



**BOARD OF TRUSTEES
INTERCOLLEGIATE ATHLETICS COMMITTEE**

**Joseph J. Kerola, Chair
Richard C. Fryda, Vice Chair
All Trustees are Members**

**Wednesday, December 11, 2024
1:01p.m. or immediately following
previous meeting**

**Board Room
Tod Hall**

AGENDA

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

1. Intercollegiate Athletics Discussion Items

- C.1.a. = Tab 1 a. Overview of Athletics Personnel Actions**
Ron Strollo, Director of Athletics, will report.
- C.1.b. = Tab 2 b. Performance Excellence Organization**
Nicole Kent-Strollo, Dean of Students & Ombudsperson, and Jen Tymkew, Associate Athletics Director, will report.
- C.1.c. = Tab 3 c. Wellness and Performance Collaborations**
Nicole Kent-Strollo, Dean of Students & Ombudsperson, and Jen Tymkew, Associate Athletics Director, will report.
- C.1.d. = Tab 4 d. Department Enhancements and Risk Mitigations**
Nicole Kent-Strollo, Dean of Students & Ombudsperson, and Jen Tymkew, Associate Athletics Director, will report.
- C.1.e. = Tab 5 e. Student-Athlete Centered Care and Wellness**
Nicole Kent-Strollo, Dean of Students & Ombudsperson, and Jen Tymkew, Associate Athletics Director, will report.
- C.1.f. = Tab 6 f. Student-Athlete Performance Enhancements**
Nicole Kent-Strollo, Dean of Students & Ombudsperson, and Jen Tymkew, Associate Athletics Director, will report.
- C.1.g. = Tab 7 g. Future Goals and Growth**
Nicole Kent-Strollo, Dean of Students & Ombudsperson, and Jen Tymkew, Associate Athletics Director, will report.

C.1.h. = Tab 8

h. NCAA Updates

Ross Miltner, Associate General Counsel, will report.

D. New Business

E. Adjournment



YOUNGSTOWN
STATE
UNIVERSITY

SUMMARY OF PERSONNEL ACTIONS
Athletic Employees
7/16/2024 through 10/15/2024

Separations – 5

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

Appointments – 4

Replacement Positions – 4

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

Reclassification/Position Adjustments – 1

- Professional Administrative Excluded – 1

Promotions – 2

- Professional Administrative Excluded – 2

Salary Adjustments – 2

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 1

Transfers – 1

- Professional Administrative Staff – 1

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Bertolini, Daniel	Excluded	Head Coach	Baseball	7/27/2024	1.00	\$ 68,465.74	Non-renewal
Davis, Shane	Excluded	Assistant Coach	Baseball	7/27/2024	1.00	\$ 36,611.68	Non-renewal
Reagan, Kelsey	Excluded	Assistant Coach	Swimming & Diving - Women's	8/25/2024	1.00	\$ 51,000.00	Resignation
Rodenberg, James	Excluded	Assistant Coach Sports Performance	Training Room	9/9/2024	1.00	\$ 67,773.90	Non-renewal
Spencer, Jaysen	Externally Funded	Director	Athletic Administration	7/31/2024	1.00	\$ 52,020.00	Resignation

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Johnson, Evan	Excluded	Assistant Coach	Baseball	9/3/2024	1.00	\$ 25,000.00
Maddox, William	Excluded	Assistant Coach	Baseball	8/1/2024	1.00	\$ 35,000.00
Moser, Dylan	Excluded	Assistant Coach	Baseball	8/1/2024	1.00	\$ 35,000.00
Daum, Sarah	Externally Funded	Assistant Director Athletics Sales and Development	Athletic Administration	8/1/2024	1.00	\$ 52,000.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024
POSITION ADJUSTMENTS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD FTE	NEW SALARY	PREVIOUS SALARY
Penniman, Richard	Excluded	Assistant Coach	Track - Women's	7/1/2024	0.5/ 0.25	\$ 15,300.00	\$ 7,278.27

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024
PROMOTIONS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
King, Rebecca	Excluded/ APAS	Associate Director Athletic Academic Services/Senior Athletic Academic Coordinator	Academic Counseling	9/16/2024	1.00	\$ 52,000.00	\$ 47,251.59
Welch, Brian	Excluded/ Externally Funded	Assistant Athletic Director Athletic Academic Services/ Athletic Academic Coordinator	Academic Counseling	9/16/2024	1.00	\$ 60,000.00	\$ 44,825.57

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
King, Rebecca	APAS	Senior Athletic Academic Coordinator	Academic Counseling	3/1/2024	1.00	\$ 46,144.07	\$ 43,946.74
Garrison, Mason	Excluded	Assistant Coach for Sports Performance	Training Room	8/1/2024	1.00	\$ 67,774.00	\$ 43,064.40

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2024 THROUGH 10/15/2024
TRANSFERS

EMPLOYEE NAME	NEW EMPLOYEE TYPE/ OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Chapman, Madison	APAS	Coordinator Social Media Creative Content	Athletic Facilities Rental/ Marketing & Communication	7/16/2024	1.00	\$ 39,000.00	\$ 39,000.00

