Labor-Management Council Minutes

Meeting Date: November 3, 2015

Cochran Room, Kilcawley Center

**In Attendance:** Dr. Martin Abraham, Provost and Vice President, Academic Affairs and Council Co-Chair; John Beshara, Chief of Police-YSU; Allan Boggs, Director, Labor Relations; Dr. Annette Burden, Council Co-Chair (OEA); Dr. Mary Lou DiPillo (Faculty Relations); Ms. Connie Frisby, President of ACE; Lonnie Gentry (ACE); Dennis Godoy (FOP); Neal McNally, Vice President, Finance and Business Operations; Kevin Reynolds, Chief Human Resources Officer; Dr. Stephanie Smith (Director, Faculty Relations); and Brittany Bowyer, Office of VP for Finance and Administration.

No members from APAS were in attendance, so no quorum was present. The group decided to discuss a few updates.

**Check-In Updates**

**Governor’s Task Force –** Ms. Frisby started off the discussion by voicing concerns from some union members in the Print Shop and Tech Desk have in regards to the Governor’s Task Force emails as to whether or not they will have a job. She has tried to reassure those individuals, but would like to know if anyone had more information on how this task force recommendation would affect faculty and staff. Mr. McNally said there are six or seven master recommendations that need addressed under the assets and operations of each institution in Ohio. The Governor’s Task Force is focused on providing quality education and cutting cost for students at each state institution by looking at ways to either collaborate (share services) with other state institutions or by outsourcing services. Right now at YSU we outsource our child care and dining services. The task force is also looking at the areas of campus landscaping, bookstore, IT and print shop, as Ms. Frisby mentioned.

Mr. Boggs stated YSU and other state institutions have already saved a lot of money through the Inter-University Council (IUC), by doing collaborations with other institutions via shared services. Mr. Reynolds said maybe we could implement a state wide help desk. Ms. Frisby replied by saying each institution probably has its own IT systems and by having a general help desk could hinder our systems and positions. She asked if the review of the recommendations would be done in house or by an external company. Mr. McNally and Dr. Abraham felt that the review of the recommendations would be looked at by the Budget Development Council (BDC) on campus and then if needed by an external company, but they were not sure how the overall process will flow given that not much information has been provided yet.

Mr. McNally mentioned he was planning on attending a Trustees Conference/Governor’s Efficiency Council Advisory Committee this Thursday, November 5. He said the meeting was called upon by the Chancellor to host the Board of Trustees for all institutions in Ohio. The meeting is to inform the Trustees on the recommendations and to understand how they will need to process and vote on changes if each institution is to implement any. He said the efficiency councils at each institution will need to review and work on any possible planned implementations before a July 1, 2016 deadline for submitting the report to the state and then 30 days after to actually implement those plans. Mr. McNally told the group that the chair of the Efficiency Task Force, Geoff Chatas at The Ohio State University, has said at OSU they reduced dining cost by 20% and believes that there is no ‘one size fits all’ when it comes to reducing cost at each institution.

Dr. Abraham stated the BDC is in the process of reviewing the recommendations and looking at what YSU could do better and more efficiently. As of right now nothing is to be eliminated. Mr. McNally referenced page two of the Governor’s recommendations document that stated the high cost of tuition and fees is why these recommendations need to be looked at and possibly implemented at each institution. As of right now YSU is 9% below both the national and state averages of $8,800 and $10,000 respectfully. He said with cost for students coming down, we have fewer resources coming in for investments that we will need to find other revenue sources. Mr. Godoy asked if any of these recommendations are state funded. The group said no.

**Retention -** Ms. Frisby asked how retention numbers were doing and mentioned the President wanted to increase completion rates and retention of students already on campus. Dr. Abraham wasn’t sure what Ms. Frisby meant, but Dr. Burden offered some insight on a summer group challenge that was done to recruit students to come to YSU. She said the group had two charges, the first being minority based and the second being to find students that normally would not come to YSU. This group found 103 students, however only 10 lived in our area and it was later determined that using our limited resources of time and money would be better spent on students currently on campus, than on this small group of potential students.

