

**Clarion University**  
**Council of Trustees' Regular Meeting**  
**Venango campus – Room 403 Montgomery Hall**  
**Clarion, PA 16214**  
**Thursday, September 19, 2019**  
**7:00 p.m.**

**Agenda**

**Pledge of Allegiance**

**Call Meeting to Order and Roll Call of Board Members**

**Public Comments**

**Consent Agenda** ..... Chair, JD Dunbar

1. Approval of the July 18, 2019, meeting minutes – See Item 1
2. Approval of the Annual Budget – FY2019-2020 – will be distributed to trustees in advance of the meeting.
3. Approval of the Trustee Finance Committee Purchasing Report – See Item 2

RESOLVED, that the Council of Trustees, Clarion University, approve the Consent Agenda for September 19, 2019.

**Report of Venango campus** ..... Hope Lineman

**Report of Venango Student Senate**..... Trelyn Nelson

**Report of Clarion Student Senate** ..... Brianna Shepherd

**Report of Finance, Administration and Facilities** ..... Len Cullo

1. Grant Awards and Contracts – See Item 3
2. Status of Facilities Report – See Item 4

**Report of University Advancement** ..... Jim Geiger

**Report of Student Affairs** ..... Susanne Fenske

**Report of Faculty Senate** ..... Jim Lyle

**Report of Academic Affairs** ..... Pam Gent

**Report of Council Chair** ..... JD Dunbar

**Committee Reports**

- 1. Presidential Leadership Review ..... Neil Weaver

**Report of Enrollment Management** ..... David Dollins

**Report of the Board of Governors** ..... Neil Weaver

**Report of PACT** ..... Milissa Steiner Bauer

**Report of the Clarion University Foundation, Inc.** ..... Milissa Steiner Bauer

**Report of the President** ..... President Pehrsson

**Other Business** ..... JD Dunbar

- 1. Unfinished Business
- 2. New Business
- 3. Call for Executive Session – Discussion of Personnel Matters

**Human Resources** – See Item 5

**Important Dates**

- 1. Upcoming meetings of the Council of Trustees’ - November 21, February 20, April 16
- 2. PACT Conference - September 10 at SRU
- 3. Autumn Leaf Festival – September 28 – October 6
- 4. President’s Evaluation due to Chancellor – October 15
- 5. Trustees Annual Fall Retreat – October 31 & November 1
- 6. All Boards Holiday Open House – December 11, 5-7pm
- 7. Winter Commencement – December 14: 10am & 2pm

**Adjournment**

MINUTES OF THE MEETING OF THE COUNCIL OF TRUSTEES  
CLARION UNIVERSITY OF PENNSYLVANIA  
THURSDAY, JULY 18, 2019  
108 EAGLE COMMONS  
CLARION, PA 16214  
PUBLIC MEETING  
2:00 P.M.

I. RECORDING OF ATTENDANCE

Chairwoman JD Dunbar called the meeting to order at 1:52 p.m. with the following Trustees present:

Mrs. Milissa Steiner Bauer, Vice Chairwoman  
Mrs. Susanne Burns  
Ms. JD Dunbar, Chairwoman  
The Honorable R. Lee James  
Mr. James Kifer, Secretary  
The Honorable Donna Oberlander  
Mr. Neil Weaver  
Mr. Tree Zuzzio

The following Trustees were absent:

Mr. Larry Pickett  
Mr. Howard Shreckengost

The following members of the University administration attended the meeting:

Dr. Dale-Elizabeth Pehrsson, President  
Dr. Jeffery Allen, Dean, Health and Human Services  
Mr. Len Cullo, Vice President, Finance and Administration  
Dr. Laura Delbrugge, Dean, College of Arts and Sciences  
Mr. David Dollins, Associate Vice President, Enrollment Management  
Dr. Susanne Fenske, Vice President, Student Affairs  
Dr. Phillip Frese, Dean, College of Business and Information Sciences  
Mr. James Geiger, Vice President, University Advancement  
Dr. Gwen Price, Dean, School of Education

The following administration was absent:

Dr. Pam Gent, Provost and Academic Vice President

At this time, Chairwoman Dunbar called on Dr. Frese who introduced our new deans, Dr. Laura Delbrugge and Dr. Gwen Price, to the Council of Trustees.

Dr. Price introduced two of her faculty members from the School of Education, Dr. John McCullough, who spoke about Dr. Brian's Program for Leadership and Community Engagement (P.L.A.C.E) and a pilot program starting in the fall for early childhood majors to student teach for an entire academic year at a local high school.

