



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
INTERCOLLEGIATE ATHLETICS COMMITTEE**

**Joseph J. Kerola, Chair
Michael A. Peterson, Vice Chair
All Trustees are Members**

**Thursday, December 8, 2022
8:30 a.m.**

**Board Room
Tod Hall**

AGENDA

- A. Disposition of Minutes for Meeting Held September 20, 2022**
- B. Old Business**
- C. Committee Item**

1. Intercollegiate Athletics Discussion Items

- C.1.a. = Tab 1 a. Overview of Athletics Personnel Actions**
Ron Strollo, Director of Athletics, will report.
- C.1.b. = Tab 2 b. Update on NCAA Campus Sexual Violence Policy Compliance**
Ross Miltner, Associate General Counsel, will report.
- C.1.c. = Tab 3 c. Performance Excellence Organizational Chart**
Tory Lindley, Deputy Athletics Director, and Nicole Kent-Strollo, Dean of Students & Ombudsperson, will report.
- C.1.d. = Tab 4 d. Independent Medical Care and Healthcare Accreditation**
Tory Lindley, Deputy Athletics Director, and Nicole Kent-Strollo, Dean of Students & Ombudsperson, will report.
- C.1.e. = Tab 5 e. Risk Management Strategies**
Tory Lindley, Deputy Athletics Director, and Nicole Kent-Strollo, Dean of Students & Ombudsperson, will report.
- C.1.f. = Tab 6 f. Student Athlete-Center Care and Wellness**
Tory Lindley, Deputy Athletics Director, and Nicole Kent-Strollo, Dean of Students & Ombudsperson, will report.
- C.1.g. = Tab 7 g. Student Athlete Performance Enhancement and Support**
Tory Lindley, Deputy Athletics Director, and Nicole Kent-Strollo, Dean of Students & Ombudsperson, will report.

h. Campus Collaborations

Tory Lindley, Deputy Athletics Director, and Nicole Kent-Strollo, Dean of Students & Ombudsperson, will report.

C.1.i. = Tab 8

i. Future Goals and Growth

Tory Lindley, Deputy Athletics Director, and Nicole Kent-Strollo, Dean of Students & Ombudsperson, will report.

D. New Business

E. Adjournment



SUMMARY OF PERSONNEL ACTIONS

Athletics Employees

7/16/2022 through 10/15/2022

Separations – 8

- Professional Administrative Staff – 3
- Excluded – 5

Appointments – 7

- Excluded – 7

Salary Adjustments – 4

- Excluded – 4

Promotions – 1

- Excluded – 1

Reclassifications/Position Adjustments – 2

- Excluded – 2

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATON	FTE	SALARY	TYPE OF SEPARATION
Feinberg, Adam	APAS	Assistant Athletic Trainer	Training Room	8/22/2022	1.00	\$ 43,296.25	Resignation
Funte, Jael	APAS	Assistant Athletic Trainer	Training Room	10/13/2022	1.00	\$ 57,120.00	Resignation
Mulkey, Emily	APAS	Assistant Athletic Trainer	Training Room	10/13/2022	1.00	\$ 51,000.00	Resignation
Chang, John	Excluded	Assistant Coach	Volleyball	10/15/2022	1.00	\$ 35,000.00	Nonrenewal
Funari, Vincent	Excluded	Assistant Coach	Football	8/1/2022	1.00	\$ 40,800.00	Resignation
Preto, Mark	Excluded	Assistant Coach Video	Football	7/23/2022	1.00	\$ 40,164.54	Resignation
Romanyk-O'Brien, Ashley	Excluded	Assistant Coach	Lacrosse	8/29/2022	1.00	\$ 32,500.00	Resignation
Walton, Theresa	Excluded	Head Coach Lacrosse	Lacrosse	8/9/2022	1.00	\$ 63,360.36	Resignation

