



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

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

**BACKGROUND MATERIALS
Wednesday, December 1, 2021**

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

Office of Human Resources Update December 2021

Benefits

Benefits successfully completed the 2021 in-person Benefits Fair with approximately 105 employees attending. Representatives from the YSU medical plan, dental plan, retirement plans, campus recreation, living well and athletics participated in the two-day fair.

Beginning on July 1, 2022, the parameters of the University's healthcare will change as follows:

- In-Network Co-Insurance costs will be covered at 85% University and 15% Employee (formerly 90%/10% respectively);
- Out-of-Network Insurance costs will be covered at 60% University and 40% Employee (Formerly 70%/30% respectively); and
- Employees will pay 18% of the premium costs for healthcare, vision and dental insurance coverage. Current employee premium cost is 15%.

These changes have been negotiated and included in the current labor agreements with the ACE, APAS, and OEA bargaining units and will be included in the University's negotiations with the FOP.

Wellness Update:

- Wellness portal software update is in progress and the updated site is scheduled for a test launch on December 16, 2021 with a live launch on January 1, 2022.
- 2022 Incentive Program and Well-Being Initiatives have been finalized and will be presented to the University in January of 2022.

Human Resources Operations (Talent Acquisition, Compensation, Organization Development)

Conversion to new Human Resources NEOED software system continues with the "mapping" of YSU processes into the NEOED system. Phase 1 focuses on the employment/talent acquisition process including performance evaluations and is scheduled for completion in January 2022. Phase 2 will focus on employee training and education and is scheduled to be completed in the spring of 2022.

A compensation analysis is underway for administrative/professional positions in order to develop an updated classification system and compensation guidelines.

Manager/Supervisor training sessions are underway to review updates and changes to the ACE and APAS collective bargaining agreements. Chair and Deans training on the YSU-OEA agreement will be held on November 16, 2021.

Equal Opportunity/Title IX

For the 2021-2022 Academic Year, the EO/Title IX Office has augmented its on-line Title IX training for employees and students, with in-person specialized presentations. Led by EO/Title IX Director Dana Lantz, the office has tailored these in-person trainings for specific groups and issues. For example:

In the Athletics Department, three separate trainings have been presented:

- Student-Athletes in fall sports met with the EO/Title IX Director and discussed various scenarios focusing on consent and Title IX violations. Student-Athletes in spring sports will receive the same training.
- Coaches and staff were trained on how to set boundaries in relationships with student athletes while still supporting their needs; and
- First-Year student-athletes participating in FLIGHT (Student-Athlete Leadership Forum) participated in a training which addressed pitfalls student athletes may face with an emphasis on dating and domestic violence.

New faculty received two separate trainings:

- An overview of Title IX, its purpose and the faculty's role in reporting and supporting students; and
- A specialized training on setting boundaries with students and bringing Title IX into the classroom.

Student employees who have direct contact with students in their employment role were provided with:

- Trainings addressing the unique position these students have as both employees and students with an emphasis on fulfilling their reporting responsibilities and supporting the University's commitment to Title IX. This training was presented to the Resident Assistants, Student Success Tutors, and Student Conduct Board members.

Additionally, Director Lantz presented to the students in the graduate course Legal and Ethical Issues in Student Affairs and addressed the topics of Title IX as a federal mandate, the legal aspects of Title IX and how it impacts the day-to-day role of higher education employees. She also participated in an in-depth roundtable discussion with the faculty in the Theatre Program on setting boundaries between faculty and students and how to enhance student interaction within appropriate boundaries.

EO/Title IX will continue to develop and present in-person training for our campus community designed to educate and engage with both faculty, staff and students.

Labor and Employee Relations/Unfair Labor Practices, Grievances and Arbitrations

ACE Step 3/Arbitration Outstanding Grievances:

Step 3 Grievance #/Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
<i>17-20 CBA</i>			
#754 10/17/18	Classification Plan	N/A	Withdrawal pending based on withdrawal of below ULP.

ACE Step 3 Outstanding Unfair Labor Practices:

- State Employment Relations Board Case #: 2019-ULP-10-0193. Subject matter is Grievance #759 & #760. Withdrawn by SERB on October 7, 2021.

