

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

John R. Jakubek, Chair
David C. Deibel, Vice Chair
All Trustees are Members
Randy J. Dunn, *Ex-Officio*

**BACKGROUND MATERIALS
Tuesday, September 10, 2013**

- | | |
|---|--------------|
| 1. Human Resources Update
An update on current accomplishments and priorities for moving forward. | Tab 1 |
| 2. Human Resources Update on Position Searches
All listed searches in progress. | Tab 2 |
| 3. ULP's/Grievances
Status of Unfair Labor Practices and Grievances. | Tab 3 |
| 4. Diversity and EDGE Spend Report
Fourth quarter Diversity Spend Report with detail. | Tab 4 |
| 5. Labor Management Council Update | Tab 5 |
| 6. Summary of Staffing Levels by Race and Gender
This report provides a comparison of the workforce demographics in terms of race and gender in June 2012 and June 2013. | Tab 6 |
| 7. Diversity & Multicultural Affairs Update
This report reflects the office's goals for the 2013-14 year, which have been strategically aligned with the University's Strategic Plan. | Tab 7 |
| 8. Externally Funded Positions | Tab 8 |

Office of Human Resources Update

August 2013

Employment:

Steve Lucivjansky, Manager, Employment, is entering the final planning phase for the PeopleAdmin upgrade. The upgraded version will become operational during the Fall semester.

HRIS/Processing:

Jennifer Lewis, Manager of Processing and Personnel Records, has continued to revise a variety of employment forms to simplify the data entry processes. Jennifer's staff is currently challenged by the volume of data entry at this time of the year associated with the hiring of student employees, graduate assistants, full and part time faculty and other University staff.

Alisha Yanniello started as the Manager, HRIS on August 1, 2013. Alisha was promoted from her former position of Payroll Coordinator for the University. She will take over the leadership of the Banner initiatives in the HR/Payroll module.

Benefits:

Debby LaRocco, Manager, Employee Benefits, has overseen the renewal for the final year of the five year agreement with Medical Mutual of Ohio as our claims administrator. The contractual health care premium increased the aggregate employee share of the premium from 12% to 15% effective July 1. Employee pension contributions for STRS and ARP members increased to 11%. Fidelity has been added as an option for ARP participants. A Long Term Care vendor has been identified and an open enrollment is scheduled to be conducted starting at the end of September.

Affordable Care Act (ACA) – The IRS has delayed the implementation of penalties under the ACA associated with requiring employers to offer health care coverage to full time employees. The measures that we put in place to ensure that we are able to track hours are remaining in place and we

Wellness – Carrie Clyde has planned the conversion of the Wellness website to a new vendor PureWellness. The website will be launched on September 5 and will offer a more robust array of wellness information.

Training:

Rosalyn Donaldson, Technology and Training Coordinator, continues to address the technology training needs. Over the last several months she has been asked to expand her role by providing leadership to University's overall training and development efforts.

Customized training for specific work units continue to be offered on an as needed case by case basis.

Labor Relations:

- **State Employment Relations Board**

The State Employment Relations Board Hearing Officer will be provided with a deposition for the final witness in the ACE classification matters. A closing brief will be filed and a decision regarding the bargaining unit status of a number of University staff members will be forthcoming from the Hearing Officer. George Crisci, External Legal Counsel is representing the University in these cases.

- **ACE**

Marty Bramlett, Director, Labor Relations and Employee Development, has been engaged in grievance mediation sessions in collaboration with the Federal Mediation and Conciliation Service (FMCS). To date a total of 76 grievances have been resolved by the parties or withdrawn by the union. Additional sessions are scheduled with the union and FMCS.

- **OEA/YSU** There are currently two grievances at the arbitration step but as of this date have not been scheduled.

- **APAS**

The University received a favorable decision from Arbitrator Rob Stein in determining that the grievance concerning Donna Wainio's compensation was not properly brought to arbitration.

- **FOP/OLC**

Recently there have been five grievances filed over the denial of the opportunity to take vacation leave and compensatory time. Two of these are still outstanding and will be moving to arbitration shortly.

