

**BOARD OF TRUSTEES  
UNIVERSITY AFFAIRS COMMITTEE  
Anita A. Hackstedde, Chair  
Charles T. George, Vice Chair  
All Trustees are Members**

**Wednesday, December 6, 2023  
3:30 p.m. or immediately following  
previous meeting**

**Board Room  
Tod Hall**

**AGENDA**

- A. Disposition of Minutes for Meeting**
- B. Old Business**
- C. Committee Items**

**1. Consent Items\***

- C.1.a. = Tab 1     a. Resolution to Modify Discrimination/Harassment Policy, 3356-2-03**
- C.1.b. = Tab 2     b. Resolution to Modify Workplace and Off-Campus Violence, Threats, and Disruptive Behavior Policy, 3356-7-04**
- C.1.c. = Tab 3     c. Resolution to Modify Fringe Benefits to Part-Time Faculty Policy, 3356-7-33**
- C.1.d. = Tab 4     d. Resolution to Modify Professional Conduct of Faculty, Department Chairpersons, and Professional/Administrative Employees Policy, 3356-9-06**

**2. Action Item**

- C.2.a. = Tab 5     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 faculty and professional/administrative staff, including intercollegiate athletics coaching positions for July 16, 2023, through October 15, 2023. Personnel actions for faculty and professional/administrative staff are contingent upon approval of the Board of Trustees. Jennifer Lewis-Aey, Executive Director and Chief Human Resources Officer, will report.

**3. Discussion Item**

- a. Succession Planning**  
Holly Jacobs, Vice President for Legal Affairs and Human Resources, Jennifer Lewis-Aey, Executive Director and Chief Human Resources Officer, and Dana Lantz, Executive Director of Human Resources, 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.

#### **4. Executive Session**

##### **a. Litigation, Personnel and Collective Bargaining Update**

Holly Jacobs, Vice President for Legal Affairs and Human Resources, will provide a summary of current litigation and personnel matters, as well as a collective bargaining update.

##### **D. New Business**

##### **E. Adjournment**



**YOUNGSTOWN  
STATE UNIVERSITY**

**RESOLUTION TO MODIFY  
DISCRIMINATION/HARASSMENT POLICY, 3356-2-03**

**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 modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting  
December 7, 2023  
YR 2024-**

**3356-2-03 Discrimination/harassment.**

Responsible Division/Office: Equal Opportunity, Policy Development and Title IX  
 Responsible Officer: Executive Director, Equal Opportunity, Policy Development and Title IX  
 Revision History: June 2009; June 2015; September 2016; September 2019; September 2020; June 2021; July 2023; December 2023  
~~Minor Revision: July 2023~~  
 Board Committee: University Affairs  
 Effective Date: ~~June 3, 2024~~ December 7, 2023  
 Next Review: ~~2026~~ 2028

(A) Policy statement. Youngstown state university (university) does not discriminate on the basis of sex (including pregnancy), race, color, religion, national origin, age, sexual orientation, gender identity and/or expression, disability, or veteran/military status or any other basis protected by law or Executive Order in its programs or activities. Ohio Executive Order 2023-01D "Anti-Discrimination Policy in State Government," defines protected class status and Executive Order 2022-06D "Defining and Combating Antisemitism," addresses antisemitism. -The university is firmly committed to maintaining a working and learning environment free of discrimination and harassment of any employee, applicant for employment, student, or visitor. The university community seeks to eliminate discrimination and harassment through education and encourages staff, faculty, students, visitors, and volunteers to report concerns or complaints. Prompt corrective measures will be taken to stop discrimination and harassment whenever it occurs.

This policy shall be interpreted and applied consistent with the speech protections of the first amendment of the United States Constitution.

- (B) Purpose. The purpose of this policy is to establish expectations for institutional and individual conduct, aid the university community in recognizing and preventing discrimination and harassment, and provide effective reporting and response mechanisms. For purposes of this policy, the university community includes, but is not limited to, all university employees, students, and any other individual visiting or engaging in any university activity or program.
- (C) Scope. This policy applies to students, faculty, employees (including student employees), third parties, campus visitors, or other individuals engaged in any university activity or program, regardless of sexual orientation or gender identity, and whether on or off campus. The prohibitions of this policy may, in some instances, be broader in scope than the legal prohibitions of state, federal, or other laws prohibiting

discrimination or harassment. A determination that this policy has been violated is not equivalent to a violation of law.

- (D) Definitions. For the purpose of determining whether a particular behavior or course of conduct constitutes discrimination or harassment under this policy, the following definitions shall be used:
- (1) "Discrimination" - conduct that is based on an individual's sex (including pregnancy), race, color, religion, national origin, age, sexual orientation, gender identity and/or expression, disability, or veteran/military status or any other basis protected by law that:
    - (a) Adversely affects a term or condition of an individual's employment, education, or participation in a university activity or program; or
    - (b) Is used as the basis for a decision affecting an individual's employment, education, or participation in a university activity or program; or
    - (c) Is sufficiently severe or pervasive to a reasonable person that it substantially interferes with an individual's employment or educational performance or create a working, living, or educational environment that is intimidating, hostile, or abusive.
  - (2) "Harassment" - conduct, or a course of conduct, that degrades or shows hostility toward an individual or group of individuals and is based on sex (including pregnancy), race, color, religion, national origin, age, sexual orientation, gender identity and/or expression, disability, or veteran/military status or any other basis protected by law, and is sufficiently severe or pervasive to a reasonable person that it:
    - (a) Unreasonably interferes with an individual's employment or education; or
    - (b) Objectively creates a working, living, or educational environment that is hostile, intimidating, or abusive.
  - (3) "Sexual harassment" - sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature that is unwelcome and sufficiently severe or pervasive from both a subjective (the complainant's) and an objective (reasonable person's) viewpoint when it meets any of the following:

- (a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, academic status, or participation in a university program or activity.
- (b) Submission to or rejection of such conduct by an individual is used as the basis for employment, academic, or programing decisions affecting the individual.
- (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an employment, academic, or participation environment that is objectively intimidating, hostile, or abusive.
- (d) Sexual harassment can be directed at a member of the same or different sex or sexual orientation. Examples of inappropriate conduct which may constitute sexual harassment include but are not limited to:
  - (i) Sexual advances or propositions, either explicit or implied.
  - (ii) Sexually suggestive or sexually degrading innuendo, comments or gestures.
  - (iii) Remarks or inquiries about sexual activity, sexual orientation, or gender identity or expression.
  - (iv) The display or communication of sexually oriented material (including through e-mail or other electronic means).
  - (v) Unwanted touching, hugging, or contacting another's body.
- (e) "Sexual harassment," as defined in Title IX of the Education Amendments of 1972, is set forth in rule 3356-2-05 of the Administrative Code, university policy 3356-2-05 "Title IX sexual harassment policy." Students, faculty employees, volunteers, third parties, campus visitors or other individuals should refer to rule 3356-02-05 of the Administrative Code, university policy 3356-02-05 "Title IX sexual harassment policy" for processes and procedures under Title IX.
- (4) Speech or conduct protected by the First Amendment to the United States Constitution or Sections 3 and 11 of Article I of the Ohio Constitution is not harassment for purposes of this policy. Refer to rule 3356-4-21 of the Administrative Code, university policy 3356-4-21, "Campus free speech."

- (5) Intimidating, hostile, or abusive environment (collectively referred to as a hostile environment) is a specific form of discrimination and is often contextual and must be based on the circumstances. These circumstances include but are not limited to:
  - (a) The frequency of the conduct.
  - (b) The nature and severity of the conduct.
  - (c) The relationship between the complainant and the respondent.
  - (d) The location and context in which the alleged conduct occurs.
  - (e) Whether the conduct was physically threatening.
  - (f) Whether the conduct was humiliating.
  - (g) Whether the conduct arose in the context of other discriminatory conduct.
- (E) No supervisor (including a faculty supervisor), manager, or official representative of the university shall directly or indirectly imply or threaten that an applicant, employee, or student's submission to or refusal of sexual advances will positively or negatively affect his or her employment, employment conditions, career development, or academic status. This prohibition includes, but is not limited to, instructors, faculty members, graduate assistants and teaching assistants.
- (F) Employee-student consensual relationships. Relationships that might be appropriate in other contexts may, within a university setting, create the appearance or basis for an abuse of power, conflict of interest, favoritism, or of undue advantage. Many university employees are entrusted with advising and mentoring students, evaluating their work, and recommending students for advancement in employment, programs or academia. The unequal institutional power which is inherent in such a relationship heightens the vulnerability of both the student and employee for possible abuse or coercion and can present real or perceived conflict.
- (1) For purposes of this policy, a consensual intimate or sexual relationship is a relationship of an intimate, dating, and/or sexual nature entered into with the consent of both parties (hereinafter referred to as a relationship for purposes of this policy).

