Labor-Management Council Minutes

Meeting Date: July 5, 2016

Cochran Room, Kilcawley Center

**In Attendance:** Dr. Martin Abraham, Provost and Vice President, Academic Affairs and Council Co-Chair; Mr. Allan Boggs, Director, Labor Relations; Dr. Annette Burden, Council Co-Chair (President, YSU-OEA); Ms. Connie Frisby, President of ACE; Sgt. Dennis Godoy, YSU-PD; Ms. Jacci Johnson, Vice President of APAS; Mr. Kevin Reynolds, Chief Human Resources Officer; Dr. Stephanie Smith, (Director, Faculty Relations); Dr. AJ Sumell, Vice President, YSU-OEA; Mr. Gary Swegan, Associate Vice President for Enrollment Planning and Management; Lt. Shawn Varso, YSU-PD; and Ms. Brittany Bowyer, Office of VP for Finance and Business Operations.

**Check-In Updates:**

Ms. Frisby mentioned she heard a rumor, that one support staff person in each academic college would be redistributed. Dr. Abraham stated he had heard this rumor and is only aware of one person moving from one department to another. He said if other people are moving it is just a reshuffling within their current department. She then wanted to know how the decision was made to move this one person. He replied that the department was among the smallest on campus, in terms of both faculty and students. She also asked how the workload of the individual who is being moved would be distributed. Dr. Abraham indicated that it could be distributed to the support staff in Politics and International Relations, but the final arrangements would be up to the college Dean.

**Meeting Topics:**

**Fall Enrollment Update** –Mr. Swegan said as of right now fall enrollment numbers look good and he is hopeful to see another increase in final numbers once the last three SOAR programs finish. He handed out a two sided document that showed enrollment figures for a three year period and on the other side a graph showing on campus housing trends. He said as of July 1 enrollment was up by 93 students from last year. He is expecting about 1.5% increase without enrollment numbers from the College Credit Plus program. He also expects Honors College enrollment numbers to increase as they are already up by 98 students last year. He said about 10% of freshman are from the Honors College.

He stated that ACT and GPA numbers are also increasing from last year as YSU has become more selective in admitting students. He can definitely tell there is an increase in quality students coming to campus. However, Mr. Swegan did mention transfer students are and have been at a plateau lately. Dr. Smith asked if YSU was advertising certain programs that would appeal to transfer students to try and increase those rates. He said transfer students are hard to come by. YSU is looking to expand our footprint into more Ohio counties and he stated the President has been helpful in reaching out to students, but one large area they are trying to work on is Columbiana County, where very few students come from. He said YSU enrolls more students from Mahoning County high schools like Austintown, Boardman, Canfield and Poland, than out of Columbiana County. Ms. Johnson said the Office of Admissions recently had 25 students from Franklin County register, but had to deny them coming to YSU because of GPA’s under a 2.0 and low ACT scores, which is decreasing enrollment numbers because YSU is being more selective.

Dr. Sumell asked how the College Credit Plus program was doing. Mr. Swegan said last year 586 students were registered for fall semester and current applications are up for this fall. He mentioned there being a group who estimates the number of students that are normally pretty accurate and by their guess this year should be about 700 students. Dr. Sumell then asked if there was any way to determine how many students come to YSU from College Credit Plus program. Mr. Swegan said there is no real measure to figure out the number of students we get, but he knows that most students have no intent on coming to YSU for classes. Dr. Abraham added that the number of College Credit Plus students is difficult to evaulate as we are unsure of the comparison groups that would be used. He said we really can’t tell how many students would come to YSU and stated that YSU is currently trying to reach out and retain students from the College Credit Plus population. Dr. Smith felt that we should be working on reaching out to younger school age kids in seventh and eighth grade to begin imprinting on them to make them want to come to YSU. She said her seventh grade daughter loves coming to YSU, mostly due to English Festival. Mr. Swegan said recruitment of high school sophomores has recently just begun and the success of the English Festival is good for YSU.

Mr. Reynolds asked about how Eastern Gateway was doing. Mr. Swegan said their three year graduation rate was 7%. Dr. Abraham stated there are a number of people meeting with Eastern Gateway to get students from there to come to YSU on a clear pathway. Dr. Burden mentioned that she was told that Eastern Gateway was sending a lot of students to ABLE programs. Dr. Abraham said yes and that we need to work better on evaluating student credentials of prospective students, as of right now we can’t do this quickly or effectively. He said students that are transferring to YSU want to know how long and what the cost will be to graduate and they want to know as soon as possible, but we just can’t give them that information fast enough and we lose them. He would like to have preliminary estimates of the number of credits that will transfer, so that prospective students can figure out how long it will take and how much it will cost to graduate. Mr. Swegan touched back on the number of transfer students being down to 120 after YSU moved to the selective admissions process.

**Student Housing** – The second side of the document Mr. Swegan passed out shows a four year comparison for on campus student housing. He said on campus housing did take a hit by being down 100 students due to the new 162 bed student housing opening in the fall and all rooms rented out, but said numbers should rise as we get closer to the start of the fall semester. He implied YSU will need to work on upgrading current residence halls to appeal more to students to get new applicants and renew current ones before the next housing complex opens.

Dr. Burden asked if YSU was getting a “kickback” from the rental of the new student housing project. Mr. Swegan and Dr. Abraham said the University Edge is privately owned, but that YSU might be getting money from the land lease, but nothing from the rental. She then asked about the other student housing project on the corner or Lincoln Avenue and when construction would start. Dr. Abraham said the Enclave student housing project would start probably sometime in August, but thought permits and funding were probably still being resolved before a date is set to begin construction. He did say the structure is slated to be open for fall 2017 semester.

