



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

**Tuesday, September 19, 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 Sick Leave Accrual, Use and Conversion, Excluded Professional/
Administrative and Excluded Classified Staff Policy, 3356-7-13**

C.1.b. = Tab 2 b. Resolution to Modify Political Activities of Employees Policy, 3356-7-25

C.1.c. = Tab 3 c. Resolution to Modify Classified Civil Service Employees Policy, 3356-7-41

**C.1.d. = Tab 4 d. Resolution to Modify Supplemental Pay for Faculty and Professional/Administrative
Staff Policy, 3356-7-46**

**C.1.e. = Tab 5 e. Resolution to Modify Relocation Allowance for New Full-time Employee Policy,
3356-7-54**

2. 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.

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

3. Action Items

- C.3.a. = Tab 6** **a. Resolution to Prefer the Student Code of Conduct Procedures Over O.R.C. 3345.21 3345.23 for Students Arrested and Charges with Crimes of Violence**
Holly Jacobs, Vice President for Legal Affairs and Human Resources, and Ross Miltner, Associate General Counsel, will report.
- C.3.b. = Tab 7** **b. Resolution to Ratify YSU-ACE Labor Agreement**
Holly Jacobs, Vice President for Legal Affairs and Human Resources, will report.
- C.3.c. = Tab 8** **c. Resolution Regarding Terms and Conditions of Employment for Classified Employees Excluded from Collective Bargaining**
Holly Jacobs, Vice President for Legal Affairs and Human Resources, will report.
- C.3.d. = Tab 9** **d. Resolution to Modify Hiring and Selection Process, Evaluation and Compensation for Intercollegiate Athletic Coaches Policy, 3356-7-36**
Ross Miltner, Associate General Counsel, will report.
- C.3.e. = Tab 10** **e. 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 April 16, 2023, through July 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.

D. New Business

E. Adjournment



**RESOLUTION TO MODIFY
SICK LEAVE ACCRUAL, USE AND CONVERSION, EXCLUDED
PROFESSIONAL/ADMINISTRATIVE AND EXCLUDED CLASSIFIED
STAFF POLICY, 3356-7-13**

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
September 20, 2023
YR 2024-**

3356-7-13 Sick leave accrual, use and conversion, excluded professional/administrative and excluded classified staff.

Responsible Division/Office: Human Resources
 Responsible Officer: VP for Legal Affairs and Human Resources
 Revision History: January 1999; November 2009; October 2011;
 June 2012; December 2016; September 2018;
September 2023
 Board Committee: University Affairs
Effective Date: ~~September 6, 2018~~ 20, 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 leave programs, it provides for and encourages preventive health care; physical, emotional, and mental well-being; professional growth and development; and civic responsibility.
- (B) Parameters.
- (1) Professional/administrative and classified staff who are excluded from a bargaining unit earn fifteen days of sick leave per year. Said sick leave is accrued at the rate of five hours per semi-monthly pay period for excluded professional/administrative staff and 4.6 hours per biweekly pay period for excluded classified staff.
 - (2) Professional/administrative and classified staff who are excluded from a bargaining unit may utilize up to four days of accrued but unused sick leave per fiscal year for personal reasons not necessarily associated with an illness or injury to the employee or an immediate family member.
 - (3) Sick leave may be accumulated without limit provided the employee remains in an active pay status at the university.
 - (4) Sick leave may be utilized for personal illness, injury or exposure to a contagious disease which could be communicated to other

employees, and visits to, or treatments by, medical providers that cannot be scheduled outside the employee's normal work hours.

- (5) Sick leave may also be utilized for an illness in the employee's immediate family when the employee's presence is reasonably necessary for the health and welfare of the affected family member.
 - (6) Paid sick leave shall be used concurrently with Family and Medical Leave Act (=FMLA²) in accordance with rule 3356-7-05 of the Administrative Code. See university policy 3356-7-05, "Family and Medical Leave Act (FMLA)."
 - (7) As used in this policy, retirement refers to retirement under the provision of one of the Ohio public retirement systems at the time of separation and requested sick leave conversion. At the time of retirement, excluded professional/administrative staff that have completed ten or more years of active service or a combination of active university service, together with other state of Ohio units as specified by law, shall receive payment for one-fourth of the unused sick leave days up to a maximum of fifty days. Payment is based on the rate of pay at the time of retirement. Such payment will be made only once to an employee. After the employee accepts the payment, all remaining sick leave credit accrued will be eliminated. (Please see section 21.5 of the association of classified employees agreement regarding sick leave for excluded classified employees.)
 - (8) A retired employee who returns to university service may accrue and use sick leave as before, but cannot receive a second sick leave conversion payment.
 - (9) Sick leave conversion does not apply to any separation other than retirement.
 - (10) Employees covered by collective bargaining should refer to their respective labor agreement.
- (C) Procedures. Employees utilizing sick leave should notify their immediate supervisor as soon as possible regarding the necessity to utilize sick leave. To the extent such is possible, sick leave used for personal reasons is to be

scheduled in advance. The university's electronic process should be followed for the reporting and approval of leave. For procedures related to extended sick leave, refer to rule 3356-7-05 of the Administrative Code and/or university policy 3356-7-05, "Family and Medical Leave Act (FMLA)."



**RESOLUTION TO MODIFY
POLITICAL ACTIVITIES OF EMPLOYEES POLICY, 3356-7-25**

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
September 20, 2023
YR 2024-**

3356-7-25 Political activities of employees.

Responsible Division/Office: Human Resources
 Responsible Officer: VP for Legal Affairs and Human Resources
 Revision History: October 1998; December 2010; September 2016;
 September 2018; [September 2023](#)
 Board Committee: University Affairs
Effective Date: **September 6, 2018**, **2023**
 Next Review: [2023](#)[2028](#)

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- (A) Policy statement. Youngstown state university (university) employees are encouraged to fully and freely exercise their constitutional right to vote, as well as express their personal opinions regarding political candidates, issues, local, state and national programs, initiatives and referendums. However, as employees of a public tax exempt institution there may be restrictions on exercising these rights, as delineated in this policy and applicable laws and regulations. The university itself does not participate in any campaign for public office.
- (B) Purpose. To provide guidelines to university employees for participation in political activities.
- (C) Scope. This policy applies solely to individual university employee conduct.
- (D) Definition. For purposes of this policy, "political activity" is defined as activity directed toward the success or failure of a political party or candidate for partisan political office.
- (E) Parameters.
- (1) University employees are free to express political opinions; however, such expression cannot imply official university endorsement, sanction, or action.
 - (2) Employees shall not place political activity stickers, banners, flyers, or literature on university bulletin boards, in and on university buildings, or on any university property. Refer to rule

3356-4-17 of the Administrative Code and/or university policy 3356-4-17, "Posting on campus."

- (3) No university letterhead or insignia shall be used in any political activity.
 - (4) Employees shall not use any university work time, facilities, email, faxes, copiers, support services, resources, equipment, or services for political activity.
 - (5) University employees may in their capacity as private citizens and outside of their university work time and duties express opinion on matters of political, social, or other public concerns, provided that the expressed opinions do not suggest university endorsement.
- (F) Professional/administrative staff. Faculty and professional/administrative staff may run for or hold an elective office or serve in an appointed office insofar as the process of attaining and holding such office does not infringe upon fulfillment of responsibilities as employees of the university or is prohibited by federal or state statute. Employees should contact the office of human resources for information on running for or holding public office.
- (G) Classified employees. Section 124.57 of the Revised Code prohibits classified employees from engaging in certain political activities, including soliciting or receiving political contributions for any political party, for any candidate for public office, or from any officer of employee in the classified service of the state. Classified employees are also prohibited from participating in certain partisan activities as set forth in rule 123:1-46-02 of the Administrative Code. These partisan activities include but are not limited to:
- (1) Candidacy for public office in a partisan election.
 - (2) Candidacy for public office in a nonpartisan general election if the nomination to candidacy was obtained in a partisan primary or through the circulation of nominating petitions identified with a political party.
 - (3) Circulation of official nominating petitions for any candidate participating in a partisan election.

- (4) Service in an elected or appointed office in any partisan political organization.
 - (5) Acceptance of a party-sponsored appointment to any office normally filled by partisan elections.
 - (6) Campaigning by writing for publications, by distributing political material, or by writing or making speeches on behalf of a candidate for partisan elective office when such activities are directed toward party success.
 - (7) Participation in a political action committee which supports partisan activity.
- (H) Policy violations. Concerns regarding violations of this policy must be forwarded to the chief human resources officer. The chief human resources officer, or designee, will coordinate a review of the concern with the appropriate supervisor and, if necessary, the office of the university general counsel. Policy violations may result in discipline up to and including termination in accordance with applicable disciplinary policies and collective bargaining agreements.



**RESOLUTION TO MODIFY
CLASSIFIED CIVIL SERVICE EMPLOYEES POLICY, 3356-7-41**

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
September 20, 2023
YR 2024-**

3356-7-41 Classified civil service employees.

