



**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE
Anita A. Hackstedde, Chair
James E. "Ted" Roberts, Vice Chair
All Trustees are Members**

**BACKGROUND MATERIALS
Wednesday, December 5, 2018**

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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. Summary of Staffing Levels by Race and Gender | Tab 4 |
| This report provide a comparison of the workforce demographics in terms of Race and Gender for the periods of July 1- September 30, 2017 and July 1- September 30, 2018. | |
| 5. Report on Search Waivers | Tab 5 |

HUMAN RESOURCES UPDATE
BOARD OF TRUSTEES MEETING DECEMBER 5, 2018

The search process for a Chief Human Resources Officer has concluded with a recommendation to appoint Cynthia Kravitz to the position at the December Board of Trustees meeting. We congratulate Cynthia and express our thanks to Mike Sherman for leading a well organized and efficient search process. A plan is in place to assure a smooth transition of authority.

Negotiations with the FOP have reached an impasse and the parties have requested mediation. The parties have mutually agreed to use the services of Federal Mediator Doug Corwon. The mediation session is scheduled for November 1st.

A meeting is scheduled with the ACE campus leadership and their OEA Labor Consultant to reduce to writing verbal agreements on bargaining unit inclusion or exclusion for certain positions. Four positions in Human Resources have been excluded from union representation in the process. An agreement has not been reached on several positions in IT and the disposition of the union status of these positions is in doubt.

A separate meeting with the same ACE leadership noted above has been scheduled to finalize a long standing dispute over the implementation of an arbitration award regarding classification and pay adjustments.

The University has received from the IUC a report developed by Mercer consultants, which captured the results of their initial campus interviews about the opportunities for and interest in aggregating spend for life/disability insurance, dental and visions plans, EAP services, Pharmacy Benefit Management, and stop loss insurance. The next step should be a request from Mercer to collect census data from each campus.

Current Postings – 10/15/18

Faculty

College of Education

- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Instructor – Student Teaching Supervisor – Counseling, School Psychology and Educational Leadership
- Part-time Faculty – Counseling, School Psychology and Educational Leadership
- Part-time Instructor – Early Childhood-PreK
- Part-time Instructor – 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 – Adolescent/Young Adult Education
- Part-time Faculty – Special Education Instructor
- Part-time Faculty – Teacher Education

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 Instructor – Health & Physical Education Methods Instructor
- Part-time Instructor – Criminal Justice and Forensic Sciences
- Assistant or Associate Professor, Physical Therapy (Tenure Track)
- Part-time Undergraduate Faculty – Merchandising – Fashion & Interiors

College of Health and Human Services continued

- Part-time Undergraduate Faculty – Dietetics Programs
- Part-time Faculty – Kinesiology and Sport Science
- Part-time Faculty – Kinesiology and Sport Science, Fundamentals of Fitness
- Part-time Faculty – Health & Human Services 1510/1511 First Year Experience Course
- Part-time Faculty – Kinesiology & Sport Science – Bowling 1 Instructor
- Part-time Faculty – Kinesiology & Sport Science – Activity Courses

College of Liberal Arts and Social Sciences

- Part-time Faculty Instructor – English
- Part-time Faculty Instructor – Sociology
- Part-time Faculty Instructor – Psychology
- Part-time Faculty – Honors
- Part-time Faculty – Introduction to Sociology
- Part-time Instructor – Gerontology
- Part-time Instructor – History
- Part-time Instructor – 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 - Economics

Cliffe College of Creative Arts & Communication

- Part-time Faculty – Photography
- Part-time Faculty – Communication Studies, Telecommunication Studies, and Journalism
- Part-time Faculty – Theater and Dance
- Part-time Instructor – Viola
- Part-time Instructor – Music Theory
- Part-time Instructor – Director of Dana Gospel Choir
- Part-time Instructor – Graphic Design
- Part-time Instructor – Art History
- Part-time Instructor – Visual Arts Foundations

