

**BOARD OF TRUSTEES  
UNIVERSITY AFFAIRS COMMITTEE**

**Leonard D. Schiavone, Chair**  
**Harry Meshel, Vice Chair**  
**All Trustees are Members**  
**James P. Tressel, *Ex-Officio***

**BACKGROUND MATERIALS**  
**Thursday, May 28, 2015**

- 1. Human Resources Update** **Tab 1**  
This report will provide an update on current Human Resources Department accomplishments and priorities for moving forward.
- 2. Human Resources Update on Position Searches** **Tab 2**  
This report will provide a list of all searches in progress.
- 3. ULP's/Grievances** **Tab 3**  
This report will provide the status of all Unfair Labor Practices and Grievances.
- 4. Classified Civil Service Personnel Actions** **Tab 4**  
This is a summary of all personnel actions approved by the Chief Human Resources Officer serving as the appointing authority for classified staff.
- 5. Diversity and EDGE Spend Report** **Tab 5**  
Third quarter Diversity Spend Report with detail.
- 6. Summary of Staffing Levels by Race and Gender** **Tab 6**  
This report provides a comparison of the workforce demographics in terms of race and gender in March 2014 and March 2015.
- 7. Report on Search Waivers for Strategic Hiring** **Tab 7**  
This report will show strategic hiring activity pursuant to policy 3356-2-04 (Previous Policy Number 2004.01).
- 8. Report on Staff Development Leave** **Tab 8**  
This report will provide a list of employees who were granted Staff Development Leave for academic year 2015-2016.
- 9. Administrative Appointments and Reappointments** **Tab 9**  
This report provides a list of chairpersons who were appointed or reappointed for the 2015-2016 academic year.
- 10. Report of Faculty Promotions** **Tab 10**  
This report provides a list of faculty who were granted promotions effective August 12, 2015.

**BACKGROUND MATERIALS:**  
University Affairs Committee

**TAB 1: Human Resources Update**

**STAFF CONTACT:** Kevin Reynolds, Chief Human Resources Officer

**HIGHLIGHTS OR ISSUES:**

- Four final candidates for the Manager, Compensation and Employee Benefits have been interviewed and a final candidate will be selected shortly.
- Newly developed variety of training including the EIT project and ALICE training have been implementation and an assortment of other training initiatives.
- There is a TA with ACE that is to be voted on by the membership on May 6, 2015. The faculty has been sent to the printer and should be completed and distributed to faculty.

**TAB 2: Human Resources Update on Position Searches**

**STAFF CONTACT:** Kevin Reynolds, Chief Human Resources Officer, and Jennifer Lewis, Manager, Processing & Employee Records

**HIGHLIGHTS OR ISSUES:**

- 44 searches currently in progress, 12 Part-time Faculty, 12 Full-time Faculty, 11 Professional-Administrative, 11 *filled* Professional-Administrative, 5 Externally Funded, 2 Classified and 2 Unclassified.

**TAB 3: ULP's/Grievances**

**STAFF CONTACT:** Kevin Reynolds, Chief Human Resources Officer

**HIGHLIGHTS OR ISSUES:**

- Total of 18 grievances have been filed from January 16, 2015 through May 4, 2015 (8-ACE, 2-APAS, 8-OEA and 0-FOP).

**TAB 4: Classified Civil Service Personnel Actions**

**STAFF CONTACT:** Kevin Reynolds, Chief Human Resources Officer

**HIGHLIGHTS OR ISSUES:**

- Pursuant to University Guidebook policy 3356-7-41 (Previous Policy Number 7021.01), Classified Civil Service Employees, The Chief Human Resources Officer serves as the designated appointing authority for classified staff.
- Attached are the Classified Staff Personnel Actions approved by the appointing authority.



**TAB 5: Diversity and EDGE Spend Reports**

**STAFF CONTACT:** Bill Wheelock, Director of Procurement Services

**HIGHLIGHTS OR ISSUES:**

- Diversity Spend Report captures dollars and percentages of University spend placed with various diverse groups, including minority, disability challenged, recycled materials, veteran and woman owned and EDGE.
- Total Diversity and EDGE spend through the third quarter was \$1.5 million compared to \$2 million in the prior year.
- Diversity spend as a percentage of addressable spend decreased over the prior year; whereas EDGE spend as a percentage of addressable spend increased slightly over the prior year.

