

SPECIAL BOARD OF TRUSTEES' MEETING

**Thursday, May 28, 2015
5:00 p.m.**

**Tod Hall
Board Meeting Room**

AGENDA

- A. Roll Call
- B. Proof of Notice of Meeting
- C. Disposition of Minutes for Meetings Held March 11, 2015; May 5, 2015; and May 11, 2015 will be Deferred until the Next Meeting
- D. Report of the Committees of the Board
 - 1. University Affairs Committee
 - a. Resolution to Approve the Selection of the Position for Dean of the College of Graduate Studies
 - b. Resolution to Approve the Selection of the Position for Associate Vice President for Research
 - c. Resolution to Approve the Selection of the Position for Associate Vice President for Student Success
 - d. Corrected Resolution to Declare Impasse and Implement the Tentative Agreement Between the University and ACE
- E. Communications and Memorials
- F. Unfinished Business
- G. New Business
- H. Chairperson's Remarks
- I. Dates and Times of Upcoming Regular Meetings of the Board
 - Tentative Meeting Dates: 3 p.m., Wednesday, June 17, 2015
 - 3 p.m., Thursday, September 24, 2015
 - 3 p.m., Wednesday, December 16, 2015
- J. Adjournment

**RESOLUTION TO APPROVE THE SELECTION OF THE POSITION
FOR DEAN OF THE COLLEGE OF GRADUATE STUDIES**

WHEREAS, a new position was recommended by Academic Affairs and approved by the Board of Trustees; and

WHEREAS, a search was completed and a strong consensus emerged to select a particular candidate;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby appoint Salvatore A. Sanders as Dean of the College of Graduate Studies.

PROFESSIONAL/ADMINISTRATIVE STAFF
POSITION DESCRIPTION

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YOUNGSTOWN STATE UNIVERSITY

Issue Date:

Salary Range:

Reviewed By:

TITLE: Dean of the Graduate College

DEPARTMENT: Graduate College

JOB SUMMARY:

Provides leadership, strategic direction and oversight for advancing graduate education and ensuring that the college offers high-quality graduate programs. Plans, administers, and evaluates the educational, financial and personnel activities of the Graduate College. Interacts with academic deans, academic administrators, staff, students and agencies outside of the University. Represents the University to external constituencies. Reports to the Provost.

ESSENTIAL FUNCTIONS & RESPONSIBILITIES:

- Provide leadership for advancing graduate education
- Plans, administers and evaluates educational, operational, financial, and personnel activities of the Graduate College
- Appoints Associate, Adjunct, and Designated Members of Graduate Faculty and appoints Regular Members of Graduate Faculty upon the recommendation of Graduate Council
- Appoints members of and convenes the Graduate Student Advisory Council
- Oversees and facilitates planning, development, review, enhancement and maintenance to achieve quality in graduate programs
- Facilitates and administers the governance processes of the Graduate College
- Certifies all graduate students for graduation.
- Negotiates and develops inter-institutional educational agreements for graduate school programs on behalf of the University
- Develops and implements recruitment, admission and marketing strategies in collaboration with the marketing and enrollment management teams
- Works with faculty, academic staff and administrators to enhance enrollment management and degree completion rates
- Maintains compliance with federal, state, and institutional regulations, policies and procedures
- Manage funding for graduate assistantships, graduate student scholarships and travel
- Oversees graduate the student grievance process
- Designs, implements and monitors graduate program review and improvement procedures
- Supports the development and management of graduate programs including review of proposals for new and revised programs and representing and advocating for proposed programs to the regents advisory committee for graduate studies.
- Prepares informational and statistical reports needed for documenting, evaluating and publishing graduate activities.

**PROFESSIONAL/ADMINISTRATIVE STAFF
POSITION DESCRIPTION**

Page 2 of 2

TITLE: Dean of the Graduate College

OTHER FUNCTIONS AND RESPONSIBILITIES:

Performs other related duties as assigned.

SUPERVISION EXERCISED:

Administrative and functional supervision over assigned Professional Administrative and Classified personnel

REPORTS TO: Provost and Vice President of Academic Affairs

PHYSICAL REQUIREMENTS:

None

REQUIRED CERTIFICATIONS AND/OR LICENSURES:

None

MINIMUM QUALIFICATIONS:

- Earned doctoral degree in an appropriate academic discipline with experience sufficient to justify appointment at the rank of Full Professor with tenure
- Excellent communication and interpersonal skills

PREFERRED QUALIFICATIONS

- Administrative experience demonstrating knowledge of graduate program development, graduate program administration and/or admissions processes
- Experience with faculty development leading to enhancement of graduate programs
- Supervisory experience



Salvatore A. Sanders
Associate Dean of Graduate Studies
Associate Professor of Health Professions
1 University Plaza
Youngstown, OH 44555
E-mail: sanders@ysu.edu
Phone: 330.941.3091

Education:

- Ph.D. - 2006 Secondary Education, The University of Akron, Akron, Ohio
Dissertation: *Effect of learner attributes, dialogue and course structure on students' satisfaction and performance in on line course environments*
- M.S. - 1988 Technical Education, The University of Akron, Akron, Ohio
- B.S.A.S. - 1985 (I.C.P.) Allied Health, Youngstown State University, Youngstown, Ohio
Certificate: Respiratory Therapy Technician Program, Youngstown State University, Youngstown, Ohio

Professional Positions:

- 2013-Present Associate Dean of Graduate Studies, Youngstown State University, Youngstown, Ohio
Essential functions and responsibilities include:
- Manage the daily operational processes of the School of Graduate Studies and Research
 - Provide guidance for recruitment, admissions, marketing and enrollment management of the School of Graduate Studies and Research
 - Collaborate with the Center for International Studies and Programs in support of recruitment and admission of international students
 - Prepare informational and statistical reports needed for documenting, evaluating, and publishing graduate activities
 - Manage graduate student grievances
 - Administer graduate student travel fund
 - Manage funding for graduate assistants
 - Oversee graduate admissions processing
 - Provide support and consultation to colleges for expansion of graduate programming
 - Design and implement procedures for program review to include monitoring recommendations for program improvement
 - Facilitate the development and management of interdisciplinary graduate programs
 - Represent YSU to the Regents Advisory Committee as needed
- YSU Professional Administrative Staff Position Description
- 2012-2013 Interim Director, Master of Respiratory Care Program, Youngstown State University, Youngstown, Ohio
- 2009-Present Associate Professor, Youngstown State University, Youngstown, Ohio
Department of Health Professions
- 2009-2012 Interim Director, Master of Health & Human Services Program
- 2003-2013 Director, BSAS in Allied Health Program
- 2003-2013 Director of Distance Learning, Bitonte College of Health and Human Services
- 2003-2009 Assistant Professor, Youngstown State University, Youngstown, Ohio

Department of Health Professions
 2001-2003 Interim Director of Media & Academic Computing, Youngstown State University, Youngstown, Ohio
 2001-2003 Instructional Technologist, Youngstown State University, Youngstown, Ohio
 1999-2001 Instructional Technology Specialist, Youngstown State University, Youngstown, Ohio
 1991-1999 Director of Clinical Education-Respiratory Care Program, Cuyahoga Community College, Parma, Ohio
 1991 Quality Assurance/Productivity Coordinator and Supervisor-Respiratory Care, St. Elizabeth Hospital Medical Center, Youngstown, Ohio
 1987-1990 Clinical Instructor Respiratory Therapist, St. Elizabeth Hospital Medical Center, Youngstown, Ohio
 1985 - 1987 Respiratory Therapist, St. Elizabeth Hospital Medical Center, Youngstown, Ohio
 1982 -1985 Respiratory Therapy Technician, St. Elizabeth Hospital Medical Center, Youngstown, Ohio

Certification and Licensure:

Licensed Respiratory Care Professional	Ohio	Active
Certified Pulmonary Function Technologist	July 9, 1988	
Registered Respiratory Therapist	December 7, 1985	#24941
Quality Matters:		
Master Reviewer Certification (MRC)	March, 1, 2012	Inactive
Peer Reviewer Certification (PRC)	January, 26, 2011	

Military:

1979 -1988 Ohio Army National Guard - 838th Military Police Company, Youngstown, Ohio
 Military Police Investigator Supervisor Rank: SSG E-6.
 Selected N.C.O. of the year, 1986.

Consulting:

2012-2014 University of Charleston Doctoral Dissertation Committee served as Research Matter Expert for a study involving the impact of fragmented sleep on executive function
 December 2011 Quality Matters - Review of an online course
 October 2011 Quality Matters - Review of an online course.
 January 2009 Distance Education Consulting and Training Provided consulting services and conducted workshops related to distance education, instructional technology and instructional design for Missouri Western State University January 21st - 23rd, 2009.
 Fall 2000 WebCT Training - Developed and conducted WebCT training for teachers in Mahoning County under contract with the Mahoning County Educational Service Center.