Cliffe College of Creative Arts & Communication continued

- Part-time Vocal Instructor
- Part-time Vocal Instructor – Classical Voice
- Part-time Instructor – Jazz Studies
- 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
- Part-time Instructor of Horn
- Lecturer – Communication (Term)

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
- Assistant Professor, Mechanical Industrial & Manufacturing Engineering – Industrial & Systems (Tenure Track)
- Lecturer, School of Technology, First Year Engineering Technology (Term)
- Part-time Faculty – Industrial Engineering
- Part-time Faculty – Mechanical Engineering – Solid Mechanics
- Part-time Faculty – Mechanical Engineering – Thermal Fluids

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
- John S. and Doris M. Andrews Endowed Chair in Accounting
- Part-time Instructor – Master of Business Administration
- Part-time Instructor – Marketing/Center for Nonprofit Leadership

Professional/Administrative

- Research Analyst
- Staff Architect
- Associate Director, Student Conduct
- Counselor, Financial Aid
- Assistant Director, Facility Operations
- Coordinator, Mathematics Assistance Center
- Manager, Athletic Ticket Sales
- Assistant Coach, Diving
- Coordinator, Training & Development
- Head Coach, Women's Bowling
- Associate Director, Operations and Events
- Instruction Specialist
- Coordinator, Center for Student Progress

Classified Civil Service

- Intermittent Academic Leader – Multiple Locations

SUMMARY OF PERSONNEL ACTIONS
Classified Employees
7/16/18 through 10/15/18

Appointments – 21

- Classified Civil Service – 5
- Classified Non-Bargaining – 5
- Externally Funded Non-Bargaining – 1
- FOP Excluded – 10

Separations – 15

- Classified Civil Service – 6
- Classified Non-Bargaining – 1
- Externally Funded Non-Bargaining – 7
- FOP – 1

