

**Faculty Senate  
Clarion University  
10/22/18**

Faculty Senate met on October 22, 2018 in 246 Gemmell. J. Lyle chaired the meeting, with the following senators present: L. Chambers, C. Childers, D. Clark, J. Croskey, E. Foster, J. Knaust, D. Knepp, C. Li, A. Lockwood, D. Lott, A. Love, J. Lyle, J. May, J. Overly, J. Phillips, S. Prezzano, A. Roberts, A. Rosati, B. Sweet, J. Walsh, P. Woodburne. D. Pehrsson, P. Gent, R. Skunda, M. Graybill and L. Cullo were also present.

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

II. Approval of the Minutes (9/24, 2018) – M. Lepore, (E. Foster seconded) approval of the minutes. The motion passed unanimously.

III. Announcements

1. DVAA Day – October 24, 2-4pm, SOMS 9 & 14
2. Reed Lecture Series – October 25, 4pm, Carter Auditorium – Still
3. TNI & Gen Ed Select Committees

J. Croskey also noted the job description for the Provost search, and urged faculty to send to our various contacts, as per the request of the President. Current occupants of the Provost position are eligible to apply, and CUP is not using a search firm for this search.

IV. President's Report-- D. Pehrsson

D. Pehrsson noted three issues. The first is housing costs, which L. Cullo will also discuss under New Business. She noted that our housing costs are a major concern, and will be worked on all year. Our housing costs range from \$4,005 to \$5,435, and that Slippery Rock's cheapest is \$1,744, and their highest cost is around our lowest housing cost. Anecdotally we know we lose students due to housing costs. The second was the visit of the chancellor, which was deemed a success. The chancellor has promised to work on costs with us. Chancellor recognizes that we service one of the lowest socio-economic student bodies in the state. The third point was that the President went to the Board of Governors meeting and the PACT meeting, (PA Councils of Trustees) a couple weeks ago. Also, our Council of Trustees meeting/retreat held over two days last week. A major focus was the cost of housing, so now the trustees know this issue very well. C. Childers asked about the 2-year residence requirement. L. Cullo said that, due to covenants in the bond issuance agreements, to be discussed in depth below, we cannot afford to get rid of the 2-year requirement, though it is not an explicit term of the covenants of the debt issuance, but was in the prospectus for the offering.

V. Provost Report—P. Gent

P. Gent reported on our Fall enrollment data update and that of PASSHE generally. She is awaiting names for the CAES Dean search committee, so that can proceed. Those names will be voted on during the committee reports. The third issue was the report of the pilot program for the first year experience, and first year scheduling. That report was sent to senators earlier in the day. Success coaches created schedules this past summer, got them approved by chairs, etc. INQ seats were filled equally and equitably, instead of in an unplanned manner. Students who enrolled late were distributed more or less equally throughout most of the INQs. We had a reduced melt of students in the summer, perhaps as a result of the success coaches continually contacting prospective students to finish the ALEKS, DSP and Orientation modules, and other placement tests.

VI. True North Initiative Report—A. Roberts: co-chair

Membership of the TNI was distributed, and the breadth of membership, including all 3 unions, and faculty and administrators, student affairs, etc was noted. A. Roberts noted that if others were interested in serving, a number of sub-committees would be created, made up of members not currently on the TNI main body. Email A. Roberts or T. Latour if interested. If any group would like A. Roberts or others to come and speak about the initiative, he would be more than willing to do so. R. Skunda was asked if Student Senate wants to be kept in the loop. T. Zuzzio, on Student Senate, and on TNI, will keep Student Senate apprised.

VII. Student Senate – R. Skunda

R. Skunda noted that Student Senate is working on a student needs scholarship. Senate will allocate money to students every semester. Wondered how to get the word out. Suggestion made to give P. Gent information on the scholarships to give out. J. Lyle recommended giving material to him to give to Senators.

VIII. Committee Reports.

A. CCPS – B. Sweet

CCPS has met a couple times, and B. Sweet presented the ‘read-ins’. Open hearings are held Nov. 7<sup>th</sup>, and proposals will be brought to Senate on Nov. 19<sup>th</sup>

B. Student Affairs – M. Lepore

The committee met Thursday, and talked about several issues; emerging professional award, affordability issues, and issues surrounding the conduct board. Faculty can impose own sanctions in their class, especially the first time. Many faculty deal with conduct issues in-class, and do not send issues to the conduct board. There are good reasons to go through the conduct board. They are 1) shed light on the issue, 2) the students can do their sanction via modules (described on a paper passed around by M. Lepore), 3) it enables time for additional reflection via a ‘check-it’ workshop run by student support assistant, 4) keep track of prior incidents and develop a track record, 5) it provides a back-up for faculty. M. Lepore gave information on sanctions handed out for various infractions. Conduct board officials want feedback from faculty on how to do second and third incidents.

