



**YOUNGSTOWN
STATE
UNIVERSITY**

**BOARD OF TRUSTEES
UNIVERSITY AFFAIRS COMMITTEE**

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

**BACKGROUND MATERIALS
Thursday, December 8, 2022**

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|--|--------------|
| 1. Human Resources Update | Tab 1 |
| This report will provide an update on current accomplishments and priorities for moving forward with Human Resources Department operations; and provide the status of all Unfair Labor Practices, Grievances and Arbitrations. | |
| 2. Human Resources Update on Position Searches | Tab 2 |
| This report will provide a list of all searches in progress. | |
| 3. Classified Civil Service Personnel Actions | Tab 3 |
| This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff. | |
| 4. Report on Search Waivers | Tab 4 |

**Office of Human Resources Update
December 2022**

Benefits, Wellness and Training

The employee annual enrollment, which provides employees the opportunity to enroll, continue, change or waive health and prescription insurance coverage, has been completed. Modifications will become effective January 1, 2023.

Implementation of the new training/professional development system, called “Learn”, is underway. The Learn system will allow areas of the University to develop and implement specific training/professional development opportunities and to view and monitor employee progress. Currently the IT Training, Human Resources, Cyberlearning, and the Institute for Teaching and Learning Teaching are training on implementation.

EEO/Title IX

Metrics have been received from the Ohio Department of Higher Education for YSU to develop its 2023 Changing Campus Culture Plan. 2023 Plan will include a comprehensive awareness and response plan coordinated with Student Affairs.

Labor and Employee Relations/Unfair Labor Practices, Grievances and Arbitrations

ACE

- Grievance #767 Starting pay rate. Grievance denied, advanced to arbitration.
- Grievance #768 Class action companion to Grievance #767. Grievance denied, advanced to arbitration.
- Grievance #769 Challenging YSU Classification System and Grievance #770 Class Action Challenging YSU’s Classification System. Grievances denied, advanced to arbitration. Current grievances are duplicates of previously filed grievances (2019) which were denied and not appealed to arbitration and are now untimely.

APAS

- No Grievance/Arbitration Activity.
- Pursuant to Article 26: CONTRACTING, assistant athletic training services were contracted through NovaCare. A settlement agreement addressing the continuation of current tuition remission and bridging of health insurance coverage was reached with 3 Assistant Athletic Trainers affected by the contracting.

FOP

- Grievance #75 Suspension of Police Officer. Grievance denied, advanced to arbitration. Arbitration hearing scheduled for December 19, 2022.

OEA

- Grievances #383 and #384 Retrenchment of faculty member. Grievance denied, advanced to arbitration. Arbitration held July 25-27, 2022. Decision pending.
- Grievance #386 Retrenchment of faculty member. Grievance denied, advanced to arbitration. Settlement Agreement finalized 10/14/2022.
- Grievance #394 Overload Pay. Grievance denied, advanced to arbitration. Arbitrator selection in progress.

