



**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

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

**BACKGROUND MATERIALS
Wednesday, September 18, 2024**

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| 1. Human Resources Update | Tab 1 |
| This report will provide an update on current accomplishments and priorities for moving forward with Human Resources Department operations; and provide the status of all Unfair Labor Practices, Grievances and Arbitrations. | |
| 2. Update on Position Searches | Tab 2 |
| This report will provide a list of all searches in progress. | |
| 3. Classified Civil Service Personnel Actions | Tab 3 |
| This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff. | |
| 4. Report on Search Waivers | Tab 4 |
| 5. Years of Service Recognition for Faculty and Staff for Calendar Year 2024 | Tab 5 |

Human Resources Update

September 2024

Human Resources

The Office of Human Resources completed manager surveys, salary updates, and exemption status reviews for university salaried employees to comply with the Department of Labor's (DOL) July 1, 2024, changes to overtime regulations under the Fair Labor Standards Act. The Office of Human Resources is currently gathering data and planning for the second proposed increase to the overtime threshold currently scheduled to take effect January 1, 2025, pending the outcome of challenges to the current rule.

Equal Opportunity and Title IX

Title IX Training is underway for all incoming students, athletic teams, tutors, graduate assistants, housing and residence life staff, fraternities, sororities and other groups on campus. In addition, our Title IX staff will visit classes, by invitation, to provide information and resources to our students.

All new employees receive the federally mandated Title IX and Equal Opportunity training at our bi-weekly new employee orientation. Our new faculty participated in the training at their orientation.

As part of ODHE's Changing Campus Culture Initiative, the Office of Title IX is required to administer a climate survey regarding the issues involved in Title IX. We anticipate sending the survey in October.

Benefits and Wellness

The 2024 Employee Benefits Fair will be held in Beeghly College of Education building in McKay Auditorium on September 19, 2024. All YSU healthcare and retirement service providers will be in attendance. This year, we are providing the opportunity to complete the Annual Health Screening during the fair, and flu shots will be available.

YSU's annual open enrollment allows eligible employees to change their health, dental, vision and supplemental life insurance. During this two-week period, employees may add/remove dependents, add/ remove coverage, change medical plans, or enroll in the flexible spending accounts. Changes during this time will be effective January 1, 2024.

Monthly wellness challenges continue through October. Benefit eligible employees who participate in the challenges receive incentive points for completing tasks/challenges.

Human Resources Update

September 2024

Participants who complete the monthly challenge have the opportunity win a gift bag containing items that support the themed challenge.

Training

Employees are required to complete the Auditor of State's Fraud Reporting and Training by October 22, 2024. Employees have the opportunity to complete the training in person or virtually and compliance will be monitored by the Benefits and Training Office.

Manager Training Series #4, Corrective Action and #5 Family Medical Leaves of Absences. will be offered in September and October, respectively.

Labor and Employee Relations

ACE:

- Working on new seniority system for ACE; retention points vs. seniority based on service time. Several LOUs for increased starting rates are pending (Air Quality Tech, Custodial Tech 3, and Electrician).

APAS:

- Negotiations are finished. Manager training on changes was provided. Working on clean copy of CBA and printing hard copy of CBA. Will begin work on reviewing Appendices A, B, C, and D as agreed upon during negotiations.

FOP:

- Grievance #85 (Mandated Overtime) was heard and granted.

YSU/OEA:

- Pre-D Meeting held concerning Lecturer. Discipline is pending.
- Reviewing faculty start rates in designated areas.

