

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

**John R. Jakubek, Chair
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Ikram Khawaja, *Ex-Officio***

**BACKGROUND MATERIALS
Thursday, May 29, 2014**

- 1. Human Resources Update** **Tab 1**
An update on current accomplishments and priorities for moving forward.
- 2. Human Resources Update on Position Searches** **Tab 2**
All listed searches in progress.
- 3. ULP's/Grievances** **Tab 3**
Status of Unfair Labor Practices and Grievances.
- 4. Diversity and EDGE Spend Report** **Tab 4**
Third quarter Diversity Spend Report with detail.
- 5. YSU Police Department Crime Statistics** **Tab 5**
- 6. Labor Management Council Update** **Tab 6**
- 7. Summary of Staffing Levels by Race and Gender** **Tab 7**
This report provides a comparison of the workforce demographics in terms of race and gender in March 2013 and March 2014.
- 8. Externally Funded Positions** **Tab 8**
- 9. Staff Development Leave** **Tab 9**
Employees granted Staff Development Leave academic year 2014.
- 10. Report on Multi-Year Contracts** **Tab 10**
- 11. Administrative Appointments and Reappointments** **Tab 11**
List of chairpersons who were appointed or reappointed for the 2014-2015 academic year is attached.
- 12. Report of Faculty Promotions** **Tab 12**
List of faculty who were granted promotions effective August 13, 2014 is attached.

BACKGROUND MATERIALS:
University Affairs Committee

TAB 1: Human Resources Update

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer

HIGHLIGHTS OR ISSUES:

- The first phase of the PeopleAdmin upgrade has been implemented for the hiring process.
- The RFP process for health care, prescription drug, dental and vision is nearing completion.
- Electronic leave reporting for professional/administrative employees has been implemented.

TAB 2: Human Resources Update on Position Searches

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer, and Steve Lucivjansky, Employment Manager

HIGHLIGHTS OR ISSUES:

- 40 searches currently in progress, 31 faculty, seven professional-administrative, zero classified and two externally funded.

TAB 3: ULP's/Grievances

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer

HIGHLIGHTS OR ISSUES:

- A total 12 grievances have been filed in 2014 (6-ACE, 2-APAS, 4-OEA).
- All grievances filed by FOP have been closed.
- Arbitration schedule: May 7, 2014 (OEA Grievance 328) and May 8, 2014 (APAS Grievance 72).
- Arbitration ruling in favor of Union (ACE Grievance 355 and FOP Grievances 35, 40 and 42).
- Waiting for 2 arbitrator rulings from hearings in 2013 (1-ACE, 1-OEA).

TAB 7: 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 March 31, 2013 and March 31, 2014.

TAB 8: Externally Funded Positions

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer, and Steve Lucivjansky, Employment Manager

HIGHLIGHTS OR ISSUES:

- Six appointments, two new positions and four replacement positions. One separation, zero retirements, one resignation, zero layoffs and zero non-renewals.

TAB 9: Staff Development Leave

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer

HIGHLIGHTS OR ISSUES:

- In accordance with Article 6.1 of the agreement with APAS Brian Wells, Academic Advisor has been approved for staff development leave.

TAB 10: Report on Multi-Year Contracts

STAFF CONTACT: Kevin Reynolds, Chief Human Resources Officer

HIGHLIGHTS OR ISSUES:

- In accordance with University Guidebook Policy 7016.01, Multiple Year Contracts for Executive Level Officers, Administrative Officers, and Other Designated Professional/Administrative Staff, the President is required to annually provide a listing of all employees receiving a renewal notification and/or subsequent multiple year contract.

TAB 4: Diversity and EDGE Spend Reports

STAFF CONTACT: Bill Wheelock, Director of Procurement Services

HIGHLIGHTS OR ISSUES:

- Diversity Spend Report captures the dollars and percentages of University spend placed with various diverse groups, including minority, disability challenged, recycled materials, veteran and women owned and EDGE.
- Total Diversity and EDGE spending for third quarter is positive, at approximately \$660,000.
- Spending through third quarter exceeded \$2 million.

