

MINUTES OF REGULAR MEETING  
OF  
BOARD OF TRUSTEES  
OF  
YOUNGSTOWN STATE UNIVERSITY

Tod Hall  
Tuesday October 7, 2014

Pursuant to notice duly given, a regular meeting (the three hundred thirty-first) of the Board of Trustees of Youngstown State University convened at 4:40 p.m., on Tuesday, October 7, 2014, in the Board Room in Tod Hall.

All eleven trustees were present at the meeting, to-wit: Mrs. Carole S. Weimer, chairperson of the board, who presided, Dr. Sudershan K. Garg, Mr. Harry Meshel, Mr. Leonard D. Schiavone, Ms. Delores E. Crawford, Mr. David C. Deibel, Mr. James B. Greene, Mr. James E. Roberts, Dr. John R. Jakubek, Mr. Eric A. Shehadi and Mr. Bryce A. Miner.

Also present were: Mr. James P. Tressel, President of the university; Dr. Teresa Riley, Interim Provost and Vice President for Academic Affairs; Mr. Neal McNally, Interim Vice President for Finance and Administration; Mr. John Fahey, Vice President for Student Affairs; Ms. Holly A. Jacobs, University General Counsel and Mr. Franklin S. Bennett, Jr., Secretary to the Board of Trustees. Also present were approximately 20 persons, including deans, members of the faculty, students, administrators, and members of the news media.

ITEM I – PROOF OF NOTICE OF MEETING.

Evidence was available to establish that pursuant to Article II, Section 1, of the board's *Bylaws*; written notice of today's regular meeting was timely provided to each of the trustees, the student trustees, and to the president.

ITEM II – DISPOSITION OF MINUTES FOR MEETING HELD JUNE 18, 2014.

Prior to the meeting, the secretary had provided draft copies of the minutes of the board's regular meeting held June 18, 2014 (#330) to each trustee, the student trustees and the president. There being no additions, corrections, or revisions thereto, the minutes of the said meeting were approved as provided.

ITEM III – OATH OF OFFICE OF REAPPOINTED TRUSTEE, JOHN R. JAKUBEK

The chairperson reported that Governor Kasich had reappointed Dr. John R. Jakubek as trustee for the term concluding May 2023. At the request of the chairperson, the secretary administered the oath of office to Dr. Jakubek, and he was invited to take his seat with the board of trustees.

ITEM IV – OATH OF OFFICE OF NEW STUDENT TRUSTEE, BRYCE A MINER

The chairperson reported that Governor Kasich had appointed Mr. Bryce A. Miner as a student trustee for the term concluding May 2016. At the request of the chairperson, the secretary administered the oath of office to Mr. Miner, and he was invited to take his seat with the board of trustees.

ITEM V – REPORT OF THE PRESIDENT OF THE UNIVERSITY.

Mr. Tressel thanked the board for providing him the opportunity to serve as the ninth president of Youngstown State University and for its patience, diligence and conscience during the first 150 days of his presidency. Mr. Tressel said that he has taken great pleasure in reconnecting with the university's students, faculty and staff and the Mahoning Valley community at-large. Mr. Tressel thanked his administrative staff for their efforts over the past months, noting that several of them hold down more than one high-level position during this period of financial challenge. Mr. Tressel described a number of campus highlights. Mr. Tressel stated that the ceremony opening YSU's world-class Veterans Resource Center was especially profound and wonderful.

ITEM VI – REPORTS OF THE COMMITTEES OF THE BOARD.

The chairperson asked whether any trustee had an objection to the approval by unanimous consent of the resolutions recommended for adoption by the committees of the board. There being no objection to adoption by consent of the proposed resolutions listed in the agenda, the chairperson stated that all recommended resolutions would be considered for adoption by consent. The board considered the following committee reports and recommendations:

1. Academic Quality and Student Success Committee

The chairperson noted that the Academic Quality and Student Success Committee was recommending two resolutions for adoption by the board. There being no objection thereto, the chairperson declared the following resolutions adopted by general consent:

Resolution to Modify Degrees Policy, 1004.01

**YR 2015-01**

WHEREAS, the Institutional 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 Institutional Policy governing Degrees, policy number 1004.01 of the University Guidebook, shown as Exhibit A attached hereto. A copy of the policy indicating changes to be made is also attached.

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Resolution to Modify  
Faculty Rank and Tenure for  
Designated Administrators Policy, 9005.01

**YR 2015-02**

WHEREAS, the Institutional 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 Institutional Policy governing Faculty Rank and Tenure for Designated Administrators, policy number 9005.01 of the University Guidebook, shown as Exhibit B attached hereto. A copy of the policy indicating changes to be made is also attached.

2. Institutional Engagement Committee.

The chairperson noted that the Institutional Engagement Committee was recommending three resolutions for adoption by the board. There being no objection thereto, the chairperson declared the following resolutions adopted by general consent:

Resolution to Accept Development Gifts

**YR 2015-03**

WHEREAS, Board policy provides that the President shall compile a list of gifts to the University for each meeting of the Board of Trustees and present the list accompanied by his recommendation for action by the Board; and

WHEREAS, the President has reported that the gifts as listed in Exhibit C attached hereto are being held pending acceptance and he recommends their acceptance;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees does hereby accept these gifts on behalf of Youngstown State University and requests that the President acknowledge the acceptance of these gifts and express our gratitude to the donors for their generosity in support of the University.

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Resolution to Name

The John and Dorothy Masternick Nursing Simulation Laboratory  
In the Dominic A. and Helen M. Bitonte College of Health and Human Services

**YR 2015-04**

WHEREAS, Youngstown State University and the Dominic A. and Helen M. Bitonte College of Health and Human Services are committed to preparing successful nursing graduates; and

WHEREAS, it is the nursing program's mission and philosophy to prepare well-qualified professional nurses by teaching an evolving science through research and critical inquiry to develop an understanding of human responses to health needs; and

WHEREAS, the ability to implement these evolving concepts is largely dependent on private funding; and

WHEREAS, the late Attorney John Masternick and his wife, Dorothy Masternick, created a scholarship for YSU nursing students in 2004, and the John and Dorothy Masternick Foundation has made annual contributions totaling over \$50,000 to date; and

WHEREAS, John and Dorothy Masternick made a Centennial Campaign gift of \$250,000 to increase the scope and excellence of the Youngstown State University nursing program; and

WHEREAS, Attorney John Masternick, a 1954 graduate of the Youngstown College of Law, was a pioneer in the nursing home industry, working hand in hand with Dorothy to develop and operate over 20 nursing homes in Ohio, Pennsylvania and West Virginia, employing over 1500 people; and

WHEREAS, the generosity, business acumen, and humanitarian efforts of John and Dorothy Masternick made the Mahoning Valley a better place to learn and live; and

WHEREAS, the \$250,000 contribution was utilized to fund the creation of the nursing simulation laboratory at YSU; and

WHEREAS, the University and the Board of Trustees wish to provide appropriate recognition to Attorney John Masternick and his wife, Dorothy Masternick, for their significant contribution and commitment to Youngstown State University;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University designate the newly created nursing simulation laboratory in the Dominic A. and Helen M. Bitonte College as The John and Dorothy Masternick Nursing Simulation Laboratory; and

BE IT FURTHER RESOLVED that copies of this Resolution be presented to Dorothy F. Masternick, wife of the late Attorney John Masternick, and to John J. Masternick, son of the late Attorney John Masternick, for their continued support of Youngstown State University and the Nursing Program.

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Resolution to Name the Stavich Family Bridge

**YR 2015-05**

WHEREAS, Youngstown State University was founded in 1908 and has a long history of providing a nurturing living and learning environment for students; and

WHEREAS, financial assistance through scholarships has made a profound difference in the lives of generations of YSU students; and

WHEREAS, the Stavich family has provided a scholarship endowment of \$2,700,000 to provide financial assistance to deserving students from Campbell Memorial High School and children of Calex employees; and

WHEREAS, the Stavich family, brothers Steve, George, John, and Andrew, formed Calex Corporation in 1952 and went on to be highly successful in the aluminum extrusion industry; and

WHEREAS, the Stavich family is legendary for its tremendous work ethic and devotion and care for its loyal employees; and

WHEREAS, the Stavich family has been profoundly generous to various charitable causes, most notably Campbell Memorial High School and Youngstown State University; and

WHEREAS, the last surviving brother, Andrew, passed away in 2010, yet the family legacy lives on through the many students whose lives have been touched to this day by the Stavich Educational Scholarship; and

WHEREAS, the University and its Board of Trustees wish to provide appropriate recognition to the Stavich family for its significant contribution and commitment to the students of Youngstown State University; and

WHEREAS, this recommendation is being brought in accordance with Board of Trustees Policy, No. 4004.01, Naming of University Facilities, Colleges and Programs.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University designates the pedestrian bridge over Wick Avenue, linking the M-1 parking deck and Meshel Hall to main campus, as The Stavich Family Bridge; and

BE IT FURTHER RESOLVED, that a copy of this Resolution be presented to the members of the Stavich family.

3. Finance and Facilities Committee.

The chairperson noted that the Finance and Facilities Committee was recommending five resolutions for adoption by the board. There being no objection thereto, the chairperson declared the following resolutions adopted by general consent:

Resolution to Modify  
Travel on Behalf of the University Policy, 3004.01

**YR 2015-06**

WHEREAS, the Institutional 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 Institutional Policy governing Travel Guidelines, policy number 3004.01 of the University Guidebook, to be retitled as Travel on Behalf of the University, shown as Exhibit D attached hereto. A copy of the policy indicating changes to be made is also attached.

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Resolution to Approve a Fee Waiver  
For Master of Respiratory Care Students from  
Cincinnati Children's Hospital Medical Center (CCHMC), Effective Spring 2015

**YR 2015-07**

WHEREAS, section 363.230 of House Bill 59 of the 130th General Assembly requires any waiver of fees for a student or class of students not otherwise permitted by law at a state-assisted institution of higher education be approved by the Ohio Board of Regents; and

WHEREAS, the Ohio Board of Regents' established process for approving waivers requires that the Board of Trustees also approve proposals to waive fees; and

WHEREAS, the Bitonte College of Health & Human Services seeks to enter into an agreement with Cincinnati Children's Hospital Medical Center to provide educational services through the University's Master of Respiratory Care Program; and

WHEREAS, said agreement would help increase enrollments, raise additional revenue, and help create opportunities for other such educational agreements with external entities.

NOW, THEREFORE, BE IT RESOLVED, that the waiver of the surcharge for nonresident students enrolled in the Master of Respiratory Care Program through the University's agreement with Cincinnati Children's Hospital Medical Center is hereby approved.

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Resolution to Authorize  
Request for Proposals for Energy Savings Performance Contract

**YR 2015-08**

WHEREAS, Ohio Revised Code Sections 3345.64-66 allows state universities to contract with energy services companies, architects, professional engineers, contractors, or other persons experienced in the design and implementation of energy conservation measures, and to pay for such improvements by using the savings resulting from energy conservation; and

WHEREAS, Youngstown State University has experienced higher utility costs; and

WHEREAS, Youngstown State University desires to reduce energy costs while providing permanent improvements to the physical plant.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University hereby authorizes the administration to proceed in accordance with Ohio Revised Code Sections 3345.64-66 to solicit performance contractors; and

BE IT FURTHER RESOLVED, that the administration will seek Board approval for any vendor contract to implement the finance mechanism provided under said Ohio Revised Code Sections.

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Resolution to Approve  
Transfers Related to FY 2014 Year-End General Fund Operating Performance

**YR 2015-09**

WHEREAS, certain accounting and budget adjustments and transfers outside the operating budget are necessary at the end of a fiscal year; and

WHEREAS, Youngstown State University completed the fiscal year ending June 30, 2014, with positive fund balances in certain operating funds and a net deficit in the general fund; and

WHEREAS, as part of the University's regular year-end closing procedures, the general fund's net deficit balance has been transferred to the University's operating carry-forward fund; and

WHEREAS, the University has adequate fund balances in other funds with which to defray the negative fund balance in the operating carry-forward fund;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the budget transfers, as detailed in Exhibit E.

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Resolution to Approve Interfund Transfers

**YR 2015-10**

WHEREAS, Policy Number 3010.01, Budget Transfers, of the University Guidebook, requires Board of Trustees approval for interfund transfers of \$100,000 or more for operating purposes or for any purpose other than a specific capital improvement project and for capital improvements or construction projects of \$500,000 or more;

WHEREAS, certain accounting adjustments and transfers outside the operating budget are necessary;



NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve transfers outside the operating budget, as detailed in Exhibit F.

