

**East Stroudsburg University  
Council of Trustees Minutes  
October 31, 2013**

1. **Call to Order:** The regular meeting of the Council of Trustees was called to order at 4:06 p.m. by Chair Pat Ross. The following members were present:

Dr. Vincent DeFranco  
Mr. Bruno Klaus  
Ms. Rebecca Keck

Mr. Harry Lee  
Ms. Nancy Perretta  
Hon. Mario Scavello

Mr. Pat Ross  
Ms. Amy Welch

Chair Pat Ross read a statement on behalf of the Council of Trustees pertaining to the difficult times the university is going through due to the budget situation. Their appreciation between departments, deans, faculty, and administration that has occurred to get the academic workforce plan created which was not an easy process. The charge is to step forward and make changes that will help the university thrive while also enabling our students to get a good education at a reasonable cost. Will advocate for students in affected majors to ensure they complete their degree program at ESU. These are not the best times but urge everyone associated with the campus community to be strong and a positive voice for ESU because enrollment and retention will continue to play a big part of our future success. Students need to be our number one priority and everything we do must be done in the students' best interested and for the longevity of this institution. Please do not let the difficult times become a deterrent for current or future students. Our university is strong and can be stronger and our hope is to accomplish this and so much more together.

2. **Public Comment:** Dr. Ken Mash, professor of Political Science, discussed how incorrect information is being put forth to the students, legislators, public and media. 2013-2014's enrollment is almost identical to 2005-2006's enrollment which at that time there were more tenure track faculty than right now, operating with the same faculty and 8 less administrators. APSCUF was told reductions would not be necessary. 8 retrenched, 7 moved, and more than 20 we will lose in the future. We pay \$588,000 a year for the Innovation Center from the E&G budget which could be used for faculty and classrooms. Budgets are moral documents. Why are we taking faculty out of the classroom and paying for the building? There are departments making money and we are cutting these departments. Discussed concerns about the revenue being used for new buildings, renovations, and moving of departments. Share's the spirit of the statement read by Chair Pat Ross. Before they take more actions be prepared to answer questions from faculty, students, and tax payers.

Dr. Nancy VanArsdale, President of APSCUF, also appreciates the statement and agrees and we all do realize the challenge to the budget cuts to PASSHE from Gov. Corbett and the 18% cuts are critical to our situation. Discussed how there are other universities in the PASSHE system with larger enrollment declines than ESU and are not cutting faculty. She mentioned that numbers given to the media in the French major are not correct and the program had the largest increase in the PASSHE system. APSCUF was told by the Provost not to count second majors and second majors are important. We can't have all languages at ESU but we need choices. Mentioned the bands performance at the inauguration ceremony led by Dr. Otis French and how he knows his students very well and takes personal interest in them. The Music department had eight faculty members and they are now down to three and eventually all will be retrenched. Mentioned her concern for veterans who were retrenched; Dr. French was a Colonel in the Army and also cutting an Air Force Colonel in the chemistry department who taught at West Point. Asked why we are cutting very talented male and female scientists? Female students need role models. Thankful for the faculty transfers. Suggested the COT meetings move back to campus, get back to the vibe on campus. Faculty is dedicated to the students and will work to find a way to keep these positions.

Dr. Michelle Jones-Wilson, professor of Chemistry expressed there are 85 current Biotechnology majors and she has been involved in this program for 9 years shepherding the program. 91% of graduates from the program are in the stem field or graduate students. Yesterday ESU "guttled" the chemistry department. Cannot have three majors plus concentrations with only six faculty; six is not enough. Our students deserve better. 11 students came to her office

today to ask her to help them fill out transfer paperwork. She told them not to transfer but to hang on because it's not over.

Dr. William Lofredo, professor of Chemistry in the pre-pharmacy program discussed his conversation with the Dean of Jefferson Pharmacy School to prepare an articulate program and was told how our students are well prepared. Jefferson has 75 seats and the Dean already guaranteed eight seats for ESU because our students meet the pre-requisites. Also mentioned work with Dickinson University in New Jersey and Temple University and is concerned as to how can we work with them when we can't guarantee our students will be prepared? He also indicated that all who graduated from ESU in the pre-pharmacy program have completed their pharmacy school education.

Dr. Andrea McClanahan, chair of Communication Studies stated she appreciates the statement read by Trustee Ross. However, COT has to stop ignoring the concerns on campus. She also expressed her concern that decisions are being made without complete honesty from administration. Those faculty members given retrenchment letters still don't know why. Stated that this is a travesty to anyone that is a big supporter of music in Monroe County where jazz is the heart of this community. Stated that lifetime fitness is being eliminated when gen ed's are required in this department. Shared that it is the responsibility of COT members, new and old to pay attention and ask questions and to believe in ESU in its entirety including the faculty, students, staff, administrators, as well as the community.

Dr. Allan Benn, professor of English stated that many don't understand how ESU can downsize and upsize at the same time. He agrees that some students are attracted to facilities instead of programs. Also shared concerns of his and other faculty in the understanding as to which programs have been chosen; programs not characterized by empty seats and if financial, why these? Believes there must be some other priority but not sure what it is. Stated he agrees with Chair Ross, we all believe in ESU. Shared that the rally was an amazing out pouring of love of ESU and he knows the COT will do everything they can to maintain that love.

Dr. John Abbruzzese, director of Counseling and Psychological Services is not talking about numbers but speaking to your humanity. Read the following information from the workforce plan; "The Department of Counseling and Psychological Services, in the Division of Student Affairs, will be reduced by one (1) tenured faculty member. This decision was based on cost savings and will not affect access to counseling services for ESU students." He stressed that although the doors will remain open but types and quality of services that students, parents, faculty, and staff will have a dramatic affect.

