



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

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

**Thursday, December 8, 2022
2:30 p.m. or immediately following
previous meeting**

**Board Room
Tod Hall**

AGENDA

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

- 1. University Affairs Executive Session**

- a. Litigation, Personnel and Collective Bargaining Update**

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

- 2. University Affairs Consent Item***

- C.2.a. = Tab 1 a. Resolution to Modify Leave of Absence Without Pay, Extended Childcare, Excluded Professional/Administrative Staff Policy, 3356-7-06**

- 3. University Affairs Action Items**

- C.3.a. = Tab 2 a. Resolution to Modify Leave Without Pay for Extended Serious Health Condition Policy, 3356-7-08**
Cynthia Kravitz, Associate Vice President and Chief Human Resources Officer, will report.
 - C.3.b. = Tab 3 b. Resolution to Approve the Appointment of Vice President for the Division of Student Affairs**
James P. Tressel, President, will report.

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

C.3.c. = Tab 4 **c. Resolution to Approve the Appointment of Vice President for the Division of Workforce Education and Innovation**
James P. Tressel, President, will report.

C.3.d. = Tab 5 **d. Resolution to Ratify Personnel Actions**
University policies require that the Chief Human Resources Officer provide a summary of appointments, promotions, and other personnel actions for faculty and professional/administrative staff, including intercollegiate athletics coaching positions for July 16, 2022, through October 15, 2022. Personnel actions for faculty and professional/administrative staff are contingent upon approval of the Board of Trustees.
Cynthia Kravitz, Associate Vice President and Chief Human Resources Officer, will report.

4. University Affairs Discussion Items

C.4.a. = Tab 6 **a. Medical and Prescription Insurance Cost**
Cynthia Kravitz, Associate Vice President and Chief Human Resources Officer, will report.

C.4.b. = Tab 7 **b. Support Area Assessment: Dean of Students and Ombudsperson**
Nicole Kent-Strollo, Dean of Students and Ombudsperson, will report.

C.4.c. = Tab 8 **c. Support Area Assessment: Student Success**
Claire Berardini, Associate Provost for Student Success, will report.

D. New Business

E. Adjournment



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY
LEAVE OF ABSENCE WITHOUT PAY, EXTENDED CHILDCARE,
EXCLUDED PROFESSIONAL/ADMINISTRATIVE STAFF POLICY,
3356-7-06**

WHEREAS, University Policies are 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; and

WHEREAS, the Leave of Absence Without Pay, Extended Childcare, Excluded Professional/Administrative Staff policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Leave of Absence Without Pay, Extended Childcare, Excluded Professional/Administrative Staff, policy number 3356-7-06, attached hereto.

**Board of Trustees Meeting
December 9, 2022
YR 2023-**

3356-7-06 Leave of absence without pay, extended childcare, excluded professional/administrative staff.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: March 1998; April 2012; December 2017
Board Committee: University Affairs
Effective Date: December 9, 2022
Next Review: 2027

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its leave programs, it provides for and encourages preventative health care; physical, emotional, and mental well-being; professional growth and development; and civic responsibility.
- (B) Purpose. These procedures are designed to enable an excluded professional/administrative staff member to request unpaid childcare leave in addition to the paid leave as delineated in rule 3356-7-14 of the Administrative Code (see university policy 3356-7-14 “Maternity/parental leave – paid leave, excluded professional/administrative staff”).
- (C) Parameters.
- (1) “Childcare” is defined as pregnancy-related absences leading to or care following the birth of a child or adoption.
 - (2) An employee may request a leave of absence without pay for a period not to exceed six months for the purpose of childcare. The leave of absence without pay, extended childcare, shall run concurrently with all other paid and unpaid leave, including unpaid leave in accordance with the Family and Medical Leave Act (FMLA), and paid leave benefits provided in rule 3356-7-14 of the Administrative Code rule 3356-7-14 (university policy 3356-7-14 “Maternity/parental leave – paid leave, excluded professional/administrative staff”).
 - (3) The university will maintain all group insurance benefits for a full-time employee who has been employed by the university for at

least one year prior to the employee commencing an extended childcare leave without pay. The employee will be responsible for paying the employee's share of the health insurance cost during this leave. Failure of the employee to make payments in a timely manner may result in the loss of health insurance benefits.

(D) Procedures.

- (1) An employee requesting leave of absence without pay, extended childcare, must complete and forward to the office of human resources the "Request for Leave Form" specifying the anticipated duration of the leave and appropriate medical documentation as needed. Whenever possible, the staff member should provide notification thirty days in advance of the need for leave.
- (2) In order to return to work from an employee's own pregnancy related leave, the employee must provide a physician's statement certifying that the employee is released to return to work.
- (3) If for some reason the employee is unable to return from his or her leave of absence without pay when said leave has been exhausted, the employee will be considered to be absent without authorized leave.
- (4) Employees covered by collective bargaining should refer to their respective labor agreements.

3356-7-06 Leave of absence without pay, extended childcare, excluded professional/administrative staff.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: March 1998; April 2012; December 2017
Board Committee: University Affairs
Effective Date: **December 7, 2017, 2022**
Next Review: ~~2022~~2027

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its leave programs, it provides for and encourages preventative health care; physical, emotional, and mental well-being; professional growth and development; and civic responsibility.
- (B) Purpose. These procedures are designed to enable an excluded professional/administrative staff member to ~~provide~~request unpaid childcare leave in addition to the paid leave as delineated in rule 3356-7-14 of the Administrative Code (see university policy 3356-7-14 “Maternity/ parental leave – paid leave, excluded professional/administrative staff”).
- (C) Parameters.
- (1) “Childcare” is defined as pregnancy-related absences leading to or care following the birth of a child or adoption.
 - (2) An employee may request a leave of absence without pay for a period not to exceed six months for the purpose of childcare. The leave of absence without pay, extended childcare, shall run concurrently with all other paid and unpaid leave, including unpaid leave in accordance with the Family and Medical Leave Act (FMLA), and paid leave benefits provided in rule 3356-7-14 of the Administrative Code rule 3356-7-14 (university policy 3356-7-14 “Maternity/parental leave – paid leave, excluded professional/administrative staff”).

(3) The university will maintain all group insurance benefits for a full-time employee who has been employed by the university for at least one year prior to the employee commencing an extended childcare leave without pay. The employee will be responsible for paying the employee's share of the health insurance cost during this leave. Failure of the employee to make payments in a timely manner may result in the loss of health insurance benefits.

(D) Procedures.

(1) An employee requesting leave of absence without pay, extended childcare, must complete and forward to the office of human resources the "Request for Leave Form" specifying the anticipated duration of the leave and appropriate medical documentation as needed. Whenever possible, the staff member should provide notification thirty days in advance of the need for leave.

(2) In order to return to work, ~~an employee shall~~ from an employee's own pregnancy related leave, the employee must provide a physician's statement certifying that the employee is released to return to work.

~~(3) — The university will maintain all group insurance benefits for a full-time employee who has been employed by the university for at least one year prior to the employee commencing an extended childcare leave without pay. The employee will be responsible for paying the employee's share of the health insurance cost during this leave. Failure of the employee to make payments in a timely manner may result in the loss of health insurance benefits.~~

~~(4)~~(3) If for some reason the employee is unable to return from his or her leave of absence without pay when said leave has been exhausted, the employee will be considered to be absent without authorized leave.

~~(5)~~(4) Employees covered by collective bargaining should refer to their respective labor agreements.



Explanation of Modifications to *University Policy*:

3356-7-08 Leave without pay for extended serious health condition or disability, excluded professional staff

This policy addresses unpaid leave for excluded professional administrative staff for a serious health condition or disability following the exhaustion of all accrued paid sick and vacation leave and unpaid leave pursuant to the Family Medical Leave Act (FMLA). In order to ensure consistency of application and recognize both the business needs of the University and the personal needs of the employees, the policy was modified to allow for up to six months of leave from the previous one-year; to emphasize the need for supervisory input; the requirement of final approval of the Chief Human Resources Officer.

**Board of Trustees Meeting
December 9, 2022
YR 2023-**



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO MODIFY
LEAVE WITHOUT PAY FOR EXTENDED SERIOUS HEALTH CONDITION
POLICY, 3356-7-08**

WHEREAS, University Policies are 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; and

WHEREAS, the Leave Without Pay for Extended Serious Health Condition policy has been reviewed pursuant to the five-year review cycle, and formatted in accordance with Policy 3356-1-09, Development and Issuance of University Policies.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the modification of the University Policy Leave Without Pay for Extended Serious Health Condition, policy number 3356-7-08, attached hereto.

**Board of Trustees Meeting
December 9, 2022
YR 2023-**

3356-7-08 Leave without pay for extended serious health condition or disability, excluded professional/administrative staff.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: March 1998; April 2012; December 2017
Board Committee: University Affairs
Effective Date: December 9, 2022
Next Review: 2027

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its leave programs, it provides for and encourages preventive health care; physical, emotional, and mental well-being professional growth and development; and civic responsibility.
- (B) Parameters.
- (1) Duration. An employee may request a leave without pay for his or her own extended serious health condition or disability. This leave may be granted for a period of up to six months for an extended serious health condition or disability following the exhaustion of all accrued paid sick and/or vacation leave and unpaid leave pursuant to the Family Medical Leave Act (“FMLA”).
 - (2) All requests for unpaid leave must be supported by medical evidence from a physician (or duly qualified medical practitioner) indicating that the employee is unable to substantially and materially perform their job responsibilities for a specified period of time, a specific date by which it is anticipated the employee will be able to return to work, and any restrictions for the employee’s return to work.
 - (3) The granting of leave without pay is within supervisory discretion based on the business needs of the university and is subject to the final approval of the chief human resources officer, or designee.

- (4) In order to allow for the business needs of the university, the office of human resources may, in its discretion, require an employee to submit consecutive requests for leave.
 - (5) Employees requesting a leave without pay pursuant to this policy may be required to undergo an examination at the university's expense to confirm the state of the employee's health.
 - (6) The university will maintain all group insurance benefits for a full-time employee who has been employed by the university for at least one year prior to the employee commencing a leave without pay for an extended serious health condition or disability. The employee will be responsible for paying the employee's share of the health insurance cost during this leave. Failure of the employee to make payments in a timely manner may result in the loss of health insurance benefits.
- (C) Procedures.
- (1) Excluded professional/administrative staff requesting extended leave without pay for an extended serious health condition or disability must complete and forward to the office of human resources the "Request for Leave Form" specifying the reason for the leave, the anticipated duration of the leave and include appropriate medical documentation. Unless exigent circumstances exist, a completed request must be submitted at least thirty days in advance of the need for leave.
 - (2) If the leave without pay for an extended serious health condition or disability request is granted, human resources will notify the appropriate supervisor, administrator and/or division director.
 - (3) An employee who does not return at the conclusion of the approved leave should contact their Ohio pension plans regarding disability retirement eligibility or the office of human resources regarding possible long-term disability benefits provided by the university.

3356-7-08 Leave without pay for extended serious health condition or disability, excluded professional/administrative staff.

Responsible Division/Office: Human Resources
Responsible Officer: VP for Legal Affairs and Human Resources
Revision History: March 1998; April 2012; December 2017
Board Committee: University Affairs
Effective Date: ~~December 7, 2017~~ December 9, 2022
Next Review: ~~2022~~ 2027

- (A) Policy statement. The university is committed to employment practices that promote the health and welfare of its employees. Through its leave programs, it provides for and encourages preventive health care; physical, emotional, and mental well-being professional growth and development; and civic responsibility.
- (B) Parameters.
- (1) Duration. An employee may request a leave without pay for his or her own extended serious health condition or disability. This leave may be granted for a period of up to six months for an extended serious health condition or disability following the exhaustion of all accrued paid sick and/or vacation leave and unpaid leave pursuant to the Family Medical Leave Act (“FMLA”).
- ~~(2) Extension. An employee may request up to an additional six-month period of leave without pay for his or her own extended serious health condition or disability. This extension of leave without pay may be approved for up to an additional six-month period.~~
- ~~(2) The employee must provide~~ All requests for unpaid leave must be supported by medical evidence from a physician (or duly qualified medical practitioner) indicating that the employee ~~will be able~~ is unable to substantially and materially perform his or her their job responsibilities by for a specified date that is no later than one year from the beginning of the original leave without pay period of time, a specific date by which it is anticipated the employee will be able

to return to work, and any restrictions for the employee's return to work.

(3) The granting of leave without pay is within supervisory discretion based on the business needs of the university and is subject to the final approval of the chief human resources officer, or designee.

(4) In order to allow for the business needs of the university, the office of human resources may, in its discretion, require an employee to submit consecutive requests for leave.

~~(3)~~(5) Employees requesting a leave without pay ~~for an extended serious health condition or disability~~ pursuant to this policy may be required to undergo an examination at the university's expense to confirm the state of the employee's health.

~~(4)~~(6) The university will maintain all group insurance benefits for a full-time employee who has been employed by the university for at least one year prior to the employee commencing a leave without pay for an extended serious health condition or disability. The employee will be responsible for paying the employee's share of the health insurance cost during this leave. Failure of the employee to make payments in a timely manner may result in the loss of health insurance benefits.

~~(6) — Employees covered by collective bargaining should refer to their respective labor agreement.~~

(C) Procedures.

(1) Excluded professional/administrative staff requesting extended leave without pay for an extended serious health condition or disability ~~should~~ must complete and forward to the office of human resources the "Request for Leave Form" specifying the reason for the leave ~~and~~, the anticipated duration of the leave and include appropriate medical documentation as needed. ~~Whenever possible, the staff member should provide notification~~ Unless exigent circumstance exist, a completed request must be submitted at least thirty days in advance of the need for leave.

- (2) If the leave without pay for an extended serious health condition or disability request is granted, human resources will notify the appropriate supervisor, administrator and/or division director.
- (3) An employee who does not return at the conclusion of the approved leave ~~may be eligible to apply for disability retirement under one of the~~ should contact their Ohio pension plans or ~~for any~~ regarding disability retirement eligibility or the office of human resources regarding possible long-term disability benefits provided by the university, ~~or may otherwise be terminated by the~~ university.



