

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

**Wednesday, March 15, 2017  
9:30 a.m. or immediately following  
previous meeting**

**Tod Hall  
Board Meeting Room**

**AGENDA**

- A. Disposition of Minutes for Meetings Held November 30, 2016; December 1, 2016; and February 7, 2017**
- B. Old Business**
- C. Committee Items**

**1. University Affairs Discussion Item**

**a. Litigation and Personnel Update**

Holly Jacobs, Vice President and General Counsel, will provide a summary of current litigation and personnel matters.

**2. Consent Agenda Items\***

- Tab C.2.a. \*a. Resolution to Modify Search Waivers for Hiring of Faculty and Professional/ Administrative Staff Policy, 3356-2-04**  
Cynthia Kravitz, Director of Equal Opportunity and Policy Development, will report.
- Tab C.2.b. \*b. Resolution to Modify and Retitle Public Records Policy, 3356-9-07**  
Holly Jacobs, Vice President and General Counsel, will report.
- Tab C.2.c. \*c. Resolution to Approve the Recruitment of an Associate Provost for Student Success**  
Dr. Martin Abraham, Provost and Vice President for Academic Affairs, will report.

\*Items listed under the Consent Agenda require Board approval; however they may be presented without discussion as these items include only non-substantive changes.

### **3. University Affairs Action Items**

- Tab C.3.a.**      **a. Resolution to Approve Part-time Faculty Teaching Excellence Awards Policy, 3356-7-52**  
Dr. Martin Abraham, Provost and Vice President for Academic Affairs, will report.
- Tab C.3.b.**      **b. Resolution to Approve Excellence Awards for Department Chairpersons Policy, 3356-7-53**  
Dr. Martin Abraham, Provost and Vice President for Academic Affairs, will report.
- Tab C.3.c.**      **c. Resolution to Approve the Recruitment of an Executive Director for Maag Library**  
Dr. Martin Abraham, Provost and Vice President for Academic Affairs, will report.
- Tab C.3.d.**      **d. Resolution to Approve the Recruitment of an Associate Vice President for Technology and Chief Information Officer**  
Neal McNally, Vice President for Finance and Business Operations, will report.
- Tab C.3.e.**      **e. Resolution to Establish Culture of Community Committees as Standing Committees of the University and to Further Establish the Purpose of these Committees**  
Sylvia J. Imler, Associate Vice President for Multicultural Affairs, will report.
- Tab C.3.f.**      **f. Resolution to Ratify Personnel Actions**  
University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for faculty and professional/administrative staff, for October 16, 2016, through January 15, 2017. Personnel actions for faculty and professional/administrative staff are contingent upon approval of the Board of Trustees.  
Kevin Reynolds, Chief Human Resources Officer, will report.

### **4. Intercollegiate Athletics Discussion Item**

- Tab C.4.a.**      **a. Overview on Intercollegiate Athletics**  
Ron Strollo, Executive Director of Athletics, will report.

### **5. Intercollegiate Athletics Action Item**

- Tab C.5.a.**      **a. Resolution to Ratify Personnel Actions**  
University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for intercollegiate athletics staff and coaching positions, for October 16, 2016, through January 15, 2017. Personnel actions for intercollegiate athletics staff and coaching are contingent upon approval of the Board of Trustees.  
Kevin Reynolds, Chief Human Resources Officer, and Ron Strollo, Executive Director of Athletics, will report.

**D. New Business**

**E. Adjournment**



**Explanation of Modifications to *University Policy*:**

**3356-2-04 Search Waivers for Hiring of Faculty and Professional/Administrative Staff**

This policy was modified to clarify the criteria utilized to review a request to forgo a standard search process.

**Board of Trustees Meeting**

**March 16, 2017**

**YR 2017-**

**RESOLUTION TO MODIFY  
SEARCH WAIVERS FOR HIRING OF FACULTY AND  
PROFESSIONAL/ADMINISTRATIVE STAFF POLICY, 3356-2-04**

**WHEREAS**, University Policies are reviewed and reconceptualized on an ongoing basis; and

**WHEREAS**, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

**WHEREAS**, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies; and

**WHEREAS**, the Search Waivers for Hiring of Faculty and Professional/Administrative Staff policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Search Waivers for Hiring of Faculty and Professional/Administrative Staff, policy number 3356-2-04 shown as Exhibit \_\_ attached hereto. A copy of the policy indicating changes to be made is also attached.

**Board of Trustees Meeting  
March 16, 2017  
YR 2017-**

**3356-2-04 Search waivers for hiring of faculty and professional/ administrative staff.**

~~Previous Policy Number: 2004.01~~

Responsible Division/Office: Equal Opportunity and Policy  
~~Compliance~~Development

Responsible Officer: General Counsel

Revision History: June 2006; June 2011; March 2013; May 2015;  
March 2017

Board Committee: University Affairs

Effective Date: ~~May 5, 2015~~ March 16, 2017

Next Review: 2020~~2~~

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- (A) Policy statement. It is the policy of Youngstown state university that institutional employment and diversity goals are best served through a standard search process. However, ~~exceptions waivers of~~ the standard search process ~~may be are~~ appropriate in situations where it can be clearly demonstrated that it is in the university's best interest ~~to forgo the standard search process.~~
- (B) Scope. This policy applies to faculty and professional/administrative staff vacancies, including externally funded positions (see rules 3356-7-42 and 3356-7-43 of the Administrative Code). The selection of executive and administrative officers of the university is not included within the scope of this policy. (See rules 3356-9-01 and 3356-9-02 of the Administrative Code for the selection of administrative and executive officers.) ~~A request for a search waiver does not waive any human resource or financial requirements for a position.~~
- (C) Purpose. To provide a process for requesting a search waiver for fully qualified individuals who can make a unique contribution to the university and its strategic plan.
- (D) ~~Request~~ Criteria. The following information shall be provided in writing when submitting a request for a search waiver.
- (1) A description of the position, including minimum (and if appropriate) preferred qualifications.

- (2) Qualifications, credentials and/or skills of the individual that qualify him/her for the position.
  - (3) Likelihood of success in the position (e.g., promotion and tenure, where applicable).
  - (4) Relevance of the hire to the university's strategic priorities.
  - (5) Input of the hiring unit for the requested appointment.
  - (6) Identification of funds to support the position.
  - (7) Rationale for departing from the standard search process presented.
  - (8) The race and gender of the proposed hire if known.
- (E) Review Criteria. The following factors will be considered when determining whether a waiver is in the university's best interests.
- (1) Whether the proposed hire supports the university's affirmative action goals.
  - (2) Whether the position and/or funding are temporary or time limited.
  - (3) The existence of an urgent situation.
  - (4) Whether the proposed hire possesses outstanding and uniquely specialized skills, knowledge or experience that would otherwise not be available through the standard search process. Experience, skills or knowledge gained through an interim appointment or temporary assignment of some or all of the duties of the position does not make an individual uniquely qualified for the position.
  - (5) Whether a recent search[es] for the position has lacked a qualified pool of applicants.
  - (6) Previous use of search waivers by the office or department.
  - (7) Other compelling reasons.

(EF) Procedures.

- (1) Individuals considered for employment under the search waiver process must be reviewed by the hiring department or academic unit.
- (2) When any unit inquires about employment opportunities for a potential faculty or staff recruit that is within the university's strategic interest, the chair/director will request a copy of the potential employee's curriculum vitae and/or other relevant materials.
- (3) A request for a search waiver, including all supporting ~~documentation~~ information listed above (section D), must be submitted in writing to the office of human resources and labor relations and the office of equal opportunity and policy ~~compliance~~ development for review and recommendation. Following review by the offices of human resources and equal opportunity and policy development the request will be forwarded to the office of the president.
- (4) Only ~~T~~the president, or designee is authorized to grant a waiver from the requirement of a standard search.
- (5) The office of equal opportunity and policy ~~compliance~~ development will provide information and assistance as appropriate.
- (6) The office of equal opportunity and policy development ~~university~~ will provide the board of trustees with a quarterly report on hiring activity under this policy.

**3356-2-04 Search waivers for hiring of faculty and professional/  
administrative staff.**

Responsible Division/Office: Equal Opportunity and Policy Development  
Responsible Officer: General Counsel  
Revision History: June 2006; June 2011; March 2013; May 2015;  
March 2017  
Board Committee: University Affairs  
**Effective Date: March 16, 2017**  
Next Review: 2022

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- (A) Policy statement. It is the policy of Youngstown state university that institutional employment and diversity goals are best served through a standard search process. However, exceptions to the standard search process may be appropriate in situations where it can be clearly demonstrated that it is in the university's best interest to forgo the standard search process.
- (B) Scope. This policy applies to faculty and professional/administrative staff vacancies, including externally funded positions (see rules 3356-7-42 and 3356-7-43 of the Administrative Code). The selection of executive and administrative officers of the university is not included within the scope of this policy. (See rules 3356-9-01 and 3356-9-02 of the Administrative Code for the selection of administrative and executive officers.) A request for a search waiver does not waive any human resource or financial requirements for a position.
- (C) Purpose. To provide a process for requesting a search waiver for fully qualified individuals who can make a unique contribution to the university and its strategic plan.
- (D) Request criteria. The following information shall be provided in writing when submitting a request for a search waiver.
  - (1) A description of the position, including minimum (and if appropriate) preferred qualifications.
  - (2) Qualifications, credentials and/or skills of the individual that qualify him/her for the position.



- (3) Likelihood of success in the position (e.g., promotion and tenure, where applicable).
  - (4) Relevance of the hire to the university's strategic priorities.
  - (5) Input of the hiring unit for the requested appointment.
  - (6) Identification of funds to support the position.
  - (7) Rationale for departing from the standard search process presented.
  - (8) The race and gender of the proposed hire if known.
- (E) Review Criteria. The following factors will be considered when determining whether a waiver is in the university's best interests.
- (1) Whether the proposed hire supports the university's affirmative action goals.
  - (2) Whether the position and/or funding are temporary or time limited.
  - (3) The existence of an urgent situation.
  - (4) Whether the proposed hire possesses outstanding and uniquely specialized skills, knowledge or experience that would otherwise not be available through the standard search process. Experience, skills or knowledge gained through an interim appointment or temporary assignment of some or all of the duties of the position does not make an individual uniquely qualified for the position.
  - (5) Whether a recent search[es] for the position has lacked a qualified pool of applicants.
  - (6) Previous use of search waivers by the office or department.
  - (7) Other compelling reasons.
- (F) Procedures.

