



**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

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

**Wednesday, March 6, 2024
1:31 p.m. or immediately following
previous meeting**

**Board Room
Tod Hall**

AGENDA

- A. Disposition of Minutes for Meeting**
- B. Old Business**
- C. Committee Items**

1. Consent Items*

- C.1.a. = Tab 1 a. Resolution to Modify Vacation Leave, Professional/Administrative Staff and Department Chairpersons Not Covered by a Collective Bargaining Agreement Policy, 3356-7-09**
- C.1.b. = Tab 2 b. Resolution to Modify University Holidays Policy, 3356-7-21**
- C.1.c. = Tab 3 c. Resolution to Modify Collective Bargaining and Negotiations Policy, 3356-7-23**

2. Action Items

- C.2.a. = Tab 4 a. Resolution to Modify and Retitle Supplemental Pay for Faculty and Professional/Administrative Staff Policy, 3356-7-46**
Jennifer Lewis-Aey, Executive Director and Chief Human Resources Officer, will report.
- C.2.b. = Tab 5 b. Resolution to Ratify Personnel Actions**
University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for faculty and professional/administrative staff, including intercollegiate athletics coaching positions for October 16, 2023, through January 15, 2024. Personnel actions for faculty and professional/administrative staff are contingent upon approval of the Board of Trustees.
Jennifer Lewis-Aey, Executive Director and Chief Human Resources Officer, will report.

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

3. Discussion Item

a. Succession Planning

Dana Lantz, Executive Director, Equal Opportunity and Human Resources, and Jennifer Lewis-Aey, Executive Director and Chief Human Resources Officer, will report.

4. Executive Session

a. Litigation, Personnel and Collective Bargaining Update

Holly Jacobs, Vice President for Legal Affairs and Human Resources, will provide a summary of current litigation and personnel matters, as well as a collective bargaining update.

D. New Business

E. Adjournment



**RESOLUTION TO MODIFY
VACATION LEAVE, PROFESSIONAL/ADMINISTRATIVE STAFF AND
DEPARTMENT CHAIRPERSONS NOT COVERED BY A COLLECTIVE
BARGAINING AGREEMENT POLICY, 3356-7-09**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis;
and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 7, 2024
YR 2024-**

3356-7-09 Vacation leave, professional/administrative staff and department chairpersons not covered by a collective bargaining agreement.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: May 1998; September 2009; October 2010;
March 2016; September 2018; June 2023;
[March 2024](#)
Board Committee: University Affairs
Effective Date: ~~June 22, 2023~~ [March 7, 2024](#)
Next Review: ~~2028~~ [2029](#)

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its leave programs, it provides for and encourages preventive health care; physical, emotional, and mental well-being; professional growth and development; and civic responsibility.
- (B) Scope. This policy applies to professional/administrative staff and department chairpersons who are not part of a recognized bargaining unit. Employees in externally funded positions are provided with benefits in accordance with rule 3356-7-43 of the Administrative Code (see university policy 3356-7-43, “Externally funded university positions”). Other employees covered by collective bargaining may refer to their respective labor agreement.
- (C) Parameters.
- (1) Full-time professional/administrative staff and department chairpersons on twelve-month appointments earn 7.33 hours per pay period or one hundred seventy-six hours of paid vacation leave each fiscal year.
 - (2) Full-time staff with annual appointments less than twelve months and part-time staff with a .75 or greater full-time equivalent (FTE) earn vacation leave on a prorated basis, derived from the formula for twelve-month staff. Part-time staff employed less than .75 FTE do not earn vacation leave.

