



Roll Call

IN ATTENDANCE: John Abbruzzese, Mary Beth Allen, Justin Amann, Debra Ballinger, Leslie Berger, Alberto Cardelle, Robert Cohen, Robert D'Aversa, Susan Dilmuth-Miller, Kathleen Duguay, Ronald Eith, Johan Eliasson, Robert Fleischman, Melissa Geiger, Glenn Geiser-Getz, Michael Gray, Sheila Handy, Jeffrey Hardy, Kelly Harrison, Peter Hawkes, Jan Hoffman, Jeffrey Hotz, Chin Hu, Jonathan Keiter, Heon Kim, Pamela Kramer-Ertel, Kenneth Long, Robert McMullin, Carter McClure, Joe Miele, Gavin Moir, Bob Moses, Edward Owusu-Ansah, Tasso Papadopoulos, Mary Frances Postupak, Van Reidhead, Juan Rodriguez, Mike Southwell, Yoshi Tanokura, Doreen Tobin, Nancy Van Arsdale, Marcia Welsh, Marcy Cetnar

ABSENT: Kwaku Adjei-Bohyen, Abdalla Aldras, Nurun Begum, Todd Behr, Teri Burcoff, Sara Burfeind, Li-Ming Chiang, Rudolf Clark, Richard Connell, Esther Daganzo-Cantens, Diane Devlin, Scott Dietrich, James Emert, John Freeman, Tom Gioglio, Yi-hui Huang, John Kerckmar, Efa King, Donna Leitner, Clare Lenhart, Liza LoMonaco, Rebecca Keck, Amy Majani, Leah Majdic, David Mazure, Andi McClanahan, Barbara Miccio, Shawn Munford, Suzanne Prestoy, Frank Pulgiano, Brad Seid, Jerry Sheska, Pat Smeaton, Daniel Steere, Lisette Vergara, Carl Wambold, Jeff Wilson, Myia Woodson, Rebecca Zirkelbach, Curt Burton

1. Roll Call (Sign in)

2. Approval of Minutes, April 14, 2014

- Motion Approved, with one stipulation to check the April 14, 2014, minutes regarding a motion for the Senate to review the Master Plan Review. There was a question of whether the motion was defeated or tabled.

There were, in fact, two motions regarding this matter, each with different votes.

A. A referral motion to refer the University Master plan to all of the University Senate committees for review of the Master Plan and to report back to the University President was defeated. There were two tie votes regarding this referral motion, the second tie leading to the defeat of the motion.

B. A primary motion was that the University Senate re-examine the Master Plan and make recommendations to the University President (1 hour, 7 minutes) regarding any changes, however, was tabled (1 hour, 15 minutes).

- The relevant section of the videotape starts at 1 hour-mark and continues to the 1 hour and 15 minute mark in the videotape of the archived meeting for April 14, 2014.
- The April 14, 2014, minutes have been amended to reflect this.

3. University President's Report, Dr. Marcia G. Welsh, President of East Stroudsburg University

- David Bousquet has been appointed as the Vice President for Enrollment Management: he is an energetic person with a lot of experience, a seasoned professional; he is the type of individual who can make a difference.
- Robert Fleischman has been appointed as the Dean of the College of Business: he is also a seasoned person who has a lot of energy and will make a difference.
- A budget hearing was held today, May 5, 2014, at the Innovation Center for the 2014-2015 budget. One problem

is that tax revenue for the commonwealth is not at the level it should be.