Current Postings 9/1/2024

<u>Full-time Faculty</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Assistant Professor, Chemical Engineering (Tenure-Track)	Academic Affairs	Rayen School of Engineering
Lecturer, Medical Laboratory Science Programs (Term)	Academic Affairs	Health Professions
Assistant Professor, Electrical and Computer Engineering (Tenure-Track)	Academic Affairs	Rayen School of Engineering
Lecturer, Management (Term)	Academic Affairs	Management & Marketing
Assistant Professor, Plant Molecular Ecology – Chemical and Biological Sciences (Tenure-Track)	Academic Affairs	Chemical & Biological Sciences
Assistant Professor, Forensic Biology – Chemical and Biological Sciences (Tenure-Track)	Academic Affairs	Chemical & Biological Sciences
Assistant Professor, Computer Science and Information Systems (Tenure-Track)	Academic Affairs	Computer Science and Information Systems
Assistant Professor, Mechanical Engineering (Tenure-Track)	Academic Affairs	Rayen School of Engineering
Assistant Professor, Primary Education/Primary Intervention Specialist (Tenure – Track)	Academic Affairs	Teacher Education & Leadership Studies
<u>Part-time Faculty</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department/Major</u>
Part-time Faculty, STEM Careers	Academic Affairs	Dean - STEM
Part-time Faculty, Master in Athletic Training	Academic Affairs	Master of Athletic Training
Part-time Faculty, Radiologic Technology – Health Professions (Term)	Academic Affairs	Health Professions
Part-time Faculty, Healthcare Administration – Health Professions (Term)	Academic Affairs	Health Professions
Part-time Faculty, Sociology	Academic Affairs	Sociology & Anthropology
Part-time Faculty, Paralegal	Academic Affairs	Philosophy & Religious Studies
Part-time Faculty, Mathematics	Academic Affairs	Mathematics & Statistics

Current Postings 9/1/2024

Part-time Faculty, Student Teaching/Pre-Clinical Supervisor- Teacher Education	Academic Affairs	Teacher Education
Part-time Faculty, Higher Education Administration – Teacher Education	Academic Affairs	Teacher Education
<u>Part-time Faculty Continued</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department/Major</u>
Part-time Faculty, Teacher Education and Leadership Studies	Academic Affairs	Teacher Ed & Leadership Studies
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, 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
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

Current Postings 9/1/2024

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
<u>Part-time Faculty Continued</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department/Major</u>
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
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

Current Postings 9/1/2024

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
<u>Part-time Faculty Continued</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department/Major</u>
Part-Time Faculty, Communication - Journalism and 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
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 9/1/2024

<u>Professional Administrative</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Assistant Coach, Swimming	President	Swimming & Diving - Women's
Assistant Director	Academic Affairs	Honors College
Assistant Director	Student Affairs & Inst Effectiveness	Undergraduate Admissions
Manager, CDC REACH	Academic Affairs	Master of Public Health
Assistant Athletic Director, Athletic Academic Services	President	Academic Counseling
Coordinator, Registration	Student Affairs & Inst Effectiveness	Registration & Records
Coordinator, Choose Ohio First Scholarship Program and STEM Scholarship	Academic Affairs	Dean - STEM
Executive Assistant to the Provost	Academic Affairs	Provost VP - Academic Affairs
Academic Advisor 2	Academic Affairs	Dean - WCBA
Project Technician - Hybrid DED Additive Manufacturing and Foundry 4.0	Academic Affairs	Civil Environmental & Chemical Engr
Web Developer	Student Affairs & Inst Effectiveness	Marketing & Communications
Assistant Coach, Softball	President	Softball
Assistant Coach, Sports Performance	President	Training Room
Website Engineer	Student Affairs & Inst Effectiveness	Marketing & Communications
Assistant Registrar	Student Affairs & Inst Effectiveness	Registration & Records
Coordinator, STEM K-12 Access and Outreach	Academic Affairs	Dean - STEM
Coordinator, Career, Internships & Co-Ops	Academic Affairs	Dean - STEM
Director	Student Affairs & Inst Effectiveness	Institutional Research & Analytics
Associate Director, International Admissions	Student Affairs & Inst Effectiveness	International Programs Office
Instruction Specialist	Academic Affairs	Rich Center for Autism
Coordinator, Continuous Improvement	Academic Affairs	Institute for Teaching & Learning
Capital Funds Analyst	Finance & Business Operations	Facilities Maintenance
Reference Librarian, Health and Human Services	Academic Affairs	Maag Library
Network Engineer	Finance & Business Operations	IT Infrastructure Services
Systems Engineer	Finance & Business Operations	IT Infrastructure Services
Coordinator, Regional Admissions (10 month)	Student Affairs & Inst Effectiveness	Undergraduate Admissions

