



**BOARD OF TRUSTEES  
UNIVERSITY AFFAIRS COMMITTEE**

**Anita A. Hackstedde, Chair  
Charles T. George, Vice Chair  
All Trustees are Members**

**BACKGROUND MATERIALS  
Wednesday, December 6, 2023**

- |  |              |
|--|--------------|
| <b>1. Human Resources Update</b>   | <b>Tab 1</b> |
| This report will provide an update on current accomplishments and priorities for moving forward with Human Resources Department operations; and provide the status of all Unfair Labor Practices, Grievances and Arbitrations. |              |
| <b>2. Human Resources Update on Position Searches</b>  | <b>Tab 2</b> |
| This report will provide a list of all searches in progress.   |              |
| <b>3. Classified Civil Service Personnel Actions</b>   | <b>Tab 3</b> |
| This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff.   |              |
| <b>4. Supplemental Pay Assignments</b>   | <b>Tab 4</b> |
| <b>5. Report on Search Waivers</b>   | <b>Tab 5</b> |

**OFFICE OF HUMAN RESOURCES UPDATE**  
**December 2023 Board of Trustees Meeting**

**Benefits, Training and Wellness**

**Benefits:** Open Enrollment was held in the first two weeks of November of 2023. During this time, employees had the opportunity to enroll, continue, change, or waive benefits coverage.

**Training:** The LEARN module of NEOED allows employees easier access to a variety of trainings topics that are beneficial to all employees. LEARN can be used by any department across campus to provide training to employees. Training for utilizing LEARN will be offered in January 2024.

**Wellness:** Due to the sun setting on the current wellness portal, Cerner, YSU conducted an RFP in the beginning of 2023 selected the new wellness portal, Medi Keeper. The implementation begins in December of 2023 with the campus wide launch in January 2024. Medi Keeper is a more user-friendly portal and provides employees with access to new and different challenges and learning modules. Beginning in January, a calendar of events for monthly themed wellness programs and/or events will be announced.

**Human Resources Operations** (Employment, Organizational Development, Compensation and Classification, HRIS)

The Office of Human Resources HR Operations Team worked with Academic Affairs to roll out and implement an automated process for Sabbaticals, Faculty Improvement Leaves, Tenure, Promotion, and Tenure with Promotion in the Faculty Success by Watermark system. The Office of Human Resources also worked with IT Services regarding the Self-Service Banner 9 program updates.

With negotiations coming to a close for both the Chapter of the Ohio Education Association and the Association for Classified Employee unions, the Office of Human Resources worked to implement the various economic provisions and updates for the start of the academic year. The final Voluntary Separation and Retirement Program participants were processed with the end of the summer semester.

With the departure of the former Director of HR Operations, we welcomed a new member to the Office of Human Resources team, Megan Massaro, as the Director of HR Operations and Technical Systems. Megan has worked at the university in various capacities and has formally held the positions of HR Organizational Development Officer, HR Generalist, HR Analyst 2, HR Analyst and Business Systems Administrator for the Office of Human Resources. We are excited to have her back on our team and the wealth of information she will bring to her new role!

## **Equal Opportunity and Title IX**

We are searching for an Assistant Director of Equal Opportunity and Title IX Coordinator. The United States Department of Education has advised that the new Title IX Regulations will now issue in January 2024 and institutions will have ninety (90) days to implement new policies and procedures. This date reflects a change from previously announced dates.

## **Labor and Employee Relations**

### **Current as of 10/26/2023**

**ACE:** Working on printing clean copy of YSU/ACE labor agreement. Will begin work on new seniority system for ACE; retention points vs. seniority based on service time. Pending discipline for Linda Hulburt-Blosser.

**APAS:** No activity. Prepping for APAS negotiations in Spring 2024.

**FOP:** Prepping for FOP negotiations in Spring 2024.

<b>Step 3 Grievance #/ Date Filed</b>	<b>Subject Matter/ Issue</b>	<b>Date Heard</b>	<b>Disposition of Grievance</b>
#80 6/5/23	Service Time for Vacation Accruals Rendin Fellows	N/A	Investigating grievance issue and will attempt to settle.
#82 7/18/23	Hold Over/Force Out Chelsea Wolfe	7/24/23	Grievance denied at Step 1 on 7/26/23. The Chief is in the process of settling.
#83 9/19/23	Ohio State Football Game Overtime	N/A	The Chief is in the process of settling.