Dr. Jesse Haight who spoke of his inspiring young girls civic engagement informing "Little Leaders" a group of five and six year olds on gender equity gaps in social studies and of his student's recycling project and presentation at the upcoming state conference in Texas.

Dr. Price introduced two students in the spotlight who were present at today's meeting. Tara Jageman and Adam Goldinger who spoke to the trustees of why they chose Clarion University and their college experience.

II. PUBLIC COMMENTS – NONE

III. APPROVAL OF THE CONSENT AGENDA

Chairwoman Dunbar presented the items on the Consent Agenda and asked if any items needed to be removed for further discussion.

1. Approval of the April 18, 2019, meeting minutes
2. Approval of the Order of Succession Plan 2019-2020
3. Approval of the Student Code of Conduct and Committee Standards

Trustee Weaver asked to have Item 1 removed from the Consent Agenda for a correction in the minutes to reflect that he was present at the April 18 meeting.

A motion was made by Trustee Zuzzio, seconded by Trustee Burns, to approve Items 2 & 3 on the Consent Agenda. Motion carried unanimously.

Chairwoman Dunbar then presented Item 1 separately.

A motion was made by Trustee Kifer, seconded by Trustee Bauer, to approve the April 18, 2019, meeting minutes with the correction that Trustee Weaver was present at the meeting. The motion carried unanimously.

#### IV. Committee Reports

##### 1. Executive Committee

The Executive Committee met on July 12 and those minutes were forwarded to the trustees earlier this week.

##### 2. Facilities Committee

Trustee Kifer presented the Annual Facilities Committee Report and Recommendations in Chair Larry Pickett's absence. The committee participated in a review and inspection of the following university facilities: Becker and Moore Halls, Carlson Library, Eagle Commons, Memorial Stadium, and campus landscape, lighting and pathways.

A motion was made by Trustee Kifer, seconded by Trustee Zuzzio, to approve the Facilities Committee Report as presented. The motion carried unanimously.

#### V. REPORT OF STUDENT AFFAIRS

Dr. Fenske reported they are preparing for the start of the academic year in housing. Repairs and updates in the residence halls are being done over the summer. Many summer camps have been occupying university housing and the football team will be back on campus in a few weeks. They are working on a timeline for occupancy back into Tippin and who can be moved in seamlessly. Work on the outdoor recreation court has begun and will be ready by school opening. The ribbon cutting ceremony for Tippin will be mid-September.

#### VI. REPORT OF FACULTY SENATE

Dr. Lyle provided a brief report and stated that he was reelected as chair of faculty senate for the next academic year.

#### VII. REPORT OF ACADEMIC AFFAIRS

Dean Frese provided the report in Dr. Gent's absence. The associate provost search failed and another interim would be appointed; two new certificate programs have been developed in nursing and human services; four faculty members were offered the volunteer phase retirement program; they are preparing for the demolition of Carrier Hall and moving offices out of the building; and, last, three committees are working on the True North Initiative (TNI) for common hours, student success and teaching for excellence over the summer.

At this time, Chairwoman Dunbar announced that the agenda would be reordered to move the President's Report later in the agenda, per Dr. Dale's request.

#### VIII. REPORT OF UNIVERSITY ADVANCEMENT

Mr. Geiger reported they recently hosted an alumni event with 152 attendees at the Pittsburgh Pirates baseball game; the 1867 Alumni Society will be meeting in Foxburg for dinner; they met with the Zimmerman agency to map out the next year's marketing strategies for our academic programs and the admissions team.

#### IX. REPORT OF COUNCIL CHAIR

Trustee Dunbar reported the PACT Administration added new accountability and evaluation measures for trustees that would include: job description, statement of commitment, self-evaluation, and an evaluation of all Council. Clarion Trustees will add new committee of Academic Affairs having peers vetted through the Council for the president and provost. She reported on the positive impact of "All Boards" meeting and recognized the value of Alumni and Foundation Boards, as well as, Council of Trustees all working for the same purpose with distinct missions. We will be reviewing and updating our Council bylaws.

#### X. REPORT OF ENROLLMENT MANAGEMENT

Mr. Dollins reported fall 2019 deposits, applications are shaping up, and his team has already been recruiting for fall 2020 semester. They are working to get admission decisions out faster to students than in past years; new software tools will be launched very soon and will have a positive impact on students. He met with the Alumni Board, provided them with an elevator speech to help promote Clarion University and will have this available online for others to use.