**Board of Trustees Update** – Ms. Frisby requested more information be distributed regarding the June Board of Trustees meeting, so the campus community would know what is going on. Two links were emailed to the council prior to the July 5 meeting, one to access the BOT committee agendas and support material and the other link was a summary of what items passed at the BOT meeting on June 15. Ms. Frisby and Dr. Smith said there was some confusion among faculty and staff on policy Classified Exempt Distinguished Services Award being rescinded, as many did not know what was meant by rescinding a policy to be replaced by another policy. Ms. Frisby stated she gets phone calls from people asking about the personnel actions listed in the agenda packet, because those people have not had pay increases, like those listed on the reports. She also had a question regarding multiple year contracts. Mr. Reynolds said multiple year contracts are only reported on once a year and there is no notification if a person was not being renewed. She asked if the link to the committee agendas could be included in the email Ron Cole sends out for the next BOT meeting summary. Dr. Abraham said he was sure Mr. Cole could do this and stated if anyone has questions to contact the staff liaison for each committee:

* Academic & Student Success Committee – Martin Abraham, Eddie Howard, Mike Reagle, Gary Swegan
* Institutional Engagement Committee – Shannon Tirone
* University Affairs Committee – Holly Jacobs
* Finance & Facilities Committee – Neal McNally
* Audit Subcommittee – Neal McNally
* Investment Subcommittee – Neal McNally

**Update on Governor’s Task Force Directives** – Ms. Frisby mentioned there are still concerns from staff about outsourcing. Ms. Johnson had a question about centralization and asked about the new position of First Year Experience Coordinator. Dr. Abraham said this new position will tie into the First Year Experience Courses and the SOAR and IGNITE programs, to look at the front and back end of a student’s path at YSU to get them to their second year and onto graduation. This position is needed to coordinate programs and help in the creation of a central advising help center for undeclared students to advise them accordingly and for students that want to change their major. He gave an example of an advising issue where a student wants to change their major from nursing, but the advisor might direct them into another health profession, instead of branching out to another area of study in another college. This is where the centralized advising area would be helpful for students to find what the best choice is for them. He said a 73% retention rate is great, but would like to see numbers in the high nineties.

Ms. Johnson said she did not know what the IGNITE program was until she talked to a student who sent her some information about it. She thought being in the Office of Admissions, she should know what programs are being offered to first year students. Dr. Abraham said communication is sometimes limited or becomes too much. Some emails that go out to faculty and staff get read and others not at all or go directly to spam. Ms. Johnson agreed and he elaborated more on the IGNITE program. The program is run through the Office of Student Success and is an essential program for first year students to attend. The students who attend get helpful tips to do well in college and help transition students from high school to college and to be more self-motivated along with talking about federal legal issues such as sexual harassment, student rights and Title IX. Ms. Johnson directed a question to Mr. Reynolds in regards to the Office of Admissions asking if applicants to YSU are registered sex offenders, because they don’t currently. He replied that Attorney Jacobs should get back to her on that topic, as he wasn’t sure.

**Alternative Retirement Plan (ARP)** – Dr. Burden brought up that the State Teachers Retirement System (STRS) sent out a notice of the 1% increase to STRS bringing it to 14%. She asked if ARP was also at 14% and if the mitigated rate was now 5.5%. She pointed out there was discrepancy between the OEA agreement that states 10%. Dr. Smith said that Dr. Burden was referring to Article 4.2.c. in the OEA agreement. Mr. Reynolds said yes the ARP rate increased to 14% and was unsure of the mitigated rate. He was unaware of the discrepancy in the agreement, but said Ohio law would supersede the OEA agreement on this matter. Dr. Burden said she has checked other university websites, such as Kent, Akron & Bowling Green and was just concerned for faculty who are in ARP. Dr. Smith said maybe a timeline could be made for people to follow on how to retire under ARP and said she knows representative come on campus from retirement companies and that people should utilize them. Mr. Reynolds agreed with her and mentioned that Marcie Patton, Director of Employee Benefits, would like to have all or a majority of representatives from these various retirement companies on campus at one time to talk with people about their retirement options. Dr. Burden thought that was a good idea, but asked if a table she saw on the Ohio State University website could be similarly created and posted to the HR website for easy retirement information for ARP members.

**Announcements:**

**Scholarships** – Ms. Frisby mentioned the ACE union had their scholarship dinner and awarded three scholarships to students in the amounts of one $400 and two $200 awards.

**Road Construction** – Dr. Abraham informed the council that construction projects would be starting soon on Lincoln and Wick Avenues. He said Lincoln Avenue would be completely shut down with the exception of pedestrian cross areas and then Wick Avenue would have lane closures. Lt. Varso stated work on Lincoln would start on July 11 after the Festival of the Arts. There was brief discussion that the M1 deck would re-open on August 15, right before fall semester starts and Dr. Smith had concerns that their might be an increase in fender benders on Wick due to the construction. She also noted the Walnut entrance for the M1 deck is confusing and it might help for the re-opening or sometime in the future to address identifying the lanes for in and out better.

**Adjournment:**

The meeting adjourned at 10:16 a.m.

**Next Labor Management Council Meeting:** Wednesday, September 14, 2016, 9:00a.m. in Kilcawley Center, Cochran Room, 2020

**Labor Management Council**

**2016 Meeting Schedule**

Updated 7/15/15

~~Tuesday, January 5~~ ~~9-11am KC, Cochran Room~~

~~Tuesday, March 1 9-11am KC, Cochran Room~~

~~Tuesday, May 3 9-11am KC, Cochran Room~~

~~Tuesday, July 5 9-11am KC, Cochran Room~~

Wednesday, September 14 9-11am KC, Cochran Room

Tuesday, November 1 9-11am KC, Cochran Room

Respectfully submitted,

Brittany Bowyer, Recorder