

**Faculty Senate
Minutes
Clarion University
3/29/21**

Faculty Senate met on March 29, 2021 via zoom. J. Knaust chaired the meeting, with the following senators present: S. Boyden, L. Chambers, C. Childers, J. Croskey, E. Foster, J. Knaust, M. Lepore, C. Li, A. Love, J. Lyle, J. May, M. K. McConnell, N. O'Neil, J. Phillips, S. Prezzano, A. Roberts, A. Shannonhouse, R. Shawgo, B. Sweet, L. Taylor, J. Walsh, P. Woodburne. D. Pehrsson, P. Gent, L. Pierce, L. Cullo, D. Dollins, S. Spang (student senate), were also present.

- I. Call to Order – J. Knaust called the meeting to order at 3:30.
- II. Approval of the Minutes (3/15, 2021), M. Lepore moved, (E. Foster seconded) minutes approved.
- III. Announcements
 - A. Comments regarding Program Array will be accepted through Wednesday, March 31
 - B. Walk a Mile in Her Shoes March 28 through April 3 (register by 3/25)
 - C. Final installment of the Leadership Development Series on and 31st

IV. President's Report--D. Pehrsson

The president met, as part of a larger group, with State Senator Heywood, regarding diversity, and over concerns about the various racist events that have been happening locally, in the state, and nation recently. The president, representing the work of CUP and of EU, was budgeted to take 15 minutes per university, spoke to the senator for an hour discussing the various initiatives at both institutions. The President specifically referenced work by faculty in making syllabi and class materials DEI relevant/compliant.

Regarding next year, the President clarified that the various departments/chairs/deans/provosts etc will all remain for next year. The new structure will be developed with faculty over the next year.

The goal is to start an internal search for the provost of the NewU after this next year. No dean will be asked to leave. Retirements will be filled with interim positions. The new structure of NewU will be determined together with faculty. The President does not want a structure created, as its justification, because it makes the most sense financially, or solely from a budgetary perspective. She wants the structure to make sense academically, in ways that are of related disciplines, or are inter-disciplinarily related. The goal is to facilitate "cross-pollenization" of ideas and research.

As the new structure takes form, the President wants and needs ASPCUF to get involved in the various contractual issues to make sure no faculty member loses momentum in the promotion and tenure process.

As part of the above, in the various committees related to integration, there is emphasis on making sure that department chairs overlap. No one wants to see faculty careers delayed or halted even temporarily.

In response to questions regarding relaxing COVID restrictions, the President noted that the university will follow state and federal COVID guidelines. The university cannot mandate vaccines for students prior to enrollment or coming to campus, but the university is looking at having vaccines available on campus for students and staff, prior to, and during fall term.

S. Spang noted that one reason why the vaccine is not mandated is because it is still considered experimental.

V. Provost Report—P. Gent

The Provost noted that many student focus groups have occurred, and are still occurring. The most current focus groups was made up of ‘typical’ students, as opposed to student leadership. Concerns brought up by students from all three institutions include the idea that they chose their university because they felt known and appreciated. They do NOT want their advisor to be located remotely. Students are not opposed to taking a couple online classes, but they do NOT want to move to a different campus to finish their degree.

The Program Array Draft was put out. The Provost noted that it is only a draft. There are some problems with SIP codes, for example. The administration is looking for feedback from faculty and staff.

Departments/disciplines are meeting and creating syntheses of programs and majors. This is not going smoothly at all institutions or departments. In response to a question as to ‘who wins’ or how the final decision will be made, the Provost noted that Gwen Price or Brian Zimmerman can be called upon to mediate disputes. The three Provosts can also enter a dispute to assist with mediation. The Provost noted that we want the best of all programs and majors.

Other comments included the concern that one campus faculty may have been told ‘no new classes’ can be created, even it means creating a new one to take the place of some one or two old classes. This makes creating a synthesis difficult.

These are concerns, but the reality is that we need to be able to register students in March or April of 2022, and need to get programs/majors etc, created now.