#### XI. REPORT OF THE BOARD OF GOVERNORS

Trustee Weaver was absent from the BOGs meeting and deferred to Dr. Dale who was present at the meeting. Dr. Dale highlighted that the Chancellor froze tuition for all State System institutions; APSCUF is currently in contract negotiations and Dr. Gent is part of the negotiating committee; there has been recommendations for a statewide faculty senate and two of Clarion faculty members are involved with that committee—Dr. Jim Lyle and Dr. Ray Feroz.

#### XII. PACT REPORT

Trustee Bauer stated that she has been asked to participate on the State System Redesign Committee. There are two Clarion trustees and two faculty members on this committee; she believes Clarion trustees' initiative to send a resolution last year to the Board of Governors helped in the funds allocation for FY2019-2020; PACT is revising the student trustee responsibilities and selection process

and Trustee Zuzzio will participate on that committee. The next PACT meeting will be held at SRU on September 10.

### XIII. REPORT OF THE UNIVERSITY FOUNDATION, INC.

Trustee Bauer deferred providing the report to Foundation President Jane France who was present at the meeting. Ms. France noted that \$76,000 was raised for the Student Success Program and \$52,000 of that money was dispersed this morning.

### XIV. REPORT OF FINANCE AND ADMINISTRATION

Mr. Cullo provided an update on the Tippin project. The windows and gym floor are being installed; the swimming pool is ready for water; ADA projects are being done this summer; the Chancellor has proposed to Governor Wolf for approval for all indicated building demolitions for all 14 institutions; new campus signage is being installed in phases and will be in place by ALF; and, construction at Venango campus is underway with Suhr and Montgomery Halls.

### REPORT OF THE PRESIDENT

President Pehrsson reported that PEC would hold their retreat July 19. She thanked the Foundation for supporting the All Boards Retreat that took place in June. It was a positive event and boards are in the process of updating bylaws. TNI is advancing and will move forward with new academic programs once faculty return from summer break. The Student Success Committee has been meeting this summer and she has received their report and recommendations. The TNI priorities for Venango are currently underway with updates to the Suhr computer labs and roof replacements. They will be launching a search for the Dean of Career Workforce Development at Venango campus and this person will report to the Provost. She is pleased to have new deans on board for the start of the academic year.

### XV. UNFINISHED BUSINESS

Trustee James asked about the President's evaluation process. Chairwoman Dunbar explained Trustee Weaver, chair of the Presidential Evaluation Committee, would guide the committee through the process. Our final report and recommendations are due to the Chancellor by October 15.

### XVI. NEW BUSINESS – NONE

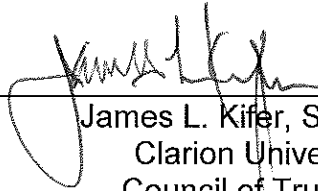
### XVII. ADJOURNMENT AND NEXT MEETING

A motion was made by Trustee Zuzzio, seconded by Trustee Bauer, to adjourn the meeting. The motion carried unanimously.

Meeting adjourned at 3.58 p.m.

The next meeting of the Council of Trustees will be Thursday, September 19, 2019, at the Venango campus.

Respectfully submitted

A handwritten signature in black ink, appearing to read "James L. Kifer", is written over a horizontal line.

---

James L. Kifer, Secretary  
Clarion University  
Council of Trustees



**Information Items for September 19, 2019, Council of Trustees' Meeting  
List of Purchases \$19,400 and Above**

*Approved by Trustees' Finance Committee - November 9, 2018 & March 29, 2019*

<b>Vendor</b>	<b>General Description</b>	<b>Department</b>	<b>Purchase Order Total</b>	<b>Contract Begin Date</b>	<b>Contract End Date</b>
Addvantum	Oracle Peoplesoft Campus Solutions FA/SF Functional	Computing Services	\$350,000/5yrs	10/29/2018	6/30/2022
Webster's Fitness Products Inc.	Weight Room Equipment	Rec Center	\$180,315.00	10/28/2018	6/30/2022
Advent Communications	AVAYA IP Office Phone Solution	Telecommunications	\$369,887.00	1/3/2019	12/31/2023
Clarion Ford	2019 Dodge Durnago Hemi	Public Safety	\$33,356.00	1/16/2019	6/30/2019
Clarion Ford	2019 Ford F350 Dump Truck	Facilities	\$41,922.00	2/5/2019	6/30/2019
Daktronics	Scoring Display Assemblies and Controls	Tippin Project	\$305,631.00	3/25/2019	9/4/2019
National Fitness Campaign, LLC	Comprehensive Outdoor Circuit Training Systems	Center for Wellness	\$123,385.00	5/8/2019	12/30/2019
Advanced Disposal Services of Western PA	Refuse Removal and Recycling	Maintenance	\$495,000.00/5yrs	3/7/2019	12/31/2023
Zahinda Bhatti, MD	HIV/AIDS Physician Services	NW Rural AIDS Alliance	\$175,000.00/5y	1/10/2019	12/31/2023

