



Roll Call

IN ATTENDANCE: John Abbruzzese, Abdalla Aldras, Mary Beth Allen, Justin Amann, Debra Ballinger, Nurun Begum, Todd Behr, Sara Burfeind, Alberto Cardelle, Chiang Li-Ming, Robert Cohen, Robert D’Aversa, Esther Daganzo-Cantens, Dianne Devlin, Susan Dilmuth-Miller, Kathleen Duguay, Johan Eliasson, James Emert, Robert Fleischman, Melissa Geiger, Glenn Geiser-Getz, Tom Gioglio, Sheila Handy, Jeffrey Hardy, Peter Hawkes, Jan Hoffman, Jeffrey Hotz, Chin Hu, Yi-hui Huang, Jonathan Keiter, John Kericsmar, Heon Kim, Efia King, Pamela Kramer-Ertel, Donna Leitner, Clare Lenhart, Liza LoMonaco, Kenneth Long, Leah Majdic, David Mazure, Andi McClanahan, Joe Miele, Gavin Moir, Bob Moses, Edward Owusu-Ansah, Mary Frances Postupak, Suzanne Prestoy, Frank Pulgiano, Van Reidhead, Brad Seid, Pat Smeaton, Mike Southwell, Michelle Star, Daniel Steere, Yoshi Tanokura, Doreen Tobin, Nancy Van Arsdale, Marcia Welsh, Rebecca Zirkelbach

ABSENT: Kwaku-Adjei-Bohyen, Teri Burcoff, Rudolph Clark, Richard Connell, Scott Dietrich, Ronald Eith, John Freeman, Michael Gray, Kelly Harrison, Rebecca Keck, Amy Majani, Carter McClure, Barbara Miccio, Shawn Munford, Tasso Papadopoulo, Susan Prestoy, Jerry Sheska, Lisette Vergara, Carl Wambold, Jeff Wilson, Myia Woodson

1. Roll Call (Sign in)
2. Announcements and Procedures (University Senate President Ballinger)
 - Parliamentary Procedures—Modified Robert’s Rules, as informed by the Senate Constitution and By-Laws
 - Brief Presentation by Dr. Jonathan Keiter, on behalf of the University Senate Orientation committee. Dr. Keiter thanked Dr. Tobin for her work as the parliamentarian. He reviewed the rules for parliamentary procedures, including how motion are stated and forwarded. The general principle is the creation of a democratic organization: rule by the majority but protection of the minority.
 - Motions should include these elements: who, what, where, and when. The language is “I move that ...” and “I move to ...”
 - Discussions should be restricted to be that motion: votes are by simple majority.
 - Debating the Motion: one may only speak twice in the debate of a motion. A proposer may speak for up to 10 minutes. One can only speak to the motion itself.
3. Approval of Minutes for October 21, 2013
 - a. Motioned approved
4. University President’s Report, Dr. Marcia G. Welsh, President of East Stroudsburg University
 - Strategic Planning Process. The four task forces met to discuss comments obtained from the poster sessions and the online forum and to formulate their reports. Final draft reports are due in December. The draft strategic plan will be composed of the four task force reports and sent to the campus for comment. The marketing plan, the academic plan, and the enrollment plan processes will follow.
 - Wes Moore, guest lecturer and author of One Book, One Campus initiative, will be on Campus at 7:30 p.m. on Tuesday, Nov. 19 in the Abeloff Center for the Performing Arts. The public is invited at no cost. Prior to his lecture, there will be a dinner. Proceeds will support the One Book, One Campus program.