**YSU/OEA:** In the process of printing YSU/OEA CBA. Two faculty disciplines pending concerning failure to properly complete Outside Consulting/Employment Form.

EMPLOYMENT INTO CATEGORY	AAP EMPLOYMENT CATEGORIES	SEPARATIONS FROM CATEGORY
<p>Employment into: 8</p> <p>0% Minority 38% Female</p>	<p><u>Category 1:</u> <u>Executive, Administrative,</u> <u>Managerial</u></p> <p>Total Group: 187 6% Minority 50% Female</p>	<p>Separations from: 4</p> <p>0% Minority 100% Female</p>
<p>Employment into: 27</p> <p>15% Minority 70% Female</p>	<p><u>Category 2:</u> <u>Faculty</u></p> <p>Total Group: 971 15% Minority 53% Female</p>	<p>Separations from: 7</p> <p>29% Minority 47% Female</p>
<p>Employment into: 17</p> <p>1% Minority 50% Female</p>	<p><u>Category 3:</u> <u>Professional/</u> <u>Non-Faculty</u></p> <p>Total Group: 384 16% Minority 49% Female</p>	<p>Separations from: 10</p> <p>10% Minority 60% Female</p>
<p>Employment into: 4</p> <p>0% Minority 75% Female</p>	<p><u>Category 4:</u> <u>Clerical/Secretary</u></p> <p>Total Group: 134 12% Minority 88% Female</p>	<p>Separations from: 4</p> <p>25% Minority 100% Female</p>

<p>Employment into: 4</p> <p>25% Minority 0% Female</p>	<p><u>Category 5:</u> <u>Technical/</u> <u>Paraprofessional</u></p> <p>Total Group: 47 19% Minority 23% Female</p>	<p>Separations from: 1</p> <p>0% Minority 0% Female</p>
<p>Employment into: 0</p> <p>0% Minority 0% Female</p>	<p><u>Category 6:</u> <u>Skilled Craft</u></p> <p>Total Group: 7 0% Minority 14.2 % Female</p>	<p>Separations from: 0</p> <p>0% Minority 0% Female</p>
<p>Employment into: 10</p> <p>10% Minority 50% Female</p>	<p><u>Category 7:</u> <u>Service/Maintenance/</u> <u>Instruction</u></p> <p>Total Group: 187 18% Minority 26% Female</p>	<p>Separations from: 0</p> <p>0% Minority 0% Female</p>

December 2023 Snapshot - data derived from Webfocus AAP workforce reports for July 1, 2023-September 30, 2023.

## Current Postings 11/14/2023

<b><u>Full-time Faculty</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Assistant Professor, Graphic & Interactive Design – Art (Tenure-Track)	Academic Affairs	Art
Lecturer, Family Nurse Practitioner - Nursing (Term)	Academic Affairs	Centofanti School of Nursing
Lecturer, Computer Engineering – Computer Science and Information Systems (Term)	Academic Affairs	Computer Science and Information Systems
Lecturer, Electrical Engineering (Term)	Academic Affairs	Rayen School of Engineering
Assistant Professor, Primary Education/Primary Intervention Specialist (Tenure – Track)	Academic Affairs	Teacher Education & Leadership Studies
<b><u>Part-time Faculty</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department/Program</u></b>
Part-time Faculty, Management Undergraduate Courses	Academic Affairs	Management
Part-time Faculty, Management	Academic Affairs	Management
Part-time Faculty, First Year Student Services	Academic Affairs	Student Success
Part-time Faculty, Reading & Study Skills	Academic Affairs	Reading & Study Skills
Part-time Faculty, Teacher Education (Undergraduate Courses)	Academic Affairs	Teacher Education
Part-Time Faculty, Humanities and Social Sciences - Anthropology	Academic Affairs	Sociology & Anthropology
Part-Time Faculty, Geography	Academic Affairs	Geography
Part-Time Faculty, World Languages	Academic Affairs	English
Part-time Faculty, Photography	Academic Affairs	Art
Part-time Faculty, Master of Health and Human Services (MHHS)	Academic Affairs	Master of Health & Human Services
Part-time Faculty, Physical Therapy - Pediatrics	Academic Affairs	Physical Therapy
Part-Time Faculty, Health Professions - Kinesiology and Sport Science	Academic Affairs	Kinesiology and Sport Science
Part-time Faculty, Physics	Academic Affairs	Physics & Astronomy
Part-time Faculty, Medical Practices	Academic Affairs	Honors College
Part-time Faculty, Honors	Academic Affairs	Honors College
Part-time Faculty, PAGES - Geology	Academic Affairs	Geology & Environmental Studies
Part-time Faculty, Environmental Science	Academic Affairs	Geology & Environmental Studies