Clarion University of PA  
New Grants and Contracts  
07/1/2019-08/31/2019

Item 3

<b>Grant Name</b>	<b>Amount</b>	<b>Director</b>
Broadway Aids	\$ 7,500.00	Dr. David Miller-Martini
SBDC State Match FY20	\$ 230,740.00	Ms. Cynthia Nellis
Student Support Services FY20	\$ 379,187.00	Ms. Maria Aiello
Talent Search FY20	\$ 447,553.00	Ms. Rhonda McMillen-Toth
Upward Bound FY18	\$ 472,925.00	Ms. Rhonda McMillen-Toth
RUI: Morphology & Crystalline Orientation of Particles	\$ 305,097.00	Dr. Chunfei Li
PLCB	\$ 19,034.50	Mr. Stephan Brooks

**Clarion University**  
**Information Items for September 19 , 2019, Council of Trustees' Meeting**  
**Status of Facilities Projects**

Building	Project	Number	Fund Source	Amount	Status	Project Completion Date
Tippin Gym	Renovation/Construction	CL-696	CA	\$41,900,000	UC	October - 2019
	<b>Project Total</b>					
Stevens/Moore Hall	ADA Accessibility Improvements	CL-775	CA	\$5,000,000	ID	TBD
Still Hall	Roof Replacement	CL-786	DM	\$150,000	ID	August-2020
Still Hall	Server Room Fire Extinguishing	CL-796	DM	TBD	RB	June 2020
Clarion Campus	Sidewalk Repairs	CL-797	DM	\$150,000	C	August-2019
Montgomery Hall	Roof Replacement	CL-	DM	\$150,000	C	August-2019
Suhr Library	Roof Replacement	CL--	G	\$85,000	C	August-2019
Suhr Library	HVAC & Electrical Upgrade	CL-	G	\$300,000	B	December 2019
Office Consolidation	Facility Space Renovation, Consolidation, and Demolition	CL-	CA	\$7,300,000	AS	TBD

**Notes -**

**Still Hall Roof Replacement** - *Project deferred now to Summer 2020 for proper review and design prior to work completion*

**Still Hall Server Room Fire Extinguishing** - *Single bid received was double the estimated project cost; new bids being sought using an alternative fire suppression system that should be within budget*

Source of Funds	Status
EG = Education & General Funds	P = Planning
AX = Auxiliary	ID = In Design
DM = Deferred Maintenance	B = Bidding/Contracting
CA = Capital Appropriation	UC = Under Construction
G = Grants	C = Complete
SA = Student Assessment	AF = Awaiting Funds
SR = Special Revenue (e.g., Parking Fees, etc.)	AS = Awaiting Scheduling
CL = Cancelled	RB = Rebid

Human Resource Report  
September 19, 2019

**A. Office of the President**

1. Classification

Administrator

Nettleton, Lacy, State University Administrator 3 (from SUA 2), Admissions, June 24, 2019

**B. Academic Affairs**

1. Appointments

Faculty – E & G Funded

Adams, William; 100%-time; Instructor (Step 1), Communication Department,  
August 17, 2019 through May 22, 2020

Albright, Matthew; 75%-time; Instructor (Step 1), Communication Department,  
August 17, 2019 through May 22, 2020

Alden, Carrie; 80%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Alden, Jesse; 25%-time; Instructor (Step 1), Chemistry, Mathematics and Physics  
Department, August 17, 2019 through January 3, 2020

Allen, Susan; 25%-time; Instructor (Step 1), Library Science Department,  
August 17, 2019 through January 3, 2020

Alvarez, Barbara; 6 credit-time; Instructor (Step 1), Library Science Department,  
July 9, 2019 through August 9, 2019

Arroyo, Alan; 25%-time; Instructor (Step 1), Special Education Department,  
August 17, 2019 through January 3, 2020

Baker, Helen; 100%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Banner, Lindsay; 25%-time; Instructor (Step 1), Finance Department,  
August 17, 2019 through January 3, 2020

Bell, Keith; 25%-time; Instructor (Step 1), Human Services, Rehabilitation, Health and Sport  
Sciences Department, August 17, 2019 through May 22, 2020

Beers, Shawn; 50%-time; Instructor (Step 1), English and Modern Languages Department,  
August 17, 2019 through May 22, 2020