Publications:

- Refereed:
- Roby, A. L., Sanders, S. A., Hazy, J. M., & Volsko, T. A. (2013). Disruptive behavior in the respiratory therapy workplace. *Respiratory Care Education Annual*, 22, 36-44.
- Sanders, S. A., Mullins, N.M., & Zetts, M. J. (2013). Tales from an Urban Multipurpose Trail: One and a half miles of wellness. *The International Journal of Health, Wellness and Society*, 2(3) 163-178
- Chatburn, R. L., Volsko, T. A., Hazy, J., Harris, L. N. & Sanders S. A. (2012). Determining the basis for a taxonomy of mechanical ventilation. *Respiratory Care*, 57(4), 514-24
- Robinson, K. T., Sanders, S. A., & Boyd, J. L. (2012). High-risk HIV minorities in the united states: who gets tested and where? *American Journal Of Health Behavior*, 36(3), 348-59.
- Sanders, S. A., McNierney, D. J., & Hazy, J. M. (2009). Podcasting as an instructional tool: Student and faculty perceptions. *Journal of Instruction Delivery Systems*, 23(2), 14-20.
- Miller, K. L., Sanders, S. A., & Miller, S. M. (2009). Requisite computer technologies and infrastructures for providing live, remote, clinical cybersupervision. In G. R. Walz, J. C. Bleuer, & R. K. Yep (Eds.), *Compelling Counseling Interventions*. (pp. 317-328) Alexandria, VA: American Counseling Association
- Sanders, S. A. & Hirschbuhl, J. J. (2007). Effect of learner attributes, dialogue and course structure on students' satisfaction and performance in online allied health courses. *Journal of Interactive Instruction Development*, 20(1), 17-27.
- Boyd, J. L., Hazy, J. M. & Sanders, S. A. (2007). Communicating and understanding laboratory test results: What matters? *LABMEDICINE*, 38(11), 680-684.
- Sanders, S. A., Mikanowicz, C. K., Sellaro, C. L. & Chang, G. A. (2006). *Development of a WebCT orientation course to facilitate online learning*. In J. A. Chambers (Ed.), *Selected Papers from the 17th International Conference on College Teaching and Learning* (pp. 115-131). Florida Community College at Jacksonville
- Refereed
Published
Abstracts:
- Davis, J. M., Yacovone, M. L. & Sanders, S. A. (2014, October). Respiratory Care Students' Evaluation of Numask Intra Oral Mask and Oral Pharyngeal Airway with Bag-Valve-Mask and Oral Pharyngeal Airway for Manikin Ventilation. *Respiratory Care*, 59 (10), OF58.
- Haug, K. A., Yacovone, M. L. & Sanders, S. A. (2012, October) Student performance after use of an oxygen therapy computer-based learning module. *Respiratory Care*, 57 (10), 1708.
- Maglionico, D. A., Sanders, S. A. & Volsko, T. A. (2012, October). Interruption during shift Report: Impact on patient care. *Respiratory Care*, 57 (10), 1770.
- Rivera, J., Yacovone, M. L., & Sanders, S. A. (2012, October) The use of a video learning module for oxygen therapy instruction. *Respiratory Care*, 57 (10), 1763
- Roby, A. L., Sanders, S. A., Hazy, J. M. & Volsko, T. A. (2011, October). Disruptive behavior in the respiratory workplace. *Respiratory Care*, 56 (10), 1657

Non-refereed:

Miller, S. M., Sanders, S. A., Mullins, N. M. & Zetts, M. J. (2012). Mill Creek Park's East Golf Hike/Bike Trail Research Accepted for International Presentation. *Lifelines*, 19, 12.

Sanders, S. A., Chang, G. A., Sellaro, C. L. & Mikanowicz, C. K., (2009). *Prompt Feedback Expectations of Students and Faculty*. In Proceedings of Asian Conference on Education, Osaka, Japan

Miller, K. L., Sanders, S. A. & Miller, S.M. (2009). Requisite computer technologies and infrastructures for providing live, remote, clinical cybersupervision. *IJSTAS Online*.

Sanders, S. A., Mikanowicz, C. K., Chang, G. A., & Sellaro, C. L. (2008). *Feedback expectations of students and faculty in undergraduate and graduate education*. In Proceedings of the Hawaii International Conference on Education, Honolulu, Hawaii.

Sanders, S. A. & Patzwahl, I. C. (2001). Ms. Emma Seema and friends: Cases of COPD. In S.C. Mishoe & M. A. Welch (Eds.), *Critical Thinking in Respiratory Care*. New York, NY: McGraw-Hill.

Sanders, S. A., Robinson, S. L., Lucas, D. & Pavlik, D. (1997) Computer network benefits respiratory care program. *AARC Times*, 21 (2), 40-44.

Presentations:

- Sanders, S. A. (2014, January). Is Peggy Really Suzie, and is Bob taking Fred's Exam? Some thoughts on Academic Honesty and Student Authentication in Online Learning Environments. Fresh Start for Faculty. Presented at Youngstown State University. Youngstown, Ohio.
- Sanders, S. A. (2013, June 18th). Stem Explorers Podcasting Workshop. Presented at Youngstown State University. Youngstown, Ohio.
- Sanders, S. A. (2013, June 13th). Stem Explorers Podcasting Workshop. Presented at Youngstown State University. Youngstown, Ohio.
- Sanders, S. A. (2013, June). Podcasting Workshop for Lumen Christi Teachers. Presented at Cardinal Mooney High School. Youngstown, Ohio.
- Sanders, S. A. (2013, April). Student Authentication: How do I know Suzie is Suzie? Distance Learning - Intermediate Best Practices. Presented at Youngstown State University. Youngstown, Ohio.
- Sanders, S. A., Mullins, N.M. & Zetts, M. J. (2013, March). Tales from an Urban Multipurpose Trail: One and a half miles of wellness. Online Presentation to *The Third International Conference on Health, Wellness and Society*.
- Sanders, S. A. (2013, February). Facilitated Hands-On Workshop for Faculty. Best Practices Workshop in Online Course Development. Presented at Youngstown State University. Youngstown, Ohio.
- Sanders, S. A. (2013, January). Facilitated Hands-On Workshop for Faculty. Best Practices Workshop in Online Course Development. Youngstown State University. Youngstown, Ohio.
- Sanders, S. A. & Zetts, M. (2012, June). *Hike Bike Trail Research*. Presented at Mill Creek MetroParks Bikeway Phase III: ODOT PID # 80655 Public Open House. Mill Creek MetroParks Farm, Canfield, Ohio.
- Sanders, S. A. (2012, June). *Podcasting and careers*. Presented at the STEM Explorers Camp for Middle School Students. Youngstown State University. Youngstown, Ohio.
- Sanders, S. A. (2012, January). *Issues in distance learning*. Presented at Better Learning Through Technology Institute. Youngstown State University. Youngstown, Ohio.
- Sanders, S. A. (2012, January). *Software Roundups: Tools you can use*. Presented at Better Learning Through Technology Institute. Youngstown State University. Youngstown, Ohio.
- Sanders, S.A. (2011, September). *Choose your cloud - Personal or Public*. Presented at 3rd Annual Distance Education Conference. Youngstown State University. Youngstown, Ohio.
- Sanders, S. A., Mullins, N., Zetts, M. (2011, August). *Health Fitness Wellness Benefits at a Recreational Trail*. Presented at Bitonte College of Health and Human Services Scholarship Forum. Youngstown State University. Youngstown, Ohio.
- Sanders, S. A. (2011, March). *Screencasts, podcasts and feedback tools*. Presented at Distance Education Show & Tell. Youngstown State University. Youngstown, Ohio.
- Sanders, S. A. (2011, January). *Investigating Learning in the Sciences and Professions*. Presented at Better Learning Through Technology Institute. Youngstown State University. Youngstown, Ohio.

Sanders, S. A. (2010, October). *Where is my course? Where are my files? Solutions and discussion for users of Blackboard 9*. Presented at Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2010, April). *Making the move: Getting your current online course to the new Blackboard 9 System*. Presented at Youngstown State University, Youngstown, Ohio.

McNierney, D. J., Sanders, S. A. (2010, March). *Enhancing Instruction Through Podcasting*. Presented at Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2010, February). *Facilitating Feedback: Online Tools for Communicating with Students*. Presented at Youngstown State University, Youngstown, Ohio.

Sanders, S. A., Chang, G. A., Sellaro, C. L. & Mikanowicz, C. K. (2009, October). *Prompt Feedback: Expectations of Students and Faculty*. Presented at the Asian Conference on Education Osaka, Japan.

Sanders, S.A. & McNierney, D. J. (2009, October). *Can you hear me now? Creating and publishing educational podcasts*. Presented at 2nd Annual Distance Education Conference, Youngstown State University, Youngstown, Ohio

Sanders, S. A. (2009, April). *Research Workshop for STARS*. Presented at Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2009, April). *Effect Of Learner Attributes, Dialogue And Course Structure On Students' Satisfaction And Performance In Web-Based Allied Health Courses*. Presented at the American Educational Research Association Annual Meeting, San Diego, California.

Sanders, S.A. (2009, February). *Dynamic Online Learning Environments*. Presented at Meeting of the Board of Trustees, Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2009, February). *Toys as Tools Workshop: Creating Educational Podcasts for MP3 Players*. Presented at the Teaching & Learning Conference (TLC), Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2008, October). *SOS: Serving Online Students*. Presented at the League for Innovation in the Community College Conference on Information Technology, Salt Lake City, Utah.

McNierney, D. J. & Sanders, S. A. (2008, October). *Podcasting on the cheap*. Presented at 1st Annual Distance Education Conference, Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2008, September) *Technology for Online Learning*. Presented at Youngstown State University, Bitonte College of Health & Human Services, Youngstown, Ohio.

Sanders, S. A. (2008, February) *Overview and demonstration of online teaching for the Criminal Justice Program*. Presented at Youngstown State University, Bitonte College of Health & Human Services, Youngstown, Ohio.

Sanders, S. A., Mikanowicz, C. K., Chang, G. A., & Sellaro, C. L. (2008, January) *Feedback expectations of students and faculty in undergraduate and graduate education*. Presented at the Hawaii International Conference on Education Honolulu, Hawaii

Sanders, S. A. (2007, December) *Podcasting workshop for nursing faculty*. Presented at Youngstown State University, Bitonte College of Health & Human Services, Youngstown, Ohio

Sanders, S. A. (2007, November) *Overview of online teaching*. Presented at Youngstown State University, Williamson College of Business Administration, Youngstown, Ohio.

Miller, K. L., Sanders, S. A. & Miller, S. M. (2007, October). *System Capabilities and requirements for live, remote, clinical supervision*. Presented at Association for Counselor Education and Supervision Conference, Columbus, Ohio.

Sanders, S. A. (2007, September) *Overview of online teaching*. Presented at Youngstown State University, Bitonte College of Health & Human Services, Youngstown, Ohio.

Sanders, S. A. (2007, June). *WebCT Institute*. Presented at Summer Institute for Teacher-Scholars, Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2007, February) *Effect of Learner Attributes, Dialogue and Course Structure on Students' Satisfaction and Performance in On-Line Course Environments*. Presented at the Eastern Educational Research Association Annual Meeting, Sheraton Sand Key Resort, Clearwater, Florida.

Sanders, S. A. (2006, December) *Conducting Research Workshop*. Presented at Youngstown State University for STARS program participants, Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2006, October) *Panel of Distance Learning Experts*. Presented by audio conference at OCHFA Professional Development Day Program, Ohio State University's Lawcett Center, Columbus, Ohio.