TAB 5: YSU Police Department Crime Statistics

STAFF CONTACT: John Beshara, Chief of Police

HIGHLIGHTS OR ISSUES:

- Theft – Incidents Reported decreased from 32 to 17
- Parking Enforcement (Tickets) – Decrease from 221 to 113 possibly due to Transportation Fee
- Police Escorts – Increase from 63 to 81
- Residence Hall Active Alarms – Dispatched 50 times, including 29 times at the Flats

TAB 6: Labor Management Council (LMC) Update

STAFF CONTACT: Neal McNally, Interim Vice President for Finance and Administration

HIGHLIGHTS OR ISSUES:

- The LMC met on May 2, 2014.
- The Council was briefed on the development of the University budget for FY 2015, which is being led by the YSU Budget Development Council.
- There was much discussion about the need to address deferred maintenance at various campus facilities, especially academic buildings.
- Concerns were also raised about the growth of the Intercollegiate Athletic Budget, particularly the increase in the financial support that Athletics receives from the University's general fund budget.

TAB 11: Administrative Appointments and Reappointments

STAFF CONTACT: Dr. Teresa Riley, Interim Provost

HIGHLIGHTS OR ISSUES:

- The list is divided into two categories: Chairperson Appointments and Chairperson Reappointments.
- The Chairperson Appointments are individuals who were not the incumbent chairperson, and have been voted by the full-time faculty, approved by the respective dean and the provost to become the chairperson of their respective department.
- The Chairpersons Reappointments are those individuals who are serving an additional five-year term as chairperson. These individuals are also voted into office by the full-time faculty, dean, and provost.

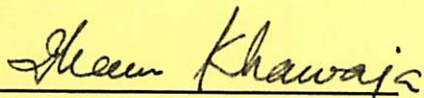
TAB 12: Report of Faculty Promotions

STAFF CONTACT: Dr. Teresa Riley, Interim Provost

HIGHLIGHTS OR ISSUES:

- Article 15 of the *Agreement between YSU and YSU-OEA 2011-2014* outlines the procedure for promotion in faculty rank.
- During the 2013-2014 academic year, fifteen (15) faculty members were promoted to the rank of Professor, effective August 13, 2014.
- During the 2013-2014 academic year, fourteen (14) faculty members were promoted to the rank of Associate Professor, effective August 13, 2014.
- The list of individuals promoted effective August 13, 2014 is attached.

REVIEWED:



Ikram Khawaja, Interim President

Office of Human Resources Update

May 2014

Employment:

Steve Lucivjansky, Manager, Employment and the staff have completed the conversion of PeopleAdmin 5.8 to version 7.6. This upgrade was extensive and required a full re-implementation of efforts for the unit. In addition to the faculty and staff hiring taking place in PeopleAdmin, this new version allows for the electronic storage of position descriptions and the electronic processing of employee evaluations.

The system implementation was completed at the end of April and we are currently loading our staff position descriptions into PeopleAdmin. This will enable performance evaluation processes to be automated for Professional and Classified staff beginning with our classified staff in September and moving to our Professional staff in February 2015.

Employee Records & Processing:

Jennifer Lewis, Manager of Processing and Personnel Records and the EPC staff have been working primarily on entering all continuing student employees and standard employee transactions and planning for faculty summer contracts. The unit has been supporting the implementation of Leave Reporting for professional staff.

HRIS:

Alisha Yanniello, Manager, HRIS has provided leadership in the Professional/Administrative Leave reporting project which was piloted earlier in the calendar and has been implemented during April. She has been engaged in a variety of projects to convert hiring and other processes to an electronic format.

Benefits:

Debby LaRocco, Manager, Employee Benefits has worked extensively with Findley Davies our health care consultants on the RFP for health, prescription drug, vision and dental plans. The consultant's report and recommendations are due in the middle of May.

Affordable Care Act – The measures that we put in place to ensure that we are able to track hours are being monitored to make certain that we are prepared for the full implementation of the ACA.

Wellness – Carrie Clyde continues to offer a variety of wellness programs including information sessions and physical activities.

Training:

Rosalyn Donaldson, Technology and Training Coordinator reports that YTD for this fiscal year her office has provided training for 1820 participants. This figure represents an increase in participation by 43% since FY2012.

Office of Human Resources Update

May 2014

Web Leave Reporting and Online Search Committee training for the new version of PeopleAdmin has been developed and implemented.

