

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

**BACKGROUND MATERIALS**  
**Wednesday, March 15, 2017**

- 1. Human Resources Update** **Tab 1**  
This report will provide an update on current accomplishments and priorities for moving forward with Human Resources Department operations.
- 2. Human Resources Update on Position Searches** **Tab 2**  
This report will provide a list of all searches in progress.
- 3. ULP's/Grievances** **Tab 3**  
This report will provide the status of all Unfair Labor Practices and Grievances.
- 4. Classified Civil Service Personnel Actions** **Tab 4**  
This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff.
- 5. Summary of Staffing Levels by Race and Gender** **Tab 5**  
This report provide a comparison of the workforce demographics in terms of Race and Gender for the periods of October 1- December 31, 2015 and October 1- December 31, 2016.
- 6. Report on Search Waivers for Strategic Hiring** **Tab 6**  
This report will show strategic hiring activity pursuant to policy 3356-2-04.

**Office of Human Resources Update**  
**February, 2017**

**Talent Aquisition, Processing and Employee Records:**

Jennifer Lewis, Director, Talent Acquisition, Processing and Employee Records and her staff members have collaborated with HRIS to facilitate the electronic hiring process noted below.

**HRIS:**

Alisha Yanniello, Manager, HRIS has worked on moving the Classified and FOP evaluations to an electronic process. Additionally, she has done the preliminary work to facilitate electronic hiring for Part-time and Full-time Faculty and provided support to Payroll in assisting with 1095C. She is also working with Compensation and Benefits to facilitate the HAS (for the high deductible plan) and the implementation of compensation software.

**Benefits:**

Marcie Patton, Manager, Compensation and Benefits has worked to implement A High Deductible Health Plan (HDHP) option is being initiated for employees who qualify under ACA for coverage and on a voluntary basis for professional/administrative staff.

Classification and Compensation – Jennifer Gavalier, Classification and Equal Opportunity Officer has been working on the development of a YSU classified class plan.

Wellness – Carrie Clyde continues to develop and offer a variety of wellness initiatives.

**Training & Development:**

Rosalyn Donaldson, Manager, Training & Development has been engaged in training for a variety of matters.

The search for a Training Coordinator has been finalized and the candidate is currently assessing an offer.

**Labor Relations:**

Al Boggs, Director of Labor Relations has utilized FMCS mediation, to resolve 75 older outstanding grievances covering a variety of issues over the course of the last five months. Additionally, he has collaborated with other HR staff members and has met with ACE leadership to discuss numerous positions for appropriate inclusion or exclusion for bargaining unit placement. An agreement has been reached on voluntary inclusion or exclusion of certain positions with the union. An uncertain number of positions placed or not placed in the unit will be appealed by either side to SERB for final determination.

Al is currently serving as the university lead negotiator in the OEA/YSU contract negotiations.

**State Personnel Board of Review:**

The job abolishment and layoff appeals on the 2016 bookstore layoffs have all been heard by SPBR. A decision is forthcoming.

**State Employment Relations Board:**

At the moment there are no matters before SERB.

## **Current Postings – 10/16/16 to 1/15/17**

### **Faculty**

#### **College of Education**

- Assistant Professor – Special Education/Early Childhood Intervention Specialist –Tenure Track
- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Instructor – Student Teaching Supervisor – Counseling, Special Education and School Psychology
- Part-time Faculty – Counseling, Special Education and School Psychology
- Part-time Instructor – Early Childhood-PreK
- Part-time Instructor – Reading & Study Skills
- Part-time Instructor – Approaches to Professional Assessment Praxis Core
- Part-time Instructor – Early Childhood Education/Early Childhood Intervention Specialist
- Part-time Instructor – Literacy Education Instructor
- Part-time Instructor – Middle Childhood Education
- Part-time Instructor – First Year Experience Education Course
- Part-time Instructor – Health & Physical Education Methods Instructor
- Part-time Faculty – Health and Physical Education Instructor