Sanders, S. A. & Jadun, M. (2006, August) *WebCT Institute*. Presented at Summer Institute for Teacher-Scholars, Youngstown State University, Youngstown, Ohio.

Sanders, S. A., Mikanowicz, C. K., Sellaro, C. L., & Chang, G. A. (2006, April). *Development of a WebCT orientation course to facilitate online learning*. Presented at the 17th International Conference on College Teaching & Learning, Ponte Vedra Beach, Florida.

Sanders, S. A. (2006, February) *Effect of Learner Attributes, Dialogue and Course Structure on Students' Satisfaction In On Line Course Environments*. In M. Theall (Chair), *Rewarding Faculty Through Career Pathways*. Presented at NFO Health Force Education Summit, Youngstown, Ohio.

Sanders, S. A. & Jadun, M. (2005, August) *WebCT Vista*. Presented at Summer Institute for Teacher-Scholars, Workshop presented at Summer Institute for Teacher-Scholars, Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2005, May) *Instructional design and course development*. Presented at Northeastern Ohio Universities College of Medicine, Rootstown, Ohio.

Sanders, S. A. (2005, April-June) *Workshop Series: Digital imaging and creation of a Web-based family history*. Presented at Youngstown State University for Project Vision participants, Youngstown State University, Youngstown, Ohio.

Sanders, S. A. & Jadun, M. (2004, August) *WebCT options for SoTL, assessment, and classroom research*. Presented at Summer Institute for Teacher-Scholars, Youngstown State University, Youngstown, Ohio.

Sanders, S. A. (2004, June) *The Dynamic Web Classroom*. Presented at the AARC Summer Forum, Vail, Colorado. Dr. Fred Helmholtz Education Lecture Series Sponsored by the Committee on Accreditation for Respiratory Care (CoARC).

Sanders, S. A. (2004, March). *Multimedia for feedback, evaluation and instruction: A how-to look at using reasonably priced software to do some useful and cool stuff*. Poster session presented at the Ohio Commons for Digital Education (OCDE) 2004 Conference: The Convergence of Libraries, Learning and Technology. Columbus, Ohio.

Sanders, S. A. (2003) *WebCT in SoTL Projects*. Presented at Summer Institute for Teacher-Scholars. Youngstown State University, Youngstown, Ohio.

Chang G. A., Sanders, S. A., Mikanowicz, C. K., & Sellaro, C. L. (2003). *Student and Faculty Self-Efficacy for Distance Learning Technology* presented at the 14th International Conference on College Teaching & Learning. Jacksonville, Florida.

Eggers, R.M., Sanders, S. A., McNierney, D. J. & Biersdorfer, R. E. (2002). *Professional Development + Instruction = Minerals = A DVD that Rocks!* Presented at AACF E-Learn World Conference on E-Learning in Corporate, Government, Healthcare, & Higher Education. Montreal, Canada.

Sanders, S. A. (2002). *Integrating Interactive Distance Learning and Web-Based Activities into College Tech Prep Curricula*. Presented at National Tech Prep Conference. Cincinnati, Ohio.

Smith J.C. & Sanders, S. A. (2002). *A Strategy for Distance Education: Ideas for Today and Tomorrow at Youngstown State University*. Presented at Provost's Retreat. Youngstown, Ohio.

Sanders, S. A. (September 2001). *Audio and Video in WebCT*. Presented at Northeast Ohio Council on Higher Education Conference. Oberlin College in Oberlin, Ohio.

Sanders, S. A. & Wainio, D. J. (April 2001). *Training Teachers to Tackle Technology*. Presented at Ohio Higher Education Computing Council (OHECC) Annual Conference. Youngstown, Ohio.

Sanders, S. A. (April 2000). *High teach ...not just high tech: Use of computer-based technology in the education of health care professionals*. Presented at the Annual Conference of the Ohio Society for Education in the Health Professions. Columbus, Ohio.

Sanders, S. A., Uselton, P. & Kohn, S. (April 2000) *Instructing instructors in multimedia development: A different approach*. Presented at The Annual Conference of the Ohio Society for Education in the Health Professions. Columbus, Ohio.

Duiker, R. & Sanders, S. A. (April 1999). *Problem based learning in small and large group settings*. Presented at the Annual Conference of the Ohio Society for Education in the Health Professions. Columbus, Ohio.

Poster Presentations:

Davis, J.M., Yacovone, M.L. & Sanders, S.A. (2014, December). Respiratory Care Students' Evaluation of Numask Intra Oral Mask and Oral Pharyngeal Airway with Bag-Valve-Mask and Oral Pharyngeal Airway for Manikin Ventilation. American Association for Respiratory Care Congress - Open Forum. Las Vegas, NV.

Haug, K.A., Yacovone, M.L. & Sanders, S.A. (2012, November). Student performance after use of an oxygen therapy computer-based learning module. American Association for Respiratory Care Congress - Open Forum. New Orleans, LA.

Rivera, J., Yacovone, M.L., & Sanders, S.A. (2012, November). The use of a video learning module for oxygen therapy instruction. American Association for Respiratory Care Congress Open Forum. New Orleans, LA.

Roby, A. L., Sanders, S.A., Hazy, J. M. & Volsko, T. A. (2011, November). Disruptive behavior in the respiratory workplace. American Association for Respiratory Care Congress – Open Forum. Tampa, FL .

Chang, G. A., Ding, K., Sanders, S. A., Albani, T. and Krumpak, A. (2011, November). Peer influence and drug initiation among middle and high school students in Midwestern United States. American Public Health Association 139th Annual Meeting and Exposition. Washington, DC .

Manuscripts Reviewed:

RC-02944 entitled "Exacerbations of asthma during pregnancy: Impact on pregnancy complications and outcome" Reviewed October 2013 for the journal: *Respiratory Care*.

User Experience Design for a Better Health System. Reviewed September 2012 for the *Journal of Health, Wellness and Society*.

Why not communicate? Reviewed September 2012 for the *Journal of Health, Wellness and Society*.

Honors and Awards:

Distinguished Professor in Teaching, April 2013
 Inducted into the Honor Society of Phi Kappa Phi, April 2011
 Distinguished Professor in University Service, April 2008
 2008 Robert J. Menges New Researcher Award sponsored by the Special Interest Group for Faculty Teaching, Evaluation, and Development of the American Educational Research Association
 Awarded Tenure in the Department of Health Professions, 2008
 Who's Who Among America's Teachers, 8th Ed.
 Dean's Award for demonstrating superior success in obtaining external funding, Youngstown State University, November 2003.
 Distinguished Service Award, Youngstown State University, May 2002.
 Award for Academic Excellence and Clinical Expertise, Youngstown State University, 1982

Courses Taught:

Undergraduate Courses:

Allied Health 4801	Special Topics	1-3 s.h
Allied Health 4805	Health Education For Allied Health	3 s.h.
Allied Health 4806	Research Methods	3 s.h.
Allied Health 4810	Management Skills for Health Professionals	3 s.h.
Allied Health 4820	Directed Research	2 s.h.
Health Sciences 1568	Healthy Lifestyles	3 s.h.
Medical Assisting Technology 1501	Medical Terminology	3 s.h.

Graduate Courses:

Educational Technology 6970	Educational Computing and Technology	3 s.h.
Educational Technology 972	Design and Production of Instruct. Media	3 q.h.
Educational Technology 974	Design Principles for Technology in Instr.	3 q.h.
Master of Health & Human Services 6953	Health Behavior	3 s.h.
Master of Health & Human Services 6980	Seminar	3 s.h.
Master of Health & Human Services 69001	Special Topics: Organizational Behavior	3 s.h.
Master of Health & Human Services 6970	Organizational Behavior in Health Care	3 s.h.
Master of Health & Human Services 6990	Practicum	1-3 s.h.
Master of Health & Human Services 6999	Thesis	3 s.h.
Master of Public Health 6995	Special Topics: Web Creation	1 s.h.
Master of Respiratory Care 6920	Technology Applications for Health and Human Services	3 s.h.

Service Related:
2014-2015

Committees Beyond the University:

- Regents Advisory Committee on Graduate Study (RACGS)
- Northeast Ohio Master of Fine Arts (NEOMFA) Governing Council
- Consortium of Eastern Ohio Master of Public Health (CEOMPH) Governing Council

University Level Committees:

- QUEST Committee Health and Human Services Graduate Studies
- Information Technology Advisory Council Member
- Faculty Development Committee Member
- Urban Research Cornerstone Committee Lead for Add implement Selected Graduate Programs
- Data Change Communications Committee Co-Chair

College Level Committees:

- Graduate Council Chair of the Exceptions Sub-committee

Professional Service:

- American Educational Research Association - Special Interest Group: Faculty Teaching, Education and Development - Web Communications and Publications Manager
- The Honor Society of Phi Kappa Phi Youngstown State University Chapter Web Manager

Community Service:

- Member of the Lumen Christi Technology Committee for the Diocese of Youngstown
- Board of Trustees (2013 -2016) North Side Medical Center - Valley Care Health System of Ohio - Community Member
- Jeghers Medical Index Advisory Board - Member

Service Related:
2013-2014

Committees Beyond the University:

- Regents Advisory Committee on Graduate Study (RACGS)
- Northeast Ohio Master of Fine Arts (NEOMFA) Governing Council
- Consortium of Eastern Ohio Master of Public Health (CEOMPH) Governing Council

University Level Committees:

- QUEST Committee - Health and Human Services - Graduate Studies
- Information Technology Advisory Council - Member
- Faculty Development Committee - Member
- Employee Satisfaction Survey Committee - Member
- Urban Research Cornerstone Committee - Lead for Add/Implement Selected Graduate Programs
- Data Change Communications Committee - Co-Chair

College Level Committees:

- Graduate Council - Chair of the Exceptions Sub-committee

Professional Service:

- American Educational Research Association - Special Interest Group: Faculty Teaching, Education and Development - Web Communications and Publications Manager
- The Honor Society of Phi Kappa Phi - Youngstown State University Chapter - Web Manager
- University of Charleston - Doctoral Dissertation Committee

Community Service:

- Served as a Presentation Judge for the Northeast Ohio Robotics Education competition on March 11, 2014.
- Provide technical services to facilitate computerized timing at track meets using the FinishLynx timing system for Western Reserve High School. Served as a volunteer member of the timing team using the FinishLynx photo timing system and Hy-Tek Meet Manager software.
- Member of the Lumen Christi Programs Committee for the Diocese of Youngstown
- Board of Trustees (2013 -2016) North Side Medical Center - Valley Care Health System of Ohio - Community Member
- Jeghers Medical Index Advisory Board - Member

Service Related:
2012-2013

University Level Committees:

- Integrated Technologies Committee (ITC) Academic Senate Committee - Member
- Learning Management System (LMS) Subcommittee of ITC - Member
- Distance Education Advisory Committee - Member
- QUEST Committee - Technology Director
- YSU-OEA Member of the Negotiating Team
- Information Technology Advisory Council - Member
- Director of Distance Learning Search Committee - Member
- Employee Satisfaction Survey Committee - Member
- University Research Council - Member

College Level Committees:

- IHS Option in Ed.D. Educational Leadership Task Force - Committee Chair
- Served on Promotion Committee for the Bitonte College of Health and Human Services

Department Level Committees:

- Allied Health Committee - Chair
- Served on Promotion Committee for the Department of Health Professions
- Chair of faculty search committee for Assistant Professor of Health Professions Assistant Professor of Respiratory Care

Professional Service:

- American Educational Research Association - Special Interest Group: Faculty Teaching, Education and Development - Web Communications and Publications Manager
- The Honor Society of Phi Kappa Phi - Youngstown State University Chapter - Web Manager
- Youngstown State University - Department of Health Professions - Co-Web Editor
- University of Charleston - Doctoral Dissertation Committee

Community Service:

- Member of the Programs Committee for the Diocese of Youngstown
- Served as a Judge for the Northeast Ohio Robotics Education competition on March 12, 2013

Service Related:
2011-2012

University Level Committees:

- Integrated Technologies Academic Senate Committee
- Distance Education Task Force on Policy & Procedure
- QUEST Committee Technology Director
- YSU-OEA Member of the Negotiating Team
- Distance Education Learning Community - Chair
- Information Technology Advisory Council - Member
- Director of Distance Learning Search Committee - Member

College Level Committees:

- College Assessment Committee
- Graduate Studies Committee

Department Level Committees:

- Allied Health Committee Chair
- Served on Promotion Committee for the Department of Criminal Justice and Forensic Science at the request of the department
- Chair of faculty search committee for Assistant Professor of Health Professions Director of Clinical Education for the Respiratory Care Program
- Chair faculty search committee for Assistant Professor of Health Professions Director of the Master of Respiratory Care Program

Professional Service:

- American Educational Research Association - Special Interest Group: Faculty Teaching, Education and Development - Web Communications and Publications Manager
- The Honor Society of Phi Kappa Phi Youngstown State University Chapter Web Manager
- Youngstown State University - Department of Health Professions - Co-Web Editor

Community Service:

- Conducted a workshop: Podcasting and Careers. Presented at the STEM Explorers Camp for Middle School Students. Youngstown State University, Youngstown, Ohio.
- Served as a Judge for the Northeast Ohio Robotics Education competition on March 13, 2012.

2010 - 2011

University Level Committees:

- QUEST Committee Member
- QUEST Served as a Judge for Quest 2011
- Council for Teaching and Learning - Member
- YSU-OEA Member of the Negotiating Team
- Member of the search committee for Network Administrator 2 Media and Academic Computing - Summer 2010

College Level Committees:

- BCIIIIS Graduate Curriculum Committee

Department Level Committees:

- Allied Health Program Advisory Committee Chairperson
- Chair faculty search committee for Assistant Professor of Health Professions Master of Health and Human Services Program

Professional Service:

- American Educational Research Association - Special Interest Group: Faculty Teaching, Education and Development - Web Communications and Publications Manager
- Youngstown State University - Department of Health Professions - Co-Web Editor

Community Service:

- Provide technical services to facilitate computerized timing at track meets using the FinishLynx timing system for Western Reserve High School. Served as a volunteer member of the timing team using the FinishLynx photo timing system and Hy-Tek Meet Manager software.

2009 - 2010

University Level Committees:

- Integrated Technologies Academic Senate Committee
- Distance Education Task Force on Policy & Procedure
- Distance Learning Advisory Committee
- E-Portfolio Task Force
- QUEST Committee Technology Director
- University Web site Advisory Committee

Department Level Committees:

- Allied Health Committee - Chair

Professional Service:

- American Educational Research Association - Special Interest Group: Faculty Teaching, Education and Development - Web Communications and Publications Manager

Community Service:

- Volunteered to run Finish Lynx Computerized Photo Timing System for the Western Reserve School System at the request of Coach Robert Topolesky. I served as a member of the technical team running the timing system at three track meets at Western Reserve High School this year.

2008 - 2009

University Level Committees:

- Council for Teaching and Learning
- Distance Learning Task Force
 - Worked with task force members to develop Template for Bb9 online courses
 - Worked with task force members to develop new faculty distance learning agreement (FDL:A) forms for distance learning (DL) courses
 - Working with task force members to develop policies and procedures for DL.
- Distance Learning Advisory Committee
- E-Portfolio Task Force
- QUEST Committee - Technology Director
- University Web site Advisory Committee

Department Level Committees:

- Allied Health Committee - Chair

Professional Service:

- American Educational Research Association - Special Interest Group: Faculty Teaching, Education and Development - Web Communications and Publications Manager

Community Service:

- Member of the Advisory Board of the Tri-State College of Massotherapy in North Lima, Ohio.
- Volunteered to run Finish Lynx Computerized Photo Timing System for the Western Reserve School System at the request of Coach Robert Topolesky. I attended training and served as a member of the technical team running the timing system at two track meets at Western Reserve High School this year.

Service Related:
2007 -2008

University Level Committees:

- Higher Learning Commission Accreditation Steering Committee
- Criterion 3 Committee: Student Learning Effective Teaching
- University Web site Advisory Committee
- QUEST Committee
- Committee to Develop a Student Evaluation of Teaching & Learning for Online Courses
- Distance Learning Strategic Planning Committee
- Higher Learning Commission: Distance Learning Change Request Committee
Chair

Department Level Committees:

- Allied Health Committee - Chair

YSU OFA

- Grievance Committee - Representative

Community Service:

- Member of the Advisory Board of the Tri-State College of Massotherapy in North Lima, Ohio

Service Related:
2006 -2007

University Level Committees:

- Higher Learning Commission Accreditation Steering Committee
- Criterion 3 Committee: Student Learning/Effective Teaching
- University Web site Advisory Committee - Interim Chair
- Web site advertising sub-committee - Chair
- Committee to Develop a Student Evaluation of Teaching & Learning for Online Courses

College Level Committees:

- Bitonte College of Health & Human Services Curriculum Committee

Department Level Committees:

- Allied Health Committee - Chair

YSU OEA

- Grievance Committee - Representative

Community Service:

- Member of the Advisory Board of the Tri-State College of Massotherapy in North Lima, Ohio.

Service Related:
2005-2006

University Level Committees:

- Higher Learning Commission Accreditation Steering Committee
- Criterion 3 Committee: Student Learning Effective Teaching
- University Web site Advisory Committee
- YSU ERP Solution Implementation Team - Luminis Team
- QUEST Committee
- Reimbursement for Advanced Studies
- Committee to Develop a Student Evaluation of Teaching & Learning for Online Courses

College Level Committees:

- Bitonte College of Health & Human Services Curriculum Committee

Department Level Committees:

- Allied Health Committee Chair

YSU OEA

- Grievance Committee - Representative

Community Service:

- Member of the Board of Directors for the Boys & Girls Club of Youngstown
- Member of the Advisory Board of the Tri-State College of Massotherapy in North Lima, Ohio.

Service Related:
2004-2005

University Level Committees:

- University Web site Advisory Committee
- YSU ERP Solution Implementation Team - Luminis Team Member
- QUEST Committee
- Reimbursement for Advanced Studies
- Mahoning Area Consortium Tech Prep at Youngstown State University - Project Vision Grant

College Level Committees:

- Bitonte College of Health & Human Services Curriculum Committee

Department Level Committees:

- Allied Health Committee - Chair

Community Service:

- Member of the Board of Directors for the Boys & Girls Club of Youngstown
- Member of the Advisory Board of the Tri-State College of Massotherapy in North Lima, Ohio.

Service Related:
2003-2004

University Level Committees:

- Technology Master Plan Steering and Advisory Committee
- Academic & Classroom Technologies Subcommittee of the Technology Master Plan Advisory Committee - Chair
- Integrated Technologies Committee
- YSU Web Site Advisory Committee
- Reimbursement for Advanced Studies Committee
- Mahoning Area Consortium Tech Prep at Youngstown State University - Committee to create a visionary model for College Tech Prep

College Level Committees:

- Bitonte College of Health & Human Services Technology Committee

Department Level Committees:

- Allied Health Committee - Chair
Worked with the Allied Health Committee, Department Chair and interested faculty to restructure how courses within the program are offered. This is necessary to integrate the growing number of newly created Web-based courses with the interactive video courses which are already in place. Worked with Department Chair, the Allied Health Committee and selected faculty members to establish learning outcomes and initial evaluation plan for the Allied Health Degree Program. Other initiatives in progress include: establishing intensive courses.

Community Service:

- Member of the Board of Directors for the Boys & Girls Club of Youngstown
- Initiated Web development team at the Boys & Girls Club of Youngstown. Working with the Board of Directors and the Executive Director of the Boys & Girls Club of Youngstown, I provide training for these youth in Web page creation and management (including creation of associated graphics and digital imaging). Volunteered at the Boys & Girls Club of Youngstown approximately 1 to 1.5 hours each week to work with interested members in utilizing computer technology and Internet resources.
- Worked with the Executive Director and club members to launch the first official web site for the Boys & Girls Club of Youngstown.
- Member of the Advisory Board of the Tri-State College of Massotherapy in North Lima, Ohio.
- Volunteer teaching - Served as a teacher for the CCD program (Sunday school) at St. James Parish in North Jackson, Ohio.

Grants Received:

Sanders, S. A., Zetts, M. J. and Mullins, N. Principal Investigators. "East Golf Hike Bike Trail Research Project". Bitonte Research Grant, \$800. May 2010.

