

**Faculty Senate
Clarion University
1/23/19**

Faculty Senate met on January 23, 2019 in 246 Gemmell. J. Lyle chaired the meeting, with the following senators present: S. Boyden, C. Childers, D. Clark, J. Croskey, E. Foster, J. Knaust, D. Knepp, A. Love, J. Lyle, J. McCullough, J. Phillips, S. Prezzano, A. Roberts, A. Rosati, B. Sweet, P. Woodburne. D. Pehrsson, P. Gent, S. Hoke and J. Wolbert were also present.

- I. Call to Order – J. Lyle called the meeting to order at 3:30.
- II. Approval of the Minutes (12/3, 2018) – A. Roberts, (S. Prezzano seconded) approval of the minutes. The motion passed unanimously.
- III. Announcements
 1. Rev. Kari D. King-Hill, January 24, 5:00 PM, Gemmell MPR
 2. Tea Time with the President – February 6, 1:00-2:00 PM, Moore Hall
 3. NSF Cyber Training Grant Opportunity, February 6 (Apps due)
 4. Council of Trustees Meeting – February 21, 7:00 PM, 108 Eagle Commons
 5. Email scam warnings

IV. President's Report-- D. Pehrsson

The President just came back from Florida where she was working the athletic scholarship campaign meeting with Alums, many of whom have not been engaged in CUP affairs, and who she wants to re-engage.

D. Pehrsson also formally reported that P. Gent is the permanent Provost, after a good search. She thanked J. Croskey and the committee for their hard work, finding good candidates, and organizing the meetings, etc.

The housing expense task force is up and running and doing good work. Their final report will be presented soon. The current draft has short run, long run and intermediate steps that can be taken. CUP buying the dorms or leasing them from the foundation are on the table, but no final plans are available. The goal is to stop the financial bleeding, and student retention bleed, which seems caused, in part, by higher housing costs than at competitor institutions. A goal is to increase student choice and flexibility.

D. Pehrsson and the Provost and J. Lyle, R. Ferroz, and others came back from Harrisburg recently. The reason was to inaugurate the new Chancellor, but to also have meetings on revisions to PASSHE. Groups that D. Pehrsson was involved with were on 'metrics of success' and on 'course sharing'. The Chancellor seems to signal a new degree of individual autonomy as institutions deal with issues coming.

The first may be altered to recognize the fact that CUP and other, similar institutions each have unique issues that are separate from other, larger, and more financially stable institutions, and that metrics for our success should be tied to our mission, and how well we meet the goals we set for ourselves. The Chancellor seemed receptive.

Course sharing is an issue that will continue to be on the table and under discussion for some years. D. Pehrsson will look for committee membership to examine some of the issues, and to guide decision making.

Related to course sharing is the possibility of university closing and consolidation. D. Pehrsson noted to the Chancellor to tell universities and towns that universities will not close, jobs will not be sacrificed for course sharing, and the like.

The Chancellor is coming to CUP around 2/18 to discuss 'system-ness' and some of these other issues, and will talk with the Legislative Assembly. A. Rosati will be there to hear and report back to Senate.

J. Lyle noted that R. Ferroz wants to come to Senate to discuss issues brought up in his meetings at Harrisburg.

D. Pehrsson noted that a major retreat will be held in June for the Foundation board, the Alumni board and the Council of Trustees. The topic will be creating the vision and looking to the future in a 20 year span.

D. Pehrsson noted the change in funding formula. The issue is that university system funds are not those of individual institutions, but are student funds, and system monies. The Chancellor seems amenable to treating these funds more in this manner than in the past. D. Pehrsson noted, and the Chancellor seemed to agree, that the system will rise or fall as a system. The loss of one institution will hasten the loss of the system. D. Pehrsson noted that some schools, like Westchester, are successful, in part, due to their population. Our lack of success, is due, in part, to our declining population, but also to the past funding formula that rewards metrics that disproportionately reward larger schools and larger populations.

J. Croskey, in the question period, reinforced the notion that some of the metrics include post college success, which should include several years of data, and not just the first job. Other metrics discussed are those true to our mission, and specific to our situation, like student access, progression, matriculation, and the like. Goal is to measure university success by their own situation, and own goals.

In response to question by C. Childers, on how the larger schools will react to the funding changes, the president noted that population and success often go together. Cheney has population, and a host of particular problems despite its population. Slippery Rock's success is due, in part, to new programs that we were not allowed to offer. She noted that success also seems to be tied to good program being directly linked to the particular, and well defined, mission of each school. Schools in this situation include Millersville. D. Pehrsson is pushing for spending, and potentially reorganizing programs, linked to CUP's mission.