- (1) Individuals considered for employment under the search waiver process must be reviewed by the hiring department or academic unit.
- (2) When any unit inquires about employment opportunities for a potential faculty or staff recruit that is within the university's strategic interest, the chair/director will request a copy of the potential employee's curriculum vitae and/or other relevant materials.
- (3) A request for a search waiver, including all supporting information listed above (section D), must be submitted in writing to the office of human resources and labor relations and the office of equal opportunity and policy development for review and recommendation. Following review by the offices of human resources and equal opportunity and policy development the request will be forwarded to the office of the president.
- (4) Only the president or designee is authorized to grant a waiver from the requirement of a standard search.
- (5) The office of equal opportunity and policy development will provide information and assistance as appropriate.
- (6) The office of equal opportunity and policy development will provide the board of trustees with a quarterly report on hiring activity under this policy.



**Explanation of Modifications to *University Policy*:**

**3356-9-07 Public Records Policy**

This policy was reviewed and updated pursuant to the University policy review cycle.

**Board of Trustees Meeting**

**March 16, 2017**

**YR 2017-**

**RESOLUTION TO MODIFY AND RETITLE  
PUBLIC RECORDS POLICY, 3356-9-07**

**WHEREAS**, University Policies are being reviewed and re-conceptualized on an ongoing basis; and

**WHEREAS**, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

**WHEREAS**, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

**WHEREAS**, the Public Records Policy, policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy governing Public Records Policy, policy number 3356-9-07, to be retitled as Public Records, shown as Exhibit \_\_ attached hereto. A copy of the policy indicating changes to be made is also attached.

3356-9-07      **Public records ~~policy~~.**

~~Previous Policy Number: 9007.01~~

Responsible Division/Office: Office of ~~Legal~~ **General** Counsel

Responsible Officer: **Vice President for Legal Affairs and Human Resources**  
~~Provost and VP for Academic Affairs~~

Revision History: November 2007; March 2011; **March 2017**

Board Committee: **Internal** ~~University~~ Affairs

**Effective Date: March 18, 2017**

Next Review: ~~2016~~ **22**

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(A) Policy statement. It is the policy of the university that openness leads to a better informed citizenry, which leads to better government and better public policy. ~~It is~~ **In accordance with this** ~~the~~ **policy of** the university ~~to~~ strictly adheres to the state's public records act (see section 149.43 of the Revised Code).

(B) Purpose. ~~The purpose of this policy is to~~ **To** define the procedures that the university will follow in administering the public records law.

**(C) Definition.**

~~(C) Procedures.~~

~~(1)~~ A "public record" is defined as any document, **device, or item, regardless of physical form or characteristic, including**— paper, electronic (including but not limited to e-mail), or other format — that is created or received by or comes under the jurisdiction of a public office that documents the organization, functions, policies, decisions, procedures, operations, or other activities of the office. All records of the university are public unless they are specifically exempt from disclosure under section 149.43 of the Revised Code.

**(D) Procedures.**

~~(2)~~ It is the policy of the university that, as required by Ohio law, records will be organized and maintained so that they are readily available for inspection and copying. Record retention schedules are to be updated regularly and posted prominently.

(32) Each request for public records should be evaluated for a response using the following guidelines:

- (a) Although no specific language is required to make a request, the requester must at least identify the records requested with sufficient clarity to allow the public office to identify, retrieve, and review the records. If it is not clear what records are being sought, the records custodian must contact the requester for clarification.
- (b) The requester does not have to put a records request in writing and does not have to provide his or her identity or the intended use of the requested public record.
- (c) Public records are to be available for inspection during regular business hours, with the exception of published holidays. Public records must be made available for inspection promptly. Copies of public records must be made available within a reasonable period of time.

“Prompt” and “reasonable” take into account the volume of records requested, the proximity of the location where the records are stored, and the necessity for any legal review of the records requested.

- (d) Public records requests should be directed to the “Office of the General Counsel, Tod Hall, Suite 312B4, Youngstown State University, One University Plaza, Youngstown, Ohio 44555,” or call (330) 941-2340.

“Routine requests” are those that certain departments receive on a consistent basis and that request basic information. These routine requests do not need to go to the office of the general counsel but may be processed by the office that retains the information after having first discussed the process with the office of the general counsel. “Non-routine requests,” or requests that produce voluminous documents, must be processed through the general counsel’s office.

- (e) Routine requests for information that are easily accessed will be processed as quickly as is reasonable. Non-routine or voluminous requests that require extensive copying or research will be accompanied by an acknowledgment including:
  - (i) An estimated number of business days it will take to satisfy the request.
  - (ii) An estimated cost, if copies are requested.
  - (iii) Any items within the request that may be exempt from disclosure, if known at the time of the acknowledgment.
- (f) Any denial of public records requested must include an explanation, including legal authority. If portions of a record are public and portions are exempt, the exempt portions are to be redacted and the rest released. If there are redactions, each redaction must be accompanied by a supporting explanation, including legal authority.
- (g) Those seeking public records will be charged only the actual cost of making copies. The university is permitted to request payment in advance.
  - (i) The charge for paper copies is five cents per page.
  - (ii) The charge for downloaded computer files to a compact disc is one dollar per disc.
  - (iii) There is no charge for documents e-mailed.
  - (iv) Requesters may ask that documents be mailed to them. They will be charged the actual cost of the postage and mailing supplies.
- (h) Documents in electronic mail format are records as defined in section 149.43 of the Revised Code when their content relates to the business of the office. E-mail is to be treated

in the same fashion as records in other formats and should follow the same retention schedules.

Records in private e-mail accounts used to conduct public business are subject to disclosure and all employees or representatives of the university are instructed to retain their e-mails that relate to public business.

- (i) The university recognizes the legal and ~~non-legal~~ civic consequences of a failure to properly respond to a public records request. In addition to the distrust in government, ~~that such a failure to comply may cause, the university's failure to comply with a request~~ may result in a court ordering the university to comply with the law and to pay the requester attorney's fees and damages.



**3356-9-07 Public records.**

Responsible Division/Office: Office of General Counsel  
Responsible Officer: Vice President for Legal Affairs and Human Resources  
Revision History: November 2007; March 2011; March 2017  
Board Committee: University Affairs  
**Effective Date: March 16, 2017**  
Next Review: 2022

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- (A) Policy statement. It is the policy of the university that openness leads to a better informed citizenry, which leads to better government and better public policy. In accordance with this policy the university strictly adheres to the state's public records act (see section 149.43 of the Revised Code).
- (B) Purpose. To define the procedures that the university will follow in administering the public records law.
- (C) Definition. A "public record" is defined as any document, device, or item, regardless of physical form or characteristic, including paper, electronic (including but not limited to e-mail), or other format that is created or received by or comes under the jurisdiction of a public office that documents the organization, functions, policies, decisions, procedures, operations, or other activities of the office. All records of the university are public unless they are specifically exempt from disclosure under section 149.43 of the Revised Code.
- (D) Procedures.
  - (1) It is the policy of the university that, as required by Ohio law, records will be organized and maintained so that they are readily available for inspection and copying. Record retention schedules are to be updated regularly and posted prominently.
  - (2) Each request for public records should be evaluated for a response using the following guidelines:

- (a) Although no specific language is required to make a request, the requester must at least identify the records requested with sufficient clarity to allow the public office to identify, retrieve, and review the records. If it is not clear what records are being sought, the records custodian must contact the requester for clarification.
- (b) The requester does not have to put a records request in writing and does not have to provide his or her identity or the intended use of the requested public record.
- (c) Public records are to be available for inspection during regular business hours, with the exception of published holidays. Public records must be made available for inspection promptly. Copies of public records must be made available within a reasonable period of time.

“Prompt” and “reasonable” take into account the volume of records requested, the proximity of the location where the records are stored, and the necessity for any legal review of the records requested.

- (d) Public records requests should be directed to the “Office of the General Counsel, Tod Hall, Suite 314, Youngstown State University, One University Plaza, Youngstown, Ohio 44555,” or call (330) 941-2340.

“Routine requests” are those that certain departments receive on a consistent basis and that request basic information. These routine requests do not need to go to the office of the general counsel but may be processed by the office that retains the information after having first discussed the process with the office of the general counsel. “Non-routine requests,” or requests that produce voluminous documents, must be processed through the general counsel’s office.

- (e) Routine requests for information that are easily accessed will be processed as quickly as is reasonable. Non-routine or voluminous requests that require extensive copying or

research will be accompanied by an acknowledgment including:

- (i) An estimated number of business days it will take to satisfy the request.
  - (ii) An estimated cost, if copies are requested.
  - (iii) Any items within the request that may be exempt from disclosure, if known at the time of the acknowledgment.
- (f) Any denial of public records requested must include an explanation, including legal authority. If portions of a record are public and portions are exempt, the exempt portions are to be redacted and the rest released. If there are redactions, each redaction must be accompanied by a supporting explanation, including legal authority.
- (g) Those seeking public records will be charged only the actual cost of making copies. The university is permitted to request payment in advance.
- (i) The charge for paper copies is five cents per page.
  - (ii) The charge for downloaded computer files to a compact disc is one dollar per disc.
  - (iii) There is no charge for documents e-mailed.
  - (iv) Requesters may ask that documents be mailed to them. They will be charged the actual cost of the postage and mailing supplies.
- (h) Documents in electronic mail format are records as defined in section 149.43 of the Revised Code when their content relates to the business of the office. E-mail is to be treated in the same fashion as records in other formats and should follow the same retention schedules.

Records in private e-mail accounts used to conduct public business are subject to disclosure and all employees or representatives of the university are instructed to retain their e-mails that relate to public business.

- (i) The university recognizes the legal and civic consequences of a failure to properly respond to a public records request. In addition to the distrust in government, such a failure may result in a court ordering the university to comply with the law and to pay the requester attorney's fees and damages.