J. Lyle noted with some trepidation that current students who have known little except the pandemic while in college, have been experiencing ‘college lite’ and he is worried about future expectations, grades, etc. The Provost noted that the high schools have also been dealing with the pandemic with various degrees of success, and that some of those students may be less prepared than past student have been because they have been experiencing almost two years of ‘high school lite’. Clarion, and most institutions, will be having to deal with an entire four year cohort of students with possibly more social, academic, and emotional deficits than we are used to seeing.

VI. Student Senate – S. Spang

S. Spang reported that student senate has decided to use the remainder of Follet’s money. Student senate has purchased a selection of caps and gowns that students may rent for graduation. Student Senate has purchased some macbooks to distribute/loan among the TRIO and Act 101 students for their school career. The hope is that they will last for two student cycles. Three TVs have been purchased and will be placed in the Commons. Events will be scheduled around the TVs.

VII. Committee Reports.

A. CCPS – B. Sweet

The Open Hearing is scheduled for 3-31 at 3:00 pm. No objections have been raised. Some minor curricular changes have been ‘read in’.

B. Student Affairs – M. Lepore

The Student Affairs committee discussed the new vendor for the bookstore. It will be “e-campus”. The main selling point is the company’s focus on affordability. Students are directed to books in the bookstore, but also to online vendors who may have lower prices. This new vendor should contribute approximately \$2,000 per semester to the university for student use.

C. CCR – A. Roberts

Two issues came from CCR.

1. Nomination elections will occur next week.
2. CCR has received a nomination to fill the empty seat on the TTIG (Teaching, Technology, and Instruction Grant) committee. Laurie Bladen is the nominee. As her nomination comes to senate from a standing committee, it does not need a motion. The vote was called, and the nominee was appointed to the committee.

D. Academic Standards – M. McConnell

No report

E. Budget – C. Childers

No report. L. Cullo’s report said all that needed to be said/

F Faculty Affairs – J. Walsh

J. Walsh reported that the retirement celebration will occur on May 5 at 3:30 pm. More information will follow. She asked the various faculty sponsors of the retirees to send in the biographies of the retirees as soon as possible.

G. Institutional Resources – L. Taylor

No report

H. Venango – J. May

No report

VIII. Old Business

As part of the Integrated Faculty Senate Working Group, A. Roberts reported that the body is generally supportive of including curriculum in the new senate. However, this left the group unsure how to proceed, so have asked the Provost and/or curriculum committees to come to the meetings and give direction to or to work with the faculty senate committee so no one works at cross purposes.

IX. New Business

Student Enrollment Issues—D. Dollins

Clarion University, like many institutions, has been hurt by various aspects of COVID. Enrollment people have not able to get to high schools, which has resulted in fewer applications and deposits. Many schools are going ‘test’ free, so many more students are applying to more selective schools. D. Dollins expects that some of these students may come to us later, as their applications to Harvard etc do not come to fruition, and they seek a more realistic goal.

Budgetary Issues—L. Cullo

The issues raised by D. Dollins are reflected in fairly poor budget news, as one may expect. L. Cullo noted that Clarion has made about all the cuts it can, and that the problem is not a cost problem, but a revenue problem. He stated that we cannot cut our way to prosperity or stability. He acknowledged that, in part, our financial issues also stem from declines in state funding for

higher education. If funding levels were back to a 10 year average, we would have not financial problems.

Aligning with D. Dollins' report, CUP has seen a steady decline in enrollment, made worse this past year or so, which directly impacts tuition and other revenue. L. Cullo supports the restructuring that brought the dorms back under university control, although we have taken a hit on it this year. CUP's ability to alter room and board rates will work to our advantage and give flexibility when times improve.

Looking at the E&G and Auxilliary budget deficits together, they come to approximately \$16 million, approximately \$10 million of which is due largely to the effects of COVID. The receipt of various federal CARES Act, and funds from subsequent legislation, erased almost all the COVID related deficit, bringing our deficit to approximately \$5 million.

L. Cullo expects integration to help on the revenue side, and expects that the eventual impact on administration personnel will be greater than it will be on faculty.