Ms. Crawford reported that the Audit Subcommittee met on September 16, 2014. The subcommittee received reports from staff pertaining to progress toward the Strategic Plan accountability and sustainability cornerstone, the Packer Thomas firm, the university's internal auditors, regarding the FY 2015 scope of audit.

Mr. Greene reported that the Investment Subcommittee met on September 16, 2014, and received reports from the Hartland & Co., the university's investment advisors regarding the university's endowment and non-endowment investments.

4. University Affairs Committee.

The chairperson noted that the University Affairs Committee was recommending seven resolutions for adoption by the board. There being no objection thereto, the chairperson declared the following four resolutions adopted by general consent:

Resolution to Approve  
Public Use of University Grounds for Expressive Activity Policy, 4019.01

**YR 2015-11**

WHEREAS, the Institutional 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 creation of an Institutional Policy governing Public Use of University Grounds for Expressive Activity, policy number 4019.01 of the University Guidebook, shown as Exhibit G attached hereto.

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Resolution to Modify  
Staff Development Leave, Exempt Professional/Administrative Staff Policy, 7002.06

**YR 2015-12**

WHEREAS, the Institutional 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 Institutional Policy governing Staff Development Leave, Exempt Professional/Administrative Staff, policy number 7002.06 of the University Guidebook, shown as Exhibit H attached hereto. A copy of the policy indicating changes to be made is also attached.

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Resolution to Modify

Access to Campus for Purposes of Commercial Solicitation or Advertising Policy, 7005.01

**YR 2015-13**

WHEREAS, the Institutional 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 Institutional Policy governing Access to Campus for Purposes of Commercial Solicitation and Distribution of Materials and Presentation of Information by Employees and Visitors, policy number 7005.01 of the University Guidebook, to be retitled as Access to Campus for Purposes of Solicitation or Advertising, shown as Exhibit I attached hereto. A copy of the policy indicating changes to be made is also attached.

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Resolution to Approve

The Recruitment of a Dean of the College of Liberal Arts and Social Sciences

**YR 2015-14**

WHEREAS, a vacancy took place in the College of Liberal Arts and Social Sciences upon the resignation of Dr. Shearle Furnish; and

WHEREAS, the College of Liberal Arts and Social Sciences is comprised of nine academic departments and has an enrollment of more than 2,300 students; and

WHEREAS, the position of Dean is necessary for the betterment of the College and University, and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the recruitment of a Dean of the College of Liberal Arts and Social Sciences, as recommended by the Interim Provost of Youngstown State University.

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Resolution Appointing  
Interim Provost and Vice President for Academic Affairs

**YR 2015-15**

WHEREAS, the Board of Trustees of Youngstown State University approved the search for a Provost and Vice President for Academic Affairs and such search was conducted; and

WHEREAS, the search was concluded without a final candidate being recommended; and

WHEREAS, the President of Youngstown State University has recommended that an Interim Provost and Vice President for Academic Affairs be named through June 30, 2015 as it is in the best interests of the University, its employees, staff and students; and

WHEREAS, the President has recommended that founding Dean of the College of Science, Technology, Engineering, and Mathematics, Dr. Martin Abraham, serve as Interim Provost and Vice President for Academic Affairs as he has the experience and knowledge to advance the University's academic mission at this time; and

WHEREAS, this recommendation is in the best interests of the University, its employees, staff and students and is made in accordance with Board of Trustees Policy No. 9001.01, Selection and Evaluation of Executive Level Officers of the University.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University hereby approves the appointment of Dr. Martin Abraham as Interim Provost and Vice President of Academic Affairs of Youngstown State University commencing October 8, 2014 through June 30, 2015.

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Resolution Appointing  
Interim Dean of the College of Science,  
Technology, Engineering and Mathematics

**YR 2015-16**

WHEREAS, the President of Youngstown State University has recommended that an Interim Dean of the College of Science, Technology, Engineering and Mathematics be named to replace Dr. Martin Abraham who has been recommended to be named Interim Provost; and

WHEREAS, the President has recommended that Gregg Sturru, Chair of the Department of Physics and Astronomy, serve as Interim Dean of the College of Science, Technology, Engineering, and Mathematics, as he has the experience and knowledge to advance the University's academic mission at this time; and

WHEREAS, this recommendation is in the best interests of the University, its employees, staff and students and is made in accordance with Board of Trustees Policy No. 9002.01, Selection and Evaluation of Administrative Officers of the University.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University hereby approves the appointment of Dr. Gregg Sturru as Interim Dean of the College of Science, Technology, Engineering and Mathematics of Youngstown State University commencing on October 8, 2014.

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Resolution to Ratify Appointments

**YR 2015-17**

WHEREAS, the Policies of the Board of Trustees direct the President to appoint such employees as are necessary to effectively carry out the operation of the University; and

WHEREAS, new appointments have been made subsequent to the June 18, 2014, meeting of the Board of Trustees; and

WHEREAS, such appointments are in accordance with the 2014-2015 Budget and with the University policy on Equal Employment Opportunity;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby ratify and confirm the appointments as listed in Exhibit J attached hereto.

Mr. Schiavone reported that the Collective Bargaining and Negotiations Subcommittee had met a number of time during the quarter and received updates on the status of collective bargaining negotiations with the YSU-OEA and YSU-ACE employee bargaining units.

Mr. Meshel reported that the Intercollegiate Athletics Subcommittee also met on September 11, 2014, and received overview of the Intercollegiate Athletics program and a review of the program's mission and vision statements.

#### ITEM VII – COMMUNICATIONS AND MEMORIALS

There were no communications or memorials to come before the board.

#### ITEM VIII – UNFINISHED BUSINESS

The board considered no unfinished business.

#### ITEM IX – NEW BUSINESS

The board considered no new business.

#### ITEM X – CHAIRPERSON'S REMARKS

Mrs. Weimer provided the following chairperson's remarks:

*I want to thank everyone for being here today...for the hard work of so many to successfully maneuver through this series of quarterly board meetings...and for tackling some challenging issues with professionalism and integrity.*

*I also want to acknowledge and thank the faculty, staff, administration and, especially, the students – for a great start to another academic year. What a busy and successful start it has been. Allow me to take a few moments to touch on some highlights:*

- *This year's freshman class is the strongest academically in the university's history, boasting the highest ACT test scores and high school grade point averages ever at YSU.*
- *And speaking of firsts ... Last month, we held a news conference on campus to recognize Tom Oder, Professor of Physics, for receiving the first federal patent in the university's history, an accomplishment that certainly moves us along in our transition into a true research university. Our congratulations to Dr. Oder.*
- *And speaking of our talented faculty, congratulations to English professor Chris Barzak, whose novel-turned-movie premiered nationwide in late August. Congrats to Professor Barzak for making it to the silver screen. Congratulations*

*also are in order for Caroline Oltmanns, Professor of Piano in the Dana School of Music, who this summer released her fifth album, Congratulations also to Joseph Lyons, Professor of Health Professions, for his leadership in developing a new mentorship program to help at-risk teenagers. It's yet another wonderful example of how YSU is making a positive impact in our community. The list of accomplishments goes on and on. It's a reflection of the talented, dedicated and hard-working faculty that we are so fortunate to have here at YSU. Thank you all, and congratulations.*

- *Our students are doing equally great things. YSU had a group of four students in our respiratory care program defeat teams from eight other universities and colleges to win a statewide competition this summer. YSU also had a group of accounting students place first at the Beta Alpha Psi Midwest Region competition in Indianapolis. For seven years straight, YSU teams have placed first or second in the competitions. Finally, our MathFest team this summer traveled all of the way to Portland, Ore., and once again came away award-winners, including our own Student Trustee, Eric Shehadi. Thank you, Eric, and all of the other talented students who represent Youngstown State and the Mahoning and Shenango valleys so well at competitions, conferences and other events across the country. You make us all Penguin Proud.*
- *Thanks and congratulations also go out to Jonelle Beatrice and the Center for Student Progress for their efforts that led to YSU being named one of only three schools nationwide to receive the 2014 Starfish 360 Award. The award recognizes YSU's initiatives in helping students succeed academically. Congratulations for a job well done.*
- *Congratulations also to Martin Abraham for his appointment as Interim Provost and Vice President for Academic Affairs. Good luck, Dr. Abraham. We look forward to working together in the months ahead.*
- *Again, thanks to everyone for the successful start of the academic year. We certainly do have our challenges. It is a challenging time for all of higher education. But we also have many, many successes – too many to enumerate here today. We look forward to building on those successes in the months and years ahead. Thank you, and Go Penguins.*

#### ITEM XI – TIME AND PLACE OF UPCOMING REGULAR MEETINGS

Upon motion duly made and seconded, which received the affirmative vote of all trustees present, the trustees resolved to set the following dates and times for the next regular meetings of the board to be held in the Board Room in Tod Hall:

3:00 p.m., Tuesday, December 16, 2014

3:00 p.m., Wednesday, March 11, 2015

3:00 p.m., Wednesday, June 17, 2015

ITEM XII – ADJOURNMENT

There being no further business to before the board of trustees, and upon motion duly made and seconded, the meeting was duly adjourned by unanimous vote of the trustees at 4:55 p.m.

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Chairperson

ATTEST:

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Secretary to the Board of Trustees

**UNIVERSITY GUIDEBOOK**

<b>Title of Policy:</b>	<b>Degrees</b>
Responsible Division/Office:	Office of the Provost
Approving Officer:	Provost and Vice President for Academic Affairs
<i>Revision History:</i>	October 1997; December 2009; September 2014
Resolution Number(s):	YR 1998-22; YR 2010-26; YR 2015-
Board Committee:	Academic Quality and Student Success
<b>EFFECTIVE DATE:</b>	September 24, 2014
Next Review:	2019

**Policy:** The Board of Trustees awards degrees to students who are recommended by the respective dean as having fulfilled the requirements established by the faculty.

**Parameters:**

- Official diplomas are signed by the Chairperson and Secretary of the Board of Trustees and by the President and Provost/Vice President for Academic Affairs of the University.
- The Seal of the University is affixed to all diplomas.
- The Office of Records is responsible for the development of the listing of graduates appearing in the Commencement Program and for ordering the diplomas awarded.

**Procedures:**

1. Students shall complete all appropriate materials in the semester in which they plan to graduate.
2. The Office of University Scholars and Honors forwards to the Office of Records the names of the candidates for Scholars and Honors diplomas.
3. Degree completion requirements are verified by the appropriate department chairpersons and deans, and the information is then forwarded to the Office of Records.



4. Diplomas will be awarded only to those candidates who have met all academic requirements and financial obligations of the University. (See, however, Posthumous Degrees).

### **Posthumous Degrees**

A deceased student who was enrolled in an undergraduate, graduate or doctoral degree program at the University at the time of his/her death may be recommended for a posthumous degree by a faculty member, department chairperson, or dean of the appropriate college or academic unit. A recommendation must be in writing and proceed, respectively, for approval as follows: faculty member to chairperson, chairperson to Dean, Dean to Provost and Vice President of Academic Affairs. The Provost and Vice President of Academic Affairs will notify the Registrar if the recommendation is approved.

In order for a posthumous degree to be awarded, a student must be in good academic standing and have substantially completed the applicable degree requirements. Substantial completion means:

- For undergraduate degrees and master degrees without a thesis requirement, the student must be within one semester of completing all coursework and degree requirements.
- For doctoral programs and master degree programs with a thesis requirement, the student must be within one semester of completing all coursework and degree requirements; and the student must have completed a full draft of his/her thesis to the satisfaction of his/her thesis chairperson.

If approved, the appropriate Dean will notify the immediate family of the student who may choose to have the diploma presented at commencement or in a private ceremony. If the diploma will be presented at commencement, it will occur at the next feasible commencement.

Diplomas for posthumous degrees will be identified as “Awarded Posthumously.”

REDLINE VERSION  
**UNIVERSITY GUIDEBOOK**

<b>Title of Policy:</b>	<b>Degrees</b>
Responsible Division/Office:	Office of the Provost
Approving Officer:	Provost and Vice President for Academic Affairs
<i>Revision History:</i>	October 1997; December 2009; September 2014
Resolution Number(s):	YR 1998-22; YR 2010-26; YR 2015-
Board Committee:	Academic Quality and Student Success
<b>EFFECTIVE DATE:</b>	September 24, 2014
Next Review:	2019

**Policy:** The Board of Trustees awards degrees to students who are recommended by the respective dean as having fulfilled the requirements established by the faculty.