**RESOLUTION TO APPROVE THE RECRUITMENT  
OF AN ASSOCIATE PROVOST FOR STUDENT SUCCESS**

**WHEREAS**, a vacancy occurred in the area of Student Success upon the resignation of Dr. Michael Reagle; and

**WHEREAS**, the Student Success area is critical for the long-term improvement of retention, persistence, placement, and graduation rates; and

**WHEREAS**, the position of Associate Provost is necessary to ensure YSU improve its excellence in critical measures of student success and relate this information to the Ohio Department of Higher Education; and

**WHEREAS**, a motion was made and approved by the University Affairs Committee of the Board of Trustees at its meeting on February 7, 2017, to allow for an expedited posting of this position;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the recruitment of an Associate Provost for Student Success, as recommended by the Provost of Youngstown State University, and

**BE IT FURTHER RESOLVED**, that the position of Associate Vice President for Student Success shall be eliminated upon successful completion of this search.



**Issue Date:**

**Salary Range:** G11 Excluded

**Reviewed By:** MAA/ JG

**FLSA Status:** Exempt

**Hiring Range:** \$97,338 - \$131,853

**TITLE:** Associate Provost, Student Success

**DEPARTMENT:** Student Success

**JOB SUMMARY:**

To provide leadership, vision, and direction in the administration of a comprehensive array of services, policies, and initiatives related to student retention, completion, and success. To plan, manage, and evaluate operational, financial, and personnel activities of the Student Success Division.

**ESSENTIAL FUNCTIONS & RESPONSIBILITIES:**

Provides vision, leadership, and strategic direction to the Division for Student Success in supporting student retention and graduation.

Provides leadership for persistence, completion, and post-graduation success initiatives.

Designs and implements a comprehensive program of services and activities to drive student success. In conjunction with the Student Success Cornerstone Committee, formulates student success goals and objectives and oversees achievement of those goals.

Analyzes data to determine barriers to student progress, persistence, and completion; and works with appropriate leadership groups to provide solutions to overcoming these barriers.

Develops and evaluates student persistence and completion metrics; aligns metrics with state goals and mandates; reports data to the administration, Board of Trustees, State agencies, and other pertinent stakeholders.

Provides effective and efficient management of the Division for Student Success and its human and financial resources; ensures that resources are allocated effectively to achieve objectives of the division; reviews expenses, prepares periodic reports, and develops annual budget recommendations; ensures that programs produce measurable results that are communicated to the campus community.

Supervises, develops, and evaluates administrative and support staff within the student success division; assigns and reviews work; establishes timeframes for the completion of assigned tasks; trains and orients

**PROFESSIONAL/ADMINISTRATIVE STAFF  
POSITION DESCRIPTION**

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new employees; approves/disapproves requests for paid leaves; interviews candidates for employment and recommends hiring; evaluates employee work performance; receives and responds to grievances; provides assistance with the development of unit work procedures and policies.

Provides supervisory support for the following departments: Academic Achievers, Career and Academic Advising, the Center for Student Progress, Comprehensive Testing, First Year Student Services, the Student Counseling Center, Upward Bound/SCOPE, and Student Outreach Support; works with the Director of the First-Year Experience course to ensure integration of student success activities with course content.

Coordinates planning with academic advisors, college deans, faculty, and staff to provide a comprehensive approach to student success.

Represents University with visible presence at events with students, parents, and community; represents University through service on community boards and committees.

Participates on a variety of University-level decision making groups such as the President's Leaders, Deans Council, University Administrative Council, etc.

Serves as primary administrator for University on-campus student employment; responsible for development, coordination, and dissemination of University policies related to on-campus student employment; administers development of student position descriptions, recruitment system, and appointment processes.

**OTHER FUNCTIONS AND RESPONSIBILITIES:** Performs other related duties as assigned.

**SUPERVISION EXERCISED:**

Supervision is exercised over professional/administrative and classified staff.

**REPORTS TO:** Provost

**REQUIRED CERTIFICATIONS AND/OR LICENSURES:** None

**PHYSICAL REQUIREMENTS:** None

**MINIMUM QUALIFICATIONS:**

Master's degree in Higher Education Administration, Student Personnel or a related field; minimum of eight (8) years of experience in college/university administration including three (3) years supervisory experience.

**DESIRED QUALIFICATIONS:**

Doctoral degree in an appropriate field; teaching experience at college/ university level.



**Explanation of New *University Policy*:**

**3356-7-52 Part-Time Faculty Teaching Excellence Awards**

The University did not have a written policy regarding excellence awards for part-time faculty members. There has been a procedure in place awarding excellence awards to full-time faculty members through the *YSU/YSU-OEA Agreement*. This policy was written to allow the University to honor the work and commitment of dedicated part-time faculty members by granting up to eight excellence awards per year to part-time faculty members who have taught at the University for a minimum of five years and have demonstrated excellence in teaching.

**Board of Trustees Meeting  
March 16, 2017  
YR 2017-**





**RESOLUTION TO APPROVE  
PART-TIME FACULTY TEACHING EXCELLENCE  
AWARDS POLICY, 3356-7-52**

**WHEREAS**, University Policies are being reviewed and reconceptualized on an ongoing basis; and

**WHEREAS**, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

**WHEREAS**, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the creation of a University Policy governing Part-time Faculty Teaching Excellence Awards policy number 3356-7-52, shown as Exhibit \_\_ attached hereto.

**Board of Trustees Meeting  
March 16, 2017  
YR 2017-**

**3356-7-52 Part-time faculty teaching excellence awards.**

**NEW**

Responsible Division/Office:	Academic Affairs
Responsible Officer:	Provost and Vice President for Academic Affairs
Revision History:	March 2017
Board Committee:	University Affairs
<b>Effective Date:</b>	<b>March 16, 2017</b>
Next Review:	2022

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- (A) Policy statement. Youngstown state university (“university”) recognizes the valuable contributions made by part-time faculty to advance the teaching mission of the university.
- (B) Purpose. To honor the work and commitment of dedicated and outstanding part-time faculty.
- (C) Scope. Eligibility for the part-time faculty excellence award is limited to part-time faculty who have been teaching continuously over the previous five years, with a minimum load of one 3 hour course per year. For purposes of this policy the most recent five (5) continuous years of teaching will be used to determine eligibility.

Full-time university personnel who are eligible for other university service awards and teach as part-time faculty are not eligible for the part-time faculty excellence award.

- (D) Parameters.
  - (1) Up to eight awards may be granted annually to part-time faculty whose teaching performance at the university has been identified as outstanding.
  - (2) Part-time faculty teaching excellence award recipients shall receive two thousand dollars.
- (E) Procedures.
  - (1) To be eligible an individual must be nominated during a

nominations process.

- (2) Staff members, faculty, or alumni may make nominations.
- (3) Each undergraduate college dean will appoint a part-time faculty representative to serve on a committee to review nominations and recommend award recipients. The Provost or his/her designee will serve as the chair of the review committee.
- (4) The names of the award recipients recommended by the committee will be forwarded to the office of human resources.
- (5) Announcement and presentation of the awards occurs at the annual faculty awards dinner.
- (6) Annually a list of all recipients of the part-time teaching excellence award will be presented to the academic and student affairs committee of the board of trustees.



**Explanation of New *University Policy*:**

**3356-7-53 Excellence Awards for Departments Chairpersons**

The University did not have a written policy regarding excellence awards for department chairpersons. The procedure to confer Distinguished Professorship Awards has been a part of the *YSU/YSU-OEA Agreement* since its inception. Beginning with the *2014-2017 Agreement*, chairpersons were no longer eligible for the Distinguished Professorship Awards. This policy allows the University to recognize and honor outstanding performance of University department chairpersons by granting up to two excellence awards per year to department chairpersons, one in the area of teaching, and one in the area of scholarship.

**Board of Trustees Meeting  
March 16, 2017  
YR 2017-**

**RESOLUTION TO APPROVE  
EXCELLENCE AWARDS FOR DEPARTMENT  
CHAIRPERSONS POLICY, 3356-7-53**

**WHEREAS**, University Policies are being reviewed and reconceptualized on an ongoing basis; and

**WHEREAS**, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

**WHEREAS**, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the creation of a University Policy governing Excellence Awards for Department Chairpersons policy number 3356-7-53, shown as Exhibit \_\_ attached hereto.

**3356-7-53 Excellence awards for department chairpersons.**

**New**

Responsible Division/Office: Academic Affairs  
Responsible Officer: Provost and Vice President for Academic Affairs  
Revision History: March 2017  
Board Committee: University Affairs  
**Effective Date: March 16, 2017**  
Next Review: 2022

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- (A) Policy statement. Youngstown state university (“university”) recognizes the valuable contributions made by department chairpersons to advance the research, scholarship and academic mission of the university.
- (B) Purpose. To recognize and honor outstanding performance of university department chairpersons.
- (C) Scope. Any chairperson who has completed at least one year as a department chairperson is eligible for nomination for the excellence award for department chairpersons. A chairpersons may not receive an excellence award within three years of receiving this same award or a similar distinguished professor award in that category.
- (D) Parameters.
  - (1) One award may be granted annually to a department chairperson whose teaching performance at the university has been identified as outstanding.
  - (2) One award may be granted annually to a department chairperson whose performance in research/scholarship at the university has been identified as outstanding.
  - (3) Department chairperson excellence award recipients shall receive two thousand dollars, a stipend of one thousand dollars, and one thousand dollars added to the individual’s base salary in the following contract year.
- (E) Procedures.

- (1) To be eligible an individual must be nominated during the “Call for Nominations” process.
- (2) Staff members, faculty, or alumni may make nominations.
- (3) Each undergraduate college dean will appoint a representative to serve on a committee to review nominations and recommend award recipients. No person from a department in which a nomination has been received shall be eligible to serve on the review committee.
- (4) The names of the award recipients recommended by the committee will be forwarded to the office of human resources.
- (5) Announcement and presentation of the awards occurs at the annual faculty awards dinner.
- (6) Annually a list of all recipients of the department chair excellence awards will be presented to the academic and student affairs committee of the board of trustees.