Responsible Division/Office: Human Resources
 Responsible Officer: VP for Legal Affairs and Human Resources
 Revision History: February 1999; August 2009;
 December 2012; April 2013; June 2013;
 September 2018, July 2023; September 2023
~~Minor Revision: July 2023~~
 Board Committee: University Affairs
Effective Date: September 6, 2018 to, 2023
 Next Review: ~~2023~~2028

- (A) Policy statement. Per Section 124.14 (F)(1) and (2) of the Revised Code, the board of trustees of a state university shall carry out all matter of governance, involving the officer and employees, including classified civil servants. The board of trustees also has been given all of the powers, duties and functions of the department of administrative services. All classified civil service employees shall be hired in accordance with applicable board policies and resolutions, departmental policies and Chapter 124. of the Revised Code and the Administrative Code.
- (B) Parameters.
- (1) Under Chapter 124. of the Revised Code, certain employees of Youngstown state university are appointed under the state classified civil service system.
 - (2) Classified employees may be either included or excluded from the Association of Classified Employees (ACE) bargaining unit or Fraternal Order of Police (FOP).
 - (3) Those classified employees included in the bargaining unit will be governed by the "Agreement Between the University and the Youngstown State University Chapter of the Association of Classified Employees" or the "Agreement Between Youngstown

State University and the Fraternal Order of Police, Ohio Labor Council, Inc." and any applicable board policies, resolutions or state and federal laws.

- (4) Those classified employees excluded from the bargaining unit are governed by applicable board policies, resolutions and state and federal laws.

~~(2)~~(5) The responsibility for administration of the civil service law and ~~regulations-policies~~ as they relate to university employees in the classified civil service system shall be assigned by the board of trustees through the president and the vice president for legal affairs and human resources to the chief human resources officer. The chief human resources officer serves as the designated appointing authority.

(C) Procedures.

- (1) Recruitment to fill classified positions must be authorized by the chief human resources officer, or their designee. Recruitment activities must conform to the affirmative action procedures pursuant to rule 3356-2-02 of the Administrative Code (see university policy 3356-2-02, "Equal opportunity and affirmative action recruitment and employment").
- (2) Division officers authorize the filling of positions under their direction after obtaining all required approvals.
- (3) The chief human resources officer, or their designee, extends the official offer of employment upon the recommendation of the department chairperson or hiring manager with the concurrence of the division officer.
- (4) Types of appointments and terms and conditions of employment of classified civil service staff not excluded from collective bargaining are outlined in ~~the~~ their respective bargaining unit

~~agreements. "Agreement Between the University and the Youngstown State University Chapter of the Association of Classified Employees" or the "Agreement Between Youngstown State University and the Fraternal Order of Police, Ohio Labor Council, Inc."~~



**RESOLUTION TO MODIFY
SUPPLEMENTAL PAY FOR FACULTY AND
PROFESSIONAL/ADMINISTRATIVE STAFF POLICY, 3356-7-46**

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
September 20, 2023
YR 2024-**

3356-7-46 Supplemental pay for faculty and professional/administrative staff.

Responsible Division/Office: Human Resources
 Responsible Officer: VP for Legal Affairs and Human Resources
 Revision History: 1999; December 2003; June 2010; December 2015;
 September 2018; September 2023
 Board Committee: University Affairs
Effective Date: ~~September 6, 2018~~ September 20, 2023
 Next Review: ~~2023~~ 2028

- (A) Policy statement. On occasion, it is necessary and appropriate to have employees perform services not included in the employee's assigned duties and responsibilities and to pay employees for these additional services. This policy does not apply to supplemental payment compensation for externally funded grants, sponsored programs and contracts (see rule 3356-7-48 of the Administrative Code, university policy 3356-7-48).
- (B) Scope. This policy applies only to faculty and professional/administrative staff. For supplemental payment compensation for externally funded grants, sponsored programs and contracts, consult rule 3356-7-48 of the Administrative Code and/or university policy 3356-7-48, "Supplemental pay from externally funded grants, sponsored programs and contracts for faculty and professional/administrative staff."
- (C) Parameters.
- (1) Supplemental pay assignments are intended to enable the university to generally deal with short-term staffing needs involving unusual circumstances or unanticipated situations, ~~or~~ and assignments of additional duties beyond the scope of the assigned duties. Such assignments will generally not be approved as a routine matter or on a continuing or recurring basis and may not exceed six months for professional/administrative staff or one academic year for faculty. In special circumstances, with the approval of the president, these time limitations may be extended.
 - (2) Supplemental payments to an employee during any fiscal year may not exceed ~~the lesser of either twenty per cent as calculated on the affected employee's full-time salary basis or~~ ten thousand dollars. In special circumstances, with the approval of the president, these fiscal limitations may be exceeded.

- (3) To allow for accurate and transparent financial analysis and reporting and for audit purposes, supplemental payments should be made from the appropriate account code in the university's financial system. Such payments shall be made to the employee on a semimonthly basis.
 - (4) Supplemental pay assignments must be approved in advance by the employee or the faculty member's manager in any situation in which the assignment is for work for another university department.
- (D) Procedures. See human resources administrative policy 2023-1: Supplemental pay.
- ~~(1) A department/unit supervisor with the approval of the division executive officer may authorize assignments of additional duties for supplemental pay when short-term staffing problems cannot be met through normal staffing practices.~~
 - ~~(2) Requests for supplemental payments should be approved prior to any work being assigned or undertaken. Exceptions may be granted for emergency situations documented by the department supervisor and affirmed by the division executive officer.~~
 - ~~(3) Funds necessary to cover the cost of supplemental payments will be provided from the department's supplemental pay account.~~
 - ~~(4) Bargaining unit members should refer to their collective bargaining agreements for additional supplemental pay procedures and requirements.~~
 - ~~(5) The office of human resources will develop necessary administrative procedures, including a "Supplemental Pay" form and guidelines for supplemental pay in order to process and manage supplemental payments.~~

2023-1 Supplemental Pay Assignments

Responsible Division/Office: Office of Human Resources
 Responsible Officer: Chief Human Resources Officer
 Revision History: 2023
 Effective Date: September 2023
 Next Review: 2028

(A) Summary. Supplemental pay assignments are utilized when it necessary and appropriate to have a current University employee perform services not included in the employee's assigned duties and responsibilities and to pay employees for these additional services.

(B) Supplemental Payment Definition. Payments that enable the University to generally deal with short-term staffing needs involving unusual circumstances, unanticipated situations and that require the assignment of additional duties beyond the scope of an employee's primary position.

(C) Purpose. To establish procedures for the Office of Human Resources to manage supplemental pay assignments.

(D) Parameters.**a. Eligibility.**

- i. All full and Part-time Professional Administrative and Faculty employees may be assigned supplemental pay.
- ii. Part-time faculty may only be assigned supplemental pay assignments during a semester when they have a current active primary position.
- iii. Hourly employees are not eligible for supplemental pay assignments due to overtime considerations outside of the supplemental payment process.

b. Length of Appointment.

- i. Supplemental payments for faculty may not exceed one (1) academic year.
- ii. Payments for Professional Administrative employees may not exceed six (6) months.
- iii. Supplemental pay assignments shall not be approved as a routine matter or on a reoccurring basis.
- iv. In special circumstances with the approval of the president these timelines may be extended.

c. Compensation.

- i. A justification of compensation must be provided with any supplemental pay request. The justification must describe how the payment amount was calculated and must be reasonable and consistent with the work being performed.
- ii. Funds necessary to cover the cost of the supplemental payments will be provided from the department's supplemental pay account.

- iii. If an employee is assigned an Acting or Interim assignment in addition to their current full-time assignment, the following pay schedule has been established:
 - a. Vice President (Executive Officers) \$1,000 per month
 - b. Assoc. Vice President, Assoc. Provost, Dean \$900 per month
 - c. Executive Director \$800 per month
 - d. Director \$700 per month
 - e. Manager or Associate Director \$600 per month
 - f. Coordinator \$500 per month
- iv. Payments to employees during any fiscal year shall not exceed \$10,000. In special circumstances, with the approval of the President, these fiscal limitations may be exceeded.

d. Approvals.

- i. Employees may not perform any work assigned until the supplemental pay assignment is fully approved.
 1. Exceptions may be granted for emergency situations documented by the department supervisor and affirmed by the division executive officer.
- ii. Employees must agree to and cannot be unilaterally assigned a supplemental pay assignment.
- iii. Assignments must be approved by the following:
 1. Supervisor assigning work.
 2. Employees primary position supervisor.
 3. Financial Manager for the account being charged.
 4. Controller's Office – restricted funds/gifts/endowments.
 5. Human Resources Compensation review
 6. Supplemental Pay Committee – Full-time Faculty payments over \$500.
 7. Division Officer.
 8. President – payments over \$10,000.
- e. **Part-time Hours.** If the employee assigned the additional duties is employed on a part-time basis, the number of hours per week required to complete the assignment must be identified.
- f. **Bargaining Unit Members.** Bargaining unit members should refer to their collective bargaining unit agreements for additional supplemental pay assignment procedures and requirements.