## Current Postings 11/14/2023

<b><u>Part-time Faculty Continued</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department/Program</u></b>
Part-time Faculty, Mechanical Engineering Technology	Academic Affairs	School of Technology
Part-time Faculty, Graphic Design	Academic Affairs	Art
Part-time Faculty, Visual Arts	Academic Affairs	Art
Part-time Faculty, Physical Therapy	Academic Affairs	Physical Therapy
Part-time Faculty, Pharmacology for Nurse Anesthetist Students	Academic Affairs	Nursing
Part-time Faculty, Dana School of Music	Academic Affairs	Dana School of Music
Part-time Faculty, Director of Dana Gospel Choir	Academic Affairs	Dana School of Music
Part-time Faculty, Teacher Education (Graduate Courses)	Academic Affairs	Teacher Education
Part-time Faculty, Literacy Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-time Faculty, Adolescent/Young Adult Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-time Faculty, Civil and Construction Engineering Technology	Academic Affairs	School of Technology
Part-time Faculty, Electrical Engineering Technology	Academic Affairs	School of Technology
Part-time Faculty, Nursing Clinical	Academic Affairs	Nursing
Part-time Faculty, Mathematics	Academic Affairs	Mathematics & Statistics
Part-time Faculty, Marketing	Academic Affairs	Marketing
Part-time Faculty, Dietetics Program (Undergraduate)	Academic Affairs	Health Professions
Part-time Faculty, History	Academic Affairs	History
Part-time Faculty, Public Health	Academic Affairs	Health Professions
Part-time Faculty, Medical Laboratory Programs	Academic Affairs	Health Professions
Part-time Faculty, Health Professions - Dental Hygiene	Academic Affairs	Health Professions
Part-Time Faculty, Middle Childhood Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-Time Faculty, Special Education	Academic Affairs	Teacher Ed & Leadership Studies
Part-Time Faculty, Nurse Practitioner (Online)	Academic Affairs	Nursing
Part-Time Faculty, Nursing - Graduate	Academic Affairs	Nursing
Part-Time Faculty, Politics and International Relations	Academic Affairs	Politics and International Relation
Part-Time Faculty, Counseling and School Psychology	Academic Affairs	Psychological Sciences & Counseling
Part-time Faculty, Mathematics and Statistics	Academic Affairs	Mathematics & Statistics
Part-Time Faculty, Psychology	Academic Affairs	Psychological Sciences & Counseling

## Current Postings 11/14/2023

<b><u>Part-time Faculty Continued</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department/Program</u></b>
Part-time Faculty, Respiratory Care	Academic Affairs	Health Professions
Part-Time Faculty, Humanities and Social Sciences - Political Science	Academic Affairs	Politics and International Relation
Part-time Faculty, Forensic Sciences	Academic Affairs	Forensic Science
Part-time Faculty, English Composition	Academic Affairs	English
Part-time Faculty, Philosophy	Academic Affairs	Philosophy & Religious Studies
Part-time Faculty, Hospitality Management	Academic Affairs	Hospitality Mgt & Merchandising
Part-Time Faculty, Chemical Engineering	Academic Affairs	Civil Environmental & Chemical Engr
Part-time Faculty, Criminal Justice	Academic Affairs	Criminal Justice
Part-time Faculty, Merchandising - Fashion and Interiors	Academic Affairs	Hospitality Mgt & Merchandising
Part-Time Faculty, Visual Arts Foundations	Academic Affairs	Art
Part-Time Faculty, Communication - Journalism & Telecommunication Studies	Academic Affairs	Communication
Part-Time Faculty, Chemistry Lab	Academic Affairs	Chemistry
Part-Time Faculty, Civil, Environmental and Chemical Engineering	Academic Affairs	Civil Environmental & Chemical Engr
Part-time Faculty, Chemistry	Academic Affairs	Chemistry
Part-Time Faculty, Computer Science and Information Systems	Academic Affairs	Computer Science & Info Systems
Part-Time Faculty, Mechanical Engineering	Academic Affairs	Mechanical Engineering
Part-Time Faculty, Early Childhood Education/Early Childhood Intervention Specialist	Academic Affairs	Teacher Ed & Leadership Studies
Part-Time Faculty, Industrial Engineering	Academic Affairs	Mechanical Engineering
Part-Time Faculty, Social Work - Lakeland & Lorain CC Campuses	Academic Affairs	Social Work
Part-Time Faculty, Plant Biology	Academic Affairs	Biology
Part-time Faculty, Theatre and Dance Performance	Academic Affairs	Theater and Dance
Part-Time Faculty, Social Work	Academic Affairs	Social Work
Part-Time Faculty, Electrical and Computer Engineering	Academic Affairs	Electrical Engineering
Part-Time Faculty, Art History	Academic Affairs	Art
Part-time Faculty, Anatomy and Physiology	Academic Affairs	Biology



