



**BOARD OF TRUSTEES  
UNIVERSITY AFFAIRS COMMITTEE**

**Charles T. George, Chair  
Capri S. Cafaro, Vice Chair  
All Trustees are Members**

**BACKGROUND MATERIALS  
Wednesday, June 2, 2021**

- 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**
  
- 5. Report on Staff Development Leave** **Tab 5**  
This report will provide a list of employees who were granted Staff Development Leave for academic year 2021-2022.
  
- 6. Service Awards** **Tab 6**  
This list recognizes awards given during FY21 for Staff distinguished service.

**Office of Human Resources Update  
March 2021**

**Benefits**

Healthcare insurance participation and claims are currently being reviewed to determine the upcoming rate renewal which will be effective July 1, 2021. Current data shows a rate increase of approximately 6%. Dental and vision rate changes occur on January 1, 2022 and data is not as yet complete to assess any rate increases.

The University had engaged in the RFP process for:

- Stop Loss Health Insurance Coverage. Current Stop-Loss coverage begins at \$225,000 and the University has requested rates at the \$225,000, \$250,000 and \$275,000 levels. Rates will be compared with historical data on claims and cost.
- Employee wellness portal used to host wellness programs and allow for individualized employee access.

**Search Advocacy Program**

Search Advocate training is ongoing with 2 fully trained advocate and 1 completing the process. Jennifer Lewis-Aey, the Director of Talent Acquisition, Processing & Employee Records has recently completed search advocate training and is currently assigned as the search advocate for the Provost Executive Secretary search.

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

**ACE**

ACE-Step 3 Grievances

<b>#/Date Filed</b>	<b>Subject Matter/Issue</b>	<b>Date Heard</b>	<b>Disposition of Grievance</b>
#754 10/17/18	Classification Plan	N/A	On-going discussion with ACE.
#756 5/9/19	Employee Separation Exhaustion of Leave	5/23/19	YSU succeeded at arbitration; separation upheld.
#759 & #760 8/2/19	IT Reclassifications and Pay Increases	8/13/19	Grievance Denied 8/23/19 by DLR (*also subject of an Unfair Labor Practice [ULP]). Arbitration not scheduled.
#763 7/22/2020	Administrative Assistant Reclassification	8/10/20	Grievance Denied 8/21/20 by DLR. SPBR decision found for reclassification. YSU did not appeal

**APAS**

APAS Collective Bargaining

Negotiations began the first week of April 2021; negotiations are on going.

## OEA

#/Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
#377 10/17/18	Calculation of Salary Minima	2/19/2021	Provost denied at Step 2. OEA progressed to arbitration. Arbitration to be scheduled.
#378	Timeliness of Director of Faculty Relations Pre-Grievance Response	N/A	N/A

### OEA Arbitration

Grievance #362-370, and 373/Stephen Chalmers (Intent to Terminate). Article 12.6 Faculty Appeals Committee review completed, recommended reversal of intent to terminate. University implemented termination. Bifurcation Arbitration held on 10/19/20. Post-hearing brief filed 1/7/21. Awaiting arbitration decision on bifurcation of issues.

## FOP

### FOP Outstanding Grievances

#/Date Filed	Subject Matter/Issue	Date Heard	Disposition of Grievance
#67 3/9/2020	New Hire Step Increases	Due to Covid hearing requirement suspended	Grievance Denied 4/8/2020 by DLR. Arbitration to be scheduled.
#69 4/2/2020	Emergency Pay Request based on Covid-19 University "closure".	Due to Covid hearing requirement suspended.	Grievance Denied 4/13/2020 by DLR. Arbitration to be scheduled.
#71 2/23/2021	Whether prior to regular work schedule did not abut regular work schedule and qualifies for Article 14.5 overtime pay.	3/3/2021	Step 3 Disposition Grievance denied 4/16/2021.
#72 4/22/2021	Whether work prior to regular work schedule did not abut regular work schedule and qualifies for Article 14.5 overtime pay.	5/5/2021	Step 1 Grievance upheld

### FOP Collective Bargaining

Negotiations schedule has not been established.