**RESOLUTION TO APPROVE
THE APPOINTMENT OF VICE PRESIDENT FOR THE DIVISION OF
STUDENT AFFAIRS**

WHEREAS, the Division of Student Affairs is a critical operation of a state university enhancing, guiding and supporting students in every facet of their experience at Youngstown State University; and

WHEREAS, the Division has been comprised of three areas: the Office of the Dean of Students, the Office of Student Enrollment and Business Services and the Office Student Experience; and

WHEREAS, this Division will now be reorganized to create efficiencies which are in the best interest of the University and its students. The reorganization includes the Offices of Student Enrollment and Business Services and the Office of Student Experience reporting to the Division of Student Affairs and the Office of the Dean of Students will now report through the Office of Academic Affairs; and

WHEREAS, the Division will be led by a Vice President which requires approval of the Board of Trustees prior to the employment start date, pursuant to University Policy 3356-9-01, Selection, Appointment, and Evaluation of Executive Officers; and

WHEREAS, Vice President for Institutional Effectiveness and Board Professional, Mike Sherman has been the chief Executive Officer responsible for the university's effectiveness and planning agendas and liaison to the Board of Trustees and has led the Division with great success.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the appointment of Mike Sherman as Vice President for Student Affairs, Institutional Effectiveness and Board Professional.

**Board of Trustees Meeting
December 9, 2022
YR 2023-**



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO APPROVE
THE APPOINTMENT OF VICE PRESIDENT FOR THE DIVISION OF
WORKFORCE EDUCATION AND INNOVATION**

WHEREAS, the Division of Workforce Education and Innovation has been created to develop and engage the external industry partnerships, non-profit and local and state and federal organizations to expand workforce training initiatives; and

WHEREAS, the Division has expanded its footprint engaging in initiatives with most recently Foxconn, Ultium, Fanuc Robotics and more, as well as increasing the staff size to 18 employees; and

WHEREAS, this Division will play a critical role in the Collective Impact with the Community as outlined in the Plan for Strategic Actions to Take Charge of Our Futures; and

WHEREAS, the Division will be led by a Vice President which requires approval of the Board of Trustees prior to the employment start date, pursuant to University Policy 3356-9-01, Selection, Appointment, and Evaluation of Executive Officers; and

WHEREAS, Jennifer Oddo has been operating as the Executive Director since October 19, 2020 and has led the Division with great success.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the appointment of Jennifer Oddo as an externally-funded Vice President of the Division of Workforce Education and Innovation.

**Board of Trustees Meeting
December 9, 2022
YR 2023-**



**YOUNGSTOWN
STATE
UNIVERSITY**

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

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

WHEREAS, new appointments and other personnel actions have been made subsequent to the September 21, 2022, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2022-2023 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-05, Faculty Rank and Tenure for Designated Administrators; 3356-9-02, Selection, Appointment, and Annual Evaluation of Administrative Officers; 3356-7-42, Selection, Appointment, and Evaluation of Professional/Administrative Staff; 3356-7-43, Externally Funded University Positions; and 3356-7-36, Hiring and Selection Process, Evaluation and Compensation for Intercollegiate Athletic Coaches;

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

**Board of Trustees Meeting
December 9, 2022
YR 2023-**



YOUNGSTOWN
STATE
UNIVERSITY

SUMMARY OF PERSONNEL ACTIONS

Faculty Employees

7/16/2022 through 10/15/2022

Separations – 9

- Tenured – 8
- Term – 1

Appointments – 16

New Positions – 10

- Tenure Track/Probationary – 2
- Term – 8

Replacement Positions – 6

- Tenure Track/Probationary – 4
- Term – 2

Position Adjustments – 3

Tenure with Promotion – 10

Promotion Only – 16

Transfers – 2

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/ PROGRAM	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Blundell, Shelley	Faculty - Tenured	Associate Professor	Communication	9/16/2022	1.00	\$ 70,406.52	Resignation
Briley, Margaret	Faculty - Tenured	Assistant Professor	Teacher Education and Leadership Studies/ Teacher Education	7/29/2022	1.00	\$ 69,259.60	Retirement
Fagan, Diana	Faculty - Tenured	Professor	Chemical & Biological Sciences/Biology	8/20/2022	1.00	\$ 89,203.93	Retirement
Leary, Thomas	Faculty - Tenured	Associate Professor	Humanities and Social Sciences/History	7/31/2022	1.00	\$ 76,888.62	Retirement
Narcisse, Denise	Faculty - Tenured	Associate Professor	Humanities and Social Sciences/Sociology & Anthropology	8/22/2022	1.00	\$ 72,311.30	Retirement
Pohle-Krauza, Rachael	Faculty - Tenured	Professor	Health Professions/ Human Ecology	8/20/2022	1.00	\$ 82,445.58	Resignation
Price, Douglas	Faculty - Tenured	Associate Professor	Rayen School of Engineering/Civil, Environmental, & Chemical Engineering	8/20/2022	1.00	\$ 99,479.78	Retirement
Ulusoy, Emre	Faculty - Tenured	Associate Professor	Management & Marketing/Marketing	8/21/2022	1.00	\$ 117,756.76	Resignation
Hu, Wei	Faculty - Term	Lecturer	Rayen School of Engineering/Civil, Environmental, & Chemical Engineering	8/20/2022	1.00	\$ 64,600.00	Resignation

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Tenure Track/Probationary Appointments						
Choi, Jeong Hoon	Faculty	Associate Professor	Management & Marketing/Management	8/22/2022	1.00	\$ 112,000.00
DeSantis, John	Faculty	Assistant Professor	Rayen School of Engineering/Civil, Environmental, & Chemical Engineering	8/22/2022	1.00	\$ 75,500.00
Dudash, Shannon*	Faculty	Assistant Professor	Graduate Studies in Health and Rehabilitation Sciences/Physical Therapy	8/29/2022	1.00	\$ 71,000.00
Frank, David*	Faculty	Assistant Professor	Psychological Sciences and Counseling/Psychology	8/22/2022	1.00	\$ 55,660.00
Mela, Christopher	Faculty	Assistant Professor	Rayen School of Engineering/Electrical Engineering	8/22/2022	1.00	\$ 75,000.00
Zhang, Rongyao	Faculty	Assistant Professor	Lariccia School of Accounting & Finance/Accounting & Finance	8/22/2022	1.00	\$ 120,000.00
Term Appointments						
Cali, Sabrina*	Faculty	Lecturer	Health Professions/Kinesiology & Sport Science	8/22/2022	1.00	\$ 42,734.00
Howard, Adam*	Faculty	Lecturer	Dana School of Music & University Theatre/Theatre and Dance	8/22/2022	1.00	\$ 51,000.00
Kalkan, Bilal	Faculty	Lecturer	Psychological Sciences & Counseling/ Counseling, School Psychology & Educational Leadership	8/22/2022	1.00	\$ 48,000.00
Marotti, Sarah*	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 53,000.00
Mashiska, Shareece*	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 53,000.00
Morgan, Charles	Faculty	Lecturer	Social Work	8/22/2022	1.00	\$ 45,000.00
Salim, Ghassan*	Faculty	Lecturer	Rayen School of Engineering/Materials Science and Engineering	8/22/2022	1.00	\$ 60,000.00
Sui, Li*	Faculty	Lecturer	Chemical & Biological Sciences/Biology	8/22/2022	1.00	\$ 50,000.00

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

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Van Dyke, Charles*	Faculty	Lecturer	Criminal Justice and Consumer Sciences/Criminal Justice	8/22/2022	1.00	\$ 42,734.00
Walker, Jennifer*	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 53,000.00
<i>*New Positions</i>						

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Heasley, Randi	Faculty - Term	Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 60,000.00	\$ 48,960.00
Moldovan, Stefan	Faculty - Tenure Track	Assistant Professor	Rayen School of Engineering/ Mechanical Engineering	8/22/2022	1.00	\$ 75,000.00	\$ 66,896.70
Wright, Jessie	Faculty - Tenure Track	Assistant Professor / Lecturer	Lariccia School of Accounting & Finance/ Accounting & Finance	8/22/2022	1.00	\$ 120,000.00	\$ 60,639.00

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
FACULTY TENURE AND PROMOTION

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/OLD POSITION TITLE	DEPARTMENT - PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Blank, Sheila	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 69,026.00	\$ 58,813.25
Brozina, S. Cory	Tenured/ Tenure Track	Associate Professor & Director/ Assistant Professor & Director	Rayen School of Engineering/Mechanical Engineering & Dean - STEM	8/22/2022	0.86/ 0.14	\$ 92,554.66	\$ 86,691.89
Cahn-Lipman, Kivie	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Dana School of Music and University Theatre/Dana School of Music	8/22/2022	1.00	\$ 69,026.00	\$ 57,909.14
Farris, Johnathan	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Art	8/22/2022	1.00	\$ 69,026.00	\$ 60,011.70
Fusco, Lori	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 70,276.00	\$ 58,813.25
Genc, Omer	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Management & Marketing/Marketing	8/22/2022	1.00	\$ 121,223.27	\$ 113,797.32
Kirova, Alena	Tenured/ Tenure Track	Associate Professor / Assistant Professor	English & World Languages/ World Languages and Cultures & English	8/22/2022	0.50/ 0.50	\$ 69,026.00	\$ 57,909.16
Pettitt, Nicole	Tenured/ Tenure Track	Associate Professor / Assistant Professor	English & World Languages/ English	8/22/2022	1.00	\$ 69,026.00	\$ 57,909.14

**YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
FACULTY TENURE AND PROMOTION**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/OLD POSITION TITLE	DEPARTMENT - PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Powe, Nicolette	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Graduate Studies in Health & Rehabilitation Sciences/ Master of Public Health	8/22/2022	1.00	\$ 69,026.00	\$ 62,154.72
Woods, Sherri	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Social Work	8/22/2022	1.00	\$ 70,276.00	\$ 59,159.14

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
FACULTY PROMOTION ONLY

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Armstrong, Felicia	Faculty - Tenured	Professor / Associate Professor	Physics, Astronomy, Geology & Environmental Sciences/ Geology & Environmental Studies	8/22/2022	1.00	\$ 81,907.68	\$ 75,007.53
Bileci, Meghan	Faculty - Term	Senior Lecturer / Lecturer	Social Work	8/22/2022	1.00	\$ 48,925.00	\$ 44,461.18
Burden, Edward	Faculty - Term	Senior Lecturer / Lecturer	Rayen School of Engineering/ Electrical Engineering	8/22/2022	1.00	\$ 67,066.06	\$ 63,398.10
Caguiat, Jonathan	Faculty - Tenured	Professor / Associate Professor	Chemical & Biological Sciences/Biology	8/22/2022	1.00	\$ 80,829.00	\$ 73,757.53
Cortes, Pedro	Faculty - Tenured	Professor / Associate Professor	Rayen School of Engineering/Civil, Environmental, & Chemical Engineering	8/22/2022	1.00	\$ 88,014.17	\$ 80,994.28
Cruz, Courtney	Faculty - Term	Senior Lecturer / Lecturer	Teacher Education and Leadership Studies/Teacher Education	8/22/2022	1.00	\$ 48,925.00	\$ 44,461.18
Denison, Maria	Faculty - Term	Senior Lecturer / Lecturer	Dana School of Music & University Theatre/ Theatre and Dance	8/22/2022	1.00	\$ 62,518.87	\$ 58,940.07
Dicken, Todd	Faculty - Term	Senior Lecturer / Lecturer	Dana School of Music & University Theatre/ Theatre and Dance	8/22/2022	1.00	\$ 61,467.32	\$ 57,909.14

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
FACULTY PROMOTION ONLY

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Larwin, Karen	Faculty - Tenured	Professor / Associate Professor	Teacher Education and Leadership Studies/Teacher Education	8/22/2022	1.00	\$ 86,339.47	\$ 79,352.42
Lipscomb, Nora	Faculty - Term	Senior Lecturer / Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 58,146.71	\$ 54,653.64
Lyda, Kelsey	Faculty - Term	Senior Lecturer / Lecturer	Rayen School of Engineering/ Mechanical Engineering	8/22/2022	1.00	\$ 57,053.52	\$ 53,581.88
McClusky, Paula	Faculty - Term	Senior Lecturer / Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 58,146.71	\$ 54,653.64
Peck, Teresa	Faculty - Term	Senior Lecturer / Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 57,053.52	\$ 53,581.88
Shortreed, Mary	Faculty - Tenured	Associate Professor/ Assistant Professor	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 70,785.24	\$ 65,573.76
Viviano, Anthony	Faculty - Term	Senior Lecturer / Lecturer	Rayen School of Engineering/ Mechanical Engineering	8/22/2022	1.00	\$ 70,634.63	\$ 66,896.70
Vuksanovich, Brian	Faculty - Tenured	Professor / Associate Professor	School of Computer Science, Information, & Engineering Technology/School of Technology	8/22/2022	1.00	\$ 82,434.85	\$ 75,524.36

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
TRANSFERS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	SALARY
Hughes, Tiffany	Faculty	Associate Professor	Master of Health & Human Services/ Social Work	8/22/2022	1.00	\$ 71,814.65
VanDussen, Daniel	Faculty	Professor	Master of Health & Human Services/ Social Work	8/22/2022	1.00	\$ 86,293.47