Current Postings 9/1/2024

Academic Advisor 1	Academic Affairs	Dean Bitonte Col Health & Human
<u>Professional Administrative Continued</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Financial Aid Counselor	Student Affairs & Inst Effectiveness	Financial Aid and Scholarships
University Architect	Finance & Business Operations	Facilities Maintenance
<u>Classified</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Receiving and Distribution Supervisor	Finance & Business Operations	Delivery Services
Business Operations Specialist 2	Academic Affairs	Dean - STEM
Locksmith	Finance & Business Operations	Facilities Maintenance
Boiler Technician	Finance & Business Operations	Facilities Maintenance
Academic Operations Specialist 2	Academic Affairs	Dean - STEM
Library Assistant	Academic Affairs	Maag Library
Maintenance Repair Worker 2	Finance & Business Operations	Facilities Maintenance
Academic Operations Specialist 1	Academic Affairs	Dean-College of Graduate Studies
Museum Specialist	Academic Affairs	Smith Museum Operation
Parking Facilities Attendant (.75)	Finance & Business Operations	Parking Services
Parking Facilities Attendant (Intermittent)	Finance & Business Operations	Parking Services
Electrician	Finance & Business Operations	Facilities Maintenance
Police Officer 1	Finance & Business Operations	YSU Police
<u>Unclassified</u>		
<u>Job Title</u>	<u>Division</u>	<u>Department</u>
Activity Leader - Multiple Locations	Academic Affairs	Community Engagement
Academic Leader - Multiple Locations	Academic Affairs	Community Engagement



SUMMARY OF PERSONNEL ACTIONS

Classified Employees

4/16/2024 through 7/15/2024

Separations – 9

- Classified Civil Service – 6
- Classified Excluded – 1
- FOP – 1
- FOP Excluded – 1

Appointments – 13

- Classified Civil Service – 10
- Classified Excluded – 3

Reclassifications/Position Adjustments – 9

- Classified Civil Service – 6
- Classified Excluded – 2
- Classified Externally Funded – 1

Promotions – 1

- Classified Excluded – 1

Salary Adjustments – 2

- Classified Civil Service – 1
- Classified Excluded – 1

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	FTE	SALARY	SEPARATION TYPE
Adams, Maureen	ACE	Academic Operations Specialist 2	Mathematics & Statistics	6/30/2024	1.00	\$ 56,908.80	Retired
Bogunia, John	ACE	Maintenance Repair Worker 2	Facilities Maintenance	4/26/2024	1.00	\$ 44,179.20	Resigned
Cole, Nicolene	ACE	Academic Operations Specialist 2	Teacher Education	5/3/2024	1.00	\$ 55,390.40	Retired
Kuhns, Brian	ACE	Locksmith	Facilities Maintenance	5/17/2024	1.00	\$ 41,932.80	Resigned
Modarelli, Jeanette	ACE	Records Technician 3	Registration & Records	5/31/2024	1.00	\$ 59,508.80	Retired
Varley, Michael	ACE	Boiler Technician	Facilities Maintenance	6/17/2024	1.00	\$ 54,828.80	Resigned
King, Jaime	Excluded	Academic Leader	Community Engagement	6/30/2024	0.50	\$ 21,216.00	Resigned
Wolfe, Chelsea	FOP	University Police Officer 2	YSU Police	6/12/2024	1.00	\$ 50,232.00	Resigned
Gillam, Dania	FOP Excluded	Intermittent University Police Officer 1	YSU Police	4/30/2024	0.25	\$ 22,547.20	Resigned

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Bova, Michele	ACE	Academic Operations Specialist 2	Teacher Education	7/8/2024	1.00	\$ 35,360.00
Cashbaugh, Steve	ACE	Groundskeeper 2	Grounds	5/6/2024	1.00	\$ 34,694.40
Fritch, Ryan	ACE	Technology Support Technician 1	IT Customer Services	7/15/2024	1.00	\$ 45,926.40
Hughes, Jaheem	ACE	Technology Support Technician 1	IT Customer Services	6/3/2024	1.00	\$ 45,926.40
Ianazone, Michael	ACE	Business Operations Specialist 2	Registration & Records	6/17/2024	1.00	\$ 35,360.00
Jackson, Jennifer	ACE	Business Operations Specialist 2	Undergraduate Admissions	6/17/2024	1.00	\$ 35,360.00
Krasinski, Vincent	ACE	Technology Support Technician 1	IT Customer Services	5/20/2024	1.00	\$ 45,926.40
Leonard, Theresa	ACE	Academic Operations Specialist 2	Dean Bitonte College Health & Human Services	5/20/2024	1.00	\$ 35,360.00
Monroe, Alyse	ACE	Business Operations Specialist 2	Dean - STEM	6/17/2024	1.00	\$ 35,360.00
Neiheisel, Joshua	ACE	Technology Support Technician 1	IT Customer Services	5/20/2024	1.00	\$ 45,926.40
Krause, Sabrina	Excluded	Museum Specialist (Intermittent)	Industry & Labor Steel Museum	5/20/2024	0.25	\$ 14,310.40
Scarl, Nicholas	Excluded	Researcher (Intermittent)	Chemistry	6/17/2024	0.25	\$ 20,800.00
Chiovitti, Michael	Excluded	Human Resources Generalist	Human Resources	4/22/2024	1.00	\$ 42,868.80