**PERSONNEL ACTION MINORITY/FEMALE  
SNAPSHOT REPORT 1/1/2021-4/15/2021**

<b>EMPLOYMENT INTO JOB GROUP</b>	<b>JOB GROUP</b>	<b>SEPARATIONS FROM JOB GROUP</b>
<b>Employment into Job Group 3*</b>  <b>0% Minority</b> <b>100% Female</b> <b>*3 Promotions into Group</b>	<b>Executive</b> <b>Total Group 29</b> <b>7% Minority (100% African American)</b> <b>52% Female</b>	<b>Separations from Job Group 1</b>  <b>100% Minority (100% African American)</b> <b>0% Female</b>
<b>Employment into Job Group 2</b>  <b>0% Minority</b> <b>50% Female</b>	<b>Administrative/Managerial</b> <b>Total Group 141</b> <b>7% Minority (1,5% African American, 1.5% Hispanic)</b> <b>50% Female</b>	<b>Separations from Job Group 5*</b>  <b>0% Minority</b> <b>80% Female</b> <b>*Includes 3 promotions in Executive Job Group</b>
<b>Employment into Job Group 1</b>  <b>0% Minority</b> <b>0% Female</b>	<b>Faculty Full-Time (Professor, Assistant Professor, Associate Professor, Lecturer, Senior Lecturer, Visiting Professor)</b> <b>Total Group 395</b> <b>20% Minority (7% African American, 2% Hispanic)</b> <b>46% Female</b>	<b>Separations from Job Group 1</b>  <b>0% Minority</b> <b>0% Female</b>
<b>Employment into Job Group 6</b>  <b>50% Minority (33% African American, 16% Hispanic)</b> <b>50% Female</b>	<b>Professional Salaried including Athletic Professionals</b> <b>Total Group 334</b>  <b>15% Minority (51% African American, 22% Hispanic)</b> <b>49% Female</b>	<b>Separations from Job Group 3</b>  <b>0% Minority</b> <b>33% Female</b>
<b>Employment into Job Group 0</b>	<b>Clerical/Secretary</b> <b>Total Group 123</b> <b>12% Minority</b> <b>93% Female</b>	<b>Separations from Job Group 4</b>  <b>25% Minority (100% African American)</b> <b>75% Female (4)</b>
<b>Employment into Job Group 2</b>  <b>50% Minority (100% African American)</b> <b>50% Female</b>	<b>Technical/Paraprofessional (IT, Library, WYSU, Communication)</b> <b>Total Group 55</b> <b>11% Minority (67% African American, 17%)</b> <b>40% Female</b>	<b>Separations from Job Group 2</b>  <b>0% Minority</b> <b>0% Female</b>

**PERSONNEL ACTION MINORITY/FEMALE  
SNAPSHOT REPORT 1/1/2021-4/15/2021**

<b>Employment into Job Group 0</b>	<b>Skilled Craft Total Group 8 0% Minority 13% Female</b>	<b>Separation from Job Group 0</b>
<b>Employment into Job Group 3</b>  <b>0% Minority 0% Female</b>	<b>Service/Maintenance Total Group 51 14% Minority 4% Female</b>	<b>Separations from Job Group 0</b>
<b>Employment into Job Group 0</b>	<b>Full-time Protective Service/Police excluding intermittent Protective Services/Police Total Group 18 28% Minority (40% African American, 60% Hispanic) 22% Female</b>	<b>Separation from Job Group 0</b>

## Current Postings – 4/15/2021

### 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 – Gerontology
- 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 – Sociology, Anthropology, Gerontology (On-line Graduate Course)
- Part-time Faculty – Sociology, Anthropology, Gerontology (Undergraduate Courses)
- 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
- Part-time Faculty – Humanities and Social Sciences – Political Science
- Assistant Professor – English & World Languages – Composition (Tenure Track)
- Ives Distinguished Visiting Lecturer – English and World Languages (Term)
- Lecturer – Counseling Program (Term)
- Assistant Professor – Teacher Education & Leadership Studies – Literacy (Tenure Track)

## **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 Instructor – Human Ecology, Early Childhood-PreK
- 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)
- Lecturer – Criminal Justice (Term)
- Lecturer – Health Professions – Public Health (Term)
- Assistant Professor – Exercise Physiology (Tenure Track)
- Lecturer – Exercise Science (Term)
- Lecturer – Centofanti School of Nursing (Term)
- Assistant Professor – Physical Therapy (Tenure Track)
- Assistant Professor – Social Work (Tenure Track)

