Labor-Management Council Minutes

Meeting Date: November 13, 2018

Cochran Room, Kilcawley Center

**In Attendance:** Mr. Ernie Barkett, President, SGA; Ms. Connie Frisby, President, YSU-ACE and Council Co-Chair; Dr. Mary Lou DiPillo, Associate Dean of BCOE and DFR rep.; Ms. Connie Frisby, President, YSU-ACE and Council Co-Chair; Atty. Holly Jacobs, VP for Legal Affairs and HR; Atty. Kevin Kralj, Director, Labor and Employee Relations; Mr. Neal McNally, Vice President for Finance and Business Operations; Dr. Joseph Mosca, Interim Provost and VP for Academic Affairs and Council Co-Chair; Dr. Jennifer Pintar, Associate Provost for Academic Administration; Dr. Steven Reale, Vice President, YSU-OEA; Dr. AJ Sumell, President, YSU-OEA; and Ms. Brittany Bowyer, Office of VP for Finance and Business Operations.

**Check-in and Announcements:**

**Thought Leaders Series** – Dr. Sumell mentioned the second Thought Leaders Series speaker, Dr. Christina Ortiz, would be on campus today at 1:00pm in WCBA auditorium. She would be speaking about inclusion, equity, and diversity and he encouraged everyone to attend.

**Student Pantry** – Mr. Barkett said the student pantry refrigerator and freezer would be installed this week. Recent food donations have come from Campus Rec and Greek Life. He stated there has been an increase in student usage from last semester. Atty. Jacobs asked if an email for donations had been sent out. He said information for pantry donations was included in the Student Affairs division newsletter last week.

**Family Area** – Mr. Barkett mentioned a new family area being created in Maag Library that would offer a quiet place to study for those students who are also parents to bring their children with them. He said they are currently asking for donations of children’s books and toys, as SGA does not have funds for this venture. Atty. Jacobs had some concerns about the donations and age ranges of toys for children; as well as overall safety and liability. Mr. Barkett said the room was being child proofed and met with chief of police, Shawn Varso to have a security camera installed. He said parents would need to provide their student i.d. and sign a policy and release form prior to receiving the room key and can only occupy the room for three hours. Atty. Jacobs would like to review the policy and form prior to the area being opened for use. She thought the concept was a good idea, but wanted to know if the parent is fully responsible or would YSU be held responsible. He said the policy and form had just been completed and he would send the documents to her for review.

**Meeting Topics:**

**Part-time Faculty** – Mr. McNally was asked to provide information on part-time faculty salary; he provided a handout that compared YSU’s pay ranges per workload hour to Kent State, University of Akron, Cleveland State, Mount Union and Hiram per data listed on The Chronicle of Higher Education’s [data website](http://data.chronicle.com/). Overall YSU’s pay range is fairly comparable to the other colleges, but noted that YSU provides part-time faculty a parking permit each semester at no cost, a fringe benefit not available at most other universities. He believes that market research might support different pay rates for certain disciplines. He asserted that YSU’s current rate of pay for part-time faulty appears to be at or near the national average, which according to a University of Southern California study referenced in a February 2018 article published in *University Business* magazine is $3,000 per 3-hour course.

Ms. Frisby stated last spring the CSIS department had to cancel classes because there wasn’t enough part-time faculty to teach; as they lost them to other institutions offering more money. She said one person went to Pittsburgh and another went to Kent; stating it is difficult to replace them. When she started working in the CSIS department there were 14 full-time faculty members and now there are only 8, so the department depends more and more on part-time faculty. She said last semester they lost four part-time faculty and this semester another 3-4. Mr. McNally added that along with CSIS, YSU’s IT department is having difficulty retaining IT administrative professionals as well. Atty. Jacobs asked if the narrative could be changed to show that YSU is in line with other colleges. Dr. Reale thought the salary issue for part-time faculty is more of an ethical issue; part-time faculty as a whole versus just at YSU. Dr. Sumell said he didn’t think the narrative would change; part-time faculty have not had a raise in 28 years is an accurate statement and YSU is still at a lower pay range. He would like to improve the integration of part-time faculty. Mr. McNally said part-time faculty had been added to Academic Senate and are routinely invited to departmental meetings, and even have a seat on the YSU Budget Advisory Council. He asserted that for 20 of the last 27 years YSU has paid part-time faculty more than many other universities and believes the concerns about part-time faulty pay are driven more by emotion than economics. He said YSU’s revenue per student is 17% lower than Kent and Cleveland State; so it is not financially feasible for YSU to pay as much or more than KSU or CSU. Atty. Kralj said as a previous part-time faculty member along with pay, the benefits he received included parking, a bookstore discount, and paying into the State Teachers Retirement System (STRS).