**RESOLUTION TO MODIFY
RELOCATION ALLOWANCE FOR NEW FULL-TIME EMPLOYEE
POLICY, 3356-7-54**

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
September 20, 2023
YR 2024-**

3356-7-54 Relocation allowance for new full-time employee.

Responsible Division/Office: Human Resources
 Responsible Officer: ~~Chief Human Resources Officer~~ VP for Legal
 Affairs and Human Resources
 Revision History: September 2018, ~~July 2023~~, September 2023
~~Minor Revision: July 2023~~
 Board Committee: University Affairs
Effective Date: ~~September 6, 2018~~ 2020, 2023
 Next Review: ~~2023~~ 2028

- (A) Policy statement. When it is necessary to recruit an employee to accept employment with Youngstown state university (university), the university may authorize an allowance to defray the cost of relocation.
- (B) Purpose. To provide consistent guidelines and procedures for payment of a relocation allowance consistent with university necessity, sound business practices, and budgetary limitations in accordance with applicable laws and regulations.
- (C) Eligibility. Full-time faculty and professional administrative staff, including athletic coaches, are eligible for payment of a relocation allowance. In order to be eligible, the distance between the employee's old home and the university's campus must be at least fifty miles. A relocation allowance must be negotiated at the time of hire.
- (D) Parameters
- (1) All relocation allowances must be negotiated at the time a position is offered, properly approved, and included in the offer letter or appointment form prepared by the university's office of human resources.
 - (2) All relocation allowances are subject to repayment requirements contained within this policy (see paragraph G of this policy). The

repayment requirement will be included in all offer letters/ appointment forms. Any employee receiving a relocation allowance is required to sign a relocation expense repayment agreement form.

- (3) Requests and approvals for relocation allowances will follow the electronic hiring proposal process.
 - (4) Relocation allowances are subject to the availability funding and will be charged back to the hiring department's budget.
 - (5) The relocation allowance is meant to defray the cost of certain moving expenses incurred when relocating to the university for employment.
 - (6) The office of human resources will develop appropriate procedures to administer this policy. These procedures and any applicable guidelines will be available on the office of human resources website.
 - (7) A standard relocation allowance will be set forth in the guidelines established.
- (E) Method of payment. An approved relocation allowance amount will be processed as a one-time lump sum payment and included with the employee's regular paycheck. Although expenses may occur prior to the employee's start date, relocation payments will not be made until after the employee begins employment with the university.
- (F) Tax implications. Relocation allowances will be taxed in accordance with IRS regulations.
- (G) Repayment. An employee who voluntarily separates from the university prior to completing two years of continuous service or is terminated for cause may be required to pay back the relocation allowance.

- (H) **Policy exceptions.** Any exceptions must be approved in writing by the chief human resources officer or designee and the vice president for finance and business operations, or their designees.



**RESOLUTION TO PREFER THE STUDENT CODE OF CONDUCT PROCEDURES
OVER O.R.C. 3345.21-3345.23 FOR STUDENTS ARRESTED AND CHARGED WITH
CRIMES OF VIOLENCE**

WHEREAS, Ohio Revised Code section 3345.21, *Authority to maintain law and order on campus*, grants general powers to the Youngstown State University Board of Trustees to maintain and regulate law and order on campus; and

WHEREAS, Ohio Revised Code section 3345.21 directs the Youngstown State University Board of Trustees to “adopt rules for the conduct of the students, faculty, visitors and staff.”; and

WHEREAS, the Youngstown State University Board of Trustees has previously adopted “The Student Code of Conduct” (policy 3356-8-01.1) which contains procedures intended to maintain and regulate law and order on campus while providing procedural due process to students; and

WHEREAS, Ohio Revised Code section 3345.22, *College student or staff member arrested for certain offenses to be afforded hearing; suspension; appeal* and Ohio Revised Code section 3345.23, *Dismissal of student or faculty or staff member on conviction of certain offenses*, passed in 1970 and 1974 respectively, prior to universities developing student codes of conduct, set forth a process to handle students arrested for crimes of violence. The process includes a hearing before a “referee”, and due process to determine whether a student should be suspended or placed on probation, pending the outcome of the criminal matter. This decision can be appealed to the common pleas court. Whether the student is ultimately reinstated or dismissed from the university is dependent upon the outcome of the criminal matter; and

WHEREAS, “The Student Code of Conduct” contains a similar process used to adjudicate incidents of student conduct which result in arrest from crimes of violence; and

WHEREAS, administering concurrent hearing procedures pursuant to both “The Student Code of Conduct” and Ohio Revised Code sections 3345.22-3345.23 is duplicative, laborious and confusing to the student;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve a preference to conduct hearings pursuant to “The Student Code of Conduct” (policy 3356-8-01.1), rather than utilizing the hearing procedure detailed in Ohio Revised Code section 3345.22 for students charged with crimes of violence.

**Board of Trustees Meeting
September 20, 2023
YR 2024-**

Baldwin's Ohio Revised Code Annotated

Title XXXIII. Education--Libraries (Refs & Annos)

Chapter 3345. State Universities--General Powers (Refs & Annos)

Miscellaneous Provisions

R.C. § 3345.21

3345.21 Authority to maintain law and order on campus

Effective: July 21, 2022

Currentness

The board of trustees of any college or university which receives any state funds in support thereof, shall regulate the use of the grounds, buildings, equipment, and facilities of such college or university and the conduct of the students, staff, faculty, and visitors to the campus so that law and order are maintained and the college or university may pursue its educational objectives and programs in an orderly manner.

The board of trustees of each such college or university shall adopt rules for the conduct of the students, faculty, visitors, and staff, and may provide for the ejection from college or university property, suspension or expulsion of a person who violates such regulations. All such rules shall be published in a manner reasonably designed to come to the attention of, and be available to, all faculty, staff, visitors, and students.

The board of trustees shall provide for the administration and enforcement of its rules and may authorize the use of state university law enforcement officers provided for in section 3345.04 of the Revised Code to assist in enforcing the rules and the law on the campus of the college or university. The board of trustees, or appropriate officials of such college or university when the authority to do so has been delegated by the board of trustees, may seek the assistance of other appropriate law enforcement officers to enforce the rules and to enforce laws for the preservation of good order on the campus, and to prevent the disruption of the educational functions of the college or university.

In accordance with sections 3345.0213 and 3345.0215 of the Revised Code, the rules of the board of trustees shall not restrict freedom of speech nor the right of persons on the campus to assemble peacefully.

CREDIT(S)

(2022 S 135, eff. 7-21-22; 2020 S 40, eff. 3-24-21; 1978 H 588, eff. 6-19-78; 132 v S 468)

Notes of Decisions (18)

R.C. § 3345.21, OH ST § 3345.21

Current through Files 1 to 7, immediately effective RC sections of File 8, and Files 9 and 10 of the 135th General Assembly (2023-2024).

End of Document

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Baldwin's Ohio Revised Code Annotated

Title XXXIII. Education--Libraries (Refs & Annos)

Chapter 3345. State Universities--General Powers (Refs & Annos)

Miscellaneous Provisions

R.C. § 3345.22

3345.22 College student or staff member arrested for certain offenses to be afforded hearing; suspension; appeal

Currentness

(A) A student, faculty or staff member, or employee of a college or university that receives any state funds in support thereof, arrested for any offense covered by division (D) of section 3345.23 of the Revised Code shall be afforded a hearing, as provided in this section, to determine whether the person shall be immediately suspended from the college or university. The hearing shall be held within not more than five days after the person's arrest, subject to reasonable continuances for good cause shown, which continuances shall not exceed a total of ten days.

(B) The arresting authority shall immediately notify the president of the college or university of the arrest of a student, faculty or staff member, or employee of the college or university for any offense covered by division (D) of section 3345.23 of the Revised Code. The hearing to determine whether the person shall be immediately suspended shall be held in the county where the college or university is located, before a referee appointed by the president. The referee shall be an attorney admitted to the practice of law in Ohio, but the referee shall not be attorney for, or a faculty or staff member or employee of, any college or university. Immediate notice of the time and place of the hearing shall be given or sent to the person.

(C) The referee may administer oaths, issue subpoenas to compel the attendance of witnesses and the production of evidence, and enforce the subpoenas, as well as preserve the order and decorum of the proceedings over which the referee presides, by means of contempt proceedings in the court of common pleas as provided by law.

(D) The hearing shall be adversary in nature and shall be conducted fairly and impartially, but the formalities of the criminal process are not required. A person whose suspension is being considered has the right to be represented by counsel but counsel need not be furnished for the person. The person also has the right to cross-examine witnesses against the person, to testify, and to present the testimony of witnesses and other evidence in the person's behalf. In the absence of a waiver of the right against compulsory self-incrimination, the testimony of a person whose suspension is being considered, given at the hearing, shall not subsequently be used in any criminal proceeding against the person. The referee may require the separation of witnesses and may bar from the proceedings any person whose presence is not essential to the proceedings, except that members of the news media shall not be barred from the proceedings.

