

#### BOARD OF TRUSTEES UNIVERSITY AFFAIRS COMMITTEE Charles T. George, Chair

Anita A. Hackstedde, Vice Chair All Trustees are Members

#### BACKGROUND MATERIALS Wednesday, March 2, 2022

1.	Human Resources Update  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	Tab 1
	Labor Practices, Grievances and Arbitrations.	
2.	Human Resources Update on Position Searches This report will provide a list of all searches in progress.	Tab 2
3.	Classified Civil Service Personnel Actions This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff.	Tab 3
4.	Report on Search Waivers	Tab 4

#### Office of Human Resources Update March 2022

#### **Benefits**

The parameters of the University sponsored healthcare plan will change effective July 1, 2022. On campus and virtual meetings will be held throughout the month of March to provide employees with up-to-date information on the new PPO plan\* and the Consumer Driven Health Plan.

\*Significant changes to the PPO plan include:

- o 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).
- Employees will pay 18% of the premium costs for healthcare, vision, and dental insurance coverage. Current employee premium cost is 15%.

The Actuarial evaluation for the 2021-2022 premiums is underway. The evaluation is based on 24 months of claims and health care inflation trends along with the percentage of claims over \$225,000, which has increased from 27.56% to 34.46% of claims, it is currently estimated that healthcare premiums will increase between 6-8%.

The YSU Wellness Program received the 2021 <u>Healthy Business Council of Ohio Gold Well Work Place</u>

<u>Award</u> and the <u>American Heart Association's 2021 Silver Workplace Health Achievement Recognition</u>

Award.

Human Resources Operations (Talent Acquisition, Compensation, Organizational Development) Human Resources Operations is implementing and tracking the current faculty Separation Agreement Program.

Implementation of the new HR software program, NEOED is ongoing and will continue through 2022.

#### Equal Opportunity/Title IX

Affirmative Action plan has been finalized. Employment Recruitment and Outreach Plan has been updated to provide additional efforts to align with the Affirmative Action plan areas noted as underutilizing minorities and/or females.

## Labor and Employee Relations/Outstanding Unfair Labor Practices, Grievances and Arbitrations ACE

• #766 Air Filter installation process. Resolved at Step 2, Administration response accepted.

#### **FOP**

- #65 Police Sergeant involuntary disability separation. Advanced to arbitration.
- #66 Shift Vacancies. Arbitration scheduled for 3/8/2022. Grievance will be withdrawn following CBA ratification.
- #69 Pay during initial University response to COVID-19 pandemic. Arbitration scheduled for 2/28/2022
- #71 Overtime pay. Arbitration scheduled for 3/29/2022.
- #73 Order accrued leave utilized during FMLA. Will be withdrawn following CBA ratification.

#### **FOP Negotiations**

• The FOP ratified the new CBA on 2/3/2022. Board of Trustees review and approval in process.

#### **OEA Arbitrations**

• Grievance #377 Calculation of minimum salary in reference to Distinguished Professor Award. Arbitration held October 2021; briefs submitted 1/28/2022.

#### **APAS**

• No Activity

#### PERSONNEL ACTION MINORITY/FEMALE SNAPSHOT REPORT 10/1-12/31/2021

EMPLOYMENT INTO JOB GROUP	JOB GROUP	SEPARATIONS FROM JOB GROUP
Employment into Job Group 0	Executive	Separations from Job Group 0
	Total Group 29	
	3% of Total Group are Minority	
	(100% of Minority are African	
	American)	
	55% of Total Group are Female	
Employment into Job Group 4	Administrative/Managerial	Separations from Job Group 1
	Total Group 132	
0% Minority	5% of Total Group are Minority	0% Minority
	(14% of Minority are African	
	American, 29% are Hispanic)	
50% Female	51% of Total Group are Female	100% Female
Employment into Job Group 1	Faculty Full-Time (Professor,	Separations from Job Group 4
	Assistant Professor, Associate	
	Professor, Lecturer, Senior Lecturer,	
	Visiting Professor)	
	Total Group 370	
0%Minority	22% of Total Group are Minority	25% Minority (0% African
0 % is in or ity	(29% of Minority are African	American, 0% Hispanic)
	American, 10% are Hispanic)	
0 % Female	47% of Total Group are Female	100% Female
Employment into Job Group 10	Professional Salaried including	Separations from Job Group 2
	Athletic Professionals	
	Total Group 344	
10%Minority (0% African	15% of Total Group are Minority	50% Minority (100% African
American, 100 % Hispanic)	(51% of Minority are African	American, % Hispanic)
	American, 22% of Minority are	
	Hispanic)	
80% Female	56% of Total Group are Female	0% Female
Employment into Job Group 3	Clerical/Secretary	Separations from Job Group 1
	Total Group 123	<b>有</b>
00/ M: '4	12% of Total Group are Minority	0% Minority
0% Minority	(60% of Minority are African	
	American, 33% are Hispanic)	
33% Female	900 FT 11G	100% Female
	89% of Total Group are Female	