YOUNGSTOWN
STATE
UNIVERSITY

SUMMARY OF PERSONNEL ACTIONS

Professional Administrative

7/16/2022 through 10/15/2022

Separations – 16

- Professional Administrative Staff – 8
- Excluded – 3
- Externally Funded – 5

Appointments – 26

New Positions – 8

- Externally Funded – 8

Replacement Positions – 18

- Professional Administrative Staff – 12
- Excluded – 3
- Externally Funded – 3

Reclassifications/Position Adjustments – 19

- Professional Administrative – 7
- Excluded – 8
- Externally Funded – 4

Promotions – 17

- Professional Administrative – 4
- Excluded – 7
- Externally Funded – 6

Salary Adjustments – 17

- Professional Administrative – 8
- Excluded – 3
- Externally Funded – 6

Transfers – 1

- Excluded – 1

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Bettura, Matthew	APAS	Coordinator OCAT	College Access and Transition	10/3/2022	1.00	\$ 47,000.00	Resignation
Kirkpatrick, Jennifer	APAS	Specialist	Art	8/5/2022	1.00	\$ 50,098.78	Resignation
Paydock, Joseph	APAS	Success Coordinator	First Year Student Services	9/2/2022	1.00	\$ 44,517.90	Resignation
Sallustio, Edward	APAS	Success Coordinator	First Year Student Services	8/22/2022	1.00	\$ 43,000.00	Resignation
Scott, Brenda	APAS	Coordinator Transition and Mentor Programs	Diversity and Inclusion	8/26/2022	1.00	\$ 47,688.12	Resignation
Shaffer, Samantha	APAS	Coordinator Student Conduct	Housing	8/26/2022	1.00	\$ 46,588.50	Resignation
Stone Wolbrecht, Tiffany	APAS	Planetarium Lecturer	Ward Beecher Planetarium	8/31/2022	0.50	\$ 21,470.03	Resignation
Williams-Morrison, Susan	APAS	Coordinator Costume Shop	Theater and Dance	8/26/2022	1.00	\$ 52,000.00	Resignation
Edwards, Justin	Excluded	Director	Career Exploration & Development	7/31/2022	1.00	\$ 66,507.67	Resignation
Factor, Lori	Excluded	Director - Community Engagement Events	Performing Arts Series	8/17/2022	1.00	\$ 67,726.95	Resignation
Gardner, Ann	Excluded	Associate Director International Programs	International Programs Office	10/7/2022	1.00	\$ 74,541.60	Resignation
Bock, Jodie	Externally Funded	Instruction Specialist	Rich Center for Autism	8/19/2022	1.00	\$ 28,956.45	Resignation
Considine, Brendan	Externally Funded	Class Supervisor Technology Coordinator	Rich Center for Autism	8/5/2022	1.00	\$ 56,665.28	Resignation

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Crawford, Denis	Externally Funded	Training Coordinator WEP	Center for Workforce Education & Innovation	8/2/2022	1.00	\$ 45,900.00	Resignation
Lewis, Adam	Externally Funded	Site Coordinator	Center for Human Services Development	7/31/2022	0.74	\$ 30,192.00	Resignation
Mummareddy, Bhargavi	Externally Funded	Research Associate	Civil Environmental & Chemical Engineer	7/26/2022	1.00	\$ 66,300.00	Resignation

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Brewer, Jonathon	APAS	Coordinator and Audio - Video Engineer	Dean Cliffe College of Creative Arts	9/1/2022	1.00	\$ 45,000.00
Cerimele, Carmel	APAS	Coordinator - Housing Residence Life	Housing	8/16/2022	1.00	\$ 35,568.00
Conley, Morgan	APAS	Counselor Financial Aid	Financial Aid and Scholarships	7/25/2022	1.00	\$ 35,568.00
Henline, Allison	APAS	Assistant Director Alumni Engagement	Alumni Engagement	9/6/2022	1.00	\$ 44,006.00
Kline, Bryan	APAS	Success Coordinator	First Year Student Services	8/16/2022	1.00	\$ 43,000.00
Mains, Amy	APAS	Counselor Financial Aid	Financial Aid and Scholarships	7/18/2022	1.00	\$ 35,568.00
Milliron, Kari	APAS	Senior Academic Advisor 1	Dean Bitonte College Health & Human	10/3/2022	1.00	\$ 46,500.00
Nan, Samantha	APAS	Program Coordinator Strategic Communications	Dean Cliffe College of Creative Arts	8/16/2022	1.00	\$ 55,000.00
Potkanowicz, Rebecca	APAS	Coordinator	Undergraduate Admissions	8/1/2022	1.00	\$ 40,000.00
Vinkler, Susan	APAS	Clinical Coordinator Graduate Nursing Program	Nursing	8/8/2022	1.00	\$ 50,000.00
Vitulo, Brooke	APAS	Coordinator	Undergraduate Admissions	9/6/2022	1.00	\$ 40,000.00
Williams-Morrison, Susan	APAS	Coordinator Costume Shop	Theater and Dance	8/16/2022	1.00	\$ 52,000.00
DiLullo, Michelle	Excluded	Staff Auditor	Internal Audit	8/16/2022	1.00	\$ 45,000.00
Melnik, Sean	Excluded	Associate Director	IT Training Services	7/18/2022	1.00	\$ 81,000.00
Nave, Lance	Excluded	Associate Director Residence Life	Housing	8/9/2022	1.00	\$ 58,500.00
Banoth, Santhoshkumar*	Externally Funded	Visiting Scientist	Civil Environmental & Chemical Engineer	8/25/2022	1.00	\$ 67,000.00
Binsley, Jenna*	Externally Funded	Manager - Institute Launch and Strategy - The James P Tressel Institute for Leadership and Teamwork	Center for Workforce Education & Innovation	8/22/2022	1.00	\$ 60,000.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Cashbaugh, Marissa	Externally Funded	Instruction Specialist	Rich Center for Autism	9/26/2022	1.00	\$ 24,651.00
Craig, William*	Externally Funded	Program Manager Workforce Training Robotics and Automation	Center for Workforce Education & Innovation	8/8/2022	1.00	\$ 82,000.00
Loveland, Scot*	Externally Funded	Procurement Counselor	Dean - WCBA	7/18/2022	1.00	\$ 60,000.00
Morgione, Dominic*	Externally Funded	Associate Director Business Development and Industry Partnerships	Center for Workforce Education & Innovation	8/15/2022	1.00	\$ 64,000.00
Pawlik, Lawrence*	Externally Funded	Technical Director Advanced Manufacturing and Facilities Engineering	Excellence Training Center	8/1/2022	1.00	\$ 85,000.00
Philpot, Robert*	Externally Funded	Program Manager Workforce Training and Industrial Electrical	Center for Workforce Education & Innovation	8/1/2022	1.00	\$ 82,000.00
Yelamanchi, Bharat*	Externally Funded	Research Associate	Civil Environmental & Chemical Engr	9/16/2022	1.00	\$ 67,000.00
Ericksen, Nicole	Externally Funded	Co-Coordinator English Festival	English	8/16/2022	0.25	\$ 6,922.50
Mc Master, Ann	Externally Funded	Co-Coordinator English Festival	English	8/16/2022	0.25	\$ 6,922.50

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

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD FTE	NEW SALARY	PREVIOUS SALARY
Austin, Nikeesha	APAS	Academic Advisor 2 / Academic Advisor 1	Dean - WCBA	8/16/2022	1.00	\$ 39,907.30	\$ 36,279.36
Carfolo, Susan	APAS	Senior Academic Advisor 2 / Senior Academic Advisor 1	Dean - WCBA	8/16/2022	1.00	\$ 54,770.58	\$ 49,791.44
Eisnaugle, Sarah	APAS	Coordinator OCAT / Program Coordinator OCAT	College Access and Transition	7/16/2022	1.00	\$ 48,565.72	\$ 46,253.06
Hale, Taryn	APAS	Senior Counselor Penguin Service Center / Counselor Penguin Service Center	Registration & Records	9/16/2022	1.00	\$ 39,134.34	\$ 37,270.80
Henning, Karen	APAS	Senior Academic Advisor 2 / Senior Academic Advisor 1	Dean Beeghly College of Liberal Arts, Social Science & Education	5/1/2022	1.00	\$ 64,727.74	\$ 61,063.91
Nickells, Adam	APAS	Senior Web Developer / Web Developer	Marketing & Communications	7/16/2022	1.00	\$ 47,319.00	\$ 38,924.97
Pendleton, Sandra	APAS	Senior Academic Advisor 1 / Academic Advisor 2	Dean - WCBA	8/16/2022	1.00	\$ 49,368.00	\$ 44,880.00
Egleton, Tysa	Excluded	Interim University Registrar / Director and Associate Registrar	Registration & Records	8/16/2022	1.00	\$ 90,154.00	\$ 78,392.61
Felix, Julie	Excluded	Associate Registrar / Associate Director Records	Registration & Records	10/1/2022	1.00	\$ 73,326.42	\$ 66,660.38
Herman, Jeanne	Excluded	AVP Institutional Effectiveness/ University Registrar	Registration & Records	8/1/2022	1.00	\$ 122,744.24	\$ 111,585.67

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

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD	NEW SALARY	PREVIOUS SALARY
Hrusovski, Sherri	Excluded	Director STEM Professional Services	Dean - STEM	7/16/2022	1.00	\$ 78,896.80	\$ 68,605.91
Kightlinger, Therese	Excluded	Manager / Administrator Student Field Experience	Student Field Experiences	8/1/2022	1.00	\$ 62,000.00	\$ 56,543.03
Kucharski, Debora	Excluded/ APAS	Interim Director/ Academic Advisor 2	Dean - STEM	7/16/2022	1.00	\$ 57,043.56	\$ 52,894.94
Page, Leslie	Excluded	Temporary Success Coordinator/ Director	First Year Student Services	9/16/2022	0.63/ 1.00	\$ 31,000.00	\$ 69,563.38
Zembower, Sharyn	Excluded	Associate Director / Manager, IT Service Desk & Training	IT Customer Services	7/16/2022	1.00	\$ 85,000.00	\$ 76,500.00
Cianciola, Elizabeth	Externally Funded	Interim Director/ Research Evaluation Associate	Center for Human Services Development	7/16/2022	1.00	\$ 60,000.00	\$ 49,735.00
DeFino, Mary	Externally Funded	Coordinator Business Operations / Center Operations Coordinator	Rich Center for Autism	9/1/2022	1.00	\$ 40,000.00	\$ 31,142.66
Kassos, Pamela	Externally Funded	Transition Coach / Lead Instruction Specialist	Rich Center for Autism	9/1/2022	1.00	\$ 40,483.57	\$ 34,983.57
Leeworthy, Jason	Externally Funded	Systems Administrator / Training Coordinator WEP	Center for Workforce Education & Innovation	8/1/2022	1.00	\$ 48,000.00	\$ 45,900.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
PROMOTIONS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Duffy, Scott	APAS / ACE	Coordinator Gifts Accounting / Financial Aid Loan Specialist 2	Controller's Office / Financial Aid & Scholarships	9/1/2022	1.00	\$ 45,000.00	\$ 37,856.00
Miller, Carrie	APAS / Externally Funded	Success Coordinator / Administrative Assistant 1	First Year Student Services / Upward Bound	8/16/2022	1.00/ .75	\$ 43,000.00	\$ 18,428.80
Myers, Jennifer	APAS	Senior Academic Advisor 1 / Success Coordinator	Dean Bitonte College Health & Human / First Year Student Services	7/16/2022	1.00	\$ 49,000.00	\$ 44,549.40
Soles, Jennifer	APAS	Senior Academic Advisor 1 / Academic Advisor 2	Dean Beeghly College of Liberal Arts, Social Science & Education/ Dean WCBA	8/16/2022	1.00	\$ 45,000.00	\$ 39,600.23
Giblin, Sean	Excluded/ APAS	Assistant Director / Coordinator	Envir Occupational Health & Safety	9/1/2022	1.00	\$ 61,000.00	\$ 49,470.00
Markowitz, Ronald	Excluded / APAS	Associate Director Operations & Events /Coordinator Adventure Recreation	Kilcawley Center / Andrews Student Recreation & Wellness Center	10/16/2022	1.00	\$ 57,000.00	\$ 46,454.31
Massaro, Megan	Excluded	Business Systems Administrator / Organization Development Officer	IT Application Services / Human Resources	8/16/2022	1.00	\$ 72,000.00	\$ 60,192.34
Saenger, Christina	Excluded / Faculty	Associate Dean / Associate Professor	Dean - WCBA / Marketing	9/16/2022	1.00	\$ 165,000.00	\$ 135,523.24

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
PROMOTIONS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Schoenfeld, Melissa	Excluded	Business Manager Facilities and Print Operations / Print Supervisor	Facilities Maintenance / Printing Services	10/1/2022	1.00	\$ 49,878.00	\$ 40,144.00
Scrocco, Frank	Excluded	Associate Director / Manager	Registration & Records / Financial Aid & Scholarships	7/16/2022	1.00	\$ 60,000.00	\$ 58,374.24
Tomhave, Alan	Excluded	Associate Dean / Professor & Chair	Dean - Beeghly College Liberal Arts, Social Science & Education- Philosophy & Religious Studies	7/16/2022	1.00	\$ 128,000.00	\$ 82,445.58
Cornell, Amy	Externally Funded	Classroom Mentor Lead Instruction Specialist / Lead Instruction Specialist	Rich Center for Autism	10/1/2022	1.00	\$ 39,481.00	\$ 35,980.84
Mancini, Anthony	Externally Funded	Lead Instruction Specialist / Instruction Specialist	Rich Center for Autism	9/30/2022	1.00	\$ 32,957.00	\$ 28,956.45
Manofsky, Cynthia	Externally Funded	Project Administrator / Business Operations Specialist 2	Excellence Training Center / Mechanical Engineering	8/1/2022	1.00	\$ 54,000.00	\$ 40,497.60
Moore, Kimberly	Externally Funded	Lead Instruction Specialist / Instruction Specialist	Rich Center for Autism	9/16/2022	1.00	\$ 28,261.00	\$ 25,260.71
Pfingstl, Rebecca	Externally Funded	Coordinator / Career & Academic Advisor 1	Career Exploration & Development	7/16/2022	1.00	\$ 42,000.00	\$ 37,560.02
Porch, Erica	Externally Funded	Classroom Mentor Lead Instruction Specialist / Lead Instruction Specialist	Rich Center for Autism	9/16/2022	1.00	\$ 37,538.00	\$ 34,037.17