Diversity/Equity/Inclusion Statement

R. Laugand is asking for Senate assistance in drafting a statement on DEI that will go into all syllabi. The goal is to create language similar to the draft of common language related to the mask mandate that went into syllabi in Fall, 2020. P. Woodburne moved to have senate create a select committee to assist R. Laugand. E. Foster seconded. Motion passed. E. Foster, J. Walsh, will be on the select committee, with the understanding that R. Laugand will not refuse assistance and that other faculty will likely be welcome to join in as well. L. Knaust was going to nominate J. Croskey, who had left the meeting a few minutes before.

- X. Adjournment – B. Sweet moved (E. Foster seconded). Unanimous passage by hitting the 'end of zoom meeting' button.

National and Regional Landscape

- Regional Public Universities are seeing steep declines in application and deposit activity for incoming freshmen*
 - Nationwide down 20%
 - Midwest down 10%
 - Northeast (of which Clarion is categorized) down 50%
- Reflects the students we serve
- FAFSA Data shows declines in the number of urban and rural students submitting
- Admissions recruitment “grounded” for this cycle

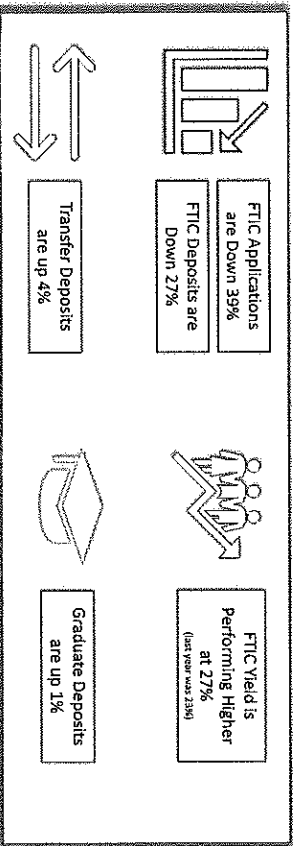
*Source: EAB Enrollment Intelligence

Faculty Senate Meeting

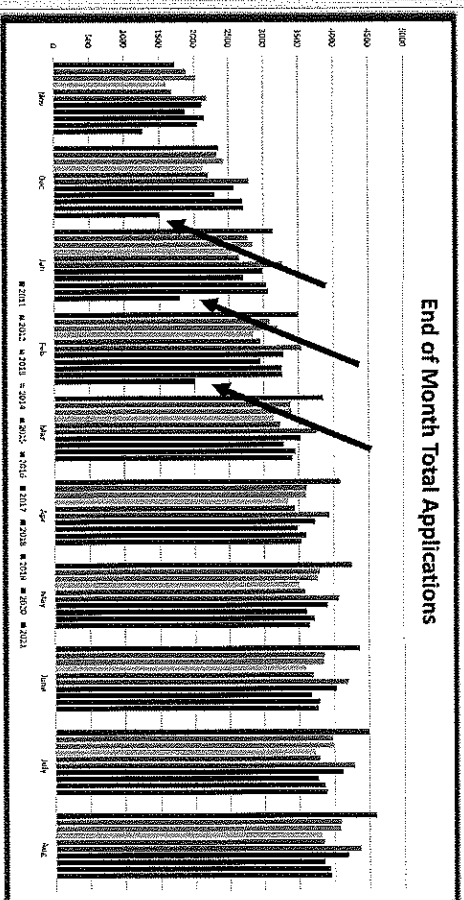
Enrollment Management Update

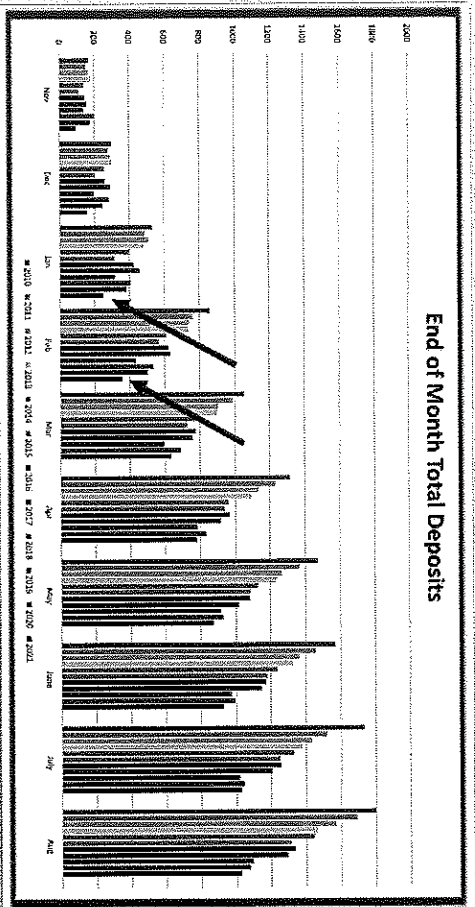
March 29, 2021

Clarion New Student Enrollment