FOP Step 3/Arbitrations:

Step 3 Grievance #/ Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
<i>18-21 CBA</i>			
#65 1/17/2020	Police Sergeant Involuntary Disability Separation	1/28/2020	Advanced to arbitration.
#66 3/3/2020	Shift Vacancies	N/A Due to COVID-19	Advanced to arbitration.
#67 3/9/2020	New Hire Step Increases	N/A Due to COVID-19	Advanced to arbitration.
#68 4/1/2020	Pay and Medical Reimbursement	N/A Due to COVID-19	Advanced to arbitration.
#69 4/2/2020	Emergency Closing Pay Request	N/A Due to COVID-19	Advanced to arbitration. Arbitration set for 2/28/21.
#71 2/23/2021	Overtime Pay	N/A Due to COVID-19	Advanced to arbitration.
#72 8/3/2021	Order of Accrued Leave Concurrent with FMLA	August 18, 2021	Advanced to arbitration.

FOP Negotiations:

- Initial proposals exchanged; negotiations scheduled to begin November 15, 2021.

YSU/OEA Arbitrations:

- Grievances #362-370, 372 and 373; Intent to Terminate; resolved by settlement agreement.
- Grievance #377; Distinguished Professor Award/Base Salary; arbitration held October 2021; parties' briefs to be submitted by January 21, 2022.

APAS:

- No activity.

PERSONNEL ACTION MINORITY/FEMALE SNAPSHOT REPORT JULY16-OCTOBER 15, 2021

EMPLOYMENT INTO JOB GROUP	JOB GROUP	SEPARATIONS FROM JOB GROUP
Employment into Job Group 0	Executive Total Group 29 3% of Total Group Minority (100% of Minority African American, 0% Hispanic) 55% of Total Group Female	Separations from Job Group 0
Employment into Job Group 4 0% Minority 50% Female	Administrative/Managerial Total Group 130 5% of Total Group Minority (22% of Minority African American, 22% Hispanic) 52% of Total Group Female	Separations from Job Group 5 20% Minority (0% African American, 0% Hispanic) 20% Female
Employment into Job Group 10 40% Minority (0% African American, 25% Hispanic) 40% Female	Faculty Full-Time (Professor, Assistant Professor, Associate Professor, Lecturer, Senior Lecturer, Visiting Professor) Total Group 373 23% of Total Group Minority (29% of Minority African American, 10% Hispanic) 47% of Total Group Female	Separations from Job Group 29 (Includes 24 VSRP Faculty) * 31% Minority (67% African American, 0% Hispanic) 48% Female * Includes 24 Voluntary Separation/Retirement Program (VSRP) Faculty of which 29% Minority (86% African American, 0% Hispanic) 46% Female
Employment into Job Group 27 15% Minority (25% African American, 25% Hispanic) 56% Female	Professional Salaried including Athletic Professionals Total Group 336 15% of Total Group Minority (53% of Minority African American, 20% Hispanic) 55% of Total Group Female	Separations from Job Group 5 0% Minority 0% Female
Employment into Job Group 9 22% Minority (0% African American, 50% Hispanic) 67% Female	Clerical/Secretary Total Group 121 12% of Total Group Minority (60% of Minority African American, 33% Hispanic) 91% of Total Group Female	Separations from Job Group 3 0% Minority 100% Female

PERSONNEL ACTION MINORITY/FEMALE SNAPSHOT REPORT JULY16-OCTOBER 15, 2021

<p>Employment into Job Group 1</p> <p>100% Minority (0% African American, 0% Hispanic) 0% Female</p>	<p>Technical/Paraprofessional (IT, Library, WYSU, Communication)</p> <p>Total Group 58 10% of Total Group Minority (50% of Minority African American, 17% Hispanic) 41% of Total Group Female</p>	<p>Separations from Job Group 2</p> <p>0% Minority 50% Female</p>
<p>Employment into Job Group 0</p>	<p>Skilled Craft</p> <p>Total Group 7</p> <p>0% Minority (0% African American, 0% Hispanic) 14% of Total Group Female</p>	<p>Separations from Job Group 0</p>
<p>Employment into Job Group 1</p> <p>100% Minority (0% African American, 100% Hispanic) 0% Female</p>	<p>Service/Maintenance</p> <p>Total Group 46 15% of Total Group Minority (86% of Minority African American, 14% Hispanic) 4% of Total Group Female</p>	<p>Separations from Job Group 1</p> <p>0% Minority 0% Female</p>
<p>Employment into Job Group 4</p> <p>50% Minority % Female</p>	<p>Full-time Protective Service/Police excluding Intermittent Protective Services/Police</p> <p>Total Group 23 26% of Total Group Minority (50% of Minority are African American, 50% are Hispanic) 26% of Total Group Female</p>	<p>Separation from Job Group 0</p>

