

**Faculty Senate
Clarion University
11/5/18**

Faculty Senate met on November 5, 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, M. Lepore, C. Li, L. Lillard, A. Lockwood, D. Lott, A. Love, J. Lyle, J. May, J. McCullough, J. Phillips, S. Prezzano, A. Roberts, A. Rosati, B. Sweet, J. Walsh, P. Woodburne. D. Pehrsson, P. Gent, R. Skunda, and D. McFarland were also present.

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

II. Approval of the Minutes (10/22, 2018) – A. Roberts, (D. Clark seconded) approval of the minutes. The motion passed unanimously.

III. Announcements

1. Chartwell's Survey due Oct. 31
2. LTC Workshop—Nov. 2, 12-1:30
3. Women Inspiring Women for Career Success—Nov. 5th, 5:30-7:30, MPR
4. Presidential Mentor Weds and Thursday.
5. Stronger Than Hate vigil sponsored by various fraternities to call attention to intolerance and support the victims of all sorts of intolerance, but specifically, with reference to the mass shooting at the synagogue in Pittsburgh. This will occur Monday night at Suites on Main.
6. Council of Trustees meet here at 7 pm.

P. Gent noted the promotion and tenure reception to be held at 3:00 on 10/30 in Level A in Carlson Library.

P. Gent noted the ROTC Veteran's Day Celebration raising the flag in front of Starbucks at 7:58am and lowering it at 4:58pm

C. Childers noted that the High School Math Competition is going on today with nearly 300 students participating. Faculty who plan to eat at Eagle Commons should do so later than normal.

J. Phillips noted the Women's Commission hosting a panel discussion of alumna on how to be successful in careers, from 5:30-7:30 pm in Gemmell.

J. Croskey noted that a speaker on finding passion in careers, with a focus on criminal justice will speak tonight at 7:00pm.

D. Pehrsson noted that the CUP Accountancy students placed first in a state wide auditing case study competition.

IV. President's Report-- D. Pehrsson

D. Pehrsson spoke on several topics. The CUP women's basketball team travelled to Maryland for a game, to learn from some of the best players in the country. This led into the \$7 million athletic scholarship drive, over the next couple years, to provide funds for student athletes and to upgrade facilities. The comprehensive scholarship drive will start next year. A goal of the two drives is to have some sort of endowed coaching and faculty positions, to provide stability and continuity for students. The PASSHE BOG have decided to not move immediately on a proposal to give local institutions more authority over tuition and other fees. The Tuition Initiative will be taken up in Spring. D. Pehrsson has selected the former president of Slippery Rock to be her mentor. They will meet with some faculty. Also, work goes on with the foundation to look at student housing costs and to come up with concrete plans that can be undertaken by Feb. 1.

J. Phillips asked about new female sport being added. D. Pehrsson noted that a few years ago, coming out of Title IX, a survey was done about a new women's sport. Given the time that has elapsed since then,

CUP has been asked to do another survey. Rather than add a new sport, some Title IX concerns have been assuaged by additional scholarship funds, but this will likely not be able to be the solution going forward.

J. Lyle asked about the Provost Search. J. Croskey noted that the committee is still taking applications until Friday, and has some 20 candidates, which it deems to be strong candidates.

V. Provost Report—P. Gent

P. Gent reported that the first meeting of the CAES Dean search committee is Nov. 7th. J. Allen is co-chair, and a second co-chair will be elected. The committee has drafts of documents so it can proceed. Another issue was the report of the assessment of programs done over the summer. Fewer departments submitted reports. In questioning, L. Chambers did not speculate on why the drop occurred, but noted that B. O'Neil is taking over as ISALC chair and will begin the process soon for next summer. Also, as a form of assessing the assessment process, the reporting forms have been simplified. Both of these changes ought to boost departmental submissions. Upon questioning, P. Gent noted that we have some 70 programs, 45 of which submitted reports. The maximum received was 53 a year or so ago. Upon questioning, Associate programs are assessed, and have been assessed over the past several rounds.

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

The TNI met last Wednesday and received its charge. The charge is to provide up to 6 goals that will be the basis for a short term, 2-3 year action plan. The committee has decided to meet every two weeks, and will review various enrollment management plans, tuition, housing costs, and other topics of CUP and various competitor universities. Some data are public, but some would come from federal or state clearinghouses.

VII. Student Senate – R. Skunda

R. Skunda asked for some assistance from faculty in reviewing various scholarships. M. Lepore noted that the Student Affairs Committee has done this in the past and would be happy to do so again.