(E) Upon hearing, if the referee finds by a preponderance of the evidence that the person whose suspension is being considered committed any offense covered by division (D) of section 3345.23 of the Revised Code, the referee shall order the

person suspended, except that when the good order and discipline of a college or university will not be prejudiced or compromised thereby, the referee may permit the person to return to the college or university on terms of strict disciplinary probation. Subsequent violation of the terms of the probation automatically effects a suspension. A person suspended under this section may be readmitted pursuant to division (A) of section 3345.23 of the Revised Code. A suspension under this section is in effect until the person is acquitted or convicted of the crime for which the person was arrested. If convicted, the person is dismissed pursuant to section 3345.23 of the Revised Code.

(F) Upon acquittal, or upon any final judicial determination not resulting in conviction, of the charges for which a person is suspended pursuant to this section, the suspension automatically terminates, and the person suspended shall be reinstated and the record of the suspension expunged from the person's college or university record.

(G) An order of a referee pursuant to this section may be appealed on questions of law and fact to the court of common pleas of the county in which the college or university is located, within twenty days after the date of the order. If the court to which an appeal is taken determines that the good order and discipline of a college or university will not be prejudiced thereby, it may permit the person suspended to return to the college or university on terms of strict disciplinary probation.

(H) A person afforded a hearing pursuant to this section who does not appear at the hearing shall be declared suspended by the hearing officer.

CREDIT(S)

(1999 H 282, eff. 9-28-99; 1970 H 1219, eff. 9-16-70)

Notes of Decisions (16)

R.C. § 3345.22, OH ST § 3345.22

Current through Files 1 to 7, immediately effective RC sections of File 8, and Files 9 and 10 of the 135th General Assembly (2023-2024).

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Baldwin's Ohio Revised Code Annotated
Title XXXIII. Education--Libraries (Refs & Annos)
Chapter 3345. State Universities--General Powers (Refs & Annos)
Miscellaneous Provisions

R.C. § 3345.23

3345.23 Dismissal of student or faculty or staff member on conviction of certain offenses

Currentness

(A) The conviction of a student, faculty or staff member, or employee of a college or university which receives any state funds in support thereof, of any offense covered by division (D) of this section, automatically effects the student's, faculty or staff member's, or employee's dismissal from such college or university, except as provided in division (E) of this section. A student dismissed pursuant to this section may be readmitted or admitted to any other college or university which receives state funds in support thereof, in the discretion of the board of trustees, but only upon the lapse of one calendar year following the student's dismissal, and only upon terms of strict disciplinary probation. The contract, if any, of a faculty or staff member or employee dismissed pursuant to this section is terminated thereby. A faculty or staff member or employee dismissed pursuant to this section may be re-employed by any such college or university, in the discretion of the board of trustees, but only upon the lapse of one calendar year following the faculty or staff member's or employee's dismissal.

(B) Upon conviction of a student, faculty or staff member, or employee of a college or university which receives any state funds in support thereof, of any offense covered by division (D) of this section, the court shall immediately notify the college or university of such conviction. The president, or other administrative official designated by the board of trustees, shall immediately notify such person of the person's dismissal. The notice shall be in writing and shall be mailed by certified mail to the person's address as shown in both the court and the university records. If such person has been suspended pursuant to section 3345.22 of the Revised Code, and not permitted to return to the college or university, the period of the person's dismissal shall run from the date of such suspension.

(C) No degrees or honors shall be conferred upon, no instructional credit or grades shall be given to, and no student assistance, scholarship funds, salaries, or wages shall be paid or credited to any student, faculty or staff member, or employee, in respect of the period such person is properly under dismissal pursuant to this section or under suspension pursuant to section 3345.22 of the Revised Code.

(D) Without limiting the grounds for dismissal, suspension, or other disciplinary action against a student, faculty or staff member, or employee of a college or university which receives any state funds in support thereof, the commission of an offense of violence as defined in division (A)(9)(a) of section 2901.01 of the Revised Code or a substantially equivalent offense under a municipal ordinance, which offense is committed on or affects persons or property on such college or university, or which offense is committed in the immediate vicinity of a college or university with respect to which an emergency has been declared and is in effect pursuant to section 3345.26 of the Revised Code, is cause for dismissal pursuant to this section or for suspension pursuant to section 3345.22 of the Revised Code. Criminal cases resulting from arrests for offenses covered by division (D) of this section shall take precedence over all civil matters and proceedings and over all other

criminal cases.

(E) If a final judicial determination results in an acquittal, or if the conviction is reversed on appeal, the student, faculty or staff member, or employee shall be reinstated and the college or university shall expunge the record of the student's, faculty or staff member's, or employee's dismissal from the student's, faculty or staff member's, or employee's college or university records, and the dismissal shall be deemed never to have occurred.

CREDIT(S)

(1996 S 239, eff. 9-6-96; 1972 H 511, eff. 1-1-74; 1970 H 1219)

Notes of Decisions (17)

R.C. § 3345.23, OH ST § 3345.23

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**RESOLUTION TO PREFER THE STUDENT CODE OF CONDUCT PROCEDURES
OVER O.R.C. 3345.21-3345.23 FOR STUDENTS ARRESTED AND CHARGED WITH
CRIMES OF VIOLENCE**

WHEREAS, Ohio Revised Code section 3345.21, *Authority to maintain law and order on campus*, grants general powers to the Youngstown State University Board of Trustees to maintain and regulate law and order on campus; and

WHEREAS, Ohio Revised Code section 3345.21 directs the Youngstown State University Board of Trustees to “adopt rules for the conduct of the students, faculty, visitors and staff.”; and

WHEREAS, the Youngstown State University Board of Trustees has previously adopted “The Student Code of Conduct” (policy 3356-8-01.1) which contains procedures intended to maintain and regulate law and order on campus while providing procedural due process to students; and

WHEREAS, Ohio Revised Code section 3345.22, *College student or staff member arrested for certain offenses to be afforded hearing; suspension; appeal* and Ohio Revised Code section 3345.23, *Dismissal of student or faculty or staff member on conviction of certain offenses*, passed in 1970 and 1974 respectively, prior to universities developing student codes of conduct, set forth a process to handle students arrested for crimes of violence. The process includes a hearing before a “referee”, and due process to determine whether a student should be suspended or placed on probation, pending the outcome of the criminal matter. This decision can be appealed to the common pleas court. Whether the student is ultimately reinstated or dismissed from the university is dependent upon the outcome of the criminal matter; and

WHEREAS, “The Student Code of Conduct” contains a similar process used to adjudicate incidents of student conduct which result in arrest from crimes of violence; and

WHEREAS, administering concurrent hearing procedures pursuant to both “The Student Code of Conduct” and Ohio Revised Code sections 3345.22-3345.23 is duplicative, laborious and confusing to the student;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve a preference to conduct hearings pursuant to “The Student Code of Conduct” (policy 3356-8-01.1), rather than utilizing the hearing procedure detailed in Ohio Revised Code section 3345.22 for students charged with crimes of violence.

**Board of Trustees Meeting
September 20, 2023
YR 2024-**

Baldwin's Ohio Revised Code Annotated

Title XXXIII. Education--Libraries (Refs & Annos)

Chapter 3345. State Universities--General Powers (Refs & Annos)

Miscellaneous Provisions

R.C. § 3345.21

3345.21 Authority to maintain law and order on campus

Effective: July 21, 2022

Currentness

The board of trustees of any college or university which receives any state funds in support thereof, shall regulate the use of the grounds, buildings, equipment, and facilities of such college or university and the conduct of the students, staff, faculty, and visitors to the campus so that law and order are maintained and the college or university may pursue its educational objectives and programs in an orderly manner.

The board of trustees of each such college or university shall adopt rules for the conduct of the students, faculty, visitors, and staff, and may provide for the ejection from college or university property, suspension or expulsion of a person who violates such regulations. All such rules shall be published in a manner reasonably designed to come to the attention of, and be available to, all faculty, staff, visitors, and students.

The board of trustees shall provide for the administration and enforcement of its rules and may authorize the use of state university law enforcement officers provided for in section 3345.04 of the Revised Code to assist in enforcing the rules and the law on the campus of the college or university. The board of trustees, or appropriate officials of such college or university when the authority to do so has been delegated by the board of trustees, may seek the assistance of other appropriate law enforcement officers to enforce the rules and to enforce laws for the preservation of good order on the campus, and to prevent the disruption of the educational functions of the college or university.

In accordance with sections 3345.0213 and 3345.0215 of the Revised Code, the rules of the board of trustees shall not restrict freedom of speech nor the right of persons on the campus to assemble peacefully.

CREDIT(S)

(2022 S 135, eff. 7-21-22; 2020 S 40, eff. 3-24-21; 1978 H 588, eff. 6-19-78; 132 v S 468)

Notes of Decisions (18)

R.C. § 3345.21, OH ST § 3345.21

Current through Files 1 to 7, immediately effective RC sections of File 8, and Files 9 and 10 of the 135th General Assembly (2023-2024).

