Labor-Management Council Minutes

Meeting Date: March 20, 2023

Cochran Room, Kilcawley Center

**In Attendance:** Dr. Brien Smith, Provost and VP for Academic Affairs and Council Co-Chair; Jennifer Pintar, Vice Provost; Anne Lally, APAS President; Susan Clutter, YSU/OEA 1st Vice- President; Connie Kolarik, ACE President; Adam Guerrieri, FOP/OLC President; Susan Moorer, APAS Vice-President; Shawn Varso, Chief of Police; and Kevin Kralj, Director Labor and Employee Relations.\*

1. **Clarification regarding recent message of more cutbacks and budget**

This issue was placed on the agenda at the request of Anne Lally. Ms. Lally wanted more information on a recent media article concerning proposed cuts at the University.

Related to this issue, the following points were discussed among the parties:

1. Sources of Income:
   1. Tuition
   2. Foundation dollars
2. Decline in student enrollment
3. Areas of Growth (Graduate Studies)
4. University Costs (Personnel)
5. Use of Foundation dollars
6. Solvency of Budget/Budget Process
7. Personnel Cuts
8. University Deficit
9. Morale
10. Communication across campus
11. Wages
12. Recruitment techniques
13. Kilcawley Center
14. Presentation by VP Finance Business Operations
15. Attracting/Retaining Employees
16. **Check-In Updates**

Adam Guerrieri welcomes out of the box solutions to address issues.

Susan Clutter mentioned that faculty negotiations are productive.

1. **Announcements:**

N/A

\*Minutes for October 18, 2022 were previously approved electronically and are posted on the Employee Relations webpage.