Sanders, S. and McNierney, D. Principal Investigators. "Project CAT: Community Accessing Technology", Ohio Learning Network. \$5,000. December 2006 - December 2007.

Akpom, K., Mistovich, J. and Sanders, S. Principal Investigators. "Asynchronous Distance Learning BSAS and Certificate Programs for Health Professions", Ohio Learning Network. \$245,560. 2003.

Grant Related:

Served as a Technology Mentor in the catalyst Ohio Technology Community (eTC), part of the U.S. Department of Education's Preparing Tomorrow's Teacher to use Technology (P13) grant program. May 2006.

Research Areas of Interest:

Student and faculty attributes related to learning, instructional design, distance learning, academic program and course evaluation

Health Behaviors and Health Education

Professional Organizations:

American Association for Respiratory Care (AARC) - Member

American Educational Research Association (AERA) - Member

AERA Faculty Teaching, Education and Development Special Interest Group Web Communications and Publications Manager

Coalition for Baccalaureate and Graduate *Respiratory* Therapy Education (CoBGRTTE) - Member

The Honor Society of Phi Kappa Phi Youngstown State University Chapter Web Manager

Qualifications:

Leadership and administration experience in higher education. Capable of creating an effective educational environment (online or on-site) and working with faculty members to ensure they can do the same. Experience as Regents Advisory Committee on Graduate Studies (RACGS) Representative. Familiar with constructivist and self-directed learning strategies. Quality Matters Master Reviewer and Peer Reviewer experience. Excellent communication skills. Excellent teaching skills in online and onsite learning environments. Capable of working with a team to create effective educational Web sites, multimedia presentations, instructional and assessment applications. Proficient in the effective application of word processing, database, spreadsheet and presentation software. Experience in effectively using a number of software programs and services necessary for running Web Focus Reports, uploading and processing ScoreLink GRE scores, managing online student applications, purchasing and allocating funds, reviewing financial resources, payroll and travel; managing courses, reviewing and updating student information and teaching online.

Interests:

Personal Computers, Instructional Design, Instructional Technology, Web Site Development, Photography.

Selected Professional Development:

(2015) Bureau of Labor Statistics Employment Projections 2012-2022 (CGS Webinar)

(2015) Making the Most of GradSense: An Online Financial Tool for Students (CGS Online)

(2015) Creating Accessible Electronic Documents: Our Responsibility. Fresh Start 2015, Youngstown, Ohio.

(2015) Cultural Humility in the Classroom: Tips and Methods for Instruction. Fresh Start 2015, Youngstown, Ohio.

(2014) Ohio Ethics Training (Online)

(2014) Using National Data to Examine Trends in US Graduate Education (CGS Webinar)

(2014) Occupational Resources for the Graduate Community. An overview of O*NET (CGS Webinar)

- (2014) RESPIRATORY CARE JournalCast: Scintigraphic assessment of radioaerosol pulmonary deposition through Acapella device
- (2014) Patient Safety and the Hazards of Suctioning
- (2014) RESPIRATORY CARE JournalCast: High Frequency Oscillatory Ventilation versus Synchronized Intermittent Mandatory Ventilation plus Pressure Support in Preterm Infants with Severe Respiratory Distress Syndrome
- (2014) Improving Symptom Control in Patients with Chronic Respiratory Disease
- (2014) A Guide to Aerosol Delivery Devices for Respiratory Therapists - 3rd Edition
- (2014) Whose Problem Are COPD Readmissions?
- (2014, April) Current Concepts in Respiratory Care Conference - The Ohio State University Wexner Medical Center, Columbus, Ohio.
- (2013) Ohio Ethics Training
- (2013, April) Distance Learning - Intermediate Best Practices, Youngstown, Ohio.
- (2012, October) Akron General Medical Center Respiratory Care Conference, Akron, Ohio
- (2012, March) Quality Matters: Master Reviewer Certification (MRC) Course
- (2012, February) Safe Zone Ally Training, Youngstown, Ohio.
- (2012, January) Better Learning Through Technology Institute, Youngstown, Ohio.
- (2011, September) 3rd Annual Distance Education Conference, Youngstown, Ohio.
- (2011, January) Quality Matters: Peer Reviewer Certification (PRC) Course
- (2010, May) Quality Matters: Applying the QM Rubric (APPQMR) Course
- (2009, October) Asian Conference on Education, Osaka, Japan
- (2009, October) 2nd Annual Distance Education Conference, Youngstown, Ohio
- (2009, April) American Educational Research Association Annual Meeting, San Diego, California.
- (2008, October) League for Innovation in the Community College Conference on Information Technology, Salt Lake City, Utah.
- (2008, September) Teachers Discovering Computers - Online course provided by 21st Century Learning Solutions, Inc.
- (2008, August) Self-Regulated Learning (SRL) Faculty development session on SRL, Youngstown State University.
- (2008, June) Documenting Student Success within the Ohio College Portrait, Ohio Board of Regents, Columbus, Ohio
- (2008, January) Hawaii International Conference on Education - Honolulu, Hawaii

(2007, February) Eastern Educational Research Association Annual Meeting. Sheraton Sand Key Resort, Clearwater, Florida

(2006, April) 17th International Conference on College Teaching & Learning. Ponte Vedra Beach, Florida.

(2006, October) Mid-Western Educational Research Association Annual Meeting. Columbus, Ohio.

(2006, October) League for Innovation in the Community College Conference on Information Technology. Charlotte, North Carolina.

(2006, February) NEO Health Force Education Summit. Youngstown State University, Youngstown, Ohio.

(2005, September) Educational Technology Congress. Ohio Board of Regents. Dublin, Ohio.

(2004, June) American Association for Respiratory Care Summer Forum. Vail, Colorado.

(2004, March) Ohio Commons for Digital Education (OCDE) 2004 Conference: The Convergence of Libraries, Learning and Technology. Columbus, Ohio.

(2004, October) WebCT Vista Administrator Training. Kent State University. Kent, Ohio

(2003, October) National Tech Prep Network Conference. Cincinnati, Ohio.

(2003, April) 14th International Conference on College Teaching & Learning. Jacksonville, Florida.

(2001, August) 17th Annual Conference on Distance Teaching & Learning. Madison, Wisconsin

(2000, February) Web Design 2000. Thunder Lizard Productions. Atlanta, Georgia

(1997, June) National Science Foundation Workshop on Multimedia Courseware Development and the Internet. Queensborough, New York.



**RESOLUTION TO APPROVE THE SELECTION OF THE POSITION
FOR ASSOCIATE VICE PRESIDENT FOR RESEARCH**

WHEREAS, a new position was recommended by Academic Affairs and approved by the Board of Trustees; and

WHEREAS, a search was completed and a strong consensus emerged to select a particular candidate;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby appoint Michael A. Hripko to the position of Associate Vice President for Research.



YOUNGSTOWN STATE UNIVERSITY

Issue Date:

Salary Range:

Reviewed By:

TITLE: Associate Vice President for Research

DEPARTMENT: Office of Research and Sponsored Programs

JOB SUMMARY:

Provides leadership and strategic direction for advancing scholarship, research, grant activity, and technology transfer. Facilitates the quest for major research, scholarly, and creative advancements through the development of projects, which may involve major external funding. Plans, administers, and evaluates the financial and personnel activities of the Office of Research and Sponsored Programs. Guides the development and administration of research and scholarship activities at both graduate and undergraduate levels. On behalf of the University, authorizes institutional grants and sponsored program applications and contracts. Oversees the protection and commercialization of intellectual property resulting from research activities. Represents the University to external constituencies, including business and industry, government agencies, and other academic institutions. Reports to the Provost.

ESSENTIAL FUNCTIONS & RESPONSIBILITIES:

Provide leadership for advancing scholarship and research at YSU.

Plans, administers and evaluates operational, financial, and personnel activities of the Office of Research and Sponsored Programs.

Administers internal YSU programs in support of faculty development of scholarship and research. Appoints faculty members to the University Research Council (URC) and the Research Professorship Committee. Approves and appoints Research Professors upon recommendation of the faculty Research Professorship Committee.

Stimulates and encourages faculty research and scholarship. Supports areas of research excellence through programs or mechanisms for their further development. Supports research that advance individual scholarly learning. Fosters internal and external communication regarding the research activities of the institution, and promote the University to its various public and private constituencies in research and scholarly activities.

Contributes to economic development of the region and state by assuring that a supportive research infrastructure has been developed. Maintain strong working relationships with state and national sponsoring agencies and professional associations.

Develops and/or approves policies related to administration of research, grants, and sponsored programs. Reviews and approves all applications for external funding and provides leadership in the preparation, negotiation, and approval of grant and sponsored program agreements and contracts for the University as its "Authorized Institutional Official". Approves and/or recommends matching funds for outside funding proposals, including waiver of indirect costs. Acts as University compliance official with signature authority for federally funded grants administration issues.

Oversees institutional policies on intellectual property and negotiates intellectual property agreements as required. Works closely with the Deans to facilitate the procurement and utilization of gifts, grants, and contracts related to research and technology transfer programs.

Serves as President of the Youngstown State University Research Foundation.

Develops, implements, and oversees institutional policies related to compliance with federal and state regulations for animal care, human subject study, clinical trials, and other related areas of institutional liability in research, scholarship, or grants and sponsored programs. Appoints members to the Institutional Animal Care and Use committee and to the Human Subjects Research Committee on behalf of the President.

Represents the University to external constituencies, including Regents Research Officers Council; Regents Technology Transfer Officers Council; local, state and federal funding agencies such as the Ohio Department of Education, Ohio Board of Regents, National Science Foundation, National Institutes of Health, National Endowment for the Humanities, Department of Defense, US Air Force Office of Scientific Research, US Department of Energy, US Environmental Protection Agency, and US Army Corps of Engineers, as well as high-level business, educational and government leaders.

TITLE: Associate Vice President for Research

OTHER FUNCTIONS AND RESPONSIBILITIES:

Performs other related duties as assigned.

SUPERVISION EXERCISED:

Oversees the Director of Grants and Sponsored Programs and the Director of Undergraduate Research.

REPORTS TO:

Provost and Vice President of Academic Affairs

PHYSICAL REQUIREMENTS:

None

REQUIRED CERTIFICATIONS AND/OR LICENSURES:

None

MINIMUM QUALIFICATIONS:

Bachelor's and Master's degrees in appropriate academic disciplines.