**Parameters:**

- Official diplomas are signed by the Chairperson and Secretary of the Board of Trustees and by the President and Provost/Vice President for Academic Affairs of the University.
- The Seal of the University is affixed to all diplomas.
- The Office of Records is responsible for the development of the listing of graduates appearing in the Commencement Program and for ordering the diplomas awarded.

**Procedures:**

1. Students shall complete all appropriate materials in the semester in which they plan to graduate.
2. The Office of University Scholars and Honors forwards to the Office of Records the names of the candidates for Scholars and Honors diplomas.
3. Degree completion requirements are verified by the appropriate department chairpersons and deans, and the information is then forwarded to the Office of Records.

4. ~~Only diplomas will be awarded only to those of candidates who have met all of the academic requirements and financial obligations of the University are forwarded to the appropriate dean for presentation to the graduates.~~ (See, however, Posthumous Degrees).

### **Posthumous Degrees**

A deceased student who was enrolled in an undergraduate, graduate or doctoral degree program at the University at the time of his/her death may be recommended for a posthumous degree by a faculty member, department chairperson, or dean of the appropriate college or academic unit. A recommendation must be in writing and proceed, respectively, for approval as follows: faculty member to chairperson, chairperson to Dean, Dean to Provost and Vice President of Academic Affairs. The Provost and Vice President of Academic Affairs will notify the Registrar if the recommendation is approved.

In order for a posthumous degree to be awarded, a student must be in good academic standing and have substantially completed the applicable degree requirements. Substantial completion means:

- For undergraduate degrees and master degrees without a thesis requirement, the student must be within one semester of completing all coursework and degree requirements.
- For doctoral programs and master degree programs with a thesis requirement, the student must be within one semester of completing all coursework and degree requirements; and the student must have completed a full draft of his/her thesis to the satisfaction of his/her thesis chairperson.

If approved, the appropriate Dean will notify the immediate family of the student who may choose to have the diploma presented at commencement or in a private ceremony. If the diploma will be presented at commencement, it will occur at the next feasible commencement.

Diplomas for posthumous degrees will be identified as “Awarded Posthumously.”

## UNIVERSITY GUIDEBOOK

**Title of Policy: Faculty Rank and Tenure for Designated Administrators**

Responsible Division/Office: Office of the Provost

Approving Officer: President

*Revision History:* 1999; Mar 2003; December 2009, September 2014

Resolution Number(s): YR 1999-90; YR 2003-44; YR 2010-26; YR 2014-

Board Committee: Academic Quality and Student Success

**EFFECTIVE DATE:** September 24, 2014

Next Review: 2019

**Policy:** Appropriate to their academic credentials, experience and position, persons hired to serve as president, provost, vice president, dean, department chair, or other administrative positions may be appointed with earned faculty rank and tenure upon the recommendation of the President to the Board of Trustees for their approval.

**Procedures:**

1. If appointment is to be with faculty rank and tenure, the academic credentials of the candidate will be presented to the appropriate department and dean for review. Granting of faculty rank and tenure to designated administrators will normally require that the individual will have earned rank and tenure at a previous institution.
2. The department will prepare a written recommendation regarding the viability of candidate's receipt of faculty rank and tenure. This recommendation will be forwarded to the dean of the college (unless it is for a candidate for the position of dean, in which case the recommendation will be forwarded to the Provost), who will forward the department's and his/her recommendation to the Provost.
3. The Provost will make recommendations to the President on the granting of faculty rank and tenure to candidates for dean, department chair, and other administrative positions. After Steps (1) and (2) are followed, the President will make a recommendation to the Board of Trustees regarding faculty rank and tenure of the candidate for Provost.

4. The President will make recommendations to the Board of Trustees on the granting of rank and tenure for designated administrators to the Board of Trustees (excepting him or herself). The Board of Trustees will exercise final decision-making authority on all of the above recommendations and, as appropriate, on the granting of rank and tenure to the President.
5. The designated administrator will be assigned a faculty base salary after the conferral of tenure. The faculty base salary will be determined based on the following procedure:
  - Faculty salaries at the appointed faculty rank in the appropriate department/college will serve as a guideline.
  - The Provost negotiates the faculty base salary with the hiring authority.
  - The agreed-upon faculty base salary is recorded in the Office of Human Resources and serves as the basis for calculating a faculty salary should the administrator return to faculty status.
  - Each year the faculty base salary is updated based on negotiated annual increases in the Agreement between YSU and the YSU-OEA.
6. Administrators with faculty rank and tenure earned at YSU may return to their faculty position with tenure and at the rank held prior to administrative appointment. The faculty base salary prior to administrative appointment will be adjusted based on negotiated annual increases in the Agreement between YSU and the YSU-OEA.
7. Tenure provisions defined in the YSU/YSU-OEA Agreement current at the time of return or transfer to a full-time faculty position apply. Rank and tenure are not guaranteed for any administrator who has been removed from her or his administrative position for cause.

(NO REVISIONS)

## UNIVERSITY GUIDEBOOK

### Title of Policy: Faculty Rank and Tenure for Designated Administrators

Responsible Division/Office: Office of the Provost

Approving Officer: President

*Revision History:* 1999; Mar 2003; December 2009; September 2014

Resolution Number(s): YR 1999-90; YR 2003-44; YR 2010-26; YR 2015-

Board Committee: Academic Quality & Student Success

**EFFECTIVE DATE:** September 24, 2014

Next Review: 2019

**Policy:** Appropriate to their academic credentials, experience and position, persons hired to serve as president, provost, vice president, dean, department chair, or other administrative positions may be appointed with earned faculty rank and tenure upon the recommendation of the President to the Board of Trustees for their approval.

### Procedures:

1. If appointment is to be with faculty rank and tenure, the academic credentials of the candidate will be presented to the appropriate department and dean for review. Granting of faculty rank and tenure to designated administrators will normally require that the individual will have earned rank and tenure at a previous institution.
2. The department will prepare a written recommendation regarding the viability of candidate's receipt of faculty rank and tenure. This recommendation will be forwarded to the dean of the college (unless it is for a candidate for the position of dean, in which case the recommendation will be forwarded to the Provost), who will forward the department's and his/her recommendation to the Provost.
3. The Provost will make recommendations to the President on the granting of faculty rank and tenure to candidates for dean, department chair, and other administrative positions. After Steps (1) and (2) are followed, the President will make a recommendation to the Board of Trustees regarding faculty rank and tenure of the candidate for Provost.

4. The President will make recommendations to the Board of Trustees on the granting of rank and tenure for designated administrators to the Board of Trustees (excepting him or herself). The Board of Trustees will exercise final decision-making authority on all of the above recommendations and, as appropriate, on the granting of rank and tenure to the President.
5. The designated administrator will be assigned a faculty base salary after the conferral of tenure. The faculty base salary will be determined based on the following procedure:
  - Faculty salaries at the appointed faculty rank in the appropriate department/college will serve as a guideline.
  - The Provost negotiates the faculty base salary with the hiring authority.
  - The agreed-upon faculty base salary is recorded in the Office of Human Resources and serves as the basis for calculating a faculty salary should the administrator return to faculty status.
  - Each year the faculty base salary is updated based on negotiated annual increases in the Agreement between YSU and the YSU-OEA.
6. Administrators with faculty rank and tenure earned at YSU may return to their faculty position with tenure and at the rank held prior to administrative appointment. The faculty base salary prior to administrative appointment will be adjusted based on negotiated annual increases in the Agreement between YSU and the YSU-OEA.
7. Tenure provisions defined in the YSU/YSU-OEA Agreement current at the time of return or transfer to a full-time faculty position apply. Rank and tenure are not guaranteed for any administrator who has been removed from her or his administrative position for cause.





**YOUNGSTOWN STATE UNIVERSITY  
DEVELOPMENT REPORT  
Cash and Pledges  
FY2014 YTD  
July 1, 2013 – June 30, 2014**

	<b>Cash/Property</b>	<b>Pledges</b>	<b>Total</b>
<b>Unrestricted</b>	\$ 420,322	\$ 33,276	\$ 453,598
<b>Restricted</b>	\$ 3,465,080	\$ 256,068	\$ 3,721,148
<b>Endowment</b>	\$ 127,285	\$ 320,717	\$ 448,002
<b>Total</b>	<u>\$ 4,012,687*</u>	<u>\$ 610,061</u>	<u>\$ 4,622,748</u>

\* Includes payments of \$2,412,122 on pledges from previous years.

These figures do not include \$879,185 in planned gifts, \$148,000 in assets held by others, \$958,990 in designations to the YSU Foundation, \$84,127 in gifts in-kind, \$33,851 for Alumni Relations, \$400 for Maag Library and \$232,601 for WYSU-FM.

Pledge write-offs and adjustments for the period above totaled \$2,350 of prior year pledges and \$50 in current year pledges.

Total \$4,622,748 minus \$2,412,122 in prior year pledge payments plus \$879,185 in planned gifts plus \$148,000 in assets held by others plus \$958,990 in contributions to the YSU Foundation equals grand total of \$4,196,801.

**UNIVERSITY GUIDEBOOK**

<b>Title of Policy:</b>	<b>Travel on Behalf of the University</b>
Responsible Division/Office:	Finance and Administration
Approving Officer:	Vice President for Finance and Administration
<i>Revision History:</i>	June 1994; Dec. 2004; Dec. 2009; September 2014
Resolution Number(s):	YR 1997-49; YR 2005-27; YR 2010-29; YR 2015-
Board Committee:	Finance and Facilities
<b>EFFECTIVE DATE:</b>	September 24, 2014
Next Review:	2019

**Policy:** The Board of Trustees authorizes the Office of Finance and Administration to establish University Travel Guidelines for the expenditure of University funds for travel expenses incurred during the performance of official University business.

**Purpose:** To facilitate official University travel by University faculty, staff, students, candidates and other non-employees at the lowest practical and reasonable cost and by the most expedient means.

**Parameters:**

- Official University travel is travel in furtherance of assignment and consistent with the mission of the University; travel from place of residence to work is not.
- Allowable travel expenses include all ordinary and necessary expenses incurred in furtherance of assignment consistent with the mission of the University.
- With appropriate approval, allowable expenses may be reimbursed for those individuals representing the University on official business.
- Exceptions to University Travel Guidelines must be obtained in writing prior to the travel in question from the President or his/her designee.
- Information regarding University travel is available in written form and on the YSU website at [www.ysu.edu](http://www.ysu.edu).

REDLINE VERSION  
**UNIVERSITY GUIDEBOOK**

<b>Title of Policy:</b>	<b>Travel <del>Guidelines</del> on Behalf of the University</b>
Responsible Division/Office:	Finance and Administration
Approving Officer:	Vice President for Finance and Administration
<i>Revision History:</i>	June 1994; Dec. 2004; Dec. 2009; September 2014
Resolution Number(s):	YR 1997-49; YR 2005-27; YR 2010-29; YR 2015-
Board Committee:	Finance and Facilities
<b>EFFECTIVE DATE:</b>	September 24, 2014
Next Review:	2019

**Policy:** The Board of Trustees authorizes the ~~Office of Finance and Administration to establish establishment of~~ University Travel Guidelines for ~~anyone who travels on the~~ expenditure of University funds for travel expenses incurred during the performance of official University business. ~~Official travel expenses include all ordinary and necessary expenses incurred while on assignment consistent with the mission of the University.~~

**Purpose:** To facilitate official University travel by University faculty, staff, students, candidates and other non-employees at the lowest practical and reasonable cost and by the most expedient means.

**Parameters:**

- Official University travel is travel in furtherance of assignment and consistent with the mission of the University; travel from place of residence to work is not.
- Allowable travel expenses include all ordinary and necessary expenses incurred in furtherance of assignment consistent with the mission of the University.
- ~~The purpose of the University Travel Guidelines is to facilitate travel by University faculty, staff, students, candidates and other non-employees by the most expedient means at the most reasonable cost.~~
- With appropriate approval, allowable expenses may be reimbursed for those individuals representing the University on official business.
- Exceptions to University Travel Guidelines must be obtained in writing prior to the travel in question from the President or his/her designee.

- Information regarding University travel is available in written form and on the YSU website at [www.ysu.edu](http://www.ysu.edu).