UNDERUTILIZED EMPLOYEE SNAPSHOT 07/01/22-09/30/22

EEO AA Plan Job Groups	Goal Category	Total # of Employees	# by M/F	# by RACE	# Employees IN by race/gender	# Emp. OUT by race/gender
1C Directors and chairs	<u>Minority</u>	72	33/39	0-Am. Indian	---	---
				2- Asian	---	---
				1-Black	---	---
				1-Hispanic	---	---
				1- 2 or more	---	---
				0- unknown	---	---
				68- White	---	1F
2A Professor	<u>Female</u>	110	71/39	0-Am. Indian	---	---
				15-Asian	---	---
				6-Black	---	---
				2-Hispanic	---	---
				0-2 or more	---	---
				0-unknown	---	---
				88-White	---	1F
2B Associate Professor	<u>Female</u>	94	52/42	0-Am. Indian	---	---
				15-Asian	1M	---
				4-Black	2F	1M
				2-Hispanic	---	---
				1- 2 or more	---	---
				1- Unknown	---	---
				70-White	1M	1F/1M
2D Instructor	<u>Minority</u>	76	29/47	0-Am. Indian	---	---
				6-Asian	1F	2M
				2-Black	1F	---
				0-Hispanic	---	---
				2-2 or more	---	---
				0-Unknown	---	---
				64-White	4F/5M*	---
2E Other Teaching	<u>Min. and Fem.</u>	114	74/40	0-Am. Indian	---	---
				1-Asian	---	---
				10-Black	---	---
				5-Hispanic	---	---
				0-2 or more	---	---
				0-Unknown	---	---
				95 – White	3M	---
3C Athletic	<u>Female</u>	78	56/22	0-Am. Indian	---	---
				1-Asian	1M	---
				10-Black	1M	1M
				3-Hispanic	---	---
				0-2 or more	---	---
				1-Unknown	---	---
				62-White	4F/1M	2F/3M
7B Service	<u>Female</u>	48	46/2	0-Am. Indian	---	---
				0-Asian	---	---
				6-Black	---	2M
				1-Hispanic	---	---
				0-2 or more	---	---
				0-Unknown	---	---
				45-White	---	2M



Current Postings

7/16/2022 – 10/15/2022

Faculty:

Beeghly College of Liberal Arts, Social Sciences & Education

- Part-time Faculty, Environmental Science
- Part-time Faculty, Geography
- Part-time Faculty, PAGES - Geology
- College Credit Plus Instructor - English
- Part-time Faculty, World Languages
- Part-time Faculty, English
- Part-time Faculty, History
- Part-time Faculty, Philosophy
- Part-time Faculty, Religious Studies
- Part-time Faculty, Psychology
- Part-time Faculty, Counseling and School Psychology
- Part-time Faculty, Humanities & Social Sciences - Political Science
- Part-time Faculty, Politics & International Relations
- Part-time Faculty, Social Work Lakeland & Lorain CC Campuses
- Part-time Faculty, Social Work
- Part-time Faculty, Humanities & Social Sciences - Anthropology
- Part-time Faculty, Teacher Education (Undergraduate Courses)
- Part-time Faculty, Teacher Education (Graduate Courses)
- Part-time Faculty, Adolescent/Young Adult Education
- Part-time Faculty, Early Childhood Education/Early Childhood Intervention Specialist
- Part-time Faculty, Middle Childhood Education
- Part-time Faculty, Literacy Education
- Part-time Faculty, Special Education
- Assistant Professor, Primary Education/Primary Intervention Specialist (Tenure Track)
- Part-time Faculty, Reading & Study Skills
- Continuing Education Instructor - English ESOL

College of Science, Technology Engineering & Math

- Part-time Faculty, Anatomy & Physiology
- Part-time Faculty, Plant Biology
- College Credit Plus Instructor - Biological Sciences
- College Credit Plus Instructor - Chemistry
- Part-time Faculty, Chemistry

- Part-time Faculty, Chemistry Lab
- Part-time Faculty, Computer Science & Information Systems
- Lecturer, Computer Science & Information Systems (Term)
- Part-time Faculty, Electrical & Computer Engineering
- Part-time Faculty, Chemical Engineering
- Part-time Faculty, Civil, Environmental & Chemical Engineering
- Part-time Faculty, Civil & Construction Engineering Technology
- Part-time Faculty, Electrical Engineering Technology
- Part-time Faculty, Industrial Engineering
- Part-time Faculty, Mathematics
- Part-time Faculty, Mathematics & Statistics
- Part-time Faculty, Mechanical Engineering
- Part-time Faculty, Mechanical Engineering Technology
- College Credit Plus Instructor - Physics
- College Credit Plus Instructor - Mathematics/Statistics
- Part-time Faculty, Physics
- Lecturer, Chemical Engineering (Term)