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
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
Bannon, Crystal	APAS	Assistant Director	Career Exploration & Development	8/1/2022	1.00	\$ 52,325.98	1.00	\$ 51,347.93
Cameron, Christy	APAS	Budget Administrator	Kilcawley Center	8/16/2022	1.00	\$ 68,798.63	1.00	\$ 67,449.64
Gary, Sarah	APAS	Coordinator Center Career Management	Dean - WCBA	9/1/2022	0.75	\$ 28,450.35	0.50	\$ 18,966.90
Hinebaugh, Lorraine	APAS	Software Integration Architect	IT Application Services	9/16/2022	1.00	\$ 92,620.78	1.00	\$ 88,210.26
Jesko, Carolyn	APAS	Assistant Director Programming	Student Activities	8/16/2022	1.00	\$ 44,125.12	1.00	\$ 42,428.00
Mattiussi, Carla	APAS	Coordinator Career Development	Career Exploration & Development	10/1/2022	1.00	\$ 50,350.09	1.00	\$ 48,413.55
Queen, Michael	APAS	Coordinator Student Involvement	Student Activities	8/16/2022	1.00	\$ 38,016.22	1.00	\$ 37,270.80
Wolfgang, Susan	APAS	Coordinator Student Placement	Student Field Experiences	8/1/2022	1.00	\$ 54,759.50	0.75	\$ 39,113.93
Anderson, Carolyn	Excluded	Associate Director	Student Activities	8/16/2022	1.00	\$ 56,350.37	1.00	\$ 54,709.10
Leeper, Kathleen	Excluded	Associate Director	Kilcawley Center	8/16/2022	1.00	\$ 68,328.46	1.00	\$ 66,338.31
Young, John	Excluded	Executive Director	Kilcawley Center	8/16/2022	1.00	\$ 86,117.19	1.00	\$ 82,804.99
Campolito, Erika	Externally Funded	Classroom Supervisor	Rich Center for Autism	7/16/2022	1.00	\$ 42,691.66	1.00	\$ 38,810.60
Considine, Brendan	Externally Funded	Class Supervisor Technology Coordinator	Rich Center for Autism	7/16/2022	1.00	\$ 56,665.28	1.00	\$ 53,966.93
Corpa, Joseph	Externally Funded	Board Certified Behavior Analyst	Rich Center for Autism	7/16/2022	1.00	\$ 55,318.77	1.00	\$ 50,289.79
May, Tia	Externally Funded	Classroom Supervisor	Rich Center for Autism	7/16/2022	1.00	\$ 47,815.95	1.00	\$ 45,539.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
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
Rach, Julia	Externally Funded	Board Certified Behavior Analyst	Rich Center for Autism	7/16/2022	1.00	\$ 49,360.53	1.00	\$ 47,010.03
Johnson, Phyllis	Externally Funded	University Partnership Program Coordinator	Social Work	9/16/2022	0.50	\$ 36,691.00	0.50	\$ 34,943.34

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
TRANSFERS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	SALARY
Gardner, Ann	Excluded	Associate Director International Programs / Associate Director	International Programs Office / Equal Opportunity & Policy Compliance	9/1/2022	1.00	\$ 74,541.60



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 SEPARATION	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

YOUNGSTOWN STATE UNIVERSITY MEDICAL AND PRESCRIPTION INSURANCE COST OVERVIEW

December 8, 2022



YOUNGSTOWN
STATE
UNIVERSITY

Office of Human
Resources

Premium Increase History

Premium Rates are based on
24 Months of Claims + Health Care Trends + % of Claims Over
Stop Loss Employer Limit of \$225,000

7/1/18 Med/RX Renewal +5.49%

7/1/19 Med/RX Renewal +8.66%

7/1/20 Med/Rx Renewal +8.96%

7/1/21 Med/RX Renewal +5.76%

7/1/22 Med/Rx Renewal +4.45% With Plan Implemented Changes (see next slide).
Without Plan Changes Renewal Increase Estimated at an increase of at least 8%



YOUNGSTOWN
STATE
UNIVERSITY

Information from USI Insurance Services

PLAN IMPLEMENTED CHANGES

In-Network Co-Insurance payment rate changed from 90% YSU/10% Employee to 85% YSU/15% Employee

In-Network Deductible limit changed from \$250 Single/\$500 Family to \$350 Single/\$700 Family

Out-of-Network Co-Insurance payment rate changed from 70% YSU/30% Employee to 60% YSU/40% Employee

Co-Insurance Limit changed from \$925 Single/\$1725 Family to \$1000 Single/\$2000 Family

Prescription Coverage Changed from
Generic RX Max \$4
Preferred RX Max \$10
Non-Preferred 25% to Max \$30
to
Generic RX 20% to Max \$5
Preferred RX 25% to Max \$35
Non-Preferred 25% to Max \$75

Primary/Specialist Office Care Cost Changed from \$15 for either Primary or Specialist Office Visit to \$20 for Primary Office Care and \$35 for Specialist Care Visit

Advanced Practicing Nurse Office Care Changed from \$10 to \$15

Emergency Room Visit Changed from \$75 to \$200

Employee/YSU Share of Premium Cost Changed from 15% Employee/85% YSU to 18% Employee/82% YSU



YSU Rolling 12 Month Summary Medical and Pharmacy

Experience Period	11/1/2020-10/31/2021	10/1/2021-9/30/2022	Change
Average Enrollment	938	922	-1.73
Medical Claims	\$13,427,225	\$16,028,294	+19.28%
RX Claims	\$3,571,982	\$3,630,170	+1.63%
Total Plan Gross Costs	\$18,931,470	\$21,871,561	+9.71%
Stop Loss Reimbursement	(\$2,471,046)	(\$3,883,324)	+22.37%
Total Plan Net Costs (Gross Costs Less Reimbursement)	\$16,460,425	\$17,988,237	+9.28



Medical and Prescription Large Claim Summary

Claims	2021-2022 Plan Plan Year-to-Date 7/1/2021-10/31/2021	2022-2023 Plan Plan Year-to-Date 7/1/2022-10/31/22
Number of Claims Over \$225,000	1	4
Claims Over \$100,000 (excluded claims over \$225,000)	8	4
Average Medical Claim Over \$100,000	\$191,730	\$270,250
Total All Claims	\$4,553,053	\$6,001,785
Claims Over \$100,00 as a % of Total Claims	34.26%	26.07%



Information from USI Insurance Services

2022-2023 Premiums Rates and Contributions*

PPO Plan	Employee Portion	YSU Portion	Total
Single	\$86.49	\$394.03	\$480.52
Single + 1	\$172.98	\$788.04	\$961.02
Family	\$237.85	\$1083.56	\$1321.41

YSU also offers a Consumer Driven High Deductible Health Care Plan and annually contributes \$500 for Single Plan and \$1000 for a Family Plan to an Employee's Health Savings Account

Consumer Driven/High Deductible Plan	Employee Portion	YSU Portion	Total
Single	\$54.16	\$306.90	\$361.06
Family	\$148.93	\$843.97	\$992.90

99% of Eligible Employees Enroll in the PPO Plan

1% of Eligible Employees Enroll in the Consumer Driven/High Deductible
Health Care Plan



* Based on 24 Pays

COST CONTAINMENT & PREVENTION PROGRAMS

YSU Wellness Program

Express Scripts Mail Program

Save-On RX Program to identify high-cost RX and find lower priced alternative

Expanded member outreach to emphasis preventive care visits

- Breast Cancer Screenings
- Cervical Cancer Screenings
- Colorectal Cancer Screenings
- Diabetes Screening
- Annual Preventive Wellness Visit

Outreach to targeted members (51) for Lark Health Health Early Adopter Program

Outreach to members (1283) with Chronic Conditions focusing on

- Weight Management
- Stress Management

Senior Assist Program

- Information and assistance to members caring for senior family members



Thank you!

Additional questions or details

Cynthia Kravitz, AVP Human Resources

cakravitz@ysu.edu



Office of Human
Resources

Division of Student Affairs: Office of the Dean of Students

Board of Trustees
University Affairs
December 2022



Primary Function

Provide support to students experiencing a variety of extenuating circumstances, while "connecting the dots," addressing barriers, and maintaining safety

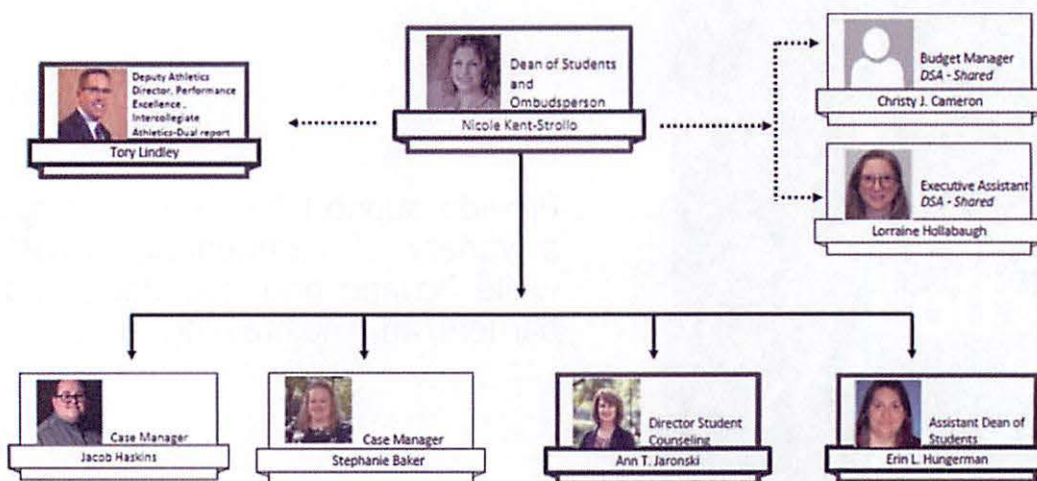


Areas of Responsibility

- Dean of Students and Ombudsperson
- Community Standards and Student Conduct
- Student Counseling Services
- Case Management
- Compass Rape Crisis Counseling and Sojourner Domestic Violence Program (MOU)
- Student Athlete Well-being (dual report)



Dean of Students Org Chart



Fall 2021 DOS Student : Staff Comparison

Institution	Student Total Headcount (Including Graduate Level)	Dean of Students / Ombuds /Case Management	Student Counseling Services	Community Standards and Student Conduct FTE	Gender and Relationship Violence Support Services	Administrative Support (includes all areas)	Total for Office of the Dean of Students	Office of the DOS Staff : Student Ratio (Based on Total Student Head Count, not FTE) *
Bowling Green State University (Main, distance e-campus)	Total 19,597 FTE 17,075	2.5 Admin staff serve as Ombuds	10 + 9 Interns / Trainees	2.5	3	1 – DOS 2 – SCS 1 - GRVSS	31	1:632
Kent State University (All branches)	Total 41,990 FTE 28,021	3 + 1 Ombuds	15.65 (Number includes Interns)	4	3	1 – DOS 3 - SCS	30.65	1:1,370
Miami University	Total 19,216 FTE 18,880	4	14	5	Incorporated in DOS duties	1 – DOS 3 - SCS	27	1:711
Ohio University (All branches and e-learning)	Total 21,148 FTE 18,324	4	26.5 + 11 GA / Trainees	4	3	1 – DOS 1 – Conduct 1 - SCS	47.5	1:445
Wright State University	Total 11,469 FTE ?	2	11	2	Outsourced	1 – Bus Mgr	16	1:717
Youngstown State University	TOTAL 11,298 FTE 9,031	3	3	2	MOU – Staff not employed by YSU	1 – SCS .3 – Bus Mgr .3 – Exec Asst	9.6	1:1,177

Student Total Headcount and Student FTE Source: 2021 Fall 15th Day Enrollment Statistics, Peer University websites, Peer contacts
* Total Student Headcount includes all campuses, graduate and undergraduate student counts



2021 DSA YSU Salary Analysis

Title	Average Salary by Position 2021						Position Average	% YSU Compared to Average
	BGSU	Kent	Miami	OU	WSU	YSU/Payroll Report		
The Office of the Dean of Students								
Dean of Students & Ombudsperson	\$107,100.00	\$110,175.00	\$153,250.00		\$110,255.00	\$99,000.00	\$115,956.00	-17%
Case Manager, Student Advocacy & Support						\$43,000.00	\$43,000.00	0%
Assistant Dir, Student Advocacy & Support						\$63,107.09	\$63,107.09	0%
Associate Director Student Conduct and Dir Res Life/Assistant Dean of Students for Community Standards, Advocacy & Conduct (DOS FOAP)						\$64,200.00	\$64,200.00	0%
Coordinator, Student Conduct (Housing FOAP) (Michael .S/Samantha .S in FY21)		\$47,940.00			\$59,928.00	\$60,640.00	\$45,000.00	-18%
Director, Student Counseling Services	\$94,690.00	\$118,736.00	\$108,000.00	\$126,250.00	\$131,181.00	\$102,504.90	\$113,551.98	-11%
Administrative Assistant II, Student Counseling Services			\$46,662.00	\$41,332.00			\$43,997.00	0%
Business Ops Specialist II, Student Counseling Services						\$67,246.40	\$67,246.40	0%
Assistant Director, Student Counseling Services						\$78,160.54	\$78,160.54	0%
Clinical Counselor, Student Counseling Services (COVID Funding)		\$39,535.00		\$59,561.00		\$51,000.00	\$50,032.00	2%
Shared DSA Positions								
Budget Manager, Division of Student Affairs (paid out of SE)			\$104,512.00		\$84,889.00	\$67,128.00	\$85,509.67	-27%
Executive Assistant, Division of Student Affairs (paid out of DOS)				\$50,004.00	\$32,000.00	\$43,000.00	\$41,668.00	3%