C. CCR – J. Knaust

The committee met and created a slate of candidates for the CAES Dean search. Those candidates are: A. Vega (Geosciences), J. Thomas (Biology), R. Levy (Vis and Perf Arts), U. Pack (English), and C. Childers (Math). Discussion of slate. Slate appeared balanced to Senators. No Social Science candidate. Comes to Senate via a standing committee, not needing a second. Vote taken, unanimously approved.

D. Academic Standards – J. Phillips

First meeting will occur Nov. 8 at 3:30 pm.

E. Budget – A. Roberts

Len Cullo spoke, detailed below.

F Faculty Affairs – D. Knepp

Mentor Dinner is slated for Oct. 23. 10 new faculty have been paired with 10 faculty members, and 3 guest speakers. Menu promises to be delicious.

G. Institutional Resources – A. Love

P. Woodburne attended for A. Love on Thursday, Oct. 18. In old business, Tippin is about 33% done. The coal seam that was dug out was filled with concrete. 100,000 cubic yards have or will be poured.

Will put in some heat so they can work inside comfortably. Won't take fence down or move till the very end. Still Hall roof is delayed (Key 93 money). Still Hall Halon is out for bid. Steam tunnel vault replacement will occur soon, and will take 150 days. The barriers will come down allowing traffic to move from Ralston and Harvey Halls. The Steam Tunnel asbestos removal will occur 2 Weeks in May. They can work when the steam is off. Stevens and Moore accessibility continue. Design drawings are done. SOMS accessibility is in the hands of Student Affairs as it is their money. The Suhr library roof is on hold, but Montgomery roof is going. Work will start on the Suhr library insides; ceiling, carpet, boilers, etc. The two roofs will be re-bid as a package. In new business, Ralston is heated with steam from Valley View. Current steam tunnels leak. Choice here is to continue to have Ralston get heat via steam from a remote source, or to get a boiler that will do for it alone. Much cheaper to get a boiler. Because of the steam leak at Ralston, the grass outside of Ralston is dead. New signage is still being viewed by administrators. Carter Auditorium is Still is has an architect, and project will involve new seats, carpet, AV equipment, tiered seating. The Bell Tower area is a disaster aesthetically (not structurally). Looking at designs for clean up, and seeking ideas still. For the Good of the Order, questions were asked about the Gazebo that Student Senate wanted last year. This is out of F. Connolly's main vision as the cost is low. Chad Thomas is following up with Student Senate. Also, Stevens Hall was noted to be really rundown with a need for paint, and some plaster damage, and water damage around windows in classrooms. Similar items noted in Library. Library has a bucket that has been in place collecting water for a year or so. On all issues, F. Connolly said to contact him and/or Chad Thomas and they would look at it. The November 15<sup>th</sup> meeting is cancelled.

Upon a question by D. Knepp about the in-line hockey arena, which has been up and down and put away, as construction has occurred, R. Skunda thought that a plan was to put it in where the bookstore used to be, though the rink is very large.

#### H. Venango – J. May

The resignation of E. Aubele and the reassignments of duties to D. Kelly and H. Lineman was a topic of concern and conversation at Venango Forum last week. Some duties still need to be finalized, and until that happens, S. Hoke and M. Shaffer will be taking over duties at Venango related to their normal assignments. C. Fleming, a former CUP grad, has been hired to oversee residents and activities issues. However, J. May reported that Venango faculty are concerned about the lack of in-person access for students around issues related to disability services. P. Gent noted that the schedule for regular visits by various Deans and Provost and Student Affairs staff has just been completed, and visits of half days will begin immediately. The Venango Task Force is finishing up, and will present findings on Nov. 19<sup>th</sup>.

#### IX. Old Business

##### A. Seifert Cultural Series

No news

##### B. Retiree emails

No Update

##### C. Affordability issues.

No update other than the discussion by M. Graybill, below.

#### X. New Business

##### A. Affordability—M. Graybill

Bookstore is run by CSA, though leased by Follett, and the CSA reaps benefits of the bookstore. Bookstore gives student senate some \$25,000 every year for book scholarships. If students go

elsewhere for books, then less money will be returned to CSA. Adoption information is required early, so we conform to federal rules outlining that students know the cost of attending a class prior to scheduling.

Publishers are going more and more to online books or to a rental-only model. This way books won't end up on secondary seller market. Pearson is 70% of adoptions on CUP campus. Cengage is about 15% of our market. Cengage sells a subscription, which makes sense if students use more than 1 Cengage book. A 6 month subscription is about \$120, which is good if students have more than 1 book.

Bookstore going more to Open Educational Resources books to reduce costs. M. Graybill sent out links to "Lumen Learning", which is a kind of generic version of "Labs" that accompany the book, and adaptable textbooks. Costs are much reduced via Lumen's product. The Lumen product goes directly into the D2L site so students have the books at the start of the semester.