Performance Excellence Organization

Executive Director
of Athletics

Dean of Students

Senior Assoc AD of
Integrated
Healthcare &
Performance

Sports Performance

Sports Medicine

Mental Health

Performance Nutrition



Wellness and Performance Collaborations

ON Campus

- ▶ Dean of Students Office
 - ▶ Shared GA
 - ▶ Case management & conduct
 - ▶ Issues outside of sport
 - ▶ Roster removals
 - ▶ Penguin of Concern forms
- ▶ Mercy Health Wick
 - ▶ Sickle cell screening
 - ▶ Flu shots
 - ▶ General medical conditions
- ▶ Student Counseling Services
 - ▶ Green Bandana
 - ▶ Annual and incoming physicals
- ▶ Accessibility Services
- ▶ Dietetics program – educational materials
 - ▶ Cooking classes
- ▶ Data Analytics Program

OFF Campus

- ▶ Hull Institute
 - ▶ Eating disorders
- ▶ Drug testing collection agency
- ▶ Meridian HealthCare
 - ▶ +drug test referrals
- ▶ Cleveland Clinic
 - ▶ ECGs (echocardiograms)



Department Enhancements and Risk Mitigations

- Organizational chart
- Student athlete education
 - GamePlan modules
 - Speakers
- Coaching/staff education
- Bi-weekly emergency practice sessions by AT staff
- Standard of Care Toolkit completed
 - Workgroups for policy writing and programming enhancements
- VALD – ForceDecks and ForceFrames
- Sports Medicine and Sports Performance
 - Monthly combined meetings
 - Bi-annual retreats
- Performance Excellence Leadership
- DOS – routing of Penguin of Concern Referrals
- Title IX Education and Resource Development
- STAND initiative
- Office of Environmental, Health and Safety
- JED Campus Team Participation
- Office of General Counsel Liaison



Student Athlete Centered Care and Wellness

- ▶ Mental Health TVs
- ▶ 400 Mental health screens
 - ▶ Depression, anxiety, ED, gambling, food insecurity
- ▶ Penguinjured
- ▶ Pre-surgical meetings
- ▶ Yoga classes
- ▶ Wellness questionnaires
- ▶ Mental Health First Aid
 - ▶ 2 athletic department instructors
 - ▶ 6 classes = 41 staff and SAs certified
 - ▶ Now required as Athletics coaching staff member
- ▶ SA of Concern meetings
- ▶ DOS outreach and case management
- ▶ Penguin Pantry
- ▶ Career Closet



Student Athlete Performance Enhancements – by the numbers '23-24

- ▶ 2,099 PT appointments; 84 new evaluations
- ▶ 998 physician on-site appointments
 - ▶ On campus 20 hrs weekly
- ▶ 36 concussions
- ▶ 40 SAs with learning differences
- ▶ 24 different fuel station items
- ▶ 59,692 fuel station items distributed
- ▶ 400 annual physicals, 114 incoming physicals
 - ▶ 514 total mental health screens
- ▶ 98 individual nutrition consults
- ▶ 42 surgeries
- ▶ 528 injuries/illnesses
- ▶ 3,288 treatments
- ▶ Patient satisfaction survey 94.3% moderately to very satisfied



Future Goals and Growth

- ▶ Interassociation Standard of Care Toolkit
 - ▶ National Athletic Trainers Association (NATA)
 - ▶ American Orthopaedic Society for Sports Medicine (AOSSM)
 - ▶ American Medical Society for Sports Medicine (AMSSM)
 - ▶ American Physical Therapy Association (APTA)
- ▶ Data driven decision making
 - ▶ Data Analytics
- ▶ Nutrition services and collaboration with on campus dining provider

**Impact of *House v NCAA* settlement's sport roster limits
(effective 2025-2026)**

Sport	Old Scholarship Limit	'24-25 Roster Size	New Roster Limit	Difference to Meet Limit
Baseball	11.7	40	34	-6
M. Basketball	13	15	15	0
W. Basketball	15	16	15	-1
Bowling	5	9	11	2
M. Cross Country	5	21	17	-4
W. Cross Country	5	14	17	3
Football	85	122	105	-17
M. Golf	4.5	10	9	-1
W. Golf	6	12	9	-3
M. Track & Field	12.6	53	45	-8
W. Track & Field	18	47	45	-2
Lacrosse	12	36	38	2
Soccer	14	33	28	-5
Softball	12	21	25	4
M. Swim & Dive	9.9	38	30	-8
W. Swim & Dive	14	32	30	-2
M. Tennis	4.5	9	10	1
W. Tennis	8	10	10	0
Volleyball	12	15	18	3
Aggregate total		553	511	-42

Sports by gender	#	%
'24-25 Rosters:		
Total Men's Sports	308	55.6
Total Women's Sports	245	44.3
New Roster Limits:		
Total Men's Sports	265	51.8
Total Women's Sports	246	48.1
<i>*Counts both Cross Country and Track & Field in above numbers</i>		