Average Workforce Totals Between (does not include intermittent employees, occasional service employees or part-time faculty)

January 1, 2020 - October 15, 2020 - 1065 Employees

January 1, 2021 - October 15, 2021 - 926 Employees



Current Postings 7/16/2021 – 10/15/2021

Faculty

Beeghly College of Liberal Arts, Social Sciences, and Education

- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Instructor – Student Teaching Supervisor – Psychological Sciences & Counseling
- Part-time Faculty – Counseling and School Psychology
- Part-time Faculty – Reading & Study Skills
- Part-time Instructor – Approaches to Professional Assessment Praxis Core
- Part-time Instructor – Early Childhood Education/Early Childhood Intervention Specialist
- Part-time Instructor – Literacy Education Instructor
- Part-time Instructor – Middle Childhood Education
- Part-time Instructor – First Year Experience Education Course
- Part-time Instructor – Health & Physical Education Instructor
- Part-time Instructor – Health & Physical Education Methods Instructor
- Part-time Instructor – Adolescent/Young Adult Education
- Part-time Faculty – Special Education Instructor
- Part-time Faculty – Teacher Education
- Part-time Faculty – English
- Part-time Faculty – Sociology
- Part-time Faculty – Psychology
- Part-time Faculty – Honors
- Part-time Faculty – Introduction to Sociology
- Part-time Instructor – History
- Part-time Faculty – Geography
- Part-time Instructor – Women’s and Gender Studies
- Part-time Instructor – Spanish
- Part-time Instructor – Hebrew
- Part-time Instructor – Religious Studies
- Part-time Graduate Faculty, - Social Gerontology
- Part-time Faculty – Politics and International Relations
- Part-time Faculty – Philosophy
- Part-time Faculty – Linguistics/TESOL
- Part-time Faculty – First Year Experience Course, College of Liberal Arts and Social Sciences
- Part-time Faculty – Italian
- Part-time Faculty – Africana Studies
- Part-time Faculty – American Studies
- Part-time Faculty – French
- Part-time Faculty – American Sign Language
- Part-time Faculty – Spanish Phonetics/Distance Learning

Beeghly College of Liberal Arts, Social Sciences, and Education Continued

- Part-time Faculty – Humanities and Social Sciences – Political Science
- Part-Time Faculty – PAGES – Geology
- College Credit Plus Instructor – History
- Part-Time Faculty – Medical Practices
- Continuing Education Instructor – English ESOL

Bitonte College of Health and Human Services

- Part-time Instructor – Food & Nutrition Programs
- Part-time Faculty – Dental Hygiene
- Part-time Faculty – Medical Assisting Technology
- Part-time Faculty – Respiratory Care
- Part-time Faculty – Allied Health
- Part-time Faculty – Master of Health and Human Services
- Part-time Nursing – Clinical Faculty
- Part-time Faculty – Emergency Medical Services
- Part-time Faculty – Health Informatics
- Part-time Faculty – Public Health
- Part-time Faculty – Hospitality Management
- Part-time Faculty – Public Health – Environmental Health and Safety
- Part-time Instructor – First Year Experience Course in Health & Human Services
- Part-time Instructor – Pharmacology for Nurse Anesthetist Students
- Part-time Faculty – Medical Laboratory Programs
- Part-time Instructor – Social Work Lakeland and Lorain CC Campuses
- Part-time Instructor – Social Work
- Part-time Faculty – Criminal Justice
- Part-time Undergraduate Faculty – Merchandising – Fashion & Interiors
- Part-time Undergraduate Faculty – Dietetics Programs
- Part-time Faculty – Health & Human Services 1510/1511 First Year Experience Course
- Part-time Faculty – Kinesiology and Sport Science – Activity Courses
- Part-time Faculty – Kinesiology and Sport Science –Therapeutic Exercises
- Part-time Faculty – Physical Therapy – Clinical Psychology
- Part-time Faculty – Masters in Athletic Training
- Part-time Faculty – Nurse Practitioner (Online)
- Part-Time Faculty – Forensic Sciences
- Part-Time Nursing Graduate Faculty – Nursing

Cliffe College of Creative Arts & Communication

- Part-time Faculty – Theatre and Dance
- Part-time Instructor – Viola
- Part-time Faculty – Music Theory
- Part-time Instructor – Director of Dana Gospel Choir
- Part-time Faculty – Graphic Design
- Part-time Faculty – Art History
- Part-time Faculty – Visual Arts Foundations
- Part-time Vocal Instructor