**TAB 6: Summary of Staffing Levels by Race and Gender**

**STAFF CONTACT:** Cindy Kravitz, Director of Equal Opportunity and Policy Compliance

**HIGHLIGHTS OR ISSUES:**

- Matrix showing comparison of staffing levels between March 31, 2014 and March 31 30, 2015.

**TAB 7: Report on Search Waivers for Strategic Hiring.**

**STAFF CONTACT:** Cindy Kravitz, Director of Equal Opportunity and Policy Compliance

**HIGHLIGHTS OR ISSUES:**

- Report consists of recommendations for strategic hiring for FY 2015-2016 approved pursuant to Search Waivers for Strategic Hiring policy 3356-2-04 (Previous Policy Number 2004.01).

**TAB 8: Report on Staff Development Leave**

**STAFF CONTACT:** Kevin Reynolds, Chief Human Resources Officer

**HIGHLIGHTS OR ISSUES:**

- In accordance with Article 6.1 of the agreement with APAS, zero (0) Staff Development Leaves were requested.

**TAB 9: Administrative Appointments and Reappointments**

**STAFF CONTACT:** Dr. Martin Abraham, Interim Provost and Vice President for Academic Affairs

**HIGHLIGHTS OR ISSUES:**

- Two departments have elected new chairpersons for the 2015-2016 academic year. Both chairpersons have been elected to five-year terms.

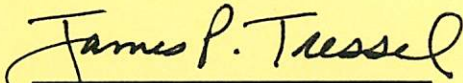
**TAB 10: Report of Faculty Promotions**

**STAFF CONTACT:** Dr. Martin Abraham, Interim Provost and Vice President for Academic Affairs

**HIGHLIGHTS OR ISSUES:**

- Twenty-seven faculty members applied for promotion for the 2015-16 academic year. Twenty-four were granted; three were denied.

**REVIEWED:**

  
James P. Tressel, President

**Office of Human Resources Update**  
**May 2015**

**Employment, Processing and Employee Records:**

Jennifer Lewis is now directing the work of the processing staff of the employment staff. She has spent a significant amount of time assimilating the employment functions to her area. In this area the vacancy created by the departure of Ann Fiest in December, 2014 was filled by Megan Massaro who moved from an HR Analyst position in the processing unit. We are currently conducting the search process to replace Megan.

**HRIS:**

Alisha Yanniello, Manager, HRIS, continues to provide leadership in the in identifying and implementing the utilization of the Banner system. She continues some additional duties with regard to supplemental payments and has assumed some responsibilities with regard to ACA compliance in the absence of a Manager, Compensation and Employee Benefits. She has collaborated with the PeopleAdmin provider to load final versions of the staff job descriptions into the system so that the electronic evaluation process for staff can be moved forward.

**Benefits:**

Four final candidates for the Manager, Compensation and Employee Benefits have been interviewed by both the search committee and myself. A final candidate will be selected shortly.

Affordable Care Act –The measures that we put in place to ensure that we are able to track hours are being tested to make certain that we are prepared for the full implementation of the ACA. Alisha Yanniello has taken responsibility for the much of the ACA compliance.

Wellness – Carrie Clyde continues to offer a variety of wellness programs including information sessions and physical activities.

**Training:**

Rosalyn Donaldson, Coordinator, Technology and Training has established the training schedule for the upcoming months and semester. She has also been engaged the development of a variety of other training including the EIT project, ALICE training implementation and an assortment of other training initiatives. She is formulating a management development advisory committee to select training topics and promote new programs.

**Labor Relations:**

There is a TA with ACE that is to be voted on by the membership on May 6, 2015. The faculty has been sent to the printer and should be completed and distributed to faculty.

**State Personnel Board of Review:**

The job abolishment and layoff appeals are scheduled for the week of June 22, 2015.

**State Employment Relations Board:**

The FOP has submitted a voluntary recognition for the Law Enforcement Supervisor (Lieutenants) positions. The university believes that these employees are supervisors and should not be in a bargaining unit.