- (2) This policy applies to employees and individuals, whether paid or unpaid, who teach, coach, evaluate, supervise, advise, control, or influence student employment, academic, or resource opportunities. These individuals include but are not limited to:
- (a) Faculty, lecturers, and instructors (including visiting faculty/instructors),
  - (b) Graduate students,
  - (c) Teaching assistants,
  - (d) Academic advisors,
  - (e) Coaches,
  - (f) Residence hall professional staff.
- (3) Intimate relationships with students. Because of the elevated risk and the potential exposure of the university and employees to liability for violation of laws against sexual harassment and discrimination and in order to maintain an environment as free as possible from conflicts of interest and favoritism, no employee/individual as defined in this rule shall enter into a relationship with a Youngstown state university student, including but not limited to undergraduate, graduate, part-time, or full-time, regardless of whether or not there is a direct supervisory or evaluative relationship between them. Should a relationship predate either admission or employment with the university, the individuals involved in the relationship shall inform his/her immediate supervisor and dean and alternate supervisory or academic arrangements shall be made. This prohibition does not apply to married couples; however, rule 3356-7-01 of the Administrative Code regarding conflicts of interest should be consulted. (Corresponding university policy 3356-7-01 can be found on the "University Policies" webpage.)
- (G) Duty of managers and supervisors to act. Any supervisor, including executive and administrative officers, chairs, executive directors/directors, or faculty supervisor who becomes aware of information that would lead a reasonable person to believe that harassment and/or discrimination has or is occurring shall notify the office of equal opportunity, policy development and title IX and/or human resources promptly but no later than five working days after becoming aware of the information. The office of human resources shall promptly notify the office of equal opportunity, policy development and title IX.
- (H) Complaint procedures.

- (1) The university encourages all persons who believe they have experienced or witnessed discrimination or harassment to promptly file a complaint with the office of equal opportunity, policy development and title IX. A complaint may be formal or informal. However, a complaint alleging a violation of this policy must be filed within three hundred days of the behavior or the last incident at issue. Delays in filing or reporting may make it more difficult for the university to conduct an investigation.
- (2) An individual also has the right to file a complaint with external agencies, including, but not limited to, the Ohio civil rights commission, the equal employment opportunity commission and/or the department of education. Utilizing the university's internal complaint procedure does not extend the deadline for filing a complaint with the external agencies. However, it is recommended that the complainant first exhaust the internal complaint procedures by promptly reporting the complaint.
- (3) The university may assume the role of a complainant and pursue a complaint either informally or formally when it obtains information that would lead a reasonable person to believe that this policy has been violated. In these instances, the university may take any action it deems appropriate, including informing the alleged perpetrator of the complaint and pursuing an investigation even in cases where an alleged victim of harassment or discrimination is reluctant to proceed. The alleged victim will be notified in advance when such action is necessary.
- (4) Complaint investigations will follow the procedures set forth in the university's "Guidelines for Initiating and Investigating Complaints of Discrimination and Harassment." These guidelines may be obtained from the office of equal opportunity, policy development and title IX.
- (5) Information related to a report of discrimination and/or harassment will only be shared with those university employees who need to know in order to assist in the review, investigation, or resolution of a complaint. The university will make every reasonable effort to conduct all proceedings in a manner that will protect the privacy of all parties. Parties to the complaint should treat the matter under investigation with discretion and respect for the reputation of all parties involved.
- (I) Interim measures. During the course of an investigation, it may be necessary and advisable for the university to take appropriate interim measures that are reasonably available to alleviate the conduct which is the basis of a complaint. These interim measures may include, but are not limited to, separating the parties, placing

limitations on contact between the parties, or making alternative academic, living or workplace arrangements. Failure to comply with the terms of interim measures is a violation of this policy and may result in corrective measures, even if the initial complaint is not proven.

- (J) **Non-retaliation.** University policy and state and federal law prohibit retaliation against an individual for reporting discrimination or harassment or for assisting or participating in an investigation. Persons who believe they are experiencing retaliation for reporting or participating in an investigation of a complaint are strongly encouraged to contact the office of equal opportunity, policy development and title IX. Any person found to have retaliated against another for reporting, participating, or cooperating in an investigation will be in violation of this policy and will be subject to corrective measures and/ or sanctions independent of the merits of the original complaint.
- (K) **Corrective measures.**
- (1) When it has been determined that discrimination, harassment, or retaliation has occurred, steps will be taken to ensure that the prohibited behavior is stopped. Corrective measures and/or sanctions will be imposed consistent with the severity of the offense, applicable university procedures, and collective bargaining agreements. Corrective measures may include sanctions and/or discipline up to and including termination for employees and expulsion for students. In the event that a record of such sanctions will become a part of an employee's personnel records, prior notice will be given to the employee.
  - (2) Sanctions may also be imposed on any individual with a duty to act under this policy and associated procedures, who fails to respond in a manner consistent with this policy to a complaint or reasonable information of discrimination, harassment, or retaliation.
  - (3) To the extent possible under applicable law and policies, a complainant will be informed of the corrective measures taken.
- (L) **False allegations.** It is a violation of this policy for anyone to intentionally report information or allegations that they know, or reasonably should know, to be untrue or false. Sanctions may be imposed on individuals who make false accusations of discrimination or harassment. Failure to prove a claim of discrimination or harassment is not equivalent to a false allegation and no person shall be penalized for good faith reporting of concerns under this policy.
- (M) **Use of discrimination and harassment allegations in employment actions or academic status decisions.** When making decisions affecting an individual's employment or

academic status, allegations of discrimination and harassment may be considered only if they have been addressed through this policy or procedure, a court of law, or other administrative proceeding such as a student conduct hearing for a student accused of a policy violation. Whenever such an allegation is discussed as part of a determinant in the terms and conditions of an employment or academic status, the affected party should be given notice.

- (N) **Policy and procedure administration.** The office of equal opportunity, policy development and title IX is responsible for the administration of this policy and the associated procedures. However, all university employees, staff, and students play a role in preventing and reporting discrimination and harassment.
- (O) **Educational goals and objectives.**
- (1) It is the goal of the university to prevent and eliminate discrimination and/or harassment and to foster an environment of respect for all individuals. In furtherance of these goals, every employee shall complete programs and/or training as directed by the office of human resources and/or the office of equal opportunity, policy development and title IX. The office of human resources, in conjunction with the office of equal opportunity, policy development and title IX, shall provide information, programs, and/or training to meet the following goals:
    - (a) Provide information about the university's policies relating to discrimination and harassment and the corresponding procedures and reporting mechanisms.
    - (b) Include information regarding this policy in orientation materials for new faculty, staff, students, and volunteers.
    - (c) Notify persons of inappropriate conduct and encourage appropriate behavior when interacting with others.
    - (d) Inform the university community about the problems caused by discrimination and harassment and the unacceptability and illegality of discrimination and harassment.
    - (e) Address issues of discrimination and harassment from a multicultural perspective.
  - (2) A statement regarding discrimination and harassment will appear in the university bulletins (graduate and undergraduate), on the webpage of the office of equal opportunity, policy development and title IX, and relevant portions shall be referenced in "The Student Code of Conduct."

(P) Information, assistance, and counseling.

- (1) Individuals may seek general information, anonymously or otherwise, regarding this policy by contacting any of the following offices/units. However, general inquiries with these offices/units will not be considered a report to the university and will not result in action under this policy.
  - (a) The office of equal opportunity, policy development, and title IX.
  - (b) The center for student progress/office of disability services.
  - (c) Housing and residence life.
  - (d) Office of human resources.
  - (e) Intercollegiate athletics.
  - (f) Office of student affairs through the ombudsperson.
- (2) A student may seek counseling or support services on campus from the university student counseling services during regular business hours (330-941-3737). Employees may contact the office of human resources for information on available counseling services. Information shared within the context of counseling services is considered confidential to the extent permitted by state and federal law.
- (3) An individual who seeks information, assistance, or counseling may still utilize this policy to file a complaint.
- (4) For information on sexual misconduct including sexual assault, dating violence, domestic violence, stalking, or any other conduct of a sexual nature that is carried out without consent or through force, threat, intimidation or coercion, please see rule 3356-2-03.1 of the Administrative Code. (Corresponding university policy 3356-2-03.1 can be found on the "University Policies" webpage.)



**RESOLUTION TO MODIFY  
WORKPLACE AND OFF-CAMPUS VIOLENCE, THREATS, AND DISRUPTIVE  
BEHAVIOR POLICY, 3356-7-04**

**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 modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting  
December 7, 2023  
YR 2024-**

**3356-7-04 Workplace and off-campus violence, threats, and disruptive behavior.**

Responsible Division/Office: Human Resources  
 Responsible Officer: VP for Legal Affairs and Human Resources  
 Revision History: December 2012; September 2017;  
 December 2018; December 2023  
 Board Committee: University Affairs  
 Effective Date: **December 6, 2018**, 2023  
 Next Review: 2023/2028

- (A) Policy statement. Youngstown state university (=university) is committed to providing a supportive working and learning environment that is safe and free from threats, intimidation, unreasonable disruptions and violence, and to helping students and employees avoid the use of violence, threats, or similar behavior in any context.
- (B) Purpose. To promote a safe environment that assures an appropriate and prompt response to workplace or campus violence or threat of violence and to provide assistance to and hold employees and students who are perpetrators of threats, violence, and abusive behavior accountable for their behavior.
- (C) Scope. This policy applies to all university employees, students, faculty, visitors, and all persons who, while not university employees, perform work or provide services both on university property and for the benefit of the university.
- (D) Definitions for purposes of this policy.
- (1) "Threats or violence" - ~~Violent~~ - violent, abusive, or threatening conduct against persons or property that is sufficiently severe or intimidating to result in or create a reasonable risk of property damage, physical injury, death, or psychological harm. Threats or violence include, but are not limited to, physical violence; family and relationship violence; stalking, sexual, emotional, verbal or psychological intimidation or abuse; crimes of violence, and possession of a deadly weapon.
- (2) "Workplace" - ~~Any~~ - any location owned, leased, or rented by the university, or any location where a university employee is acting in

the course and scope of employment. This includes, but is not limited to, buildings, grounds, and surrounding property, including streets, parking lots, field locations, classrooms, and residence halls. It also includes vehicles when those vehicles are used for university business.

