Labor-Management Council Minutes

Meeting Date: April 9, 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, Interim Chief Human Resources Officer; Ms. Connie Frisby, President, YSU-ACE and Council Co-Chair; Atty. Holly Jacobs, Vice President and General Counsel; Atty. Kevin Kralj, Director, Labor and Employee Relations; Mr. Neal McNally, Vice President for Finance and Business Operations; Ms. Debbie Moy, ACE representative; Dr. Jennifer Pintar, Associate Provost for Academic Administration; Dr. Steven Reale, Vice President, YSU-OEA; Dr. AJ Sumell, President, YSU-OEA; Mr. Gary Swegan, Associate Vice President for Enrollment Planning and Management; Mr. Ed Villone, President of APAS; and Ms. Brittany Bowyer, Office of VP for Finance and Business Operations.

**Check-in and Announcements:**

**Council Introduction** – Atty. Jacobs introduced the council to the newly hired director of labor and employee relations, Atty. Kevin Kralj, to YSU. He formerly worked at the county prosecutor’s office – civil division. The council welcomed him and went around the table to introduce themselves.

**APAS Negotiations** – Mr. Villone stated APAS contract negotiations have begun.

**All Union Dinner** – Dr. Sumell mentioned the OEA annual all union dinner would be held this Friday, April 13 and apologized for the short notice being sent to the other unions, due to problems with event logistics.

**SGA Elections** – Ms. Atway announced that Mr. Barkett has been elected the new SGA president and would take office at the end of this semester with newly elected SGA vice president, Caroline Smith.

**Student Health Clinic Vote** – Ms. Atway mentioned the results of the proposed student health clinic. She said 9.6% or 1,126 students participated in the vote. Voting breakdown: 870 students voted yes, 217 no, and 39 abstained. She said student voting is usually always less than 10%. Mr. McNally added that per a recent conversation with the Chancellor’s office a minimum percentage was not needed, but overall we should be good to move forward with this project.

**Special Benefit Fair/Open Enrollment Session** – Mr. Boggs informed the council that HR would be scheduling a special benefit fair/open enrollment session due to the recent changes with healthcare and union contracts. He has checked with Findlay Davies to approve this event and plans to hold this vendor information session/open enrollment on May 8 and 9, 2018 from 9-3pm. During this time faculty and staff can talk with representatives and request any changes to be made to their benefit accounts. Any changes will be effective July 1 and he mentioned the normal fall open enrollment session would still take place. Mr. Boggs would like to receive feedback after the benefit fair to see if it is something HR should offer yearly. As a reminder benefit changes are voluntary, anything currently in effect will remain so, unless specifically changed by the employee.

**Meeting Topic:**

**Enrollment Update and Fall Projections** – The council invited Mr. Swegan to give an update on enrollment and projections for Fall 2018. He provided the council with a double-sided handout that showed various summary comparisons in enrollment between FY14 through FY18, since the selective admissions process was implemented. Overall he stated everything looks good and is on track. From a budgeting standpoint overall headcount is at 1.5%. After YSU having an enrollment decline 5 years ago, enrollment has slowly increased the past 5 semester’s. He said YSU sat at #12 out of the 14 other colleges in Ohio for freshman retention rates, but now is seated at #7. He said the Admissions department has about 10,000 applications to review and currently have 200 more admits for Fall ’18 then the entire fall ’17 cycle. By the end of the cycle, the number of admits should be over 700 more offers of admission. He did mention orientation dates start later this year and show a current -5.82% difference between Fall ’17 to ’18 on the table, but assured everyone this would change. He also stated housing looks to be at full capacity again, including the new Enclave student housing building. Mr. McNally asked if other concerted retention efforts in the office of Financial Aid, for example, and the Bursar’s Office as well as enhanced student advising have helped improve the student success indicators. Mr. Swegan replied that when the selective process was implemented it created almost a perfect storm and caused an added year of enrollment being down, but overtime enrollment would climb and has done so.

Dr. Sumell asked about the decrease in international students, referring to the chart in the center of the page depicting an increase in students between Fall ’16 (62 students) and ’17 (175 students), but then a decrease between Fall ’17 and ’18 (120 students). Mr. Swegan and Dr. Abraham stated the decrease in this student population has been due to political changes in other countries where these students come from. This is a conservative estimate of the number of students we get from countries like Vietnam, Korea, Malaysia, Myanmar and Sri Lanka. Dr. Abraham said YSU representatives have made efforts to go to these countries to create agreements for students to come to YSU. Our current population from China and India is down. Mr. Swegan said it is good we are not dependent on international students and mentioned Kent State having a 4.2% decrease in their international student population, going from 3,000 international students in Fall ’16 to only 1,800 in Fall ’17.

Dr. Sumell also asked if incoming international students would pay the 6% increase in tuition. Mr. McNally responded that they would be a part of the new Penguin Tuition Promise program and that this would help our revenue, but is concerned about the projects for Fall ’18 at least until some variables become more stable. Mr. Swegan said to refer to the bottom right corner chart for the discount tuition rate. He stated that YSU currently sits at #5 or #6 out of the 14 other colleges in Ohio for tuition rate discounts. He added overall YSU can control spending, but that spending may need to increase a little and then stabilize. Please refer to the handout for more information.

**Adjournment:**

The meeting adjourned at 9:29 a.m.

**Next Labor Management Council Meeting: Tuesday, July 10, 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