- ESU has five new articulation agreements with Northampton Community College, which will make us more closely aligned with NCC and enable seamless transfer to ESU. These are in the areas of social work, criminal justice, business management, sports management, and hotel/restaurant management. We need to have agreements as well as conversations and partnerships with department chairs, deans, and departments so that we understand what they are covering and about our programs. Open conversations are critical to the new partnership.
- Distinguished Professors Announcement: two faculty members, Dr. Elaine Rogers (Recreation Services Management) and Dr. Carolyn Kuchinski (Physical Education Teacher Certification), will be the Distinguished Professors for 2014. Official presentation will take place at the all university meeting in September.
- A Committee/Task Force has been put together to move forward with Ensemble and Bands in light of the impending closing of the Music Department. The chair of the committee will be Margaret Ball, Chair of the Department of Theatre; Betsy Buzzelli-Clark (Dept. of Music), Sharon Lavender (Superintendent of East Stroudsburg School District), Matt Vashlishan (jazz musician in the community who works with the Al Cohn Collection), Pat Baylor (representative of SAA), Marcus Howard (an ESU student who participates in vocal and instrumental ensemble), and an ESU music theatre major (yet to be determined and announced).
- Recognition of the innovation portion of our strategic plan: 20 area businesses participated in a 100,000 dollar competition held at Mohegan Sun. ESU winners included First Tick Check LLC (first place in the collegiate category); Heath LLC, which won second place in the non-collegiate award; and Carter McClure won an award for being an advisor. ESU received the silver cup, SMIT Silver Cup Award, which is a significant accomplishment for ESU.
- Strategic Planning: there will be a discussion of the strategic plan at the university meeting. There will be a comprehensive meeting at the all campus meeting, this week on Wednesday, at 9:00 a.m. in the University Reception Center. This will be about our decision-making principles. Anyone interested should join us.

4. Request for Agenda Add-ons and Approval of Agenda (Motion)

- Agenda was approved, with no new additions.

5. Standing Committee Reports: 3 Reports/Announcements

A. Student Affairs Committee announces that the New Student Conduct Policy is now on the Student Senate webpage.

B. Nominations and Elections: Please let Diane Devlin know, or any of the Senate leadership, of your interest to run for office.

C. Website Committee: Jonathan Keiter: all Senate minutes had been posted from 2005, but this has made the website cumbersome. In two weeks, we will be trimming the minutes and archive them elsewhere (perhaps on the S-drive). The website will contain the minutes from the last two years.

6. Student Senate Report (Justin Amann):

- The Student Activity Association conducted interviews for the Executive Director of the Student Association position: four candidates for Executive Director were interviewed, and there were open forums held as well. The job offer will hopefully be made by May 12 with the new person taking the position on July 12.
- The SAA had our final summit in which talked about officer transitions; all officers have to be transferred.
- Congratulations to Dr. Michael Gray for his recent appearance on CNN for a Civil War article.
- After the original elections that were held, there was an error in reporting proceedings. The new election took place with Mr. Drew Johnson and Ms. Efa King being elected as president and vice-president.

[President Welsh thanked Justin for all of his work and leadership on campus for the past year, and the Senate applauded him].

7. Old Business

- There was no old business to address.

8. New Business

A. Information related to programs impacting Student Retention (DAEL/OIRA), including the Status of University Retention Committee Report and the Dept. Chair survey (Update by Debra Ballinger)

- Debra Ballinger noted that the return on the retention survey has been slight with only 14 chairs have responded; more responses are needed. So far, there is an overwhelming response that chairs were not aware of annual reporting regarding on retention. Communication will be discussed.
- University Retention Committee will hold its final meeting and finalize its report tomorrow. There will be 20 Goals among its recommendations, which will be presented to the provost and president. This has been an active committee.

C. Warrior Success Program (Jan Hoffman, Academic Success Coach)

- Pilot program implemented this year for students put on academic suspension. These students are invited back to the campus to participate (over 134 students were contacted).
- Contract: students must fulfill the contract: if they do not meet the contract requirements, they will be dismissed.
- 21 students initially participated: 2 dropped out (due to finances/loan money: students with GPAs below 2.0 do not qualify for financial aid); 5 were not ultimately permitted; 14 students were left, and they have done very well.
- Academic success conferences are part of the program: students meet with a success coach once a week before midterm; after midterm, they must be visit twice a week; they are required to meet with their professors and visit their academic advisor. They are required to attend study hours and to work with peer mentors in order to plan for success for the semester.
- No final grades are in yet, so it is hard to measure quantitatively if this is a success: there is some anecdotal evidence to suggest that it was.
- One of the students signed up to be a peer mentor in order to “pay it forward” and help others
- According to Focus Group Questions: students complimented the program and saw it as a wakeup call; they recognized what they had at ESU and in the program, and what they were losing here or might lose in the future. They saw the success coaches as people who cared.
- There are some downsides/questions about the program: Financial aid is a concern since students lose financial aid when their GPAs go below 2.0, which means that will have a larger financial cost to endure without financial aid; we were not able to talk with all of the students eligible for the program directly, so some students who would benefit were not taking part of the program.
- Academic Forgiveness Program is an excellent program, so we could have discussions about academic forgiveness; most of these students were re-taking courses in which they received Ds and Fs.
- We could broaden the program to include students on probation.
- Second Chances are important but they only work when people learn from mistakes and take responsibility.