Related to this discussion is the low debt held by CUP. Even if CUP bought our dorms, for something like \$100 million, we'd be in the middle of the PASSHE pack. She envisions leveraging our debt to invest in ourselves as part of the process of our reinvention and alignment to mission.

J. Phillips asked about legislative appropriations. The work by the Chancellor may be the first salvo in a request/justification for raised state funding.

J. Phillips noted that the change from top down management is welcome. Often the process was to give top down direction on things like curriculum, then enforce competition between institutions. Control of curriculum hampered the ability of institutions to compete in a 'program marketplace'. D. Pehrsson noted that this did occur, and that it appears to be changing. The term used in Harrisburg is 'system sharing'. D. Pehrsson suggested that we need more local autonomy, particularly in the areas of specialized programs and curriculum. A couple example of local interest are teacher training and GIS.

D. Pehrsson noted that many of these issues are linked to the President's website. Also on the PASSHE link.

J. Lyle summarized the discussion saying, based on his own observations at that meeting, which he felt that CUP should embrace the opportunity, and that foot dragging will harm us. He believes that the upside of this process is great.

V. Provost Report—P. Gent

P. Gent noted that the CAES Dean Search is ongoing with some 57 applicants so far. Applications are due by January 31.

The ASN Nursing program out of Somerset is up and running, and approved by relevant bodies. The Gen Ed requirements we would have to meet may be a bit less than originally proposed, at least initially, as the first class of students has most of their Gen Eds finished already (LPNs, etc).

P. Gent noted that Erin Beichner, an ROTC student and nursing student was rated the top ROTC Nursing student in the entire northeast, and second in the entire US!

P. Gent noted that the ‘crystal growing competition’ is starting, sponsored by the Chemistry department. This is a good opportunity to interact with students, schools and families, and generate interest in chemistry.

P. Gent noted the roll out of some of the recommendations made by the advising task force (from a year ago). The Advising Council is being created to streamline and improve advising. S. Montgomery is asking for depts. for membership.

Upon questioning, P. Gent noted that CUP will hire an Assoc Provost. Internal and external candidates will be included. .

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

The TNI is busy and has a complement of working groups. Emails went out asking for participation from interested faculty. The working groups are Academic Programs, Affordability and Finance, Diversity, Recruitment, and Venango. No mandate to have a balance from colleges or departments, but is desirable. The task force has been impressed by the interest from faculty in sitting on these sub-committees.

VII. Student Senate – R. Skunda

R. Skunda was absent. Conflict with the Wednesday meeting time. No report.

VIII. Committee Reports.

A. CCPS – B. Sweet

Deadlines have been set. 2/6 is for Special Topics, 2/15 for major changes, 3/15 for objections. Goal is to send final work to Senate on 4/8, with final resolutions on 4/22. Is working on further paperwork/copies per proposal to perhaps 4. The special election to replace Rich Lane, for Spring only, is now open and will close noon 1/24.

B. Student Affairs – M. Lepore

M. Lepore was absent, but J. Lyle read his report. A new committee is being created, called Club Council, which will look at the viability and ease of using RSOs. Meet 1/24. The Seifert Committee schedule of 8-10 events is set. Major speakers is being set for Fall, and major funds are reserved for the fall’s speaker. Glow Yoga 2/2, Zumba 2/9, health fair 2/27, Hope Grows with Lisa Storey 3/19, mindfulness on 3/12, Fish And Game Commission 4/15, Scott Russell Sanders 4/22. Recycling Art with Taylor Banner and Friends of Cook Forest have yet to be scheduled.

C. CCR – J. Knaust

Will have an election/call for Seifert Cultural Series membership

D. Academic Standards – J. Phillips

Will have first meeting in February.

E. Budget – A. Roberts

No report. J. Lyle noted that he had reached out to L. Cullo for the date of his report to Senate. His report is date specific.

F Faculty Affairs – D. Knepp

Several retirees this year. Retirement reception details begun. No date yet.

G. Institutional Resources – A. Love

Regarding the windows issue in Tippin, a ‘shading system’ is being installed. Facilities Planning was cancelled this month so will meet again in February.

H. Venango – J. May

No report. J. May is teaching on this Wednesday meeting time.