## **Cliffe College of Creative Arts & Communication**

- Part-time Faculty – Photography
- 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

## **Cliffe College of Creative Arts & Communication Continued**

- Part-time Faculty – Visual Arts Foundations
- Part-time Vocal Instructor
- 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 – First Year Experience Course in College of Creative Arts & Communication
- Part-time Faculty – Dana School of Music
- Assistant Professor – Director of Bands – Dana School Music (Tenure Track)
- Assistant Professor – Graphic & Interactive Design (Tenure Track)

## **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 Instructor – Anatomy and Physiology 1 Lab
- Part-time Instructor – Human Physiology and Anatomy
- Part-time Instructor – Chemistry Lab Instructor
- Part-time Instructor – Draft and Design Technology
- Part-time Instructor – First 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 – Anatomy and Physiology 2
- Part-time Instructor – Anatomy and Physiology 2 Lab
- 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



## **College of Science, Technology, Engineering and Mathematics Continued**

- Visiting Assistant/Associate Professor – Electrical & Computer Engineering (Term)
- Lecturer – Chemical & Biological Sciences (Term)
- Lecturer – Civil and Environmental Engineering (Term)
- Lecturer – Mathematics & Statistics (Term)
- Assistant Professor – Industrial and Systems Engineering (Tenure Track)
- Lecturer – Engineering Education (Term)
- Assistant Professor – Computer Engineering (Tenure Track)
- Assistant Professor – Electrical Engineering Technology (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)
- Assistant Professor – Operations Management/Supply Chain Management (Tenure Track)

## **Professional/Administrative**

- Instruction Specialist
- Director, Labor and Employee Relations
- Coordinator, Student Involvement
- Classification and Compensation Officer
- Technology Trainer
- Assistant Director of Compliance
- Coordinator, Student Conduct
- Director, Kilcawley Center Student Union
- Assistant Coach, Swimming
- Information Security Engineer
- Systems Administrator 1
- Coordinator – Undergraduate Admissions
- Program Coordinator, Strategic Communications
- Student Systems Administrator, Registration Support Services
- Clinical Coordinator, Graduate Nursing Program
- Systems Administrator 1, Educator Preparation Programs

### **Professional/Administrative continued**

- Coordinator, Housing and Residence Life
- Systems Engineer
- Web Developer 1
- Coordinator, Grants Accounting
- Coordinator, Chemical Lab and Safety
- Research and Development Associate
- Broadcast Engineer
- Executive Assistant to the Provost
- Academic Advisor 2 – Cliffe College of Creative Arts
- Coordinator, Gifts Accounting

### **Classified**

- Academic Operations Specialist 1 – Dean Education
- Business Operations Specialist 2 – Center Workforce Education & Innovation
- Groundskeeper 2
- Clerk 2
- Business Operations Specialist 1 – Kilcawley Center
- Carpenter 2
- Athletic Facilities Specialist
- Business Operations Specialist 1 – Center for Student Progress
- Technology Support Technician 1

## **SUMMARY OF PERSONNEL ACTIONS**

### **Classified Employees 1/16/21 through 4/15/21**

#### **Appointments – 5**

- Classified Civil Service – 4
- Classified Non-bargaining – 1

#### **Separations – 14**

- Classified Civil Service – 10
- Classified Non-bargaining – 2
- FOP Excluded – 2

#### **Reclassifications/Position Adjustments – 4**

- Classified Civil Service – 3
- Classified Non-bargaining – 1

#### **Salary Adjustments – 7**

- Classified Civil Service – 5
- Classified Non-bargaining – 1
- FOP – 1

#### **Transfers – 1**

- Classified Civil Service – 1

#### **Recalls – 1**

- Classified Civil Service – 1

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/21 THROUGH 4/15/21**  
**APPOINTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>
Abbas, Dante	ACE	Software Integration Analyst 1	IT Application Services	4/12/2021	1.00	\$ 54,828.80
Bogunia, John	ACE	Maintenance Repair Worker 2	Facilities Maintenance	2/1/2021	1.00	\$ 30,596.80
Brown, Kenneth	ACE	Maintenance Repair Worker 2	Facilities Maintenance	4/12/2021	1.00	\$ 30,596.80
Carpenter, Donald	ACE	Boiler Technician and Plumber	Central Utility Plant & Distribution	2/8/2021	1.00	\$ 41,537.60
Godsen, Brian	Excluded	Intermittent HEI Analyst	Institutional Research & Analytics	2/1/2021	0.50	\$ 52,520.00