- (3) Individuals whose employment begins or ends during a given fiscal year shall earn a prorated amount of vacation leave during the fraction of the fiscal year employed.
- (4) Vacation leave for full-time twelve-month staff may be accrued up to a maximum of three hundred twenty hours.
- (5) Employees whose vacation balance reaches three hundred twenty hours will not accrue vacation until the balance is reduced below the three hundred twenty hour maximum. Employees are responsible for monitoring the vacation balance.
- (6) Vacation leave for part-time staff, .75 or greater FTE, may not exceed the maximum accrual for the prorated FTE and should be requested in hours (e.g., a .75 FTE staff member would have a maximum accrual of two hundred forty hours).
- (7) Vacation leave accrual begins on the effective date of the initial employment ~~and~~. Vacation leave may be requested once the staff member has successfully completed ninety days of service, or as otherwise agreed to at the time of hiring.
- (8) Accrued vacation leave may be taken prior to the effective date of separation or a cash payment will be made for vacation accrued through the last day of work. Use of accrued vacation leave prior to effective date of separation is subject to supervisor approval based on university need including when and how much leave is requested. There will be no cash payment for accrued vacation hours made to employees separating from an externally funded position.
- (9) Department chairpersons and other administrators holding earned rank and tenure who revert to faculty status will receive a cash payment for accrued vacation earned through the last day of the administrative appointment (see rule 3356-9-05 of the Administrative Code, university policy 3356-9-05, "Faculty rank and tenure for designated administrators").
- (10) If an employee moves to a professional/administrative excluded status and their current available vacation balance exceeds the

maximum, a partial payout will be made to reduce the balance such that the employee will accrue the full accrual amount in the first pay period worked in the new position.

(D) Procedures.

- (1) Vacation leave may be taken at a time that is mutually agreed upon by the staff member and the immediate supervisor.
- (2) The staff member will request approval from the immediate supervisor in advance of the leave. The staff member will report the use of vacation leave, utilizing the electronic leave reporting system for the pay period in which the leave is utilized.
- (3) The supervisor approves the vacation leave as reported, utilizing the electronic leave reporting system.



**RESOLUTION TO MODIFY
UNIVERSITY HOLIDAYS POLICY, 3356-7-21**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis;
and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 7, 2024
YR 2024-**

3356-7-21 University holidays.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: March 1998; December 2009; March 2014;
March 2019; [March 2024](#)
Board Committee: University Affairs
Effective Date: ~~March 7, 2019~~ [March 7, 2024](#)
Next Review: ~~2024~~ [2029](#)

- (A) Policy statement. The board of trustees has been authorized by section 124.19 of the Revised Code to observe certain paid holidays on days other than their customary date of observance. Pursuant to state law, the board authorizes the president to move observance of these movable paid holidays to days that most favorably meet the needs of the university community.
- (B) Parameters. The below holidays may be observed as set forth in this paragraph or may be observed on another day, per section 124.19 of the Revised Code.
- (1) Martin Luther King, Jr. day (third Monday in January).
 - (2) Presidents' day (third Monday in February).
 - (3) Columbus day (second Monday in October).
- (C) Procedures.
- (1) The president, on the recommendation of the provost, will designate which of the paid holidays will be moved to better meet the needs of the academic calendar.
 - (2) The office of human resources is responsible for scheduling the annual holiday calendar after consulting with the president and the office of academic affairs. This schedule of holidays will then be provided to the registrar and the office academic affairs to set the academic calendar.



**RESOLUTION TO MODIFY
COLLECTIVE BARGAINING AND NEGOTIATIONS POLICY, 3356-7-23**

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis;
and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 7, 2024
YR 2024-**

3356-7-23 Collective bargaining and negotiations.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: August 1998; December 2009; December 2014;
March 2019; [March 2024](#)
Board Committee: University Affairs
Effective Date: ~~March 7, 2019~~ [March 7, 2024](#)
Next Review: ~~2024~~ [2029](#)