~~**Procedures:** *University Travel Guidelines* are available in written form and on the YSU website. Exceptions to *University Travel Guidelines* must be obtained in writing prior to the travel in question from the President or his/her designee.~~

# Youngstown

STATE UNIVERSITY

## FY 2014 Operating Performance General & Auxiliary Funds

DRAFT - 8/19/14 (subject to audit adjustments)

	GENERAL FUNDS				AUXILIARY FUNDS							
	General Fund	Technology Lab/Materials Fees	College Fees	Program Fees	Andrews Rec. Center	Housing Services	Intercoll. Athletics	Kilcawley Center	Bookstore	Parking Services	Telephone Services Res. Hall	Industry & Labor Steel Mus.
Revenue	\$144,653,609	\$2,821,524	\$1,891,928	\$250,416	\$47,195	\$9,607,021	\$3,187,893	\$783,207	\$5,201,851	\$3,695,685	\$580	\$144,371
Expenses	127,944,552	2,383,372	1,140,019	105,268	1,364,276	6,342,745	13,726,745	1,840,429	5,178,091	2,217,795	12,115	84,730
Transfers Out (In)	19,300,822	(2,942)	324,997	0	(1,531,015)	3,133,555	(10,605,978)	(1,295,764)	39,900	601,354	0	(11,872)
Total Exp. & Trans.	147,245,374	2,380,430	1,465,016	105,268	(166,739)	9,476,300	3,120,767	544,665	5,217,991	2,819,149	12,115	72,858
Net Excess (Deficit)	(\$2,591,765)	\$441,094	\$426,912	\$145,148	\$213,934	\$130,721	\$67,126	\$238,542	(\$16,140)	\$876,536	(\$11,535)	\$71,513

Net Total Gen. Fund: (\$1,578,611)

Net Total Auxiliaries: \$1,570,697

Net Grand Total: (\$7,914) (Equals 0.0046% of total revenue)

**YOUNGSTOWN STATE UNIVERSITY**  
**FY 2014 Year-End General Fund Summary and**  
**Proposed FY 2015 Transfers**  
As of 8/25/13 (subject to audit adjustments)

*FY 2014 Year-End Summary*

General Fund (includes scholarships)	(\$2,591,765)
Intercollegiate Athletics	67,126
Subtotal	(\$2,524,639)
Technology & Lab Materials Fees	\$441,094
College Fees	426,912
Program Fees	145,148
Subtotal	\$1,013,154
Net Year-End Operating Deficit	(\$1,511,485)

*Proposed FY 2015 Transfers to Cover Deficit*

From Reserves:

Grant Clearing fund	\$84,461
Scholarship Reserve Fund	95,000
Technology Master Plan	100,000
Technology/Lab Material Fee Carryfw	30,000
Student Activities Carry forward	50,000
General Fund Operating Reserve	1,000,000
General Fund Plant Reserve	100,000
Andrews Rec/Well Ctr Plant Reserve	25,000
Housing Services Plant Reserve	100,000
Kilcawley Center Plant Reserve	81,475
Parking Services Plant Reserve	35,000
Tele Serv-Res Hall Plant Reserve	191,735
Industry & Labor Steel Museum Plant	50,000
Capital Facilities Project	25,000
Property Acquisition	64,522
Campaign Flex Fund	58,845
Insurance Deductible	100,000
Residence Hall Telephone Equip Repl	33,601
Debt Service Reserve - General Fund	300,000
Subtotal	\$2,524,639

To Designated Funds:

Technology & Lab Materials Fees	(\$441,094)
College Fees	(426,912)
Program Fees	(145,148)
Subtotal	(\$1,013,154)
Net Total	\$1,511,485



**YOUNGSTOWN STATE UNIVERSITY**  
**Interfund Transfers Requiring Board Approval**  
**Transfers Outside of the Operating Budget**  
**Requested Transfers for First Quarter 2015**

<b>FROM</b>	<b>TO</b>	<b>AMOUNT</b>	<b>REASON</b>
Debt Service Reserve - WCBA Gifts (Restricted Plant Fund)	Bond Fund - Series 2009 (Debt Service Fund)	\$802,360	Transfer to fund portion of FY15 debt service attributed to the WCBA.
Debt Service Reserve - General Fund (Unrestricted Plant Fund)	Bond Fund - Series 2010 (Debt Service Fund)	\$397,410	Transfer to fund portion of FY15 debt service.
Debt Service Reserve - General Fund (Unrestricted Plant Fund)	Bond Fund - Series 2009 (Debt Service Fund)	\$302,082	Transfer to fund portion of FY15 debt service.
Debt Service Reserve - WATTS Gifts (Restricted Plant Fund)	Bond Fund - Series 2010 (Debt Service Fund)	\$299,547	Transfer to fund portion of FY15 debt service attributed to WATTS.
Housing Services Plant Reserve (Auxiliary Plant Reserve)	Housing Services (Auxiliary)	\$400,000	Reverse transfer approved as part of the FY15 Operating Budget due to decreased occupancy in University Housing.
Telephone Services - Residence Hall Operating Reserve (Quasi-Endowment)	General Fund Operating Reserve (Quasi-Endowment)	\$7,130	Close operating reserve. Due to reduced demand, Housing discontinued use of room phone lines in June 2013.

transfer reports 6-30-14 Action FY14  
Prepared By Controller's Office

**NEW POLICY**  
**UNIVERSITY GUIDEBOOK**

<b>Title of Policy:</b>	<b>Public Use of University Grounds for Expressive Activity</b>
Responsible Division:	Office of the President
Approving Officer:	President
<i>Revision History:</i>	
Resolution Number(s):	YR 2015-
Board Committee:	University Affairs
<b>EFFECTIVE DATE:</b>	September 24, 2014
Next review:	2020

**Policy:** Youngstown State University values the freedoms of speech, thought, expression and assembly both as constitutionally guaranteed rights and as part of the University's core educational, research, and public service mission. The University also recognizes that the exercise of these freedoms must be balanced with the rights of others to learn, work, and conduct business. Any speech or other expressive activities by persons under this Policy should not be considered to be speech made by or on behalf of the University or to be endorsed by the University.

**Purpose:** The purpose of this policy is to provide guidelines for the free and orderly exchange of ideas and to ensure that these activities do not imperil public safety, obstruct or damage University facilities, or interfere with the University's mission and functions.

**Scope:** This policy applies to all individuals engaged in expressive activities on University property. This policy does not apply to University controlled or sponsored activities or organizations, or to the use of University buildings and grounds by University employees who are acting in the course of their official job responsibilities.

**Parameters/Guidelines**

1. Generally Accessible Outdoor Areas

Any person or group may use any publically accessible outdoor area of the University's campus except parking lots and decks, garages, public streets and driveways. Federal,



State and local laws will be enforced as applicable. The use of walkways or other common areas may not block the free passage of others or impede the regular operation of the University.

Use may include speaking, non-verbal expression, and distribution of literature, circulating petitions, and the display of signage. Amplification may be restricted during work or class hours or if the area is in use for an official University event, or a University sponsored event.

Prior approval is not necessary as long as the primary action is not to advertise or sell a commercial product.

Those seeking access to the University for commercial solicitation or advertising purposes should consult University Guidebook Policy 7005.01/Access to Campus for Purposes of Commercial Solicitation or Advertising. Employees should consult University Policy 7012.01 regarding Political Activities of Employees.

Facilities which are leased by the University and which do not have general access outdoor areas controlled by the University are not available for use under this Policy.

## 2. Large Groups

Any person or group whose use of an outdoor area is expected or reasonably likely to draw more than one-hundred (100) people must notify the University's Police Department at 330-941-3527 at least three (3) business days before the date of the expressive activity and provide information as to the specific location to be used for the event, and the estimated number of persons, and the name and contact information of at least one person who can be contacted regarding logistics of the event, and shall include at least one person who will be personally present. If three (3) business days' notice is not provided, the person or group must contact the University's Police Department as soon as reasonably possible prior to the event.

Prior notice is necessary in order to ensure that there is sufficient space for the large group event, the large group event does not conflict with any other scheduled use of the outdoor area, and that sufficient University resources are available for crowd control and security.

### 3. Student Use

In addition to the right of access to generally accessible outdoor areas described above, any student, group of students, or registered student organization may seek to reserve the use of specific outdoor areas by contacting the Office of Student Affairs at 330-941-3532.

A student or student organization request to reserve such area or space shall be made at least two (2) business days prior to the use. A request will be granted unless it would conflict or interfere with a previously scheduled event or activity or violate this Policy.

A student or student organization that has reserved a specific area or space under this Policy will have priority over any other persons seeking to use the area or space during the scheduled time period. Any decision denying a request shall be promptly communicated in writing to the requester and shall set forth the basis for the denial.

### 4. Public Bulletin Boards

The University provides designated public bulletin boards for the purpose of posting materials. Refer to Policy 4015.01 regarding the Display of Posters and Other Printed Materials.

### 5. Neutrality

All decisions and actions of University employees and agents made under this Policy shall be content neutral.

### **Prohibited Activities:**

1. Any event or activity that disrupts the ability of the University to effectively and peacefully teach students, provide client services, or conduct any of its other business and support operations is prohibited. Examples include but are not limited to excessive noise, impeding vehicle or pedestrian traffic, and conduct otherwise unlawful.
2. Damage to University property including but not limited to damage to grounds and landscaping, driving stakes or poles into the ground, hammering nails into buildings, fastening or attaching anything to sidewalks, paved areas, or any part of any building, structure or fixture.
3. Distribution or solicitation by placing any material on vehicles in the parking lots, decks or garages.
4. Leaving trash, litter, materials, or pollutants in any area.

**Enforcement**

The Youngstown State University Police Department shall enforce the provisions of this Policy.

Any person who violates this Policy may be subject to any order to leave University property and may be subject to arrest if that order is not promptly obeyed. Employees who violate this Policy may be subject to discipline, up to and including termination.

**Dispute Resolution**

Any person or organization that believes that unlawful, unreasonable, or arbitrary limitations have been imposed on their expressive activities under this Policy may file a complaint with the Office of General Counsel at 330-941-2340.

**UNIVERSITY GUIDEBOOK**

Title of Policy:	<b>Staff Development Leave, Exempt Professional/Administrative Staff</b>
Responsible Division/Office:	Finance and Administration (Human Resources)
Approving Officer:	Vice President/Finance and Administration
<i>Revision History:</i>	October 1998; September 2009; September 2014
Resolution Number(s):	YR 1998-16; YR 1999-30; YR 2010-22; YR 2015-
Board Committee:	University Affairs
<b>EFFECTIVE DATE:</b>	September 24, 2014
Next Review:	2019

**Policy:** 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.

**Scope:** Staff Development Leaves offer members of the exempted Professional/Administrative staff opportunities for professional growth and development that are related to the individual's position at the University and serve to enhance the recipient's professional contributions to the University. Employees covered by collective bargaining may refer to their respective labor agreement.

**Parameters:**

- Full-time exempted professional/administrative staff may be granted a staff development leave for a period of up to three months. The leave may be extended, if it is determined by the executive officer to whom the individual reports to be in the best interest of the University. Leave recipients remain in full-pay and benefits status while on leave.
- The University may grant up to two staff development leaves each year to the exempted professional/administrative staff.

- A leave recipient is required to return to the University for a minimum of one year of service following completion of the leave.
- Academic Department Chairpersons should refer to policy 1008.01, Sabbatical Leave for Department Chairpersons.

**Procedures:**

1. Applicants for staff development leave must submit a completed Application for Staff Development Leave to his/her supervisor for review by the application deadline date.
2. The supervisor will forward a recommendation to accept or reject the request to the executive officer to whom the applicant reports.
3. Due to the limited number of available leaves, executive officers will consult to identify the one or two requests that will be granted for the year, and will forward the recommendation(s) to the Office of Human Resources.
4. Leave applications will be reviewed with reference to time requested, budget considerations, evidence of potential value to the University, the job performance of the applicant, and the needs of the University.
5. All applicants will be notified regarding their application.
6. Within sixty days after completion of the leave, the employee shall submit a written report of the professional development activities to the appropriate executive officer.
7. Human Resources will provide an annual report of all staff development leaves granted to the University Affairs Committee of the Board of Trustees at the Committee's last scheduled meeting which precedes the final Board of Trustees Meeting of a calendar year.