Current Postings – 8/9/13*

Faculty

College of Business Administration

- Assistant Professor - Management, Human Resources

College of Health and Human Services

- Assistant Professor, Social Work
- Assistant Professor, Early Childhood Development

College of Science, Technology, Engineering and Mathematics

- Assistant Professor, Mechanical Engineering 2013
- Instructor - Term, Mechanical Engineering Technology
- Instructor - Term, Computer Science and Information Systems

Professional/Administrative

- Systems Librarian, Maag Library *Revised*
- Associate Vice President for Enrollment Planning and Management, Student Affairs
- Coordinator, Undergraduate Admissions
- Costume Shop Supervisor, Theater and Dance
- Director, Center for Student Progress
- Director of Academic Credit Transfer, Articulation and Degree Audit Services
- Senior Development Officer, University Development
- Coordinator, Office of Veterans Affairs
- Payroll Coordinator, Payroll
- Director of Undergraduate Student Service, WCBA

Externally Funded Positions

- Instruction Specialist 1 (Full-time), The Rich Center for Autism

Classified Civil Service

- Police Officer 1, YSU Police
- Network Administrator 2, Media and Academic Computing
- Painter 2, Facilities

*Selected searches may not go forward as they may be utilized as a part of vacancy savings to address the budget deficit.

Summary of Union Grievances filed January 1, 2013 – August 1, 2013

ACE	Filed: 2 Closed: 0 Outstanding: 2	Issues include position posting and expeditious investigation.
APAS	Filed: 2 Closed: 2 Outstanding: 0	
OEA	Filed: 4 Closed: 0 Outstanding: 4	Issues include governance document violation, non-reappointment of timeline violation, processing grievances expeditiously and non-discrimination.
FOP	Filed: 10 Closed: 3 Outstanding: 7	Issues include denial of vacation request, FLSA compensatory time and web-time entry and policy change.

Known Arbitrations (grievances filed 2006-2013)*

ACE	71	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, and employee discipline/suspension Outside attorneys have been assigned for 26; 5 arbitrators have been selected.
		<ul style="list-style-type: none"> • Ongoing: #350 – Vacancy, AA4, procedure not followed in HR • Ongoing: #355 – Payment of bargaining unit member in accordance with negotiated language • Scheduled for August 19, 20, 22, 23, 26, 2013: #602 – Termination and failure to follow progressive discipline
OEA	4	Issues include chairperson selection process, non-reappointment timeline violation and expeditious processing of grievances Outside attorney has been assigned for 2; no arbitrators have been selected.
		<ul style="list-style-type: none"> • Scheduled for September 16, 2013: #322 and #323 – Chairperson selection process
FOP	4	Issues include denial of vacation request and compensatory time Outside attorney has been assigned for 1; 1 arbitrator has been selected.
		<ul style="list-style-type: none"> • Scheduled for October 1, 2013: #35, #40 and #42 – Denial of compensatory time

* 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, 2012

ACE	Filed:	349	
		188	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, and layoff during winter break.
		161	Timeliness issue
	Closed:	284	
	Outstanding:	65	
APAS	Filed:	39	
	Closed:	39	
	Outstanding:	0	
OEA	Filed:	22	Issues include chairperson selection process and faculty search procedure.
	Closed:	19	
	Outstanding:	3	

Youngstown State University
FY2013 Fourth Quarter Diversity Spend Report
April 1, 2013 - June 30, 2013

Diversity Spend - Goods and Services (excludes EDGE and construction)	Fourth Quarter	Year to Date	Percent of Addressable	Prior Year to Date	Percent of Addressable
MBE – Ohio Certified	\$456,550	\$661,815	4.92%	\$300,537	2.45%
MBE – Other Certified	186,986	800,253	5.95%	703,159	5.73%
Disability Challenged	273,133	901,280	6.71%	838,440	6.83%
Recycled Materials	19,056	71,181	0.53%	45,665	0.37%
Veteran Owned	5,940	12,830	0.10%	20,592	0.17%
Women Owned	30,959	162,903	1.21%	183,370	1.49%
Total Diversity Spend	\$972,624	\$2,610,262	19.42%	\$2,091,763	17.04%
Total Addressable Spend - Goods and Services	\$3,153,719	\$13,440,523	100.00%	\$12,275,640	100.00%

EDGE Spend - Goods, Services, and Construction	Fourth Quarter	Year to Date	Percent of Addressable	Prior Year to Date	Percent of Addressable
EDGE - Ohio Certified - Construction	\$0	\$159,073	0.80%	\$615,716	3.11%
Total EDGE Spend	\$0	\$159,073	0.80%	\$615,716	3.11%
Total Addressable Spend - Goods, Services, and Construction	\$4,354,649	\$19,861,097	100.00%	\$19,816,145	100.00%

Youngstown State University
Diversity Spend Detail Report- Goods and Services (excludes EDGE and construction)
April 1, 2013 - June 30, 2013