## Current Postings 11/14/2023

<b><u>Professional Administrative</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Research Analyst	Student Affairs & Inst Effectiveness	Institutional Research & Analytics
Athletic Academic Coordinator	President	Academic Counseling
Assistant Dean of Students	Academic Affairs	Dean of Students
Program Administrator, Dental Hygiene	Academic Affairs	Health Professions
Registered Behavior Technician	Academic Affairs	Rich Center for Autism
Executive Assistant to the Provost	Academic Affairs	Provost VP - Academic Affairs
Program Support Specialist	Academic Affairs	College Access and Transition
Academic Advisor 2	Academic Affairs	Dean - STEM
Coordinator, Card Office and Operational Technology	Student Affairs & Inst Effectiveness	Kilcawley Center
Success Coordinator	Academic Affairs	First Year Student Services
Coordinator, Records	Student Affairs & Inst Effectiveness	Registration & Records
Coordinator, Social Media – Creative Content	Student Affairs & Inst Effectiveness	Marketing & Communications
Coordinator, Undergraduate Admissions	Student Affairs & Inst Effectiveness	Undergraduate Admissions
Assistant Coach, Softball	President	Softball
Coordinator, Nursing Learning Resources (10-month position)	Academic Affairs	Nursing
Manager, Building Services	Finance & Business Operations	Janitorial Services
Coordinator, Theatrical Production and Facilities Support	Academic Affairs	Theater and Dance
Coordinator, Regional Admissions	Student Affairs & Inst Effectiveness	Undergraduate Admissions
Assistant Director	Student Affairs & Inst Effectiveness	WYSU - FM
Financial Aid Counselor	Student Affairs & Inst Effectiveness	Financial Aid and Scholarships
Business Systems Administrator	Finance & Business Operations	IT Data Analytics
Associate Director, Equal Opportunity and Title IX Coordinator	Legal Affairs & HR	Equal Opportunity & Policy Compliance
Technology Trainer	Finance & Business Operations	IT Training Services
Instruction Specialist	Academic Affairs	Rich Center for Autism
Coordinator, Regional Admissions (10 month)	Student Affairs & Inst Effectiveness	Undergraduate Admissions
University Architect	Finance & Business Operations	Facilities Maintenance
Manager, Customer Service and Special Programs	Student Affairs & Inst Effectiveness	Financial Aid and Scholarships
Academic Advisor 1	Academic Affairs	Dean - STEM

## Current Postings 11/14/2023

<b><u>Classified</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Academic Operations Specialist 1	Academic Affairs	Dean - WCBA
Print Specialist	Finance & Business Operations	Printing Services
Locksmith	Finance & Business Operations	Facilities Maintenance
Parking Facilities Attendant (.75)	Finance & Business Operations	Parking Services
Parking Facilities Attendant (Intermittent)	Finance & Business Operations	Parking Services
Office Support Specialist - HR	Legal Affairs & HR	Human Resources
Electrician	Finance & Business Operations	Facilities Maintenance
Groundskeeper 2	Finance & Business Operations	Grounds
Academic Leader - Multiple Locations	Academic Affairs	Community Engagement
Accountant/Examiner 3	Finance & Business Operations	University Bursar
Academic Operations Specialist 2	Academic Affairs	Dean Bitonte Health & Human Services
Business Operations Specialist 2	Academic Affairs	Dean - STEM
Police Officer 1	Finance & Business Operations	YSU Police
<b><u>Unclassified</u></b>		
<b><u>Job Title</u></b>	<b><u>Division</u></b>	<b><u>Department</u></b>
Human Resources Generalist	Legal Affairs & HR	Human Resources
Senior Human Resources Generalist	Legal Affairs & HR	Human Resources
Activity Leader - Multiple Locations	Academic Affairs	Community Engagement