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Buffenbarger, Elle	Excluded	Assistant Coach	Softball	9/12/2022	1.00	\$ 30,000.00
Chang, John	Excluded	Assistant Coach	Volleyball	8/8/2022	1.00	\$ 35,000.00
Garrison, Mason	Excluded	Assistant Coach Sports Performance	Training Room	8/8/2022	1.00	\$ 40,000.00
Hendrickson, Claire	Excluded	Assistant Coach Sports Performance	Training Room	8/8/2022	1.00	\$ 45,000.00
Preto, Mark	Excluded	Assistant Coach Video	Football	8/16/2022	1.00	\$ 40,164.54
Purcell, Caileigh	Excluded	Assistant Coach Swimming	Swimming & Diving - Women's	7/18/2022	1.00	\$ 35,000.00
Robinson, Mantoris	Excluded	Assistant Coach	Basketball - Men's	8/1/2022	1.00	\$ 70,000.00

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Pinciario, Steven	Excluded	Assistant Athletics Director	Ticket Office	7/16/2022	1.00	\$ 61,582.50	1.00	\$ 58,650.00
Asher, Benjamin	Excluded	Assistant Coach	Basketball - Men's	10/1/2022	1.00	\$ 71,880.00	1.00	\$ 71,400.00
Phillips, Thomas	Excluded	Assistant Coach	Football	9/1/2022	1.00	\$ 62,000.00	1.00	\$ 56,100.00
Reese, Daniel	Excluded	Assistant Coach	Basketball - Men's	8/16/2022	1.00	\$ 67,518.00	1.00	\$ 64,869.96

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Clarkson, Kendyl	Excluded	Head Coach / Assistant Coach	Lacrosse	9/16/2022	1.00	\$ 63,360.36	\$ 41,335.50

**YOUNGSTOWN STATE UNIVERSITY
ATHLETICS EMPLOYEES
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
RECLASSIFICATIONS/POSITION ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	FTE	PREVIOUS SALARY
Faulkner, Ethan	Excluded	Associate Head Coach / Assistant Head Coach	Basketball - Men's	9/16/2022	1.00	\$ 80,000.00	1.00	\$ 75,480.00
Joy, Tony	Excluded	Head Coach	Golf - Men's	10/1/2022	1.00	\$ 40,000.00	0.75	\$ 29,483.10

PERFORMANCE EXCELLENCE ORGANIZATION

**Executive Director
of Athletics**

Dean of Students

**Deputy AD for Performance
Excellence**

ACADEMIC SUCCESS	PERFORMANCE PSYCHOLOGY	SPORTS MEDICINE	SPORTS PERFORMANCE	PERFORMANCE NUTRITION	PERFORMANCE SCIENCE
Student-centered	Access	Patient-centered	Athlete-centered	Athlete-centered	Sport Specificity
Holistic Development	Performance Enhancement	Relentless Communication	Echo Team Culture	Unified Messaging	Evidence Informed
Advocacy	Stigma Reduction	Urgency	Sport Specificity	Food First	Data Driven
Career Readiness	Communication	Injury Risk Reduction	Load Management	360 deg Education	Innovation
	Personal Growth	Teamwork	Winning Attitude	Risk Reduction	



INDEPENDENT MEDICAL CARE + HEALTHCARE ACCREDITATION

ATHLETICS

- NCAA Best Practices for Autonomous Medical Decision-making
- Medical Director Leadership
- Southwoods Partnership
 - Team Physicians and Specialists
 - JCAHO Accreditation Standards for Athletics Sports Medicine Facilities
- NovaCare Partnership
 - Athletic Training Services Provider

ON CAMPUS COLLABORATION

- Access to Wick Primary Care
 - Acute Illness, Pandemic Management
 - Psychiatric Care
- Campus Access to and Collaboration with St. Elizabeth Youngstown Hospital
- Campus Access to and Collaboration with Youngstown Health Department