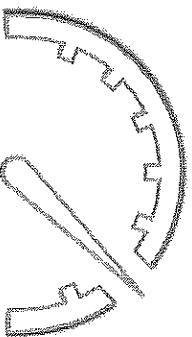
End of Month Total Applications





Quick Key Metrics

Average GPA: 3.55
Average SAT: 1069
Total FTIC Deposits: 394
Total FTIC URM Deposits: 46
% of Class: 12
Yield: 18.7%



March 24, 2021 EAB Intelligence

Other Enrollment Management Updates

Scholarships & Financial Aid

- Distributed \$1.6 million in HEERF II Funds to qualifying students week of March 22 – March 26
- Scholarship Application is now closed; Committees are meeting to review students
- Working on integration planning including U.S. Department of Education Title IV items
- Working with admission to yield the incoming class (i.e. award letters, campus visits, etc.)

Center for Student Outreach and Success Coaching

- Outreach to freshmen and sophomore students at Clarion campus
 - SIV broadcast
 - Postcards for Registration
 - Zoom appointments and phone calls
- Matthew working with Pittsburgh Promise Students
- Preparing for scheduling templates to be sent to departments for first time, first year scheduling this May through August

Admissions and COVID Related Articles

- *Low-Income Students Shut Out* (Inside Higher Ed – March 25, 2021)
- *The Full Story on Admissions* (Inside Higher Ed – February 1, 2021)
- *Admissions Have and Have Nots* (Inside Higher Ed – January 11, 2021)

Board of Governors' Budget Request Summary
Clarion University of Pennsylvania

UNRESTRICTED BUDGET (EDUCATIONAL AND GENERAL AND AUXILIARY)