Minority Business Enterprise (MBE) - Ohio Certified

Name	Address	Purchases
American Maintenance Services Inc.	241 Federal Plaza West, Suite 303, Youngstown, Ohio 44503	\$2,799
B R Johnson Cleaning Services	P.O. Box 282, Akron, Ohio 44309	67,403
Brown Enterprise Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	386,348
Subtotal - MBE - Ohio Certified		<u>\$456,550</u>

Minority Business Enterprise (MBE) - Other Certified

Name	Address	Purchases
Data Ticket Inc.	4600 Campus Drive, Suite 200, Newport Beach, California 92660	\$458
L J Contractors	1144 Miami Avenue, Youngstown, Ohio 44505	5,760
M Conley Company	P.O. Box 21270, Canton, Ohio 44701	2,569
SBM Management Services	5241 Arnold Avenue, McClellan, California 95652	176,812
SHI International Corporation	2 Riverside Drive, Somerset, New Jersey 08873	895
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	492
Subtotal - MBE - Other Certified		<u>\$186,986</u>

Disability Challenged

Name	Address	Purchases
Compass Family Services	535 Marmion Avenue, Youngstown, Ohio 44502	\$272,804
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	329
Subtotal - Disability Challenged		<u>\$273,133</u>

Recycled Materials

Name	Address	Purchases
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	\$19,056
Subtotal - Recycled Materials		<u>\$19,056</u>

Veteran Owned

Name	Address	Purchases
Marlin P Jones & Associates Inc.	P.O. Box 530400, Lake Park, Florida 33403	\$34
Techsmith	P.O. Box 26095, Lansing, Michigan 48909	3,446
Verina's Custom Woodworking	3834 Smith Stewart Road, Niles, Ohio 44446	100
Warren Door	P.O. Box 70, Niles, Ohio 44446	2,360
	Subtotal - Veteran Owned	\$5,940

Woman Owned

Name	Address	Purchases
Advanced Marking System	6000 Mahoning Avenue, Suite 50, Youngstown, Ohio 44515	\$84
Beatitude House Green Clean	145 N Glenellen Avenue, Youngstown, Ohio 44509	240
Protect-N-Shred	P.O. Box 85, Cortland, Ohio 44410	5,406
Red Diamond Uniform & Police Supply	4437 Mahoning Avenue, Youngstown, Ohio 44515	8,775
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	485
Tribune Chronical	P.O. Box 1431, Warren, Ohio 44482	767
Union Eyes Optical Inc.	Suite B, 229 Churchill Hubbard Road, Youngstown, Ohio 44505	230
Walter's Office Products	374 Butterfly Lane, Hermitage, Pennsylvania 16148	10,714
Warren Fire Equipment	6880 Tod Avenue SW, Warren, Ohio 44481	3,702
Your Image Works	4353 W. 96th Street, Indianapolis, Indiana 46268	556
	Subtotal - Woman Owned	\$30,959
	Total Diversity Spend	\$972,624

Labor Management Council Update

August 14, 2013

The Labor Management Council met on Thursday, June 6, 2013 and Tuesday, August 13, 2013. Both meetings were in the President's Conference room on the campus of YSU.

Discussion in the June 6, 2013 meeting included a discussion on the YSU healthcare program and the related effect on the university budget. A request to have our health care consultant, Finley Davies, was presented and placed on a future meeting agenda. Kevin Reynolds reviewed recent changes in hiring policies and answered council questions. The new food service contract was discussed and will also be a topic for the August 2013 agenda. Copies of the FY2014 budget were distributed and comments were provided by Neal McNally.

Kevin Reynolds and Michael Glonek agreed to work together on training programs with initial emphasis on the training of supervisors.

Annette Burden asked that members act as conduits of information to others. The co-chairs, (Grilli and Burden) expressed their wish that council members take a proactive approach to communications.

The August 13, 2013 meeting did not have a quorum. The Council was joined by President Dunn who addressed the group with welcoming remarks and a discussion on the on the Labor Management Council and what he sees as core elements of his Presidency. Mona Fitzer from Impact Solutions, the contracted servers of our wellness program, presented the scope of their services and contact information. Other discussion items included rumor control further agenda items.

The next meeting is scheduled for September 13, 2013 at 9:00 in the President's Conference Room.

Each member was asked to bring items for the agenda to the attention of Chris Bidwell.

Agenda items that were agreed to at the meeting:

- Health care consultant presentation of plan.
- Enrollment Status.
- Gene Grilli to research notification timing in advance for YSU alert system.