Bookstore still rents the books as an intermediary, and will sell the access codes. However, as book sellers can go direct, the bookstore may be bypassed.

J. Lyle asked about data about pricing and costs, and how it can be used/pulled together to analyze the cost of books, etc, much the same way the cost of tuition or housing is available, and alters behavior. Can we find a standard average amount students 'should' expect to spend on books, etc. M. Graybill suggested that some data should be available from Follett. Asked for a list of questions to pose to Follett. J. Lyle noted that a price point may exist, beyond which students quit buying books.

#### B. Budget—L. Cullo

L. Cullo discussed the various causes of the changes from the FY 2016/17 to the budgeted and actual FY2017/18 years. CUP has budgeted \$1.09 million operating deficit (planned use of carryforward) in the budgeted 2017/18 year, and has seen an actual deficit of \$361,472 in 2017/18. This is essentially a flat amount, not in deficit or surplus.

The prime driver of university deficits is tuition revenue, from enrollments, and the costs of compensation. As his office has no control over enrollment, he focuses on reducing costs. As in past years, he focuses on positions that have not been filled in some years. Eventually these positions will be removed from the books, and we will realize no more savings from them. In questioning on this, he assured J. Phillips that the decision making process was not a political one, but a 'critical-ness of the position' process. Again, as in past years, as compensation per person has risen, the cost of that compensation to the university has fallen, or remained nearly flat. This is due to not filling certain positions. There is a limit to our ability to do this. Classes need to be taught, snow needs to be removed, etc. But, many offices have fewer people working, doing more jobs.

L. Cullo noted that student financial aid did rise, and seemed to not be matched by increasing in enrollments. He asked, rhetorically, if the enrollment would have been lower had the financial aid not been increased. L. Cullo expects to see no net increase in hiring this year. Some lost positions will be replaced, but no net new hiring is expected.

While the discussion covered specific line items, I do not include it all here. One item that makes us look worse is that CUP wrote off unpaid students loans. He said that this is the right thing to do, and eventually auditors would have asked us to right these off sooner rather than later.

L. Cullo was explicit and wanted to be clear that the RCM model is dead, and has not been used in some years. He noted that it simply does not work in a down-turn environment. The result was a process that did not move the university forward, but resulted in internal cannibalism. Now the budget starts from the Deans and Chairs and moves up. L. Cullo wants to set up smaller budgetary prioritizing advisory groups, to meet 3-4 times per year, to guide priorities. Currently, money is being removed from line items from every department and college, hoping to remove some \$1 million.

Regarding housing, CUP owns no housing. The Foundation owns 100% of the housing, borrowing 100% of the cost of the housing. Each housing unit, SOMN and SOMS, Campus View and Valley View, Reinhard, are all separately funded, and separate bond issuance covenants. The debt covenants each require that revenues be 120% of expenses, at each property (not averaged over all properties). They are all 'cross collateralized', meaning that if one fails, they all fail. Because they all have their own covenants, they cannot simply be combined. Current occupancy is 44% at SOMN, 78% on SOMS, 90% at Reinhard. No occupancy at Campus View and Valley View given. The separate covenants means that rise in occupancy in Reinhard does not improve the overall, and the low 44% at SOMN is not helped. J. Croskey asked about the 'elasticity' of housing costs. If housing is elastic, then a reduction in rent would result in a larger rise in revenue, keeping or exceeding the 120%. As discussed at a prior Senate meeting, this is deemed too risky by bond holders and the Foundation. The covenants mean that CUP cannot simply 'take over' the debt from the Foundation, but must issue its own debt to buy the housing from the Foundation.

The Foundation was in a 'value added' position when the housing was built, as it was able to get a low interest rate. At this point, there is no more value added in terms of them being a landlord. L. Cullo would like CUP to buy the units from the Foundation. The total cost is about \$100 million. CUP has the lowest debt ratio of any of the state system schools. PASSHE may allow us to do this, but we have to show positive cost savings. This is a little hard as our housing was built in a low interest rate environment, and we won't see a savings there. We do pay rent for Starbucks, the DEN, and the Theater, to the Foundation. CUP self-insures, so we can show we will save some money if we do this, than the cost of the Foundation's insurance. If CUP owned the housing, we'd save that money. We can show some other sorts of savings. The Chancellor seems to be positive on this, but it is by no means a done deal. It could happen within a couple years at the earliest. L. Cullo noted that it is the system that goes into debt for us to buy the properties. We can argue that we have access to our share of the system's debt capacity.

If we took over the properties and combined them, we may see, for example, a ratio of 130%, which is better than the 120% required by bond issuers. The current bond deals do not enable us to combine the units.

XI. Adjournment –moved (D. Knepp, B. Sweet, seconded). Unanimous passage.