Cliffe College of Creative Arts & Communication Continued

- Part-time Vocal Instructor – Classical Voice
- Part-time Instructor – Jazz Studies
- Part-time Faculty – Theatre & Dance Performance
- Part-time Instructor – Visual Arts
- Part-time Faculty Photography – Art
- Part-time Faculty – First Year Experience Course in College of Creative Arts & Communication
- Part-time Faculty – Dana School of Music
- College Credit Plus Instructor – Communication Foundation

College of Science, Technology, Engineering and Mathematics

- Part-time Instructor – Mathematics
- Part-time Faculty – Physics
- Part-time Instructor – Mechanical Engineering Technology
- Part-time Instructor – Mechanical Engineering
- Part-time Faculty – Chemistry
- Part-time Instructor – Electrical and Computer Engineering
- Part-time Faculty – Computer Science and Information Systems
- Part-time Faculty – Civil/Environmental and Chemical Engineering
- Part-time Instructor – Engineering Technology
- Part-time Instructor – Biology in the Modern World Laboratory
- Part-time Instructor – Microbiology Laboratory
- Part-time Instructor – Civil and Construction Engineering Technology
- Part-time Faculty – Anatomy & Physiology
- Part-time Faculty – Plant Biology
- Part-time Instructor – Chemistry Lab Instructor
- Part-time Instructor – Draft and Design Technology
- Part-time Instructor – Frist Year Engineering Orientation
- Part-time Instructor – STEM Careers
- Part-time Instructor – Electrical Engineering Technology
- Part-time Instructor – Mathematics & Statistics
- Part-time Instructor – Microbiology for Health Care Professions Laboratory
- Part-time Instructor – Mammalogy
- Part-time Faculty – EUT Power Plant Technology Instructor
- Part-time Faculty – Industrial Engineering
- Part-time Faculty – Mechanical Engineering – Solid Mechanics
- Part-time Faculty – Mechanical Engineering – Thermal Fluids
- Part-time Faculty – Environmental Science
- Part-time Faculty – STEM First Year Orientation
- Part-time Faculty – Chemical Engineering
- Part-time Faculty – Forensic Sciences
- Part-time Faculty – STEM Professional Career Planning
- Visiting Assistant/Associate Professor – Electrical & Computer Engineering (Term)
- Assistant Professor – Electrical Engineering Technology (Tenure Track)
- College Credit Plus Instructor – Biological Sciences
- College Credit Plus Instructor – Physics

College of Science, Technology, Engineering and Mathematics Continued

- Assistant Professor – Civil Engineering (Tenure-Track)
- Lecturer – Industrial and Systems Engineering (Term)
- Assistant Professor – Mechanical Engineering (Tenure-Track)

Williamson College of Business Administration

- Part-time Instructor – Management
- Part-time Instructor – Marketing
- Part-time Instructor – Accounting/Finance
- Part-time Instructor – Management (Undergraduate Courses)
- Part-time Instructor – Legal Environment of Business
- Part-time Instructor – Master of Business Administration
- Part-time Instructor – Marketing/Center for Nonprofit Leadership
- Part-time Faculty – Economics
- Part-time Faculty – Communication Studies, Telecommunication Studies, and Journalism
- Lecturer – Finance Certified Financial Planner Track (Term)

Professional/Administrative

- Instruction Specialist
- Technology Trainer
- Research and Development Associate
- Manager, Business Operations
- Title IX Coordinator and Equal Opportunity Investigator
- Assistant Athletic Trainer
- Manager, Marketing and Business Development
- Senior Buyer
- Business Systems Administrator
- Dean - WCBA
- Project Manager – IT Infrastructure Services
- Assistant Athletics Director
- Assistant Coach, Women's Basketball, Director of Creative Content and Branding
- Manager, Athletic Facilities and Programs
- Studio Coordinator and Broadcast Engineer
- Academic Advisor 1
- Director, Undergraduate Advising
- Senior Research Scientist, Additive Manufacturing
- Executive Assistant to the Vice President
- Associate Director, Research Services
- Resolution Analyst

Classified

- Academic Operations Specialist 1 – Dean Education
- Groundskeeper 2
- Carpenter 2

Classified Continued

- Business Operations Specialist 1 – Academic Affairs
- Boiler Technician
- Groundskeeper 2
- Delivery and Mail Clerk
- Print Assistant
- Academic Operations Specialist 1 – Teacher Education and Leadership Studies
- Residence Hall Monitor (PT)
- Maintenance Repair Worker 2
- Academic Leader – Brookfield
- Activity Leader – Multiple Locations
- Business Operations Specialist 1– Delivery Services
- Business Operations Specialist 2 – Undergraduate Admissions
- Software Integration Analyst 1
- Software Integration Analyst 2