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

- Assistant Professor – Social Work – Tenure Track
- Part-time Instructor – Food & Nutrition
- Part-time Instructor – Social Work
- Part-time Faculty – Physical Therapy
- Part-time Faculty – Dental Hygiene
- Part-time Faculty – Medical Assisting Technology
- Part-time Faculty – Respiratory Care
- Part-time Faculty – Allied Health
- Part-time Faculty – Master of Health and Human Services
- Part-time Nursing – Clinical Faculty
- Part-time Faculty – Emergency Medical Services
- Part-time Faculty – Health Informatics
- Part-time Faculty – Public Health
- Part-time Faculty – Hospitality Management
- Part-time Faculty – Public Health – Environmental Health and Safety
- Part-time Instructor – First Year Experience Course in Health & Human Services
- Part-time Instructor – Pharmacology for Nurse Anesthetist Students
- Part-time Faculty – Medical Laboratory Programs
- Part-time Instructor – Social Work Lakeland and Lorain CC Campuses
- Part-time Instructor – Health & Physical Education Methods Instructor
- Part-time Instructor – Skin, Scuba, and Open Water Diving
- Assistant Professor – Criminal Justice and Forensic Sciences – Tenure Track

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

- Part-time Faculty Instructor – English
- Part-time Faculty Instructor – Sociology
- Part-time Faculty Instructor – Psychology
- Part-time Faculty – Honors
- Part-time Faculty – Introduction to Sociology
- Part-time Instructor – Gerontology
- Part-time Instructor – English ESOL
- Assistant Professor (Applied Linguistics/TESOL) English – Tenure Track
- Part-time Instructor – History

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

- Part-time Instructor – Spanish
- Part-time Faculty – Photography
- Part-time Faculty – Communication Studies, Telecommunication Studies, and Journalism
- Part-time Faculty – Theater and Dance
- Part-time Instructor – Viola
- Part-time Instructor – Music Theory
- Part-time Instructor – Director of Dana Gospel Choir
- Part-time Instructor – Graphic Design
- Part-time Instructor – Art History
- Part-time Instructor – Visual Arts Foundations
- Part-time Instructor – Hebrew
- Part-time Vocal Instructor
- Part-time Vocal Instructor – Classical Voice
- Part-time Instructor – Jazz Studies
- Assistant Professor – Music in Cello – Tenure Track
- Part-time Instructor – Visual Arts
- Assistant Professor – Music Education: Vocal and Elementary – Tenure Track
- Assistant Professor – Telecommunication Studies (Sports Broadcasting) – Tenure Track

## **College of Science, Technology, Engineering and Mathematics**

- Part-time Instructor – Mathematics
- Part-time Faculty – Physics
- Part-time Instructor – Mechanical Engineering Technology
- Part-time Instructor – Mechanical Engineering
- Part-time Faculty – Chemistry
- Part-time Instructor – Electrical and Computer Engineering
- Part-time Faculty – Computer Science and Information Systems
- Part-time Faculty – Civil/Environmental and Chemical Engineering
- Part-time Instructor – Engineering Technology
- Part-time Instructor – Civil and Construction Engineering Technology
- Professor and Chair – Computer Science Information Systems

## **College of Science, Technology, Engineering and Mathematics (Continued)**

- Part-time Instructor – Anatomy and Physiology 1 Lab
- Part-time Instructor – Human Physiology and Anatomy
- Part-time Instructor – Chemistry Lab Instructor
- Part-time Instructor – Draft and Design Technology
- Part-time Instructor – First Year Engineering Orientation
- Part-time Instructor – STEM Careers
- Part-time Instructor – Electrical Engineering Technology
- Assistant Professor – First Year Engineering – Tenure Track
- Assistant Professor – Manufacturing Engineering – Tenure Track
- Assistant Professor – Civil & Environmental
- Assistant Professor – Mechanical Engineering – Thermal Fluids – Tenure Track
- Assistant Professor – Electrical Engineering Technology
- Assistant Professor – Chemical Engineering – Tenure Track
- Assistant/Associate Professor – Industrial and Systems Engineering – Tenure Track
- Assistant Professor – Chemistry
- Part-time Instructor – Mathematics & Statistics

## **College of Business Administration**

- Assistant or Associate Professor – International Business/Marketing
- Part-time Instructor – Management
- Part-time Instructor – Marketing
- Part-time Instructor – Accounting/Finance
- Part-time Instructor – Management (Undergraduate Courses)
- Part-time Instructor – Legal Environment of Business
- John S. and Doris M. Andrews Endowed Chair in Accounting
- Assistant or Associate Professor – Operations Management – Tenure Track