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Title XXXIII. Education--Libraries (Refs & Annos)

Chapter 3345. State Universities--General Powers (Refs & Annos)

Miscellaneous Provisions

R.C. § 3345.22

3345.22 College student or staff member arrested for certain offenses to be afforded hearing; suspension; appeal

Currentness

(A) A student, faculty or staff member, or employee of a college or university that receives any state funds in support thereof, arrested for any offense covered by division (D) of section 3345.23 of the Revised Code shall be afforded a hearing, as provided in this section, to determine whether the person shall be immediately suspended from the college or university. The hearing shall be held within not more than five days after the person's arrest, subject to reasonable continuances for good cause shown, which continuances shall not exceed a total of ten days.

(B) The arresting authority shall immediately notify the president of the college or university of the arrest of a student, faculty or staff member, or employee of the college or university for any offense covered by division (D) of section 3345.23 of the Revised Code. The hearing to determine whether the person shall be immediately suspended shall be held in the county where the college or university is located, before a referee appointed by the president. The referee shall be an attorney admitted to the practice of law in Ohio, but the referee shall not be attorney for, or a faculty or staff member or employee of, any college or university. Immediate notice of the time and place of the hearing shall be given or sent to the person.

(C) The referee may administer oaths, issue subpoenas to compel the attendance of witnesses and the production of evidence, and enforce the subpoenas, as well as preserve the order and decorum of the proceedings over which the referee presides, by means of contempt proceedings in the court of common pleas as provided by law.

(D) The hearing shall be adversary in nature and shall be conducted fairly and impartially, but the formalities of the criminal process are not required. A person whose suspension is being considered has the right to be represented by counsel but counsel need not be furnished for the person. The person also has the right to cross-examine witnesses against the person, to testify, and to present the testimony of witnesses and other evidence in the person's behalf. In the absence of a waiver of the right against compulsory self-incrimination, the testimony of a person whose suspension is being considered, given at the hearing, shall not subsequently be used in any criminal proceeding against the person. The referee may require the separation of witnesses and may bar from the proceedings any person whose presence is not essential to the proceedings, except that members of the news media shall not be barred from the proceedings.

(E) Upon hearing, if the referee finds by a preponderance of the evidence that the person whose suspension is being considered committed any offense covered by division (D) of section 3345.23 of the Revised Code, the referee shall order the

person suspended, except that when the good order and discipline of a college or university will not be prejudiced or compromised thereby, the referee may permit the person to return to the college or university on terms of strict disciplinary probation. Subsequent violation of the terms of the probation automatically effects a suspension. A person suspended under this section may be readmitted pursuant to division (A) of section 3345.23 of the Revised Code. A suspension under this section is in effect until the person is acquitted or convicted of the crime for which the person was arrested. If convicted, the person is dismissed pursuant to section 3345.23 of the Revised Code.

(F) Upon acquittal, or upon any final judicial determination not resulting in conviction, of the charges for which a person is suspended pursuant to this section, the suspension automatically terminates, and the person suspended shall be reinstated and the record of the suspension expunged from the person's college or university record.

(G) An order of a referee pursuant to this section may be appealed on questions of law and fact to the court of common pleas of the county in which the college or university is located, within twenty days after the date of the order. If the court to which an appeal is taken determines that the good order and discipline of a college or university will not be prejudiced thereby, it may permit the person suspended to return to the college or university on terms of strict disciplinary probation.

(H) A person afforded a hearing pursuant to this section who does not appear at the hearing shall be declared suspended by the hearing officer.

CREDIT(S)

(1999 H 282, eff. 9-28-99; 1970 H 1219, eff. 9-16-70)

Notes of Decisions (16)

R.C. § 3345.22, OH ST § 3345.22

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Title XXXIII. Education--Libraries (Refs & Annos)
Chapter 3345. State Universities--General Powers (Refs & Annos)
Miscellaneous Provisions

R.C. § 3345.23

3345.23 Dismissal of student or faculty or staff member on conviction of certain offenses

Currentness

(A) The conviction of a student, faculty or staff member, or employee of a college or university which receives any state funds in support thereof, of any offense covered by division (D) of this section, automatically effects the student's, faculty or staff member's, or employee's dismissal from such college or university, except as provided in division (E) of this section. A student dismissed pursuant to this section may be readmitted or admitted to any other college or university which receives state funds in support thereof, in the discretion of the board of trustees, but only upon the lapse of one calendar year following the student's dismissal, and only upon terms of strict disciplinary probation. The contract, if any, of a faculty or staff member or employee dismissed pursuant to this section is terminated thereby. A faculty or staff member or employee dismissed pursuant to this section may be re-employed by any such college or university, in the discretion of the board of trustees, but only upon the lapse of one calendar year following the faculty or staff member's or employee's dismissal.

(B) Upon conviction of a student, faculty or staff member, or employee of a college or university which receives any state funds in support thereof, of any offense covered by division (D) of this section, the court shall immediately notify the college or university of such conviction. The president, or other administrative official designated by the board of trustees, shall immediately notify such person of the person's dismissal. The notice shall be in writing and shall be mailed by certified mail to the person's address as shown in both the court and the university records. If such person has been suspended pursuant to section 3345.22 of the Revised Code, and not permitted to return to the college or university, the period of the person's dismissal shall run from the date of such suspension.

(C) No degrees or honors shall be conferred upon, no instructional credit or grades shall be given to, and no student assistance, scholarship funds, salaries, or wages shall be paid or credited to any student, faculty or staff member, or employee, in respect of the period such person is properly under dismissal pursuant to this section or under suspension pursuant to section 3345.22 of the Revised Code.

(D) Without limiting the grounds for dismissal, suspension, or other disciplinary action against a student, faculty or staff member, or employee of a college or university which receives any state funds in support thereof, the commission of an offense of violence as defined in division (A)(9)(a) of section 2901.01 of the Revised Code or a substantially equivalent offense under a municipal ordinance, which offense is committed on or affects persons or property on such college or university, or which offense is committed in the immediate vicinity of a college or university with respect to which an emergency has been declared and is in effect pursuant to section 3345.26 of the Revised Code, is cause for dismissal pursuant to this section or for suspension pursuant to section 3345.22 of the Revised Code. Criminal cases resulting from arrests for offenses covered by division (D) of this section shall take precedence over all civil matters and proceedings and over all other

criminal cases.

(E) If a final judicial determination results in an acquittal, or if the conviction is reversed on appeal, the student, faculty or staff member, or employee shall be reinstated and the college or university shall expunge the record of the student's, faculty or staff member's, or employee's dismissal from the student's, faculty or staff member's, or employee's college or university records, and the dismissal shall be deemed never to have occurred.

CREDIT(S)

(1996 S 239, eff. 9-6-96; 1972 H 511, eff. 1-1-74; 1970 H 1219)

Notes of Decisions (17)

R.C. § 3345.23, OH ST § 3345.23

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**RESOLUTION TO RATIFY
YSU-ACE LABOR AGREEMENT**

WHEREAS, a Tentative Agreement has been reached between Youngstown State University and the Youngstown State University Association of Classified Employees, an affiliate of the National Education Association and the Ohio Education Association, for the 2023-2026 YSU-YSU/ACE Collective Bargaining Agreement; and

WHEREAS, the membership of the Youngstown State University Association of Classified Employees has ratified the proposed Agreement.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Youngstown State University that the Tentative Agreement as reflected in the redline version of the collective bargaining agreement between Youngstown State University and the Youngstown State University Association of Classified Employees for the period August 16, 2023, through August 15, 2026, as provided to the Board of Trustees, is here by ratified.

**Board of Trustees Meeting
September 20, 2023
YR 2024-**



**RESOLUTION REGARDING TERMS AND CONDITIONS OF
EMPLOYMENT FOR CLASSIFIED EMPLOYEES
EXCLUDED FROM COLLECTIVE BARGAINING**

WHEREAS, the Board of Trustees ratified a collective bargaining Agreement with the Youngstown State University Association of Classified Employees (YSU-ACE) for the three-year period August 16, 2023 through August 15, 2026, which defines wages and other terms and conditions of employment for classified employees in the bargaining unit; and

WHEREAS, it is deemed to be equitable and in the best interest of the University to extend some of the provisions of the Agreement to classified employees excluded from collective bargaining.

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of Youngstown State University, that the following YSU-ACE collective bargaining agreement articles and/or sections be extended to classified employees who are excluded from collective bargaining:

1. Article 3 (Wages) with the exception of Section 3.6 (Distinguished Classified Civil Service Awards);
2. Article 11.1 (Holidays);
3. Article 15 (Leaves) with the exception of Section 15.18 (Emergency Sick Leave Reserve) and 15.20 (Emergency Service Leave);
4. Article 17 (Vacation) except to the extent it is inconsistent with the O.R.C. Sections 9.44 and 124.131 regarding computation of prior service credit;
5. Article 21 (Retirement/Resignation);
6. Article 22 (Insurance Benefits); and
7. Article 27 (Miscellaneous) with the exception of 27.5 (Staff Development).