ONGOING RISK MANAGEMENT STRATEGIES

ATHLETICS

- Organizational Chart
- AT Staffing Model (44:1)
- Student Athlete Education
- Athletics Staff Education
- Emergency Action Plans (24)
- Mental Health Education
- Concussion Management Best Practices (21)
- Alcohol and Other Drug Testing and Treatment (418:17)



ON CAMPUS COLLABORATION

- Title IX Education and Resource Development
- Health and Wellness Education and Referrals
- DOS Resources
- JED Campus Team Participation / Integration
- Anxiety Management Education (SCS)
- Office of General Counsel Liaison

STUDENT ATHLETE CENTERED CARE AND WELLNESS

ATHLETICS

- Surgery/Post Op Care (42)
- Daily Injury Treatment (54)
- Patient Satisfaction Analysis (71.6%)
- In-house Physician Care
- Mental Health Management
- Penguin of Concern Referral (104)
- Horizon League Mental Health Grant
- Performance Nutrition Services (17)

ON CAMPUS COLLABORATION

- DOS Case Management
- Student Counseling Services
- Compass Behavioral Health
- Wellness Graduate Assistant
- Masters in Athletic Training Graduate Students
- Department of Dietetics Students
- Chartwell's Dining Services
- Penguin Pantry
- Pete's Points Program



STUDENT ATHLETE PERFORMANCE ENHANCEMENT

ATHLETICS

- Learning Differences Management (53)
- Academic Success Support
- Mental Skills Training
- Long-term Injury Support Group
- Applied Sports Science

ON CAMPUS COLLABORATION

- Accessibility Services
- DOS Case Management
- Tutoring Matching Services
- Student Counseling Services
- Department of Kinesiology and Sport Science Students

