
Total	444	487	37	47	12	10	28	20	0	3	43	56	1187

Sept.30, 2015	Caucasian		African American		Hispanic		Asian		Native American		Unknown		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	203	167	14	13	3	1	29	20	0	0	2	3	455
Professional/ Admin.	142	144	13	14	4	2	3	3	0	2	7	5	339
Classified	102	140	11	18	4	6	0	0	0	1	15	22	319
Externally Funded	27	66	1	8	0	0	0	1	0	0	0	2	105
Total	474	517	39	53	11	9	32	24	0	3	24	32	1218

Difference	Caucasian		African American		Hispanic		Asian		Native American		Unknown		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	21	18	-2	0	-1	0	4	4	0	0	-13	-10	21
Professional/ Admin.	9	6	2	3	0	-1	0	0	0	0	-5	-4	10
Classified	-9	-21	1	0	0	0	0	0	0	0	1	-4	-32
Externally Funded	9	27	1	3	0	0	0	0	0	0	-2	-6	32
Total	30	30	2	6	-1	-1	4	4	0	0	-19	-24	31

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

Caucasian, not of Hispanic origin - Origins in any of the original people 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 people of North America who maintain cultural identification through tribal affiliation or community recognition.

*Faculty included 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 Compliance
Hiring Activity under Policy 3356-2-04 /Search Waivers for Strategic Hiring**

Requestor: Karla Krodel, Director

Department/Unit: Metropolitan College

Position: Program Coordinator/temporary position

Rationale: Temporary position filled with individual who successfully completed a summer internship and positively impacted the success of the program.

Hired: Myisha Jennings

Requestor: Sherri Woods, Director

Department/Unit: Upward Bound/SCOPE

Position: Upward Bound Coordinator

Rationale: Grant-funded position; year 3 of a 5 year grant with a requirement for the position; rather than fill a permanent position with the possibility of eliminating the position at a future date the position was filled as a temporary appointment.

Hired: Ken Pugh

Requestor: Joseph Mosca, Dean

Department/Unit: Bitonte College of Health & Human Services (BCHHS)

Position: Temporary Academic Advisor

Rationale: The incumbent retirement in the summer of 2015 and the Student Success Committee's assessment of campus-wide advising needs supports a temporary appointment.

Hired: Sally Kenney

Requestor: William Sturuss, Interim Dean

Department/Unit: Science, Technology, Engineering, Mathematic (STEM)

Position: Assistant Director, Oh-Penn Pathways to Competitiveness (OPMIC) Project Manager

Rationale: The original OPMIC grant was extended to April 2016; the appointment of Mr. Morley was extended to coordinate with the grant extension.

Hired: Michael P. Morley

Requestor: Gary Swegan, Associate VP

Department/Unit: Office of Admissions

Position: Regional Admissions

Rationale: Individual is a former principal in Dublin, Ohio and has a extensive experience with the K-12 school systems in the Columbus, Ohio area; allowing YSU to utilize her local knowledge and contacts for admissions outreach.

Hired: Cathy Sankey

Requestor: Michael Crist, Dean

Department/Unit: Creative Arts and Sciences (CCAC)

Position: Academic Advisor

Rationale: Increase from .5 FTE to F/T based on additional duties of assisting with the CCAC first year experience workshops, recruitment video production and web management.

Hired: Justin Edwards