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	APPOINTMENT DATES	NEW FTE /OLD FTE	NEW SALARY	PREVIOUS SALARY
Blank, Megan	ACE	Technology Support Technician 2/ Technology Support Technician 1	IT Customer Services	4/21/2024	1.00	\$ 48,734.40	\$ 45,926.40
Clements, Daniel	ACE	Service Desk Technician	IT Customer Services	4/7/2024	1.00	\$ 51,646.40	\$ 49,192.00
Corley, Dionne	ACE	Customer Service Assistant 2/ Customer Service Assistant 1	Undergraduate Admissions	3/24/2024	1.00	\$ 38,022.40	\$ 36,212.80
Dittrich, James	ACE	Website Engineer/Web Programmer	Marketing & Communications	4/7/2024	1.00	\$ 68,036.80	\$ 61,859.20
Parsons, Amanda	ACE	Business Operations Specialist 2/ Customer Service Assistant 2	Undergraduate Admissions	4/21/2024	1.00	\$ 56,201.60	\$ 53,539.20
Richards, Steven	ACE	Laboratory Specialist 2	Dean - STEM	7/1/2024	1.00	\$ 69,368.00	\$ 63,065.60
Buchenic, Rebecca	Excluded	Temporary Site Coordinator/ Academic Leader	Community Engagement	5/16/2024	0.65/ 0.50	\$ 21,840.00	\$ 21,216.00
Wallace, Jesse	Excluded	Power Plant Energy Management Supervisor	Central Utility Plant & Distribution	7/14/2024	1.00	\$ 77,376.00	\$ 70,345.60
Shirilla, Erica	Externally Funded	Office Administrator Workforce Training DWEI	Center for Workforce Education & Innovation	7/1/2024	1.00	\$ 50,731.20	\$ 46,113.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
PROMOTIONS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
DeBernardo, Erin	Excluded	Layout Design Supervisor/Marketing and Creative Services Specialist	Marketing & Communications	12/31/2023	1.00	\$ 59,820.80	\$ 56,971.20

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 4/16/2024 THROUGH 7/15/2024
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Toth, Shaun	ACE	Electrician	Facilities Maintenance	6/2/2024	1.00	\$ 51,480.00	1.00	\$ 50,211.20
Krause, Sabrina	Excluded	Museum Specialist (Intermittent)	Industry & Labor Steel Museum	6/2/2024	0.25	\$ 16,837.60	0.25	\$ 14,310.40



YOUNGSTOWN STATE UNIVERSITY

1 Tressel Way, Youngstown, OH 44555

TO: Board of Trustees, Youngstown State University

FROM: Dana Lantz, Executive Director, Equal Opportunity and Human resources

RE: 3356-7-55 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for the September 2024 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 April 16, 2024, through and including July 15, 2024.

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: Evan Faulkner

Rationale for Request: "Currently only have two coaching staff member for men's basketball and the Transfer Portal is open and we are in the heaviest recruiting season for women's basketball."

Approval Date: 04/17/2024

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: Anthony Johnson

Rationale for Request: "Currently only have two coaching staff member for men's basketball and the Transfer Portal is open and we are in the heaviest recruiting season for men's basketball."

Approval Date: 04/17/2024

Position/Department: Assistant Coach, Women's Basketball / Intercollegiate Athletics

Candidate: Shayna Gore

Rationale for Request: "Currently only have one coaching staff member for women's basketball (Melissa Jackson) and the Transfer Portal is open and we are in the heaviest recruiting season for women's basketball."