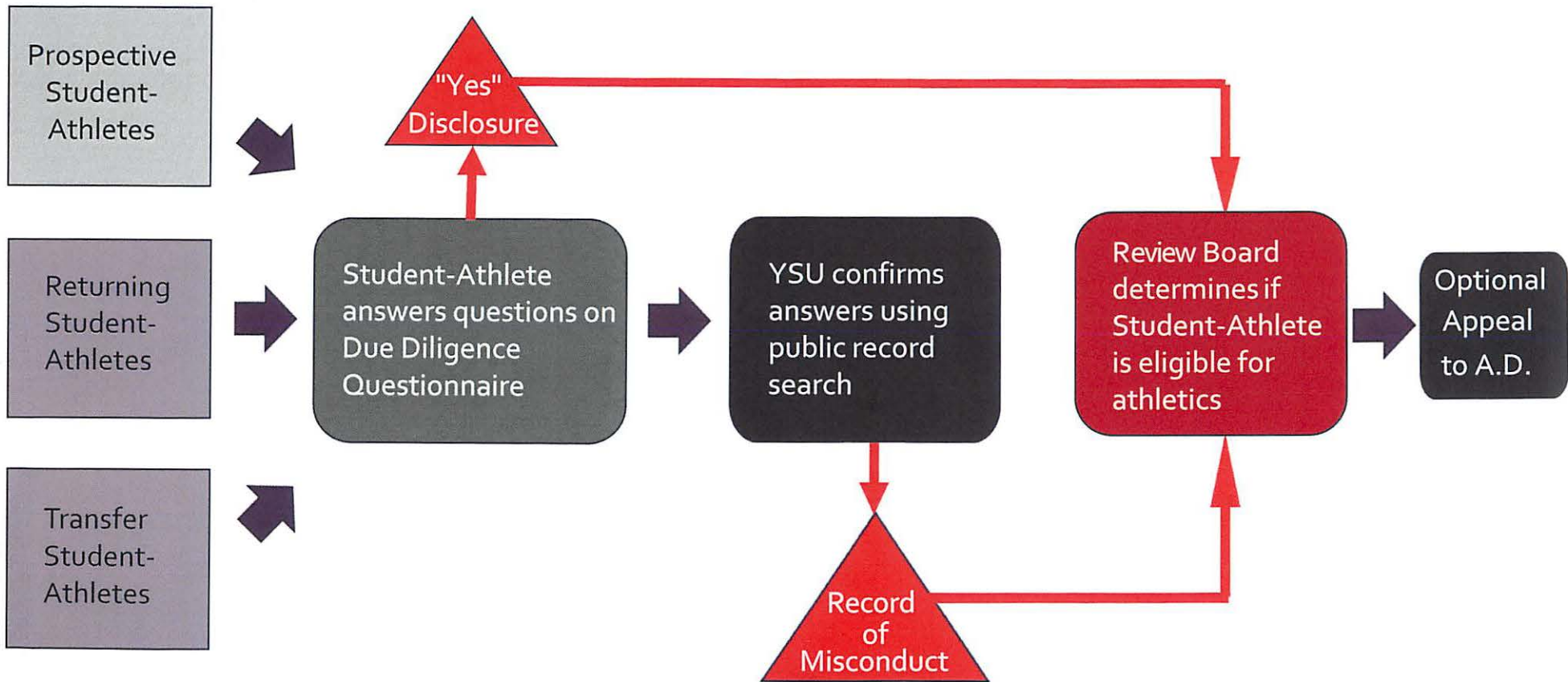


FUTURE GOALS AND GROWTH

- Athletics Performance Nutrition and YSU Dietetics
- Athletics Performance Psychology and YSU Department of Counseling and Social Work
- Club Sports and Advanced Sports Medicine Care
- Intramural Sports and Advanced Sports Medicine Services
- Performing Arts and Advanced Sports Medicine Services



How new procedure fits with new NCAA requirements



Department of Intercollegiate Athletics Administrative Procedure

(2022-1) Review Process for Student-Athlete Serious Misconduct Disclosures

Responsible Division/Office: Dept. of Intercollegiate Athletics
Responsible Officer: Athletics Compliance Office
Revision History: 2022
Effective Date: July 1, 2022
Next Review: 2027

- (A) **Summary.** All new, returning, and transfer Youngstown State University (“YSU”) student-athletes must complete the YSU Due Diligence Questionnaire (“Questionnaire”), an annual disclosure, in order to comply with the NCAA Policy on Campus Sexual Violence. This Questionnaire inquires whether the student-athlete has ever been guilty of misconduct defined as “Serious Misconduct¹” by Youngstown State University policy 3356-2-05. YSU is further required by NCAA policy to take reasonable steps to ensure the accuracy of the information disclosed in the Questionnaire. Procedures are set forth herein to guide the YSU Department of Intercollegiate Athletics in reviewing instances of serious misconduct which may be discovered.
- (B) **Purpose.** To promote a safe campus community free of sexual violence by providing the process, forms, and guidance for determining intercollegiate athletics eligibility for student-athletes reasonably determined to have committed acts of Serious Misconduct as defined in University policy 3356-2-05 Title IX Sexual Harassment.
- (C) The annual disclosure questionnaire.
- (1) Returning student-athletes.
- (a) All returning YSU student-athletes will receive the Questionnaire from the Athletics Compliance Office with their compliance packet materials prior to the start of Fall semester.
- (b) The Questionnaire must be completed and submitted to the Athletics Compliance Office as part of that Office’s annual student-athlete clearance process before the student-athlete can be cleared to participate in organized NCAA sport program activities.

¹“**Serious Misconduct**” is defined by Youngstown State University Board Policy 3356-2-05 as any act of sexual assault, domestic violence, dating violence, stalking, sexual exploitation, or any assault that employs the use of a deadly weapon, as defined in division (A) of section 2923.11 of the Ohio Revised Code, or causes serious bodily injury. Serious Misconduct includes any equivalent violation of the student code including but not limited to sexual misconduct, including sexual harassment, sexual violence, sexual assault, stalking, domestic violence and/or dating violence. Serious Misconduct would also include any other felony or misdemeanor considered equivalent to those listed above in any jurisdiction where current or prospective student-athlete was convicted or pleaded guilty or no-contest.