Reclassifications/Position Adjustments – 9

- Classified Civil Service – 3
- Classified Non-Bargaining – 6

Promotions – 1

- Classified Civil Service – 1

Transfers – 4

- Classified Civil Service – 4

Salary Adjustments – 11

- Classified Civil Service – 11

Layoffs – 1

- Classified Civil Service – 1

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/18 THROUGH 10/15/18
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Adams, Edward	ACE	Residence Hall Monitor	Housing & Residence Life	8/5/2018	0.500	\$ 15,256.80
Wogan, Lisa	ACE	Secretary	Health Professions	9/17/2018	0.500	\$ 13,384.80
Clayton, Nancy	ACE	Secretary	Student Counseling Center	9/24/2018	1.000	\$ 26,769.60
Klim, Patricia	ACE	Financial Aid Associate	Financial Aid and Scholarships	9/4/2018	1.000	\$ 29,536.00
Pedaline, Gary	ACE	Delivery & Mail Clerk	Delivery Services	9/4/2018	1.000	\$ 21,611.20
	Externally Funded Non-ACE					
Miller, Carrie	ACE	Administrative Assistant 1	College Access & Transition	7/22/2018	0.250	\$ 8,699.60
Casey, Ronnie	FOP Excluded	Intermittent Police Officer 1	YSU Police	7/23/2018	0.500	\$ 17,617.60
Cranmer, Robert	FOP Excluded	Intermittent Police Officer 1	YSU Police	7/23/2018	0.500	\$ 17,617.60
Csizmadia, Jacob	FOP Excluded	Intermittent Police Officer 1	YSU Police	7/23/2018	0.500	\$ 17,617.60
Curry, Ryan	FOP Excluded	Intermittent Police Officer 1	YSU Police	7/23/2018	0.500	\$ 17,617.60
Diddle, Katlyn	FOP Excluded	Intermittent Police Officer 1	YSU Police	7/23/2018	0.500	\$ 17,617.60
Glaros, Michelle	FOP Excluded	Intermittent Police Officer 1	YSU Police	8/6/2018	0.500	\$ 17,617.60
Goclano, Raymond	FOP Excluded	Intermittent Police Officer 1	YSU Police	7/23/2018	0.500	\$ 17,617.60
Smith, David	FOP Excluded	Intermittent Police Officer 1	YSU Police	7/23/2018	0.500	\$ 17,617.60
Thompson, Robert	FOP Excluded	Intermittent Police Officer 1	YSU Police	7/23/2018	0.500	\$ 17,617.60
Venters, Robert	FOP Excluded	Intermittent Police Officer 1	YSU Police	7/23/2018	0.500	\$ 17,617.60
Green, Walter	Non-ACE	Intermittent Parking Facilities Attendant 1	Parking Services	8/20/2018	0.500	\$ 10,400.00
Harden, Clifton	Non-ACE	Intermittent Parking Facilities Attendant	Parking Services	8/20/2018	0.500	\$ 10,400.00
Hernandez, David	Non-ACE	Intermittent Parking Facilities Attendant	Parking Services	8/20/2018	0.500	\$ 10,400.00
Korda, Tori	Non-ACE	Intermittent Group X Instructor	Andrews Student Recr & Wellness	8/19/2018	0.075	\$ 2,808.00
Polis, Troy	Non-ACE	Intermittent Parking Facilities Attendant	Parking Services	8/20/2018	0.500	\$ 10,400.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/18 THROUGH 10/15/18
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Bidwell, Christine	ACE	Executive Secretary 1	Dean - Education	9/14/2018	1.00	\$ 53,040.00
Carlisle, Shanieka	ACE	Administrative Assistant 1	Assessment	7/31/2018	1.00	\$ 30,388.80
Cetor, Paul	ACE	Maintenance Repair Worker 2	Facilities Maintenance	7/31/2018	1.00	\$ 34,944.00
Laughlin, Richard	ACE	Minicomputer Technician	IT Maintenance Services	9/30/2018	1.00	\$ 66,331.20
Levy, Cheryl	ACE	Administrative Assistant 1	Multicultural Affairs	7/31/2018	1.00	\$ 51,126.40
Marando, Melodie	ACE	Administrative Assistant 2	Registration & Records	9/30/2018	1.00	\$ 52,270.40
De Main, Dean	FOP	University Dispatcher 2	YSU Police	9/17/2018	1.00	\$ 50,689.60
DeAngelis, Timothy	Externally Funded Non-ACE	Activity Leader	Ctr for Human Services Dev	8/8/2018	0.50	\$ 10,660.00
Fahndrich, Carina	Externally Funded Non-ACE	Academic Leader	Ctr for Human Services Dev	7/1/2018	0.50	\$ 18,844.80
Garcia, Carmen	Externally Funded Non-ACE	Academic Leader	Ctr for Human Services Dev	7/28/2018	0.50	\$ 18,844.80
Pitoscia, Michelle	Externally Funded Non-ACE	Academic Leader	Ctr for Human Services Dev	7/28/2018	0.50	\$ 18,844.80
Williams, William	Externally Funded Non-ACE	Academic Leader	Ctr for Human Services Dev	10/2/2018	0.50	\$ 18,844.80
Willich, Shirley	Externally Funded Non-ACE	Academic Leader	Ctr for Human Services Dev	7/27/2018	0.50	\$ 18,844.80
Wright, Michelle	Externally Funded Non-ACE	Activity Leader	Ctr for Human Services Dev	8/7/2018	0.50	\$ 10,660.00
Martin, Cheryl	Non-ACE	Clerk 1	Undergraduate Admissions	8/21/2018	0.50	\$ 10,400.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/18 THROUGH 10/15/18
RECLASSIFICATIONS/POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Kennehan, Rita	ACE	Administrative Assistant 1/ Secretary	Alumni & Events Operations	4/27/2018	1.00	\$ 47,569.60	\$ 45,344.00
Williams, Faun	ACE	Administrative Assistant 1/ Office Assistant 2	Housing & Residence Life	9/17/2018	1.00	\$ 34,195.20	\$ 32,572.80
Yankle, Christine	ACE	Executive Secretary/ Secretary	Chief Information Officer	4/3/2018	1.00	\$ 54,225.60	\$ 50,710.40
Balzic, Daniel	Non -ACE	Intermittent Intramural Assistant/Occasional Service	Andrews Student Recr & Wellness Ctr	8/19/2018	0.375	\$ 8,580.00	\$ 8,008.00
Cholensky, Jill	Non -ACE	Intermittent Group X Instructor/Occasional Service	Andrews Student Recr & Wellness Ctr	8/19/2018	0.500	\$ 18,720.00	\$ 13,104.00
Frangos, Mary	Non -ACE	Intermittent Group X Instructor/Occasional Service	Andrews Student Recr & Wellness Ctr	8/19/2018	0.500	\$ 18,720.00	\$ 14,560.00
Horton, Jeff	Non -ACE	Specialist/ Occasional Service	Club Sports	8/20/2018	0.250	\$ 6,500.00	\$ 9,100.00
Schumacher, Paul	Non -ACE	Intermittent Intramural Assistant/Occasional Service	Andrews Student Recr & Wellness Ctr	8/19/2018	0.375	\$ 8,580.00	\$ 8,008.00
Slattery, Gayle	Non -ACE	Intermittent Group X Instructor/Occasional Service	Andrews Student Recr & Wellness Ctr	8/19/2018	0.075	\$ 2,808.00	\$ 14,560.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/18 THROUGH 10/15/18
PROMOTIONS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Pavlichich, Desa	ACE	Executive Secretary 1/ Administrative Assistant 1	Dean - Education/ International Programs	10/14/2018	1.00	\$ 43,388.80	\$ 41,329.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/18 THROUGH 10/15/18
TRANSFERS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Allshouse, Robert	ACE	Minicomputer Technician	IT Customer Services/ IT Maintenance Services	8/5/2018	1.00	\$ 48,859.20
Butcher, Robert	ACE	Minicomputer Technician	IT Customer Services/ IT Maintenance Services	8/5/2018	1.00	\$ 64,459.20
DeBernardo, Erin	ACE	Administrative Assistant 1	Marketing & Communications/ University Events	8/5/2018	1.00	\$ 51,334.40
Wittkugle, Laurie	ACE	Administrative Assistant 2	International Programs Office/ Dean - STEM	10/14/2018	1.00	\$ 41,454.40

