

Shawnee State University

Digital Commons @ Shawnee State University

Minutes of the Board of Trustees Meetings

Board of Trustees

3-28-1994

March 28, 1994 Meeting Minutes

Shawnee State University

Follow this and additional works at: <https://digitalcommons.shawnee.edu/botmeetings>

Recommended Citation

Shawnee State University, "March 28, 1994 Meeting Minutes" (1994). *Minutes of the Board of Trustees Meetings*. 359.

<https://digitalcommons.shawnee.edu/botmeetings/359>

This Board of Trustee Minutes is brought to you for free and open access by the Board of Trustees at Digital Commons @ Shawnee State University. It has been accepted for inclusion in Minutes of the Board of Trustees Meetings by an authorized administrator of Digital Commons @ Shawnee State University. For more information, please contact svarney@shawnee.edu.

MINUTES
SHAWNEE STATE UNIVERSITY
BOARD OF TRUSTEES
EMERGENCY MEETING
MARCH 28, 1994

The meeting was called to order at 5:04 p.m. by Chairman Winters.

Roll Call

Members Present: Ms. Greene, Mr. Hannah, Mr. Hyland, Mr. Kaplan,
Mr. Reynolds, Mrs. Richards, Ms. Riffe (by
conference phone), Mr. Shkurti, Mrs. Thatcher,
Mr. Waller, Mr. Winters

Members Absent: None

Chairman Winters stated that a copy of Resolution 09-94, Ratification of Labor Agreement between Shawnee State University and the Shawnee Education Association had been distributed to each Board member. Mr. Winters read the resolution aloud and stated that each Board member had received a copy of the proposed Agreement for review prior to the meeting. He stated that since the last Board meeting on March 21, the SEA/SSU negotiating teams met with Federal Mediator, Earl Leonhardt, in a lengthy session and that today's proposal was the same agreement as presented at the March 21st meeting with the exception that language on department chairs has been revised. The State Employment Relations Board (SERB) will make a ruling on whether the chairs are to be in or out of the unit and the contract contains language that will accommodate SERB's ruling.

Chairman Winters asked for questions from the Board before moving forward with the resolution. Hearing none, Mr. Waller moved and Mr. Hyland seconded a motion to approve Resolution 09-94, Ratification of Labor Agreement between Shawnee State University and the Shawnee Education Association. Discussion on the resolution followed.

Mr. Shkurti thanked Mr. Winters for the tremendous amount of work that he had done in bringing a new agreement to closure. He stated that he hoped this would move SSU beyond the confrontational style that seems to pervade the campus, and that SSU is in a wonderful position to serve the community exceedingly well if we can get the financial position and labor situation in line. He also stated that there were several things that he didn't like about the current proposal, but was willing to compromise and will vote "for" the proposal. He stated that having "dodged the bullet" doesn't put us where we need to be financially but we must move forward if we are to succeed in the future.

Ms. Riffe (by conference phone) expressed her concern that the meeting was scheduled at a time when she could not attend and expressed her regret that she was not able to be present at the meeting. She stated that she had two main concerns with the proposal that related to cost structure: health-care language and pay raises. Ms. Riffe felt that with the rising cost of health-care the current language in the proposal was not a stable move on the part of the University and not in the best long-term interest of SSU. Ms. Riffe was also concerned with the 5% pay increase in the last year of the contract since we have no way of knowing SSU's enrollment or how sound the State budget will be at that time. In addition, addressing a quality concern, Ms. Riffe also stated that she was disappointed about the exemption of evaluating faculty who were on continuing contracts. Ms. Riffe stated that she felt because of these three reasons that Shawnee State could not move forward and if she were present to vote, she would vote "no".

Mrs. Thatcher stated that being a native of Portsmouth made voting a difficult decision. She expressed that if she could vote with her heart she would, but felt that she must vote with her head.

Mr. Kaplan stated that he had mixed emotions about the proposal, as he knew some faculty did also. He also agreed with Ms. Riffe with regard to faculty salaries. His main concern was more on the academic side with regard to continuing contracts and felt that SSU needed to work toward more of a structure such as tenure. He also questioned how SSU is to attract quality faculty if we are limited on the salary flexibility of new hires who are in high demand. Mr. Kaplan stated that because of the

efforts placed on getting this proposal to closure, however, he would compromise his feelings, but not without reservations.