To date, this fiscal year we added employee information and development topics to our offerings. Those topics include: Using the New Classified Performance Review Form, Introduction to the New Classified Performance Review Form, Youth on Campus: Next Steps to Developing Protocols (vendor online), Understanding FMLA and HIPAA, Maximizing Your Day: Effective Time Management (vendor online), Part-time Faculty Hiring Process, and Online Search Committee Training

We have engaged a vendor, LawRoom to provide online training to all employees on federal and state mandated topics. The topics which include: Preventing Harassment and Discrimination and Preventing Workplace Violence for faculty and staff. LawRoom provides a library of additional topics which we hope to utilize for future supervisory training.

Labor Relations:

The search for the Director, Labor & Employee has been completed with the selection of Allan Boggs. His full time employment began on May 5, 2014.

State Personnel Board of Review:

One of the eight appeals filed with the SPBR regarding the layoff of classified employees has been scheduled for hearing in June.

State Employment Relations Board:

Three of our unit clarification petitions for three of the ACE positions have been recommended by the Administrative Law Judge subject to adoption by the board. The University's position that these three positions were professional and not in the ACE bargaining unit was affirmed.

Current Postings – 5/2/14

Faculty

College of Business Administration

- Assistant Professor - Entrepreneurship & Small Business Management (Tenure Track)
- Assistant Professor - Operations & Technology Management (Tenure Track)

College of Education

- Assistant Professor Special Education (Tenure Track)
- Assistant Professor Special Education (Term)
- Instructor - Teacher Education - Literacy (Term)
- Assistant Professor - Teacher Education – Middle Childhood (Tenure Track)
- Instructor/Assistant Professor - Teacher Education - Health Education P-12 Licensure (Term)
- Assistant/Associate Research Professor - Educational Foundations, Research, Tech. & Leadership (Tenure Track)

College of Creative Arts and Communication

- Assistant Professor of Theater and Dance, Costume Design (Tenure Track)
- Assistant Professor of Music in Vocal Music Education (Term)
- Assistant Professor of Music in Violin (Tenure Track)

College of Health and Human Services

- Instructor Field Coordinator - Social Work (Term)
- Instructor - Criminal Justice and Forensic Sciences (Term)
- Assistant Professor - Nursing (Tenure Track)
- Clinical Instructor - Nursing - OB/Women's Health (Tenure Track)
- Clinical Instructor – Nursing - Medical-Surgical (Tenure Track)
- Clinical Instructor - Nursing - Medical-Surgical/Simulation (Tenure Track)
- Instructor/Assistant Professor - Human Performance & Exercise Science (Tenure Track)
- Assistant Professor - Social Work (Tenure Track)

College of Liberal Arts and Social Sciences

- Assistant Professor - Geography (Tenure Track)
- Assistant Professor - Gerontology (Tenure Track)
- Assistant Professor - Clinical Psychology (Tenure Track)
- Assistant Professor - Social Psychology (Tenure Track)
- Assistant Professor - Sociology (Tenure Track)

College of Science, Technology, Engineering and Mathematics

- Assistant Professor of Topology - Mathematics and Statistics (Tenure Track)
- Assistant Professor - Mechanical Engineering Technology (Tenure Track)
- Assistant Professor - Civil Engineering (Tenure Track)
- Assistant Professor - Organic Chemistry (Tenure Track)

- Assistant Professor - Computer Science and Information Systems (Tenure Track)
- Assistant Professor - Mechanical Engineering – Solids (Tenure Track)
- Assistant Professor - Mechanical Engineering – Thermal Fluids (Tenure Track)

Professional/Administrative

- Associate Provost and Dean of Graduate Studies and Research
- Coordinator, Office of Grants and Sponsored Programs
- Associate Director of Institutional Research and Analytics
- Associate Director of Open Source Systems and Web Programming
- Research Associate, Dean, CLASS
- Program Coordinator, Metro Credit
- HMIS Administrator

Externally Funded Positions

- Instruction Specialist 1, full-time, The Rich Center for Autism
- Behavior Analyst, Rich Center for Autism

Classified Civil Service

- None

Definitions of Term Contracts and Tenure Track Appointments

- A term contract is issued for a 9 month period and may be renewed indefinitely on an annual basis. Faculty members on term contracts are not eligible to apply for tenure or promotion.
- A tenure track appointment allows a faculty member to apply for tenure in his or her fourth, fifth or sixth probationary year. Once tenured, a faculty member receives an annual reappointment letter specifying rank and salary.