- (3) "Workplace threats or violence" - ~~Threats~~ - threats or violence that occur in the workplace.
- (4) "Off-campus" - ~~Any~~ - any location which does not fall within the policy definition of workplace.
- (5) "Off-campus threats or violence" - ~~Threats~~ - threats or violence that occurs off-campus.
- (6) "Workplace disruptive behavior" - ~~Inappropriate~~ - inappropriate behavior, confrontation, or conflict which occurs in the university workplace and unreasonably interferes with the normal activities or functioning of the university.
- (7) "Family and relationship violence" - ~~Any~~ - any type of domestic violence as defined by section 2919.25 of the Revised Code.
- (8) "Deadly weapon" - ~~Any~~ - any instrument, device, or thing capable of inflicting death and designed or specially adapted for use as a weapon, or possessed, carried or used as a weapon, as defined by section 2923.11 of the Revised Code.
- (9) "Conviction" - ~~A~~ - a guilty verdict, a guilty plea, or a plea of no contest (nolo contendere).
- (10) "Perpetrator" - ~~An~~ - an individual who engages in threats or violence as defined by this policy.
- (E) Prohibited behavior includes, but is not limited to:
- (1) Verbal abuse or outbursts, the creation of conflict between coworkers, use of profanity/offensive language, or inappropriate interactions with students, coworkers, supervisors or others.
- (2) Any direct or implied threats to an individual or the individual's family, friends, associates, or property.

- (3) Physical conduct that results or could reasonably result in harm to people or property.
  - (4) The illegal possession, use, or unauthorized storage of a deadly weapon on university property or at university-sponsored events.
  - (5) Intimidation or harassment that has the intent or effect of disrupting the work or learning environment and/or results in fear for personal safety.
  - (6) The use of university property or resources, including but not limited to work time, telephones, faxes, mail, email, or the internet, to threaten, harass, intimidate, or abuse someone.
  - (7) Repeated unwanted contact from one person to another which causes an individual to reasonably feel alarm or fear violence.
- (F) Reporting/duty to disclose.
- (1) An employee who has been identified as a perpetrator in a police report, criminally charged with, arrested for, convicted of, or sentenced for a crime involving violence, family and relationship violence, stalking, menacing, intimidation, or possession of a deadly weapon, shall inform the university's chief human resources officer ("CHRO"), or designee, within seven calendar days of the event. The CHRO, or designee, will notify the employee's immediate supervisor as appropriate.
    - (a) The employee may be subject to a background check pursuant to rule 3356-7-44 of the Administrative Code (see university policy 3356-7-44, "Background checks").
    - (b) The necessity for and type of university action that will be taken, including disciplinary action, pursuant to this policy will depend on a variety of factors including, but not limited to:
      - (i) The nature and gravity of the incident/crime.
      - (ii) The degree of relevance to the employee's position and duties.

- (iii) The impact on the employee's ability to continue to effectively perform their job duties.
  - (iv) The impact on the reputation, position, or standing of the university.
  - (v) Any other relevant information.
- (2) An employee who is the victim of violence in the workplace, or believes he or she has been or is being threatened with violence in the workplace, or witnesses an act or threat of violence in the workplace shall take the following steps:
- (a) If the situation is one of immediate danger, contact the university police department (330-941-3527 or 911 from a university phone) or local law enforcement by dialing 911 and take whatever emergency steps are available and appropriate to protect yourself or others from immediate harm, including seeking immediate assistance for persons in need of medical care; then file a report with the university police department and the chief human resources officer as soon as possible.
  - (b) If the situation is not one of immediate danger, report the incident to the appropriate supervisor and to the chief human resources officer as soon as possible. A police report should also be filed with the university police department.
  - (c) The university police department, the chief human resources officer, and managers and supervisors are to take all reported incidents of threatening and violent behavior in the workplace seriously and document the circumstance associated with the incident, including a record of information from all involved employees/students or witnesses as well as an assessment of the situation.
  - (d) All reported incidents will be investigated to the extent possible. The university will take appropriate remedial action to protect employees, faculty, and students.
- (3) An employee who is experiencing or witnessing disruptive workplace behavior should report the behavior to his/her

supervisor. If the supervisor is the source of the disruptive behavior, the employee should contact the CHRO, or designee.

- (4) In the event the university receives credible, verifiable information that an employee has been identified as a perpetrator in a police report, criminally charged with, arrested for, convicted of, or sentenced for a crime involving violence, family and relationship violence, stalking, menacing, intimidation, or possession of a deadly weapon, the university will make a determination utilizing the criteria in paragraph (F)(1)(b) of this ~~policy~~ rule regarding the necessity for and type of institutional action to be taken, including but not limited to a background check pursuant to rule 3356-7-44 of the Administrative Code (see university policy 3356-7-44, "Background checks").

(G) Education, response, and prevention.

(1) Office of human resources

- (a) Provide annual training opportunities for all employees concerning workplace violence and family and relationship violence and familiarize new employees with this policy through new faculty and staff orientation materials and online postings on appropriate university websites.
- (b) Proactively respond to potential indicators of violence or abuse by referring affected individuals to available resources provided by the university.
- (c) In collaboration with the university police department, evaluate reported incidents of threatening or violent behavior on the perceived intent of the threat, nature of the threat, immediate risk factors and likelihood that harm will occur.
- (d) Provide ongoing support by helping victims seek professional assistance, including referencing the university's employee assistance program provider on the human resources website.
- (e) Promptly formulate and implement a plan of action in consultation with the Youngstown state university police and the appropriate manager or supervisor.

- (f) Following an investigation, implement appropriate disciplinary action.
- (g) Process corrective action consistent with university policy and/or collective bargaining agreements as applicable.
- (h) Provide assistance to the employing unit, including information on the parameters guiding employee sick leave or personal leave benefits, employee assistance program provider, and individualized workplace safety plans.

(2) Youngstown state university police department.

- (a) In consultation with the office of human resources, the office of environmental and occupational health and safety (=EOHS<sup>2</sup>), and the appropriate office or department, the university police department will coordinate an individualized workplace safety plan in response to workplace violence and family relationship violence. Such plans may include changing work station and phone numbers as well as providing escort services to and from the building as circumstances warrant.
- (b) Restore order in a conflict situation.
- (c) Enforce the law, including existing protection orders.
- (d) Arrange for emergency medical assistance when necessary.
- (e) Participate on a crisis assessment team.

(3) Faculty, staff, and student employee responsibilities

- (a) Any student or employee of the university who has obtained or is the subject of a protection order (ex parte, temporary, permanent, or civil) and/or a temporary restraining order must inform their immediate supervisor, if they are an employee, or the office of student conduct, if they are a student, and the university police department and provide a copy of the order to the university police department. Failure to provide this information places the student, employee, and campus community at risk.
- (b) Have knowledge of the policy.

- (c) Attend educational training, counseling, or treatment as required, including but not limited to employee assistance program services and fitness for duty examinations.

(H) Consequences for policy violations.

- (1) University employees who engage in workplace threats or violence or workplace disruptive behavior will be subject to disciplinary action up to and including termination of employment consistent with university policies and/or bargaining unit agreements.
- (2) Employees who engage in other violations of this policy will be required to complete a program of intervention which may include an educational program, counseling, and/or ongoing treatment, and may be subject to other university action including disciplinary action up to and including termination.
- (3) Students who engage in threats, violence, or disruptive behavior will be subject to the "The Student Code of Conduct."
- (4) Perpetrators may be determined persona non grata pursuant to rule 3356-7-45 of the Administrative Code (see university policy 3356-7-45, "Persona non grata status for campus visitors").
- (5) Perpetrators may be subject to criminal charges.



**RESOLUTION TO MODIFY  
FRINGE BENEFITS TO PART-TIME FACULTY POLICY, 3356-7-33**

**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 modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting  
December 7, 2023  
YR 2024-**

**3356-7-33 Fringe benefits, part-time faculty.**

Responsible Division/Office: Human Resources  
 Responsible Officer: VP for Legal Affairs and Human Resources  
 Revision History: December 1998; September 2001;  
 November 2010; February 2012; December 2018;  
 December 2023  
 Board Committee: University Affairs  
 Effective Date: ~~December 6, 2018~~, 2023  
 Next Review: ~~2023~~2028

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its various fringe benefits packages, it offers employees incentives to pursue additional education, to ~~take advantage of attend~~ events, activities and performances offered, and to otherwise enhance each employee's ~~standard of living~~ workplace experience.
- (B) The university may provide these and other fringe benefits for part-time faculty:
- (1) Sick leave. Per section 124.38 of the Revised Code and rules 123:1-32-03 to 123:1-32-05 of the Administrative Code, part-time faculty members earn sick leave at the rate of 4.6 hours for each eighty hours of service (equates to .0575 hours per workload hour per week).
  - (2) Fee remission. Part-time faculty who teach two or more workload hours in a given semester at the university receive remission of one-half of the instructional fee for up to three credit hours per term, regardless of the number of hours taught. The maximum benefit per academic year ~~cannot will not~~ exceed nine credit hours. Credit hours may be accrued and used during the fall and spring semesters of an academic year and the summer term that follows spring semester. The office of financial aid and scholarships administers this program. Part-time faculty are not eligible for fee remission for online instruction provided by the university in partnership with academic partnership or any successor.