VIII. Committee Reports.

A. CCPS – B. Sweet

B. Sweet presented the 'read-ins'. Open hearings are held Nov. 7th, at 3:30 in Room 152. Proposals will be brought to Senate on Nov. 19th

B. Student Affairs – M. Lepore

The Student Affairs Advisory Committee will meet on Wednesday.

C. CCR – J. Knaust

No Report

D. Academic Standards – J. Phillips

First meeting will occur Nov. 8 at 3:00 pm. Will look at some data already sent by P. Gent, and other issues that may be of interest, such as midterm grades.

E. Budget – A. Roberts

Does Senate want A. Roberts to offer Senate's Budget Committee to L. Cullo, who wants an ad hoc committee to help him with planning and priorities. Consensus is that he can certainly suggest this to L. Cullo, and J. Lyle already has.

F Faculty Affairs – D. Knepp

Mentor Dinner was successful and D. Knepp could not be here today, and asked J. Lyle to read his report. D. Knepp thanks those who helped make the dinner a success. Dinner had 10 new faculty and 10 mentors and 3 speakers. Specifically he thanks the Provost office for sponsoring the dinner, Faculty Affairs Committee for organizing the event, the faculty who volunteered their time to be mentors and the three speakers: P. Gent, M. Lepore, and T. Kitzmiller, and Dr. Dale who stopped by and offered encouraging remarks.

G. Institutional Resources – A. Love

No Report. A. Rosati asked about the windows that appear to be installed in top of the renovated Tippin Gym. A now retired swim coach (1971-1989) noted to A. Rosati that those windows streamed sunlight in at such an angle and ferocity that it made it impossible to see swimmers in the pool. A. Rosati asked A. Love to ask the powers that be to heed the accumulated wisdom of the former coach and not install the windows. A. Love said she would talk to F. Connolly and bring those concerns to him.

H. Venango – J. May

The next Venango Forum is to be held at noon on the 12th. It was well received at this time, and so will continue. The Venango Task Force is finishing up, and will present findings on Nov. 19th.

IX. Old Business

A. Seifert Cultural Series

M. Lepore reported that the Seifert Committee decided on a theme for the year, which is environmental, conservation/sustainability issues. The committee is looking at speakers, whose fees range from \$5,000 to \$25,000 or more. Jack Hannah whose fee is between \$15,000-\$25,000. Also a possibility is Maya Lin, creator of the Vietnam Memorial. Her fee is about \$5,000. Some ideas include the inclusion of Cook Forest and the Conservation District and the like.

J. Lyle noted that Senate needs to formalize the structure and get the new people in place by spring, so they can begin work on the next year's theme without the delay of this past year. J. Lyle noted that CCR will need to be involved.

B. Retiree emails

No Update

C. Affordability issues.

J. Lyle reported that he has given his questions to the M. Graybill re: bookstore costs. He is unsure how many questions would be answered, as this is Follett's decision.

P. Woodburne noted that the Foundation's endowed "Emergency Fund" will be fully funded (\$25,000) by year end, using unused monies from the Underfunded Scholarship Project. It is possible to contribute to the 'interest only' portion of that fund, so that any monies donated will be spent on student need, rather than being added to the principal. As this is happening a bit faster than had been anticipated, the rules about who would be on the committee and how funds would be disbursed have not been finalized. The France Allison fund had the Provost, Susan Fenske's position and D. Mc Farland's position as the committee in charge, and there was some language on how the monies were to be distributed. It is likely that such a distribution team and language would be used for the Emergency Fund. Given some anecdotal data showing students living in cars, or making do with meal plans of 10 meals per week and the like, that we seem to have an increasing number of students with this kind of need than in the past. P. Woodburne suggested Senate publicize the fund, the need, and the way to contribute.

Upon questioning, assuming a 3% return, the scholarship provides some \$300-\$400 per year. This illustrates the need for ongoing contributions to the 'interest only' portion.

X. New Business

A. Scholarships—D. McFarland

In 2015 some \$88,000 in merit scholarships had been awarded. As of last year, some \$2.5 million in institutional scholarships were awarded. An issue, especially with the Foundation scholarships is that they are often conditional, awarded for degrees that CUP does not have, or for students who, at the present time, we do not have—such as a particular major from a particular high school, etc. His office is going to donors to repurpose the funds if possible.

Discussion continued about the web-based process, scholarship management software. The roll out was a challenge, but he hopes it will go better next year. The software has popups, and students who block popups are unable to view the scholarships. Another issue was that the outside vendor's software was used by students to send email to faculty asking for letters of recommendations. Our software directed those emails to 'spam'. That has been corrected.