Office of the Dean of Students

Classification Summary

Classification	FY18		FY19		FY20		FY21		FY22	
	Average Salary	FTE	Average Salary	FTE	Average Salary	FTE	Average Salary	FTE	Average Salary	FTE
The Office of the Dean of Students										
Director, Student Outreach & Support/Dean of Students & Ombudsperson	56,500.00	1.0	57,065.00	1.0	58,206.30	1.0	99,000.00	1.0	100,485.00	1.0
Associate Director, Student Conduct/Director, Title IX	61,732.00	1.0	62,949.82	1.0	0.00	0.0	0.00	0.0	0.00	0.0
Care Manager, Student Advocacy & Support	0.00	0.0	0.00	0.0	0.00	0.0	43,000.00	1.0	43,645.00	1.0
Assistant Dir., Student Advocacy & Support	0.00	0.0	0.00	0.0	0.00	0.0	63,307.09	1.0	65,053.70	1.0
Associate Director Student Conduct and Dir. Res Life/Assistant Dean of Students for Community Standards, Advocacy & Conduct	0.00	0.0	57,000.00	1.0	57,000.00	1.0	64,200.00	1.0	65,163.00	1.0
Coordinator, Student Conduct (Housing FOAP)	0.00	0.0	0.00	0.0	36,290.00	1.0	45,000.00	1.0	45,675.00	1.0
Administrative Assistant II, DOS	65,019.20	1.0	65,996.80	1.0	0.00	0.0	0.00	0.0	0.00	0.0
Administrative Assistant II, DOS	62,192.00	0.5	63,169.60	0.5	0.00	0.0	0.00	0.0	0.00	0.0
Executive Assistant, Division of Student Affairs	0.00	0.0	0.00	0.0	33,600.00	1.0	0.00	0.0	0.00	0.0
	246,443.20	3.5	306,580.72	4.5	185,391.30	4.0	314,307.09	5.0	320,021.70	5.0
Director, Student Counseling Services	99,500.00	1.0	100,495.00	1.0	102,504.90	1.0	102,504.90	1.0	104,042.47	1.0
Administrative Assistant II/Business Ops Specialist II, Student Counseling Services	0.00	0.0	0.00	0.0	67,246.40	1.0	67,246.40	1.0	68,078.40	1.0
Assistant Director, Student Counseling Services	73,430.00	1.0	74,164.30	1.0	75,647.59	1.0	78,160.54	1.0	79,332.95	1.0
Clinical Counselor, Student Counseling Services (COVID Funding)	0.00	0.0	0.00	0.0	0.00	0.0	51,000.00	1.0	51,765.00	1.0
Secretary, Student Counseling Services	35,894.00	0.5	25,769.60	1.0	0.00	0.0	0.00	0.0	0.00	0.0
	209,824.00	2.5	201,428.90	3.0	245,398.89	3.0	298,911.84	4.0	303,218.82	4.0
Executive Assistant, Division of Student Affairs Shared Position (paid out of DOS)	0.00	0.0	0.00	0.0	0.00	0.0	43,000.00	1.0	43,645.00	1.0
	0.00	0.0	0.00	0.0	0.00	0.0	43,000.00	1.0	43,645.00	1.0
	456,267.20	6.0	508,009.62	7.5	430,798.19	7.0	656,218.91	10.0	666,885.52	10.0
Shared DSA Positions										
Budget Manager, Division of Student Affairs (paid out of SE)	62,000.00	1.0	62,620.00	1.0	63,872.40	1.0	65,189.85	1.0	66,127.10	1.0



Overarching Responsibilities

- Response and support during crisis
- CARE Team
- Maxient oversight
- Student mental health services
- Student conduct
- Assistance with food, housing, and financial insecurity
- Education and outreach related to health, wellness, and safety
- Post-hospitalization follow-up
- Medical leave and withdrawal
- Student complaints
- Assistance with academic grievances
- Admissions review



Office of the Dean of Students

Refer a Penguin of Concern	CARE Team	Medical Leave / Withdrawal	Parenting Penguins
Student Complaint System	LGBTQIA+ Resources	Food, Housing, and Financial Insecurity	Ombuds Services
Gender and Relationship Violence Support Services	Campus Free Speech	Case Management	Student Counseling Services
Identity-Based Discrimination or Harassment	Community Standards & Student Conduct	Hazing Prevention and Education	Donate to the Penguin-to-Penguin Fund



YOUNGSTOWN
STATE
UNIVERSITY

Quotes from Our Students

- *"They take pride in actually making progress with and for the student."*
- *"They have resolved all of my questions and concerns fluidly without being in any way negative, condescending, forceful, or causing any excess worry in an already stressful situation for me."*
- *"They made resolving my entrance back into the university as smooth as possible, although I faced quite a few hurdles in doing so."*
- *"They were flexible and provided the correct amount of support and help without being overbearing and adding to my concerns."*
- *"I felt as though they had a lot of compassion for me, and they wanted to help me."*
- *"Staff was friendly, and I could tell they were working for my best interest."*



YOUNGSTOWN
STATE
UNIVERSITY



Supplemental Materials



YOUNGSTOWN
STATE
UNIVERSITY

Points of Pride

The Division of Student Success

Support Area Report for the Board of Trustees
December 2022



Division of Student Success

Mission Statement

The mission of the Division of Student Success (DSS) is to create and maintain institutional conditions in which students have the greatest opportunity to succeed.

Quality Statement

The DSS works with partners across the University to encourage a student-first approach to all University operations, ensure students have the programs and services they need to be successful, and that YSU policies and procedures are designed to facilitate student success.

Attribute Statement

DSS ensures pathways from high school to college for students in the Youngstown community and the Mahoning Valley.

DSS ensures successful onboarding of new students through placement testing and Orientation programs.

DSS fosters student success through YSU 1500: Success Seminar, academic advising, academic alert and intervention, tutoring, academic coaching, and accessibility services.

DSS supports degree completion by helping students explore major and make guided, informed decisions about career fit and career pathways.

DSS practices data-informed decision making when developing student success strategies.

DSS is committed to using resources strategically to increase retention.

DSS is committed to identifying and removing institutional barriers that impede students' success.

Testing Center

First Year Student Services

Early Alert and Intervention

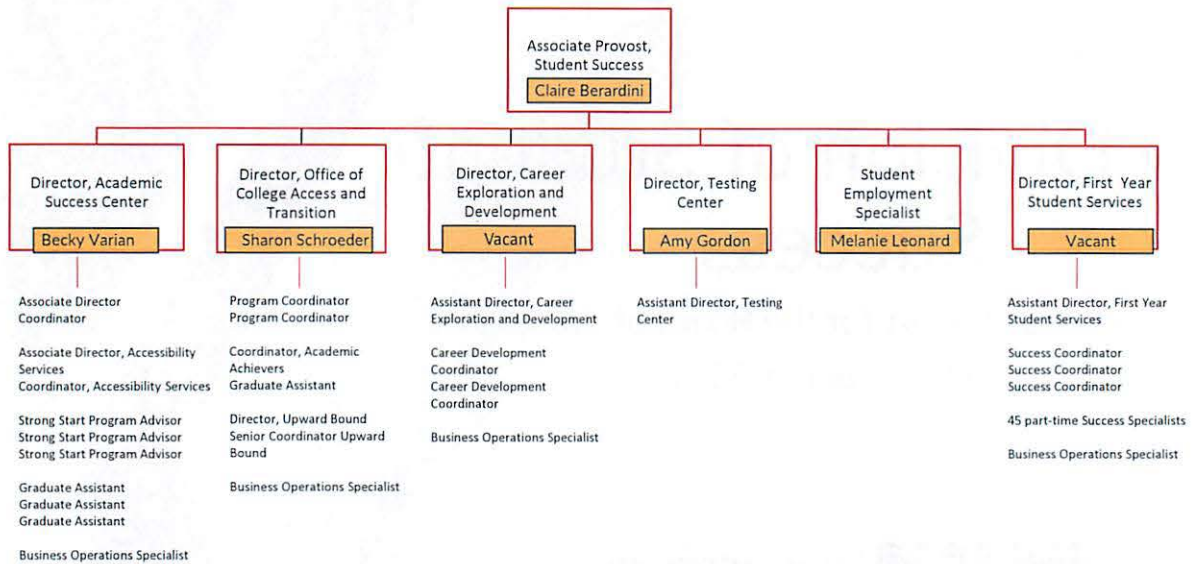
Career Exploration and Development

The Resch Academic Success Center

College Access and Transition

Student Employment

Division of Student Success



Divisional impact on retention

Historical retention comparison

	2019	2020	2021
Miami U.	88%	89.2%*	N/A
Ohio U.	81%	81.3%*	N/A
YSU	76%	74.1%*	78.9%*
Kent State	82%	80.5%*	78.5%*
Bowling Green	79%	78.2%*	77%*
Cleveland State	76.6%	69.7%*	N/A
University of Akron	75.7%	69.2%*	68%*
Wright State	65%	N/A	N/A

Sources:
2020 IPEDs Data
Institution's IR page*



Distribution of Core Expenses

	2020 Undergraduate FTE	Fiscal Year 2020 % distribution of core expense for Student Services	Fiscal Year 2020 Core expense per FTE for Student Services	Fiscal Year 2020 % distribution of core expense for Academic Support	Fiscal Year 2020 Core expense per FTE for Academic Support
Kent State	18,731	7%	\$1,437	13%	\$2,559
Miami U.	18,255	6%	\$1,509	15%	\$3,709
Ohio U.	17,725	9%	\$2,214	14%	\$3,363
Bowling Green	13,731	6%	\$1,092	10%	\$1,848
University of Akron	12,678	5%	\$1,075	11%	\$2,324
Cleveland State	10,090	8%	\$1,651	12%	\$2,437
YSU	8,587	8%	\$1,369	12%	\$1,984
Wright State	7,037	5%	\$1,386	10%	\$2,756

Source: 2020 IPEDS Data



5-year Division position and salary history

Financial Stewardship
 Salary dollars saved through strategic disposition = \$448,630.45*
 Dollars reallocated to meet strategic priorities outside the Division = \$153,218.35*
 *excluding fringe

YSU Position Title	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23	CUPA Mean Salary 2019-2020 Carnegie	Position Disposition
Assoc Provost Student Success	\$115,500.00	\$118,988.10	\$111,848.81	\$120,772.92	\$123,188.38	\$150,000.00	
Business Operations Specialist 1	\$38,584.00	\$39,561.60	\$39,811.20	\$39,811.20		\$35,154.00	Converted to Student Employment Specialist 2022
Student Employment Specialist	\$0.00	\$0.00	\$0.00	\$0.00	\$42,328.00	\$35,154.00	
Business Operations Specialist 2	\$51,292.80	\$52,270.40	\$52,520.00	\$52,520.00		\$35,154.00	Position converted to Program Coordinator, CCP 2022
Director, First Year Experience	\$71,000.00	\$73,144.20				\$61,901.00	Position eliminated 2020
Director, First Year Student Services	\$56,500.00	\$58,206.30	\$58,206.30	\$68,199.39	\$69,563.38	\$61,901.00	
Assistant Director, First Year Student Services	\$48,000.00	\$49,449.60	\$0.00	\$45,675.00	\$46,588.50	\$47,287.00	
Coordinator, Transition & Mentor Programs		\$44,676.00					Position reallocated to Diversity, Equity & Inclusion 2020
Success Coordinator	\$0.00	\$0.00	\$43,645.00	\$44,517.90		\$47,287.00	
Success Coordinator	\$0.00	\$0.00	\$43,675.88	\$44,549.40	\$43,000.00	\$47,287.00	Position reallocated to STEM
Success Coordinator	\$0.00	\$0.00	\$43,645.00	\$44,517.90	\$43,000.00	\$47,287.00	
Success Coordinator	\$0.00	\$0.00	\$43,645.00	\$44,517.90		\$47,287.00	
Success Coordinator	\$0.00	\$0.00	\$43,645.00	\$44,517.90		\$47,287.00	
Business Operations Specialist 2	\$42,952.00	\$43,929.60	\$44,179.20	\$44,179.20	\$44,740.80	\$35,154.00	
PT Success Coordinator (.63 FTE)					\$31,000.00	\$47,287.00	



5-year Division position and salary history, continued

YSU Position Title	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23	CUPA Mean Salary 2019-2020	Position Disposition
Senior Director, College Access & Transition	\$89,030.54	\$91,719.27	\$0.00	\$0.00	\$0.00	\$90,977.00	Position eliminated 2020
Director, College Access & Transition	\$0.00	\$0.00	\$65,660.00	\$68,005.00	\$69,365.10	N/A	
Associate Director, College Access & Transition	\$60,766.54	\$62,601.70	\$62,601.70			N/A	Promoted to Director 2020
Assistant Director, College Transition Support	\$55,985.55	\$57,676.32				\$47,287.00	Position converted to Strong Start Program Advisor 2020
Program Coordinator, College Credit Plus	\$48,529.00					N/A	
Program Coordinator, College Credit Plus			\$40,208.40	\$45,346.14	\$46,253.06	N/A	
Program Coordinator, College Credit Plus					\$0.00	N/A	
Coordinator, Academic Achievers				\$44,662.97	\$45,556.23	\$36,875.00	
Program Manager, Advanced Job Training	\$41,133.34					\$36,875.00	Position eliminated 2019
Coordinator, Advanced Job Training	\$38,886.48					\$36,875.00	Position eliminated 2019
Director, Tech Prep and Special Programs	\$72,693.96	\$74,889.32					Position eliminated 2019
Admin Assistant	\$41,537.60	\$42,515.20	\$42,764.80	\$45,468.80		\$35,154.00	
Admin Assistant (.625)	\$29,666.00	\$30,277.00	\$0.00	\$0.00	\$0.00	\$35,154.00	Position eliminated 2019
Director, Upward Bound	\$47,500.00	\$48,934.50	\$48,934.50	\$49,668.52	\$50,661.89	\$60,737	
Senior Coordinator, Upward Bound	\$38,869.00	\$40,042.84	\$40,042.84	\$40,643.44	\$41,456.31	\$36,875.00	
Admin Assist Upward Bound (.75)				\$18,012.80	\$0.00	\$35,154.00	
Director, Career Exploration and Development	\$66,500.00	\$64,240.00	\$64,240.00	\$65,203.60	\$66,507.67	\$73,119.00	
Senior Career Academic Advisor 1	\$44,440.00	\$45,328.80	\$42,611.84	\$47,943.91	\$0.00	\$47,747.00	Position converted to Assistant Director 2022
Assistant Director, Career Exploration & Development	\$0.00	\$0.00	\$0.00	\$0.00	\$51,347.93	\$47,747.00	
Career and Academic Advisor 2	\$39,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$47,747.00	Position converted to Career Development Coordinator 2019
Career Development Coordinator	\$0.00	\$44,880.00	\$41,199.84	\$47,464.26	\$48,413.55	\$47,287.00	
Academic Advisor 1	\$0.00	\$0.00	\$32,651.00	\$36,823.55	\$0.00	\$47,747.00	Position converted to externally funded Career Development Coordinator 2022
Career Development Coordinator (externally funded)	\$0.00	\$0.00	\$0.00	\$0.00	\$42,000.00	\$47,287.00	
Business Operations Specialist, Career Exploration & Development	\$40,352.00	\$41,329.60	\$41,579.20	\$41,579.20	\$42,099.20		
Career Management Coordinator	\$62,147.58	\$64,024.45	\$0.00	\$0.00	\$0.00	\$47,747.00	Position reallocated to HHS 2019
Career Management Coordinator	\$42,767.00	\$0.00	\$0.00	\$0.00	\$0.00	\$47,747.00	Position eliminated 2019