## **SUMMARY OF PERSONNEL ACTIONS**

### **Classified Employees**

**07/16/2023 through 10/15/2023**

#### **Separations – 11**

- Classified Civil Service – 7
- Classified Excluded – 2
- Classified Externally Funded – 1
- FOP – 1

#### **Appointments – 11**

- Classified Civil Service – 10
- FOP – 1

#### **Reclassifications/Position Adjustments – 5**

- Classified Civil Service – 3
- Classified Externally Funded – 2

#### **Promotions – 4**

- Classified Civil Service – 3
- FOP – 1

#### **Salary Adjustments – 15**

- Classified Civil Service – 5
- Classified Excluded – 6
- FOP – 4

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**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>CONTRACT / APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>	<b>SEPARATION TYPE</b>
Hudzik, Stefanie	ACE	Museum Specialist	Smith Museum Operation	8/26/2023	0.48	\$15,395.38	Resign
Findley, Elysia	ACE	Academic Operations Specialist 1	Dean - WCBA	9/8/2023	1.00	\$27,768.00	Resign
Gentry, Lonnie	ACE	Academic Ops Specialist 2	Health Professions	7/31/2023	1.00	\$66,268.80	Retirement
Kolarik, Connie	ACE	Electrician	Facilities Maintenance	9/30/2023	1.00	\$49,275.20	Retirement
Leone, Andrea	ACE	Clerk 2	Parking Services	9/15/2023	1.00	\$25,272.00	Resign
Lites, Chynna	ACE	Academic Operations Specialist 2	Dean Cliffe College of Creative Arts	8/14/2023	1.00	\$31,782.40	Terminated
Walker, James	ACE	Technology Support Technician 1	IT Customer Services	10/4/2023	1.00	\$45,926.40	Terminated
George, Lisa	Excluded	Intermittent Parking Facilities Attendant	Parking Services	7/30/2023	0.25	\$10,504.00	Retirement
Burzynski, Evangelia	Excluded	HR Office Administrator	Human Resources	8/31/2023	1.00	\$55,515.20	Resign
Brookhart, Carey	Externally Funded	Intermittent Academic Leader	Community Engagement	7/19/2023	0.40	\$16,640.00	Resign
Pieton, Michael	FOP	Police Officer 2	YSU Police	8/1/2023	1.00	\$61,110.40	Retirement

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**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>
Clark, Karlee	ACE	Customer Service Assistant 2	Undergraduate Admissions	9/18/2023	1.00	\$27,476.80
Duskey, Daniel	ACE	Academic Ops Specialist 3	Dean -CCCA	9/10/2023	1.00	\$35,880.00
Hazen, John	ACE	Technology Support Technician 1	IT Customer Services	8/28/2023	1.00	\$43,929.60
Helt, Ryan	ACE	Maintenance Repair Worker 2	Facilities Maintenance	10/2/2023	1.00	\$40,643.20
Hogan, Scott	ACE	Building Maintenance Supervisor	Facilities Maintenance	10/2/2023	1.00	\$51,542.40
Koewacich, Janette	ACE	Academic Operations Specialist 2	Dean - BCLASSE	9/25/2023	1.00	\$35,360.00
Leach, Ryan	ACE	Technology Support Tech 1	IT Customer Services	8/22/2023	1.00	\$43,929.60
Myers, Thomas	ACE	Print Specialist	Printing Services	9/11/2023	1.00	\$35,152.00
Porter, James	ACE	Technology Support Technician 1	IT Customer Services	8/14/2023	1.00	\$43,929.60
Walker, James	ACE	Technology Support Tech 1	IT Customer Services	8/13/2023	1.00	\$43,929.60
Wolfe, Alan	FOP	Police Officer 1	YSU Police	9/10/2023	1.00	\$43,097.60