**RESOLUTION TO APPROVE THE RECRUITMENT  
OF AN EXECUTIVE DIRECTOR FOR MAAG LIBRARY**

**WHEREAS**, the position of Executive Director for Maag Library has been vacant for approximately five year; and

**WHEREAS**, Maag Library serves a critical need for student academic success and is an essential element of the University operations; and

**WHEREAS**, the position of Executive Director is critical to providing appropriate representation of Youngstown State University on the State Library Administrators Council and ensuring YSU receives the appropriate share of State library resources;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the recruitment of an Executive Director for Maag Library, as recommended by the Provost of Youngstown State University.



**PROFESSIONAL/ADMINISTRATIVE STAFF  
POSITION DESCRIPTION**

Page 1 of 3



**Issued:**

**Salary Grade: O9**

**Reviewed By: AT/ MAA/ JG**

**FLSA Review: Exempt**

**Hiring Range: \$99,155-\$133,906**

**TITLE:** Executive Director, Maag Library

**DEPARTMENT:** Maag Library

**JOB SUMMARY:**

To possess the vision and leadership skills necessary to promote and advance Maag Library as a progressive student-focused academic center. Responsible for leading, developing, coordinating, and managing all aspects of library resources and services to ensure the Library excels in the provision of support for teaching, learning, and research.

**ESSENTIAL FUNCTIONS & RESPONSIBILITIES:**

Provides strategic leadership for development of library programs and management of services including planning, policies, procedures, opportunities for improvement, and integration of emerging trends.

Supervises, develops, and evaluates administrative and support staff within the Maag Library; assigns and reviews work; establishes timeframes for the completion of assigned tasks; trains and orients new employees; approves/disapproves requests for paid leaves; interviews candidates for employment and recommends hiring; evaluates employee work performance; receives and responds to grievances; provides assistance with the development of unit work procedures and policies; recruits, leads, and mentors library staff in an environment that supports professional advancement and ensures a high level of professional service.

Facilitates the continuing transformation of the Library into a knowledge commons that integrates diverse resources, seeks new opportunities, engages with the community, collaborates with University departments, and sustains a vibrant research and learning community.

Creates an environment that promotes research and scholarship while being innovative and proactive in the implementation of new technologies and services.

Collaboratively establishes and implements a shared vision and strategic plan that align with the mission and vision of the University and Maag Library's mission.

Develops and manages digital library initiatives while supporting and promoting innovative library information technologies.

Promotes and advocates for library services that address the needs of students, staff, faculty, and the

**PROFESSIONAL/ADMINISTRATIVE STAFF  
POSITION DESCRIPTION**

Page 2 of 3

community.

Collaborates to identify, evaluate, and implement programs that improve services and facilities, enhance the quality of resources, and increase operational efficiency within the libraries.

Assesses and evaluates library services in meeting the needs of the University and accreditation standards.

Manages all library resources in such a way that the Maag Library provides optimum services to the University and its community.

Fosters a climate that promotes diversity and inclusion.

Formulates goals, policies, and procedures in alignment with University policies and with the approval of the Provost and/or other University officials.

Represents and advocates for the library within the University community and other local, regional, state, national, and global groups.

Works with State agencies to ensure appropriate shared resources are directed towards YSU, and advocates for YSU needs in statewide meetings.

Builds partnerships with community organizations to support the needs of Maag Library and the University.

Engages in outreach and fundraising opportunities on campus and in the community.

**OTHER FUNCTIONS & RESPONSIBILITIES:** Performs other duties as assigned by the Provost and Vice-President for Academic Affairs

**SUPERVISION EXERCISED:** Supervision is exercised over professional librarians, classified staff, and student employees.

**REPORTS TO:** Provost and Vice President, Academic Affairs

**REQUIRED CERTIFICATIONS AND/OR LICENSURES:** None

**PHYSICAL REQUIREMENTS:** None

**MINIMUM QUALIFICATIONS:**

Master's degree in Library Science from an American Library Association (ALA) accredited institution; minimum of five (5) years of related experience with increasing administrative leadership and supervisory responsibilities in an academic library; broad knowledge and understanding of current issues in academic libraries, collection development, and information technology; demonstrated success in the development and implementation of new technologies and innovative services in an academic library; demonstrated experience with budgeting, financial management, and resource allocation; demonstrated success in recruiting, leading, and managing

**PROFESSIONAL/ADMINISTRATIVE STAFF  
POSITION DESCRIPTION**

Page 3 of 3

library staff; demonstrated leadership, collegiality, and strong communication skills; ability to work in a collaborative manner with diverse constituencies; strong analytic, strategic and innovative thinking skills; creative, engaged and committed to outreach.

**PREFERRED QUALIFICATIONS:**

Additional graduate degree in an academic discipline from an accredited institution; familiarity with systems of shared library resources such as OhioLINK; demonstrated experience leading organizational change; demonstrated experience with personnel development; experience with accreditations.



**RESOLUTION TO APPROVE THE RECRUITMENT  
OF AN ASSOCIATE VICE PRESIDENT FOR TECHNOLOGY &  
CHIEF INFORMATION OFFICER**

**WHEREAS**, the position of Associate Vice President for Technology & Chief Information Officer has been vacant since September 2016; and

**WHEREAS**, information technology is an integral part of every aspect of the University's academic enterprise and administrative functions; and

**WHEREAS**, the Associate Vice President for Technology & Chief Information Officer is a critical position that provides leadership to, oversight of and direction for the University's information technology service departments;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the recruitment of an Associate Vice President for Technology & Chief Information Officer, as recommended by the Vice President for Finance & Business Operations of Youngstown State University.

**Board of Trustees Meeting  
March 16, 2017  
YR 2017-**



YOUNGSTOWN STATE UNIVERSITY

Issue Date: 1/17

Salary Range: H12 Excluded

Reviewed By: KR/CT

FLSA Review: Exempt

Hiring Range: \$145,000 - \$175,000

**TITLE:** Associate Vice President for Technology & Chief Information Officer**DEPARTMENT:** Information Technology Services (ITS)**JOB SUMMARY:**

Provides strategic vision and leadership to align and optimize enterprise technology services with business strategies and goals. Balances enterprise Information Technology (IT) service delivery risks with service responsiveness. Serves as a senior advisor to the President, Vice Presidents, Deans, and other constituencies on policies related to institution-wide technology services. Establishes, reviews, and recommends IT governance, frameworks, organizational structure, strategic direction, goals, processes, policies, productivity measures, and procedures. Responsible for overall leadership, direction and management of operational, financial, and personnel resources and activities. Promotes a technology culture of service, security, urgency, and accountability.

**ESSENTIAL FUNCTIONS & RESPONSIBILITIES:**

Provides strategic vision and leadership to align and optimize enterprise technology services with business strategies and goals. Develops, recommends, and implements short term and long range strategies and solutions to support the University's enterprise technology and information needs. Motivates positive culture change through actions and communications to maintain a high performing, flexible, and agile technology organization focused on service, security, urgency, and accountability.

Oversees systems and infrastructure improvements to enhance the availability and accessibility of IT-enabled business process services aligned with institutional goals. Promotes implementation of new services that increase functionality and profitability based-upon emerging technologies (e.g., online learning, mobile and social computing, cloud services, etc.). Develops organizational resources to improve access to system-based, business process information for decision-making purposes.

Provides general oversight and direction to units within the division of Information Technology Services. Develops and implements plans for IT Governance within a structure of University governance enforcing standards for, and adoption of, an enterprise services delivery framework that includes priority setting, accountability, project/change management and performance measurement. Establishes, reviews, and recommends changes to organizational structure, strategic direction, goals, processes, policies, productivity measures, and procedures related to University's technology infrastructure and services.

Responsible for risk management and mitigation associated with overall enterprise IT services security, availability and change. Balances overall enterprise IT service delivery risks with service responsiveness. Identifies and addresses IT organization talent gaps and works to ensure technology services stability through the active retention of technology skills leaders. Interviews and selects staff, especially as related to technology leadership. Evaluates performance and addresses divisional personnel and disciplinary matters as needed. Establishes and evaluates system and security measures and adherence to internal controls to safeguard information resources. Reviews security and compliance with data processing auditors and specialists to maintain a secure and reliable computing and networking environment.

Engages and advises University administration on issues regarding technology and information systems. Cultivates relationships within the institution, with business partners and with higher education colleagues to shape and inform expectations for an IT-enabled enterprise. Represents technology matters and provides leadership in state and local activities. Communicates Information Technology Services performance in business-relevant terms. Develops and implements ITS communications strategy. Promotes a service-menu, industry standards based (e.g., Tier 1-4 data center) and a Total Cost of Ownership (TCO) basis approach to delivery of enterprise IT services.

Examines and collaborates regarding Return on Investment (ROI), or value proposition, of proposed new technology services, service upgrades and significant IT projects. Works to control IT costs with a strong focus on business value basis of IT services. Transforms costs as possible through adoption of emerging technologies. Develops divisional budget recommendations and evaluates expenditures of IT area signature authorities. Explores long-term possibilities to establish cost-based services into profit-based services. Oversees software and hardware maintenance agreements and contractual services agreements, and maintains dialogue with external service providers and vendors.

**OTHER FUNCTIONS AND RESPONSIBILITIES:**

Performs other related duties as assigned.

**SUPERVISION EXERCISED:**

Administrative and functional supervision is exercised over approximately 65 full-time and 5 part-time employees.

**REPORTS TO:** Vice President, Finance & Business Operations

**PHYSICAL REQUIREMENTS:** None

**MINIMUM QUALIFICATIONS:**

Graduate Degree. 10 years' experience as an administrator of Information Technology based services with escalating authority and budgetary responsibility.

**PREFERRED QUALIFICATIONS:**

Experience as an IT administrator in a higher education environment; demonstrated ability to plan and implement IT based services for academic and non-academic systems.

Demonstrated ability to work with senior higher education administrators; demonstrated ability to manage large and/or complex projects; creativity and/or vision in the application of IT to academic and business systems. Ability to think outside the box.

Excellent oral and written communications skills, especially the ability to communicate technical issues to a non-technical audience; excellent financial and human resource skills.