- (3) Parking. Part-time faculty ~~will be given a parking permit that entitles them to use university parking facilities for any term they teach. Permits may be obtained from the office of parking services~~ who operate or expect to operate a motor vehicle on university property must obtain and display a valid Youngstown state university parking permit. Part-time faculty may register to obtain a parking permit online through university parking services. Further, part-time faculty who operate a motor vehicle on university property are expected to abide by the university traffic and parking rules and regulations.
- (4) Retirement. Part-time faculty are enrolled in the state teachers retirement system ("STRS"). Participation involves contributions from the individual and the university based upon annual gross salary. The part-time faculty member's service during any academic year is reported to STRS ~~on a prorated basis in which forty workload hours are the equivalent of one year of service.~~
- (5) ~~Discounts~~Discount Programs. Part-time faculty receive a discount of twenty per cent on all purchases of five dollars or more at the university bookstore with the presentation of a valid identification card. They also receive discounts on tickets to intercollegiate athletic events and the university theater. Part-time faculty may receive discounts for the purchase of athletic and theater tickets and for bookstore purchases for the personal use of employees and their immediate family as follows:
  - (a) Athletic and theater tickets – fifty percent discount. The fifty percent discount on athletic tickets will be made available for all home regular season athletic competitions competed in by YSU, unless hosted by an outside entity.
  - (b) Bookstore purchases – twenty percent discount for purchases over five dollars.
- (6) Facility use. Part-time faculty are entitled to use Maag library and the recreational facilities in Beeghtly center and Stambaugh stadium. A valid identification card is required. Use of university facilities. Part-time faculty may use the resources of the Maag library and campus recreational facilities and areas during normal

hours of operation when the use does not conflict with scheduled activities. A valid identification card is required.

- (7) Further information about part-time faculty can be found on the human resources website.



**RESOLUTION TO MODIFY  
PROFESSIONAL CONDUCT OF FACULTY, DEPARTMENT CHAIRPERSONS,  
AND PROFESSIONAL/ADMINISTRATIVE EMPLOYEES POLICY, 3356-9-06**

**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 modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting  
December 7, 2023  
YR 2024-**

**3356-9-06 Professional conduct of faculty, department chairpersons, and professional/administrative employees.**

~~Previous Policy Number: 9006-01~~

Responsible Division/Office: Office of the President/Academic Senate

Responsible Officer: President

Revision History: 2000; December 2003; December 2010; June 2016; December 2023

Board Committee: University Affairs

Effective Date: ~~June 15, 2016~~ December 7, 2023

Next Review: ~~2024~~ 2028

- (A) Policy statement. The mission and success of Youngstown state university (university) is sustained by the trust placed in its administrators, faculty, and staff by students, parents, benefactors, business and academic partners and by governmental entities. Faculty, department chairpersons, and professional/administrative employees are expected to demonstrate professional conduct that exhibits the values of honesty, integrity, competence, respect, and responsibility.
- (B) Purpose. To provide information, parameters and procedures designed to recognize and address allegations of professional misconduct.
- (C) Scope. This policy applies to all full-time and part-time faculty, instructors, department chairpersons, and professional/administrative employees (for purposes of this policy collectively referred to as professionals). Allegations of professional misconduct related to sponsored programs, use of human subjects in research, use and care of animals in research, research misconduct, conflicts of interest and/or commitment in sponsored programs, nondiscrimination and equal opportunity, harassment, sexual misconduct, and university technology use shall be reviewed pursuant to procedures provided in board policies governing these areas. The applicable university policies of the Administrative Code are:
- (1) Rule 3356-10-13 – “Research, grants, and sponsored programs.”
  - (2) Rule 3356-10-14 – “Integrity in research – use of human participants.”

- (3) Rule 3356-10-15 – “Integrity in research – use and care of animals.”
- (4) Rule 3356-10-16 – “Research misconduct.”
- (5) Rule 3356-10-17 – “Objectivity in research – avoidance of conflicts of interest and/or commitment in sponsored research.”
- (6) Rule 3356-2-03 – “Discrimination/harassment.”
- (7) Rule 3356-2-3.1 – “Sexual misconduct.”
- (8) Rule 3356-4-09 – “Acceptable use of university technology resources.”

(D) Definitions

- (1) “Professional misconduct” – ~~Improper~~ - improper behavior of a serious nature that arises from, or is reasonably related to, the professional’s position, duties, or responsibilities with the university, or that demonstrably and adversely affects the effective performance of university functions. For purposes of this policy, professional misconduct includes but is not limited to:
  - (a) Fabrication, falsification, plagiarism, misrepresentation, omission or other intentional deception in one’s credentials or status or in one’s teaching, scholarly, research, or administrative or service duties or creative endeavors.
  - (b) Recommending or awarding grants, leaves, travel requests, promotions, professional awards or recognitions, or other funds or resources in violation of applicable university policies, agreements, contracts, grants, laws and regulations.
  - (c) Use of grants, facilities, equipment, supplies, or other university resources in violation of applicable university policies, agreements, contracts, grants, laws and regulations.
  - (d) Selective reporting of favorable results, or intentional

- omission of conflicting data, as an outcome of research, inquiry or service.
- (e) Improper or unauthorized use or release of information, ideas, or data in violation of applicable university policies, agreements, contracts, grants, laws and regulations.
  - (f) Misappropriating, destroying, damaging or otherwise taking or using without permission the property of the university or others, or products or research produced by others, such as data, equipment, supplies, computer programs, notes or other records, manuscripts, or specimen collections.
  - (g) Preventing or obstructing university teaching, research, administrative, or service functions, or any other lawful function of the university.
  - (h) Intentionally inflicting physical harm on a member of the university community.
  - (i) Making threats of violence, retribution, harm, or engaging in conduct that can reasonably be perceived by others to be threatening, intimidating or harassing.
  - (j) Neglect or willful failure to perform university-related duties and responsibilities.
  - (k) Obstructing an inquiry into or investigation pursuant to this policy.
  - (l) Retaliation against anyone for reporting misconduct or participating in an inquiry or investigation under this policy.
  - (m) Deliberately making false allegations of professional misconduct. However, failure to substantiate a claim of professional misconduct is not equivalent to a false allegation and no person shall be penalized for good faith reporting of concerns under this policy.

- (n) Attempting to engage in, inciting another to engage in, or abetting, conduct which would violate this policy.
- (2) "Plagiarism." ~~Representing~~ - representing the work of another person, including the person's words, ideas, or methods, as one's own in public or private forums or media.
- (a) Determinations of plagiarism, including allegations relating to classes, shall include consideration of:
    - (i) The purpose and character of the use, including whether such use is of a self-interested nature or is for purposes other than an educational or professional mission;
    - (ii) The nature of the work, including whether published and copyrighted and whether part of the generally accepted body of knowledge in a field, discipline, or area;
    - (iii) The amount and substantiality of the portion used in relation to the work as a whole; and
    - (iv) The effect of the use upon the audience and upon the potential market for or value of the work.
  - (b) In general, use of the work of another person should be accompanied by proper citation or acknowledgment. However, the requirements and specificity of citation or acknowledgment may be determined by the expectations or common practices of the forum, medium, or discipline within which the use occurs. If a generally accepted code of professional ethics for a particular discipline contains additional or different provisions related to plagiarism, then that code shall apply to members of that profession. Accordingly, the fact that the work of another person is not cited or acknowledged shall not, itself, mandate a finding of plagiarism.
  - (c) In no case shall a finding of plagiarism apply to written or oral representations that are part of casual conversations,

strictly private communications between individuals, or other personal exchanges in which a faculty member, department chairperson, or professional/administrative staff member is not acting as a representative of the university or in his/her professional role.

- (3) Nothing in these definitions shall be interpreted to include unintentional error, omission, or oversight or to obviate sincere and genuine differences in interpretations or judgments regarding policies, resources, or data.

(E) Parameters.

(1) Professional conduct committee.

- (a) A standing professional conduct committee ("committee") under the authority of the academic senate will be responsible for addressing allegations of professional misconduct in accordance with this policy. The committee and any subcommittee will receive appropriate legal and secretarial support in connection with their work.
- (b) The committee shall consist of twelve members. Six members shall be tenured faculty, one from each undergraduate college appointed by the chair of the academic senate, and six members shall be professional/administrative employees appointed by the president of the university. At least two tenured faculty members of the committee shall be regular members of the graduate faculty. Members of the committee shall serve for staggered three-year terms. Initially two faculty members and two non-faculty members shall be appointed for a one-year term, two faculty members and two non-faculty members shall be appointed for a two-year terms, and two faculty members and two non-faculty members shall be appointed for a three-year term. The committee shall elect its own chairperson, who shall serve a three-year term as chairperson and member. The committee shall operate under majority rule, and a quorum shall consist of seven members.

- (2) Confidentiality. Confidentiality is required for the effective investigation and implementation of this policy. Information will only be disclosed as required by state or federal law, pursuant to this policy, with university employees with a legitimate need to know or when necessary to effectuate this policy.

(F) Procedures.

(1) Preliminary review.

- (a) A person who believes that a professional has engaged in professional misconduct, as a defined by this policy, shall meet with the committee chairperson to discuss the issue.
- (b) If the chairperson is uncertain as to whether the alleged professional misconduct falls within this policy, the chairperson shall raise the question with the chair of the academic senate. The chair of the academic senate, the president of the university, and the provost/vice president for academic affairs, or their designees, shall confer and determine by a majority vote whether the alleged professional misconduct reasonably falls within the application of this policy.