## **Current Postings – 1/16/15 to 4/21/15**

### **Faculty**

#### **College of Education**

- Part-time Instructor – Student Teaching Supervisor – Teacher Education
- Part-time Faculty – Teacher Education
- Part-time Instructor, Student Teaching Supervisor – Counseling, Special Education and School Psychology
- Assistant Professor Counseling – Counseling, Special Education and School Psychology

#### **College of Health and Human Services**

- Part-time Faculty – Open Water Skin and Scuba Instructor
- Part-time Faculty – Yoga Instructor
- Part-time Instructor – Food & Nutrition
- Assistant Professor – Human Performance & Exercise Science
- Instructor/ Field Education Coordinator – Social Work
- Assistant Professor – Social Work
- Part-time Instructor – Social Work

#### **College of Liberal Arts and Social Sciences**

- Part-time Faculty Instructor – English
- Part-time Faculty – Reading and Study Skills
- Part-time Faculty Instructor – Sociology
- Part-time Faculty Instructor – Psychology
- Assistant Professor – School Psychology
- Assistant Professor – Psychology

#### **College of Creative Arts & Communication**

- Assistant Professor of Art Education – Art

#### **College of Science, Technology, Engineering and Mathematics**

- Part-time Instructor – Mathematics
- Assistant Professor – Math & Statistics
- Instructor – Mechanical Engineering
- Assistant Professor – Civil/Environmental Engineering
- Assistant Professor – Civil and Construction Engineering Technology

## **College of Business Administration**

- Assistant or Associate Professor – International Business/Marketing

### **Professional/Administrative**

- Assistant Strength and Conditioning Coach – Athletic Administration
- Manager of Athletic Ticket Operations – Athletic Administration
- Assistant Women's Basketball Coach – Athletic Administration
- Head Women's Bowling Coach – Athletic Administration
- Associate Vice President, Office of Research and Sponsored Programs
- Associate Vice President for Student Success – Student Life
- Associate Vice President for Student Experience – Student Activities
- Dean of the Honors College – University Scholars & Honors Program
- Associate Director, Information Security Officer – ITS
- Manager, Employee Benefits – Human Resources
- Assistant Soccer Coach – Athletic Administration (*Filled*)
- Manager, Scholarships and Special Programs (*Filled*)
- Dean of Graduate Studies and Research (*Filled*)
- Project Coordinator, Penguin Assistants for Student Success (PASS) (*Filled*)
- Academic Advisor(*Filled*)
- Assistant Football Coach(*Filled*)
- Head Strength & Conditioning Coach (*Cancelled*)
- Assistant Football Coach – Director of Operations (*Filled*)
- Facilities Engineer (*Filled*)
- Environmental Health and Safety Specialist(*Filled*)
- Assistant Director of Admissions – Undergraduate Admissions (*Filled*)
- Assistant Director – Center for International Studies & Programs (*Filled*)

### **Externally Funded Positions**

- Internship Advisor – College of Business Administration
- Instruction Specialist 1 – Rich Center for Autism
- Instruction Specialist Part-time – Rich for Autism
- Center Operations Coordinator – Rich Center for Autism
- Associate Director of Development – Rich Center for Autism
- Regional Admissions Officer – Undergraduate Admissions (*Filled*)

### **Classified Civil Service**

- Human Capital Management Analyst (*Filled*)
- Human Resources Analyst 1
- Library Assistant 2 (*Filled*)
- Purchasing Coordinator (*Filled*)
- Custodial Work Supervisor



## **Unclassified Service**

- Intermittent University Police Officer 1
- Cashier – Intermittent
- Customer Service Assistant 2 – Intermittent (*Filled*)
- Network Services Technician 1 – Intermittent (*Filled*)

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**Summary of Union Grievances Filed January 16, 2015 – May 4, 2015**

<b>ACE</b>	<b>Filed:</b>	0	
	<b>Closed:</b>	2	discipline, disparate treatment (from 2012 & 2014)
	<b>Outstanding:</b>	6	involuntary transfer, non-unit person performing unit work
<b>APAS:</b>	<b>Filed:</b>	1	professional development leave funds
	<b>Closed:</b>	0	
	<b>Outstanding:</b>	1	
<b>OEA:</b>	<b>Filed:</b>	4	salary equity, health care benefit, sound disturbance
	<b>Closed:</b>	0	
	<b>Outstanding:</b>	4	
<b>FOP:</b>	<b>Filed:</b>	0	
	<b>Closed:</b>	0	
	<b>Outstanding:</b>	0	



