

**Faculty Senate
Minutes
Clarion University
1/27/20**

Faculty Senate met on January 27, 2020 in 250 Gemmell. J. Lyle chaired the meeting, with the following senators present: S. Boyden, C. Childers, J. Croskey, J. Haight, J. Knaust, D. Knepp, C. Li, A. Lockwood, J. Lyle, J. May, M. K. McConnell, J. McCullough, S. Prezzano, A. Roberts, A. Rosati, A. Shannonhouse, B. Sweet, L. Taylor, P. Woodburne. V. Aravind, D. Pehrsson, P. Gent, R. Skunda, and T. Boyle were also present.

I. Call to Order – J. Lyle called the meeting to order at 3:30.

II. Approval of the Minutes (12/2, 2019) – S. Boyden, (B. Sweet seconded) approval of the minutes. Minutes approved.

III. Announcements

1. Tea Time with the President – January 28, 1:00 – Eagle’s Perch, Tippin
2. Employee Tour of Tippin – January 28, 2:00
3. Lumen Presentation by Follett – Jan 29, 3:30 PM – 332 Becht Hall
4. TTIG Grant Proposals Due - January 31
5. Council of Trustees Meeting - February 20 – 208 Tippin

IV. President’s Report-- D. Pehrsson

D. Pehrsson is just back from a week long meeting with alumni, seeking donations. Donations \$1.1 mill last year, \$1.8 mill this year. Alumni responding to good things going on at CUP.

Graduation in May will be in Tippin. Stage is small, but wants to put all faculty on stage.

Will meet with the 4 AVP candidates this week for lunch, separately. Will then look at data and survey responses to make a decision. Each candidate brings something different from the others.

CUP has submitted the sustainability plan to PASSHE. What we have been going through for the past decade, many other schools are just experiencing. Our report is honest, while others seem to be creative writing projects. Need to reduce FTE university wide by about 50 or so over the next 6 years. May do 'cluster hiring' if needed. Upon questioning, 'cluster hiring' is where several faculty/staff are hired to get a new program with lots of growth potential up and running immediately. The current plan, as first noted in the 12/2/19 Senate meeting is to try to combine jobs/duties, and eliminate faculty FTE via attrition and retirements. Approximately 5 tenure track hires will be completed, via conversion from part time or temporary to full time tenure track hires. No new tenure track hires are expected for the next two years.

In questioning, the recent billboards erected by CAL-U all around CUP are a cause for concern. D. Pehrsson has spoken to the CAL-U president to express disapproval. That president purports to not know about where their signs are posted. They are all around CUP, and on the outskirts of SRU, and all around Edinboro as well. Seems to go against Chancellor’s message of and plan for systemness etc.

V. Provost Report—P. Gent

Pictures of the completed Suhr Library were circulated this morning. The work was paid for out of an Appalachian Regional Commission ‘Power’ grant.

While CUP is down 112 students from last year, retention rates are the highest in some years, at about

89% from first to second semester. Thanks to all the faculty has done in this regard.

CCPS recommendations are going to PASSHE.

The 4 candidates for the Venango Campus dean are coming in during Mid Feb.

Renovations on Moore Hall are starting.

Accessibility renovations at Stevens will occur post semester, as it involves jack hammering, etc. If it can't be delayed, Frank Connelly needs to tell us now if class rooms will have to be moved.

Looking for a co-director of the new CENTRE. Submit letter and vita by Feb. 17 to Bethann Grolemond.

The new faculty CBA allows multimodal instruction. A taskforce is meeting to work out basic issues like financial aid award, and the like. COBAIS will pilot the new classes in the fall. Concern exists over what it means to do multi-modal. P. Gent noted that, at this stage, it seems to mean live class and zoom, but not using taped lectures as the sole form of online instruction. One goal/market is our lost, but hopefully re-attracted international students, who are not allowed to take online classes.

A parent was recently struck by a car outside of Tippin Friday night, while crossing the road to the parking lot. The car was speeding. She is fine after surgery, but it has stirred conversation about redoing much of the lighting and speed signage and other aspects of the road between campus and Reinhard Village.

VI. Student Senate – R. Skunda

Student Senate met, and filled a couple vacancies. They look forward to Wingo and the Reinhard Awards.

T. Boyle reported on the campaign to have free menstrual products in restrooms across campus, in alliance with the PCSW and the Center for Wellness. Student Senate has placed the products and has posters up. Posters have QR codes to notify Student Senate that restrooms are running low. Senate is accepting donations of menstrual products. These are separate from any donations going to the Student Pantry/Resource Room.