Youngstown State University
Office of Equal Opportunity and Policy Compliance
Summary of Staffing Levels by Race and Gender
From June 30, 2012 to June 30, 2013

June 30, 2012 Rank	Caucasian		African Am.		Hispanic		Asian		Native Am.		Unknown		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	203	135	14	18	4	4	19	12	0	0	8	4	421
Prof/Admin.	109	133	10	12	2	3	3	4	0	2	24	14	316
Classified	92	151	10	17	3	6	0	0	1	1	18	35	334
Externally Funded	13	40	0	7	0	0	1	1	0	0	3	5	70
Total	417	459	34	54	9	13	23	17	1	3	53	58	1141

June 30, 2013 Rank	Caucasian		African Am.		Hispanic		Asian		Native Am.		Unknown		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	204	138	13	18	4	5	20	13	0	0	9	4	428
Prof/Admin.	112	130	9	13	4	3	3	4	0	2	37	19	336
Classified	106	156	10	18	3	6	0	0	1	1	20	35	356
Externally Funded	16	36	0	6	0	0	0	1	0	0	3	8	70
Total	438	460	32	55	11	14	23	18	1	3	69	66	1190

Difference Rank	Caucasian		African Am.		Hispanic		Asian		Native Am.		Unknown		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	1	3	-1	0	0	1	1	1	0	0	1	0	7
Prof/Admin.	3	-3	-1	1	2	0	0	0	0	0	13	5	20
Classified	14	5	0	1	0	0	0	0	0	0	2	0	22
Externally Funded	3	-4	0	-1	0	0	-1	0	0	0	0	3	0
Total	21	1	-2	1	2	1	0	1	0	0	16	8	49

Guidelines provided by the U.S. Office of Management and Budget(OMB)

Caucasian, not of Hispanic origin-origins in any of the original people in Europe, N. 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 American who maintain cultural identification through tribal affiliation or community recognition.

*Faculty includes full-time faculty, department chairs and other faculty members exempt from the bargaining unit.

Diversity and Multicultural Affairs Goals for 2013-2014

Diversity is about how 'us' and 'them' are defined, how 'we' separate ourselves from 'others' and how such distinctions impact upon human life. The differences manifold – indeed, they include all possible groupings of individuals by characteristics they share or do not share. At its core the discussion of diversity in higher education calls upon us to revisit questions about the skills and sensitivities needed for constructive relations among people who are different, the principles that animate a just and democratic society, and the variety of knowledge that is important for scholars both to seek and to teach. The gift that diversity gives is the insistent invitation to ask hard questions about what we mean by education, how we teach, which people should be included as students and teachers and what we are accomplishing in our colleges and universities. If we let it, diversity can renew our campuses (Kramer, 1993).

This report will reflect goals accomplished from the official hiring date, May 16, 2013, as full-time interim director. Additionally, an overview of the projected goals will reflect the separation of the former Office of Equal Opportunity and Diversity (EOD). [The EOD office is now titled Equal Opportunity and Policy Compliance, Cynthia Kravitz, Director, reports to Holly Jacobs, General Counsel. The newly created Office of Diversity and Multicultural Affairs reports to the president, Dr. Randy Dunn].

The Office of Diversity and Multicultural Affairs is to educate the University and community about diversity, multicultural affairs and related issues; support and encourage diversity through educational outreach programs and training; and continue to cultivate a campus environment that is inclusive of ethnicity, race, color, ancestry, national origin, gender, sexual orientation, religion, age, disability or veteran's status.

In this report, more specific goals are provided in a metric format. These goals were presented to President Randy Dunn and approved, and are strategically aligned with the University's Strategic Plan in which diversity serves as a guiding principle. The Strategic Plan states in part: "commitment to inclusiveness and diversity must make itself felt in the University's daily activities;" (YSU 2020, p. 3).

2013-2014 goals are as follows:

GOAL ONE – Continue the vision and purpose of the University Diversity Council (UDC)	Timeline	Accountable Units
A. The UDC will continue to meet twice a year (e.g., once in the fall to discuss the priorities for the year and once at the end of the spring to discuss what was accomplished) to continue to facilitate meaningful diversity programming via the UDC's subcommittee: Community Diversity Committee.	Fall 2013/Spring 2014	DMA/Regional Engagement Cornerstone

GOAL TWO – Educate the YSU community in diversity	Timeline	Accountable Units
A. Coordinate workshops/seminars and programming through the Community Diversity Program Series including the Community Conversations on Diversity and Inclusion (34 events scheduled in the series).	August 19, 2013 – April 2, 2014	DMA/Regional Engagement Cornerstone
I. Community Conversations on Diversity and Inclusion Topics <ul style="list-style-type: none"> a. "Language and Culture Among Hispanics in the United States" b. "Native American: Vanishing Race or Just Invisible?" c. "Disability Awareness: Supports Not Crutches" d. "Asian American & Pacific Islander Heritage" 	Fall 2013 – Spring 2014	DMA/Public Library Main Branch/ Regional Engagement Cornerstone