**Summary of Union Grievances Filed January 16, 2015 – May 4, 2015**

<b>ACE</b>	<b>Filed:</b>	0	
	<b>Closed:</b>	2	discipline, disparate treatment (from 2012 & 2014)
	<b>Outstanding:</b>	6	involuntary transfer, non-unit person performing unit work
<b>APAS:</b>	<b>Filed:</b>	1	professional development leave funds
	<b>Closed:</b>	0	
	<b>Outstanding:</b>	1	
<b>OEA:</b>	<b>Filed:</b>	4	salary equity, health care benefit, sound disturbance
	<b>Closed:</b>	0	
	<b>Outstanding:</b>	4	
<b>FOP:</b>	<b>Filed:</b>	0	
	<b>Closed:</b>	0	
	<b>Outstanding:</b>	0	

**SUMMARY OF PERSONNEL ACTIONS**  
**Classified Employees**  
**1/16/15 through 4/21/15**

**Appointments – 2**

- Classified Civil Service – 2

**Separations – 4**

- Classified Civil Service – 4

**Reclassifications – 0**

**Promotions – 4**

- Classified Civil Service – 1
- Classified FOP – 3

**Transfers – 1**

- Classified Civil Service – 1

**Salary Adjustments – 1**

- Classified FOP – 1

**Displacements – 0**

**Layoffs – 0**

**YOUNGSTOWN STATE UNIVERSITY  
CLASSIFIED EMPLOYEE  
PERSONNEL ACTIONS 1/16/15 THROUGH 4/21/15  
APPOINTMENTS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE</b>		<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT</b>		<b>FTE</b>	<b>SALARY</b>
	<b>TYPE</b>	<b>POSITION TITLE</b>		<b>DATES</b>			
Samuel Flinn	ACE	Library Assistant 2	Maag Library	4/6/2015		1.00	\$32,760.00
Mary Dota	ACE	Customer Service Assistant 1 (Temp.)	University Bursar	4/20/2015		0.50	\$16,380.00

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/15 THROUGH 4/21/15**  
**SEPARATIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE</b>		<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT</b>		<b>SALARY</b>
	<b>TYPE</b>	<b>POSITION TITLE</b>		<b>DATES</b>	<b>FTE</b>	
Christine Detwiler	ACE	Purchasing Coordinator	Procurement Services	2/28/2015	1.00	\$71,385.60
M. Diane Michelini	ACE	Customer Service Assistant 1	Undergraduate Admissions	2/28/2015	1.00	\$35,817.60
Mary Slaven	ACE	Administrative Assistant 4	Undergraduate Admissions	2/28/2015	1.00	\$84,302.40
Rosemary Sulik	ACE	Administrative Assistant 1	Business Administration	2/28/2015	1.00	\$42,556.80



**YOUNGSTOWN STATE UNIVERSITY  
 CLASSIFIED EMPLOYEE  
 PERSONNEL ACTIONS 1/16/15 THROUGH 4/21/15  
RECLASSIFICATIONS**

<b>EMPLOYEE NAME</b> None	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
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**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/15 THORUGH 4/21/15**  
**PROMOTIONS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>NEW SALARY</b>	<b>PREVIOUS SALARY</b>
Anthony Spano	ACE	Purchasing Coordinator	Procurement Services	4/5/2015	1.00	\$40,518.40	\$38,188.80
John McIntyre	Classified FOP	Police Officer 2	Police	4/5/2015	1.00	\$44,532.80	\$40,809.60
Adam Skovira	Classified FOP	Sergeant (Temporary)	Police	4/5/2015	1.00	\$49,982.40	\$44,532.80
Rory Timlin	Classified FOP	Police Officer 2	Police	4/5/2015	1.00	\$44,532.80	\$40,809.60

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/15 THROUGH 4/21/15**  
**TRANSFERS**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>CONTRACT/ APPOINTMENT DATES</b>	<b>FTE</b>	<b>SALARY</b>
Megan Massaro	ACE	Human Capital Management Analyst	Human Resources	4/5/2015	1.00	\$40,227.20

**YOUNGSTOWN STATE UNIVERSITY  
CLASSIFIED EMPLOYEE  
PERSONNEL ACTIONS 1/16/15 THROUGH 4/21/15  
SALARY ADJUSTMENTS**

EMPLOYEE NAME	EMPLOYEE TYPE	POSITION TITLE	DEPARTMENT	CONTRACT/ APPOINTMENT DATES	NEW FTE	NEW SALARY	OLD FTE	PREVIOUS SALARY
Michael Pieton	Classified FOP	Police Officer 2 (Temporary Appt. to Sergeant Ended 4/5/2015)	Police	4/6/2015	1.00	\$52,436.80	1.00	\$59,259.20