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

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>APPOINTMENT DATES</b>	<b>NEW FTE / OLD FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Morrow, Seth	ACE	Software Integration Analyst 2/ Business Systems Administrator	IT Application Services	7/16/2023	1.00	\$68,640.00	\$70,747.20
Shilot, Ashley	ACE	Academic Operations Specialist 2/ Academic Operations Specialist 1	Graduate Studies Health & Rehabilitation Sciences	6/4/2023	1.00	\$40,872.00	\$38,916.80
Sorg, Lisa	ACE	Records Technician 2/ Records Technician 1	Registration & Records	4/23/2023	1.00	\$37,398.40	\$31,844.80
Buchenic, Rebecca	Externally Funded	Academic Leader/ Temporary Site Coordinator	Community Engagement	8/31/2023	0.5/ 0.65	\$20,800.00	\$21,840.00
Cox, Janine	Externally Funded	Senior Office Administrator/ Business Operations Specialist 3	Center for Workforce Education & Innovation	6/18/2023	1.00	\$49,171.20	\$43,472.00

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 07/16/2023 THROUGH 10/15/2023**  
**PROMOTIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
DeLucia, Nicholas	ACE	Software Integration Analyst 1/Technology Support Tech 1	IT Application Services/ IT Customer Services	8/13/2023	1.00	\$61,172.80	\$47,444.80
Ruehle, Andrea	ACE	Accountant Examiner 3/ Business Operations Specialist 1	University Bursar/ Health Professions	7/16/2023	1.00	\$36,462.40	\$21,715.20
Spivey, Curtis	ACE	Planetarium Engineer Show Producer 2/ Planetarium Engineer Producer	Ward Beecher Planetarium	9/10/2023	1.00	\$52,852.80	\$50,336.00
Cox, Donald	FOP	University Police Sergeant/ Police Officer 2	YSU Police	10/8/2023	1.00	\$66,892.80	\$61,110.40

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**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>
Cowles, Matthew	ACE	Audio Visual Productions Specialist	Marketing & Communications	7/30/2023	1.00	\$44,200.00	1.00	\$43,555.20
Goist, Carol	ACE	Clerk 2	Parking Services	9/10/2023	1.00	\$25,646.40	1.00	\$25,272.00
Liadis, Kimberley	ACE	Travel Clerk	Procurement Services	7/16/2023	1.00	\$29,348.80	1.00	\$28,912.00
Miles, Terrence	ACE	Residence Hall Monitor	Housing	7/16/2023	0.50	\$15,381.60	0.50	\$15,152.80
Pavlovich, Stephanie	ACE	Academic Operations Specialist 2	Dana School of Music & University Theatre	7/30/2023	1.00	\$33,072.00	1.00	\$32,572.80
Barber, Debbie	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$43,451.20	1.00	\$38,896.00
Bowles, Dana	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$42,868.80	1.00	\$38,896.00
Kempers, Debra	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$43,451.20	1.00	\$39,478.40
Moore, Linda	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$47,236.80	1.00	\$44,990.40
Natoli, Krystle	Excluded	Human Resources Generalist	Human Resources	8/13/2023	1.00	\$44,096.00	1.00	\$40,352.00
Wallace, Jesse	Excluded	Power Plant Energy Management Supervisor	Central Utility Plant & Distribution	7/16/2023	1.00	\$68,972.80	1.00	\$67,953.60
Killa, Tyler	FOP	Police Officer 2	YSU Police	7/30/2023	1.00	\$50,232.00	1.00	\$48,609.60
Marshburn, Haley	FOP	Police Officer 2	YSU Police	7/30/2023	1.00	\$50,232.00	1.00	\$48,609.60
Winbush, Thurston	FOP	Police Officer 2	YSU Police	9/10/2023	1.00	\$59,300.80	1.00	\$57,304.00
Wolfe, Chelsea	FOP	Police Officer 2	YSU Police	7/30/2023	1.00	\$50,232.00	1.00	\$48,609.60





YOUNGSTOWN  
STATE  
UNIVERSITY

## **SUMMARY OF PERSONNEL ACTIONS**

### **Supplemental Pay Assignments**

**7/16/2023 through 10/15/2023**

#### **Supplemental Pay Assignments – 46**

##### **General/Restricted Funds – 34**

- Professional Administrative – 8
- Professional Administrative Externally Funded – 2
- Full-time Faculty – 3
- Part-time Faculty – 21