Summary of Union Grievances filed January 1, 2014 – April 30, 2014

ACE	Filed:	6	Issues include position excluded from bargaining unit, healthcare reserve funds, written reprimand, overtime opportunities, and job description
	Closed:	0	
	Outstanding:	6	
APAS	Filed:	2	Issues include healthcare reserve funds and position duties
	Closed:	0	
	Outstanding:	2	
OEA	Filed:	4	Issues include healthcare reserve funds, flooding and reprimand
	Closed:	1	
	Outstanding:	3	

Known Arbitrations (grievances filed 2006-2013)*

ACE	74	Issues include bargaining unit work, job audits, recruitment and selection, conversion of pay scales, monitoring of healthcare budget and expenses, miscalculated negotiated pay, overtime violation, job postings, ERIP violation, employee discipline/suspension, layoff/displacement notices, and voluntary budget reductions Outside attorneys have been assigned for 27; 5 arbitrators have been selected. <ul style="list-style-type: none">• Ongoing: #350 – Vacancy, AA4, procedure not followed in HR• Waiting for arbitrator ruling: #602 – Termination and failure to follow progressive discipline
APAS	2	<ul style="list-style-type: none">• Scheduled for May 8, 2014: #72 – Erosion of bargaining unit• Dates have been offered: #73 – Violation of layoff process
OEA	2	<ul style="list-style-type: none">• Scheduled for May 7, 2014: #328 – Unfairness and gender bias in promotion• Waiting for arbitrator ruling: #326 – Contract interpretation

* The University and ACE have agreed to attempt to combine the same or similar grievances in order to reduce the number of arbitrations.

Unfair Labor Practice – 1

Issue: Allegation of unilateral implementation of personal leave/cash conversion date

Summary of Union Grievances filed January 1, 2009 – December 31, 2013

ACE	Filed:	358	
			197 Issues include job audits, job postings, bargaining unit work to non-bargaining unit members, discipline, suspension, termination, back pay, personal leave conversion, healthcare budget and expenses, miscalculated pays, job descriptions, overtime opportunities, conversion of back pay, ERIP violation, OPERS information, layoff during winter break, expeditious investigation, layoff/displacement notices, separation pay, and voluntary budget reductions
			161 Timeliness issue
	Closed:	287	
	Outstanding:	71	
APAS	Filed:	43	Issues include erosion of bargaining unit and violation of layoff process
	Closed:	41	
	Outstanding:	2	
OEA	Filed:	30	Issues include non-reappointment and unfairness and gender bias in promotion
	Closed:	28	
	Outstanding:	2	
FOP	Filed:	10	
	Closed:	10	
	Outstanding:	0	

Youngstown State University
FY2014 Third Quarter Diversity Spend Report
January 1, 2014 - March 31, 2014

	<u>Third Quarter</u>	<u>Year to Date</u>	<u>Percent of Addressable</u>	<u>Prior Year to Date</u>	<u>Percent of Addressable</u>
Diversity Spend - Goods and Services (excludes EDGE and construction)					
MBE - Ohio Certified	\$115,282	\$287,039	2.31%	\$205,265	2.00%
MBE - Other Certified	173,612	559,309	4.51%	613,267	5.96%
Disability Challenged	201,815	569,029	4.59%	628,147	6.11%
Recycled Materials	17,543	57,151	0.46%	52,125	0.51%
Veteran Owned	89,607	117,742	0.95%	6,890	0.07%
Women Owned	20,682	185,080	1.49%	131,944	1.28%
Total Diversity Spend	<u>\$618,541</u>	<u>\$1,775,350</u>	<u>14.31%</u>	<u>\$1,637,638</u>	<u>15.92%</u>
Total Addressable Spend - Goods and Services	<u>\$3,525,120</u>	<u>\$12,408,287</u>	<u>100.00%</u>	<u>\$10,286,804</u>	<u>100.00%</u>

	<u>Third Quarter</u>	<u>Year to Date</u>	<u>Percent of Addressable</u>	<u>Prior Year to Date</u>	<u>Percent of Addressable</u>
EDGE Spend - Goods, Services, and Construction					
EDGE - Ohio Certified - Construction	\$40,950	\$256,832	1.32%	\$159,073	1.03%
Total EDGE Spend	<u>\$40,950</u>	<u>\$256,832</u>	<u>1.32%</u>	<u>\$159,073</u>	<u>1.03%</u>
Total Addressable Spend - Goods, Services, and Construction	<u>\$5,137,565</u>	<u>\$19,512,909</u>	<u>100.00%</u>	<u>\$15,506,448</u>	<u>100.00%</u>