Boland, Patricia; 80%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Boryenace, Vanessa; 100%-time; Instructor (Step 1), Education Department,  
August 17, 2019 through May 22, 2020

Bowersox, Cheryl; 100%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Brzoza-Lewis, Kristina; 100%-time; Instructor (Step 1), Biology and Geosciences Department,  
August 17, 2019 through May 22, 2020

Carlisle, Kristy; 25%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Cathcart, Randy; 50%-time; Instructor (Step 1), Human Services, Rehabilitation, Health and  
Sports Sciences Department, August 17, 2019 through May 22, 2020

Colega, Anthony; 50%-time; Instructor (Step 1), Nursing Department,  
October 14, 2019 through December 20, 2019

Cook, Karen; 3 credit-time; Instructor (Step 1), Library Science Department,  
July 8, 2019 through August 8, 2019

Davis, Jenna; 25%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Dias, Natasha; 100%-time; Instructor (Step 1), Biology & Geosciences Department,  
August 17, 2019 through May 22, 2020

Detelich, Jacob; 75%-time; Instructor (Step 1), Communications Department,  
August 17, 2019 through January 3, 2020

Dressick, Damian; 100%-time; Instructor (Step 1), English and Modern Languages Department,  
August 17, 2019 through January 3, 2020

Droske, Kristy; 25%-time; Instructor (Step 1), Human Services, Rehabilitation, Health and  
Sports Sciences Department, August 17, 2019 through January 3, 2020

Fillman, Shelby; 80%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Gift, Jacqueline; 25%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Gigliotti, Gregory; 60%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Guth, William; 50%-time; Instructor (Step 1), Chemistry, Mathematics and Physics Department,  
August 17, 2019 through January 3, 2020

Harancher, Christine; 100%-time; Instructor (Step 5), Human Services, Rehabilitation, Health,  
And Sports Sciences Department, August 17, 2019 through May 22, 2020

Herrick, Seth; 25%-time; Instructor (Step 1), Human Services, Rehabilitation, Health and  
Sport Sciences Department, August 17, 2019 through May 22, 2020

Hissam, Michael; 75%-time; Instructor (Step 1), Communications Department,  
August 17, 2019 through January 3, 2020

Hollis, Mary; 50%-time; Instructor (Step 1), Psychology Department,  
August 17, 2019 through January 3, 2020

Hollobaugh, Ian; 40%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Hoover, Greg; .3333 credit-time; Instructor (Step 1), Communication Sciences Disorders  
Department, August 17, 2019 through January 3, 2020

Humphrey, Matthew; 75%-time; Instructor (Step 1), English and Modern Languages  
Department, August 17, 2019 through January 3, 2020

Hunsberger, Colby; 100%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Jensen, Natalie; 25%-time; Instructor (Step 1), Visual and Performing Arts Department,  
August 17, 2019 through January 3, 2020

Jones, Loretta; 25%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Jordan, Jessica; 25%-time; Instructor (Step 1), Library Science Department,  
August 17, 2019 through January 3, 2020

Joyce, Joseph; 100%-time; Instructor (Step 1), Visual and Performing Arts Department,  
August 17, 2019 through May 22, 2020

Kazar, Sheila; 100%-time; Instructor (Step 1), Biology and Geosciences Department,  
August 2019 through May 22, 2020

Krishnamurthy, Poomima; 100%-time: Instructor (Step 1), Chemistry, Mathematics and  
Physics Department, August 17, 2019 through May 22, 2020

Kujawski, Kelly; 80%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Labadessa, Steven; 100%-time; Instructor (Step 1), Visual and Performing Arts Department,  
August 17, 2019 through January 3, 2020

LaDell-Thomas, Julie; 25%-time; Instructor (Step 1), Library Science Department,  
August 17, 2019 through October 16, 2019

Lang, Emy Takada; 25%-time; Instructor (Step 1), English and Modern Languages Department,  
August 17, 2019 through January 3, 2020

Leahy, Kathleen; 8.3%-time; Instructor (Step 1), Special Education Department,  
August 17, 2019 through January 3, 2020

Lewis, Randilyn; 80%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Lindemuth, Nina; 100%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Lucas, Ronald; 25%-time; Instructor (Step 1), Computer Information Sciences Department,  
August 17, 2019 through January 3, 2020

Machesky, Amanda; 50%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Manko, Barbara; 100%-time; Instructor (Step 1), Management and Marketing Department,  
August 17, 2019 through January 3, 2020

Manno, Jacqueline; 100%-time; Instructor (Step 1), Education Department,  
August 17, 2019 through May 22, 2020