Cliffe College of Creative Arts & Communication

- College Credit Plus Instructor - Visual Arts Foundations
- Part-time Faculty, Art History
- Part-time Faculty, Graphic Design
- Part-time Faculty, Photography
- Part-time Faculty, Visual Arts
- Part-time Faculty, Visual Arts Foundations
- Assistant Professor, Graphic + Interactive Design (Tenure-Track)
- Lecturer, Dana School of Music - Music Industry - Recording Arts - Term
- Part-time Faculty, Dana School of Music
- Part-time Faculty, Director of Dana Gospel Choir
- Part-time Faculty, Theater & Dance Performance

Bitonte College of Health and Human Services

- Part-time Faculty, Criminal Justice
- Part-time Faculty, Forensic Science
- Part-time Faculty, Dietetics Program (Undergraduate)
- Part-time Faculty, Health Professions - Dental Hygiene
- Part-time Faculty, Medical Laboratory Programs
- Part-time Faculty, Public Health
- Part-time Faculty, Respiratory Care
- Part-time Faculty, Health Professions - Kinesiology and Sport Science
- Part-time Faculty, Hospitality Management
- Part-time Faculty, Merchandising - Fashion and Interiors
- Part-time Faculty, Nurse Practitioner (Web Based)
- Part-time Faculty, Nursing - Graduate
- Part-time Faculty, Nursing - Clinical

- Part-time Faculty, Pharmacology for Nurse Anesthetist Students
- Assistant Professor, Centofanti School of Nursing – Medical – Surgical & Mental Health

Williamson College of Business Administration

- Assistant/Associate Professor, Human Resources (Tenure Track)
- College Credit Plus – Instructor - Communication Foundation
- College Credit Plus – Instructor - Career Exploration & Development

Sokolov Honors College

- Part-time Faculty, Honors
- Part-time Faculty, Medical Practices

Student Success

- Part-time Faculty, First Year Student Services

Professional Administrative:

- Software Integration Engineer
- Program Manager, Workforce Training - Information Technology
- Instruction Specialist
- Coordinator, Regional Admissions
- Senior Technology Trainer
- Manager, Customer Service and Special Programs
- Manager, Corporate Training and Instructional Design
- Coordinator, Studio Art Support
- Academic Advisor 1
- Academic Advisor 2
- Coordinator, Community Standards and Student Conduct
- Classification and Compensation Administrator
- Counselor, Penguin Service Center
- Data Warehouse Engineer
- Assistant Registrar
- Coordinator, STEM Professional Services
- Coordinator, Transition and Mentoring Programs
- Site Coordinator - Brookfield
- Project Coordinator and Website Content Creator
- Assistant Director, Community Engagement (.50 FTE)
- Assistant Coach, Women's Lacrosse
- Coordinator, Office of College Access and Transition
- Coordinator, Adventure Recreation

Classified:

- Activity Leader - Multiple Locations, Center for Human Services Development (4 vacancies)
- Academic Leader - Multiple locations, Center for Human Services Development (5 vacancies)
- Software Integration Analyst 1, IT Application Services
- Custodial Technician 3, Janitorial Services
- Office Administrator – Workforce Training, Division for Workforce Education & Innovation
- Customer Service Assistant 1, Undergraduate Admissions
- Groundskeeper 2, Grounds
- Clerk 2, Parking Services
- Police Officer 1, YSU Police (3 vacancies)
- Maintenance Repair Worker 2, Facilities Maintenance
- Layout Design Artist, Marketing & Communications
- Data Administration Specialist 1, Alumni Engagement
- Business Operations Specialist 2, Undergraduate Admissions
- Financial Aid Loan Specialist 2, Financial Aid and Scholarships
- Academic Operations Specialist 1, Williamson College of Business Administration



SUMMARY OF PERSONNEL ACTIONS

Classified Employees

7/16/2022 through 10/15/2022

Separations – 15

- Classified Civil Service – 10
- Excluded – 2
- Externally Funded – 1
- FOP – 1
- FOP Excluded – 1