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/18 THROUGH 10/15/18
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Chance, Robert	ACE	Boiler and Air Quality Tech	Central Utility Plant & Distr	8/6/2017	1.00	\$ 41,496.00	1.00	\$ 38,292.80
Chance, Robert	ACE	Boiler and Air Quality Tech	Central Utility Plant & Distr	9/2/2018	1.00	\$ 43,118.40	1.00	\$ 42,473.60
Coira, Omar	ACE	Boiler Tech and Plumber	Central Utility Plant & Distr	8/6/2017	1.00	\$ 43,680.00	1.00	\$ 39,540.00
Dittrich, James	ACE	Web Programmer	Marketing & Communications	8/5/2018	1.00	\$ 56,888.00	1.00	\$ 55,078.40
Kennedy, Michael	ACE	Boiler Tech and Bldg Maint Supervisor	Facilities Maintenance	8/6/2017	1.00	\$ 45,531.20	1.00	\$ 39,873.60
Kinsey, Eric	ACE	Boiler Tech and Bldg Maint Supervisor	Facilities Maintenance	8/6/2017	1.00	\$ 45,531.20	1.00	\$ 39,873.60
Kostantas, Amalia	ACE	Residence Hall Monitor	Housing & Residence Life	9/30/2018	1.00	\$ 30,971.20	1.00	\$ 30,513.60
Lloyd, James	ACE	Intermittent Parking Facilities Attendant	Parking Services	4/2/2018	0.50	\$ 10,524.80	0.50	\$ 10,400.00
Mehle, Vicki	ACE	Residence Hall Monitor	Housing & Residence Life	9/30/2018	1.00	\$ 30,971.20	1.00	\$ 30,513.60
Peachock, Patrick	ACE	Residence Hall Monitor	Housing & Residence Life	9/30/2018	0.50	\$ 15,485.60	0.50	\$ 15,256.80
Rossi, Todd	ACE	Residence Hall Monitor	Housing & Residence Life	9/30/2018	1.00	\$ 30,971.20	1.00	\$ 30,513.60