## **Professional/Administrative**

- Assistant Coach, Soccer
- Coordinator, Center for Career Management
- Coordinator, Systems Support Services
- Associate Director, Housing & Residence Life
- Payroll Coordinator
- Director, Procurement Services
- Network Engineer
- Studio Art Support Specialist
- Assistant Director, Research Services
- Coordinator, STEM Professional Services
- Information Security Engineer
- Coordinator, Adventure Recreation
- Database Administrator
- Instruction Specialist

**Classified Civil Service**

- Financial Aid Associate
- Theater Production Assistant

**Unclassified Service**

- N/A

**BOARD OF TRUSTEES  
GRIEVANCE SUMMARY FOR  
OCTOBER 20, 2016 – JANUARY 30, 2017**

**ACE GRIEVANCES**

# 742	Job assignment related to layoff*	Appealed to arbitration
# 743	Disciplinary action	in abeyance pending Improvement plan outcome

**APAS GRIEVANCES**

# 88	Discharge	Appealed to arbitration
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**OEA GRIEVANCES**

# 350	Committee assignment	In process
# 351	Faculty performing administrative tasks	In process

**FOP GRIEVANCES**

# # 53	Personal leave	Appealed to arbitration
# 54	Exemption from bidding	In process
# 55	Eliminating current contract language	In process

\*Reported as in process last summary

**SUMMARY OF PERSONNEL ACTIONS**  
**Classified Employees**  
**10/16/16 through 1/15/17**

**Appointments – 27**

- Classified Civil Service –5
- Externally Funded Non-Bargaining – 12
- Unclassified Civil Service – 7
- FOP Excluded – 3

**Separations – 8**

- Classified Civil Service –3
- Externally Funded Non-Bargaining – 1
- Unclassified Civil Service – 2
- FOP Excluded – 2

**Reclassifications – 2**

- Classified Civil Service –2

**Promotions – 1**

- FOP – 1

**Transfers – 0**

**Salary Adjustments – 3**

- Classified Civil Service– 2
- Externally Funded Non-Bargaining – 1

**Displacements – 0**

**Layoffs – 0**

**Recalls – 0**



**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17**  
**APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	CONTRACT/ APPOINTMENT		FTE	SALARY
	TYPE	POSITION TITLE		DATES			
Miri Thoens	ACE	Administrative Assistant 1	Electrical & Computer Engineering	10/31/2016	0.50	\$ 15,194.40	
David Cirjak	ACE	Groundskeeper 2	Grounds	11/28/2016	1.00	\$ 30,867.20	
Mark Dubiel	ACE	Electrician 1	Facilities Maintenance	11/14/2016	1.00	\$ 35,464.00	
Tiffany Hans	ACE	Mail Clerk Messenger	Delivery Services	11/14/2016	1.00	\$ 29,536.00	
Patricia Wirtz	ACE	Secretary	Dean - STEM	1/9/2017	1.00	\$ 28,308.80	
Dena DeRenzis	Externally Funded Non-ACE	Intermittent Activity Leader	Center for Human Services Development	10/17/2016	0.50	\$ 10,660.00	
Tracy Evans	Externally Funded Non-ACE	Intermittent Activity Leader	Center for Human Services Development	1/9/2017	0.50	\$ 10,660.00	
Carina Fahndrich	Externally Funded Non-ACE	Intermittent Academic Leader	Center for Human Services Development	10/31/2016	0.50	\$ 18,720.00	
Deborah Fralin	Externally Funded Non-ACE	Intermittent Activity Leader	Center for Human Services Development	11/14/2016	0.50	\$ 10,660.00	
Amy Hissom-Daugherty	Externally Funded Non-ACE	Intermittent Academic Leader	Center for Human Services Development	10/17/2016	0.50	\$ 18,720.00	
Thomas Inchak	Externally Funded Non-ACE	Intermittent Academic Encourager	Student Success	10/31/2016	0.50	\$ 15,600.00	
Marlene Mikan	Externally Funded Non-ACE	Intermittent Academic Encourager	Student Success	10/31/2016	0.50	\$ 15,600.00	
Tammy Roberts	Externally Funded Non-ACE	Intermittent Activity Leader	Center for Human Services Development	1/9/2017	0.50	\$ 10,660.00	
Robert Rudder	Externally Funded Non-ACE	Intermittent Academic Encourager	Student Success	10/31/2016	0.50	\$ 15,600.00	