**Board of Trustees Meeting
September 20, 2023
YR 2024-**



Explanation of Modifications to *University Policy*:

3356-7-36 Hiring and selection process, evaluation and compensation for intercollegiate athletic coaches.

At the June 2023 meeting of the Board's intercollegiate athletics committee, the Executive Director of Athletics presented the athletics department's intention to begin the use of multi-year coaching appointments.

As a means toward that end, Board policy 3356-7-36, titled "Hiring and selection process, evaluation and compensation for intercollegiate athletic coaches", required updating. The policy now provides three options for athletics coaches' employment agreements:

- An appointment with a sixty-day notice of termination clause; or
- An appointment for multiple years with a sixty-day notice of termination clause; or
- An employment contract for multiple years.

The updates to the policy further provide parameters to govern the new category of agreement.

Additionally, updates clarify the process by which search waivers should be utilized for hiring and selection of athletics coaches.

Board of Trustees Meeting

September 20, 2023

YR 2024-



**RESOLUTION TO MODIFY
HIRING AND SELECTION PROCESS, EVALUATION AND
COMPENSATION FOR INTERCOLLEGIATE ATHLETIC COACHES
POLICY, 3356-7-36**

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
September 20, 2023
YR 2024-**

3356-7-36 Hiring and selection process, evaluation and compensation for intercollegiate athletic coaches.

Responsible Division/Office: Intercollegiate Athletics
 Responsible Officer: President
 Revision History: September 1999; September 2003;
 November 2010; December 2012; April 2013;
 June 2019; July 2023; September 2023
~~Minor Revision: July 2023~~
 Board Committee: University Affairs
Effective Date: ~~June 6, 2019~~ September 20, 2023
 Next Review: ~~2024~~ 2028

- (A) Policy statement. Youngstown state university (university) seeks to attract and retain highly qualified and diverse intercollegiate athletic coaching staff. In achieving this goal, the university is committed to the principles of gender equity, equal opportunity, diversity, and merit in hiring and retaining coaches. To determine whether coaching salaries are competitive, the athletic department will utilize data from peer athletic institutions provided by the respective league/conference.
- (B) Purpose. To provide guidelines and processes necessary to meet the hiring, selection, evaluation, and compensation practices unique to intercollegiate coaches, including the necessity for expediency in the selection and hiring process.
- (C) Parameters.
- (1) Intercollegiate athletics coaches in all sports are in the university's professional/administrative staff category.
 - (2) Coaches may be issued an appointment with a sixty-day notice of termination clause, an appointment for multiple years with a sixty-day notice of termination clause, or when it is in the best interest of the university, the president, in consultation with the executive director of athletics, may issue an employment contract for multiple years.

(3) Appointments and employment contracts for multiple years are contingent upon board of trustee approval; however, employees may begin employment prior to board approval.

~~(4)~~ In the event that a multi-year appointment reaches the conclusion of the appointed term and an additional multi-year appointment is not considered, the appointment shall be determined to be a continuing appointment with no interruption in employment status and be subject to a sixty-day termination clause.

~~(4)~~ (5) The president will keep the board of trustees informed of negotiations involving employment contracts for multiple years.

(D) Hiring and selection. The procedures that follow provide an overall structure for coaching positions selections. It is recognized that these procedures may need to be adjusted to accommodate a particular situation.

(1) Advertising to fill athletic coaching positions of the university will be done in a manner that will provide an opportunity for a diverse pool of candidates.

~~(2) Whenever possible, openings~~ Openings for coaching positions will appear on the university's website and allow for the receipt of electronic applications for a minimum of seven calendar days.

(3) The athletic department ~~is not required to utilize search committees or may use~~ search waivers ~~when~~ for filling coaching positions when approved by the office of equal opportunity, policy development and title IX in accordance with rule 3356-2-04 of the Administrative Code (see university policy 3356-2-04 "Search waivers for hiring of faculty and professional - administrative staff"). However, when time and circumstances allow the university's search processes will be followed.

~~(4) All hiring decisions will be coordinated with the office of equal opportunity to assure compliance with the university's affirmative action plan and hiring goals.~~

~~(5)~~(4) Employment is contingent on acceptable background checks. The requirement for a background checks cannot be waived; however, background checks can be expedited at the request of the athletics department.

~~(6)~~(5) The chief human resources officer will submit a summary of all filled coaching positions at the next regularly scheduled meeting.

(E) Evaluations.

- (1) The executive director of athletics, or designee, will annually evaluate all head coaches at the end of each season.
- (2) All head coaches will evaluate their assistant coaches at the end of each season and review these evaluations with the executive director of intercollegiate athletics, or designee.

(F) Salary adjustments.

- (1) Salary adjustments, including increases based on merit, may not exceed the resources allocated by the university to the athletic department budget.
- (2) Determinations regarding merit increases, if any, will be based on achievements, change in duties or responsibilities, and competitive or equity adjustments.
- (3) For sports that utilize assistant coaches, the head coach, in consultation with the executive director of athletics, has the authority to allocate funds budgeted for ~~his/her~~their assistant coaches at ~~his/her~~their discretion and within budgetary limitations at any point during the fiscal year.
- (4) Unsuccessful competitive performance may affect salary adjustments.
- (5) The executive director will recommend merit increase to the president for approval.



**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 June 22, 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
September 20, 2023
YR 2024-**



YOUNGSTOWN
STATE
UNIVERSITY

SUMMARY OF PERSONNEL ACTIONS

Faculty

04/16/2023 through 7/15/2023

Separations – 29

- Faculty Tenured – 21
- Faculty Tenure Track – 4
- Faculty Term – 4

Position Adjustments – 6

- Faculty Tenured – 6

**YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 4/16/2023 THROUGH 7/15/2023
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Aljarrah, Osama	Faculty -Tenure Track	Assistant Professor	Rayen School of Engineering	6/30/2023	1.00	\$ 74,460.00	Resignation
Amin, Isam	Faculty - Tenured	Professor	Physics, Astronomy, Geology & Environmental Studies	6/20/2023	1.00	\$ 86,920.22	Death
Ballone, Kimberly	Faculty - Tenured	Professor	Nursing	7/3/2023	1.00	\$ 92,339.61	VSRP
Benedict, James	Faculty - Tenured	Associate Professor	Graduate Studies in Health & Rehabilitation Sciences	5/22/2023	1.00	\$ 85,452.03	VSRP
Bosela, Theodore	Faculty - Tenured	Professor	School of Computer Science, Information, & Engineering Technology	5/22/2023	1.00	\$ 103,940.12	VSRP
Brady, Philip	Faculty - Tenured	Professor	English & World Languages	5/22/2023	1.00	\$ 98,791.18	VSRP
Byers, Alexis	Faculty -Tenure Track	Assistant Professor	Mathematics & Statistics	5/31/2023	1.00	\$ 59,718.96	Resignation
Carramusa, Cara	Faculty - Tenured	Associate Professor	Graduate Studies in Health & Rehabilitation Sciences	6/30/2023	1.00	\$ 76,195.00	Resignation
Denison, Maria	Faculty - Term	Senior Lecturer	Dana School of Music & University Theatre	7/14/2023	1.00	\$ 62,518.87	Resignation
Epler, Pam	Faculty - Tenure Track	Assistant Professor	Teacher Education & Leadership Studies	5/22/2023	1.00	\$ 57,908.66	VSRP
Flora, Stephen	Faculty - Tenured	Professor	Psychological Sciences & Counseling	5/22/2023	1.00	\$ 92,586.05	VSRP
Goldthwait, Richard	Faculty - Tenured	Assistant Professor	Mathematics & Statistics	7/3/2023	1.00	\$ 86,527.82	VSRP

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 4/16/2023 THROUGH 7/15/2023
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Gordiejew, Paul	Faculty - Tenured	Associate Professor	Humanities and Social Sciences	7/3/2023	1.00	\$ 77,981.19	VSRP
Graber, Stacy	Faculty - Tenured	Associate Professor	Teacher Education & Leadership Studies	5/22/2023	0.20	\$ 14,362.93	Resignation
Graber, Stacy	Faculty - Tenured	Associate Professor	English & World Languages	5/22/2023	0.80	\$ 57,451.72	Resignation
Julius, Hayden	Faculty - Term	Lecturer	Mathematics & Statistics	7/9/2023	1.00	\$ 48,960.00	Resignation
Lisko, Susan	Faculty - Tenured	Professor	Centofanti School of Nursing	5/22/2023	1.00	\$ 84,094.49	VSRP
Lorimer, Heather	Faculty - Tenured	Associate Professor	Chemical & Biological Sciences	5/22/2023	1.00	\$ 81,862.63	VSRP
Martin, John	Faculty - Tenured	Associate Professor	School of Computer Science, Information, & Engineering Technology	5/5/2023	1.00	\$ 72,974.70	Resignation
Mashiska, Shareece	Faculty - Term	Lecturer	Centofanti School of Nursing	5/24/2023	1.00	\$ 53,000.00	Resignation
Mazuroski, Matthew	Faculty - Tenured	Associate Professor	Dana School of Music & University Theatre	5/22/2023	1.00	\$ 73,252.48	VSRP
Mehri, Hojjat	Faculty - Tenured	Professor	Rayen School of Engineering	5/22/2023	1.00	\$ 139,925.84	VSRP
Olshanski, Nicole	Faculty - Tenured	Associate Professor	Centofanti School of Nursing	5/22/2023	1.00	\$ 65,584.74	Resignation
Root, Jena	Faculty - Tenured	Professor	Dana School of Music & University Theatre	5/22/2023	1.00	\$ 85,369.49	VSRP
Shaffer, Raymond	Faculty - Term	Assistant Professor	Lariccia School of Accounting & Finance	5/22/2023	1.00	\$ 85,292.28	Nonrenewal

**YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 4/16/2023 THROUGH 7/15/2023
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Umble, James	Faculty - Tenured	Professor	Dana School of Music & University Theatre	5/22/2023	1.00	\$ 101,258.09	VSRP
Wagner, Nancy	Faculty - Tenured	Professor	Nursing	6/30/2023	1.00	\$ 105,959.59	Retirement
Zhang, Rongyao	Faculty - Tenure Track	Assistant Professor	Lariccia School of Accounting & Finance	6/30/2023	1.00	\$ 120,000.00	Termination
Zhang, Yong	Faculty - Tenured	Associate Professor	School of Computer Science, Information, & Engineering Technology	5/11/2023	1.00	\$ 90,784.26	Death

**YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 4/16/2023 THROUGH 7/15/2023
POSITION ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE/ PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE/ PREVIOUS POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Arslanyilmaz, Abdurrahman	Faculty -Tenured	Professor & Chair / Professor	Computer Science & Information Systems	7/1/2023	1.00	\$ 121,533.60	\$ 117,095.33
Blank, Sheila	Faculty -Tenured	Professor & Chair / Professor	Nursing	7/1/2023	1.00	\$ 91,838.52	\$ 70,406.52
Crawford, Amy	Faculty -Tenured	Professor/ Professor & Chair	Communication	7/1/2023	1.00	\$ 84,094.49	\$ 101,776.49
Cripe, M Kathleen	Faculty -Tenured	Professor & Chair / Associate Professor & Chair	Teacher Education	7/1/2023	1.00	\$ 106,414.08	\$ 99,527.18
Lease, Loren	Faculty -Tenured	Professor & Chair / Associate Professor & Chair	Humanities & Social Sciences	7/1/2023	1.00	\$ 102,319.33	\$ 95,414.68
Earnhardt, Marybeth	Faculty -Tenured	Professor & Chair / Professor	Communication	7/1/2023	1.00	\$ 104,708.38	\$ 85,776.38



SUMMARY OF PERSONNEL ACTIONS
Professional Administrative - (Excludes Athletics)
04/16/2023 through 7/15/2023

Separations – 13

- Professional Administrative Staff – 4
- Professional Administrative Excluded – 6
- Professional Administrative Externally Funded – 3

Appointments – 16

Replacement Positions – 14

- Professional Administrative Staff – 7
- Professional Administrative Excluded – 1
- Professional Administrative Externally Funded – 6

New Positions – 2

- Professional Administrative Externally Funded – 2

Reclassifications/Position Adjustments – 6

- Professional Administrative Staff – 2
- Professional Administrative Excluded – 3
- Professional Administrative Externally Funded – 1

Promotions – 12

- Professional Administrative Staff – 6
- Professional Administrative Excluded – 5
- Professional Administrative Externally Funded – 1

Salary Adjustments – 14

- Professional Administrative Staff – 12
- Professional Administrative Excluded – 1
- Professional Administrative Externally Funded – 1

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 04/16/2023 THROUGH 07/15/2023
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Burdette, Kathleen	APAS	Coordinator Social Media & Communications	Marketing & Communications	7/7/2023	1.00	\$ 39,810.91	Resignation
Devenburgh, Carly	APAS	Assistant Director International Student Services	International Programs Office	7/4/2023	1.00	\$ 63,917.47	Resignation
Fetty, Katie	APAS	Success Coordinator	Dean Bitonte College Health & Human	5/5/2023	1.00	\$ 45,500.00	Resignation
Fitzpatrick, Ryan	APAS	Coordinator Theater Production	Theater and Dance	7/15/2023	1.00	\$ 47,792.09	Resignation
Cole, Ronald	Excluded	Director and Assistant to Board Secretary	Marketing & Communications	4/21/2023	1.00	\$ 82,906.06	Retirement
Kravitz, Cynthia	Excluded	AVP and CHRO	Office of Human Resources	5/31/2023	1.00	\$ 153,120.87	Retirement
Lamb, Carol	Excluded	Interim Associate Dean	Dean - STEM	6/30/2023	1.00	\$ 125,000.00	Retirement
Pascarella, Anna	Excluded	Manager Delivery & Printing Services	Delivery Services	5/31/2023	1.00	\$ 70,585.35	Retirement
Pieren, Jennifer	Excluded	Program Administrator	Health Professions	5/7/2023	1.00	\$ 76,500.00	Resignation
Rager, Lexi	Excluded	Associate Director	Honors College	5/5/2023	1.00	\$ 48,363.00	Resignation
Giamboi, Julia	Externally Funded	Instruction Specialist	Rich Center for Autism	6/30/2023	1.00	\$ 22,175.00	Resignation
Johnson, Phyllis	Externally Funded	University Partnership Program Coordinator	Social Work	7/5/2023	0.50	\$ 37,424.82	Retirement
Smith, Ashley	Externally Funded	School Nurse	Rich Center for Autism	6/30/2023	0.40	\$ 18,082.99	Resignation

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 04/16/2023 THROUGH 07/15/2023
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Hay, Chauncey	APAS	Coordinator, Studio Art Support	Art	6/5/2023	1.00	\$50,000.00
Hearn, Jonathan	APAS	Academic Advisor 1	Dean - STEM	6/1/2023	1.00	\$38,000.00
Hettinger, Christopher	APAS	Coordinator Competitive Sports and Summer Camps	Club Sports	6/5/2023	1.00	\$41,000.00
Kleemook, Justin	APAS	Coordinator	Dean - STEM	6/1/2023	1.00	\$43,000.00
Maruca, Susan	APAS	Interim Success Coordinator	Dean HHS	5/16/2023	1.00	\$45,600.00
Thomas, Brittany	APAS	Academic Advisor 2	Dean BCLASSE	5/8/2023	1.00	\$42,000.00
Waltman, Stephanie	APAS	Program Coordinator Admissions and Recruitment	Dean Cliffe College of Creative Arts	6/16/2023	1.00	\$53,000.00
Hartman, Bryn	Excluded	Interim Program Administrator Dental Hygiene	Health Professions	5/24/2023	1.00	\$58,000.00
Downey, Sherri*	Externally Funded	Program Manager - Workforce Education Information Technology	Center for Workforce Education & Innovation	7/5/2023	1.00	\$80,000.00
Faulkner, Monique	Externally Funded	Instruction Specialist	Rich Center for Autism	4/17/2023	1.00	\$25,000.00
Garcia, Frank	Externally Funded	Program Manager - WT Advanced Manufacturing Robotics & Automation	Center for Workforce Education & Innovation	6/16/2023	1.00	\$87,000.00
Lander, Natalie	Externally Funded	Instructor Networking & Telecommunications	Center for Workforce Education & Innovation	7/5/2023	1.00	\$75,000.00
Micco, Abby	Externally Funded	School Nurse	Rich Center for Autism	6/12/2023	1.00	\$52,000.00
Perricellia, Kristie	Externally Funded	Coordinator University Partnership Program	Social Work	7/5/2023	1.00	\$49,000.00
Walker, Sydney	Externally Funded	Instruction Specialist	Rich Center for Autism	7/5/2023	1.00	\$22,175.00
Lawson, Benjamin*	Externally Funded	Coordinator Skill Acquisition & Strategy Laboratory	Psychology	4/18/2023	0.50	\$18,000.00
<i>* New Positions</i>						