Youngstown State University
Diversity Spend Detail Report - Goods and Services (excludes EDGE and construction)
January 1, 2014 - March 31, 2014

Minority Business Enterprise (MBE) - Ohio Certified

Name	Address	Type of Contract	Purchases
American Maintenance Services Inc.	241 Federal Plaza West, Suite 303, Youngstown, Ohio 44503	Janitorial Services	\$2,799
B R Johnson Cleaning Services	P.O. Box 282, Akron, Ohio 44309	Janitorial Services	40,623
Brown Enterprise Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Computer Supplies	71,860
Subtotal - MBE - Ohio Certified			\$115,282

Minority Business Enterprise (MBE) - Other Certified

Name	Address	Type of Contract	Purchases
L J Contractors	1144 Miami Avenue, Youngstown, Ohio 44505	Painting	\$4,320
SBM Management Services	5241 Arnold Avenue, McClellan, California 95652	Janitorial Maintenance	168,916
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	376
Subtotal - MBE - Other Certified			\$173,612

Disability Challenged

Name	Address	Type of Contract	Purchases
Compass Family Services	535 Marmion Avenue, Youngstown, Ohio 44502	Janitorial Services	\$201,775
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	40
Subtotal - Disability Challenged			\$201,815

Recycled Materials

Name	Address	Type of Contract	Purchases
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	\$17,543
Subtotal - Recycled Materials			\$17,543

Veteran Owned

Name	Address	Type of Contract	Purchases
McRoyal Industries Inc.	1421 Lilac Street, Youngstown, Ohio 44502	Maintenance Supplies	\$253
Murphy Contracting Company Inc.	P.O. Box 1833, 285 Andrews Avenue, Youngstown, Ohio 44501	Renovations	87,829
Photo Sciences Inc.	2542 West 237th Street, Torrance, California 90505	Supplies	1,480
Service Wholesale Inc.	2825 Hankle Drive, Lebanon, Ohio 45036	Maintenance Supplies	(4)
Techsmith	P.O. Box 26095, Lansing, Michigan 48909	Computer Software Services	49
	Subtotal - Veteran Owned		<u><u>\$89,607</u></u>

Woman Owned

Name	Address	Type of Contract	Purchases
Data Ticket Inc.	4600 Campus Drive, Newport Beach, California 92660	Parking Software	\$157
LEAP	23205 N 39th Way, Phoenix, Arizona 85050	Educational Services	2,356
Protect-N-Shred	P.O. Box 85, Cortland, Ohio 44410	Document Shredding	1,454
Roar Postal Supplies & Solutions	10600 W. 108th Terrace, Overland Park, Kansas 66210	Postal Supplies	416
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	400
Union Eyes Optical Inc.	Suite B, 229 Churchill Hubbard Road, Youngstown, Ohio 44505	Public Safety Supplies	230
Walter's Office Products	374 Butterfly Lane, Hermitage, Pennsylvania 16148	Office Supplies	10,968
Warren Fire Equipment	6880 Tod Avenue SW, Warren, Ohio 44481	Fire Systems	4,701
	Subtotal - Woman Owned		<u><u>\$20,682</u></u>
	Total Diversity Spend		<u><u>\$618,541</u></u>

Youngstown State University
EDGE Spend Detail Report
January 1, 2014 - March 31, 2014

Encouraging Diversity, Growth, and Equity (EDGE) - Ohio Certified

Name	Address	Project	Purchases
RJS Dean	704 E. Midlothian Blvd., Youngstown, Ohio 44502	Campus Elevator	\$20,250
ThermoTec Insulation Inc.	10866 Prouty Road, Painesville, Ohio 44077	Campus Elevator	20,700
	Total EDGE Spend		<u>40,950</u>

YOUNGSTOWN STATE UNIVERSITY POLICE

THREE YEARS COMPARISON CAMPUS CRIME STATISTICS REPORT



FIRST QUARTER 2014 (JANUARY, FEBRUARY, MARCH)

FEDERAL BUREAU OF INVESTIGATIONS (8 Index Crimes) REPORTED:	2012	2013	2014
1. Criminal Homicide	0	0	0
2. Forcible Rape	0	0	0
3. Robbery	0	1	0
4. Aggravated Assault	0	0	0
5. Burglary	0	0	0
6. Larceny - Theft	34	32	17
7. Motor Vehicle Theft	0	0	0
8. Arson	0	0	0

Note that the 8 crimes listed above are required to be reported to the Department of Justice annually.