Approval Date: 04/18/2024

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: Mark Richmond

Rationale for Request: "Currently only have two coaching staff member for men's basketball and the Transfer Portal is open and we are in the heaviest recruiting season for men's basketball."

Approval Date: 04/22/2024

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: Dwaine Osborne

Rationale for Request: "Currently only have two coaching staff member for men's basketball and the Transfer Portal is open and we are in the heaviest recruiting season for men's basketball."

Approval Date: 04/22/2024

Office of Human Resources

Tod Hall, Rm 359

330.941.1508 | Fax: 330.941.3716



YOUNGSTOWN STATE UNIVERSITY

1 Tressel Way, Youngstown, OH 44555

Position/Department: Assistant Coach, Men's Basketball / Intercollegiate Athletics

Candidate: Rocco Nolfi

Rationale for Request: "With Rocco's experience we are confident in his ability to not only complete the job duties to the highest standard but also his ability to build relationships with students."

Approval Date: 05/10/2024

Position/Department: Head Coach, Baseball / Intercollegiate Athletics

Candidate: Donnie Watson

Rationale for Request: "With Donnie's experience we are confident in his ability to not only complete the job duties to the highest standard but also his ability to build relationships with students. The quick turnaround of the baseball program is a high priority item."

Approval Date: 05/22/2024

Position/Department: Associate Controller for General Accounting and Director of Payroll Operations / Finance and Business Operations

Candidate: Michael Hackstedde

Rationale for Request: "To create a seamless transition in a mission-critical and highly complex unit following the retirement of former controller Katrena Davidson on 3/31/24; and to foster staff retention by providing a career ladder opportunity for a proven employee."

Approval Date: 06/12/2024

Position/Department: Manager, General Accounting / Finance and Business Operations

Candidate: Dina Casciano

Rationale for Request: "To create a seamless transition in a mission-critical and highly complex unit following the retirement of former Controller, Katrena Davidson on March 31, 2024; and to foster staff retention by providing a career ladder opportunity for a proven employee."

Approval Date: 06/17/2024

Position/Department: Director of Advising, Cliffe College / Office of Academic Affairs

Candidate: Shannon Holdridge

Rationale for Request: "Our Academic Advising Office is more vulnerable now than it's been since 2016, which I first came to YSU. We're hired a new advisor (who will begin on June 3), but he'll need to get up-to-speed with our curriculum. Our Advising staff are at a deficit at a really pivotal time for us, and we need to focus all our energies on recruiting and retaining students. Over the last several years, we've had several searches for Academic Advisors, and all have been arduous, yielding basically one qualified candidate, if we were lucky. We are at an inflexion point and need Shannon's proven leadership in guide our Academic Advising office. She is the central piece of Cliffe Academic Advising, and at this critical juncture, we can ill afford the spend time searching a position. I'm respectfully requesting that we waive a search for our Director of Advising position and appoint Shannon Holdridge to the position."

Approval Date: 07/10/2024

Office of Human Resources

Tod Hall, Rm 359

330.941.1508 | Fax: 330.941.3716



YOUNGSTOWN STATE UNIVERSITY

1 Tressel Way, Youngstown, OH 44555

Position/Department: Head Coach, Baseball / Intercollegiate Athletics

Candidate: Trevor Charpie

Rationale for Request: “With Trevor's expertise we are confident in his ability to not only complete the job duties to the highest standard but also his ability to build relationships with students. With the transfer portal being open, it is critical to get Trevor hired ASAP to start the recruiting process and to retain some of our current student athletes.”