Marzullo, Melanie; 60%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Mathieu-Sher, Reva; 100%-time; Instructor (Step 1), Special Education Department,  
August 17, 2019 through May 22, 2020

McCrea, Cynthia; 25%-time; Instructor (Step 1), Human Services, Rehabilitation, Health and  
Sport Sciences Department, August 17, 2019 through January 3, 2020

McGuire, Beth; 25%-time; Instructor (Step 1), Library Science Department,  
August 17, 2019 through January 3, 2020

Messino, Linda; 25%-time; Instructor (Step 1), Psychology Department,  
July 29, 2019 through October 14, 2019

Murphy, Sarah; 25%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Murtha, Keith; 11%-time; Instructor (Step 1), Human Services, Rehabilitation, Health and Sports  
Sciences Department, August 17, 2019 through January 3, 2020

Nellis, Cynthia; 100%-time; Instructor (Step 9), Small Business Development Center,  
July 1, 2019 through June 30, 2020

Neiswonger, Michael; 50%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Nuesmeyer, Tamela; 50%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Opst, Melissa; 100%-time; Instructor (Step 1), Biology and Geosciences Department,  
July 20, 2019 through May 16, 2020

Orinko, Meri; 100%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Patterson, Rich; 100%-time; Assistant Professor (Step 5), Human Services, Rehabilitation,  
Health and Sports Sciences, July 1, 2019

Pavlosky, Edward; 2-credit time; Instructor (Step 2), Nursing Department,  
August 5, 2019 through August 16, 2019

Pavlosky, Edward; 100%-time; Instructor (Step 2), Nursing Department,  
August 17, 2019 through May 22, 2020

Pikna, Leigh; 25%-time; Instructor (Step 1), Communication Science Disorders  
Department, August 17, 2019 through May 22, 2020

Plyler, Brande; 25%-time; Instructor (Step 1), Special Education Department,  
August 17, 2019 through January 3, 2020

Rashid, Sungida; 100%-time; Instructor (Step 1), Economics Department,  
August 17, 2019 through May 22, 2020

Raubenstrauch, 28%-time; Instructor (Step 1), Human Services, Rehabilitation, Health and  
Sport Sciences Department, August 17, 2019 through May 22, 2020

Rhode, Matthew; 100%-time; Instructor (Step 1), Social Sciences Department,  
August 17, 2019 through January 3, 2020

Romanik, Adam; 25%-time; Instructor (Step 1), Library Science Department,  
August 17, 2019 through January 3, 2020

Rosier, Renee; 100%-time; Instructor (Step 1), Biology and Geosciences Department,  
August 17, 2019 through May 22, 2020

Scalise, Paula; 60%-time; Instructor (Step 1), Nursing Department,  
August 17, 2019 through January 3, 2020

Schlosser, Mark; 75%-time Instructor (Step 1), Education Department,  
August 17, 2019 through May 22, 2020

Sharrar, Darlene; 25%-time; Instructor (Step 1), Chemistry, Mathematics, and Physics  
Department, August 17, 2019 through January 3, 2020

Shreve, Debra; 100%-time; Assistant Professor (Step 1), Nursing Department,  
August 17, 2019 through May 22, 2020

Slagle, Sarah; 8.3%-time; Instructor (Step 1), Special Education Department,  
August 17, 2019 through January 3, 2020

Snyder, Donna; 25%-time; Instructor (Step 1), Library Science Department,  
August 17, 2019 through January 3, 2020

Snyder, Lori; 33%-time; Instructor (Step 1), Human Services, Rehabilitation, Health and Sport  
Sciences Department, August 17, 2019 through May 22, 2020

Strong-Beebe, Tricina; 25%-time; Instructor (Step 1), Library Science Department,  
August 17, 2019 through October 16, 2019

Terwilliger, Laura; 50%-time; Instructor (Step 1), Psychology Department,  
August 17, 2019 through January 3, 2020

Thornton, Bridget; 29%-time, Instructor (Step 1), Human Services, Rehabilitation, Health and  
Sports Sciences Department, August 17, 2019 through May 22, 2020

Thorpe, Joshua; 50%-time; Instructor (Step 1), Human Services, Rehabilitation, Health and  
Sports Sciences Department, August 17, 2019 through May 22, 2020

Tienes, Jeffrey; 6 credit-time; Instructor (Step 1), Social Sciences Department,  
June 3, 2019 through August 8, 2019

Underwood, Heidi; .3333 credit-time; Instructor (Step 1), Communication Science Disorders  
Department, August 17, 2019 through May 22, 2020

