Labor-Management Council Minutes

Meeting Date: February 13, 2018

Cochran Room, Kilcawley Center

**In Attendance:** Dr. Martin Abraham, Provost and Vice President, Academic Affairs and Council Co-Chair; Ms. Rayann Atway, SGA – President; Mr. Ernie Barkett, SGA – Executive President; Mr. Allan Boggs, Director, Labor Relations; Mr. Ron Cole, Public Information Officer; Ms. Connie Frisby, President, YSU-ACE and Council Co-Chair; Mr. John Hyden, Associate Vice President, Facilities and Support Services; Atty. Holly Jacobs, Vice President and General Counsel; Ms. Debbie Moy, ACE representative; Dr. Jennifer Pintar, Associate Provost for Academic Administration; Dr. Steven Reale, Vice President, YSU-OEA; Mr. Kevin Reynolds, Chief Human Resources Officer; Mr. Ron Strollo, Executive Director, Intercollegiate Athletics; Dr. AJ Sumell, President, YSU-OEA; Mr. Shawn Varso, YSU Chief of Police; Mr. Ed Villone, President of APAS; and Ms. Brittany Bowyer, Office of VP for Finance and Business Operations.

**Check-in and Announcements:**

**Retirement of Chief HR Officer** – Mr. Reynolds announced it was his last council meeting due to his upcoming retirement from YSU and that his last day on campus will be March 9. Atty. Jacobs thanked him for all of his hard work and dedication to the university and the Human Resources office. She said an announcement would be going out for a farewell event.

**NEA** **Grant** – Dr. Sumell announced that YSU had received another $5,000 NEA grant and the awarded money would go towards the student pantry.

**Meeting Topics:**

**Athletics Update** – Mr. Strollo was asked to attend the council meeting to give an update on athletics. He mentioned the Association of Governing Boards of Universities and Colleges (AGB), recommends having oversight from the Board of Trustees on intercollegiate athletics and that he presents updates at each quarterly board meeting. He provided the council with two packets, both containing different information. The first packet contained a fiscal year financial analysis for FY2015-16 of how YSU’s athletic program compares to three of the other conference levels we are in. These three levels are: Missouri Valley Conference (MVFC), Mid American Conference and the Horizon League. After giving a brief run-down of the first page, the differences showed YSU was spending less money compared to the other conference levels. The next page gave a breakdown of YSU’s athletic revenue; with YSU’s football team brings in the most revenue at $2.1 million compared to other MVFC schools. The third page showed the cost of unallocated expenses or administrative expenses with YSU being about $2.2 million less compared to all three conference levels. The bottom of this page is the total cost spending per student athlete at YSU being lower than the other conferences as well.

The last three pages of this packet showed comparisons at the university and the athletic department:

* Athletics budget analysis compared to the university for fiscal years 2016-17 to 2013-14, showing athletics is holding steady at 8%.
* Ten year snap shot of student athletes on campus and their impact compared to the general student body is holding steady or gradually increasing.

Dr. Reale asked what students were included in the tuition and fees line on the budget analysis page. Mr. Strollo replied that all students are accounted for in this line and the money generated is distributed across campus and benefits everyone. He said students are here for academics as well as sports; and mentioned that student athletes strive to achieve success in both areas; that they have an incentive to work hard and do good to get scholarships.

Dr. Reale then asked about student stipend. Mr. Strollo responded that the stipend is supposed to support student athletes cover costs as they don’t have time for a job between classes and sporting activities. He said right now only men’s and women’s basketball receives the stipend and they are thinking about offering the stipend to football players. A few other schools offer the stipend already, which could be a selling point for recruitment. He said some strategic planning would need to be done to see when and how the stipend would be implemented at YSU, but did mention there are student graduate assistants currently working in athletics.

The second packet is a report generated by Agility PR Solutions, an outside group hired by the athletics department to do a media analysis on the 2016-17 season football championship game. The research was only geared towards printed media data, such as papers, magazines, and online printed articles and ads. Overall the report estimated advertising value (EAV) for this game was about $7.3 million. Mr. Strollo added that if social media exposure were added to this report EAV would be close to $51 million.