SUMMARY OF PERSONNEL ACTIONS
Classified Employees
7/16/21 through 10/15/21

Appointments – 16

- Classified Civil Service – 8
- Classified Non-bargaining – 3
- Externally Funded – 1
- FOP – 4

Separations – 15

- Classified Civil Service – 7
- Classified Non-bargaining – 3
- Externally Funded – 3
- FOP – 1
- FOP Excluded – 1

Promotions – 4

- Classified Civil Service – 2
- Classified Non-Bargaining – 1
- FOP – 1

Reclassifications/Position Adjustments – 4

- Classified Civil Service – 3
- Externally Funded – 1

Salary Adjustments – 17

- Classified Civil Service – 12
- Externally Funded – 5

Transfers – 4

- Classified Civil Service – 4

Recalls – 2

- Classified Civil Service – 2

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
APPOINTMENTS

EMPLOYEE				CONTRACT/ APPOINTMENT		
EMPLOYEE NAME	TYPE	POSITION TITLE	DEPARTMENT	DATES	FTE	SALARY
Miller, Jenifer	ACE	Academics Ops Specialist 1	Dean Bitonte Col Health & Human	9/27/2021	0.75	\$ 20,826.00
Pagan Wilcox, Claudia	ACE	Business Ops Specialist 1	Maag Library	8/30/2021	0.50	\$ 13,884.00
Becker, TyRee	ACE	Technology Support Tech 1	IT Customer Services	8/17/2021	1.00	\$ 43,929.60
Duffy, Scott	ACE	Financial Aid Loan Spec 2	Financial Aid and Scholarships	8/16/2021	1.00	\$ 36,462.40
Haskins, Timothy	ACE	Residence Hall Monitor	Housing	9/26/2021	1.00	\$ 29,536.00
Hickman, Chad	ACE	Residence Hall Monitor	Housing	9/26/2021	1.00	\$ 29,536.00
Schumacher, Darla	ACE	Accountant 3	Financial Aid and Scholarships	8/2/2021	1.00	\$ 36,462.40
Wogan, Lisa	ACE	Academics Ops Specialist 1	Visual and Dramatic Arts	8/15/2021	1.00	\$ 28,121.60
Hannon, Melinda	Excluded	Human Resources Generalist	Human Resources	8/30/2021	1.00	\$ 38,896.00
Natoli, Krystle	Excluded	Human Resources Generalist	Human Resources	8/30/2021	1.00	\$ 38,896.00
Wallace, Jesse	Excluded	Power Plant Energy Mgmt Supervisor	Central Utility Plant & Distribution	7/19/2021	1.00	\$ 65,000.00
Lowery, Susan	Externally Funded	Archival Asst Customer Service Specialist	Industry & Labor Steel Museum	9/27/2021	0.50	\$ 15,600.00
Killa, Tyler	FOP	Police Officer 1	YSU Police	7/19/2021	1.00	\$ 40,809.60
Marshburn, Haley	FOP	Police Officer 1	YSU Police	7/19/2021	1.00	\$ 40,809.60
Marsolo, Jeff	FOP	Police Officer 1	YSU Police	7/19/2021	1.00	\$ 40,809.60
Wolfe, Chelsea	FOP	Police Officer 1	YSU Police	7/19/2021	1.00	\$ 40,809.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT		FTE	SALARY	SEPARATION TYPE
				DATES				
Abbas, Dante	ACE	Software Integration Analyst 1	IT Application Services	7/26/2021		1.00	\$ 54,828.80	TERM
Durse, Nicholas	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/31/2021		1.00	\$ 45,843.20	RETIRE
Kennehan, Rita	ACE	Academic Ops Specialist 1	Health Professions	12/1/2020		1.00	\$ 43,035.20	RETIRE
Kolar, Margaret	ACE	Business Ops Specialist 2	Registration & Records	8/30/2021		1.00	\$ 44,740.80	RETIRE
Moy, Debra	ACE	Business Ops Specialist 1	Accessibility Services	7/30/2021		1.00	\$ 48,547.20	RETIRE
Rossi, Todd	ACE	Residence Hall Monitor	Housing	9/17/2021		1.00	\$ 32,572.80	RESIGN
Sarich, Donna	ACE	Secretary	Sociology & Anthropology	2/1/2021		1.00	\$ 45,593.60	RETIRE
Carlini, Jayne	Excluded	Business Ops Specialist 4	Facilities Maintenance	8/28/2021		1.00	\$ 37,710.40	RESIGN
Ruehle, Andrea	Excluded	Intermittent Cashier	Health Professions	10/12/2021		0.50	\$ 10,400.00	RESIGN
Sharp, Eugene	Excluded	Receiving & Distribution Super	Delivery Services	8/4/2021		1.00	\$ 38,355.20	RESIGN
Brookhart, Carey	Externally Funded	Intermittent Academic Leader	Ctr for Human Services Dev	9/29/2021		0.50	\$ 18,720.00	RESIGN
Conway, Jennifer	Externally Funded	Intermittent Academic Leader	Ctr for Human Services Dev	10/7/2021		0.50	\$ 18,720.00	RESIGN
Teagarden, Ashley	Externally Funded	Intermittent Academic Leader	Ctr for Human Services Dev	9/29/2021		0.50	\$ 20,800.00	RESIGN
Bryant, Deana	FOP	Police Officer 2	YSU Police	7/31/2021		1.00	\$ 57,865.60	RETIRE
De Amicis, Ronald	FOP Excluded	Intermittent Police Officer 1	YSU Police	9/3/2021		1.00	\$ 17,617.60	RESIGN