5-year Division position and salary history, continued

YSU Position Title	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23	CUPA Mean Salary 2019-2020	Position Disposition
Director, Academic Success Center	\$67,500.00	\$69,538.50	\$68,147.73	\$70,581.58	\$72,993.21	\$72,871.00	
Associate Director, Academic Success Center	\$57,522.00	\$59,259.17	\$55,800.00	\$56,637.00	\$57,769.74	\$52,797.00	
Assistant Director, Supplemental Instruction	\$42,767.00	46,298.22				\$48,302.00	Position eliminated 2019
Administrative Assistant, Tutoring	\$41,329.60					\$35,154.00	Position eliminated 2018
Assistant Director, Tutoring	\$42,767.00	\$44,058.57				\$48,302.00	Position converted to Coordinator, ASC 2020
Coordinator, Academic Success Center			\$36,000.00	\$36,540.00	\$37,270.80	\$48,302.00	
Assistant Director Disability Services	\$48,515.28	\$50,980.44				\$66,245.00	Position converted to Associate Director 2020
Associate Director, Accessibility Services			\$53,479.46	\$54,281.65	\$55,367.28	\$66,245.00	
Administrative Assistant, Disability Services	\$45,011.20	\$48,297.60	\$48,547.20	\$48,547.20		\$35,154.00	Position eliminated 2022
Coordinator, ASC/DS	\$0.00	\$35,000.00	\$17,850.00	\$13,655.25	\$37,699.41	\$52,000.00	
Senior Coordinator Intervention Services	\$44,477.00	\$45,820.21				\$48,302.00	Position converted to Strong Start Program Advisor 2020
Coordinator Intervention Services	\$39,000.00	\$40,177.80				\$47,287.00	Position converted to Strong Start Program Advisor 2020
Strong Start Program Advisor			\$44,357.76	\$51,025.70	\$52,046.21	\$47,287.00	
Strong Start Program Advisor			\$52,946.86	\$60,712.30	\$61,926.55	\$47,287.00	
Strong Start Program Advisor			\$40,260.11	\$45,291.68	\$46,197.51	\$47,287.00	
Business Operations Specialist	\$56,243.20	\$56,492.80	\$0.00	\$0.00	\$38,313.60	\$35,154.00	
Manager, Testing Center	\$43,744.94	\$45,066.04	\$45,066.04	\$0.00	\$0.00	\$59,021.00	Converted to Director, Testing Center 2021
Director, Testing	\$0.00	\$0.00	\$0.00	\$57,407.39	\$58,555.54	\$59,021.00	
Coordinator, Testing Center	\$35,373.60	\$36,441.89	\$33,453.66	\$0.00	\$0.00	\$48,302.00	Converted to Assistant Director, Testing Center 2021
Assistant Director, Testing Center				\$37,728.29	\$44,255.28	\$48,302.00	



Source: YSU Human Resources

First Year Student Services

Mission Statement

First Year Student Services' (FYSS) mission is to help first-year students establish strong foundations for academic success and belonging at YSU.

Quality Statement

Through professional and peer support, students are guided and mentored to make a successful transition to YSU academically, socially, and culturally.

Attributes Statement

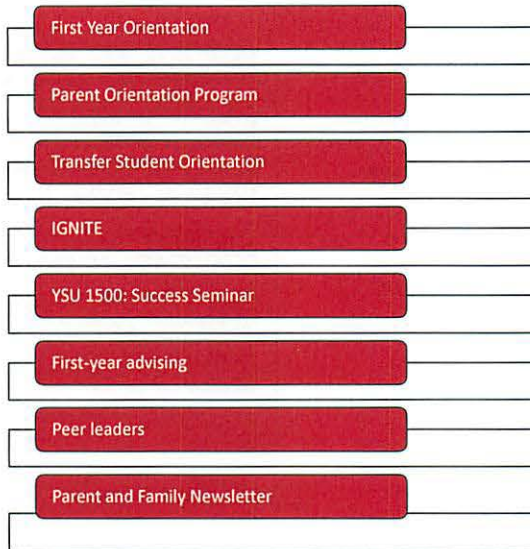
FYSS helps incoming students develop a sense of belonging through peer-led Orientation programs.

FYSS helps incoming students gain confidence and deepen affiliation with YSU through IGNITE.

Peer leaders support students academically and socially throughout their first year.

YSU 1500: Success Seminar is a proactive strategy aimed at helping students develop academic strategies, build relationships with other students, and strengthen connection with their academic advisor.

FYSS contributes to first-year students' academic success by providing holistic, relationship-based advising.



1,105 student are enrolled in 57 sections of YSU 1500 in Fall 2022



Office of Career Exploration and Development

Mission Statement

The Office of Career Exploration & Development's (OCED) mission is to support students' academic and career

Quality Statement

OCED enhances student futures by helping students identify and pursue their best-fit major and by preparing them to obtain employment in their chosen career field.

Attributes Statement

OCED helps students choose or confirm their major through individual counseling and provides guided and sustained major exploration through CARD 1520: Exploring Majors and Careers

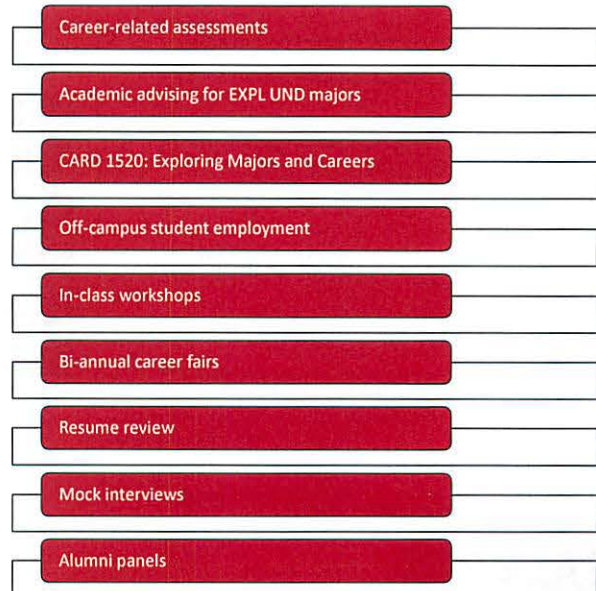
OCED provides highly individualized counseling to help students discern how career fields align with their interests, values, personality, and strengths.

OCED guides students in exploring diverse occupational fields.

OCED helps students understand and find opportunities to develop career competencies.

OCED provides opportunities for students to develop their resumes and practice interview skills.

OCED develops relationships with local and regional employers and professional groups to facilitate professional networking and employment opportunities for students.



The Resch Academic Success Center

Mission

The Resch Academic Success Center (RASC) is to promote the academic growth and success of all YSU students.

Quality Statement

The RASC create an environment that empowers YSU students to engage in the learning process to meet their goals.

Attributes

The RASC ensures that the learning environment at YSU is equitable.

The RASC is a welcoming and judgment free zone in which staff and peers motivate students to learn.

The RASC helps provides highly-individualized academic coaching to help students overcome barriers to learning.

The RASC emphasizes self-reflection and growth as of the learning process.

The RASC challenges students to be active participants in the learning process.

The RASC provide opportunities for students to learn in a peer-driven learning environment.

Individual Peer Tutoring
Group Peer Tutoring
Peer-assisted study sessions
Accessibility Services
Strong Start Program
Academic Coaching
Rebound Program
Workshops

Over the past ten years, tutoring services have increased in importance to undergraduate students.
YSU Assessment Office



Office of College Access and Transition

Mission Statement

The mission of the Office of College Access and Transition (OCAT) is to promote educational attainment and opportunity for students in and beyond the Mahoning Valley by providing equitable access to college.

Quality Statement

OCAT enhances educational opportunities for middle and high school students through programs that provide early access to college courses and help prepare them for post-secondary academic success.

Attributes Statements

OCAT encourages educational opportunity and post-secondary degree attainment for students at 50 middle and high schools throughout Mahoning County.

OCAT facilitates college readiness for students at Warren G. Harding High School through academic year, weekend, and summer programs.

OCAT helps students develop the personal responsibility required to be successful in college by providing them with firsthand experience of the academic standards and increased workload typical of college.

OCAT removes barriers to educational opportunity by providing eligibility and placement testing at area high schools.

OCAT facilitates academic success of CCP students by performing timely intervention and providing quality advising.

College Credit Plus Admissions
College Credit Plus Orientation, Advising and Registration
Academic Achievers
Upward Bound*
Youngstown Rayen Early College
College Tech Prep

The average number of students taking CCP classes at YSU each year for the past four years = 1,231

2021-2022 CCP tuition revenue = \$659,262

* Program ends December 2022; grant not renewed



Comprehensive Testing Center

Mission Statement

The mission of the Comprehensive Testing Center (CTC) is to provide institutional, national, graduate and professional level examinations to students and non-students in an environment that supports academic success.

Quality Statement

CTC is an accessible, secure, professional and affordable proctoring site that serves YSU and the community.

Attribute Statements

CTC follows the best practices as established by the Consortium of College Testing Centers.

Placement exams are available on a flexible basis for all students.

Working with academic departments, CTC ensures the reliability of placement measures and scoring criteria integral to student success.

CTC staff create a professional, efficient, and friendly environment.

CTC is a resource for students seeking to take undergraduate and graduate admission exams, including the ACT, MAT, LSAT and GRE subject tests.

CTC administers certification and licensure exams students need to advance their career readiness.

Placement testing	
Licensure and certification testing	
ACT, MAT, LSAT, PRAXIS and GRE subject testing	
Meazure Test Center	
PAN Test Center	
Kryterion Test Center	
Certiport Test Center	
Distance Exam proctoring	



Thank you!





YOUNGSTOWN STATE UNIVERSITY



STAND

WE STAND AGAINST

SEXUAL DISCRIMINATION, HARASSMENT, MISCONDUCT & ASSAULT

●●●●●●●● DOMESTIC AND DATING VIOLENCE ●●●●●●●●



How to Help a Student in Distress

Greek Life: How to Help a Chapter Member in Distress

How to Help a Student Athlete in Distress

YOUNGSTOWN STATE UNIVERSITY Student Learning Services

How to Help a Student in Distress



These critical resources exist to assist ALL members of our YSU family thanks to generous alumni, employees, students, and community members.

SWIPE OUT HUNGER

STUDENT HUNGER IS REAL. WE CAN HELP END IT.



FOOD ITEMS • BUSINESS ATTIRE • HYGIENE ITEMS • CLEANING SUPPLIES

The Penguin Pantry serves the Youngstown State University community by providing free, reliable access to food items, business attire, hygiene products, and cleaning supplies to meet the most basic needs of our students, faculty, and staff.

Programming

- Domestic Violence Awareness
- DOS Resource Fair
- Relationship "Red Flags"
- Dos and Donuts of Dating
- Take Back the Night
- "Let's Talk Consent"
- Active Bystander Training
- Anti-Hazing
- Sexual Assault Awareness
- Grief Support
- "Let's Talk" Consultations
- And others...

DOMESTIC VIOLENCE AWARENESS MONTH

Recognizing Relationship Red Flags
WEDNESDAY, OCTOBER 21
 10:00AM - 12:00PM | COLLEGE CENTER LOWER LEVEL

Brown Bag: Unhealthy Relationships, Abuse, and Interpersonal Violence
THURSDAY, OCTOBER 22
 11:30AM - 12:00PM | COLLEGE CENTER LOWER LEVEL

Domestic Violence Panel: A Sit Down with the Experts
FRIDAY, OCTOBER 23
 1:00PM - 4:00PM | COLLEGE CENTER UPPER ROOM

National Purple Day
THURSDAY, OCTOBER 24

Active Bystander Workshop
WEDNESDAY, OCTOBER 26 | 10:30AM - 1:00PM
FRIDAY, OCTOBER 28 | 10:30AM - 1:00PM

Office of the President | Title IX | COMPASS

Sexual Assault Awareness Month

Daily Events

- The Power of Consent of Dating Date:** Take the guesswork out of dating. Learn how to communicate your boundaries and what to do if you're not ready for sex.
- The Love Workshop:** Monday, April 19th, 10:00AM - 12:00PM. A series of workshops designed to help you understand your own feelings and what you want in a relationship.
- Let's Talk Consent Taste:** Let's Talk Consent Taste: A series of workshops designed to help you understand your own feelings and what you want in a relationship.
- The History of Consent:** Consent is a key part of any relationship. Learn about the history of consent and how it has evolved over time.

On-Going Events

- Let's Talk Consent:** A series of workshops designed to help you understand your own feelings and what you want in a relationship.
- The Power of Consent:** A series of workshops designed to help you understand your own feelings and what you want in a relationship.