IX. New Business

A. Orientation/Welcome Week

S. Hoke and J. Wolbert spoke.

Orientation is now part of Student Programs. J. Wolbert was hired as coordinator. Began having Saturday orientations, which are well attended. Next year will have 2 Saturday sessions and 3 Friday sessions. The other issue of change is the Scheduling Pilot, which was also successful.

Some Stats from Orientations from 2018

74% of respondents found the Dean & Success Coach session to be Important/Very Important

78% of respondents indicated that they now know where to find resources for Academic Success

85% of respondents found the overall Orientation Program to be Good or Excellent

86% of respondents indicated that, as a result of attending Orientation, they now feel more prepared to begin their college career

93% of respondents indicated that all of their questions were answered at Orientation

Orientation is a 'transactions process' so that families can take care of the business of school prior to the student coming to campus. Financial aid, Res Life, meal plans, schedule, can talk about schedule with faculty. Goal is to put parent's minds at ease.

Some Statistics for Welcome Week

91% of respondents indicated that they felt prepared to start classes

94% of respondents indicated that the faculty/staff they interacted with helped them to feel more comfortable on campus

96% of respondents indicated that they understand the academic expectations at Clarion

Welcome week is a transitional piece for students, where we hope to lower student anxiety. Students feel prepared. Particularly useful to students is the time/day spent with departments/colleges, and getting direct feedback from student speakers. Another useful part of the Welcome Week is the talk given by E. Foster, which she describes as College 050; how to speak to professors, how to address emails, that exams won't just cover 1 chapter, etc.

J. Wolbert discussed upcoming events. CU PALS (Peer Adjustment Leaders), a pilot program where mentors are paired with students. The goal is to have a connection that lasts all year long. Helps new students get acclimated to campus. Work with M. Mullen and the Center for First Year Experience and their new student mentoring effort as well.

CU Start is a pre-orientation program, to tell students what they need to do prior to orientation; what placements to take, how scheduling works, etc. They are working with Center for First Year Experience and Computing Services, and A. Roberts regarding placement tests.

Students have access to CU Start from prior to orientation to when school starts.

This upcoming summer will feature 3 Friday sessions and 2 Saturday sessions, which will run from 9am-3pm.

The office will hire student Orientation Leaders.

Welcome Week will begin the Wednesday prior to class, as it was last year. Despite some criticism from students that this is too long, the Welcome Week feels the right length to Student Affairs people, so this duration will remain. The current Welcome Week is paired down to its essentials.

P. Woodburne suggested that CUP students who meet the new students during orientation etc, be given business cards to hand out to the prospective students. Also, give cards to the CUP students who meet with prospective students during the Student Visit Days, as a way to give potential students a nice connection. S. Boyden suggested a generic card, where the student could hand-write in their information as a personalized touch.

J. Lyle asked if we track students through orientation and later academic success. S. Hoke said that it is not possible to drill down that far yet, as we do not know to which event every student went during orientations or welcome week activities, but it is something they want to know.

In a question by J. Lyle on the age of the Orientation Leaders, J. Wolbert said that the main issue is keeping a new student paired with a PAL for a whole year.

In the discussion, E. Foster asked if the pre-orientation (CU Start) was all online. It is online. Via this program, students do a series of modules and end with 'next steps' process. The next steps include admissions contacts to reduce summer melt of students. After students do this process, the various Math and English placements open up to students at various times. The process ends with scheduling. Students get periodic reminders to do the placements, etc.

In the discussion, E. Foster also noted the Student Reflection Inventory (pre/post) given to freshmen, may give the same information or could be linked to welcome week activities, social adjustment, etc. Others noted that students do a lot of surveys, and may get 'surveyed out'.

X. Old Business

1. Student Affordability Issues.

J. Lyle working on something together for dissemination to faculty that speaks to affordability issues. J. Croskey noted that it would be useful if we could some way generate some excitement around faculty donation to the Foundation account or other scholarship accounts.

2. Speakers lined up for the semester.

X1. For the Good of the Order.

J. Croskey noted that Clarion river got nominated as 'Scenic River'. S. Prezzano noted that some funds may be attached to this designation. S. Boyden noted that some grants are involved.

S. Boyden also noted that a conference of Forest Landowners will occur 2/16. This will involve students presenting work, and has resulted in the past of some of these landowners and other government and other agency attendees filling their student internships wholly with Clarion students.

J. Croskey noted that on 3/23 a chess tournament will occur.

XII. Adjournment – B. Sweet moved (J. McCullough seconded). Unanimous passage.