*Some questions followed related to what academic warning is exactly; what types of early warning systems are in place to identify at-risk students; the contractual commitments that students make to participate in the program; the consequences of non-compliance of programs.

A. University Budget Update (Ken Long):

- All university meeting tomorrow will discuss this, and the budget meeting today had this information. The budget meeting discussion will be available tomorrow at the All University Meeting.

- Interim Budget Report issued to Board of Governors in March/April for 2013-2014 and July 2014-June 30, 2015 budgets.
- State of the State: right now, we have revenue short falls in the current year for Pennsylvania, based on the governor's budget: Budget projections for next year are off; there was a 29.4 billion dollar budget proposal for the state, with a 3.3% general increase, with flat funding to the state system.
- The revenue projections are less, though, with short falls in the current year. This could impact our state funding, which was already flat.
- Governor has a 400 million to 1.2 billion dollar shortfall, which could impact state funding.
- Interim ESU Budget for 2014-2105: here are some of the assumptions:
 1. 3% tuition rate increase for 2014-2015 (this is not in the interim budget presented to Board of Governors)
 2. .3% enrollment increase (flat enrollment, more or less: this is somewhat optimistic)
 3. 0% change in state funding
 4. 4.5% increase in salaries
 5. 6.6% increase in healthcare costs
 6. 20.4% increase in retirement costs
 7. 3.8% increase in utilities.
- 72% of budget is in salaries: most institutions have 70 – 80% in salaries for budget. This is common for public institutions; 19% is in services and supplies, and our capital dollars in debt service.
- In terms of compensation: 56% of budget is for faculty salaries (APSCUF); AFSCME staff make up 18% of the budget; 15%, are for non-represented; 4% in other area, and so on as seen on the Powerpoint slide.
- A 6.7 million dollar deficit is anticipated from 2014-2015, which was reported in *The Pocono Record*. This does not include tuition increases and fee increases. Appropriation and tuition rates are not decided by ESU.
- Employee Count, Projected in 2014-2015
 1. Faculty 305.57
 2. AFSCME: 182.23
 3. Non-represented, 93
 4. SCUPA, 34.65
 5. All other, 37.55
 Total is 653, projected for 2014-2015
- 4.9 million dollar deficit projected, when a 3% tuition increase is factored in, or a 5.2% budget short fall
- All vice presidential areas (6 total, including Academic Affairs, Administration and Finance, Enrollment Management, President, Research and Economic Development, and Student Affairs) of the various divisions have been asked to produce a 5% reduction in budgeted funding, and today each member of the division came up with ways to do so.
- It is becoming more difficult for areas to make these cuts without further impacting the quality of programs; this 5% reduction comes over a 20% reduction last year and a 10% reduction the year before that.
- A number of decisions will need to be made in the next two to three months to determine what to do
- Remember that increased state appropriation does not mean that ESU will necessarily get extra money: there are facilities cost appropriations and funding based on student enrollment increases. There is also performance funding. As schools get bigger in terms of enrollment and build more, they can get more funding with the opposite being the case for schools that do not have enrollment increases and new facilities.

*Some questions followed: one question regarded how much a 3% increase in tuition would mean for a student's tuition payment per semester: the answer is approximately \$200 on an annual basis, equating to roughly \$7,000 tuition per semester. The increase could be \$500 to \$600 dollars per semester for fees and tuition for students, if they live on campus, have the meal plan, etc. It varies.

*Another question related to the initial projection of the budget deficit versus the final budget deficit projection. There will be three iterations of the budget (the current one, one when the budget is determined based on tuition increases, and a final version based on final student enrollment).

- ✓ Announcement: retirement party for Dr. Germain Francois will be held in Rosenkrans from 12:00 noon to 2:00 p.m. on Tuesday, May 6, 2014.

[Thank you from Debra Ballinger to President Welsh for the end of the year refreshments.]

10. Adjournment : The meeting adjourned at 4:23 p.m.