**Compliance and Fraud:** Staff failing to comply with leave policies and procedures may be denied use of leave and corrective action may be initiated. Requests for leave with the intent to defraud or falsification of leave documents may result in corrective action up to and including dismissal and reimbursement to the University of salary or wages paid during such leave.

REDLINE VERSION  
**UNIVERSITY GUIDEBOOK**

Title of Policy:	<b>Staff Development Leave, Exempt Professional/Administrative Staff</b>
Responsible Division/Office:	Finance and Administration (Human Resources)
Approving Officer:	Vice President/Finance and Administration
<i>Revision History:</i>	October 1998; September 2009; September 2014
Resolution Number(s):	YR 1998-16; YR 1999-30; YR 2010-22; YR 2015-
Board Committee:	University Affairs
<b>EFFECTIVE DATE:</b>	September 24, 2014
Next Review:	2019

**Policy:** 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.

**Scope:** Staff Development Leaves offer members of the exempted Professional/Administrative staff opportunities for professional growth and development that are related to the individual's position at the University and serve to enhance the recipient's professional contributions to the University. ~~Other~~ Employees covered by collective bargaining may refer to their respective labor agreement.

**Parameters:**

- Full-time exempted professional/administrative staff may be granted a staff development leave for a period of up to three months. The leave may be extended, if it is determined by the executive officer to whom the individual reports to be in the best interest of the University. Leave recipients remain in full-pay and benefits status while on leave.
- The University may grant up to two staff development leaves each year to the exempted professional/administrative staff.

- A leave recipient is required to return to the University for a minimum of one year of service following completion of the leave.
- ~~Employees covered by collective bargaining should refer to their respective labor agreement.~~
- Academic Department Chairpersons should refer to policy 1008.01, Sabbatical Leave for Department Chairpersons.

**Procedures:**

- ~~1. Each January notice of the availability of staff development leaves will be communicated to exempt professional/administrative staff.~~
- ~~2.~~ 1. Applicants for staff development leave must submit a ~~request in writing~~ completed Application for Staff Development Leave to ~~the~~ his/her supervisor for review by the ~~submission~~ application deadline date.
- ~~3.~~ 2. The supervisor will forward a recommendation to accept or reject the request to the executive officer to whom the ~~individual applicant~~ reports.
- ~~4.~~ 3. ~~The~~ Due to the limited number of available leaves, executive officers will consult to identify the one or two requests that will be granted for the year, and will forward the recommendation(s) to the Office of Human Resources.
- ~~5.~~ 4. Leave applications will be reviewed with reference to time requested, budget considerations, evidence of potential value to the University, the job performance of the applicant, and the needs of the University.
- ~~6.~~ 5. All applicants will be notified regarding their application.
- ~~7.~~ 6. Within sixty days after completion of the leave, the employee shall submit a written report of the ~~leave professional development~~ activities to the appropriate executive officer.
- ~~8.~~ 7. Human Resources will provide an ~~Annually~~ report of all staff development leaves granted to the ~~Internal~~ University Affairs Committee of the Board of Trustees ~~will be provided a report of all staff development leaves granted at the Committee's last scheduled meeting which precedes the final Board of Trustees Meeting of a calendar year.~~

NUMBER

**7002.06**

PAGE 3 of 3

**Compliance and Fraud:** Staff failing to comply with leave policies and procedures may be denied use of leave and corrective action may be initiated. Requests for leave with the intent to defraud or falsification of leave documents may result in corrective action up to and including dismissal and reimbursement to the University of salary or wages paid during such leave.



**UNIVERSITY GUIDEBOOK**

<b>Title of Policy:</b>	<b>Access to Campus for Purposes of Commercial Solicitation or Advertising</b>
Responsible Division/Office:	Finance and Administration and Office of Student Affairs
Approving Officer(s):	Vice President for Finance & Administration and Vice President for Student Affairs
<i>Revision History:</i>	January 1998; September 2011; September 2014
Resolution Number(s)	YR 1998-33; YR 2012-08; YR 2015-
Board Committee:	University Affairs
<b>EFFECTIVE DATE:</b>	September 24, 2014
Next Review:	2019

**Policy:** University property is dedicated to the educational mission of the University. The University may prohibit the solicitation, distribution and presentation of information to students and employees on campus and at other locations where University business is being conducted.

**Purpose:** These Procedures are designed to ensure that University employees can perform their duties free from intrusions and work interruptions, and to safeguard the security of persons, facilities, and property.

**Scope:** This policy applies to all facilities and property on the University campus or under the operating authority of the University and to solicitation and advertising. This policy does not apply to University sponsored events, the YSU Foundation, University affiliated organizations, registered student organizations, or to vendors or business representatives who are provided goods or services procured by the University.

**Definitions:** For purposes of this policy, solicitation and advertising (hereinafter collectively referred to as commercial solicitation) is defined as an attempt to publicize a commercial product, service, activity, or entity or raise funds through direct sale of merchandise, services, or donations, with or without products or services rendered. Also, any method of communication intended to market or induce support of such a product, service, activity or entity, will be considered commercial solicitation.

**Procedures:**

In general, commercial solicitation of goods or services that are in competition with the goods or services provided by the bookstore or other University facilities may not be conducted on University property.

**A. Activities by Employees**

1. Solicitation to or by employees is prohibited during either employee's work time. Specifically, solicitation by an employee of another employee is prohibited while either employee is on work time. Work time does not include meal periods, authorized rest breaks, or any other specific period of the day when employees are not properly engaged in the performance of their work duties.
2. The use of University facilities, services, mail, e-mail, fax, or telephone by University employees for the purpose of solicitation not directly related to or endorsed by the University is prohibited.
3. Employees should consult University Policy 7012.01 regarding Political Activities of Employees.

**B. Activities by Non-Employees/Non-University Organizations**

1. An organization, business, or non-employee of the University wishing to engage in commercial solicitation on University property must request permission in writing five (5) business days prior to the proposed visit. The request must be forwarded in writing to the Vice President of Finance and Administration and must state: (a) the name of the organization, business, or entity as registered with the Ohio Secretary of State if applicable; (b) the purpose of the proposed visit; (c) the desired timeframe of the visit; (d) a copy of materials to be distributed (if applicable); (e) the names of all individuals that might be involved with the visit; and (f) contact information including name, address, and phone number of the person having accountability for the activity.
2. The Vice President of Finance and Administration will review the request with the Vice President of Student Affairs or other appropriate University administrator. Permission will be granted subject to reasonable time, place, and manner limits. When granting permission for commercial solicitation, the mission of the University will be considered as well as other activities and programs occurring during the requested time. A response to the request will be provided in writing no later than two (2) business days after receipt of the request.

3. If the request is honored, specific parameters regarding access to the campus and communication and contact with University employees will be included in the response. The Vice President of Finance and Administration or his/her designee will notify the University Police Department of the approved request.
4. All persons and organizations accessing campus for this purpose are required to comply with all University policies, specifically the Conduct on Campus: Persona Non Grata Policy 7022.01.
5. Non-University individuals or groups are prohibited from using University facilities and services including the internal campus mail system unless authorized in writing by an appropriate University official.
6. For safety and security purposes, solicitations are prohibited in University parking lots, decks, and driveways.

REDLINE VERSION  
**UNIVERSITY GUIDEBOOK**

<b>Title of Policy:</b>	<b>Access to Campus for Purposes of Commercial Solicitation or Advertising and Distribution of Materials and Presentation of Information by Employees and Visitors</b>
Responsible Division/Office:	<del>Human Resources</del> Finance and Administration and Office of Student Affairs
Approving Officer(s):	Vice President for Finance & Administration and Vice President for Student Affairs
<i>Revision History:</i>	January 1998; September 2011; September 2014
Resolution Number(s)	YR 1998-33; YR 2012-08; YR 2015-
Board Committee:	University Affairs
<b>EFFECTIVE DATE:</b>	September 24, 2014
Next Review:	2019

**Policy:** University property is dedicated to the educational mission of the University. The University may prohibit the solicitation, distribution and presentation of information to students and employees on campus and at other locations where University business is being conducted.

**Purpose:** These Procedures are designed to ~~regulate the solicitation, distribution and presentation of information that interferes or disrupts the orderly conduct of the University's teaching, research and service missions, the University's administrative functions and students' campus life activities.~~ ensure that University employees can perform their duties free from intrusions and work interruptions, and to safeguard the security of persons, facilities, and property.

**Scope:** This policy applies to all facilities and property on the University campus or under the operating authority of the University and to solicitation and advertising. This policy does not apply to University sponsored events, the YSU Foundation, University affiliated organizations, registered student organizations, or to vendors or business representatives who are provided goods or services procured by the University.

**Definitions:** For purposes of this policy, solicitation and advertising (hereinafter collectively referred to as commercial solicitation) is defined as an attempt to publicize a commercial product, service, activity, or entity or raise funds through direct sale of merchandise, services, or donations, with or without products or services rendered. Also, any method of communication intended to market or induce support of such a product, service, activity or entity, will be considered commercial solicitation.

**Procedures:**

In general, commercial solicitation of goods or services that are in competition with the goods or services provided by the bookstore or other University facilities may not be conducted on University property.

A. Activities by Employees

1. ~~Solicitation and distribution of materials by one employee of another employee to or by employees is prohibited during either employee's work time unless specifically approved by one's supervisor.~~ Solicitation by an employee of another employee is prohibited while either employee is on work time. Work time does not include meal periods, authorized rest breaks, or any other specific period of the day when employees are not properly engaged in the performance of their work duties.
2. The use of University facilities, services, mail, e-mail, fax, or telephone by University employees for the purpose of solicitation not directly related to or endorsed by the University is prohibited.
3. Employees should consult University Policy 7012.01 regarding Political Activities of Employees.

B. Activities by Non-Employees/Non-University Organizations

1. ~~Requests to solicit or distribute materials or present information to University employees or students~~ An organization, business, or non-employee of the University wishing to engage in commercial solicitation on University property must ~~be forwarded~~ request permission in writing five (5) business days prior to the proposed visit. The request must be forwarded in writing to the ~~Executive Director of Human Resources~~ Vice President of Finance and Administration at ~~least fourteen business days in advance.~~ The written request and must include state: (a) the name of the organization, business, or entity as registered with the Ohio Secretary of State if applicable; (b) the purpose of the proposed visit; (c) the desired timeframe of the visit; (d) ~~solicitation, distribution or presentation of~~

~~information; purpose of the solicitation, distribution or presentation of information; methods of solicitation, distribution or presentation of information; a copy of materials to be distributed (if applicable); (e) the names of all individuals that might be involved with the solicitation, distribution or presentation of information; visit; and (f) contact information including name, address, and phone number of the person having accountability for the activity.~~

2. The ~~Executive Director of Human Resources~~ Vice President of Finance and Administration will review the request with the Vice President of Student Affairs or other appropriate University administrator ~~and respond in writing~~. Permission will be granted subject to reasonable time, place, and manner limits. When granting permission for commercial solicitation, the mission of the University will be considered as well as other activities and programs occurring during the requested time. A response to the request will be provided in writing no later than two (2) business days after receipt of the request.
3. If the request is honored, specific parameters regarding access to the campus and communication and contact with University employees will be included in the response. ~~The Vice President of Finance and Administration or his/her designee will notify the University Police Department of the approved request.~~
4. All persons and organizations accessing campus for this purpose are required to comply with all University policies, specifically the Conduct on Campus: Persona Non Grata Policy 7022.01.
5. Non-University individuals or groups are prohibited from using ~~University facilities and services including~~ the internal campus mail system ~~unless authorized in writing by an appropriate University official.~~

~~The use of campus mail, e-mail, fax, or telephone by University employees for the purpose of solicitation or distribution of materials not directly related to or endorsed by the University is prohibited.~~

6. For safety and security purposes, solicitations are prohibited in University parking lots, decks, and driveways.

# SUMMARY OF PERSONNEL ACTIONS

## Appointments – 82

### New – 6

- **Classified – 1**
  - Office Assistant 2 – Housing & Residence Life
- **Professional Administrative – 1**
  - Student Service Specialist – Distance Learning
- **Faculty – 4**
  - Instructor Social Work
  - Assistant Professor – Criminal Justice and Forensic Science
  - Instructor – Marketing
  - Instructor – Electrical and Computer Engineering