Experience in research development and administration of grants and sponsored programs within an academic institution.

Track record of success in providing leadership in obtaining grants and developing institutional programs in research and scholarship.

Excellent communication and interpersonal skills.

PREFERRED QUALIFICATIONS

Experience with faculty development leading to increased productivity in faculty scholarship and growth in research and sponsored programs.

Experience with patents and commercialization of intellectual property.

Supervisory experience.

Experience in working with industry-sponsored research.

Understanding of federal programs and funding mechanisms.

Familiarity with undergraduate research programs.

Michael A. Hripko
1000 Chestnut Circle ~ Warren, Ohio 44484

(330) 502-7239 (cell)

mahripko@aol.com

Research, Educational Outreach, and Economic Development Professional

Technology Based Research and Economic Development ~ Workforce and Educational Outreach ~ Strategic Planning ~ Management

Talented and experienced leader with proven success in advancing a national research, technology, and educational agenda. Management experience in industry, government, and academia. Highly skilled in verbal and written communications. Transitions easily from vision and strategy to implementation and execution. Additional strengths:

- *Technology Assimilation*
- *Community and student advocate*
- *Regional Economic Development*
- *Strategic Planning and Tactical Execution*
- *Workforce and Educational Outreach*
- *Creative and successful collaboration builder*
- *Communications and Public Speaking: Media savvy*
- *Selection, training, supervision, and evaluation of personnel*

Significant Professional Accomplishments (America Makes)

- Developing a national workforce and educational strategy to meet employer future demands.
- Created relationships with educational and workforce training providers nationally to educate students and train workers in additive manufacturing.
- Provided professional education on additive manufacturing.
- Deployed additive manufacturing educational activities, programs, certifications and credentials to students and workforce.
- Represented the National Additive Manufacturing Innovation Institute to several external constituencies, including local, state and federal funding agencies, including the Department of Education, Department of Commerce, Department of Labor, NASA, National Science Foundation, Department of Defense, US Air Force, US Department of Energy, and Ohio Board of Regents, as well as high-level business, educational and government leaders
- Co-authored paper for the ASME 2015 International Design and Technical Conferences based on NSF sponsored workshop on additive manufacturing education. (Acceptance pending.)
- Made conference presentations at Florida State University, American Association of Community Colleges, National Science Foundation, Rotational Molding Conference, YSU Sustainable Energy Forum.

Significant Professional Accomplishments (Youngstown State University)

- Solicited funding for projects which advanced the materials research and manufacturing base in the Youngstown region.
- Facilitated the STEM College quest for research and creative advancements through project development involving major external funding.
- Played a significant writing and management role in several proposals:
 - Ohio Hub of Innovation and Opportunity, designating Youngstown as a Technology Hub in Advanced Materials and Software.
 - Siemens proposal providing Product Lifecycle Management software to Youngstown State University valued at \$440 million.
 - Appalachian Regional Commission proposal, providing additive manufacturing equipment a training assets.
 - Department of Energy appropriation providing for the TechBelt Energy Innovation Center and YSU energy research.
 - America Makes proposal, "Accelerating Adoption of Additive Manufacturing for the American Foundry Industry".
- Institutionalized the Youngstown State University Sustainable Energy Forum as a high profile regional/national conference, resulting in an enhanced energy technology reputation with follow-on research funding from the Ohio Third Frontier (Polyflow), and the US Department of Energy.
- Led negotiation of a Use Agreement, and Contract Revision to enable the University and its industry partner to successfully complete research on a Wright Center for Sensors and Systems Engineering (WCSSE) project.
- Organized the NASA Roadshow at Youngstown State University, resulting in economic and technology development opportunities for businesses.
- Supported the development of research at both Graduate and Undergraduate levels within the STEM College.

Significant Professional Accomplishments (Delphi Automotive Systems)

- Institutionalized a global product management process for a \$1B company with a history of regional product management.
- Established global strategic pricing to support multinational customer base.
- Successfully managed entire connection systems product portfolio, maintaining growth and profitability in an extremely competitive market.
- Developed a comprehensive global product and pricing strategy for entire portfolio, for diverse channels and markets.
- Instituted a comprehensive global price coordination and communication process, including currency adjustments, logistics adjustments, and commodity escalation.

Current Position

Deputy Director, Workforce and Educational Outreach at America Makes, the National Additive Manufacturing Innovation Institute

- Establishing a national framework and infrastructure to create a project based learning environment in additive manufacturing technologies
- Implementing a process to attract and develop students at all levels to additive manufacturing and related STEM technologies, including non-traditional students, K-12, and veterans, through hands-on training and programming.
- Attracting and educating teachers, faculty and instructors on additive manufacturing through curriculum development and teacher workshops.
- Designed, organized, managed, and staffed America Makes participation at the USA Science and Engineering Festival, the nation's largest STEM Festival.
- Integrating additive manufacturing into existing curriculum and STEM efforts nationally.
- Identifying and engaging relevant industry and industry association partners to address additive manufacturing needs/skill gaps.
- Creating validated and accepted educational activities, programs, certifications and credentials and encourages career ladders, 2+2+2 programs, stackable credentialing, and articulation agreements.
- Establishing strong ties with national level professional engineering organizations, as well as with University and Community College partners throughout the region and nation.
- Playing a leadership role in recruiting and attracting new America Makes members as an America Makes Innovation Factory site host.

Highlighted Professional Experience – Youngstown State University

Director, STEM Research and Technology-based Economic Development at Youngstown State University, 2009-2013.

- Built interdisciplinary collaborations between YSU faculty and area businesses to seek funding for projects which advance the materials research and manufacturing base in our region.
- Worked with the Dean of STEM College to facilitate the procurement and utilization of gifts, grants, and contracts related to research and technology.
- Facilitated the quest for major research and creative advancements through the development of projects involving external funding.
- Supported the development and administration of research and scholarship activities at graduate and undergraduate levels within the STEM College.
- Professionally represented the University to external constituencies: business, industry, government agencies, and other academic institutions.
- Provided effective internal and external communication regarding the research activities of the Youngstown State University STEM College.
- Promoted the STEM College and Youngstown State University to their various public and private constituencies in research and scholarly activities.
- Contributed to regional and state economic development through involvement in several community economic development activities, including Youngstown Tech Tour, and Youngstown Phase Zero.
- Established positive and professional relationships with the offices of both U.S. Senators from Ohio, both U.S. Congressmen from the region, Mayors of Youngstown and Warren, Eastgate Regional Commission, Youngstown-Warren Regional Chamber and Youngstown Business Incubator.
- Knowledgeable of and compliant with Youngstown State University policies regarding matching funds for externally funded proposals.
- Knowledgeable of institutional policies on intellectual property and confident in the negotiation of required intellectual property agreements, fully engaging the university legal staff throughout.
- Active in supporting the Youngstown State University Research Foundation as a business broker between industry and faculty for numerous contracts.
- Represented the University to external constituencies, including local, state and federal funding agencies such as the Ohio Department of Education, Ohio Board of Regents, National Science Foundation, U.S. Department of Energy, NASA, U.S. Department of Defense, as well as high-level business, educational and government leaders.
- Organized and planned the STEM College “Lunch and Learn” Series, featuring invited experts on research policy and technique, with a goal to advance research skills at the STEM College and University.

Highlighted Professional Experience - *Delphi Corporation*

Manager, Product Mgmt., Program Mgmt. & Pricing, 2003 - 2008

- Planned, administered, and evaluated the budgetary and personnel activities of large engineering departments.
- Led a professional staff of product managers, program managers, and price analysts in creating and maintaining the \$1B global product portfolio.
- Ensured that product development was focused, on time, and profitable.
- Led the resolution of quality, and profitability issues during new product introduction.
- Monitored product and customer account profitability and developed specific plans to resolve fiscal problems.
- Performed ongoing market price assessments and proposed market driven price adjustments as part of portfolio management.
- Implemented selective price increases in a highly competitive market.
- Established a mechanism for rapid calculation of commodity price increases and developed customer account impact statements by part number.
- Managed customer technical presentations and shows.
- Led global implementation of Opportunity Management Software.

Marketing Communications Manager, 1998- 2003

- Implemented a searchable online product catalog featuring 20,000 products, along with all product attributes, product drawings, solid models, assembly instructions, and technical literature.
- Implemented Divisional Product Display Room at Corporate Headquarters, designing, writing, and producing the animated product video, functional product displays, display layout, and technical scripts for tour leaders.
- Published and managed international distribution of Product Catalog, featuring 2000 most popular products. Coordinated product photography, layout, product attributes, all art and cover design.
- Designed layout for product displays at international trade shows.

Sales and Engineering Manager, International Accounts, 1993-1998

- Provided complete customer interface support (engineering and sales) for Japanese auto manufacturers producing in North America, including Toyota (NUMMI) and Suzuki (CAMI).
- Grew \$200 M business profitability and communicated Japanese manufacturing expectations throughout company.

Mexico Joint Venture Liaison, 1991-1992

- Served as engineering and management liaison between parent organization and Mexican acquisition located in Queretaro, Mexico
- Full engineering, sales, and manufacturing responsibility.

Sales Manager, General Motors Truck and Bus Account, 1988-1990

- Provided complete commercial support for General Motors Truck and Bus Customer.
- Managed a \$600 million account

Manager, Engineering Design, 1985-1988

- Engineering design manager with a professional staff of more than fifty employees.

Manager, Strategic Planning, 1982-1984

- Responsible for scenario development and planning for domestic and international expansion during record growth period.

Other Relevant Experience

Trustee and Industry Chairman for Trumbull County United Way, 2007-08
Adjunct Faculty, Kent State University Trumbull Campus, 2008-09
Volunteer Assistant Girl's Golf Coach, Poland High School, 2009
Church Council President, 2006-Present

M.B.A., 1985

M.S., Industrial Engineering, 1977

B.S., Mathematics, 1976

Education

Kent State University, Kent, OH
University of Iowa, Iowa City, IA
University of Dayton, Dayton, OH

References

Available upon request.