- (A) Policy statement. Youngstown state university recognizes the right of eligible faculty and staff to be represented by an exclusive bargaining representative for purposes of collectively negotiating agreements defining the terms and conditions of employment. This recognition is extended solely to faculty and staff who are defined as “public employees” in section 4117.01 of the Revised Code.
- (B) Purpose. To establish a framework for the professional and collegial negotiation of successor agreements with each bargaining unit that achieve the goals of both the university and bargaining unit members.
- (C) Definitions.
- (1) Division (C) of section 4117.01 of the Revised Code defines “public employees” as “...any person holding a position by appointment or employment in the service of a public employer, including any person working pursuant to a contract between a public employer and a private employer and over whom the national labor relations board has declined jurisdiction on the basis that the involved employees are employees of a public employer...”
 - (2) Exceptions applicable to colleges and universities include: confidential employees, management level employees, supervisors, students whose primary purpose is educational training, including graduate assistants or associates, residents, interns, or other students working as part-time public employees less than fifty per cent of the normal year in the employee’s bargaining unit; and part-time faculty members of an institution of higher education.

- (D) Procedures. The board of trustees of Youngstown state university within its fiduciary responsibility provides oversight of collective bargaining between the university and the bargaining units that represent employee groups. The board and university administration shall fulfill the following responsibilities within the collective bargaining process:
- (1) The chairperson of the board of trustees or his/her designee will act as the sole spokesperson for the board of trustees on any matters related to negotiations.
 - (2) The university affairs committee shall be the committee through which collective bargaining issues are presented and discussed with the board of trustees. This committee will provide the necessary authorizations for administration negotiations teams and will establish parameters for board of trustees' participation and communications for each negotiation.
 - (3) The administration will present to the university affairs committee for its review and consideration the administration's recommendations for membership of the university negotiation team, the chief negotiator, the role of legal counsel and bargaining approach (e.g., traditional versus interest-based). The administration will also provide overviews of issues and outcomes of past negotiations, internal and external contexts, financial parameters, and university goals and priorities as well as anticipated bargaining unit goals and priorities.
 - (4) The university affairs committee will review overall financial parameters for each negotiation and any changes to those parameters during the course of each negotiation.
 - (5) During each negotiation, the administration will update the designated committee on overall progress, university and bargaining unit positions, proposed draft language, tentative agreements, and new issues.
 - (6) When a final tentative agreement is reached, and after legal review, the administration will provide to the university affairs committee a summary of major changes to the agreement and a complete redline version of the proposed agreement, including all appendices typically at least one week in advance of the scheduled meeting.

- (7) If a fact finder report is issued, the report shall be brought to the university affairs committee for discussion and vote.
- (8) The university affairs committee will recommend action on the proposed agreement or fact finder report to the full board of trustees.
- (9) The board of trustees must ratify all final collective bargaining agreements.
- (10) At the conclusion of each round of negotiations, the university affairs committee will prepare recommendations to guide the next round of negotiations.



Explanation of policy modification:

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

This policy has been modified to include supplemental pay assignments for faculty and professional administrative staff and secondary appointments for full-time faculty members. Both payment types are used to enable the university to deal with short term staffing needs by assigning additional duties and/or services beyond the scope of an employee's primary position.

**Board of Trustees Meeting
March 7, 2024
YR 2024-**



**YOUNGSTOWN
STATE UNIVERSITY**

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

WHEREAS, University Policies are being reviewed and reconceptualized on an ongoing basis;
and

WHEREAS, this process can result in the modification of existing policies, the creation of new policies, or the deletion of policies no longer needed; and

WHEREAS, action is required by the Board of Trustees prior to replacing and/or implementing modified or newly created policies, or to rescind existing policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy stated above and attached hereto.