### Replacement Positions – 44

- Professional/Administrative – 8
- Classified – 4
- Faculty – 32

### Rehired – 32

- Faculty – 32

## Separations – 52

### Retirement – 22

- Classified Civil Service – 2
- Professional/Administrative – 5
- Faculty - 15

### Resignation – 21

- Professional/Administrative – 15
- Classified – 1
- Faculty – 5

### Non-renewal – 7

- Faculty – 7

### Deaths – 1

- Faculty – 1

### Terminations – 1

- Classified Civil Service – 1

**SUMMARY OF PERSONNEL ACTIONS**  
**Externally Funded Positions**

**Appointments – 1**

**New – 1**

- **Professional Administrative – 1**
  - City University Planning Coordinator, Center for Urban and Regional Studies

**Replacement Positions – 0**

**Separations – 7**

**Retirements – 1**

- Professional/Administrative – 1

**Resignations – 6**

- Professional/Administrative – 6



**YOUNGSTOWN STATE UNIVERSITY  
FACULTY  
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**APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL**

<b>NAME</b>	<b>GENDER/RACE*</b>	<b>POSITION <i>NEW or REPLACEMENT</i> <i>(Vacated Salary)</i></b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATE</b>	<b>SALARY/ FTE</b>	<b>COMMENTS</b>
Ms. Rebecca Lee Badaway	F/U	Replacement \$97,000	Assistant Professor	Management	8/13/2014	\$110,000 1.0	Increase \$13,000
Ms. Sheila Blank	F/C	Replacement \$63,962	Clinical Instructor	Nursing	8/13/2014	\$50,000 1.0	Decrease \$13,962
Ms. Laura Calcagni	F/C	Replacement \$96,144	Clinical Instructor	Nursing	8/13/2014	\$50,000 1.0	Decrease \$46,000
Dr. Kyosung Choo	M/U	Replacement \$108,226	Assistant Professor	Mechanical and Industrial Engineering	8/13/2014	\$67,500 1.0	Decrease \$40,726
Dr. Dana Davis	F/U	Replacement \$64,215	Assistant Professor	Social Work	8/13/2014	\$51,238 1.0	Decrease \$12,977
Dr. Theresa Duncko	F/C	Replacement \$80,350	Assistant Professor	Teacher Education	8/13/2014	\$51,238 1.0	Decrease \$29,112
Ms. Amanda Fehlbaum	F/U	Replacement \$56,000	Instructor	Sociology, Anthropology, and Gerontology	8/13/2014	\$48,000 1.0	Decrease \$8,000
Ms. Lori Ann Fusco	F/C	Replacement \$85,212	Clinical Instructor	Nursing	8/13/2014	\$50,000 1.0	Decrease \$35,212
Ms. Katherine N. Garlick	F/C	Replacement \$76,563	Assistant Professor	Theater and Dance	8/13/2014	\$51,238 1.0	Decrease \$25,325
Dr. Douglas T. Genna	M/U	Replacement \$100,589	Assistant Professor	Chemistry	8/13/2014	\$57,000 1.0	Decrease \$43,589
Dr. Meggan Hartzog	F/U	Replacement \$52,238	Instructor	Teacher Education	8/13/2014	\$38689 1.0	Decrease \$13549

**YOUNGSTOWN STATE UNIVERSITY  
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<b>APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL CONTINUED</b>							
NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT</i> <i>(Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATE	SALARY/ FTE	COMMENTS
Dr. David Houcque	M/U	Replacement \$65,252	Assistant Professor	School of Technology	8/13/2014	\$60,000 1.0	Decrease \$5,252
Dr. Tiffany Hughes	F/U	Replacement \$55,704	Assistant Professor	Sociology, Anthropology, and Gerontology	8/13/2014	\$56,000 1.0	Increase \$296
Ms. Nicole Kent Strollo	F/C	Replacement \$51,000	Clinical Instructor	Nursing	8/13/2014	\$50,000 1.0	Decrease \$1,000
Dr. Daniel Keown	M/U	Replacement \$81,743	Assistant Professor	Dana School of Music/Teacher Education	8/13/2014	\$51,238 1.0	Decrease \$30,505
Dr. Lucy Xiaojing Kerns	F/A	Replacement \$89,986	Assistant Professor	Mathematics and Statistics	8/13/2014	\$54,500 1.0	Decrease \$35,486
Dr. Peter Kimosop	M/U	Replacement \$89,309	Assistant Professor	Geography	8/13/2014	\$52,000 1.0	Decrease \$37,309
Mr. Joseph Kromholz	M/U	Replacement \$93,389.16	Instructor	Dana School of Music	8/13/2014	\$38,689 1.0	Decrease \$54,700
Mr. Robert Larkin	M/U	New	Instructor	Social Work	8/13/2014	\$40,000 1.0	Increase \$40,000
Dr. Sung Hee Lee	F/A	Replacement \$65,499	Assistant Professor	Counseling, Special Education, and School of Psychology	8/13/2014	\$60,000 1.0	Decrease \$5,499
Dr. Matthew Lindberg	M/U	Replacement \$92,269	Assistant Professor	Psychology	8/13/2014	\$50,449 1.0	Decrease \$41,820
Dr. Jonathan List	M/U	Replacement \$89,034	Assistant Professor	Teacher Education	8/13/2014	\$51,238 1.0	Decrease \$37,796

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<b>APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL CONTINUED</b>							
NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT (Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATE	SALARY/ FTE	COMMENTS
Mr. Thomas Madsen	M/U	Replacement \$90,829	Assistant Professor	Mathematics and Statistics	8/13/2014	\$54,500 1.0	Decrease \$36,329
Ms. Monica Merrill	F/C	New	Assistant Professor	Criminal Justice and Forensic Science	8/13/2014	\$51,238 1.0	Increase \$51,238
Dr. Sara Michaliszyn	F/C	Replacement \$53,000	Assistant Professor	Human Performance and Exercise Science	8/13/2014	\$51,238 1.0	Decrease \$1,762
Ms. Nguyet Thi Nguyen	F/U	Replacement \$95,540	Assistant Professor	Mathematics and Statistics	8/13/2014	\$54,500 1.0	Decrease \$41,040
Dr. Stephanie Lyu Rhee	F/U	Replacement \$51,238	Assistant Professor	Social Work	8/13/2014	\$51,238 1.0	
Mr. John Rossi	M/C	New	Instructor	Marketing	8/13/2014	\$41,172 1.0	Increase \$41,172
Dr. Jae Joong Ryu	M/U	Replacement \$64,274	Assistant Professor	Mechanical and Industrial Engineering	8/13/2014	\$67,500 1.0	Increase \$3,226
Dr. Christina Saenger	F/U	Replacement \$113,960	Assistant Professor	Marketing	8/13/2014	\$110,000 1.0	Decrease \$3,960
Ms. Swati Sethi	F/A	Replacement \$52,263	Instructor	Psychology	8/13/2014	\$38,689 1.0	Decrease \$13,574
Dr. Issariya Sirichakwal	M/U	Replacement \$110,866	Assistant Professor	Management	8/13/2014	\$110,000 1.0	Decrease \$866
Ms. Jennifer Vaschak	F/C	Replacement \$64,527	Instructor	Counseling, Special Education, and School of Psychology	8/13/2014	\$38,689 1.0	Decrease \$25,838

**YOUNGSTOWN STATE UNIVERSITY  
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<b>APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL CONTINUED</b>							
NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT (Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATE	SALARY/ FTE	COMMENTS
Dr. Anthony S. Vercellino	M/U	Replacement \$102,875	Assistant Professor	Civil/Environmental and Chemical Engineering	8/13/2014	\$67,500 1.0	Decrease \$35,375
Dr. Gina Villamizar	F/U	Replacement \$96,583	Assistant Professor	Foreign Languages and Literatures	8/13/2014	\$51,238 1.0	Decrease \$45,345
Mr. Jason Zapka	M/C	New	Instructor	Electrical and Computer Engineering	8/13/2014	\$60,000 1.0	Increase \$60,000
Dr. Deborah Benyo	F/C	Rehired	Assistant Professor	Biological Sciences	8/13/2014	\$52,263 1.0	
Ms. Claudia Berlinski	F/C	Rehired	Assistant Professor	Biological Sciences	8/13/2014	\$52,263 1.0	
Ms. Lori Carlson	F/C	Rehired	Instructor	Art	8/13/2014	\$51,619 1.0	
Mr. Daniel Coyne	M/C	Rehired	Instructor	School of Technology	8/13/2014	\$58,894 1.0	
Mr. David Davis	M/C	Rehired	Instructor	English	8/13/2014	\$24,062 1.0	
Ms. Laura Dewberry	F/C	Rehired	Instructor	Marketing	8/13/2014	\$41,172 1.0	
Dr. Audrey Ellenwood	F/C	Rehired	Associate Professor	Counseling, Special Education, and School of Psychology	8/13/2014	\$59,934 1.0	
Ms. Amy Flick	F/C	Rehired	Instructor	English	8/13/2014	\$38,689 1.0	

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<b>APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL CONTINUED</b>							
NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT (Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATE	SALARY/ FTE	COMMENTS
Ms. Ida Fusillo	F/C	Rehired	Assistant Professor	Health Professions	8/13/2014	\$52,263 1.0	
Mr. John George	M/C	Rehired	Assistant Professor	School of Technology	8/13/2014	\$60,095 1.0	
Mr. Robert Gilliland	M/C	Rehired	Instructor	Computer Science and Information Systems	8/13/2014	\$48,000 1.0	
Ms. Betty Greene	F/B	Rehired	Instructor	Teacher Education	8/13/2014	\$46,574 1.0	
Mr. Daryl Gross	M/C	Rehired	Instructor	School of Technology	8/13/2014	\$43,706 1.0	
Dr. Jolien Helsel	F/C	Rehired	Assistant Professor	Economics	8/13/2014	\$54,651 1.0	
Ms. Tami Holcomb Hathy	F/C	Rehired	Instructor	Social Work	8/13/2014	\$40,000 1.0	
Ms. Jaietta Jackson	F/B	Rehired	Instructor	Communication	8/13/2014	\$42,889 1.0	
Dr. Charles Jeffords	M/C	Rehired	Assistant Professor	Education Foundation Research Technology and Leadership	8/13/2014	\$52,263 1.0	
Ms. Sarah Jenyk	F/C	Rehired	Instructor	Economics	8/13/2014	\$39,463 1.0	
Ms. Susan Kearns	F/C	Rehired	Assistant Professor	Health Professions	8/13/2014	\$52,263 1.0	

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<b>APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL CONTINUED</b>							
NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT (Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATE	SALARY/ FTE	COMMENTS
Ms. Susheel Kolwalkar	F/A	Rehired	Assistant Professor	Civil/Environmental and Chemical Engineering	8/13/2014	\$60,000 1.0	
Ms. Dorian Mermer	F/C	Rehired	Instructor	Communication	8/13/2014	\$42,889 1.0	
Ms. Cathy Parrott	F/C	Rehired	Assistant Professor	Physical Therapy	8/13/2014	\$87,182 1.0	
Mr. Thomas Pittman	M/C	Rehired	Instructor	English	8/13/2014	\$40,629 1.0	
Mr. Michael Pontikos	M/C	Rehired	Instructor	Marketing	8/13/2014	\$41,172 1.0	
Mr. Joseph Sanson	M/C	Rehired	Instructor	School of Technology	8/13/2014	\$47,507 1.0	
Mr. Guy Shebat	M/C	Rehired	Instructor	English	8/13/2014	\$40,629 1.0	
Mr. Frank Sole	M/C	Rehired	Assistant Professor	Management	8/13/2014	\$52,263 1.0	
Ms. Silvia Stefan	F/C	Rehired	Assistant Professor	Health Professions	8/13/2014	\$51,238 1.0	
Ms. Cynthia Vigliotti	F/C	Rehired	Assistant Professor	English	8/13/2014	\$52,263 1.0	
Ms. Donna Walsh	F/C	Rehired	Instructor	Marketing	8/13/2014	\$42,614 1.0	