**RESOLUTION TO ESTABLISH CULTURE OF COMMUNITY COMMITTEES AS  
STANDING COMMITTEES OF THE UNIVERSITY AND TO FURTHER  
ESTABLISH THE PURPOSE OF THESE COMMITTEES**

**WHEREAS**, the Culture of Community Committees establish the pillars of **Respect** and **Well-Being**, **Inclusion** and **Awareness**, **Spirit** and **Tradition**, and **Excellence** through **Engagement (RISE)**; and

**WHEREAS**, Youngstown State University recognizes that a strong culture of community contributes to academic excellence; and

**WHEREAS**, the Board of Trustees acknowledges the importance of collaborative efforts both within and outside of the University to foster respect, inclusion, spirit, and excellence; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees supports and recognizes the establishment of four RISE Committees as standing committees of the University; and

**BE IT ALSO RESOLVED**, that each RISE Committee shall report directly to the Board of Trustees; and

**BE IT FURTHER RESOLVED**, that each RISE Committee shall be composed of diverse membership tasked with developing an Action Plan with measurable primary and secondary goals covering a yearly period from July 1 through June 30; and

**BE IT FURTHER RESOLVED**, that each RISE Committee shall develop its own Statement of Purpose; and

**BE IT FURTHERMORE RESOLVED**, that each RISE Committee shall report to the Board of Trustees at least once per year on the goals and achievements of its Action Plan; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the resolution to establish Culture of Community Committees as Standing Committees of the University and to further establish the purpose of these committees, as shown in exhibit \_\_ attached hereto.

# Culture of Community

## How we define YSU's Culture of Community:

*Culture of Community* is a shared set of values and expectations that influence how we interact with one another and collaborate to achieve common goals at Youngstown State University.

## Culture of Community at YSU:

### *Culture of Respect and Well-Being:*

- Helps us to understand that as a community we must promote and nurture mutual respect for each other and work to develop a campus community where everyone feels safe and secure. When personal boundaries are respected and conflict resolution skills are developed, the community benefits creating an environment free of criminal behavior and internal threats.

### *Culture of Inclusion and Awareness:*

- Helps us to understand that we all benefit from the unique strengths and perspectives of others and to appreciate the diversity among us for a just and equitable society. Understanding one another will help us overcome and prevent societal divisions.

### *Culture of Spirit and Tradition:*

- Helps us to understand the past, while learning that our present and future contributions to the community create history for future generations. Therefore, campus participation and Penguin Pride are essential to building a pride-filled community.

### *Culture of Excellence through Engagement:*

- Helps us to understand that we must learn to celebrate each other's accomplishments that create a spirit of excellence and healthy competition among all social groups. It leads to an understanding that true success is better shared; therefore, collaboration and partnerships with other individuals or groups is imperative to the progress of the entire community.



**RESOLUTION TO RATIFY  
PERSONNEL ACTIONS**

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

**WHEREAS**, new appointments and other personnel actions have been made subsequent to the December 1, 2016, meeting of the Board of Trustees; and

**WHEREAS**, such personnel actions are in accordance with the 2016-2017 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University; 3356-7-42, Selection of Professional/Administrative Staff; and 3356-7-43, Externally Funded Professional/Administrative Staff;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions as listed in Exhibit \_\_\_ attached hereto.

**SUMMARY OF PERSONNEL ACTIONS**  
**Professional Administrative and Faculty Employees**  
**10/16/16 through 1/15/17**

**Appointments – 21**

**New Positions – 11** *(Notated with an asterisk \*)*

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

**Replacement Positions – 10**

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

**Separations – 9**

- Professional Administrative Staff – 3
- Professional Administrative Excluded – 0
- Professional Administrative Externally Funded – 1
- Faculty – 5

**Reclassifications – 14**

- Professional Administrative Staff – 5
- Professional Administrative Excluded – 8
- Professional Administrative Externally Funded – 1

**Promotions – 3**

- Professional Administrative Excluded – 2
- Faculty – 1

**Transfers – 0**

**Salary Adjustments/Position Audits – 3**

- Professional Administrative Externally Funded – 3

**Salary Adjustments per CBA & BOT Policy – 0**

**Displacements – 0**

**Layoffs – 0**

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
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>
Shanna Blinn	APAS	Academic Advisor 2	Beeghly College of Education	11/1/2016	1.00	\$ 43,883.00
Carly Devenburgh*	APAS	Assistant Director, International Student & Scholar Services	International Programs Office	11/16/2016	1.00	\$ 54,000.00
Amy DiRenzo	APAS	Counselor, Financial Aid Coordinator, Media Engineer & Technology	Financial Aid & Scholarships	12/1/2016	1.00	\$ 33,411.00
Ryan Donchess*	APAS	Assistant Director, International Admissions & Recruitment	Communication	11/16/2016	1.00	\$ 42,797.00
Shuiping Jiang*	APAS	Academic Advisor 2	International Programs Office	12/8/2016	1.00	\$ 53,000.00
Brett Kengor	APAS	Academic Advisor 2	Dean's Office - STEM	11/1/2016	1.00	\$ 38,689.00
Larry Reed*	APAS	Counselor, Financial Aid	Financial Aid & Scholarships	12/1/2016	1.00	\$ 31,820.00
Julia Slepko	APAS	Assistant Athletic Trainer	Intercollegiate Athletics	1/3/2017	1.00	\$ 39,800.00
Tara Sydney	APAS	Coordinator	Center for Student Progress	10/17/2016	1.00	\$ 39,000.00
Ryan Geilhard*	Excluded	Director, Infrastructure Services	IT Infrastructure Services	12/16/2016	1.00	\$ 111,765.00
April Rock	Excluded	Temporary Costume Shop Supervisor	Theater & Dance	1/9/2017	1.00	\$ 38,000.00
Calie Coppola*	Externally Funded	Associate Director, CHSD	CHSD	11/16/2016	1.00	\$ 50,000.00
Michelle Johnson	Externally Funded	Instruction Specialist	Rich Center	1/9/2017	1.00	\$ 21,175.00

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE		DEPARTMENT	CONTRACT/ APPOINTMENT		FTE	SALARY
	TYPE	POSITION TITLE		DATES			
Jonathan Kelly*	Externally Funded	Project Leader, MAMLCS Research & Technology	Mechanical & Industrial Engineering	11/1/2016		1.00	\$ 57,000.00
Julie Smith*	Externally Funded	Entrepreneurship Coordinator	CHSD	12/16/2016		1.00	\$ 60,000.00
Jason Walker*	Externally Funded	Additive Manufacturing Research Scientist	Mechanical & Industrial Engineering	11/1/2016		1.00	\$ 72,000.00
Lee Dosse*	Faculty	Instructor	Mechanical & Industrial Engineering	1/9/2017		1.00	\$ 60,000.00
Kerri Henderson*	Faculty	Instructor	Accounting and Finance	1/9/2017		1.00	\$ 38,688.00
Nora Lipscomb	Faculty	Instructor	Nursing	1/1/2017		1.00	\$ 50,000.00
Paula McClusky	Faculty	Instructor	Nursing	1/1/2017		1.00	\$ 50,000.00
Christine Scherer	Faculty	Instructor	Nursing	1/1/2017		1.00	\$ 50,000.00
<b>* New Positions</b>							

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
SEPARATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE</b>		<b>DEPARTMENT</b>	<b>DATE OF SEPARATION</b>	<b>FTE</b>	<b>SALARY</b>
	<b>TYPE</b>	<b>POSITION TITLE</b>				
Rebel Mickelson	APAS	Costume Shop Supervisor	Theater and Dance	12/16/2016	1.00	\$ 40,920.00
Scott Pfitzinger	APAS	Multimedia Librarian	Maag Library	12/31/2016	1.00	\$ 46,920.00
Jacqueline Taylor	APAS	Research Economist	Center for Urban & Regional Studies	12/31/2016	1.00	\$ 58,168.00
Catherine Tabus	Externally Funded	Instruction Specialist 1	Rich Center for Autism	12/31/2016	1.00	\$ 25,220.00
Terri Coffee	Faculty	Clinical Assistant Professor	Nursing	12/31/2016	1.00	\$ 52,785.00
George McCloud	Faculty	Professor	Communication	12/31/2016	1.00	\$ 119,634.00
Jill Rankin	Faculty	Clinical Assistant Professor	Nursing	12/31/2016	1.00	\$ 52,785.00
Sueann Rendano	Faculty	Clinical Assistant Professor	Nursing	12/31/2016	1.00	\$ 54,727.00
Nicole Kent-Strollo*	Faculty	Clinical Instructor	Nursing	1/15/2017	1.00	\$ 51,510.00

\*Accepted Professional Administrative position.

**YOUNGSTOWN STATE UNIVERSITY**  
**PROFESSIONAL ADMINISTRATIVE AND FACULTY**  
**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>
Christy Cameron	APAS	Budget Manager, Student Experience	Kilcawley Center	1/1/2017	1.00	\$ 62,000.00	\$ 51,000.00
Michael Greco	APAS	Assistant Director, Student Tutorial Services	Center for Student Progress	12/1/2016	1.00	\$ 42,767.00	\$ 35,700.00
Sheila Hernandez	APAS	Coordinator, International Activities	International Programs Office	11/1/2016	1.00	\$ 40,213.00	\$ 38,298.00
Dingqiang Li	APAS	Research Scientist	Materials Science & Engineering	6/16/2016	1.00	\$ 61,892.00	\$ 58,945.00
Ryan McNicholas	APAS	Assistant Director, Marketing, Fitness & Wellness Programs	Andrews Student Recreation & Wellness Center	12/1/2016	1.00	\$ 48,000.00	\$ 41,117.00
Sherri Hrusovski*	Excluded	Director, STEM Professional Services	Dean's Office - STEM	11/1/2016	1.00	\$ 58,000.00	\$ 48,000.00
Robin Sakonyi White*	Excluded	Associate Director, CSP	Center for Student Progress	5/16/2016	1.00	\$ 57,022.00	\$ 51,022.00
Michael Hrishenko**	Excluded	Director, IT Customer Services	IT Customer Services	1/1/2017	1.00	\$ 110,004.96	\$ 110,004.96
Sylvia Imler	Excluded	Associate Vice President, Multicultural Affairs	Multicultural Affairs	10/1/2016	1.00	\$ 110,000.00	\$ 100,000.00
Richard Marsico**	Excluded	Director, IT Application Services	IT Application Services	1/1/2017	1.00	\$ 111,109.62	\$ 111,109.62
Gina McHenry	Excluded	Associate Director, Customer Services & Special Programs	Financial Aid & Scholarships	1/1/2017	1.00	\$ 72,000.00	\$ 68,271.00
Michael Repetski	Excluded	Manager, Technology Maintenance Services	IT Maintenance Services	1/1/2017	1.00	\$ 75,000.00	\$ 71,331.00

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
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>
Randall Ziobert	Excluded Externally	Manager, Tech Desk, IT Customer Services	IT Customer Services	1/1/2017	1.00	\$ 75,000.00	\$ 72,924.00
Elizabeth Cianciola	Funded	Research Evaluation Associate	Center for Human Service Development	1/1/2017	1.00	\$ 45,000.00	\$ 40,800.00

\*Employee went from APAS to Professional Administrative Excluded  
\*\*Reclassification resulted in title change only no increase in salary.

