

**Faculty Senate
Minutes
Clarion University
9/14/19**

Faculty Senate met on August 24, 2020 via zoom. J. Knaust chaired the meeting, with the following senators present: V. Rao, S. Boyden, L. Chambers, C. Childers, J. Croskey, E. Foster, J. Knaust, M. Lepore, C. Li, A. Love, J. Lyle, J. May, M. K. McConnell, N. O'Neil, J. Phillips, S. Prezzano, A. Roberts, A. Shannonhouse, R. Shawgo, B. Sweet, L. Taylor, J. Walsh, P. Woodburne. D. Pehrsson, P. Gent, L. Cullo, L. Pierce, K. Krupa and S. Spang (student senate) were also present.

- I. Call to Order – J. Knaust called the meeting to order at 3:30.
- II. Approval of the Minutes (8/24, 2019) E. Foster, (J. Croskey seconded) approval of the minutes.
- III. Announcements
 1. Presidential Get Fit Challenge is starting
 2. The Racial Equity Challenge is starting
 3. Black Studies minor 9-16
 4. Council of Trustees meeting this Thursday via zoom
 5. The First To Fly program is starting
- IV. President's Report-- D. Pehrsson

PASSHE has augmented the CAL-U/CUP integration to include Edinboro. Edinboro was to integrate with SRU, but this will not happen. The BOG will give final approval soon. The process will take 1-5 years. Various administrative teams have been meeting with CAL-U, and those meetings will continue, including Edinboro. We already partner with Edinboro on some programs, so this integration solves some of the problems in this regard that arose when we were to integrate only with CAL-U.

Current understanding is that the three institutions will keep their names, will have their own sports, will have their own Councils of Trustees, faculty senates, and alumni and foundation boards. **Currently, online education seems to envision one overarching online platform that will attract people interested in degree completion, adult learning, etc.** Currently, no one envisions loss of face-to-face learning at any of the institutions. The hope is that growth in online education can help fund local face-to-face education.

As plans become more concrete, faculty and staff will be more involved.

Upon questioning by J. Walsh, P. Gent noted that the plans submitted by the three institutions all showed a need to decrease faculty and staff complement to become financially viable. The hope is to not have to do any retrenchment. Current projections of reductions in temporary faculty get us close to financial neutrality or a positive financial situation. P. Gent mentioned that another incentive for faculty retirement seems to be planned, though no details are available as yet.

S. Spang noted that one draw for students to Clarion is the small class sizes, and she worried about the loss of temporary faculty on class sizes. P. Gent noted that no decisions have been made on exactly which courses or departments will lose temps, and that no choices available to us are good.

J. Lyle noted that the announcement of the integration with CAL and Edinboro came out today, first from the alumni office, then, some minutes later, from the web office, and then, almost 20 minutes later, from

the administration to faculty. D. Pehrsson said that she will look into how the announcement did not notify university faculty and staff first.

C. Childers said she was taken aback at the goal of reducing faculty complement from 237 to 187.

V. Provost Report—P. Gent

P. Gent thanked the faculty responsible for the Middle States Self Study plan, written by A. Roberts, S. Boyden, C. McCarrick, and D. Hartley. The plan so impressed Middle States that they asked if they could use it to show other institutions how their plans should be done.

Changes to the spring schedule are in study. Current plans are to plan as if CUP will go face-to-face in the spring, using the socially distanced room recommendations. The administration is talking to Edinboro, who, this semester, has had live face-to-face lab and studio classes, about whether their model could work here. The administration is also looking at other options, which include wholly online again.

Suggested changes to the start of spring term and other changes to the spring schedule are before Senate, and P. Gent asked the body to look at them and give them attention. These include starting two weeks later, on Jan. 25, eliminating spring break, and ending April 30, with finals the next week. This would require changes to the start of the summer terms as well.

P. Gent also reviewed the newly created PASSHE policy regarding research misconduct, and asked that Senate act on it.

VI. Student Senate – K. Krupa and S. Spang

S. Spang noted that the new student senate will meet tonight, with the seven newly elected senators. The student senate is working on ways to increase student engagement, even in a virtual environment.

As per usual procedure, New Business occurs prior to Committee Reports, but is reported after.

VII. Committee Reports.

A. CCPS – B. Sweet

Deadlines have been sent out; Sept 18 for new proposals and Oct 9 for objections. Also, in the virtual world in which we exist, faculty are asked to submit proposals via pdf to the CCPS email account ccps@clarion.edu. Some read-ins were sent out, and are now read-in.

B. Student Affairs – M. Lepore

Changes to the health and safety code that Senate worked on, and the Student Affairs committee worked on have been incorporated into the new student code, and are posted online. M. Shaffer will come to Senate in a couple weeks.