Office of the President | Title IX | COMPASS | Dean of Students





YOUNGSTOWN
STATE
UNIVERSITY

**RESOLUTION TO RATIFY
PERSONNEL ACTIONS**

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

WHEREAS, new appointments and other personnel actions have been made subsequent to the September 21, 2022, meeting of the Board of Trustees; and

WHEREAS, such personnel actions are in accordance with the 2022-2023 Budget and with University policies 3356-2-02, Equal Opportunity and Affirmative Action Recruitment and Employment; 3356-9-05, Faculty Rank and Tenure for Designated Administrators; 3356-9-02, Selection, Appointment, and Annual Evaluation of Administrative Officers; 3356-7-42, Selection, Appointment, and Evaluation of Professional/Administrative Staff; 3356-7-43, Externally Funded University Positions; and 3356-7-36, Hiring and Selection Process, Evaluation and Compensation for Intercollegiate Athletic Coaches;

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

**Board of Trustees Meeting
December 9, 2022
YR 2023-**



YOUNGSTOWN
STATE
UNIVERSITY

SUMMARY OF PERSONNEL ACTIONS

Faculty Employees

7/16/2022 through 10/15/2022

Separations – 9

- Tenured – 8
- Term – 1

Appointments – 16

New Positions – 4

- Tenure Track/Probationary – 2
- Term – 2

Replacement Positions – 12

- Tenure Track/Probationary – 4
- Term – 8

Position Adjustments – 3

Tenure with Promotion – 10

Promotion Only – 16

Transfers – 2

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
SEPARATIONS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/ PROGRAM	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Blundell, Shelley	Faculty - Tenured	Associate Professor	Communication	9/16/2022	1.00	\$ 70,406.52	Resignation
Briley, Margaret	Faculty - Tenured	Assistant Professor	Teacher Education and Leadership Studies/ Teacher Education	7/29/2022	1.00	\$ 69,259.60	Retirement
Fagan, Diana	Faculty - Tenured	Professor	Chemical & Biological Sciences/Biology	8/20/2022	1.00	\$ 89,203.93	Retirement
Leary, Thomas	Faculty - Tenured	Associate Professor	Humanities and Social Sciences/History	7/31/2022	1.00	\$ 76,888.62	Retirement
Narcisse, Denise	Faculty - Tenured	Associate Professor	Humanities and Social Sciences/Sociology & Anthropology	8/22/2022	1.00	\$ 72,311.30	Retirement
Pohle-Krauza, Rachael	Faculty - Tenured	Professor	Health Professions/ Human Ecology	8/20/2022	1.00	\$ 82,445.58	Resignation
Price, Douglas	Faculty - Tenured	Associate Professor	Rayen School of Engineering/Civil, Environmental, & Chemical Engineering	8/20/2022	1.00	\$ 99,479.78	Retirement
Ulusoy, Emre	Faculty - Tenured	Associate Professor	Management & Marketing/Marketing	8/21/2022	1.00	\$ 117,756.76	Resignation
Hu, Wei	Faculty - Term	Lecturer	Rayen School of Engineering/Civil, Environmental, & Chemical Engineering	8/20/2022	1.00	\$ 64,600.00	Resignation

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Tenure Track/Probationary Appointments						
Choi, Jeong Hoon	Faculty	Associate Professor	Management & Marketing/Management	8/22/2022	1.00	\$ 112,000.00
DeSantis, John	Faculty	Assistant Professor	Rayen School of Engineering/Civil, Environmental, & Chemical Engineering	8/22/2022	1.00	\$ 75,500.00
Dudash, Shannon*	Faculty	Assistant Professor	Graduate Studies in Health and Rehabilitation Sciences/Physical Therapy	8/29/2022	1.00	\$ 71,000.00
Frank, David*	Faculty	Assistant Professor	Psychological Sciences and Counseling/Psychology	8/22/2022	1.00	\$ 55,660.00
Mela, Christopher	Faculty	Assistant Professor	Rayen School of Engineering/Electrical Engineering	8/22/2022	1.00	\$ 75,000.00
Zhang, Rongyao	Faculty	Assistant Professor	Lariccia School of Accounting & Finance/Accounting & Finance	8/22/2022	1.00	\$ 120,000.00
Term Appointments						
Cali, Sabrina*	Faculty	Lecturer	Health Professions/Kinesiology & Sport Science	8/22/2022	1.00	\$ 42,734.00
Howard, Adam*	Faculty	Lecturer	Dana School of Music & University Theatre/Theatre and Dance	8/22/2022	1.00	\$ 51,000.00
Kalkan, Bilal	Faculty	Lecturer	Psychological Sciences & Counseling/ Counseling, School Psychology & Educational Leadership	8/22/2022	1.00	\$ 48,000.00
Marotti, Sarah*	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 53,000.00
Mashiska, Shareece*	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 53,000.00
Morgan, Charles	Faculty	Lecturer	Social Work	8/22/2022	1.00	\$ 45,000.00
Salim, Ghassan*	Faculty	Lecturer	Rayen School of Engineering/Materials Science and Engineering	8/22/2022	1.00	\$ 60,000.00
Sui, Li*	Faculty	Lecturer	Chemical & Biological Sciences/Biology	8/22/2022	1.00	\$ 50,000.00

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
APPOINTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT/PROGRAM	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Van Dyke, Charles*	Faculty	Lecturer	Criminal Justice and Consumer Sciences/Criminal Justice	8/22/2022	1.00	\$ 42,734.00
Walker, Jennifer*	Faculty	Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 53,000.00
*New Positions						

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
POSITION ADJUSTMENTS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Hasley, Randi	Faculty - Term	Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 60,000.00	\$ 48,960.00
Moldovan, Stefan	Faculty - Tenure Track	Assistant Professor	Rayen School of Engineering/ Mechanical Engineering	8/22/2022	1.00	\$ 75,000.00	\$ 66,896.70
Wright, Jessie	Faculty - Tenure Track	Assistant Professor / Lecturer	Lariccia School of Accounting & Finance/ Accounting & Finance	8/22/2022	1.00	\$ 120,000.00	\$ 60,639.00

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
FACULTY TENURE AND PROMOTION

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/OLD POSITION TITLE	DEPARTMENT - PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Blank, Sheila	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 69,026.00	\$ 58,813.25
Brozina, S. Cory	Tenured/ Tenure Track	Associate Professor & Director/ Assistant Professor & Director	Rayen School of Engineering/Mechanical Engineering & Dean - STEM	8/22/2022	0.86/ 0.14	\$ 92,554.66	\$ 86,691.89
Cahn-Lipman, Kivie	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Dana School of Music and University Theatre/Dana School of Music	8/22/2022	1.00	\$ 69,026.00	\$ 57,909.14
Farris, Johnathan	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Art	8/22/2022	1.00	\$ 69,026.00	\$ 60,011.70
Fusco, Lori	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 70,276.00	\$ 58,813.25
Genc, Omer	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Management & Marketing/Marketing	8/22/2022	1.00	\$ 121,223.27	\$ 113,797.32
Kirova, Alena	Tenured/ Tenure Track	Associate Professor / Assistant Professor	English & World Languages/ World Languages and Cultures & English	8/22/2022	0.50/ 0.50	\$ 69,026.00	\$ 57,909.16
Pettitt, Nicole	Tenured/ Tenure Track	Associate Professor / Assistant Professor	English & World Languages/ English	8/22/2022	1.00	\$ 69,026.00	\$ 57,909.14

**YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
FACULTY TENURE AND PROMOTION**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/OLD POSITION TITLE	DEPARTMENT - PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Powe, Nicolette	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Graduate Studies in Health & Rehabilitation Sciences/ Master of Public Health	8/22/2022	1.00	\$ 69,026.00	\$ 62,154.72
Woods, Sherri	Tenured/ Tenure Track	Associate Professor / Assistant Professor	Social Work	8/22/2022	1.00	\$ 70,276.00	\$ 59,159.14

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
FACULTY PROMOTION ONLY

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Armstrong, Felicia	Faculty - Tenured	Professor / Associate Professor	Physics, Astronomy, Geology & Environmental Sciences/ Geology & Environmental Studies	8/22/2022	1.00	\$ 81,907.68	\$ 75,007.53
Bileci, Meghan	Faculty - Term	Senior Lecturer / Lecturer	Social Work	8/22/2022	1.00	\$ 48,925.00	\$ 44,461.18
Burden, Edward	Faculty - Term	Senior Lecturer / Lecturer	Rayen School of Engineering/ Electrical Engineering	8/22/2022	1.00	\$ 67,066.06	\$ 63,398.10
Caguiat, Jonathan	Faculty - Tenured	Professor / Associate Professor	Chemical & Biological Sciences/Biology	8/22/2022	1.00	\$ 80,829.00	\$ 73,757.53
Cortes, Pedro	Faculty - Tenured	Professor / Associate Professor	Rayen School of Engineering/Civil, Environmental, & Chemical Engineering	8/22/2022	1.00	\$ 88,014.17	\$ 80,994.28
Cruz, Courtney	Faculty - Term	Senior Lecturer / Lecturer	Teacher Education and Leadership Studies/Teacher Education	8/22/2022	1.00	\$ 48,925.00	\$ 44,461.18
Denison, Maria	Faculty - Term	Senior Lecturer / Lecturer	Dana School of Music & University Theatre/ Theatre and Dance	8/22/2022	1.00	\$ 62,518.87	\$ 58,940.07
Dicken, Todd	Faculty - Term	Senior Lecturer / Lecturer	Dana School of Music & University Theatre/ Theatre and Dance	8/22/2022	1.00	\$ 61,467.32	\$ 57,909.14

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
FACULTY PROMOTION ONLY

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	DEPARTMENT/ PROGRAM	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Larwin, Karen	Faculty - Tenured	Professor / Associate Professor	Teacher Education and Leadership Studies/Teacher Education	8/22/2022	1.00	\$ 86,339.47	\$ 79,352.42
Lipscomb, Nora	Faculty - Term	Senior Lecturer / Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 58,146.71	\$ 54,653.64
Lyda, Kelsey	Faculty - Term	Senior Lecturer / Lecturer	Rayen School of Engineering/ Mechanical Engineering	8/22/2022	1.00	\$ 57,053.52	\$ 53,581.88
McClusky, Paula	Faculty - Term	Senior Lecturer / Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 58,146.71	\$ 54,653.64
Peck, Teresa	Faculty - Term	Senior Lecturer / Lecturer	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 57,053.52	\$ 53,581.88
Shortreed, Mary	Faculty - Tenured	Associate Professor/ Assistant Professor	Centofanti School of Nursing/Nursing	8/22/2022	1.00	\$ 70,785.24	\$ 65,573.76
Viviano, Anthony	Faculty - Term	Senior Lecturer / Lecturer	Rayen School of Engineering/ Mechanical Engineering	8/22/2022	1.00	\$ 70,634.63	\$ 66,896.70
Vuksanovich, Brian	Faculty - Tenured	Professor / Associate Professor	School of Computer Science, Information, & Engineering Technology/School of Technology	8/22/2022	1.00	\$ 82,434.85	\$ 75,524.36

YOUNGSTOWN STATE UNIVERSITY
FACULTY
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
TRANSFERS

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	SALARY
Hughes, Tiffany	Faculty	Associate Professor	Master of Health & Human Services/ Social Work	8/22/2022	1.00	\$ 71,814.65
VanDussen, Daniel	Faculty	Professor	Master of Health & Human Services/ Social Work	8/22/2022	1.00	\$ 86,293.47



YOUNGSTOWN
STATE
UNIVERSITY

SUMMARY OF PERSONNEL ACTIONS

Professional Administrative

7/16/2022 through 10/15/2022

Separations – 16

- Professional Administrative Staff – 8
- Excluded – 3
- Externally Funded – 5

Appointments – 26

New Positions – 8

- Externally Funded – 8

Replacement Positions – 18

- Professional Administrative Staff – 12
- Excluded – 3
- Externally Funded – 3

Reclassifications/Position Adjustments – 19

- Professional Administrative – 7
- Excluded – 8
- Externally Funded – 4

Promotions – 17

- Professional Administrative – 4
- Excluded – 7
- Externally Funded – 6

Salary Adjustments – 17

- Professional Administrative – 8
- Excluded – 3
- Externally Funded – 6

Transfers – 1

- Excluded – 1

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Bettura, Matthew	APAS	Coordinator OCAT	College Access and Transition	10/3/2022	1.00	\$ 47,000.00	Resignation
Kirkpatrick, Jennifer	APAS	Specialist	Art	8/5/2022	1.00	\$ 50,098.78	Resignation
Paydock, Joseph	APAS	Success Coordinator	First Year Student Services	9/2/2022	1.00	\$ 44,517.90	Resignation
Sallustio, Edward	APAS	Success Coordinator	First Year Student Services	8/22/2022	1.00	\$ 43,000.00	Resignation
Scott, Brenda	APAS	Coordinator Transition and Mentor Programs	Diversity and Inclusion	8/26/2022	1.00	\$ 47,688.12	Resignation
Shaffer, Samantha	APAS	Coordinator Student Conduct	Housing	8/26/2022	1.00	\$ 46,588.50	Resignation
Stone Wolbrecht, Tiffany	APAS	Planetarium Lecturer	Ward Beecher Planetarium	8/31/2022	0.50	\$ 21,470.03	Resignation
Williams-Morrison, Susan	APAS	Coordinator Costume Shop	Theater and Dance	8/26/2022	1.00	\$ 52,000.00	Resignation
Edwards, Justin	Excluded	Director	Career Exploration & Development	7/31/2022	1.00	\$ 66,507.67	Resignation
Factor, Lori	Excluded	Director - Community Engagement Events	Performing Arts Series	8/17/2022	1.00	\$ 67,726.95	Resignation
Gardner, Ann	Excluded	Associate Director International Programs	International Programs Office	10/7/2022	1.00	\$ 74,541.60	Resignation
Bock, Jodie	Externally Funded	Instruction Specialist	Rich Center for Autism	8/19/2022	1.00	\$ 28,956.45	Resignation
Considine, Brendan	Externally Funded	Class Supervisor Technology Coordinator	Rich Center for Autism	8/5/2022	1.00	\$ 56,665.28	Resignation

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
SEPARATIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	DATE OF SEPARATION	FTE	SALARY	SEPARATION TYPE
Crawford, Denis	Externally Funded	Training Coordinator WEP	Center for Workforce Education & Innovation	8/2/2022	1.00	\$ 45,900.00	Resignation
Lewis, Adam	Externally Funded	Site Coordinator	Center for Human Services Development	7/31/2022	0.74	\$ 30,192.00	Resignation
Mummareddy, Bhargavi	Externally Funded	Research Associate	Civil Environmental & Chemical Engineer	7/26/2022	1.00	\$ 66,300.00	Resignation