In cases where the alleged misconduct involves a sponsored program, the associate vice president for research and dean of graduate studies shall be consulted prior to the determination.

- (c) The chairperson shall listen to the concerns of the complainant and provide the complainant with information regarding filing a formal allegation of professional misconduct and the applicable procedures.

(2) Formal review.

- (a) A formal allegation of professional misconduct must be made in writing and provided to the chairperson. Anonymous complaints of professional misconduct will not be accepted by the chairperson.

- (b) A formal allegation of professional misconduct must be provided to the chairperson of the professional conduct committee within one hundred and eighty days after the complainant becomes aware of the alleged professional misconduct.
  - (c) The one hundred and eighty day time limit may be extended in those instances where the professional misconduct could not have been discovered through the exercise of reasonable care and diligence. A determination that this time limit will be extended shall be made by the professional conduct committee by a majority vote of the quorum and is not appealable under this policy. The committee will consider the nature of the misconduct and whether fraud, concealment or intentional misrepresentation prevented discovery.
  - (d) Upon receiving a formal allegation, the chairperson shall call a meeting of the committee to determine whether the allegation warrants a formal investigation. In conducting this inquiry, the committee shall be responsible for gathering information and conducting an initial fact-finding process to support its decision. Within twenty-eight days from the receipt of a formal allegation of professional misconduct by the chairperson, the committee shall determine whether a formal investigation of the allegation is appropriate. A majority vote of the quorum is required to determine that a formal investigation is appropriate.
  - (e) Within seven days of the determination that a formal investigation is appropriate, the chairperson shall notify the complainant and the person against whom the formal allegation has been made of the committee's determination. The chairperson shall make no public announcement regarding such determination unless he/she deems it necessary to protect the reputation of the person against whom an allegation was made.
- (3) Formal investigation.
- (a) With the advice of the committee, the chairperson shall

- appoint a case investigation subcommittee consisting of five members comprised of tenured faculty, administrators and/or professional staff with appropriate background and knowledge to conduct a thorough and authoritative evaluation of the evidence and information bearing upon the allegation. At least one member of the subcommittee shall be a member of the committee. The chairperson shall also designate the chairperson of the subcommittee. The subcommittee may include tenured faculty, administrators, or professional staff from outside the university in cases where individuals within the university would not have the required expertise or would be subject to an actual or apparent conflict of interest.
- (b) The subcommittee shall investigate the allegation of professional misconduct, author a report of investigation and determine whether there is adequate evidence such that a reasonable person would find the allegation(s) substantiated or unsubstantiated. The investigation shall include interviews with the person against whom the allegation has been made, if possible, and an examination of available pertinent evidence and information bearing upon the allegation. A quorum consisting of no fewer than three members of the subcommittee shall be present whenever testimony is given in connection with an investigation. The subcommittee shall keep detailed records of its investigation.
  - (c) All documents, records, statements and any other information and material gathered or used by the subcommittee shall be made available to the person against whom the allegation is made and his/her representatives. If the investigation includes interviews, testimony, or the appearance of any person before all or part of the subcommittee, the person against whom the allegation has been made and/or representatives of his/her choice may be present and question any such persons. In addition, they shall have the right to obtain documents, records and information, and to interview witnesses, including the complainant, regarding the allegation.

- All persons being interviewed, giving testimony, or otherwise making an appearance before all or part of the subcommittee may have representatives of their choice present to advise them. Any person who chooses to have the aid of representatives shall do so at his/her own expense.
- (d) Within sixty days of its appointment, the subcommittee shall file a report of its investigation with the committee, except that it may request an extension from the chairperson of up to thirty days to complete its work. The report of the subcommittee shall include all of the information and records gathered in its investigation and shall provide a determination that the allegation is substantiated or unsubstantiated.
- (e) The subcommittee's determination that an allegation is unsubstantiated shall be final and not subject to committee review.
- (4) Committee review of a substantiated allegation.
- (a) Within thirty days from receipt of the subcommittee's report, the committee shall:
- (i) Vote on whether the committee accepts the subcommittee's determination that the formal allegation of professional misconduct is substantiated by the evidence. A majority of the quorum shall be required to find that the allegation is substantiated. If the committee determines that the allegation is substantiated (supported by relevant evidence that a reasonable person would accept as adequate to support the determination), the committee shall also recommend penalties or sanctions, provided at least seven members of the committee agree on penalties and sanctions.
- (ii) If the committee determines that allegation of professional misconduct is substantiated, the chairperson shall prepare a professional misconduct

report and shall provide copies of this report to the person against whom the finding of professional misconduct was made, his/her immediate administrative superior, the person who made the allegation, the chair of the academic senate, the president of the university, the vice president of the division where the person against whom the finding was made works, and the chairperson of the university board of trustees. This report shall include the formal allegation, findings of fact, and when appropriate recommended penalties or sanctions. The report may also include recommendations for the review and/or revision of applicable policies or procedures.

- (iii) If at least seven members of the committee do not affirmatively vote that the allegation is substantiated, then the allegation will be found to be unsubstantiated, and the chairperson shall promptly notify the person who was the subject of the allegation, his/her immediate administrative superior, the person who made the allegation, the chair of the academic senate, the president of the university, the vice president of the division where the person against whom the allegation was made works, the chairperson of the university board of trustees, and others deemed appropriate by the chairperson, including professional societies.
- (5) Appeal of a substantiated allegation.
- (a) Not later than fourteen days after receipt of the professional misconduct report, the person found to have engaged in professional misconduct may file an appeal of the professional misconduct report as to the formal allegation, application of the policy, procedures followed, findings of fact, and recommended penalties or sanctions with the president of the university. If the person found to have engaged in professional misconduct is the president of the university, the appeal shall be filed with the chairperson of the university board of trustees.

- (b) The person with whom the appeal is filed, or his/her designee, shall appoint a committee of not less than three persons who have not participated in the original investigation to review the appeal and make a recommendation. The person with whom the appeal is filed, or any committee he/she appoints in connection with the appeal, may conduct whatever level of review they determine to be appropriate, including interviewing previous witnesses and reviewing documents. However, the review may be based on the existing investigative materials and reports.
- (c) Not later than forty-five days after an appeal is filed, the person with whom the appeal is filed shall issue a decision on the appeal. If the appeal is upheld, the person granting the appeal shall promptly notify all appropriate parties. This notification shall include the rationale for granting the appeal. If the appeal is denied, the person denying the appeal shall promptly notify all appropriate parties, including the immediate administrative superior of the person determined to have engaged in professional misconduct. This notification shall include the rationale for denying the appeal. Alternatively, the person with whom the appeal is filed may modify any part of the professional misconduct report.
- (d) A substantiated allegation shall be set aside or found to be unsubstantiated upon review only if found to be arbitrary, unreliable, an abuse of discretion, or contrary to this policy.
- (e) A modification of the professional misconduct report must be reasonable and not contrary to relevant evidence.

(G) Administrative implementation of sanctions.

- (1) Absent an appeal, or if the appeal is denied or a modified professional misconduct report is issued, the immediate administrative superior of the person found to have engaged in professional misconduct shall within ten working days, implement, or engage the process to implement, any recommended sanctions

of the professional misconduct report. Implementation shall be consistent with any applicable collective bargaining agreement and applicable university policies.

- (2) Failure of the immediate administrative superior to implement or engage the process to implement, any recommended penalties or sanctions shall be a violation of this policy subject to appropriate discipline.
- (H) Records. The chairperson shall maintain all documentation related to the committee's actions regarding formal allegations and arrange for the safe storage of all records of the committee's and subcommittee's meetings, inquiries, investigations, votes, and recommendations for a period of three years after a finding on the allegation.
- (I) Conflict of interest. No person shall serve on the committee, subcommittee, or hear an appeal of an allegation of professional misconduct either filed by or alleging that such person has engaged in professional misconduct. No person shall serve on a committee, subcommittee, or hear an appeal of a finding of professional misconduct in a given case if such person has a personal interest in the outcome of the case. If there is a need to appoint a temporary or permanent replacement member of the committee or subcommittee, the original appointing person shall appoint the replacement. If the chair of the academic senate has a conflict of interest in a given case, the president of the university shall appoint the replacement. If the president of the university has a conflict in a given case, the chairperson of the university board of trustees shall appoint the replacement.