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<b>APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL CONTINUED</b>							
NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT (Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATE	SALARY/ FTE	COMMENTS
Ms. Karla Wyant	F/C	Rehired	Instructor	Social Work	8/13/2014	\$43,214 1.0	
Mr. Mark Zetts	M/C	Rehired	Instructor	Human Ecology	8/13/2014	\$55,246 1.0	
<b>PROMOTIONS FOR BOARD OF TRUSTEE APPROVAL</b>							
NAME		SALARY INCREASE	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
Dr. Isam E. Amin		\$7,560	Professor	Geological and Environmental Sciences	8/13/2014		
Dr. Jeffrey M. Buchanan		\$7,782	Professor	English	8/13/2014		
Dr. Annette Burden		\$7,782	Professor	Mathematics and Statistics	8/13/2014		
Dr. John M. Hazy		\$9,856	Professor	Criminal Justice and Forensic Science	8/13/2014		
Dr. AKM Anwarul Islam		\$5,100	Professor	Civil/Environmental and Chemical Engineering	8/13/2014		
Dr. Diane P. Kandray		\$9,537	Professor	Health Professions	8/13/2014		
Dr. Anthony J. Kos		\$5,100	Professor	Management	8/13/2014		

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<b>PROMOTIONS FOR BOARD OF TRUSTEE APPROVAL CONTINUED</b>							
NAME		SALARY INCREASE	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
Dr. Kenneth Learman		\$5,100	Professor	Physical Therapy	8/13/2014		
Dr. Christine McCullough		\$9,537	Professor	Art	8/13/2014		
Dr. Glenn Schaft		\$5,485	Professor	Dana School of Music	8/13/2014		
Dr. Josef B. Simeonsson		\$7,997	Professor	Chemistry	8/13/2014		Leave Without Pay 2014-2015
Dr. Helene J. Sinnreich		\$9,856	Professor	History	8/13/2014		
Dr. Angela Salsbury		\$6,174	Professor	Mathematics and Statistics	8/13/2014		
Dr. William G. Vendemia		\$5,100	Professor	Management	8/13/2014		
Dr. George Yates		\$7,782	Professor	Mathematics and Statistics	8/13/2014		
Dr. Abdurrahman Arslanyilmaz		\$3,600	Associate Professor	Computer Science and Information Systems	8/13/2014		
Dr. Ewelina Boczkowska		\$11,184	Associate Professor	Dana School of Music	8/13/2014		
Dr. Michael T. Butcher		\$6,304	Associate Professor	Biological Sciences	8/13/2014		
Dr. Joseph D' Uva		\$10,110	Associate Professor	Art	8/13/2014		



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<b>PROMOTIONS FOR BOARD OF TRUSTEE APPROVAL CONTINUED</b>							
NAME		SALARY INCREASE	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
Dr. Jeanine Mincher		\$8,817	Associate Professor	Human Ecology	8/13/2014		
Dr. Denise A. Narcisse		\$8,592	Associate Professor	Sociology, Anthropology, and Gerontology	8/13/2014		
Dr. Diane Q. Palardy		\$10,404	Associate Professor	Foreign Languages and Literatures	8/13/2014		
Dr. Matthew J. Paylo		\$6,151	Associate Professor	Counseling, Special Education, and School of Psychology	8/13/2014		
Dr. Steven Reale		\$11,184	Associate Professor	Dana School of Music	8/13/2014		
Dr. Gail Saunders-Smith		\$6,304	Associate Professor	Teacher Education	8/13/2014		
Dr. C. Virgil Solomon		\$3,600	Associate Professor	Mechanical and Industrial Engineering	8/13/2014		
Dr. Jonathan Dana Sperry		\$11,184	Associate Professor	Art	8/13/2014		
Dr. Nina V. Stourman		\$7,234	Associate Professor	Chemistry	8/13/2014		
Dr. Tacibaht Turel		\$10,374	Associate Professor	Human Ecology	8/13/2014		
Dr. Richard VanVoorhis		\$3,600	Associate Professor	Counseling, Special Education, and School of Psychology	8/13/2014		

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**TRANSFERS FOR BOARD OF TRUSTEE APPROVAL**

NAME			TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
None.							

**SEPARATIONS**

NAME	GENDER/RACE*	CATEGORY OF EMPLOYMENT	TITLE	DEPARTMENT	SEPARATION DATE	VACANT POSITION BUDGETED SALARY	COMMENTS
<b>Retirements</b>							
Dr Edmund Ickert	M/C	Faculty	Instructor	Computer Science and Information Systems	5/13/2014	\$53,801	
Dr. Thomas Maraffa	M/C	Faculty	Professor	Geography	5/13/2014	\$89,309	
Dr. Robert Rollin	M/C	Faculty	Professor	Dana School of Music	5/13/2014	\$98,419	
Mr. John Wilcox	M/C	Faculty	Professor	Dana School of Music	5/13/2014	\$93,389	
Dr. Sally Lewis	F/C	Faculty	Associate Professor	Counseling Special Education and School Psychology	5/17/2014	\$65,499	
Dr. Dora Bailey	F/H	Faculty	Professor/ Chair	Teacher Education	5/31/2014	\$100,959	
Dr. Stanley Guzell	M/C	Faculty	Professor	Management	5/31/2014	\$112,262	
Dr. Rosemary D'Apolito	F/C	Faculty	Professor	Sociology, Anthropology, Gerontology	6/30/2014	\$79,559	
Dr. Steven Kent	M/C	Faculty	Professor	Mathematics& Statistics	6/30/2014	\$95,540	

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<b>SEPARATIONS CONTINUED</b>							
NAME	GENDER/RACE*	CATEGORY OF EMPLOYMENT	TITLE	DEPARTMENT	SEPARATION DATE	VACANT POSITION BUDGETED SALARY	COMMENTS
<b>Retirements Continued</b>							
Dr. Scott C. Martin	M/C	Faculty	Professor/ Chair	Civil/Environmental & Chemical Engineering	6/30/2014	\$120,210	
Dr. Daryl Mincey	M/C	Faculty	Professor/ Chair	Chemistry	6/30/2014	\$117,924	
Dr. Gary Stanek	M/C	Faculty	Professor	Mathematics& Statistics	6/30/2014	\$93,400	
Dr. Linda Tessier	F/C	Faculty	Professor	Philosophy & Religious Studies	6/30/2014	\$89,002	
Dr. Richard Walker	M/C	Faculty	Professor/ Chair	Human Performance and Exercise Science	6/30/2014	\$103,494	
Dr. Regina Rees	F/C	Faculty	Associate Professor	Teacher Education	8/9/2014	\$65,499	
<b>Resignations</b>							
Dr. Melody Hyppolite	F/C	Faculty	Assistant Professor	Social Work	5/13/2014	\$52,263	
Dr. Melanie Shoup Knox	F/C	Faculty	Assistant Professor	Psychology	5/17/2014	\$52,263	
Dr. Lenford Sutton	M/B	Faculty	Professor/Chair	EFRTL	7/1/2014	\$97,335	
Dr. Julie Boron	F/C	Faculty	Associate Professor	Psychology	8/12/2014	\$64,215	

**YOUNGSTOWN STATE UNIVERSITY  
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<b>SEPARATIONS CONTINUED</b>							
NAME	GENDER/RACE*	CATEGORY OF EMPLOYMENT	TITLE	DEPARTMENT	SEPARATION DATE	VACANT POSITION BUDGETED SALARY	COMMENTS
<b>Resignations Continued</b>							
Dr. Michael Clayton	M/C	Faculty	Associate Professor	Psychology	8/12/2014	\$68,158	
<b>Non-Renewals</b>							
Dr. Venkata Krishna Reddy Bijjam	M/A	Faculty	Assistant Professor	Mechanical & Industrial Engineering	5/13/2014	\$51,351.43	
Mr. Patrick Gaughan	M/C	Faculty	Instructor	Management	5/13/2014	\$79,607	
Mr. Ronald Griswold	M/C	Faculty	Instructor	School of Technology	5/13/2014	\$51,000	
Dr. Min Li	F/A	Faculty	Assistant Professor	Sociology, Anthropology, Gerontology	5/13/2014	\$55,704	
Dr. Frank Ragozzine	M/C	Faculty	Assistant Professor	Psychology	5/13/2014	\$62,331	
Dr. Derrick Vanmeter	M/C	Faculty	Assistant Professor	Theater & Dance	5/13/2014	\$51,238	
Dr. Jinsong Yu	M/A	Faculty	Assistant Professor	Civil/Environmental & Chemical Engineering	5/13/2014	\$56,810	

**YOUNGSTOWN STATE UNIVERSITY  
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<b>Deceased</b>							
Dr. Carl Chuey	M/C	Faculty	Professor	Biological Sciences	4/18/2014	\$109,942	
<p>A = Asian or Pacific Islander, origins in any of the original peoples of the Far East, Southeast Asia, Pacific Islands, or Indian subcontinent.</p> <p>B = Black (not of Hispanic origin), origins in any of the black racial groups.</p> <p>C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.</p> <p>H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.</p> <p>N = American Indian or Alaskan Native, origins in any of the original peoples of North America.</p> <p>U = Unidentified</p>							

**YOUNGSTOWN STATE UNIVERSITY  
CLASSIFIED PERSONNEL ACTIONS**

**APPOINTMENTS FOR INFORMATION ONLY**

<b>NAME</b>	<b>GENDER/RACE*</b>	<b>POSITION NEW or REPLACEMENT (Vacated Salary)</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>SALARY/ FTE</b>	<b>COMMENTS</b>
Mr. Brandon Suverison	M/C	Replacement \$49,234	Network Administrator 2	Media & Academic Computing	5/5/2014	\$49,234 1.0	
Ms. Laura Robich	F/C	Replacement \$49,379	Administrative Assistant 1	Nursing	5/18/2014	\$36,109 1.0	Decrease \$13,270
Ms. Colleen Warren	F/C	New	Office Assistant 2	Housing & Residence Life	6/1/2014	\$23,509 .75	Increase \$23,509
Mr. Eric Filicky	M/C	Replacement \$30,867	Groundskeeper 2	Grounds	6/16/2014	\$30,867 1.0	
Ms. Susan Sahli	F/C	Replacement \$50,107	Financial Aid Loan Program Specialist	Financial Aid & Scholarships	6/30/2014	\$44,491 1.0	Decrease \$5,616

**PROMOTIONS FOR INFORMATION ONLY**

<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
None.							

**TRANSFERS FOR INFORMATION ONLY**

<b>NAME</b>			<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>		<b>COMMENTS</b>
None.							

**DEMOTIONS FOR INFORMATION ONLY**

<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
None.							

**RECLASSIFICATIONS FOR INFORMATION ONLY**

<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>EFFECTIVE DATE</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
Ms. Laurie Wittkugle		\$47,028	Administrative Assistant 3	WYSU-FM	2/24/2013	\$42,702	Increase \$4,327

**YOUNGSTOWN STATE UNIVERSITY  
CLASSIFIED PERSONNEL ACTIONS**

**SALARY ADJUSTMENTS INFORMATION ONLY**

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

**SEPARATIONS**

NAME	GENDER/RACE*		TITLE	DEPARTMENT	SEPARATION DATE	VACATED SALARY	COMMENTS
<b>Retirements</b>							
Mr. Robert Schmitt	M/C		Laboratory Machinist 1	STEM	8/29/2014	\$61,318	
Ms. Rosann Yura	F/C		Administrative Assistant 1	University Bursar	7/31/2014	\$47,216	
<b>Separations</b>							
Ms. LaDonna Zocolo	F/C		Account Clerk 2	University Development	6/9/2014	\$22,724	
Mr. Eric Filicky	M/C		Groundskeeper 2	Grounds	7/28/2014	\$30,867	
A = Asian or Pacific Islander, origins in any of the original peoples of the Far East, Southeast Asia, Pacific Islands, or Indian subcontinent.							
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C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.							
H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.							
N = American Indian or Alaskan Native, origins in any of the original peoples of North America.							
U = Unidentified							

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL/ADMINISTRATIVE (APAS)  
PERSONNEL ACTIONS**