**YOUNGSTOWN STATE UNIVERSITY  
CLASSIFIED EMPLOYEE  
PERSONNEL ACTIONS 1/16/15 THROUGH 4/21/15  
DISPLACEMENTS RESULTING FROM LAYOFF**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>NEW POSITION TITLE</b>	<b>FTE</b>	<b>NEW DEPARTMENT</b>	<b>DATE DISPLACED</b>
None					

**YOUNGSTOWN STATE UNIVERSITY**  
**CLASSIFIED EMPLOYEE**  
**PERSONNEL ACTIONS 1/16/15 THROUGH 4/21/15**  
**LAYOFFS AS A RESULT OF POSITION ABOLISHMENT**

<b>EMPLOYEE NAME</b>	<b>EMPLOYEE TYPE</b>	<b>POSITION TITLE</b>	<b>DEPARTMENT</b>	<b>DATE OF LAYOFF</b>	<b>FTE</b>	<b>SALARY</b>
None						

**Youngstown State University**  
**FY2015 Third Quarter Diversity Spend Report**  
**January 1, 2015 - March 31, 2015**

	<b>Third Quarter</b>	<b>Year to Date</b>	<b>Percent of Addressable</b>	<b>Prior Year to Date</b>	<b>Percent of Addressable</b>
<b>Diversity Spend - Goods and Services (excludes EDGE and construction)</b>					
MBE - Ohio Certified	\$74,778	\$441,633	4.46%	\$287,039	2.31%
MBE - Other Certified	231	73,280	0.74%	559,309	4.51%
Disability Challenged	136,080	377,955	3.81%	569,029	4.59%
Recycled Materials	32,730	111,026	1.12%	57,151	0.46%
Veteran Owned	1,558	102,176	1.03%	117,742	0.95%
Woman Owned	6,970	105,963	1.07%	185,080	1.49%
<b>Total Diversity Spend</b>	<b>\$252,347</b>	<b>\$1,212,033</b>	<b>12.23%</b>	<b>\$1,775,350</b>	<b>14.31%</b>
<b>Total Addressable Spend - Goods and Services</b>	<b>\$2,819,931</b>	<b>\$9,913,073</b>	<b>100.00%</b>	<b>\$12,408,287</b>	<b>100.00%</b>

	<b>Third Quarter</b>	<b>Year to Date</b>	<b>Percent of Addressable</b>	<b>Prior Year to Date</b>	<b>Percent of Addressable</b>
<b>EDGE Spend - Goods, Services, and Construction</b>					
EDGE - Ohio Certified - Construction	\$52,665	\$287,103	1.73%	\$256,832	1.32%
<b>Total EDGE Spend</b>	<b>\$52,665</b>	<b>\$287,103</b>	<b>1.73%</b>	<b>\$256,832</b>	<b>1.32%</b>
<b>Total Addressable Spend - Goods, Services, and Construction</b>	<b>\$3,885,582</b>	<b>\$16,605,571</b>	<b>100.00%</b>	<b>\$19,512,909</b>	<b>100.00%</b>

**Youngstown State University**  
**Diversity Spend Detail Report - Goods and Services (excludes EDGE and construction)**  
**January 1, 2015 - March 31, 2015**

**Minority Business Enterprise (MBE) - Ohio Certified**

<b>Name</b>	<b>Address</b>	<b>Type of Contract</b>	<b>Purchases</b>
American Maintenance Services Inc.	241 Federal Plaza West, Suite 303, Youngstown, Ohio 44503	Janitorial Services	\$1,155
B R Johnson Cleaning Services	P.O. Box 282, Akron, Ohio 44309	Janitorial Services	56,685
Brown Enterprise Solutions	5935 Wilcox Place, Suite E, Dublin, Ohio 43016	Computer Supplies	16,938
<b>Subtotal - MBE - Ohio Certified</b>			<b>\$74,778</b>

**Minority Business Enterprise (MBE) - Other Certified**

<b>Name</b>	<b>Address</b>	<b>Type of Contract</b>	<b>Purchases</b>
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	\$231
<b>Subtotal - MBE - Other Certified</b>			<b>\$231</b>