STATE OF OHIO CRIMES REPORTED:	2012	2013	2014
9. Aggravated Menacing	1	0	0
10. Assault (simple)	1	3	2
11. Criminal Damage	4	3	2
12. Criminal Mischief	7	15	2
13. Inducing Panic	0	0	0
14. Menacing	1	6	1
15. Vandalism	0	0	0

ARRESTS:	2012	2013	2014
1. Assault	0	0	0
2. Criminal Trespass	1	1	8
<i>Note: Adult Criminal Trespass Warnings Issued</i>	22	17	8
<i>Note: Juvenile Criminal Trespass Warnings Issued</i>	3	2	0
3. Disorderly Conduct	4	0	4
4. Drug Law Violations	0	4	1
5. Liquor Law Violations	7	7	8
6. Loud Music	1	0	0
7. Resisting Arrest	1	0	0
8. Theft	5	0	1
9. Warrant Arrests	3	1	1
Total Arrests and Trespass Warnings	47	32	31

	2012	2013	2014
Monetary Value of Property Stolen:	14,158.00	8,555.00	6,902.00
Monetary Value of Property Recovered:	379.00	835.00	420.00

MISCELLANEOUS INVESTIGATIONS:	2012	2013	2014
1. Dispatched to active alarms			
Total:	50	48	50
<i>Cafaro Residence Hall</i>	1	2	1
<i>Lyden Residence Hall</i>	8	1	6
<i>Kilcawley Residence Hall</i>	1	0	0
<i>CourtYards Apartments</i>	12	13	14
<i>Flats Apartments</i>	28	34	29

YOUNGSTOWN STATE UNIVERSITY POLICE

<i>OTHER Locations On Campus</i>	0	0	0
2. Dispatched to accidents	13	22	35
3. Dispatched to lost and or found property	67	33	44
4. Dispatched to Matter of Record reports	21	17	14
5. Property Damage (non-criminal)	5	7	10
6. Motor Vehicle Violations Total:	40	19	56
<i>Operating a M.V. under the influence of alcohol and or drugs</i>	0	1	7
<i>Operating a M.V. while under suspension</i>	6	5	33
<i>Operating a M.V. with no license</i>	1	0	0
<i>Operating a M.V. minor violations (stop sign, headlight, blinker, etc...)</i>	33	13	16
7. Parking Enforcement (parking tickets)	462	221	113
* Parking enforcement on City of Youngstown streets has decreased during the first quarter of 2014.			
OTHER FUNCTIONS/SERVICES PROVIDED:			
	2012	2013	2014
1. Provide access into locked/secured area(s)	250	248	215
2. Provide escorts	58	63	81
3. Provide personal transport(s)	2	4	1
4. Motorist assistance program (unlock doors, change tires, etc...)	9	12	9
5. Mutual Aid	57	16	56
Total assists:	376	343	362

Labor Management Council Update

The Labor Management Council (LMC) convened on May 2, 2014. Neal McNally presented an update on the development of next year's FY 2015 operating budget. The discussion largely centered on the recommendations of the YSU Budget Development Council, which call for permanent spending adjustments as a means to address the University's structural budget deficit.

The LMC also discussed the Intercollegiate Athletics Budget, with some members raising concerns over the growth in financial support to Athletics from the University's general fund budget. Consequently, the LMC has invited the Athletic Director and/or the Associate Athletic Director to attend the next meeting of the LMC. There was also some discussion about deferred maintenance at various campus facilities, and particularly how campus construction projects are financed.

The next meeting will be held on July 8, 2014.

Youngstown State University
Summary of Staffing Levels By Race and Gender
From March 31, 2013 to March 31, 2014