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/18 THROUGH 10/15/18
LAYOFFS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	ANNUAL SALARY
Brady, Andre	ACE	Sales Manager 3	Bookstore	9/24/2018	1.00	\$ 54,828.80

Youngstown State University
 Summary of Staffing Levels By Race and Gender
 From July 1- September 30, 2017/2018

7/1-9/30/2017	Caucasian		African American		Hispanic		Asian		Native American		Multi-Racial		
Rank	M	F	M	F	M	F	M	F	M	F	M	F	Total
Faculty*	199	151	13	15	3	4	27	20	1	0	0	0	433
Professional/ Admin.	149	166	12	10	1	4	2	4	0	2	1	3	354
Classified	109	150	9	20	4	6	0	0	0	1	1	0	300
Externally Funded	22	58	1	5	0	0	0	0	0	0	0	1	87
Total	479	525	35	50	8	14	29	24	1	3	2	4	1174

7/1-9/30/2018	Caucasian		African American		Hispanic		Asian		Native American		Multi-Racial		
Rank	M	F	M	F	M	F	M	F	M	F	M	F	Total
Faculty*	194	158	13	13	3	2	26	17	1	0	0	0	427
Professional/ Admin.	156	172	8	12	2	7	2	6	0	2	4	3	374
Classified	109	154	10	19	4	5	0	0	0	1	1	0	303
Externally Funded	29	43	2	6	0	0	0	0	0	0	0	2	52
Total	488	527	33	50	9	14	28	23	1	3	5	5	1186

Difference	Caucasian		African American		Hispanic		Asian		Native American		Multi-Racial		
Rank	M	F	M	F	M	F	M	F	M	F	M	F	Total
Faculty*	-5	7	0	-2	0	-2	-1	-3	0	0	0	0	-6
Professional/ Admin.	7	6	-4	2	1	3	0	2	0	0	3	0	20
Classified	0	4	1	-1	0	-1	0	0	0	0	0	0	3
Externally Funded	7	-15	1	1	0	0	0	0	0	0	0	1	-5
Total	9	2	-2	0	1	0	-1	-1	0	0	3	1	12

Guidelines provided by U.S. Office of Management & Budget

Caucasian, not of Hispanic origin - Origins in any of the original peoples in Europe, North Africa or the Middle East.

African American, not of Hispanic origin - Origins in any black racial group.

Hispanic - Origins of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture, regardless of race.

Asian or Pacific Islander - Origins in any of the original peoples of the Far East, SE Asia, the Indian Subcontinent, or Pacific Islands.

American Indian or Alaskan Native - Origins in any of the original peoples of North America who maintain cultural identification through tribal affiliation or community recognition.

*Faculty includes full-time faculty, department chairs and other faculty exempt from the bargaining unit; does not include part-time faculty.