**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 September 20, 2023, meeting of the Board of Trustees; and

**WHEREAS**, such personnel actions are in accordance with the 2023-2024 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-05, Faculty Rank and Tenure for Designated Administrators; 3356-9-02, Selection, Appointment, and Annual Evaluation of Administrative Officers; 3356-7-42, Selection, Appointment, and Evaluation of Professional/Administrative Staff; 3356-7-43, Externally Funded University Positions; and 3356-7-36, Hiring and Selection Process, Evaluation and Compensation for Intercollegiate Athletic Coaches;

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

**Board of Trustees Meeting  
December 7, 2023  
YR 2024-**



YOUNGSTOWN  
STATE  
UNIVERSITY

## SUMMARY OF PERSONNEL ACTIONS

### Faculty

07/16/2023 through 10/15/2023

#### Separations – 16

- Faculty Tenured – 13
- Faculty Tenure Track – 2
- Faculty Term – 1

#### Appointments – 15

##### New Positions – 3

- Faculty Term – 3

##### Replacement Positions – 12

- Faculty Tenure Track – 5
- Faculty Term – 7

#### Position Adjustments – 8

- Faculty Tenured – 1
- Faculty Tenure Track – 3
- Faculty Term – 4

#### Tenure with Promotion – 8

- Faculty Tenured – 8

#### Promotion Only – 21

- Faculty Tenured – 12
- Faculty Tenure Track – 0
- Faculty Term – 9

**YOUNGSTOWN STATE UNIVERSITY**  
**FACULTY**  
**PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023**  
**SEPARATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT/ PROGRAM</b>	<b>DATE OF SEPARATION</b>	<b>FTE</b>	<b>SALARY</b>	<b>SEPARATION TYPE</b>
Ahmadi, Farzad	Faculty - Tenure Track	Assistant Professor	Rayen School of Engineering - Electrical Engineering	8/21/2023	1.00	\$78,914.34	VSRP
Chang, Guang-Hwa	Faculty - Tenured	Professor	Mathematics & Statistics	8/21/2023	1.00	\$97,507.33	VSRP
Crawford, Amy	Faculty - Tenured	Professor	Communication	8/15/2023	1.00	\$84,094.49	Resign
Flowers, Neil	Faculty - Tenured	Assistant Professor	Mathematics & Statistics	8/21/2023	1.00	\$74,598.85	VSRP
Hughes, Tiffany	Faculty - Tenured	Associate Professor	Graduate Studies in Health and Rehabilitation Sciences/Master of Health & Human Services	8/21/2023	1.00	\$71,814.65	VSRP
Iyer, Deepa	Faculty - Tenure Track	Assistant Professor	Management & Marketing - Management	8/20/2023	1.00	\$121,570.74	Resign
Kalkan, Bilal	Faculty - Term	Lecturer	Teacher Education & Leadership Studies - Counseling, School Psychology & Educational Leadership	8/15/2023	1.00	\$48,000.00	Resign
Lee, Ju Yup	Faculty - Tenured	Associate Professor	Criminal Justice & Consumer Sciences/Hospitality Management & Merchandising	8/15/2023	1.00	\$62,424.00	Resign
Martin, Don	Faculty - Tenured	Professor	Teacher Education & Leadership Studies - Counseling, School Psychology & Educational Leadership	8/19/2023	1.00	\$107,228.39	Retirement
Mullins, Nicole	Faculty - Tenured	Professor	Health Professions - Kinesiology and Sport Science	8/19/2023	1.00	\$86,058.77	Resign
Oder, Tom	Faculty - Tenured	Professor	Physics, Astronomy, Geology and Environmental Sciences - Physics & Astronomy	8/13/2023	1.00	\$88,252.89	Retirement
Palardy, Diana	Faculty - Tenured	Professor	English & World Languages - World Languages and Cultures	8/21/2023	1.00	\$84,094.49	VSRP

**YOUNGSTOWN STATE UNIVERSITY**  
**PROFESSIONAL ADMINISTRATIVE AND FACULTY**  
**PERSONNEL ACTIONS 7/16/23 THROUGH 10/15/23**  
**SEPARATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT/ PROGRAM</b>	<b>DATE OF SEPARATION</b>	<b>FTE</b>	<b>SALARY</b>	<b>SEPARATION TYPE</b>
Palmer-Fernandez, Gabriel	Faculty - Tenured	Professor	Humanities & Social Sciences - Philosophy & Religious Studies	8/21/2023	1.00	\$96,722.99	VSRP
Reale, Steven	Faculty - Tenured	Professor	Dana School of Music & University Theatre - Dana School of Music	9/25/2023	1.00	\$87,076.88	Resign
Roche, Molly	Faculty - Tenured	Associate Professor	Centofanti School of Nursing	8/21/2023	1.00	\$71,814.65	VSRP
Rodabaugh, Stephen	Faculty - Tenured	Professor	Mathematics & Statistics	8/21/2023	1.00	\$121,263.30	VSRP

**YOUNGSTOWN STATE UNIVERSITY**  
**FACULTY**  
**PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023**  
**APPOINTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT/PROGRAM</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>
<b>Tenure Track/Probationary Appointments</b>						
Giraldo, Sebastian	Faculty	Assistant Professor	Art	8/21/2023	1.00	\$73,000.00
Hinz, Jessica	Faculty	Assistant Professor	Management & Marketing/Management	8/21/2023	1.00	\$115,000.00
Riblet, Rebecca	Faculty	Assistant Professor	Graduate Studies in Health and Rehabilitation Sciences/Physical Therapy	8/21/2023	1.00	\$71,000.00
Wallace, Debra	Faculty	Assistant Professor	Centofanti School of Nursing/Nursing	8/21/2023	1.00	\$60,000.00
Zhang, Rongyao	Faculty	Assistant Professor	Lariccia School of Accounting & Finance/Accounting & Finance	10/1/2023	1.00	\$103,569.23
<b>Term Appointments</b>						
Beaver, Breanna*	Faculty	Lecturer	Teacher Education & Leadership Studies/Teacher Education	8/21/2023	1.00	\$45,000.00
Deger, Gwendolyn*	Faculty	Lecturer	Teacher Education & Leadership Studies/Teacher Education	8/21/2023	1.00	\$47,000.00
Docherty, Danielle	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/21/2023	1.00	\$53,000.00
Eynon, Heather	Faculty	Lecturer	Social Work	8/21/2023	1.00	\$44,460.00
Fredrick-Jacobson, Michele	Faculty	Lecturer	Mathematics & Statistics	8/21/2023	1.00	\$48,900.00
Helsel, Bryan*	Faculty	Lecturer	Dana School of Music & University Theatre/Dana School of Music - Recording Arts	8/21/2023	1.00	\$60,000.00
Sindelar, Mark	Faculty	Lecturer	Rayen School of Engineering/Mechanical Engineering	8/21/2023	1.00	\$62,000.00
Spieler, Billie	Faculty	Lecturer	Physics, Astronomy, Geology, and Environmental Sciences/Geology & Environmental Studies	8/24/2023	1.00	\$54,000.00
Stefan, Lauren	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/21/2023	1.00	\$53,000.00
Wright, Melody	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/21/2023	1.00	\$53,000.00

**YOUNGSTOWN STATE UNIVERSITY**  
**FACULTY**  
**PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023**  
**POSITION ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Class, Danielle	Faculty - Tenure Track	Assistant Professor/ Lecturer	Centofanti School of Nursing	8/21/2023	1.00	\$60,000.00	\$47,988.45
Gary, Sarah	Faculty- Term	Lecturer/ Coordinator Center for Career Management	Management & Marketing/Marketing	8/21/2023	1.00	\$44,700.00	\$38,692.48
Heasley, Randi	Faculty - Tenure Track	Assistant Professor/ Lecturer	Centofanti School of Nursing	8/21/2023	1.00	\$61,200.00	\$60,000.00
Myers, Nathan	Faculty - Tenured	Associate Professor/ Associate Provost	Teacher Education & Leadership Studies/International Programs	8/21/2023	1.00	\$85,292.40	\$109,333.69
Newman, Kelly	Faculty - Term	Lecturer/Coordinator Learning Resources	Centofanti School of Nursing	8/21/2023	1.00	\$53,000.00	\$55,912.31
O'Dell, Matthew	Faculty - Tenure Track	Assistant Professor/ Lecturer	Health Professions - Kinesiology and Sport Science	8/21/2023	1.00	\$57,886.00	\$43,588.68
Wilson, Hasheen	Faculty - Term	Lecturer/ Technology Support Technician 1	School of Computer Science, Information, & Engineering Technology/Computer Science & Information Systems	8/21/2023	1.00	\$60,000.00	\$83,096.00
Yelamanchi, Bharat	Faculty - Term	Lecturer/ Research Associate	Rayen School of Engineering- Mechanical Engineering/Civil Environmental & Chemical Engineering	8/28/2023	1.00	\$62,000.00	\$68,340.00

**YOUNGSTOWN STATE UNIVERSITY**  
**FACULTY**  
**PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023**  
**FACULTY TENURE WITH PROMOTION**

<b>EMPLOYEE NAME</b>	<b>NEW EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>DEPARTMENT -PROGRAM</b>	<b>CONTRACT APPT. DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Arntsen, Christopher	Faculty - Tenured	Associate Professor/ Assistant Professor	Chemical & Biological Sciences - Chemistry	8/16/2023	1.00	\$69,026.00	\$63,398.08
Calcagni, Laura	Faculty - Tenured	Associate Professor/ Assistant Professor	Centofanti School of Nursing	8/16/2023	1.00	\$69,026.00	\$61,290.02
Deschenes, Richard	Faculty - Tenured	Associate Professor/ Assistant Professor	Rayen School of Engineering -Civil Environmental & Chemical Engineering	8/16/2023	1.00	\$76,370.56	\$71,049.57
Fluker, Amy	Faculty - Tenured	Associate Professor/ Assistant Professor	Humanities & Social Sciences - History	8/16/2023	1.00	\$69,026.00	\$59,158.66
Merrill, Monica	Faculty - Tenured	Associate Professor/ Assistant Professor	Criminal Justice & Consumer Sciences Criminal Justice	8/16/2023	1.00	\$69,026.00	\$60,317.32
Mitchell, Andrew	Faculty - Tenured	Associate Professor/ Assistant Professor	Dana School of Music & University Theatre - Dana School of Music	8/16/2023	1.00	\$69,026.00	\$61,851.78
O'Connell, Joan	Faculty - Tenured	Associate Professor/ Assistant Professor	Health Professions	8/16/2023	1.00	\$69,866.54	\$64,673.08
Zhang, Yiyang	Faculty - Tenured	Associate Professor/ Assistant Professor	Lariccia School of Accounting & Finance	8/16/2023	1.00	\$143,343.25	\$136,709.07