Mr. Strollo stated in 2014 the athletic department hired IMG sports marketing group to do an analysis to see how YSU athletics department is doing on ticket sales, advertisement, apparel and so forth. The analysis showed our overall areas were good, with the exception of ticket sales. He said attracting people and selling tickets is a big challenge. People have a busy lifestyle; the weather plays a role; costs of concessions; and the ability to watch games on television at home. Even though selling tickets is difficult at times athletics still has revenue coming in. He mentioned the University of Akron generates $800,000 in ticket sales, but that $300,000 of that money goes to an outside company that sells the tickets for them.

**University Cancellation and Closure Procedures** – Mr. Cole and Mr. Hyden were asked to attend the meeting to briefly touch base on the cancellation and closure procedures for the university. Mr. Cole provided a handout for the council and touched on key points like the difference between closing the university and cancelling classes. He encouraged the council to share this handout and pass along the word for everyone to sign up to use Penguin Alert, as not everyone has done so. He said the alert system is good for not only weather related notifications, but for other campus emergencies. He mentioned at student events like Crash Day and Ignite, the students are asked to register for the Penguin Alert system, but it is voluntary.

Mr. Villone thought signing up should be mandatory and voluntary to remove your number from the system. Chief Varso stated there is a delay with getting the alert system set-up, as information from Banner feeds into the alert system with the students name and email, but until they are fully registered and enter their cellphone number voluntarily they will only receive emails. Ms. Moy asked if there was a legal way to enforce sign up. Atty. Jacobs said no. Dr. Abraham said a policy could be created with Board approval, but stated privacy concerns and mentioned that some students do not even have a cellphone. Atty. Jacobs asked if there could be a notification sent out for people to sign up for the system. Mr. Cole said yes and that 150 people signed up when the last notice went out.

Mr. Hyden spoke on the most recent cancellation of classes due to the weather, saying the universities made the right call to cancel classes until noon, as the roads were terrible for those students having to commute to campus. He stated some people were upset the university wasn’t closed entirely. He said a personal decision should be made on coming to work when the weather is bad. Overall he said the sidewalks and parking lots were well cleaned, but with snowfall at a rate of one inch per hour, it was hard for the grounds crew to keep up. Ms. Atway asked if the university closes for a certain amount of snow or cold temperatures. Mr. Hyden said no limits are set, but mentioned the only mandatory university closing would be if the county or governor issued a travel ban. He watches the forecast to see what is coming and uses a weather subscription app that looks at different variables and waits until six o’clock in the morning to make a call on what to do. He said the procedure to cancel classes is assessed with input from Dr. Abraham and Dr. Pintar to see if there are any issues.

Ms. Moy asked if it was mandatory for faculty to let students know they won’t be teaching a class. Dr. Abraham said the faculty member is required to notify the department chair either via phone call, email or text, so they can find coverage for the class or post a sign on the room that class is cancelled. He did say some faculty notifies their students. Mr. Hyden said most complaints come from parents stating their child can’t drive in these conditions; the child came to class and no teacher was present; or we are paying for classes and you cancel or close.

**Moveable Holidays** – Dr. Abraham announced that students would like to revise the academic calendar to use Columbus Day and the day after for a fall break with no classes scheduled. Ms. Atway passed out an IUC academic calendar that lists all of the colleges in Ohio with their fall start and end date, Veteran’s Day and Thanksgiving. She said they would like to start the fall semester sooner on a Monday, instead of a Wednesday, so they can get the two days for a short break in the semester. They have reached out to Housing, International Programs and Ignite event personnel. All have said there would be no issues with changing the start date for classes.

Dr. Abraham stated the university would remain open on Columbus Day and employees would report to work; and that Columbus Day would still be used as the day after Thanksgiving as normal. He and the other council members thought this was a good idea and voiced no concerns. Starting fall semester 2019, classes will begin on Monday, August 19, 2019 to include a long weekend with no classes scheduled for October 14 and 15 for a fall break. Ms. Atway said she would be presenting this to Academic Senate next.

**Adjournment:**

The meeting adjourned at 10:34 a.m.

**Next Labor Management Council Meeting: Monday, April 9, 2018**

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

**Cochran Room, 2020**

**Labor Management Council**

**2018 Meeting Schedule**

Updated 1/9/2018

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

~~Tuesday, February 13 9-11am KC, Cochran Room~~

Monday, April 9 9-11am KC, Cochran Room

Tuesday, July 10 9-11am KC, Cochran Room

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

Tuesday, November 13 9-11am KC, Cochran Room

Respectfully submitted, Brittany Bowyer, Recorder