- Eddie Abraham, member of ESU council of Trustees, has started a contest “Best a Commercial Success” for students to obtain professional experience, working with an environmentally friendly product. His company is sponsoring a contest for FT and PT undergraduate and graduate students at a PASSHE institution. Students will develop a storyboard: selected semifinalists will create a thirty-second video commercial featured via social media outlets. Two winners will be selected: the Grand Prize Winner will receive \$10K and nationally-airing Commercial selected by the Liquid Fence Company and a Fan Favorite winner selected by social media voting. Contact Chris Landino, Coordinator of the Entrepreneurial Leadership Center.
 - 2014/15 Undergraduate Nonresident tuition. To help with recruitment, ESU has requested from PASSHE a change in its out-of-state differential undergraduate nonresident tuition. Tentative approval was received pending BOG approval. The old policy was restricted to a specific list of STEM majors who would be awarded a special tuition rate at 150% of in-state tuition. Requirements included a 3.0 or higher GPA, and 1100 or higher SAT. The new policy, pending BOG approval, will allow all out of state students, regardless of major, to receive the 150% rate as long as they have a 3.2 GPA, and 1100 or higher SAT. This is a higher GPA than with the STEM major requirement, but the same SAT requirement.
 - General education requirements at ESU. About 8 years ago, ESU received a letter from Middle States that ESU needed to revise its general education requirements based on a plan for assessing student learning. They referred to our “generous” 50-credit program. This has been addressed in 2 subsequent reports from Middle States. We need to show that what we offer as general education requirements address our student learning outcomes determined by the faculty.
 - General education credits should be reduced to 42 credits; higher or lower credit numbers should be presented with strong justification on why the courses required are required, and how they will address the student learning outcomes. Lowering the number of credits is a Middle States expectation. We have not shown that the large number of credits has any impact on student learning.
 - Expectations are as follows: the Gen Ed revisions must address the credit reduction issue raised by Middle States, all courses listed as Gen Ed courses must be clearly aligned with SLOs, there must be a clear assessment process that can drive continuous improvement of our Gen Ed requirement, and requirements must be transfer friendly.
 - Ken Long will discuss the backfill plan for Kemp Library although still a few years out: our needs might change as we move into the future.
 - APSCUF has put out a call for faculty to attend a meeting on Tuesday, November 19, to discuss a unified statement of disapproval of my leadership. There may be a vote of no confidence. There is split in the faculty between those who see the CBA in a status quo way, and those who want to see the university have a strong united front that will make ESU stronger and better.
 - The battle portrayed between the faculty and the administration has gone on too long. It is time to call a peace and work together for the future of ESU, and our students.
5. Request for Agenda Add-Ons: Summer School Structure: This was motioned was approved, and the topic was added to the agenda as new business.
 6. Committee Assignments, Updates and Final Vote:
 - Dr. Susan Dilmuth-Miller was voted onto the Academic Affairs Committee.
 - Dr. Jonathan Kieter announced that he had posted minutes for the October meetings and subsequent meetings had been posted to the University Senate website. Jonathan Kieter was applauded for his stewardship of the website and updates.
 7. Standing Committee Reports: Two committees presented reports.

- Dr. Jonathan Kieter, presentation on behalf of the **Orientation Committee**: Agenda items can be added with a written request, signed by 5 Senators, sent to the Executive Committee meeting prior to the next University Senate Meeting. A request signed by 20 Senators can be made for a special Senate Meeting to be held before the next scheduled senate meeting. President Welsh can request a special meeting, which then must be announced publically.
- Dr. Sheila Handy, presentation on behalf of the **By-Laws Committee**: Sheila Handy introduced these motions, which had been reviewed by the By-Laws Committee

A. First Motion to Revise Committee Formation from Justin Amann, President of Student Senate: **Motion One: Article III, Section H, sub-section 2 to state**: The membership of the Student Affairs Committee shall be comprised of the Vice President for Student Affairs or his or her designee, the President of the Student Senate or his or her designee, two other student senators, and four unrestricted senators. **This motion was approved.**

B. Second Motion to Revise Committee Formation from Justin Amann: **Motion Two: Article III, Section N, sub-section 2 to state**: The membership of the Committee on Academic Affairs...The Student Senate President may select one designee to serve on this committee [the Academic Affairs Committee]. **This motion was not approved;** it was returned to the By-Laws Committee for further review of the language and discussion among the committee.

C. **Motion to Revise Committee Formation**, from Mr. Ken Long, Vice President of Finance and Administration **Motion one regarding By Laws: III,I Budget and Planning Committee to state.** **This motion was not proposed at this time** in order to present the exact wording on the motion.