**Board of Trustees Meeting
March 7, 2024
YR 2024-**

3356-7-46 Supplemental pay assignments for full and part-time faculty and professional/administrative staff and secondary appointments for full-time faculty.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: 1999; December 2003; June 2010; December 2015;
September 2018; September 2023; March 2024
Board Committee: University Affairs
Effective Date: ~~September 20, 2023~~ March 7, 2024
Next Review: ~~2028~~ 2029

- (A) Policy statement. On occasion, it is necessary and appropriate to have employees perform services not included in the employee's assigned duties and responsibilities and to pay employees for these additional services. This policy does not apply to supplemental payment compensation for externally funded grants, sponsored programs and contracts (see rule 3356-7-48 of the Administrative Code, university policy 3356-7-48).
- (B) Scope. This policy applies only to faculty and professional/administrative staff. For supplemental payment compensation for externally funded grants, sponsored programs and contracts, consult rule 3356-7-48 of the Administrative Code and/or university policy 3356-7-48, "Supplemental pay from externally funded grants, sponsored programs and contracts for faculty and professional/administrative staff."
- (C) Parameters.
- (1) Supplemental pay assignments are intended to enable the university to generally deal with short-term staffing needs ~~involving unusual circumstances or unanticipated situations, and assignments~~ that require the assignment of work or additional duties beyond the scope of ~~the assigned duties. Such assignments will generally not be approved as a routine matter or on a continuing or recurring basis and may not exceed six months for professional/ administrative staff or one academic year for faculty. In special circumstances, with the approval of the president, these time limitations may be extended~~ an employee's primary position.
- (2) Secondary appointments enable the university to generally deal with staffing needs that require the assignment of work or additional duties beyond the scope of a faculty member's primary position to act as a director, associate director, program manager, coordinator, or similar position for programs, partnerships, or other department activities on a limited basis.

- (2)(3) ~~Supplemental~~Total payments for supplemental pay to an employee during any fiscal year ~~may~~ shall not exceed ~~ten-five~~ thousand dollars unless approved by the president. Total payments for secondary appointments to an employee during any fiscal year shall not exceed five thousand dollars unless approved by the president. ~~In special circumstances, with the approval of the president, these fiscal limitations may be exceeded.~~
- (3)(4) To allow for accurate and transparent financial analysis and reporting and for audit purposes, supplemental and secondary appointment payments should be made from the appropriate account code in the university's financial system. Such payments shall be made to the employee on a semimonthly basis.
- (4)(5) Supplemental pay assignments and secondary appointments must be approved in advance by the employee or the faculty member's manager in any situation in which the assignment is for work for another university department.
- (6) Supplemental pay assignments and secondary appointments are contingent upon board approval; however, employees may begin these assignments prior to board approval.
- (7) The chief human resources officer will prepare and submit a summary of all personnel actions to include supplemental pay assignments and secondary appointments to the university affairs committee for recommendation for approval by the board of trustees. The personnel actions shall be contingent upon approval by the board.
- (D) Procedures. See human resources administrative policy ~~2023-1~~2024-1: "Supplemental pay assignments," and 2024-02: "Secondary appointments."

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

WHEREAS, the *Policies of the Board of Trustees* authorize the President to manage the University, including appointing such employees as are necessary to effectively carry out the operation of the University and any other necessary personnel actions; and

WHEREAS, new appointments and other personnel actions have been made subsequent to the December 7, 2023, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2023-2024 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-05, Faculty Rank and Tenure for Designated Administrators; 3356-9-02, Selection, Appointment, and Annual Evaluation of Administrative Officers; 3356-7-42, Selection, Appointment, and Evaluation of Professional/Administrative Staff; 3356-7-43, Externally Funded University Positions; and 3356-7-36, Hiring and Selection Process, Evaluation and Compensation for Intercollegiate Athletic Coaches;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the personnel actions, attached hereto.

**Board of Trustees Meeting
March 7, 2024
YR 2024-**



SUMMARY OF PERSONNEL ACTIONS

Faculty

10/16/2023 through 1/15/2023

Separations – 5

- Faculty Tenured – 1
- Faculty Term – 4

Appointments – 3

New Positions – 1

- Faculty Term – 1

Replacement Positions – 2

- Faculty Term – 2

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/ PROGRAM	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Tenure Track/Probationary Appointments							
Arntsen, Christopher	Faculty	Associate Professor	Chemistry	12/31/2023	1.00	\$ 69,026.00	Resigned
Term Appointments							
Lipscomb, Nora	Faculty - Term	Senior Lecturer	Nursing	12/31/2023	1.00	\$ 59,309.64	Retired
Reed, Andrae	Faculty - Term	Lecturer	Computer Science & Info Systems	12/31/2023	1.00	\$ 60,180.00	Resigned
Rock, Rodney	Faculty - Term	Lecturer	Teacher Education	12/31/2023	1.00	\$ 49,939.20	Resigned
Small, Jason	Faculty - Term	Lecturer	Management	12/31/2023	1.00	\$ 44,443.00	Resigned