##### **Grant Funds – 12**

- Professional Administrative – 5
- Professional Administrative Externally Funded – 1
- Full-time Faculty – 6

**YOUNGSTOWN STATE UNIVERSITY**  
**SUPPLEMENTAL ADDITIONAL PAYMENTS**  
**7/16/2023 - 10/15/2023**  
**GENERAL FUND**

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Vuksanovich	Brian	Faculty	DWEI	7/26/2023	06/22/23 - 07/10/23	\$3,200.00
Latessa	Michael	Externally Funded	Rich Center for Autism	7/21/2023	08/05/23 - 01/04/23	\$7,200.00
Dobson	Rachael	Externally Funded	Rich Center for Autism	7/24/2023	08/16/23 - 06/30/24	\$6,900.00
Koelblinger	Sharon	Part-time Faculty	Art	8/8/2023	08/28/23 - 12/15/23	\$3,550.00
Wells	Nicole	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/18/23	\$100.00
Melnik	Sean	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Henline	Emily	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/18/23	\$100.00
Schaper	Michele	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
McGiffin	Maura	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Jasinski	Becky Lynn	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Latessa	Michael	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Markowski	Dale	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Kraus	Erika	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Hearn	Jonathan	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Greco	Michael	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Missik	Lauren	Part-time Faculty	Student Success	8/10/2023	07/17/23 - 07/20/23	\$200.00
Sopel	Mickael	Professional Administrative	Athletics	8/9/2023	08/15/23 - 11/15/23	\$6,276.66
D'Amato	Joseph	Professional Administrative	International Programs	8/15/2023	07/01/23 - 12/31/23	\$3,600.00
McCormick	Daniel	Professional Administrative	Student Experience	8/17/2023	08/23/23 - 05/15/24	\$2,565.90
McCormick	Daniel	Professional Administrative	Athletics	8/17/2023	07/31/23 - 08/28/23	\$1,500.00
Gatts	Michele	Part-time Faculty	Jambar	8/24/2023	09/01/23 - 05/15/23	\$4,920.00
Benton	Terry	Part-time Faculty	English Festival	8/30/2023	08/28/23 - 12/15/23	\$3,532.00
Hayes	Matthew	Part-time Faculty	Dana School of Music	8/31/2023	08/14/23 - 03/01/24	\$1,275.00
Anyomi	Agnes	Part-time Faculty	Mathematics and Statistics	9/4/2023	8/17/2023	\$75.00
Barbush	Brittany	Part-time Faculty	Mathematics and Statistics	9/4/2023	8/17/2023	\$75.00
Nappi	Luke	Part-time Faculty	Mathematics and Statistics	9/4/2023	8/17/2023	\$75.00
McLane	Kevin	Part-time Faculty	Mathematics and Statistics	9/4/2023	8/17/2023	\$75.00

**YOUNGSTOWN STATE UNIVERSITY**  
**SUPPLEMENTAL ADDITIONAL PAYMENTS**  
**7/16/2023 - 10/15/2023**  
**GENERAL FUND**

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Ricciulli	Angela	Part-time Faculty	Chemical & Biological Engineering	9/7/2023	08/21/23 - 09/15/23	\$500.00
Beaver	Breanna	Faculty	Teacher Education & Leadership Studies	9/7/2023	05/16/23 - 08/21/23	\$1,000.00
Cody	Kathy	Professional Administrative	College of Graduate Studies	9/28/2023	09/05/23 - 12/11/23	\$3,981.40
Buehler	My Hoang	Professional Administrative	International Programs	10/4/2023	10/01/23 - 10/31/23	\$860.00
Nicolais	John	Professional Administrative	Women's Basketball	10/10/2023	10/02/23 - 06/30/24	\$38,798.56
McCullough	Christine	Faculty	Department of Art	10/13/2023	10/30/23 - 11/10/23	\$720.00
Billock	Michael	Professional Administrative	International Programs	10/15/2023	10/16/23 - 11/16/23	\$965.00