On Nov. 1 the application process was activated, and some remaining bugs are being fixed by the IT dept. The use of the software will tell D. McFarland's office when a student moves/leaves the university, so funds can be moved to another student. The goal is to be more aggressive about getting funds out by August. In the past, he had held some funds back for students who may enroll in spring. There are few in this category, so he is moving more funds to the fall admissions. Last year some 1,249 students applied online. Two years ago, some 81% of Foundation scholarships were awarded. Last year, this rose to 87%. He expects this to rise to over 95% of scholarships awarded.

In terms of the merit scholarships, there is a link between a scholarship and retention. As the stronger students get merit funds, and the stronger students are more likely to persist, the funds enable us to get and hold better students. However, we also need funds for the lower income students. Those in the worst situation are those who have an Expected Family Contribution of about \$15,000, but who can't really meet that EFC. We know that the poorest students can get Pell grants and other funds, but also often have a gap.

Due to D. McFarland seeing rising applications and deposits, he expects a good year.

B. Gen Ed Select Committee—A. Roberts

Discussed the proposed charge to the Select Committee, including fixing broken links, GEEC reports be sent to Senate, conducting assessment of the W and Q flags with the recently updated language, and codifying the existing Gen Ed program into one coherent document.

L. Chambers noted that the links should be fixed soon. She spoke to the webmaster and cleaned up some of the links/pages to be 'timeless', and removed information related to any specific year or committee membership, etc.

L. Chambers noted that GEEC met earlier today and discussed assessment plans for the year. The GEEC wants to use the outcomes for the 9 skills that align with PASSHE and Middle States requirements. Some of these skills are our flags and some are not flags. She noted that CUP must align with PASSHE and Middle States. GEEC suggests a pilot of the new outcomes and rubrics this year.

Discussion focused on the pros and cons of conducting assessment using current Gen Ed program outcomes, goals and rubrics, etc vs using new ones. The issue is in part, what Middle States will accept as good process, and whether we can do the assessment quickly and well. No one wants to delay assessment further. Another aspect to the issue is that the new outcomes and rubrics developed by GEEC have not passed the CCPS process and/or Senate. Discussion ensued about whether we can use one common rubric, which seems the best practice, or whether, in keeping with assessment of the current program, ought we use the rubrics we currently have. Using instructor designed rubric makes a data analysis nightmare, and there are issues with a common rubric.

As part of the discussion, L. Chambers argued that the definition of what Gen Ed is, is important to answer. Many courses have been added to Gen Ed over the years, morphing it from something that, at one time, might have had some clarity and structure, but which now may not. S. Prezzano made the point that, years ago, Gen Ed was a much more limited entity, with a specified set of courses, which, in her memory, did not work, and which required the alterations that have come since.

L. Chambers noted that we need to know where, in Gen Ed, the 9 skills appear. This is a second aspect of needed assessment. A list of courses would be distributed to department chairs, who would determine where, perhaps 1 skill only, exists in departmental courses.

Discussion continued E. Foster asking, as the existing and proposed outcomes align, can't both be done. Can we not evaluate outcomes and utilize both sets of outcomes? General agreement that this is possible.

In ongoing discussion, B. Sweet suggested we assess the W and Q flags now, and do two others in the fall and continue in this manner. J. Phillips noted that we have not assessed quantitative reasoning other than looking at syllabi, etc, or the W flag in courses other than ENGL 111. L. Chambers noted that Liberal Knowledge has no real outcomes at all, making assessment impossible.

L. Chambers asked the Gen Ed Select Committee to look at the draft document from GEEC and provide feedback, and to perhaps come up with outcomes for Liberal Knowledge, which currently do not exist.

L. Chambers asked that if we do, as B. Sweet suggests, to start assessing the W and Q flags now, that Select Committee look at the outcomes of the other skills to make sure they are assessable, so they can be assessed. Passing assessable outcomes takes time. For example, the values flags may not be assessable. A. Roberts noted that this suggestion falls within the original charge to the Select Committee, and seems reasonable.

E. Foster asked if the charge of the Select Committee's charge encompasses discussion back and forth with GEEC, etc. A. Roberts noted that this also falls within the original charge to the Select Committee, and seems reasonable.

Motion to accept the recommendations from the Gen Ed Select Committee (B. Sweet), second by S. Prezzano. Vote, in favor, was unanimous.

XI. Adjournment –moved B. Sweet (J. Knaust, seconded). Unanimous passage.