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Tenure Track/Probationary Appointments						
Singer, Tyler	Faculty Tenure Track	Assistant Professor	Kinesiology and Sport Science	1/1/2024	1.00	\$ 60,000.00
Term Appointments						
Mikula, Vincent*	Faculty - Term	Lecturer	Nursing	1/1/2024	1.00	\$ 58,000.00
Nappi, Luke	Faculty - Term	Lecturer	Mathematics & Statistics	1/1/2024	1.00	\$ 48,000.00
* <i>New Position</i>						



SUMMARY OF PERSONNEL ACTIONS
Professional Administrative - (Excludes Athletics)
10/16/2023 through 1/15/2024

Separations – 16

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

Appointments – 12

Replacement Positions – 11

- Professional Administrative Staff – 6
- Professional Administrative Excluded – 3
- Professional Administrative Externally Funded – 2

New Positions – 1

- Professional Administrative Externally Funded – 1

Reclassifications/Position Adjustments – 6

- Professional Administrative Staff – 4
- Professional Administrative Excluded – 2

Promotions – 6

- Professional Administrative Staff – 1
- Professional Administrative Excluded – 4
- Professional Administrative Externally Funded - 1

Salary Adjustments – 3

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

Transfers – 2

- Professional Administrative Excluded – 2

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Baker, Stephanie	APAS	Case Manager	Dean of Students	11/30/2023	1.00	\$ 45,900.00	Resigned
Castner, Mary Lou	APAS	Coordinator Financial Systems	Controller's Office	12/31/2023	1.00	\$ 76,951.49	Retired
Duchon, Colleen	APAS	Reference Librarian HHS	Maag Library	12/31/2023	1.00	\$ 47,164.09	Resigned
Maruca, Susan	APAS	Interim Success Coordinator	Dean - Bitonte College of Health & Human Services	10/31/2023	1.00	\$ 46,512.00	Terminated
Mattiussi, Carla	APAS	Coordinator Career Development	Career Exploration & Development	12/31/2023	1.00	\$ 52,357.09	Resigned
Richard, LaTieya	APAS	Senior Technology Trainer	IT Training Services	12/8/2023	1.00	\$ 53,856.00	Resigned
Drennen, Jennifer	Excluded	Director HR Operations	Human Resources	10/26/2023	1.00	\$ 92,584.86	Resigned
Hungerman, Erin	Excluded	Assistant Dean of Students	Dean of Students	10/20/2023	1.00	\$ 67,795.59	Resigned
Lafferty, Helen	Excluded	Interim President	President	12/31/2023	1.00	\$ 400,000.00	Temporary Appt. Ended
Luscher, David	Excluded	Associate Director	WYSU - FM	1/12/2024	1.00	\$ 58,228.63	Resigned
Moring, Greg	Excluded	Acting Chair	Dean Cliffe College of Creative Arts	12/31/2023	0.45	\$ 40,800.00	Resigned
Rojas, Rolando	Excluded	Manager	Undergraduate Admissions	1/12/2024	1.00	\$ 46,403.42	Resigned
Delisio, Richard	Externally Funded	Procurement Consultant	Dean - WCBA	12/31/2023	1.00	\$ 61,200.00	Resigned
Lander, Natalie	Externally Funded	Instructor Networking and Telecommunications	Center for Workforce Education & Innovation	12/31/2023	1.00	\$ 75,000.00	Resigned
Marino, Nicole	Externally Funded	Museum Assistant and Educator	Industry & Labor Steel Museum	12/31/2023	0.25	\$ 16,972.80	Resigned
Wilson, Marcelle	Externally Funded	Museum Site Manager	History	12/21/2023	0.50	\$ 25,056.37	Resigned