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/21 THROUGH 4/15/21**  
**SEPARATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>	<b>SEPARATION TYPE</b>
Butcher, Robert	ACE	Tech Support Technician 1	IT Customer Services	2/27/2021	1.00	\$ 67,932.80	Retirement
DiRienzo, Daniel	ACE	Groundskeeper 2	Grounds	4/2/2021	1.00	\$ 32,094.40	Resigned
Ellis, Cheryl	ACE	Academic Ops Specialist 1	Dean College Liberal Arts, Social Science, Education	2/26/2021	1.00	\$ 41,579.20	Retirement
Fiorini, Catherine	ACE	Customer Service Assistant 2	Undergraduate Admissions	2/26/2021	1.00	\$ 45,302.40	Retirement
Grabaskas, Jean	ACE	Academic Ops Specialist 3	Dean College Liberal Arts, Social Science, Education	4/2/2021	1.00	\$ 41,704.00	Retirement
Gran, Zackary	ACE	Accountant 3	Financial Aid and Scholarships	3/12/2021	1.00	\$ 38,126.40	Resigned
Kimmel, Pamela	ACE	Business Ops Specialist 1	Kilcawley Center	3/8/2021	0.50	\$ 17,378.40	Resigned
Rossi, Sherri	ACE	Academic Ops Specialist 1	Dana School of Music	3/5/2021	1.00	\$ 31,616.00	Resigned
Sewell, Elaine	ACE	Library Assistant 2	Maag Library	2/12/2021	1.00	\$ 36,254.40	Retirement
Simon, Carol	ACE	Administrative Assistant 1	Peace Officers Training Academy	3/15/2021	1.00	\$ 38,688.00	Resigned
Revere, Reginald	Excluded	Intermittent Wellness Leader	Center for Human Services Development	3/8/2021	0.50	\$ 18,720.00	Resigned
Temnick, Monica	Excluded	Human Capital Mgmt Analyst	Human Resources	4/9/2021	1.00	\$ 43,784.00	Resigned
Fergus, Joseph	FOP Excluded	Intermittent Police Officer 1	YSU Police	1/11/2021	1.00	\$ 17,617.60	Resigned
Popovich, Joseph	FOP Excluded	Intermittent Police Officer 1	YSU Police	3/18/2021	0.50	\$ 17,617.60	Resigned

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/21 THROUGH 4/15/21**  
**RECLASSIFICATIONS/POSITION ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Gran, Zackary	ACE	Accountant 3/Accountant 2	Financial Aid and Scholarships	10/11/2020	1.00	\$ 38,126.40	\$ 33,508.80
Maldonado, Sheila	ACE	Academic Ops Specialist 2/ Academic Ops Specialist 1	Languages	1/19/2020	1.00	\$ 52,644.80	\$ 50,128.00
Richards, Steven	ACE	STEM Laboratory Specialist 2/ STEM Laboratory Specialist	Dean - STEM	1/3/2021	1.00	\$ 60,008.00	\$ 54,454.40
Carlini, Jayne	Excluded	Business Operations Specialist 4/ Executive Assistant to VP	Facilities Maintenance/ Student Experience	2/15/2021	1.00	\$ 37,710.40	\$ 33,600.00

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/21 THROUGH 4/15/21**  
**SALARY ADJUSTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>NEW FTE</b>	<b>NEW SALARY</b>	<b>OLD FTE</b>	<b>PREVIOUS SALARY</b>
Audia, Joseph	ACE	Technology Support Tech 1	IT Customer Services	2/14/2021	1.00	\$ 44,595.20	1.00	\$ 43,929.60
Dota, Mary	ACE	Business Ops Specialist 1	Jambar	3/14/2021	0.50	\$ 20,196.80	0.63	\$ 25,448.02
Latimer, Christopher	ACE	Maintenance Repair Worker 2	Facilities Maintenance	4/11/2021	1.00	\$ 33,072.00	1.00	\$ 32,572.80
Mohler, Daniel	ACE	Maintenance Repair Worker 2	Facilities Maintenance	1/17/2021	1.00	\$ 31,782.40	1.00	\$ 31,304.00
Soltis, Eugene	ACE	Technology Support Tech 1	IT Customer Services	1/17/2021	1.00	\$ 44,595.20	1.00	\$ 43,929.60
Sharp, Eugene	Excluded	Receiving & Distribution Supervisor	Delivery Services	1/31/2021	1.00	\$ 38,355.20	1.00	\$ 37,793.60
Gonzalez, Miriam	FOP	University Dispatcher	YSU Police	1/20/2021	1.00	\$ 44,408.00	1.00	\$ 43,305.60