#### PERSONNEL ACTION MINORITY/FEMALE SNAPSHOT REPORT 10/1-12/31/2021

EMPLOYMENT INTO JOB GROUP	JOB GROUP	SEPARATIONS FROM JOB GROUP
OKO 01		
Employment into Job Group 2	Technical/Paraprofessional (IT, Library, WYSU, Communication)	Separations from Job Group 0
	Total Group 60	
0% Minority	10% of Total Group are Minority (50% of Minority are African American, 17% are Hispanic)	
100% Female	42% of Total Group are Female	
Employment into Job Group 0	Skilled Craft	Separations from Job Group 0
	Total Group 7	
	0% of Total Group are Minority	
	14% of Total Group are Female	
Employment into Job Group 4	Service/Maintenance	Separations from Job Group 0
	Total Group 50	
	14% of Total Group are Minority	
0% Minority	(86% of Minority are African	
	American, 14% are Hispanic)	
0% Female	4% of Total Group are Female	na valent a same a same
Employment into Job Group 0	Full-time Protective Service/Police	Separation from Job Group 0
	excluding Intermittent Protective Services/Police	
	Total Group 23	
	26% of Total Group are Minority	
	(50% of Minority are African	
	American, 50% Hispanic)	
	26% Female	

Employee Turnover Rate 0.8%



### Current Postings 10/16/2021 - 1/15/2022

#### **Faculty**

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

- 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 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 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
- Part-Time Faculty, First Year Student Services
- Part-time Faculty Humanities and Social Sciences Political Science

#### Beeghly College of Liberal Arts, Social Sciences, and Education - continued

- Part-Time Faculty, PAGES Geology
- College Credit Plus Instructor History
- Part-Time Faculty, Medical Practices
- Continuing Education Instructor English ESOL
- College Credit Plus Instructor English
- Part-Time Faculty Social Work

#### **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 Allied Health
- Part-time Faculty Master of Health and Human Services
- 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 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 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 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 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 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 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
- Assistant Professor Electrical Engineering Technology (Tenure Track)
- College Credit Plus Instructor Biological Sciences
- College Credit Plus Instructor Physics
- Assistant Professor Civil Engineering (Tenure-Track)
- Assistant Professor Mechanical Engineering (Tenure-Track)

#### College of Science, Technology, Engineering and Mathematics - continued

Part-time Faculty – Mechanical Engineering Technology

#### 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
- Assistant/Associate Professor, Finance (Tenure-Track) Lariccia School of Accounting & Finance
- College Credit Plus Instructor Mathematics/Statistics

#### Professional/Administrative

- Academic Advisor
- Assistance Coach Football- Director of Operations
- Assistant Director, Degree Completion and Credentialing Facilitator
- Associate Bursar
- Associate General Counsel
- Coordinator, Athletic Facility Operator
- Coordinator, Center of Career Management (.50 FTE)
- Coordinator, International Student Services
- Coordinator, Sales and Promotions
- Coordinator, Teacher Licensure
- Deputy Title IX Coordinator and Investigator
- Director, Internal Audit
- Coordinator, International Admissions
- Instruction Specialist
- Technology Trainer
- Senior Buyer
- Manager, Campus Technology Support
- Senior Financial Analyst
- Senior Research Scientist, Additive Manufacturing
- Technical Director, Advanced Manufacturing and Facilities Engineering
- Assistant Athletics Director
- Manager, Athletic Facilities and Programs
- Studio Coordinator and Broadcast Engineer

#### Professional/Administrative - continued

- Senior Research Scientist, Additive Manufacturing
- Resolution Analyst
- Technical Director, Advanced Manufacturing and Facilities Engineering
- Visiting Scientist