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 04/16/2023 THROUGH 07/15/2023
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE/ PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Lujan, Jaesson	APAS	Assistant Director / Coordinator	Veterans Affairs	6/16/2023	1.00	\$47,287.33	\$45,035.55
Phillips, Desja	APAS	Senior Academic Advisor 1 / Academic Advisor 2	Dean Bitonte College Health & Human Services	5/1/2023	1.00	\$42,767.00	\$37,932.78
Lantz, Dana	Excluded	Executive Director Equal Opportunity & Human Resources / Director Equal Opportunity & Policy Development	Office of Human Resources	6/1/2023	1.00	\$122,000.00	\$104,492.88
Lewis-Aey, Jennifer	Excluded	Executive Director Human Resources and CHRO/Executive Director Human Resources Operations	Office of Human Resources	6/1/2023	1.00	\$122,000.00	\$108,706.50
Sanders, Charles	Excluded	Associate Director Systems Support Services/Manager Admissions Support Services	Undergraduate Admissions	6/16/2023	1.00	\$70,000.00	\$56,337.93
Leeworthy, Jason	Externally Funded	Manager Systems Operations / Systems Administrator	Center for Workforce Education & Innovation	6/1/2023	1.00	\$60,000.00	\$48,000.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 04/16/2023 THROUGH 07/15/2023
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE / PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
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 04/16/2023 THROUGH 07/15/2023
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE / PREVIOUS POSITION TITLE	NEW DEPARTMENT / PREVIOUS DEPARTMENT	CONTRACT APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Kucharski, Debora	Excluded	Director Undergraduate Advising/Interim Director	Dean - STEM	7/1/2023	1.00	\$71,400.00	\$57,043.56
Rose, Rebecca	Excluded / APAS	Director Marketing & Communications/Assistant Director	Marketing & Communications	6/1/2023	1.00	\$82,906.00	\$56,054.15
Theiss, Ian	Excluded / APAS	Manager Campus Technology Support/Assistant Director Retail Operations	IT Customer Services / Kilcawley Center	6/16/2023	1.00	\$70,000.00	\$45,900.00
Cianciola, Elizabeth	Externally Funded	Director Office of Community Engagement/Interim Director	Community Engagement	7/1/2023	1.00	\$69,615.00	\$60,000.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 04/16/2023 THROUGH 07/15/2023
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Bridge, Thomas	APAS	Network Architect	IT Infrastructure Services	4/16/2023	1.00	\$ 95,579.32	1.00	\$91,027.92
DeLucia, Angela	APAS	Assistant to Director	McDonough Museum	5/16/2023	0.68	\$ 28,760.27	1.00	\$42,291.41
DeLucia, Angela	APAS	Assistant to Director	McDonough Museum	6/1/2023	0.74	\$ 31,297.66	0.68	\$28,760.27
DeLucia, Angela	APAS	Assistant to Director	McDonough Museum	6/16/2023	0.88	\$ 37,216.59	0.74	\$31,297.66
DeLucia, Angela	APAS	Assistant to Director	McDonough Museum	7/1/2023	1.00	\$ 43,137.19	0.88	\$37,216.59
Evans, Troy	APAS	Systems Architect	IT Infrastructure Services	4/16/2023	1.00	\$ 93,025.53	1.00	\$88,595.74
Forchione, Robert	APAS	Software Integration Engineer	IT Application Services	6/1/2023	0.60	\$ 47,493.51	1.00	\$79,155.85
Hinebaugh, Lorraine	APAS	Software Integration Architect	IT Application Services	4/16/2023	1.00	\$ 97,251.82	1.00	\$92,620.78
McCurry, Rebecca	APAS	Counselor Penguin Service Center	Registration & Records	5/16/2023	1.00	\$ 43,244.00	1.00	\$42,744.60
Reardon, Amanda	APAS	Coordinator	Andrews Student Recr & Wellness Ctr	4/16/2023	1.00	\$ 42,325.23	1.00	\$41,825.23
Ware, Johnny	APAS	Coordinator	Honors College	6/1/2023	1.00	\$ 40,876.70	1.00	\$40,376.70
Zupcsan, Michael	APAS	IT Customer Services Architect	IT Customer Services	4/16/2023	1.00	\$ 91,867.86	1.00	\$87,493.20
Benson, James	Excluded / APAS	Intermittent Systems Librarian PT/ Temp Systems Librarian PT	Maag Library	5/1/2023	0.25	\$ 16,264.06	0.25	\$16,264.06
Smith, Ashley	Externally Funded	School Nurse	Rich Center for Autism	4/16/2023	0.40	\$ 18,082.99	0.80	\$36,165.97



SUMMARY OF PERSONNEL ACTIONS
Athletic Employees
04/16/2023 through 7/15/2023

Separations – 1

- Professional Administrative Excluded – 1

Appointments – 4

Replacement Positions – 3

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

New Positions – 1

- Professional Administrative Excluded – 1

Salary Adjustments – 11

- Professional Administrative Excluded – 11

Reclassification/Position Adjustments – 2

- Professional Administrative – 1
- Professional Administrative Excluded – 1

Promotions – 3

- Professional Administrative Excluded – 3

Multi-Year Appointments – 1

- Professional Administrative Excluded – 1

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2023 THROUGH 7/15/2023
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Clarkson, Kendall	Excluded	Head Coach Women's Lacrosse	Athletics	5/14/2023	1.00	\$63,360.36	60 Day Notice

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2023 THROUGH 7/15/2023
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Slepski, Matthew	APAS	Coordinator - Athletic Facility Operations	Athletic Facilities Rental	4/17/2023	1.00	\$40,000.00
Lundgren, Keith	Excluded	Assistant Coach	Volleyball	6/1/2023	1.00	\$35,000.00
Nolfi, Rocco*	Excluded	Special Assistant to the Executive Director of Athletics	Athletic Administration	7/5/2023	1.00	\$35,568.00
McFadden, Colten	Externally Funded	Assistant Director Athletic Sales and Development	Athletic Administration	4/17/2023	1.00	\$47,500.00
<i>*New Position</i>						

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2023 THROUGH 7/15/2023
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Echevarria, Jesus	Excluded	Associate Head Coach	Volleyball	7/1/2023	1.00	\$56,100.00	1.00	\$50,000.00
Gorby, Brian	Excluded	Head Coach Track and Cross Country	Track - Men's	7/1/2023	1.00	\$74,969.98	1.00	\$71,359.20
Green, Joshua	Excluded	Assistant Coach Soccer	Soccer - Women's	7/1/2023	1.00	\$48,615.89	1.00	\$42,662.64
Hernandez, Ulises	Excluded	Head Coach Men's Tennis	Tennis - Men's	7/1/2023	1.00	\$42,923.74	1.00	\$41,256.96
Kuberski, Douglas	Excluded	Head Coach Bowling	Women's Bowling	7/1/2023	1.00	\$48,955.52	1.00	\$46,597.68
Markota, Michelle	Excluded	Co-Head Coach Cheerleading	Cheerleaders	4/16/2023	0.50	\$12,454.13	0.48	\$11,830.44
Morales, Arnaldo	Excluded	Assistant Coach Track and Field	Track - Men's	7/1/2023	1.00	\$44,313.31	1.00	\$42,179.04
Schneider, Jennifer	Excluded	Co-Head Coach Cheerleading	Cheerleaders	4/16/2023	0.50	\$12,454.13	0.48	\$11,598.47
Shrum, Brian	Excluded	Head Coach Soccer	Soccer - Women's	7/1/2023	1.00	\$71,420.55	1.00	\$69,326.80
Sopel, Mickael	Excluded	Head Coach Women's Tennis	Tennis - Women's	7/1/2023	1.00	\$58,723.34	1.00	\$55,894.98
Tomei, Megan	Excluded	Assistant Coach Track Field Throws	Track - Women's	7/1/2023	1.00	\$47,547.30	1.00	\$45,257.40

**YOUNGSTOWN STATE UNIVERSITY
ATHLETIC EMPLOYEES
PERSONNEL ACTIONS 04/16/2023 THROUGH 07/15/2023
RECLASSIFICATIONS/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
Gallo, Timothy	APAS	University Sports Equipment Manager / Assistant Equipment Manager	Equipment Room	5/16/2023	1.00	\$ 52,600.48	\$ 45,739.55
Kotulock, Halle	Excluded	Assistant Coach/ Interim Head Coach	Lacrosse - Women's	7/16/2023	1.00	\$ 35,000.00	\$ 51,000.00

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2023 THROUGH 7/15/2023
PROMOTIONS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE / OLD EMPLOYEE TYPE	NEW POSITION TITLE / OLD POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Schmidt, Robert	Excluded	Associate Athletics Director of Corporate Sponsorship & Athletic Marketing / Assistant Director Athletic Marketing & Promotions	Ticket Office	6/1/2023	1.00	\$ 71,000.00	\$ 66,734.68
Sumner, Chris	Excluded	Assistant Athletics Director of Corporate Sponsorship & Athletic Marketing / Assistant Director Athletic Sales & Events	Ticket Office	6/1/2023	1.00	\$ 65,000.00	\$ 54,504.76
Vargo, John	Excluded / APAS	Manager Corporate Hospitality & Group Sales / Coordinator Sales & Promotions	Ticket Office	6/1/2023	1.00	\$ 48,195.00	\$ 45,900.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 4/16/2023 THROUGH 7/15/2023
MULTI YEAR CONTRACTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	PREVIOUS SALARY
Calhoun, Jerrod	Excluded	Head Coach Men's Basketball	Basketball - Men's	4/1/2023 - 4/30/2028	1.00	\$ 300,000.00	\$ 213,847.43