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17**  
**APPOINTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>
Johanna Slivinske	Externally Funded Non-ACE	Intermittent Academic Encourager	Student Success Center for Human Services	10/31/2016	0.50	\$ 15,600.00
Donna Stein	Externally Funded Non-ACE	Intermittent Activity Leader	Development	1/9/2017	0.50	\$ 10,660.00
Molly Windham	Externally Funded Non-ACE	Intermittent Academic Leader Intermittent Parking Facilities	Center for Human Services Development	12/12/2016	0.50	\$ 18,720.00
Charles Geiss	Non-ACE	Attendant Intermittent Parking Facilities	Parking Services	1/9/2017	0.50	\$ 10,400.00
James Lloyd	Non-ACE	Attendant Intermittent Parking Facilities	Parking Services	1/9/2017	0.50	\$ 10,400.00
Gary Mudryk	Non-ACE	Attendant Intermittent Parking Facilities	Parking Services	1/9/2017	0.50	\$ 10,400.00
Michael Peretti	Non-ACE	Attendant Intermittent Parking Facilities	Parking Services	1/9/2017	0.50	\$ 10,400.00
Michael Pikunas	Non-ACE	Attendant	Parking Services	1/9/2017	0.50	\$ 10,400.00
Andrea Ruehle	Non-ACE	Intermittent Cashier Intermittent Parking Facilities	University Bursar	12/5/2016	0.50	\$ 10,400.00
Kenneth Turjonis	Non-ACE	Attendant	Parking Services	1/9/2017	0.50	\$ 10,400.00
Robin Hager	FOP Excluded	Intermittent Dispatcher 1	YSU Police	10/17/2016	0.50	\$ 16,754.40
Douglas Sage	FOP Excluded	Intermittent Dispatcher 1	YSU Police	10/17/2016	0.50	\$ 16,754.40
Lindsey Vargas	FOP Excluded	Intermittent Dispatcher 1	YSU Police	10/17/2016	0.50	\$ 16,754.40

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17**  
**SEPARATIONS**

<b>EMPLOYEE</b>					<b>CONTRACT/ APPOINTMENT</b>	
<b>EMPLOYEE NAME</b>	<b>TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>DATES</b>	<b>FTE</b>	<b>SALARY</b>
Rodger Hahn	ACE	Groundskeeper 3	Grounds	9/30/2016	1.00	\$ 46,196.80
Timm Needs	ACE	Maintenance Repair Worker 2	Facilities Maintenance	11/30/2016	1.00	\$ 30,867.20
Lisa Schiavi	ACE	Administrative Assistant 1	Financial Aid and Scholarships	11/7/2016	1.00	\$ 50,876.80
	Externally Funded					
Laura Epp	Non-ACE	Intermittent Activity Leader Intermittent Network	Center for Human Services Development	10/31/2016	0.50	\$ 10,660.00
Michael Caldwell Jr.	Non-ACE	Administrator 2	Media & Academic Computing	11/18/2016	0.50	\$ 24,616.80
Larry Reed*	Non-ACE	Intermittent Clerk 1	Housing & Residence Life	11/26/2016	0.50	\$ 14,175.20
Cara Croyle	FOP Excluded	Intermittent Dispatcher	YSU Police	12/16/2016	0.50	\$ 16,754.40
Lindsey Vargus	FOP Excluded	Intermittent Dispatcher	YSU Police	11/15/2016	0.50	\$ 16,754.40

\*Accepted a Position in the APAS union.

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17**  
**RECLASSIFICATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Ira Adair	ACE	Groundskeeper 3	Grounds	10/5/2016	1.00	\$ 42,848.00	\$ 40,331.20
Lisa McLaughlin	ACE	Account Examiner 3	Bursar	1/12/2017	1.00	\$ 39,353.60	\$ 37,211.20

**YOUNGSTOWN STATE UNIVERSITY  
CLASSIFIED EMPLOYEE  
PERSONNEL ACTIONS 10/16/16 THORUGH 1/15/17  
PROMOTIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT APPT. DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Danica Buzard	FOP	University Police Sergeant	YSU Police	10/30/2016	1.00	\$ 55,036.80	\$ 44,532.80