8. Report from APSCUF, Dr. Nancy Van Arsdale, APSCUF Chapter President
- ESU is at a serious crossroads. No one in memory can remember a fall like this one.
 - APSCUF has concerns about the evaluation of tenure track and tenured faculty members.
 - APSCUF has concerns about the university budget and finances, and the documents regarding each; APSCUF has been reviewing how the university spends money and the budget.
 - Survey results and anonymous comments that faculty had made about President Welsh's performance as university president were distributed. The survey and comments were solicited by the Council of Trustees as part of their review of President Welsh's first year as ESU President. APSCUF made survey available ifor transparency.
 - 51% of the eligible faculty and coaches completed the survey: In response to the statement, "President Welsh is an effective leader," 21.5 percent disagreed, 64.9 percent strongly disagreed.
 - APSCUF does not plan to have a Vote of No Confidence in President Welsh. The meeting scheduled is a standard APSCUF meeting, with an agenda to discuss general education. APSCUF has two monthly meetings: the membership meeting and a topical discussion.
 - There are many concerns about the Chemistry Department and STEM courses at ESU due to retrenchment of Chemistry faculty.
 - Powerpoint slides were presented about Chemistry program/classes: Fall 2013 – Chemistry has 12.6 FTE faculty: 2.6 temporary, 1 untenured faculty and 9 tenured faculty; Fall 2014 – Chemistry will have 6.0 FTE faculty, which is 53% reduction in faculty.
 - Administration has stated that departmental degrees will not be deleted.
 - 6 Faculty cannot provide a BS Chemistry, BS Biochemistry and BS Chemical Biotechnology and provide co-requisites.; 6 Faculty cannot provide General Education seats (>500 year).
 - Three slides were presented regarding the retrenchment of Chemistry faculty for fall 2014 and spring 2015.
 - One slide had a chart, "Collateral Damage," about the impact on the following majors: Biology - BS Biology* BS/BA Environmental Science BS Biotechnology BS Biology Laboratory Medicine BS Medical Technology

BS Medical Technology BS Exercise Physiology BS Nursing BA Criminal Justice. These majors rely on upper level chemistry courses. Upper level courses cannot be offered in a Chemistry Department by 6 FTE faculty.

- Because STEM fields are integrated a cut in one causes a domino effect. Retrenchment in chemistry does not just affect chemistry degrees.
- Currently the department offers >500 seats per year of non-lab based GE to satisfy class B. Those seats will not be available.
- Despite assertion that the chemistry, biochemistry, and chemical biotechnology degrees will persist, those degrees will be deleted. It is not possible to serve the STEM disciplines and offer the majors.
- Biology has >634 majors (primary majors only, >720 when second majors are counted). BS biology degrees require general chemistry I and II and organic chemistry I and II (the core sequence). Per Powerpoint slide #2, 6 faculty in chemistry can only meet the demand for those four courses and laboratories. This comes with disastrous increases in enrollment in general chemistry I and II from 45-60 to 280.
- Organic chemistry has been taught at 120 for the past 3 years. Every lab is enrolled at maximum capacity for the safety of the students. This course as well will be reduced to a single mega section.
- If the 6 remaining faculty are dedicated to the core sequence, not one single additional chemistry class can be offered. As shown on slide 3, six other degrees in STEM and one non STEM (Criminal Justice) require courses in addition or in place of the introductory sequence. Using S drive majors listings for this month, deletion of these majors would affect 759 current students outside of the chemistry department and would in total delete the majors of 859 students. These numbers are a low estimate.
- If sections in the introductory sequence are reduced in an effort to provide general education sections or meet the 7 degree program requirements, course availability for the >720 BS Biology majors would be severely impacted.
- Question: how can we recruit new students? With the cuts in chemistry, we cannot even graduate students currently enrolled in the majors listed; we cannot meet our contractual obligation to the students already here; we cannot accommodate any increases in any programs.
- It is not possible to find a “creative” solution. Chemistry, like physics, is a core STEM discipline. Cut off the arm and the organism bleeds to death.
- In terms of the music department, there is one retrenched faculty member and two others were given notice of retrenchment. The Music Department originally had eight faculty: now, Music only has three tenured track faculty.
- ESU’s A Cappella Ensemble will participate at the White House on Saturday, December 14, for the annual Holiday Open House. The A Cappella Ensemble is directed by Dr. James Maroney, associate professor of music at ESU.
- Document was shown with the names of all of the ESU students enrolled in ESU music ensembles in the music programs at ESU, with the music majors highlighted in red. Bands include Concert Choir, Marching Band, Concert Band, Orchestra, A Cappella Ensemble, Woodwind Ensemble, University Singers, and Jazz Ensemble
- Question: How is it possible to end the music major and provide music courses and have ensemble? The faculty who lead these programs are excellent and credentialed; many students benefit from their expertise