Appointments – 7

- Classified Civil Service – 6
- Excluded – 1

Reclassifications/Position Adjustments – 3

- Classified Civil Service – 3

Promotions – 5

- Classified Civil Service – 5

Salary Adjustments – 21

- Classified Civil Service – 12
- Excluded – 2
- FOP – 7

Transfers – 1

- Classified Civil Service – 1

Layoffs – 1

- Classified Civil Service – 1

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

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY	SEPARATION TYPE
Bodnark, Mary	ACE	Layout Design Artist	Marketing & Communications	10/3/2022	1.00	\$ 60,299.20	Terminated
Edison, Nkyah	ACE	Business Operations Specialist 1	Provost VP - Academic Affairs	9/2/2022	1.00	\$ 28,516.80	Resignation
Hanek, James	ACE	Data Reporting Analyst	IT Application Services	9/30/2022	1.00	\$ 91,790.40	Retirement
Hladun, Cody	ACE	Groundskeeper 2	Grounds	8/2/2022	1.00	\$ 31,782.40	Resignation
Kelty, Joseph	ACE	Groundskeeper 2	Grounds	8/12/2022	1.00	\$ 32,260.80	Resignation
Klacik, Amy	ACE	Academic Operations Specialist 1	Teacher Education & Leadership Studies	8/11/2022	1.00	\$ 28,537.60	Resignation
Nelson, Brian	ACE	Systems Technician 2	IT Infrastructure Services	9/9/2022	1.00	\$ 97,739.20	Resignation
Pagan Wilcox, Claudia	ACE	Business Operations Specialist 1	Maag Library	9/2/2022	0.50	\$ 14,476.80	Resignation
Stocks, Kyle	ACE	Business Operations Specialist 2	Undergraduate Admissions	8/26/2022	1.00	\$ 32,572.80	Resignation
Woodford, Debra	ACE	Clerk 2	Parking Services	9/1/2022	1.00	\$ 27,518.40	Resignation
Green, Walter	Excluded	Intermittent Parking Facilities Attendant	Parking Services	8/13/2022	0.25	\$ 10,400.00	Resignation
Pugh, Ronald	Excluded	Intermittent Parking Facilities Attendant	Parking Services	9/1/2022	0.25	\$ 14,175.20	Deceased
Reed, Elizabeth	Externally Funded	Operations Assistant	Rich Center for Autism	8/15/2022	1.00	\$ 26,769.60	Resignation
Marsolo, Jeffrey	FOP	Police Officer 2	YSU Police	8/13/2022	1.00	\$ 47,652.80	Resignation
Remias, Bryan	FOP Excluded	University Law Enforcement Officer Supervisor	YSU Police	8/31/2022	1.00	\$ 80,329.60	Retirement

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

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	FTE	SALARY
Cowles, Matthew	ACE	Audio Visual Productions Specialist	Marketing & Communications	8/1/2022	1.00	\$ 34,632.00
Goist, Carol	ACE	Clerk 2	Parking Services	9/12/2022	1.00	\$ 25,272.00
Miles, Terrence	ACE	Residence Hall Monitor	Housing	7/26/2022	0.50	\$ 14,768.00
Pantelas, Julie	ACE	Groundskeeper 2	Grounds	10/3/2022	1.00	\$ 31,782.40
Pavlovich, Stephanie	ACE	Academic Operations Specialist 2	Dana School of Music and University Theatre	8/1/2022	1.00	\$ 31,782.40
Yoder, Daniel	ACE	Technology Support Technician 1	IT Customer Services	8/22/2022	1.00	\$ 43,929.60
Barber, Debbie	Excluded	Human Resources Generalist	Office of Human Resources	8/22/2022	1.00	\$ 38,896.00

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
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	APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Elia, Della	ACE	Academic Operations Specialist 2 / Academic Operations Specialist 1	Dean - Beeghly College Liberal Arts, Social Science & Education	5/8/2022	1.00	\$ 33,238.40	\$ 28,537.60
Freudenberg, Amber	ACE	Business Operations Specialist 2 / Clerk 2	Environmental Occupational Health & Safety	9/11/2022	1.00	\$ 33,238.40	\$ 28,516.80
Ruscitti, Anna Marie	ACE	Business Operations Specialist 2/ Business Operations Specialist 1	Career Exploration & Development	5/8/2022	1.00	\$ 44,200.00	\$ 42,099.20

**YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
PROMOTIONS**

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Audia, Joseph	ACE	Technology Support Tech 2 / Technology Support Tech 1	IT Customer Services	7/17/2022	1.00	\$ 48,734.40	\$ 45,843.20
Brandenstein, Gerald	ACE	Technology Support Tech 2 / Technology Support Tech 1	IT Customer Services	7/17/2022	1.00	\$ 89,710.40	\$ 85,446.40
Cetor, Paul	ACE	Building Maintenance Supervisor / Maintenance Repair Worker 2	Facilities Services	7/17/2022	1.00	\$ 43,160.00	\$ 40,643.20
Cole, Nicolene	ACE	Academic Operations Specialist 2 / Academic Operations Specialist 1	Dean - Beeghly College Liberal Arts & Social Science & Educ / Marketing & Management	9/25/2022	1.00	\$ 54,308.80	\$ 51,729.60
Mehle, Vicki	ACE	Business Operations Specialist 2/ Clerk 2	Procurement Services / Parking Services	7/17/2022	1.00	\$ 34,216.00	\$ 32,572.80

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
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
Becker, TyRee	ACE	Technology Support Tech 1	IT Customer Services	8/14/2022	1.00	\$ 45,510.40	1.00	\$ 43,929.60
DeLucia, Nicholas	ACE	Technology Support Tech 1	IT Customer Services	7/31/2022	1.00	\$ 46,508.80	1.00	\$ 45,822.40
Duffy, Scott	ACE	Financial Aid Loan Spec 2	Financial Aid and Scholarships	8/14/2022	1.00	\$ 37,856.00	1.00	\$ 36,462.40
Haskins, Timothy	ACE	Residence Hall Monitor	Housing	9/25/2022	1.00	\$ 30,763.20	1.00	\$ 29,536.00
Hood, Kevin	ACE	Automotive Mechanic 3	Motor Pool	8/28/2022	1.00	\$ 44,449.60	1.00	\$ 43,804.80
Liadis, Kimberley	ACE	Travel Clerk	Procurement Services	7/17/2022	1.00	\$ 28,142.40	1.00	\$ 27,726.40
McCormick, Gemini	ACE	Payroll Specialist 1	Payroll	10/9/2022	1.00	\$ 35,027.20	1.00	\$ 34,507.20
Miller, Jenifer	ACE	Academic Ops Specialist 1	Dean Bitonte College Health & Human Services	9/25/2022	0.75	\$ 21,715.20	0.75	\$ 21,387.60
Pagan Wilcox, Claudia	ACE	Business Ops Specialist 1	Maag Library	8/28/2022	0.50	\$ 14,476.80	0.50	\$ 14,258.40
Polis, Troy	ACE	Parking Facilities Attendant	Parking Services	8/14/2022	0.25	\$ 13,426.40	0.25	\$ 12,864.80
Tirado, Jalon	ACE	Custodial Technician 3	Janitorial Services	10/9/2022	1.00	\$ 32,718.40	1.00	\$ 32,240.00
Woodford, Debra	ACE	Clerk 2	Parking Services	8/28/2022	1.00	\$ 27,518.40	1.00	\$ 27,102.40
Natoli, Krystle	Excluded	Human Resources Generalist	Human Resources	8/28/2022	1.00	\$ 40,352.00	1.00	\$ 39,769.60
Wallace, Jesse	Excluded	Power Plant Energy Management Supervisor	Central Utility Plant & Distribution	7/17/2022	1.00	\$ 67,953.60	1.00	\$ 66,809.60
Killa, Tyler	FOP	Police Officer 2	YSU Police	7/31/2022	1.00	\$ 47,652.80	1.00	\$ 46,092.80
Marshburn, Haley	FOP	Police Officer 2	YSU Police	7/31/2022	1.00	\$ 47,652.80	1.00	\$ 46,092.80
Marsolo, Jeffrey	FOP	Police Officer 2	YSU Police	7/31/2022	1.00	\$ 47,652.80	1.00	\$ 46,092.80
McDade, Travis	FOP	Police Officer 2	YSU Police	8/28/2022	1.00	\$ 54,288.00	1.00	\$ 52,540.80
Mehley, Mark	FOP	Police Officer 2	YSU Police	10/9/2022	1.00	\$ 54,288.00	1.00	\$ 52,540.80
Winbush, Thurston	FOP	Police Officer 2	YSU Police	8/28/2022	1.00	\$ 56,180.80	1.00	\$ 54,288.00
Wolfe, Chelsea	FOP	Police Officer 2	YSU Police	7/31/2022	1.00	\$ 47,652.80	1.00	\$ 46,092.80