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/21 THROUGH 4/15/21**  
**TRANSFERS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE/ OLD POSITION TITLE</b>	<b>NEW DEPARTMENT/ OLD DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Jenkins, Kimberly	ACE	Business Ops Specialist 1	Peace Officers Training Academy/Maag Library	3/28/2021	1.00	\$ 39,686.40	\$ 39,686.40



**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/21 THROUGH 4/15/21**  
**RECALLS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>DATE OF RECALL</b>	<b>FTE</b>	<b>SALARY</b>
Kimmel, Pamela	Classified	Business Ops Specialist 1	Kilcawley Center	3/1/2021	0.50	\$ 17,378.40

## **Office of Equal Opportunity, Policy Development & Title IX Report on Search Waivers**

**Requestor:** James Yukech, Chief Information Officer

**Department/Unit:** Information Technology Services

**Position:** Director of Technology Training Services and ACT Program Leader

**Candidate:** Rosalyn Donaldson

**Rationale:** The Director of Technology Training and ACT Program Leader is a new position that will not only manage the technology training function campus wide but also act as the Leader of the recently created Academic Continuity Team in coordination with the Provost Office and the following leaders within the Provost Office: The Institute of Teaching and Learning, The Office of Diversity, Equity and Inclusion and Cyber Learning Services.

The ACT Program is critical to meet the university's strategic priorities of ensuring an exemplary learning environment through hands-on delivery of each of the aforementioned services that are part of the Program. Rosalyn Donaldson has been deemed by the President, Provost and CIO to lead this effort due to her extensive background in organizational development and technology training.

**Requestor:** Jennifer Oddo, Executive Director SWEI

**Department/Unit:** Center for Workforce Education and Innovation

**Position:** Director, Workforce Development

**Candidate:** Rick Shepas

**Rationale:** Rick will fill an externally funded role as Director, Workforce Development. The position will be externally funded through the General Motors clawback agreement and for a period not to exceed 36 months. Rick brings a diversified background to serve our many grassroots community workforce development needs, including the high school outreach required to fulfill the terms of the GM clawback. His well-rounded experience working for secondary and post-secondary institutions, coaching and recruiting ability, and visibility and engagement in the communities of education will give him a unique ability to contribute immediately as a leader in support of the Center's vision and mission.

Rick brings a strong likelihood of success based on his prior experience and anticipate the role expanding as the new Center's efforts begin to launch and scale to included direct reports, and greater responsibility. This hire is critical to the success of the center due to the extensive outreach that will be required to meet the needs of the community and employer training and hiring needs. Additionally, this hire is necessary to fulfill the terms and initiatives underway to support the General Motors clawback.

The position needs to be filled immediately to fulfill the commitments and initiatives underway for Ultium Cells and other large-scale community hiring, including the Virtual Career Fairs, slated to launch in April. This candidate is well positioned to make immediate impact in the needs of the role due to his extensive community relations and experience.

**Requestor:** Jennifer Oddo, Executive Director SWEI

**Department/Unit:** Center for Workforce Education and Innovation

**Position:** Manager, Workforce Education Programs

**Candidate:** Lindsey Ekstrand

**Rationale:** Lindsey will fill an externally funded role as Manager, Workforce Education Programs. The position will be externally funded through the General Motors clawback agreement and for a period not to exceed 36 months. Lindsey brings a diversified background of experiences needed to build an extraordinary experience for our employers and workforce program participants. She brings a high touch client experience approach, event planning experience, sales and operational leadership and proven experience delivering corporate training. Additionally, she has experience building adult learning programs on technology platforms like Blackboard through her adult learning master's program at Cleveland State University. Lindsey's broad reach of skills and experiences will serve the Center in many capacities as we launch our new programming efforts.