**YOUNGSTOWN STATE UNIVERSITY**  
**FACULTY**  
**PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023**  
**FACULTY PROMOTION ONLY**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>DEPARTMENT/ PROGRAM</b>	<b>CONTRACT APPT. DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Balaz, Snjezana	Faculty - Tenured	Associate Professor/ Assistant Professor	Physics, Astronomy, Geology, and Environmental Sciences - Physics & Astronomy	8/16/2023	1.00	\$79,114.15	\$72,513.87
Beese, Jane	Faculty - Tenured	Professor/Associate Professor	Teacher Education & Leadership Studies - Counseling, School Psychology, & Leadership Studies	8/16/2023	1.00	\$83,770.90	\$75,608.73
Bellas, Christopher	Faculty - Tenured	Professor/Associate Professor	Criminal Justice & Consumer Sciences - Criminal Justice	8/16/2023	1.00	\$82,718.66	\$75,802.61
Cerney, Dawna	Faculty - Tenured	Professor/Associate Professor	Humanities & Social Sciences - Geography	8/16/2023	1.00	\$83,437.38	\$76,507.24
Clutter, Susan	Faculty - Tenured	Professor/Associate Professor	Chemical & Biological Sciences - Forensic Science	8/16/2023	1.00	\$85,493.75	\$75,827.21
Ditchey, Paul	Faculty - Term	Senior Lecturer/Lecturer	Communication	8/16/2023	1.00	\$52,132.00	\$46,922.04
Dolsak, Emily	Faculty - Term	Senior Lecturer/Lecturer	Mathematics & Statistics	8/16/2023	1.00	\$50,882.00	\$44,460.45
Fowler, Kendra	Faculty - Tenured	Professor/Associate Professor	Management & Marketing	8/16/2023	1.00	\$131,596.16	\$123,721.73
Genna, Douglas	Faculty - Tenured	Professor/Associate Professor	Chemical & Biological Sciences - Chemistry	8/16/2023	1.00	\$80,829.00	\$71,814.65
Henderson, Kerri	Faculty - Term	Senior Lecturer/Lecturer	Lariccia School of Accounting & Finance	8/16/2023	1.00	\$50,882.00	\$44,460.45
Khavari, Sepideh	Faculty - Term	Senior Lecturer/Lecturer	Mathematics & Statistics	8/16/2023	1.00	\$50,882.00	\$44,460.45

**YOUNGSTOWN STATE UNIVERSITY**  
**FACULTY**  
**PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023**  
**FACULTY PROMOTION ONLY**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>DEPARTMENT/ PROGRAM</b>	<b>CONTRACT APPT. DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Korenic, Robert	Faculty - Tenured	Professor/Associate Professor	School of Computer Science, Information, and Engineering Technology - School of Technology	8/16/2023	1.00	\$80,829.00	\$73,252.11
Leone, Alayne	Faculty - Term	Senior Lecturer/Lecturer	Mathematics & Statistics	8/16/2023	1.00	\$50,882.00	\$44,460.45
Louth, Joseph	Faculty - Tenured	Professor/Associate Professor	Dana School of Music & University Theatre - Dana School of Music	8/16/2023	1.00	\$80,829.00	\$73,252.11
Mercer, Jacklynn	Faculty - Term	Senior Lecturer/Lecturer	English & World Languages - English	8/16/2023	1.00	\$50,882.00	\$44,460.45
Mucci, Rose	Faculty - Term	Senior Lecturer/Lecturer	Centofanti School of Nursing	8/16/2023	1.00	\$51,348.22	\$47,988.45
Shields, Cynthia	Faculty - Tenured	Professor/Associate Professor	Centofanti School of Nursing	8/16/2023	1.00	\$80,829.00	\$73,252.11
Starkey, Kyle	Faculty - Term	Senior Lecturer/Lecturer	Humanities & Social Sciences - History	8/16/2023	1.00	\$50,882.00	\$44,460.45
VanVoorhis, Richard	Faculty - Tenured	Professor/Associate Professor	Psychological Sciences & Counseling Counseling, School Psychology & Educational Leadership	8/16/2023	1.00	\$104,982.12	\$97,629.53
Villano, Michael	Faculty - Term	Senior Lecturer/Lecturer	Lariccia School of Accounting & Finance	8/16/2023	1.00	\$50,882.00	\$44,460.45
Yang, Xiaolou	Faculty - Tenured	Professor/Associate Professor	Lariccia School of Accounting & Finance	8/16/2023	1.00	\$142,749.55	\$134,656.42



## SUMMARY OF PERSONNEL ACTIONS

### Professional Administrative - (Excludes Athletics)

07/16/2023 through 10/15/2023

#### Separations – 11

- Professional Administrative Staff – 2
- Professional Administrative Excluded – 3
- Professional Administrative Externally Funded – 6

#### Appointments – 18

##### Replacement Positions – 10

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

##### New Positions – 8

- Professional Administrative Staff – 3
- Professional Administrative Excluded – 1
- Professional Administrative Externally Funded – 4

#### Reclassifications/Position Adjustments – 7

- Professional Administrative Staff – 3
- Professional Administrative Excluded – 2
- Professional Administrative Externally Funded – 2

#### Promotions – 8

- Professional Administrative Staff – 4
- Professional Administrative Excluded – 3
- Professional Administrative Externally Funded – 1

#### Salary Adjustments – 5

- Professional Administrative Staff – 2
- Professional Administrative Externally Funded – 3

#### Transfers – 1

- Professional Administrative Staff – 1

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE  
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023  
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>	<b>SEPARATION TYPE</b>
Pavlansky, Jenna	APAS	Academic Advisor 1	Dean - STEM	8/22/2023	1.00	\$37,004.95	Resign
Stanley, Jacob	APAS	Coordinator	Undergraduate Admissions	9/8/2023	1.00	\$41,616.00	Resign
Bennett, Carol	Excluded	Assistant Provost	Diversity and Inclusion	9/1/2023	1.00	\$116,160.66	Death
Carter, Shane	Excluded	Temporary Associate Director International Programs	Study Abroad	8/18/2023	0.80	\$57,120.00	Resign
Sacco, Vincent	Excluded	Director	Facilities Maintenance	9/30/2023	1.00	\$98,838.00	Retirement
Banoth, Santhoshkumar	Externally Funded	Visiting Scientist	Civil Environmental & Chemical Engr	7/19/2023	1.00	\$68,340.00	Resign
Boerio, Gregory	Externally Funded	Executive Director	Rich Center for Autism	8/4/2023	1.00	\$101,303.72	Resign
Cashbaugh, Marissa	Externally Funded	Instruction Specialist	Rich Center for Autism	8/15/2023	1.00	\$25,144.02	Resign
Johnson, Kenan	Externally Funded	Instruction Specialist	Rich Center for Autism	10/6/2023	1.00	\$24,480.00	Resign
Pawlik, Lawrence	Externally Funded	Technical Director	Excellence Training Center	7/23/2023	1.00	\$85,000.00	Non-Renewal
Walker, Sydney	Externally Funded	Instruction Specialist	Academic Success Center	8/20/2023	1.00	\$22,175.00	Resign

**YOUNGSTOWN STATE UNIVERSITY**  
**PROFESSIONAL ADMINISTRATIVE**  
**PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023**  
**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>
Cheff, Michelle*	APAS	Coordinator Nursing Clinical Experiences	Nursing	10/2/2023	1.00	\$49,000.00
Gallo, Nicholas	APAS	Coordinator Membership and Marketing	Andrews Student Recreation & Wellness Center	7/17/2023	1.00	\$41,500.00
Osman, Alyssa	APAS	Coordinator Social Media and Communications	Marketing & Communications	9/1/2023	1.00	\$40,400.00
Santangelo, Christopher	APAS	Coordinator Career Exploration & Development	Career Exploration & Development	9/5/2023	1.00	\$40,000.00
Wynn Buchanan, April*	APAS	Coordinator Courtyard Apartments	University Courtyard	10/1/2023	1.00	\$40,000.00
Yasnowski, Carrie	APAS	Coordinator Social Media and Communications	Dean Cliffe College of Creative Arts	8/1/2023	1.00	\$47,500.00
Yavorsky, Liza*	APAS	Assistant Director Courtyard Apartments	University Courtyard	10/1/2023	1.00	\$50,000.00
Centofanti, Allison	Excluded	Associate Director Communications	Marketing & Communications	9/1/2023	1.00	\$50,800.00
Liposchak, Marissa*	Excluded	Associate Director Courtyard Apartments	University Courtyard	10/1/2023	1.00	\$60,000.00
Packard, Francine	Excluded	Director Student Counseling Services	Student Counseling Services	8/21/2023	1.00	\$83,000.00
Ellis, Jacob*	Externally Funded	Coordinator Community Engagement and Event Operations	Rich Center for Autism	8/16/2023	1.00	\$50,000.00
Hauser, Isaac*	Externally Funded	Coordinator Small Business Development Center	Dean - WCBA	8/8/2023	0.50	\$24,994.23
LaRiccia, Dawn	Externally Funded	Instruction Specialist	Rich Center for Autism	10/2/2023	1.00	\$28,000.00
Pal, Krista	Externally Funded	Instruction Specialist	Rich Center for Autism	10/2/2023	1.00	\$27,000.00
Riedel, Chris*	Externally Funded	Program Manager Networking and Telecommunications	Center for Workforce Education & Innovation	7/17/2023	1.00	\$80,000.00
Seagroves, Reilly	Externally Funded	Instruction Specialist	Rich Center for Autism	10/2/2023	1.00	\$25,000.00