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW		PREVIOUS SALARY
					FTE/ OLD FTE	NEW SALARY	
Massaro, Cheryl	ACE	Academic Ops Specialist 3/ Business Ops Specialist 2	Dean - CCAC/ Undergraduate Admissions	8/14/2021	1.00	\$ 47,569.60	\$ 44,179.20
McKinney, Shari	ACE	Academic Ops Specialist 1/ Academic Ops Specialist	Human Services/ Study Abroad	8/1/2021	1.00/ 0.375	\$ 39,707.20	\$ 18,907.20
Hans, Tiffany	Excluded	Receiving & Distribution Supervisor/ Mail Clerk Messenger	Delivery Services	9/12/2021	1.00	\$ 37,086.40	\$ 31,408.00
Pieton, Michael	FOP	University Police Sergeant/ Police Officer 2	YSU Police	8/25/2021	1.00	\$ 64,230.40	\$ 57,865.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT		NEW SALARY	PREVIOUS SALARY
				DATES	FTE		
Bidwell, Carter	ACE	Automotive Mechanic 3/ Automotive Mechanic 2	Grounds	7/18/2021	1.00	\$ 43,700.80	\$ 41,620.80
Ferguson, Robert	ACE	Information Security Tech 2/ Data Security Analyst 1	IT Security Services	6/20/2021	1.00	\$ 65,436.80	\$ 62,316.80
Pope, Shannon	ACE	Business Ops Specialist 2/ Business Ops Specialist 1	Academic Success Center	9/26/2021	1.00	\$ 38,313.60	\$ 36,483.20
Daniels, Sybil	Externally Funded	Administrative Ops Specialist/ Clerk 1	Ctr for Human Services Dev	9/26/2021	0.50	\$ 13,998.40	\$ 10,660.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Bodnark, Mary	ACE	Layout Design Artist	Marketing & Communications	3/15/2020	1.00	\$ 59,238.40	0.75	\$ 43,882.80
Cook, Ashlee	ACE	Business Ops Specialist 1	Kilcawley Center	8/15/2021	1.00	\$ 28,121.60	0.50	\$ 13,884.00
Ferradino, Darla	ACE	Records Technician 1	Registration & Records	6/20/2021	1.00	\$ 31,782.40	1.00	\$ 31,304.00
Hood, Kevin	ACE	Automotive Mechanic 3	Motor Pool	8/29/2021	1.00	\$ 42,889.60	1.00	\$ 42,265.60
Joy-Tupaj, Rachell	ACE	Layout Design Artist	Marketing & Communications	12/20/2020	1.00	\$ 55,078.40	0.75	\$ 40,794.00
Liadis, Kimberley	ACE	Travel Clerk	Procurement Services	9/12/2021	1.00	\$ 27,726.40	1.00	\$ 27,310.40
McCormick, Gemini	ACE	Payroll Specialist 1	Payroll	10/10/2021	1.00	\$ 33,696.00	1.00	\$ 33,196.80
Mouse, David	ACE	Software Integration Analyst 1	IT Application Services	8/29/2021	1.00	\$ 56,347.20	1.00	\$ 55,515.20
Neal, Bonita	ACE	Residence Hall Monitor	Housing	8/15/2021	1.00	\$ 32,094.40	0.50	\$ 16,047.20
Peachock, Patrick	ACE	Residence Hall Monitor	Housing	8/15/2021	1.00	\$ 32,094.40	0.50	\$ 16,047.20
Tirado, Jalon	ACE	Custodial Technician 3	Janitorial Services	10/10/2021	1.00	\$ 31,449.60	1.00	\$ 30,971.20
Woodford, Debra	ACE	Clerk 2	Parking Services	8/29/2021	1.00	\$ 26,353.60	1.00	\$ 25,958.40
Boyd, Shelnik	Externally Funded	Intermittent Activity Leader	Ctr Human Services Dev	9/26/2021	0.50	\$ 12,480.00	0.50	\$ 10,660.00
Buchenic, Rebecca	Externally Funded	Intermittent Academic Leader	Ctr Human Services Dev	9/26/2021	0.50	\$ 20,800.00	0.50	\$ 18,720.00
O'Neal, Tula	Externally Funded	Intermittent Academic Leader	Ctr Human Services Dev	9/26/2021	0.40	\$ 20,800.00	0.40	\$ 18,720.00
Reed, Elizabeth	Externally Funded	Operations Assistant	Rich Center for Autism	7/1/2021	1.00	\$ 26,769.60	1.00	\$ 26,249.60
Teagarden, Ashley	Externally Funded	Intermittent Academic Leader	Ctr Human Services Dev	9/26/2021	0.50	\$ 20,800.00	0.50	\$ 18,720.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
TRANSFERS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Aliberti, Darlene	ACE	Academic Ops Specialist 1	Criminal Justice & Consumer Science/Dean Bitonte College Health & Human Services	7/18/2021	1.00	\$ 36,025.60	\$ 36,025.60
Cole, Nicolene	ACE	Academic Ops Specialist 1	Management & Marketing/ Psychological Sciences & Counseling	8/1/2021	1.00	\$ 50,128.00	\$ 50,128.00
Kostantas, Amalia	ACE	Academic Ops Specialist 1	Psychological Sciences & Counseling/ Dean - Beeghly College LibArts, SocSci & Education	8/1/2021	1.00	\$ 33,779.20	\$ 33,779.20
Mehle, Vicki	ACE	Clerk 2/Residence Hall Monitor	Parking Services/ Housing & Residence Life	7/18/2021	1.00	\$ 32,177.60	\$ 32,177.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/21 THROUGH 10/15/21
RECALLS