9. Report from AFSCME, by Ms. Diane Devlin

- Thank you to Justin Amann, President of the Student Senate, for recommending AFSCME’s reports be included at the Senate Meetings. Thank you to the members of the senate for including their presentation within the University Senate meetings. AFSCME members are active members of the ESU family.
- A union meeting was held in November for fare-share members (over 80 members attended) with President Welsh and the ESU administration. President Welsh answered questions from AFSCME about retrenchment, including Chemistry, Biology, and Physics, and the effects on the university. President Welsh answered questions regarding promotion and hiring from within.

- Ken Long gave a presentation on the budget and its impact on the campus.
- Union members expressed enormous support for this meeting.
- AFSCME members are active in the community, including in these organizations and committees (on campus and in the local community): Safety, SECA, Strategic Planning, Youth Employment Services, Project Success, Employee Development, CORD, President’s Commission on Racial and Ethnic Diversity, Commission for Women, Women’s Consortium, the Food Committee, the Parking Committee, Community Engagement Committee, and Homecoming
- AFSCME members are working on the “Shoes that Fit” program in conjunction with JM Hill Elementary Center for children in need of shoes, coats, and gloves. This is a request of items for families in need. Contact Tammy Baumgardner, secretary of Residential Life and Housing, is coordinating this project. Contact at extension 3138.
- AFSCME will report on its committees’ work at future senate meetings
- AFSCME will hold open meetings for its union members and that are open for the entire ESU community each month. Details will be posted in Stroud Hall in the AFSCME Bulletin Board outside the Psychology Department.

10. Report from Student Senate, by Mr. Justin Amann, Student Senate President

- A process of developing new housing policy for students will be put forward to the Council of Trustees: this is an example of collaboration, which Mr. Amann commended.
- Appreciation for the support of the university to purchase 17 student tickets for the Wes Moore dinner before the reading
- Annual Teddy Bear Drive is underway; send teddy bears and other items to the University Senate. Give a Christmas to children that they may not be able to support at home.
- The athletic department and director deserve commendation for their successful seasons.
- Barnes and Noble is to be thanked for the 16 scholarships that it has offered students. These are \$375 scholarships—the process is not too long.
- A recent summit of campus leaders of different clubs and organizations that Dr. Brenda Friday facilitated was a tremendous forum and example of collaboration.
- The administration’s move to increase the number of the out-of-state waivers is worthwhile and will result in cheaper tuition for students in any area, not just STEM fields. The SAT requirement was not raised, which is good, as the SAT is not indicative of how students will fare within a program.
- The Student Senate has asked to be involved in the GE committee—it is important to get a student on that committee.
- Students are tired of the bantering and politics. Students need to be involved, and all sides need to see that we need to fight for the students—not for this and not for that—but for students.

11. Admissions Recruitment Report, Ms. Sara Lavra from Admissions

- 2649 applicants have been submitted. So far, 643 have accepted ESU: Average SAT scores of the applicants is 1061.75. The average SAT score of a student admitted into the honors program is 1214. The average for the Nursing program is 1085; the average for Speech Pathology is 1067.
- The SAT averages are only based on students who have submitted on SAT.

12. Barnes and Noble Update, Presented by John Kwiatkowski (B &N College), Nicole Guerrieri (B & N College), and Joe Knorr (B & N Bookstore Manager)

- Faculty adopted 1401 titles in fall 2013
- 70.3% of the texts were eligible to rent vs. 81.5% company wide
- In fall 2013, students saved over \$260,000 by renting vs. purchasing
- Spring adoptions due 10/25/13, and 65% of adoptions were submitted to date

- Early adoptions benefit both students and faculty by allowing the bookstore to pay students more for their textbooks if they choose to sell them back; increasing the number of used books available for sale and rent; decreasing the likelihood of stock issues with publishers ensuring students will have their textbooks for the start of classes; and fulfilling H.E.O.A. requirement to publish required textbook information on our website weeks in advance of registration.
- B & N will invest 10,000 annually in textbook scholarships for students.
- B & N and will give additional sponsorships and donations supporting: the One Book, One Campus Initiative; WESS; ESU Athletics; the ESU Foundation; and the United Way.
- Barnes & Noble will invest in Design and Construction of new University Store within Keystone Center.
- Faculty use of EnLight program has increased between the fall 2013 adoption and spring 2014 adoption; EnLight has another of different features, including research and search functions in the textbook adoption process and a user history function to enable easier adoptions of books.