Mr. Reynolds commented that he had agonized over the contract proposal, but as chairman of the Finance Committee he stated that he had serious reservations and doubts that Shawnee State would be able to fulfill the financial obligations of the proposal. He felt that if he voted "yes" for the proposal it would be perceived as a statement that everything was okay and that we could fulfill this contract. He commented that he had hoped the Shawnee Education would be a little more patient in getting where they would like to be as a four-year university and that SEA needed to realize that as a state university we have no controls over income, fixed subsidy and state supplements. Unless we attract more students, we are merely shuffling funds around to cover expenses. For these reasons, Mr. Reynolds stated he must vote "no".

Mrs. Richards stated that she, too, had reservations about the contract proposal and the cost associated with the last year of the proposal that would have very serious financial obligations for SSU. She also agreed with Mr. Kaplan with regard to academics. Mrs. Richards stated that we have a University that we must keep going and a strike would not be in its best interest.

Mr. Hyland stated that he agreed with Mr. Shkurti's statements and he would support the proposal.

Chairman Winters asked if the two Student Trustees had any comments to make at this time.

Ms. Greene stated that while she knew that she did not have voting rights as a student trustee, she agreed in the long-run with Mr. Reynolds and she, too, had serious doubts that the University could fulfill the financial obligations of the proposal. Ms. Greene also stated that she had great concern over the faculty evaluation set up as it now stands and felt that this was an issue that needed to be addressed in future contracts.

Mr. Waller stated that he made the motion for approval of Resolution 09-94 and as a former member of the Finance Committee he, too, had the same reservations shared by Mr. Reynolds with regard to the financial obligations of the third year of the contract. As current chair of the Quality of University Life Committee, he felt that the University must start increasing enrollments and looking to the future, and with that in mind, would vote "yes".

Mr. Hannah, Student Trustee, stated that he felt that if the University couldn't afford the proposal that the Board would be irresponsible in accepting it.

Mr. Hyland called the question on the proposal and Mr. Winters asked for a vote on Resolution 09-94, Ratification of Labor Agreement Between Shawnee State University and the Shawnee Education Association.

Ayes: Mr. Hyland, Mr. Kaplan, Mrs. Richards, Mr. Shkurti, Mr. Waller, Mr. Winters

Nays: Mr. Reynolds, Mrs. Thatcher

Motion carried to approve Resolution 09-94.

Chairman Winters asked if there was any other business to come before the Board. Dr. Veri asked if there were not objections that Dr. Jeff Bauer of the Shawnee Education Association be permitted to make a comment.

Dr. Bauer commented that he thought it better to leave things as is and wanted to thank the Board for their consideration in putting the contract issue to rest.

Mr. Winters thanked the Board liaison committee, legal counsel, Sue Porter, Esq., and all members of the Board of Trustees for their commitment in bringing the contract issue to closure. He also thanked the Board for their candid and heartfelt remarks with regard to the proposal.

Mr. Winters asked for input regarding cancellation of the April 22 regularly scheduled meeting of the Board. Discussion followed and all Board members agreed to cancel the April 22 meeting. Mr. Winters stated that an Executive Committee meeting could be called if needed.

Chairman Winters congratulated Mr. Shkurti on the birth of his new son Thomas Earl, and presented him with a baby gift from the Board.

Jane Currey of the Ohio Education Association asked to be recognized and stated that she thought both the University and SEA owed Mr. Earl Leonhardt of the Federal Mediation and Conciliation Service a special thank-you for helping get a settlement of the contract proposal.

The meeting was adjourned at 5:30 p.m. by acclamation.



Chairperson, Board of Trustees



Acting Secretary, Board of Trustees

RESOLUTION 09-94

Ratification of Labor Agreement between Shawnee State University
and the Shawnee Education Association

WHEREAS, contract negotiations between the University (SSU) and Shawnee Education Association (SEA) began June 1, 1993; and

WHEREAS, the results of those negotiations was an SEA-member ratified labor agreement recommended to the SSU Board of Trustees on March 27, 1994; and

WHEREAS, such agreement is binding on the University and the Association until midnight March 31, 1997.

THEREFORE BE IT RESOLVED that the Shawnee State University Board of Trustees accepts and ratifies the agreement on March 28, 1994, such acceptance and ratification to take final effect at midnight on April 1, 1994. A copy of the printed version of the final agreement shall be attached to this resolution.

(March 28, 1994)