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/16 THROUGH 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>
Justin Bettura	Excluded	Manager, Systems Administration	IT Infrastructure Services	10/16/2016	1.00	\$ 58,650.00	\$ 68,000.00
Melissa Mckenney	Excluded	Manager, Financial Aid Programs	Financial Aid & Scholarships	11/16/2016	1.00	\$ 33,947.00	\$ 48,000.00
James Benedict*	Faculty	Assistant Professor	Physical Therapy	1/1/2017	1.00	\$ 73,003.00	\$ 70,903.00

*\*Degree Completion moved from Instructor to Assistant Professor*



**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
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  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
SALARY ADJUSTMENTS/POSITION AUDITS**

<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>
W. Douglas Castle	Externally Funded	Regional Admissions Officer	Enrollment Management	10/1/2016	0.48	\$ 24,350.00	0.48	\$ 24,000.00
Todd McDavid	Externally Funded	Regional Admissions Officer	Enrollment Management	10/1/2016	0.48	\$ 24,350.00	0.48	\$ 24,000.00
Cathy Sankey	Externally Funded	Regional Admissions Officer	Enrollment Management	10/1/2016	0.385	\$ 19,600.00	0.385	\$ 19,250.00

**YOUNGSTOWN STATE UNIVERSITY  
 PROFESSIONAL ADMINISTRATIVE AND FACULTY  
 PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
SALARY ADJUSTMENTS PER CBA AND BOT POLICY**

<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>
None								

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
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>NEW DEPARTMENT</b>	<b>DATE DISPLACED</b>	<b>FTE</b>
None					

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE AND FACULTY  
PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
LAYOFFS AS A RESULT OF JOB ABOLISHMENT**

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

Youngstown State University  
Intercollegiate Athletics  
Overview

- I. Mission and Vision Statement / Critical Issues (See attached)
  
- II. Membership
  - a. National Collegiate Athletic Association (NCAA) – Division I
    - i. Football – Football Championship Subdivision (FCS):
      - 1. Maximum of 63 scholarships over 85 student-athletes
      - 2. Formerly Division I-AA
  
  - b. Horizon League – Indianapolis (See attached Map)
    - i. All sports except football (Bowling is independent)
    - ii. Member since 2001-02 (Prior affiliation: Mid-Continent)
    - iii. Members:
      - 1. Youngstown State (OH)
      - 2. Cleveland State (OH)
      - 3. Wright State (OH)
      - 4. Valparaiso (IN) – Private
      - 5. Detroit (MI) – Private
      - 6. Oakland (MI)
      - 7. University of Illinois @ Chicago (IL)
      - 8. Green Bay (WI)
      - 9. Milwaukee (WI)
      - 10. Northern Kentucky (KY)
  
  - c. Missouri Valley Football Conference – St. Louis (See attached Map)
    - i. Football only
    - ii. Member since 1997 (Prior affiliation: Independent)
    - iii. Members:
      - 1. Youngstown State
      - 2. Indiana State
      - 3. Illinois State
      - 4. Southern Illinois
      - 5. Western Illinois
      - 6. Missouri State
      - 7. Northern Iowa
      - 8. South Dakota State (2008)
      - 9. North Dakota State (2008)
      - 10. South Dakota (2012)
      - 11. North Dakota (2020)

- III. 19 Athletic Programs
  - a. 11 Women's Teams:
    - i. Volleyball
    - ii. Soccer (added in 1996-97)
    - iii. Cross Country
    - iv. Swimming (added in 1996-97)
    - v. Indoor Track
    - vi. Basketball
    - vii. Softball
    - viii. Golf (added in 1996-97)
    - ix. Tennis
    - x. Outdoor Track
    - xi. Bowling (added in 2016-17)
  - b. 8 Men's Teams:
    - i. Cross Country
    - ii. Football
    - iii. Basketball
    - iv. Indoor Track
    - v. Baseball
    - vi. Golf
    - vii. Tennis
    - viii. Outdoor Track
- IV. Intercollegiate Athletics "Impact on Campus" (See attached)
- V. Gender Equity Plan (2016-2020) – Approved by the Board in June 2015
- VI. Organizational Chart (See attached)
- VII. Facilities:
  - a. Stambaugh Stadium (1982 – renovation in 1997) (football)
  - b. Beeghly Center (1972) (basketball, volleyball, and swimming)
  - c. YSU Tennis Courts (1982)
  - d. Indoor Practice Facility (2011) (WATTS)
  - e. Eastwood Field and Cene Park (baseball)
  - f. West of Fifth Avenue (2013) (softball, track, soccer)
- VIII. The Penguin Club (Booster group):
  - a. Separate 501(c)(3) organization with 40 board members
  - b. The Executive Director of Athletics also serves as the Director of The Penguin Club
  - c. The Penguin Club receives an external "Review", which in turn is provided to the University as part of the "NCAA Agreed Upon Procedures" report provided annually to the President
  - d. Major Events:
    - i. Jamboree – Fall
    - ii. Scholarship / Ring Banquet – Winter
    - iii. Golf – Summer
- IX. Intercollegiate Athletics Council (IAC)

# YOUNGSTOWN STATE

## MISSION STATEMENT (OUR PURPOSE)

The mission of Intercollegiate Athletics at YSU is to support the University's mission in nurturing educational and personal success of student-athletes through competitive athletic opportunities in a climate of mutual respect, integrity, and personal accountability.

*The Intercollegiate Athletics Department is committed to:*

1. Welfare of Student-Athletes
2. Academic Integrity
3. Gender Equity
4. Diversity of Student-Athletes and Staff
5. Sportsmanship and Ethical Integrity by Student-Athletes, Staff , and Boosters
6. Fiscal Integrity
7. Community Outreach

## VISION STATEMENT (OUR DESTINATION)

Intercollegiate Athletics is committed to fielding competitive teams in the Horizon League while achieving national excellence in the Missouri Valley Football Conference as well as the Football Championship Subdivision that manifest the University's ethical, academic and civic values. In concert with the pursuit of athletic excellence, athletics will provide exceptional value and benefit to its student-athlete population through excellent academic support and guidance in order to obtain respectable graduation rates and scholastic honors. The athletic and academic goals will be achieved through fiscal responsibility and the utmost integrity, while demonstrating unrivaled pride and fostering relationships with the Mahoning and Shenango Valleys.





# PENGUINS

## Critical Issues

**A. Enrollment/Retention** • Intercollegiate Athletics will assist the University in academic attainment, enrollment initiatives, on-campus housing population, and achievement of appropriate graduation rate standards.

**B. Programs/Teaching, Learning & Research** • Intercollegiate Athletics will assist in preparing student-athletes for economic productivity and to undertake civic and leadership responsibilities.

**C. Financial Resources** • Intercollegiate Athletics is committed to the strategic and efficient use of resources, to creating additional resources to fund athletic scholarships, and to responsible stewardship.

**D. Image/Market** • Intercollegiate Athletics is committed to communicating a positive image of our student-athletes, coaches, department, and University through publications, radio, television, and the athletic website.

**E. Student Services (Student-Athlete Welfare)** • Intercollegiate Athletics is committed to defining and communicating student-athlete expectations. Intercollegiate Athletics is committed to advance, both on and off the field, the safety and well being of each student-athlete.

**F. Diversity (& Gender Equity)** • Intercollegiate Athletics is committed to providing equal access, participation, and support for men and women student-athletes. Intercollegiate Athletics is committed to nurturing an environment that values all individuals and groups, and that is free of discrimination.

**G. Technology** • Intercollegiate Athletics will utilize technology to meet academic, athletic, and communications goals.

**H. Community Engagement (Outreach)** • Intercollegiate Athletics is committed to supporting community outreach initiatives and to enhancing the positive image of the University.

**I. Human Resources Development** • Intercollegiate Athletics will participate in University initiatives to develop a competent, motivated, diverse, and competitively paid workforce. Athletic staff will further develop their professional competencies to educate student-athletes and to fostering an environment conducive for a rewarding experience at YSU.


**J. Facilities** • Intercollegiate Athletics is committed to providing competitive facilities to recruit and retain quality student-athletes, enhance the fan experience, and attract Ohio High School Athletic Association (OHSAA) events.


**K. Ethical Integrity** • Intercollegiate Athletics is committed to the highest ethical standards and will always conduct activities in compliance with the rules and regulations of the University, member conferences, and the NCAA.

**L. Competitiveness** • Intercollegiate Athletics is committed to fielding competitive teams in the Horizon League that manifest the University's ethical, academic, and civic values. Intercollegiate Athletics is committed to achieving national excellence in Football Championship Subdivision.