#### Classified

- Local News Host and Producer WYSU
- Academic Operations Specialist 2 Visual and Dramatic Arts
- Accountant/Examiner 3 University Bursar
- Accountant 3 Controller's
- Academic Operations Specialist 1 Dean Education
- Human Resources Generalist Office of Human Resources
- Records Technician 1 Registration & Records
- Carpenter 2 Facilities
- Business Operations Specialist 2 Excellence Training Center -MVICC
- Business Operations Specialist 1 Academic Affairs
- Delivery and Mail Clerk Delivery Services
- Print Assistant Printing Services
- Academic Operations Specialist 1 Teacher Education and Leadership Studies
- Maintenance Repair Worker 2 Facilities
- Academic Leader Brookfield
- Activity Leader Multiple Locations
- Software Integration Analyst 1 IT Application Services



#### SUMMARY OF PERSONNEL ACTIONS

#### **Classified Employees**

#### 10/16/2021 through 01/15/2022

#### Appointments - 12

- Classified Civil Service 11
- Externally Funded 1

#### Separations - 10

- Classified Civil Service 4
- Classified Excluded 4
- FOP-1
- FOP Excluded 1

#### Promotions - 4

- Classified Civil Service 2
- Classified Excluded 2

### Reclassifications/Position Adjustments – 3

Classified Civil Service – 3

### Salary Adjustments – 13

- Classified Civil Service 12
- Classified Excluded 1

# YOUNGSTOWN STATE UNIVERSITY CLASSIFIED EMPLOYEE PERSONNEL ACTIONS 10/16/21 THROUGH 1/15/22 APPOINTMENTS

	EMPLOYEE			CONTRACT/ APPOINTMENT		
EMPLOYEE NAME	TYPE	POSITION TITLE	DEPARTMENT	DATES	FTE	SALARY
Cetor, Paul	ACE	Maintenance Repair Worker 2	Facilities Maintenance	12/6/2021	1.00	\$ 40,643.20
Cunningham, Amber	ACE	Library Assistant	Maag Library	11/22/2021	1.00	\$ 30,409.60
Gordon, John	ACE	Boiler Technician	Central Utility Plant & Distr	11/8/2021	1.00	\$ 54,828.80
Gregory, Jayne	ACE	Business Ops Specialist 1	Delivery Services	1/4/2022	1.00	\$ 27,768.00
Hanlon, Jolie	ACE	Library Assistant	Maag Library	11/8/2021	1.00	\$ 30,409.60
Hladun, Cody	ACE	Groundskeeper 2	Grounds	11/8/2021	1.00	\$ 27,768.00
Linton, Gary	ACE	Boiler Technician	Central Utility Plant & Distr	1/4/2022	1.00	\$ 54,828.80
Pletcher, Alissa	ACE	Academic Ops Specialist 1	Teacher Ed & Leadership Studies	12/6/2021	1.00	\$ 27,768.00
Stocks, Kyle	ACE	Business Ops Specialist 2	Undergraduate Admissions	1/4/2022	1.00	\$ 31,782.40
Straley, Joel	ACE	Residence Hall Monitor	Housing	12/19/2021	1.00	\$ 29,536.00
Mahr, Daniel	ACE	Residence Hall Monitor	Housing	12/6/2021	0.50	\$ 14,768.00
Caraballo, John	Externally Funded	Hybrid Machine Operator	Excellence Training Center	1/4/2022	1.00	\$ 68,640.00
		; F	Page 1	<u></u>		