**Disability Challenged**

<b>Name</b>	<b>Address</b>	<b>Type of Contract</b>	<b>Purchases</b>
Compass Family Services	535 Marmion Avenue, Youngstown, Ohio 44502	Janitorial Services	\$136,080
<b>Subtotal - Disability Challenged</b>			<b>\$136,080</b>

**Recycled Materials**

<b>Name</b>	<b>Address</b>	<b>Type of Contract</b>	<b>Purchases</b>
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	\$32,730
<b>Subtotal - Recycled Materials</b>			<b>\$32,730</b>



**Veteran Owned**

<b>Name</b>	<b>Address</b>	<b>Type of Contract</b>	<b>Purchases</b>
Roby Supply	42 North Torrence Street, Dayton, Ohio 45403	Janitorial Supplies	\$1,558
<b>Subtotal - Veteran Owned</b>			<b>\$1,558</b>

**Woman Owned**

<b>Name</b>	<b>Address</b>	<b>Type of Contract</b>	<b>Purchases</b>
Data Ticket Inc.	4600 Campus Drive, Newport Beach, California 92660	Parking Software	\$247
Protect-N-Shred	P.O. Box 85, Cortland, Ohio 44410	Document Shredding	1,523
Roar Postal Supplies & Solutions	10600 W. 108th Terrace, Overland Park, Kansas 66210	Postal Supplies	120
Staples - Tier 2	4170 Highlander Parkway, Richfield, Ohio 44286	Office Supplies	856
Warren Fire Equipment	6880 Tod Avenue SW, Warren, Ohio 44481	Fire Systems	4,224
<b>Subtotal - Woman Owned</b>			<b>\$6,970</b>
<b>Total Diversity Spend</b>			<b>\$252,347</b>

**Youngstown State University**  
**EDGE Spend Detail Report**  
**January 1, 2015 - March 31, 2015**

**Encouraging Diversity, Growth, and Equity (EDGE) - Ohio Certified**

<b>Name</b>	<b>Address</b>	<b>Project</b>	<b>Purchases</b>
Construction Support Solutions	334 Bounty Way, Avon Lake, Ohio 44012	Kilcawley Roof	\$11,405
JM Verostko Inc.	1216 Ameritech Boulevard, Youngstown, Ohio 44509	Elevators	23,400
Western Reserve Mechanical	3041 South Main Street, Niles, Ohio 44446		17,860
	<b>Total EDGE Spend</b>		<u><u>\$52,665</u></u>

Youngstown State University  
 Summary of Staffing Levels By Race and Gender  
 From March 31, 2014 to March 31, 2015

Mar. 31, 2014	Caucasian		African American		Hispanic		Asian		Native American		Unknown		Total
Rank	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	214	156	16	14	4	2	28	15	0	0	2	2	453
Professional/ Admin.	132	137	9	15	4	3	4	4	0	2	14	7	331
Classified	91	159	9	17	1	6	0	0	1	1	15	26	326
Externally Funded	17	45	0	6	0	0	0	2	0	0	1	5	76
<b>Total</b>	<b>454</b>	<b>497</b>	<b>34</b>	<b>52</b>	<b>9</b>	<b>11</b>	<b>32</b>	<b>21</b>	<b>1</b>	<b>3</b>	<b>32</b>	<b>40</b>	<b>1186</b>
Mar. 31, 2015	Caucasian		African American		Hispanic		Asian		Native American		Unknown		Total
Rank	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	210	166	15	14	4	1	29	19	0	0	2	3	463
Professional/ Admin.	144	137	13	12	4	2	3	3	0	2	9	6	335
Classified	102	145	10	18	4	6	0	0	0	1	15	23	324
Externally Funded	19	42	0	6	1	0	1	1	0	0	0	1	71
<b>Total</b>	<b>475</b>	<b>490</b>	<b>38</b>	<b>50</b>	<b>13</b>	<b>9</b>	<b>33</b>	<b>23</b>	<b>0</b>	<b>3</b>	<b>26</b>	<b>33</b>	<b>1193</b>
Difference	Caucasian		African American		Hispanic		Asian		Native American		Unknown		Total
Rank	M	F	M	F	M	F	M	F	M	F	M	F	
Faculty*	-4	10	-1	0	0	-1	1	4	0	0	0	1	10
Professional/ Admin.	12	0	4	-3	0	-1	-1	-1	0	0	-5	-1	4
Classified	11	-14	1	1	3	0	0	0	-1	0	0	-3	-2
Externally Funded	2	-3	0	0	1	0	1	-1	0	0	-1	-4	-5
<b>Total</b>	<b>21</b>	<b>-7</b>	<b>4</b>	<b>-2</b>	<b>4</b>	<b>-2</b>	<b>1</b>	<b>2</b>	<b>-1</b>	<b>0</b>	<b>-6</b>	<b>-7</b>	<b>7</b>

**Guidelines provided by U.S. Office of Management & Budget**

Caucasian, not of Hispanic origin - Origins in any of the original peoples in Europe, North Africa or the Middle East.