EMPLOYEE NAME	EMPLOYEE			DEPARTMENT	DATE OF	FTE	SALARY
	TYPE	POSITION TITLE	RECALL				
Neal, Bonita	ACE	Residence Hall Monitor	Housing	7/31/2021	0.50	\$ 15,849.60	
Peachock, Patrick	ACE	Residence Hall Monitor	Housing	7/22/2021	0.50	\$ 15,849.60	



TO: Board of Trustees, Youngstown State University
Ms. Capri S. Cafaro
Mr. Charles T. George
Dr. Anita A. Hackstedde
Dr. John R. Jakubek
Mr. Joseph J. Kerola
Mr. Michael A. Peterson
Mr. James "Ted" Roberts, Esq.
Mr. Allen L. Ryan, Esq.
Mrs. Molly S. Seals
Mr. Eric A. Spiegel
Dr. Helen K. Lafferty
Ms. Elsa Khan, Student trustee
Ms. Galena Lopuchovsky, Student trustee

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

RE: 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for December 2021 Board of Trustees' Meeting

DATE: October 22, 2021

Below please find the report information as required by 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff pursuant to section (F)(6). The information contained herein consists of search waivers approved during the time period beginning July 16, 2021 through and including October 15, 2021. **This time period reflects a change in the search waiver reporting from years past in order to create consistency with the Human Resource Department reporting time periods in other areas. As a result of this change, the first eight (8) reported waivers contained in this report were previously reported on the August 9, 2021 search waiver report.**



PRIOR REPORTED INFORMATION

Date: July 16, 2021
Requestor: Holly Jacobs
Department: Equal Opportunity, Policy Development and Title IX
Position: Director, Equal Opportunity, Policy Development and Title IX
Candidate: Dana Lantz
Rationale: Specialized skills and experience and demonstrated commitment to EO in the City of Youngtown. Previously interviewed during search and was strong candidate.