Mar. 31, 2013	Caucasian		African American		Hispanic		Asian		Native American		Unknown		
Rank	M	F	M	F	M	F	M	F	M	F	M	F	Total
Faculty*	211	140	13	16	4	4	20	13	0	0	4	2	427
Professional/ Admin.	129	139	13	13	4	3	3	4	0	2	13	8	331
Classified	102	156	10	19	3	6	0	0	1	1	15	27	340
Externally Funded	18	36	0	7	0	0	0	2	0	0	1	2	66
Total	460	471	36	55	11	13	23	19	1	3	33	39	1164
Mar. 31, 2014	Caucasian		African American		Hispanic		Asian		Native American		Unknown		
Rank	M	F	M	F	M	F	M	F	M	F	M	F	Total
Faculty*	214	156	16	14	4	2	28	15	0	0	2	2	453
Professional/ Admin.	132	137	9	15	4	3	4	4	0	2	14	7	331
Classified	91	159	9	17	1	6	0	0	1	1	15	26	326
Externally Funded	17	45	0	6	0	0	0	2	0	0	1	5	76
Total	454	497	34	52	9	11	32	21	1	3	32	40	1186
Difference	Caucasian		African American		Hispanic		Asian		Native American		Unknown		
Rank	M	F	M	F	M	F	M	F	M	F	M	F	Total
Faculty*	3	16	3	-2	0	-2	8	2	0	0	-2	0	26
Professional/ Admin.	3	-2	-4	2	0	0	1	0	0	0	1	-1	0
Classified	-11	3	-1	-2	-2	0	0	0	0	0	0	-1	-14
Externally Funded	-1	9	0	-1	0	0	0	0	0	0	0	3	10
Total	-6	26	-2	-3	-2	-2	9	2	0	0	-1	1	22

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.

SUMMARY OF PERSONNEL ACTIONS
Externally Funded Positions

Appointments – 6

New – 2

- Professional Administrative - 2
 - Research Associate III, Center for Urban and Regional Studies
 - Research Associate, Physics and Astronomy

Replacement Positions – 4

- Professional/Administrative - 4

Separations – 1

Resignations – 1

- Professional/Administrative - 1

**YOUNGSTOWN STATE UNIVERSITY
EXTERNALLY FUNDED
PROFESSIONAL/ADMINISTRATIVE
PERSONNEL ACTIONS**

APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)

NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT (Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY FTE	COMMENTS
Ms. Melanie Carfolo	F/C	Replacement \$78,088	Director	Rich Center for Autism	3/17/2014	\$85,000 1.0	\$6,912 increase
Ms. Rachel McCartney	F/C	New	Research Associate III	Center for Urban and Regional Studies	3/10/2014	\$69,500 1.0	\$69,500 increase
Mr. Chuanhon Zhou	M/A	New	Research Associate	Physics and Astronomy	2/25/2014	\$43,000 1.0	\$43,000 increase
Ms. Melissa Ludban	F/C	Replacement \$21,175	Instruction Specialist 1	Rich Center	3/3/2014		
Ms. Skyler O'Donnell	M/C	Replacement \$21,175	Instruction Specialist 1	Rich Center	3/3/2014		
Ms. Alexandra Tondo- Lessick	F/C	Replacement \$21,175	Instruction Specialist 1	Rich Center	2/3/2014		

PROMOTIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

TRANSFERS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)

NAME			TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
None.							

DEMOTIONS FOR INFORMATION ONLY (in accordance with ORC 124.11 A(7) a&b) (9)

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

**YOUNGSTOWN STATE UNIVERSITY
EXTERNALLY FUNDED
PROFESSIONAL/ADMINISTRATIVE
PERSONNEL ACTIONS**

RECLASSIFICATIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

SALARY ADJUSTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&b) (9)

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

SEPARATIONS

NAME	GENDER/RACE*	CATEGORY OF EMPLOYMENT	TITLE	DEPARTMENT	SEPARATION DATE		COMMENTS
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Retirements

None.							
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Separations

Ms. Michelle Schaper	F/C	P/A	Research Associate/ HMIS Administrator	Center for Urban and Regional Studies	4/18/2014		
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A = Asian or Pacific Islander, origins in any of the original peoples of the Far East, Southeast Asia, Pacific Islands, or Indian subcontinent.

B = Black (not of Hispanic origin), origins in any of the black racial groups.

C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.

H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.

N = American Indian or Alaskan Native, origins in any of the original peoples of North America.