- (2) Prospective new student-athletes.
 - (a) The coaching staff that is recruiting a prospective new student-athlete must provide the prospect's name and information to the athletics compliance staff as soon as possible.
 - (b) All prospective student-athletes will receive the Questionnaire from the athletics compliance staff at the point in time that the recruiting coach determines they wish to make an offer to the prospective student-athlete.
 - (c) The Questionnaire must be completed and submitted to the athletics compliance staff for review and approval before the prospective student-athlete may:
 - (i) Receive offers for participation in NCAA intercollegiate athletics representing YSU (including walk-on); and/or
 - (ii) Receive offers for athletically related grant-in-aid at YSU; and/or
 - (iii) Sign a National Letter of Intent ("NLI") committing to play an NCAA sport representing YSU.

- (3) Transfer student-athletes.
 - (a) For a student-athlete attempting to transfer from another institution to YSU, the student-athlete must complete the Questionnaire and receive athletics compliance staff approval before an offer of athletically related grant-in-aid and/or NCAA intercollegiate athletics participation representing YSU (including walk-on) is made.
 - (b) The student-athlete attempting to transfer to YSU must have their current institution's Title IX Coordinator and Student Conduct Officer, or their equivalents, complete an accompanying disclosure to certify whether the student:
 - (i) Was disciplined through a Title IX proceeding or student conduct proceeding involving interpersonal, sexual, or other acts of violence;
 - (ii) Left the institution with an incomplete Title IX proceeding involving Title IX or student conduct involving interpersonal, sexual, or other acts of violence, or;
 - (iii) Has a criminal conviction for interpersonal, sexual, or other acts of violence.

- (c) If the prospective transfer student-athlete attended more than one prior institution, they must have the preceding questions certified by the respective officials at all prior institutions.
- (d) A prospective transfer student-athlete will not be penalized if the official at a prior institution provides a statement indicating their reasonable belief that they are prohibited from providing this information due to conflicting state or federal law.

(D) Reasonable steps to confirm information disclosed.

- (1) Athletics compliance staff will forward the information disclosed on the Questionnaires for all returning, prospective, and transfer student-athletes to the Office of General Counsel (“OGC”).
- (2) The OGC athletics department liaison will conduct a thorough background search of available public records in order to reasonably confirm the accuracy of the information disclosed on the student-athlete Questionnaires, in compliance with the NCAA Policy on Campus Sexual Violence.
 - (a) Any instance of a Questionnaire containing an affirmative disclosure and/or where relevant background information has been discovered will be thoroughly vetted by the OGC’s athletics department liaison.
 - (i) The OGC athletics department liaison shall determine whether substantial evidence supports that a student-athlete has been involved in an occurrence of Serious Misconduct which meets the University’s definition of that term in University policy 3356-2-05.
 - (ii) Evidence discovered of misconduct shall also be shared with the YSU Office of Student Conduct and Community Standards, Title IX Office, and/or Office of Admissions, as appropriate.
 - (b) OGC will provide athletics compliance staff with the names of student-athletes who have been found to have no occurrences of Serious Misconduct.
 - (c) When substantial evidence supports that a student-athlete has been involved in an occurrence of Serious Misconduct, the OGC’s athletics department liaison will notify the athletics compliance staff, applicable sport program Head Coach, and applicable sport program supervisor of the finding.
 - (i) Current YSU student-athletes shall maintain their current NCAA sport program roster spot, eligibility to compete in sport program activities and competition, and any athletically related grant-in-aid pending a final determination.

- (ii) Prospective student-athletes, including transfer student-athletes, shall be ineligible for offers of NCAA intercollegiate athletics participation representing YSU (including walk-on) and/or athletically related grant-in-aid pending a final determination.

(E) Review.