C. CCR – A. Roberts

Will begin the standard calls. CCR met and suggested M. Lepore be re-appointed to his term on the Seifert committee. He had been appointed to fill a 1-year slot, in Senate's attempt to create a rolling term structure. Having done so, and being willing to continue, and having been instrumental in keeping the committee viable this past year, the committee suggested he be nominated. As this comes from a standing committee, needing no second, discussion was called, and vote taken. Unanimous approval of M. Lepore continuing on the Seifert Committee.

D. Academic Standards – M. McConnell

No Report

E. Budget – C. Childers

L. Cullo gave the report.

F Faculty Affairs – J. Walsh

No report.

G. Institutional Resources – L. Taylor

No report

H. Venango – J. May

No report

VIII. New Business

1) L. Pierce on Gen Ed Assessment

Most assessment went quite well this past year. However, the pivot to online in this past spring meant we lost most of our good Q-flag assessments. The majority of these assessments are done in the sciences, which were unable to do them well. She is asking them to be re-done this academic year. L. Pierce thanked A. Roberts for work done on the Q-flag assessment in the fall, as well as thanking L. Chambers, C. McCarrick, and R. Lane for their work on doing and writing the assessment results. This academic year, CUP will assess the first and second year values flags and the I flag. This will complete the first round of all flags prior to the Middle States visit. Also, with help from L. Chambers various components of the INQ classes have been and will continue to be assessed.

Next year should also see ENGL 111 writing and information literacy assessed.

2) L. Cullo discussion of financial condition at CUP

L. Cullo noted that the Financial Sustainability plan requested by PASSHE is now in its third iteration, and the financial calculations he will present are based upon it. The plan is conservative, not relying on increased enrollments or tuition. As in past iterations, it was clear that CUP would not reduce its structural deficits relying on attrition and modest reductions in temporary faculty. Thus, drastic reductions on temporary faculty are needed. Doing this gets us to very modest surpluses in FY 21 and FY 22.

The E&G spreadsheet does not show the approximate \$5.5 million deficit in Auxiliary funds from loss of dorm revenue, meal plans and other student fees. The current spreadsheet assumes we are face to face in spring. If not, deficits in the Auxiliary funds will rise.

Employment projections in FY 20 of 237 faculty FTE incorporate the deans' directives to eliminate 10 temporary positions, which are currently employed. Current employment is 247 FTE.

CUP still expects some funds from the scoreboard in Tippin, but the state is slow-walking those funds. We have also received some CARES funds, which go to student education assistance, and cannot be used for salaries or lost revenues. CUP is exploring continued funding assistance for things associated with going online—such as extra monitors, cameras, microphones, sanitizer stations, hands-free drinking fountains, backpack sprayers to assist in quick cleaning of rooms, etc.

IX. Old Business

1) Policy on Allegations of Research Misconduct

PASSHE created an explicit policy on Responding to Allegations of Research Misconduct. Clarion modified it to align with our procedures, as CUP had no such policy. P. Gent asked that Senate approve it. After a brief discussion, C. Childers asked if wording should change to follow CUP's structure, which does not include a Dean of Graduate studies, but should direct such duties to the Provost. A. Roberts moved that the policy, with the modest language changes be approved. J. Lyle seconded. Motion carried.

2) Gen Ed Manual/Report

In response to direction from Senate, L. Pierce has revamped the Gen Ed manual. At Policy, she said that she had not made substantive changes in policy, but had incorporated the various changes since the last official update in 2008. These changes include the creation of I-flags, the INQ seminars, etc. In addition, she removed the history of Gen Ed. CCPS desired some guidance on what was changed, asking if there were a strike out version of the old document, so the committee could easily track changes. The worry is that CCPS does not want to inadvertently approve policy changes to Gen Ed.

L. Pierce reiterated that she cut and pasted the various changes that had been made to Gen Ed, but had not been incorporated into the document. She took information from the CUP website and/or from the Gen Ed website and from CCPS. She also deleted the history of Gen Ed, but still has it, if senate wants it in an appendix. No changes involved policy changes.

After discussion, J. Phillips suggested that, in the absence of a strike out text version, L. Pierce write up a 1 page memo outlining the changes made to the document, and send it to CCPS and to J. Knaust, to give CCPS guidance. She said she will do so by the end of the week.

L. Chambers asked if simple wording changes could be sent to CCPS. Body agreed.

3) Changes to the Spring Schedule

These include starting two weeks later, on Jan. 25, eliminating spring break, and ending April 30, with finals the next week. This would require changes to the start of the summer terms as well.

A motion to approve the changes to the spring term (starting later, elimination of spring break, ending on April 30, and finals May 3-7) made by C. Childers. Seconded by S. Prezzano. Unanimous passage

A motion made by A. Roberts to modify the start of summer schedules and various seven week schedules as appropriate to match the changes just made to the normal spring term. Seconded by C. Childers. Unanimous passage.

X. Adjournment – B. Sweet moved (E. Foster seconded). Unanimous passage.