<b>APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&amp;b) (9)</b>							
<b>NAME</b>	<b>GENDER/RACE*</b>	<b>POSITION NEW or REPLACEMENT (Vacated Salary)</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>SALARY/ FTE</b>	<b>COMMENTS</b>
Ms. Mary Ellen Munroe	F/C	Replacement \$78,456	Coordinator of Graduate Admissions	Graduate Studies	6/1/2014	\$47,083 1.0	Decrease \$31,373
Ms. Shanna Blinn	F/C	Replacement \$42,824	Program Coordinator	Metro College	8/1/2014	\$48,529 1.0	Increase \$5,705
Ms. Jessica Chill	F/C	New	Student Service Specialist	Distance Learning	5/16/2014	\$38,100 1.0	Increase \$38,100
<b>PROMOTIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&amp;b) (9)</b>							
<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>PREVIOUS POSITION</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
None.							
<b>TRANSFERS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&amp;b) (9)</b>							
<b>NAME</b>			<b>TITLE</b>	<b>DEPARTMENT</b>	<b>EFFECTIVE DATE</b>		<b>COMMENTS</b>
Ms. Mary Jane Quaranta			Academic Advisor	Dean's Office WCBA	8/11/2014		
Ms. Nicole Gettman			Academic Advisor	Dean's Office BCHHS	7/1/2014		
<b>DEMOTIONS FOR INFORMATION ONLY (in accordance with ORC 124.11 A(7) a&amp;b) (9)</b>							
<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>EFFECTIVE DATE</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
None.							
<b>RECLASSIFICATIONS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&amp;b) (9)</b>							
<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>EFFECTIVE DATE</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
Ms. Brenda Crouse		\$56,416	Sr. Academic Advisor for BS/MD Related Programs	Dean's Office of STEM	8/1/2014	\$53,730	



**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL/ADMINISTRATIVE (APAS)  
PERSONNEL ACTIONS**

<b>SALARY ADJUSTMENTS FOR BOARD OF TRUSTEES APPROVAL (in accordance with ORC 124.11 A(7) a&amp;b) (9)</b>							
<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>EFFECTIVE DATE</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
None.							
<b>SEPARATIONS</b>							
<b>NAME</b>	<b>GENDER/RACE*</b>		<b>TITLE</b>	<b>DEPARTMENT</b>	<b>SEPARATION DATE</b>	<b>VACATED SALARY</b>	<b>COMMENTS</b>
<b>Retirements</b>							
Ms. Annette El-Hayek	F/C		Assitant Director, Study Abroad and International Exchanges	Center for International Studies and Programs	6/8/2014	\$50,450	
Mr. George Heller	M/C		Associate Reference Librarian	Maag Library	7/31/2014	\$50,495	
Ms. Rosemary Kent	F/C		Assistant Director, Federal Programs	Financial Aid and Scholarships	8/31/2014	\$55,956	
<b>Resignations</b>							
Ms. Mary Ellen Munroe	F/C		Academic Advisor/Senior Academic Advisor	Criminal Justice/Lorain Community College	5/31/2014	\$55,027	Accepted Coordinator Position
Ms. Marla Carano	F/C		Program Coordinator	Metro Credit Educational Outreach	6/30/2014	\$42,824	
Ms. April Antel Tarantine	F/C		Announcer/Producer	WYSU-FM	7/15/2014	\$18,234	
Ms. Zina McKinney	F/B		Senior Coordinator	Undergraduate Admissions	8/8/2014	\$39,526	
Ms. Lori Fusco	F/C		Learning Resource/Nursing Skills Lab Coordinator	Nursing	8/12/2014	\$53,034	Accepted FT Faculty Position
<p>A = Asian or Pacific Islander, origins in any of the original peoples of the Far East, Southeast Asia, Pacific Islands, or Indian subcontinent.</p> <p>B = Black (not of Hispanic origin), origins in any of the black racial groups.</p> <p>C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.</p> <p>H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.</p> <p>N = American Indian or Alaskan Native, origins in any of the original peoples of North America.</p> <p>U = Unidentified</p>							

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL/ADMINISTRATIVE  
PERSONNEL ACTIONS**

<b>APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
<b>NAME</b>	<b>GENDER/RACE*</b>	<b>POSITION NEW or REPLACEMENT (Vacated Salary)</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>SALARY/ FTE</b>	<b>COMMENTS</b>
Mr. James Tressel	M/C	Replacement \$375,000	President	Office of the President	6/24/2014	\$300,000 1.0	Decrease \$75,000
Mr. Daniel Suchora	M/C	Replacement \$60,000	Interim Associate Dean for Research	School of Graduate Studies and Research	7/1/2014	\$30,000 0.5	Decrease \$30,000 due to FTE
Mr. Allan Boggs	M/C	Replacement \$91,800	Director, Labor and Employee Relations	Human Resources	5/5/2014	\$89,000 1.0	Decrease \$2,800
<b>PROMOTIONS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
Mr. David Kitt		\$80,000	Associate Director of ITS Operations	ITS Operations	5/1/2014	\$64,060	Increase \$15,940
<b>TRANSFERS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
<b>NAME</b>			<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>		<b>COMMENTS</b>
None.							
<b>DEMOTIONS FOR INFORMATION ONLY</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
None.							
<b>RECLASSIFICATIONS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>EFFECTIVE DATE</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
Mr. David Edwards		\$65,964	Associate Director of Budget Planning and Cash Management	Budget Planning and Treasury Operations	6/1/2014	\$56,100	Increase \$9,864

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL/ADMINISTRATIVE  
PERSONNEL ACTIONS**

<b>SALARY ADJUSTMENTS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
<b>NAME</b>		<b>NEW SALARY</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>EFFECTIVE DATE</b>	<b>PREVIOUS SALARY</b>	<b>COMMENTS</b>
None.							
<b>SEPARATIONS</b>							
<b>NAME</b>	<b>GENDER/RACE*</b>	<b>CATEGORY OF EMPLOYMENT</b>	<b>TITLE</b>	<b>DEPARTMENT</b>	<b>SEPARATION DATE</b>	<b>VACANT POSITION BUDGETED SALARY</b>	<b>COMMENTS</b>
<b>RETIREMENTS</b>							
Mr. Ronald Williams	M/C	P/A	Associate Director	Procurement Services	7/31/2014	\$96,334	
Ms. Patricia Shively	F/C	P/A	Associate Director	Center for Student Progress	9/30/2014	\$62,822	
<b>SEPARATIONS</b>							
Mr. Randall Evans	M/C	P/A	VP of Advancement	University Advancement	5/20/2014	\$164,000	
Mr. Harry Meyer	M/C	P/A	Associate Director	Office of Housing and Residence Life	6/13/2014	\$60,333	
Mr. Shearle Furnish	M/C	P/A	Dean and Professor	College of Liberal Arts and Social Sciences	6/27/2014	\$146,749	
Mr. Ikram Khawaja	M/A	P/A	Interim President	Office of the President	6/30/2014	\$280,000	
Mr. Lloyd Painter	M/C	P/A	Associate Director	Media and Academic Computing	7/25/2014	\$78,515	
<p>A = Asian or Pacific Islander, origins in any of the original peoples of the Far East, Southeast Asia, Pacific Islands, or Indian subcontinent.</p> <p>B = Black (not of Hispanic origin), origins in any of the black racial groups.</p> <p>C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.</p> <p>H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.</p> <p>N = American Indian or Alaskan Native, origins in any of the original peoples of North America.</p>							

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL/ADMINISTRATIVE (Coaches)  
PERSONNEL ACTIONS**

<b>APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT</i> <i>(Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY/ FTE	COMMENTS
Ms. Ja'Nell Jones	F/B	Replacement \$24,480	Assistant Women's Basketball Coach - Operations	Intercollegiate Athletics	6/16/2014	\$26,750 1.0	Increase \$2,270
Ms. Sarah Smith	F/C	Replacement \$32,964	Assistant Volleyball Coach	Intercollegiate Athletics	6/16/2014	\$32,964 1.0	
Mr. Ross Watson	M/C	Replacement \$51,972	Assistant Football Coach, Coordinator of Operations	Intercollegiate Athletics	5/1/2014	\$45,000 1.0	Decrease \$6,972
<b>PROMOTIONS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							
<b>TRANSFERS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							
<b>DEMOTIONS FOR INFORMATION ONLY</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							
<b>RECLASSIFICATIONS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

**YOUNGSTOWN STATE UNIVERSITY  
PROFESSIONAL/ADMINISTRATIVE (Coaches)  
PERSONNEL ACTIONS**

<b>SALARY ADJUSTMENTS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							
<b>SEPARATIONS</b>							
NAME	GENDER/RACE*		TITLE	DEPARTMENT	SEPARATION DATE	VACATED SALARY	COMMENTS
<b>Retirements</b>							
None.							
<b>Resignations</b>							
Mr. Daniel Kopp	M/C		Assistant Football Coach, Coordinator of Operations	Intercollegiate Athletics	5/15/2014	\$54,972	
Mr. Jonatan Berhane	M/C		Assistant Coach, Tennis	Intercollegiate Athletics	7/20/2014	\$18,282	
Ms. Anne Dubovec	F/C		Assistant Coach, Softball	Intercollegiate Athletics	7/31/2014	\$17,923	
Ms. Jennifer Montgomery	F/C		Assistant Coach, Soccer	Intercollegiate Athletics	7/31/2014	\$33,916	
Ms. Natalie Borland	F/C		Assistant Coach, Volleyball	Intercollegiate Athletics	8/7/2014	\$17,746	
<p>A = Asian or Pacific Islander, origins in any of the original peoples of the Far East, Southeast Asia, Pacific Islands, or Indian subcontinent.</p> <p>B = Black (not of Hispanic origin), origins in any of the black racial groups.</p> <p>C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.</p> <p>H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.</p> <p>N = American Indian or Alaskan Native, origins in any of the original peoples of North America.</p> <p>U = Unidentified</p>							

**YOUNGSTOWN STATE UNIVERSITY  
EXTERNALLY FUNDED  
PROFESSIONAL/ADMINISTRATIVE  
PERSONNEL ACTIONS**

**APPOINTMENTS FOR BOARD OF TRUSTEES APPROVAL** (in accordance with ORC 124.11 A(7) a&b) (9)

NAME	GENDER/RACE*	POSITION <i>NEW or REPLACEMENT (Vacated Salary)</i>	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	SALARY FTE	COMMENTS
Mr. Dominic Marchionda	M/C	New	City University Planning Coordinator	Center for Urban and Regional Studies	7/7/2014	\$36,000 0.75	Increase \$36,000

**PROMOTIONS FOR BOARD OF TRUSTEES APPROVAL** (in accordance with ORC 124.11 A(7) a&b) (9)

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

**TRANSFERS FOR BOARD OF TRUSTEES APPROVAL** (in accordance with ORC 124.11 A(7) a&b) (9)

NAME			TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES		COMMENTS
None.							

**DEMOTIONS FOR INFORMATION ONLY** (in accordance with ORC 124.11 A(7) a&b) (9)

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

**RECLASSIFICATIONS FOR BOARD OF TRUSTEES APPROVAL** (in accordance with ORC 124.11 A(7) a&b) (9)

NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							

**YOUNGSTOWN STATE UNIVERSITY  
EXTERNALLY FUNDED  
PROFESSIONAL/ADMINISTRATIVE  
PERSONNEL ACTIONS**

<b>SALARY ADJUSTMENTS FOR BOARD OF TRUSTEES APPROVAL</b> (in accordance with ORC 124.11 A(7) a&b) (9)							
NAME		NEW SALARY	TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	PREVIOUS SALARY	COMMENTS
None.							
<b>SEPARATIONS</b>							
NAME	GENDER/RACE*	CATEGORY OF EMPLOYMENT	TITLE	DEPARTMENT	SEPARATION DATE	VACATED SALARY	COMMENTS
<b>Retirements</b>							
Ms. Patricia Lumpkin	F/C	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	8/18/2014	\$30,545	
<b>Separations</b>							
Mr. Casey Annico	M/C	Externally Funded	Supervisor	Rich Center for Autism	5/31/2014	\$36,000	
Ms. Lindsay Candel	F/C	Externally Funded	Behavior Analyst Programs Coordinator	Rich Center for Autism	6/30/2014	\$9,950	
Ms. Joann Esenwein	F/C	Externally Funded	Coordinator Technology Based Economic Development	College of STEM	6/30/2014	\$22,950	
Ms. Justine Bevins	F/C	Externally Funded	Lead Instruction Specialist	Rich Center for Autism	7/18/2014	\$26,445	
Ms. Christine Davidson	F/B	Externally Funded	Electronic News Director	English - The News Outlet	7/23/2014	\$30,000	
Ms. Sheila Blank	F/C	Externally Funded	School Nurse	Rich Center for Autism	8/12/2014	\$40,871	Accepted FT Faculty Position
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B = Black (not of Hispanic origin), origins in any of the black racial groups.							
C = White (not of Hispanic origin), origins in the original peoples of Europe, North Africa, or the Middle East.							
H = Hispanic, Mexican, Puerto Rican, Cuban, Central/South American or other Spanish culture.							
N = American Indian or Alaskan Native, origins in any of the original peoples of North America.							
U = Unidentified							