African American, not of Hispanic origin - Origins in any black racial group.

Hispanic - Origins of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish culture, regardless of race.

Asian or Pacific Islander - Origins in any of the original peoples of the Far East, SE Asia, the Indian Subcontinent, or Pacific Islands.

American Indian or Alaskan Native - Origins in any of the original peoples of North America who maintain cultural identification through tribal affiliation or community recognition.

\*Faculty includes full-time faculty, department chairs and other faculty exempt from the bargaining unit; does not include part-time faculty.

**Office of Equal Opportunity and Policy Compliance**  
**Hiring Activity under Policy 2004.01/Search Waivers for Strategic Hiring**  
**March 2015 through April 2015**

Date: April 21, 2015

Requestor: Dr. Michael Crist, Interim Dean College of Creative Arts and Communication

Department/Unit: Community Engagement and Events

Position: Director

Rationale: Former Director of the Performing Arts Series left the University to become the local Representative in the Ohio Legislature, the Assistant Director was performing the Director and Assistant Director duties. The two (2) positions were combined into one (1) position, Director of Community Engagement and Events. Due to the Assistant Directors history and familiarity with the position and the ongoing programing and planning for events such as the Festival of the Arts, it was determined to be in the best interests of the University to forgo a standard search.

Hired: Lori Factor

Date: April 28, 2014

Requestor: Dr. Bruce Keillor, Chair Department of Marketing, Williamson College of Business

Department/Unit: Department of Marketing

Position: Instructor International Business/three (3) year temporary appointment

Rationale: To meet critical need in the College of Business for international business related courses. Courses have previously been taught by part-time and ETS instructors resulting in the inability to meet student needs. Instructor Pallante has successfully taught Principles of International Business and will fill the current needs of the College of Business.

Hired: William Pallante.

**EMPLOYEES GRANTED  
STAFF DEVELOPMENT LEAVE  
ACADEMIC YEAR 2015-2016**

**NAME**

**DEPARTMENT**

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Association of Professional/Administrative Staff:

No applications received.

Professional/Administrative Exempt:

No applications received.



**CHAIRPERSON APPOINTMENTS**

**2015-2016**

Jeffrey T. Coldren, Psychology

Effective 07/01/15

Matt E. O'Mansky, Sociology, Anthropology, and Gerontology

Effective 07/01/15

# FACULTY RECOMMENDED FOR PROMOTION IN RANK

(EFFECTIVE AUGUST 12, 2015)

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## ***TO PROFESSOR:***

Samuel Adu-Poku .....Art  
Corey E. Andrews.....English  
Lauren Cummins.....Teacher Education  
Carl G. Johnston .....Biological Sciences  
Deborah S. Mower .....Philosophy and Religious Studies  
Nicole Mullins .....Human Performance and Exercise Science  
Salvatore A. Sanders.....Health Professions  
Bradley A. Shellito.....Geography  
Cary Wecht .....Communication

## ***TO ASSOCIATE PROFESSOR:***

Christopher M. Bellas .....Criminal Justice and Forensic Sciences  
Stephen Chalmers .....Art  
Pedro Cortes-Velasco.....Civil/Environmental & Chemical Engineering  
Molly Jameson Cox .....Psychology  
Michael Jerryson.....Philosophy and Religious Studies  
Robert J. Korenic .....School of Engineering Technology  
Karen H. Larwin .....Educational Foundations, Research, Ldrshp. & Tech.  
Joseph P. Lyons .....Health Professions  
Brandt Payne.....Dana School of Music  
Alan Tomhave.....Philosophy and Religious Studies  
Ruigang Wang .....Chemistry

## ***TO CLINICAL ASSISTANT PROFESSOR:***

Sueann Rendano.....Nursing  
Molly Roche.....Nursing  
Mary P. Shortreed .....Nursing  
Bonnie L. Thompson .....Nursing