Lindsey brings a strong likelihood of success based on her prior experience and anticipate the role expanding as the new Center's efforts begin to launch and scale to included direct reports, and greater responsibility. This immediacy of this hire is necessary to fulfill the terms and initiatives underway to support the General Motors clawback and Ultium cells training requests. She will serve as interim training coordinator for Ultium Cells until a perm coordinator is found. The client has an immediate need for support.

The position needs to be filled immediately to fulfill the commitments and initiatives underway for Ultium Cells, Tech Cred and our external education marketplace slated to launch May. This candidate is well positioned to make immediate impact in the needs of the role due to broad background.

**Requestor:** Becky Varian, Director & Clair Beradini, Associate Provost

**Department/Unit:** Center for Student Progress

**Position:** Associate Director

**Candidate:** Michael Greco

**Rationale:** Mike Greco has been doing associate director duties since our previous associate director vacated the position in October 2020. Mike implemented a new model of academic

support for historically difficult courses which has allowed the CSP to reach more students in these courses. Peer Assisted Study Sessions (PASS) are a student-facilitated academic support program designed to help you improve your academic performance and retention in specific courses. What makes PASS unique is our collaboration with faculty members to provide support in high demand courses. Faculty are involved in the recruitment process and select a team of peer tutors who have successfully completed the course with the same professor. The team of tutors meet weekly with the professor throughout the semester to discuss the course content and additional strategies to reinforce the information students are currently learning. With the shift from Supplemental Instruction to PASS, more students are attending sessions more frequently therefore increasing success rates in these gateway courses.

Mike has created relationships with faculty across campus to encourage collaboration and student engagement. We do not want to lose momentum in this new program and the relationships that Mike has developed. Mike has also taken the lead role in the utilization of various technologies to make our reporting of student use and outcomes as well as student engagement more robust. Mike is currently the sole member of the CSP staff with knowledge of our software system, TutorTrac and he will be responsible for training and supervising the new coordinator on this system in May.

**Number of Postings (January 25, 2021 – April 27, 2021) \*:**

- **Faculty:**
  - Full-time - 16
  - Part-time - 5
  
- **Professional/Administrative:**
  - Full-time - 34
  - Part-time - 0

**Total Postings: 55**

\*Postings since last report.

**EMPLOYEES GRANTED  
STAFF DEVELOPMENT LEAVE  
ACADEMIC YEAR 2021-2022**

**NAME**

**DEPARTMENT**

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Association of Professional/Administrative Staff:

None.

# DISTINGUISHED SERVICE AWARD RECIPIENTS

~ 2021 ~

## Classified Service Awards

(Full-time: \$1400)

*Ira V. Adair ~ Grounds*  
*Kimberly A. Jenkins ~ Maag Library*  
*Melanie L. Leonard ~ Student Success*  
*Melodie A. Provencher ~ Student Employment*  
*Kenny Reyes ~ Maag Library*  
*Michelle Sturgiss ~ Grounds*  
*Donna M. Tarbet ~ University Bursar's Office*

## Professional/Administrative Service Awards

(Full-time: \$1000 stipend + \$1000 added to base pay)

*Danielle Adair ~ Kilcawley Center*  
*Joseph M. Alberti ~ Distance Education*  
*Michael A. Beverly ~ Center for Student Progress*  
*Michael D. Cardwell ~ Kilcawley Center*  
*Angela DeLucia ~ McDonough Museum*  
*Troy T. Evans ~ IT Infrastructure Services*  
*Lori Ann Greenawalt ~ Center for Student Progress*  
*Katilyn E. Hartwig ~ Marketing & Communications*  
*Carla M. Mattiussi ~ Career & Academic Advising*  
*Susan M. Moorer ~ Student Outreach*  
*Theresa A. Swindler ~ Social Work*  
*Nicole L. Wells ~ BCHHS*

## Classified Exempt Service Award

*None.*

## Professional/Administrative Exempt Service Awards

(Full-time: \$1000 stipend + \$1000 added to base pay)

*Justin L. Bettura ~ IT Infrastructure Services*  
*Rosalyn S. Donaldson ~ IT Customer Services*  
*Maura K. McGiffin ~ Office of the Registrar*  
*Leslie M. Page ~ First Year Student Services*