13. Facilities Planning Update, Mr. Ken Long, VP Finance and Administration

- Library functions will move to the new Information Commons Buildings; the Kemp Library will be converted to an academic building with classrooms and faculty offices.
- The library space, before becoming a new academic building, will provide swing space to allow for cycle renovations of Stroud Hall, Koehler Fieldhouse, and other buildings that need life cycle renovations.
- The library building could house the College of Education or the College of Business and Management, according to a Facilities Project Planning Document (from November 2010 and March 2011).

14. General Education Committee Report, Dr. John Elwood, Chair of the General Education

- The General Education Committee members are available to receive feedback on the general education curriculum.
- The General Education program will be support the seven general education objectives that the university selected
 - I. Demonstrate an understanding of their role as citizens of a diverse, global society.
 - II. Utilize critical thinking skills.
 - III. Communicate orally, in writing, and through other formats.
 - IV. Demonstrate information literacy and technological skills.
 - V. Apply scientific reasoning to solve problems.
 - VI. Create and/or Critique various forms of artistic expression
 - VII. Understand various models for the healthy development of the whole person.
- The General Education revision will take place according to the following criteria and standards: the revision must support the 7 student learning outcomes, changes will result from feedback from the community at large; revision will be informed by independent assessments in competency; and revisions will support the faculty/university vision.
- Currently a first year experience course (1 credit) and a second year experience course (1 credit) are being discussed.
- Level II and Level III cognate required courses in writing are also being considered.
- All courses for GE will require recertification: this recertification will be aligned to the seven student learning outcomes for general education.

15. Middle States Commission Interim Report and Changes, Dr. Mary Beth Allen (UAC Senate member)

- The monitoring report submitted in August for Middle States was a tremendous amount of work by many members of the university.

- All of the documents of the monitoring report are available at the website for the Office of Institutional Research and Assessment.
- Middle States will provide their official response to our Monitoring Report in December 2013.

16. Student Research Conference, Dr. Patricia Kennedy

- The spring 2013 academic conference, which coincided with President Welsh's inauguration, was very successful. There were 87 undergraduate student presenters, and 52 graduate student participants, for a total of 139 presenters.
- The one difficulty with the event is cross programming. We would plan to have approximately 6 presenters to represent each department, 37 departments as a whole. Classroom use problem is a problem.
- The proposal is to designate one day as no class day in order to facilitate the conference.

Motion from Dr. Doreen Tobin: To approve a request from the Student Research and Scholarly Activity Planning Committee to treat Thursday, April 3, 2014, as a "No Class" day, in order to permit students to participate in the 2014 Student Research and Scholarly Activity Symposium, a day of discourse on research and scholarship including presentations and displays of students' research and scholarly activities as part of ESU's efforts to encourage a climate that publically applauds scholarship, and further to request that the Student Research and Scholarly Planning Committee conduct one or more studies of the outcomes and the impacts of the "No Class" day to provide data to assist the senate in making a decision on whether a "no class" day for the Student Research and Scholarly Activity Symposium should become a university tradition.

The motion was revised, with this change to replace, "To approve" to "To recommend that the..." in the opening phrase.

The overall motion did not pass. Further discussion of this motion was recommended.

17. Sustainability Committee, Dr. Jeffrey Hardy: Due to time constraints, this was moved to a later date

18. Strategic Planning Committee Update: this was tabled.

Old Business: none

16. New Business: Summer School Schedule Structure, Dr. Alberto Cardelle and Provost Van Reidhead

- Summer school structure will be approved at a 4, 4, 4 structure with two eight-week sessions. Responses to chairs' concerns have been and will be made.
- There is a flexibility offering courses. Those flexibilities are best determined by the chairs and deans of the different divisions. This is a pilot for 2014.

Meeting Adjourned at 5:02 p.m.