VII. Committee Reports.

i. CCPS – B. Sweet

All approved proposals were transmitted from Senate to the President. B. Sweet read in the current proposals. Committee is getting schedules organized to meet. B. Sweet reiterated the various deadlines.

ii. Student Affairs – M. Lepore

On 1/13 S. Fenske sent out revised student conduct rules in an email. It incorporates a couple years work on changes.

The Student Advisory Board will meet this term. No date yet. Students will provide feedback about things on campus, such as Tippin, etc.

The Seifert committee is holding an event on 2/17 promoting wellness at Gemmell. Presentations will be on 'Play Therapy' and other sorts of experiential therapy such as art therapy, puppetry, and drawing, music, and biblio therapy. The audience can participate. This is good for those in the 'helping professions' as well as personal benefit. Two sessions will be held: 12-1:30 that afternoon, and 5-6:30

that evening.

Jerry Greenfield of “Ben and Jerry’s” is coming to campus on March 20 at 7 pm to discuss their sustainability model for the company. The first 1,000 attendees will get free ice cream.

iii. CCR – J. Knaust

No report

iv. Academic Standards – A. Roberts

No report

E. Budget – C. Childers

Regarding the \$2 million reimbursement to come from the Tippin renovations, L. Cullo believes it will arrive at the end of this fiscal year or the start of the next. The Budget Committee desired by L. Cullo is now set, and will be meeting. He is coming to Senate on Feb 24.

F Faculty Affairs – D. Knepp

No report. Discussion centered on retirees and the PASSHE incentive plan. The incentive plan is paid for by the local institutions, and not PASSHE. If insufficient faculty take the incentive plan, PASSHE can rescind the letter.

G. Institutional Resources – L. Taylor

Meeting will occur Feb 20th.

H. Venango – J. May

No report

VIII. New Business

Enrollment Management—D. Dollins

Enrollment management team is working on a 5 pronged approach to boost enrollments.

1. Boost student ‘yield’ by focusing new attention on FTIC, online, and grad students.
2. Work with the True North and Step Up initiatives, and working with the new AVP of student success to boost retention
3. Improve the financial award notification process, and to boost aid to higher end students. They have noted that students with SATs of 1400 or so and a GPA of 3.5 had a poor response to the aid package last year.
4. Work with the Goal Advisory Council to gather data and analytics to see where it is best to put resources. For example, we get few students from southeast PA. Is this a market, or is it not. One area to boost is the rising population of Hispanics/Latin X students. Kutztown has hired a specialist for this population. It is unclear if this is a large enough or fast growing enough market for us to make a similar commitment of resources.
5. Update marketing material and brochures. Move to more of a specific college focus, as opposed to a CUP focus.

The team has various goals for the next few years in light of the general projections of downward trends in numbers of high school graduates in our area over the next decade or more.

Fall 20 – Fall 23 New Student Enrollment Projections

Stem the Tide of Declines

	FTIC	Transfer	Graduate	Total
Fall 2020	749	259	377	1385
Fall 2021	741	286	342	1369
Fall 2022	738	287	334	1359
Fall 2023	734	298	345	1377

The above numbers are goals, but based on demographic projections. However, even with the goals, there is a projected reduction in student enrollments over the next several years. Generally, we are on track to meet the goals. Other goals include a 1% rise in retention rates in each of the cohorts: Fr to So, So to Jr, and Jr to Sr. Currently, from the first year, we retain about 53% of those students over 4 years.

Part of the analysis taken by the Goal Advisory Council is to figure out who we are losing. Are we losing mainly Pell-eligible students, or those who are just above that level-‘the murky middle’, etc.

Some programs, like the MSN to DNP (nursing) and Library Science, are fairly stable. Some programs, like MBA and Speech Path are often variable. We are making agreements with some colleges to take some number of their students into our graduate programs or other programs, even if we do not get their students as freshmen. Our programs can help them with their recruitment, and we can get some benefit too.

Another strategy relates to keeping tuition stable, and marketing our reduced or stable ‘total cost of attendance’ at CUP vs that at SRU and other institutions that are raising tuition and/or fees and/or housing by more than the PASSHE increase. This rate increase can be as much as 3% more for others, but we are holding to only the PASSHE increase of 1.5%.

IX. Old Business

At Policy, J. Lyle suggested to quit printing out minutes and agendas. The body decided that perhaps a formal motion would be good. A. Roberts made a motion in support of the elimination of printed agendas and minutes. J. Knaust seconded. Brief discussion in favor. Motion approved.

X. Adjournment – B. Sweet moved (M. Lepore seconded). Unanimous passage.