Veri, Tracy; 25%-time, Instructor (Step 1), Human Services, Rehabilitation, Health and Sports  
Sciences Department, August 17, 2019 through May 22, 2020

Wagner, Cristine; 25%-time; Instructor (Step 1), Education Department,  
August 17, 2019 through May 22, 2020

Weckerly, Diane; 25%-time; Instructor (Step 1), Social Sciences Department,  
August 17, 2019 through May 22, 2020

Weckerly, Maureen; 25%-time; Instructor (Step 1), Communication Science Disorders  
Department, August 17, 2019 through May 22, 2020

Welsh, Drew; 25%-time; Instructor (Step 1), Social Sciences Department,  
August 17, 2019 through May 22, 2020

Willard, Amanda; 100%-time; Instructor (Step 1), Biology and Geosciences Department,  
August 17, 2019 through May 22, 2020

Williams, Gary; 100%-time; Instructor (Step 2), Management and Marketing Department,  
August 17, 2019 through May 22, 2020

Wilson, Bethany; 50%-time; Instructor (Step 1), Communication Science Disorders  
Department, August 17, 2019 through January 3, 2020

Zboran, Beth; 50%-time; Instructor (Step 1), Computer Information Sciences Department,  
August 17, 2019 through January 3, 2020

Zumas, Susan; 100%-time; Instructor (Step 1), Economics Department,  
August 17, 2019 through May 22, 2020

#### Grant Funded

Defranco, Lisa; 80%-time; Instructor (Step 1), Educational Talent Search – Upward Bound  
Department, August 17, 2019 through May 22, 2020

Griffin, Timothy; 60%-time; Instructor (Step 1), Student Success Center Department,  
August 17, 2019 through May 22, 2020

Pedlow, Michelle; 100%-time; Instructor (Step 3), Student Success Center Department,  
August 17, 2019 through May 22, 2020

### Support Staff

Scott, Joseph, Help Desk Technician Full-Time, Regular, Computing Services, July 8, 2019

Fried, Shawne, Clerk Typist 2, Full-Time, Regular, N/W Alliance, July 22, 2019

Cunningham, Emily, Social Work 1, Full-Time, Regular, N/W Alliance, August 26, 2019

Ford, Emily, Social Work 1, Full-Time, Regular, N/W Alliance, August 26, 2019

## 2. Appointments – Temporary

### Manager

Hartley, David; Interim Associate Provost for Academic Affairs, effective August 19, 2019

Lineman, Hope, Venango Campus Manager, Full-Time, Temporary, Venango Campus, July 1, 2019

## 3. Retirements

### Faculty

Harris, Steven, Interim Dean of the College of Arts and Sciences, effective June 30, 2019

Heard, John, Assistant Professor Department of Chemistry, Math and Physics, effective August 1, 2019

### Manager

Johnson, Gustof, Computing Services, August 2, 2019

### Support Staff

Strickenberger, Wenda, Clerk Typist, Library Science/MBA, August 23, 2019

## 4. Faculty Tenure

The faculty members listed below were granted tenure, effective August 17, 2019.

Lacey Fulton	Communication
Patricia Johner	Library Services
Stacey Hall	Communications Sciences and Disorders

## 5. Faculty Sabbaticals

Faculty members listed below were awarded sabbaticals for the period and purposes indicated. All sabbaticals were awarded at full pay unless otherwise noted.

David Hipfel	Academic year 2020-2021	Devote time to study and sit for two professional examinations administered by the Society of Actuaries. Passage of these exams will establish expertise with the actuarial profession.
Tony Johns	Academic year 2020-2021	Publish two research articles in the Labor Scheduling field.



Doug Knepp	Spring 2021	Create new academic program, a Bachelor of Science in Recreational Therapy.
Miguel Olivas-Lujan	Academic Year 2020-2021 (half pay)	Provide a systematic review of the existing scientific literature on Human Resources Management in South America in the last two decades (2000-2020).
Yun Shao	Academic Year 2020-2021	Review, redesign, revive the Film Studies Program; redesign current Spanish courses for a new Professional Spanish Online Certificate Program; and pursue teaching Chinese to Speakers of Other Languages Certificate.
Phil Terman	Academic Year 2020-2021 (half pay)	Publish a full-length poetry manuscript Of Riad Saleh Hussein, essays on his work by imminent poets and scholars.
Craig Zamzow	Spring 2020	Travel and visit parks and places of Interest of the cold winter in NWPA.

#### 6. Promotions

The faculty listed below were promoted to Assistant Professor to Associate Professor effective August 17, 2019.