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Herzberger, Brent	APAS	Technology Trainer	IT Training Services	1/2/2024	1.00	\$ 48,000.00
Levonyak, Alexis	APAS	Success Coordinator	First Year Student Services	1/8/2024	1.00	\$ 43,000.00
McEldowney, Cara	APAS	Technology Trainer	IT Training Services	1/2/2024	1.00	\$ 48,000.00
Reidy, Emily	APAS	Senior Financial Analyst	Controller's Office	12/1/2023	1.00	\$ 51,000.00
Scott, Aaron	APAS	Coordinator	Undergraduate Admissions	12/16/2023	1.00	\$ 40,000.00
Trifonoff, Jaccob	APAS	Coordinator Theatrical Production and Facilities Support	Theatre and Dance	1/2/2024	1.00	\$ 47,791.00
Clowes, Josephine	Excluded	Temporary Executive Assistant to the Provost	Provost VP - Academic Affairs	11/1/2023	0.50	\$ 26,004.00
Memaj, Eron	Excluded	Director International Studies and Programs	International Programs Office	11/1/2023	1.00	\$ 107,000.00
Williams, Randall	Excluded	Deputy Chief of Police	YSU Police	1/1/2024	1.00	\$ 85,000.00
Davies-Anderson, Kali	Externally Funded	Program Coordinator Grants and Evaluation	Community Engagement	1/8/2024	1.00	\$ 46,500.00
Pickel, Dillan	Externally Funded	Government Procurement Specialist	Dean - WCBA	1/8/2024	1.00	\$ 60,000.00
Tullis, Jenny*	Externally Funded	Assistant Director WYSU	WYSU - FM	12/4/2023	1.00	\$ 40,000.00
<i>*New Position</i>						

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE/ PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Alexander, Anne	APAS	Academic Advisor 2/Academic Advisor 1	Dean - WCBA	7/15/2023	1.00	\$ 38,093.33	\$36,279.36
Fabry, Dina	APAS	Assistant Director Fitness Wellness and Special Events/ Coordinator Fitness & Wellness	Andrews Student Recreation & Wellness Center	9/1/2023	1.00	\$ 43,813.69	\$41,727.32
Henline, Emily	APAS	Academic Advisor 2/Academic Advisor 1	Dean - WCBA	7/15/2023	1.00	\$ 41,233.50	\$39,270.00
McCurry, Rebecca	APAS	Senior Counselor Penguin Service Center/Counselor Penguin Service Center	Registration & Records	8/16/2023	1.00	\$ 48,000.00	\$44,108.88
Christiansen Erb, Joy	Excluded	Acting Chair and Professor/ Associate Dean	Art/Dean Cliffe College of Creative Arts	1/1/2024	1.00	\$ 103,458.00	\$ 111,322.80
Pintar, Jennifer	Excluded	Interim Provost & Vice President of Academic Affairs/Vice Provost	Provost VP - Academic Affairs	1/1/2024	1.00	\$ 220,000.00	\$ 163,200.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE / PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE / PREVIOUS POSITION TITLE	NEW DEPARTMENT/ PREVIOUS DEPARTMENT	CONTRACT APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Shargo, Megan	APAS	Coordinator Continuous Improvement/Executive Assistant - Provost	Institute for Teaching & Learning/Provost - VP Academic Affairs	10/16/2023	1.00	\$ 50,386.00	\$ 46,464.26
D'Amato, Joseph	Excluded	Associate Director International Student and Scholar Services/Associate Director	International Programs Office/English Language Institute	10/16/2023	1.00	\$ 63,448.12	\$ 60,426.78
Gaston, Christopher	Excluded	Assistant Registrar Technology/Student Systems Administrator	Registration & Records	11/1/2023	1.00	\$ 65,000.00	\$ 58,080.33
Massaro, Megan	Excluded	Director HR Operations & Technical Systems/Business Systems Administrator	Human Resources/IT Data Analytics	11/1/2023	1.00	\$ 95,000.00	\$ 73,440.00
Natoli, Krystle	Excluded	Business Systems Administrator/ Human Resources Generalist	IT Data Analytics/Human Resources	10/22/2023	1.00	\$ 68,500.00	\$ 44,969.60
Binsley, Jenna	Externally Funded	Associate Director Marketing and Communications/Manager TILT	Center for Workforce Education & Innovation	10/16/2023	1.00	\$ 68,500.00	\$ 61,200.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT / APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Tervo, Kellie	APAS	Senior Academic Advisor 2	Dean Bitonte College Health & Human Services	6/16/2023	1.00	\$ 56,327.32	1.00	\$53,645.07
Reichert, Lisa	APAS	Special Assistant to AVP and Controller	Controller's Office	1/1/2024	0.75	\$ 64,746.90	0.50	\$43,176.60
Chapman, Gabrielle	Externally Funded	Instruction Specialist	Rich Center for Autism	1/1/2024	0.60	\$ 13,041.60	0.80	\$17,278.80