Date: July 16, 2021
Requestor: Myisha Jennings
Department: Athletics
Position: Assistant Basketball Coach
Candidate: Ben Asher
Rationale: Program underway and immediate need for assistant coach. Requestor indicated potential health and safety concern for student athletes if position not filled.

Date: August 16, 2021
Requestor: Frank Li
Department: Rayen School of Engineering -Mechanical Engineering
Position: Lecturer
Candidate: Erik Haake
Rationale: Immediate need to fill a one-year appointment due to loss of three full time employees in Mechanical Engineering Department. Will conduct a tenure track search for next year.

Date: August 16, 2021
Requestor: Frank Li
Department: Rayen School of Engineering - Electrical Engineering
Position: Lecturer
Candidate: Xiaomei Ren
Rationale: Immediate need to fill a one-year appointment due to passing of a professor in the department. Will conduct a tenure track search for next year.

Date: August 16, 2021
Requestor: Frank Li
Department: Rayen School of Engineering -Chemical Engineering
Position: Lecturer
Candidate: Zhuanzhuan Shirley Xie
Rationale: Immediate need to fill a one-year appointment due to unexpected vacancy. Will conduct a tenure track search for next year.



Date: August 23, 2021
Requestor: Frank Li
Department: Rayen School of Engineering -Industrial and System Engineering
Position: Lecturer
Candidate: Mithy Sharmin
Rationale: Immediate need due to unexpected vacancy. Will conduct a tenure track search for next year.

Date: August 23, 2021
Requestor: Jeremy Schwartz and Betty Jo Licata
Department: Lariccia School of Accounting and Finance
Position: Lecturer
Candidate: M. Constance Augustine-Thompson
Rationale: Immediate need to fill a position in the Tax and Accounting Courses due to vacancy as a result of the VSRP.

Date: August 23, 2021
Requestor: Bruce Keillor
Department: Management
Position: Lecturer
Candidate: Michelle Green
Rationale: Immediate need to fill position in Management and marketing due to vacancy as a result of the VSRP.

NEW REPORTED INFORMATION

Effective Date: August 16, 2021
Requestor: Ronald Strollo
Department: Intercollegiate Athletics
Position: Deputy Athletics Director
Candidate: Tory Lindley
Rationale: Immediate need to fill position due to vacant athletic trainer positions and increased NCAA requirements relating to COVID. Candidate has 28 years of professional responsible experience relative to position.

Effective Date: August 16, 2021
Requestor: Rebecca Fink
Department: Intercollegiate Athletics
Position: Assistant coach, Baseball
Candidate: Eric Bunnell
Rationale: Due to resignation of another coach, immediate need to fill position. 17 year's experience coaching with Experience at Division I, II and III. Worked with YSU players and has extensive knowledge of program.



Effective Date: January 1, 2022
Requestor: Dana Davis
Department: Social Work
Position: Assistant Professor
Candidate: Dessalegn Guyo
Rationale: Qualified candidate for a vacancy in a tenure track position that must be filled to become compliant with the accreditation minimum standards in the Masters of Social Work program. Candidate was finalist in recent search.

Effective Date: September 7, 2021
Requestor: Jeffrey Coldren
Department: Psychological Sciences and Counseling
Position: Temporary Lecturer
Candidate: Paul Yarab
Rationale: Due to the retirement or resignations of three faculty members over Summer 2021 and another employee granted leave, department had urgent need to fill a teaching position. The candidate was a finalist in the most recently filled search and is highly qualified.

Effective Date: October 1, 2021
Requestor: Rebecca Fink
Department: Intercollegiate Athletics
Position: Associate Athletics Director, Sports Medicine
Candidate: Jennifer Tymkew
Rationale: This position serves as the Health Care Administrator to the NCAA and requires a unique set of skills. This candidate is uniquely qualified having significant clinical and leadership experience. Possesses a terminal degree for licensed athletic trainers and a history of research and presentations addressing the growing emphasis on medical care for intercollegiate athletes.

Effective Date: October 1, 2021 or earliest possible
Requestor: Rebecca Fink
Department: Athletics
Position: Assistant Coach, Track and Field
Candidate: Arnaldo Morales
Rationale: Immediate need to fill position as practice schedule underway. Candidate possesses desired qualifications specifically with jumpers. Familiar with the program as he was a prior student athlete at YSU.

Effective Date: October 25, 2021
Requestor: Pedro Cortes/Frank Li
Department: Civil, Environmental and Chemical Engineering
Position: Research Associate
Candidate: Bhargavi Mummareddy
Rationale: post doctorate YSU graduate previously worked on this externally funded project.