**Health Care -** Dr. Burden told the group things have been quiet with faculty for the most part, but that there was some talk about eliminating programs and she has dismissed those concerns. She then mentioned that there was some confusion and angst among faculty when they received the campus wide email from Linda Moore. The email was about health care and mentioned a cost to payback any subsides. Dr. Burden has since talked with YSU Benefits Manager, Marcie Patton and it has been determined that this issue will not affect a majority of faculty and staff, only those that declined health care coverage from YSU and preferred to use an exchange program for coverage instead, per the new Affordable Care Act (ACA) compliance reporting. Dr. Burden said she would be sending out an email for clarification sometime this week. Mr. Reynolds added that there were not many changes this year to health care, but open enrollment sessions are currently going on and that the deadline for enrolling or making any changes was November 20.

**Campus Facilities -** Mr. McNally informed the group that the Facilities department is currently testing out a new no slip sealant that has been applied to the ‘red bricks of death’ at two locations on campus, University Plaza and Armed Services Boulevard. They are hoping the sealant works and can withstand the snow plows and salt in the coming winter months, if it does they will apply the sealant to all red brick walking surfaces at a cost of $3,000 per year.

He also mentioned the closing of Home Savings and Loan Bank in Kilcawley Center on January 9, 2016. The branch will close and at this point no other bank will go in that space. He said when they did an RFP to find a new campus wide banking services provider they talked with Huntington, PNC and JP Morgan Chase. They all declined to put a branch in as they would lose money if they did, just like Home Savings did. YSU has selected PNC to be our new on campus banking services provider and they plan to install a few ATM’s across campus.

Mr. McNally informed the group of another update on campus involving the former corner café on the Stavich Family Bridge. He said they have decided to temporarily lease the space to the student housing company Hallmark Campus Community for an office to use during the construction phase of the project. Ms. Frisby asked why the corner café closed and expressed that many people liked the café. Mr. McNally replied by saying when he spoke with Tom Totterdale, manager for Chartwells Dining Services at YSU, he said the space was too small and losing money based on the profit standards set by the company.

**Enrollment -** Ms. Frisby asked how student enrollment was going and Mr. McNally said current student head count was at 12,741, about 6 percent below last year, FTE is down 1.1 percent and the budget is down about 2 percent and with 10,000 FTE’s in fall that equals to a revenue shortfall of about $2.2 million. It has been discussed that about 900 students will opt to take the bulk rate of course hours, so those students will end up saving money, but this will create a loss of $.5 million for YSU. We currently have a $2.7 million short fall in revenue, but 98-99 percent of our budget is on track and we have stabilized our student head count. He also told the group that the filling of faculty and staff positions across campus is to be in line with our strategic plan and to only fill those positions that are mission critical to scale back and manage our current deficit.

Ms. Frisby said the Computer Science and Information Systems department was already short faculty members and they are concerned that they might need to cancel classes with limited staffing of eight tenure track faculty members and one term. She emphasized that it is hard to find quality faculty members with limited resources. Mr. McNally said resources are hard to come by when the state share of instruction to YSU has only been $3.5 million a month. He said, in May of this year, updated information on enrollment, degree completion and other information was provided to the state for review to determine how much money the state would give us for the next fiscal year, which could be more or less than the $3.5 million a month we are getting now.

**Emergency Alert System -** The last update provided to the group was from Chief Beshara regarding the emergency alert system used by the police department. He told the group that he has worked with the IT and Procurement departments to acquire a different alert system that was simple to use and has more robust features through a new vendor. He said the current YSU alert system will send out emergency notifications to registered users until March 30, 2016. During a period of three months the new systems, along with the old system will run concurrently from January 1 to March 30, 2016, at which time only the new system will be used. He said by working with IUC to get state wide bids for new technology both at state and national levels for both two and four year colleges will be more beneficial as colleges would be able to get a better alert system at an affordable price.

**Adjournment**

The meeting adjourned at 9:43 a.m.

**Next Labor Management Council Meeting: Tuesday, January 5, 2015, 9:00 a.m.**

**Kilcawley Center, Cochran Room, 2020**

**Labor Management Council**

**2016 Meeting Schedule**

Updated 11/04/15

* Tuesday, January 5 from 9-11am in KC, Cochran Room
* Tuesday, March 1 from 9-11am in KC, Cochran Room
* Tuesday, May 3 from 9-11am in KC, Cochran Room
* Tuesday, July 5 from 9-11am in KC, Cochran Room
* Tuesday, September 6 from 9-11am room to be determined
* Tuesday, November 1 from 9-11am room to be determined

Respectfully submitted, Brittany Bowyer, Recorder