Revenues	FY 2020-21			FY 2021-22		
	Original FY 2020-21	Revised FY 2020-21	Percent Change	Original FY 2021-22	Revised FY 2021-22	Percent Change
Tuition	\$33,154,720	\$33,154,720	0.0%	\$33,767,118	\$31,573,764	-6.5%
Fees	12,069,253	11,652,253	-3.5%	13,277,031	12,658,264	-4.7%
State Appropriation	26,512,315	26,512,315	0.0%	26,512,315	26,512,315	0.0%
Auxiliary Sales	9,582,382	6,562,382	-31.5%	15,143,763	15,143,763	0.0%
All Other Revenue	10,330,908	8,683,421	-15.9%	7,029,000	8,029,000	14.2%
Total Revenues	\$91,649,578	\$86,565,091	-5.5%	\$95,729,227	\$93,917,106	-1.9%
Expenditures						
Compensation Summary:						
Salaries and Wages	\$42,982,085	\$42,216,642	-1.8%	\$38,688,299	\$37,537,717	-3.0%
Benefits	20,861,697	20,927,268	0.3%	19,128,949	19,702,079	3.0%
Subtotal, Compensation	\$63,843,782	\$63,143,910	-1.1%	\$57,817,248	\$57,239,796	-1.0%
Student Financial Aid	5,479,181	6,179,181	12.8%	5,480,000	6,680,000	21.9%
Other Services and Supplies	29,105,965	29,105,965	0.0%	28,133,320	28,133,320	0.0%
Subtotal, Services and Supplies	\$34,585,146	\$35,285,146	2.0%	\$33,613,320	\$34,813,320	3.6%
Capital Expenditures and Debt Principal Payments	4,261,701	4,417,201	3.6%	4,357,252	4,357,252	0.0%
Total Expenditures	\$102,690,629	\$102,846,257	0.2%	\$95,787,820	\$96,410,368	0.6%
Revenues Less Expenditures	(\$11,041,051)	(\$16,281,166)		(\$58,593)	(\$2,493,262)	
Transfers to Plant Fund	(5,576,089)	(6,384,787)	n/a	(58,593)	0	n/a
Revenues Less Expenditures and Transfers	(\$5,464,962)	(\$9,896,399)		(\$0)	(\$2,493,262)	
Loans To/From Auxiliary Fund	\$0	\$0	n/a	\$0	\$0	n/a
Total Unrestricted Net Assets, Estimated End of Year Balance	(\$6,657,438)	(\$11,897,553)	n/a	(\$6,716,031)	(\$14,390,815)	n/a
Total Unrestricted Cash, Estimated Beginning of Year Balance	\$9,595,766	\$9,595,766	0.0%	(\$1,445,285)	(\$6,685,400)	n/a
Total Unrestricted Cash, Estimated End of Year Balance	(\$1,445,285)	(\$6,685,400)	n/a	(\$1,503,878)	(\$9,178,662)	n/a
Uses of Net Assets (mark with "X" all that apply)						
Surplus for targeted future strategic initiatives						
Surplus for targeted future ongoing expenses						
Supports one-time strategic initiatives in budget						
Supports ongoing expenses in budget						
Annualized FTE Enrollment						
Undergraduate	3,242.01	3,242.01	0.0%	3,231.12	3,053.53	-5.5%
Graduate	596.53	597.22	0.1%	622.88	563.89	-9.5%
Total Annualized FTE Enrollment	3,838.54	3,839.23	0.0%	3,854.00	3,617.42	-6.1%
FTE of Budgeted Unrestricted Employees, Net of Turnover						
Faculty	237.58	227.69	-4.2%	187.08	179.27	-4.2%
Nonfaculty	298.26	300.27	0.7%	264.86	269.11	1.6%
Total FTE of Budgeted Employees	535.84	527.96	-1.5%	451.94	448.38	-0.8%
Net Tuition Revenue per FTE Student	\$5,808	\$5,592		\$5,886	\$5,396	
<i>Undergraduate academic year tuition revenue less institutional aid/annualized undergraduate FTE enrollment. Note: this estimate may include aid awarded to gradua</i>						

ESTIMATED SUSTAINABILITY METRIC PROJECTIONS BASED ON AGGREGATED DATA; ACTUAL RESULTS WILL VARY.

	Estimated	Estimated	Estimated	Estimated
Fall FTE Student/Fall FTE Faculty Ratio	15.0	15.6	19.3	18.9
<i>Fall FTE student/Fall FTE faculty (excludes clock hour students and faculty)</i>				
Student/Nonfaculty Ratio	12.9	12.8	14.6	13.4
<i>Annualized FTE Student/Annualized FTE Nonfaculty</i>				
Annual Operating Margin¹	n/a	n/a	n/a	n/a
<i>Total Annual Revenues less Total Annual Expenses/Total Annual Revenues</i>				
Annual Primary Reserve Ratio¹	n/a	n/a	n/a	n/a
<i>Estimated End of Year Balance in Expendable Net Assets/Total Expenses before Transfers</i>				
Minimum Reserves Ratio¹	n/a	n/a	n/a	n/a
<i>Unrestricted Total Cash*365/Unrestricted Total Operating Expenses (excluding capital and transfers)</i>				
Viability Ratio	<i>Ratio cannot be calculated on level of information provided in this template;</i>			
<i>Expendable Net Assets/Total Outstanding Debt ratio is calculated in annual financial risk assessments.</i>				
Nonfaculty Costs/Unrestricted Revenues	33.0%	35.1%	29.6%	30.6%
<i>Total Unrestricted Nonfaculty Compensation/Total Unrestricted Revenues</i>				

¹ Ratios are calculated on an annual basis; ratios in the sustainability scorecard use a three-year rolling average.