- (1) Athletics compliance staff shall then convene a Review Board to determine whether the student-athlete shall be eligible for NCAA intercollegiate athletics participation representing YSU and/or athletically related grant-in-aid at YSU. This Review Board shall be comprised of the following university officials, or their qualified designee:
 - (a) Director, Equal Opportunity, Policy Development & Title IX;
 - (b) Assistant Dean of Students, Community Standards, Advocacy & Conduct;
 - (c) Faculty Athletics Representative (FAR), Department of Intercollegiate Athletics;
 - (d) Senior Woman Administrator (SWA), Department of Intercollegiate Athletics;
 - (e) Chief, YSU Police Department.
- (2) The Review Board shall review all documentation and shall consult the guidance on reviewing background checks found in University policy 3356-7-44, Background Checks for Employees and Volunteers (section F), in making their determination.
- (3) The Review Board shall notify the athletics compliance staff, Head Coach, and sport supervisor of their determination once it has been made.

(F) Determination.

- (1) Determination of eligibility. Student-athletes determined by the Review Board to be eligible for participation in NCAA intercollegiate athletics representing YSU shall be immediately eligible for participation in sport program activities and competition, and prospects shall be eligible to be extended offers for NCAA intercollegiate athletic participation representing YSU and/or athletically related grant-in-aid at YSU.

(2) Determination of ineligibility. Student-athletes determined by the Review Board to be ineligible for participation in NCAA intercollegiate athletics representing YSU due to Serious Misconduct shall be notified in writing of the determination and instructions to pursue an optional appeal.

(a) No change shall be made to a current YSU student-athlete's NCAA sport roster status, eligibility for participation in sport program activities and competition, or athletically related grant-in-aid until the determination is considered final.

(b) Prospective student-athletes, including transfer student-athletes, shall remain ineligible to be extended offers for NCAA intercollegiate athletic participation representing YSU and/or athletically related grant-in-aid at YSU until the determination is considered final.

(G) Appeal.

(1) A student-athlete determined by the Review Board to be ineligible for participation in NCAA intercollegiate athletics representing YSU due to Serious Misconduct may appeal the determination to the Executive Director of Intercollegiate Athletics for reconsideration.

(a) Appeal must be received by the Executive Director of Intercollegiate Athletics within five (5) business days of the student-athlete's receipt of written notice of the Review Board's determination.

(b) The Executive Director of Intercollegiate Athletics shall have ten (10) business days to provide a written, final determination to the student-athlete.

(H) Final Determination.

(1) A determination of ineligibility for participation in NCAA intercollegiate athletics representing YSU due to Serious Misconduct shall be considered final and actionable once one of the following occurs:

(a) A student-athlete has been determined ineligible for NCAA intercollegiate athletics participation at YSU by the Review Board, and 5 or more business days have passed without an appeal being made to the Executive Director of Intercollegiate Athletics; or

(b) A student-athlete has been determined ineligible for NCAA intercollegiate athletics participation at YSU by the Review Board, and a timely appeal was made to the Executive Director of Intercollegiate Athletics and was subsequently denied.

- (2) Once a final determination of ineligibility occurs, a current YSU student-athlete shall immediately and permanently:
 - (a) Be removed from a sport program roster; and
 - (b) Have athletically related grant-in-aid agreements become voidable by the Department of Intercollegiate Athletics beginning with the next academic semester immediately following the semester in which the final determination of ineligibility occurs.

- (3) Prospective student-athletes, including transfer student-athletes, with a final determination of ineligibility shall immediately and permanently be:
 - (a) Ineligible to receive offers for participation in NCAA intercollegiate athletics representing YSU (including walk-on); and
 - (b) Ineligible for athletically related grant-in-aid at YSU; and
 - (c) Ineligible to sign National Letters of Intent committing to play an NCAA sport representing YSU; and
 - (d) Any conditional offer previously extended to the prospective student-athlete shall be immediately revoked.

FORMS:

Due Diligence Questionnaire

UNIVERSITY POLICY:

3356-2-05 Title IX Sexual Harassment

3356-7-44 Background Checks for Employees and Volunteers