Approval Date: 07/01/2024

Office of Human Resources

Tod Hall, Rm 359

330.941.1508 | Fax: 330.941.3716

YEARS of SERVICE RECOGNITION

1/1/2024 - 12/31/2024

35 Years of Service

Michael Bowman - Student Counseling Services 7/2/2024

30 Years of Service

Jeffrey Coldren - Psychology 9/15/2024

Kent Engelhardt - Dana School of Music 9/15/2024

John Hyden - Facilities Maintenance 1/3/2024

Qi Jiang - Sociology & Anthropology 9/15/2024

Debbie Juruaz - Health Professions 9/15/2024

David Law - Accounting & Finance 1/3/2024

Marko Marinkovich - Campus Rec 3/15/2024

Thomas Morella - Ticket Office 7/1/2024

Caroline Oltmanns - Dana School of Music 9/15/2024

Michael Serra - Chemistry 9/15/2024

25 Years of Service

Christy Cameron - Kilcawley Center 7/1/2024

John Dalbec - IT Infrastructure Services 1/1/2024

Jay Gordon - English 9/15/2024

Barbara Greene - Procurement Services 9/13/2024

Karen Henning - Dean's Office BCLASSE 6/21/2024

Carl Johnston - Biology 9/15/2024

Therese Kightlinger - Student Field Experiences
9/15/2024

Jennifer Lesko - Training Room 7/1/2024

Stephen Lucivjansky - University Bursar 12/1/2024

David Olekshuk - IT Customer Services 10/25/2024

Jennifer Pintar - Provost VP - Academic Affairs
9/15/2024

Salvatore Sanders - Dean's Office - College of
Graduate Studies 4/1/2024

William Slipkovich - Facilities Maintenance
11/8/2024

20 Years of Service

Joseph Bielecki - Environmental & Occupational
Health & Safety 7/12/2024

Daniel Bondi - Rich Center for Autism 8/19/2024

Brian Bonhomme - History 8/16/2024

Jonathan Caguiat - Biology 8/16/2024

Deborah Campana - Registration & Records
8/23/2024

Antony Candel - Rich Center for Autism 8/11/2024

Patrick Durrell - Physics & Astronomy 8/16/2024

Tysa Egleton - Registration & Records 6/28/2024

Jaietta Jackson - Communication 8/16/2024

Holly Jacobs - General Counsel 7/26/2024

Jana Joseph - Rich Center for Autism 8/11/2024

G. Jay Kerns - Mathematics & Statistics 8/16/2024

Gina McGranahan - Accessibility Services 10/18/2024

Dorian Mermer - Communication 8/16/2024

Jill Mogg - Physics, Astronomy, Geology, &
Environmental Sciences 11/15/2024

Anne Monroe - Undergraduate Admissions 5/24/2024

Michelle Nelson - Art 8/16/2024

Patrice Orwell - Procurement Services 5/18/2024

Zara Rowlands - Health Professions 1/5/2024

Susan Sahli - Financial Aid & Scholarships 10/25/2024

Bradley Shellito - Geography 8/16/2024

Christina Texter - Alumni & Events Operations
5/24/2024

Xiaoli Zhu - Maag Library 7/1/2024

10 Years of Service

Sheila Blank - Nursing 8/13/2024

Laura Calgani - Nursing 8/13/2024

Jessica Chill - Distance Learning 5/16/2024

Kyosung Choo - Mechanical Engineering 8/13/2024

Gary Clark - Office of Research Services 10/1/2024

Joseph Corpa - Rich Center for Autism 8/18/2024

Dana Davis - Social Work 8/13/2024

Amanda Fehlbaum - Sociology & Anthropology
8/13/2024

Katherine Garlick - Theater & Dance 8/13/2024

Douglas Genna - Chemistry 8/13/2024

Daniel Keown - Dana School of Music 8/13/2024

Lucy Kerns - Mathematics & Statistics 8/13/2024

Peter Kimosop - Geography 8/13/2024

Joseph Liguori - IT Customer Services 1/27/2024

Matthew Lindberg - Psychology 8/18/2024

Thomas Madsen - Mathematics & Statistics
8/13/2024

Anthony Mancini - Rich Center for Autism
8/18/2024

Rachel McCartney - Center for Workforce
Education & Innovation 3/10/2024

Monica Merrill - Criminal Justice 8/13/2024

Nguyet Nguyen - Mathematics & Statistics
8/13/2024

John Rossi - Marketing 8/13/2024

Jae Joong Ryu - Mechanical Engineering 8/13/2024

Christina Saenger - Dean's Office WCBA 8/13/2024

Swati Sethi - Psychology 8/13/2024

YEARS of SERVICE RECOGNITION

1/1/2024 - 12/31/2024

Kimberly Verdone - Registration & Records
2/3/2024

Gina Villamizar - World Languages & Cultures
8/13/2024

Colleen Warren - Registration & Records 6/1/2024

Jason Zapka - School of Technology 8/13/2024

Human Resources 11.03.2023; Rev. 08.20.2024 Idm