# HORIZON LEAGUE®

 University of Wisconsin-Green Bay

 University of Wisconsin-Milwaukee

 University of Illinois at Chicago


 Valparaiso University

 Oakland University

 University of Detroit Mercy

 Cleveland State University

 Youngstown State University

 Wright State University

 HORIZON LEAGUE OFFICE

 Northern Kentucky University

Missouri Valley Football Conference



**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
IMPACT ON CAMPUS  
TEN YEAR "SNAP SHOT"**

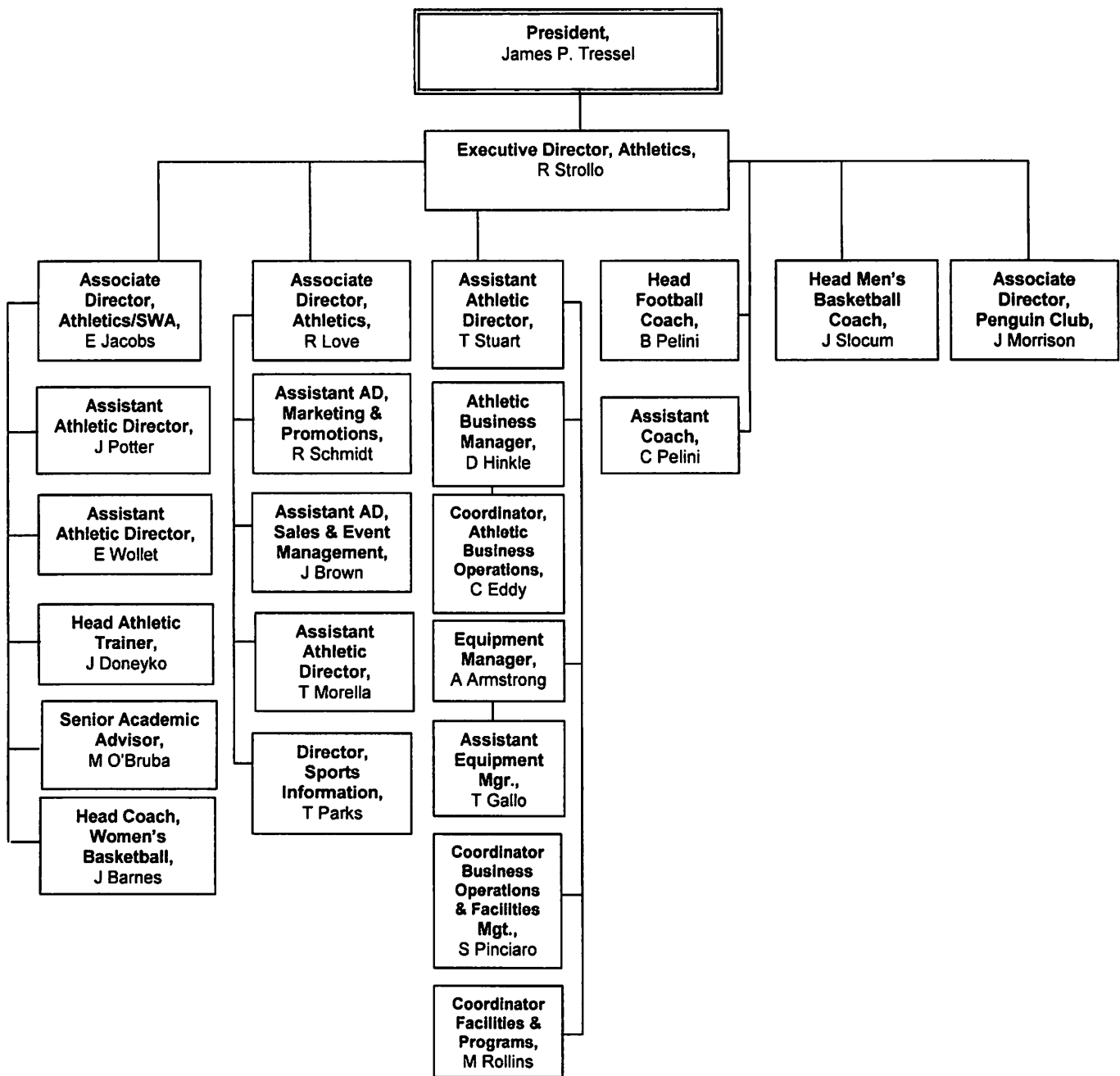
	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>	<u>2008-09</u>	<u>2007-08</u>	<u>2006-07</u>
<b>ENROLLMENT:</b>										
# OF STUDENT-ATHLETES	377	376	356	359	362	353	352	358	359	345
TOTAL SUBSIDY ELIGIBLE FTE	9,078	9,266	9,837	10,193	10,844	11,307	11,137	10,601	10,550	10,305
% OF OVERALL ATHLETES WHO ARE ATHLETES	4%	4%	4%	4%	3%	3%	3%	3%	3%	3%
<b>INTERNATIONAL ENROLLMENT:</b>										
STUDENT-ATHLETES	34	31	26	24	18	22	17	21	17	17
GENERAL STUDENT BODY	117	120	111	112	97	76	77	70	60	59
% OF OVERALL STUDENT BODY WHO ARE ATHLETES	29%	26%	23%	21%	19%	29%	22%	30%	28%	29%
<b>OUT-OF-REGIONAL SERVICE AREA ENROLLMENT:</b>										
STUDENT-ATHLETES	156	162	160	142	122	117	125	109	97	105
GENERAL STUDENT BODY	1,477	1,393	1,438	1,386	1,358	1,363	1,206	1,065	992	1,021
% OF OVERALL STUDENT BODY WHO ARE ATHLETES	11%	12%	11%	10%	9%	9%	10%	10%	10%	10%
<b>MINORITY ENROLLMENT:</b>										
STUDENT-ATHLETES	122	127	108	97	95	81	95	90	83	87
GENERAL STUDENT BODY	1,640	1,626	1,796	1,979	2,119	2,151	1,901	1,640	2,338	2,062
% OF OVERALL STUDENT BODY WHO ARE ATHLETES	7%	8%	6%	5%	4%	4%	5%	5%	4%	4%
% OF MINORITY STUDENT-ATHLETES	29%	30%	26%	26%	25%	21%	25%	24%	23%	23%
<b>CUMULATIVE GRADE POINT AVERAGES (GPA):</b>										
STUDENT-ATHLETES (AS OF SPRING SEMESTER)	3.11	3.10	3.17	3.09	3.04	3.06	3.05	2.93	2.94	2.91
GENERAL STUDENT BODY	3.05	3.02	3.01	2.98	2.95	2.93	2.93	2.95	2.95	2.95
DIFFERENCE	0.06	0.08	0.16	0.11	0.09	0.13	0.13	(0.02)	(0.01)	(0.04)
<b>FOUR YEAR COHORT GRADUATION RATES:</b>										
STUDENT-ATHLETES	61	64	65	62	59	56	58	60	60	60
GENERAL STUDENT BODY	32	34	34	35	36	36	36	36	37	37
DIFFERENCE	29	30	31	27	23	20	22	24	23	23
<b>GRADUATION RATES WHO EXHAUST ELIGIBILITY:</b>										
	95	93	93	93	93	93	94	93	93	92
<b>HOUSING:</b>										
STUDENT-ATHLETES LIVING "ON-CAMPUS"	183	201	185	176	203	205	201	190	178	206
CAPACITY OF "ON CAMPUS" HOUSING	1,206	1,206	1,206	1,206	1,206	1,206	1,206	1,206	1,206	1,206
%	15%	17%	15%	15%	17%	17%	17%	16%	15%	17%
S/A'S "ON CAMPUS" NOT ON ROOM SCHOLARSHIPS	98	115	101	84	113	116	107	101	102	114
S/A'S "ON CAMPUS" ON ROOM SCHOLARSHIPS	85	86	84	92	90	89	94	89	76	92
<b># OF CAMPUS VISITORS:</b>										
ATHLETICS	183,394	267,543								
ENTIRE UNIVERSITY	335,719	534,123								
%	55%	50%								
<b>COMMUNITY OUTREACH:</b>										
EVENTS	143	118	163	106	100	105	111	113	109	149
PATRONS	21,096	24,798	20,388	12,387	10,802	14,811	14,190	12,252	14,689	16,134
<b>TOTAL ATTENDANCE:</b>										
WOMEN'S BASKETBALL	25,998	22,775	23,598	22,071	13,320	12,558	11,037	11,882	14,365	15,223
MEN'S BASKETBALL	28,195	30,587	34,898	41,663	34,536	36,176	37,470	38,112	36,049	38,318
FOOTBALL	89,125	84,669	94,542	84,229	82,866	90,660	70,270	86,982	113,043	121,272
TOTAL	143,318	138,031	153,038	147,963	130,722	139,394	118,777	136,976	163,457	174,813