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
TRANSFERS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/PREVIOUS EMPLOYEE TYPE	NEW POSITION TITLE/PREVIOUS POSITION TITLE	NEW DEPARTMENT/PREVIOUS DEPARTMENT	CONTRACT APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Bell, Cynthia	Excluded	Executive Assistant to the Provost/Executive Assistant to President	Provost- VP Academic Affairs/President	1/16/2024	1.00	\$ 69,985.54	\$ 69,985.54
Smith, Brien	Excluded	Special Assistant to the President/Provost - VP Academic Affairs	President/ Provost VP - Academic Affairs	1/5/2024	1.00	\$ 264,001.50	\$ 264,001.50



SUMMARY OF PERSONNEL ACTIONS
Athletic Employees
10/16/2023 through 1/15/2024

Separations – 1

- Professional Administrative Excluded – 1

Reclassification/Position Adjustments – 2

- Professional Administrative Excluded – 2

Salary Adjustments – 3

- Professional Administrative Excluded – 3

Multi-Year Appointments – 1

- Professional Administrative Excluded – 1

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	TYPE OF SEPARATION
Lindley, Tory	Excluded	Deputy Athletic Director Sports Medicine	Training Room	10/30/2023	1.00	\$ 95,716.80	Resigned

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
RECLASSIFICATIONS AND POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Klekner-Alt, Kiersten	Excluded	Associate Athletic Director & Director of Compliance/Assistant Athletic Director	Athletic Administration	11/16/2023	1.00	\$ 65,545.20	\$ 62,424.00
Tymkew, Jennifer	Excluded	Senior Associate Athletic Director for Integrated Healthcare & Performance/ Associate Athletic Director	Training Room	11/16/2023	1.00	\$ 80,414.08	\$ 73,103.71

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
SALARY ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Fink, Rebecca	Excluded	Senior Associate Athletic Director for Internal Operations Senior Women's Administrator	Athletic Administration	11/16/2023	1.00	\$ 77,197.68	\$ 72,828.00
Pinciario, Steven	Excluded	Assistant Athletic Director	Ticket Office	11/16/2023	1.00	\$ 65,954.86	\$ 62,814.15
Stuart, Timothy	Excluded	Senior Associate Athletic Director for External Operations	Athletic Facilities Rental	11/16/2023	1.00	\$ 77,197.68	\$ 72,828.00

YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 10/16/2023 THROUGH 1/15/2024
MULTI-YEAR APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	SALARY
Duncan, Kody	Excluded	Head Coach Men's Tennis	Tennis - Men's	10/16/2023 - 06/30/2026	1.00	\$ 50,000.00