Youngstown State University
 Percentage Staffing Levels By Race and Gender
 July 1-September 30, 2017/2018

2017	Caucasian		African American		Hispanic		Asian		Native American		Multi-Racial		Numerical Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty	46%	35%	3.0%	3.5%	0.7%	0.9%	6.2%	4.6%	0.2%	0.0%	0.0%	0.0%	433
Prof/ Admin	42%	47%	3.4%	2.9%	0.3%	1.1%	0.6%	1.0%	0.0%	0.6%	0.3%	0.8%	354
Classified	36%	50%	3.0%	6.7%	1.3%	2.0%	0.0%	0.0%	0.0%	0.3%	0.3%	0.0%	300
Externally Funded	25%	67%	1.1%	5.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.1%	87
Numerical Total	479	525	35	50	8	14	29	24	1	3	2	4	1174
% Total	40.8%	44.7%	3.0%	4.4%	0.7%	1.2%	2.5%	2.0%	0.1%	0.3%	0.2%	0.3%	

*National Center for Education/Digest of Education Statistics 2017 Tables for full-time faculty in degree granting institutions:

- 41% Caucasian Males
- 35% Caucasian Females
- 3% African American Males
- 3% African American Females
- 3% Hispanic Males
- 2% Hispanic Females
- 6% Asian/Pacific Islander Males
- 4% Asian/Pacific Islander Females
- 1% Native American
- 1% or less Multi-Racial

2018	Caucasian		African American		Hispanic		Asian		Native American		Multi-Racial		Numerical Total
	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	45%	37%	3.0%	3.0%	0.7%	0.5%	6.1%	4.0%	0.2%	0.0%	0.0%	0.0%	427
Prof/ Admin	42%	46%	2.1%	3.2%	0.5%	1.9%	1.1%	1.6%	0.0%	0.5%	1.1%	0.8%	374
Classified	36%	51%	3.3%	6.3%	1.3%	1.7%	0.0%	0.0%	0.0%	0.3%	0.3%	0.0%	303
Externally Funded	35%	52%	2.4%	7.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.4%	82
Numerical Total	488	527	33	50	9	14	28	23	1	3	5	5	1186
% Total	41.1%	44.4%	2.8%	4.2%	0.8%	1.2%	2.4%	1.9%	0.8%	0.3%	0.4%	0.4%	

Office of Equal Opportunity and Policy Development
Report on Search Waivers

Requestor: Jalal Jalali, Chair and Professor

Department/Unit: Electrical and Computer Engineering

Position: Lecturer

Rationale: Mr. Ahmadi was selected for an assistant professor tenure track position after a national search. He was unable to complete his PhD by the beginning of the fall semester of 2018. He will receive a contract for a lecturer position; PhD anticipated to be completed by December 2018. If this occurs he will receive a probationary contract as an assistant professor.

Hired: Farzad Ahmadi

Requestor: Joseph Mosca, Provost and Vice President for Academic Affairs

Department/Unit: External Relations and Government Affairs

Position: Associate Vice President External Relations, Government Affairs & Economic Development (ERGAED)

Rationale: Mr. Hripko has been dividing his time between directing the Office of Research and the Mahoning Valley Innovation & Commercialization Initiative (MVICC). In order to continue to advance the University as an urban research institution and as an economic catalyst and innovator, these positions have been separated and Mr. Hripko will become the AVP for the ERGAED. In order to avoid and administrative disruption, the position of AVP for Research will be filled on an interim basis by Dr. Greg Dillon, Associate Dean-STEM, Professor of Mechanical, and Industrial & Manufacturing Engineering. Hired: Michael Hripko

Requestor: Ronald Strollo, Executive Director

Department/Unit: Athletics

Position: Assistant Athletics Director, Sales and Development

Rationale: Mr. Wingard has been working in the Athletic Department as the Manager of Athletic Ticket Sales and has successfully established new partnerships for athletics. The department has a critical need for fundraising and moving Mr. Wingard into this position will allow him to continue to work for the department without interruption which is an economic benefit for athletics. Mr. Wingard is a minority and the department and Mr. Wingard will benefit from this advancement.

Hired: Andrew Wingard

Number of Postings (since last report):

- Faculty:
 - Full-time 7
 - Part-time 6

- Professional/Administrative:
 - Full-time 21
 - Part-time 0

Total Postings: 34