GOAL THREE – Community Outreach (Continue and increase community partnerships)	Timeline	Accountable Units
<p>A. Continue to facilitate meaningful diversity programming through the UDC’s subcommittee: Community Diversity Committee</p> <ol style="list-style-type: none"> 1. Community Diversity Program Series 2013-2014 brochure with 35 events. 2. Hispanic Heritage Celebration brochure. 3. Hispanic Heritage program book in progress - (The Hispanic Heritage Program Committee received the Raymond John Wean Foundation Grant to Neighborhood Success and Leadership for \$1500.) 4. Diversity Leadership Recognition Celebration is currently in the planning phase. 	<p>Completed 7/12/13</p> <p>Completed 7/12/13 To be completed 8/15/13</p> <p>March 27, 2014</p>	<p>DMA/ Community Diversity Committee/ Regional Engagement Cornerstone/ Student Success Cornerstone</p>
<p>B. Identify and pursue funding for diversity initiatives to defray costs (e.g., Hispanic Heritage Celebration, Diversity Leadership Recognition Celebration, Underground Railroad Excursion, and other initiatives as developed.)</p>	<p>Current/Ongoing</p>	<p>DMA/UDC/ Grants/Regional Engagement Cornerstone/ Student Success Cornerstone</p>
<p>C. <i>Develop strong relationships with regional economic-development agencies (YSU 2020, p. 34)</i></p> <ol style="list-style-type: none"> 1. Established partnership with regional Wal-Mart Stores/Representatives <ol style="list-style-type: none"> a. Wal-Mart Career Fair Cookout is scheduled for fall 2013 to promote an atmosphere of diversity and inclusion at YSU and community. b. Capitalize on the \$500 - \$2,000 grants available annually via Wal-Mart. c. Consider developing a scholarship award to enhance YSU’s retention efforts. d. Develop a job fair exclusively for Wal-Mart in collaboration with Career Services 2. Met with financial planning specialist from Morgan Stanley to discuss sponsorships, personal engagement in DMA’s diversity and inclusion efforts, etc. 	<p>Current/Ongoing</p> <p>September 26, 2013</p> <p>Current/Ongoing</p> <p>Current/Ongoing</p> <p>Current/Ongoing</p> <p>Current/Ongoing</p>	<p>DMA/Wal-Mart/ Career Services/ Regional Engagement Cornerstone/ Student Success Cornerstone/ Morgan Stanley</p>

GOAL FOUR – Collaborate with University colleges/departments	Timeline	Accountable Units
<p>A. Establish a Task Force for Diversity Programming</p>	<p>Current/Ongoing</p>	<p>DMA/Deans/ Chairs</p>
<ol style="list-style-type: none"> 1. <i>Enriching Quality of Life Through Artistic and Cultural Engagement</i> 2. <i>Collect demographic information to establish a baseline for target determination.</i> 3. <i>Offer diverse arts and cultural programming to broaden audience demographics (YSU 2020, p. 35).</i> 	<p>Ongoing</p>	<p>DMA/Deans/ Chairs/ Regional Engagement Cornerstone</p>

SUMMARY OF PERSONNEL ACTIONS
Externally Funded Positions

Appointments – 4

New Positions - 2

- Professional/Administrative - 2

Replacement Positions - 2

- Professional/Administrative - 2

Separations – 2

Resignations - 1

- Professional/Administrative - 1

Non-renewal - 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 Christina Costello	F/C	New	PICAM Business Career Liaison	WCBA	6/17/2013	.65 \$32,000	
Ms. Marie Meeks	F/C	New	PICAM Business Career Liaison	STEM	7/1/2013	.65 \$32,000	
Ms. Lisa Long	F/C	Replacement \$50,923	Associate Director of Development	Rich Center for Autism	7/1/2013	1.0 \$50,923	
Ms. Bergen Giordani	F/C	Replacement \$31,724	Coordinator of Events Management	Rich Center for Autism	9/16/2013	1.0 \$32,121	\$397 increase

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*		TITLE	DEPARTMENT	SEPARATION DATE		COMMENTS

Retirements

None.

Resignations

Mr. Michael Kuzmish	M/C		Coordinator	Upward Bound	8/20/2013		
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Non Renewal

Mr. Scott McClellan	M/C		Lead Instructional Specialist	Rich Center for Autism	7/31/2013		
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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