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

EMPLOYEE NAME	EMPLOYEE TYPE	NEW POSITION TITLE/ OLD POSITION TITLE	NEW DEPARTMENT/ OLD DEPARTMENT	APPOINTMENT DATES	FTE	NEW SALARY	PREVIOUS SALARY
Herbert, Sallee	ACE	Business Operations Specialist 2 / Business Operations Specialist 2	Kilcawley Center / College Access and Transition	10/9/2022	1.00	\$ 32,572.80	\$ 32,572.80

YOUNGSTOWN STATE UNIVERSITY
CLASSIFIED EMPLOYEE
PERSONNEL ACTIONS 7/16/2022 THROUGH 10/15/2022
LAYOFFS

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT END DATE	FTE	SALARY
Amolsch, Dawn	ACE	Laboratory Animal Technician 1	Chemical & Biological Sciences	7/16/2022	1.00	\$ 40,227.20



TO: Board of Trustees, Youngstown State University
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FROM: Dana Lantz, Director Equal Opportunity, Policy Development & Title IX

RE: 3356-2-04 Search waivers for hiring of faculty and professional/administrative staff report pursuant to (F)(6) for the December 2022 Board of Trustees Meeting

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

Date approved: July 22, 2022
Requestor: Ronald Stollo
Department: Intercollegiate Athletics
Position: Assistant Coach Men's Basketball
Candidate: Mantoris Robinson
Start date: July 22, 2022
Race/Gender: Black / Male
Rationale: "With practice and workouts starting a full staff is much needed we would like to pursue this search waiver for Mantoris and fill this position as quickly as possible... With Mantoris's experience as a former student athlete, we are confident in his ability to not only complete the job duties to the highest standard but also his ability to build relationships with students."

Date approved: August 3, 2022
Requestor: Ronald Stollo
Department: Intercollegiate Athletics
Position: Assistant Football Coach / Athletics
Candidate: Mark Preto
Start date: August 3, 2022
Race/Gender: White / Male



Rationale: "The rationale for a search waiver is the departure of the current football video position's last day being 7/22/22. Football pre-season camp before the season starts on August 1st. With camp starting in 2 weeks it is beneficial for a full time staff member to oversee the video program leading into pre-season camp and the regular season a month later."

Date approved: September 6, 2022

Requestor: Wim Steelant / Brien Smith

Department: Engineering / STEM

Position: Research Associate

Candidate: Bharat Yelamanchi

Start date: September 1, 2022

Race/Gender: Asian / Male

Rationale: "The phase 1 of the hybrid project has already started and we are behind schedule. I do not have time to start a search activity at this point. Also, the machine we are working on, is the first in the whole in the US. Any other potential candidate would have to be trained by Mazak, ORNL, and HyperMILL. This will involve time and cost, which do not have at this point. Lastly, the amount of work involved in this project has been expanding, I am in a need of a Research Associate to assist me on coordinating and leading the project. The candidate has initially been part of the project as student and has shown an excellent performance."