**RESOLUTION TO APPROVE THE SELECTION OF THE POSITION
FOR ASSOCIATE VICE PRESIDENT FOR STUDENT SUCCESS**

WHEREAS, a new position was recommended by the Office of Student Affairs and approved by the Board of Trustees; and

WHEREAS, a search was completed and a strong consensus emerged to select a particular candidate;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby appoint Michael Reagle to the position of Associate Vice President for Student Success.

PROFESSIONAL/ADMINISTRATIVE STAFF
POSITION DESCRIPTION

Page 1 of 2



Developed/Revised: 2/01/15

Salary Range: G11
\$90,000-130,000.00

Reviewed By:

TITLE: Associate Vice President for Student Success

DEPARTMENT: Student Success

JOB SUMMARY:

To provide leadership, vision, and direction in the administration of a comprehensive array of services, policies, and initiatives related to student retention, completion, and success. To plan, manage, and evaluate operational, financial, and personnel activities of the Student Success Division.

ESSENTIAL FUNCTIONS & RESPONSIBILITIES:

- Provides vision, leadership, and strong strategic direction to the Division for Student Success in supporting student retention.
- Provides leadership for all parties that are engaged in retention, completion, and post-graduation success. Promotes, encourages, and measures active involvement and participation of faculty in the student success initiatives and best practices.
- Provides strong, creative, energetic strategic leadership in order to design and implement a comprehensive program of services and activities to drive student success. Formulates student success goals and objectives for the University and oversees achievement of those goals.
- Provides effective and efficient management of the Division for Student Success and its human and financial resources. Ensures that resources are allocated effectively to achieve objectives of the division. Reviews expenses, prepares periodic reports, and develops annual budget recommendations. Ensures that programs produce measurable results that are communicated to the campus community. Supervises, develops, and evaluates administrative and support staff within the student success division.
- Provides supervisory support for Office of Career Services, develops appropriate placement metrics, and coordinates reporting.
- Oversees programs of the Center for Student Progress, develops success metrics, and develops resources needed in support of student retention and completion. Coordinates planning with academic advisors to promote participation of college faculty and staff.
- Represents University with visible presence at events with students, parents, and community. Represents University through service on community boards and committees.
- Serves as primary administrator for University on campus student employment. Is directly responsible for development, coordination, and dissemination of University policies related to on-campus student employment. Directly administers development of student position descriptions, recruitment system, and appointment processes.
- Oversees Student Orientation, Advisement, and Registration Program (SOAR) as first introduction of new students to their academic career and works with Deans and designees from colleges to ensure a uniformly high quality first experience for all entering students.

**Agenda Item D.1.c
Support Material**

**PROFESSIONAL/ADMINISTRATIVE STAFF
POSITION DESCRIPTION**

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- Oversees the Testing and Upward Bound Programs.

OTHER FUNCTIONS & RESPONSIBILITIES:

Performs other related duties as assigned.

SUPERVISION EXERCISED:

Direct administrative supervision is exercised over approximately 30 professional/administrative and 9 FTE classified staff.

REPORTS TO:

President and/or Provost

MINIMUM QUALIFICATIONS:

A minimum of a Master's degree and substantive experience in college/university administration including supervisory experience and some teaching experience at college/ university level. A Doctorate's degree is highly desirable.

PHYSICAL REQUIREMENTS:

None

REQUIRED CERTIFICATIONS AND/OR LICENSURES:

None

MICHAEL REAGLE, Ed.D.

1849 Jacks Creek Rd • Richmond, KY 40175
859 623-2331 • drinkereagle@gmail.com

EDUCATION

Doctor of Education, Institutional Management

December 1997

Pepperdine University

Malibu, California

Master of Education, College Counseling and Student Personnel Administration

May 1989

University of Delaware

Newark, Delaware

Bachelor of Arts, Psychology

May 1987

Seton Hall University

South Orange, New Jersey

PROFESSIONAL EXPERIENCE

Associate Vice President for Campus Life

July 2001 – January 2015

Eastern Kentucky University

Richmond, KY

Eastern Kentucky University is a regional, coeducational, public institution offering general and liberal arts programs, pre-professional and professional training in education and various other fields at both the undergraduate and graduate levels. EKU has an enrollment of approximately 16,000 students, approximately 4,500 of them reside on campus.

As the Associate Vice President for Campus Life I have created a unified vision of collaborative student success. I have built consensus and enthusiasm as we strive for new and innovative ways to assist, support, and serve students. We have built partnerships across the University and have worked hard to eliminate the isolation that once existed between programs like Housing, Campus Recreation, and Student Life. Below is a list of selected accomplishments:

Housing:

- Oversee 24 Full-time professional staff, 6 support staff and over 400 student staff
- Oversee the \$18 million dollar auxiliary budget
- Collaborated in the design, construction, and opening of New Hall the new 256 bed residence hall on campus. Total cost of construction was \$21 million dollars and was the first new residence hall construction in approximately 40 years
- Assisted with the acquisition of a 512 bed apartment complex adjacent to the University in order to enhance the diversity of bed spaces available to students. This new property is filled to 96% capacity and has allowed the University to take offline approximately 10% of its oldest housing
- Collaborated in the design and renovation of multiple older residence halls on campus. The average scope each of these projects was approximately \$10 million dollars
- Created the original \$10 million dollar pro forma to establish Housing as an auxiliary operation in 2003. This budget has now grown to \$18 million dollars
- Led the design and development of the personnel infrastructure necessary to support the auxiliary model. Followed best practices in the creation of a new staffing model that included the addition of 6 new positions
- Oversaw the development of the Academic Initiatives program including the development of 11 Living Learning Communities, program development, and faculty interaction designed to enhance the engagement and retention of residence hall students. Residential students retain at a 4% higher rate than non-residential students
- Led the Housing reorganization process in order to establish the Retention Analyst position to provide more resources and attention to this University goal. Increased retention in the first year by 1%.

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- Assisted in the development and installation of the housing wide security system designed to create a single, secure access point for each residence hall on campus

Student Life:

- Oversee 5 Full-time professional staff, 1 support staff and approximately 15 student staff
- Assisted in the development of the Community Service program designed to provide students opportunities to serve the community, the state, and the country. Increased Alternative Spring Break trips from 4 trips to 12 trips in the last 2 years by developing a collaboration with the Housing Department
- Co-Authored the Registered Student Organization policy designed to assist the 230 RSOs on campus to understand the lines of authority and responsibility in relationship to student governance at the University
- Co-Authored the University Hazing Policy designed to educate and hold accountable student groups, organizations, and teams
- Initiated the redesign of university policies in order to support free speech rights on campus and as a result received "green light" acknowledgement from the Foundation for Individual Rights in Education (F.I.R.E) as the 16th school in the nation
- Facilitated the creation and development of the Student Leadership Program designed to assist students to develop leadership skills. This program has grown to over 200 students in the first two years
- Led the process to develop "Powell Underground" and other Student Center renovations in order to provide enhanced venues for student meetings, programs, and activities
- Developed and supervised the design and implementation of the University I-card system
- Co-wrote and developed the Emergency Management Plan for the Powell Student Center

Campus Recreation:

- Oversee 9 Full-time professional staff, 1 support staff and approximately 125 student staff
- Oversee the \$2 million dollar auxiliary budget
- Collaborated in the design, construction and opening of the current 48,000 square foot Phase I of the Fitness and Wellness Center
- Led the design and development of the personnel infrastructure necessary to support the auxiliary model. Followed best practices in the creation of a new staffing model that included the addition of 7 new positions
- Collaboratively established the student fee to support and maintain the facility
- Created the original pro forma to establish Campus Recreation as an auxiliary operation
- Negotiated the reassignment of the Health Education area to Campus Recreation
- Assisted in the design and renovation of the Health Education space making it more useful and inviting for students to utilize
- Oversaw the design, construction and renovation of the 14 acre outdoor field complex
- Assisted in the design and development of the Adventure Programs area, which includes such things as kayaking, rock climbing, biking, hiking, and outdoor survival credentialing

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- Increased by 200% the Group Fitness program by taking it to other locations around campus
- Assisted in the redesign of the Intramural program to include a wider range of activities including dodgeball, inner tube water polo, and the iron man challenge

Cultural Center:

- Oversee 1 Full-time professional staff, 1 support staff and approximately 8 student staff
- Assisted in the creation of the Multicultural Program designed to instruct students on the diversity of cultures, as well as assist in the retention of minority students
- Assisted in the placement, design, and renovation of the EKV Cultural Center centrally located in the Powell Student Center
- Facilitated the design and implementation of the "Brothers to Brothers" and "Sisters to Sisters" program designed to assist in minority student retention
- Led in the establishment of the annual Martin Luther King banquet which has grown in attendance by over 300% in the first four years
- Coordinated the development of the monthly "country focus" program designed to spotlight individual countries and cultures to the University community
- Collaborated in the development of the "After Thoughts" program series designed to give students the opportunity to discuss topics from the University's Chautauqua Lecture Series

Supervision experience in other areas include:

- Counseling Center
- Student Health Center
- Career Services
- Contracted Food Service
- University ID Card Office
- University Chaplain
- Student Government Clerical staff

University Service at EKV:

- University Assessment
- Facilities Space and Use
- Safety and Emergency Management
- Student Success Advisory Council
- University Implementation Team
- Compensation Advisory
- University Dining
- International Town Gown Relationship
- Strategic Planning
- Parking
- ID Card Implementation

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Dean of Students

July 1995 - June 2001

Howard Payne University

Brownwood, Texas

Howard Payne University is a private, coeducational, Christian college offering general and liberal arts programs, at the undergraduate level. Howard Payne has an enrollment of approximately 1,500 students, approximately 500 of them reside on campus.

As the Dean of Students I led the University's efforts to create a challenging and supportive environment designed to assist students in their personal and professional growth. I provided leadership, development and supervision for the following areas:

- Supervised all student affairs programs including:
 - Campus Ministry
 - Chapel
 - Counseling Services
 - Disability Services
 - Intramurals
 - Judicial Affairs
 - New Student Orientation
 - Residence Life
 - Student Activities
 - Student Government
 - Student Health Services
 - University Apartments
- Coordinated the employment, supervision, and evaluation of all Student Life personnel
- Managed the administration of the Student Life Office
- Developed policies and procedures related to Student Services
- Developed, monitored, and supervised all budgets related to Student Services
- Supervised the annual Student Leadership Day, centralizing leadership training for all student leaders
- Oversaw the university student judicial process

Associate Dean of Students

July 1991 - June 1995

California Baptist College

Riverside, California

California Baptist University (formerly California Baptist College) is a private, coeducational, Christian college. Cal Baptist currently has an enrollment of approximately 8,000 students.