# YOUNGSTOWN STATE UNIVERSITY CLASSIFIED EMPLOYEE PERSONNEL ACTIONS 10/16/21 THROUGH 1/15/22 SEPARATIONS

EMPLOYEE	EMPLOYEE			CONTRACT/			CEDARATICA:	
				APPOINTMENT			SEPARATION	
NAME	TYPE	POSITION TITLE	DEPARTMENT	DATES	FTE	SALARY	TYPE	
Coleman, Susan	ACE	Business Ops Specialist 2	Envir Occup. Health & Safety	12/18/2021	1.00	\$ 44,137.60	Resignation	
Huston, Michele	ACE	Accountant 3	Controller's Office	12/31/2021	1.00	\$ 69,576.00	Retirement	
Tokash, Canice	ACE	Software Integration Analyst 2	IT Application Services	1/7/2022	1.00	\$ 63,086.40	Retirement	
Wogan, Lisa	ACE	Academic Ops Specialist 1	Visual and Dramatic Arts	1/1/2022	1.00	\$ 28,121.60	Resignation	
Bailey, Margarita	Excluded	Administrative Assistant 2	General Counsel	12/31/2021	1.00	\$ 65,145.60	Retirement	
Blazak, Tammy	Excluded	Business Ops Specialist 4	University Bursar	11/30/2021	1.00	\$ 64,688.00	Retirement	
Blevins, Cynthia	Excluded	Human Capital Mgmt Analyst	Human Resources	1/15/2022	1.00	\$ 57,470.40	Retirement	
		Intermittent Academic Ops						
Fees, Sharyn	Excluded	Specialist 1	Honors College	1/1/2022	0.05	\$ 15,194.40	Resignation	
Sliwinski, Leonard	FOP Excluded	Intermittent Police Officer	YSU Police	11/30/2021	0.50	\$ 18,896.80	Resignation	
Spencer, John	FOP	University Police Sergeant	YSU Police	1/15/2022	1.00	\$ 64,230.40	Retirement	
	1		Page 2				<u> </u>	

# YOUNGSTOWN STATE UNIVERSITY CLASSIFIED EMPLOYEE PERSONNEL ACTIONS 10/16/21 THROUGH 1/15/22 PROMOTIONS

				CONTRACT/	NEW FTE/		
<b>EMPLOYEE</b>	<b>EMPLOYEE</b>	NEW POSITION TITLE/	NEW DEPARTMENT/	APPOINTMENT	OLD	NEW	<b>PREVIOUS</b>
NAME	TYPE	OLD POSITION TITLE	OLD DEPARTMENT	DATES	FTE	SALARY	SALARY
		Business Ops Specialist 2/	Registration & Records/		<u> </u>		
Ferradino, Darla	ACE	Records Technician 1	Registration & Records	11/7/2021	1.00	\$ 33,779.20	\$ 32,177.60
		Boiler Technician/	Facilities Maintenance/				
Matasy, Michael	ACE	Maintenance Repair Worker 2	Central Utility Plant & Distr	11/7/2021	1.00	\$ 57,324.80	\$ 43,035.20
	Excluded/	Business Ops Specialist 4/	Andrews Rec & Well Ctr/			, <del>, , , , , , , , , , , , , , , , , , </del>	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Buck, Tiffany	ACE	Business Ops Specialist 2	Facilities Maintenance	11/21/2021	1.00	\$ 39,395.20	\$ 35,900.80
	Excluded/	Business Ops Specialist 4/ Accountant	University Bursar/				
Tarbet, Donna	ACE	Examiner 3	University Bursar	12/5/2021	1.00	\$ 52,790.40	\$ 50,273.60
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# YOUNGSTOWN STATE UNIVERSITY CLASSIFIED EMPLOYEE PERSONNEL ACTIONS 10/16/21 THROUGH 1/15/22

### **RECLASSIFICATIONS/POSITION ADJUSTMENTS**

· · · · · · · · · · · · · · · · · · ·				CONTRACT/				
<b>EMPLOYEE</b>	<b>EMPLOYEE</b>	NEW POSITION TITLE/	<b>NEW DEPARTMENT/</b>	<b>APPOINTMENT</b>		NEW	PF	EVIOUS
NAME	TYPE	OLD POSITION TITLE	<b>OLD DEPARTMENT</b>	DATES	FTE	SALARY	SA	LARY
		Business Ops Specialist 2/						
Campana, Candace	ACE	Business Ops Specialist 1	Int'l Programs Office	10/10/2021	1.00	\$ 38,313.60	\$	36,483.20
-		Software Integration Analyst 2/						
Mouse, David	ACE	Software Integration Analyst 1	IT Applications Services	11/7/2021	1.00	\$ 59,155.20	\$	56,347.20
	ACE/							<del></del>
Miller, Jeffrey	Excluded	Intermittent Delivery Worker	Delivery Services	1/2/2022	0.50	\$ 15,433.60	\$	15,433.60
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# YOUNGSTOWN STATE UNIVERSITY CLASSIFIED EMPLOYEE PERSONNEL ACTIONS 10/16/21 THROUGH 1/15/22 SALARY ADJUSTMENTS