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE  
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023  
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>
Seifert, Michelle	Externally Funded	Technical Director Advanced Manufacturing and Facilities Engineering	Excellence Training Center	10/2/2023	1.00	\$90,000.00
Smith, Levi*	Externally Funded	Budget Administrator	Center for Workforce Education & Innovation	9/1/2023	1.00	\$58,573.00

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE  
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023  
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>NEW EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ PREVIOUS POSITION TITLE</b>	<b>NEW DEPARTMENT/ PREVIOUS DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Kengor, Brett	APAS	Senior Academic Advisor 1/ Academic Advisor 2	Dean - STEM	7/16/2023	1.00	\$46,149.03	\$43,951.46
Stipetich, James	APAS	Senior Academic Advisor 1/ Academic Advisor 2	Dean - STEM	7/16/2023	1.00	\$49,171.14	\$46,829.66
Ware, Johnny	APAS	Assistant Director/Coordinator Student Enrichment & Diversity Programs	Honors College	9/1/2023	1.00	\$43,778.94	\$41,694.23
Kralj, Kevin	Excluded	Director Labor and Employee Relations	Human Resources	10/1/2023	1.00	\$109,727.58	\$104,502.46
Luce, Stacey	Excluded	Director Employee Benefits & Wellness/ Manger Benefits & Training	Human Resources	10/1/2023	1.00	\$81,753.88	\$71,090.33
Delisio, Richard	Externally Funded	Procurement Consultant/ Program Director Procurement & Technical Assistance Center	Dean - WCBA	7/16/2023	1.00	\$61,200.00	\$71,400.00
Loveland, Scot	Externally Funded	Program Director Procurement & Technical Assistance Center/ Procurement Consultant	Dean - WCBA	7/16/2023	1.00	\$72,828.00	\$60,000.00

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE  
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023  
PROMOTIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE / PREVIOUS POSITION TITLE</b>	<b>NEW DEPARTMENT / PREVIOUS DEPARTMENT</b>	<b>CONTRACT APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Austin, Nikeesha	APAS	Senior Academic Advisor 1/ Academic Advisor 2	Dean - WCBA	6/1/2023	1.00	\$48,000.00	\$39,907.30
Clyde, Carrie	APAS	Assistant Director Honors College/ Learning & Development Administrator	Honors College/ Human Resources	6/16/2023	1.00	\$56,794.00	\$56,616.52
Kostantas, Amalia	APAS / ACE	Counselor Penguin Service Center/Academic Operations Specialist 2	Registration & Records / Psychological Sciences & Counseling	7/1/2023	1.00	\$43,598.88	\$36,753.60
Reardon, Amanda	APAS	Buyer/ Coordinator	Procurement Services/ Andrews Student Recreation & Wellness Center	5/1/2023	1.00	\$48,500.00	\$42,325.53
Thompson, Kimberly	APAS	Assistant Director Federal Programs/ Senior Counselor Financial Aid	Financial Aid and Scholarships	5/1/2023	1.00	\$45,000.00	\$41,316.03
Warren, Colleen	APAS / ACE	Counselor Penguin Service Center/Customer Service Assistant 2	Registration & Records / Undergraduate Admissions	7/1/2023	1.00	\$43,598.88	\$37,336.00
Egleton, Tysa	Excluded	University Registrar / Interim University Registrar	Registration & Records	7/1/2023	1.00	\$95,735.16	\$90,154.00
Hans, Tiffany	Excluded / Classified Excluded	Interim Manager Delivery Services/Receiving & Distribution Supervisor	Delivery Services	6/16/2023	1.00	\$51,000.00	\$37,939.20

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE  
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023  
PROMOTIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE / PREVIOUS POSITION TITLE</b>	<b>NEW DEPARTMENT / PREVIOUS DEPARTMENT</b>	<b>CONTRACT APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Korda, Dalton	APAS	Assistant Director Operations & Events Services/Coordinator Operations & Event Services	Kilcawley Center	9/16/2023	1.00	\$43,696.80	\$41,616.00
Kraus, Erika	APAS	Associate Director International Admissions & Recruitment/ Assistant Director International Admissions & Recruitment	International Programs Office	10/1/2023	1.00	\$61,799.00	\$57,222.00
Natoli, Frank	APAS	Business Systems Administrator/ Data Administration Specialist 1	IT Data Analytics/ Alumni Engagement	8/1/2023	1.00	\$68,500.00	\$37,419.20
Nolasco, Frank	APAS	Associate Director First Year Student Services/ Success Coordinator	First Year Student Services	8/16/2023	1.00	\$57,000.00	\$43,860.00
Bettura, Justin	Excluded	Director & Chief Information Security Officer/Director & Deputy Chief Information Officer	IT Security Services	9/16/2023	1.00	\$125,331.69	\$113,937.90
D'Amato, Joseph	Excluded	Associate Director International Student & Scholar Services/ Associate Director	International Programs Office/English Language Institute	10/16/2023	1.00	\$63,448.12	\$60,426.78
Shargo, Megan	Excluded	Coordinator Continuous Improvement/ Executive Assistant - Provost	Institute for Teaching & Learning/Provost VP - Academic Affairs	10/16/2023	1.00	\$50,386.00	\$46,464.26
Binsley, Jenna	Externally Funded	Associate Director Marketing & Communications/Manager TILT	Center for Workforce Education & Innovation	10/16/2023	1.00	\$68,500.00	\$61,200.00

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL ADMINISTRATIVE  
PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023  
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>
Hyden, Martha	APAS	Senior Athletic Advisor	Academic Counseling	9/16/2023	0.50	\$20,808.00	1.00	\$41,616.00
Newman, Kelly	APAS	Coordinator Learning Resources	Nursing	8/1/2023	1.00	\$55,912.31	1.00	\$53,835.60
Hauser, Isaac	Externally Funded	Coordinator Small Business Development Center	Dean - WCBA	9/16/2023	1.00	\$49,994.23	0.50	\$24,994.23
Chapman, Chaste	Externally Funded	Instruction Specialist	Rich Center for Autism	9/1/2023	0.60	\$13,607.06	1.00	\$22,678.43
Chapman, Gabrielle	Externally Funded	Instruction Specialist	Rich Center for Autism	9/1/2023	0.80	\$17,278.80	1.00	\$21,598.50

**YOUNGSTOWN STATE UNIVERSITY  
 PROFESSIONAL ADMINISTRATIVE  
 PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023  
 TRANSFERS**

<b>EMPLOYEE NAME</b>	<b>NEW EMPLOYEE TYPE/PREVIOUS EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/PREVIOUS POSITION TITLE</b>	<b>NEW DEPARTMENT/ PREVIOUS DEPARTMENT</b>	<b>CONTRACT APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Phillips, Desja	APAS	Senior Academic Advisor 1	Dean - Williamson College of Business Administration /Dean Bitonte College of Health & Human Services	7/16/2023	1.00	\$45,000.00	\$45,000.00



YOUNGSTOWN  
STATE  
UNIVERSITY

**SUMMARY OF PERSONNEL ACTIONS**  
**Athletic Employees**  
**07/16/2023 through 10/15/2023**

**Separations – 4**

- Professional Administrative Excluded – 4

**Appointments – 5**

**Replacement Positions – 5**

- Professional Administrative - Excluded – 5

**New Positions – 0**

**Multi-Year Appointments – 1**

- Professional Administrative Excluded – 1

**YOUNGSTOWN STATE UNIVERSITY**  
**ATHLETICS EMPLOYEES**  
**PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023**  
**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>	<b>TYPE OF SEPARATION</b>
Buffenbarger, Elle	Excluded	Assistant Coach	Softball	8/31/2023	1.00	\$30,600.00	Resign
Butler, Chelsie	Excluded	Assistant Coach	Basketball - Women's	9/11/2023	1.00	\$52,540.20	Resign
Hernandez, Ulises	Excluded	Head Coach	Tennis - Men's	9/6/2023	1.00	\$42,923.74	Resign
Tomei, Megan	Excluded	Assistant Coach Track Field Throws	Track - Women's	7/31/2023	1.00	\$47,547.30	Resign

**YOUNGSTOWN STATE UNIVERSITY**  
**ATHLETICS EMPLOYEES**  
**PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023**  
**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>
Glass, Jacob	Excluded	Assistant Coach Track Field Throws	Track - Men's	9/16/2023	1.00	\$45,257.00
Harris, Robert	Excluded	Head Coach Women's Lacrosse	Lacrosse - Women's	7/17/2023	1.00	\$70,000.00
Jewell, Teonna	Excluded	Assistant Coach Women's Basketball	Basketball - Women's	10/9/2023	1.00	\$65,000.00
Norris, Timothy	Excluded	Director Corporate Sponsorships and Athletic Marketing	Ticket Office	9/1/2023	1.00	\$63,000.00
Woolard, Taylor	Excluded	Assistant Coach Women's Lacrosse	Lacrosse - Women's	8/16/2023	1.00	\$45,000.00

**YOUNGSTOWN STATE UNIVERSITY**  
**ATHLETICS EMPLOYEES**  
**PERSONNEL ACTIONS 7/16/2023 THROUGH 10/15/2023**  
**MULTI-YEAR APPOINTMENTS**

<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>PREVIOUS SALARY</b>
Scott, Aline	Excluded	Head Coach, Volleyball	Volleyball	8/16/2023 -6/30/2026	1.00	\$ 76,152.00	\$ 76,152.00