Renee Shawgo	English and Modern Languages
Karl Sprenger	Education

The faculty listed below were promoted to Associate Professor to Full Professor effective August 17, 2019.

Naomi Bell O'Neil	Communication
Richard Lane	English and Modern Languages
Melissa Downes	English and Modern Languages
Ning Chen	Management and Marketing
Rhonda Clark	Library Science

#### Administrator

Guntrum, Sheena, State University Administrator 2, Assistant Director for Financial Aid Processing Student Financial Services, August 5, 2019

#### Support Staff

Brown, Shelly, Clerk Typist 3, Visual and Performing Arts, Full-Time, Regular, July 10, 2019

#### 7. Appointment – Temporary; Conclusion

#### Support Staff

Haines, Taylee, Fiscal Assistant, Student Financial Services, Full-Time, Temporary, August 16, 2019

#### 8. Lateral Move

#### Support Staff

Ortiz, Natalie, Fiscal Assistant, Student Financial Services, Full-Time, Regular, August 19, 2019

9. Classification

Manager

Grafton, Trevor, Manager 180 (from 170), Computing Services, June 10, 2019

Daugherty, Virgil, Manager 180 (from 170), Computing Services, June 10, 2019

10. Resignation

Support Staff

Scognamiglio, Luigi, Help Desk Technician, Computing Services, July 8, 2019

**C. Finance and Administration**

1. Appointments

Support Staff

Makray, Brenda, Custodial Worker 1, Part-Time, Regular, Facilities Management, August 5, 2019

Smith, Andrew, Carpenter, Full-Time, Regular, Facilities Management, September 4, 2019

2. Appointment – Temporary

Support Staff

Davison, Richard, Maintenance Repairperson 1, Full-Time, Temporary, Facilities Management,  
August 19, 2019

3. Appointments – Temporary - Extensions

Support Staff

Miller, Christopher, Semi-Skilled Laborer, Full-Time, Temporary, Facilities Management, August 24, 2019

D'Souza, Daniel, Semi-Skilled Laborer, Full-Time, Temporary, Facilities Management, August 24, 2019

Linamen, James, Semi-Skilled Laborer, Full-Time, Temporary, Facilities Management, August 24, 2019

Stewart, Jeffrey, Maintenance Laborer, Full-Time, Temporary, Facilities Management, August 24, 2019

Preston, Matthew, Maintenance Laborer, Full-Time, Temporary, Facilities Management, August 24, 2019

4. Promotions

Support Staff

Mason, Robert, Carpenter, Full-Time, Regular, Facilities Management, August 19, 2019

McFarland, Roger, Full-Time, Regular, Facilities Management, August 26, 2019

5. Resignations

Support Staff

Stiglitz, Dennis, Maintenance Repairperson 2, Facilities Management, May 24, 2019

Coradi, Patrick, Carpenter, Facilities Management, July 19, 2019

## D. Student Affairs

### 1. Appointments

#### Coach

Neiman, Deron, Interim Head Coach, Baseball, Intercollegiate Athletics, Full-Time, August 12, 2019

Schulz, Elisabeth, Head Coach, Women's Softball, Intercollegiate Athletics, Full-Time, July 15, 2019

Jones, Erik, Head Coach, Strength and Conditioning, Intercollegiate Athletics, Part-Time, July 15, 2019

Copenhaver, Cynthia, Head Coach, Tennis, Intercollegiate Athletics, Part-Time, July 8, 2019

McCready, Mike, Assistant Coach, Men's Basketball, Intercollegiate Athletics, Full-Time, July 8, 2019

#### Administrator

Moussa, Ewing, SUA 2, Coordinator of Campus Recreation, Full-Time, Regular, Recreation Center,  
August 19, 2019

#### Support Staff

Cumo, Alan, Stock Clerk 1, Full-Time, Temporary, Intercollegiate Athletics, July 29, 2019

### 2. Appointments - Temporary

#### Administrator

Zerfoss, Sarah, SUA 2, Assistant Director of Student Conduct and Community Development,  
Full-Time, Temporary, Judicial Affairs, July 29, 2019

Ortega-Lopez, Wandaliz, SUA 1, Residence Life Coordinator, Full-Time, Temporary, Residence Life  
August 5, 2019

Thorpe, Hayden, SUA 1, Coordinator of Recreational Services, Full-Time, 9-month, Temporary,  
Recreation Center, August 26, 2019

### 3. Resignation

#### Coach

Kiss, Kyle, Assistant Coach-Wrestling, Athletics, Resignation, August 7, 2019