During my tenure at Cal Baptist I was promoted several times. I served as the Director of New Students, International Students, and Facility Use, the Director of Special Programs, and ultimately as the Associate Dean of Students. Below is a sampling of the duties I held:

- Supervised two Residence Hall Directors and sixteen Resident Assistants
- Led the planning and implementation of the campus Student Leadership Development Week
- Directed the student judicial process
- Developed and implemented the program and curriculum for the University 101 Program (The University's Freshman Year Experience program) and the group leadership course taught to student leaders
- Assisted the student government in the allocation of their \$160,000 operating budget
- Developed, implemented, and evaluated the New Student Orientation Program
- Developed, implemented, and evaluated the Intramural Program

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- Coordinated on and off campus facility use policies, fee structures, and liability issues
- Supervised a \$100,000 facility use budget
- Developed, implemented, and evaluated the New Student Orientation Program
- Advised and worked with international students to assist them in their integration into the University and the city

Resident Director

July 1989 - June 1991

California State University Fresno

Fresno, California

California State University, Fresno is a public comprehensive university and one of 23 campuses within the California State University system. Current enrollment is approximately 20,000 students

- Led a co educational residence hall complex of six buildings housing 600 students
- Supervised one senior resident advisor and ten resident advisors
- Planned, facilitated, and evaluated educational, social, and recreational programs
- Advised various student groups
- Administered the educational judicial process and conducted follow-up meetings with students
- Counseled staff and students on a variety of academic and personal issues

Graduate Student Hall Director II

August 1987 - May 1989

University of Delaware

Newark, Delaware

The University of Delaware is a public comprehensive university and the largest in the state of Delaware. Current enrollment is approximately 20,000 students

- Supervised co educational residence halls housing approximately 400 students
- Selected trained and evaluated resident assistants, and security monitors
- Coordinated and presented social and educational programs
- Assisted the area manager in enhancing the quality of the students' living environment
- Coordinated the discipline process and conducted educational follow-up meetings

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TEACHING AND CURRICULUM DEVELOPMENT EXPERIENCE

Eastern Kentucky University, Richmond, KY

- Instructor, Student Development Theory in Higher Education, 3 hour Master's Degree course - Fall 2005 - Fall 2014
- Instructor, M.Ed. Oral comprehensive exams - Spring 2009 - Spring 2014
- Ed.D. Thesis Committee, Spring 2014
- Instructor, M.Ed. Practicum Student - Spring 2008, Spring 2010, Spring 2011
- Guest Lecturer, "Ethics in Leadership" Introduction to Student Affairs Course Fall 2009 - Fall 2012
- Guest Lecturer, "Auxiliary Budgeting" Policy and Finance in Higher Education Course Fall 2011
- Guest Lecturer, Various Leadership Topics - NOVA (Trio Program) Leadership Class Spring 2009-2014
- M.Ed. Program Curriculum Review Committee, Fall 2004, Fall 2013

Howard Payne University, Brownwood, TX

- Instructor, University Transitions - Intro to university life course required of all Freshman - Fall 1996 - Fall 2000

CONSULTING

- Provided a comprehensive program review for the Division of Student Affairs, Howard Payne University, Brownwood, TX - Fall 2002
- Provided a comprehensive program review for the Division of Student Affairs, Carson-Newman University, Jefferson City, TN - Fall 2004
- Individual Strengths Based Coaching 2014

CERTIFICATIONS

- Myers Briggs Type Indicator - Certified Trainer 2003
- Disney Institute - Leadership program certification 2013
- Gallup Strengths Coaching Certification - Anticipated certification summer 2015

SELECT TRAINING, SPEAKING AND FACILITATION EXPERIENCE

- Main Stage Speaker - Changing the Channel Conference, Frankfort, KY - April 2015
- Main Stage Speaker - Changing the Channel Conference, Bowling Green, KY - April 2014
- Trainer/Facilitator - Leadership retreat on Understanding Motivation - Gatlinburg, TN - "WDYDWD - What Do You Do What You Do?" - July 2014
- Trainer/Facilitator - Bellarmine University Student Affairs Staff, Louisville, KY - Leadership retreat on Change - "Starting with the Man in the Mirror" - December, 2014
- Trainer/Facilitator - Annual EKV Orientation Leader Training - "Using the Myers Briggs Type Indicator and It's Use With New Students" - Summer 2004-2014

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- **Trainer/Facilitator** - ECU Student Government Association, Annual Executive Cabinet Retreat - Fall 2013, 2014
- **Trainer/Facilitator** - *"Using Strengths to Organize Work Flow"* - ECU Library Staff - Summer 2013
- **Keynote Speaker** - KRACLE Kentucky Resident Assistant Conference *"I Want You to Give Me Your Very Best"* April 2012
- **Trainer/Facilitator** - Leadership retreat on Ethical Leadership - Gatlinburg, TN *"What Would you Do?"* July 2012
- **Trainer/Facilitator** - *"Using Strengths to Provide Better Customer Satisfaction"* - ECU Campus Recreation Staff - Fall 2011
- **Trainer/Facilitator** - Leadership retreat on Servant Leadership - Gatlinburg, TN *"Who Would You Follow?"* July 2011
- **Trainer/Facilitator** - *"Using Strengths to Streamline Office Production"* - ECU Financial Aid Staff - Fall 2010
- **Trainer/Facilitator** - *"Using Strengths to Build a Team"* - ECU Admissions Staff - Fall 2010
- **Trainer/Facilitator** - Leadership retreat on Strengths Based Serving - Gatlinburg, TN *"What do you do best and how can you do more of THAT?"* July 2010
- **Keynote Speaker** - Berea College, End of Year Awards Ceremony - *"Serving Others"* April 2008
- **Trainer/Facilitator** - ECU Annual Fraternity/Sorority Leadership Retreat Spring 2007-2014
- **Trainer/Facilitator** - College Personnel Association of Kentucky - Louisville, KY *"Be Our Guest - Customer Service Training"* March 2007
- **Trainer/Facilitator** - Lexington-Fayette Urban County Government, Lexington, KY *"Using the Myers Briggs Type Indicator to Facilitate Communication"* April 2007
- **Convocation Speaker** - Howard Payne University - *"The Greatest Gifts are Sometimes Made in China - An International Adoption Journey"* April 2006
- **Trainer/Facilitator** - National Association for Campus Card Users Conference - *"From Frontierland to Tomorrowland in 18 Months: Implementing a New ID Card System"* - Orlando, FL, March, 2005

SELECT COMMUNITY SERVICE

- Bible Study Teacher - First Baptist Church, Richmond, KY 2002- Present
- Single Mom's Oil Change - Richmond KY 2009, 2010, 2013, 2015
- Habitat for Humanity of Horry County, South Carolina March, 2013
- Habitat for Humanity of Horry County, South Carolina March, 2012
- Haiti Christian Mission Volunteer - Port-Au-Prince, Haiti Fall 2012
- Southern Baptist Disaster Relief Training, Florence, KY 2012
- Personnel Committee - First Baptist Church, Richmond, KY 2009-2012
- Upwards Basketball Coach - Richmond KY 2008-2010
- Little League Coach - Richmond, KY 2005-2010
- Speaker at Orphan Care Sunday - Richmond, KY 2009
- Berea Food Bank Volunteer, Berea, KY 2008
- Youth Committee - First Baptist Church, Richmond, KY 2006-2008
- International Adoption Panel, Louisville, KY 2009
- Empty Bowls Project - Feeding the Homeless - Richmond KY 2004-2007
- Leadership Training - First Baptist Church, Richmond KY April 2006
- Mothers of Preschoolers Myers Briggs Training *"Understanding How You View Your Children"* September 2003

CORRECTED RESOLUTION TO DECLARE IMPASSE AND IMPLEMENT THE TENTATIVE AGREEMENT BETWEEN THE UNIVERSITY AND ACE

WHEREAS, the Youngstown State University Association of Classified Employees (“ACE”) and the Administration have been engaged in good faith negotiations of the collective bargaining agreement since approximately May of 2014; and

WHEREAS, the current collective bargaining agreement covers August 16, 2011 through August 14, 2014; and

WHEREAS, the Administration’s bargaining team provided to ACE’s bargaining team its Last, Best and Final Offer on February 20, 2015, which was revised non-substantively and corrected subsequently to correct errors and ambiguities in the Last, Best and Final Offer; and

WHEREAS, ACE’s bargaining team submitted a counterproposal to the Last, Best and Final Offer and requested that the Administration’s bargaining team accept the counterproposal as the basis for a Tentative Agreement; and

WHEREAS, the Administration’s bargaining team accepted the ACE bargaining team’s counterproposal and entered into a Tentative Agreement; and

WHEREAS, on May 6, 2015, ACE’s bargaining unit overwhelmingly rejected the Tentative Agreement; and

WHEREAS, despite further discussions following the rejected ratification the parties have not been able to reach a Final Agreement and therefore, are at ultimate impasse; and

WHEREAS, the Administration must immediately begin to take steps necessary to ensure that negotiated changes to the employer-based health care plan are implemented on July 1, 2015; and

WHEREAS, the Administration must develop and implement immediately the negotiated reductions in paid time off accruals, accumulations and cash payouts and reductions in starting wages for several job classifications in order to implement those changes by July 1, 2015;

NOW, THEREFORE, BE IT RESOLVED, that on May 11, 2015, the Board of Trustees passed a Resolution to Declare Impasse and Implement the Tentative Agreement. The Resolution had a typographical error in the 6th paragraph stating “bargaining team” and should have stated “bargaining unit”. This Resolution corrects that error.

BE IT FURTHER RESOLVED, that the Board of Trustees of Youngstown State University does hereby restate and reaffirm the Resolution passed on May 11, 2015, to declare impasse and implement the parties’ Tentative Agreement as resolved on that date. The Resolution passed on May 11, 2015, shall continue in force and effect from May 11, 2015 with the typographical error corrected.

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