**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
IMPACT ON CAMPUS  
TEN YEAR "SNAP SHOT"**

	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>	<u>2008-09</u>	<u>2007-08</u>	<u>2006-07</u>
<b>TOTAL VICTORIES:</b>										
FOOTBALL	5	7	8	7	6	3	6	4	7	11
MEN'S BASKETBALL	11	11	15	18	16	9	8	11	9	14
WOMEN'S BASKETBALL	21	21	15	23	10	6	0	3	14	7
<b>BUDGET VS. UNIVERSITY:</b>										
ATHLETICS	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715	10,467,751	10,141,708	9,653,677	8,941,600
ENTIRE UNIVERSITY (GENERAL FUND + AUXILIARIES)	176,900,000	173,100,000	177,200,000	178,700,000	181,000,000	178,100,000	173,800,000	166,600,000	160,600,000	151,600,000
%	8%	8%	8%	7%	6%	7%	6%	6%	6%	6%
<i>ATHLETIC SCHOLARSHIP BUDGET</i>	<i>4,711,038</i>	<i>4,552,066</i>	<i>4,357,660</i>	<i>4,180,573</i>	<i>3,928,287</i>	<i>3,861,426</i>	<i>3,660,734</i>	<i>3,541,139</i>	<i>3,444,181</i>	<i>3,099,239</i>
<b>BUDGETED REVENUE:</b>										
TOTAL ATHLETICS BUDGET	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715	10,467,751	10,141,708	9,653,677	8,941,600
GENERATED BY ATHLETICS	3,471,500	3,187,500	3,088,500	2,900,789	2,907,541	2,924,586	2,766,187	2,946,750	2,846,500	2,349,000
<i>NONMANDATORY TRANSFER</i>	<i>11,064,728</i>	<i>10,843,986</i>	<i>10,451,869</i>	<i>9,058,167</i>	<i>8,799,129</i>	<i>8,977,129</i>	<i>7,701,564</i>	<i>7,194,958</i>	<i>6,807,177</i>	<i>6,592,600</i>
<b>ACTUAL ATHLETIC "REVENUE":</b>										
EARNED REVENUE (INCLUDING DONATIONS)	4,635,130	3,363,669	3,320,585	2,916,270	3,024,063	2,753,632	2,513,304	2,958,742	3,036,633	2,941,727
TUITION AND FEES	6,959,442	6,789,325	6,394,835	5,955,862	5,413,130	5,108,153	4,925,742	4,741,305	4,684,902	4,469,033
STATE SHARE OF INSTRUCTION	1,017,941	869,688	866,516	872,093	787,456	785,166	882,707	1,163,967	1,093,729	999,421
TOTAL	12,612,513	11,022,682	10,581,936	9,744,225	9,224,649	8,646,951	8,321,753	8,864,014	8,815,264	8,410,181
<b>ACTUAL ATHLETIC "REVENUE" VS. TOTAL BUDGET:</b>										
TOTAL ATHLETICS BUDGET	14,536,228	14,031,486	13,540,369	11,958,956	11,706,670	11,901,715	10,467,751	10,141,708	9,653,677	8,941,600
TOTAL ACTUAL ATHLETIC "REVENUE"	12,612,513	11,022,682	10,581,936	9,744,225	9,224,649	8,646,951	8,321,753	8,864,014	8,815,264	8,410,181
NET	1,923,715	3,008,804	2,958,433	2,214,731	2,482,021	3,254,764	2,145,998	1,277,694	838,413	531,419
<b>ACTUAL ATHLETIC "REVENUE" BY CATEGORY:</b>										
FOOTBALL TICKET SALES	408,812	363,089	414,786	380,671	335,020	358,998	286,948	370,531	482,010	430,140
BASKETBALL TICKET SALES	119,559	123,765	124,896	132,174	125,989	108,456	115,038	129,244	139,988	147,103
GUARANTEES	1,042,000	750,000	870,000	621,000	768,000	606,000	495,000	802,000	718,000	473,500
PROGRAM SALES	5,714	5,131	7,583	6,298	7,495	7,566	5,463	6,303	9,805	10,985
ADVERTISING / ROYALTIES	577,453	540,098	475,715	446,832	416,723	411,656	393,806	428,073	411,468	383,271
SCHOLARSHIP LOGES	394,006	429,973	389,973	357,769	429,721	425,073	404,223	428,473	399,155	421,807
NCAA DISTRIBUTIONS	930,597	799,855	646,019	602,250	615,478	574,597	523,482	468,597	437,342	366,773
FOOTBALL TAILGATE / MISCELLANEOUS	144,202	135,418	137,400	120,926	96,528	95,965	91,294	122,152	69,019	77,364
CONCESSION AND VENDING COMMISSIONS	107,225	110,416	121,520	126,568	123,130	127,200	121,706	109,695	197,798	153,703
TOTAL	3,729,568	3,257,745	3,187,893	2,794,487	2,918,084	2,715,511	2,436,961	2,865,068	2,864,585	2,464,645
<b>PENGUIN CLUB MEMBERSHIPS:</b>										
BASKETBALL	90,275	93,735	83,073	73,096	67,009	70,195	71,055	66,505	71,181	74,031
OLYMPIC	38,877	38,937	37,077	44,178	43,590	42,480	40,714	41,909	44,511	44,619
FOOTBALL	305,095	259,295	260,506	234,535	218,996	216,224	203,125	243,552	264,402	213,596
TOTAL	434,247	391,967	380,656	351,809	329,595	328,899	314,894	351,966	380,094	332,245
<b>ENDOWMENT CORPUS</b>	7,092,286	7,252,178	7,247,226	6,075,449	5,418,341	4,720,626	4,129,174	3,527,700	3,802,729	3,738,040
<b>ECONOMIC VALUE OF EARNED MARKETING \$:</b>										
ATHLETICS										
ENTIRE UNIVERSITY										
%										

**YOUNGSTOWN STATE UNIVERSITY  
INTERCOLLEGIATE ATHLETICS  
IMPACT ON CAMPUS  
TEN YEAR "SNAP SHOT"**

	<u>2015-16</u>	<u>2014-15</u>	<u>2013-14</u>	<u>2012-13</u>	<u>2011-12</u>	<u>2010-11</u>	<u>2009-10</u>	<u>2008-09</u>	<u>2007-08</u>	<u>2006-07</u>
<b>TITLE IX - # OF STUDENT-ATHLETES PARTICIPANTS:</b>										
MEN	212	216	201	193	199	194	194	206	202	192
WOMEN	165	160	155	166	163	159	158	152	157	153
TOTAL	377	376	356	359	362	353	352	358	359	345
<b>TITLE IX - PERCENTAGE OF STUDENT-ATHLETES:</b>										
MEN	56%	57%	56%	54%	55%	55%	55%	58%	56%	56%
WOMEN	44%	43%	44%	46%	45%	45%	45%	42%	44%	44%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>TITLE IX - # OF GENERAL STUDENT BODY:</b>										
MEN	5,319	5,371	5,736	6,021	6,351	3,197	1,518	4,697	4,783	3,999
WOMEN	5,857	5,982	6,442	6,635	7,018	5,670	2,379	4,158	5,844	4,661
TOTAL	11,176	11,353	12,178	12,656	13,369	8,867	3,897	8,855	10,627	8,660
<b>TITLE IX - PERCENTAGE OF GENERAL STUDENT BODY:</b>										
MEN	48%	47%	47%	48%	48%	36%	39%	53%	45%	46%
WOMEN	52%	53%	53%	52%	52%	64%	61%	47%	55%	54%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>TITLE IX - PERCENTAGE OF STUDENT AID EXPENDED:</b>										
MEN	57%	58%	55%	56%	57%	54%	54%	54%	54%	55%
WOMEN	43%	42%	45%	44%	43%	46%	46%	46%	46%	45%
TOTAL	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>TITLE IX - EQUIPMENT, UNIFORMS, AND SUPPLIES:</b>										
MEN	283,486	283,288	304,656	312,764	215,666	295,012	207,558	180,613	132,670	123,223
WOMEN	166,772	134,826	139,648	168,631	129,589	113,025	99,908	126,712	102,088	96,485
DIFFERENCE	(116,714)	(148,462)	(165,008)	(144,133)	(86,077)	(181,987)	(107,650)	(53,901)	(30,582)	(26,738)
<b>TITLE IX - TRAVEL AND MEALS:</b>										
MEN	819,977	886,348	810,348	845,994	737,257	643,866	666,957	623,983	424,474	534,951
WOMEN	489,651	473,813	423,118	465,783	399,081	376,400	320,025	344,613	375,338	291,559
DIFFERENCE	(330,326)	(412,535)	(387,230)	(380,211)	(338,176)	(267,466)	(346,932)	(279,370)	(49,136)	(243,392)
<b>TITLE IX - ACCESS TO COACHING (FTE):</b>										
MEN COACHES	20.875	21.250	21.000	20.630	20.130	20.130	20.250	20.250	19.000	12.530
WOMEN COACHES	15.625	18.250	18.250	17.880	16.320	16.320	16.190	16.190	16.190	16.120
DIFFERENCE	(5.250)	(3.000)	(2.750)	(2.750)	(3.810)	(3.810)	(4.060)	(4.060)	(2.810)	(3.590)
<b>TITLE IX - RECRUITING:</b>										
MEN	247,145	222,479	224,326	221,720	160,240	141,600	146,405	106,258	121,757	98,609
WOMEN	98,155	94,035	86,746	85,394	96,243	85,520	94,258	95,300	63,250	63,263
DIFFERENCE	(148,990)	(128,444)	(137,580)	(136,326)	(63,997)	(56,080)	(52,147)	(10,958)	(58,507)	(35,346)



**Athletics Org Chart**

**RESOLUTION TO RATIFY  
PERSONNEL ACTIONS**

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

**WHEREAS**, new appointments and other personnel actions have been made subsequent to the December 1, 2016, meeting of the Board of Trustees; and

**WHEREAS**, such personnel actions are in accordance with the 2016-2017 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-7-36, Hiring and Selection Process, Contracts and Compensation for Intercollegiate Athletic Coaches; 3356-9-02, Selection and Annual Evaluation of Administrative Officers of the University; and 3356-7-42, Selection of Professional/Administrative Staff;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions as listed in Exhibit \_\_\_ attached hereto.



**SUMMARY OF PERSONNEL ACTIONS**  
**Professional Administrative - Athletics**  
**10/16/16 through 1/15/17**

**Appointments – 2**

**New Positions – 0**

**Replacement Positions – 2**

- Professional Administrative Excluded – 2

**Separations – 0**

**Reclassifications – 0**

**Promotions – 0**

**Transfers – 0**

**Salary Adjustments per BOT Policy – 0**

**Displacements – 0**

**Layoffs – 0**

**YOUNGSTOWN STATE UNIVERSITY  
 PROFESSIONAL ADMINISTRATIVE - ATHLETICS  
 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>
Conner Neu	Excluded	Interim Assistant Coach, Track & Field - Throws	Intercollegiate Athletics	11/1/16	0.500	\$ 14,769.00
John Seaver	Excluded	Interim Assistant Coach, Track & Field - Throws	Intercollegiate Athletics	11/1/16	0.500	\$ 14,769.00

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE - ATHLETICS  
PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
SEPARATIONS**

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

**YOUNGSTOWN STATE UNIVERSITY  
 PROFESSIONAL ADMINISTRATIVE - ATHLETICS  
 PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
RECLASSIFICATIONS**

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

**YOUNGSTOWN STATE UNIVERSITY  
 PROFESSIONAL ADMINISTRATIVE - ATHLETICS  
 PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT APPT. DATES	NEW FTE SALARY	PREVIOUS SALARY
None						

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE - ATHLETICS  
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  
 PROFESSIONAL ADMINISTRATIVE - ATHLETICS  
 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>
None								

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE - ATHLETICS  
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>NEW DEPARTMENT</b>	<b>DATE DISPLACED</b>	<b>FTE</b>
None					



**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE - ATHLETICS  
PERSONNEL ACTIONS 10/16/16 THROUGH 1/15/17  
LAYOFFS AS A RESULT OF JOB ABOLISHMENT**

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