Linda Van Meter, assistant professor of Counseling and Psychological Services stated she has been a community member since 1968. She asked how can we place the mental health of student secondary and consider it not important and that the mental health of students has taken a back seat to other issues. She indicated that many of the students who ask for services do not have major medical services. She stated that they save lives and to her that is priceless. Cutting the Counseling services is an inappropriate action and as a provider of these services since 1972 she does not agree that this will not affect the students. She also made mention that 717 students signed a petition to keep CAPS as it is. She asked COT and Dr. Welsh to reconsider the retrenchment decisions.

3. **Approval of Minutes: Trustee Lee made a motion to approve the minutes from the September 26 meeting; Trustee Scavello seconded. The motion carried.**
4. **President's Report:** Dr. Welsh shared that all information and messages sent to the campus community and press has been forwarded to the Council including the actual workforce plan. She also reminded them that this is the fifth consecutive year that budget cuts have been necessary to balance ESU's budget. She also stated that administration is continuing to look at everything possible we can do relative to savings without negatively impacting the learning outcomes of students. She summarized that eight faculty were offered reassignment to areas where they have expertise and to where we have need. Seven of the eight accepted the reassignment. Five faculty, now six because of the one who did not accept the reassignment, have been retrenched, with 2 more over the next two years. She stated we need to continue to be sure our curriculum is current and efficient, allowing our student to have the courses they need in their respective majors. She stressed that enrollment and retention have to be at the top of

our list moving forward. Admission has held two very successful open houses so far this fall and one more to go. She also mentioned that there is a faculty team working on retention initiatives that will help going forward.

She informed the Council of upcoming events such as Family Weekend and Homecoming week and the many excellent activities planned for these special occasions.

She reported that strategic planning continues to move forward with some opposition, but mostly excitement and a desire to have a solid plan that will allow us to continue to move forward with an academic strategic plan which we desperately need, an enrollment plan, and a marketing plan. The goal is to have the strategic plan completed in January or early February so that we can get other critical planning initiatives started, and completed. She also informed the Council of the poster session that took place.

She reported on the One Book, One Campus initiative and the upcoming campus visit on November 19<sup>th</sup> by Wes Moore to speak before the campus community. Prior to his speaking engagement, there will be a private dinner with Wes Moore at the cost of \$75/person. She also challenged them to sponsor a student or two.

5. **Chair's Report:** None

6. **Secretary's Report:** None

7. **ESU Foundation Report:** None

8. **Committee Reports**

A. **Administration & Finance: (Trustee Lee)**

- (1) The committee reviewed the Cash Disbursement Reports for 8/1/13 – 9/30/13. **Trustee Lee made a motion to approve the cash disbursement journals for 8/1/13 – 9/30/13; Trustee DeFranco seconded, and the motion carried.**
- (2) The committee reviewed Out of State Tuition Discount Program. **Trustee Lee made a motion to approve the Out of State Tuition Discount Program. Trustee Klaus seconded, Trustee Scavello opposed. The motion carried.**
- (3) **Project Status Review:** The Committee reviewed the Project Status Review. All questions and concerns were answered satisfactorily.
- (4) **Financial Statements and Supplementary Information June 30, 2013 and 2012:**
- (5) **Annual Tour of Facilities:** Trustee's Ross, Welsh, Keck, and DeFranco accompanied Mr. Long and members of the Facilities Management team for a campus tour.

B. **Academic Affairs & Enrollment Management: (Trustee Perretta)**

Trustee Perretta reported the committee discussed Phase I, Phase II, and Phase III of the Academic Affairs reorganization plan which are dependent upon revenue. Copies of all three phases were included in the COT binders. Also discussed was the strategic budgetary workforce planning; retrenchment and next steps.

C. **Research & Economic Development: (Trustee Lee)**

Trustee Lee, in the absence of Trustee Abraham, shared the programs and amazing projects being marketed in the Business Accelerator. In the Entrepreneurial Leadership Center, 15 students from ESU traveled to the state competition and were once again very successful. Trustee Lee also shared that Mary Frances Postupack was elected to serve as the President of UEDA, the first time someone from ESU will receive such national acclaim.

**D. Student Affairs: (Trustee Keck)**

Trustee Keck wanted to thank the Council for welcoming her so warmly to the committee. She stated how much she loves ESU and believes we will get through it and be better for it. She also thanked Dr. Welsh for being open to students and for the opportunities provided to students through the open forums.

The committee was presented with a review of the First Year Student Mentoring program. Also presented to the committee was a report from Student Senate by Justin Amann, president and an update on Student Council.

- (1) Approval of the President's Policy Recommendation Emergency Housing Policy and Procedures, ESU-SA-2013-001 (New): **Trustee Welsh made a motion to approve the president's policy recommendation; Trustee Lee seconded and the motion carried.**
- (2) Approval of the President's Policy Recommendation Tailgate & Picnicking Policy, ESU-SA-2013-005 (New): **Trustee Welsh made a motion to approve the president's policy recommendation; Trustee Klaus seconded and the motion carried.**

9. **Old Business:** None

10. **New Business:** None

11. An Executive Session was called at 5:10 p.m. to discuss legal matters.

12. Meeting called back to order at 5:45 p.m.

15. **Adjournment:** The meeting was adjourned at 5:46 p.m.

Respectfully submitted,

Amy S. Welch  
Council Secretary

Recording Secretary: Marcy L. Cetnar