	CONTRACT/								
<b>EMPLOYEE</b>	<b>EMPLOYEE</b>			APPOINTMENT	NEW	NEW	OLD		
NAME	TYPE	POSITION TITLE	DEPARTMENT	DATES	FTE	SALARY	FTE		
Adair, Ira	ACE	Groundskeeper 3	Grounds	12/5/2021	1.00	\$ 47,132.80	1.00	\$ 44,886.40	
Bero, Robert	ACE	Groundskeeper 3	Grounds	12/5/2021	1.00	\$ 38,126.40	1.00	\$ 36,212.80	
Boardman, Kenneth	ACE	Groundskeeper 2	Grounds	12/5/2021	1.00	\$ 36,920.00	1.00	\$ 35,152.00	
Cerimele, Richard	ACE	Groundskeeper 2	Grounds	12/5/2021	1.00	\$ 32,739.20		\$ 29,224.00	
Conway, E. Richard	ACE	Groundskeeper 3	Grounds	12/5/2021	1.00	\$ 52,124.80	1.00	\$ 49,649.60	
		Building Maint Supervisor/					<u> </u>		
Eisenbraun, Mark	ACE	Boiler Technician	Facilities	11/7/2021	1.00	\$ 53,622.40	1.00	\$ 60,257.60	
Hladun, Cody	ACE	Groundskeeper 2	Grounds	12/5/2021		\$ 31,782.40		\$ 27,768.00	
Kelty, Joseph	ACE	Groundskeeper 2	Grounds	12/5/2021	1.00	\$ 31,782.40	1.00		
Latronica, Brandon	ACE	Systems Technician 1	IT Infrastructure Services	12/5/2021	1.00	\$ 45,822.40	1.00	<del></del>	
Neal, Bonita	ACE	Residence Hall Monitor	Housing	12/19/2021		\$ 16,047.20	1.00	<del></del>	
Peachock, Patrick	ACE	Residence Hall Monitor	Housing	12/19/2021	0.50	\$ 16,047.20	1.00		
Romeo, Matthew	ACE	Groundskeeper 2	Grounds	12/5/2021		\$ 47,777.60	1.00	\$ 45,510.40	
Blazek, Mark	Excluded	Groundskeeper Supervisor	Grounds	12/5/2021	1.00	\$ 48,068.80		\$ 45,780.80	
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TO:

Board of Trustees, Youngstown State University

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 <u>Search waivers for hiring of faculty and professional/administrative</u> staff report pursuant to (F)(6) for the March 2022 Board of Trustees' Meeting

DATE:

January 15, 2022

Below please find the report information as required by 3356-2-04 <u>Search waivers for hiring of faculty and professional/administrative staff</u> pursuant to section (F)(6). The information contained herein consists of search waivers approved during the time period beginning October 16, 2021 through and including January 15, 2022.

Date approved:

1/10/22

Requestor:

Rebecca Fink Athletics

Department: Position:

Assistant Coach, Sports Performance

Candidate:

James Rodenberg

Start date:

1/17/22

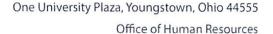
Race/Gender:

White/male

Rationale:

Immediate need to fill vacancy as the responsibilities of this position have a direct effect

on the health and safety of the athletes.





Date approved:

12/30/21

Requestor:

Bruce Keillor

Department:

Management and Marketing

Position:

Associate Professor

Candidate:

**Jeong Hoon Choi** 

Start date: Race/Gender: 8/22/22

Asian/male

Rationale:

Previously advertised as assistant professor and candidate selected. Required

associate professor title. Salary did not change from search.

Date approved:

12/30/22

Requestor:

Rebecca Fink

Department:

Athletics

Position:

Assistant Coach, Football

Candidate:

Deonte' Gibson

Start date: Race/Gender: 1/4/22

Black/male

Rationale:

Due to two vacancies on the defensive football staff, waiver necessary to fill

expeditiously.

Date approved:

11/28/21

Requestor:

Katrena Davidson Controller's Office

Department:

Manager, general Accounting

Position: Candidate:

Start date:

Michael Hackstedde

1/1/22

Race/Gender:

White/male

Rationale:

Based on candidate's work performance, he is certainly promotable into this position. Providing promotional opportunities within the unit when vacancies occur is a strategic human resource retention strategy and is important for succession

planning.

Date approved:

11/28/21

Requestor: Department: Katrena Davidson Controller's Office

Position:

Associate Controller General Accounting

Candidate:

Steven Hoffmaster

Start date:

1/1/22

Race/Gender:

White/male

Rationale:

Based on candidate's work performance, he is certainly promotable into this

position. Providing promotional opportunities within the unit when vacancies occur is a strategic human resource retention strategy and is important for succession

planning.