U = Unidentified

**EMPLOYEES GRANTED
STAFF DEVELOPMENT LEAVE
ACADEMIC YEAR 2014-2015**

NAME

DEPARTMENT

Association of Professional/Administrative Staff:

Brian WellsDean's Office - BCHHS

Multi Year Contracts
(Not including President and Coaches)

Name	Title	Current Salary	Cycles	
			Current	New Fiscal Year
Executive Level Officers per 7016.01 (a)				
Dr. Ikram Khawaja	Provost/Vice President for Academic Affairs	\$184,279	2 of 3	NA
Mr. Jack Fahey	Vice President for Student Affairs	\$143,630	1 of 3	2 of 3
Vacant	Vice President for Finance and Administration			
Mr. Scott Evans	Vice President for University Advancement	\$164,000	2 of 3	NA
Atty. Holly Jacobs	University General Counsel	\$138,386	2 of 3	1 of 3
Administrative Level Officers per 7016.01 (b)				
Deans				
Dr. Bryan DePoy	College of Fine and Performing Arts	\$145,308	1 of 3	2 of 3
Dr. Shearle Furnish	College of Liberal Arts and Social Sciences	\$146,749	1 of 3	2 of 3
Dr. Betty Jo Licata	College of Business Administration	\$174,344	1 of 3	2 of 3
Dr. Joseph L. Mosca	College of Health and Human Services	\$145,308	1 of 3	2 of 3
Dr. Martin A. Abraham	College of Science, Technology, Engineering and Math	\$176,082	1 of 3	2 of 3
Dr. Charles Howell	College of Education	\$144,330	2 of 3	1 of 3
Vacant	School of Graduate Studies and Research			
Associate Vice President				
Mr. Kenneth A. Schindler	Associate Vice President Information Technology	\$143,820	2 of 3	1 of 3
Vacant	Associate Vice President Budget & Planning / Treasurer			
Executive Directors				
Ms. Jonelle Beatrice	Student Life	\$105,000	1 of 3	2 of 3
Mr. John Hyden	Facilities	\$112,504	1 of 3	2 of 3
Mr. Kevin Reynolds	Human Resources	\$118,193	1 of 3	2 of 3
Mr. Ron Strollo	Athletics	\$134,401	1 of 3	2 of 3
Mr. Mark Van Tilberg	Marketing and Communications	\$97,606	2 of 3	1 of 3
Vacant	Library Services			
Dr. Ron Chordas	Public Services Institute	\$125,239	2 of 3	1 of 3
Mr. Matt Novotny	Student Services	\$107,916	2 of 3	1 of 3

Directors

Ms. Cynthia Kravitz Vacant	Equal Opportunity and Policy Compliance Diversity and Multicultural Affairs	\$100,000	1 of 3	2 of 3
<i>Designated professional/administrative staff per 7016.01 (c)</i>				
Dr. Teresa Riley	Associate Provost	\$130,560	2 of 3	1 of 3
Dr. Kevin E. Ball	Associate Provost, Academic Programs and Planning	\$113,220	2 of 3	1 of 3
Ms. Shannon Tirone	Executive Associate to the President	\$96,900	2 of 3	1 of 3
Mr. William Binning	Government Relations Representative	\$39,780	1 of 3	2 of 3

FACULTY RECOMMENDED FOR PROMOTION IN RANK

(EFFECTIVE AUGUST 13, 2014)

TO PROFESSOR:

Isam E. AminGeological and Environmental Sciences
Jeffrey M. Buchanan.....English
Annette M. Burden.....Mathematics and Statistics
John M. HazyCriminal Justice and Forensic Sciences
AKM Anwarul IslamCivil/Environmental and Chemical Engineering
Diane P. KandrayHealth Professions
Anthony J. KosManagement
Kenneth F. Learman.....Physical Therapy
Christine McCullough.....Art
Glenn Schaft.....Dana School of Music
Josef B. SimeonssonChemistry
Helene J. SinnreichHistory
Angela SpalsburyMathematics and Statistics
William G. VendemiaManagement
George T. YatesMathematics and Statistics

TO ASSOCIATE PROFESSOR:

Abdurrahman Arslanyilmaz.....Computer Science and Information Systems
Ewelina Boczkowska.....Dana School of Music
Michael T. ButcherBiological Sciences
Joseph D'Uva.....Art
Jeanine L. Mincher.....Human Ecology
Denise A. Narcisse.....Sociology, Anthropology, and Gerontology
Diana Q. PalardyForeign Languages and Literatures
Matthew J. Paylo.....Counseling, Special Educ., and School Psychology
Steven Reale.....Dana School of Music
C. Virgil Solomon.....Mechanical and Industrial Engineering
Jonathan Dana SperryArt
Nina V. StourmanChemistry
Tacibaht Turel.....Human Ecology
Richard W. VanVoorhis.....Counseling, Special Educ., and School Psychology