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Brewer, Jonathon	APAS	Coordinator and Audio - Video Engineer	Dean Cliffe College of Creative Arts	9/1/2022	1.00	\$ 45,000.00
Cerimele, Carmel	APAS	Coordinator - Housing Residence Life	Housing	8/16/2022	1.00	\$ 35,568.00
Conley, Morgan	APAS	Counselor Financial Aid	Financial Aid and Scholarships	7/25/2022	1.00	\$ 35,568.00
Henline, Allison	APAS	Assistant Director Alumni Engagement	Alumni Engagement	9/6/2022	1.00	\$ 44,006.00
Kline, Bryan	APAS	Success Coordinator	First Year Student Services	8/16/2022	1.00	\$ 43,000.00
Mains, Amy	APAS	Counselor Financial Aid	Financial Aid and Scholarships	7/18/2022	1.00	\$ 35,568.00
Milliron, Kari	APAS	Senior Academic Advisor 1	Dean Bitonte College Health & Human	10/3/2022	1.00	\$ 46,500.00
Nan, Samantha	APAS	Program Coordinator Strategic Communications	Dean Cliffe College of Creative Arts	8/16/2022	1.00	\$ 55,000.00
Potkanowicz, Rebecca	APAS	Coordinator	Undergraduate Admissions	8/1/2022	1.00	\$ 40,000.00
Vinkler, Susan	APAS	Clinical Coordinator Graduate Nursing Program	Nursing	8/8/2022	1.00	\$ 50,000.00
Vitulo, Brooke	APAS	Coordinator	Undergraduate Admissions	9/6/2022	1.00	\$ 40,000.00
Williams-Morrison, Susan	APAS	Coordinator Costume Shop	Theater and Dance	8/16/2022	1.00	\$ 52,000.00
DiLullo, Michelle	Excluded	Staff Auditor	Internal Audit	8/16/2022	1.00	\$ 45,000.00
Melnik, Sean	Excluded	Associate Director	IT Training Services	7/18/2022	1.00	\$ 81,000.00
Nave, Lance	Excluded	Associate Director Residence Life	Housing	8/9/2022	1.00	\$ 58,500.00
Banoth, Santhoshkumar*	Externally Funded	Visiting Scientist	Civil Environmental & Chemical Engineer	8/25/2022	1.00	\$ 67,000.00
Binsley, Jenna*	Externally Funded	Manager - Institute Launch and Strategy - The James P Tressel Institute for Leadership and Teamwork	Center for Workforce Education & Innovation	8/22/2022	1.00	\$ 60,000.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
APPOINTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Cashbaugh, Marissa	Externally Funded	Instruction Specialist	Rich Center for Autism	9/26/2022	1.00	\$ 24,651.00
Craig, William*	Externally Funded	Program Manager Workforce Training Robotics and Automation	Center for Workforce Education & Innovation	8/8/2022	1.00	\$ 82,000.00
Loveland, Scot*	Externally Funded	Procurement Counselor	Dean - WCBA	7/18/2022	1.00	\$ 60,000.00
Morgione, Dominic*	Externally Funded	Associate Director Business Development and Industry Partnerships	Center for Workforce Education & Innovation	8/15/2022	1.00	\$ 64,000.00
Pawlik, Lawrence*	Externally Funded	Technical Director Advanced Manufacturing and Facilities Engineering	Excellence Training Center	8/1/2022	1.00	\$ 85,000.00
Philpot, Robert*	Externally Funded	Program Manager Workforce Training and Industrial Electrical	Center for Workforce Education & Innovation	8/1/2022	1.00	\$ 82,000.00
Yelamanchi, Bharat*	Externally Funded	Research Associate	Civil Environmental & Chemical Engr	9/16/2022	1.00	\$ 67,000.00
Ericksen, Nicole	Externally Funded	Co-Coordinator English Festival	English	8/16/2022	0.25	\$ 6,922.50
Mc Master, Ann	Externally Funded	Co-Coordinator English Festival	English	8/16/2022	0.25	\$ 6,922.50

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

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD FTE	NEW SALARY	PREVIOUS SALARY
Austin, Nikeesha	APAS	Academic Advisor 2 / Academic Advisor 1	Dean - WCBA	8/16/2022	1.00	\$ 39,907.30	\$ 36,279.36
Carfolo, Susan	APAS	Senior Academic Advisor 2 / Senior Academic Advisor 1	Dean - WCBA	8/16/2022	1.00	\$ 54,770.58	\$ 49,791.44
Eisnaugle, Sarah	APAS	Coordinator OCAT / Program Coordinator OCAT	College Access and Transition	7/16/2022	1.00	\$ 48,565.72	\$ 46,253.06
Hale, Taryn	APAS	Senior Counselor Penguin Service Center / Counselor Penguin Service Center	Registration & Records	9/16/2022	1.00	\$ 39,134.34	\$ 37,270.80
Henning, Karen	APAS	Senior Academic Advisor 2 / Senior Academic Advisor 1	Dean Beeghly College of Liberal Arts, Social Science & Education	5/1/2022	1.00	\$ 64,727.74	\$ 61,063.91
Nickells, Adam	APAS	Senior Web Developer / Web Developer	Marketing & Communications	7/16/2022	1.00	\$ 47,319.00	\$ 38,924.97
Pendleton, Sandra	APAS	Senior Academic Advisor 1 / Academic Advisor 2	Dean - WCBA	8/16/2022	1.00	\$ 49,368.00	\$ 44,880.00
Egleton, Tysa	Excluded	Interim University Registrar / Director and Associate Registrar	Registration & Records	8/16/2022	1.00	\$ 90,154.00	\$ 78,392.61
Felix, Julie	Excluded	Associate Registrar / Associate Director Records	Registration & Records	10/1/2022	1.00	\$ 73,326.42	\$ 66,660.38
Herman, Jeanne	Excluded	AVP Institutional Effectiveness/ University Registrar	Registration & Records	8/1/2022	1.00	\$ 122,744.24	\$ 111,585.67

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

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE/ OLD	NEW SALARY	PREVIOUS SALARY
Hrusovski, Sherri	Excluded	Director STEM Professional Services	Dean - STEM	7/16/2022	1.00	\$ 78,896.80	\$ 68,605.91
Kightlinger, Therese	Excluded	Manager / Administrator Student Field Experience	Student Field Experiences	8/1/2022	1.00	\$ 62,000.00	\$ 56,543.03
Kucharski, Debora	Excluded/ APAS	Interim Director/ Academic Advisor 2	Dean - STEM	7/16/2022	1.00	\$ 57,043.56	\$ 52,894.94
Page, Leslie	Excluded	Temporary Success Coordinator/ Director	First Year Student Services	9/16/2022	0.63/ 1.00	\$ 31,000.00	\$ 69,563.38
Zembower, Sharyn	Excluded	Associate Director / Manager, IT Service Desk & Training	IT Customer Services	7/16/2022	1.00	\$ 85,000.00	\$ 76,500.00
Cianciola, Elizabeth	Externally Funded	Interim Director/ Research Evaluation Associate	Center for Human Services Development	7/16/2022	1.00	\$ 60,000.00	\$ 49,735.00
DeFino, Mary	Externally Funded	Coordinator Business Operations / Center Operations Coordinator	Rich Center for Autism	9/1/2022	1.00	\$ 40,000.00	\$ 31,142.66
Kassos, Pamela	Externally Funded	Transition Coach / Lead Instruction Specialist	Rich Center for Autism	9/1/2022	1.00	\$ 40,483.57	\$ 34,983.57
Leeworthy, Jason	Externally Funded	Systems Administrator / Training Coordinator WEP	Center for Workforce Education & Innovation	8/1/2022	1.00	\$ 48,000.00	\$ 45,900.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
PROMOTIONS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Duffy, Scott	APAS / ACE	Coordinator Gifts Accounting / Financial Aid Loan Specialist 2	Controller's Office / Financial Aid & Scholarships	9/1/2022	1.00	\$ 45,000.00	\$ 37,856.00
Miller, Carrie	APAS / Externally Funded	Success Coordinator / Administrative Assistant 1	First Year Student Services / Upward Bound	8/16/2022	1.00/ .75	\$ 43,000.00	\$ 18,428.80
Myers, Jennifer	APAS	Senior Academic Advisor 1 / Success Coordinator	Dean Bitonte College Health & Human / First Year Student Services	7/16/2022	1.00	\$ 49,000.00	\$ 44,549.40
Soles, Jennifer	APAS	Senior Academic Advisor 1 / Academic Advisor 2	Dean Beeghly College of Liberal Arts, Social Science & Education/ Dean WCBA	8/16/2022	1.00	\$ 45,000.00	\$ 39,600.23
Giblin, Sean	Excluded/ APAS	Assistant Director / Coordinator	Envir Occupational Health & Safety	9/1/2022	1.00	\$ 61,000.00	\$ 49,470.00
Markowitz, Ronald	Excluded / APAS	Associate Director Operations & Events /Coordinator Adventure Recreation	Kilcawley Center / Andrews Student Recreation & Wellness Center	10/16/2022	1.00	\$ 57,000.00	\$ 46,454.31
Massaro, Megan	Excluded	Business Systems Administrator / Organization Development Officer	IT Application Services / Human Resources	8/16/2022	1.00	\$ 72,000.00	\$ 60,192.34
Saenger, Christina	Excluded / Faculty	Associate Dean / Associate Professor	Dean - WCBA / Marketing	9/16/2022	1.00	\$ 165,000.00	\$ 135,523.24

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
PROMOTIONS**

EMPLOYEE NAME	NEW EMPLOYEE TYPE/OLD EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	NEW SALARY	PREVIOUS SALARY
Schoenfeld, Melissa	Excluded	Business Manager Facilities and Print Operations / Print Supervisor	Facilities Maintenance / Printing Services	10/1/2022	1.00	\$ 49,878.00	\$ 40,144.00
Scrocco, Frank	Excluded	Associate Director / Manager	Registration & Records / Financial Aid & Scholarships	7/16/2022	1.00	\$ 60,000.00	\$ 58,374.24
Tomhave, Alan	Excluded	Associate Dean / Professor & Chair	Dean - Beeghly College Liberal Arts, Social Science & Education- Philosophy & Religious Studies	7/16/2022	1.00	\$ 128,000.00	\$ 82,445.58
Cornell, Amy	Externally Funded	Classroom Mentor Lead Instruction Specialist / Lead Instruction Specialist	Rich Center for Autism	10/1/2022	1.00	\$ 39,481.00	\$ 35,980.84
Mancini, Anthony	Externally Funded	Lead Instruction Specialist / Instruction Specialist	Rich Center for Autism	9/30/2022	1.00	\$ 32,957.00	\$ 28,956.45
Manofsky, Cynthia	Externally Funded	Project Administrator / Business Operations Specialist 2	Excellence Training Center / Mechanical Engineering	8/1/2022	1.00	\$ 54,000.00	\$ 40,497.60
Moore, Kimberly	Externally Funded	Lead Instruction Specialist / Instruction Specialist	Rich Center for Autism	9/16/2022	1.00	\$ 28,261.00	\$ 25,260.71
Pfingstl, Rebecca	Externally Funded	Coordinator / Career & Academic Advisor 1	Career Exploration & Development	7/16/2022	1.00	\$ 42,000.00	\$ 37,560.02
Porch, Erica	Externally Funded	Classroom Mentor Lead Instruction Specialist / Lead Instruction Specialist	Rich Center for Autism	9/16/2022	1.00	\$ 37,538.00	\$ 34,037.17

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
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
Bannon, Crystal	APAS	Assistant Director	Career Exploration & Development	8/1/2022	1.00	\$ 52,325.98	1.00	\$ 51,347.93
Cameron, Christy	APAS	Budget Administrator	Kilcawley Center	8/16/2022	1.00	\$ 68,798.63	1.00	\$ 67,449.64
Gary, Sarah	APAS	Coordinator Center Career Management	Dean - WCBA	9/1/2022	0.75	\$ 28,450.35	0.50	\$ 18,966.90
Hinebaugh, Lorraine	APAS	Software Integration Architect	IT Application Services	9/16/2022	1.00	\$ 92,620.78	1.00	\$ 88,210.26
Jesko, Carolyn	APAS	Assistant Director Programming	Student Activities	8/16/2022	1.00	\$ 44,125.12	1.00	\$ 42,428.00
Mattiussi, Carla	APAS	Coordinator Career Development	Career Exploration & Development	10/1/2022	1.00	\$ 50,350.09	1.00	\$ 48,413.55
Queen, Michael	APAS	Coordinator Student Involvement	Student Activities	8/16/2022	1.00	\$ 38,016.22	1.00	\$ 37,270.80
Wolfgang, Susan	APAS	Coordinator Student Placement	Student Field Experiences	8/1/2022	1.00	\$ 54,759.50	0.75	\$ 39,113.93
Anderson, Carolyn	Excluded	Associate Director	Student Activities	8/16/2022	1.00	\$ 56,350.37	1.00	\$ 54,709.10
Leeper, Kathleen	Excluded	Associate Director	Kilcawley Center	8/16/2022	1.00	\$ 68,328.46	1.00	\$ 66,338.31
Young, John	Excluded	Executive Director	Kilcawley Center	8/16/2022	1.00	\$ 86,117.19	1.00	\$ 82,804.99
Campolito, Erika	Externally Funded	Classroom Supervisor	Rich Center for Autism	7/16/2022	1.00	\$ 42,691.66	1.00	\$ 38,810.60
Considine, Brendan	Externally Funded	Class Supervisor Technology Coordinator	Rich Center for Autism	7/16/2022	1.00	\$ 56,665.28	1.00	\$ 53,966.93
Corpa, Joseph	Externally Funded	Board Certified Behavior Analyst	Rich Center for Autism	7/16/2022	1.00	\$ 55,318.77	1.00	\$ 50,289.79
May, Tia	Externally Funded	Classroom Supervisor	Rich Center for Autism	7/16/2022	1.00	\$ 47,815.95	1.00	\$ 45,539.00

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
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
Rach, Julia	Externally Funded	Board Certified Behavior Analyst	Rich Center for Autism	7/16/2022	1.00	\$ 49,360.53	1.00	\$ 47,010.03
Johnson, Phyllis	Externally Funded	University Partnership Program Coordinator	Social Work	9/16/2022	0.50	\$ 36,691.00	0.50	\$ 34,943.34

**YOUNGSTOWN STATE UNIVERSITY
PROFESSIONAL ADMINISTRATIVE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
TRANSFERS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	CONTRACT APPT. DATES	FTE	SALARY
Gardner, Ann	Excluded	Associate Director International Programs / Associate Director	International Programs Office / Equal Opportunity & Policy Compliance	9/1/2022	1.00	\$ 74,541.60



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