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17**  
**TRANSFERS**

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

**YOUNGSTOWN STATE UNIVERSITY  
CLASSIFIED EMPLOYEE  
PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
SALARY ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>NEW FTE</b>	<b>NEW SALARY</b>	<b>OLD FTE</b>	<b>PREVIOUS SALARY</b>
Christine Perunko*	ACE	Printing Coordinator 1	Printing Services	9/1/2016	1.00	\$ 63,294.40	1.00	\$ 57,033.60
Faun Williams	ACE Externally Funded	Office Assistant 2	Housing & Residence Life Center for Human	1/8/2017	1.00	\$ 31,345.60	0.75	\$ 23,509.20
Lindsey Pasquerilla	Non-ACE	Intermittent Activity Leader	Services Development	10/17/2016	0.50	\$ 10,660.00	0.40	\$ 14,976.00

\*Working out of class performing duties of Assoc. Director

**YOUNGSTOWN STATE UNIVERSITY  
CLASSIFIED EMPLOYEE  
PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
DISPLACEMENTS RESULTING FROM LAYOFF**

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



**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17**  
**LAYOFFS AS A RESULT OF POSITION ABOLISHMENT**

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

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 10/16/16 TO 1/15/2017**  
**RECALLS FROM LAYOFF**

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

Youngstown State University  
 Summary of Staffing Levels By Race and Gender  
 From October 1 - December 31, 2015/2016

2015	Caucasian		African American		Hispanic		Asian		Native American		Multi-Race		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	203	162	13	13	3	1	29	19	0	0	0	0	443
Professional/ Admin.	141	142	11	13	4	2	3	3	0	2	0	3	324
Classified	101	154	9	20	4	7	0	0	0	1	1	0	297
Externally Funded	24	53	1	5	0	0	0	1	0	0	0	1	85
<b>Total</b>	<b>469</b>	<b>511</b>	<b>34</b>	<b>51</b>	<b>11</b>	<b>10</b>	<b>32</b>	<b>23</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>1149</b>

2016	Caucasian		African American		Hispanic		Asian		Native American		Multi-Race		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	196	156	12	13	3	4	26	20	1	0	0	0	431
Professional/ Admin.	140	148	12	11	3	4	3	4	0	2	1	2	330
Classified	112	155	9	18	4	6	0	0	0	1	1	0	306
Externally Funded	23	63	1	4	0	0	0	1	0	0	0	1	93
<b>Total</b>	<b>471</b>	<b>522</b>	<b>34</b>	<b>46</b>	<b>10</b>	<b>14</b>	<b>29</b>	<b>25</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>1160</b>

Difference	Caucasian		African American		Hispanic		Asian		Native American		Multi-Race		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	-7	-6	-1	0	0	3	-3	1	1	0	0	0	-12
Professional/ Admin.	-1	6	1	-2	-1	2	0	1	0	0	1	-1	6
Classified	11	1	0	-2	0	-1	0	0	0	0	0	0	9
Externally Funded	-1	10	0	-1	0	0	0	0	0	0	0	0	8
<b>Total</b>	<b>2</b>	<b>11</b>	<b>0</b>	<b>-5</b>	<b>-1</b>	<b>4</b>	<b>-3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>-1</b>	<b>11</b>

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

**Requestor: Hazel Marie, Chair & Associate Professor**

**Department/Unit: Industrial& Systems Engineering**

**Position: Project Leader, MAMLCS Research and Technology**

**Rationale: Immediate need to fulfill grant from the U.S. Airforce Research Laboratories and position is a new type for the University and likely change with future grant requirements.**

**Hired: Jonathan Kelly**

**Requestor: Hazel Marie, Chair & Associate Professor**

**Department/Unit: Industrial& Systems Engineering**

**Position: Term Instructor Mechanical and Industrial Engineering**

**Rationale: Due to May 2016 faculty retirement and prior unsuccessful part-time faculty searches there is an immediate need to fill the faculty position in Mechanical and Industrial Engineering**

**Hired: Lee Dosse**

**Requestor: Peter Woodlock, Chair & Professor**

**Department/Unit: Accounting and Finance**

**Position: Term Instructor Accounting and Finance**

**Rationale: Immediate and temporary need for instruction in both finance and accounting classes in order to allow students to progress to graduation.**

**Hired: Kerri Henderson**

**March 2017**