Dr. Reale touched on the fact that most part-time faculty have other jobs and are trying to make ends meet. He said a person working in the business sector would be doing well in their discipline versus a person working with a history degree. Dr. Sumell said the cost perspective is too narrow; stating the effect of morale, turnover and hiring; cost more than low pay. He asked if pay was increased by $200 what it would cost YSU. Mr. McNally said numbers had been run previously and evaluated, but currently didn’t have the numbers on hand. Dr. Sumell added that the cost associated with losing part-time faculty versus a modest increase would change the narrative by letting part-time faculty know YSU values them. Dr. Reale would like to see more part-time faculty converted to full-time status. Dr. Mosca agreed.

Mr. Barkett asked if there was a way to meet in the middle, maybe by using a pay scale of 3-5 years bachelor’s to master’s degree; then a master’s to doctoral degree. Dr. Mosca said per HLC accreditation the scale won’t work unless the person earns the degree to teach. Dr. Reale said a tier schedule would be 0-5 years and 5 plus years. Mr. McNally added the longevity scale was considered a few years ago. Dr. Pintar asked where the money would come from with tuition being frozen; the Penguin Tuition Promise in place; and plateaued enrollment. Atty. Jacobs said resources need to be assessed and utilized better. Dr. DiPillo said if YSU had the money and resources; raises would be given. She said part-time faculty in education work hard; they don’t do it for the money, but to give back to their profession. She mentioned Kent State pays a higher rate to part-time faculty with a Doctoral degree. Dr. Sumell asked relative to other colleges, if YSU is paying part-time faculty what they are worth. He said the system needs to change or maybe we need to better address the issue of part-time faculty overall. He is willing to help and there are others that would too. Dr. Pintar said there is module to do data, but no one to run the system; as she is busy and so are the department chairs. She said there are 551 part-time faculty and a majority of them don’t teach every semester. Dr. Mosca said the numbers are fluid and don’t factor in resignations, retirements or promotions. He said a re-evaluation will need to be done to determine faculty workload and the best source for information would be within the departments to know what is needed.

**Budget Update** – Mr. McNally provided the council a handout reflecting the budget with line items for revenues and expenses from July 1 to September 30, 2018. He said we are tracking behind budget in some revenue categories, most notably investment income, which is approximately $600,000 less than this same time last year. However, he said that overall revenues are currently tracking on target. As for expenses the only line item that is of concern are scholarships. He believes that scholarship spending will peak in FY19, but will nonetheless exceed the budgeted amount by as much as $3 million. He said that YSU is accepting and enrolling a greater proportion of academically-prepared students, spending has accelerated in the university’s merit-based Scholarships for Excellence program. He stated in 2016 scholarship spending was about $5 million and this year spending is projected to hit $14 million. He expects scholarship spending to plateau after this year because FY19 marks the fourth year since YSU modified its scholarship strategy. He mentioned a request for proposals was published in October to identify a consulting firm to evaluate the university’s scholarship strategy.

Dr. Reale asked if there would be a budget deficit at year end. Mr. McNally said that in order to ensure a balanced budget, adjustments will need to be made to account for the continued growth in scholarship spending. Mr. Barkett wondered if instead of YSU accepting great students to increase enrollment; that maybe we need to look into readmitting students with lower grades and GPA’s. Mr. McNally said we might be able to in some capacity, but stated our state share of instruction (SSI) funding is driven, in part, on student success metrics, such as course completions and degrees awarded. He stated our current SSI is $43 million and that YSU has also reduced its bad debt expenses since having changed its admission standards 5 years ago. He said he hasn’t heard anything from Columbus yet, but believes tuition will remain capped. He hopes funding amounts stay the same or increase for four year colleges, but suggested the Republican-controlled Ohio statehouse seems to favor the two year college sectors. Dr. Sumell asked about our S.B. 6 rating. Mr. McNally said last year (FY17) we had a S.B. composite score of 3.7 out of 5; but that YSU’s FY18 S.B. 6 score slid to 3.3, mostly as a result of a reduction in YSU’s net income that is attributable to scholarship spending. He said YSU’s S.B. 6 score indicates a financially healthy institution.

**2019 LMC Schedule** – Ms. Bowyer brought up the topic of the 2019 LMC meeting schedule. The meetings would remain on the second Tuesday, every other month starting in January. The council asked to reschedule the January date due to classes starting and the March date due to spring break. The schedule is listed below and the meeting location is to be determined.

**Adjournment:**

The meeting adjourned at 9:58 a.m.

**Next Labor Management Council Meeting: Tuesday, January 22, 2019**

**at 9:00 a.m. in Kilcawley Center,**

**KC, Cochran Room**

**Labor Management Council**

**2019 Meeting Schedule**

Updated 11/21/2018

Tuesday, January 22, 2019 9-11am KC, Cochran Room

Tuesday, March 19, 2019 9-11am KC, Cochran Room

Tuesday, May 14, 2019 9-11am KC, Cochran Room

Tuesday, July 9, 2019 9-11am KC, Cochran Room

Tuesday, September 10, 2019 9-11am KC, Cochran Room

Tuesday, November 12, 2019 9-11am KC, Cochran Room

Respectfully submitted, Brittany Bowyer, Recorder