**YOUNGSTOWN STATE UNIVERSITY  
SUPPLEMENTAL ADDITIONAL PAYMENTS  
7/16/2023 - 10/15/2023  
GRANT FUND**

LAST NAME	FIRST NAME	EMPLOYMENT TYPE	ORIGINATING DEPARTMENT	RECEIVED IN HR	DATES DUTIES PERFORMED	PAYMENT AMOUNT
Li	Frank	Faculty/Chair	Rayen School of Engineering	8/17/2023	07/01/23 - 07/31/23	\$10,693.94
Campolita	Erika	Professional Administrative	Rich Center for Autism	8/24/2023	09/01/23 - 04/30/24	\$2,050.00
Jones-Canter	Jessie	Professional Administrative	Mathematics and Statistics	8/24/2023	07/01/23 - 06/30/24	\$10,000.00
Wallace	Mandy	Faculty	Teacher Education & Leadership Studies	8/25/2023	08/16/23 - 05/15/24	\$10,000.00
Villone	Edward	Professional Administrative	Police Academy	8/29/2023	08/04/23 - 12/31/23	\$10,000.00
Cooper	Chester	Faculty	Chemical & Biological Sciences	9/5/2023	07/01/23 - 08/15/23	\$15,374.79
Cooper	Chester	Faculty	Chemical & Biological Sciences	9/5/2023	08/16/23 - 05/15/24	\$18,818.74
Juergensen	James	Faculty	Psychological Sciences and Counseling	9/5/2023	09/01/23 - 05/15/24	\$6,155.00
Rea	Allison	Professional Administrative	ETC	10/2/2023	05/06/23 - 12/31/23	\$11,750.00
Farris	Jaelyn	Faculty	Psychological Sciences and Counseling	10/4/2023	09/01/23 - 05/15/24	\$6,155.00
Manofsky	Cynthia	Externally Funded	Civil and Chemical Engineering	10/5/2023	09/01/23 - 12/31/23	\$2,000.00
Crowl	Rachel	Professional Administrative	Chemical & Biological Sciences	10/5/2023	09/01/23 - 12/31/23	\$2,000.00



TO: Board of Trustees, Youngstown State University  
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Mr. Richard C. Fryda  
Mr. Charles T. George, Vice Chair  
Dr. Anita A. Hackstedde, Secretary  
Mr. Joseph J. Kerola  
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Mr. Eric A. Spiegel, Global Trustee  
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Ms. Natalie M. Dando, Student Trustee

FROM: Dana Lantz, Director Equal Opportunity, Policy Development & Title IX

RE: 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for the December 2023 Board of Trustees Meeting

Below please find the report information as required by 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff pursuant to section (F)(6). The information contained herein consists of search waivers approved during the time period beginning July 16, 2023, through and including October 15, 2023.

Date requested: September 20, 2023  
Requestor: Jeanne Herman  
Department: International Programs Office  
Position: Associate Director, International Admissions and Recruitment  
Candidate: Erika Kraus  
Start date: September 20, 2023  
Race/Gender: White / Female  
Rationale: "IPO office needed to quickly restructure when the AVP resigned, and Assistant Director of IPO resigned at the same time. Erika has been training and reviewing the work of the admissions staff in her current role, however, there is a need to allow her to be the supervisor of the staff as well. The position is critical as it is a leadership position and the only 2 leaders of the office resigned. Funding will come from IPO budget."



Date requested: September 26, 2023  
Requestor: Jeremy Schwartz  
Department: Lariccia School of Accounting and Finance  
Position: Assistant Professor, Finance  
Candidate: Rongyao Zhang  
Start date: October 1, 2023  
Race/Gender: Asian / Female  
Rationale: Rehire of previous search candidate post immigration status change.

Date requested: September 26, 2023  
Requestor: Steve Pinciario /Ronald Strollo  
Department: Intercollegiate Athletics  
Position: Assistant Coach Women's Basketball  
Candidate: Teonna Jewell  
Start date: October 5, 2023  
Race/Gender: Black / Female  
Rationale: "With the departure of one assistant coach it is crucial to hire Teonna as soon as possible with workouts and official women's basketball practice starting on September 26, 2023."

Date requested: October 6, 2023  
Requestor: Jennifer Lewis-Aey  
Department: Human Resources  
Position: Director HR Operations  
Candidate: Megan Massaro  
Start date: November 1, 2023  
Race/Gender: White / Female  
Rationale: "Due to the complex nature of the HR processes and the unique systems associated with same, it is necessary to seek someone from within the organization that has mastered those skills. A standard search could not yield an individual from outside that has the experience."